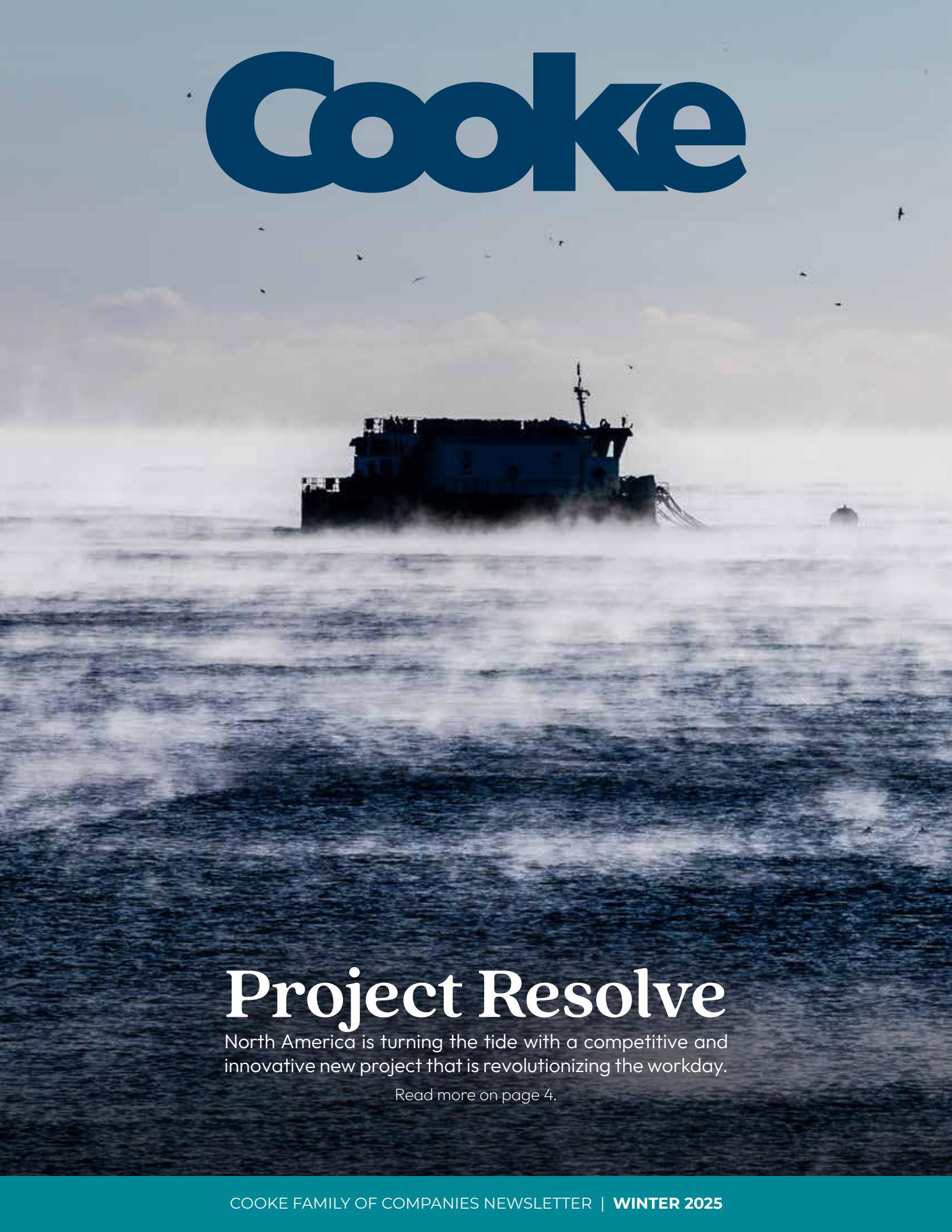


# cooke



## Project Resolve

North America is turning the tide with a competitive and innovative new project that is revolutionizing the workday.

Read more on page 4.



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Thank you for your editorial and/or photography support:

Mark Clinton, Chuck Brown, Chad Kingewell, Steven Hedlund, Emma Grains, Murray Spooner, Eve Curley, Lauren McKelvy, Victor Jano, Charlene Hancock, Barbara Valdebenito, Annette Spears, Alessandro Giardino, Juan Garcia, Frederic Demeus, Chalena Biggar, Rosario Amelia Vieria Chacaltana, Alain Bock, Mark O'Regan, Manolo Nicolas, Kevin Schyf, Denis Jennings, Joel Richardson, Claire Ryan, Kristen Cook d'Entremont.

For comments or suggestions, contact Molly Simon at: [molly.simon@cookeaqua.com](mailto:molly.simon@cookeaqua.com)

#### On the Cover

Project Resolve is a new collaborative project in which you can implement your own ideas!

# Cooke

COOKE FAMILY OF COMPANIES  
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Back Cover : Truly global. Entirely local.



## Message From Glenn



Through Project Resolve, a brand-new collaborative project in North America, we are reaching potential never seen in our company before. This project gives you an opportunity to implement your ideas in the workplace. Cooke thrives on teamwork, and it is through collaboration and innovation that we will pursue further growth and success. Since the launch of the project, it has created over \$27M (CAD) in new cost-savings, which allows us to build upon our competitive spirit. I encourage you to continue to submit your ideas, and I cannot wait to see what else we can accomplish.

As we are approaching the end of 2025, it is wonderful to look through this newsletter. It allows us to reflect on how we have grown as a company, and all the incredible work that has been accomplished in our neighbourhoods.

This year, Cooke is celebrating its 40th anniversary. Four decades of growth, resilience, and respect has allowed us to go from a small family company to a global seafood leader. This could not have been done without your commitment and dedication.

We can attribute this success to many different areas of our organization. We are advancing aquaculture and fishing technology, adding to our family, and ensuring your safety is a foundational part of our work.

This year our global identity was also enhanced, with Morubel N.V. transitioning to Cooke Europe. This reflected our brand identity, as well as bringing us closer together as a company. To further add to our

global brand growth, we unveiled our new booths at Boston's SEG and Barcelona SENA tradeshows.

It takes a village, or better yet, a family, to reach these goals. Without the teams highlighted on these pages, we would never be standing as tall and proud as we are today. I am forever grateful for all the incredible work our global team puts in.

Thank you all for your support and commitment. Here's to a great year and looking ahead to 2026.

Glenn Cooke, CEO



# The Big Idea

# PROJECT RESOLVE

**North America** - This year, we continue to pursue innovation and creativity. As our mission states,

*"Through the entrepreneurial spirit and hard work of our employees, and our commitment to sustainability, we will continue to grow our business and seize new opportunities."*

An example of where we put this motion into action is Project Resolve.

Have you ever had an idea that could make your tasks easier? Make your workday more enjoyable? Improve the system? Project Resolve is an all-new collaborative project, allowing our employees to bring their own thoughts and ideas to the head of the table. Launching in March 2025, the goal was to combat the uncertainties of the economic future, while continuing to improve our operations and increase our competitive edge. From conception to launch, the project took 7 months, a very short turnaround time, which reiterates the organization's commitment to results and determination. Since then, Project Resolve has seen 250 submitted ideas. Out of those 250, 90 have been acted upon. This has brought over 27M (CAD)\* in new cost savings to the company.

\*as of November 14, 2025

To keep employees up to date, a quarterly newsletter is sent out, detailing the areas of focus, shining spotlights on big ideas, presenting an updated reflection of the submissions, and other key factors of the project. By collaborating internally among teams and locations, we have been able to remain competitive in an always changing market.

These projects have been implemented in different parts of the organization, and have impacted on the way you work, whether you realize it or not.

Many of the projects work too:

**1. Increase sustainability by:**

- Accelerating corrugate packaging recycling practices at processing plants
- Enhancing the use of reusable cups, which minimizes single use at office locations
- Improving water recirculation for processing equipment

**2. Eliminate unnecessary technology such as:**

- Mobile account management
- Consolidating vendor and licensing contracts

**3. Reduce unnecessary spending, resulting in:**

- Improved vessel utilization in our farming operations
- A deep value focus on our procurement of goods and services

**4. Increase the value of products by:**

- Improving efforts in boosting our processing yields
- Streamlining inventory management processes
- Enhancing systems to support our commercial activities

**5. Consistently deliver quality products to our customers which resulted in:**

- Enhanced efficiency in transportation and logistics
- Improved collaboration of our internal business partners

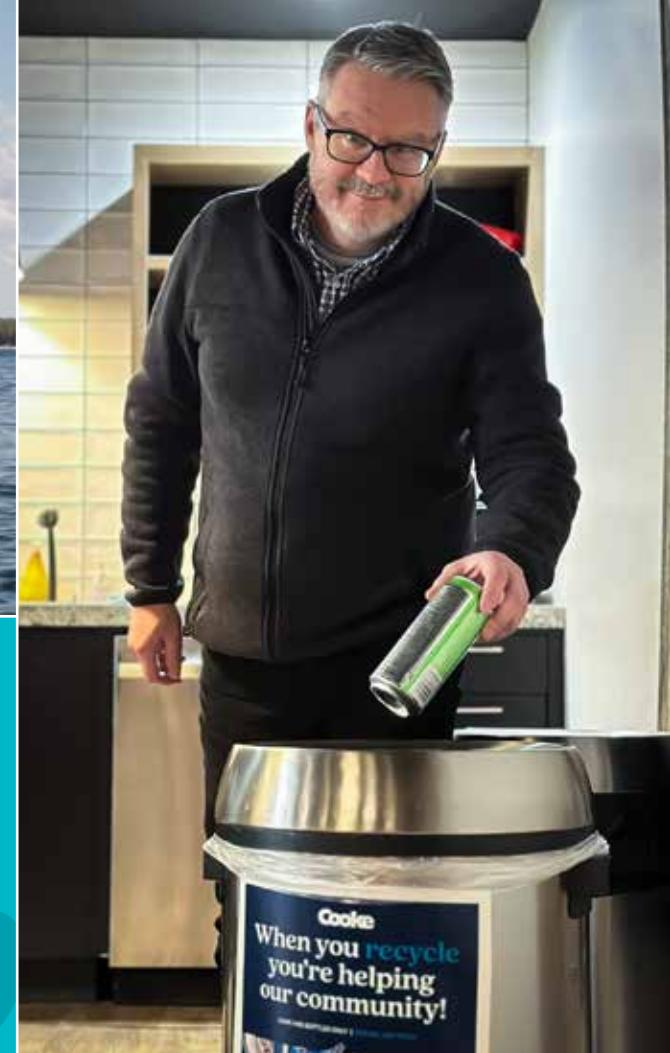
These projects have revolutionized the company and allowed employees to have a say in how operations are run, as well as how to improve their workday. We continue to be action-driven, working with higher leadership to drive these projects forward towards reality and a brighter future. The goal is to be competitive and continue improving our workflow and resilience to new challenges. As Mark O'Regan, Director of Business Improvement states; "Resolve has sparked a mindset shift, with a renewed sense of urgency throughout the entire Cooke Team—everyone is seeking better ways to do things every day. We're not merely saving money; we're building cathedrals of efficiency to secure our future. It's been inspiring to witness this transformation firsthand."

For more information, please contact Mark O'Regan.  
(Mark.O'Regan@cookeaqua.com)



*“Together, we can be smart, efficient, and innovative. That's how we'll show our resolve and overcome these challenges together.*

-Glenn Cooke



# We've Reimagined Everything.

From our global brand to our biggest booths yet! Cooke proudly showcased its newly developed global brand with refreshed booths at both SENA and SEG.



Boston



Barcelona

folk Triabunna Warwick Bridge Puerto  
Almería United Kingdom Cur  
nt Australia Uruguay Macquarie Ha

In Boston at the Seafood Expo North America (SENA), we debuted our reimagined booth, completely rebranded and redesigned to reflect Cooke's newly developed global identity. Featuring over 300 square feet of expanded space and a sleek double-decker layout, the booth offered enhanced capacity for productive and collaborative meetings.

We introduced immersive experiences that spotlighted our global scale and demonstrated how Cooke products seamlessly integrate into both retail and foodservice environments. The experience came to life through refreshed digital content, and our interactive global map.

Our elevated culinary workspace showcased a wide range of products, with world-renowned Chef Chris Aerni and his team serving up standout culinary moments that captured the essence of Cooke's premium offerings.

When we touched down in Barcelona for the Seafood Expo Global (SEG), we revealed our largest booth footprint to date, spanning over 4,700 square feet and featuring a striking double-decker design. The fully redesigned space embodied our global brand evolution and welcomed visitors into an immersive Cooke experience.

Show attendees explored our interactive global map and engaged in hands-on education about our worldwide reach. Our retail marketplace brought the Cooke story to life, showing how seamlessly our products fit into real-world retail environments.

New this year, our specialty coffee station became a crowd favourite, our barista served more than 300 beverages daily, fueling conversations and connections. Meanwhile, the vibrant digital screens and engaging video content delivered a dynamic and memorable expression of the Cooke brand.

Thank you everyone who helped make SENA and SEG such memorable and successful tradeshows!



# Cooke FOODSERVICE+



LET'S "COOKE" UP SOMETHING  
EXTRAORDINARY TOGETHER.

## Introducing our New Scallop Cakes!

Formed with our premium Patagonian scallops, crackers, and special sauces and spices, these cakes are sure to be a showstopper for appetizers or the center of the plate protein for dinner parties, menus and more.

They're easy to cook from frozen - in less than 30 minutes - and come in three different sizes: 4oz, 3oz and 0.5oz to meet our customers' needs.

Due to the large portion of Patagonian scallops in the recipe (70%), these cakes provide consumers with better flavour, texture and appearance than other seafood cakes.

Seafood cakes are increasingly popular among consumers, especially in the south, and we predict that our new scallop cakes will be a huge hit in both Foodservice and Retail.

# Cooke FOODSERVICE+



## Introducing Our New Formed Atlantic Salmon Kabobs!

We're excited to launch our latest innovation: Formed Atlantic Salmon Kabobs—a delicious and convenient new way to enjoy premium salmon, at a better value for our consumers. Made from 4-star BAP certified Atlantic Salmon, these kabobs are crafted using salmon pieces and trim, formed into tender cubes with an all-natural fish binder, and then hand-skewered to perfection.

Available in mouthwatering Citrus Garden Blend and Maple BBQ, these kabobs are perfect for both retail and foodservice customers. The Citrus Garden Blend offers a bright, herbaceous profile that complements the salmon's natural richness, while the Maple BBQ adds a slightly spicy twist with our signature smoky-sweet seasoning.

With a formed texture that balances firmness and tenderness, these kabobs are easy to cook and deliver consistent quality every time. Available in both bulk and skinpack formats—add them to your sales lineup and delight your customers today!

## One Team, One Vision: uniting Cooke Seafood's International Teams

### BOSTON, MASSACHUSETTS, USA –

Nothing beats the energy that comes from working side by side, even when we are miles apart. On the Global Supply Team, we believe in working as "One Team" because it powers better results and a sense of family that spans the globe. By joining forces, we open doors to new markets and support each other every step of the way.

This year, we focused on building deeper connections, sharing opportunities, and growing our business like never before. It all started in Boston at our International Team meeting, and the wave of progress has yet to slow down.

Boston was more than a meeting, it was a spark. Leaders and colleagues from every corner of the globe came together, not just to share data, but to shape the path ahead.

The energy was real. We left with a clear focus: open the lines of communication, encourage honest feedback, and build trust across every role. While talks were lively and sometimes tough, we agreed that every voice matters.

One standout theme was honesty. We do not shy away from hard topics, and Boston proved that.



back row: Brett Cooke, Lauren McKelvey, Johan Brouwer (Cooke Europe), Chrissy Barry, Diego Urrestarazu (Cooke Chile), Justin Corey, Zarko Juric (Tassal), Matt Vince (Tassal), Violette Blondeel (Cooke Europe), Peter James, AJ Noll (Wanchese, Virginia).  
front row: Allison Cooke, Scott Thacker, Ralph Sanders (Cooke Europe), Connie Huang, Nicole West, Charlene Hancock.

Since that day, we have encouraged everyone to keep the discussion open and the ideas flowing. Boston sparked momentum we are determined to maintain.

On the Global Supply Team, working as one is not just a slogan for us, it is a habit. We see teamwork as the backbone that holds everything together, no matter where we are.

"Working as 'One Team' shapes everything from problem-solving to small acts of kindness. It is the engine behind our everyday wins and the success we are seeing in the marketplace," says Brett Cooke, Director of Global Supply. "I am proud of our global community and the wins we share as one group."

Working across different countries is not always easy, but it is always rewarding. Let us take a look at some of our recent wins that show the power of teamwork.

### Supply Chain Breakthrough:

When supply chain disruptions threatened our North American plants, the team from Europe stepped in. They shared new ideas and ways of working to help keep inventory moving. Their support helped us keep production running smoothly and delivered products on time.

### Launching in New Markets:

By trading market updates and trends across departments, we spot shifts early and identify new opportunities. With this approach, we have launched products that reach wider audiences and fill real gaps in the market.

### Business Growth:

Teams are side by side with other teams to expand what they offer their customers. By sharing products from each other's catalogues, we are giving customers more options to choose from and keeps business within the Cooke family of companies.

Progress does not happen by itself. This year, we made a clear choice to talk more, listen harder, and grow closer as a company. Every chance to connect, with each other and our partners, became a building block for what is next.

As we go forward, we will hold tight to the simple promise of working as One Team. We know there is no limit to what we can achieve together.

## Bioriginal announces the reintroduction of Cyvex Nutrition as exclusive manufacturer and distributor of nutraceutical ingredients

### SASKATOON, SASKATCHEWAN, CANADA and ANAHEIM, USA –

Bioriginal Food & Science Corp. ("Bioriginal") is pleased to announce the reintroduction of Cyvex Nutrition ("Cyvex") as a member of the Bioriginal Group of Companies. Originally founded in 1984, Cyvex Nutrition was once a leading provider of proprietary, condition-specific ingredients – powered by nature and backed by science. With a legacy of innovation and excellence, Cyvex will now serve as Bioriginal's exclusive manufacturer and distributor of nutraceutical ingredients and compounds, strengthening the company's focus in this high-growth segment.

The decision to re-establish Cyvex Nutrition aligns with Bioriginal's commitment to delivering high-quality, science-driven nutritional solutions to the global marketplace. As consumer demand for functional and health-supporting ingredients continues to rise, the reintroduction of Cyvex will allow for a dedicated and strategic approach to advancing nutraceutical ingredient offerings. Cyvex will continue its legacy of delivering a diverse portfolio of premium, science-backed nutraceuticals, including botanicals, proteins, and specialty lipids. These versatile ingredients will be available as standalone products or as part of specialized formulations designed to support targeted health needs.

To lead the company, Bioriginal has appointed industry expert Matthew Phillips as President of Cyvex Nutrition. Previously, Phillips served as President and COO of Cyvex Nutrition prior to its acquisition and, most recently, as Vice President of Nutraceuticals at Bioriginal. With his extensive experience in the nutraceutical sector, Phillips will now oversee operations, sales, and strategic growth initiatives, ensuring Cyvex Nutrition continues its legacy of innovation and excellence.

"Cyvex has always been a pioneer in the nutraceutical industry, dedicated to delivering high-quality ingredients that support health and wellness," said Phillips. "Reintroducing Cyvex allows us to build upon that legacy, bringing our customers an even stronger portfolio of science-backed

ingredients that meet today's market demands."

In addition to its relaunch, Cyvex has unveiled a brand-new website, [Cyvex.com](http://Cyvex.com), providing customers with easy access to product information, insights, and resources. The new website reflects Cyvex's renewed focus and commitment to delivering innovative ingredient solutions.

"Reintroducing Cyvex Nutrition is an important step in Bioriginal's long-term growth strategy," said Shannon Sears, President and CEO of Bioriginal. "With a rich history of providing premium nutraceutical ingredients, Cyvex is well-positioned to meet the evolving needs of our customers. Under Matthew's leadership, we are confident that Cyvex will thrive as a pioneer in the industry once again."



## A fresh look for a new chapter

### SASKATOON, SASKATCHEWAN, CANADA –

The marketing team kicked off the year strong, refreshing the brands for Cyvex Nutrition, Softgel Co., and POS Biosciences. Each new logo reflects the unique value of the individual companies while aligning them under the Bioriginal umbrella, creating a more cohesive and recognizable connection across the group.

Our next major initiative has been bringing the Bioriginal Group of Companies' online presence up to speed with refreshed identities—starting with new websites and updated LinkedIn activity. We began with Cyvex Nutrition, launching the

new site in late March/early April, followed by Softgel Co. in late summer.

In November, we officially announced the launch of the Bioriginal Group of Companies with a new website that highlights our vertically integrated supply chain and demonstrates how each member company contributes to delivering complete nutrition solutions.

Next, our focus will turn to completing the websites for POS Biosciences, The Fatory, and Kroppenstedter Ölmühle. Together, these updates will continue to strengthen our shared digital presence and reinforce the value of the Bioriginal Group of Companies brand.

**Cyvex**  
NUTRITION  
A BIORIGINAL COMPANY

**Softgel**  
Co.  
A BIORIGINAL COMPANY

**POS**  
BIOSCIENCES

**Bioriginal**  
GROUP OF  
COMPANIES

**The**  
**FATORY**  
Treat pets well

## Cooke salmon tasters on offer at Viking Fire Festival Food Market

LERWICK, SHETLAND, SCOTLAND –

Cooke Scotland gave Shetland tourists a taste of Cooke salmon during the Up-Helly-Aa Food and Drinks Market.

The event organised by Taste of Shetland took place at the island's Museum and Archives the day before the notorious Viking Fire Festival in January.

Our Cooke Scotland stand had some delicious hot and cold smoked salmon tasters on offer for locals and visitors to the isles. We were also directly opposite the Seafood Shack which was serving up some amazing seafood.

Children were busy getting into the spirit of the Viking Fire Festival by making helmets and torches. There were also cooking demonstrations taking place downstairs.

Becky Robertson, marketing officer for Taste of Shetland, said, "We were really delighted to see the turnout today. So many people had turned up to show their support, get something to eat, and visit all the member stalls."



*left:* Christine Nicholson (Yell Processing Factory Manager) and Michael Lewington (Orkney Processing Factory Manager) at the Shetland Museum and Archives for the Viking Fire Festival food event.

*below:* Smoked salmon tasters were on offer to those who visited our Cooke Scotland stand.



## Cooke Europe's first strategic commerce meeting: building connections, shaping the future

OOSTENDE, BELGIUM – This January marked a key milestone for our company. For the very first time, commercial and strategic teams from North America and Europe came together for a First Strategic Commerce Meeting.

The goal? To align our commercial vision, strengthen transatlantic collaboration, and explore new ways to leverage the power of our growing global network.

During this meeting, colleagues shared insights, discussed market opportunities, and laid the groundwork for future strategy — with key topics such as innovation, customer needs, and brand development taking center stage.

But just as important as the content was the connection: meeting in person allowed teams to build trust, exchange perspectives, and reinforce the idea that while we may work on different continents, we move forward as one team.

This first joint meeting between our European and North American commerce teams is an exciting step forward in shaping the future of our global success.



*from left:* Hans Poppe, Jeroen Lamote, Jan Nijborg, Pal Angell-Hansen, Johan Brouwer, Pascal De Pourcq, Peter James, Violette Blondeel, Isabelle Van de Goor, Maria-Cristina Guillan, Sam Daniels, Anna Pallier, Serge Vanderheyden, Stefan Essmann, Brett Cooke, Scott Thacker, David Price, Charlene Hancock, Ralph Sanders.



*above:* Gemma Gwilliams accepts the Award for ASC Above and Beyond.

*below:* Archie Turvey accepts his award for Young Person in Aquaculture.

## Sustainability

## Tassal win again at Sustainable Seafood Awards 2025

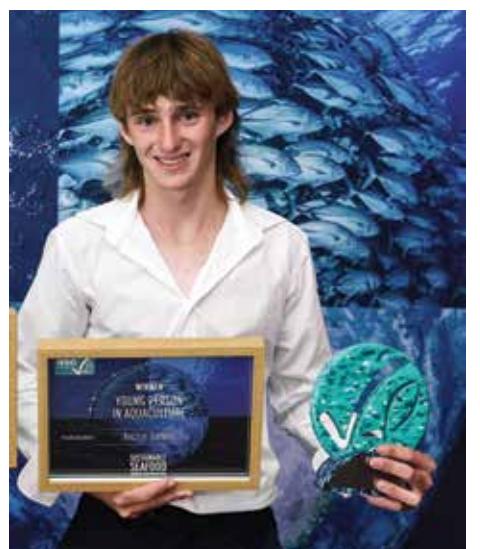
SYDNEY, AUSTRALIA –

The team at Tassal were thrilled to take out awards at the National Sustainable Seafood awards held in Sydney in March. Tassal continues to be recognised at this event and this year Archie Turvey from Triabunna in Tasmania was awarded Young Person in Aquaculture. This is the fourth consecutive year Tassal has had one of its young people win this fantastic award. Tassal also took out the Above and Beyond Award for their Science Based Target commitment and were highly commended as a Responsible Producer.

ESG Senior Manager Heidi Smith said Science-Based Targets (SBTs) provide a clear and credible pathway for businesses to set meaningful and actionable emission reduction goals in line with the Paris Agreement.

"By aligning our strategies with the latest climate science, we can ensure we are operating as responsibly as possible and future-proof our business growth.

Our achievement in setting and validating SBTs is particularly significant for the



Australian aquaculture industry. As the sector continues to grow, sustainable practices are essential for ensuring long-term success and environmental stewardship," she said.

## Copeinca launches its 2024 Sustainability Report

**LIMA, PERU** – Copeinca reaffirms its commitment to a responsible, resilient, and people-centered business model. Throughout 2024, the company achieved significant progress across environmental, social, and economic areas.

One of the main milestones was the recovery of operational stability, reaching a total production of 222,672 tons of fishmeal, representing a 137.5% increase compared to 2023. In addition, the company achieved a historic increase in fish oil production, reaching 33,899 tons, which means a 1,026% growth over the previous year.

On the environmental front, six strategic projects were implemented to reduce

operational impact and generate positive outcomes in surrounding communities. These initiatives included the mitigation of residual vapors, the reuse of marine effluents, among other improvements that strengthened eco-efficient management. As a result, Copeinca successfully met 100% of the targets established in the Clean Production Agreement signed with the Ministry of the Environment (MINAM), the Ministry of Production (Produce), and the SNP.

In the social sphere, programs benefiting more than 5,000 people were promoted. Key achievements included anemia screenings for 2,040 children, the participation of 2,933 students in the Eco-efficient Schools program, and the donation of 137,435 kg of fish, contributing to food security in the company's areas of influence.

In terms of innovation, Copeinca standardized the fishmeal production method from eel, enabling access to a new market niche. Additionally, the shelf life of products was confirmed at 12 months under optimal storage conditions, ensuring their quality and competitiveness. Copeinca also adopted the ISO 27001 standard, thereby strengthening cybersecurity management within the organization.

Finally, the company enhanced its internal training capabilities through the Rankmi platform, reaching more than 85,000 training hours during 2024.

These achievements reflect Copeinca's commitment to building a sustainable, innovative business that contributes to Peru's development, while reaffirming its purpose of nourishing the world.



## Freshwater site Loch Garasdale receives sustainable upgrades

**ARGYLL AND BUTE, SCOTLAND** – Loch Garasdale's site team can now use green energy to power their new fish feeders after solar panels were installed at the freshwater site.

The sustainability initiative in Argyll will reduce carbon emission, as well as operational and maintenance costs while minimising noise pollution.

Energy can be drawn from the panels fitted to the flat pack shed at the site when there is no wind to spin the turbine on the roof. As a result, the site can switch to solar energy to charge the batteries instead of using the generator on a flat calm day.

The panel project was one of many upgrades to Loch Garasdale which also received new nets and feeders while augers have been installed on the pens.

The new Dyneema 10.5mm and 8mm nets offer the same mesh breaking strength as conventional netting and roping materials but with significantly less weight. Therefore, this should make it easier for site staff to work with. This type of netting also offers long-lasting results in all conditions, reducing waste and being more cost-effective for the company.



Solar Panels.



New Feeders.



Wind Turbine with Solar Panels.

## Innovative research explores potential benefits of enrichment for farmed salmon

**SHETLAND, SCOTLAND** – An innovative research project in Scotland is exploring how natural kelp can provide enrichment to significantly improve the welfare of farmed fish.

The project is the first of its kind in a commercial Atlantic salmon setting and is being undertaken in Shetland by Cooke Scotland and the University of Stirling.

Commissioned by the RSPCA (The Royal Society for the Prevention of Cruelty to Animals), the aim of the project is for researchers at the university to observe fish behaviour and gather data to determine whether interacting with the kelp rings can improve their welfare.

Andrei Bordeianu, Fish Health Manager at Cooke Scotland, said, "As a leading Scottish salmon producer, Cooke Scotland has a culture of innovation and the health and welfare of our fish is a top priority.

"It is important we welcome new research which aims to enhance the welfare of our salmon, and we are committed to using best

practices and equipment to support their wellbeing."

The structural enrichment, provided by Kelpring, is assembled by upcycling feed pipe to form two rings, joined together by rope to create a lightweight, robust frame on which natural kelp will grow. Action cameras are then placed inside the pens periodically to film the fish so that their behaviour and welfare can be analysed.

As well as analysing data based on welfare indicators such as fin, eye, and skin health, the University of Stirling has also developed a scoring system for identifying fish behaviour. They will then compare this data with those from the pens without the structural enrichment to determine whether the fish with the enrichment have seen a positive welfare outcome.

Sean Black, Senior Scientific Officer for Aquaculture at the RSPCA, said, "Hens are provided with perches, cows are given cow brushes and pigs are provided with straw to enrich their environment and help them to express their natural behaviour, but there is no environmental enrichment provided for

salmon as research for fish lags behind terrestrial species.

"Fish are sentient animals and positive experiences are important for improving their welfare but there is currently little research which looks into how we can create these positive experiences for them which is why this project is so important.

We hope this will be an exciting first step for improving fish welfare and many more studies and further research will follow."

Professor Sonia Rey Planellas and Dr. Tim Wiese from the University of Stirling are leading on the project. Professor Planellas said, "It is essential to promote research on good welfare and environmental enrichment is one of the ways of improving the emotional states of animals. We are excited to see how our qualitative behavioural assessments might capture any positive effects, especially the more subtle behavioural traits, and we hope that this project will contribute towards providing the salmon farming industry with essential guidance on the use of environmental enrichment in future."



## Recycling and helping to keep Australia clean at Tassal

**AUSTRALIA** – The Tassal Corporate shoreline clean-up aligned with Clean up Australia Day. Teams participated from ESG, Environment, Purchasing, Processing, WHS and P&C. With everyone's efforts, the Tassal team covered 9km of coastline at Tassie's Channel, Bruny and Dover areas, collecting 0.3 m<sup>3</sup> of waste, equivalent to approximately two household bins.

Further to this, Tassal Seafood worked with Visy, Australia's largest integrated manufacturing and recycling business, for a more sustainable summer season with new locally made cardboard boxes for their delicious prawns for grocery and wholesale customers.

Tassal's sustainable packaging goals see them on track to remove over 55,000 prawn polystyrene boxes with the launch of the fully recyclable 4kg prawn carton into grocery, and now this season the 10kg carton into out-of-home, earning recognition from the Aquaculture Stewardship Council and Australasian Packaging Innovation and Design Awards for sustainability efforts.

The Prawns team in Proserpine also recently took time out to make sure the beautiful Whitsunday shorelines in Queensland continue to sparkle.

*right:* Laura Hodge from the Tassal Environment Team cleaning up the shorelines in Tassie.

*below:* The Proserpine Team on shoreline duty in Queensland.



# Growth and Development



## From Morubel N.V. to Cooke Europe: a new name for a new era

### OOSTENDE, BELGIUM –

Earlier this year, our company officially transitioned from Morubel N.V. to Cooke Europe. This change reflects more than just a new name, it marks a new phase as we join the Cooke family of companies and take on new responsibilities in the European market.

This change is more than symbolic, it represents our evolution within the global company, and our new role as the dedicated distributor of Cooke's frozen seafood products in Europe and the UK. This is not just a change in branding, but a sign of our growth as part of a global organization.

### Honouring Our Past, Embracing the Future

For decades, the name Morubel N.V. stood for quality, reliability, and expertise in wild-caught seafood. From our head office in Ostend, we have built strong relationships with customers, suppliers, and communities throughout Europe and beyond. Moving to Cooke Europe does not mean leaving that past behind. Instead, we are building on our legacy with a clear purpose and new possibilities.

"It is about growing our legacy with a renewed sense of purpose and opportunity. With the focus on becoming one global team, we now have access to a greater network of global resources and products," shares Johan Brouwer, Managing Director of Cooke Europe.

The new name helps us align with the Cooke family of companies. It brings us closer to the shared vision of offering premium, sustainable seafood to customers worldwide.

### A Team Effort Across Borders

Transitioning to Cooke Europe required coordination across countries, cultures, and time zones. Under a tight deadline, our European and Canadian marketing teams joined forces to tackle everything from branding and packaging to communication strategy and regulatory considerations.

This joint effort showcased what makes Cooke so unique: collaboration, resilience, and shared values. The support from our Canadian colleagues was invaluable in navigating this transition with speed and professionalism. It is a true testament to the strength of our global network and the trust that connects us across continents.

### Products with a Purpose

Alongside the name change, we have also started rolling out products under the Cooke Seafood brand. This marks the beginning of a broader brand presence in the European market, where consumers are increasingly looking for products that reflect transparency, sustainability, and premium quality.

By introducing Cooke's diverse frozen seafood offering into our portfolio, we are expanding our reach and reinforcing our promise to customers: responsibly sourced seafood with a consistent standard of excellence.

### What's Next?

At Cooke Europe, we are entering a new chapter. One that brings new opportunities, new partnerships, and new ways to grow.

This milestone in our 70-year journey is not just about change. It is about continuity, ambition, and the future we are building together.

We are proud to carry the Cooke name, and we look forward to all that lies ahead.

## Cooke Scotland signage installed in Orkney and new clothing distributed

SCOTLAND – New signage has been erected at Orkney Packing Station (OPS) as part of the transition to the new Cooke Scotland brand.

All external signage at OPS has been updated, including the main sign at the front of the factory which was completed by contractors in January.

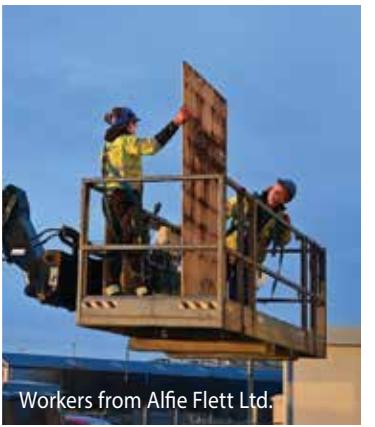
Kelly Drever, Human Resources Assistant, was on site with her camera to capture the moment the original Cooke Aquaculture Scotland-branded sign was replaced with the new signage, just as the sun was rising on a calm morning at the Kirkwall office.

Cooke Scotland also launched a fantastic range of new Cooke Scotland-branded clothing to all employees. Thank you to the team members who took the time researching and ordering the new clothing items, staff love them!

As Cooke continues to grow and evolve as a global seafood leader, we have embarked on a global branding initiative. The transition to the new Cooke Scotland brand is a major step towards creating a more cohesive and compelling brand identity globally, whilst unifying our companies under one name, as one team, with one purpose.



left: Ray O'Neill and Agnieszka Koda in new Cooke Scotland-branded clothing.



Workers from Alfie Flett Ltd.

## Copeinca's Supe plant capacity expansion from 60 MT/h to 90 MT/h

PERU – The Supe fishmeal and fish oil plant, originally acquired in 2023 with a capacity of 60 MT/h, has been recently expanded to process up to 90 MT/h. Since its acquisition, the plant has produced 32,647 MT of fishmeal and 3,220 MT of fish oil, demonstrating its relevance and contribution to our operations. This achievement was made possible through an investment of approximately 1.7M (USD), carried out with our own engineering expertise and the strategic reuse of equipment from closed facilities.

The plant processes anchoveta, ensuring consistent quality and efficiency in line with the highest standards of Peru's fishing industry.

Beyond its technical impact, this expansion

has also contributed to greater commercial and social dynamics in the Supe area, stimulating local economic activity and creating new opportunities for suppliers, workers, and the surrounding community, who are an important part of our stakeholders.

Through this project, we strengthen our operational presence along the coastal corridor between Chancay and Chimbote, positioning ourselves to take full advantage of the fishing resources in this important region.

The recent capacity increase was made possible thanks to the incorporation of key equipment, including a steam cooker, a Rotatube dryer, a decanter centrifuge, two steam boilers, and a hot air dryer, which were brought from the plants of Pisco and La Planchada.



## New technology advances environmental team capabilities

**SCOTLAND** – Cooke Scotland's Environmental Department has acquired a Remotely Operated Vehicle (ROV) to assist in monitoring the seabed around our existing farms.

The ROV, also known as Maerlin (named after the coralline algae found throughout the Scottish northern isles) is built to conquer deep water and withstand harsh conditions to help provide data for site developments.

From 3D modelling to confined space inspections, the new piece of equipment enables the team to obtain exciting new data and can also be used to inspect site equipment.

Ben Johnson, Head of Environment, said, "At Cooke we are committed to research and as a business, we invest in new technology to improve and support our operations.

During each farming cycle, we are responsible for monitoring the seabed within and beyond

the salmon pens. The ROV helps us see what lies below the water's surface, helping the team understand the terrain before taking seabed samples and sending the data on to the Scottish Environment Protection Agency (SEPA)."

With a 4k camera and specialised lighting rig, the Deep Trekker ROV produces crystal clear imagery with precise locational information thanks to the underwater GPS system. The grabber claw makes it possible to manipulate and retrieve subsea objects. Maerlin can travel up to 300m from the survey vessel and to a maximum depth of 300m.

Healthy oceans, healthy salmon. That is our sustainability commitment.

*right, top:* Stephanie Sinclair working with the ROV in Yell, Shetland.

*right, middle and bottom:* Underwater images taken by Stephanie with the ROV.



## Cooke Finance is changing from spreadsheets to smart insights

**C**ooke is transforming the way we plan, forecast, and report on business performance. Beginning in 2026, our financial statements will be produced from OneStream, a market leader in corporate performance management (CPM).

OneStream is more than just a system change - it is a platform that will unlock new potential in how we connect strategy with results. By automating many of today's time-consuming processes, OneStream will free our operators and finance teams to focus on the business assumptions and decisions that drive performance. Those assumptions can then be compared directly against the actual results in our financial statements, giving us sharper insights, faster.

This shift is about more than efficiency. OneStream will bring alignment, transparency, and a single source of truth to planning and reporting across the company. It will help us see not just where we have been, but—more importantly—where we are headed.



## Northeast Nutrition Scotland celebrates five years

**INVERGORDON, SCOTLAND** – Northeast Nutrition Scotland (NNS) has marked five years since the first ton of feed was produced. Staff at the feed mill based in the Highlands came together to celebrate the anniversary of the first batch to roll off the production lines in January.

The Invergordon facility was acquired by Cooke after the previous owners announced plans to cease UK manufacturing activities and closed the mill at the end of April 2019. Cooke and NNS worked closely with former employees who were affected by the closure to resume operations at the facility at the beginning of 2020. Since then, the feed mill has achieved a lot in a short space of time including:

- Gaining accreditation with UFAS (Universal Feed Assurance Scheme), Label Rouge and Soil Association
- Producing first Organic feed made at the mill
- Producing export feed to North America and Chile
- Producing third party volume
- Gaining a Category 3 Rendering License
- Achieving ISO14001 Environmental and Global Gap certifications

Chris Bryden, General Manager at NNS, said, "I am immensely proud in all we have achieved as we continue to produce the highest quality feed that meets the nutritional needs of our freshwater and seawater salmon."

"Since Cooke acquired the mill, our workforce has grown to 29 members of staff and due to the demand for salmon feed, we have plans to increase our staffing, bringing more jobs to the communities we call home. It was well worth us all taking some time to celebrate, and I thank all who have contributed to the success we have had over the five years."



## Growing together through TIDAL Leadership Development

Over the past year, team members from across the Cooke family of companies have come together to learn, grow, and lead through the TIDAL Leadership Development Program – Together to Inspire, Develop, Achieve and Lead.

From Maine to Mississippi, New Brunswick to Nova Scotia, and Virginia, TIDAL sessions have welcomed participants from a wide range of roles – processing, logistics, IT, and more. Each session offers a unique opportunity to explore leadership styles, strengthen communication and accountability,

and deepen understanding of Cooke's culture and values.

More than just a training program, TIDAL is about connection. It brings people together across departments and regions, helping them build relationships and develop the skills to support high-performing teams.

As we reflect on the many graduates who have taken part over the past year, we are proud of the momentum we have built—and excited to continue expanding the program in the months ahead.

Thank you to all who have contributed to making TIDAL a success. We look forward to welcoming even more future leaders into the program.



## Bioriginal launches industry-first non-GMO high GLA borage oil

SASKATOON, SASKATCHEWAN, CANADA – Bioriginal Food & Science Corp. is proud to announce the launch of its new cold-pressed borage oil, naturally rich in gamma-linoleic acid (GLA) at 25%—the highest and only non-GMO source of its kind on the market, setting a new benchmark in plant-based nutrition.

The product launch marks the successful culmination of Bioriginal's proprietary selective breeding program, which was specifically developed to maximize GLA content and crop yields while preserving the plant's genetic integrity without the use of genetic modification. Through the isolation and propagation of favourable traits over multiple generations, the program achieved a breakthrough in agronomic performance, GLA potency, and improved bioavailability. The resulting seed variety is globally patented, providing Bioriginal with exclusive rights to this high-performing, non-GMO cultivar. This strategic innovation enables a consistent and potent source of GLA, allowing for reduced dosage requirements, streamlined formulation, and enhanced functional benefits across a wide range of health and wellness applications.

"Borage has been foundational to Bioriginal since our inception," said Shannon Sears, President and CEO of Bioriginal. "This launch reflects our continued innovation in developing science-backed, high-quality ingredients that set new standards for the industry and empower our customers to create more effective, trusted health solutions."

Bioriginal's borage oil addresses both potency and purity, delivering a naturally high



GLA level and a non-GMO profile, offering

formulators a more efficient, consistent, and cost-effective solution and brands a clean-label ingredient that meets growing demand for transparency, sustainability, and natural sourcing.

With its natural 25% GLA content and clean-label, non-GMO profile, Bioriginal's borage oil is well-suited for a diverse range of applications, including beauty-from-within and cosmeceutical products (e.g., topical creams and lotions), women's health supplements, joint health formulations, and pet nutrition products targeting skin, coat, and mobility. Its concentrated bioactivity promotes the formation of anti-inflammatory eicosanoids. These properties make GLA especially valuable in supporting inflammation-related conditions such as arthritis, eczema, psoriasis, allergies, and cardiovascular concerns, including hypertension and stroke risk.

Bioriginal officially launched its new borage oil at Vitafoods Europe, which was held from May 20 to May 22 in Barcelona. Attendees were encouraged to speak with the team about formulation benefits and secure sourcing options.

## New net washing boat arrives in Orkney

ORKNEY, SCOTLAND – A new net washing vessel has been officially named following its introduction to Cooke Scotland's Orkney fleet.

The Logan L will replace one of two net washing vessels to enable us to upgrade the net washing machine to a remotely operated vehicle (ROV) type which requires more space and a bigger generator.

Two ROV vessels will help maintain clean nets for water and oxygen movement to

continue prioritising fish welfare.

The Logan L is named after the grandson of Orkney Area Manager, Robert Peterson, also known as Timbo.

Timbo said, "As a family-owned company, Cooke has the tradition of naming boats after staff and their family. Logan loves going down to the Kirkwall Pier and seeing all the Cooke boats lying in at the pier. I thought he would be excited to see his name on one."



Robert with his grandson Logan on the new net washing vessel.

## Grants confirmed for new feeding system trial and feed mill upgrades

**SCOTLAND** – Cooke Scotland secured financial support from Marine Fund Scotland to trial a waterborne feeding system and purchase new oil tanks and an oil line at its feed mill.

The new feeding system in Shetland aims to enhance fish health and welfare by encouraging salmon to feed lower in the pens, reducing environmental challenges and minimising wildlife interactions. Additionally, the system is expected to reduce energy consumption and increase the durability of feed pipes.

The news was announced by First Minister John Swinney when he visited Lerwick in October and met with David Brown, Shetland regional manager at Cooke Scotland.

David said, "We are grateful for the grant assistance, which will enable us to trial and develop a new waterborne feed delivery method where rural communities such as Shetland can continue feeding the world with premium Scottish salmon."

The Marine Fund Scotland allocated £14 million in grants for 2024/25 to marine industries, coastal and island



communities where a total of 67 projects were selected for funding.

Mr. Swinney said, "Our island and coastal communities, as well as marine industries based here make a huge contribution to Scotland – not just to our economy but also to our efforts to drive innovation and sustainability.

I am very pleased therefore to be here in Shetland to confirm these awards to a wide range of projects, all of which have demonstrated that they will help to drive innovation in the marine sector and help sustain coastal communities."

Northeast Nutrition Scotland were among those to receive funding and will use the financial support to implement two liquid oil tanks to hold fish, vegetable and algae oil, and implement a new oil line at the feed mill at Invergordon.

Alternatives to conventional fish oil for aquaculture, such as algae oil, can reduce pressure on marine ecosystems while maintaining the health and high quality of our fish. The addition of two liquid tanks and oil line will allow us to be more flexible with the ingredients we use in our fish feed and continue our commitment to responsible and sustainable aquaculture practices.

## Innovation in Spain

### ÁGUILAS, MURCIA, SPAIN –

Cooke Spain has happily inaugurated the new Aquicultura Balear facility in Mallorca. This is an advanced hatchery equipped with state-of-the-art technology for fish farming.

The event was attended by regional authorities, including the President of the Balearic Government, Margalida Prohens, and the Mayor of Palma, among others.

It is a major step forward that reinforces Cooke's commitment to aquaculture innovation, local employment, and Mediterranean leadership.



## The Fatory boosts production capacity to power pet nutrition oil growth

### BODEGRAVEN, THE NETHERLANDS –

The Fatory, home to one of Europe's largest private label production lines of pet supplement products and a member of the Bioriginal Group of Companies, has officially commissioned its new high-efficiency liquid bottling line at their facility in Bodegraven, The Netherlands. The upgrade significantly increases production capacity and automation, ensuring The Fatory can continue to deliver high-quality omega oil products to a growing number of partners across the pet nutrition sector in Europe and beyond.

Designed to streamline every stage of production, the new bottling line features advanced automation, including a six-head filler, nitrogen injection to help extend shelf life and maintain product freshness, and an automated capping machine. Additional components, such as automated labelling, induction sealing, and coding systems, ensure precision and consistency for various bottle types. These enhancements streamline the production process, resulting in faster turnaround times, improved consistency, and greater efficiency—delivering scalable results without compromising on quality.

"This investment reflects our ongoing commitment to quality, innovation, and operational excellence," said Björn de Bruijn, Managing Director of The Fatory. "With this new bottling line, we are able to improve our efficiency while continuing to meet the needs of our partners while ensuring that we deliver the high-quality products that pets and their owners depend on every day."

From formula development to fill and finish, The Fatory makes private label simple. The team provides end-to-end support, helping partners bring customized, market-ready pet nutrition products to life quickly and efficiently. As part of the Bioriginal Group of Companies, The Fatory also has access to an extensive, vertically integrated portfolio of high-quality ingredients—ensuring a reliable, secure supply of trusted nutritional oils such as salmon, krill, algal, flax, and borage.

"We believe that The Fatory's growth is tied to the success of our partners," added Björn. "This upgrade strengthens our ability to support our customers with innovative, high-quality oil solutions—delivered reliably, at scale, and with the flexibility needed to stay competitive in today's market."





## In the News

### Celebrating 10 years of Wanchese in the Cooke family

#### SUFFOLK, VIRGINIA, USA –

Please join us in celebrating an important milestone within the Cooke family of companies, the 10th anniversary of the acquisition of Wanchese Fish Company and its subsidiaries in the USA, Argentina, and France.

Over the past decade, Wanchese has become an integral part of the Cooke family, known for delivering high-quality, sustainable seafood to customers around the globe under the Wanchese and True North Seafoods brands. This success would not be possible without the dedication, hard work, and

passion of our Wanchese colleagues and their families. Thank you for your unwavering commitment to our shared corporate goals and values.

We also extend our heartfelt appreciation to our local suppliers, whose trusted partnerships help us build stronger communities and resilient supply chains. We look forward to continuing to grow our businesses together.

To our valued global customers, thank you for your ongoing trust. We remain focused on upholding the standards of quality and

sustainability you expect from us and are committed to exceeding your expectations every day.

Here is to 10 years of Wanchese and to many more years of shared success!



### MP explores Cooke feed mill's job boost to community

INVERGORDON, SCOTLAND – Member of Parliament Jamie Stone highlighted the importance of local jobs in rural communities during a visit to Cooke Scotland's feed mill in the Scottish Highlands.

The Liberal Democrat MP for Caithness, Sutherland and Easter Ross met with staff at Northeast Nutrition Scotland Limited (NNS) in Invergordon in April to find out how they consistently produce nutritionally-balanced fish feed to ensure farmed Atlantic salmon continue to stay healthy and grow efficiently.

Mr. Stone said, "I am pleased to see the important local jobs that Cooke Scotland provides. I am also glad to know that the company concentrates on supplying the top-end of the fish farming economy, those enterprises with the very best environmental records."

The feed mill is celebrating its fifth anniversary since it was acquired by Cooke after the previous owners announced plans to cease UK manufacturing activities at the end of April 2019.

NNS employs 29 members of staff and supplies complete salmon feed to Cooke Scotland's freshwater and seawater farms. It further supplies globally to other internal customers within the Cooke family of companies. The feed mill holds Label Rouge and Soil Association Organic certifications.

Chris Bryden, General Manager at NNS, said, "It was a great opportunity for Mr. Stone to see first hand how our feed mill in a rural community in the Scottish Highlands is providing well-paid, long-term jobs for local people and supporting multiple local supply chain businesses.

"We thank our local MP for taking the time to learn more about how we overcome the challenges of transporting our feed to Scotland's northern isles and around the world, whilst contributing globally to meet the demand for premium Scottish salmon and its feed."



from left: Chris Bryden (General Manager at NNS), and Jamie Stone MP.



### Orkney feed barge rebuilt after fire

ORKNEY, SCOTLAND – The West Fara feed barge has re-started operations thanks to the efficient work of Cooke Scotland engineers and local contractors after it was badly damaged by fire.

A large shed on top of the concrete hull of the barge in Orkney was destroyed in the blaze in January 2024.

Due to the extent of the damage, the cause of the fire was proven to be inconclusive however, it was reported it may have started in the office area. Built on the existing concrete structure, the shell of the new barge is made from galvanised steel, with added modernised internal facilities and office space.

The site team began feeding fish from the barge in December and Terry Rendall, Engineering Manager at Cooke Scotland, praised his team for getting the barge back in operation quickly. He said, "I would like to thank the engineering team and other Cooke employees involved with the project as well as the subcontractors who worked alongside us to rebuild the barge. It was a great effort to get the barge back on site in such a short time frame."



West Fara site team.

## Ganong Bros. Ltd wins two awards at the 2025 New Brunswick Export Awards

FREDERICTON, NEW BRUNSWICK, CANADA –

The chocolate company, was recognized at the 2025 New Brunswick Export Awards, winning both the Global Diversification Award and the Woman in Export Excellence Award. The awards celebrate the company's success in expanding its reach into new markets and its commitment to excellence in export, particularly highlighting the role of women in the company's export operations.

"New Brunswick's exporters are demonstrating incredible resilience and innovation at a time when tariffs are creating challenges and barriers," said Luke Randall, minister responsible for Opportunities NB. "These awards were the perfect opportunity to celebrate the agility of companies who are adapting to changing trade dynamics and seeking growth in global markets."

The winners were selected by a volunteer panel of business experts from academia and the private sector through a scoring system.



## Bryana Ganong receives 2025 Women in Grocery Award

ST. STEPHEN, NEW BRUNSWICK, CANADA –

Since 2012, Canadian Grocer has proudly celebrated the remarkable women driving innovation and excellence in the grocery industry through their annual Star Women in Grocery Awards. This year's winners represent all parts of Canada and every facet of the industry, from operations to marketing, sales, supply chain, finance, technology and beyond. These are smart, passionate leaders

who have been nominated by colleagues and carefully selected by the editorial team for their achievements.

Bryana was named as a Senior-Level Star amongst many other esteemed women for her contributions to Ganong's growth and development over the years, her cross-functional leadership style, and commitment to the community. Ganong has proudly been a part of for five generations.



## Cooke wins two CPRS National Awards of Excellence

BANFF, ALBERTA, CANADA –

Cooke Inc. is pleased to have received two National Awards of Excellence from the Canadian Public Relations Society (CPRS) in the Best Publication (Gold) and Best Sustainable Development Initiative categories.

Presented during a gala ceremony at the ELEVATE 2025 CPRS National Conference, this year's awards recognize outstanding achievements in strategic communications, innovation, and leadership.

from left: Claire Ryan and Kristen d'Entremont.



## Proceeds and Christmas Jumper fundraiser benefits good causes

SCOTTISH MAINLAND, ORKNEY and SHETLAND, SCOTLAND –

Cooke Scotland staff raised thousands of pounds for charities and good causes during festivities in the build up to Christmas.

Residents of Shetland care centres benefited from a donation of £4,520 after staff across Shetland came together for their annual festive season party at Baltasound Hall in Unst on November 30. The raffle draw which raised £2,260 in ticket sales purchased by staff, and was match funded by Cooke Scotland, saw employees win over 55 prizes such as vouchers for jewellery, travel and hotels, an air fryer, hampers and gift sets.

Meanwhile, employees in Orkney raised £1,030 for The Royal National Lifeboat Institution in Kirkwall with proceeds from their Christmas raffle. The total was increased to £2,050 by Cooke Scotland.

Vicci Laird, Head of Human Resources at Cooke Scotland said, "We are very thankful to all our

employees who bought tickets and to those who supplied prizes to help raise funds."

Staff also raised £324 by participating in this year's Save the Children Christmas Jumper Day on December 24, supporting children in the UK and around the world to keep safe and healthy.



Glasgow office staff.



Cooke Scotland staff present donation to members of the RNLI in Orkney.



## Our People

### Oceans of opportunity await trio on exchange programme

#### SCOTLAND and USA –

Three Cooke colleagues have swapped workplaces across the globe as part of a company exchange programme.

Mickey Phippen, of Maine, United States, was seconded in Scotland while seawater site assistants, Josh MacColl, Shetland, and Craig Drury, Orkney, were on placements in Maine.

The trio were offered the opportunity to see new places, experience different ways of working, and meet lots of fantastic new people.

Josh has been grateful of the experience and enjoyed working, and learning from the fish health team.

He said, "It has been amazing. It is not often an opportunity arises like this so to be considered for it alone was a great pleasure! To go and see how the company works in other places of the world was a great idea to broaden my mind on how the company is run in similar aspects of the area of work I do."

The routine has been quite different in the US for the Cooke Scotland team members. Due to the stage the sites are at in relation to

treatment or harvesting, Josh and Craig have been starting early in the morning, driving 20 minutes to the main shorebase in Machiasport for 6am.

However, they have been positive about it as it has given them time in the afternoon to relax and enjoy the warmer weather.

"It can be really cold and foggy in the morning but eventually the sun shines through and it is a nice heat to work in," Josh continued. "Out with work there are plenty of shops and restaurants that can keep you busy. Also, our cottage is right by Lake Gardner which is lovely



Josh MacColl, Shetland seawater sites (left) and Craig Drury, Orkney seawater.



Mickey with Cava Site Team in Orkney.

### Bioriginal group of companies new hires

**SASKATOON, SASKATCHEWAN, CANADA** – Since winter, Bioriginal has welcomed 17 new team members across the board—from operations and logistics to engineering, customer service, marketing, and leadership. This wave of new hires reflects our continued growth and ongoing investment in building a strong, future-ready team.

#### Jenessa Howlett

– Customer Service Representative

#### Khilbhushan Dixit

– Director of Engineering & Maintenance

#### Mankirat Kochar

– Supply Chain & Accounting Intern

#### Jasleen Kaur

– Logistics Specialist

#### Manmeet Kaur

– Sanitation Operator

#### Anna Buchholz

– Communications Specialist

#### Kelly Easterman

– Business Intelligence Specialist

#### Arindom Chakraborty

– Supply Chain Planner

#### Genevieve Gallagher

– Director of Demand Planning

#### Melissa Hanson

– Procurement Planner

#### Tessi Prentice

– Procurement Specialist

#### David Kalk

– 1A Driver

#### Shubham Malhotra

– Warehouse Operator

#### Dipakkumar Patel

– Warehouse Operator

#### Lovepreet Singh

– Warehouse Operator

#### Robert Tutka

– Warehouse Operator (Driver)

#### Craig Long

– Director of Human Resources

## Cooke Europe First Aid team completes annual training

OOSTENDE, BELGIUM – Our Cooke Europe First Aid team successfully completed their annual refresher course. This achievement ensures that we are always ready to respond swiftly and effectively in any situation.

Safety in the workplace is not a side issue for us, but a priority. Thanks to the commitment of our first aiders, we can count on fast help and a safer working environment for everyone.

Thank you to our team for their commitment and dedication!

*From left:* Willem Hissink, Alexander Body, Vijaykumar Solanki, Christophe Gevaert, Jelle Declercq, Christophe Janssens, Frederic Demeûs, Gawhar Dawlatzai, Kim Geraerts, Violette Blondeel, Catherine Dejaeger. *Not pictured:* Kurt Verstraete, Birger Marteel.



## Marine Science Student of the Year among Shetland university graduates

SHETLAND, SCOTLAND – A Cooke Scotland seawater assistant has been awarded Marine Science Student of the Year after graduating from university.

Stuart Lavender was honoured by UHI Shetland (University of the Highlands and Islands) for impressing his assessors with his teamwork, reliability and professionalism.

He celebrated graduating in Aquaculture Level Three during a ceremony surrounded by his colleagues and friends at the Mareel entertainment venue, Shetland, on December 6, 2024.

Mr. Lavender, of Muckle Roe, Shetland, spent the last three years studying for his Aquaculture Scottish Vocational Qualifications (SVQs) at UHI Shetland. He said, "It is a great feeling to be awarded Student of the Year. It shows that the effort you put into your work is being recognised.

"I would like to thank Cooke for giving me the opportunity to study. Excellent tutors and work colleagues also deserve a mention as they guided and helped me achieve this."

Stuart Fitzsimmons, Head of Marine Science at UHI Shetland, said, "Stuart was an enthusiastic learner, always submitting his coursework promptly, and we were impressed

at his overall teamwork. Stuart's reliability and professionalism have left a lasting impression on his assessors, and we wish him all the best for his career in aquaculture."

Mr. Lavender joined fellow Cooke staff who were also recognised for their achievements at the graduation ceremony including: Paul Muir, Nethan Watson and Josh MacColl who all graduated with a Level Two in Aquaculture.

Vicci Laird, Head of Human Resources at Cooke Scotland said, "Congratulations to all

staff members for their achievements. As a company, we continually invest in our staff and it is fantastic to see the progress that is being made as our employees earn while they learn.

Improving skills and knowledge in aquaculture helps us maintain a strong team who have the education and background to care for our salmon in the best way possible."

*from left:* Cooke Scotland team members, Paul Muir, Josh MacColl, Nethan Watson, and Stuart Lavender - UHI Shetland Marine Science Student of the Year.



## From Saint John to Tepual: first Cooke exchange between Canada and Chile

SAINT JOHN, NEW BRUNSWICK, CANADA and TEPUAL, CHILE – In 2025, Cooke's first international exchange for IT took place with the participation from Adriana Suárez (Canada) and Sebastián Arévalo (Chile).

Adriana, IT Project Manager in Saint John, worked for two months alongside the team at the Tepual Plant, sharing projects and strengthening ties with the local team.

"It is a great opportunity to meet Cooke colleagues in other countries and exchange ways of working, and it is important to continue doing so. It is incredible to be able to encounter the Cooke family spirit even though we are in different countries; the people are very warm and welcoming", Adriana said.

Sebastián, who works in data analytics, spent two months in Canada – mainly in Saint John and Blacks Harbour in New Brunswick.

He appreciated the chance to work side by side with colleagues from Canada.

"It helps you build a connection with your colleagues even though they are half a world away," he said.

Outside of work, Sebastián enjoyed Canada's multiculturalism and the charm of small-town life compared to Santiago. "Small town living really has its nicer points," he noted, joking that he even started saying "eh" and "oot."

Joking aside, he valued the kindness and good manners he experienced: "Having people say thank you or sorry makes me feel at home."

Both participants agreed that the exchange was a success. "For anyone considering this program, I would say do it – absolutely," Sebastián said.

Congratulations to Adriana and Sebastián for their professionalism and enthusiasm in making this exchange a success.



Adriana Suárez.



Sebastián Arévalo.

## Useful Shetland visit for accounts team

SHETLAND, SCOTLAND – The accounts team from Cooke Scotland's Warwick Mill office paid a rare visit to Shetland to learn more about the business.

Sue Beattie, April Farish and Sandra Vevers made the trip north from Cumbria with a plan to meet the staff who make our operations on the northern isles run efficiently.

They may have been delayed 12 hours at Edinburgh Airport and as a result missed their tour of the Shetland mainland, but the trio did manage a quick detour to see the sandy tombola called St. Ninian's Isle.

The next day they ventured further north to visit Unst Office Manager, Katrine Johnson.

April, Accounts Assistant, said, "Katrine was a wonderful host. We visited Dennis Johnson at the Uyeasound office and John McCulloch at the Quoys freshwater hatchery. The day finished with the sun shining and a boat trip to see the broodstock at Turness."

Their second and final day was spent with Technical Manager, Michelle Johnson, who showed them everything that happens in

the Yell Packing Station before the group made their way back to the mainland where they had lunch at Sella Ness with the office staff.

Sue, Payroll Administrator said, "We had a lovely time in Shetland. It is great to see the beautiful islands, meet the kind and passionate people and put some faces to names. It was really useful seeing how other areas of the business work."



*from left:* Sandra Vevers, April Farish, Michelle Johnson and Sue Beattie.

## Congratulations to Steward May

### BELLEORAM, NEWFOUNDLAND, CANADA –

We are proud to celebrate a truly special milestone with Steward May, who has been part of the Cooke team since 2005 and currently serves as our Dive Administrator. In June, Steward was ordained as a deacon – a lifelong dream fulfilled through dedication, faith, and service.

In addition to his role at Cooke, Steward is also the long-time Mayor of Belleoram,

Newfoundland, where he continues to make a meaningful impact in his community.

Representing Cooke at the ceremony was our HR Generalist, Amanda Langdon, who shared, "Steward has been an employee with us since 2005, but it has always been his dream to become a minister. Yesterday he was ordained as a deacon. This was a very special day for Steward. It was a privilege to go on behalf of the company to show him our support."



## Golfing with heart at Tassal

### TASMANIA, AUSTRALIA –

The recent Tassal Golf Day at the Huon Valley Golf Club in Tasmania, Australia brought together employees from operations across the state for a day of networking, friendly competition, and fundraising for the Heart Foundation. Last year, the team at Tassal lost a much-loved colleague to a heart-related illness – Tom Kruiswijk had been working for the organisation for nearly 20 years in the marine services and logistics team. This year, the day raised money for the Heart Foundation and was dedicated to his memory. Aquaculture is in the family, with Tom's son doing work



experience with the same company that employed his father for so many years.

Tassal ESG and Communities Partner Joana Mendes said the team were so thrilled with the outcome of the recent charity Golf Day.

"The sun was shining, and thanks to our amazing sponsors and generous people, we could proudly hand over a cheque of \$20,000 to the Heart Foundation.

"Tassal is committed to building trust via strong and authentic relationships within the communities they operate in."

The Heart Foundation's program officer, Luke Summers, said the team at Tassal and sponsors should be proud of their fundraising efforts. "It is truly inspiring to see how they all came together to achieve such an incredible result. "Their passion, teamwork, and dedication have made a real impact – helping us move closer to a future free from heart disease. These funds will go a long way in supporting life-saving research and helping us continue to deliver the Heart Foundation's vital education and heart health support programs across the country."

## Moving together for a good cause

### PORT OF OSTEND, BELGIUM –

On May 3, some of our Cooke Europe colleagues took part in the third edition of the Port of Ostend Charity Run – a walking and running event benefiting 4Brain, a non-profit organization committed to raising awareness about brain health and brain disease.

With their sporting efforts, our team wanted to not only cover

kilometres but also create awareness and show their support for this important initiative.

We are proud of our colleagues who are committed – not just in the workplace, but out of it as well.

Strong together, for others too.

from left: Kelly Loncke, Manly Peel, Catherine Dejaeger, Koen Laurens, Vanessa Verbeke.



## Cooke Europe raising the bar and ourselves!

OOSTENDE, BELGIUM – Our technicians completed advanced training on working safely at heights using aerial lifts, as well as how to respond adequately in the event of emergencies like fires or chemical spills.

At our company, safety is not just a requirement, it is a core value. That is why we continuously invest in training and development, empowering our team to work with confidence and care.



David Vander Schaeghe, Brecht Pagie and Steve Demoor.

## Gleaning crops - Omega Protein

### REEDVILLE, VIRGINIA, USA –

In the month of July, our Reedville, VA facility gleaned corn for the Healthy Harvest Food Bank. Together, we harvested 7,491 pounds of sweet corn from local farms in Lancaster County!

top left: Lacie Gaskins (Corporate Sales Manager).

top right, from left: Bailey Loving (Reedville Production Manager), and Jaison Thomas (Corporate Demand Planner).

bottom: Rick Rahn (Assistant General Manager at the Health and Science Center).



# Our People

# Health and Safety

## Cooke safety standouts

**Ashley Guthrie***- KCS Marine Maintenance, NB*

Ashley says "Safety at Cooke is important to me because I want myself and all of my coworkers to be able to return home safe at the end of every shift."

**Kelli Mitchell***- Certifications Coordinator,  
CAI Corporate*

Director of Health and Safety Chalena Biggar says "Kelli is a true advocate for safety and assists Health & Safety by educating employees during her site visits and passing along questions or concerns to our team when they are brought to her attention. She is friendly and approachable and always puts Safety First!"

**Glendon Mason***- Marine Maintenance Vessel Captain,  
Grand Manan, NB*

Vessel Manager Todd Clinch says "Glendon always ensures that his employees are in a safe environment and that they are doing their roles as deck hands safely, while checking their job tasks on a regular basis."

**Greg Lambert***- Freshwater Manager, Maine*

"Safety is important to me because it effects us individually and collaboratively as a group. We need to work in such unison in our farming operations to get the job done effectively and losing one member of the team can have a step down effect on the rest of us. At the end of the day I want everyone to head home after their shift and be able to enjoy their friends and family, that is what it is all about and why building safety into all of our operations is of the highest importance."

**Karlie Lewis** – *Bay Fortune Hatchery, PEI*

Manager Dawn Runighan says "Karlie put in a lot of work in the past few weeks, with safety top of mind. Karlie organized training records, updated all SDS binders for each facility, organized safety supplies, and organized all safety boards."

**Cameron Clark** – *Rollo Bay Hatchery, PEI*

Manager Dawn Runighan says "Cameron was quick to organize our fire alarm test, fire extinguisher service, drafted an evacuation plan and a SCBA user guide. Both he and Karlie (left) performed the OHS inspection as well."

**Frank Borst** – *Net Washing Vessel Captain, NB*

Frank says "Safety at Cooke means making sure everyone around me including myself, are doing the best we can so we can back to our families all in one piece. That involves proper PPE and keeping an eye out for any hazards that may arise."

**Scott Collier***- Production Manager, NS*

"The reason I do all of this, and why safety at Cooke matters to me, is because I want to see all of my team go home safely at the end of the day to their families with no injuries and no feelings of worry that themselves or others are going to get hurt. I truly care about my co-workers and team members. The other reason is I want to protect the company from liability as well as myself. I believe a safe workplace is a healthy workplace both physically and mentally. Safety is a huge part of a healthy culture and breeds good morale."

## Great safety record for Cooke Chile

SAN CLEMENTE, TALCA, CHILE – Las Garzas Hatchery, located in San Clemente, Talca, celebrated three years without accidents, an important milestone that highlights its commitment to worker health and safety.

In recognition of this achievement, Mutual de Seguridad presented the team with a commemorative award, gifts, and they received greetings and congratulations from various directors of Cooke Chile and Cooke Canada, such as Director of Health and Safety Chalena Biggar and Chief Human Resource Officer Catherine McBride.

This achievement underscores the importance of collaboration and continued commitment to safe workplace practices, which are critical elements for worker well-being and the sustainable success of the industry.





## Our Community

### Orkney military heritage community project receives Cooke support

#### ORKNEY, SCOTLAND –

A charity has received financial support from Cooke Scotland to help secure the future preservation and promotion of a unique Orkney military heritage site.

The donation of £1,000 was made to Birsay Heritage Trust towards a project which will transform access to, and engagement with HMS Tern – a rare World War II naval airbase in Birsay.

Cooke is an intrinsic element of the coastal and rural communities in which its staff live and work by farming the finest Scottish salmon on over 20 seawater aquaculture sites in Orkney. This Community Benefit Fund will help with the Trust's ambition of transforming the site into a visitor attraction whilst also creating jobs and encouraging economic development in the area.

Funding will support a community engagement co-curation event with the project architects as part of the design brief,

offering the opportunity for community input and co-development throughout.

Joel Richardson, Vice President of Public Relations at Cooke, was joined by colleagues from Canada, Australia and Scotland who visited the naval airbase.

"Building stronger communities is a top priority for Cooke and we are proud to support local projects which reflect our corporate values as well as those of our teams," said Richardson.

"It was interesting to see firsthand how restoring the former wartime airfield will benefit the Orkney economy, bringing new jobs and more tourism visitors to the picturesque island. As a family company, it was a pleasure to hand over the donation to Birsay Heritage Trust on behalf of Cooke – as we draw closer to Remembrance Day, we must always honour armed forces members who have served and died in the

line of duty to protect our freedoms."

William Shearer, of the Birsay Heritage Trust, said, "Of the four World War II airfields in Orkney, HMS Tern has the greatest amount of surviving infrastructure and future plans would provide a living memorial to the men and women who served at HMS Tern.

"The Trust is grateful to Cooke Scotland for the donation which has now allowed us to engage with an architect company from Edinburgh who have just started the overall design brief. This will carry us through various design stages and eventually through to submitting the planning application."

Commissioned in April 1941, HMS Tern was mainly used as a training airfield and designed to provide accommodation for disembarked front-line squadrons and ship flight aircraft. It remains an important part of Orkney's military heritage which remained in service until 1957.

### Six municipalities targeted for April Maine coastal cleanups

MAINE, USA – Cooke USA organized or participated in coastal cleanups in six eastern Maine municipalities over five days in April, in and around Earth Day on April 22. The cleanups were coordinated by Cooke USA's fish health team, which consists of fish health technicians Jessica Lindsay, Jaelynn Matthews and Susana DeFrank.

The first cleanup was organized by the Town of Machiasport and Harbormaster David Cale, which a handful of employees participated in. Cooke USA's Atlantic salmon processing plant and one of its wharfs are located in Machiasport.

The next four cleanups were coordinated by Cooke USA, with more than a dozen employees participating in the cleanups. Cooke USA has approximately 230 employees throughout Maine, with the majority living and working in Washington and Hancock counties, the state's two most eastern counties.

Most of the shores targeted for cleanups were located near a Cooke USA Atlantic salmon farm site, and employees picked up and disposed of hundreds of pounds of trash, ranging from the tiny such as lobster-claw bands and biofilter media to the large such as seat cushions and tires.



from left: Cooke USA fish health technicians Jaelynn Matthews, Jessica Lindsay and Susana DeFrank at Sand Cove in Beals.

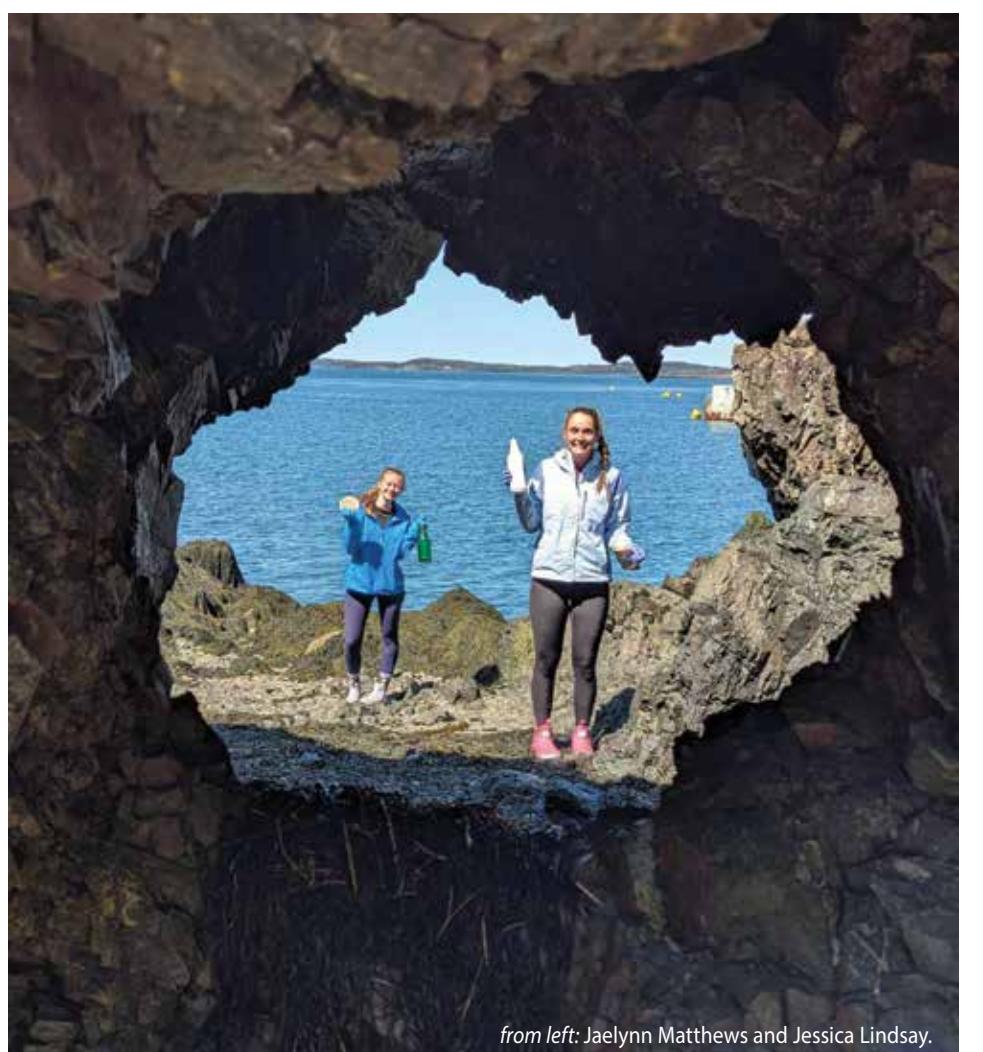
On April 18, employees picked up trash along the shores of Deep Cove in Cobscook Bay in Eastport. For Earth Day on April 22, Cooke USA partnered with employees from the Downeast Institute, a shellfish research facility located in Beals, to clean up multiple beaches in Beals and Jonesport.

On April 23, employees hit Cobscook Bay again, picking up trash along the shores of Broad Cove in Eastport. And on April 24, employees picked up trash around Thurston's Wharf in Tremont and around the Swan's Island Ferry Terminal.

Though Cooke USA employees consistently volunteer their time to pick up and dispose of trash along the beaches of eastern Maine, a lot of cleanups occur in April around Earth Day and in September during the annual Maine Coastal Cleanup, which is a statewide effort organized by the Maine Department of Marine Resources targeting Maine's 3,000-plus miles of shoreline.



from left: Tessa Houston of the Downeast Institute along with Susana DeFrank and Jessica Lindsay at Backfield Beach in Beals.



from left: Jaelynn Matthews and Jessica Lindsay.

## Reedville Fisherman's Museum donation

**REEDVILLE, VIRGINIA, USA** – Nearly two years ago, Omega Protein pledged a \$250,000 matching donation to the Reedville Fishermen's Museum to support the restoration of Festival Halle, a cherished landmark that has stood in Reedville, Virginia for over a century.

On Friday, July 11th, members of our Reedville team proudly delivered the donation to the Save Festival Halle Committee and the leadership of the Reedville Fishermen's Museum.

With deep roots in Reedville's maritime heritage dating back to 1878, we are honoured to support an organization whose mission is to preserve and share the rich history of our community.

We are grateful to be part of an organization like Cooke Seafood, who make it their mission to strengthen the communities in which they operate in.



from left: Sonny Abbott, Sara Gaskins, Emily Sprague, Hannah Long, Bailey Loving, with Reedville Fishermen's Museum employees.

## It is a small world: coincidences align to connect daughter of New Brunswick employee with our Tassal team in Tasmania

**TASMANIA, AUSTRALIA** – A series of events led to an unexpected connection between our Cooke teams in New Brunswick and Tasmania. Our recent step challenge was themed "Around Australia." When we sent out the notice, we received a reply from Andrew Stevens, a long-haul driver with Shoreland Transport. He mentioned that his daughter, Ebony Mae Stevens, who attends the University of New Brunswick, is studying abroad in Australia.

And not just Australia – but Hobart, Tasmania, which is the home base for our company, Tassal.

When our Tassal team learned that Ebony was studying in their community, they connected with her and invited her for a tour.

"We had a wonderful chat about these two different parts of the world," said Joana Mendes, Tassal's ESG & Communities Partner. "The consensus was that Tassie wins! Canada is too cold."

Joana was impressed with the meeting.

"Ebony is a very intelligent young lady eager to learn and settle for a bit longer in Tassie."

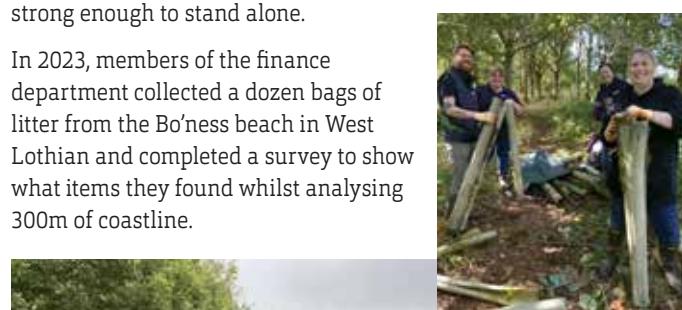


## Cooke Scotland Finance team on tree guard removal mission

**CUMBRIA, ENGLAND** – Members of our Cooke Scotland Finance team were welcomed by the Eden Rivers Trust as they got involved in a volunteering day in Cumbria, northern England, in September 2024.

The team had an enjoyable day out in the Brampton nature removing tree guards and ties from hundreds of young trees which had been planted by the Warm Welly Company. The tree guards protect the saplings from being eaten or knocked over until they are strong enough to stand alone.

In 2023, members of the finance department collected a dozen bags of litter from the Bo'ness beach in West Lothian and completed a survey to show what items they found whilst analysing 300m of coastline.



## Engineering with Cooke during Scottish Careers Week

**SHETLAND, SCOTLAND** – Cooke Scotland invited a school pupil to our Yell Processing Factory in Shetland to take part in some work experience with the engineering team.

During Scottish Careers Week, Lisa Thomson from Mid Yell Junior High School spent the day getting a tour of the packing station and worked with our engineering staff to dismantle and fix a broken vacuum pump.

We were proud to partner with Skills Development Scotland to support *Try Something Different: Be a Modern Apprentice for a Day* initiative, aimed at tackling gender stereotypes in work and enabling young people to gain hands-on experience in the workplace.

Lisa, who is interested in a career in engineering, said, "It was good to see inside the factory. I would recommend Try Something Different to other pupils because

it gives them an idea about engineering and to see what the job entails."

We wish her all the best in making decisions towards her future.

top, right: Lisa Thomson

below: Lisa Thomson and Dean Henderson (Cooke Scotland).



## New play equipment for Deerness

**ORKNEY, SCOTLAND** – Thanks to help from the Cooke Scotland Community Benefit Fund, the Deerness Community Centre Association have recently cut the ribbon and announced the opening of the new section of the Deerness playpark in Orkney.

The well-used 17-year-old playpark was in need of a revamp and there was also a shortage of equipment suitable for toddlers. So, with the help of various benefactors, the Deerness committee were supported in installing three new pieces of equipment for the young ones in the community to enjoy.



Funders and committee members gather for the opening of the Deerness play park.  
from left: Brenda Foubister, Mary Doyle, Catriona Robertson, Simon Brown, Michelle Peterson and Michael Lewington from Cooke Scotland, Kaleb Russell, Beki Russell, Lindsey McAdie, Andrew Bonner, Lyall Flett and Linda Bonner.



## Cooke helps NL firefighters

**NEWFOUNDLAND, CANADA** – In April, Janice Duggan-Molloy presented a donation of \$2,500 on behalf of Cooke to the Milltown - Head Bay d'Espoir Volunteer Fire Department. This donation will be used to help cover the cost of a new Thermal Imaging Camera, a device that will be used to not only pinpoint any hotspots after a fire but can also help with locating missing victims in the dark during an emergency.

In a social media post, the fire department said, "We would like to thank everyone at Cooke Aquaculture for their generosity and support. Thank You."



## Cooke Chile hosts “Design Your Boat” contest

**CHILE** – Cooke Chile’s “Design Your Cooke Boat” contest was held and a great success this year. This program allows children from Cooke Chile collaborators to participate in the creation of the boat with different recycled materials. We congratulate everyone on their enthusiasm and creativity.



## Roof keeps isles community space open to all

**SHETLAND, SCOTLAND** – Cooke Scotland was praised for its donation towards a new public hall roof to support the Fetlar community in Shetland.

George Johnson, Cooke Scotland site manager at our Flaeshins farm, near Fetlar, met with the Fetlar Community Association (FCA) Chair, Peter Sawford, and Treasurer, Graham Booth.

Booth said, “FCA are very grateful to Cooke Scotland for their recent support in upgrading the roof on Fetlar Community Hall. The hall is the only building on the island where all residents and visitors can meet, and as such is vital for the welfare of the community.”

“The previous roof had come to the end of its life and was no longer safe. Thanks to support from Cooke and other grant funders, we now have a new and upgraded roof which should keep the hall wind and watertight for the next 30 years.”



George Johnson (Site Manager at Flaeshins), Peter Sawford (FCA Chair), and Graham Booth (FCA Treasurer).

## Scotland team members inspire at aquaculture events

**SCOTLAND** – Cooke Scotland staff were heavily involved in inspiring young people at aquaculture events in central Scotland and Shetland.

The business sponsored the Aquaculture Careers Day at The University of Stirling on March 6, and it was an ideal opportunity for students looking to connect with industry professionals and explore career opportunities in aquaculture.

Shetland staff also had a fantastic day engaging with school pupils at the Developing the Young Workforce Aquaculture and Fisheries event in the Aith Hall on the west side of Shetland on March 19.

With more than 80 secondary two-and-third year pupils attending from the Aith and Whalsay schools, it was a very busy but rewarding event, showcasing the many potential career paths within the Scottish salmon sector.

Each participating business had an activity for pupils to complete. We gave students the opportunity to test their knowledge by putting the salmon lifecycle pictures in order from egg to adult. They also got to learn more about what our seawater staff do on a daily basis by getting familiar with using an oximeter to record the oxygen levels and temperature of our seawater sample.



Aith Aquaculture and Fisheries Event.



from left: Kevin Smith (Freshwater), Will Herdman (Technical), Ola Wands (Fish Health), Murray Spooner (Communications), Calum Stephen (Environment), and Lynsey Cruickshanks (Human Resources).

## 5,000 Sea bass donated to social organizations in Mallorca

**MALLORCA, SPAIN** – Cooke Espana in collaboration with the Balearic Government's Ministry of Agriculture, Fisheries and Natural Environment, donated 5,000 fresh sea bass to eight social organizations in Mallorca from Aquicultura Balear.

Distributed from the Andratx Fishermen's Guild, this initiative reaffirms our commitment to the local community, food security, and social well-being.

This is an example of how, at Cooke, we strive to bring our fish not only to markets, but also to those who need it most.



## Team Cooke steps up to help the IWK!

**SAINT JOHN, NEW BRUNSWICK, CANADA** – Cooke employees, and our company, have proudly supported the IWK Telethon for Children for many years.

In 2025, we were thrilled to partner with the IWK Foundation as an online Match Sponsor. That means every donation made online was matched by Cooke – and our company's match this year totalled \$10,000!

But that was not all! Our amazing employees stepped up too! Through our Buck-A-Pay for the IWK program, Cooke employees also made a major donation to the telethon – contributing an amazing \$15,000!

That \$15,000 was raised by employees who signed on to donate \$1 per pay to the IWK.

Abe Gibbons and Chuck Brown were honoured to present the Cooke donation during the telethon.

Thank you to everyone who has donated so far. Want to get involved? Learn more or sign up for Buck-A-Pay at [cookeinfo.com/buck-a-pay](http://cookeinfo.com/buck-a-pay).



## Seaside Elementary students learn about salmon and seafood careers

**SAINT JOHN, NEW BRUNSWICK, CANADA** – Pamela Penman and Brandon Baird had a fantastic time at the Seaside Park Elementary School career fair in Saint John on April 17.

They teamed up with Katelyn Harris from the Atlantic Canada Fish Farmers Association to inspire students about Atlantic salmon and the career opportunities in our industry.

Bringing a whole salmon for the students to examine up close, and replica salmon eggs to illustrate the growth process from tiny eggs to big, healthy fish was a hit!

Pamela was especially proud to represent our company, as her daughter is a student at Seaside Elementary.

"The kids loved the salmon and had a wonderful learning experience," Pamela said. "We were a hit, and my daughter loved seeing us!"



## Educating from the sea

**ÁGUILAS, MURCIA, SPAIN** – This year, as part of the Strategic Communication Plan for Aquaculture in Spain, Cooke Espana and APROMAR have launched a new edition of the educational program School Trips 2025.

Secondary school students, hospitality schools, and universities took part in hands-on sessions to learn more

about sustainable aquaculture. Institutions such as IES Rambla Nogalte, the University of Murcia, and CCT Murcia were among those who participated in the experience.

This is a project that strengthens Cooke's commitment to education, sustainability, and fostering a connection between young people and the sea.



## Walk of Hope supports Connaigre Peninsula Cancer Support Group

**NEWFOUNDLAND, CANADA** – In June, many of our colleagues in Newfoundland were part of an incredible show of strength and support at the Walk of Hope in support of the Connaigre Peninsula Cancer Support Group.

Our company was proud to support Team Raising Hope, one of the many dedicated teams who walked the track to raise awareness and funds for those affected by cancer.

Thanks to the generosity and spirit of everyone involved, an amazing \$127,000 was raised!

The day began with a heartfelt Survivors Breakfast at the Lions Club, followed by an inspiring Opening Ceremony and a full day of walking, cheering, and live entertainment. It was a powerful reminder of how many lives are touched by cancer—and how much we can achieve when we come together.



## New Cooke Scotland sponsored kit for Shetland hockey team

**SHETLAND, SCOTLAND** – Shetland Men's Hockey is one of many local teams the Cooke Scotland Community Benefit Fund supports across the UK mainland.

The team consists of players from both Shetland and Orkney – two of which are fellow Cooke members of staff. It is a pleasure to support this group which is benefitting players from two of the isles where we raise our premium Scottish salmon.

The hockey club aims to encourage more men aged 14+ to play hockey and improve their health and wellbeing through the sport. Cooke also helped to fund the team's first kit back in 2023.

This year, the team made it to the Scottish Reserve Plate semi-finals. A nail-biting performance at the Aberdeen Sports Village saw a 1-1 draw with Clydesdale 3rd XI but they unfortunately lost out on penalties.

We are glad the new Cooke-sponsored strips arrived just in time for the semi-final and we hope you like it just as much as we do!



top: Front two players, Josh MacColl and Stuart Lavender, both Cooke Scotland team members;

middle: Josh MacColl in possession of the ball.

below: Players from the Shetland Men's Hockey Team at a practice in Brae, Shetland, with Communications Coordinator, Emma Grains.



## Celebrating World Oceans Day with students in Newfoundland!

**NEWFOUNDLAND, CANADA** – Our own Janice Duggan-Molloy joined Roberta Collier from the Newfoundland Aquaculture Industry Association (NAIA) to celebrate World Oceans Day with students at Conrad Fitzgerald Academy!

They kicked things off with a marine debris scavenger hunt and beach clean-up—a fun and

meaningful way to connect students with their coastal environment.

Afterwards, they headed into the classroom to dive into the world of aquaculture and local career opportunities. The highlight? A hands-on salmon dissection that had everyone engaged and curious!

It was a fantastic day of learning, discovery, and environmental action. Huge thanks to the students and staff for their enthusiasm and warm welcome!



## Sowing the future: education that transforms

institution 20208 Puerto Rico. Its purpose was to raise awareness, build capacities, and empower both students and teachers.

The program included four workshops for students in the 3rd to 5th years of secondary school, focusing on entrepreneurship, strengthening soft skills, vocational guidance, and social awareness. In addition, a special workshop was held for the school's teachers, emphasizing the importance of providing emotional support to their students. In total, 60 students and 28 teachers participated in the program.

At Copeinca, we will continue to promote initiatives that strengthen education and community development, convinced that sowing the seeds of the future today with optimism is the surest way to guarantee a more prosperous and sustainable tomorrow.

**PIURA, PERU** – In Puerto Rico Bayovar, Piura, where Copeinca operates a fishmeal and fish oil processing plant, we have defined within our strategic social responsibility plan a focus on health and education, identifying the local medical center and the educational institution of the area as our main stakeholders. Our commitment is to implement sustainable actions that generate a positive impact on the development of the community where we operate.

In this regard, and in partnership with the social organization CAENE, which has a solid track record in developing educational projects that connect young people with the business sector in Peru, we launched the CAENE S-Cool program at the educational



## Competition dives deep into marine conservation and exploration technology

ST. JOHN'S, NEWFOUNDLAND, CANADA – Trevor Rose, Area Manager in Newfoundland, and Joel Messer, Net Washing Manager, recently attended the Remote Operated Vehicle Competition in St. John's, NL.

This event brought together 16 teams from various points across Newfoundland and one team from PEI, showcasing incredible talent and innovation.

Cooke was proud to participate through sponsorship, supporting high school and junior high school students as they develop their ROV skills.

Additionally, university students played a vital role as mentors and instructors, guiding the younger participants and fostering a collaborative learning environment.

Congratulations to all the teams and mentors involved!



Joel Messer and Trevor Rose.



## Newfoundland school presentation

BAY D'ESPOIR, NEWFOUNDLAND, CANADA – Our Janice Duggan-Molloy teamed up with Amy Negrijn from Mowi and Roberta Collier from the Newfoundland Aquaculture Industry Association (NAIA) to speak to students from kindergarten to Grade 6 at Bay d'Espoir Academy in Milltown about how our industry strives to reduce our environmental impact. The theme of the talk was "Learning to be Green, Together."

Janice said, "The kids loved it and I think I loved it more than the kids!"



## A Happy Easter for students in Newfoundland

BAY D'ESPOIR, NEWFOUNDLAND, CANADA – Team Cooke had an amazing day at Bay d'Espoir Academy in Newfoundland on April 17! Students from kindergarten to Grade 6 showcased their artistic talents using our Cooke Easter Colouring page.



## Two more life-saving devices installed in Shetland

**SHETLAND, SCOTLAND** – Cooke Scotland supported the Shetland community with funding to install two defibrillators.

The beauty of living in a place like Shetland is its remote and rural locations. This however, comes with complications in accessing emergency services quickly, and a defibrillator could make all the difference in saving someone's life.

Sandness and Walls Community Council were provided support for a device at West Burrarfirth Ferry Terminal, while funding helped the Westsandwick community in Yell purchase one for placing outside their community hall on the west coast of the isle. The island of Yell in Shetland is a 20-minute ferry journey to the mainland, and then a 28-mile drive to the hospital in Lerwick, so having a defibrillator nearby could make a huge difference.

Erik MacMillan, Cooke Scotland Assistant Manager at our Burrastow seawater site, met with Jane Puckey, Community Councillor for Papa Stour, to find out how the defibrillator will benefit the community.

Jane said, "West Burrarfirth Pier is a busy place with many different vessels coming and going including fishing boats of all sizes, work boats and the Papa Stour ferry. Being in a remote spot, it is reassuring to know there is a defibrillator on hand at the waiting room."

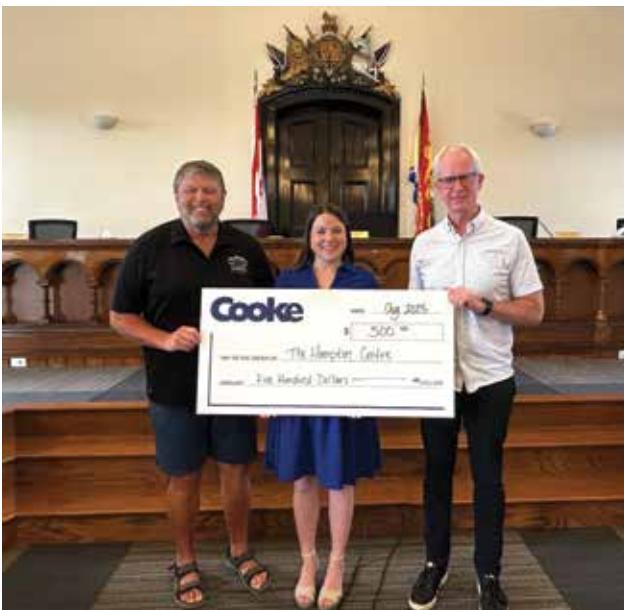
*top:* Erik MacMillan, Cooke Scotland Assistant Manager of Burrastow site, at West Burrarfirth Pier defibrillator with Jane Puckey, Community Councillor for Papa Stour.

*bottom:* Tommy Nicholson, Cooke Scotland Senior Site Manager for Mid Yell, with Karen Hannay, Westsandwick Public Hall committee member.



## Donation to the Hampton Centre Campaign

**HAMPTON, NEW BRUNSWICK, CANADA** – Kristen d'Entremont (middle), our Public Relations Specialist, presents a donation on behalf of Team Cooke to The Hampton Centre Campaign. This money will be put towards the funding of a new state-of-the-art facility in Hampton, which will improve the overall wellbeing of residents. This facility has a tentative opening date of Winter 2026. Pictured are Mayor of Hampton Robert Doucet, and Centre Campaign Manager Mark Bettle.



## Cooke donation for the children on Brier Island

**BRIER ISLAND, NOVA SCOTIA, CANADA** – Jennifer Hewitt (right), our Nova Scotia Compliance Manager, presents a donation to David Welch, Brier Island site Manager, on behalf of Team Cooke. This money will be used towards the new Multipurpose Court Project at the Westport Recreation Auxiliary, which will be used by the 128 children on the island. Also pictured are Lily Thimot and Jessica Thimot.



## We love our communities, and our team in Newfoundland has been busy giving back and supporting some wonderful causes

**NEWFOUNDLAND, CANADA** – We are proud to support local organizations and initiatives, including the St. Alban's Recreation Committee, the Hermitage-Sandyville Lions, and many more.

*"I would like to thank The Cooke Giving Sponsorship Committee for the \$500 donation toward new sporting equipment for our community gymnasium. This, along with the monumental effort Cooke has made to establish an industry that supports our community's growth, is deeply appreciated. A thriving economy is essential to creating opportunities and ensuring food security for our families."*

*"I also want to thank the Council and Staff of St. Alban's for their innovative efforts to improve our community. To Cooke Seafood: we and the citizens of our community are 100% behind you in your future endeavours. We are here to help in any way we can. Thank you very much."*

– Bob Murphy, Mayor of St. Alban's



## Dalhousie Medicine Orientation donation

**SAINT JOHN, NEW BRUNSWICK, CANADA** – Team Cooke is happy to support the future of medicine here in New Brunswick. A \$500 donation was presented to Emma Delong (pictured left) on behalf of team Cooke by our Public Relations Specialist, Molly Simon. This was to help with the 2025 Dalhousie Medicine New Brunswick Orientation Week.

"Orientation plays a key role in setting the tone for the incoming medical student's experience." Emma says. "It's such a great opportunity to show NB's future doctors why Saint John is so great!"



## Lockeport Sea Derby cheque presentation

**SHELBURNE, NOVA SCOTIA, CANADA** –

A donation was presented by Jennifer Hewitt, our Nova Scotia Compliance Manager, to the Lockeport Sea Derby. This event is the longest-running sea derby in Nova Scotia. The organization hosted 345 Adults, as well as 73 children, with close to \$25,000 given away in prizes. Pictured from left to right: Blair Acker, George Benham, Jennifer Hewitt (Cooke), Debbie Scott, and Jeff Wood.



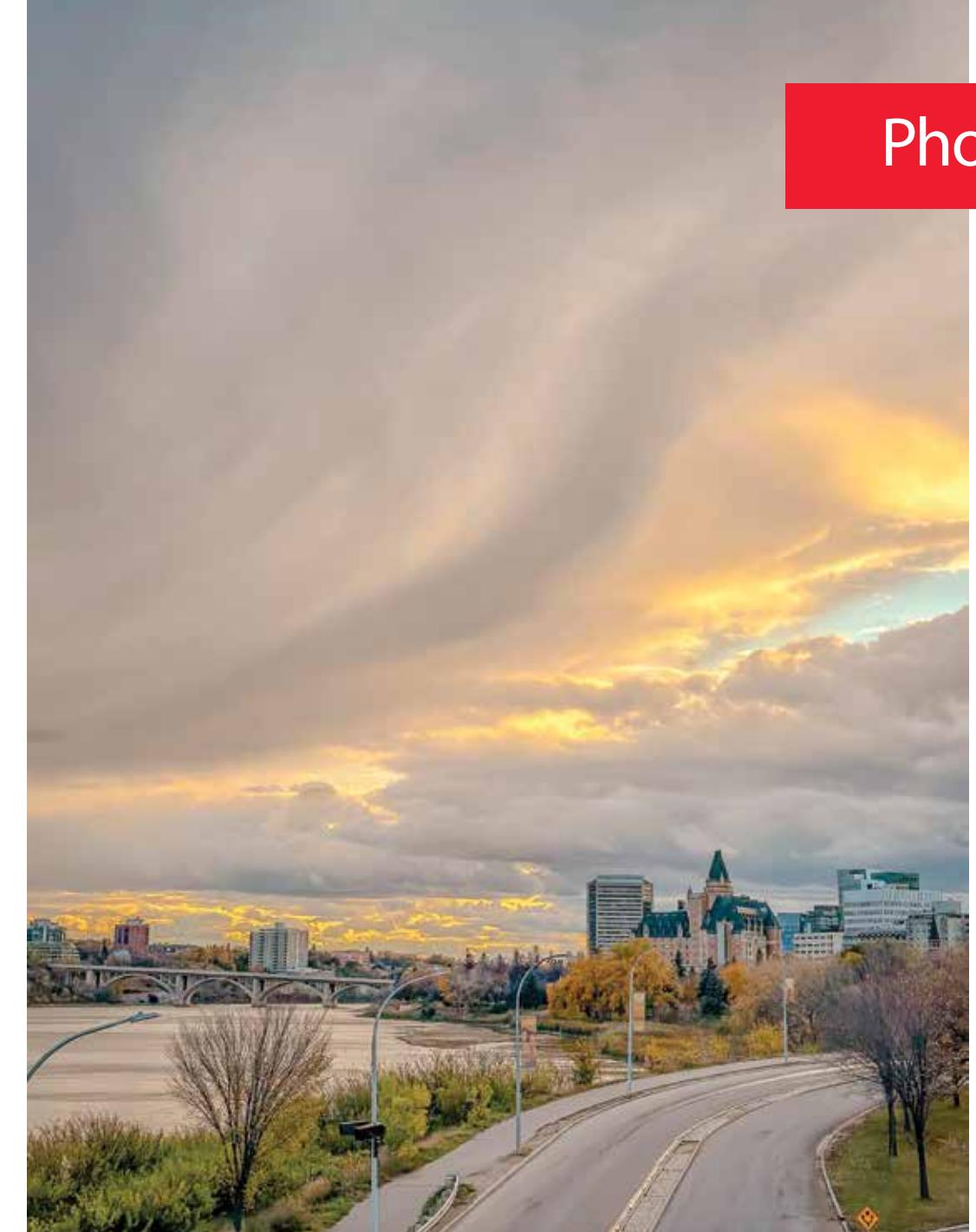
## Wanchese cleanup

SUFFOLK, VIRGINIA, USA – Our Wanchese Fish Company and Shoreland Transport USA teams proudly participated in The Great Suffolk Clean Up last spring!

It was a beautiful day to clean up Northgate Commerce Parkway, and our team members truly embodied our core values:

**Cultivate**  
**Nourish**  
**Provide**

Thank you to everyone who participated and made a difference!



**WINNER: Arindom Chakraborty**  
– Bioriginal, Saskatoon, Saskatchewan

**CANADA**

**HONOURABLE MENTION:**  
**Noppawan Chimsung**  
– Truro, Nova Scotia





**WINNER:** Cassidy Lewis-Buerger – Reedville, Virginia

USA



**WINNER:** Donald MacIisaac – Orkney, Scotland

EUROPE



**HONOURABLE MENTION:** Susana DeFrank  
– Eastport, Maine



**HONOURABLE MENTION:** Kelly Drever  
– Orkney, Scotland

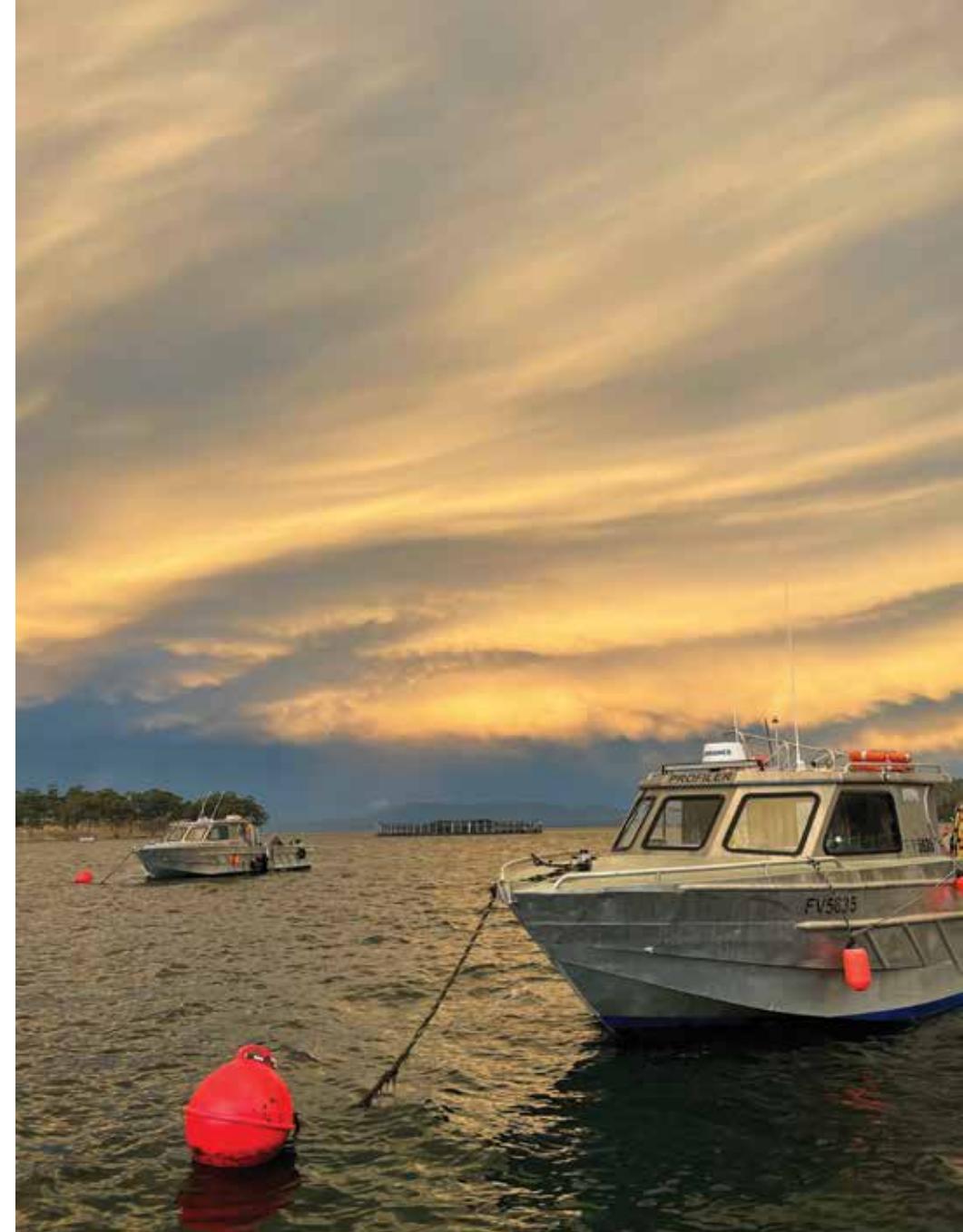


**WINNER: Rodrigo Quinteros** – Los Ríos, Chile

## SOUTH AND CENTRAL AMERICA



**HONOURABLE MENTION:**  
**Margarita Perez**  
– Quimico, Chile



**WINNER: Rueben Leary**

## TASSAL



**HONOURABLE MENTION:**  
**RaySum Lee**

## About our judge

Kelly Lawson is a New Brunswick, Canada-based commercial photographer specializing in real estate, commercial and lifestyle images.

She believes photography is more than just quality images — it is a universal language, a way to express who you are without words.

"I take this responsibility very seriously and work hard to ensure that we capture your story beautifully, authentically, and without stress from start to finish."

When judging our competition, Kelly said she looked for creativity, subject matter, composition and technical skill.

Congratulations to our prize winners and to the many more excellent photographers who may not have won a prize but wowed us nonetheless!

Learn more at [kellylawson.ca](http://kellylawson.ca)

# Cooke



## Truly global. Entirely local.

Cooke's global brand continues to grow as we expand into new regions and see the evolved brand design featured around the world. Stay tuned for more exciting updates as we enter new markets and explore new opportunities.