



INTEGRATED REPORT 2023



Legal name: Salmones Austral S.A.

RUT: 76.296.099 - 0

Address: Juan Soler Manfredini 41, 12th Floor, Puerto Montt, Chile.

This Integrated Report 2023 includes Salmones Austral S.A. and its subsidiaries Salmones Pacific Star, Trusal S.A., Comercial y Servicios Sur Austral Ltda. (Comsur) and Salmones Austral North America Inc. The audited consolidated financial statements in the 2023 Financial Report do not differ from this report as they relate to the same entities.

This integrated report was prepared by the Administration and Finance Management, with the methodological and editorial support of Organika.

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Salmones Austral... **a source of pride**

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Remarks by the Chairman of the Board

Dear Readers,

We are extremely proud to present our first Integrated Report, which brings together our business performance and the management of our environmental, social and corporate governance impacts during 2023. This is a voluntary transparency exercise in which Salmones Austral joins the global trend of sharing the Company's activities with its different stakeholders.

We seek to generate value through the production and commercialization of salmon, in a flexible, efficient and sustainable way, creating bonds of trust with our collaborators, communities, clients and suppliers.

In economic terms, 2023 was a more than challenging year for Salmones Austral. Revenues reached USD 293.4 million, which represents a decrease of 11.2% compared to 2022. This is mainly due to two factors: a 13.3% decrease in volume sold due to a more complex Japanese market than previous years, and higher prices obtained, reaching USD 6.20/kg WFE compared to USD 6.03/kg WFE in the previous year.

Logistics and distribution expenses reached USD 0.15/kg, much higher than the expenses incurred in this same item during 2022. This is largely explained by the increase in shipping logistics and cold storage costs due to the increase in finished product stock.

We ended the year with a loss of USD 23 million, a result 59.2 million lower than the previous year, which reached a profit of USD 36.2 million.

But this result does not dampen the spirits of our teams, nor of the Board of Directors over which I preside. We are a company with more than 30 years of history, which has had to face very complex economic, health and commercial contexts and from which we have managed to emerge stronger.

That is why during 2023 we continue to strengthen our Productive Excellence Program (PEX) to continue to be recognized nationally and internationally for the quality of our salmon and for the commitment we have made to the sustainable development of our processes.

Today, Salmones Austral has 72 concessions and 3 fish farms, one of which - Los Arrayanes - is one of the most modern in the industry. This would not be possible without our 1,983 collaborators and more than 1,600 suppliers, with whom we establish long-lasting and trustworthy relationships. This year 2023 also marks our definitive exit from lake production with the closure of the smoltification center we operated at Lake Rupanco. This is a concrete demonstration of our commitment to sustainable production.

Many years ago we understood that the value of our company not only translates into profitability but also in the welfare that we are able to generate for our employees, communities, suppliers, customers and undoubtedly, our positive impact on the final consumer who enjoys the best salmon on their table, produced under exceptional quality standards, and through a production chain that takes care of the environment and people.

Thanks to all those who allow Salmones Austral to produce and market the best salmon in Chile.

Pedro José Hurtado Vicuña
Chairman

Salmones Austral



MISSION

To generate value through the production and commercialization of salmon, in a flexible, efficient and sustainable manner, creating bonds of trust within our company, the community, customers and suppliers.

VISION

To be a leading salmon company that seeks to work with high international standards, focusing on efficiency, safety and operational excellence, in a sustainable manner, meeting the needs of customers, employees, the community and its shareholders.

Corporate Values

6 VALUES THAT ARE DEEPLY ROOTED IN US.

**RES
PECT**

We generate trusting environments in our workplaces, valuing everyone with whom we interact, regardless of position or function.

**COLLA
BORA
TION**

We work as a team at all levels, communicating with empathy, in an optimal and enriching way.

**INTE
GRITY**

We promote honest and transparent work, always acting ethically and contributing to work and family balance.

**INNOVA
TION**

We promote the search for solutions and improvements that generate value in all areas of action of our Company.

**COMMIT
MENT**

We encourage individual responsibility at work, fostering a sense of belonging and pride in being part of the company.

**PERSE
VERANCE**

We value our history and the ability to adapt to changes and the environment, seeking to improve knowledge in order to achieve our goals and objectives.

A sea of history

How it all began...

More than 30 years of history endorse the successful trajectory of Salmones Austral S.A., a company born from the merger of Trusal S.A., Salmones Pacific Star S.A. and Comsur Ltda., recognized companies with wide experience in aquaculture.

In 1985 Martín Rosas Covarrubias and Pedro Hurtado Vicuña created Salmones Pacific Star S.A., one of the pioneer companies in the Los Lagos region. It began operations in the San Antonio sector, Quellón, on Chiloé Island, where the first fish farm was built. In 1998, the Quellón Processing Plant was established as the main facility. Later, in 1994, the company opened its first offshore center in the Gulf of Corcovado, establishing the first offshore farming concepts.

Meanwhile, in 1988, Trusal S.A. began operations in the Reloncavi Estuary, located between Ralún and Canutillar. It is considered one of the pioneering companies in the self-supply of eggs, becoming a supplier, as well as a supplier of fry and smolts to other companies in the industry.

In 2000, the Procesos Comsur Ltda. plant was created in Puerto Montt, becoming one of the biggest challenges both at an operational and infrastructure level. It allowed us to meet the

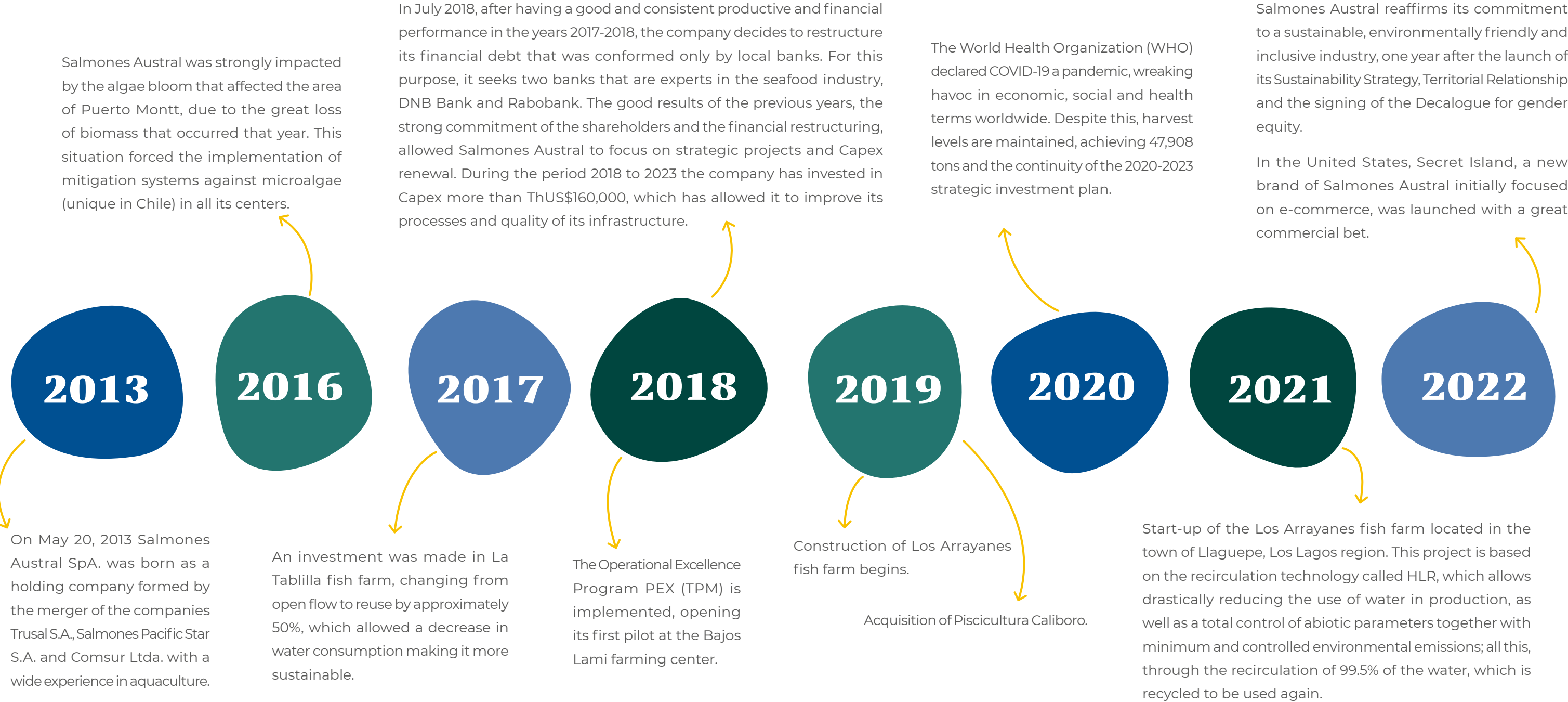
requirements of Trusal S.A. and other organizations to which we provided maquila services. Today, it is known as Chamiza plant.

All these stages referred to above represent Salmones Austral. A company recognized nationally and internationally for the quality of its salmon and its commitment to sustainable development.

Today, Salmones Austral has 72 concessions and 3 fish farms. Among the fish farms, Los Arrayanes is one of the most modern in the industry, with high load recirculation technology (HLR) that uses few water resources and total control of environmental and sanitary parameters.



Milestones in our history



2023 Milestones



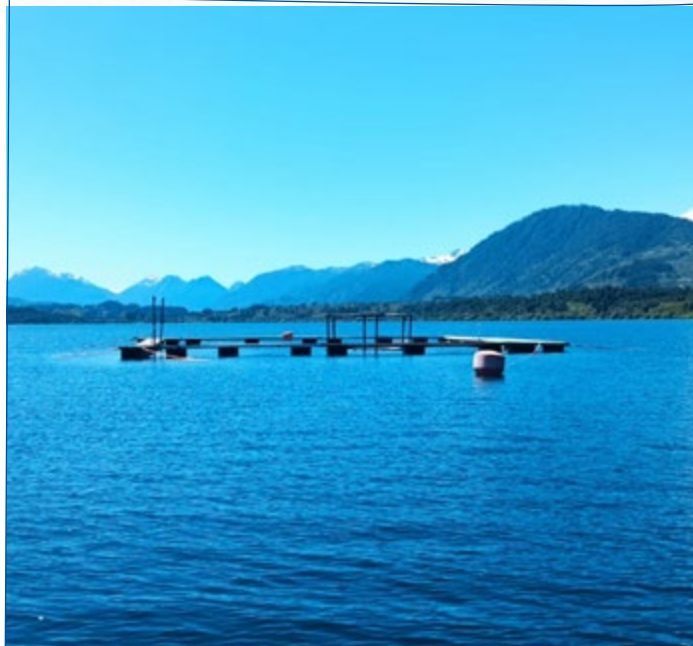
Los Arrayanes recorded a complete operation. Seeding was achieved 100% supplied by the HLR unit, with weights over 350 grams. The first centers were also harvested with good results.



Trusal and Salmones Blumar formed a Joint Venture and started planting in the concessions located in the Magallanes region.

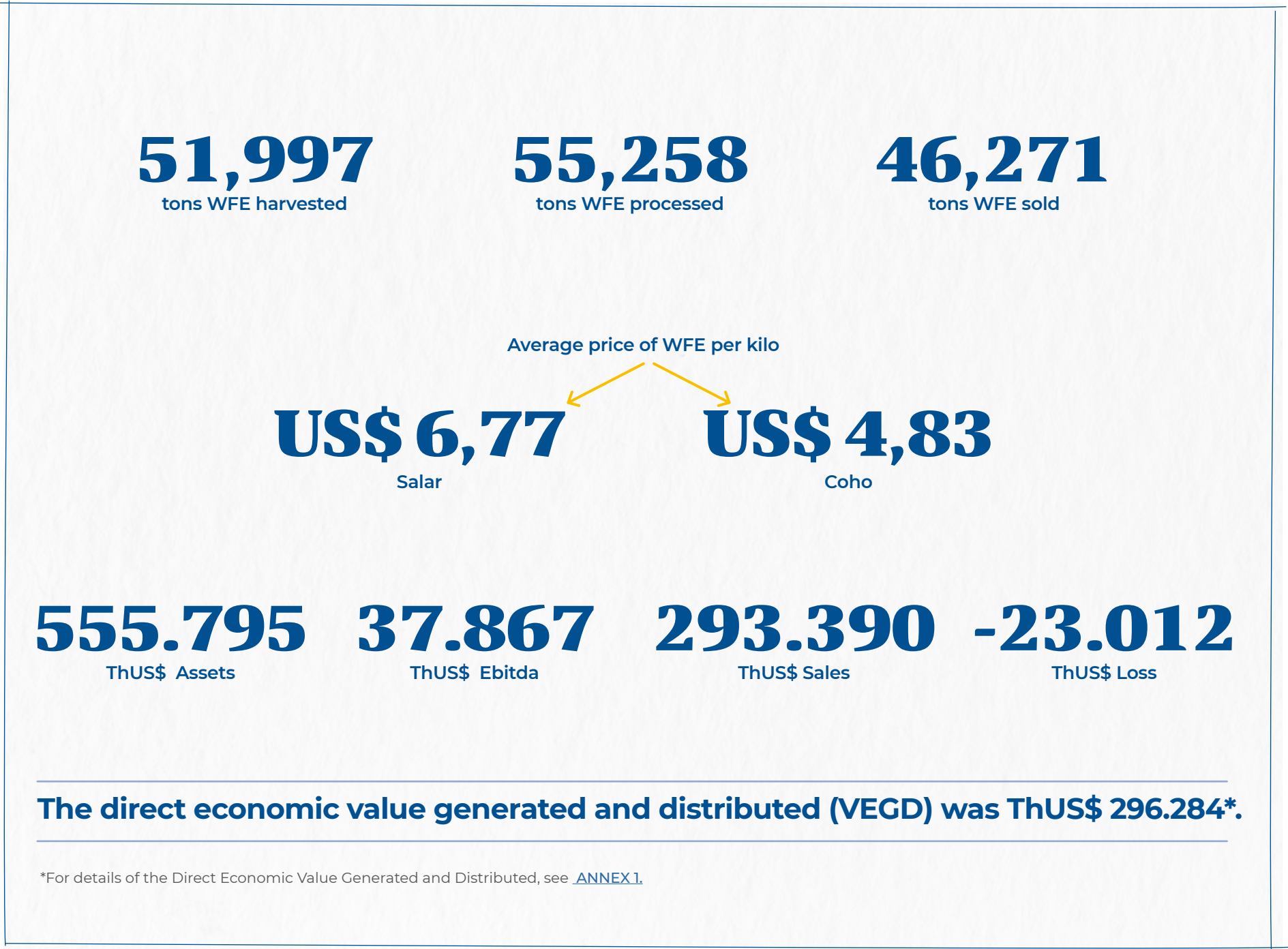


The Pacific Salmon species entered the Spanish and Italian markets.



In May 2023, the smoltification center that operated in Lake Rupanco was definitively closed. With this milestone, Salmones Austral definitively exits lake production.

2023 performance



Our Company from **the bottom up**

Our value chain

One of the main challenges of the organization is the constant optimization of processes to achieve an efficient value chain. That is why we focus on the excellence and quality of processes and products.

For Salmones Austral it is fundamental to have a complete productive chain. That is why we ensure the excellence of our products, working from the fish farms to the commercialization for markets all over the world.

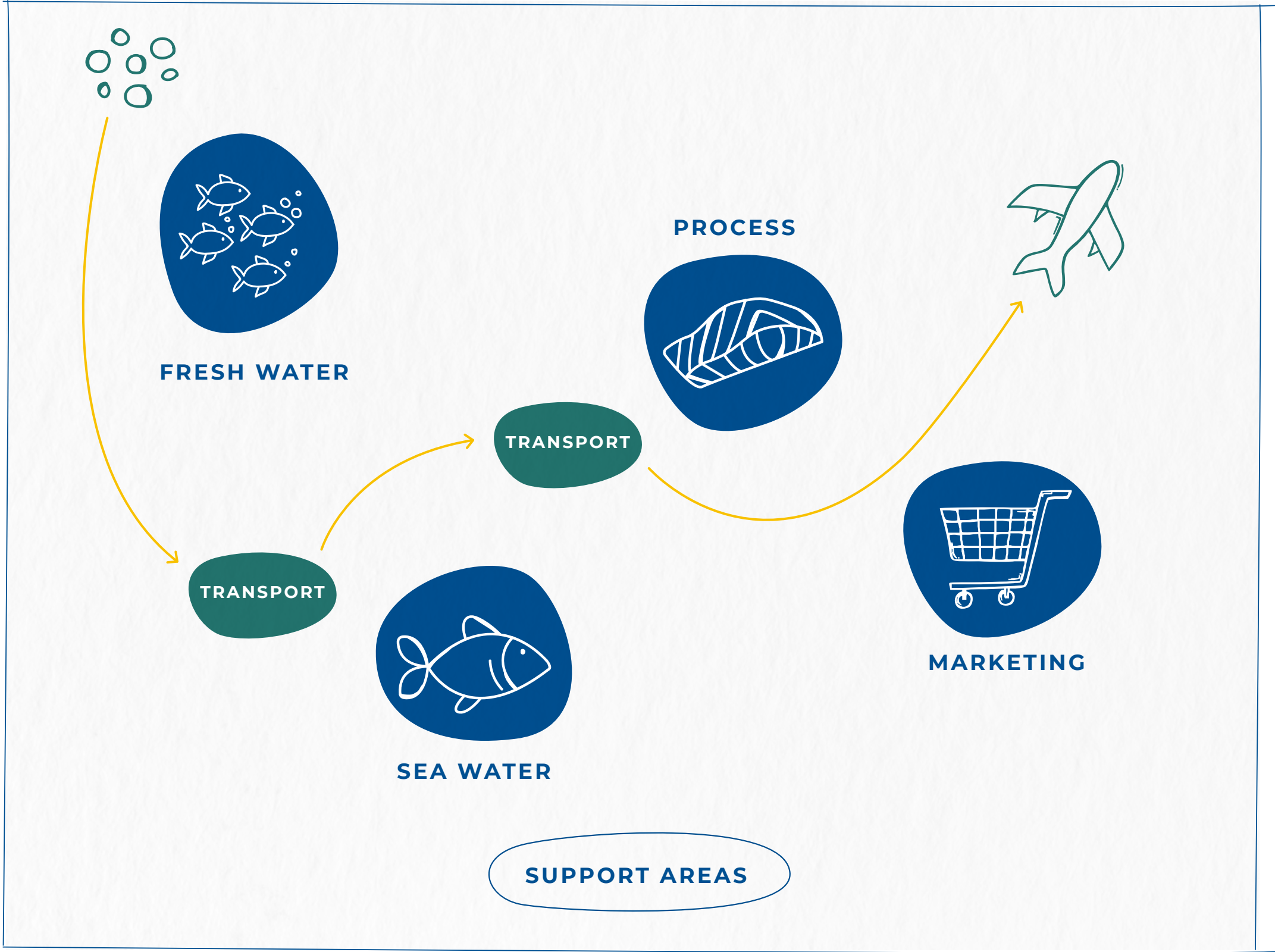
We carry out activities with importers, processors, retail and food service sectors.

PEX: Advancing Productive Excellence

In the year 2023 Salmones Austral established to advance in the application of three principles that are part of the Productive Excellence Program (PEX). All the productive units of Fresh Water, Sea Water, Processing Plants, Administrative and Operations Areas have been working on the application of the mentioned methodology.

We seek efficiency, excellence and quality throughout our value chain.

Our value chain



In 2023, Salmones Austral paid US\$ 1,171,027 in aquaculture patents.

Downstream entities

Importers, reproprocessors, distributors, supermarkets, restaurants and consumers.

Cultivation centers and plants

In 2023 Salmones Austral operated a total of 22 cultivation centers (between Fresh Water and Sea Water), located in the regions of Biobío, Los Ríos, Los Lagos, which allowed the organization to ensure quality throughout the production chain.

1

Fresh Water

At Salmones Austral, the freshwater process -which lasts about 10 months- is carried out in land and estuary fish farms. At this stage, we incubate the eggs, produce fry and smolts where we take care to provide the best quality feed, adequate light conditions and water oxygenation to ensure the welfare of the fish until they are ready to be transferred to the seawater centers.

Fish farms operating in 2023

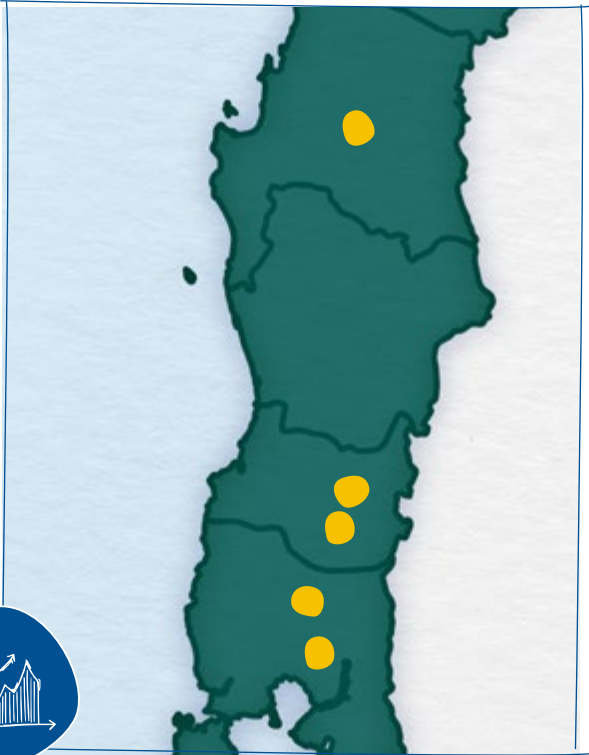
- La Tablilla
- Caliboro
- Los Arrayanes

Smoltification Centers

- Rupanco Lake*
- Ralún del Este

(*) Operated until May 2023.

8.3%
increase in fish farm production
compared to the previous year.



Smolt production (No.)	2023	2022	2021	2020	2019	2018
Salar	6,877,288	5,276,503	6,914,997	5,638,000	7,542,364	5,318,758
Coho	6,994,234	7,513,709	5,269,044	4,837,871	4,981,458	5,017,345
Total	13,871,522	12,790,212	12,184,041	10,475,871	12,523,822	10,336,103

2

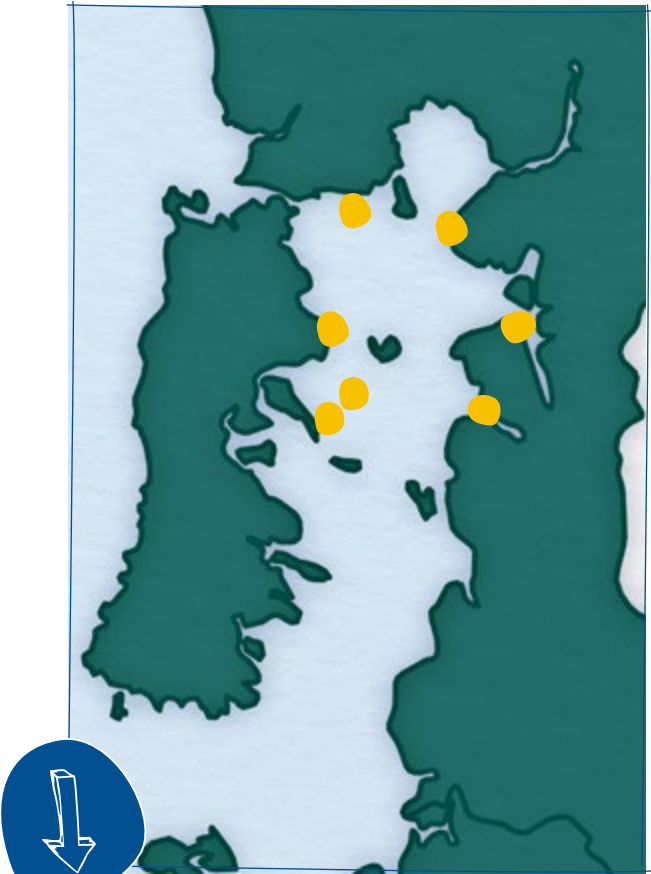
Sea water

In 2023 we had 17 operational seawater cultivation centers, located mainly in the Los Lagos region. These centers were responsible for the rearing and fattening of salmon from the arrival of the smolts until they reached the appropriate weight to be harvested.

Sea water centers operating during 2023

- Bajos Lami
- Becerra
- Cajón
- Ester
- Ilque
- Iglesia
- Lenca
- Pirquén
- Pocolhuen
- Polocuhe
- Puduguapi
- Quenac
- Queullin
- Quillaipe
- Reñihue
- Rollizo
- Traiguén

8.8%
decrease in harvest
compared to previous year



Harvest (TON WFE)	2023	2022	2021	2020	2019	2018
Salar	29,237	34,864	29,650	33,221	30,031	28,378
Coho	22,759	22,154	15,933	14,687	15,744	16,564
Total	51,996	57,018	45,583	47,908	45,775	44,942

3

Process plants

Process (TON WFE)	2023	2022	2021	2020	2019	2018
Chamiza	27,301	28,532	18,235	24,756	21,156	18,762
Quellón	27,957	26,126	24,233	29,723	25,908	26,911
Total	55,258	54,658	42,458	54,479	47,064	45,673



1.09%

increase in tons processed over the previous year.

Chamiza Plant

The Chamiza processing plant manufactures products with the highest standards in food safety. The plant's products range from fresh whole, gutted with head to frozen portions and fish blocks, including a wide variety of fillet types.

- **Location:** Chamiza sector, Puerto Montt, Los Lagos region.
- **8,534 m².**
- **27,301 WFE tons of raw materials processed.**
- **It has 6 production lines** (washing, fillet, sealing, freezing, fresh and frozen packaging, portions).

Certifications:

- Quality Assurance Program approved by Sernapesca.



Quellón Plant

The Quellón plant produces with high standards different presentations: fresh, frozen, whole gutted, with or without head; portions and frozen fish blocks and fillets.

- **Location:** San Antonio sector, municipality of Quellón, Los Lagos region.
- **8,400 m².**
- **27,957 WFE tons of raw materials processed.**
- **It has 6 production lines** (washing, fillet, sealing, freezing, fresh and frozen packaging, portions).

Certifications:

- Quality Assurance Program approved by Sernapesca.



Industrial sectors **where we are present**

Salmones Austral serves the aquaculture sector in Chile. Its main competition is based on protein producers (poultry, pork and meat), and other contenders in the aquaculture sector.

The industry's activity is regulated by the General Law of Fisheries and Aquaculture (LGPA), which establishes the following legal parameters: import of hydrobiological resources, access to areas for aquaculture, concessions, environmental and sanitary conditions for its exercise, rules for developing scientific or ornamental guidelines, infractions and sanctioning system.

Among the institutions involved in the process of adapting the industry, the following stand out: National Fisheries and Aquaculture Service (Sernapesca), Undersecretariat of Fisheries and Aquaculture, Undersecretariat for the Armed Forces, Environmental Assessment Service, National Fisheries and Aquaculture Service, and the General Directorate of Maritime Territory.

For the regulatory framework of the aquaculture sector, see [ANNEX 17](#).



Marketing

In 2023, Salmones Austral offered its products to several markets in the world. Atlantic salmon was marketed in the United States, Russia, China and Spain with a volume of 21,044 net tons.

In the case of the United States, the Atlantic salmon species accounted for more than 10% of total sales at the end of the period. Exports through Camanchaca Inc. were mainly of fresh fillets, frozen fillets and portions.

As for the coho salmon market, 8,997 net tons were exported to a total of 22 countries, especially Japan, Thailand and Korea.

The Company used the following brands to market its goods and services: Salmones Pacific Star, Trusal and Secret Island.

Salmones Austral interacts with its customers through different commercial channels, such as direct sales through the electronic channel, wholesale through the B2B channel or through authorized distributors.

ATLANTIC SALMON

+21
thousand net tons
marketed

Main Markets:
United States, Russia,
China and Spain.

COHO SALMON

+8.9
thousand net tons
traded

Main Markets:
Japan, Thailand and Korea

Main brands



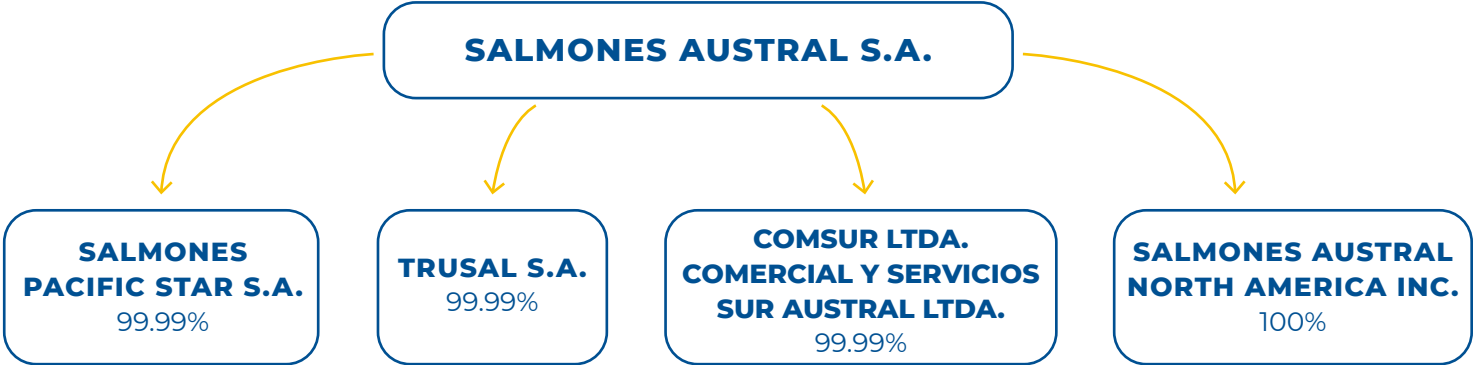
Ownership and control

The capital of Salmones Austral S.A. is divided into 1,090,545,000 shares, without par value, all of one and the same series. As of December 31, 2023, the total number of shares was subscribed and paid, whose ownership is distributed as follows:

R.U.T.	Full name or company name	Amount of ownership of all natural or juridical persons	Percentage of ownership of all natural or juridical persons
76.048.512-8	Inversiones Acuícolas S.A.	\$279,654,213	25.644%
76.893.840-7	Inversiones Melinka Limitada	\$254,648,140	23.351%
96.512.650-3	Biomar Chile S.A.	\$249,815,000	22.907%
76.144.718-1	Agrícola Taomina Limitada	\$133,143,000	12.209%
99.546.370-9	Empresas Calbuco S.A.	\$98,293,000	9.013%
79.822.680-0	Inversiones Santa Isabel Ltda.	\$59,720,647	5.476%
76.214.239-2	Vical Spa	\$15,271,000	1.400%
TOTAL		\$1,090,545,000	100.000%

The majority partner or shareholder is Inversiones Acuícolas S.A., Rut: 76.048.512-8 with a 25.644% interest, followed by Inversiones Melinka Limitada, Rut 76.893.840-7, with a 23.351% interest and then Biomar Chile S.A., Rut 96.512.650-3, with a 22.907% interest. And the minority shareholder is Inmobiliaria Vical SpA, Rut: 76.214.239-2, with a 1.4% interest.

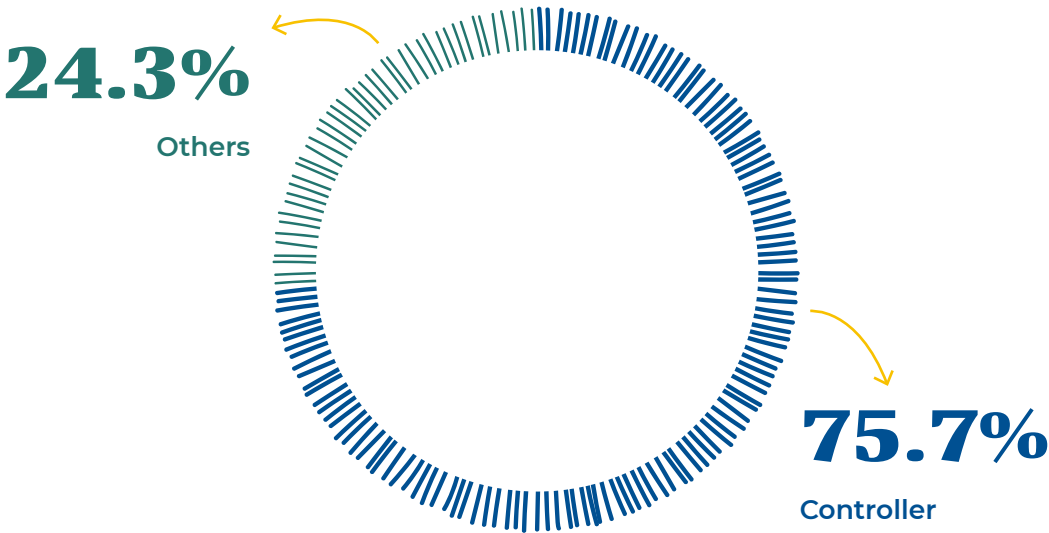
The Company has a controller in accordance with the provisions contained in Title XV of Law 18,045, formed by the Shareholders Inversiones Acuícolas S.A., Inversiones Melinka Limitada, Agrícola Taomina Limitada, Inversiones Santa Isabel Limitada and Empresas Calbuco, which directly and jointly own 75.69% of the shares of the issuer.



In 2023 there were important changes in ownership or control. Inversiones Nuevo Milenio (N°3,818,000 shares) exited and its shares were absorbed by Inversiones Acuícolas S.A. (N°1,635,213 shares), Inversiones Melinka Limitada (N°2,036,140 shares), and Inversiones Santa Isabel Limitada (N°146,647 shares).

Distribution of ownership

Type of shareholder	Shares	% Shares	% Var Nov-23
Controller	825,459,000	75.69%	0
Other Investors	265,086,000	24.31%	0
Total	1,090,545,000	100.00%	



a. Dividend policy

In accordance with the provisions of the Corporations Law, unless otherwise agreed by a unanimous vote of the Shareholders, the Company is obliged to distribute a minimum mandatory dividend equivalent to 30% of the net income for the year.

Currently, Salmones Austral does have a policy established for the distribution of dividends.

Delivery of dividends

Share Series	Payment date	Pesos per share	Total amount	Type of dividend	Fiscal year
Single	4/26/2023	0.012201	\$ 13,100,000	Legal dividend	2022

Properties and facilities

For Salmones Austral’s properties and facilities, see [ANNEX 9](#).

Subsidiaries, associates and investments in other companies

In accordance with the definition of IFRS, the Company’s subsidiaries and associated companies are presented below:

- Comercial y Servicios Sur Austral Ltda.
- Trusal S.A.
- Salmones Pacific Star S.A.
- Salmones Austral North America Inc.

For subsidiaries, associated companies and investments in other companies of Salmones Austral, see [ANNEX 10](#).

2

Environmental Management

- 2.1** ANIMAL HEALTH AND WELFARE
- 2.2** ECOSYSTEM AND BIODIVERSITY
- 2.3** CLIMATE CHANGE
- 2.4** OPERATIONAL ECO-EFFICIENCY

Animal Health and Welfare

Growing healthy fish throughout the production chain has a direct impact on the sustainability of Salmones Austral. That is why indicators such as fish mortality and sanitary treatments are key to evaluate the health of the salmon during their life cycle.

Certified production volume

The percentage of production volume certified by third parties, in accordance with animal health and welfare standards, has been 100% production certified under the guidelines of Best Aquaculture Practices (BAP) and 46% of production volume received Aquaculture Stewardship Council (ASC) certification.



Measures adopted to prevent an impact on animal health and welfare.

One of the main work guidelines in Salmones Austral is animal health and welfare, specifically in the farming of healthy fish.

The Company is governed by the regulations governing productive activity. It has also established a Veterinary Health Plan and a series of procedures that emphasize the welfare of the fish, among which the following stand out:

- In genetics, markers with disease resistance (QTL-SRS) have been used
- Quality of smolt prior to going to sea.
- Use of vaccines to 100 percent of the population to reduce cases of SRS, as well as other infectious diseases depending on the geographical area.
- Periodic veterinary visits to production farms to detect possible infectious diseases in a timely manner.
- Exclusive training in the classification of necropsies.

From 2024 onwards, the Company will perform an earlier activation in disease control, based on the results obtained by the laboratory and necropsies performed in the summer of 2023. The treatment decision is supported in the document I-VET-007 Treatment by SRS.

In addition, Salmones Austral gave talks to the community where the production centers operate, to inform them about the activities regarding animal health management, disease surveillance, treatments, and safety controls. The objective of this type of activities is to ensure the development of a healthy fish that complies with the highest quality for the markets.

Fish mortality

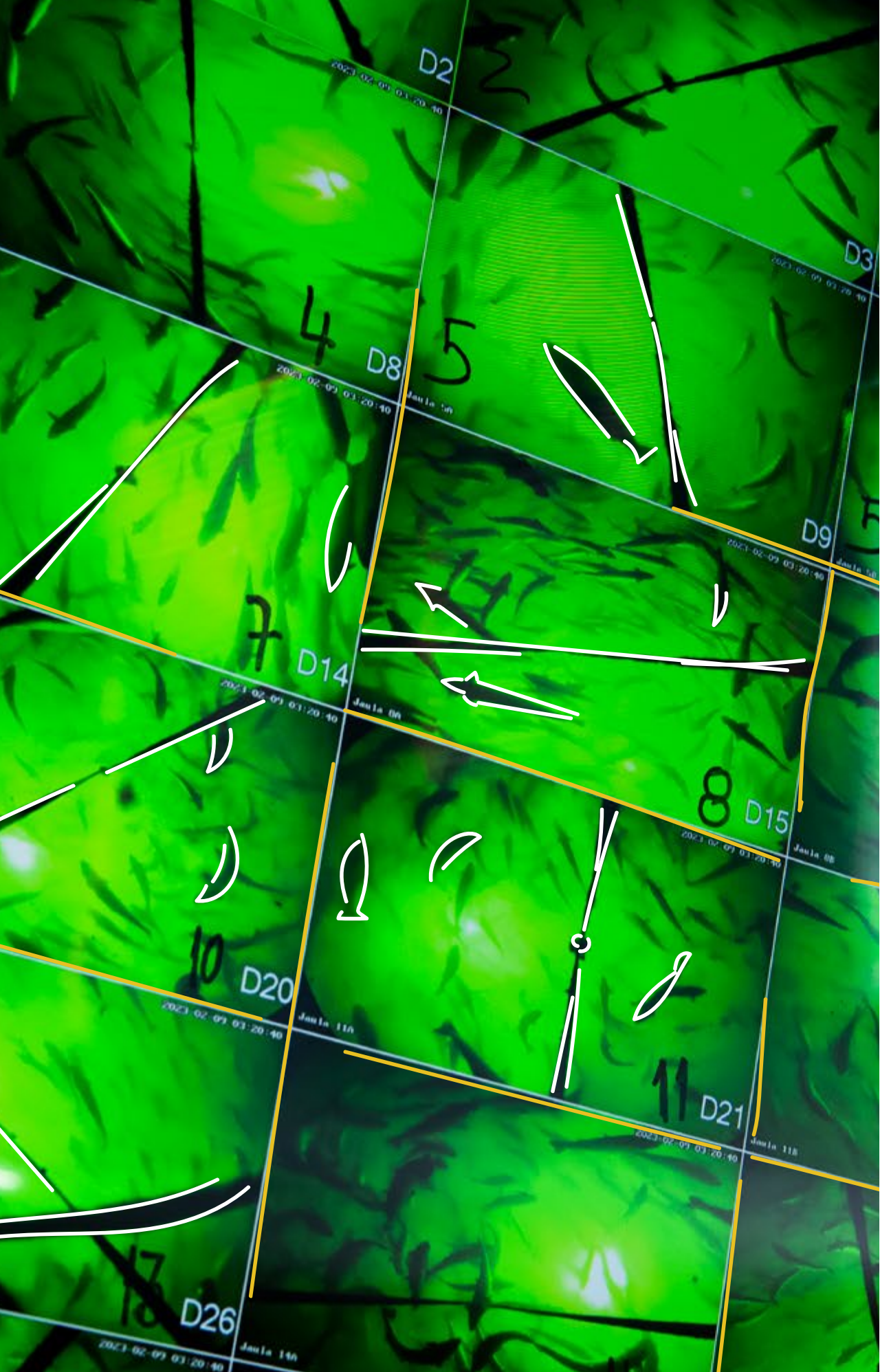
To measure mortality, a 12-month rolling rate is used to calculate this measure from January to December, as well as the proportion of the estimated number of fish at sea in the last month of the year (adjusted for harvest and mortality).

12 months of mortality turnover =	Total no. of mortalities at sea in the last 12 months
	(No. of fish closures at sea + Total no. of mortalities in the last 12 months + Total no. of fish harvested in the last 12 months + Total no. of fish killed at sea (due to disease or similar and not included in the number harvested/caught))

The survival percentage of the farmed aquatic animal was classified as follows: Atlantic salmon had a 4.36% mortality rate and coho salmon had an 11.27% mortality rate. Among the main causes of mortality in the coho species is the bloom that affected the Rollizo center, which contributed 3.23% of the total mortality in this species. Other causes include mechanical damage, tenacibaculosis and SRS.

Mortality by species	Mortality
Atlantic Salmon	4.36%
Coho Salmon	11.27%





Counting and treatment of sea lice (caligus)

The caligus parasite is present in all the world’s oceans, has a detrimental effect on the health of infected fish, and its presence affects farm productivity. Therefore, for all the members belonging to the Global Salmon Initiative (GSI), it is a priority to control the levels of the so-called “lice in the sea”.

In the case of Salmones Austral, it operates according to the national dispositions related to the limits of the levels of caligus that establish the maximum number per fish in the whole year.

How do we treat it?

Constant monitoring is done to ensure that caligus levels do not approach the advised limit. However, when this is reached, the fish are treated according to the amount of active pharmaceutical ingredients (API) used (in grams) per ton of fish produced (LWE).

Use of hydrogen peroxide

According to GSI, hydrogen peroxide (H2O2) can be used as an additional treatment to treat sea lice. This method ensures optimal fish health. The amount of H2O2 used is calculated as the amount of active pharmaceutical ingredients (API) used (in kg) per tons of fish produced (live weight equivalent, LWE).

Non-medicinal methods

These treatments can also be used to combat sea lice or caligus. Although many are in development, over time companies hope that they can be applied on a regular basis to reduce the use of medicinal methods.

Sea lice count

Atlantic Salmon

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Average No. of total adult lice per month (gravid females)	1.99	1.25	1.28	1.70	1.34	1.29	1.52	2.04	1.50	1.64	1.73	1.67

Coho Salmon

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Average No. of total adult lice per month (gravid females)	0.00	0.00	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Antibiotic use

In animal production for the year 2023, salmon received 100% of antibiotics of non-medical importance.

Use of Antibiotics

Date	Species	Type	LWE (ton)	API (G)	g API por ton
January-December	Atlantic	Production	30,467	14,553,496	478
		Reproduction	0	0	0
January-December	Coho	Production	24,838	1,527,023	61
		Reproduction	0	0	0
January-December	Rainbow trout *	Production	0	0	0
		Reproduction	0	0	0

Medicinal treatments in the bath

Date	Species	Type	LWE (ton)	API (G)	g API por ton
January-December	Atlantic	Production	30,467	108,712	3.57
		Reproduction	0	0	0
January-December	Coho	Production	24,838	0	0
		Reproduction	0	0	0
January-December	Rainbow trout *	Production	0	0	0
		Reproduction	0	0	0

Medicinal treatments in food

Date	Species	Type	LWE (ton)	API (G)	g API por ton
January-December	Atlantic	Production	30,467	10,707	0.35
		Reproduction	0	0	0
January-December	Coho	Production	24,838	0	0
		Reproduction	0	0	0
January-December	Rainbow trout *	Production	0	0	0
		Reproduction	0	0	0

*This species has not been farmed by Salmones Austral since 2015.

Use of marine ingredients in food

It is based on two rates, one for fishmeal and one for fish oil. The calculation is made through the Aquaculture Stewardship Council (ASC) for the Fishmeal Dependency Ratio (FFDRm). Fishmeal dependency is counted through an assessment of the amount of live fish, from small pelagic fisheries, required to produce one unit of farmed salmon.

Dependency ratio	
Fish meal	0,16
Fish oil	1,69



Ecosystems and biodiversity

Salmones Austral needs healthy and biodiverse ecosystems in order to operate in a sustainable manner. That is why the Company responsibly manages the actual and potential environmental impacts that its operation causes or could cause, both mitigating its actual negative environmental impacts and preventing its potential negative environmental impacts.

Today Salmones Austral has environmental contingency plans for all its facilities, with initiatives and standards for compliance. Most of its facilities have an Environmental Qualification Resolution (RCA), so each operation is linked to control measures to protect the environment. Also, employees are trained on an ongoing basis.

Biodiversity

Chile has a total surface area of approximately 1,317,704 continental aquatic ecosystems, each of which is characterized by its unique biological diversity. As for marine ecosystems, 72% of the coastline has the Humboldt current, represented by its high biodiversity and productivity. In that line, Salmones Austral joined the Global Salmon Initiative (GSI) in 2018.

As part of this commitment, the Company has moved towards responsible and sustainable management of its impact, which seeks to achieve the goal of offering a highly sustainable source of healthy protein to feed a growing world population, minimize the environmental footprint, and continue to improve its social contribution.

It has also implemented environmental contingency plans for the facilities and initiatives with standards for compliance. Most of the facilities have an Environmental Qualification Resolution (RCA) that commits the operation in a binding manner with control measures to protect the environment.



Salmones Austral has been part of the Global Salmon Initiative since 2018.

Policies and procedures

Salmones Austral and its subsidiaries (Trusal S.A. and Salmones Pacific Star S.A.) have carried out a series of actions to guarantee the preventive focus of their operations and minimize the impacts on the environment. In this sense, some procedures were carried out, such as the Conservation and Biodiversity Plan for Farming Centers, Environmental Risks and Biodiversity Matrix for Sea Water Centers, Environmental Risks and Biodiversity Matrix for Fish Farming, Biodiversity Signs, and Sighting and Interaction Records.

In addition, environmental reports were submitted by external consultants to obtain certification (ASC) and, in the case of the Magallanes centers, marine mammals were monitored in Seno Skyring (Chile's continental shelf).

In addition, Subpesca was informed every six months, in accordance with Resolution 2811/2021, of the interaction with marine mammals.

On the other hand, Subpesca Resolution 1821/2020 related to anchorage engineering was complied with, which establishes the studies to carry out the calculations and avoid the escape of fish, as well as the content of Law 21,532, which prevents and sanctions the escape of salmon.



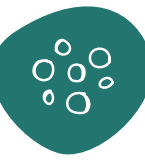
Species produced:

- Salmo Salar (Atlantic salmon).
- Coho Salmon (Pacific Salmon).



Volume of metric tons:

- Annual harvest of Atlantic Salmon: 29,237 tons.
- Annual harvest of Coho Salmon: 22,760 tons.



Farming methods: open flow fish farming, reuse and land-based recirculation for production from eggs to smolts. The fattening stage was carried out in seawater centers using metal cages.

Biodiversity objectives

- The Company has established two objectives related to biodiversity:
- To establish the actions and measures to maintain the habitat and biodiversity during the development of the aquaculture activity carried out by the Company.
 - To describe the interaction and control measures to be implemented in cases where wild species compromise their integrity, as well as that of the species under cultivation and the center’s personnel.

In 2023, 29 INFAs (Aquaculture Environmental Reports) were conducted (2 assessments were anaerobic).

Measures taken to prevent impact on biodiversity

1. Control of fish escapes.
2. Biodiversity signs were installed in each cultivation unit.
3. Staff training on biodiversity and environmental contingencies.
4. Obtained certifications (BAP and ASC).
5. Reporting of sightings and interactions of marine mammals in cultivation centers.
6. Voluntary environmental monitoring for certifications and regulations (INFA).
7. Implementation of bottom and effluent controls to control and/or mitigate negative effects on biodiversity in the habitats.

Interaction with fauna

Salmones Austral is committed to reduce the negative interactions with fauna through an adequate and responsible management. The calculation of interaction is made in the following way: total number of interactions by the total number of sites from January to December of each year.

In March 2023, an incident occurred at the Quillaípe center that led to an exhaustive analysis and agreements were established to avoid another similar contingency. In addition, it was agreed to remove the nets from the closed centers and eliminate them in the open platforms.

Meetings were held with communities to discuss their main concerns, gather comments and publicize the Company’s water quality and seabed monitoring programs. Open communication with government authorities and an effective evaluation of the measures implemented were also developed.

Medicinal treatments in the bath

	Number of lethal incidents divided by the total number of site	
	Birds/site	Mammals/site
Accidental	0	0.045
Intentional mortality	0	0

Operation in protected areas

Salmones Austral has 69 aquaculture concessions granted in seawater and 3 aquaculture concessions in lakes. Only 4 concessions are located within protected areas and of these, during 2023 only the Navarro 2 concession, located in the Kawésqar National Park, was indirectly* operational. A land report was submitted with the position with respect to these areas and, additionally, a biodiversity report was completed.

The Company does not have subsurface and subway lands that may be owned, leased or managed by the Organization.

For details and location of sites in protected areas or areas of high biodiversity value, see [ANNEX 2](#).

*This concession was operated by Blumar as part of the joint venture with Salmones Austral.

Significant direct and indirect impacts

In the construction of the Los Arrayanes fish farm, a management plan was approved for the clearing of native forest and the reforestation of another property.

New projects, such as the expansion of La Tablilla fish farm, included biodiversity studies and monitoring strategies that were reported to the SSA (Environmental Monitoring System).

In addition, an action plan was created in the event of a spill of hydrocarbons and other substances susceptible to contamination, approved by the corresponding maritime authority. An action plan was also established for the loss of structures, food and other materials (approved by Sernapesca).

The introduction of invasive species, pests and pathogens was analyzed by the laboratories Plancton Andino, Fitolab, Annaliza and FAN spa. No caligus were detected in the centers located in Magallanes. In the reduction of species, fish escape control was activated.

Before any habitat transformation was approved, an environmental impact assessment was carried out to understand how it would affect the aquatic ecosystem and the species that inhabited it, through landscaping reports and the EIS.

Habitats protected or restored

The Forest Management Plan was implemented at Los Arrayanes fish farm through monitoring of habitat restoration (reported to the SMA (Superintendence of the Environment) through the SSA).

Species on the IUCN Red List and national conservation lists whose habitats are in areas affected by the operations include:

- a)** Endangered: Huillín (*Lontra provocax*).
- b)** Vulnerable: Humboldt penguin (*Spheniscus humboldti*), Chilean dolphin (*Cephalorhynchus eutropia*).
- c)** Near threatened: Humboldt Pelican (*Pelecanus thagus*), Non-flying Quetru (*Tachyeres pteneres*), Pilpilén (*Haematopus palliatus*).
- d)** Least concern: Traro (*Caracara plancus*), Imperial Cormorant (*Phalacrocorax atriceps*), Dominican Gull (*Larus dominicanus*), Yeco (*Phalacrocorax brasilianus*), Dark-bellied Cinclodes (*Cinclodes patagonicus*), Common Sea Lion (*Otaria flavescens*), Tiuque (*Phalcoboenus chimango*), Black Vulture (*Coragyps atratus*), Southern Gull (*Larus scoresbii*).



Use of Pesticides

Salmones Austral has policies and procedures for the management of the use of pesticides, according to the DS 319/2001 (and its modifications) and the sanitary programs of Sernapesca. The application of caligus baths were only carried out in specific periods delimited for each salmon farming district. Treatments were prescribed by a veterinarian under PMV (Veterinary medical prescription).

In facilities (excludes treatment for caligus)

In process plants, pest management has been outsourced; the system consists of bait stations, sticky traps and live traps.

Pest management is part of the prerequisite program and the operational sanitation program at the facilities to reduce or eliminate the risk of infestations of insects, rodents, birds and other minor species capable of directly or indirectly contaminating the food.

Regarding the volume and intensity of pesticides used according to toxicity hazard levels, the following were used at the Chamiza plant:

- Cyperkill Plus (insecticide with ISP resolution P-407/19, class III slightly hazardous).
- Rastop (rodenticide with ISP resolution P-598/21, class III slightly hazardous).

The volumes of these chemicals used are not available.

At the Quellón plant, the following were used:

- Cyperkill Plus.
- Rastop.
- Cyperkill Max EC.

No information is available on the volumes of these products used.

60 - 80% effectiveness of pesticides used in 2023

119 kg of active ingredient (Azamethiphos/Cypermethrin) were used.

Objective in the use of pesticides

Obtain a PPJT < 50% (PPJT = indicator of the average percentage of cages treated by immersion with pharmacological products for the control of caligidosis, carried out in each cultivation center. This indicator has been provided by Subpesca in the evaluation of each farming district.



Fish escapes

No incidents of fish escapes and the number of escaped fish (after net recapture) were recorded during the year.

Fish escapes

Date of incident	Species	No. of fish escaped before recapture	Freshwater or seawater	Reasons for escape	Details of the mitigation strategy
There were no recorded escape incidents in 2023	-	-	-	-	-



Conversion of natural ecosystems

Although Salmones Austral has not established specific procedures for the conversion of natural ecosystems, it complies with the legal regulations. Each time a project is carried out that requires the conversion of a natural ecosystem, an Environmental Qualification Resolution (RCA) is obtained.

Measures taken to prevent impact on natural ecosystems

In the case of fattening centers located at sea, the reconversion of natural ecosystems does not apply. In 2023, environmental monitoring of the reforestation of the Los Arrayanes fish farm was carried out, in accordance with the environmental commitments acquired in the RCA. The SMA was provided with a report on tree species growth and a report on the biological corridor, among others

In addition, the services of the consulting firm Evergreen were contracted for the restoration of a biological corridor at Los Arrayanes and the reforestation of the land on the Maullín River, in order to comply with the SSA.

In the case of the Contao center, where the community and the SMA requested studies of the seabed, biodiversity and visual impact to the RCA, the services of IA Consultores and CONEMI were contracted. At the same time, periodic cleaning days were held at the Contao wetland by the consultant Ambyter (women from the Contao community participated in the cleaning activities).

- Environmental monitoring of the reforestation of the Los Arrayanes fish farm was carried out.
- We hired external consultants for the restoration of a biological corridor at Los Arrayanes and reforestation of the land on the Maullín River.
- Studies of the seabed, biodiversity and visual impact in the Contao center were carried out with external assistance.
- Periodic cleaning days were carried out in the Contao wetland.

Actions taken to prevent impact on natural ecosystems

In 2023 an incident occurred at the facilities located in front of the Contao Wetland. Following the arguments presented by the community, Salmones Austral carried out the pertinent studies and demonstrated that there was no impact on the area. In this sense, we reinforce our idea that incorporating the communities is of vital relevance for the execution of any project.

Stakeholders

It is essential to involve the communities in the processes involved in the execution of a project, as well as in all of the organization's activities. The Environmental Impact Assessment System (EIES) requires citizen participation before submitting an EIS. It should also be considered that the community can demand audits to the SMA.

- Only Los Arrayanes fish farm has carried out land conversion.
- 100% of Salmones Austral’s production was free of deforestation, considering that Los Arrayanes fish farm has had a special strategy (management plan, biological corridor and replanting of species).
- Size of hectares converted: 0.95 hectares.



Water and effluents

Water is the primary resource that Salmones Austral needs for the realization of its business model. For this reason, throughout the entire production chain, we try to take care of this vital element, optimizing its use and safeguarding compliance with the regulations governing water management in farming centers and process plants. For more details on water consumption and discharges, see [ANNEX 12](#).

Water management in freshwater centers

In fish farms, water is extracted from deep water wells or from surface water bodies that have their respective water use rights. The water is used in the production processes to maintain the culture ponds and then the water is treated in the wastewater treatment systems, which help filter, separate the solid fraction, and discharge the water at the restitution points in compliance with MINSEGPRES’s DS.90/2000.

The impacts were previously identified in the environmental evaluation process, for which Environmental Impact Statements (EIS) were submitted detailing the obligations that must be met when classified as an emitting source according to DS.90. The frequency of effluent quality measurements are carried out in accordance with each effluent quality monitoring program resolution, which applies according to the receiving body, frequency and maximum authorized flow.

Even though Salmones Austral does not have a water management plan or specific goals to reduce the pressure of resource extraction and/or evaluate the risks associated with the discharge of pollutants, there is a concern for compliance with applicable environmental regulations, following up on the voluntary environmental commitments that were agreed in the RCAs. On the other hand, in 2024, the water footprint calculation project will begin for two facilities, which applied for the Blue Certificate CPA to evaluate impacts and start the roadmap to add new facilities to the measurement and goals that allow managing the water resource in a sustainable manner over time.

Water management at seawater centers

Water use procedures and management are associated with consumptive and non-consumptive water rights of our tributaries and the DS-90 that governs effluents.

In seawater centers, the main interaction with water is direct since the cultivation is carried out in maritime concessions of water portion and seabed. There is no extraction as such, but there is a use of this space, which also has an impact associated with the exogenous supply of nutrients.

Impacts are identified once the projects have been submitted to the Environmental Evaluation Service in the EIS submission process. These are estimated through a particle dispersion model that determines carbon deposition on the seafloor based on biomass production, amount of food supplied and oceanographic conditions at the site.

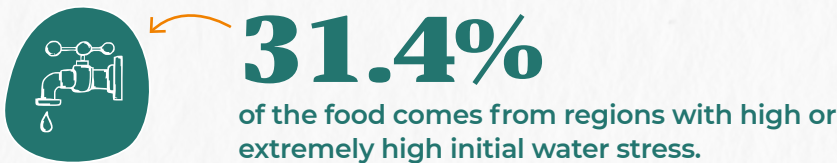
Procurement of feed from high water stress areas.

In 2023 the percentage of animal feed coming from regions with high or extremely high water stress contributed to manage the mitigation of environmental impacts in the Company.

During 2023 we worked with three feed suppliers for different stages of the production chain, of which Skretting stands out, stating that 100% of the feed supplied does not come from water-stressed areas.

Of the total feed consumed during 2023 by Salmones Austral, 31.4% comes from regions with high or extremely high initial water stress.

For details of this indicator, see [ANNEX 13](#).



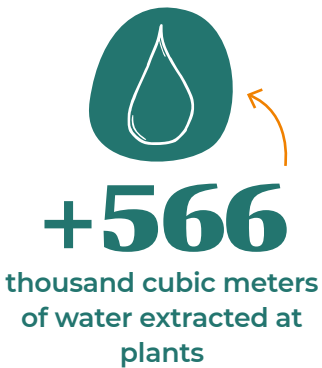
a. Water extraction

Currently, no objectives have been defined for the extraction and use of water, nor management and mitigation strategies.

Regarding the number of incidents of non-compliance with permits, standards and water quality regulations, one incident was recorded, at the Quellón plant, due to an unregularized deep well.

During 2023, the total amount of water extracted from land in areas subject to water stress was not counted. Nor was the extraction of water measured, which refers to surface water added to groundwater, seawater, produced water, plus water from third parties. There is no information on water extraction according to source.

For Salmones Austral centers this information does not apply.



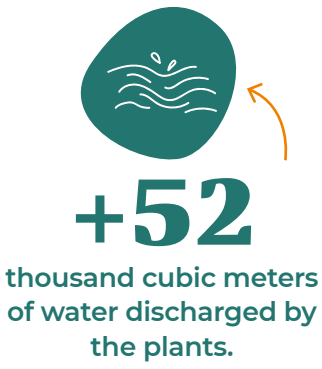
b. Water discharge

Discharge management in process plants

The minimum standards established for the quality of effluent discharges in Salmones Austral's plants are conditioned by the applicable environmental regulations, specifically the maximum authorized discharge flow committed by RCA and the quality measurements made according to the RPM (Monitoring Program Resolution) of each plant. These standards are determined in the project evaluation process.

Management of discharges from fish farms

It is important to note that all the fish farms have a wastewater treatment plant. The parameters that are controlled are mainly oils and fats, chlorides, BOD, suspended solids depending on the applicable DS 90 table (receiving body).



Management of discharges in seawater centers

The minimum standards are based on compliance with applicable environmental regulations, in this case Circular A52/004 of the maritime authority, which establishes the technical environmental requirements for the approval of sewage treatment systems in naval vessels. The water quality of the effluent discharge must comply with the maximum concentrations stipulated in the circular and must be measured every six months.

In this case the water discharge is mainly from the sewage treatment plants of the habitable pontoons, which are regulated by Circular DGTM and MM Ordinary A-52/004. These sewage treatment plants (PTAS) in each habitable Naval Artifact (A/N), which perform a tertiary treatment, through an electrochemical or physicochemical mechanism as appropriate, to demonstrate the proper functioning of the treatment of such water is performed a biannual analysis according to Circular D.G.T.M. AND M.M. A-52/004 “Regulation for the Control of Aquatic Pollution”, which aims to establish the environmental technical requirements of the operational prescriptions for the approval of sewage treatment systems on ships and naval vessels. In order to comply with this ordinance, the parameters of BOD, COD, fecal coliforms, TSS, SS, pH, oils and grease and floating solids are monitored.

The sampling of the WWTPs is coordinated between the Environmental Department and the Sampling Service, which outsources the laboratory analysis to a certified environmental control technical entity (e.g., Anam, Hidrolab), since in some cases sampling is voluntarily committed in some RCAs of cultivation centers. However, the operation and maintenance of the WWTPs are managed by the Operations Department, which performs preventive maintenance with specialized technical personnel of each brand of treatment plant (Selmar or kepeex). In the event of non-standard results, new maintenance is performed and resampling is carried out, as indicated in the Circular.

The D.G.T.M. and M.M. A-52/004 Circular, as a regulation for the control of aquatic pollution, establishes the type of risk, international standards (e.g. MARPOL), discharge limits for each parameter.

c. Water consumption

There is no information available regarding total consumption during 2023 or for areas under water stress. This applies to both plants and centers.

Salmones Austral has operations in only one region with high water stress: Piscicultura Caliboro, in the Biobío Region.



Climate change

Climate change refers to long-term changes in temperatures and weather patterns. In 2023, the Company promoted several initiatives to work on these issues, such as greenhouse gas emissions and energy efficiency.

In the area of climate adaptation and resilience, several informative meetings were held for employees regarding climate change in order to adapt work strategies to legal and/or regulatory changes. Publications were also published in the media regarding the sustainability and climate change policy.

Although concrete measures have not yet been defined, Salmones Austral is currently seeking to guarantee compliance with sustainability, environmental and impact initiatives in the communities where it operates, in accordance with the requirements of the revolving credit line (Sustainability Linked Loan).

Emissions

Salmones Austral does not have policies or procedures for emissions management, however, we adhere to the Science Based Targets Initiative (SBTi), which promotes the establishment of science-based targets as a strategy to boost the competitive advantage of companies in the transition to a low-carbon economy.

Emissions management

Salmones Austral did not carry out GHG measurement progress 1, 2, or 3 during 2023. However, the Company has a commitment with industry groups to measure the carbon footprint to prevent and mitigate GHG emissions, among others. In this sense, the Company proposed to measure this gas emission in order to generate a climate strategy in the medium and long term.

Two initiatives are currently underway:

- Manufacture of a floating unit or platform for electricity generation using LPG gas.
- Fjord Maritime Chile's "Fjord Hybrid" hybrid energy system for power barges. This type of system will help reduce fuel consumption, CO2 emissions and noise reduction of diesel generators.

As part of its commitment to climate adaptation and resilience, Salmones Austral signed a Sustainability Linked Load (SLL) in which it commits to meet the following KPIs:

- **Reduction of Greenhouse Gas (GHG) emissions.**
- **Sustained increase in ASC (Aquaculture Stewardship Council) certified volume.**
- **Decrease in the use of antibiotics.**
- **Reduction in the accident rate.**

Operational eco-efficiency

Salmones Austral’s good use of energy contributes to environmental impacts, climate change and pollution.

Today, Salmones Austral is the first in the sector to subscribe to the Science Based Target Initiative (SBTI), the most reputable global platform for the measurement and reduction of greenhouse gases in line with the Paris Agreement, and thanks to this initiative, it could be ahead of some projected goals for 2030 in relation to climate change.

On the other hand, Salmones Austral has a contract with Fjord Maritime Chile and this allows it to use the data collected, through Fjord Maritime’s monitoring platform “Fjord Control” to further optimize energy consumption and biomass production in a sustainable way.

In 2023, the floating LPG-fueled power generation unit or platform was implemented, which aims to reduce CO2 emissions and eliminate the use of oil at sea.

Energy consumption by source

Indicator	Value (GJ) 2022	%	Value (GJ) 2023	%
Consumption of electricity from the grid	63,985	100%	102,509	100%
Renewable energy consumption	0	0%	0	0%
Total energy consumed	63,985	100%	102,509	100%

Waste management

Waste management is linked to the strategy that Salmones Austral has used to eliminate, reduce, reuse and prevent waste in the organization. In this sense, policies and procedures have been implemented.

Waste is managed through authorized suppliers for the transportation and disposal of waste. A commercial relationship is also established with reduction companies for organic waste that is sold as raw material for by-products. The wastewater is managed internally at the treatment plant.

Salmones Austral has a policy and procedures for waste management, which allow it to effectively ensure adequate measures.

All suppliers must have their sanitary resolutions, environmental permits and certificates of final disposal, which allow the valorization of waste and/or contribute to the circular economy. Likewise, in order to follow up the traceability of waste, the Company gathers the necessary information of the whole process and makes the declarations of the same in SINADER and SIDREP.

In 2023 Salmones Austral managed to develop a work agenda that combined environmental cleanup, ecosystem and economic activities. Thanks to this process and all the lessons learned, the Company incorporated these learnings into its policies and operating procedures. For details on waste management, see [ANNEX 14](#).

Salmones Austral is a socially responsible organization with its neighbors, belongs to SalmonChile and is registered in the program Committed to the Sea (Comprometidos con el Mar), which seeks to organize and articulate instances, from the producing companies, together with civil and state administration organizations, such as municipalities, to take care of the environment, community spaces and economic development.

The Company has always been committed to economic development in harmony with stakeholders, through the area of territorial relations, and this situation has had a positive influence on decision-making in the areas of waste management and clean beaches

In the case of clean beaches, one of the Company’s activities, cleanup activities are coordinated in conjunction with schools, unions, etc.

• **Significant impacts on waste management:** The activities that can have a significant impact on the process plants are the reception of raw material and the evisceration process, which generates the largest amount of liquid industrial waste, consisting mainly of blood water and flow ice (a mixture of water, ice, and salt), resulting in an effluent with a high chloride load and a pink color that has a visual impact.

Another significant impact is the final disposal of household and organic waste that is not valorized. These, when taken to a landfill or sanitary landfill, have an impact on the useful life of these facilities.

• **Waste management verification processes:** The process plants work with authorized external suppliers for the transportation and disposal of waste. Resiter SA provides services for the Chamiza and Quellón plants. They send a monthly report to the Company. In the case of organic waste (viscera, head, scales, tails) from these plants, the company contracted in 2023 has been Fiordo Austral (uses organic waste as raw material for by-products).

Chamiza plant works with Regenera Orgánico (receives organic waste generated in the feed canteen to generate compost).

The rest of the operation works with the company Sertra SPA for the transportation and disposal of hazardous waste.

. All suppliers send the certificates of disposal of the waste managed to Salmones Austral and declare monthly in the PRTR platform.

. The waste management certificates are sent by e-mail by each supplier to the plant’s Head of Regulations and Environment, who is in charge of reviewing and declaring them in the One-Stop Window.

Management of materials for containers and packaging

Salmones Austral does not have any policies or procedures related to the management of materials (renewable and non-renewable). In 2023 there were 8,739,934 kilograms of materials used in the Company to produce and package the main products, as well as to provide the main services during 2023.

For details of the volume of packaging materials used, see [ANNEX 15](#).



3

Socially committed

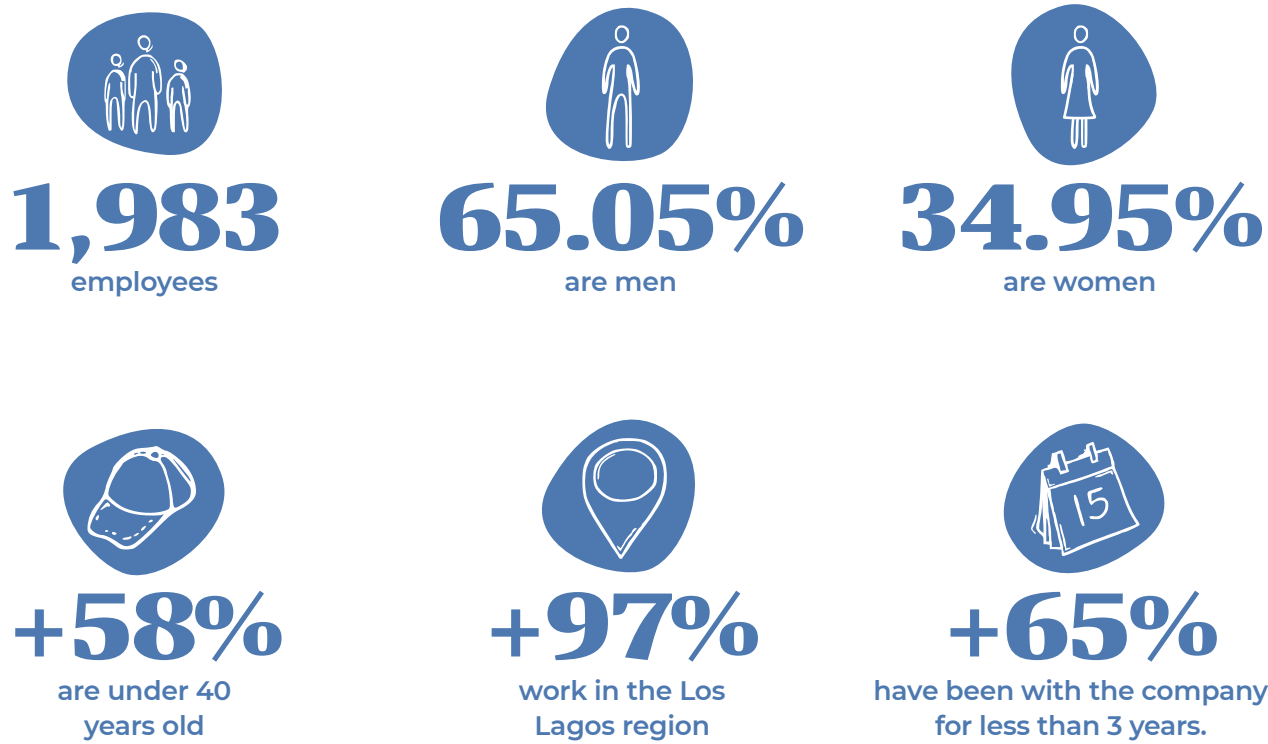
- 3.1** OUR TEAM ALWAYS COMES FIRST
- 3.2** ENHANCING THE QUALITY OF LIFE OF OUR PEOPLE
- 3.3** OUR SUPPLIERS
- 3.4** STRENGTHENING TIES WITH OUR COMMUNITIES

Our team always comes first

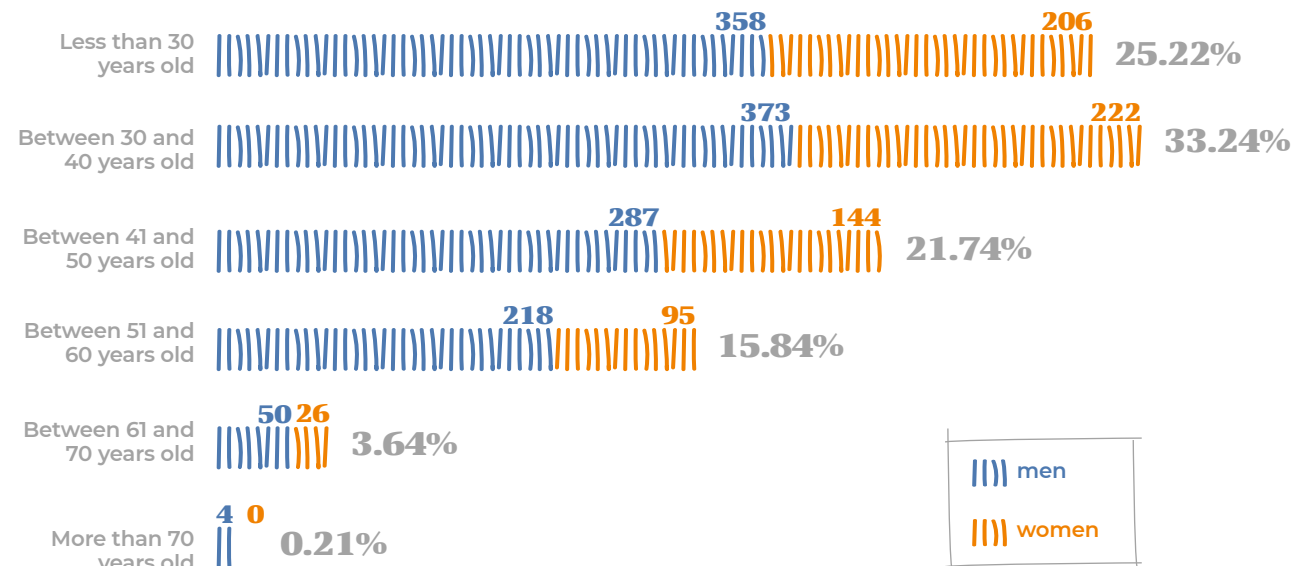
In Salmones Austral people are the cornerstone. The work team is diverse, characterized by its human quality and commitment to the Organization.

All the people who work in Salmones Austral contribute with their experience and commitment to promote the strategic objectives of the Company. As of December 31, 2023, 1,983 employees worked in the company, of which 693 were women and 1,290 were men.

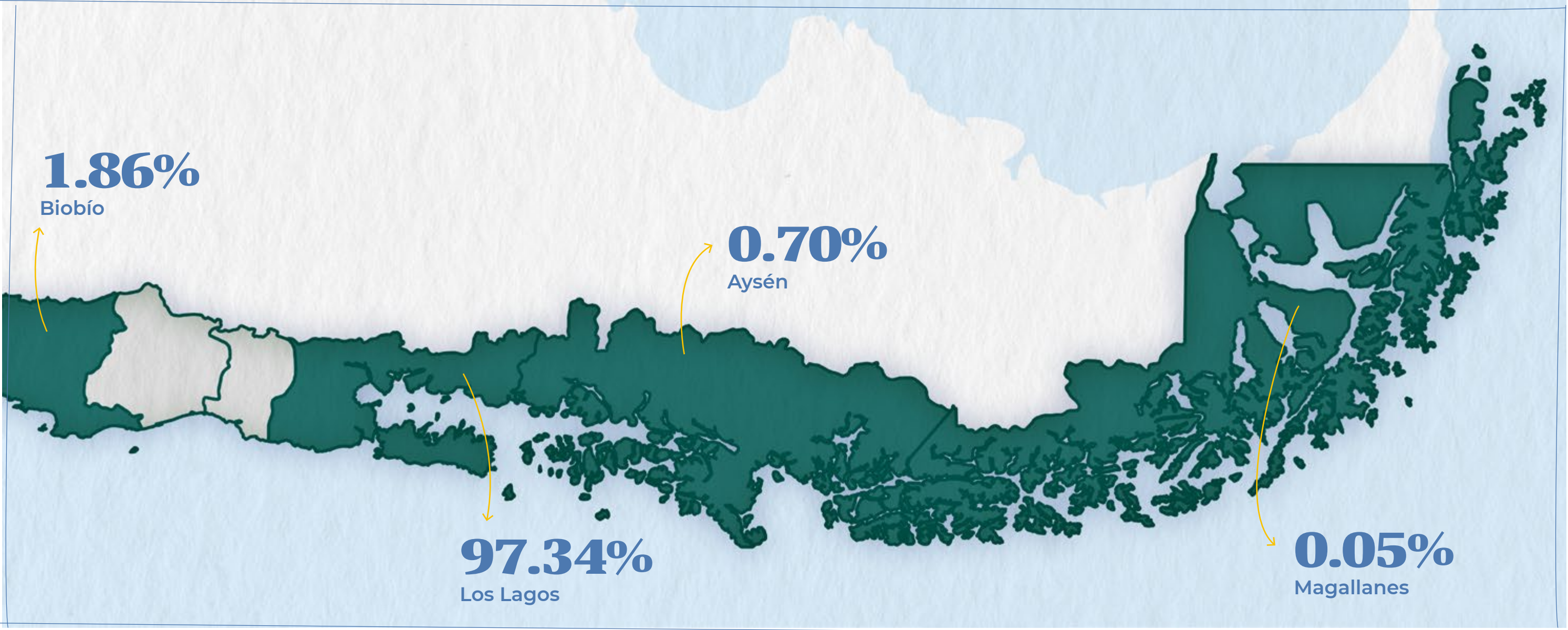
Together, we are Salmones Austral: staffing



Staffing by age range and gender



Distribution of our people throughout Chile



For more details on Salmones Austral's 2023 staffing, such as gender, age range, job category and seniority, see [ANNEX 3](#).

Formality and adaptability

Almost all of the employees that rendered services in Salmones Austral this year worked under full-time contracts. Only December was considered as the end of the year for the elaboration of comparative statistics of previous periods. For details of labor formality and adaptability, according to gender, function and geographic location, see [ANNEX 4](#).



a. Labor formalization

Labor formalization translates into the success of any business initiative. The Organization provides stability both to its employees and to the development of the country.

b. Labor adaptability

Labor adaptability has allowed employees around the world to proactively adjust to the Organization’s contexts, tasks and transformations. Digitalization and globalization have made it possible to break down barriers that today allow previously unthinkable work modalities, such as teleworking, hybrid work or part-time work.

People with disabilities

In 2023, the Organization hired 16 employees with disabilities in various positions, significantly improving inclusion and diversity in the work teams. Most of the additions were made at the level of operators. For details of the disabled staff by type of position and gender, see [ANNEX 5](#).



Salary Equity

Salmones Austral has developed salary equity based on the Remuneration, Royalties and Benefits Policy. This guideline was determined according to the established salary band per position, that is, from 20 points below the market median to 20 points above the market median for each position.

Salary gap by function category

Function category	Ratio women vs men Mean	Ratio women vs men Median
Senior Management	N.A.	N.A.
Management	67%	79%
Leadership	95%	87%
Operator	78%	90%
Sales Force	N.A.	N.A.
Administrative	88%	80%
Assistant	78%	90%
Other professionals	106%	75%
Other technicians	83%	83%

On the other hand, the salaries of each position are reviewed annually to reduce the gaps in terms of salary equity, as well as to maintain the plans and goals of the Organization. The analysis is carried out according to the parameters of the Salary Market Study.

Salmones Austral adheres to the Gender Equity Decalogue of SalmónChile and as part of the initiatives to make visible and pave the way for labor equity during 2023, the following can be highlighted:

- 1. Creation of the Salmones Austral Equity and Inclusion Committee.
- 2. Participation in the SalmónChile Gender Equity Board.



Enhancing the quality of life of our people

In 2023, Salmenes Austral implemented a series of initiatives aimed mainly at strengthening and improving the competencies and skills of its employees through learning related to emotional intelligence, leadership, resilience and change management.



1,533

employees trained, representing 77% of the workforce.



56%

of workers trained on issues related to harassment in the workplace.



51%

of employees trained in the prevention of sexual harassment.



157.4

hours of training per employee per year on average.

Training related to sustainable development, digital transformation and energy efficiency.



Talent Development

Day by day, Salmones Austral seeks to strengthen the competencies of each job position and improve the performance of all the people who work in the Organization.

One of these strategies implemented in 2023 was carried out through the Excellence Program (Pex), focused on identifying and reducing the competence gaps required to effectively develop the functions of the work teams.

There is no difference in remuneration based on nationality and/or migrant status of the workers.

Diversity and Inclusion Policy

We have a diversity and inclusion policy since 2023, whose purpose is to achieve an environment that facilitates and enhances equal opportunities, non-discrimination, diversity and inclusion of the company's collaborators, betting, consequently, on a people management model committed to professional excellence and quality of life.

The objective of the Policy is to establish the basic principles by which Salmones Austral and its collaborators must be governed, in order to promote an organizational culture and a diverse and inclusive work environment.



¿Cómo medimos el desarrollo de nuestros talentos?

The result of the work climate survey remains the main tool for monitoring the effectiveness of employment measures. This year, the target was reached, with 72% satisfaction with the work climate, 5% higher than in 2022. This places us in an average “good climate” range.

Other tools promoted:

- Recruitment and selection management: the goal was to comply with processes in a maximum of 20 days, and an average of 14 days was achieved.
- High satisfaction was recorded in monitoring the experience of new employees.
- The Recognition Plan was implemented, with a total of 5 programs.
- An average of 67% of competency development for critical positions was achieved, as reflected in competency matrices.

72%

satisfaction with the work environment by 2023

+5%

compared to 2022

Leadership Academy

This program began to be developed in 2022 and describes how a Salmones Austral team leader should be. It was launched with 104 students who carried out a 360o measurement in order to know the level of development of these leadership competencies, and thus, in training sessions, provide tools that allow leaders to deploy the Salmones Austral Leadership Seal in the best way.



El Sello de Liderazgo busca fortalecer 6 competencias



Training

In order to improve the performance of each of its employees, the Company invested \$411,836,233, namely, 0.15% of annual income, in training. A total of 1,533 people were trained, which corresponds to 77% of the total staffing.

Training indicators 2023	Total amount of resources allocated to training	% representing total annual income	Total staff trained	% representing the total headcount
Salmones Austral	411,836,233	0.0015	1,533	72%

In Salmones Austral it is important that the employees have the necessary skills and knowledge to perform their functions in their jobs. In this sense, the training focused on improving the performance and optimization of the competitiveness of each collaborator in the Company.

We promote the progress and training of our employees by providing them with new opportunities and challenges. In 2023, topics related to sustainable development, digital transformation and energy efficiency were added to the training schedule. These topics served to meet the demands of the sector and are expected to contribute to solving the upcoming challenges that the Company will face in the short term.

For details of the investment in training and the average hours of training by type of position and gender, see [ANNEX 6](#).



157.4

hours of annual training per employee on average per year.

Benefits policy

The benefits policy of the Organization has been extended to all workers with current and indefinite contracts. One of the programs that are part of this policy, known as Quality of Life of Salmones Austral, has allowed the delivery of contributions aimed at improving the personal and family life of the Company’s human talent. Regarding the benefits related to the conciliation of personal, family and work life, the Company has provided its workers with a series of actions aimed at promoting their professional careers and exercising their rights.

Benefits:

- Complementary medical and dental health insurance.
- Preventive health operations with Cesfam.
- Birth bonus.
- Gift for birth.
- Marriage bonus.
- Vacation bonus.
- Death benefit.
- School bonus.
- Recognition of academic excellence.
- Degree bonus.
- Leveling incentive.
- Bonus for national holidays.
- Christmas bonus.
- Christmas presents.
- Coverage for disability and invalidity.
- Arturo López Pérez Foundation Agreement.
- Dental clinics agreement.
- Opticians agreements.
- CENFA Agreement.
- Ayelén Agreement.
- Monteverde Agreement.
- Isapre Consalud Agreement.
- Isapre Cruz Blanca Agreement
- Pacific Gym Agreement.
- Sportlife Gym Agreement.
- ULA Swimming Pool Agreement.
- Dr. Simi Pharmacy Agreement.
- Gasco Agreement.
- Internal Sales.
- ABSA bookstore agreement.
- Defense Group Agreement.
- Banco Chile Agreement.
- BCI Bank Agreement.

Occupational Safety

In Salmones Austral the commitment is to comply with the occupational health and safety of the workers and their families. The Company has been focused on complying with the agreements, obligations, legal requirements and everything related to labor safety policies so that the work team feels proud, respected and valued within a Company that takes care of them.

The control measures are:

- 1. We promote our OHS culture:** we make sure to maintain safe and healthy working conditions in all operations, as well as in the places where we provide services on behalf of Salmones Austral, involving early on, safety in every decision and at all levels of the organization, prioritizing the elimination and reduction of risks in all tasks and establishing in all our workers, the concept of self-care.
- 2. We comply with the current legal regulations:** we comply with the legislation, regulations, protocols and any agreement that the organization subscribes to in terms of Occupational Health and Safety.
- 3. We promote participation and consultation in matters of Occupational Health and Safety:** we provide spaces for communication, education, training, learning, participation and consultation in matters of occupational health and safety, for all workers, both our own and third parties, their representatives or others involved in Salmones Austral processes.
- 4. We permanently seek excellence in safety and occupational health in all our processes, activities and/or tasks:** we permanently seek to comply with the safety standards in our activities, having as a fundamental premise that no activity can be carried out risking the integrity of people; if the work is not safe, it is not executed until its operation is assured.

5. We guarantee at all times the safety conditions for our collaborators: we declare that any worker, whether own or service, has the authority to justifiably stop a work that puts at risk their safety or that of their colleagues, informing the respective immediate superior management and managing their control in a timely manner. This is why any employee or third party can request a correction, regardless of rank, in the event of an action that puts personnel at risk.

In terms of labor safety gaps, Salmones Austral has developed a strategy that protects workers and has been updated over time. The company has established for the year 2025 to project an accident rate close to 1%.

Other actions have also been carried out in the area of occupational safety, such as:

- Implementation of the “work in hyperbaric conditions” life protection standard.
- Incorporation of a diving specialist to monitor the application of the aforementioned action in the field.
- Execution of the second version of the OHS Week
- Presentation of OHS results in production, management and work center meetings.



Occupational Safety Goals

Salmones Austral has developed an occupational health and safety policy aimed at meeting the established goals, controlling risks and diseases, through a process designed to address the matrices related to the tasks performed by the workers.

Occupational safety goals and indicators

Indicator	Goal	Actual
Accident rate (<i>Accident rate = number of occupational accidents / number of workers × 100</i>)	1.80%	3.22%
Fatality rate (<i>Fatality rate = number of fatalities due to occupational accidents / number of workers × 100.000</i>)	0%	0%
Occupational disease rate (<i>Occupational disease rate = number of occupational diseases / number of workers × 100</i>)	No information	0.51%
Average days lost per accident (<i>Average days lost per accident =days lost due to accidents/number of occupational accidents</i>)	No information	15.63

Collective bargaining

Salmones Austral has been concerned about the protection of its collaborators. In this sense, the company’s Benefits and Royalties Policy is applied to workers who have not signed collective bargaining contracts or agreements, either directly or by extension of benefits, in order to address their working conditions and the terms of their employment.

In accordance with the aforementioned procedures, the Company’s employees covered by collective bargaining agreements totaled 597, representing 30,1%. Employees not covered by collective bargaining agreements accounted for 1,386, or 69.9% of the total number of employees.

Postnatal leave

At Salmones Austral family life is essential and we go beyond the regulations. For this reason, the company has a policy that protects maternity, which is applied in the following way: in the case of postnatal leave, the legal benefits for personnel with permanent contracts were increased to 5 days. This incentive was also increased for men.

In accordance with this policy, 24 of the company’s employees took legal leave during 2023.

The Company has several leave categories, according to the benefit policies that protect maternity. In this 2023 the number of employees who made use of this benefit was distributed as follows: 15 leaves, mandatory prenatal (42 days); 14 leaves, mandatory postnatal (84 days); 15 leaves, parental postnatal (84 days); and 9 postnatal leaves for men (5 days).

Various categories of postnatal leave (days) are available in the Company, depending on the benefit policies that protect maternity. For details of parental benefits by gender and type of position, see [ANNEX 7](#).



Prevention of labor and sexual harassment

Salmones Austral seeks to guarantee the protection of its workers through safe spaces adapted to their requirements. For this reason, in terms of prevention of labor and sexual harassment, the Company has policies to prevent and manage this type of situations.

They have a training program on labor and sexual harassment, a protocol for dealing with labor and sexual harassment, and special training developed with the NGO Amaranta.

In 2023, 56% of employees were trained in the prevention of workplace harassment, while 51% were trained in the prevention of sexual harassment.

In addition, the Company has a Complaints Channel, available on the website, to report situations of workplace and/or sexual harassment. The complainant and/or alleged victim can access the online form.

Additionally, there is a book of complaints and suggestions, located in the Human Resources area. All reported complaints are referred to the Crime Prevention Area, which is responsible for receiving background information and reviewing the admissibility of each case.

a. Prevention of Workplace Harassment

In Salmones Austral the protection of the workers is the priority. Therefore, in terms of prevention of labor and sexual harassment, the Company has policies to prevent and manage this type of situations.

The labor and sexual harassment protocol allows workers to make their complaints in an effective, safe and fast way. According to this chart, in 2023 only one complaint was received for workplace harassment.

Workplace harassment complaints 2023	
Total number of workplace harassment complaints during 2023.	1
Number of such complaints that were filed with the entity.	1
Number of such complaints that were filed with the Labor Department or equivalent.	0

b. Prevention Sexual Harassment

The labor and sexual harassment protocol allows employees to make their complaints in safe workplaces. Therefore, the Company has the physical and intellectual capacity to deal with cases of gender and labor violence that may arise within the Organization, through a clear, timely and precise procedure, always respecting the person who suffers the damage or harm.

This year, three complaints of sexual harassment were filed with the Company and the Labor Department.

Sexual harassment complaints 2023	
Total number of sexual harassment complaints during 2023.	3
Number of such complaints that were filed with the entity.	3
Number of such complaints that were filed with the Labor Directorate or equivalent.	3



Our suppliers

In Salmones Austral the incorporation of commitments and policies of suppliers, in their daily operations, guarantees responsible operation, knowledge and respect for human rights.

The Company uses an Enterprise Resource Planning (ERP) software for the management of purchase orders that are authorized by different Department Heads. The purchase order is approved by the Deputy Procurement Manager and the respective Area Managers. It may also receive the approval of the warehouse managers and service managers. In 2023, the Company's total purchases (domestic and international) amounted to ThUS\$356,622.

The commitments in the organizational strategies and operating policies and procedures are integrated through eQDZ, an internal portal where all these procedures are uploaded, and the commitments with its commercial relations, through commercial agreements for strategic suppliers.

For details on supplier management, see [ANNEX 8](#).

Payment to suppliers

For Salmones Austral, efficiency is part of its identity and culture. Therefore, optimizing resources is an imperative not only to achieve an economically viable production, but also because of its commitment to minimize the impact on its environment and the creation of job opportunities. In this context, the Company promotes innovative practices to advance efficiently in the relationship with suppliers.

It has an external corporate responsibility policy that aims to determine how the company relates to and contributes to mitigating the impacts of its operations on the communities in which it operates and how it promotes their development. With regard to suppliers, it seeks to ensure that each of the parties that make up the value chain is socially and environmentally responsible.

To determine critical and non-critical suppliers, the Company bases itself on concepts within production such as: food, fish, fuel, packaging material, basic services and personnel.

No new company joined the Supplier Payment Policy this year.



Supplier evaluation

Each supplier of Salmones Austral must be governed by the Code of Ethics and the special regulations for contractors, which indicate the processes and procedures that must be adopted for the prevention and control of risks and work exposures.

- The Ethics Committee evaluates gifts, invitations to meals, parties or events made or organized by suppliers, clients or contractors, so as not to compromise the freedom to make good decisions for the benefit of the Company, for which the Committee must be previously and formally informed of these intentions.
- It is expressly forbidden for directors, executives, employees and collaborators and third parties with whom they are related, to perform any act that compromises or may compromise the Company criminally. This applies to contractors, suppliers, consultants, among others.
- It is forbidden to carry out business or activities contrary to the law and good customs or that affect in any way the commercial relationship with suppliers, contractors and the health of consumers.
- There is a Supplier Selection and Evaluation Procedure that is divided into two categories A and B. The evaluation is carried out every six months. Likewise, each supplier that provides primary materials to the process plants receives a monthly assessment.

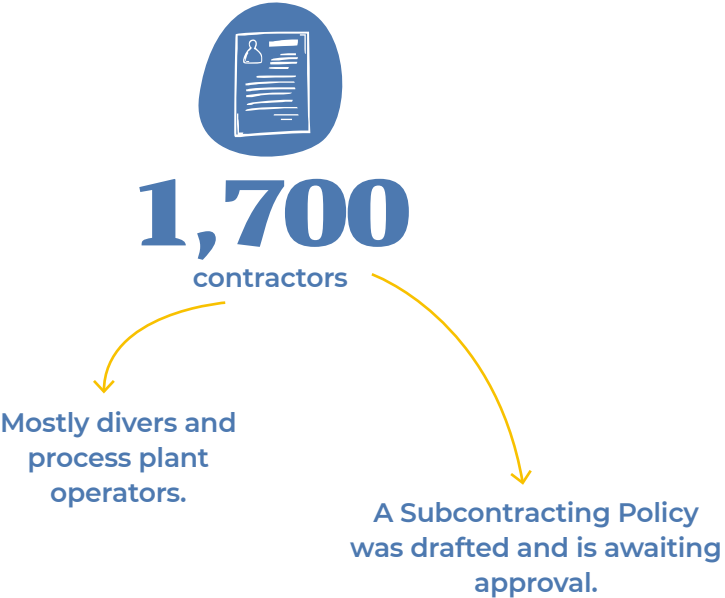
In 2023, the Company conducted a comprehensive evaluation of 16 domestic suppliers and one foreign supplier.

Subcontracting policy

Salmones Austral drafted a Subcontracting Policy in 2023, which is awaiting approval. Among the labor standards required of the companies and the procedures that have been adopted to verify their compliance is the requirement of full compliance with labor laws in terms of payment of their salaries, payment of taxes and social laws. The above is controlled and verified in the Company through the PRONEXO software in charge of the Subcontracting area.

The number of contractors in the organization was 1,700 employees. Among the most common subcontracted positions were divers and process plant operators.

During the coho salmon harvest period, there were significant fluctuations in the number of contractors.



Non-employee workers	
Total as of December 31, 2023	1,700*
Most common types of employees	Divers, process plant operators and others.
Contractual relationships with contractors	Through contractors (subcontracting)
Type of work performed	Diving and process plant operators, among others.

* Figures as of December 31, 2023 are presented as number of people.

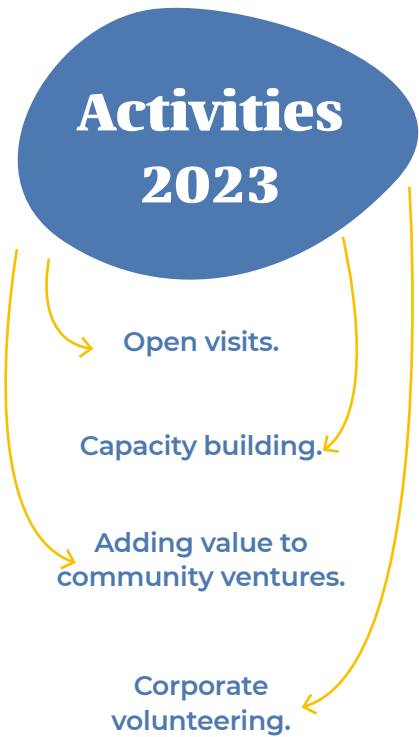
Strengthening ties with our communities

Knowing and listening to our neighbors is key. That is why we believe that the relationship must be direct through conversation meetings in order to identify priorities and needs of our stakeholders. Through these meetings we seek to address the initiatives, concerns and projects that will be worked on during the year.

In 2023 we prioritized open visits, corporate volunteering, capacity building, adding value to community ventures and environmental initiatives in rural schools and neighborhood councils to support the reduction of waste in landfills and their management.

In terms of relations with indigenous peoples, we identify and recognize the indigenous communities that live in the territory where the company operates, respecting their customs and traditions, and we are making progress in generating opportunities for a permanent dialogue and rapprochement.

The key is in the direct and permanent relationship.



Community participation

During 2023, 315 community participation initiatives were developed. This year, priority was given to open visits, corporate volunteering, capacity building, adding value to community ventures and environmental initiatives in rural schools and neighborhood councils to support the reduction of waste in landfills and their management.



315

total community outreach initiatives.



344

participants in coastal cleanup initiatives.



17

student visits to cultivation centers and processing plants.



376

visitors to the "open doors" initiative.

Coastal cleanup initiatives

9 activities were carried out in Ilque, Rupanco, Quellon, Contao, Hualaihue Costero, Lenca, Cochamo, Isla Quenac and Caicaen, with the participation of 344 people.



Isla Quenac Cleanup



Lago Rupanco Cleanup



Ilque Cleanup



“Open door” initiatives

For Salmones Austral it is very important that our neighbors, students, leaders and the community in general can know part of our operations, learn about the process throughout the value chain and observe the efficient use of feed, technology, and the way in which our collaborators work for the production of salmon protein. This is why the “open door” activities are among the priorities of our work with the community to demonstrate from the inside the high standards with which we work.

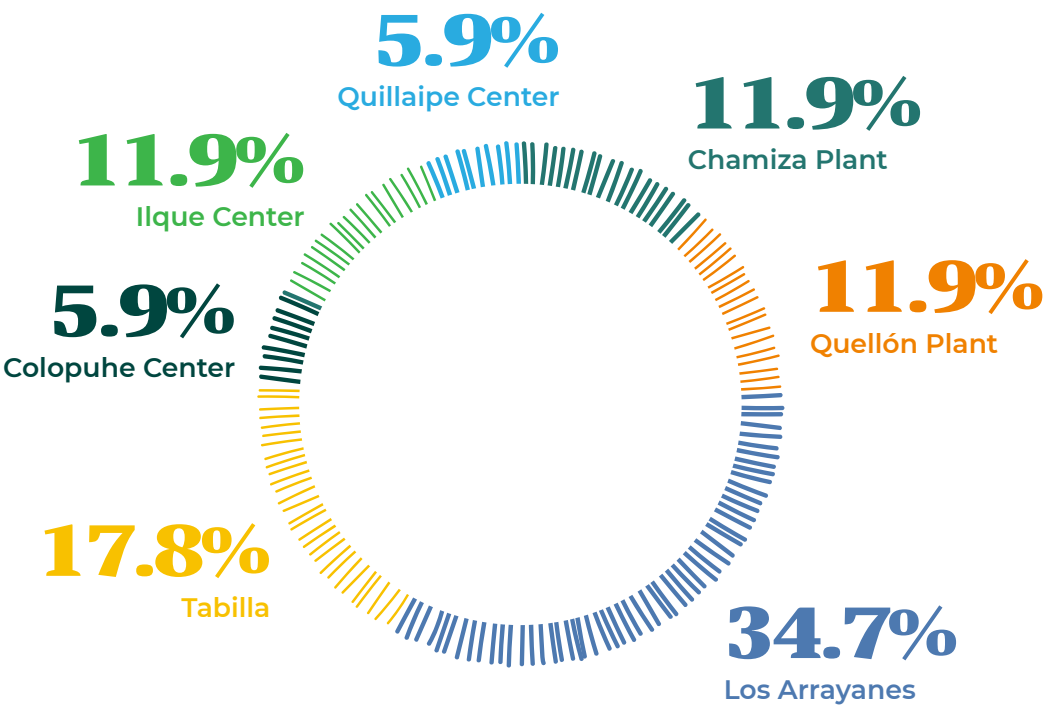
This year, 17 visits were made to the different Salmones Austral farming centers and processing plants, where 376 visitors learned about the experience of the industry’s production process. 35% of these visits were to the RAS Los Arrayanes center, for being the first post-smolt land-based salmon project built in Chile.



Visit of the Rural School and leaders of the Ilque Neighborhood Council to the Ilque sea water center.



Visit of veterinary medicine students to the Quillaipe center.



Visit of students from rural schools to the Los Arrayanes center.



Visit of aquaculture students from Liceo Piedra Azul to the Chamiza processing plant.

Social investment and infrastructure support

Social investment is also part of the relationship and allows us to link with organizations through sustainable projects that favor their development.



Provision of a loan to the Mapu Newen Kechawe Farmer Cooperative.

A processing plant built in containers was installed on this land for commercial use, consisting of the production, processing and generation of added value to the vegetables of the members of the farmer cooperative.



Delivery of PCs to community organizations to carry out projects.



Delivery of supplies to firefighter organizations.



Community project between Salmones Austral, Huiro Regenerativo and women's union for algae cultivation in Salmones Austral Concession.

It seeks to generate a source of income for women in the territory of Chaicas with an organic stimulant product for agriculture.



Delivery of Freshwater equipment to generate quality water from air at the Mauricio Hitchcock school in Contao.

This modern equipment can produce up to 15 liters of water per day and supports the water deficit in the area.



Delivery of materials for the construction of a cart for the sale of handicrafts to the Quinchao Wetlands group.

Capacity building

In 2023, the capacities of 281 people were strengthened in different areas:

- Caligus quantification and treatment techniques
- Pre-contract intermediate aquaculture diver.
- Weaving techniques with loom.
- First aid and basic techniques for dealing with emergency situations.
- Application of a sanitary control program for fish farming.
- Environmental management and waste management in the food industry.
- Canning procedures.
- Teaching strategies for Spanish language and communication.
- Curricular updating of mathematics in secondary education for adults.
- Technical rescue with ropes, Operations level.
- Techniques for identification and quantification of phytoplankton and harmful algal blooms.
- Application of sanitation and biosecurity operational procedures in the aquaculture industry.
- Apply management strategies of the sanitary control program in fish farming.



English course certification focused on tourism in Pocolhuen.



Decorative loom handicraft course.



First aid course and individual use of “man overboard” lifesaving devices, in Isla Quiaca.



Course on canned seafood products, in Quemchi.



Leveling course of studies in Hualaihue, town of Contao.



15 students passed their high school studies in 1st and 2nd cycle with the modality to continue studies.



281

people participated in community training courses.



57%

of those attending these courses were women.

4

Corporate governance

- 4.1 HOW DO WE MANAGE OURSELVES?
- 4.2 QUALITY, ETHICS AND RESPONSIBILITY
- 4.3 LEGAL AND REGULATORY COMPLIANCE

How do we manage ourselves?

Salmones Austral has a structure, policies and procedures that have allowed an effective management of the available assets and resources. All the guidelines and mechanisms that are implemented in this highest governance body have been previously defined in Board of Directors' sessions and/or in Committees.

In 2023, specialized advice was provided both in the definition of challenges and in risk management in various areas.

The governance structure of Salmones Austral is divided as follows:

The highest body of corporate governance is the Board of Directors. Its main responsibility is the implementation of the Company's strategic objectives and to ensure their fulfillment.

1 Member Assembly.

2 Board of Directors.

3 Executive Committee



Board of Directors

The Board of Directors is responsible for overseeing and ensuring that an adequate system is developed, implemented and maintained in each line of work within the Organization.

Each director remains in office for a period of 3 years, renewable. The Board of Directors was appointed by the Shareholders' Meeting according to the experience and knowledge of the candidates, on April 26, 2022, with a termination date of 2025.



PEDRO JOSÉ HURTADO VICUÑA
Engineer
Chairman of the Board



HANS CHRISTIAN SAMSING STAMBUK
Degree in economics and executive of banking and multinational companies
Vice Chairman of the Board



JOSÉ IGNACIO HURTADO VICUÑA
Engineer
Director



TERESITA DEL NIÑO JESÚS NAVARRO BETTELEY
Commercial Engineer
Director



CARLOS DÍAZ VERDUGO
Veterinarian
Director



JOSÉ MIGUEL BARRIGA PHILLIPS
Civil Engineer
Director



FELIPE SULLIVAN MORENO
Businessman
Director

Board Diversity

The Board of Directors of Salmones Austral is comprised of 6 men and 1 woman. All are Chilean nationals. Each of the directors has experience and knowledge of the industry, productive, financial and commercial background, and emphasis on good corporate governance and sustainability practices.

Seniority	
Less than 3 years	0
Between 3 - 6 years	0
Between 6 and 9 years	5
Between 9 and 12 years	2
More than 12 years	0
Total	7

Age range	
Less than 30 years old	0
Between 30 and 40 years old	1
Between 41 and 50 years old	0
Between 51 and 60 years old	1
Between 61 and 70 years old	4
Over 70 years old	1
Total	7



Appointment and selection of the Board of Directors

The appointment and selection process of the members of the Board of Directors is made through the shareholders. A meeting of the Board of Directors is convened for the decision making of the Board Committee. The appointment of a director to a Committee will depend on his or her background, as well as applicable legal restrictions, such as, for example, those relating to conflicts of interest and antitrust matters. The experiences and interests of each director and executive officer are also considered, as well as the availability of time, diversity and independence.

Chairman of the Board

The Chairman of the Board of Directors is not a senior executive of the Company. The role and responsibility of his position, in the decision-making process, stands out for his commitment, leadership and professional ethics.



Identification of the Board

Member	Age	Date of appointment or last re-election	Profession	Position	Independence
Pedro José Hurtado Vicuña	70	26-Apr-22	Civil Engineer	Chairman	No
Hans Christian Samsing Stambuk	64	26-Apr-22	Degree in economics	Vice-Chairman	No
José Ignacio Hurtado Vicuña	80	26-Apr-22	Civil Engineer	Director	No
Teresita del Niño Jesús Navarro Betteley	34	26-Apr-22	Commercial Engineer	Director	No
Carlos Díaz Verdugo	53	26-Apr-22	Veterinarian	Director	Yes
José Miguel Barriga Phillips	61	26-Apr-22	Civil Engineer	Director	Yes
Felipe Sullivan Moreno	66	26-Apr-22	Businessman	Director	Yes

* Years of age as of 03-31-2022

The Board of Directors meets monthly, and with the executive committees comprising the directors, every 15 days. At the monthly meetings, the details of agriculture (farming) and its possible implications on environmental issues that require special attention with the operation, activities and environment in which the Company operates are reported.

In terms of risk management and audits, the Compliance Officer and the external auditors attend Board meetings at least twice a year to analyze the behavior of compliance mechanisms, scope and results of any complaints, as well as the performance of audited financial indicators, respectively.

In 2023, the full Board of Directors visited the Los Arrayanes fish farm facilities. The directors, the general manager and responsible executives also made on-site inspections to supervise the facilities and cultivation centers.

Board meetings and business continuity

In 2023 there were 12 Board of Directors’ meetings, distributed in ordinary and extraordinary with an average of 4 hours of dedication. The meetings are scheduled in January of each year and the dates are reminded at each meeting. In addition, the meeting notices are sent out electronically.

In the event of a contingency or crisis situation, immediate communication is established between the Chairman of the Board of Directors and the General Manager. The contingency plan is activated and, depending on the level of crisis detected, each Salmones Austral Operating Division involved intervenes.

Main governance mechanisms

In this governance system, Salmones Austral has established the following committees with the participation of directors:

1. Executive Committee: composed of the main executives and part of the Board of Directors (including the Chairman and Vice Chairman of the Board). It meets on a biweekly basis.

In 2023, each monthly meeting focused on updating the commercial, financial and participation contracts with other salmon companies. In the case of contracting policies for consultancies, it is important to point out that in Salmones Austral there is no established definition. The Board of Directors has delegated these competencies to the management team.

2. ESG Committee: composed of the general manager, the finance manager, the people manager and three directors. It meets on a bimonthly basis. This committee was established in December 2023 and its task is to permanently monitor the management of the ESG impact matrix managed by the Company.

In these committees the relevant plans and commitments of each area are presented and monitored for compliance with the strategic plan

Consulting services retained by the Board of Directors

The Board of Directors seeks the advice of experts when the need arises to address a specific issue. It does not improvise in matters that require multiple arguments for decision making. In 2023, the Board of Directors hired a consultant for an amount of approximately 45 thousand dollars.

Induction of the Board of Directors

Salmones Austral does not have a formal induction mechanism for its new members. However, the Shareholders’ Meeting has adopted a meticulous analysis of their backgrounds and the adaptation of their profiles according to the needs of the Company when assigning the members of the Board of Directors. A formal induction mechanism for future appointments is expected to be established in the near future.

Performance evaluation of the Board of Directors and its Committees

One of the tasks of the highest governance body is to be involved with all the activity generated by the organizational structure. In this regard, the competence of each director is evaluated by the Company and the Chairman of the Board is in charge of the induction. Subsequently, several meetings are organized with managers and other directors to transfer knowledge.

This transfer of knowledge is carried out through a series of instances where the Board of Directors participates together with the Committees and the training system of Salmones Austral.

In the meantime, the organizational, social or cultural barriers of the Board of Directors have been modified through the promotion of internal regulations and manuals. They participate monthly in the meetings held in the centers, and quarterly in the progress meetings.

Diversity in the Board of Directors is promoted with the internal regulations and manuals of Salmones Austral, where the diversity of capacities and visions is sought and favored.

Information systems of the Board of Directors

At each Board meeting, the minutes, supporting documents, and a definitive text after each one, are made available through electronic communication.

The Company has a consultation and complaint channel open to the public of interest to the sector. Incidents related to the operation, environmental management, among other issues, are received.

Remuneration of the Board of Directors

Salmones Austral’s Board of Directors does not receive any remuneration.

MMember	Ratio women vs. men (%) -Mean	Ratio women vs men (%) -Median
Board	Unpaid board	Unpaid board

Organization chart



Senior executives

The main executives of Salmones Austral as of December 31, 2023 are:



**GASTÓN
CORTEZ QUEZADA**
General Manager
9.532.444-4
Agronomist Engineer



**JORGE LUIS
URIBE CANTÍN**
Farming Manager
9.281.644-3
Marine Biologist



**MAURICIO EDUARDO
TOIRKENS SCHEEL**
Commercial Manager
11.251.744-8
Veterinarian



**CLAUDIO ANDRÉS
MELGAREJO VILLARROEL**
Administration and Finance Manager
12.757.726-9
Commercial Engineer and Auditor Accountant



**PATRICIO ALEJANDRO
URBINA KONIG**
Control and Management Manager
9.829.123-7
Chemical Civil Engineer



**MILTON ANDRÉS
CASTAING CORNEJO**
Human Resources Manager
13.271.453-3
Commercial Engineer



**ANDRÉS ALBERTO
ROSA KOELICHEN**
Innovation and Development Manager
8.246.745-9
Veterinarian

The position of Process Manager was vacant as of December 31, 2023. For details of educational background and dates of entry to the Company, see [ANNEX 11](#).

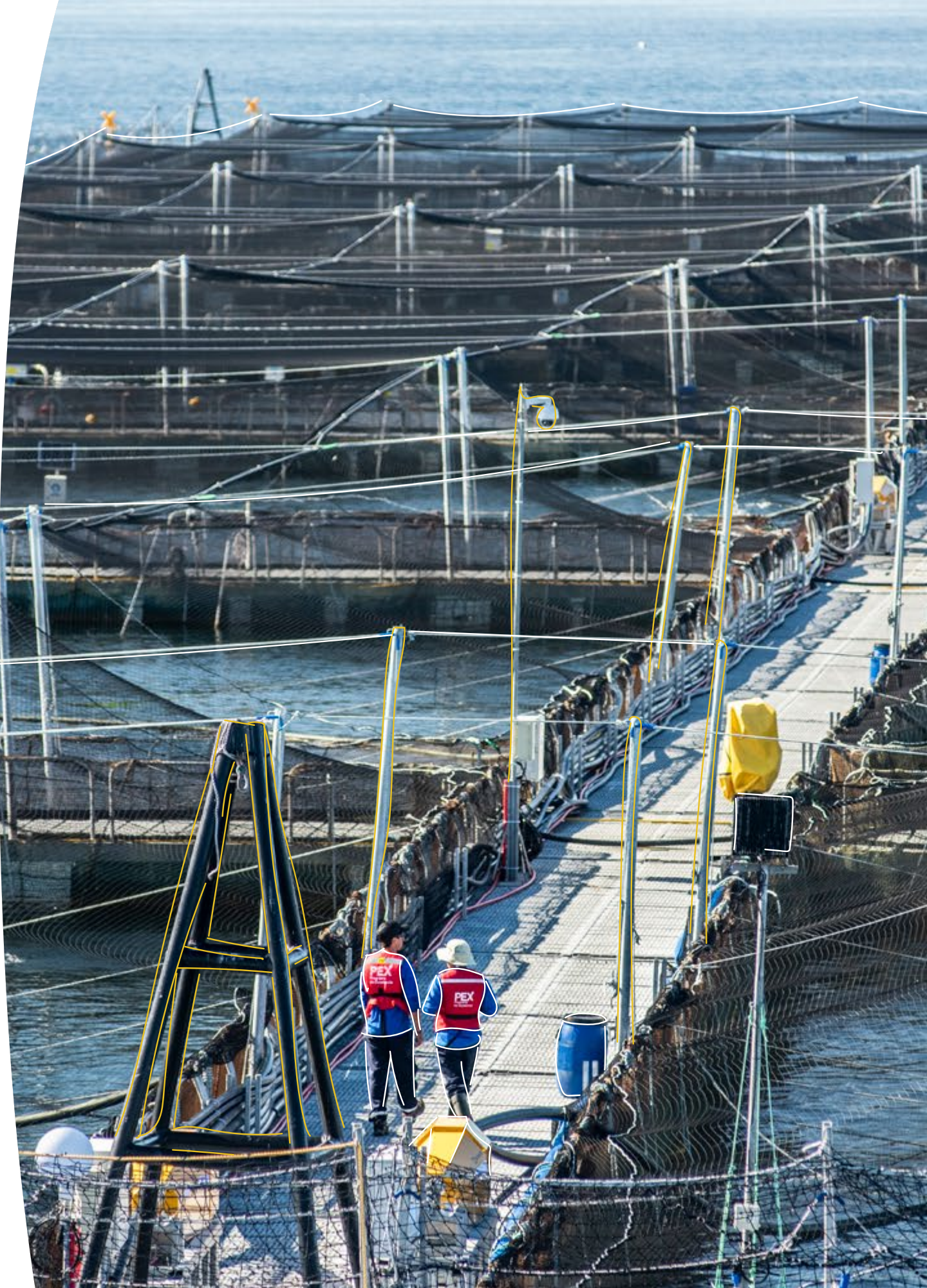
Main Management Committees

- 1. Managers Committee:** it is made up of the main leaders of Salmones Austral's management.
- 2. Ethics Committee:** it is composed of the Human Resources Manager, Administration and Finance Manager, and the Control and Management Manager.
- 3. Crisis communication committee:** the General Manager, Human Resources Manager, Control and Management Manager, Deputy Manager of Sustainability, Communications Manager, and other leaders that intervene in the instance depending on the crisis that may be activated.
- 4. Environment Committee:** the Deputy Manager of Sustainability, Head of Crop Environment, Head of Plant Environment, Deputy Manager of Quality Assurance, Manager of Territorial Relations, Manager of Human Resources, Manager of Communications, analysts and assistants of the Environment are involved.
- 5. Inclusion, equity and good labor practices committee:** The Administration and Finance Manager, Human Resources Manager, Welfare Manager, Deputy Manager of Sustainability, Communications Manager, Risk Prevention Manager, Training and Organizational Development Deputy Manager, Organizational Development Manager and Territorial Relationship Manager.
- 6. Territorial ESG Committee:** Led by the General Manager, with the participation of the Control and Management Manager, Human Resources Manager, Administration and Finance Manager, Farming Manager and the Deputy Manager of Sustainability.

Remuneration policy for key executives

The Board of Directors annually reviews the salary structures and compensation and indemnity policies of the general manager and other key executives, without a third party.

Regarding compensation plans or special benefits that Salmones Austral has for the key executives, these are based on the fulfillment of individual objectives, such as financial and productive results, as well as on specific evaluations. These benefits are paid once a year (in March or April).



Risk management: towards continuous improvement

Following the results obtained in a risk analysis carried out in 2019, work has been done gradually in the identification and management of corporate risks.

Currently, a risk management unit has not been established, however, the Board of Directors annually requests the Senior Management to update the risk matrix, as well as the measures and monitoring of such risks, which is carried out transversally with the heads of the various areas.

In 2023, the Hazard Identification and Risk Evaluation Matrix (IPER) was applied, which periodically identifies hazards at work and ways to mitigate them. This matrix has been defined for each business line. We have also used the Contractors' Manual, the Contractors' Regulations, and the TSP generation reports for workers and their possible reports of hazards or dangerous situations.

In the event that a worker wants to retire due to work situations that he/she considers may cause injury, illness or disease, he/she may refrain from such activity, as indicated in the corporate OHS Policy. If an accident occurs, the area in charge must issue a flash report (within two hours after the event), and then, 48 hours later, issue an "accident diagram" (a tool that provides reference information on serious and fatal accidents at work, detailed by category and year) with the main lessons learned. After 10 days, an investigation report must be issued. This type of report is presented weekly at a meeting of general management and the respective line management.

As part of the risk monitoring and measurement strategy, the Hazard Identification and Risk Evaluation Matrix (IPER) was applied in 2023.

How do we manage our labor, social and human rights risks?

- Internal values.
- Code of ethics.
- Ethics Committee.
- Internal CSR Policy.
- Internal Rules of Order, Hygiene and Safety.
- Salmones Austral Leader Seal.
- Non-discrimination policy.
- Diversity and Inclusion Policy.
- Equity, diversity and inclusion committee.



RISKS

Financial risks

Credit risk: Credit risk has to do with the possibility that one of the counterparties does not comply with the obligations derived from a financial instrument or purchase contract and this translates into a financial loss. Faced with this scenario, Salmones Austral and its subsidiaries have established insurance policies and conditions for the recovery of their sales, which depend on the market in which their products are marketed and on each client in particular.

• **Latin and Central American market (excluding USA and Canada):** Salmones Austral has contracted credit insurance that is an integral part of the impairment analysis. Based on the evaluation, product sales limits and terms are established to recover the flows derived from sales that are generally paid in advance of arrival, as is the case in Mexico, Brazil, Venezuela and other smaller markets.

• **Japanese market:** the Japanese market credit for the 2023-2024 season is for payment 7 days after arrival at the port of destination, as stated in the individual contracts of each client. For the rest of the Asian market, the condition is 100% payment in advance, before the merchandise arrives at the port of destination. Otherwise, the goods will not be allowed to enter the country.

• **U.S. market:** payment terms in the United States for frozen products customers (Camanchaca Inc. and Ocean Sky Seafood) are 90 days from the date of shipment, other important customers such as F.W. Bryce Inc, its payment condition is 30 days after arrival at the port of destination, and High Liner Foods Incorporated 45 days after arrival at the port of destination. Likewise, for fresh product customers, the payment condition is 30 days from the invoice date.

• **Domestic market:** the sales policy has been established on a cash basis and/or with documentation of the purchase by the client, prior to the dispatch of the goods.

Liquidity risk: is due to the possibility of a mismatch between cash requirements (operating and financial expenses, investments in assets, debt maturities and committed dividends) and their sources (income from redemption of marketable securities, financing with financial institutions).

Prudent liquidity risk management has implied maintaining sufficient cash and/or cash equivalents, as well as adequate availability of bank financing. In this area, the subsidiaries of Salmones Austral and its financial creditors have stipulated maturity terms, interest rates, financial indexes demandable and guarantees granted. In addition, obligations and quorums have been established for the approval of any exception by the creditors. If any

of the principal and interest installments are not paid on the agreed dates, the total debt becomes due, giving the banks the right to collect the entire debt.

Exchange rate risk: there is a risk that the fair value or future cash flows of an exposure may fluctuate as a result of changes in exchange rates. With the definition of the U.S. dollar as the functional currency, the Company and its subsidiaries are exposed to exchange rate risk for transactions mainly in Chilean pesos. The exchange rate risk arises from future commercial transactions and from assets and liabilities held in local currency. As of December 31, 2023, the Company's balance sheet has a net liability in Chilean pesos of ThUS\$16,081; therefore, a 5% increase in the exchange rate generates an exchange gain of ThUS\$766, while a 5% decrease in the exchange rate generates a loss of similar magnitude.

Interest rate risk: The Company's financial debt is denominated in U.S. dollars at the 180-day SORF rate plus a spread. Therefore, variations in this interest rate will have an impact on the

amount of the Company's future cash flows. When performing a sensitivity analysis on the portion of debt that is structured at a variable rate, the effect on results under a scenario in which the rates were +/- 1.0 percentage point to those in force, the effect on results would be ThUS\$1,654 of higher/lower interest expense during the period ended December 31, 2023. In order to mitigate the risk of exposure to variable interest rates, the Company uses derivative instruments (IRS) Interest Rate Swap. This is related to the syndicated loan agreement. It was determined to apply cash flow hedge accounting to hedge 50% of the unamortized syndicated loan, where the critical terms of the original debt (hedged item) are a mirror of the hedging instrument.



Risks inherent to the activity

Price risk: The prices of the Company's products are set in the international market, so there is no influence in their determination. The speed of sales is adjusted according to how product prices fluctuate in the market. The possible deterioration of marketing values could be due to the following causes, alone or together:

- Oversupply of product in a given period of time due to increased aggregate production.
- Contraction in the demand for the product from some country, the relative rise in price (depreciation of currencies against the U.S. dollar) or credit constraints of some economies to purchase the desired supply of the products. With all other variables held constant, a variation of +5%/-5% on the average price of accumulated sales at the end of the period would mean an increase or decrease in the gross margin of USD 16.1 billion.

Risks of price and input variations: some of the most important costs in the production of salmon feed are fishmeal and fish oil. Price variations in these inputs can have a significant impact on production costs, considering that between 60% and 70% of the final cost of the finished product is made up of feed. To mitigate this risk, the Company generally establishes medium-term contracts with its food suppliers for the entire production cycle. This ensures an average price per kilo of feed.

Salmones Austral has evaluated and made known to its collaborators the main risks inherent to the salmon farming industry, including environmental and quality aspects.

Among the risks inherent to the activity, the following should be mentioned:

Climatic risks: The salmon industry in Chile is exposed to natural risks, such as seawater temperature variability, climatic phenomena, seismic movements, algae bloom, ISA, the existence of natural predators and other factors that may affect the locations where the Company's production facilities are located. This circumstance could negatively affect the quality of the products and even increase the mortality rates, which would result in a decrease in the production quantities, and consequently, in its sales and results. To mitigate this risk, Salmones Austral has developed contingency plans for possible catastrophes or climatological aspects. Additionally, as a policy, the biological assets are insured in case of possible situations.

Phytosanitary risks: Diseases, parasites and contaminants are a recurring problem in the aquaculture industry, which can affect the quality of the products, cause increases in mortality and reduce production. Despite all the phytosanitary measures taken by Salmones Austral and the adherence to the regulations issued by the National Fisheries Service, it is not possible to rule out the appearance of new diseases or pests that affect the production of salmon and trout.

Product quality and traceability risks: the product that Salmones Austral grows, produces and markets is for human consumption. In this area, there is a risk of contamination due to negligence in production or inadequate handling in the distribution process and/or delivery to the final consumer by clients, consumers or third parties, which could affect the company's sales and results. In this context, exhaustive quality and food safety classification controls have been developed and implemented, including constant monitoring, both internally and externally, by the sectoral authority.

To control food safety, the Company has complete traceability of the fish and, prior to harvesting, as required by regulations, the product is analyzed to rule out any traces of residues. In addition, the processing plants are sampled to ensure the safety of the process and raw materials. In this way, both the authority and the customer can verify the safety of the products.

Since the fish are raised in an open environment, such as the sea, they are exposed to diseases that can have an impact on their health. To control these impacts, there is a Health Department made up of veterinarians, who are in charge of establishing a preventive policy, as well as monitoring the health aspects of the fish population. If any disease is detected, this group of specialists establishes the appropriate treatment to combat it. Failure to do so will constitute a risk for the fish population and for the Company's results.

Information security risks

In 2023 Salmones Austral identified a series of critical risks that allowed the creation of a matrix to manage threats from the physical and logical areas. The project has been called Security Master Plan, it started to be implemented since the second semester of last year and will be extended until the end of 2025.

This plan includes the protection of entity data, not only considering customers, but also suppliers and any other sensitive information that may affect third parties, such as the company. The 2023 milestones regarding this subject will allow Salmones Austral to advance in order to strengthen its security and data protection, especially the privacy of its clients' information.

Risks of free competition and conflicts of interest

The Company takes very seriously the guidelines and regulations applicable to free competition, monitoring and preventing any conduct that modifies the duties and principles that promote free competition.

Milestones 2023 of the Security Master Plan

- Assessment of the current safety situation in critical processes, under the CIS standard (version 8).
- Obtained the risk matrix and presented the results to the Administration and Finance Management.
- The Administration and Finance management gave the go-ahead for the execution of work to eliminate identified security breaches and proceeded to the economic dimensioning for inclusion in the budget (approved).
- The ICT area made progress in reducing the gaps using internal resources and knowledge, protecting operating systems and client stations by means of a Security Techniques Implementation Guide, double factor authentication in cloud applications and VPN connections, new antivirus platform, identity protection and monitoring to prevent impersonation.
- A technical survey was initiated by Microsoft through a supplier in Chile, which will allow us to identify the risks in the systems at the software level and then evaluate how to correct them.

Risks related to consumer health and safety

Mainly, the Hazard Identification Matrix has been updated with the support of DEKRA, a strategic partner of ACHS. The main focus of the readjustment has been the critical activities of the operations. In this process, two internal teams were formed: the first, called Governance (made up of different managers), and the second, called Analysis (made up of personnel from different disciplines).

In addition, two safety standards have been implemented for activities in hyperbaric conditions and work at heights. The Mosaikus platform, a safety system that uses digital equipment to

report on conditions and actions, has also been implemented to manage safety operations.

In terms of culture, the Company participated in a measurement together with 2,500 other companies worldwide, obtaining recognition in the area of OHS.

In addition to the mandatory requirements, the Company carries out internal microbiological biosafety controls, which are performed on each batch, thus guaranteeing the possibility of raw consumption.

- The Hazard Identification Matrix was updated with a focus on the critical activities of the operations.
- The Mosaikus platform was implemented.
- Internal controls on microbiological biosafety were carried out.

Other risks and opportunities: environment and society

- **Adverse environmental impacts:** Salmon production can have negative environmental impacts, such as water pollution due to organic and chemical waste, depletion of water resources, and degradation of aquatic habitat. These impacts can result in regulatory sanctions, litigation and damage to the company's reputation.
- **Conflicts with local communities:** The operation of salmon farms can generate conflicts with local communities due to concerns about water quality, loss of access to traditional fishing resources, noise and other negative impacts on the local environment.

OPPORTUNITIES

Adopting sustainable practices: Implementing sustainable salmon production practices can create opportunities to improve operational efficiency, reduce costs and enhance the company's reputation. This could include adopting water recycling technologies, certifying responsible aquaculture practices, and promoting traceability and transparency in the supply chain.

Participation in the circular economy: The Company takes advantage of opportunities to participate in the circular economy by reusing by-products from salmon production, such as converting organic waste into value-added products such as animal feed or organic fertilizers. Sludge from the Los Arrayanes fish farm is transformed into compost by the company Zerocorp.

Innovation and sustainable product development: Demand for sustainable seafood products is increasing, which presents opportunities for the company to develop and market salmon products that are responsibly produced and certified by recognized sustainability standards, which could open up new markets and increase revenues.

By assessing these risks and opportunities, the company can develop strategies to mitigate the risks and capitalize on the opportunities, while making a positive contribution to the environment and society. It is critical that the company is committed to transparency and accountability in managing its environmental and social impacts, which can enhance its reputation and the confidence of investors, customers and other stakeholders.

Certification of responsible aquaculture practices: The Company's KPIs include increasing the number of centers with internationally recognized certifications, such as that of the Aquaculture Stewardship Council (ASC), which demonstrate its commitment to environmental and social sustainability in salmon production. These certifications can open new markets and improve reputation among sustainability-conscious consumers.

Water recycling technologies: Implementing advanced water recycling systems in salmon production operations can significantly reduce freshwater use and minimize wastewater discharge to the environment. This not only reduces the company's environmental impact, but can also generate significant cost savings related to water supply and treatment (Los Arrayanes fish farm).

Promoting traceability and transparency: The Company can invest in traceability and transparency systems in its supply chain, enabling consumers to trace the origin and production process of the salmon they buy. This not only increases consumer confidence in the quality and sustainability of the product, but can also help prevent illegal fishing and labor exploitation in the supply chain.

Investment in R&D: The Company can invest in research and development of innovative technologies to improve the sustainability of salmon aquaculture, such as more efficient feeding systems, land-based farming methods that reduce reliance on aquatic ecosystems (increasing smolt size to reduce the at-sea farming period), and selective breeding techniques that improve disease resistance and feed efficiency.

Partnerships and collaborations: Partnerships and collaborations can be established with government, academic and non-profit organizations to address shared environmental and social challenges, such as aquatic habitat restoration, water quality management and the promotion of sustainable fishing practices. These collaborations can generate synergies and leverage additional resources to achieve common sustainability goals.

By implementing these strategies, the company can strengthen its market position, reduce its environmental footprint and contribute positively to the well-being of the local communities and ecosystems in which it operates.

Stakeholders

In Salmones Austral each stakeholder group allows clarification of doubts regarding risks, financial, economic, legal and business situation.

Likewise, the attention to the stakeholders is managed within the productive chain of Salmones Austral, from beginning to end. In this sense, the Organization creates and maintains reliable, close, permanent and long-term relationships with each one of them; meanwhile, it fulfills the commitments and continuously measures the acquired agreements.

Stakeholders	Information, listening and dialogue channels	Frequency
Shareholders	Board Corporate Report	Monthly Annual
Partners	Internal communications instances Joint Health and Safety Committees Ethical complaints and consultation channel	Permanent Monthly Permanent
Customers	Product Catalog Web page Meetings International trade fairs	Permanent Permanent Periodic Periodic
Suppliers	Meetings Contract management Wherex Platform Ethical complaints and consultation channel	Periodic Permanent Permanent Permanent
Communities	Community relations plan Accompanying visits Meetings Consultation mailbox Ethical complaints and consultation channel	Permanent Periodic Periodic Permanent Permanent
Society (NGOs and local and sectorial authorities)	Meetings Ethical complaints and consultation channel	Periodic Permanent

Another general communication channel is social networks (LinkedIn, Instagram and Facebook). Also, it is possible to indicate the management carried out in conjunction with SalmonChile in terms of communication in the press or social networks, as well as meetings with various authorities.

We communicate

Our **Embarcados** Phone App is an internal communication channel designed especially for Salmones Austral to keep us all informed: users, workers of the company, including those who do not have corporate email. Through this platform you can access all the news, corporate material such as videos and photographs, benefits and agreements, links of interest, among others. In addition, it allows to recognize colleagues, remember birthdays, work anniversaries and interact through the “tell us about your day” section.



Quality, ethics and responsibility

In Salmones Austral, quality, ethics and responsibility are part of the day to day actions developed through each one of its collaborators.

Responsible and transparent conduct

Responsible conduct is part of the structure of the Company and of the performance of each member. Salmones Austral has assumed the respect for responsible practices, the promotion of dialogue and collaboration with the different groups of interest. In addition, social concerns have been integrated, which are not only linked to the communities but also to the families of its workers.

From the conception of the Company's strategic objectives to the implementation of inclusive policies, transparency has been incorporated as a transversal line of responsible conduct. All our actions are based on the Code of Ethics of Salmones Austral.

Conflicts of interest

Any conflict of interest, actual or potential, that an employee may have is reported to the Ethics Committee, created as part of the Crime Prevention Model, for the preparation of a report that is sent to the General Manager.

If appropriate or as required by law, the Company reports the conclusions of the case at a Board of Directors meeting.

No employee may, directly or indirectly, enter into commercial contracts with Salmones Austral, as well as acquire, induce, influence or support another employee or a third party. Likewise, it is forbidden to request or grant favors that imply any degree of commitment, especially money loans to or in favor of subordinates.

With respect to conflicts of interest due to operations with related parties referred to in Title XVI of Law 18,046 and which must be subject to compliance with the legal and regulatory provisions in force, including the usual operations contained in Salmones Austral's General Policy on Habituality, they are channeled by the Board of Directors.

Salmones Austral works to generate activities to promote the autonomy of the communities and the education of its members, which connects with learning about the development of the local economy. The commitment of the policy for responsible business conduct is incorporated in each of the risk activities, and, in turn, its commercial relationship connects with diverse interest groups. In order to materialize its commitments, it relies on an Ethics Committee composed of top-level managers, with training being the cornerstone

and with the obligation to report to the Board of Directors every six months on the progress of its management.

All general policies are available for our stakeholders on the Salmones Austral website. To review them click [here](#).

Our ethical framework is based on:

- **Code of Ethics.**
- **Model Crime Prevention Policy.**
- **Crime Prevention Model Procedure.**
- **Complaints Channel Procedure.**
- **Affidavit of conflict of interest of executives.**
- **Policy and procedure for donations and/or contributions to the community.**
- **Procedure for accepting gifts.**
- **Procedure for relations with public officials.**
- **Procedure for acquisitions and services through wherEX.**

Audits

Salmones Austral carries out internal audits of regulatory compliance and voluntary commitments to its farming centers, through the application of the checklist. Additionally, external certification audits (BAP and ASC) are carried out with emphasis on environmental aspects.

In case problems are detected, the Company performs root cause analysis and corrective actions. It has a certification area that performs internal audits in the management areas related to the certifications to which the company adheres.

Likewise, the Company has adapted its Crime Prevention Model (Law 20,393) to the parameters established in Law 21,595 on Economic Crimes, with the help of the company Deloitte. In parallel, the creation of an independent internal audit area/unit that guarantees the independence, effectiveness and efficiency of risk management, internal control and processes of the organization has been evaluated.

Disclosure Programs

Salmones Austral has a permanent disclosure program regarding the Crime Prevention Model (crime prevention policy and procedures, complaints procedure, Code of Ethics). The Crime Prevention area carries out face-to-face and virtual training in the plants and farming centers, taking into account the Company's Crime Risk Matrix.

zero
confirmed cases of corruption by 2023.

100%
of the board of directors trained in anti-corruption issues.

58.4%
of employees trained in anti-corruption issues.

Code of Ethics

The Board of Directors approved a Code of Ethics for the organization. Its main function is that the collaborators, on a voluntary basis, always keep in mind, both within the company and in their relationship with suppliers, contractors and the community in general, a high level of commitment to the values and legal framework of Salmones Austral.

The person responsible for compliance with the Code of Ethics is the Crime Prevention Officer (EPD), who has the resources, means and powers for its application.

During the year, training was given to the collaborators to make them aware of the content and implications of the Code of Ethics, which seeks to comply with the Crime Prevention Model established by Law 20,393 and implemented by the Company.

Complaints channel

The Company has a Complaints Procedure for the reception, analysis, investigation and resolution of real or potential accusations, situations or questionable practices made by: directors, executives, representatives, workers, advisors and third parties related to Salmones Austral.

There is a Complaints Channel through which workers and third parties can make complaints about actual or potential violations of internal regulations, such as the Internal Regulations for Order, Hygiene and Safety; Crime Prevention Policy; Crime Prevention Procedure, among others; or for non-compliance with the Crime Prevention Model.

The procedure contemplates the activation of the Ethics Committee, which is the body in charge of encouraging and promoting ethical conduct in the businesses in which Salmones Austral participates. This committee is in charge of knowing the facts denounced, the findings of the investigation carried out and deciding the sanction to be applied.

The Complaints Channel can be accessed by entering the company's website and then clicking on the Contact tab. Confidentiality, transparency, ease of access and anonymity of the complainant are guaranteed.

The Complaints Channel is disseminated by the Sustainability and Territorial Relations and Communications areas.

- The Crime Prevention Model consists of:**
- **Crime Prevention Policy and Procedure approved by the Board of Directors.**
 - **Crime Risk Matrix with the most risky processes or activities.**
 - **Ongoing training.**
 - **Ethics Committee.**
 - **Complaints channel.**

Operational excellence: producing quality salmon

Salmones Austral is one of the leading salmon companies in the country, working with high international standards, and focusing on efficiency, safety and operational excellence in a sustainable manner. At the same time, within its policy, the Company meets the needs of its clients, collaborators, community and shareholders.

As excellence is part of the Company's Vision, Salmones Austral has high standard programs in matters of interest for the salmon sector. The Productive Excellence Program (PEX), is a work system of worldwide application, which promotes greater efficiency in production, and reached the Organization to:

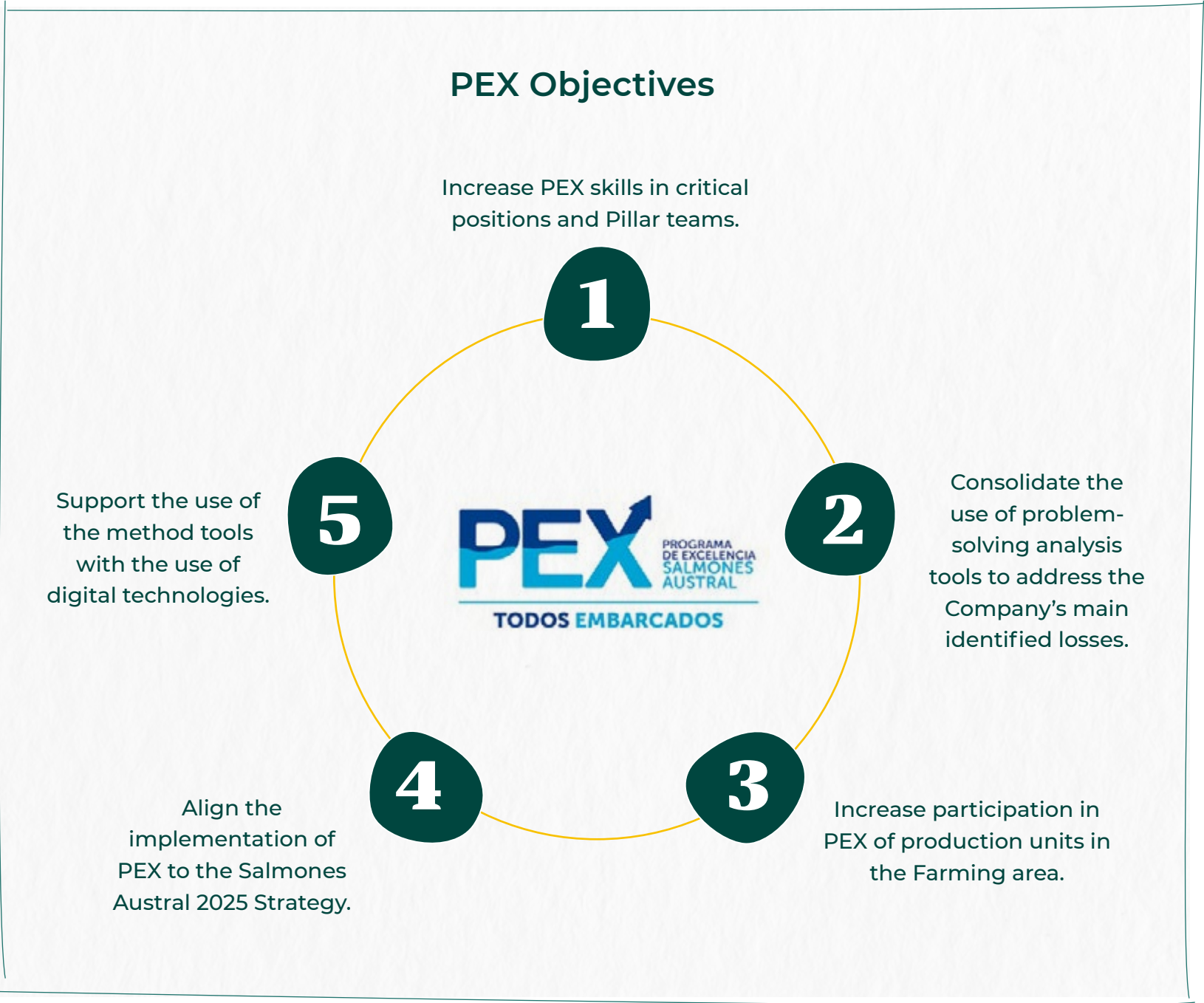
- **Develop its labor and professional talent.**
- **Listen.**
- **See problems as opportunities.**
- **Contribute to the achievement of objectives.**
- **Open communication channels to understand and value each role.**
- **Work as a team and in a collaborative way.**
- **Be the protagonist of the changes.**
- **Improve and self-manage each process and workplace.**

Long-term achievements with PEX

With PEX, the Company is expected to become a more efficient and productive organization in all areas. Also, to improve the quality of the processes, minimize accidents and guarantee safety.

Bringing the Company closer to the communities and being friendly with the environment that surrounds Salmones Austral is one of the most important premises of the Company; as well as building a new work mystique, which will turn the organization into a reference within the salmon industry.

The management to produce quality salmon under the highest safety standards is centered on the work teams and the pillars that develop the methodology of continuous improvement for the reduction of losses in several critical processes of the Company.



Food Safety and Security

Salmones Austral has a quality assurance management system. In addition, the plants have implemented all the certifications, on a voluntary basis, for all markets.

These certifications promote order, good practices and compliance with regulations. At the same time, each process is accompanied by a direct and transparent communication with the community, who are informed about what Salmones Austral does and how everything happens within the Company.

Each certification that Salmones Austral's plants and farming centers have serves to assure the quality and safety of the food, complying with the processes, standards and regulations of the markets established by the Global Food Safety Initiative. To know the results of the audits of the Global Food Safety Initiative (GFSI), see [ANNEX 18](#).

How does Salmones Austral ensure that the measures adopted to manage food safety are effective?

The Process Plants have an annual training program for all collaborators that includes training such as: Good Manufacturing Practices, Hazard Analysis and Critical Control Points (HACCP), Sanitation Operational Procedures (POS), Traceability and Recall, Food Defense, Food Fraud that help us manage food safety. We also have the monitoring of various indicators with specific compliance goals, such as, for example, number of quality non-conformities, customer complaints, hygiene control during the stages of the process, microbiological compliance, among others.

100%

of products are in compliance with the adhered standards

zero

non-compliance during 2023

Food safety certifications



HACCP

Quality Assurance Program based on Hazard Analysis and Critical Control Points.



BRC (BRITISH RETAIL CONSORTIUM)

This standard published by British supermarket chains requires documented approval to ensure food safety and quality. These retailers include Asda, Tesco, Waitrose and Sainsbury's.



IFS (FOOD STANDARD)

This food safety and quality standard is managed by the German union of supermarket chains, HDE (Handelsverband Deutschland). It has been adopted by its French equivalent, the FCD (Fédération des entreprises du Commerce et de la Distribution) and by its Italian equivalent (Federdistribuzione). These distributors include Aldi, Lidl, Carrefour, Auchan and Metro.



BAP (BEST AQUACULTURE PRACTICES)

This is the only third-party aquaculture certification program for compliance with the Global Food Safety Initiative (GFSI), the Global Social Compliance Program (GSCP) and the Global Sustainable Seafood Initiative (GSSI). BAP certification is administered by the Global Aquaculture Alliance (GAA), a non-profit organization dedicated to advocacy, education and leadership in responsible aquaculture. For % of certified raw material by species and processing plant, see [ANNEX 19](#).



ASC (AQUACULTURE STEWARDSHIP COUNCIL)

It was founded in 2010 by the World Wildlife Fund (WWF) and the Dutch Sustainable Trade Initiative (IDH) to provide a world-leading certification program for the aquaculture industry. It covers a wide variety of aquaculture processes and considers environmental and social aspects to ensure responsible production. For % of certified raw material by species and process plant, see [ANNEX 19](#).

Legal and regulatory compliance

Customers

Currently, the Company, in addition to the mandatory requirements, performs internal microbiological biosafety controls, which are carried out on each batch, thus guaranteeing the possibility of raw consumption

In addition, the Hazard Identification Matrix was updated and focuses on the critical activities of the operations. There are two teams for this process: Governance, made up of different managers; and the second, Analysis, made up of personnel from different disciplines.

Regarding non-compliance with regulations with clients, in 2023 cases were identified where cargo arrived with temperature problems, and in this case the evidence was reviewed and it was found that the problem was in the route between the ports. The Quality department reviews case by case according to the information and evidence sent by the client, and the cross-checking with the information of our departments involved. Fines related to commercial infractions regarding taxes and export processes.

For the dollar amount of trade fines, see [ANNEX 16](#).

6

fines related to commercial infractions

Workers

In Salmones Austral the Code of Ethics establishes a clear and transparent policy of ethics and probity. Thus, the conduct of each group of the Company is governed by this guide that contains relevant information on standards, loyalty, respect and sincerity. Compliance with it helps to prevent acts that go against the Organization’s philosophy and vision. This document is an effort to improve the performance of each member of the Company and all those related to it, which generates a safe, stable and friendly climate with its collaborators, customers, society, etc.

In this sense, this Code allows to prevent and detect any non-compliance by its collaborators; as well as, it has communication channels to deal with certain situations in the work environment.

In the labor area, within the Code, the following are highlighted:

- Relations with employees, stakeholders and community.
- Ethical labor and safety practices.

Regarding the mechanisms used for the identification of capabilities and visions for the effective performance of the workers’ functions, the Recruitment and Selection area of Salmones Austral is in charge of carrying out psycho-labor evaluations to each new collaborator to fill any vacancy. Subsequently, through performance evaluations, skills matrices and other evaluation tools, the progress of each employee is monitored.

On the other hand, the company complies with the Inclusion Law 20,845, incorporating in its staff people with some type of disability, which represents 1% of the total number of employees. In this regard, there is a Diversity and Inclusion Policy and an Equity, Diversity and Inclusion Committee.

In 2023 there were no enforceable labor lawsuits. For the dollar amount of labor fines, see [ANNEX 16](#).

Free competition

Salmones Austral has developed a series of procedures, audits, a Code of Ethics and a Complaints Channel to avoid any type of act that may present any infringement to free competition

In this sense, in addition to complying with the law, each one of the collaborators relates with integrity and has adopted a high level of commitment with the culture of fair competition and close collaboration.

Our CPM is in the process of being updated by Deloitte’s advisors, to incorporate as a risk some of the new basic crimes of Law No. 21,595 on economic and environmental crimes that could eventually lead to the development of specific policies regarding unfair competition.

There was no specific training on offenses related to the management of unfair competition in 2023 because they were not base offenses of Law No. 20,393 on Criminal Liability of Legal Entities.

Criminal Liability

Law No. 20,393 on Criminal Liability of Legal Entities, published in 2009 and updated in 2023, established the possibility for legal entities to respond to justice in the event that certain natural persons linked to them commit certain crimes for their benefit.

According to the regulation, legal entities must be directly criminally liable in the event that their owners, directors, main executives, representatives, those who perform management and supervision activities or those who are under the direct management or supervision of the above commit any of the following crimes: money laundering, bribery of a public official (national or foreign),

unfair administration, incompatible negotiation, among others.

Salmones Austral has adopted a Crime Prevention Model, procedures and declarations to make its personnel aware and to comply with the legal regulations. Likewise, the Crime Prevention Model will be adjusted according to the enactment of Law No. 21,595 on Economic and Environmental Crimes.

In order to comply with laws 20,393 and 21,595, Salmones Austral has a policy, procedures and a Crime Prevention Model, as well as a Complaints channel that regulate the legal behavior of the Company.

0

0 fines for non-compliance with the criminal liability law in 2023 for legal entities.



Environment

Salmones Austral's activity is completely related to the environment. That is why our goal is not only to comply with the regulations, but also to have our own objectives and tools to manage these issues in the best possible way.

Environmental compliance models and programs	
Environmental obligations	Continuous updating of the procedure known as D-GENE-12 (Legal Documentation for Cultivation Centers); and legal advice from the consulting firm Acuasesorías Ltda. (on issues related to regulatory updates).
Modality of compliance	The Certification Department conducts audits of regulatory compliance and good practices. The Department of the Environment carries out audits of environmental compliance, compliance with Environmental Qualification Resolutions by external environmental consultants; use of GTR software and enablement of GTR Clean Beaches, GTR Inspection and GTR Compliance modules (generate regulatory compliance monitoring reports and good environmental practices). It also makes an RCA checklist where it identifies the environmental monitoring that must be uploaded to the Environmental Monitoring System of the Superintendence of the Environment. The RCAs are uploaded to the SMA Environmental Qualification Resolution System, where the operation and rest phases of the farming centers are reported, in addition to the environmental contingency plans approved by the National Fisheries and Aquaculture Service.
Implementation Deadline	They comply with current regulations, according to the RAMA (D.S.320/2001) minor non-compliances have a period of 10 days to be resolved. In cases where the SMA requires environmental information from a cultivation center, the deadlines are indicated in the requirement by means of a Resolution.
Responsible Unit	Environment, Certifications and Crime Prevention. In addition, the company receives advice from external companies.
Environmental risk matrix	There is a matrix of environmental aspects and impacts.

Environmental risk matrix

Sustainability Report: this is the document that details the environmental performance of Salmones Austral, including the measures taken to comply with environmental obligations and the results obtained. This year this information is included in this integrated report.

Environmental policy: is the official statement of the Company's commitments with respect to the environment, including adherence to environmental laws and regulations, carbon footprint reduction, conservation of natural resources, among others.

Compliance procedures: documents detailing how the Company plans to meet its environmental obligations, including specific steps to monitor and comply with regulations.

Environmental management plan: describes how the Company will identify, assess and mitigate the environmental impacts of its operations. This may include timelines for implementing corrective measures, assignment of responsibilities and necessary resources.

Training and education: Environmental training is provided to farm personnel.

Environmental audits: the Company has external audits for RCA review.

During 2023 there were 4 fines related to environmental management, none of which were significant. For the dollar amount of environmental fines, see [ANNEX 16](#).

Cases of significant environmental non-compliance

Describe any significant instances of non-compliance with laws and regulations in the reporting period.	No cases of non-compliance are reported in the 2023 period. One case of overproduction was reported for the Trusal concession that was leased to Cermaq. The authority is aware of the concession lease. For more information check the SMA website here.
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Describe how significant instances of non-compliance with laws and regulations have been determined.	There are no cases of noncompliance for the reporting period.
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4
fines related to environmental violations in 2023.



Processes of remediation of negative impacts

Every activity involves a risk of impact on the environment and Salmones Austral is well aware of this. That is why we have remediation plans and measures in case of generating a negative impact.

Tools such as the territorial relationship strategy, the Crime Prevention Model, the dispute resolution mechanisms and the corporate complaints channel allow us to identify and address claims and complaints regarding our environmental performance.

Our commitments:

- Environmental restoration
- Carbon offsetting
- Repair of social damages
- Stakeholder consultation and participation
- Continuous improvement

Committed to environmental restoration

We have considered environmental restoration projects to mitigate the negative impacts caused by our operations, such as restoring damaged aquatic habitats, replanting native vegetation in deforested areas, or cleaning contaminated areas, among others.

Committed to carbon offsetting

In the case of the generation of significant greenhouse gas emissions, we have determined to offset such emissions by investing in climate change mitigation projects, such as reforestation, carbon capture and storage, or the promotion of renewable energies.

Committed to repairing social damage

We can repair these damages through financial compensation, the development of employment and training programs, or the implementation of measures to ensure respect for human rights in our operations.

Committed to stakeholder consultation and participation

We actively involve affected communities and other stakeholders in the remediation process, ensuring that their concerns and needs are included in decision-making in a transparent and equitable manner.

Committed to continuous improvement

We consider implementing measures to prevent the recurrence of negative impacts in the future by improving operating practices, adopting more rigorous sustainability standards, and integrating environmental and social considerations into business decision-making.

How do we proceed when we remediate?

• **Impact assessment:** a comprehensive evaluation of the impacts caused by operations, identifying key areas requiring remediation. This may include environmental, social and economic impact assessment, as well as consultation with interested and affected parties.

• **Development of an action plan:** based on the results of the assessment, a detailed plan is developed to address and remediate identified impacts. This should include objectives, specific activities, timelines, resource allocation and responsibilities.

• **Implementation of corrective measures:** this may include actions such as restoration of degraded habitats, compensation for social damages, reduction of pollutant emissions, cleanup of contaminated areas, among others.

• **Monitoring and follow-up:** to evaluate the effectiveness of implemented corrective measures and to make adjustments as necessary. This may involve the collection of relevant environmental, social and economic data, as well as the ongoing involvement of stakeholders in the process.

• **Reporting and disclosure:** Actions taken to remediate negative impacts are reported publicly, providing details on measures implemented, results achieved and challenges faced. This may include disclosure in sustainability reports, press releases, notes on the corporate website, etc.

• **Continuous commitment:** Salmones Austral is committed to maintaining a continuous focus on improving its operational practices and minimizing its negative impacts over time. This involves periodically reviewing policies and procedures, conducting environmental and social audits, and actively participating in continuous improvement initiatives.



The pillars that support our business

- 5.1** OUR STRATEGIC OBJECTIVES
- 5.2** SUSTAINABILITY AS A ROADMAP
- 5.3** HOW DO WE CONTINUE?

Our strategic objectives

In Salmones Austral, growth is based on excellence and hand in hand with a responsible management of eventual impacts. That is why five strategic objectives have been established for the year 2025:

We are all protagonists
the growth of the Company and its 35-year history is due to the commitment of the people, where each man and woman who has believed in Salmones Austral has given the best of his or her talents. For this reason, the company has been concerned about empowering its collaborators by providing world class working conditions for their care and development.

Efficiency throughout the value chain
efficiency is part of the identity and culture of Salmones Austral, so optimizing its resources is an imperative. Not only to achieve an economically viable production, but also because of the commitment with the reduction of the impact on the environment and the creation of job opportunities.

Quality with the customer in mind
in Salmones Austral the path is as important as the result. Therefore, the work is oriented to the development of excellent equipment and premium quality products that satisfy the most demanding markets in the world.

Safe work
for Salmones Austral, it is a priority to generate conditions that allow its collaborators to develop their work in a safe way. Therefore, creating and living in a preventive culture is part of our daily work.

To be a leading company that seeks to work with high international standards, with a focus on efficiency, safety and operational excellence, in a sustainable manner, meeting the needs of customers, employees, the community and its shareholders.

In a sustainable way
Salmones Austral's values, history and vision of future drives the construction of transparent and trusting relationships with each stakeholder group, which strengthens the governance of sustainability and promotes an ethical culture within the teams.

Sustainability as a roadmap

Sustainability strategy

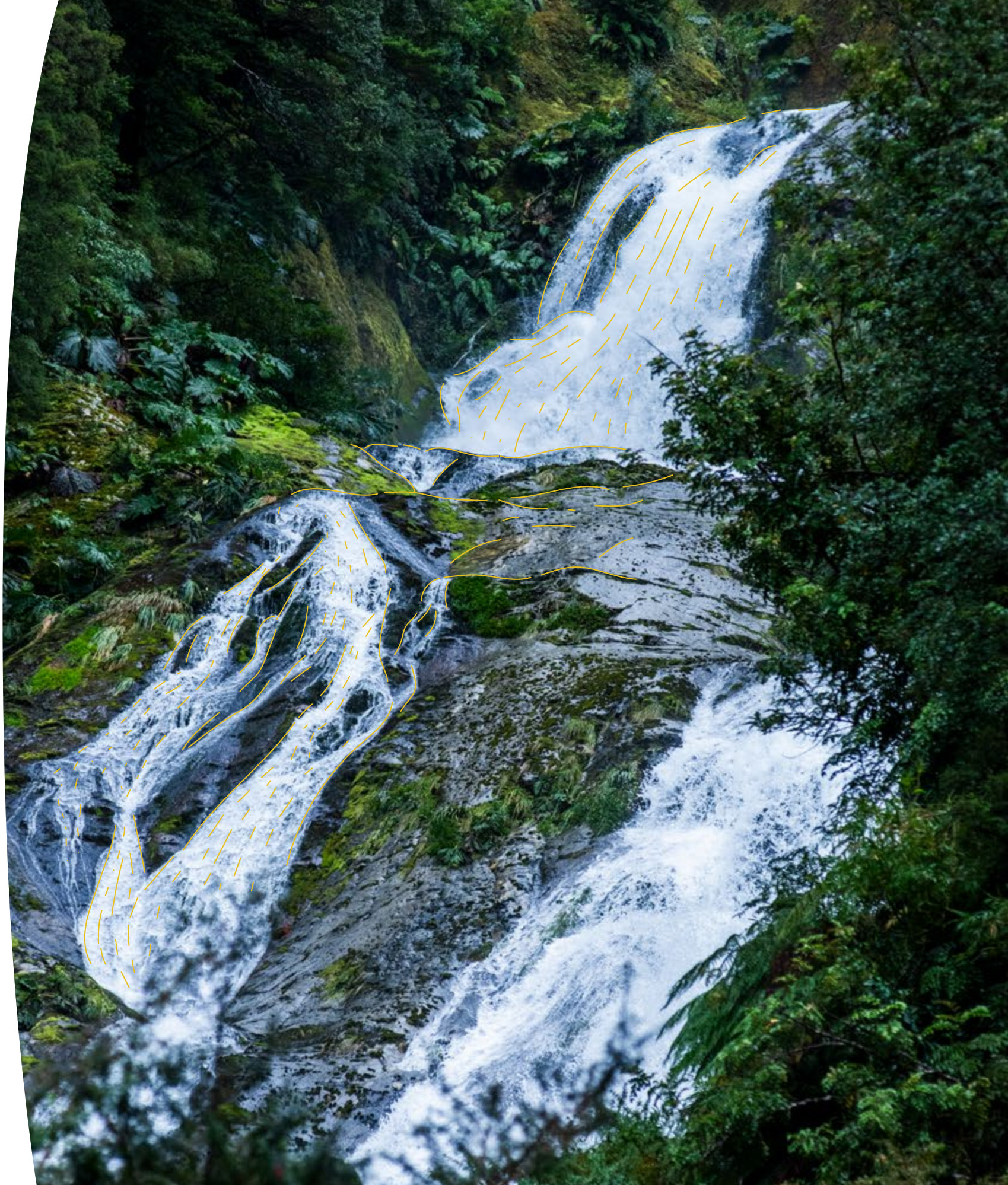
Since 2020, Salmones Austral has been working on the Sustainability Strategy as a differentiating element of its management towards clients, collaborators, suppliers and communities.

Thus, in 2023 the Company signed a revolving credit line, known as Sustainability Linked Loan, which aims to comply with a series of sustainability, environmental and impact commitments in the communities where it operates.

The Sustainability Linked Loan has also led the Company to reaffirm its responsibility to respect and care for the environment, build trusting relationships and contribute to the sustainable development of the country and the industry.

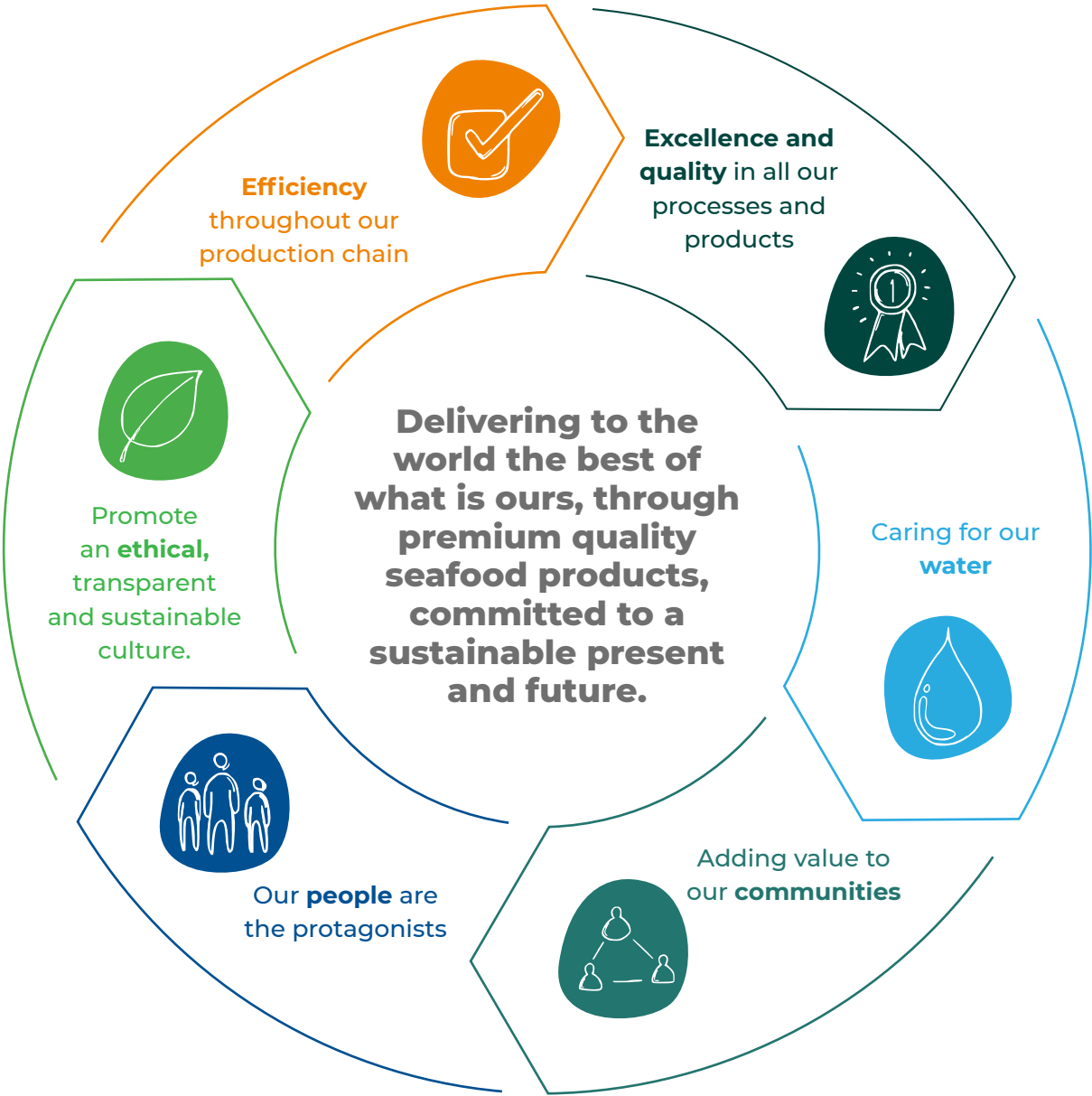
Today, it is the first company in the sector to subscribe to the Science Based Target Initiative (SBTI), the global platform responsible for measuring and reducing greenhouse gases in line with the provisions of the Paris Agreement, which enables the Company to anticipate some projected goals for 2030 in relation to climate change.

It also carries out informative meetings regarding climate change risks to its collaborators and publishes in the media regarding the sustainability policy and objectives of Salmones Austral.



Pillars of commitment to sustainability

These are the six pillars that support the unrestricted commitment to sustainability in Salmones Austral:



Promote an ethical, transparent and sustainable culture: our Company builds transparent and trusting relationships with each of our stakeholders, which allows us to permanently strengthen our sustainability governance and promote an ethical culture within our teams.



Efficiency throughout our production chain: optimizing resources is a priority for our Company, not only to achieve economically viable production, but also because we are committed to minimizing the impact on our environment and creating job opportunities.



Excellence and quality in all our processes and products: in Salmones Austral we work oriented towards the development of excellent equipment and premium quality products that satisfy the most demanding markets in the world.



Caring for our water: water is the natural resource that allows our sustainability and that is why we must take care of it in all our productive chain. We are aware that we need clean rivers, lakes and seas to achieve excellent products.



Adding value to our communities: Salmones Austral believes deeply in respecting the communities adjacent to its operation and understands that it is not enough to be good neighbors, but that it is necessary to be active players in the development of opportunities for the regions where it operates.



Our people are the protagonists: for 35 years we have relied on the commitment of people, men and women who have given the best of their talents. That is why we must provide world-class working conditions for their care and development. That is why we work towards the development of teams of excellence and premium quality products that satisfy the most demanding markets in the world.

Our sustainable practices

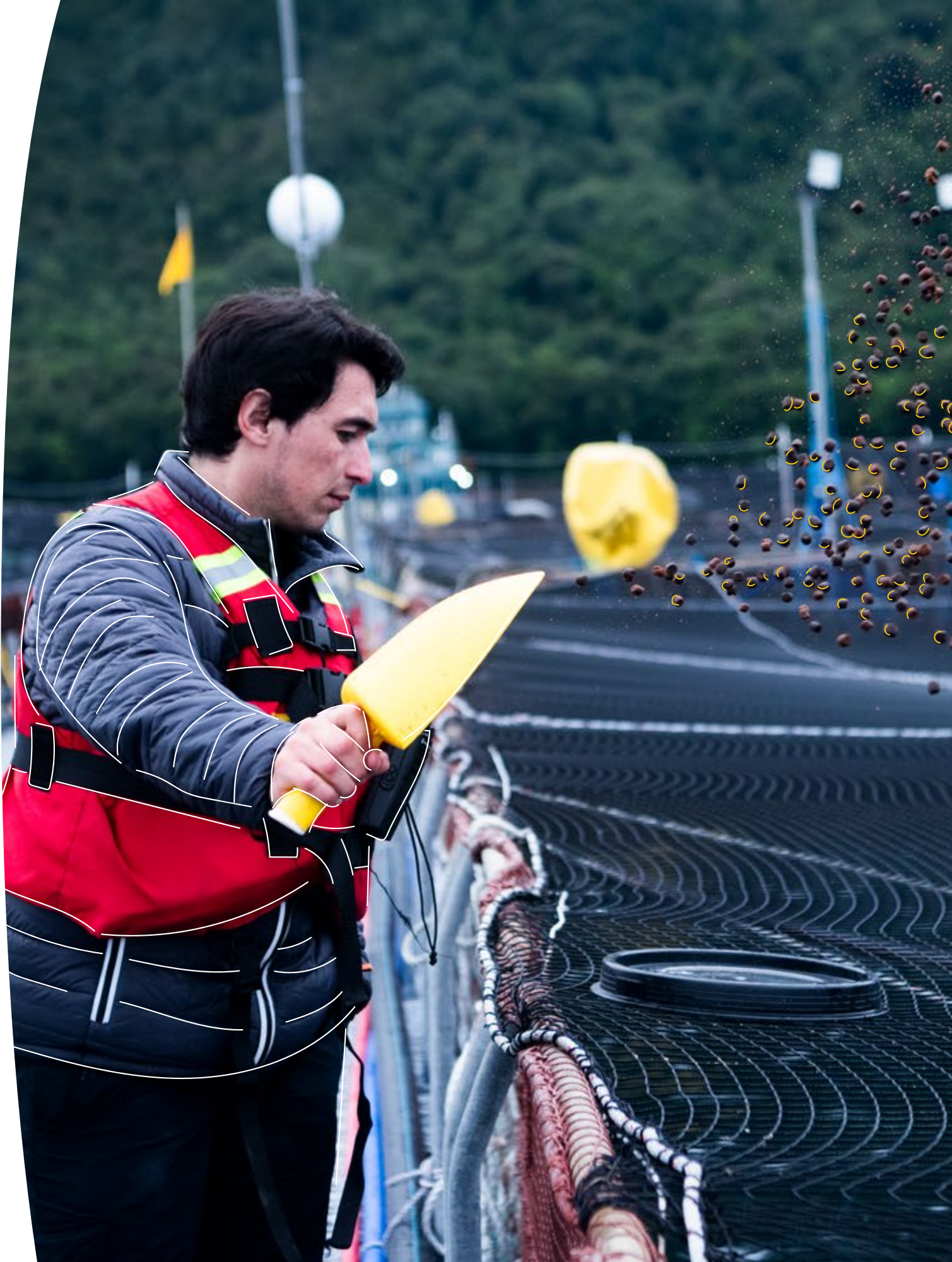
Certification of responsible aquaculture practices: the company's KPIs include increasing the number of centers with internationally recognized certifications, such as the Aquaculture Stewardship Council (ASC), which demonstrates its commitment to environmental and social sustainability in salmon production. Such certifications could open up new markets and enhance the company's reputation among sustainability-conscious consumers.

Water recycling technologies: Implementing advanced water recycling systems in salmon production operations can significantly reduce freshwater use and minimize the discharge of wastewater into the environment. This not only reduces the company's environmental impact, but can also generate significant cost savings related to water supply and treatment (Los Arrayanes fish farm).

Promoting traceability and transparency: the company can invest in traceability and transparency systems in its supply chain, allowing consumers to trace the origin and production process of the salmon that will be consumed by them. This not only increases consumer confidence in the quality and sustainability of the product, but can also help prevent illegal fishing and labor exploitation in the supply chain.

Investment in research and development: The company can invest in research and development of innovative technologies to improve the sustainability of salmon aquaculture, such as more efficient feeding systems, land-based farming methods that reduce reliance on aquatic ecosystems (increasing the size of smolts to reduce the sea farming period) and selective breeding techniques that improve disease resistance and feed efficiency.

Alliances and collaborations: The company may enter into alliances and collaborations with government, academic and non-profit organizations to address shared environmental and social challenges, such as aquatic habitat restoration, water quality management and the promotion of sustainable fishing practices. Such collaborations can generate synergies and leverage additional resources to achieve common sustainability goals.



How do we continue?

Strategic planning

Salmones Austral's strategic planning consists of conducting monthly reviews with each team linked to the strategic objectives together with the leaders and sponsors of the initiatives. In addition to reviewing the KPIs to achieve the goals.

Every two months, the progress of the strategy is presented to the Board of Directors. In the first two years, new initiatives and KPIs have been modified or incorporated.

In the strategy, strategic objective number 5 has been considered fundamental: In a **sustainable way**, which originally until the third quarter of 2023 was only related to social aspects, or communities. As of Q4, it was linked to the specific objectives: water and implementation of the circular economy and carbon footprint. To this end, progress has been made in measuring the baseline where each of the specific objectives referred to is located. So, each specific objective mentioned above is related to climate change.

On the other hand, the Company has established its close linkage with human rights. Also, a structural guideline to the national and international regulatory framework.

Finally, the leadership of each employee has been promoted through strategic objective number 3: **We are all protagonists.**

Investment plans

Salmones Austral implements an investment plan that is presented to the Board of Directors for approval in December of each year and is segmented by areas associated with the value chain. In the long term it is considered to invest an amount equivalent to the depreciation and an additional amount for strategic projects.

In this regard, US\$30 million corresponds to Farming and process plants. A large percentage is materialized in the year in which they were planned, and that is more than 90%.

Investment horizons

The return on investment time of Salmones Austral in the short, medium and long term, taking into account its assets or infrastructure, is expressed as follows:

- Fish farm constructions: 600 months.
- Constructions: 120 months.
- Catamarans: 120 months.
- Marine: 36 months.
- Pontoons: 240 months.
- Tunnel: 180 months.
- Floating warehouses: 120 months.
- Platforms: 120 months.
- Equipment: 60 months.
- Nets: 60 months.
- Cages: 120 months.
- Vehicles: 72 months.
- Minor tools: 36 months.



How to read this integrated report

- 6.1** REPORTED STANDARDS
- 6.2** MATERIALITY ASSESSMENT
- 6.3** HOW WE CAME TO DEFINE OUR ESG IMPACTS

Reported standards

This integrated report is the first integrated reporting exercise of Salmones Austral that reports the financial management of the Company and the non-financial performance of social, environmental and corporate governance aspects. This report is approved by the Board of Directors and main executives of the company.



SCOPE:
Salmones Austral S.A.
and its subsidiaries.



PERIOD REPORTED:
January 1 to December 31, 2023.



FREQUENCY:
Annual

This report has been prepared in reference to the Global Reporting Initiative 2021 (GRI) standards and following the recommendations of the Sustainability Accounting Standards Board (SASB) for the Poultry and Dairy industry. It also includes the indicators committed to the Global Salmon Initiative (GSI) and SalmonChile.

- The GRI, SASB and SalmonChile indicators in this report are not externally audited.
- The GSI indicators in this report were audited by Deloitte.
- The Financial Statements were audited by PwC Chile.



Materiality study

Salmones Austral conducted a Materiality Study to identify its main impacts -positive and negative, actual and potential-, and thus determine the ESG indicators or criteria, for its acronym in English, which have allowed measuring its management.

ESG materiality issues refer to all those aspects of the Company that have a substantial environmental, social and governance impact, including those that affect human rights and the profitability of the Organization.

DJSI Standards

It is a set of sustainability indexes that integrate companies listed on the New York Stock Exchange with high performance in different areas (economic, social and environmental). This index reflects the performance of the 30 industrial companies with the largest market capitalization listed on this market.



GRI Standards

The GRI Standards are international best practices designed to inform the general public of a variety of economic, environmental and social impacts. Sustainability reporting against these Standards provides information about the positive or negative contributions of organizations to sustainable development. They are a modular system of interrelated standards. They enable companies to measure and report their sustainable impact in order to assess and compare their environmental impact with other companies and make informed decisions towards corporate sustainability.



GSI Standards

It is a leadership initiative of global farmed salmon producers focused on making significant progress toward fully achieving the shared goal of providing a highly sustainable source of healthy protein to feed a growing global population while minimizing the environmental footprint and continuing to improve the social contribution.



SASB Standards

They are a guide for the disclosure of financially meaningful sustainability information by companies to their investors. They are governed by a set of fundamental principles that define their approach to standard setting. These principles include global applicability, ensuring that the standards are relevant and useful to companies and investors worldwide.



FMC Rule No. 461

It allows measuring and comparing the strength of the entity's corporate governance, the sophistication of its risk management, its understanding of the business, its opportunities and challenges. Rule 461 introduces topics specific to sustainable finance, such as climate change, the relationship with the environment, with society, with its employees, the gender approach, cybersecurity, free competition and human rights because they are material factors in the ability of companies to generate returns in a sustained manner in the 21st century.



SalmonChile Indicators

These are social, health and environmental indicators of Chilean production companies that aim to provide reliable information that contributes to the scientific, regulatory and social debate on salmon farming.

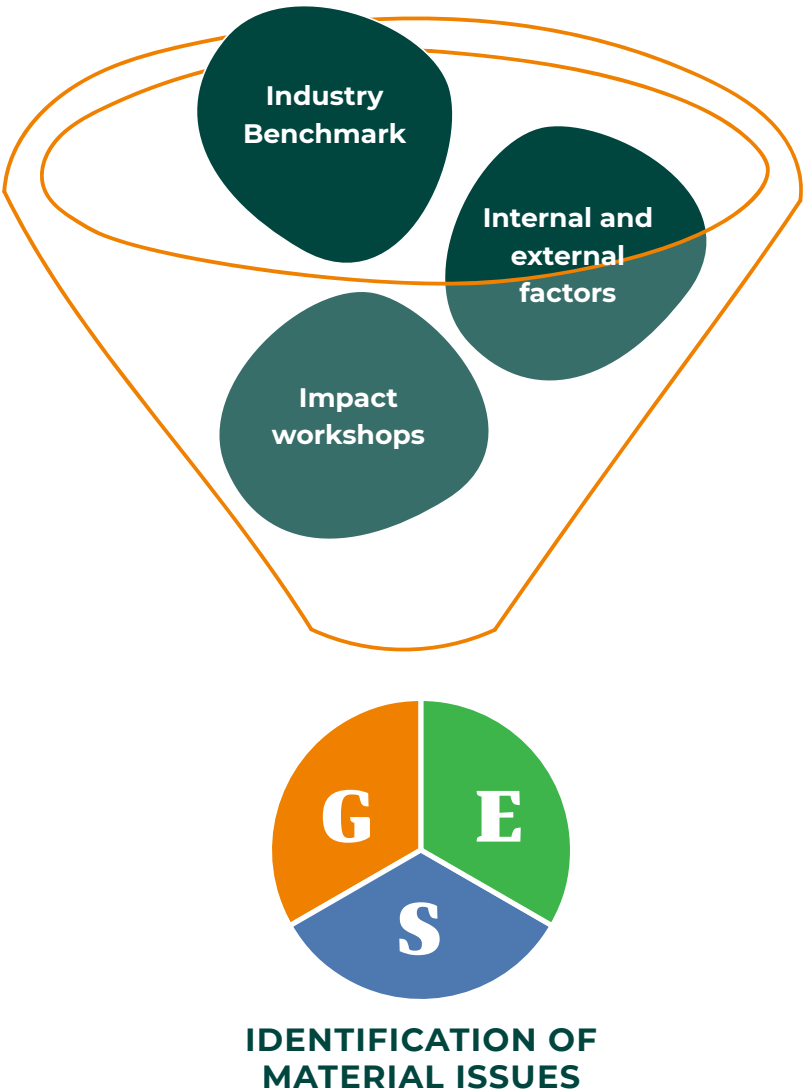


Materiality

In 2022 a complete materiality study was conducted according to the methodology suggested in the GRI standards in its 2021 version, to determine the ESG impacts of Salmones Austral. This study was conducted in four stages: definition of the context, industry analysis, identification and then prioritization of impacts.

In 2023, an update of this materiality study from the previous year was carried out. In this context, the identification of impacts was defined after an analysis of the current context of the industry through the review of six international standards: Dow Jones Sustainability Index (DJSI), Global Reporting Initiative (GRI version 2021), Global Salmon Initiative (GSI), Sustainability Accounting Standards Board (SASB), Rule No. 461 of the Financial Market Commission (CMF) and SalmonChile’s indicators.

The 2023 impact identification process corresponded to the update of the 2022 materiality study.



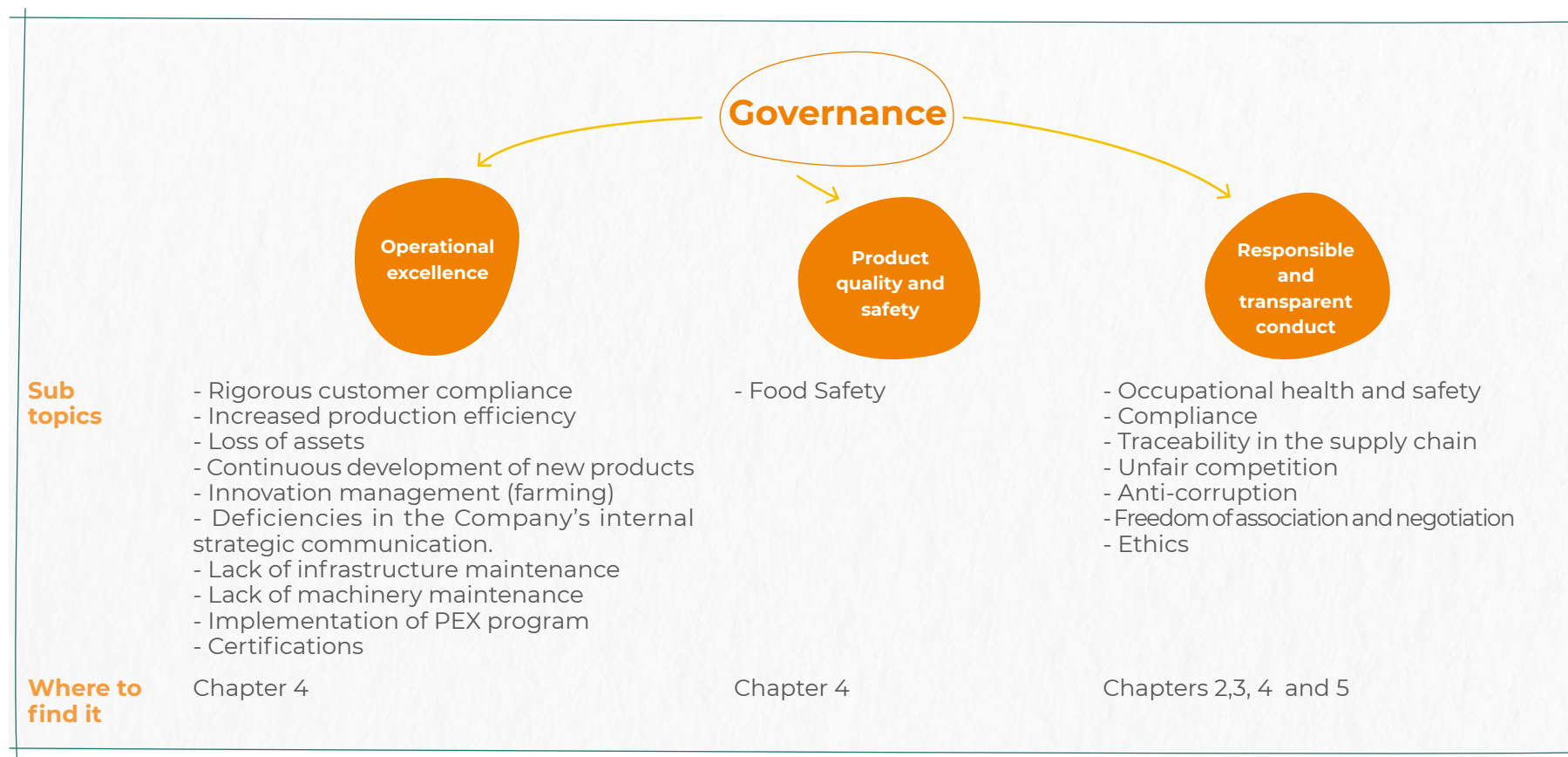
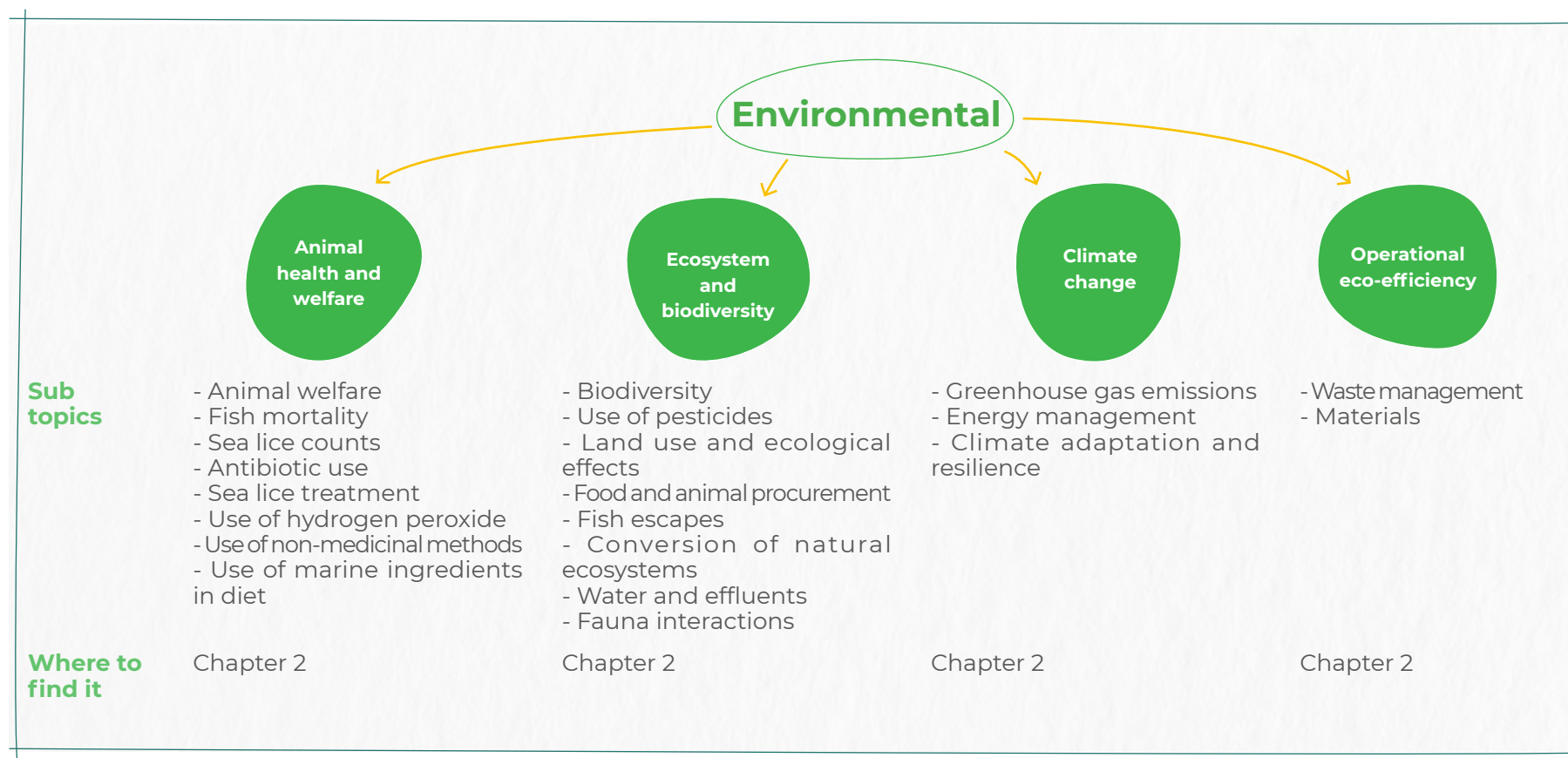
- 1 Context**
For the analysis of the context, an industry benchmark was carried out, analyzing various national and international standards such as the Dow Jones Sustainability Index, Global Reporting Initiative (GRI version 2021), Sustainability Accounting Standards Board (SASB), Global Salmon Initiative (GSI) and the national SalmonChile and CMF Rule 461.
- 2 Identification of impacts through Salmones Austral’s leaders**
During a workshop, Salmones Austral’s frontline leaders identified the main positive and negative impacts of the value chain.
- 3 Prioritization of impacts according to last year’s themes, complemented with the information obtained in the workshops and the analysis of megatrends.**
Through a workshop, the leaders prioritized the issues according to the management and magnitude of the impacts, taking into account those already identified in 2022.

How we came to define our ESG impacts

After updating the materiality study, 9 material topics were identified, each with its associated subcategories, which were developed throughout this integrated Report in different chapters.

- The materiality study made it possible to identify the actual or potential impacts that could eventually have a greater or lesser magnitude on the Company.
- Nine impact topics, or material topics, were identified.







Annexes

7.1 CONSOLIDATED FINANCIAL STATEMENTS

7.2 ANEXXES

7.3 INDICATOR TABLE

Consolidated Financial Statements

	12.31.2023	12.31.2022
	THUS\$	THUS\$
Assets		
Current assets	264,404	279,659
Non-current assets	291,391	253,871
Total Assets	555,795	533,530
Liabilities		
Current liabilities	173,119	151,725
Non-current liabilities	158,777	147,285
Total liabilities	331,896	299,010
Total equity	223,899	234,520
Total Liabilities and Equity	555,795	533,530





	12.31.2023	12.31.2022
	THUS\$	THUS\$
Statement of income		
Income from ordinary activities	293,390	330,320
Cost of sales	(255,246)	(271,187)
Gross margin	38,144	59,133
Distribution costs	(7,104)	(3,983)
Administrative expense	(9,871)	(11,921)
EBIT	21,169	43,229
Depreciation	16,698	13,874
EBITDA	37,867	57,103



INFORME DEL AUDITOR INDEPENDIENTE

Puerto Montt, 26 de marzo de 2024

Señores
Accionistas y Directores
Salmones Austral S.A.

Opinión

Hemos efectuado una auditoría a los estados financieros consolidados de Salmones Austral S.A. y subsidiarias que comprende el estado consolidado de situación financiera al 31 de diciembre de 2023 y los correspondientes estados consolidados de resultados por función, de resultados integrales, de cambios en el patrimonio y de flujos de efectivo por el año terminado en esa fecha y las correspondientes notas a los estados financieros consolidados.

En nuestra opinión, los estados financieros consolidados adjuntos presentan razonablemente, en todos sus aspectos significativos, la situación financiera de Salmones Austral S.A. y subsidiarias al 31 de diciembre de 2023, los resultados de sus operaciones y sus flujos de efectivo por el año terminado en esa fecha de acuerdo con Normas Internacionales de Información Financiera emitidas por el International Accounting Standards Board.

Base para la opinión

Efectuamos nuestra auditoría de acuerdo con Normas de Auditoría Generalmente Aceptadas en Chile. Nuestras responsabilidades de acuerdo a tales normas se describen, posteriormente, en los párrafos bajo la sección "Responsabilidades del auditor por la auditoría de los estados financieros consolidados" del presente informe. De acuerdo a los requerimientos éticos pertinentes para nuestra auditoría de los estados financieros consolidados se nos requiere ser independientes de Salmones Austral S.A. y subsidiarias y cumplir con las demás responsabilidades éticas de acuerdo a tales requerimientos. Consideramos que la evidencia de auditoría que hemos obtenido es suficiente y apropiada para proporcionarnos una base para nuestra opinión de auditoría.

Énfasis en un asunto – Cambios en políticas contables

Tal como se describe en nota 4 de Estimaciones y criterios contables significativos, Salmones Austral S.A. y sus subsidiarias han decidido modificar el modelo de valorización de sus terrenos, desde el método del costo al método de revaluación a partir del ejercicio 2023. No se modifica nuestra opinión en relación con este asunto.

PwC Chile, Edificio Campanario, Piso 11- Puerto Montt, Chile
RUT: 81.513.200-1 | Teléfono: (56)(65) 277 007 - 277 008 | www.pwc.cl



Puerto Montt, 26 de marzo de 2024
Salmones Austral S.A.
2

Otros asuntos – Estados financieros consolidados al 31 de diciembre de 2022

Los estados financieros de Salmones Austral S.A. y subsidiarias por el año terminado al 31 de diciembre de 2022 fueron auditados por otros auditores, quienes emitieron una opinión sin salvedades sobre los mismos en su informe de fecha 31 de marzo de 2023.

Responsabilidades de la Administración por los estados financieros consolidados

La Administración es responsable por la preparación y presentación razonable de los estados financieros consolidados de acuerdo con Normas Internacionales de Información Financiera emitidas por el International Accounting Standards Board. Esta responsabilidad incluye el diseño, implementación y mantención de un control interno pertinente para la preparación y presentación razonable de estados financieros consolidados que estén exentos de representaciones incorrectas significativas, ya sea debido a fraude o error.

Al preparar y presentar los estados financieros consolidados, se requiere que la Administración evalúe si existen hechos o circunstancias que, considerados como un todo, originen una duda sustancial acerca de la capacidad de Salmones Austral S.A. y subsidiarias para continuar como una empresa en marcha en un futuro previsible.

Responsabilidades del auditor por la auditoría de los estados financieros consolidados.

Nuestros objetivos son obtener una seguridad razonable de que los estados financieros consolidados, como un todo, están exentos de representaciones incorrectas significativas, debido a fraude o error, y para emitir un informe del auditor que incluya nuestra opinión. Una seguridad razonable es un alto, pero no absoluto, nivel de seguridad y, por lo tanto, no garantiza que una auditoría realizada de acuerdo con Normas de Auditoría Generalmente Aceptadas en Chile siempre detectará una representación incorrecta significativa cuando exista. El riesgo de no detectar una representación incorrecta significativa debido a fraude es mayor que el riesgo de no detectar una representación incorrecta significativa debido a un error, ya que el fraude puede involucrar colusión, falsificación, omisiones intencionales, ocultamiento, representaciones inadecuadas o hacer caso omiso de los controles por parte de la Administración. Una representación incorrecta se considera significativa si, individualmente, o de manera agregada, podría influir el juicio que un usuario razonable realiza en base a estos estados financieros consolidados.


- Como parte de una auditoría realizada de acuerdo con Normas de Auditoría Generalmente Aceptadas en Chile, nosotros:
- Ejercemos nuestro juicio profesional y mantuvimos nuestro escepticismo profesional durante toda la auditoría.

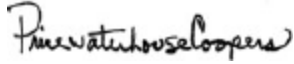


Puerto Montt, 26 de marzo de 2024
Salmones Austral S.A.
3

- Identificamos y evaluamos los riesgos de representaciones incorrectas significativas de los estados financieros consolidados, ya sea, debido a fraude o error, diseñamos y realizamos procedimientos de auditoría en respuesta a tales riesgos. Tales procedimientos incluyen el examen, en base a pruebas, de la evidencia con respecto a los montos y revelaciones en los estados financieros consolidados.
- Obtenemos un entendimiento del control interno pertinente para una auditoría con el objeto de diseñar procedimientos de auditoría que fueran apropiados en las circunstancias, pero sin el propósito de expresar una opinión sobre la efectividad del control interno de Salmones Austral S.A. y subsidiarias. En consecuencia, no expresamos tal tipo de opinión.
- Evaluamos lo apropiado que son las políticas de contabilidad utilizadas y la razonabilidad de las estimaciones contables significativas efectuadas por la Administración, así como evaluamos lo apropiado de la presentación general de los estados financieros consolidados.
- Concluimos si a nuestro juicio existen hechos o circunstancias, que, considerados como un todo, originen una duda sustancial acerca de la capacidad de Salmones Austral S.A. y subsidiarias para continuar como empresa en marcha por un periodo de tiempo razonable.

Se nos requiere comunicar a los responsables del Gobierno Corporativo, entre otros asuntos, la oportunidad y el alcance planificados de la auditoría y los hallazgos significativos de la auditoría incluyendo cualquier deficiencia significativa y debilidad importante del control interno que identificamos durante nuestra auditoría.

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Carlos Cuevas C.
RUT: 9.105.693-3



Anexos

Annex 1 : Direct economic value generated and distributed

EVG&D	Cumulative total
Direct economic value generated	296,284
Economic value distributed	245,446
Economic value retained	50,838

**Data are presented on an accrual basis.*

EVG&D per region	Direct economic value generated	Economic value distributed	Economic value retained
Arica y Parinacota			0
Tarapacá			0
Antofagasta			0
Atacama			0
Coquimbo			0
Valparaíso			0
Metropolitana			0
O'Higgins			0
Maule			0
Ñuble			0
Biobío			0
Araucanía			0
Los Ríos			0
Los Lagos	296,284	245,446	50,838
Aysén			0
Magallanes			0
Total	296,284	245,446	50,838

Annex 2 : Sites in protected areas or areas of high biodiversity value

Concession	Location			Protection status
Piedra Blanca, Comau Fjord, located in the San Ignacio de Huinay Marine Protected Area (not used since 2013).	42°20´10,22"	72°27´38,72"	(201103035) SHOA N° 7350	Within a protected area
Cuptana: concession located in the Aysén region, Las Guaitecas NR (not used).	44°40'09.00"	73°36'54.49"	207111118	Within a protected area
Navarro 3: located in Skyring Sound, Magallanes Region, within the Kawésqar National Park (not used during 2023).	52°51'59.09"	72°41'08.76"		Within a protected area
Navarro 2: located in Skyring Sound, Magallanes Region, within the Kawésqar National Park (leased to Blumar for production from March 2023 to date).	52°50'11,87"	72°39'37,27"		Within a protected area

Operation in protected areas or areas of high biodiversity value	
Type of operation (office, manufacturing, production or extraction)	Production (fattening) of salmon.
Size of operational site in km²	Navarro 2 The concession area is 16 hectares. The effective production area is approximately 2 hectares.
Biodiversity value, characterized by attributes of the protected area or area of high biodiversity value outside the protected area.	Kawésqar National Park

Anexo 3: Staffing

Staffing by gender and type of position

Function category	Men	%	Women	%	Total N°	Total %
Senior Management	8	100.00%	0	0.00%	8	0.40%
Management	20	95.24%	1	4.76%	21	1.06%
Leadership	61	81.33%	14	18.67%	75	3.78%
Operator	816	61.26%	516	38.74%	1,332	67.17%
Sales force	2	100.00%	0	0.00%	2	0.10%
Administrative	44	50.00%	44	50.00%	88	4.44%
Assistant	2	20.00%	8	80.00%	10	0.50%
Other professionals	84	67.20%	41	32.80%	125	6.30%
Other technicians	253	78.57%	69	21.43%	322	16.24%
Total	1,290	65.05%	693	34.95%	1,983	100.00%

Staffing by gender and age range

Age range	Men	Women	Total N°	Total %
Less than 30	358	206	500	25.22%
Between 30 and 40	373	222	659	33.24%
Between 41 and 50	287	144	431	21.74%
Between 51 and 60	218	95	314	15.84%
Between 61 and 70	50	26	72	3.64%
More than 70	4	0	4	0.21%
Total	1,290	693	1,983	100%

Staffing by gender and age range according to geographic location

Region	Age range						Gender		Total	Total %
	Less than 30	Between 30 and 40	Between 41 and 50	Between 51 and 60	Between 61 and 70	More than 70	Men	Women		
Arica y Parinacota	0	0	0	0	0	0	0	0	-	0%
Tarapacá	0	0	0	0	0	0	0	0	0	0%
Antofagasta	0	0	0	0	0	0	0	0	0	0%
Atacama	0	0	0	0	0	0	0	0	0	0%
Coquimbo	0	0	0	0	0	0	0	0	0	0%
Valparaíso	0	0	0	0	0	0	0	0	0	0%
Metropolitana	0	0	0	0	0	0	0	0	0	0%
O'Higgins	0	0	0	0	0	0	0	0	0	0%
Maule	0	0	0	0	0	0	0	0	0	0%
Ñuble	0	0	0	0	0	0	0	0	0	0%
Biobío	7	12	11	5	2	0	20	17	37	1.86%
Araucanía	0	0	0	0	0	0	0	0	0	0%
Los Ríos	0	0	0	0	0	0	0	0	0	0%
Los Lagos	490	639	418	307	70	7	1.255	676	1.931	97.34%
Aysén	3	8	1	2	0	0	14	0	14	0.70%
Magallanes	0	0	1	0	0	0	1	0	1	0.05%
Total	500	659	431	314	72	7	1.290	693	1.983	100%
	25.22%	33.24%	21.74%	15.84%	3.64%	0.21%				

Staffing by gender and nationality by function category

Function category	Chilean		Venezuela		Haitians		Colombians		Peruvians		Others*		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total Men	Total Women	Total
Senior Management	8	0	0	0	0	0	0	0	0	0	0	0	8	0	8
Management	20	1	0	0	0	0	0	0	0	0	0	0	20	1	21
Leadership	60	14	1	0	0	0	0	0	0	0	0	0	61	14	75
Operator	771	490	17	12	17	7	6	5	3	0	2	2	816	516	1,332
Sales force	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2
Administrative	44	39	0	5	0	0	0	0	0	0	0	0	44	44	88
Assistant	2	8	0	0	0	0	0	0	0	0	0	0	2	8	10
Other professionals	84	38	0	3	0	0	0	0	0	0	0	0	84	41	125
Other technicians	247	66	4	2	0	0	1	0	1	0	0	1	253	69	322
Total N°	1.238	656	22	22	17	7	7	5	4	0	2	3	1,290	693	1,983
Total N°	1,894		44		24		12		4		5		1,983		
Total %	95.51%		2.21%		1.21%		0.6%		0.2%		0.25%		100%		

(*)Other nationalities: Argentine, Cuban, Dominican, Ecuadorian

Staffing by gender and age range by function category

Function category	Less than 30 years		Between 30 and 40		Between 41 and 50		Between 51 and 60		Between 61 and 70		More than 70		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total Men	Total Women	Total
Senior Management	0	0	0	0	2	0	5	0	1	0	0	0	8	0	8
Management	0	0	3	0	5	1	9	0	3	0	0	0	20	1	21
Leadership	2	0	10	3	31	7	15	4	3	0	0	0	61	14	75
Operator	267	164	208	144	157	105	143	77	37	26	4	0	816	516	1,332
Sales force	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2
Administrative	13	15	16	20	8	6	7	3	0	0	0	0	44	44	88
Assistant	0	0	1	2	0	2	0	4	1	0	0	0	2	8	10
Other professionals	14	5	40	23	18	9	10	4	2	0	0	0	84	41	125
Other technicians	62	22	95	30	65	14	28	3	3	0	0	0	253	69	322
Total N°	358	206	373	222	287	144	218	95	50	26	4	0	1,290	693	1,983
Total N°	564		595		431		313		76		4		1,983		
Total %	28.4%		30%		21.7%		15.8%		3.8%		0.2%		100%		

Staffing by gender and seniority according to job category

Categoría de funciones	Less than 3 years		Between 3 and 6 years		More than 6 and less than 9		Between 9 and 12		More than 12 years		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total Men	Total Women	Total
Alta Gerencia	1	0	0	0	2	0	2	0	3	0	8	0	8
Gerencia	10	0	1	0	1	0	2	0	6	1	20	1	21
Jefatura	13	3	15	1	4	0	10	3	19	7	61	14	75
Operario	535	448	107	24	50	18	59	22	65	4	816	516	1,332
Fuerza de venta	0	0	0	0	1	0	0	0	1	0	2	0	2
Administrativo	22	27	9	6	4	4	5	2	4	5	44	44	88
Auxiliar	0	3	1	1	1	0	0	2	0	2	2	8	10
Otros profesionales	42	22	10	7	7	4	11	3	14	5	84	41	125
Otros técnicos	123	46	47	12	27	6	27	3	29	2	253	69	322
Total N°	746	549	190	51	97	32	116	35	141	26	1,290	693	1,983
Total N°	1,295		241		129		151		167		1,983		
Total %	65.3%		12.2%		6.5%		7.6%		8.4%		100%		

Staffing by gender and type of contract

Type of contract	Men		Women		Total	
	N°	%	N°	%	N°	%
Indefinite-term contract	1,112	56.08%	523	26.37%	1,635	82.45%
Fixed-term contract	178	8.98%	170	8.57%	348	17.54%
By work or task	0	0	0	0	0	0
Fee contract	0	0	0	0	0	0
Total	1,290	65%	693	35%	1,983	100%

Annex 4: Formality and labor adaptability

Staffing by gender and location according to contract type

Type of contract	Arica Parinacota		Tarapacá		Antofagasta		Coquimbo		Valparaíso		RM		O'Higgins		Maule		Ñuble		Biobío		Araucanía		Los Ríos		Los Lagos		Aysén		Magallanes	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Indefinite-term contract	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33	1.66%	0	0	0	0	1,587	80.08%	14	0.71%	1	0
Fixed-term contract	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0.20%	0	0	0	0	344	17.35%	0	0	0	0
By work or task	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fee contract	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	37	1.9%	0	0%	0	0%	1,931	98%	14	0.1%	1	0%

Staffing by type of workday and gender

Type of workday	Men		Women		Total	
	N	%	N	%	N	%
Full time	1,290	100%	691	99.71%	1,981	99.89%
Part-time	0	0%	0	0.00%	0	0%
Adaptability covenants for workers with family responsibilities	0	0%	2	0.29%	2	0,1%
Total	1,290	100%	693	100%	1,983	100%

Staffing by type of workday and geographic location

Type of workday	Arica Parinacota		Tarapacá		Antofagasta		Coquimbo		Valparaíso		RM		O'Higgins		Maule		Ñuble		Biobío		Araucanía		Los Ríos		Los Lagos		Aysén		Magallanes		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Full time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	37	2%	0	0	0	0	1.929	97%	14	0,5%	1	0,05%	1.981	99,9%	
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Adaptability covenants for employees with family responsibilities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0,1%	0	0	0	0	2	0,1%	
Total	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	37	2%	0	0%	0	0%	1.931	97%	14	0,5%	1	0,5%	1.983	100%

Staffing by work modality and gender

Modality	Men		Women		Total	
	N	%	N	%	N	%
On-site modality	1,290	100%	691	99.71%	1,981	99.9%
Hybrid mode	0	0%	0	0%	0	0%
Telework	0	0%	2	0.29%	2	0.1%
Total	1,290	65.05%	693	34.95%	1,983	100%

Turnover rate

Total turnover rate	Total turnover rate men	Total turnover rate women
48.7	46.3	53.7

Annex 5: Diversity and inclusion

Staffing with disabilities by job category and gender

Function category	Men	Women	Total	Total category	% by category
Senior Management	0	0	0	8	0%
Management	0	0	0	21	0%
Leadership	1	0	1	75	1.33%
Operator	11	2	13	1,332	0.98%
Sales force	0	0	0	2	0%
Administrative	0	0	0	88	0%
Assistant	0	0	0	10	0%
Other professionals	1	0	1	125	0.8%
Other technicians	1	0	1	322	0.31%
Total	14	2	16	1,983	0.8%
Total %	1.08%	0.28%	0.8%	100%	

Annex 6: Training

Investment in training

Training indicators 2023	Total amount of resources allocated to training	% of total annual income	Total personnel trained	% of the total endowment	% by category
Salmones Austral	411,836,233	0.0015	1,533	72%	0%
Total	411,836,233	0.0015	1,533	72%	0%

Average annual hours of training activities, by gender and function

Function category	Women	Men	Total
Senior Management	0	3.8	3.8
Management	12	9	21
Leadership	9.3	10.2	19.5
Operator	10.2	15.8	26
Sales forces	0	4.5	4.5
Administrative	10.4	9.8	20.2
Assistant	32	0	32
Other professionals	6.4	8.4	14.8
Other technicians	7.7	7.9	15.6
Total	88	69.4	157.4

Annex 7: Parental benefits

Postnatal leave	No. of workers eligible to take postnatal leave		
	Women	Men	Total
Senior Management	0	0	0
Management	0	0	0
Leadership	0	0	0
Operator	9	6	15
Sales forces	0	0	0
Administrative	2	1	3
Assistant	0	0	0
Other professionals	1	0	1
Other technicians	3	2	5
Total	15	9	24

Postnatal leave	WOMEN: No. of workers who took postnatal leave			MEN: No. of workers who took postnatal leave	
	Mandatory prenatal (42 days)	Mandatory postnatal (84 days)	Parental postnatal leave (84 days)	Postnatal leave (5 days)	Optional parental postnatal leave (42 days or less)
Senior Management	0			0	0
Management				0	0
Leadership				0	0
Operator	9	8	9	6	0
Sales forces				0	0
Administrative	2	2	2	1	0
Assistant				0	0
Other professionals	1	1	1	0	0
Otros técnicos	3	3	3	2	0
Total	15	14	15	9	0

Days used of postnatal leave / by type of position/ gender	Women			Men	
	Mandatory prenatal (42 days)	Mandatory postnatal (84 days)	Parental postnatal leave (84 days)	Postnatal leave (5 days)	Optional parental postnatal leave (42 days or less)
Senior Management	0	0	0	0	0
Management	0	0	0	0	0
Leadership	0	0	0	0	0
Operator	337	592	400	30	0
Sales forces	0	0	0	0	0
Administrative	68	168	204	5	0
Assistant	0	0	0	0	0
Other professionals	35	84	168	0	0
Other technicians	127	208	178	10	0
Total	567	1,052	950	45	0
Average days of postnatal leave used	37.8	75.14285714	63.33333333	5	0

Annex 8: Supplier management

Payment to suppliers - domestic suppliers

Domestic suppliers	Number of invoices paid	Total amount (millions of pesos)	Interest on late payment of invoices
Less than 30 days	8,066	62,479	
Between 31 and 60 days	24,242	114,807	
More than 60 days	8,003	157,753	1,030
Total	40,311	335,039	1,030

Payment to suppliers - foreign suppliers

Foreign suppliers	Number of invoices paid	Total amount (millions of pesos)	Interest on late payment of invoices
Less than 30 days			
Between 31 and 60 days			
More than 60 days	94	2,704	
Total	94	2,704	0

Payment to suppliers - total suppliers

Suppliers	Number of invoices paid	Total amount (millions of pesos)	Interest on late payment of invoices
Less than 30 days	8,066	62,479	
Between 31 and 60 days	24,242	114,807	
More than 60 days	8,097	160,458	1,030
Total	40,405	337,744	1,030

Agreements with exceptional payment terms

Number of agreements registered in the Register of Agreements with Exceptional Payment Periods kept by the Ministry of Economy.	8,066
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Critical suppliers	2023	% that represents over the total suppliers
N° of critical suppliers	28	2%
Millions of pesos purchased from critical suppliers	130,312	39%

Supplier evaluation

	Domestic 2023	Foreign 2023	Total
Total number of suppliers under evaluation	16	1	17
Number of suppliers that have been analyzed during the year considering those sustainability criteria defined by the entity itself.	0	0	0
Total purchases for the year corresponding to suppliers subject to evaluation.	785	37	822
Total purchases for the year corresponding to suppliers analyzed under sustainability criteria.	0	0	0
Percentage of suppliers that were analyzed during the year considering those sustainability criteria over the total number of evaluated suppliers	0	0	0
Percentage of total purchases for the year corresponding to suppliers analyzed under sustainability criteria.	0	0	0

Annex 9: Properties and facilities

Owner	Type of property	Capacity in which they are used (owner, financial or operational leasing)	Location
Salmones Pacific Star S.A.	Rol 1403-135 Maullin Land LINEA NUEVA LT 2	Owner	Puerto Varas
Salmones Pacific Star S.A.	Rol 157-54 Piedras Negras Land Rupanco	Owner	Puerto Octay
Salmones Pacific Star S.A.	Rol 157-264 Piedras Negras Land Rupanco	Owner	Puerto Octay
Salmones Pacific Star S.A.	Rol 157-264 Piedras Negras Facilities Rupanco	Owner	Puerto Octay
Salmones Pacific Star S.A.	Rol 157-265 Piedras Negras Land Rupanco	Owner	Puerto Octay
Salmones Pacific Star S.A.	Rol 157-265 Piedras Negras Facilities Rupanco (House)	Owner	Puerto Octay
Salmones Pacific Star S.A.	Rol 169-53 SAN ANTONIO Land	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-53 SAN ANTONIO Facilities (House)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 191-67 Cheter Land LT 2 1.266 Mts2	Owner	Quellón
Salmones Pacific Star S.A.	Rol 222-24 Yenecura Land	Owner	Quellón
Salmones Pacific Star S.A.	Rol 222-24 Yenecura Facilities (House)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 165-36 Río Grande Land (Puente Soto Ladrillero)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-31 Plant SPS Land (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-31 Plant SPS Facilities (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 184-24 Huildad Land CANDELARIA ESTERO	Owner	Quellón
Salmones Pacific Star S.A.	Rol 184-24 Huildad Facilities CANDELARIA ESTERO (Warehouse)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 184-25 Huildad Land CANDELARIA ESTERO	Owner	Quellón
Salmones Pacific Star S.A.	Rol 184-25 Huildad Facilities CANDELARIA ESTERO (House)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-43 Colegio Land (San Antonio)	Owner	Quellón

Owner	Type of property	Capacity in which they are used (owner, financial or operational leasing)	Location
Salmones Pacific Star S.A.	Rol 169-43 School Facilities (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-27 Expisciculture land (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-27 Expisciculture Facilities (San Antonio)(Warehouses)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-34 Expisciculture land (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-34 Expisciculture Facilities (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-26 Expisciculture land (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 169-29 Expisciculture land (San Antonio)	Owner	Quellón
Salmones Pacific Star S.A.	Rol 234-136 Río Natre Land	Owner	Chonchi
Salmones Pacific Star S.A.	Rol 234-179 Río Natre Land	Owner	Chonchi
Salmones Pacific Star S.A.	Rol 234-179 Río Natre Facilities	Owner	Chonchi
Comercial y Servicios Sur Austral Ltda.	Rol 2201-66 Chamiza Plant Land	Owner	Puerto Montt
Comercial y Servicios Sur Austral Ltda.	Rol 2201-66 Chamiza Plant Facilities	Owner	Puerto Montt
Comercial y Servicios Sur Austral Ltda.	Rol 2201-77 Chamiza Land Plant	Owner	Puerto Montt
Trusal S.A.	Rol 07003-00087 Chiquihue Land Lot 01 B	Owner	Puerto Montt
Trusal S.A.	Rol 07003-00087 Chiquihue Lot 01 B Facilities	Owner	Puerto Montt
Trusal S.A.	Rol 07003-00088 Chiquihue Land Lot 2	Owner	Puerto Montt
Trusal S.A.	Rol 07003-00088 Chiquihue Facilities Lot 2	Owner	Puerto Montt
Trusal S.A.	Rol 01153-00029 Tablilla Land	Owner	Ralún (Estuary)
Trusal S.A.	Rol 01153-00029 Tablilla Facilities	Owner	Ralún (Estuary)
Trusal S.A.	Rol 00141-119 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)

Owner	Type of property	Capacity in which they are used (owner, financial or operational leasing)	Location
Trusal S.A.	Rol 00141-119 Los Arrayanes Facilities Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-98 Llaguepe 2 Land	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-84 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-75 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-156 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-74 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-79 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00141-11 Los Arrayanes Land Pisc.	Owner	Llaguepe (Cochamo)
Trusal S.A.	Rol 00147-0009 Pocolhuen Land Lot N°2	Owner	Pocolhuen (Estuary)
Trusal S.A.	Rol 00147-0009 Pocolhuen Facilities Lot N°2	Owner	Pocolhuen (Estuary)
Trusal S.A.	Rol 154-67 Ralún Land	Owner	Ralún (Estuary)
Trusal S.A.	Rol 154-67 Ralún Facilities (Cabins)	Owner	Ralún (Estuary)
Trusal S.A.	Rol 142-132 Cochamo Pta. Iglesia Land	Owner	Cochamo
Trusal S.A.	Rol 142-132 Cochamo Pta. Iglesia Facilities (Cabins)	Owner	Cochamo
Trusal S.A.	Rol 02207-0017 Lenca Land	Owner	Puerto Montt
Trusal S.A.	Rol 02207-0103 Lenca Land	Owner	Puerto Montt
Trusal S.A.	Rol 1470-1 Ralún Land	Owner	Puerto Varas
Trusal S.A.	Rol 1470-1 Ralún Land (Cabins)	Owner	Puerto Varas
Trusal S.A.	Rol 154-118 Ladrillos Land Lot 1	Owner	Ralún (Estuary)
Trusal S.A.	Rol 1154-266 Ralún del Este Land	Owner	Ralún (Estuary)
Trusal S.A.	Rol 1154-266 Ralún del Este Facilities	Owner	Ralún (Estuary)
Trusal S.A.	Rol 00302-00365 Land Pisc. Guanaco	Owner	Peñaflor
Trusal S.A.	Rol 00302-00365 Pisc. Guanaco Facilities	Owner	Peñaflor
Trusal S.A.	Rol 00302-00639 el Guanaco 3 Ha. Land	Owner	Peñaflor

Owner	Type of property	Capacity in which they are used (owner, financial or operational leasing)	Location
Trusal S.A.	Rol 1514-178 Pisc. Caliboro Land	Owner	Los Ángeles
Trusal S.A.	Rol 1514-178 Pisc. Caliboro Facilities	Owner	Los Ángeles
Trusal S.A.	Rol 00173-0013 Isla Quenac Land	Owner	Achao
Trusal S.A.	Rol 00173-0013 Isla Quenac (House) Facilities	Owner	Achao
Trusal S.A.	Rol 179-73 Isla Meulin Land	Owner	Achao
Trusal S.A.	Rol 179-73 Isla Meulin (House) Facilities	Owner	Achao
Trusal S.A.	Rol 01317-00344 Land Cunco+ Easement	Owner	Temuco
Trusal S.A.	Rol 01317-00344 Cunco Facilities + Easement	Owner	Temuco
Trusal S.A.	Rol 241-16 Caicaen Land	Owner	Calbuco
Trusal S.A.	Rol 241-16 Caicaen Office Facilities	Owner	Calbuco
Trusal S.A.	Rol 241-26 Caicaen Land	Owner	Calbuco
Trusal S.A.	Rol 241-14 Caicaen Land	Owner	Calbuco
Trusal S.A.	Rol 241-27 Caicaen Land	Owner	Calbuco
Trusal S.A.	Rol 241-27 Caicaen Facilities (Warehouse)	Owner	Calbuco
Trusal S.A.	Rol 241-23 Caicaen Land	Owner	Calbuco
Trusal S.A.	Rol 241-76 Caicaen Land	Owner	Calbuco
Trusal S.A.	Rol 102-77 Comau-Porcelana Land	Owner	Chaitén
Trusal S.A.	Rol 102-278 Fiordo Comau-Camahueto Lot B Land	Owner	Chaitén
Trusal S.A.	Rol 206-6 Isla Carmen y Chivato Land	Owner	Chaitén
Trusal S.A.	Rol 206-6 Isla Carmen y Chivato Facilities	Owner	Chaitén

Annex 10: Subsidiaries, associates and investments in other companies

Corporate name and legal nature	Comercial y Servicios Sur Austral Ltda	Trusal S.A.	Salmones Pacific Star S.A.	Salmones Austral NA
RUT	77071440-0	96566740-7	79559220-2	TAX ID: 38-4173624
Domicile	Ruta 7 Sur km 10,5 Sector Chamiza Puerto Montt	Panamericana Sur Km 1030, Puerto Montt	Avda Juan Soler Manfredini N° 41, Piso 12 , Puerto Montt	396 Alhambra Cir. Suite 900 Coral Gables, FL 33134
Subscribed and paid-in capital	MUS\$ 1.889	MUS\$ 107.956	MUS\$ 74.728	THUS\$ 2.997
Corporate purpose and a clear indication of the activities it carries out	Its corporate purpose is the processing and preservation of other fish in land-based plants, the wholesale of seafood products and the purchase, sale and rental of real estate.	Its corporate purpose is the acquisition, sale, production, manufacture, transformation and commercialization in all its forms, either on its own account or in association with third parties, in its representation or in its administration of movable and immovable property, tangible and intangible, especially of all types of marine goods and products, such as: fish, algae, crustaceans, mollusks, food, oils, equipment and supplies related to them.	Its corporate purpose is the acquisition, sale, production, manufacture, transformation and commercialization in all its forms, either on its own account or in association with third parties, in its representation or in its administration of movable and immovable property, tangible and intangible, especially of all types of marine goods and products, such as: fish, algae, crustaceans, mollusks, food, oils, equipment and supplies related to them.	Salmon Trader
Name of General Manager	Gastón Cortez Quezada	Gastón Cortez Quezada	Gastón Cortez Quezada	Gastón Cortez Quezada
Members of the Board		Pedro Hurtado Vicuña, Presidente, rut 6.375.828-0 Pablo Navarro Haeussler, Director, rut 6.441.662-6 Christian Samsing Stambuck, Director, rut 6.731.190-6	Pedro Hurtado Vicuña, Presidente, rut 6.375.828-0 Pablo Navarro Haeussler, Director, rut 6.441.662-6 Jose Ignacio Hurtado Vicuña, Director, rut 4.556.173-9	3 Executives of the Parent Company
Current percentage of equity interest of the parent company or investing entity in the subsidiary or associate and changes during the last fiscal year	100%	100%	100%	100%
Percentage of assets in the Parent Company	99.99%	99.99%	99.99%	100.00%
Clear and detailed description of the business relationships with subsidiaries or associates during the year and of the projected future relationship with them.	The entity's operations are mainly to provide toll services to Salmones Pacific Star S.A. and Trusal S.A.	Salmon farming in fresh and salt water, including commercialization	Salmon freshwater and seawater farming, including commercialization	Salmon trader based in the USA
A summary of the acts and contracts entered into with subsidiaries or associates that have a significant influence on the operations and results of the parent or investing entity	Production of raw material processing plants	Lease of concessions // Production of raw material processing plants // Sale of finished products	Lease of concessions // Production of raw material processing plants // Sale of finished products	Marketing of finished products

Annex 11: Key executives

Member	Position	Rut	Profession	Date Joined the Company	Position start date	Date of birth
Rosa Koelichen, Andrés Alberto	Innovation and Development Manager	8246745-9	Veterinarian UACH	1/1/2008	10/3/2022	2/17/1963
Uribe Cantín, Jorge Luis	Farming Manager	9281644-3	Marine Biologist, UACH	10/3/2022	10/3/2022	2/16/1967
Cortez Quezada, Gastón	General Manager	9532444-4	Agricultural Engineer, PUC; MBA, USACH	3/1/2008	3/1/2008	9/26/1962
Urbina Konig, Patricio Alejandro	Control and Management Manager	9829123-7	Chemical Civil Engineer, USACH; Diploma in Management Control, PUC	1/4/2017	1/4/2017	24/4/1966
Toirkens Scheel, Mauricio Eduardo	Commercial Manager	11251744-8	Veterinarian, UACH; MBA, UDD	5/4/2015	5/4/2015	10/31/1968
Melgarejo Villarroel, Claudio Andrés	Administration and Finance Manager	12757726-9	Commercial Engineer, UGM; Auditor Accountant, IPST; MBA, UAI; Diploma In IFRS, UCH	4/14/2014	11/1/2016	11/18/1974
Castaing Cornejo, Milton Andrés	Human Resources Manager	13271453-3	Commercial Engineer, PUCV; MBA, UDD	10/17/2011	9/1/2021	5/26/1977

Annex 12: Water management

Total water extracted in Plants

Total (thousand cubic meters)	
Extracted water	566.38
Water consumed	242.49

Water discharge* in Plants

Water discharge by source	All zones [ML]	Water-stressed areas [ML]
Fresh surface water	43,450,041	36,073.209
Other surface water	0	0
Surface water (total)	43,450,041	36,073.209
Fresh groundwater	7,376.832	0
Other groundwater	2,114.629	0
Groundwater (total)	9,491.461	0
Marine water	0	0
Other marine water	0	0
Marine water (total)	0	0
Total Freshwater	50,826.873	36,073.209
Total Other water	2,114.629	0
Water discharged (total)	52,941.502	36,073.209

*Water discharge data is compiled from daily flow record sheets. This is of a regulatory nature, so this information must be available to comply with DS.90.

Annex 13: Feeds for animals from regions with high or extremely high initial water stress

Percentage of animal feed from regions with high or extremely high initial water stress

Indicator	Weight of animal feed from regions with high or extremely high initial water stress.	Total weight of animal feed from the entity.	Porcentaje (%) por peso
Animal feed from regions with high or extremely high initial water stress (EWOS)	1,240,000	3,796,549	33%
Animal feed from regions with high or extremely high initial water stress (BIOMAR)	10,929,028	34,881,044	31%
Animal feed from regions with high or extremely high initial water stress (SKRETTING)	0	29,490	0.00
Total	12,169,028	38,707,083	31.4%

Annex 14: Waste management

Waste generated 2023

Waste composition	*Destined for recovery [t]	**Destined for disposal [t]	Total waste generated [t]
Organics	7353.1741	1360.61	8713.7841
Inorganic	544.15	1179.09	1723.24
Hazardous	0	37.763	37.763
Total	7897.3141	2577.463	10474.7871

Waste for recovery 2023

Hazardous waste	On-site [t]	Off-site [t]	Total waste generated [t]
Preparation for reuse	0	0	0
Recycling	0	0	0
Other recovery operations	0	0	0
Total	0	0	0
Non-hazardous waste	On-site [t]	Off-site [t]	Total waste generated [t]
Preparation for reuse	294.441		294.441
Recycling	5413.5879		5413.5879
Other recovery operations	2189.3		2189.3
Total	7897.3289		7897.3289

Waste for disposal 2023

Hazardous waste	On-site [t]	Off-site [t]	Total waste generated [t]
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Transfer to landfill	37.763	0	37.763
Other disposal operations	0	0	0
Total	37.763	0	37.763
Non-hazardous waste	On-site [t]	Off-site [t]	Total waste generated [t]
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Transfer to landfill	2,539.707	0	0
Other disposal operations	0	0	0
Total	2,539.707	0	2,539.707

* Waste for recovery corresponds to: organic (viscera and canteen waste) and inorganic (cardboard, plastic and styrofoam).
**Waste for disposal corresponds to: organic (sludge from tailings plant) and inorganic (household and hw).
***Information compiled from the annual waste declaration form in SINADER.

Annex 15: Materials used in containers and packaging

Materials	Weight or volume	Unit of measure	% recycled inputs
Non-renewable materials	6,704	ton	0
Renewable materials	2,035	ton	0
Total	8,739	ton	0

Annex 16: Fines for non-compliance with regulations or regulatory sanctions

Type of fine	N°	US\$
Commercial	6	6,468.78
Labor	7	68,571.98
Environmental	4	6,052.54
Social	1	17.56
Total	18	81,110.86

Annex 17: Regulatory framework for the aquaculture industry

The national aquaculture activity has various legislative bodies that cover logistical, administrative, environmental, productive and sanitary aspects. Among which the following stand out:

- General Law of Fisheries and Aquaculture of 1991 and its amendments.
- Regulation on Limitation of Areas of Aquaculture Concessions and Authorizations.
- Regulation on Aquaculture Concessions and Authorizations 1993.
- Law of Bases of the Environment 1994.
- Regulation of the National Aquaculture Registry 1994.
- Regulations for the Internment of First Importation Species.
- Regulations of the Procedure for the Importation of Hydrobiological Species.
- Implementation of the Environmental Impact Assessment System (SEIA).
- Environmental Regulation for Aquaculture - RAMA.
- Regulation of Certification and other Sanitary Requirements for the Importation of Hydrobiological Species.
- Regulation of Protection, Control and Eradication Measures of High Risk Diseases for species.
- Aquaculture Sanitary Regulations - RESA.

Annex 18: Audits of the Global Food Safety Initiative (GFSI)

Indicator	Chamiza Plant	Quellón Plant
Non-compliance rates of your facilities with food safety certification programs recognized by the Global Food Safety Initiative (GFSI).	19.5	
Corrective action rates associated with your facilities	19.5	
Major non-conformities	0	0
Minor non-conformities	16	23
Percentage of supplier facilities that are certified under a certification program recognized by the Global Food Safety Initiative (GFSI)	100%	100%
Total number of food safety-related product recalls	0	0
Total quantity, in metric tons, of food products subject to a recall.	0	0
Countries and regions that restrict, prohibit or have suspended imports of the entity's products due to sanitary and phytosanitary (SPS) measures.	Authorized for all markets where it operates	

Annex 19: Certified raw material

BAP Certification

Plant	Salar	Coho
Chamisa	28.36% BAP 4-star certified raw material 70.74% BAP 3-star certified raw material 0.90% BAP 1 star certified raw material	100% BAP 4 star certified raw material
Quellón	35.65% BAP 4 star certified raw material 64.35% BAP 3 star certified raw material 0.05% BAP 1 star certified raw material	This species was not processed

ASC Certification

Plant	Salar	Coho
Chamisa	98% certified raw materials	64% certified raw materials
Quellón	33% certified raw materials	This species was not processed

Indicator table

MANDATORY GRI INDICATORS

GRI 2: GENERAL CONTENTS 2021	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
1. The organization and its reporting practices	GRI 2-1	Organization details	2
	GRI 2-2	Entities included in the organization's sustainability reports.	2
	GRI 2-3	Reporting period, frequency and contact point.	86
	GRI 2-4	Updating of information	No hubo información que actualizar
	GRI 2-5	External Verification	86
2. Activities and Employees	GRI 2-6	Activities, value chain and other business relationships	12 a 17, 48-49
	GRI 2-7	Employees	37-38, anexo 3
	GRI 2-8	Non-employees	49
3. Governance	GRI 2-9	Governance structure and composition	56 a 63
	GRI 2-10	Appointment and selection of the highest governance body	58
	GRI 2-11	Chair of the highest governance body	58
	GRI 2-12	Role of the highest governance body in overseeing management of impacts.	59 a 63
	GRI 2-13	Delegation of responsibility for impact management.	59 a 63
	GRI 2-14	Role of the highest governance body in sustainability reporting.	86
	GRI 2-15	Conflicts of interest	70
	GRI 2-16	Communication of critical concerns	59
	GRI 2-17	Collective knowledge of the highest governance body	59
	GRI 2-18	Performance evaluation of the highest governance body	60
	GRI 2-19	Remuneration policies	Confidencial
	GRI 2-20	Process for determining compensation	63
	GRI 2-21	Annual Total Compensation Ratio	Confidencial

MANDATORY GRI INDICATORS

GRI 2: GENERAL CONTENTS 2021	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
4. Strategies, policies and practices	GRI 2-22	Sustainable Development Strategy Statement	5
	GRI 2-23	Commitments and policies	70 a 73, 78
	GRI 2-24	Incorporation of commitments and policies	70 a 73, 78
	GRI 2-25	Processes for remediating negative impacts	78
	GRI 2-26	Mechanisms for seeking advice and raising concerns	71
	GRI 2-27	Compliance with laws and regulations	74 a 77, anexo 16
	GRI 2-28	Memberships	25 - 34
5. Stakeholder engagement	GRI 2-29	Approach to stakeholder engagement	69
	GRI 2-30	Collective bargaining agreements	46

GRI MATERIAL INDICATORS

MATERIAL TOPIC	SUB TOPICS	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
GRI 3: MATERIAL TOPICS 2021		GRI 3-1	Process of determining the material topics	87 a 90
		GRI 3-2	List of material topics	90
ANIMAL WELFARE	ANIMAL HEALTH AND WELFARE	GRI 3-3 Gestión de la temática Bienestar Animal	Thematic management of Animal Welfare	21
		(Additional sectoral content 13.11.2)	Submit information on the percentage of production volume coming from the organization's establishments certified by third parties according to animal health and welfare standards and list these standards.	21
		(Additional sectoral content 13.11.3)	The following sectoral contents are additional for organizations in the aquaculture sector: Report the survival rate of farmed aquatic animals and the main causes of mortality.	22
ECOSYSTEMS AND BIODIVERSITY	BIODIVERSITY	GRI 3-3 Thematic management Biodiversity	Thematic management Biodiversity	25 a 27
		GRI 304-1	Operational sites owned, leased, or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas.	27
		GRI 304-2	Significant impacts of activities, products, and services on biodiversity.	27
		GRI 304-3	Habitats protected or restored	27
		GRI 304-4	Species on the IUCN Red List and on national conservation lists whose habitats are in areas affected by the operations.	27
	USE OF PESTICIDES	(Additional sectoral content 13.3.6)	For each species of aquatic organisms produced, provide the following information: - the scientific name of the species; - the volume in metric tons; - the rearing methods; - the production site. Report the use of fishery products in feed, including: - the scientific name of the species; - whether whole fish or fish waste (trimmings, scraps and offal) are used; - the locations of origin; - stock status, including assessments or systems used to determine stock status.	25
		GRI 3-3 Thematic management Use of Pesticides	Thematic Management Use of Pesticides	28
		(Additional sectoral content 13.6.2)	Submit information on the volume and strength of pesticides used according to the following toxicity hazard levels: - extremely hazardous; - highly hazardous; - moderately hazardous; - slightly hazardous; - not likely to present an acute hazard.	28

GRI MATERIAL INDICATORS

MATERIAL TOPIC	SUB TOPICS	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
ECOSYSTEMS AND BIODIVERSITY	CONVERSION OF NATURAL ECOSYSTEMS	GRI 3-3 Thematic management Conversion of natural ecosystems	Thematic management Conversion of natural ecosystems	29-30
		(Additional sectoral content 13.4.2)	Provide information on the percentage of production volume from Lands owned, leased or managed by the organization that are considered free of deforestation or conversion, by product, and describe the assessment methods used.	30
		(Additional sectoral content 13.4.3)	In relation to the products supplied by the organization, present the following information by product: - the percentage of the volume sourced that is considered to be free of deforestation or conversion, and describe the evaluation methods used; - the percentage of the volume sourced for which the origin is unknown, so that it can be determined whether it is free of deforestation or conversion, and describe the measures taken to improve traceability.	30
		(Additional sectoral content 13.4.4)	Provide information on the size in hectares, location and type of natural ecosystems converted since the cut-off date to Lands owned, leased or managed by the organization.	30
		(Additional sectoral content 13.4.5)	Submit information on the size in hectares, location and type of natural ecosystems converted since the cut-off date by suppliers or at sourcing sites.	30
	WATERANDEFFLUENTS	GRI 3-3 Thematic management Water and Effluent	Thematic management Water and Effluent	30-31, annex 12
		GRI 303-1	Interaction with water as a shared resource	30-31, annex 12
		GRI 303-2	Managing impacts related to water discharge	31-32
		GRI 303-3	Water extraction	31
		GRI 303-4	Water discharge	31-32
		GRI 303-5	Water consumption	32
CLIMATE CHANGE	EMISSIONS	GRI 3-3 Thematic management Emissions	Thematic management Emissions	33
		GRI 305-1	Direct GHG emissions (Scope1)	33
		GRI 305-2	Energy-related indirect GHG emissions (Scope 2)	33
		GRI 305-3	Other indirect GHG emissions (Scope 3)	33
		GRI 305-4	Intensity of GHG emissions	33
		GRI 305-5	Reduction of GHG emissions	33
		GRI 305-6	Emissions of ozone-depleting substances (ODS)	33
		GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	33
	CLIMATE ADAPTATION AND RESILIENCE	GRI 3-3 Thematic management Climate adaptation and resilience	Thematic management Climate adaptation and resilience	33
		GRI 201-2	Financial implications and other risks and opportunities arising from climate change	The company has not prepared a TCFD, so there is no measurement of risks and opportunities arising from climate change.

GRI MATERIAL INDICATORS

MATERIAL TOPIC	SUB TOPICS	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
OPERATIONAL ECO-EFFICIENCY	WASTE MANAGEMENT	GRI 3-3 Thematic management Waste Management	Thematic management Waste Management	34-35
		GRI 306-1	Waste generation and significant waste related impacts	34-35, annex 14
		GRI 306-2	Management of significant waste-related impacts	34-35, annex 14
		GRI 306-3	Waste generated	34-35, annex 14
		GRI 306-4	Waste not destined for disposal	34-35, annex 14
		GRI 306-5	Waste for disposal	34-35, annex 14
	MATERIALS	GRI 301-1	Materials used by weight or volume	35, annex 15
		GRI 301-2	Recycled inputs used	35, annex 15
		GRI 301-3	Recovered products and packaging materials	35, annex 15
LOCAL DEVELOPMENT	LOCAL COMMUNITIES	GRI 3-3 Thematic management Local communities	Thematic management Local communities	50 to 54
		GRI 413-1	Operations with local community engagement programs, impact assessments, and development.	50 to 54
		GRI 413-2	Operations with significant actual or potential negative impacts on local communities.	50 to 54
	ECONOMIC INCLUSION	GRI 201-1	Direct economic value generated and distributed	11. annex 1
TALENT DEVELOPMENT	EMPLOYMENT PRACTICES	GRI 3-3 Thematic management Employment Practices	Thematic Management Employment Practices	42-43
		GRI 401-1	Hiring of new employees and staff turnover	39, annex 4
		GRI 401-2	Benefits provided to full-time employees that are not provided to part-time or temporary employees.	44
		GRI 401-3	Parental leave	46, annex 7

GRI MATERIAL INDICATORS

MATERIAL TOPIC	SUB TOPICS	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
TALENT DEVELOPMENT	NON-DISCRIMINATION AND EQUAL OPPORTUNITY	GRI 3-3 Thematic management Non-discrimination and equal opportunity	Thematic Management Non-discrimination and equal opportunity	42
		GRI 405-1	Diversity of governance bodies and employees	37 a 40, annexes 4 and 5
		GRI 405-2	Ratio of basic salary and remuneration of women to men	40
		GRI 406-1	Cases of discrimination and corrective actions taken.	47
		(Additional sectoral content 13.15.5)	Describe any differences in the terms of employment and the organization's approach to compensation based on the nationality and migrant status of employees, by location of operations.	42
	TRAINING AND EDUCATION	GRI 3-3 Thematic management Training and education	Thematic management Training and education	41 to 44, annex 6
		GRI 404-1	Average hours of training per year per employee.	41 to 44, annex 6
		GRI 404-2	Programs to develop employee competencies and transition assistance programs.	41 to 44, annex 6
		GRI 404-3	Percentage of employees receiving regular performance and career development reviews.	42
	RESPONSIBLE AND TRANSPARENT CONDUCT	OCCUPATIONAL HEALTH AND SAFETY	GRI 3-3 Thematic management Occupational health and safety	Thematic management Occupational health and safety
GRI 403-1			Occupational health and safety management system	45- 46
GRI 403-2			Hazard identification, risk assessment and incident investigation	45- 46
GRI 403-3			Occupational health services	45- 46
GRI 403-4			Worker participation, consultation and communication on health and safety at work	45- 46
GRI 403-5			Occupational health and safety training for employees	45- 46
GRI 403-6			Worker health promotion	45- 46
GRI 403-7			Prevention and mitigation of occupational health and safety impacts directly linked to business relationships.	45- 46
GRI 403-8			Coverage of occupational health and safety management system.	45- 46
GRI 403-9			Occupational injuries	45- 46
GRI 403-10			Occupational diseases and illnesses	45- 46

GRI MATERIAL INDICATORS

MATERIAL TOPIC	SUB TOPICS	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
RESPONSIBLE AND TRANSPARENT CONDUCT	TRACEABILITY IN THE SUPPLY CHAIN	GRI 3-3 Thematic management Traceability in the supply chain	Thematic management Traceability in the supply chain	73, annex 19
		(Additional industry recommendation 13.23.1)	Describe the rationale and methodology employed for traceability of the source, origin or production conditions of products sourced by the organization (such as raw materials and production materials purchased).	73, annex 19
		(Additional sectoral content 13.23.2)	Describe the level of traceability implemented for each product sourced, e.g., whether the product can be traced back to the national, regional or local level, or to a specific point of origin (e.g., farms, hatcheries and feed mills).	73, annex 19
		(Additional sectoral content 13.23.3)	Provide information on the percentage of the volume sourced that is certified to recognized international standards that allow traceability of products through the supply chain, and list these standards.	73, annex 19
		(Additional sectoral content 13.23.4)	Describe improvement projects to certify suppliers in accordance with recognized international standards, which allow tracking of products throughout the supply chain, thus ensuring that the entire volume supplied is certified.	73, annex 19
	UNFAIR COMPETITION	GRI 3-3 Thematic management Unfair Competition	Thematic management Unfair Competition	75
		GRI 206-1	Legal actions related to unfair competition, anti-competitive behavior and monopolistic practices.	75
	ANTICORRUPCIÓN	GRI 205-1	Operations in which risks related to corruption have been assessed	71
		GRI 205-2	Communication and training on anti-corruption policies and procedures.	71
		GRI 205-3	Confirmed corruption cases and actions taken	71
PRODUCT QUALITY AND SAFETY	FOOD SECURITY	GRI 3-3 Thematic management Food Security	Thematic management Food Security	73, annex 18
		(Additional sectoral content 13.9.2)	Report the total weight of food loss in metric tons and the percentage of food loss, broken down by the organization's main products or by its product categories, and describe the methodology used to make this calculation.	73, annex 18
	FOOD SAFETY	GRI 3-3 Thematic Management Food Safety	Thematic Management Food Safety	73, annex 18
		GRI 416-1	Assessment of health and safety impacts of product and service categories	73, annex 18
		GRI 416-2	Non-compliance cases related to health and safety impacts of product and service categories.	73, annex 18
		(Additional sectoral content 13.10.4)	Provide information on the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards.	73, annex 18
		(Additional sectoral content 13.10.5)	Report the number of recalls issued for food safety reasons and the total volume of products recalled.	73, annex 18

GRI MATERIAL INDICATORS

MATERIAL TOPIC	SUB TOPICS	INDICATOR NUMBER	INDICATOR NAME	PAGE NUMBER / REASON FOR OMISSION
OPERATIONAL EXCELLENCE	OWN INDICATORS	Concessions	Number of concessions	11
		Market	Target Markets	11
		Financial information	Millions in assets (USD)	11 and 92
		Financial information	Millions in sales (USD)	11 and 93
		Financial information	Millions in Ebitda (USD)	11 and 93
		Financial information	Millions in profits (USD)	11
		Commercial information	Average WFE price per kilo	11
		Commercial information	Total Sales Volume year 2023	11
		PEX	What were the PEX work focuses established during 2023?	72
		PEX	Indicate which sites, offices, plants and/or fish farms operated during 2022 under PEX method	12
		Farming	Freshwater and seawater sites operating in 2023	14
		Farming	Smolt production (Nº) 2023	14
		Farming	Freshwater and seawater certifications 2023	14
		Farming	Harvest (TON WFE) 2023	14
		Process Plants	Total surface areas constructed and production lines	15
		Process Plants	TON WFE of raw materials processed in 2023	15
		Process Plants	2023 Certifications	15

SASB INDICATORS - MEATS, POULTRY AND DAIRY PRODUCTS

TOPIC	CODE	INDICATOR	PAGE NUMBER / REASON FOR OMISSION
GREENHOUSE GAS EMISSIONS	FB-MP-110a.1	Global gross Scope 1 emissions	33
	FB-MP-110a.2	Analysis of the long- and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and analysis of performance against these targets.	33
ENERGY MANAGEMENT	FB-MP-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables	34
WATER MANAGEMENT	FB-MP-140a.1	(1) Total water extracted, (2) total water consumed, percentage of each in regions with high or extremely high initial water stress	30-31-32, annex 12
	FB-MP-140a.2	Description of water management risks and analysis of strategies and practices to mitigate them.	30-31-32, annex 12
	FB-MP-140a.3	Number of incidents of non-compliance with water quality permits, standards, and regulations.	30-31-32, annex 12
LAND USE AND ECOLOGICAL EFFECTS	FB-MP-160a.1	Amount of manure and animal waste generated, percentage managed according to a nutrient management plan.	Not applicable due to the nature of the business
	FB-MP-160a.2	Percentage of pasture and rangeland managed according to Natural Resources Conservation Service (NRCS) conservation plan criteria.	Not applicable due to the nature of the business
	FB-MP-160a.3	Animal protein production from concentrated animal feeding operations (CAFOs).	Not applicable due to the nature of the business
FOOD SAFETY	FB-MP-250a.1	Global Food Safety Initiative (GFSI) audit: (1) rate of non-compliance and (2) rate of corrective actions for (a) major and (b) minor non-compliances.	73, annex 18
	FB-MP-250a.2	Percentage of supplier facilities certified under a Global Food Safety Initiative (GFSI) food safety certification program.	73, annex 18
	FB-MP-250a.3	(1) Number of recalls issued and (2) total weight of recalled products.	73, annex 18
	FB-MP-250a.4	Analysis of markets that prohibit the importation of the entity's products.	73, annex 18
USE OF ANTIBIOTICS IN ANIMAL PRODUCTION	FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) non-medically important antibiotics, by type of animal	24
WORKFORCE HEALTH AND SAFETY	FB-MP-320a.1	(1) Total recordable incident rate (TRIR) and(2) mortality rate.	45-46
	FB-MP-320a.2	Description of activities to assess, monitor and mitigate acute and chronic respiratory diseases.	Not applicable
ANIMAL CARE AND WELFARE	FB-MP-410a.1	Percentage of pork meat produced without farrowing cages	Not applicable due to the nature of the business
	FB-MP-410a.2	Percentage of sales of eggs from cage-free hens	Not applicable due to the nature of the business
	FB-MP-410a.3	Percentage of production certified to an external animal welfare standard	21
ENVIRONMENTAL AND SOCIAL IMPACTS OF THE ANIMAL SUPPLY CHAIN	FB-MP-430a.1	Percentage of livestock from suppliers that apply Natural Resources Conservation Service (NRCS) conservation plan criteria or equivalent.	Not applicable due to the nature of the business
	FB-MP-430a.2	Percentage of supplier and contracted production facilities verified as meeting animal welfare standards.	Not applicable due to the nature of the business
FEED AND ANIMAL PROCUREMENT	FB-MP-440a.1	Percentage of animal feed from regions with high or extremely high initial water stress	31, annex 13
	FB-MP-440a.2	Percentage of contracts with producers located in regions with high or extremely high initial water stress.	31, annex 13
	FB-MP-440a.3	Analysis of strategy for managing opportunities and risks to feed and livestock supply presented by climate change	31, annex 13
ACTIVITY PARAMETERS	FB-MP-000.A	Number of processing and manufacturing facilities	14-15
	FB-MP-000.B	Animal protein production, by category; percentage outsourced	Not applicable

GSI INDICATORS

AREA	INDICATOR		PAGE NUMBER / REASON FOR OMISSION
ENVIRONMENTAL	FISH ESCAPE	The number of fish escapes is shown as a net number after recapture from January to December.	29
	FISH MORTALITY	Mortality is measured using a 12-month rolling mortality rate. This measure calculates mortality for the last 12 months (January to December) as a proportion of the estimated number of fish at sea, in the last month of the year (adjusted for harvest and mortality).	22
	CALIGUS COUNT	It has been calculated as the total number of adult lice (pregnant females).	23
	USE OF ANTIBIOTICS	The amount of antibiotics used is calculated as the amount of active pharmaceutical ingredients used (in kg) per tons of fish produced. Antibiotic use is calculated per calendar year (January - December).	24
	CALIGUS TREATMENTS	The amount of treatment used is calculated as the amount of active pharmaceutical ingredients (API) used (in grams) per ton of fish produced (LWE).	23
	USE OF HYDROGEN PEROXIDE	The amount of H ₂ O ₂ used is calculated as the amount of active pharmaceutical ingredients (API) used (in kg) per tons of fish produced (live weight equivalent, LWE). H ₂ O ₂ use has been calculated by calendar year (January-December).	23
	NON-MEDICINAL METHODS	To demonstrate innovation and progress within sustainable sea lice management, companies are encouraged to report on non-medicinal tools and methods used.	23
	INTERACTIONS WITH FAUNA	Total number of interactions divided by the total number of sites from January to December of each year.	26
	USE OF MARINE INGREDIENTS IN FEED	This calculation is based on using the ASC parameters for the Fishmeal Dependency Ratio (FFDRm).	24
	ASC CERTIFIED VOLUME	ASC-certified biomass volume	21
SOCIAL	ENVIRONMENTAL CERTIFICATIONS AND PERMITS	Environmental certifications and permits	15, 21, 73
	COMPLIANCE	Total number of non-compliances resulting in fines (in USD) from January to December.	74 to 77, annex 16
	HEALTH AND SAFETY	Fatality rate understood as the number of deaths of the company's on-site workers between January and December.	45-46
		Lost-time injury rate understood as the number of on-the-job and work-related injuries, including fatalities, that resulted in inability to work and absence from the next workday or work shift between January and December. Calculated as follows: Total number of lost-time injuries/total number of hours worked) x 1,000.000.	45-46
		Absence rate understood as any absence related to a worker's personal health. Calculated as follows: Total number of absence days / total number of work days.	45-46
	EMPLOYEES	Direct labor is calculated based on full-time permanent employees.	37-38, annex 3
	R&D INVESTMENT	R&D investment	No information

SALMONCHILE INDICATORS

AREA	INDICATOR	PAGE NUMBER / REASON FOR OMISSION
ENVIRONMENTAL	Number of escapes	29
	Mortality rate	22
	Antibiotic rate (g/t)	24
	Average caligus	23
	CC antiparasitic rate (g/t)	24
	Antiparasitic Treatment Index (ITC)	24
	Non-medicinal Treatment Rate (Salar and Trout)	23
SOCIAL	Community actions	50 to 54
	Accident rate	46
GOVERNANCE	Payment of Aquaculture Licenses	13
	Certifications	15, 21, 73

