



2023

SUSTAINABILITY
REPORT





FAUSTINO VELASCO
SATLINK PRESIDENT & CEO

In a connected world, maritime industries have a unique opportunity to collaborate for better ocean knowledge and protection. For over thirty years, Satlink has provided technological solutions that not only serve to increase transparency, foster sustainable fishing practices, or contribute to efficient monitoring, but can also lead to a significantly healthier and more resilient ocean environment.

Technology is without a doubt a vital tool in enhancing our knowledge of the ocean environment. As satellite communications advance, the possibilities for increasingly comprehensive real-time monitoring systems come ever closer. At Satlink, we envision a future where our technology can enable scientists and researchers to collect precise information on ocean conditions, biodiversity and climate-related changes, allowing for more effective strategies for protecting the marine environment. With a proven track-record of collaboration, we will continue to build partnerships between researchers and industry, working with both to create practical and efficient technological solutions for the benefit of the world's oceans.

In this 2023 Sustainability Report, we put the spotlight on the many ways that Satlink contributes to sustainability, from developing advanced Artificial Intelligence models that can accurately estimate amounts of tuna, or identify fish species at the moment they are caught; or through collaborative efforts such as Project ReCon and fostering knowledge through tuna-tagging and collaboration with researchers. We are proud to share our vision and lead the way forward in safeguarding our oceans from the many challenges they face.



KATHRYN GAVIRA
HEAD OF SCIENCE & SUSTAINABILITY

Science and sustainability have held a key role in Satlink's activities from the start, made even more evident by the creation of the Science and Sustainability department six years ago. Since then, we've had the privilege to work with stakeholders across the board to address the challenges our oceans face today, from illegal fishing practices, to marine pollution, or climate change. We know that we can't solve these issues alone, but we also know that through technology it is possible to find solutions that align with the needs of governments, fishing industries, environmental organizations and local communities.

Without a doubt, it is only through working hand in hand with those that use our technology that we can develop the best tools for our clients to work efficiently and sustainably. This year we've been welcomed to a number of conferences, meetings and events focused on finding common ground and developing solutions to solve the challenges of our oceans. We've also been able to visit many of our clients on board their vessels or in their offices, to continue learning with them and understand their day-to-day needs. In keeping with this holistic approach, this is also the year we've launched Project ReCon, a world-first circular economy scheme that brings together partners across the globe to reduce technological waste and have a positive impact on local communities.

We are proud to show the way forward for sustainability and continue providing opportunities to work together with all those that depend on the world's oceans. Technology plays a crucial role in ensuring the health and resilience of marine environments, and we are excited to continue developing useful solutions to achieve this goal. I'd like to thank all those involved in everything we have achieved so far, and look forward to continuing to build relationships and initiatives for the benefit of our oceans.

ABOUT SATLINK

Satlink is a world leading technology provider that develops solutions focused on **ocean knowledge and sustainability**, improving the management of ocean resources and working closely with industry, governments, and NGOs.

Since its foundation in 1992, the company has maintained a **strong commitment to research, innovation and development** that has translated to sustained and constant growth, while keeping sustainability and ocean conservation at its core.

Strongly committed to **fisheries sustainability and ocean conservation**, Satlink's mission is to provide tools that can help fleets and governments to sustainably manage their activity in the most efficient way.

OUR VALUES



TECHNOLOGY & INNOVATION



SUSTAINABILITY



OPERATIONAL EXCELLENCE



CLIENT-CENTRIC CULTURE

KEY FIGURES



1992

Year of Satlink's foundation



+160

Employees worldwide



10

Satlink offices worldwide



+7,500

Customers worldwide



30

Governments trust Satlink's technology



+200

Hours of training provided in 2023



99%

Permanent contracts



#1

Technology provider for the fishing industry

INTERNATIONAL FOOTPRINT



MISSION

To provide technology solutions that can help fleets and governments worldwide to sustainably manage their activity and resources in the most efficient way.

VISION


To become a world leading provider of technology focused on ocean knowledge and management. We firmly believe technology and data are the way forward to achieve ocean sustainability.

SUSTAINABILITY AT OUR CORE








Focused on creating innovative solutions that **empower maritime industries, governments and regulators to operate responsibly**, sustainability is at the very heart of Satlink's design and development strategy. We recognize the **pivotal role that technology plays in fostering transparency**, generating knowledge about the ocean, and combatting the challenges the world's oceans face today, from pollution and climate change to overfishing.

This commitment to sustainability is also present in the company's own policies and operations, where **Environmental, Social and Governance (ESG)** goals are taken into consideration for all business activities. From our manufacturing processes, prioritizing clean energy or reducing our plastic footprint, to internal policies favoring employee development and equality principles, Satlink aims to establish a solid foundation for long-term success.

KEY FIGURES

 <p>2017 The Science and Sustainability Department is founded</p>	 <p>+35 collaborations with international organizations</p>	 <p>3 Scientific articles published</p>	 <p>+10 Years collaborating with scientific institutions</p>
 <p>+116,000 Kgs of ghost gear recovered</p>	 <p>-28% Up to 28% plastic reduction in DSFs</p>	 <p>+15 Biologists among Satlink employees</p>	 <p>3 Sustainable initiatives carried out in the 3 tropical tuna oceans</p>

SUSTAINABLE DEVELOPMENT GOALS - SDGS

 <p>ZERO HUNGER</p>	<p>We work to ensure food security increasing the sustainability of tuna production, one of the most consumed wild proteins in the world due to its quality and price.</p>
 <p>DECENT WORK AND ECONOMIC GROWTH</p>	<p>We provide tools to ensure decent social and working conditions for the fleet under the international OIT standards.</p>
 <p>RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>We never stop improving our production processes. We also help to extend responsible labeling practices that help consumers to make responsible choices.</p>
 <p>CLIMATE ACTION</p>	<p>The use of our solutions can aid fleets in reducing their carbon footprint.</p>
 <p>LIFE BELOW WATER</p>	<p>Our solutions are created to guarantee a more efficient and sustainable use of marine resources, reducing environmental impacts and safeguarding marine ecosystems.</p>
 <p>PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Our tools are used establish measures against illegal fishing , promoting transparency in resource management and ensuring respect for human rights.</p>
 <p>PARTNERSHIPS FOR THE GOALS</p>	<p>We foster and create alliances between industry, NGOs, scientists and local communities in initiatives aimed at ocean sustainability in its triple dimension: economic, social and environmental.</p>

SUSTAINABILITY AWARDS

Satlink's contribution to ocean conservation and sustainability has been recognized by a number of international institutions.



OCEAN & RESOURCES MANAGEMENT

Satlink works closely with governments, regulators, NGOs and the industry as a whole to support sustainable fisheries and improve the management of ocean resources.

ELECTRONIC MONITORING

Complete solution for fisheries regulators

Electronic Monitoring (EM) systems are comprehensive end-to-end solutions for collecting and reporting data on fishing activities. Satlink's SeaTube is a customizable solution that seamlessly integrates all the components essential to an EM program, suitable for both **reputational objectives and scientific research**.

It **enhances traceability and transparency in fisheries**, promoting responsible supervision of fishing practices, which has a significant impact on long-term fishing sustainability. Satlink's EM systems have already been deployed in more than 320 vessels.



VESSEL MONITORING SYSTEM

Ensuring catch traceability & transparency

Vessel Monitoring Systems (VMS) play a key role in promoting fishing sustainability and effective fisheries management.

By supplying a transparent and verifiable record of vessels' activities and location, VMS is key to support **regulatory compliance**, sustainable fishing and the fight against illegal, unreported and unregulated (IUU) fishing, while ensuring **transparent and responsible catch traceability**. Satlink's VMS have been deployed in over 4.000 fishing vessels worldwide.



GOVERNMENTAL PROJECTS WORLDWIDE



SUSTAINABILITY AND COMPLIANCE OBJECTIVES



1 / ENHANCE COMPLIANCE AND TRANSPARENCY

Monitoring fishing activities improves traceability and promotes transparency. EM facilitates the reporting and verification of fishing practices, ensuring an important impact on long-term sustainability of ocean resources.



2 / IMPROVE DATA COLLECTION TO SUPPORT STOCK ASSESSMENTS

EM significantly improves data collection for stock assessments. Data on catch composition, fishing locations, and bycatch contribute to more accurate and timely stock assessments. This information is invaluable for implementing sustainable fishing quotas and ensuring the health of marine ecosystems.



3 / GOOD FISHING PRACTICES

By adhering to certification standards, fisheries demonstrate their commitment to responsible fishing, helping to maintain healthy fish populations and ecosystems. These certifications require the collection of a range of reliable data to ensure that assessors are applying the standards accurately and consistently.



4 / EFFECTIVE FISHERIES MANAGEMENT

EM can play a pivotal role towards effective fisheries management by providing reliable data that supports decision-makers in implementing adaptive management strategies, ensuring fisheries are managed sustainably, considering both environmental and economic factors.



5 / ONBOARD LABOR CONDITIONS

The industry is committed to fair labor practices that ensure the conditions of crew members. This commitment covers issues such as working hours, living conditions and general welfare. The adoption of EM further underlines the commitment to transparency and responsible practices.



6 / NON-INVASIVE MONITORING

Satlink's Seatube incorporates non-invasive monitoring techniques, such as face blurring and recording only fishing activity, to respect and protect the privacy of the crew. This approach addresses concerns about intrusion while still providing essential data for fisheries management. It reflects Satlink's commitment to balancing technological advances with ethical considerations.



Cyprus' Ministry of Agriculture, Rural Development and Environment has been recognized by FAO in the 2023 MedFish4Ever awards for their sustainable fisheries management leveraged by the use of Satlink's SeaTube. As highlighted by FAO, with this project "fishing practices have become more responsible and fisheries authorities now possess a significantly clearer understanding of the situation at sea at any given moment".

ENSURING FISHING SUSTAINABILITY

SMART DSF

Devices for Sustainable Fishing

Keeping our client's needs at the core, Satlink's DSFs allow for efficient and sustainable fishing. These smart buoys give vessels real-time and accurate information with which to maximize their fishing opportunities and keep track of their fishing gear at sea.

Our DSFs, equipped with high quality echosounders, GPS, and sensors, give estimates of tones of tuna underneath each DSF and can even estimate the species of tuna present, allowing vessels the flexibility to decide exactly what they want to fish at each set, and more efficiently plan out their trips.

These features allow users to focus on their **target species, increase their selectivity, comply with fishing quotas, and save time, fuel and resources while at sea.**

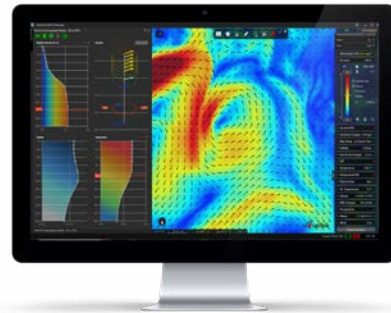


OCEANOGRAPHY SERVICE

Optimizing fishing efforts and reducing carbon footprint

Context is key when identifying the best areas to fish, and our oceanographic services provide an excellent tool for monitoring the conditions across the entire ocean. Storms and areas of dangerous transit are easily identifiable, and avoidable, ensuring the **safe operations of our clients.**

Detailed information on ocean currents, water temperature, and plankton blooms, among others, give fishermen a complete overview of the **conditions at sea**, allowing them to remotely identify the best fishing spots. Thanks to our oceanographic service, vessels can avoid hazards and plan their routes according to the most productive areas, optimizing their chances of finding fish, reducing search times and carbon footprint while increasing fishing yields.



FISHING WITH DFADS



LESS BYCATCH^{1,2}

The relative amount of bycatch in purse-seine fisheries using dFADs is considerably lower than other fishing methods (<10% overall by weight) and the impact on sensitive species such as turtles or mobulids is especially low.



LOWER CARBON FOOTPRINT^{1,2}

Purse-seine fisheries using dFADs have a lower fuel use intensity (i. e. the ratio of target species biomass caught to fuel consumed) and overall carbon footprint compared to other fishing methods.



SELECTIVITY TO PROTECT STOCKS³

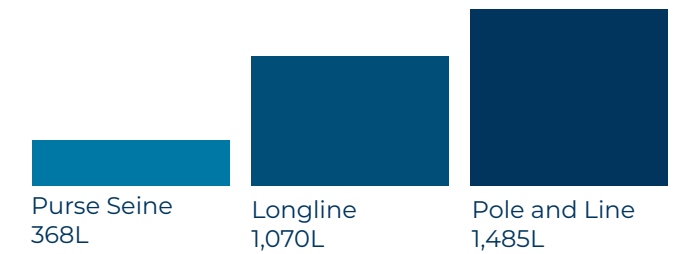
Accurate information on biomass and species classification provided by smart buoys contributes to minimize catches of non-target and restricted species, protecting stocks.

Global tuna catches by gear type (%)²

GEAR TYPES	
Purse Seine	66%
Longline	9%
Pole and Line	8%
Gillnet	4%
Miscellaneous gears	13%



Fuel efficiency (Liters of fuel per tuna ton)²



Using biomass information from DSFs, fishermen can better plan out their routes and optimize operations. This not only has an impact on the **fleet's carbon footprint⁴**, but also on the amount of bycatch that is caught. Scientists³ have shown that by targeting bigger schools at dFADs, which can be achieved by using biomass information from DSFs, fishermen can actually **reduce the relative amounts of bycatch per set**, increasing their selectivity.

1: Benefits, concerns and solutions of fishing for tunas with dFADs. Fish and Fisheries, 24 (2). <https://doi.org/10.1111/faf.12780>

2: ISSF Fishing Methods. Fishing Methods - International Seafood Sustainability Foundation (iss-foundation.org)

3: Targeting bigger schools can reduce ecosystem impacts of fisheries. Canadian Journal of Fisheries and Aquatic Sciences, 69(9), 1463-1467. <https://doi.org/10.1139/f2012-089>

4: Cabezas Basurko, O., Castresana, J., Grande, M., & Santiago, J. (2023). Energy Efficiency of the Purse-seine Fishery: FAD vs Free Swimming Schools Strategy.



SUSTAINABLE FISHING

Selective fishing to focus on target species and comply with quotas.



HEALTHY STOCKS

Minimize catches of non-target and vulnerable species.



TRANSPARENCY

Provide data and tools to governments and RFMOs, that enhance traceability and enforce regulations.



EFFICIENCY & DECISION-MAKING

Optimize fishing efforts, saving time, resources, and reducing carbon footprint.



OCEAN CONSERVATION

Satlink, committed to sustainability and ocean conservation, promotes initiatives that contribute to addressing a growing concern.



RESOURCE MANAGEMENT

Accurate information on the volume and composition of biomass and species.



OCEAN KNOWLEDGE

Smart buoys represent a significant source of information through which the scientific community can address many questions related to pelagic species



WEALTHY OCEANS

Support healthy marine ecosystems and contribute to the long-term prosperity of the fishing industry and coastal communities

SMART VESSEL - IMPROVING CREW WELL-BEING

As a satellite connectivity provider, Satlink contributes to the **comprehensive sustainability of the maritime and fishing activity** by ensuring the optimization of ship operation efficiency and, consequently, considerable cost savings. Clear examples of this progress include the ability to access real-time oceanographic and meteorological information and forecasts, the implementation of solutions for more efficient and sustainable fishing (such as smart buoys), or remote access to maintenance, support, and system update services.

Additionally, satellite communication enhances the safety of the vessel, its systems, and the crew. It enables emergency calls or telemedicine consultations, among other services, as well as the transmission of relevant regulatory information (such as catch reports or vessel location).

Furthermore, onboard connectivity improves the well-being of the crew by allowing them to contact their families and access entertainment content. It thus becomes a key tool for achieving greater efficiency in working hours and attracting new generations of sailors.



OPTIMIZES VESSELS OPERATIONAL EFFICIENCY

Access to satellite communications enables the use of tools and services that optimize efficiency and avoid breakdown



INCREASES VESSEL & CREW SAFETY

Emergency calls, telemedicine consultations and other services increase both the vessel and the crews safety.



ENHANCES CREW WELFARE

Being connected allows the crew to be in contact with family and access entertainment content



OPTIMIZES NAVIGATION ROUTES DESIGN

Access to ocean data services that enable to identify storms and areas of dangerous transit and thus avoid them.

ENHANCING OCEAN KNOWLEDGE

TUN-AI

Learning more about tuna

Satlink teamed up with data scientists from Komorebi AI to develop Tun-AI¹, a machine learning model that processes echosounder data from dFAD buoys. Trained on a combination of **buoys' data, remote-sensing biological and oceanographic information, and ten years of catch data from the fishing industry**, Tun-AI demonstrates over 92% accuracy in distinguishing the presence or absence of tuna under a dFAD.

Already, Tun-AI has provided **insights into the nature of tuna aggregations around dFADs²**, showing that the time it takes for tuna to arrive at a dFAD is similar to the time it takes for them to leave.

Information from echosounder buoys can undoubtedly help solve some of the pressing questions scientists have around dFADs and how they influence tuna behaviour.

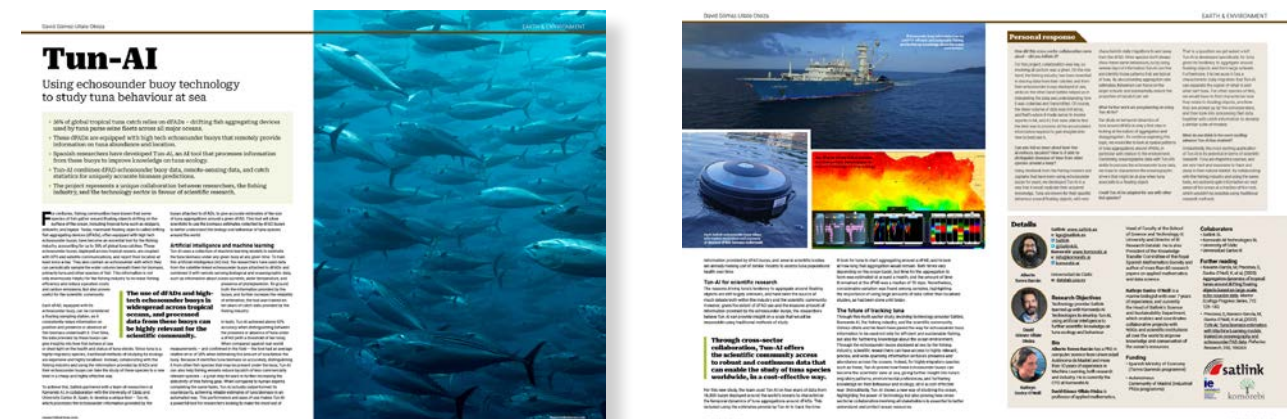


Tun-AI demonstrates over 92% accuracy in distinguishing the presence or absence of tuna under a dFAD.

Satlink's commitment to science and contributing to the knowledge of the oceans has also been recognized by several scientific partners. Members of the Science and Sustainability department have participated in all the dFAD working groups organized by tuna RFMOs, providing insight into the logistics and details of how regulations can be practically applied. Visiting SPC's headquarters in early 2023 has allowed several strong partnerships to consolidate, such as participation in Project ReCon or expanding the PTPP. We're also active participants in the Tuna Conference, a once a year opportunity to share ideas and projects with scientists from around the globe.

1: Precioso, D., Navarro-García, M., Gavira-O'Neill, K., Torres-Barrán, A., Gordo, D., Gallego, V., & Gómez-Ullate, D. (2022). TUN-AI: Tuna biomass estimation with Machine Learning models trained on oceanography and echosounder FAD data. Fisheries Research, 250. <https://doi.org/10.1016/j.fishres.2022.106263>

2: Navarro-García, M., Precioso, D., Gavira-O'Neill, K., Torres-Barrán, A., Gordo, D., Gallego, V., & Gómez-Ullate, D. (2023). Aggregation dynamics of tropical tunas around drifting floating objects based on large-scale echo-sounder data. Marine Ecology Progress Series, 715, 129-143. <https://doi.org/10.3354/meps14338>



SUPPORTING REGULATORS IN FISHERIES MANAGEMENT

Satlink works closely with multiple stakeholders to support sustainable fisheries and assist in improving the management of ocean resources. We have ample experience deploying governmental projects worldwide, and over 30 governments trust Satlink's solutions to efficiently manage their resources, guarantee transparent and responsible practices, and fight against Illegal, Unreported and Unregulated (IUU) fishing.

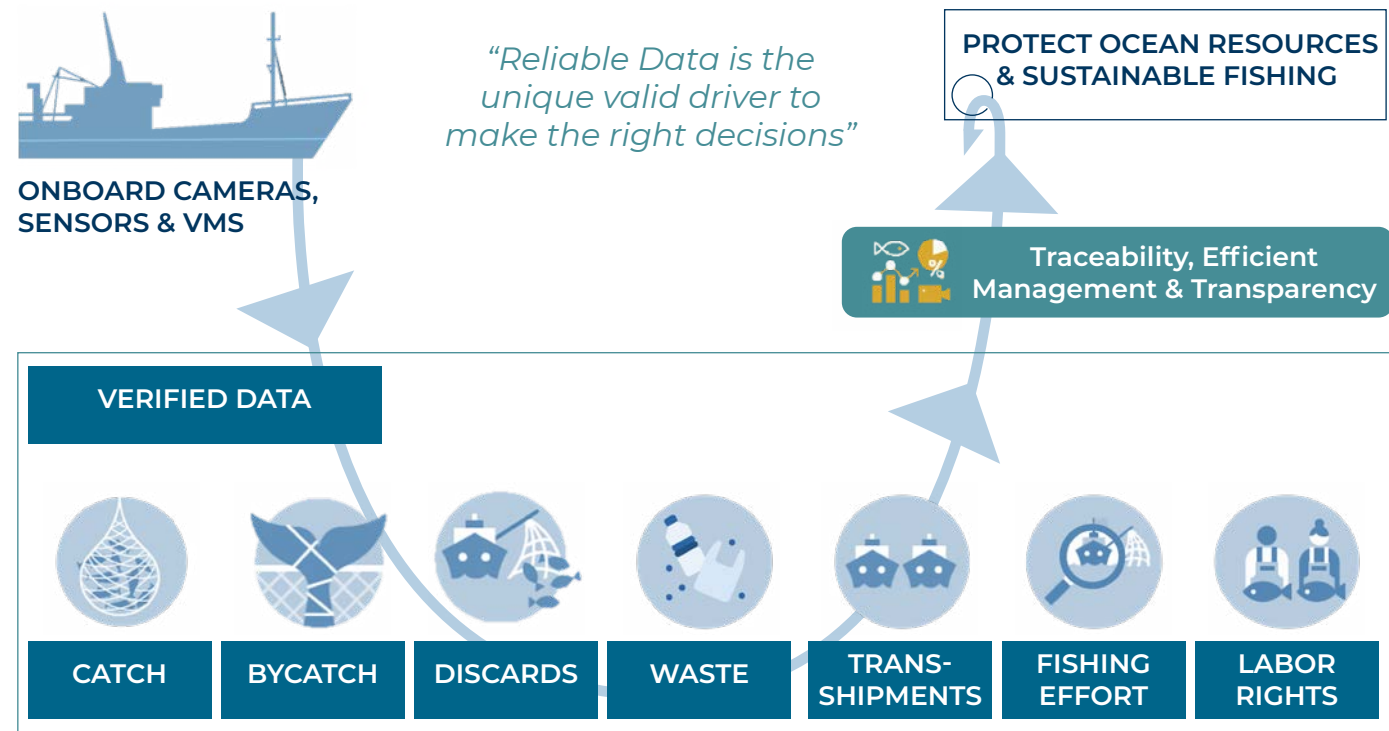
With over 4,500 onboard systems installed in all kind of vessels and fisheries across all oceans, Satlink carries out several initiatives and programs to improve the management of fishing resources and guarantee the long-term sustainability of the activity.

IMPLEMENTING SUSTAINABLE FISHERIES POLICIES

Fisheries Management Centers are a key solution for regulators. A perfect example of this is Satlink's implementation of the Fisheries Management Platform in Kiribati (FMPK), marking a significant step towards a sustainable fisheries management. With over 500 vessels operating in its territorial waters (catching 20% of the world's tuna), the FMPK is a key tool to monitor and control fishing fleets. The scope of the platform includes several modules, including Vessel Monitoring System (VMS), license management, observer and inspector management, and Electronic Reporting System (ERS) completion and tracking.



This FMPK ensures Kiribati's commitment to transparency and compliance with sustainable fisheries policies.



ENHANCING COMPLIANCE

In the Balearic Islands, Satlink has installed VMS systems on board the entire artisanal fleet, a key initiative to improve the management of fishing activities. Covering all 250 vessels in the Balearic artisanal fleet, the Nano VMS records key data, including vessel identification, position, course and speed.



This information is transmitted to the authorities, ensuring transparency and guaranteeing the sustainable and responsible origin of catches. The fisheries authorities of the Balearic Government now have access to a specific management platform, supported by a trained local team of over 20 technicians. This initiative underlines Balearic Islands' commitment to responsible fisheries management, and sets a benchmark for transparent and sustainable practices in the region.

ENSURING GOOD PRACTICES

The Solomon Islands Government has strengthened its commitment against illegal fishing, guaranteeing good practices by partnering with Satlink. With tuna fishing accounting for 18% of the country's GDP, trusting Satlink's EM systems (SeaTube) is part of the government's strategy to promote sustainability and guarantee the future of the activity.



Satlink's technology not only assists with compliance, but also contributes to comprehensive reporting on catch composition and fishing grounds, underlining the government's commitment to balancing economic resilience with environmental stewardship for a sustainable future.

Satlink is taking a significant step forward in fisheries management through Electronic Monitoring solutions, as evidenced by trial projects in European waters, including Cyprus, Spain, Sweden among others. These initiatives underline Satlink's commitment to promoting sustainable practices and compliance with the Landing Obligation and increasing transparency and accountability in European waters.





IMPROVING FISHERIES MANAGEMENT

Satlink demonstrates its commitment to enhancing fisheries management globally by providing tailored training programs for fishing agencies worldwide. From Seychelles to Kiribati, Solomon Islands, Cyprus, Malta, and Spain, Satlink imparts expertise on using its advanced technology tools, fostering improved data collection, transparency, and sustainable practices in the management of marine resources across diverse regions.

PROJECT RECON

Unique and pioneering in the sector worldwide, **Project ReCon is a reuse and recycling project** for smart buoys that drift out of fishing areas and become unrecoverable for fishing companies. Satlink is working to ensure that these buoys do not become technological waste by creating a network of **international collaboration** between the tuna industry and organizations that work in local communities on the conservation of natural spaces and long-term sustainability. The recovery, recirculation and life extension of these buoys reduces the environmental impact of fishing while actively facilitating coastal protection. It also improves the dialogue between fishing companies and local partner organizations.

Project ReCon was launched in December 2022 with our local partner Tangaroa Blue Foundation (TBF), the founder and coordinator of the Australian Marine Debris Initiative (AMDI). With their invaluable help and expertise, we worked together to lay the groundwork for the project and have already started reusing the first buoys. Specifically, the first buoys are part of a **marine debris tagging project** aimed at protecting Australia's Great Barrier Reef, although other reuse projects of various kinds are in the pipeline. Since its launch, ReCon has become broader and more global, establishing itself in different areas and adding both collaborating companies and local partners. And this is just the beginning!

 <p>+100 Vessels have joined Project ReCon</p>	 <p>22 Companies onboard by end of 2023</p>	 <p>77% Of the buoys tested were reusable.</p>	 <p>2 presence in the two main tropical tuna fishing oceans</p>
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LOCAL PARTNERS



PARTICIPATING FISHING COMPANIES



BB In our long-standing collaboration with Satlink, we always value the commitment to sustainability and the capacity to provide solutions to the challenges of tuna fishing. Project ReCon is a great example of finding a collaborative solution that seeks the implication of many stakeholders to minimize the impact of tuna fishing in the environment

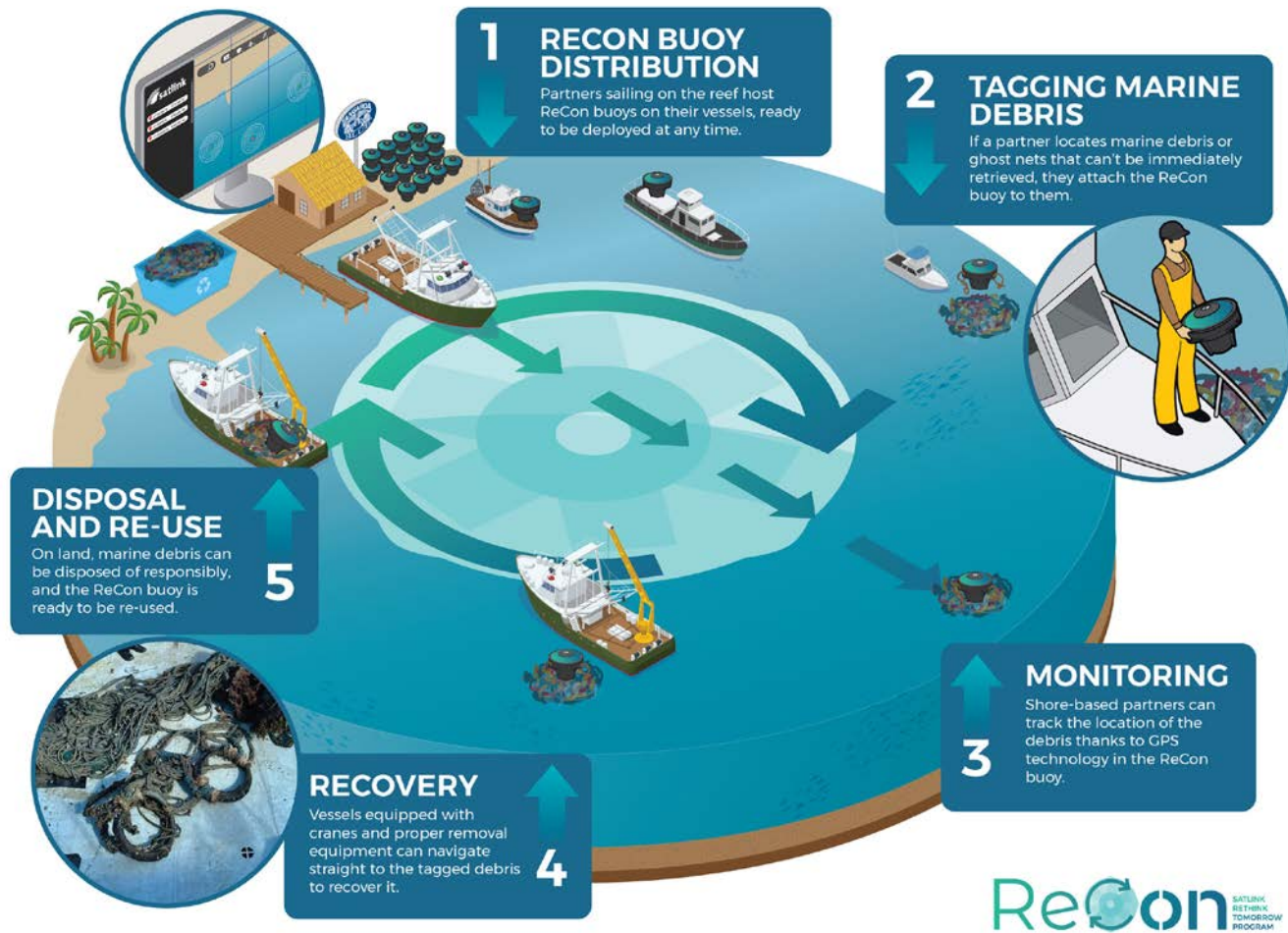
JULIO MORÓN / GENERAL MANAGER, OPAGAC

REUSING RECON BUOYS

There is no lack of uses for functional ReCon buoys, and we've been working with our local partners in all kinds of projects. Our partners at Tangaroa Blue Foundation have developed an ingenious system that engages the coastal community, using ReCon buoys as “ghost net trackers”. Already more than 4 tons of ghost nets tagged with ReCon buoys have been brought back to shore, and there is no doubt that the ReCon buoys will keep contributing to keeping the reef net-free.

SOME OTHER WAYS WE CAN USE RECON BUOYS...

- Monitoring anchored FADs in small island communities
- As a small Vessel Monitoring System for artisanal fishing vessels
- Carrying out scientific research on fish behavior
- Tracking marine mammal carcasses and monitoring the species that feed on them
- As navigational aids, signaling narrow channels
- And much more to come!



Tangaroa Blue Foundation is extremely proud to have worked with Satlink to develop Project ReCon and see it develop into a successful program supporting international work on ghost gear. Strategic and measurable collaborations connecting community, industry and government are critical if we are going to truly reduce our impact on the global ecosystems and Project ReCon is an example of what can be achieved with a common goal.



HEIDI TAIT / CEO & FOUNDER, TANGAROA BLUE FOUNDATION



REDUCING IMPACT & RECYCLING

Embracing circular economy principles, at Satlink we aim to **minimize waste and maximize resource efficiency**, often thinking outside the box by finding new applications for our technology. By adopting a circular approach, where materials and resources are continually reused, recycled, or repurposed, the fishing industry can also minimize its ecological footprint and benefit all stakeholders. At Satlink we are pioneers in thinking creatively about the applications of our technology, leading to innovative solutions that promote **environmental conservation and economic sustainability**.



ReUse program

Since 2018, Satlink has run a Circular Economy program for the fishing fleet in Seychelles, where it collects and **reconditions DSFs that are suitable for reuse**, extending their useful life and generating savings for the companies. Reusable buoys are delivered to the vessels, while those that cannot be re-used are responsibly recycled. Since 2018, a total of 10.731 buoys have been tested and returned to ships.



NetCycle Program

In 2022 Satlink launched its NetCycle program to **recycle and reuse** fishing gear in the Maldives. In collaboration with IPNLF and ORP, it works with the local community to create a self-sustaining system for the management of waste fishing nets and gear. So far, almost 1t of ghost gear has been retrieved, some of which has been transformed into bracelets and sold at local resorts. The project is also funding several awareness initiatives at local schools, councils and Women's Development Centers.

THINKING OUTSIDE THE BOX

Tracking Anchored FADs



Anchored FADs (aFADs) are important tools for artisanal fisheries and food security in many island states. We are working hand-in-hand with coastal communities around the world to create solutions for tracking their aFADs and maximizing fishing success, all while providing helpful data for scientific research and ocean monitoring.



“Satlink has been at the forefront of our work examining the potential of fishing industry technology for the benefit of coastal fishing communities for our Pacific Island members. Their support in trialling equipment, contributing to knowledge sharing events, and developing solutions for highly instrumented, anchored FADs has been critical in the success of the HI-FAD project.



JOE SCUTT PHILLIPS / SENIOR FISHERIES SCIENTISTS, PACIFIC COMMUNITY



PARTNERING WITH THE INDUSTRY

As a technology provider, Satlink plays a pivotal role in **bridging the gap between the fishing industry, NGOs and governments**. By leveraging technological solutions, we can facilitate the development of projects that not only reduce the environmental footprint of our own solutions, but also those of fishing itself, actively contributing to marine conservation and knowledge. For these projects to succeed, finding common ground is crucial, as is the industry's direct participation, bringing firsthand knowledge and valuable expertise to the table, so that we can ensure that any solutions put in place are practical and viable.

A large part of our work towards sustainability involves **stimulating dialogue between stakeholders**, and fostering a spirit of collaboration between sectors to continue improving practices and ultimately benefitting our oceans.



"Satellite buoy providers play a critical role in collaborative initiatives between industry and scientists to improve FAD management. We are proud to partner with Satlink, because they excel in the development of world-class FAD management solutions".



AMANDA HAMILTON
SENIOR MANAGER FLEET OPERATIONS & SUSTAINABILITY, TRI MARINE



FAD WATCH PROGRAMS

In 2016, Opagac, SFA (Seychelles Fishing Authority), ICS (Island Conservation Society) and IDC (Islands Development Company) pioneered the **Seychelles FAD Watch program**, the first to take place in the Indian Ocean, in which Satlink is an active partner, facilitating the collection of these FADs.



Thanks to Satlink technology, those intercepting FADs receive information about their position when they arrive close to shore, so that they can be easily located and collected.

The same system is in use at **Palmyra Atoll and Kingman Reef FAD Watch** in collaboration with SPC (Pacific Community), TNC (The Nature Conservancy), NOAA (National Oceanic & Atmospheric Administration) and USFWS (United States Fish & Wildlife Service). Since 2021, when a FAD enters the 50 nautical miles around the atoll, it is easily monitored and collected if necessary. This will prevent damage to reefs and other sensitive coastal areas.

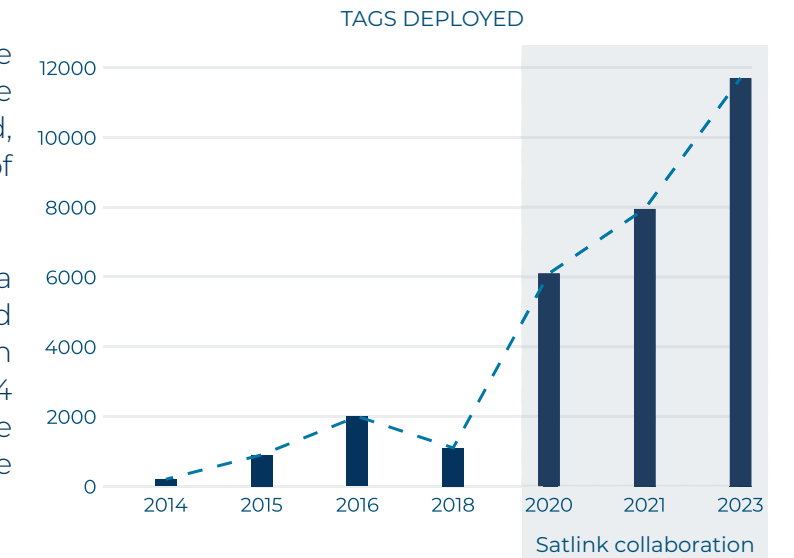


PACIFIC TUNA TAGGING PROGRAM

Tuna tagging is critically important for assessing the **current status of tuna stocks** in the Western and Central Pacific Ocean and predicting changes in their distribution under climate change. Since 2020, Satlink has collaborated with SPC and a number of industry partners on their annual Pacific Tuna Tagging Program, to share the industry's knowledge on tuna fishing hotspots and better direct research efforts while at sea.

The first steps of this collaboration were taken by Cape Fisheries, and soon the entire US Pacific Tuna Group came on board, substantially increasing the number of deployed tags in 2020 and 2021.

In the last PTPP cruise, OakCity Tuna Corporation and Isabel have also contributed to maximizing the success of these research trips. Thanks to the collaboration of 14 different fishing companies in 2023, the number of tags deployed at sea was off the charts, increasing to over 10,000!



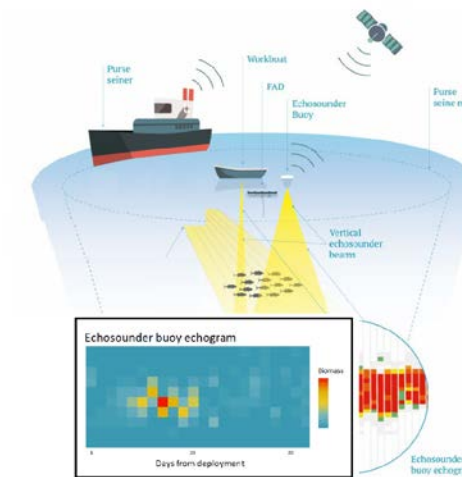
"Cape Fisheries is continuously looking for ways to improve the sustainability of our operations, so opportunities, like those Satlink supports, to build partnerships between industry and scientists are invaluable. We are proud to have been a contributing member of the Pacific Tuna Tagging Program for nearly the past decade, and look forward to continuing our participation for years to come."

BETH VANDEN HEUVEL / SENIOR MANAGER OF FISHING STRATEGY, CAPE FISHERIES



BUOY-DERIVED ABUNDANCE INDEX (BAI)

For more than 10 years, Satlink has been providing data for scientists at Azti to develop a novel index of tuna abundance based on buoy echosounder measurements.



@AZTI

The information from BAI has already been used in several RFMOs as the first fisheries independent information for monitoring tuna stocks over time, and proves a useful scientific tool for gaining insight into tuna behaviours and migrations.

Buoy echosounder information has the potential to contribute valuable fisheries independent data and reshape how tuna stocks are monitored. We are excited to see what the future holds!

SUSTAINABLE PRODUCTION

As a technology provider for ocean conservation, guaranteeing a sustainable production is key for Satlink. All our solutions are in-house manufactured at our facilities in Vitoria, where we have highly-automated and state-of-the-art production capabilities. We carry out the **strictest quality controls**, and continue to optimize all our processes, remaining both efficient and sustainable.



RESPONSIBLE MANUFACTURING

We participate in the Vitoria City Council's energy consultancy and circular economy programmes in order to continue improving our facilities and production processes.



CLEAN ENERGY

More than 27% of the energy we use in our facilities is produced by solar panels. We also ensure that the rest of the energy we use is produced from clean and renewable sources.



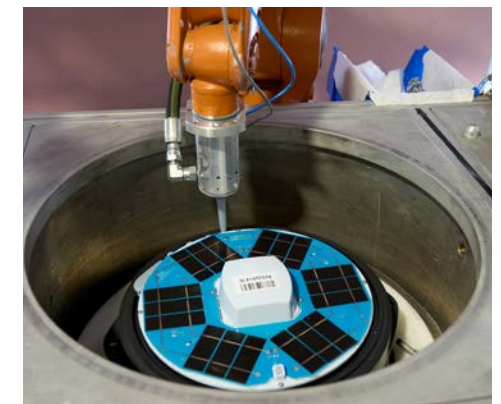
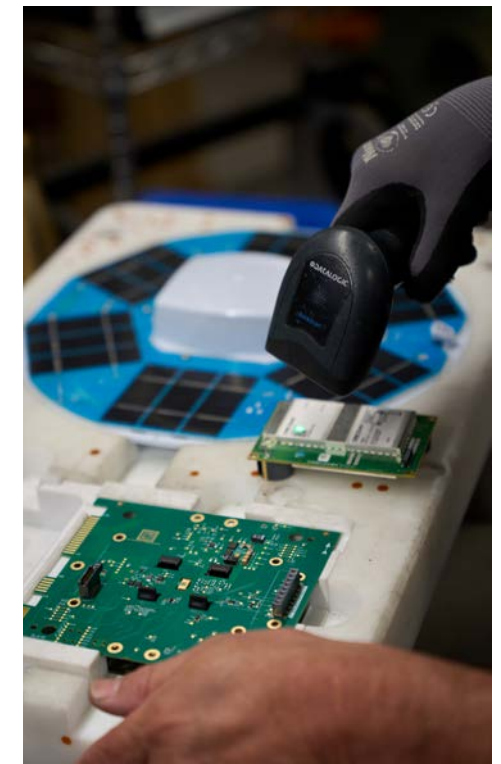
PLASTIC FOOTPRINT REDUCTION

Continue reducing our plastic footprint by moving to less-plastic intense designs, decreasing the amount of plastic in our DSFs between 12 and 28% for different DSF models.



BIODEGRADABLE MATERIALS

We stopped using plastic pallets and replaced them with re-usable wood ones, a biodegradable material that does not generate waste.



KEY PERFORMANCE INDICATORS



27%

Energy used in our facilities is solar-powered.



18

Employees in Satronics facilities



28%

Up to 28% of plastic reduction in DSFs



100%

Wood pallets to reduce plastic use.



<0,2%

Failure ratios in production under 0,2%



100%

Automatized product testing



+45,500

kgs of plastics recycled



100%

Compliant with all quality standards



CORPORATE CULTURE – OUR PEOPLE

At Satlink, we believe that building a sustainable workplace goes beyond ensuring a safe environment for our people. It also involves fostering an environment of inclusiveness, enabling everyone to maximize their capabilities, and **placing the well-being of our workforce at the forefront.**

We aim to cultivate a strong sense of belonging through an **inclusive, fair and diverse corporate culture.** We firmly believe that a diversified workforce and an open and appreciative company culture are important success factors in a globalized world. Embracing various perspectives, cultures, and ways of thinking enable us to meet the evolving needs of our increasingly diverse markets and stakeholders through innovative solutions and services.

TALENT MANAGEMENT

The company invests in the continuous training of its employees as a key component of its people management model. Therefore, all Satlink workplaces have training plans aimed at improving the skills and performance of its employees, as well as **promoting professional and personal development,** learning and motivation.

EQUAL OPPORTUNITIES

Satlink has a strong commitment to the development of all its workforce, regardless of age, gender or background. We have a solid duty to **develop opportunities based on equal treatment.** The company seeks to strengthen individual capabilities based on the firm belief that each person brings a special and unique talent that enriches everyone.

EMPLOYEES EXPERIENCE

Satlink continuously takes actions to keep improving employees experience, by providing personalized career development programs, both inhouse and external, promoting internal talent and firmly believing in **work-life balance.** Our employees take part in different sports initiatives, such as the Apheon Challenge, in which we run, bike and walk for charitable purposes.

HEALTH AND SAFETY

Satlink is committed at the highest level to its **employees' safety, health and well-being,** offering a safe and healthy work environment for everyone beyond compliance. Specific communication and education actions are carried out in the field of occupational health and safety.

TALENT RETENTION

Our company considers talent to be a key factor in ensuring the organization's success each day. For this reason, at Satlink we work hard to **attract, select, empower and retain our professionals,** whose performance, knowledge and skills are aligned with the company's purpose, values and current and future needs.

KEY PERFORMANCE INDICATORS



99%
Permanent contracts



5%
Increase of Satlink workforce in 2023



30%
Management positions held by women



100%
Employees have access to private medical care and/or travel insurance



100%
Employees have access to Flexible Payment Plans



+1,100
Hours of training received by employees



+15
Employees trained in ESG competences



66%
Women in the Employees Representative Council

GOALS AND ACCOMPLISHMENTS



CORPORATE EQUALITY PLAN

As part of our strong commitment to equal opportunities, Satlink has approved and implemented a Corporate Equality Plan to ensure 100% equal conditions in recruitment processes and wages definition.



EMPLOYEES REPRESENTATIVE COUNCIL

Satlink workforce count with a Representative Council elected by employees to represent their interests, fostering constructive and collaborative dialogues and relationships.



WORKING TALENT DEVELOPMENT

Satlink employees receive diverse trainings in both ESG and equality competences, to keep building sustainable workplaces and ensuring employees well-being.



EMPLOYEES PORTAL

All Satlink employees have access to our Employees Portal, conceived as a digital library where key procedures, materials, documents and information are published and accessible to everyone.



CORPORATE CULTURE – OUR COMPANY

Satlink has strong corporate policies and internal tools that **encourage transparency, integrity communication and diversity** among all stakeholders. Thus, sustainability objectives are at the core of Satlink’s governance and planning processes, and integrated into operational plans and individual performance targets.

Satlink’s organization is structured in a parent company (Satlink S.L.U), and eight subsidiaries that allow us to reinforce our presence worldwide, and the spirit of **corporate excellence** and governance compliance thrives across all companies, offices and people.

BOARD OF DIRECTORS

Satlink’s board of directors focuses its activity on defining and supervising the general guidelines by, among other things, establishing the **group’s policies and strategies** and supervising the general development of the policies, strategies and guidelines and its implementation across all companies in Satlink Group.

Each year, Satlink’s board of directors approves a broad set of objectives and priorities, ensuring Satlink is working together to achieve the company’s purpose and is creating value for all stakeholders, as we fulfill our mission to provide technology solutions that help fleets and governments worldwide to sustainably manage their activity and resources in the most efficient way.

ETHICS AND HUMAN RIGHTS

Satlink focuses on continuous improvement of its engagement with its various Stakeholders and management of their expectations, as well as on respect for Human Rights in all its activities and those of its partners in the value chain. Our company seeks to continuously improve the quality of the products and services offered to its customers through innovation and sustainability, developing solutions that take its customers’ actual needs into account.

Our company has a firm commitment to the defense of human rights and formalized in its Code of Ethics, approved by the General Management. This Code of Ethics establishes the mandatory principles of conduct for all the group’s professionals, as well as the need to have the governance procedures and systems required to ensure respect for human.

CORPORATE EXCELLENCE

Satlink is certified in a great number of international standards (ISO), ensuring the quality and reliability of our solutions, managing processes and the adoption of sustainable and ethical practices across the group.



INTEGRITY, TRANSPARENCY AND COMMUNICATION

Satlink has effective mechanisms for communication, sensitization and awareness-raising among all employees, developing a business culture of ethics and honesty.

Among other corporate policies, in 2023 Satlink has implemented an **Internal Reporting Channel** (“Ethics Channel”) to encourage transparency and integrity among all stakeholders, while ensuring irregular activities and behaviors are reported, together with discrimination, harassment or environmental damages and concerns, for which Satlink as a “zero tolerance” policy.

SECURITY AND PROTECTION

Satlink takes great care in **guaranteeing information security and data protection**, understanding it is a key aspect of business management and, more specifically, corporate information management.

Satlink’s Employee Security Manual establishes the company’s corporate security policy, ensuring the **effective protection of people** –both in their workplace and in their professional travels-, information, infrastructures and corporate assets, while guaranteeing that security activities are fully in accordance with the law and comply with Human Rights and our Code of Ethics.

The Employee Security Manual also concerns all information processed by Satlink that is stored on or in personal devices, servers, networks, applications, operating systems and Satlink processes that belong to and/or are managed by Satlink, regardless of the medium involved, whether it be manual, digital, or analogue, and whether or not personal data are stored.



IN THE SPOTLIGHT

In 2022-23, Satlink received several awards from international institutions for its contribution to ocean conservation and sustainability. Both its technologies (such as Satlink Selective DSF) and its sustainability initiatives (Project ReCon) are paving the way for the long-term protection of the oceans and its resources. As we look towards the future, Satlink remains steadfast in its commitment to driving positive change and forging a path towards ocean sustainability.

UNITED NATIONS GLOBAL COMPACT

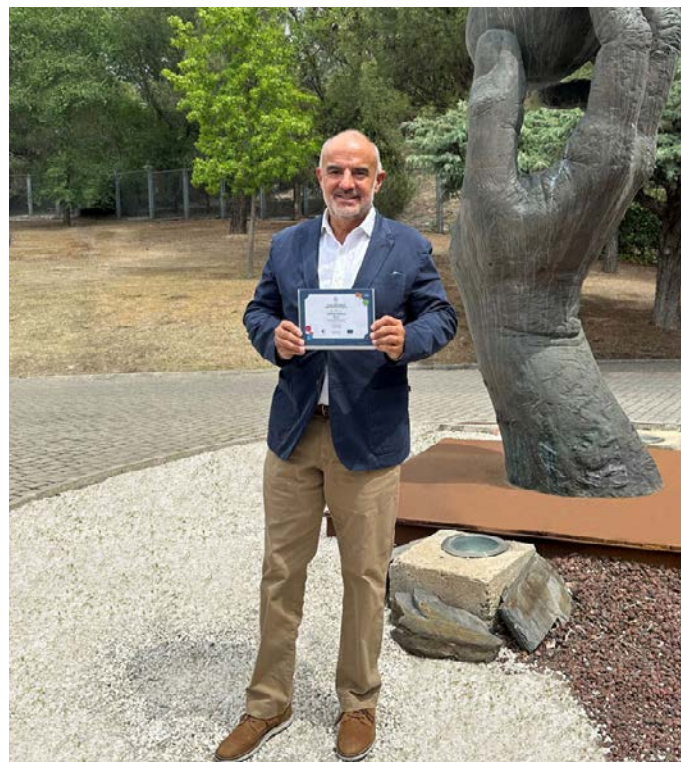
In 2022, Satlink was recognized by the United Nations (UN) Global Compact with the **SDG14 (Life Below Water)** award for its contribution to ocean conservation and the protection of its resources. The UN highlighted Satlink's Selective DSF as a key technology to tackle the challenges raised by the UN in the SDGs, and the contribution of this technology to a more sustainable and responsible fishing activity and marine ecosystems preservation.



EUROPEAN UNION TECHNOLOGY CHAMBER

In 2023, Satlink was selected as the **'Best Technology in the European Union for Ocean and Life below Water Conservation'** by the European Technology Chamber.

The organization deemed Satlink's work "crucial to ensure the long-term sustainability of the oceans. Their pioneering technology guarantees a more sustainable fishing activity, and gives us hope in building a better future. Very specific technologies can solve significant issues, and it is technologies such as these that will secure the future and the achievement of SDGs".



ANFACO CECOPESCA & SPANISH GOVERNMENT

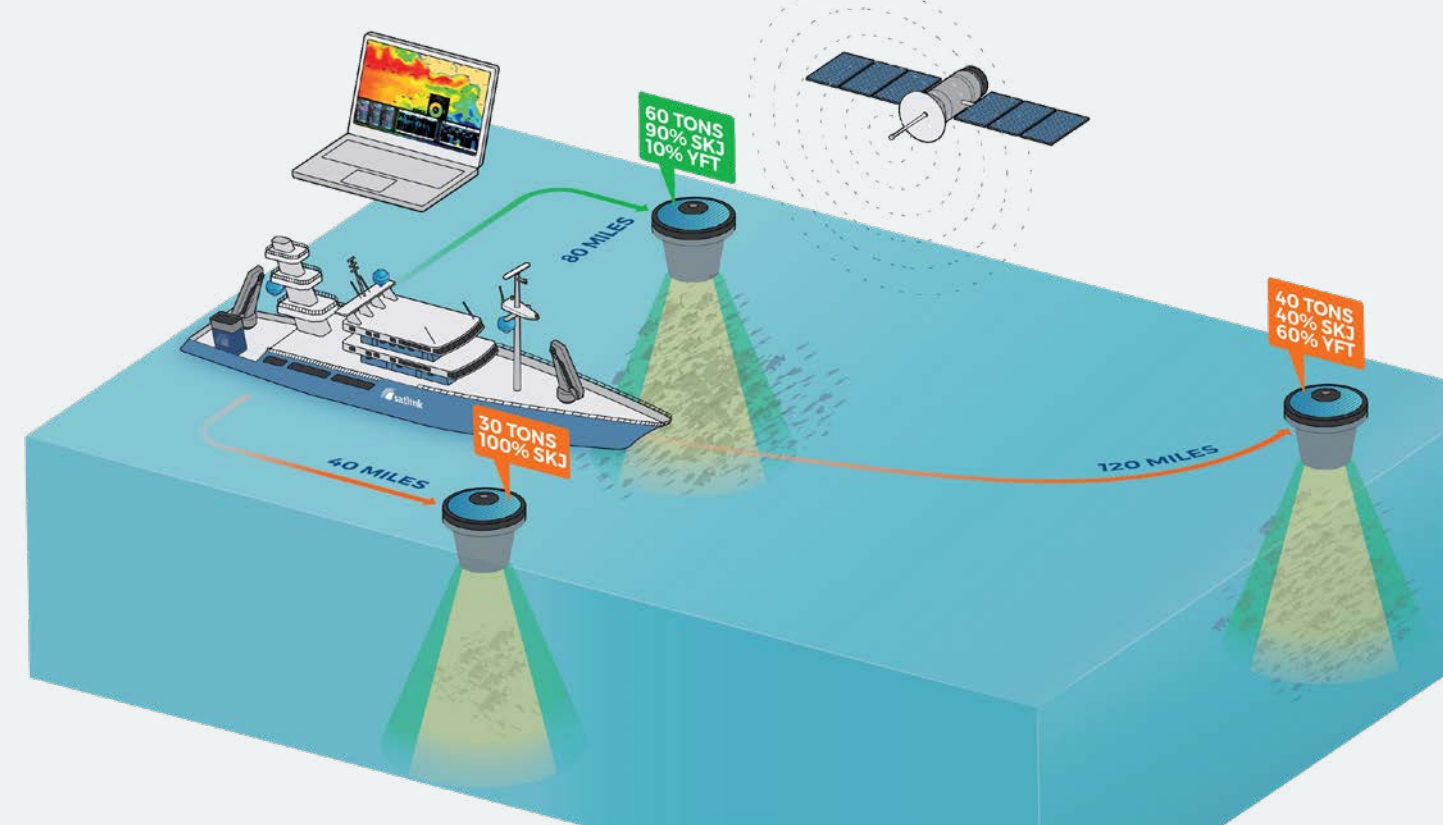
Project ReCon received the **Tuna Awards 2023** for its contribution to **'Blue Transition'**. Organized by Anfaco-Cecopesca and the Spanish Ministry of Agriculture, Fisheries and Food, the Tuna Awards recognize innovation in the international tuna industry.

Project ReCon, was highlighted as "pioneer and unique in its field" by Iván Alonso, President of Anfaco and the award presenter. Since its launch in December 2022, over 4 tons of ghost nets have been collected with ReCon buoys.



FISHERIES OF THE FUTURE

Satlink's Selective DSF has been repeatedly recognized for its crucial contribution to shaping the future of fisheries. This innovative technology has the potential to prevent overfishing of protected species and guarantee the long-term sustainability of resources.




SPREADING KNOWLEDGE

In the ever-changing world of technology, an integral part of our work is to **spread knowledge** and provide comprehensive training, whether it be to ship crews, to budding biologists and fisheries observers or to the public.

This direct contact with different **stakeholders making use of the world's oceans and its resources**, allows us to look into the future so that we can develop our solutions in line with tomorrow's industry, all while raising awareness on the tools that different generations have available today.

TEACHING THE NEXT GENERATION



 **>200**
students trained by Satlink in 2023, in 5 different nautical schools and academic institutions

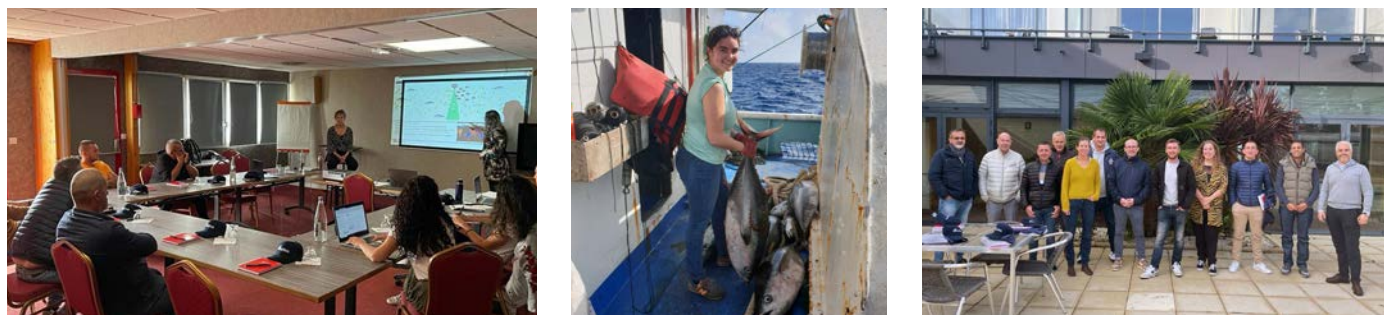
We work with nautical schools all around the country to enrich their curriculum and better prepare the next generation of crew members for the rapidly changing landscape that is fishing. By empowering these soon-to-be members of the workforce with the skills and tools to succeed from the start, we hope to contribute to generational turnover and make life on-board more attractive to younger generations.

SOLIDIFYING RELATIONSHIPS

Technology available onboard fishing vessels is constantly improving and transforming, and sometimes it can be difficult to keep up to date. For this reason we take extra care to work hand-in-hand with vessel crews and ensure that they can keep abreast of the newest updates.

By meeting with fishing masters, captains, officers and navigators we can easily identify areas of improvement, build relationships and get direct feedback on our solutions, tailoring them perfectly to the realities of work at sea.

 **>400**
crew members belonging to >20 fishing companies were trained in 2023 by Satlink.



LOCAL CAPACITY BUILDING

By teaching **local organizations and governments** how to use our different monitoring solutions, such as Data Review Centers for processing data collected by Electronic Monitoring, we provide local communities with the tools to develop their own training programs and open doors to future careers in fisheries management.



FOSTERING DIALOGUE AND UNITING STAKEHOLDERS

To continue fostering positive change and improving industry practices and fisheries management, it is important to raise awareness on the solutions that are available.

By showcasing technology like our DSF, our Fisheries Management systems such as EM or VMS solutions, or deploying sustainability initiatives like Project ReCon, we illustrate practical ways to improve resource management, reduce bycatch and promote long-term ecological balance. This year we've been happy to participate in meetings organized by RFMOs, Governments and different institutions, and events organized by GGGI, Infofish, SAFET, IATTC, Navalia, and many more.



SHARING OUR VALUES

Beyond the fishing industry, members of Satlink's R&D and Sustainability team have had the opportunity to inspire younger students towards work in STEM, whether in the fields of technology or biology.

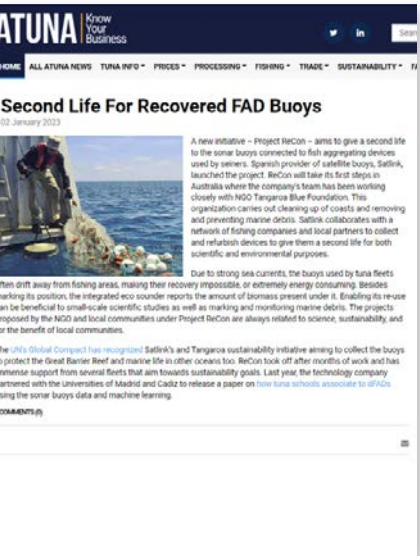
Hosting events for women in science, giving talks to third-year biology students on the possibilities of work as a fisheries observer, or showing school-children how a full-scale production line works, we're proud to share our values and empower youths to work in favor of sustainability.



HIGHLIGHTING THE VALUE OF SUSTAINABILITY

PUBLICATIONS

In 2023, Satlink has appeared in important national and international publications to highlight the benefits and importance of guaranteeing fishing sustainability and ocean conservation.



EVENTS

Satlink has participated in many different events, trade shows, conferences and workshops as a key speaker on how technology helps achieve sustainability and ocean conservation.



NEWSLETTERS

In 2023 Satlink has reached its customers with several newsletters, all of them with a common goal: spreading the word on how sustainability is key to guarantee the future of fishing and oceans.





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