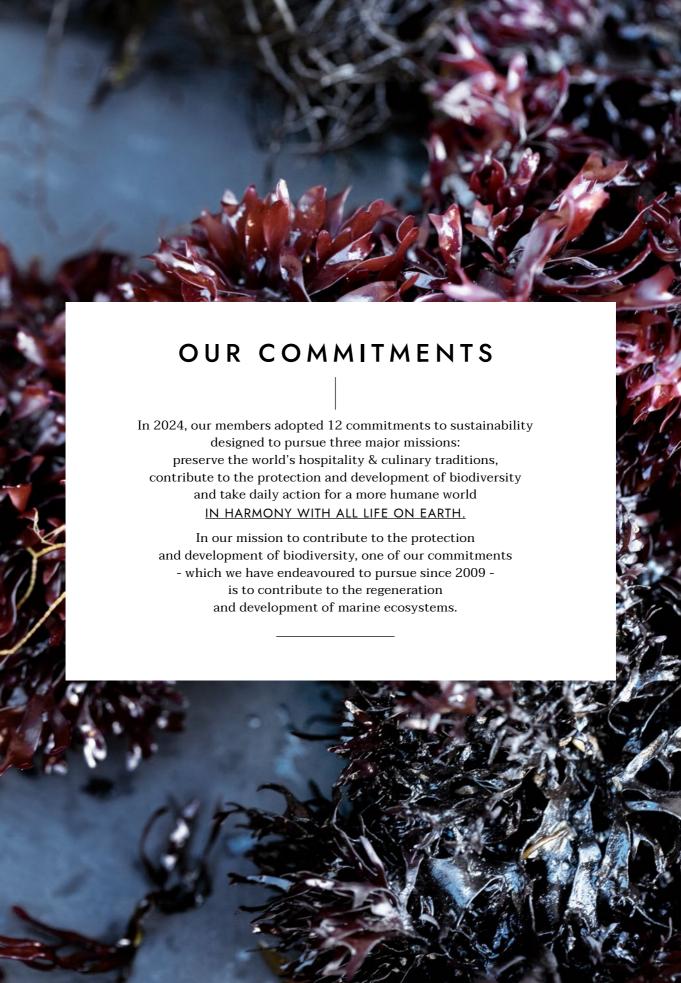


(INCLUDING WORLD OCEANS DAY)





IMPLEMENTING OUR COMMITMENT

In 2025, we propose the following ways in which Relais & Châteaux members can implement this commitment:









ACTION 1

Remove a threatened species from their menus until it has returned to a healthy stock level.

Our objective: actively contribute to the protection of the species, and consequently, to the preservation of biodiversity.

ACTION 2

Take the opportunity, once again, to **raise awareness of sustainable seafood** through our participation to United Nations World Oceans Day on June 8th.

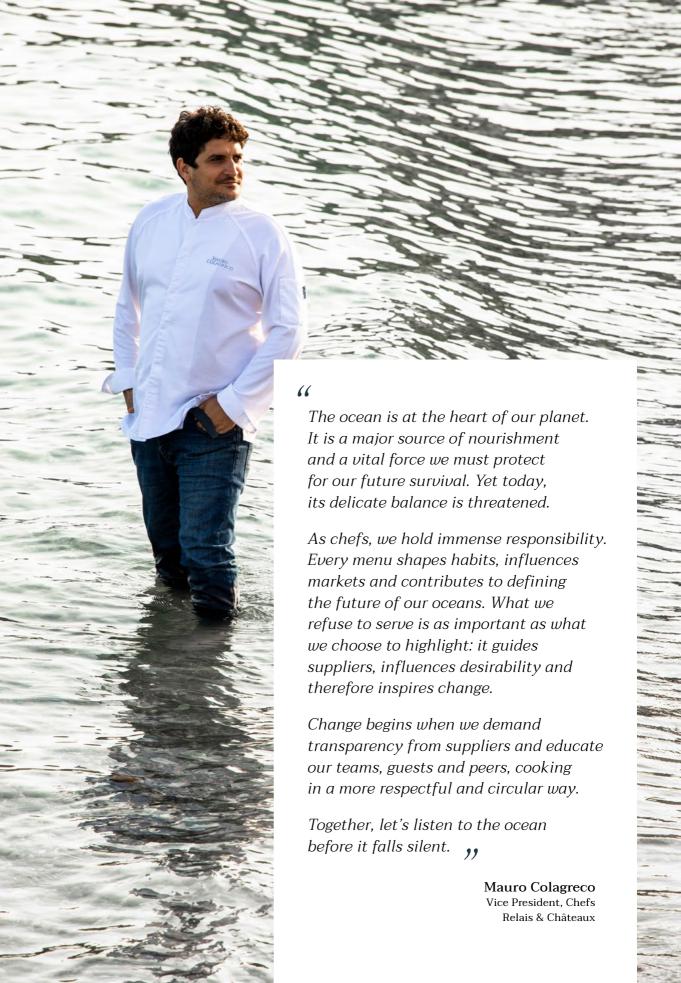
Our objective: continue to use our position and influence to inspire wider change throughout the world of hospitality.

ACTION 3

Source sustainable seafood.

Our objective: to choose seafood with healthy stock levels and/or seafood which is sustainably farmed, all year round.

3



IMPLEMENTING OUR COMMITMENT ACTION 1

REMOVE A THREATENED SPECIES

The ocean connects us all. It covers more than 70% of the surface of our planet and contains most of the life on Earth. It is key to our economy — providing for the livelihoods of more than 40 million people —, contributes to the fight against global warming, and feeds more than 1 billion people around the world. With its health at a tipping point, the security of everything the ocean sustains is at risk. This is why Relais & Châteaux has pledged to contribute to the regeneration and development of marine ecosystems.

In our efforts to do so in 2025, we call upon all Relais & Châteaux members to remove at least one threatened species proposed below from their menus.

Members who participate commit to doing so until the stock of the species removed has returned to a healthy level.

OPTION 1

As all eel species are all still critically endangered, it remains imperative to stop their consumption. We are proud to report that, based on last year's campaign, 84% of our members do not serve eel, with 34% removing it from their menus, and 50% declaring they have never served it. This year, we hope to reach 100%. Consequently, if you serve any species of eel, we encourage you to remove it from your menu until the stock returns to a healthy level.

Due to the alarming decline and collapse of the European eel (Anguilla anguilla), at the Association level we will continue to **lobby** European Union ministers — as we have done since 2023 —, to contribute to public mobilization and encourage the suspension of European eel fishing.

EEL

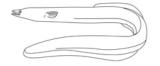
Eels are migratory fish that spend part of their lives in freshwater rivers or brackish waters, and which return to the sea to spawn.

Different species of eels are subject to international trade and poaching or illegal fishing occurs on the black market due to their high price. Thus, the different species of eels (mainly European, Japanese, and American) are smuggled to other parts of the world where there is high demand and are found on various global markets.

"Farmed" eel are sometimes incorrectly marketed as a sustainable alternative to wild eel, but eel 'farms' are simply 'grow-out' farms. Essentially, young glass eels (fry) are taken from the wild to be grown in captivity until they are large enough to be marketed. This method further weakens wild stocks, which are critically endangered (IUCN's red list).

If you agree to remove at least one of the species mentioned in this guide, please let us know by filling out the participation form. You will receive an email with a link to this form. If you serve seafood, but you do not serve any one of the species proposed above, and you wish to contribute to the presevation of biodiversity, you can:

make a pledge not to serve and of these species in the future, until stocks recover, and let us know by filling out the participation form, and/or contact us at wod@relaischateaux.com for advice on another threatened species you can remove from your menu. If you do not serve seafood at any time of the year, please let us know by filling out the participation form.



EUROPEAN EEL

Anguilla anguilla

The European eel is native to European rivers and coastal waters. It has a complex life cycle, migrating thousands of kilometers from European freshwater habitats to the Sargasso Sea to spawn. Over the past decades, European eel populations have dramatically declined due to overfishing, habitat loss, pollution, and climate change. Dams and hydroelectric plants obstruct migration routes, further threatening the species. Illegal fishing and trafficking also contribute to population decline.



THE NORTH **AMERICAN EEL**

Anguilla rostrata

Anguilla rostrata is a migratory species found in North America, from Greenland to Venezuela. It spawns in the Sargasso Sea, and its complex life cycle makes it vulnerable to various threats. Key sustainability challenges include overfishing of glass eels (fry) for export, a declining population, habitat fragmentation due to dams blocking migration routes, pollution affecting growth and reproduction, and illegal trade driven by high demand.



JAPANESE EEL

Anguilla japonica

The Japanese eel is a migratory species native to East Asia, found mainly in Japan, China, Korea, and Taiwan. It has a complex life cycle, hatching in the Philippine Sea before migrating to freshwater rivers to grow. Highly valued in cuisine, particularly for "unagi" in Japan, it faces intense fishing pressure that threatens its populations.

Listed as endangered by the IUCN, the Japanese eel's numbers are declining due to overfishing, poaching, and habitat destruction caused by pollution and dams. Additionally, its farming relies on capturing wild glass eels (fry), preventing sustainable management.



THE AUSTRALIAN

Anguilla australis

The Australian eel is found in freshwater rivers, lakes, and estuaries of Australia, New Zealand, and surrounding islands. It migrates to the ocean to spawn, though its exact breeding grounds remain unknown. This species faces threats from habitat destruction, pollution, and barriers such as dams, which disrupt migration. Overfishing, especially for the international eel trade, also puts pressure on populations. While not as critically endangered as the European eel, the Australian eel is declining.

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OPTION 2

If you do not serve eel, we have assembled a list of other threatened species per region, which we invite you to consider. Six regions have been defined according to common issues concerning marine resources. The species identified per region have been selected:

- Because their wild stocks are threatened, and
- Due to their popular consumption in the region.

We encourage you to remove at least one of these species from your menus, until their stock returns to a healthy level.





EUROPE

ATLANTIC SALMON

Salmo salar

FAO zones 21 and 27

Wild Atlantic salmon is an iconic species that is now critically endangered. Once abundant in Europe and North America, its populations have drastically declined due to several factors. Overfishing, particularly at sea and in estuaries, has significantly reduced their numbers. The destruction and fragmentation of their habitat through dam construction and urban development prevent their migration to spawning grounds. Climate change also disrupts their life cycle by altering water temperatures and food availability. Conservation efforts, such as habitat restoration, catch reduction. and reintroduction into certain rivers, are underway. Despite these initiatives, wild Atlantic salmon remains classified as a threatened species.



EUROPEAN HAKE

Merluccius merluccius

FAO zone 37

A species prized for its tender flesh, European hake is found in the North Atlantic and the Mediterranean. The hake population in the Mediterranean, targeted by both artisanal and industrial fisheries, has been severely overexploited in recent years and is now collapsed. Overfishing has caused a worrying drop in stocks, particularly due to the excessive capture of juveniles, which prevents the natural renewal of populations. Furthermore, the destruction of seabeds by certain fishing methods affects their habitat. Climate change, by altering water temperature and oxygen levels, also impacts its distribution and life cycle.

BROWN CRAB

Cancer pagurus

FAO subzones 27.4, 27.7 and 27.8

Brown crab is considered a staple of seafood platters, but it is becoming increasingly rare. Landings have drastically declined since 2018. While 5,000 to 6,000 tons of brown crab were fished annually in the 2010s, fewer than 1,600 tons were landed in 2022 — a fourfold drop. The causes of the decline are not well understood: adults are affected by diseases, juveniles by parasites, and larvae by warming waters. The sharp drop in catches is not enough to restore biomass. All stocks are degraded and overfished in the Bay of Biscay, the English Channel, the Celtic Sea, West of Scotland and the North Sea.



Scomber scombrus

FAO zone 27

Scomber scombrus is the most common mackerel species on the European market. For several years, catches have exceeded the level recommended by scientists, following disagreements between fishing countries over how to manage quotas.

This species is under intense pressure from various countries: Norway, Iceland, the Faroe Islands, Great Britain, and those in the European Union.

It faces chronic overexploitation, which has worsened over the past five years.

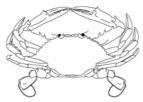


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· contact us at wod@relaischateaux.com for advice on another threatened species you can remove from your menu If you do not serve seafood at any time of the year, please let us know by filling out the participation form.

NORTH AMERICA & OCEANIA



BLUE SWIMMING CRAB

Portunus pelagicus

FAO zones 51, 57 and 71

The blue swimming crab is a highly valued species found in the Indo-Pacific region, playing a crucial role in both marine ecosystems and commercial fisheries. Due to its high demand in global seafood markets, its populations have faced significant pressure from overfishing.

Many crabs are caught before reaching maturity, reducing their ability to reproduce and sustain the population. Destructive fishing practices further threaten the species. Additionally, habitat degradation caused by coastal development, pollution, and climate change impacts such as rising sea temperatures and ocean acidification affect their breeding and growth cycles. Despite some conservation measures in some countries, illegal fishing continues to pose risks.

ORANGE ROUGHY

Hoplostethus atlanticus

All FAO zones

The orange roughy populations have been severely depleted due to overfishing. They are particularly vulnerable because they grow slowly, reach sexual maturity late (around 20-30 years) and can live for over 100 years. These traits mean that once overfished, populations take decades to recover, if at all. Industrial deep-sea trawling, the primary method of capture, is especially destructive, not only depleting stocks rapidly but also damaging fragile deep-sea ecosystems like coral and sponge beds. Despite improved monitoring efforts, illegal, unreported, and unregulated (IUU) fishing remains a concern.



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ASIA



All oceans

Shark fins generally are highly sought after on the global market, particularly for the preparation of shark fin soup, a dish considered a symbol of prestige in certain Asian cultures. This massive demand fuels intensive fishing, which has devastating consequences for pelagic shark populations. Every year, tens of millions of sharks are captured, often solely for their fins, in a practice known as "shark finning." This involves cutting off the fins and discarding the rest of the body back into the sea, leading to a slow and cruel death for the animals. This exploitation poses a serious threat to sharks, many of which are top predators in the food chain. Their decline disrupts the balance of marine ecosystems, causing cascading effects on biodiversity. Numerous species, such as the hammerhead shark and the whale shark, are now critically endangered. Alternatives to shark fin soup would help reduce pressure on these essential ocean predators.

GIANT WRASSE

Cheilinus undulatus

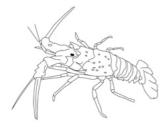
FAO zones 51, 57 and 71

The Giant wrasse, also known as the Napoleon wrasse, is an iconic fish of Indo-Pacific coral reefs. It plays a crucial role in maintaining marine ecosystem balance by regulating invertebrate populations. However, it is threatened by overfishing, particularly in China, where it is highly valued as a luxury delicacy. Its trade is largely driven by illegal fishing, fueled by strong demand from high-end restaurants and the aquarium industry. Although classified as endangered by the IUCN and protected under CITES, poaching remains rampant, making conservation efforts challenging. The species is on the second level of China's list of State Key Protected Wild Animals.



ORNATE SPINY LOBSTER

Panulirus ornatus FAO zones 51, 57 and 71



The ornate spiny lobster is a species of decapod crustacean that primarily inhabits the tropical waters of the Indo-Pacific Ocean. It is on the second level of China's list of State Key Protected Wild Animals. This lobster is highly valued for its delicious meat, making it a prime target for both commercial and artisanal fishing.

However, its exploitation raises significant sustainability concerns. High demand in international markets is placing increasing pressure on wild populations, threatening their natural balance. Overexploitation, combined with the destruction of coastal habitats such as coral reefs and mangroves, further weakens the species. Additionally, illegal and unregulated fishing exacerbates the situation by preventing effective stock management.

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SOUTH AMERICA

RED SPINY LOBSTER/ CARIBBEAN SPINY LOBSTER

Panulirus argus

FAO zones 31 and 41

Panulirus argus is a spiny lobster species widely located in the tropical waters of the Western Atlantic, from the southern tip of the United States down to Brazil. It is a major economic resource for both artisanal and industrial fisheries, particularly in Cuba, Honduras, Nicaragua, Florida, and the Bahamas. However, overexploitation threatens its populations due to high international demand. Sustainability challenges include implementing closure seasons, quotas, protecting breeding habitats, and improving fishing practices to prevent the capture of juveniles and seeded females. Aquaculture and community-based management initiatives are also being explored to ensure the long-term viability of this resource.

Avoid serving this species from February to April each year.



RED SPINY LOBSTER/ BRAZILIAN SPINY LOBSTER

Panulirus laevicauda

FAO zones 31 and 41

Panulirus laevicauda is a spiny lobster species found mainly in the tropical Western Atlantic, from Florida to Brazil. It is distinguished by its yellow-brown coloration, often speckled with dark spots. This lobster inhabits rocky and coral areas. Highly valued for its delicate meat, it is intensively harvested, particularly in Brazil, where it represents a significant economic resource. However, excessive fishing pressure, the use of non-selective fishing techniques, and habitat degradation are endangering its populations. To ensure sustainability, measures such as closure seasons, regulating catches, establishing protected areas, and promoting responsible fishing are essential. Raising awareness among fishers and consumers is also a key lever for preserving this species.

Avoid serving this species from February to April each year.

GOLIATH GROUPER

Epinephelus itajara

FAO zones 21, 31 and 41



The Goliath grouper is one of the largest reef fish in the Atlantic Ocean, found primarily in the coastal waters of the southeastern United States, the Caribbean, and Northern coast of South America. Once abundant, its population suffered a severe decline due to overfishing, particularly in the mid-to-late 20th century. The species is slow-growing, late-maturing, and forms spawning aggregations, making it highly vulnerable to exploitation. Strict conservation measures, including fishing bans in the U.S. and parts of the Caribbean and Brazil, have helped some populations to show signs of recovery. However, illegal fishing and accidental bycatch continue to pose threats.

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AFRICA



WHITE GROUPER

Epinephelus aeneus

FAO zones 27, 34 and 37

The white grouper is a demersal fish found mainly in the Mediterranean Sea and the Eastern Atlantic, from Portugal to Senegal. This species, prized for its flavorful flesh, plays a key role in maintaining the balance of marine ecosystems as a predator. However, it faces numerous threats linked to overfishing and the degradation of coastal habitats. Its slow growth and late sexual maturity make the white grouper particularly vulnerable to overexploitation. Excessive fishing has led to a worrying decline in its populations. Preserving the white grouper is crucial for maintaining marine biodiversity and ensuring the sustainability of the fisheries that depend on it.

BROWN GROUPER

Epinephelus gigas or Epinephelus marginatus

FAO zones 27, 34 and 37

The brown grouper is an iconic species found mainly in rocky seabeds in the Mediterranean Sea and the Eastern Atlantic, from Portugal to South Africa. This predator plays a vital role in maintaining the balance of marine ecosystems, but it is seriously threatened by overfishing and habitat degradation. Its unique life cycle — characterized by slow growth and sequential hermaphroditism (it is born female and becomes male later in life) —makes it especially vulnerable to exploitation. Intensive fishing has led to an alarming decline in its populations.



FRESHWATER SOURCES (RIVERS, LAKES, ESTUARIES ETC.)

If you source freshwater seafood, please contact wod@relaischateaux.com for personalized advice on threatened species relevant to your region.

REMOVAL STEPS

If you agree to remove at least one of the species mentioned above, please let us know by filling out the online participation form. You will receive an email with a link to this form.

If you serve seafood but you do not serve any one of the species proposed above, and you wish to contribute to the preservation of marine biodiversity, you can:

- make a pledge not to serve any of these species in the future, until stocks recover, and let us know by filling out the online participation form, and/or
- contact us at wod@relaischateaux.com for advice on another threatened species you can remove from your menu.

If you do not serve seafood at any time of the year, please let us know by filling out the online participation form.

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IMPLEMENTING OUR COMMITMENT

RAISE AWARENESS IN HONOR OF WORLD OCEANS DAY

Every year, in partnership with Ethic Ocean,
Relais & Châteaux chefs take the opportunity to raise awareness of sustainable seafood for United Nations World Oceans Day. The United Nation's theme this year is "Wonder: Sustaining What Sustains Us." Relais & Châteaux will speak to this theme with a renewed SOS for Biodiversity.

HOW YOU CAN PARTICIPATE IN 2025

PARTICIPATION REQUIRING SPECIES VALIDATION

1. 4-hands events

Partner with another chef within the Relais & Châteaux network to organize a 4-hands dinner or lunch on June 8 or during the month of June. These events can feature collaborative menus designed around sustainable seafood, showcasing creativity while adhering to biodiversity commitments.

Objective: highlight the importance of marine conservation and demonstrate how sustainable practices can enhance culinary experiences.

Format: the event could include a short presentation by the chefs or an expert about the selected species, their environmental significance and why sustainable alternatives were chosen.

2. Special dish/menu

Create and promote a special menu or dish on June 8 or for the month of June, dedicated to sustainable seafood. **Implementation:** Use the tools and example texts in the **Animation Kit** to include a note on the menu or a card on the table that educates diners about your commitment to marine biodiversity.

PARTICIPATION NOT REQUIRING SPECIES VALIDATION

1. Pledge not to serve seafood

Make a public commitment to honor World Oceans Day by not serving fish or seafood on June 8 or for the month of June. Instead, create a plant-based or vegetarian menu that highlights sustainable, local ingredients.

Objective: Raise awareness about the pressures on marine ecosystems and demonstrate how chefs can innovate with non-seafood options.

Promotion: Display a statement at your establishment and on your website explaining the reason behind this choice, encouraging guests to reflect on their own seafood consumption habits.

Support: Include information about Relais & Châteaux's broader efforts to protect marine biodiversity. You can find more information in the **Animation Kit**.

2. Post on social media

Publish your support for sustainable seafood on June 8, United Nations World Oceans Day, in the context of Relais & Châteaux's wider efforts to contribute to the regeneration and development of marine ecosystems. Please see the sample posts and captions in the Animation Kit. Selected Instagram content will be reposted by @relaischateaux.

EVENTS AND SPECIAL DISHES/MENU

Species validation is mandatory when participating by hosting a 4-hands dinner and/or creating a special menu or dish featuring sustainable seafood. The validation will be carried out by our partner Ethic Ocean at no cost to you. Here are the steps to follow:

- Check the relevant guide or traceability tool for your region in the <u>Species Validation Kit</u> to compose your menu.
- Once you have done so, please let us know by filling out the online participation form. Please ensure you provide all the information on the seafood species to be served requested on the online participation form.
- Please note that you can submit up to four species for validation. Given the global state of marine resources, sourcing sustainable species is crucial, but it is also important to reduce consumption. Think fewer but better!
- Ethic Ocean will contact you via email from the address wod@relaischateaux.com with their feedback on each species within 10 days from the date of your submission.

COMMUNICATE AND POST ON SOCIAL MEDIA

Relais & Châteaux is an influential movement that can shape eating habits globally. To amplify our commitment to preserving marine biodiversity, we will launch a communications campaign both around World Oceans Day as well as throughout the year.

OBJECTIVE

Members' support allows us to raise awareness of sustainable seafood and inspire wider change throughout the world of hospitality.

FORMAT

There are a variety of ways to get involved including:

- > Benefit from visibility in the press:
 The campaign will be amplified by 13 PR
 agencies around the world. Get in contact
 with your local one as well as the communications
 team (j.lecompte@relaischateaux.com).
- > Increase your visibility on Relais & Châteaux's social media: The campaign will be amplified on platforms that reach over 1 million people. Please fill in the relative section in the participation form and inform the communications team (m.buydens@relaischateaux.com) of your intention to participate.
- > Enhance your employer brand:
 This campaign will allow you to involve your teams in a purpose-driven initiative, which is attractive to employees because 34% of professionals choose jobs where they can directly influence sustainability outcomes. (Source: IBM's Institute for Business Value (IBV) study, 2022)

PROMOTION

> Liaise with your Delegation Director and the communications team about any opportunities to amplify your activation.

TOOLS

Access the Animation Kit on MyRelais for sample social media captions and guidelines on how you can participate to the campaign. The Animation Kit includes the following tools:

- > Ready-to-print B2C booklet
- > Assets & Templates (invitation, menu, step-and-repeat, illustrations, logos)
- > Press release + Q&As



IMPLEMENTING OUR COMMITMENT

ACTION 3

SOURCE SUSTAINABLE SEAFOOD ALL YEAR ROUND

FOR ALL SPECIES

- COMMON NAME
- SCIENTIFIC (LATIN) NAME
- SPECIFY IF IT'S WILD OR FARMED

IF WILD

- FOR MARINE SPECIES (OCEANS AND SEAS):
 FAO FISHING ZONE AND FAO SUB-ZONE
- FOR FRESHWATER SPECIES (LAKES AND RIVERS): COUNTRY WHERE IT WAS CAUGHT AND THE NAME OF THE LAKE OR RIVER
- FISHING TECHNIQUE
- CERTIFICATION OR LABEL

IF FARMED

- COUNTRY AND NAME
 OF THE FARM
- CERTIFICATION OR LABEL

HOW CAN YOU CHECK THE STOCK?

LOOK IT UP ON A TRACEABILITY TOOL

(e.g. using Ethic Ocean's app, or the seafoodwatch.org search engine.)







Seafoodwatch.org

ASK FOR ADVICE

1. Contact Ethic Ocean

Relais & Châteaux is partnered with Ethic Ocean internationally. Ethic Ocean is at your disposal so please email **wod@relaischateaux.com.**

2. Contact local organizations

(NGOs, consultants, or research centers)

Here are some examples:

AMERICAS - Seafood Watch (NGO):

https://www.seafoodwatch.org

JAPAN - Seafood Legacy: https://seafoodlegacy.com/ and Sailors for the Sea: https://sailorsforthesea.jp/blueseafood

UK - Marine Conservation Society:

https://www.mcsuk.org/goodfishguide/

SOUTH AFRICA - World Wildlife Fund (NGO):

https://wwfsassi.co.za/sassi-list/

HONG KONG - World Wildlife Fund (NGO):

https://seafood-guide.wwf.org.hk/en/seafood-guide

DWINDLING RESOURCES

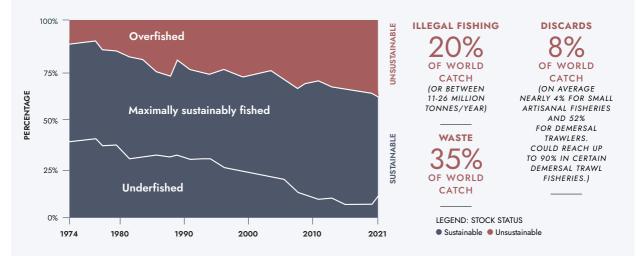
Source: Food & Agriculture Organization of the United Nations (FAO), 2021

The fisheries and aquaculture sectors have been increasingly recognized for their essential contribution to global food security and nutrition in the twenty-first century. Further expansion of this contribution requires the acceleration of transformative changes in policy, management, innovation and investment to achieve sustainable and equitable global fisheries and aquaculture.

FISHING & WILD RESOURCES

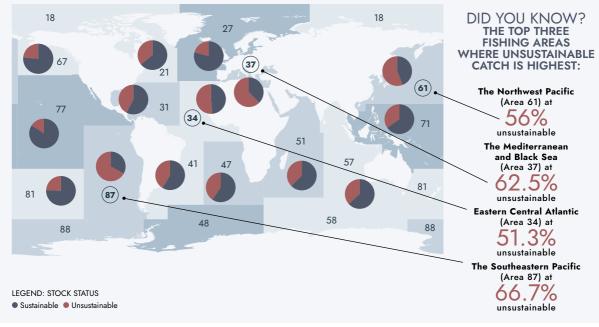
GLOBAL TRENDS IN THE STATE OF THE WORLD'S MARINE FISHERY STOCKS, 1974-2021

The percentage of stocks fished at biologically unsustainable levels continues to increase: it has gone from 10% in 1974 to 37.7% in 2022.



SUSTAINABLE AND UNSUSTAINABLE FISHERY STOCKS BY FAO MAJOR FISHING AREA, 2021

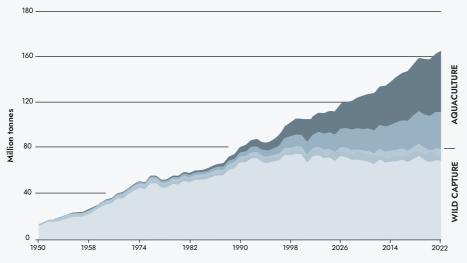
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AQUACULTURE & FARMED RESOURCES

WORLD CAPTURE FISHERIES AND AQUACULTURE PRODUCTION

In 2022, aquaculture accounted for 56 percent of the amount of aquatic animal food production available for human consumption.



- Capture fisheries —
- Capture fisheries inland waters
- Aquaculture marine waters
- Aquaculture inland waters

NOTES: Excluding aquatic mammals, crocodiles, alligators, caimans and algae. Data expressed in live weight equivalent.

While aquaculture may seem to be a promising sector for human food production, this sector faces a multitude of challenges and must take into consideration numerous parameters in order to become sustainable environmentally, economically and socially.

- Farmed fish feed
- Drug and chemical treatments
- Environmental impact
- Creation of dead zones
- Interaction with wildlife
- Animal wellbeing
- Social justice



CONSUMPTION OF FARMED SEAFOOD

OVER

50%

of all seafood consumed in the world today comes from aquaculture

The production of farmed seafood has **increased by**

50%

over the last 50 years to respond to increased demand

DID YOU KNOW?

1/3 OF WILD CAUGHT SEAFOOD

IS INTENDED TO BECOME AQUACULTURE FEED



TO LEARN MORE, VISIT FAO'S WEBSITE