

Sustainability Report

2023



Contents

An aerial photograph of a salmon farming operation in a fjord. Several large, rectangular net pens are visible in the water, marked with red buoys. A small service vessel is positioned near one of the pens. The background features steep, rocky mountains with patches of snow and sparse vegetation. The water is calm, reflecting the surrounding landscape.

How to read this Report?

GRI 2-2, 2-3, 2-4, 2-14

This is our fourth annual sustainability report, which we have been publishing since 2021. It contains relevant information on the results of our sustainable management for the year 2023, considering the following entities: Nova Austral S.A., Comercial Austral S.A., Piscicultura Tierra del Fuego S.A., Salmones Porvenir SpA, and Pesquera Cabo Pilar S.A.

The Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Global Compact Principles standards have been used to disclose the most relevant issues of our organization and the management of each one of them. For the purposes of this report, the standards related to the meat, poultry and fish industry sector were considered in accordance with SASB guidelines, while the agriculture, aquaculture and fishing sector standard was applied in line with GRI recommendations. A total of 16 material topics are reported, incorporating 30 general GRI contents, 14 Sector GRI indicators, 48 non-sector GRI indicators, and 9 SASB indicators, which are detailed in the table of contents of this document. It should be noted that no updates or reformulations are presented in this report.

The information has been evaluated and approved by the General Management and managers of the different areas.

Contact

Ignacio Faraldo Portus

Legal and Compliance Manager

E-mail: ignacio.faraldo@novaaustral.cl

Location : Avenida Alberto Fuentes N°299.
Porvenir. Región de Magallanes y de la Antártica
Chilena



Identification of material topics

For this Sustainability report, we have updated the material topics reported in 2022 through an analysis of the organization's context, such as: strategic vision, market presence, public opinion and stakeholder vision.

In identifying impacts, other industry reports were reviewed. In addition, two Nova Austral first line managers were interviewed.

Alignment of reported material topics

Dimension	Topics	GRI Sectorial	GRI Non-Sectorial	SASB	Global Compact	Alignment
Governance and economic	Economic value	●				GRI 201-1, 202-2, 204-1, 13.22
	Anticorruption	●			●	GRI 205-2, 205-3, 13.26
	Business taxation		●			GRI 207-1, 207-2, 207-4,415-1
Business	Product quality and safety	●		●		GRI 416-1, 13.9,13.10, FB-MP-250a.1, FB-MP-250a.2
	Animal welfare	●		●		GRI 13.11, FB-MP-260a.1
Environmental	Materials management		●		●	GRI 301-1, 301-2, 301-3
	Energy		●	●	●	GRI 302-1, FB-MP-130a.1
	Water resource efficiency	●		●	●	GRI 303-1,301-3,303-4,303-5, 13.7, FB-MP-140a.1, FB-MP-140a.3
	Biodiversity protection	●			●	GRI 304-1, 304-2, 304-3, 304-4,13.3
	Emissions management	●		●	●	GRI 305-1, 305-2, 305-3, 305-4, 305-5, 13.1, FB-MP-110a.1, FB-MP-110a.2
	Circular economy and waste management		●			GRI 306-1, 306-2, 306-3, 306-4
Social	Talent development		●			GRI 401-1,404-1, 404-2
	Occupational health and safety	●		●		GRI 403-1, 403-2, 403-3, 403-4,403-5, 403-9, 403-10, 13.19, FB-MP-320a.1
	Diversity & inclusion	●			●	GRI 405-1, 405-2, 406-1, 13.15
	Human rights	●			●	GRI 408-1, 409-1, 411-1, 13.13, 13.16, 13.17
	Social commitment	●				GRI 413-1, 13.12

Message from the CEO

I am pleased to present our fourth Nova Austral 2023 Sustainability Report. This report is a reflection of our ongoing commitment to sustainability and highlights our efforts and achievements in environmental, social and governance (ESG) management.

At Nova Austral, we consider sustainability to be a fundamental aspect of our business success. Despite the challenges we have faced in recent years, we are confident in our ability to continue working in an ethical and transparent manner, for the benefit of each of our stakeholders.

In 2023 we maintained our commitment to offer a premium product with high quality standards and free of antibiotics. We remained committed to our ethical approach to business, including our relations with the community, customers and all our stakeholders and as well as the responsibility that comes with operating in the pristine waters of the Magallanes Region and Chilean Antarctica. This is how we were recognized by the National Fisheries and Aquaculture Service (SERNAPESCA) in its annual report, as the only company that had zero consumption of antibiotics in 2023. We also maintained our certifications, which highlight the quality of our products, such as ASC, BAP, Global GAP, among others. In order to strengthen our commitment to our customers to offer premium products, this year we obtained the CSARP+ certification, an initiative that recognizes the responsible production of Chilean salmon through the reduction in the use of antibiotics.

Our employees contribute through their daily work to our high standards of quality, safety and security. As a result, in 2023 we had no fatal accidents by our employees and contractors, thanks to the implementation and updating of our Occupational Health and Safety Management System, which seeks to prevent and mitigate risks related to the well-being of our team. In addition, we provide continuous training to each of our employees in order to establish a culture of safety and health in the organization. In this regard, we conducted several workshops that resulted in 2,921 person-hours of training. Likewise, committed to the professional and personal development of our employees, we conducted training in technical issues and soft skills.

Promoting diversity and inclusion is a relevant matter for the organization. Through our People Department we encourage the inclusion of people with disabilities in the labor market, guaranteeing equal access to work. Due to this constant effort to promote a culture of diversity and inclusion, in 2023 we had four people with disabilities in our team. These actions are based on our commitment to the Ten Principles of the Global Compact, which establish the need for companies to support the abolition of discriminatory practices in employment and occupation.

Similarly, we engage in a variety of activities, including a visit to the "Arcoiris de Porvenir" kindergarten, to teach children on fish care and we also had a visit from the students of

Each one of these achievements has been made possible by working together with our employees, partners and communities.

the Marine Biology program at Universidad de Magallanes to Tierra del Fuego Hatchery. We provide information about our operations and how we develop and obtain our products, thus promoting greater knowledge of the salmon farming industry and its impact on the economic dynamism of the locality of which we are a part.

Likewise, we encourage initiatives that promote our environmental responsibility. Due to the impact we generate on eco-systems, flora and fauna, we develop biodiversity reports that aim to identify and describe the environmental variables of birds, marine mammals and sensitive or protected aquatic habitats that are located near our farm sites, in order to establish actions for their protection and mitigate the impacts that may be generated from our activities. Another key aspect in our environmental management is about managing water resources, for which we designed our hatchery under a recirculation system ensuring optimal use of this valuable resource. We also seek to generate actions aimed at the circular economy to reduce the amount of waste, recycling some of the waste from our hatchery, processing plant and farm sites.

Each one of these achievements has been made possible thanks to the joint effort with our employees, partners and communities. We are proud of the progress we are making each year, but we know that there is still much to do. To this end, we will continue to work to improve and find new ways to integrate sustainability into the heart of our business strategy.

I would like to take this moment to thank all our shareholders, employees and partners for their continued support and for sharing our vision of producing the highest quality salmon, contributing to the community with which we interact and protecting the environment. We are convinced that together we can make a significant difference.

Sincerely yours,

Nicolás Larco Dávila
Chief Executive Officer

We are Nova Austral



We are Nova Austral

Our business

GRI 2-1, 2-6, FB-MP-000.A

We are Nova Austral, a company dedicated to providing aquaculture services and the commercialization of Atlantic salmon. Through our subsidiaries, we produce, market, distribute and sell the products we offer on a global scale

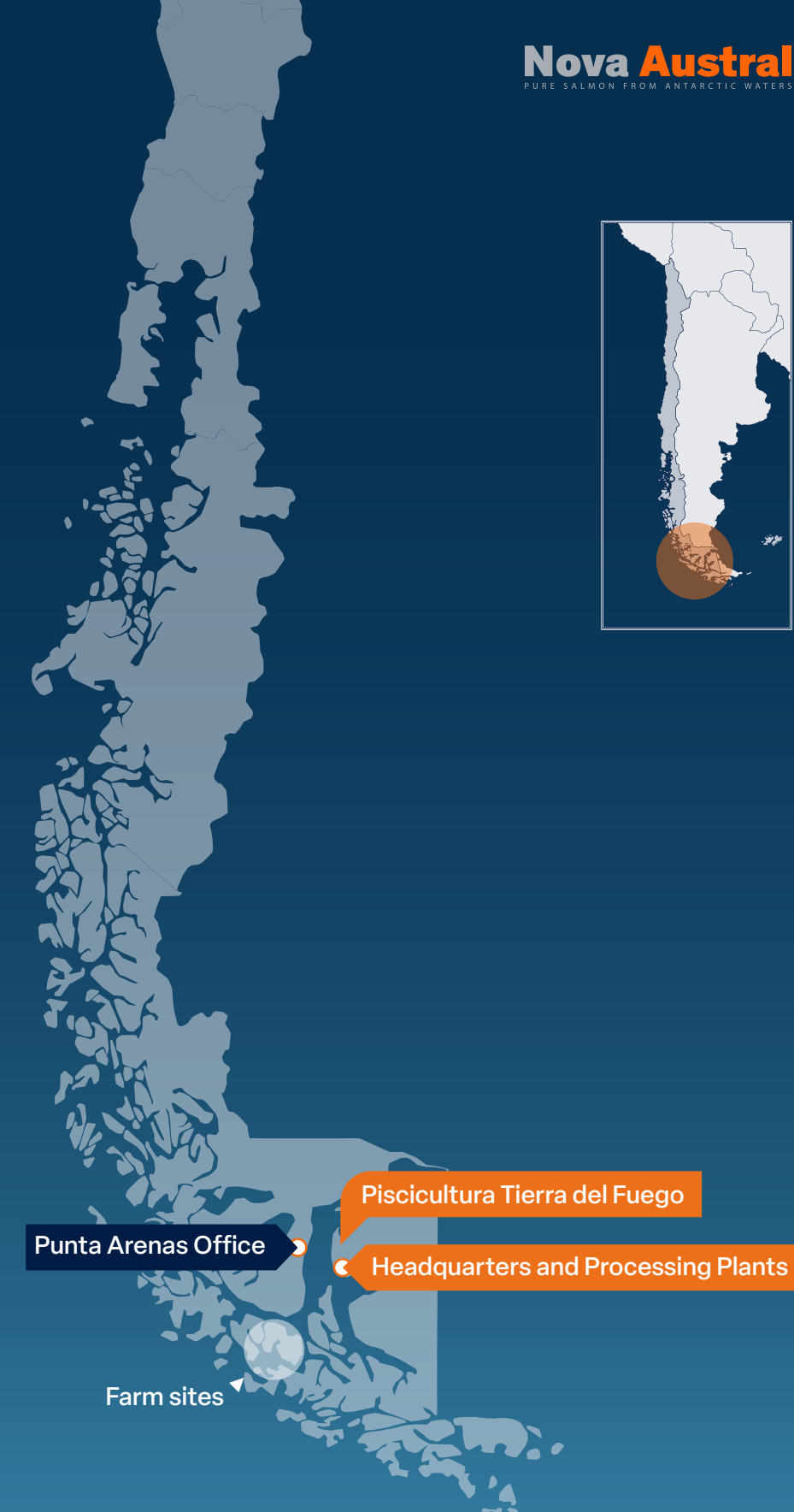
We are located in the southernmost region of Chile, which provides us with sustainable conditions for salmon farming with the highest quality standards, since our farms are located in the pristine and cold waters near the Chilean Antarctic. Salmon are raised year-round in stable, low temperature waters.

Innovation and excellence programs allow us to improve our standards of sustainable development. In addition, the extensive experience of the management and operations team, together with farm sites that have privileged natural conditions, results in a high quality product.

Our operations are located in the Region of Magallanes and Chilean Antarctica, where we develop the entire production cycle. In the case of hatchery, the processing plant and headquarters are located in the city of Porvenir, and the administrative office is in Punta Arenas city.

Location of Nova Austral operation centers

Regions	Name
CHILE Magallanes and Chilean Antarctic Region	Headquarters
CHILE Magallanes and Chilean Antarctic Region	Piscicultura Tierra del Fuego S.A. Hatchery
CHILE Los Lagos Region	Comercial Austral S.A.
CHILE Magallanes and Chilean Antarctic Region	Salmones Porvenir SpA



In 2017, the Environmental Assessment Commission of the Region of Magallanes and Chilean Antarctica approved the construction of the hatchery with a recirculation system, which we call “Piscicultura Tierra del Fuego”, located just 45 kilometers from Porvenir. In November 2018, the first eggs entered the production cycle to Piscicultura Tierra del Fuego, a plant that allows us to generate an integrated production that starts from the fertilized egg to obtain the salmon in its different products.

The recirculation system of our hatchery allows us to produce with water efficiency mechanisms, and prevents smolts from being transported from the north of Chile, minimizing sanitary risks. We develop the entire production cycle in the Region of Magallanes and Chilean Antarctica, being the only 100% Magellanic salmon farming company.

Every step we take is connected to our strategic pillars:

MISSION

At Nova Austral, our **MISSION** is to farm salmonids in a way that is environmentally sustainable and socially responsible, to produce safe products for human consumption and to market them globally to our customers, mainly in the United States, Europe, and Asia.



Nova Austral
PURE SALMON FROM ANTARCTIC WATERS



VISION

Our **VISION** is to be a leading aquaculture company at both the national and global level. We want to be recognized for our responsibility to the environment, for using technology as a permanent ally in continuous improvement, for making quality products, and for caring about our employees, local communities.



We develop the entire production cycle in the Region of Magallanes and Chilean Antarctica, being **the only 100% Magellanic salmon farming company.**

We have a framework of values that guides the actions of each member of the organization in their relations with the various stakeholders.

These are:

Excellence

We value people who maintain a permanent spirit of self-improvement, utilizing their creativity and resources through a daily effort to be better and better.

We promote excellence in the people who are part of our organization and we strive to continually learn from our actions, with an open mentality to accept and use ideas from others, encouraging our people to have a vision of the future.



Respect

We promote an appropriate and cordial treatment of all people, through kind words, gestures and attitudes, fostering an environment of collaboration and appreciating others for their knowledge, experience and value as a person.

In this regard, we recognize different opinions through a relationship of tolerance and sincerity that allows us to work together towards our common objectives



Honesty

We promote honesty in our employees, as a fundamental value that regulates the Company.

We also encourage transparency and ethics at all times, so that all Nova Austral employees perform in a truthful and loyal manner, and have open and timely information in the development of their activities.

On the other hand, we ensure that our employees act in an honest and upright manner, especially when communicating with others, fostering a culture based on trust, where people take responsibility for the decisions they make, representing and caring for the image of the Company at all times.



Commitment

We recognize people who take ownership of the organization's challenges and foster a sense of belonging to the company in other employees, getting involved to achieve the best of themselves and generating high levels of creativity that lead to better results than expected.

We also value a tenacious and proactive attitude from our employees, who put their skills to the test and are willing to take on any challenge that comes their way.



Legal structure

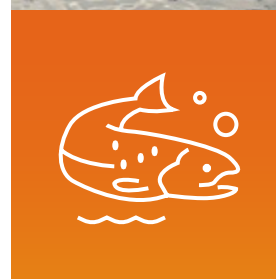
We are Nova Austral, a closed corporation, tax number 96.892.540-7. Our business is the production and processing of seafood products. We are incorporated under the laws of the Republic of Chile, by means of a public deed dated November 29, 1999, issued by the Notary Public of Santiago, Mr. Patricio Raby Benavente, under Repertory N° 4.783-1999, a copy of which can be found in the Real Estate, Trade and Mining Registry of Tierra del Fuego (Registro de Comercio del Conservador de Bienes Raíces, Comercio y Minas de Tierra del Fuego-Fojas 14, No. 7). In addition, our incorporation was published in the Official Gazette on December 7, 1999.

Stability as a priority

The financial challenges we faced in 2023 were key issues for Nova Austral growth. Our focus during this period was to develop the restructuring proposal with suppliers, external banks and investors.

We believe it is important to continue to build trust with other stakeholders, such as local authorities, and to this end we are working on complete compliance with current legislation.

We are confident that each of the actions we are taking will help us meet the challenges we face, in accordance with our internal policies and values, and with the support of our internal and external stakeholders, who are key to the development of the organization.

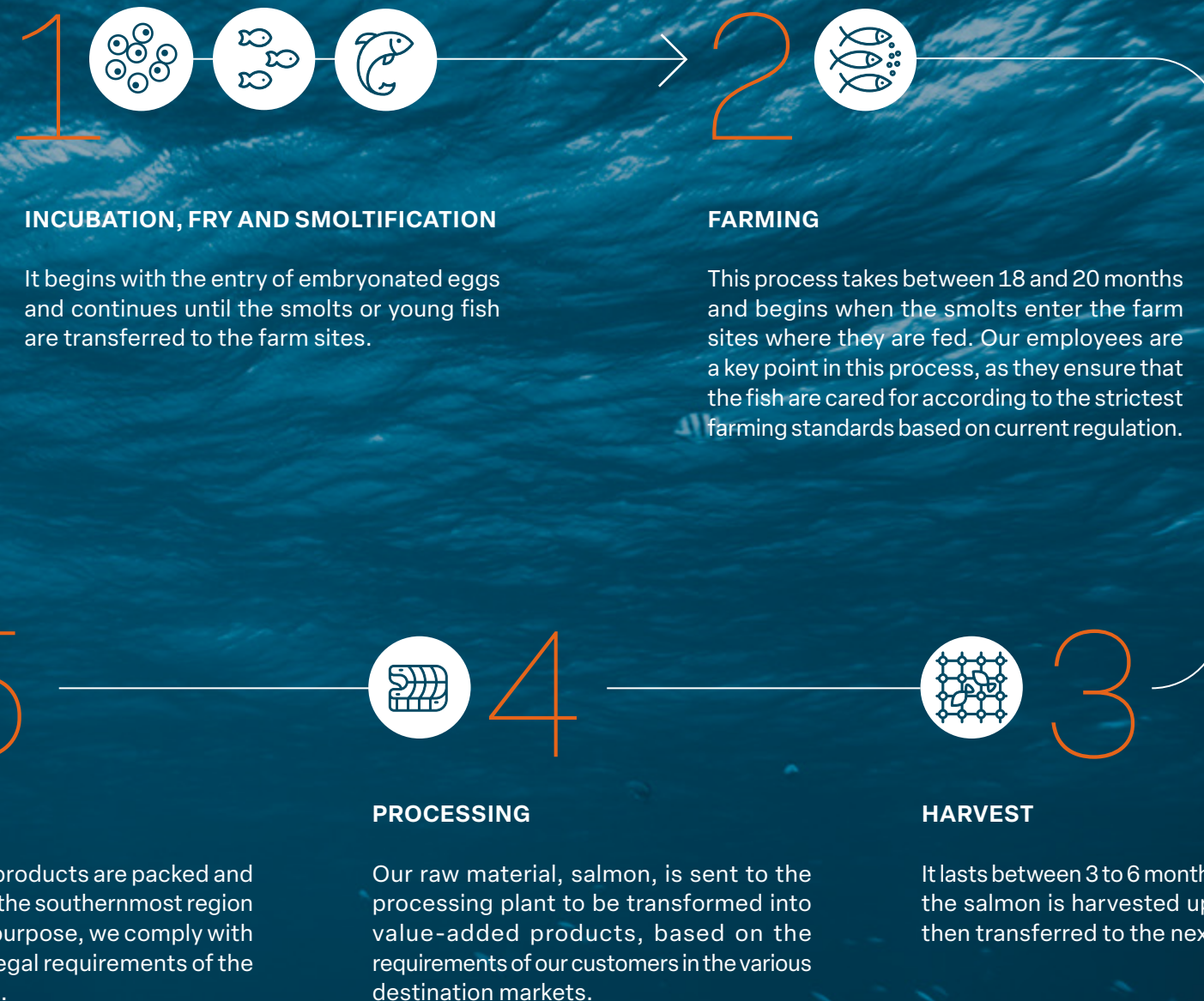


We produce quality

GRI 2-6

Production process

In order to offer quality products, we have an efficient and sustainable process that meets the highest standards, which allows us to provide our customers with well-being in each of the products we provide. This process consists of:



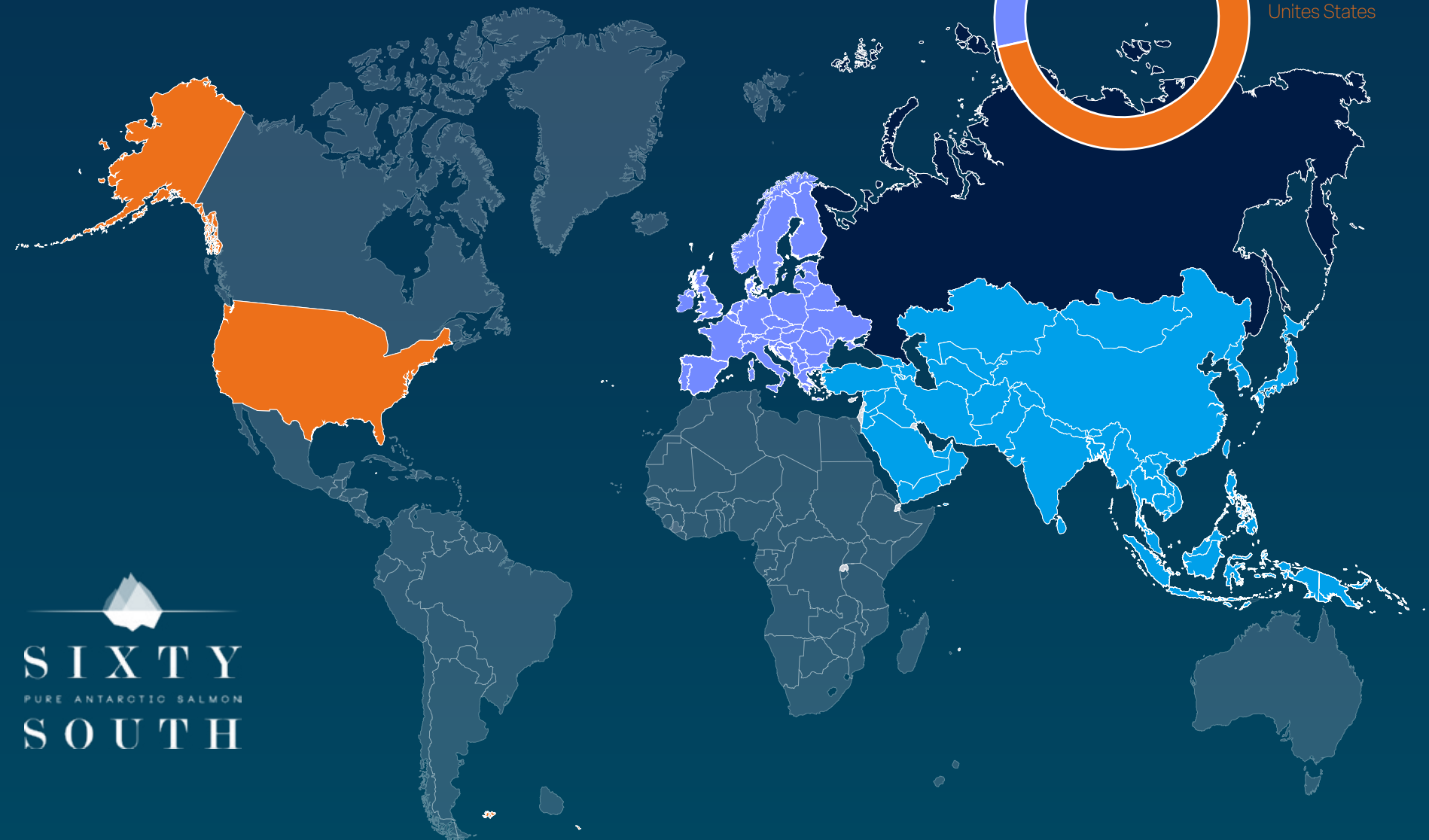
We offer quality products

FB-MP-000.B

We are proud to serve the most demanding markets with the highest quality salmon. Sixty South, our premium product, is produced in farm sites of the maximum purity and optimal temperature conditions, and is free of antibiotics and hormones.

100% Atlantic salmon, "Salar" species, produced in various formats. We offer whole salmon with head and guts, fillets with and without skin, and a wide range of value-added portions.

Main markets



SIXTY
PURE ANTARCTIC SALMON
SOUTH



Economic value

GRI 201-1 ; 13.22

We set our short- and long-term objectives to generate economic value. Thus, in 2023, we increased our revenues by 31% compared to the previous year due to higher sales volumes, better average prices per kilo and more smolt sales, even though we increased production costs.

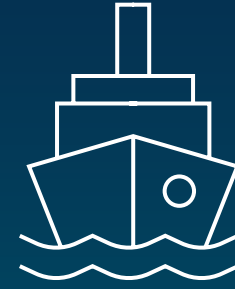
Economic value generated and distributed

According to the GRI Standard, economic value generated and distributed refers to how the organization, through its revenues, makes a distribution to its stakeholders.

ECONOMIC VALUE GENERATED AND DISTRIBUTED (VEG AND VED) (in ThUS\$)

	2021	2022	2023	VAR 23-22(%)
Operating income	88,928	78,730	114,282	31%
Other income	16,334	8,322	9,434	12%
Tax refund	10,380	9,827	4,605	-113%
Economic value generated (EVGD)	115,642	96,879	128,321	25%
Payments to suppliers of goods and services	-111,039	-71,585	-93,343	23%
Payments to financing providers	-9,086	-24,804	-14,869	-67%
Salaries and benefits	-19,574	-18,147	-19,465	7%
Investments in fixed assets	-2,966	-1,343	-35	-3.737%
Payments to communities	-47	-123	-87	-41%
Economic value distributed (EVD)	-142,712	-116,002	-127,799	9%
Retained economic value (SEE)	-27,070	-19,123	522	4.121%

Commitment to sustainability



Sustainable vision

GRI 2-12, 2-22, 2-23, 2-28

Our commitment to sustainability led us in 2021 to build a Sustainability Strategy through transversal workshops that allowed us to set a roadmap for environmental, social and economic performance.

"We want to do it well" is part of our commitment to sustainability, which uses three strategic axes that are developed based on the ethical behavior that is central to our strategy and that is aligned with our purpose and values as an organization.

Sustainability strategy

ACTING ETHICALLY

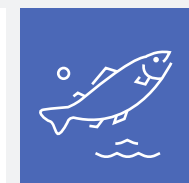


Social value

"Make Porvenir a better place to live and work."

Our focus is on people management and community relations, with emphasis on urban infrastructure and entrepreneurship.

We promote social development and provide opportunities for local communities through economic and social dynamism.

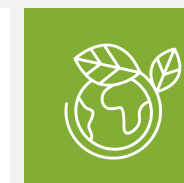


Unique product value

"That our salmon be sustainably farmed in the pristine waters of the Magallanes Region and Chilean Antarctica".

Our focus is to offer good quality, environmentally sustainable and antibiotic-free products.

We are committed to providing a unique, premium and responsible product with world-class standards.



Environmental value

"Safeguarding ecosystems for future generations".

Our focus is to promote integrated environmental management and circularity in our emissions.

We seek to safeguard ecosystems through sustainable aquaculture in the most pristine waters of the planet.

Relationship with stakeholders

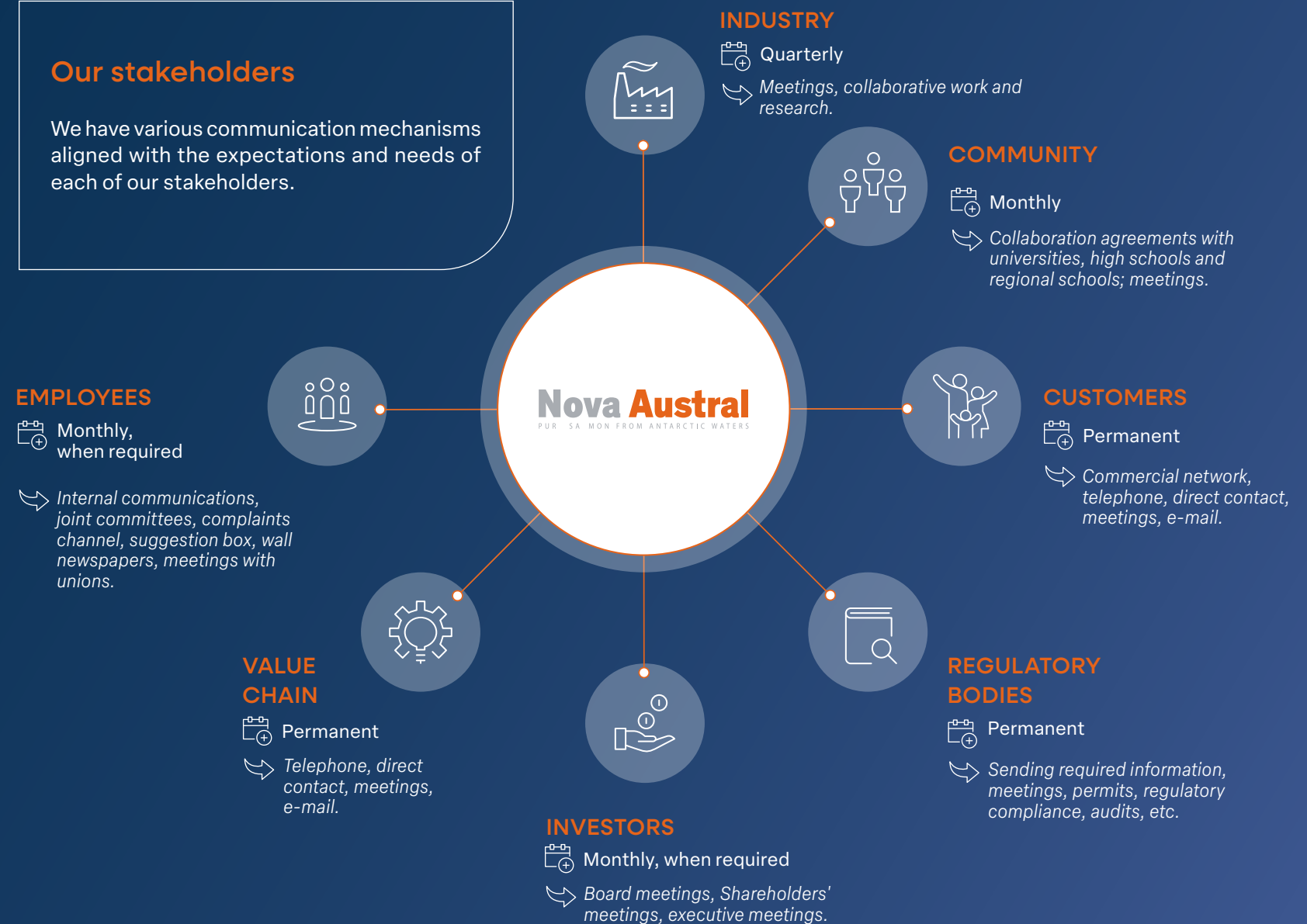
GRI 2-29

Strengthening relationships with our stakeholders

We consider each of our stakeholders to be a fundamental part of our business development. We have identified the stakeholders with whom we relate, as well as the impacts we generate with the activities we carry out. We want to establish a relationship based on our value of "Commitment" with our stakeholders, providing a shared benefit.

Our stakeholders

We have various communication mechanisms aligned with the expectations and needs of each of our stakeholders.



We join efforts

GRI 2-28

We are aware that by joining forces we can achieve our goals and contribute to generate value in society. Thus, during 2023 we maintained our strategic alliances with the following organizations.



Pacto Global
Red Chile

As a member of the **United Nations Global Compact** since 2021, we are committed to aligning our business strategy with the Ten Principles on human rights, anti-corruption, labor relations and the environment.



We participate with **Fundación Generación Empresarial (FGE)**, which has been promoting integrity in organizations since 1995. This is done through the implementation of concrete tools, such as the Barometer of Values and Organizational Integrity.



Regulatory compliance

GRI 2-27

We promote each of our values in compliance with existing legislation. This allows us to contribute to the conservation of the environmental and sanitary heritage where our activities are developed, as well as to strengthen the trust and relationship with the community.

Thus, during 2023, we had no sanctions in environmental and sanitary matters; however, due to delays in tax payments, we paid readjustments, interest and fines of ThUS\$ 267.

Quality of our products







GRI 2-6, 13.11, FB-MP-260a.1

We are constantly working to bring **high quality, antibiotic-free products** to our customers' tables. 100% of our salmon production is antibiotic free.

We have product categories: frozen and fresh, which have different presentations, detailed below:

		
Frozen product, portion with skin 125g vacuum sealed.	Vacuum-sealed skinless portion 60z (170g).	Salmon fillet 3 to 4 lb. with skin, vacuum-sealed.

We have product categories: frozen and fresh, which have different presentations, detailed below:

Category	Description	Time of Consumption	Customers	Marketing mechanisms
Fresh salmon	Premium in various formats (portions, fillets, HON)	20 days	USA market, supermarkets and restaurants	Air shipment to destination
Frozen salmon	Premium in various formats (portions, fillets, HON, byproducts)	24 months	USA and Europe, supermarket chains	Sea Shipment to destination

The transportation processes for the finished product are different for fresh and frozen salmon. Both are shipped from the plant by land. In the case of the fresh product, it is unloaded at the Punta Arenas airport and sent to Santiago de Chile to be shipped by air to the United States. On the other hand, our frozen product is shipped to the cold storage plant in San Antonio, where the products are loaded into containers to be shipped by sea to the different destination markets.

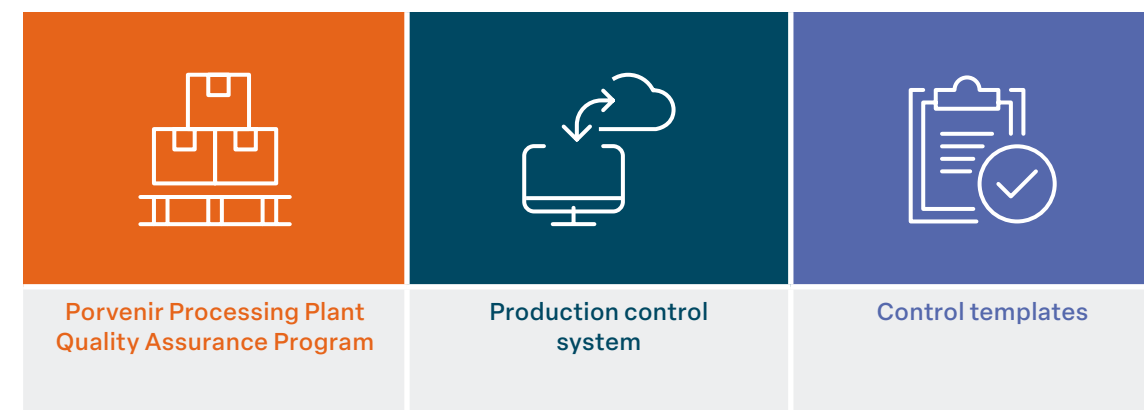
Certifications that support us

GRI 13.9,13.10

The demands of our customers help us set ambitious goals to provide a premium product with high quality standards. To this end, the areas responsible for the various stages of the process focus on compliance with our quality and safety policy.

We have a system in place to ensure quality and compliance with product manufacturing standards through our Porvenir Processing Plant Quality Assurance Program. Our "Innova" computer system identifies each of the products we manufacture by means of an 8-digit code, which indicates their nature and format. This allows us to track upstream and downstream all raw materials entering and leaving our facilities. We also have control and sampling forms in which the traceability of each of the products is recorded, which is managed by the Quality and Production Department.

Quality assurance mechanisms



Food safety is essential to facilitate the access of our aquatic products to the various target markets and to this end we are developing the following actions:

- We work with a Processing Plant that has Integrated Quality Systems among others, that guarantee complete traceability from raw material acquisition to product delivery.
- We have a waste control management system throughout our production chain.



We certify our farms as antibiotic-free through a program regulated by the National Fisheries Service and *Aquaculture Stewardship Council (ASC)*.

Our certifications

The products that we commercialize in Nova Austral are endorsed by certifiers that guarantee the quality and safety of our products.



Aquaculture Stewardship Council (ASC) Program

Certification for the aquaculture sector which evaluates:

- Good production and operating practices.
- Compliance with national and sanitary laws.
- Evaluation and compliance with environmental biodiversity aspects.
- Labor compliance.
- Assessment of the social environment and integration with the community.



BAP Certification

Certification administered by the Global Aquaculture Alliance (GAA), a non-profit organization dedicated to promotion, education and leadership in responsible aquaculture. It evaluates indicators related to:

- Environmental and social responsibility.
- Animal welfare.
- Food safety and traceability.



Global G.A.P

Piscicultura Tierra del Fuego S.A. is certified. (GGN/GLN: 4063061120465)
Certification that evaluates the following sustainability criteria:

- Health.
- Animal welfare.
- Health, safety and welfare of workers.
- Environment.
- Traceability at all stages of production.



Hazard Analysis and Critical Points (HACCP)

Food safety system based on the identification of potential hazards in ingredients and food production processes, in order to take measures to prevent possible contamination risks and thus guarantee food safety.



BRCGS

British standard to ensure the safety and food quality of products through documented approval.



KOSHER

Food certification of religious character that covers from the composition of product ingredients to the multiple transformation processes that occur in the food industry. It seeks to guarantee the total absence of cross-contamination, emphasizing the cleanliness of the machinery and its processes.



IFS

A specific standard for the food industry promoted by the distributors' association, it is aimed exclusively at manufacturers and packers of food products.



PROA

The Program for the Optimization of Antimicrobial Use (PROA) is voluntary and applies additional measures to those required by current regulations. This program aims to raise awareness about the responsible and efficient use of these drugs, promoting good practices for their prudent use through the dissemination and incorporation of recommendations related to health management. This program is framed within the guidelines on the fight against antimicrobial resistance established by the international technical reference organizations: The World Organization for Animal Health (OIE), the Food and Agriculture Organization of the United Nations (FAO) and the World Health Organization (WHO).

The fulfillment of the commitments assumed by the farm sites adhered to this program will result in obtaining an Official Certificate that will show the efforts made to optimize the use of antimicrobials, as well as their incorporation in the official list of certified farms.

The certifications in force for each of our processes and facilities are as follows:

Product certification

Certification	Hatchery	Farm sites	Processing plant
ASC		●	●
BAP	●	●	●
BRCGS			●
FDA			●
Global GAP	●		
HACP			●
IFS			●
KOSHER			●
PROA		●	



We also participate in the Chilean Salmon Antibiotic Reduction Program (CSARP), a pioneering initiative launched by the Chilean salmon farming industry and Monterey Bay Aquarium's Seafood Watch to promote high standards of sustainability and responsible salmon production. The aim is to reduce the use of antibiotics in the Chilean industry by 50% by 2025.

Responsible supplying

GRI 2-6, 204-1, 408-1, 409-1, FB-MP-250.a.2

Our suppliers are key to obtain quality products, they provide us with materials, services and inputs which are used in the various stages of the value chain. For the management of our suppliers, we have the following mechanisms:



The Procurement area has established policies and mechanisms to ensure transparent, integral and responsible management of its supply chain.



We identify their activities and define the specialized areas in which it is necessary to have outsourced personnel.



We validate the quality of the service or goods purchased at the moment of reception, always with the support of the quality and maintenance area.



During this period, we worked with **564 suppliers**. Below are the **27 main suppliers** in our supply chain, **which represent 4.74% of our total suppliers**.





Supplier by type of product or service

Type of products or services	Number of suppliers	Percentage of suppliers
Fish feed	3	0.5%
Raw materials	1	0.2%
Fuel	2	0.4%
Transportation (sea, air, land)	10	1.8%
Eggs Purchase	1	0.2%
Food service	2	0.4%
Insurance	8	1.4%
Total	27	4.74%

Supplier by amount purchased

Type of products or services	Percentage amount acquired (ThUS\$)
Fish feed	21%
Raw materials	7%
Fuel	5%
Transportation (sea, air, land)	13%
Eggs Purchase	1%
Food service	2%
Insurance	1%
Others	50%
Total	100%



Our largest purchased suppliers provide us with **fish feed and transportation.**



Local and foreign suppliers

Suppliers	Number of suppliers	Suppliers Percentage	Percentage amount purchased
Local	545	97.0%	92.502%
Foreign	19	3.0%	1.450%
Total	564	100.0%	93.952%

97% of our suppliers are local, representing 92.5% of our purchases.

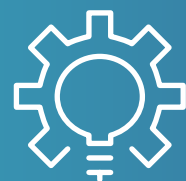
Our relationship mechanisms with our suppliers ensure that we do not have cases of child and forced labor in the supply chain.

To ensure product quality, we also ensure that our suppliers meet the highest standards of safety and quality. In 2023, 2.48% of our Tier 1 suppliers were food safety certified.

Food Safety Certified Suppliers

	Quantity		Percentage	
	Certificates	Not certified	Certificates	Not certified
Tier 1 Suppliers	14	550	2.48%	97.52%
Total suppliers	14	550	2.48%	97.52%

Corporate governance and ethical compliance



Ethics and business conduct

GRI 2-23

Our Code of Ethics establishes the principles and guidelines for the ethical behavior of our collaborators. We ensure that our suppliers, advisors, contractors, consultants, customers and/or third parties with whom we have a relationship base their behavior on these principles and conduct, which we extend to our stakeholders.

This document is publicly available on our website and defines our personal, social, labor and environmental responsibility.



Our commitments

GRI 2-23, 2-24

To strengthen our ethical culture, we have policies approved by the General Management, which are the guidelines of our corporate governance. Each management assumes commitments that are implemented in each of the departments, and are integrated into the business strategy through the definition of objectives with their specific indicators, training and work meetings.

- Policy on Internal Cooperation.
- Conflict of Interest Policy.
- Gift and Travel Policy.
- Third Party Knowledge Policy.
- Policy on Relations with Public Officials and/or Politically Exposed Persons.
- Policy on Fair and Equitable Treatment of Suppliers and Contractors.
- Policies on Truthful and Transparent Communications and Records.
- Policy on Acquisition of Other Companies or *Joint Venture*.
- Policy on Environmental Responsibility.
- Corporate Social Responsibility and Donations Policy.
- Policy on the operation of the Navarino Law.

Dissemination of our policies

GRI 205-2,13.26

In order to ensure that our policies are known, we conduct annual in-person and online training sessions, conducted by the person in charge of the Crime Prevention Model, for all employees of the Company and its subsidiaries. The training covers the following topics: Code of Ethics, Corporate Values, Personal, Social, Labor and Environmental Responsibility, the responsibilities of employees in the performance of their daily duties, current policies, guidelines that govern relations with customers, suppliers and relations with the community and the environment.

Our contractors are also informed about the organization's policies, as required by the Subcontracting Law. In the case of our suppliers, the purchase orders consider the obligations on criminal liability of legal persons, as established by Law No. 20,393.

Employees informed about anti-corruption issues

Job category	Total number of employees	Number of employees trained	Percentage of employees trained
Managers/Assistant Managers	7	5	71.43%
Chiefs	48	23	47.92%
Operations	744	163	21.91%
TOTAL	799	191	23.90%

Policy communication mechanisms



Training



Talks

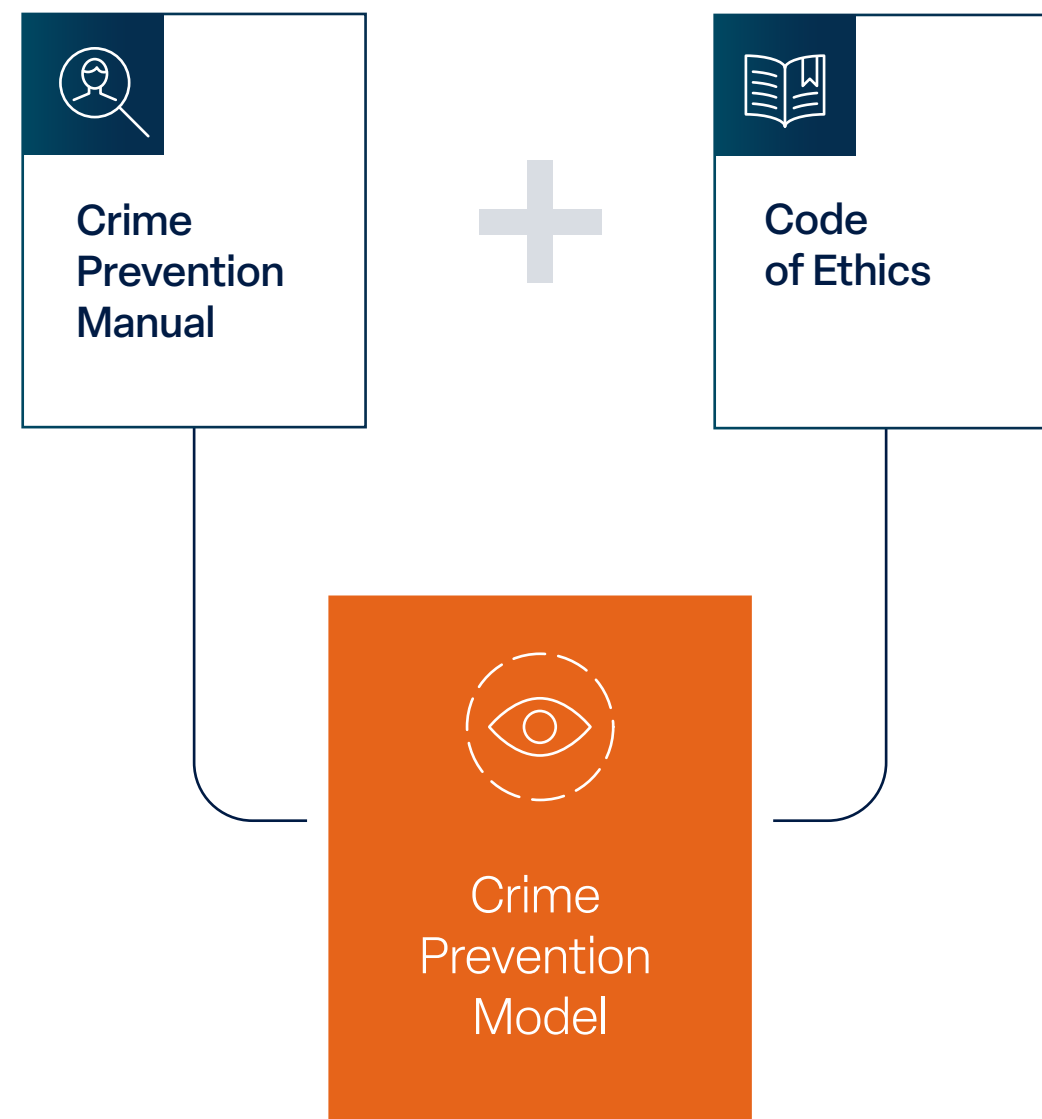


Newsletters



E-mails

Crime Prevention Model



Crime Prevention Model

The Crime Prevention Model presents a series of documents, protocols, procedures, rules and measures to be adopted in activities or processes exposed to the risk of crime.

These documents and mechanisms are supervised by our *Compliance* area, which is in charge of promoting a culture of prevention in the organization, as well as coordinating and supervising the operation of the policies designed to prevent the commission of crimes. *Compliance*, together with the Board of Directors, coordinates the design, implementation and supervision of the Crime Prevention Model.

This model was certified in 2022 by the independent firm MC Compliance, registered with the Financial Market Commission (CMF), under Law No. 20,393 on Criminal Liability of Legal Entities.



We focus on ensuring that our Crime Prevention Model is known and applied by all employees, executives, directors, controllers and third parties with whom our company interacts.

Conflicts of interest

GRI 2-15



For Nova Austral, a conflict of interest may arise in any situation in which an employee uses his/her position or contacts within the organization to obtain benefits of any nature in his/her favor or in favor of third parties with whom he/she has a commercial, family or other type of interest relationship. Another case of conflict of interest occurs when the employee's personal interest has the power to influence or affect the behavior and performance of third parties, and therefore harm the organization. This also includes practices that may compete with Nova Austral activities.

In order to prevent any case of actual or potential conflict of interest, our employees must act in the best interests of the Company by fulfilling their responsibilities and functions objectively, honestly and with integrity.

Based on this, we have defined the following safeguards to avoid conflicts of interest:

- It is not permitted to contract or establish a business relationship with a natural or legal person (supplier, contractor, client) that is managed or belongs to a family member of a Nova Austral employee.
- The hiring of new employees must be based on objective criteria that include the experience and academic and technical skills of the applicants. To this end, care is taken

to ensure that there is no subordination between individuals who are closely related or friends.

- Employees with administrative or professional positions must comply with the limitations established in their employment contracts to perform other remunerated activities, whether or not they are related to Nova Austral line of business. In the event that they are permitted or authorized, these activities must not interfere with their responsibilities in the company, and they may not make use of any Nova Austral asset. Likewise, the simultaneous participation of a director or relevant executive in Nova Austral in the position of director and/or relevant executive positions in a competitor company constitutes a conflict of interest. The situation described is prohibited and punishable by law (*Interlocking*). Any possible *interlocking* situation must be reported to the *Compliance Officer* for evaluation and approval.
- Nova Austral will not hire public officials, national or foreign, who have performed functions within the last year in the areas or departments of public institutions or organizations that have been in charge of the commercial or regulatory relationship of the company.

- The Company employees who were facing a conflict of interest shall not take part in any decision regarding such situation. Their responsibility is based on the identification and notification to their hierarchical superior of any possible situation of conflict of interest through the document "Declaration of Conflict of Interest" in which the name of the person involved and the elements that would constitute such conflict of interest must be detailed.
- Annually, a Declaration of Conflicts of Interest is signed by employees considered to be at risk, starting with managers and supervisors or employees in contact with politically exposed persons.

We listen to you

GRI 2-16, GRI 2-26, 205-3,13.26



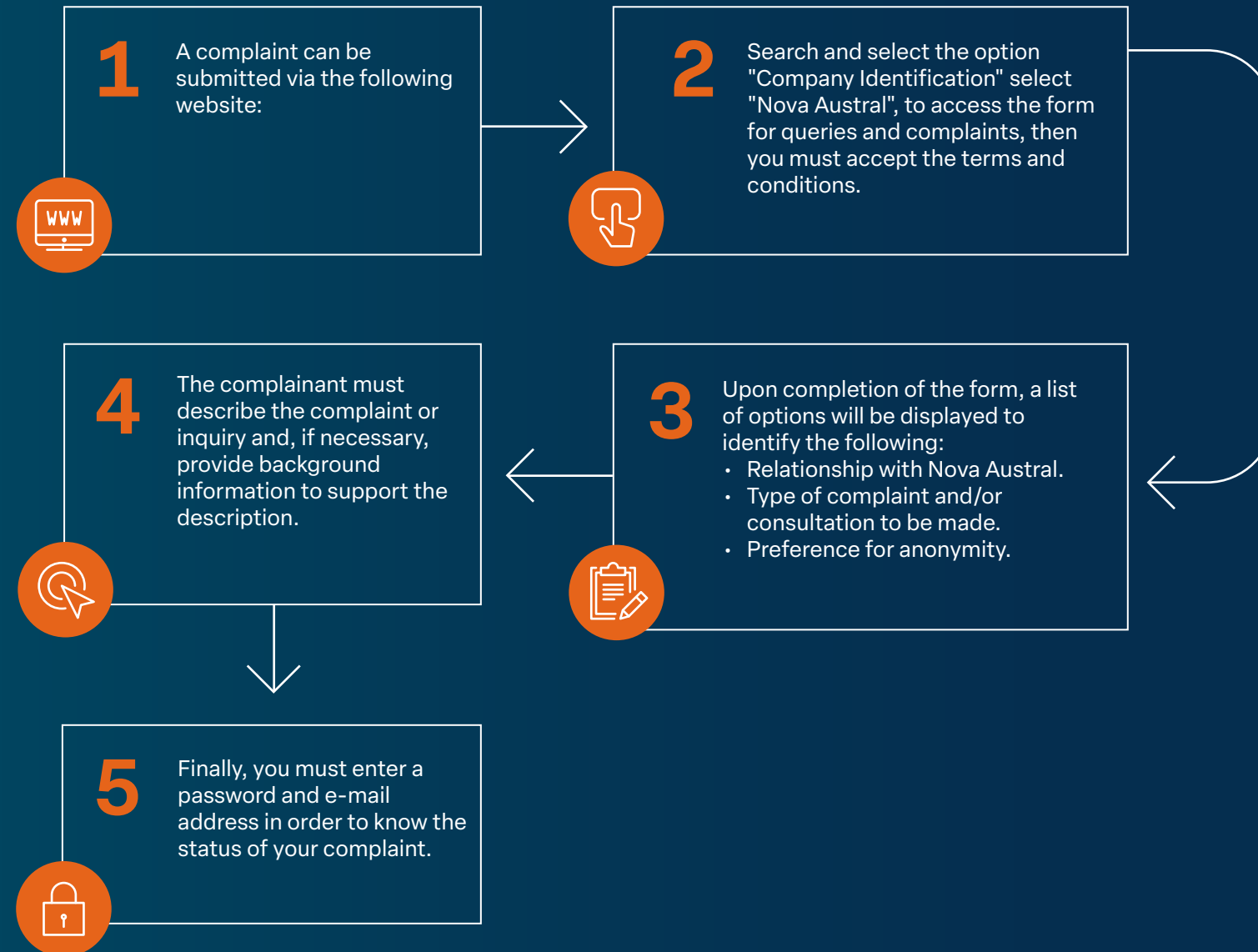
We are aware of the importance of listening to our stakeholders, especially if there is any case in which the principles, values and guidelines related to our ethical conduct are not being complied with. For these cases we implement mechanisms for consultation and channeling of complaints.

Our employees can raise concerns by mail, phone calls or face-to-face meetings with their managers or with the person in charge of the Crime Prevention Model. It is the responsibility of our employees to consult in case of doubts regarding the application of any of the policies established in the organization.

In addition, weekly teleconferences are held by management to address various issues and discuss critical concerns of the organization. During 2023, a critical concern was raised to the highest governance body related to compliance with regulatory obligations of the Farm sites, regarding which the corresponding measures were taken to remedy the situation. During 2023, we did not receive any crime reports in our complaints channel, which is managed by the person in charge of the Crime Prevention Model, who investigates and resolves them according to the protocol established in our Crime Prevention Manual, based on Law No. 20,393, which is also publicly available on our website.



Procedure for using the whistleblower channel



The information provided is strictly confidential and cannot be modified.

The status of the complaint can be viewed on the web page by entering the complaint code and password generated by the complainant.

During this period there were **no cases of corruption received** through our channels.

Web site for entry and follow-up of complaints and/or queries



Corporate governance

GRI 2-9, 2-10, 2-11, 2-17, 2-18, 202-2

Our governance structure consists of directors and executive officers. We have two directors or advisors who are responsible for setting the strategic direction of the organization. The election of the Board of Directors is the responsibility of the Shareholders' Meeting, which makes the appointment based on the requirements of the Companies Law, in addition to taking into account independence, skills and knowledge in the areas of aquaculture, finance and business management. The collective knowledge of our highest governing body is promoted through Board meetings and the presentation of financial statements; however, we still do not have mechanisms for collective knowledge on sustainability issues or performance evaluation.

Our directors are:

Members at Board level

Name	Function	Seniority
Tom Christian Jovik	Chairman	16/04/2018
Jonás Aspelín Ramm	Secretary	09/01/2023

Our senior executives are responsible for the strategic planning of their area, through the establishment of objectives, policies and operational programs in coordination with the Board of Directors, for the proper functioning of Nova Austral. Our managers evaluate alternative business and investment opportunities and execute the action plan to carry them out.

According to the company's policy, new executives must live in the areas where the production sites are located. In this period, five of the eight executives reside in the region and three are from the area of influence.

For the process of searching for candidates with the required competencies we consider local candidates, however, we still have a number of executives who belong to areas outside the region due to the location of our operations.

Members at executive level

Name	Cargo	Specialty	Date of entry into office
Nicolás Larco Dávila	Chief Executive Officer	Economist	11/07/2019
Ignacio Faraldo Portus	Legal & Compliance Manager	Lawyer	01/08/2022
Ignacio García León	Processing Plant Manager	Agronomist Engineer	17/08/2020-16/09/2023
Leonardo Gutiérrez Fierro	Processing Plant Manager	Executive Engineer in Fisheries	01/10/2023
Javier Herrera Portorelli	Production Manager	Fisheries Engineer	18/11/2019
Felipe Irigoyen Nicoletti	Logistics Manager	Industrial Civil Engineer	27/07/2020
Ricardo Magri Olivares	Employees Assistant Manager	Public Administrator	01/06/2015
Jaime Mora Gajardo	Management Control Assistant Manager	Industrial Civil Engineer	03/05/2021

Remuneration and annual compensation

GRI 2-19, 2-20, 2-21

The fixed monthly remuneration considers the following:



Base salary
(with semi-annual adjustment for CPI).



Statutory gratuity.



Mobilization and meal allowance.

We currently have no independent members of the highest governance body with oversight over remuneration.

During the year 2023, the ratio between the remuneration of the highest paid person and the median salary of employees was 4 times. The ratio of the percentage increase of the annual compensation of the highest paid person to the median percentage increase of the annual salary of all employees compared to the previous period is 2.08.



Risk management

GRI 2-12, 2-13, 2-25

Quarterly Board presentations discuss operational and business updates, KPI compliance and financial statements.

Our senior executives have roles focused on sustainable production due to our operations generate risks, as well as environmental, social and economic opportunities. That is why we focus on producing antibiotic-free salmon and antifouling-free sea sites. To mitigate the impacts of our operations, we decided to certify 100% of the biomass harvested at our sites by ASC and BAP. We also use animal health indicators such as: fish mortality, antibiotic and antiparasitic treatments.

These issues are addressed by our technical area by managing available resources, complying with current legislation and obtaining certifications that allow us to operate with the highest quality standards.

Risk management

Impact management	Designation of responsibilities
Economic impacts	The Board of Directors designates the General Management to provide guidelines to the managers of each area, who are responsible for managing economic impacts. One of the main functions of the general manager is to report to the highest governance body on the impacts, in accordance with the periodic closing of the financial statements through presentations and reports.
Social impacts	There is a person in charge of Communications and Community Relations, who keeps dialogues through meetings between the company and the community in order to gather their needs.
Environmental impacts	Through our Compliance area we verify compliance with Chilean legislation and voluntary commitments. In addition, our technical area is in charge of designing, developing, coordinating and delivering the environmental documentation of the Farm sites to the regulatory bodies.



Fiscal performance

GRI 207-1, 207-2, 207-4, 415-1

The Accounting Department is in charge of ensuring compliance with fiscal and tax regulations, as well as keeping updated the procedures that lead to compliance with the instructions issued by Law 18,392 (Navarino Law), in addition to filing all mandatory monthly and annual returns required by the Internal Revenue Service, and responding to audits and auditing processes.

As part of tax performance management, two types of independent services are contracted: auditing services, to guarantee the data declared to the tax authority; and advisory services for the annual filing of income tax returns and affidavits.

Should any person have concerns regarding the conduct and integrity of the organization, in relation to the tax authority, these can be raised through our whistleblowing channels mentioned in this chapter.

Tax Laws

The Navarino Law establishes tax and customs exemptions to promote industrial development and economic growth in the Province of Tierra del Fuego, located in the Region of Magallanes and Chilean Antarctica. These franchises are:

1. Exemption from first category tax.
2. Exemption from property tax.
3. Rebates of the tax affecting labor income.
4. 20% bonus on sales of products grown in our farm sites, to the rest of the country.
5. Exemption from VAT and customs duties for the benefit of the companies covered by this law for the merchandise necessary for the development of the productive activity.

Likewise, our subsidiary, Piscicultura Tierra del Fuego S.A. is under the tax benefit of the Tierra del Fuego Law (Law No. 19,149), which establishes that until the year 2032 it would obtain similar tax exemptions, but more restricted, than those contemplated in the Navarino Law (except for point No. 4), such as: exemption from first category tax and total exemption from land tax on real estate used for the company's business.

In the case of our subsidiaries Comercial Austral S.A., Salmones Porvenir SpA and Pesquera Cabo Pilar S.A., no special tax regulations apply to them and they are subject to the general tax regime.

It is also important to note that the company and its subsidiaries do not receive subsidies, financial incentives or any other financial benefits from the government. We do not contribute to political parties or representatives.

Tax information Nova Austral

Set out below are the entities included in our audited consolidated financial statements and their respective tax information.

Nova Austral S.A.: Its corporate purpose is the provision of aquaculture services in general, on its own account or on behalf of others; the reproduction, in captivity or in the wild, of any marine species, such as fish, crustaceans, etc.; the marketing, purchase, sale, import and export of these species. In general, the carrying on of any agricultural, mining, commercial or industrial business, management or activity related to or conducive to the aforementioned corporate purpose.

Comercial Austral S.A.: Its corporate purpose is the acquisition, purchase, import, marketing, distribution, sale and export of all kinds of beings or organisms that have their normal livelihood in water, in particular hydrobiological resources from fishing and aquaculture activities, whether its own or third parties.

Piscicultura Tierra de Fuego S.A.: Its corporate purpose is the development, construction, financing, exploitation, operation and maintenance of a recirculating salmon farm located in Porvenir, Magallanes and Chilean Antarctica Region. Farming, production, fattening, rearing and supply, either on its own account or on behalf of third parties, as well as the sale and marketing on eggs, fry and fish in general. The execution and conduct of all activities that are directly or indirectly related to the above activities. To carry out all kinds of

investments and business on its own account or on behalf of third parties, related to all kinds of goods or rights, movable or immovable, tangible or intangible, their exploitation, marketing or administration and the performance of all those productive, commercial or industrial activities that may be complementary or annexed to the main line of business.

Salmones Porvenir SpA: Its corporate purpose is the exploitation of marine resources, in particular the development of aquaculture activities, as well as the extraction, cultivation, fishing or hunting purpose is the exploitation of marine resources, especially the development of aquaculture activities, as well as the extraction, cultivation, fishing or hunting of creatures or organisms that have water as their normal or natural habitat. The processing, freezing, industrialization, marketing, sale and distribution of its own- or third-party marine resources and, in general, any activity directly or indirectly related to this purpose.

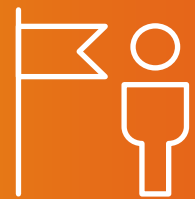
Pesquera Cabo Pilar S.A.: Its corporate purpose is the extractive fishing, processing and aquaculture activity in the terms defined by the General Law of Fisheries and Aquaculture established in its second article numbers one, two and three, as well as any other industrial or commercial activity that the partners agree upon.



Audited financial statement information Nova Austral

Name of resident entities	Number of employees	Income from third party sales ThUS\$	Income from infra-group transactions ThUS\$	Profit or loss before tax ThUS\$	Tangible assets other than cash and cash equivalents ThUS\$	Corporate income tax paid in cash ThUS\$
Nova Austral S.A.	725	10,971	81,076	-132,451	288,224	-85
Comercial Austral S.A.	9	81,046	-	331	21,434	-84
Piscicultura Tierra del Fuego S.A.	65	-	19,859	1,882	58,008	-
Salmones Porvenir SpA	0	21,891	206	-20,144	320	3,659

The commitment of a team



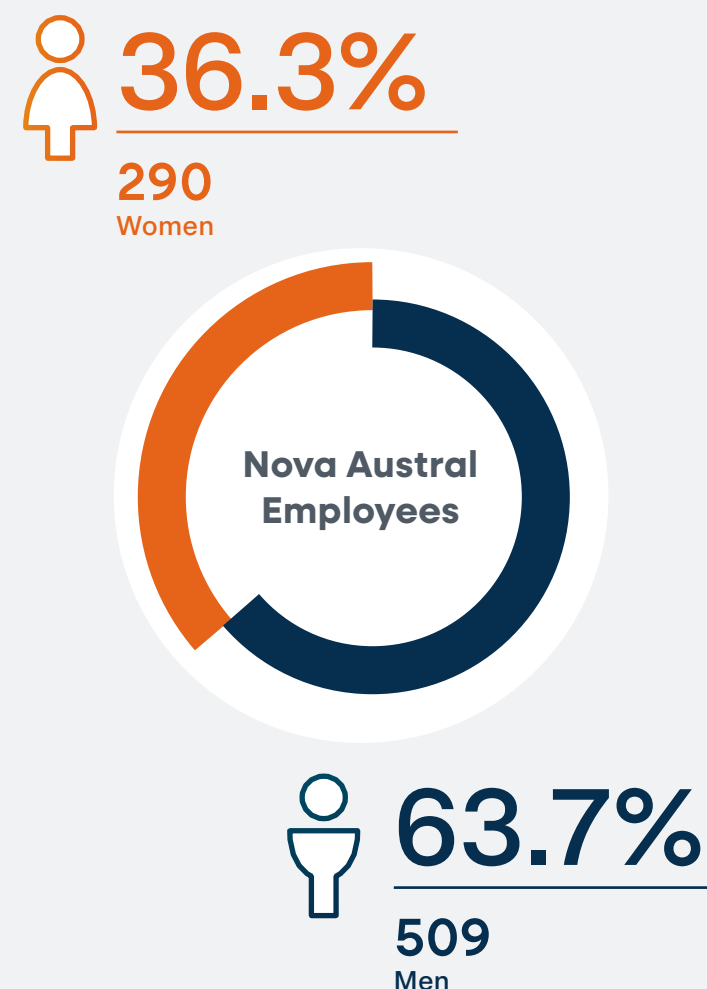
Talent management

GRI 2-7, 401-1

Our talent is key to the growth of the organization. We have a committed team that performs its activities in absolutely unique climatic conditions and remoteness, complying with the highest standards of quality and safety.

Most of our employees belong to the area of influence, which allows us to generate job opportunities for hundreds of citizens in the Magallanes and Chilean Antarctica Region. In this way, we contribute to economic growth, improve people's quality of life, and develop technical and professional skills and abilities in the region.

In 2023, we had 799 employees, 64% men and 36% women. 95% of our employees had permanent employment contracts and 99.87% of them worked full-time.



Employees by type of contract

(Magallanes and Chilean Antarctica Region)

Permanent contract



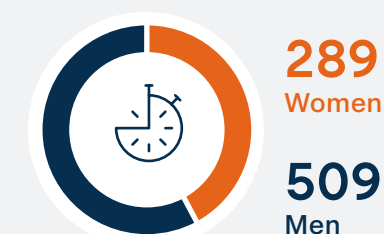
Temporary contract



Total: 799

Employees by type of workday

Full time



Part-time



Total: 799

Contractors

GRI 2-8

The control and management of contractors is carried out through our Risk Prevention department, specifically by the Subcontracting area. For this purpose, we have a software that contains the database of contractors, whom we define as any natural or legal person who undertakes obligations to execute a material work or provide a service by means of a contract or work order. This tool allows us to have documentary control over the fulfillment of labor and social security obligations of contractors with their own employees.



These actions comply with Subcontracting Law No. 20,123: "Subcontracting Work, the operation of temporary service companies and temporary service work contracts", of the Ministry of Labor and Social Welfare.

Number of employees of contractors 2023

N° of workers who are not employees (outside of the company's payroll)

 **239**
Men

 **92**
Women

331
Total

Nova Austral most common types of contractors

Contractual relationship	Type of work	Total Workers	Description of the type of work performed
Monthly purchase order	Personnel support in factory processes	78	Support personnel in the industrial hygiene of the plant, loading or unloading of finished product and cleaning of the facilities.
Commercial contract	On-site harvesting and sea shipment	28	Salmon harvesting work at the farm site and sea transportation of the product to the processing plant.
Commercial contract	Casino feeding at processing plant	22	Food casino rental service at the Processing Plant.
Commercial contract	Feeding in Farm sites	18	Master chef services in Farm sites.
Monthly purchase order	Cabotage in Farm sites	16	Cargo moving (fish feed, materials, equipment, etc.)
Monthly purchase order	Underwater inspection with ROV	8	ROV pilots service in Farm sites for underwater inspection.
Monthly purchase order	Maritime transfer of workers	8	Transfer of workers by small boat (Farm sites-Punta Arenas).
Monthly purchase order	Ground transportation of workers	6	Bus and minibus rental for land transportation of workers

The number of indirect employees is variable and fluctuates according to the number of operating Farm sites, raw material in the processing plant, operating shifts, among other production factors.

CONTRACTOR MANAGEMENT IS BASED ON:



Provide advice on risk prevention for compliance with our standards, protocols and procedures.



To keep informed about current legislation.



Request updated documents in accordance with the current law, to avoid any fine issued by the supervisory bodies due to non-compliance.



Provide contractors with access to the subcontracting portal, where they can find their background information and the progress of the auditing process.



Talent retention
and new hires

GRI 401-1

Our goal is to provide our employees with a pleasant work environment based on mutual respect, dignity, fairness, kindness and cordiality at all times. To this end, we encourage merit-based development and provide everyone with the same career development opportunities, in accordance with the organizational structure and their performance.

We also have a compensation model which includes: semi-annual readjustment of the CPI (Consumer Price Index), as well as training.

Employee turnover and new hires

		Employee turnover	
		Chile	
		Number	Rate
	Male	less than 30 years old	38 10.7%
		between 30 and 50 years old	40 3.2%
		over 50 years old	7 1.4%
	Female	less than 30 years old	32 10.3%
		between 30 and 50 years old	24 3.7%
		over 50 years old	7 3.0%

		New hires	
		Chile	
		Number	Rate
	Male	less than 30 years old	24 33%
		between 30 and 50 years old	29 10%
		over 50 years old	4 3%
	Female	less than 30 years old	22 32%
		between 30 and 50 years old	21 13%
		over 50 years old	2 3%





Diversity, equity and inclusion

GRI 405-1, 405-2

Our selection processes are focused on the personal competencies of each candidate in the salmon farming industry. Thus, during the hiring process we establish compensations according to the position and type of industry, with profiles focused on the skills, qualifications or attributes of the candidate.

The difference between men's and women's salaries is explained by the different specific training for the various professional profiles of the workforce, since at Nova Austral we respect the principle of equal pay for equal work, providing equal access to job opportunities, promotions, raises and parental leave.

At Nova Austral, through our anti-discrimination policy, we declare that we do not accept or support discrimination -whether by race, caste, origin, nationality, religion, disability, gender, sexual orientation, membership, political affiliation, age or any other condition- in the processes of hiring, remuneration, access to training, promotion and/or termination of contract.

Ratio of remuneration of men and women

	Remuneration women US\$	Remuneration men US\$	Ratio
Middle management	35,993	41,205	0.87
Administrative	17,906	24,460	0.73
Assistants	21,137	28,179	0.75
Operators	16,284	19,845	0.82
Others	21,923	28,110	0.78

Number of employees by age group

	Women	Men	Total	Percentage
Between 18 and 30 years old	77	91	168	21%
Between 30 and 50 years old	155	287	442	55%
Over 50 years old	59	130	189	24%
Total	291	508	799	100%

Employees by type of position

	Women	Men	Total	Percentage
Managers/Assistant Managers	0	8	8	1%
Middle management	12	63	75	9%
Administrative	23	20	43	5%
Assistants	15	21	36	5%
Operators	219	316	535	67%
Others (maintenance, assistants, among others)	22	80	102	13%
Total	291	508	799	100%

The People Department promotes the inclusion of people with disabilities in the labor market by guaranteeing equal access to employment, establishing a mandatory minimum quota, and establishing the qualitative principles of equal opportunity and non-discrimination.

We have an Inclusion Manager in charge of training and educating employees on issues related to equal working conditions for people with disabilities, through an annual program of training and lectures, based on Law No. 21,275.

Nova Austral has four employees with disabilities in the organization.

¿Cómo Obtener la credencial de discapacidad?

Paso 1: Dirigirse a su Centro de Salud Familiar (CESFAM) o a su Centro Comunitario de Rehabilitación (CCR) cercano

Donde se elaborarán tres informes obligatorios:

- Informe Biomédico Funcional
- Informe Social y de Redes de Apoyo
- Informe de Desempeño (IVADEC - CFI)

Paso 2: COMPIN

Estos tres informes deberán ser presentados junto con los exámenes médicos correspondientes, fotocopia del carnet de identidad, certificado de residencia y certificado de nacimiento en Comisión de Medicina Preventiva e Invalidez correspondiente.

Paso 3: Registro Nacional de Discapacidad

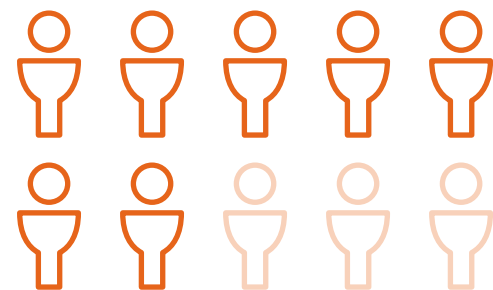
Una vez aprobada, se remite al Servicio de Registro Civil y se emite la Credencial, la que es enviada a su domicilio.

Otorgará de Discapacidad

We encourage the development

GRI 404-1, 404-2

Our training plan seeks to strengthen our employees' technical aspects and soft skills related to the generation of feedback mechanisms, reinforcement of leadership, among others.



By 2023, we trained **74%** of our employees.

Number of employees who received training

	Men	Women	Total
Middle management	29	16	45
Administrative	11	12	23
Assistants	12	10	22
Operators	236	217	453
Others (maintenance, assistants, among others)	52	1	53
Total	340	256	596

The annual training program is applicable to the different areas according to the needs of each business unit, certifications and current legislation, whose objective is to comply with the requirements of the industry.

Number of training hours

	Men	Women	Total
Middle management	1,968	245	2,213
Administrative	286	690	976
Assistants	354	590	944
Operators	8,492	8,804	17,296
Others (maintenance. assistants. among others)	1,439	747	2,186
Total	12,539	11,076	23,615

Average hours of training

	Men	Women	Total
Middle management	31.24	20.42	51.66
Administrative	14.30	30.00	44.30
Assistants	16.86	39.33	56.19
Operators	26.87	40.20	67.07
Others (maintenance. assistants. among others)	17.99	33.95	51.94

Collective bargaining agreements

GRI 2-30

At Nova Austral we have six unions, five belong to Nova Austral S.A. and one belongs to Piscicultura Tierra del Fuego S.A.

85% of the total number of employees are covered by collective bargaining agreements in force, the purpose of which is to improve the welfare of union members, and at the same time generate continuous improvement in the work and growth of the organization. The main benefits that union members have are: leaves of absence, Christmas bonuses, some bonuses, among others.

Employees covered by collective bargaining agreements



676

Covered employees



799

Total employees



85%

Percentage of employees covered

Compared to 2022, the number of employees covered by collective agreements decreased by 6%. For employees who are not covered, the organization does not determine their terms and conditions based on collective bargaining agreements.





Well-being for our talent

GRI 403-1, 403-4

We have an Occupational Health and Safety Management System, established under the guidelines of Law No. 16,744/68 of the Ministry of Labor and Social Welfare, some sectorial regulations and the Labor Code. The purpose of this system is to comply with legal regulations and manage the company's preventive measures. Its scope is for all our employees and external personnel working in our facilities.

The Joint Health and Safety Committees are regulated by DS 54, which guarantees the participation of employees in relevant aspects of occupational health and safety. We have a total of two committees distributed in Punta Arenas and Porvenir:

Formation of Joint Health and Safety Committees



3 representatives of the Company's Management



3 employee representatives

The activities, responsibilities and obligations of our Joint Committees are established in our Occupational Health and Safety Management System. In addition, each committee has a Work Program whose progress is evaluated on a monthly basis.

Occupational health and safety risk management

GRI 403-2, 403-3

By identifying the tasks, we provide each area with a tool to evaluate risks and establish measures. These risk matrices are prepared by the heads of each area together with the Prevention and Occupational Health Department. These matrices define the possible emergency situations that may affect the results of Nova Austral processes, allowing for quick and safe action.

The matrices are evaluated and updated once a year, however, in the event of an occupational accident, the matrix undergoes an early review process.

Our Prevention and Occupational Health Department, as part of its work program, reports incidents to the various areas of the company. This action serves as a preventive tool to detect unsafe conditions and actions, seeking corrective improvements in order to avoid accidents and/or occupational diseases. Another mechanism for reporting risk situations is through our Joint Health and Safety Committees, as the technical body empowered to indicate the safety measures that allow the prevention of occupational hazards.

In the event that any employee wishes to withdraw from work situations that may cause injury, illness or disease, we are governed by Law

No. 21,012 of the Ministry of Labor and Social Welfare, which states that workers have the right to interrupt their work and, if necessary, leave the workplace when they consider that there is a serious and imminent risk to their life or health. In addition, our Internal Regulations for Order, Hygiene and Safety state that an employee who suffers an injury and/or illness as a result of his or her work may report it to his or her immediate supervisor in order to receive the necessary medical attention through the administrative body of Law No. 16,744.

Likewise, each manager has the obligation to report all accidents that occur on the job, to investigate them and determine objectively and accurately what the causes are and to adopt corrective measures.

The steps are detailed below:

Accident investigation process

-  1 Gather all information about the accident (determine what happened).
-  2 Define the sequence of events that occurred up to the time of the accident.
-  3 Determine the causes.
-  4 Identify the controls that failed.
-  5 Define corrective actions.
-  6 Share lessons learned.
-  7 Institutionalize change.

Law No. 16,744 establishes the obligation of companies affiliated to the Administrative Agency to provide care for their employees in the event of occupational accidents and/or occupational diseases. For this purpose, we are affiliated to Instituto de Seguridad del Trabajo, which allows us to manage the work accident insurance and provide medical and economic benefits to our employees. As a result of this affiliation, we are able to establish prevention actions through training and counseling.

Promote a culture of health and safety

GRI 403-5

Through our Training Program on Occupational Health and Safety issues, we establish the lines of training, both face-to-face and virtual.

The main training topics are directly related to legal regulations, worker training on safety and self-care issues and those related to preventive issues.

In addition, we promote the health care of our employees through health operations that are carried out by our paramedics, compensation fund and in alliance with the hospitals of the public health system.



Occupational health and safety training

	Total number of attendees	Duration in hours	Person/hours of training
Induction of external personnel	395	1	395
Induction of new personnel	318	1	318
Preventive trainings	947	2	1,894
Procedural training	157	2	314
Total	1,817	6	2,921

Occupational accidents, injuries, illnesses and diseases

GRI 403-9, 403-10, FB-MP-320a.1

Through our Occupational Health and Safety risk prevention mechanisms and systems, during 2023 there were no fatal accidents, only minor accidents, both for employees and external personnel.

Accident and injury indicators

	Employees	External personnel
Number of deaths resulting from injury	0	0
Death rate resulting from injury	0	0
Number of injuries due to serious occupational accidents (excluding fatalities)	0	0
Serious occupational injury rate (excluding fatalities)	15.04	318.74
Days lost due to serious occupational accidents (excluding fatalities)	300	75
Occupational diseases	1	0
Days lost due to occupational diseases	16	0
Recordable occupational injury rate	15,66	318,74
Average number of workers	739	331
Total hours worked	1,596,240	59,610

Note: 1,000,000 hours worked have been used as a factor in the calculation of the rates and no Nova Austral employee has been excluded.

Indicators of accident rates and occupational diseases by gender

	Employees			External personnel		
	Men	Women	Total	Men	Women	Total
No. of accidents at work	15	9	24	6	13	19
Days lost due to occupational accidents	222	78	300	49	26	75
Number of occupational diseases	0	1	1	0	0	0
Days lost	0	16	16	0	0	0

During 2023, we addressed, among others, the following risks: cutting injuries, entrapment and falls to the same level.

To eliminate and minimize these accident risks, work procedures and the use of personal protective equipment were standardized, in addition to frequent training of our employees.

According to the statistical analysis, the most recurrent hazards were identified as being caused by:

- Not using personal protection elements, removing and/or leaving safety devices inoperative.
- Inadequate use of tools and equipment.
- Lack of self-care in performing tasks.

Creating value in society



Relationship with the community

GRI 2-29

The community is one of the most relevant stakeholders for Nova Austral, for this reason we strengthen our relationship through dialogue spaces such as consultation tables, meetings and complaint channels. The frequency of communication is every six months; however, we maintain timely conversations whenever necessary and relevant. Likewise, our Internal Communications and Community Relations Manager is a direct point of contact with people, with the objective of generating and managing instances of dialogue.



Social programs

GRI 413-1

During 2023, we continued to meet face-to-face with the various organizations close to our operation, in order to support them and work together on issues of common interest. Thus, during this period we developed the following programs and initiatives:



English for Porvenir Program

Since 2018 we have been developing the "English for Porvenir" project in conjunction with the Municipality of Porvenir, the SEREMI of Education and FIDE XII. In 2023 we had the following results:

- Incorporation of technology in language teaching.
- Personalization of learning through work with small groups of students.
- 345 listening and speaking comprehension evaluations in English, carried out at the end of the year.
- Positive feedback on children's learning.

These results are based on working with teachers from pre-K through 3rd grade, with whom we generated new ideas for implementation in the study rooms, incorporated strategies for managing student behavior in the classroom and worked as a team with other educators.

We promote education and research in higher education students

At Nova Austral we appreciate that students from higher educational institutions are interested in learning more about the industry and the work we do as a Company. In November 2023 we met with the Direction of Academic and Professional Relations of the Universidad de Magallanes (UMAG) to work and finalize a collaboration agreement with the goal of jointly promoting research.

In addition, it was agreed that students of marine biology, aquaculture technician, and other areas such as engineering and education learn about the development of our productive activity and therefore can carry out their internships in the company. University directors can also learn about the Farm Sites and Piscicultura Tierra del Fuego, to work hand in hand and be able to advance in this link with the academy.

As a result of this alliance, our Chief of Health has been supporting a thesis developed by a UMAG student.

In May, our Piscicultura Tierra del Fuego (PTF) received a visit from students of the Logistics Technician career of the Technical Training Center (CFT) of the Porvenir branch, while in June third-year students of the Marine Biology career of the Universidad de Magallanes (UMAG) did the same.

During these visits we provided information about our mission, vision and objectives; we told the UMAG students about the freshwater production process and the RAS system; general concepts of the aquaculture industry and fish health; review of the fish vaccination process; mortality and necropsy classification; and pathology recognition.



Children familiarized with fish, thanks to Piscicultura Tierra del Fuego

In May 2023, representatives of our company in Tierra del Fuego (PTF) visited "Arcoiris de Porvenir" kindergarten, with the purpose of interacting in a didactic way with the children through a sample of salmon fish in an aquarium, in which they could feed them. Due to the importance for Nova Austral of involving children from early childhood in the work we develop, we plan to replicate this activity.



We celebrate with the community of San Pedro in Punta Carrera

For years, the Company has participated in the celebration of the Feast of St. Peter organized by the community of Punta Carrera to commemorate the anniversary of the arrival of St. Peter to Punta Carrera, which brings together hundreds of people in this traditional religious/cultural festival south of Punta Arenas.

Nova Austral participated through its Community Relations and Compliance areas. The president of the San Pedro Community, María Antonia Arizmendi, thanked the Company for its collaboration and presence in this activity.

Donations

As is traditional, we cooperated with “Salmojornadas”, an activity that took place in Porvenir to raise funds for the most important solidarity crusade in the region: “Jornadas por la Rehabilitación en Magallanes” (Days for Rehabilitation in Magallanes). In addition, we made a monetary contribution from the company and the workers.

We also donated walkways and floats to the Punta Carrera fishermen's union, who are building a floating walkway for their boats.



Protection of human rights

GRI 406-1, 408-1, 409-1

At Nova Austral we protect human rights and thus contribute to our commitment to the integration of one of the 10 universal principles promoted by the Global Compact.

In order to avoid cases of child labor, we abide by the current regulations of Law No. 21.271, which protects children and teenagers in the world of work. At Nova Austral we do not hire minors and we have solid age verification mechanisms. This means that 100% of our employees are of legal age. In 2023 there were no cases of child and forced labor.

In order to prevent any type of forced labor, Nova Austral does not oblige Chilean or migrant employees to forced labor, trafficking or non-voluntary work, which is established in the

work contracts, as well as the length of the workday, place of work and agreed remuneration, which are based on the regulations in force through Decree N°227, which promulgates Conventions N°87, 98, 105 and 138, adopted by the General Conference of the International Labor Organization.

Respect for human rights is also reflected in the fact that during 2023 we received no complaints of discrimination, which responds to the internal dissemination of our Anti-Discrimination Policy and the training of our employees on these issues.



Environment





Environmental management

The environmental pillar is an important axis for our operations. At Nova Austral we are committed to caring for the ecosystems and adequately managing the natural resources at our disposal, complying with the regulatory framework, without compromising the environmental needs of future generations.

This vision is established in our Code of Ethics, in which we assume responsibility for the environment through the adoption and implementation of practices that do not have a significant impact on the environment.

Nova Austral Technical Area is responsible for ensuring compliance with legal and voluntary obligations, and for the environmental sustainability of all our processes. In addition, our Production Department developed an Environmental Risk and Impact Evaluation Matrix for each production unit, which seeks to establish the management methods and conditions to prevent and mitigate environmental impacts. In addition, we have procedures, protocols, contingency plans, as well as measurement and control equipment.

At Nova Austral we have internal review processes of the Environmental Qualification Resolutions (RCA) and permanent monitoring to comply with environmental regulations throughout the operation, this management is in charge of the Technical Area and the

Compliance Area in conjunction with the head or assistant of each Farm site, Hatchery and Processing Plant.

Our operations are regulated by the Environmental Regulations for Aquaculture (RAMA), and the Environmental Qualification Resolution, which establishes that the activities are carried out in accordance with the environmental regulations corresponding to Law No. 19,300/94 (SEGPRES).



The environmental pillar is an important axis for our operations. At Nova Austral we are **committed to caring for the ecosystems** and properly managing the natural resources at our disposal.

Life Cycle

GRI 301-1

Packaging material is one of the main elements for the distribution and marketing of our products.

Materials used by weight and volume

	Nova Austral	Maquila (third parties)
	Weight (Kg)	Weight (Kg)
Cardboard	441,053.6	8,952.4
Polystyrene foam, plastic, other	1,181,264.8	11,420,5
TOTAL	1,662,318.4	20,372.9



Biodiversity

GRI 304-1, 304-2, 304-4

We develop our activities in ecosystems with high biodiversity value. Our maritime concessions are located within the Alberto de Agostini National Park protected area, fifteen of them are in Capitán Aracena Island and four maritime concessions in the Cockburn Canal area. Because of this, we carry out periodic biodiversity reports for each of the farm sites, using the Aquaculture Stewardship Council (ASC) as a guide. The ASC's mission is to provide environmental standards that minimize or eliminate the social and environmental impacts of aquaculture, enabling the industry to be sustainable.

Biodiversity reports aim to characterize and evaluate the direct environment and impacts on the adjacent ecosystems of our farms, which are classified in their conservation category, according to the Hunting Law No. 19,473, Species Classification Regulation (RCE) D.S. No. 10/2023 and the IUCN criteria (Red List of Threatened Species).

As part of the studies, activities, hazardous aspects and potential impacts that may affect the environment and the species present in the surrounding environments are identified. Among the impacts identified are:



Potential hazards affecting biodiversity

Activity	Danger	Potential impact
Daily activities	Dumping of waste into the aquatic and marine environment.	Pollution of the marine and/or coastal environment.
	Inadequate personnel practices.	Aggression to wildlife.
Feeding	Loss of food.	Contamination of the aquatic and/or marine environment.
Beach cleaning	Removal of garbage and debris from the coast.	Disturbance of wildlife habitat.
Receiving/delivery of supplies, waste, etc.	Spillage of substances into the aquatic and/or marine environment.	Contamination of the aquatic and/or marine environment with hydrocarbons, waste, etc.
Contingencies	Fish escape.	Environmental damage due to release of biological material.
	Mass mortality.	Pollution of the marine and/or coastal environment.
	Accidental enmeshment of birds and mammals.	Damage and/or death of individuals.
	Silage spillage or failure.	Pollution of the marine and/or coastal environment.

Number of threatened species by risk level

Extinction risk level	Total number of endangered species
Critically endangered	0
At risk	3
Vulnerable	2
Near threatened	0
Minor concern	99

Registration of species identified in Farm sites

	Farm site Aracena 1 (June 2022)	Farm site Aracena 2 (November 2023)	Farm site Aracena 19 (November 2023)	Farm site Cockburn 3 (November 2022)
Species (CER)	<p>Some species:</p> <ul style="list-style-type: none">Flightless Steamer-DuckDominican SeagullImperial CormorantMagellanic PenguinNeotropic CormorantSouthern fur sealMarine Otter	<p>Some species:</p> <ul style="list-style-type: none">Blackish OystercatcherMagellanic OystercatcherKelp GooseFlightless Steamer-DuckDominican SeagullMarine OtterCommon Sea Lion	<p>Some species:</p> <ul style="list-style-type: none">Kelp GooseFlightless Steamer-DuckDominican SeagullImperial CormorantRock cormorant	<p>Some species:</p> <ul style="list-style-type: none">Chilean SkuaFlightless Steamer-DuckDominican SeagullDark-bellied CinclodesCulpeo fox
Zone	<p>No reproductive activity was identified in the terrestrial and coastal environments adjacent to the Farm site. It can be concluded that the study area is used by these species as a transit and feeding area.</p>	<p>A pair of Marine Otters were observed, evidence of family group activity of the species, either in the mother and pup relationship, or adult pair (female-male), this by default, suggests reproductive activity in coastal environments and adjacent to the Farm site.</p>	<p>A rock cormorant was identified among some disused nests, suggesting breeding activity of this species in coastal environments and adjacent to the Farm site.</p>	<p>Bird breeding activity was detected at the site, through the recording of some imperial cormorant nests on low cliffs in the southern part of the estuary. For the rest of the species, the activities observed were mainly for transit and feeding.</p>
Territorial analysis	<p>The maritime portion adjacent to the Farm site is included in the ACS 56 Isla Capitán Aracena concession grouping, where resource exploitation is limited to commercially valuable crustacean beds, but does not overlap spatially with sectors decreed as AMERB.</p>	<p>The Farm site is close to Alberto de Agostini National Park, but does not overlap with this protected area. There is no spatial overlap with other nationally or internationally recognized High Conservation Value Areas (HCVAs) such as Ramsar sites or Biosphere Reserves.</p>	<p>The Farm site is close to Alberto de Agostini National Park, but does not overlap with this protected area. There is no spatial overlap with other nationally or internationally recognized High Conservation Value Areas (HCVAs) such as Ramsar sites or Biosphere Reserves.</p>	<p>The Farm site is located within the marine territory of the "Cabo de Hornos" Biosphere Reserve and the "Alberto de Agostini National Park". The productive activities of the Farm site have not interfered with the development of scientific and conservation activities carried out in this protected area. There is no spatial overlap with other nationally or internationally recognized High Conservation Value Areas (HCVAs) such as Ramsar sites.</p>

Energy and emissions

Energy management

GRI 302-1, FB-MP-130a.1

Our energy consumption comes from the use of fuel sources (oil and gas) and electricity. Piscicultura Tierra del Fuego consumes electrical energy through gas and oil generators, while the Farm sites consume their own energy from oil generators.

Fuel consumption in Nova Austral

Fuel type	Unit	Hatchery		Processing Plant		Farm sites		Vehicles	
		2022	2023	2022	2023	2022	2023	2022	2023
Diesel	Lt	2,096,573	2,264,300	690	180	3,569,576	2,937,266	15,759	16,738
Gasoline	Lt	380	0	0	0	46,311	46,470	0	0
LPG (gas)	Lt	149,125	205,275	0	0	0	0	0	0
Concentrated natural gas (CNG)	m³	742,630	611,882	165,640	142,520	0	0	0	0

In the farm site, oil consumption is moved by authorized vessels, while gasoline use corresponds to the outboard engines of small boats. The decrease in diesel consumption was due to the reduction in the number of boat movements.

Regarding to electricity consumption, there was a decrease compared to the year 2022, due to less processing of raw materials. The energy consumption comes from the monthly invoicing of the Processing Plant and gel ice plant located in Porvenir.

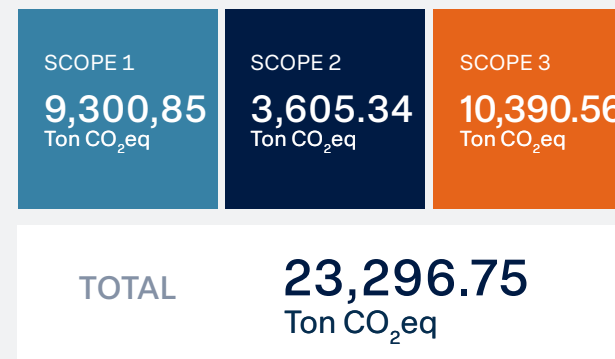
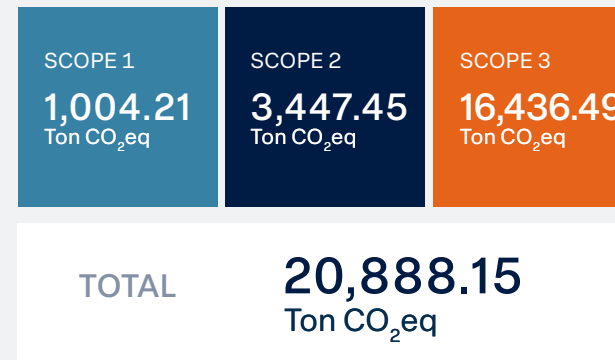
Electricity consumption at Nova Austral

Type of energy	Unit	Magallanes and Chilean Antarctica Region	
		2022	2023
Electric	KWh	7,776,258	6,893,565

Emissions

GRI 305-1, 305-2, 305-3, 305-3, FB-MP-110a.1

GHG emissions in 2023 had an increase of 11.53%, due to the fact that there were more farm sites in operation.



For Scope 1 emissions only carbon dioxide emissions (CO₂) were considered, the generators are the Scope 1 emission sources both in hatchery, and for farm sites. The warming potential factors used for CO₂ is the value of one. Hydrofluorocarbons (HFCs) were not measured in the assessment, as perfluorocarbon (PFC) and sulfur hexafluoride (SF6) are not significant in our operations, because we do not have emission sources that use refrigerants. The Global Warming Potential was taken from information published by the Intergovernmental Panel on Climate Change (IPCC). In addition, the following assumptions were considered in the emissions calculation process:

The consumption of diesel, gasoline and liquefied petroleum gas (LPG) are based on the farm site's internal records, and is supported by the number of waybills issued when the farm site is supplied with fuel.

LPG consumption was reported in liters, which was converted into kilograms using a density of 0.522 kg/l (IEA, 2007).

In the case of Scope 2, the CO₂ emissions from the energy consumption of the Processing Plant provided by the energy distribution company were considered. The emission factor 333 Kilowatt/hour of the year 2022 for Chile was used.

Scope 3 was calculated based on emissions from fish feed; this information has been requested from the suppliers Ewos and Skretting. For the calculation of emissions, an average was estimated based on the data reported by Skretting between April and August 2023. The amount of food consumed by the fish according to the Nova Austral database was also used for the calculation. Emission factors were taken from information provided by our suppliers.

The results of the calculation of emissions per biomass produced are presented based on two different criteria, one of them is the calculation based on the monthly average of emissions using the gross biomass of each month. Meanwhile, the second result of emissions per biomass is calculated based on the ratio between the total emissions of the period and the biomass gained during the same period (production as weight gain).

The consolidation approach for the three scopes was by equity ownership and operational control.

Waste

GRI 306-1, 306-2, 306-3, 306-4

We have a Waste Management Plan for the Farm sites, which establishes all the measures for the management of the different types of waste generated. This plan defines the hierarchy for waste handling based on Law No. 20,920, a law that establishes the framework for waste management, extended producer responsibility and recycling promotion, which was enacted in 2016 by the Ministry of the Environment.



In order to comply with this hierarchy, we provide training to the company's personnel.

Waste handling hierarchy



Prevention of waste generation.



Reuse, recycling and energy recovery.



Waste disposal.

Impacts identified in waste management

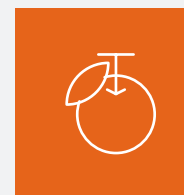
The oil spill is one of the actions that, if it occurs, can mean a risk to the environment, massive mortality due to harmful algal blooms or other consequences. Another risk is the impact between vessels that can generate a rupture of the module, with a consequent escape of fish, loss of food, chemical spill or hazardous waste, among others.



Types of waste generated

The waste we generate is classified into three categories:

Waste categories



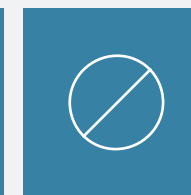
Organic



Inorganic



Dangerous



Non-hazardous



Domiciliary



Industrials

From the activities carried out in Farm sites, we classify waste into Non-Hazardous and Hazardous, which we then group into organic and inorganic.



- **Non-hazardous solid waste:** is generated by the salmon farming industry and it is waste from the implementation, maintenance, and/or end of operation of the hatcheries. They do not represent any risk to human health or the environment.
- **Organic liquid waste:** sewage (treatment plant), silage mortality, blood water, silage system washed water.
- **Inorganic liquid waste:** these include disinfectants and detergents and, to a minor extent, anesthetics, all of which are biodegradable.
- **Solid hazardous waste:** these are the product of the maintenance of vessels, equipment and machinery, such as batteries, filters, disused batteries, fluorescent tubes, maintenance solids, sand or cloths contaminated with oil, sharp materials such as scalpels, and as part of the administrative operation we have the cartridge or toner from inks, computer and/or telephone equipment, among others.
- **Hazardous liquid waste:** this line includes expired pharmaceuticals, detergents or disinfectants in disuse, water containing hydrocarbons, used oils and any hazardous substance whose useful life has ended.
- **Organic plant waste:** corresponds to the waste generated (guts, skin, head, fins, flesh with blood, among others) as a result of the salmon production process that arrives from the farm sites to be transformed into finished product (whole, fillets, portions), which are sent to reduction plants specialized in treating this raw material, in order to produce high quality salmon meal and oil.
- **Liquid industrial waste:** this is wastewater resulting from industrial processes, activities or services. Post-production wastewater is discharged into the sea through a submarine outfall, after passing through a treatment system.

The silage residues generated in the farm sites during the "fattening" stage in seawater correspond to fish mortality, which is stored in silos. Before being stored, it is subjected to a silage process through the correct incorporation of formic acid, which lowers the pH of the organic matter and maintains the freshness levels of the protein to favor its later use in the transformation process to raw material. Additionally, this process causes the inactivation of viruses and bacteria, including those that constitute a sanitary risk for the aquaculture industry.

The vessels used are designed for the removal of silage from the farm sites. They are equipped with a tank below deck and trained crews to ensure safe transport. The companies to whom this waste is provided use it to make a by-product used as a raw material to generate oil for paints or oil for animal feed and some advances in products for the agricultural industry. If the silo does not meet minimum acceptance levels, it is sent to a final disposal landfill.

In hatchery, an incineration system is used in which mortality is reduced and the resulting product is ashes, which are removed by an authorized company for final disposal.

Our waste management plan describes the circularity measures for the management of waste generated. Information related to household waste, recycling, silage, hazardous waste, leftover pipes and broken plastic buoys

is systematized through a monthly operational record, which we then classify and declare through an environmental tracking system. The garbage that arrives at our warehouse is removed by an external company (Resiter), the recycling is separated and when it is in good condition (clean and well segregated) it is taken to RECIPAT. Silage is removed from the farm site and taken to Fiordo Austral, which sends silage reception certificates on a monthly basis. Broken plastic pipes and buoys are stored in the company's yard and Chileplast arranges for their removal for reuse. The hazardous waste is dispatched and removed by Resiter, which then coordinates with Vía Limpia to send it to an authorized transfer station for storage. Each external company provides us with certificates of final disposal.

Afterwards, a certificate is generated by the National Waste Declaration System (SINADER). In the case of hazardous waste, a Hazardous Waste Declaration and Tracking System (SIDREP) is generated together with a sworn statement.

Waste generation

Process	Type of waste	Destination of waste	Quantity generated (Tons)
Hatchery	Ash residues	Recycling	6 .32
	Fish disposal waste (silage)	Recycling	0.37
	Polyethylene waste	Recycling	43.12
	Household waste	Landfill	119.07
	Sludge waste	Recycling	36.68
	Hazardous Waste	Processed for disposal	10.15
Subtotal			215.71
Processing Plant	Recycled organic waste (kg)	Recycling	6,670.70
	Organic waste Not Recycled (kg) Sludge	Landfill	1,417.25
	Inorganic waste Recycled (kg) Cardboard	Recycling	32.62
	Inorganic waste Not recycled (kg) Landfill	Landfill	385.95
	Hazardous Waste (miscellaneous) solid	Processed for disposal	0.33
	Hazardous Waste (miscellaneous) liquid	Processed for disposal	1.10
Subtotal			8,507.95
Farm sites	Hazardous Waste	Processed for disposal	11.11
	Landfill	Landfill	37.96
	Plastic	Recycling	13.30
	Reduction of hydrobiological resources (silage) Reused	Reciclaje	866.12
	Paper and cardboard	Recycling	2.38
Subtotal			930.87
Total generation			9,654.52



The amount of waste destined for recycling is **7,671.61 tons** and that not destined for recycling is equivalent to **1,982.92 tons.**

Consumption and efficient use of water

GRI 303-1, 303-3, 303-4, 303-5, FB-MP-140a.1

Water consumption comes from the different processes carried out in the organization.

- **Processing Plant water consumption:** this resource comes from the public water supply and is used in production. Consumption corresponds to the cubic meters billed monthly by the company that provides this service. Due to the nature of the process, we do not generate significant negative impact; however, with the commitment to reduce water consumption in the public network, we have planned to use a deep well, which is in the process of obtaining water rights.
- **Water consumption Piscicultura Tierra del Fuego:** we have a recirculation system that allows efficient use of water consumption for the production process. For production, we have the right to use water from an intake located 9.5 km away, which is piped to the hatchery through an underground pipe. We also use fresh water from two deep wells and a third well in the process of obtaining water rights.
- **Water consumption in farm sites:** we have a water desalination plant that has a reverse osmosis filtration process to provide fresh water, which is used in the bathrooms and showers of the pontoons (houseboats). We have different types of plants which according to their capacity can process between 150, 250 or 300 liters per hour.



The water withdrawn corresponds 87.06% to freshwater sources and 12.94% to other types of sources.

Water extraction

	Unit	Magallanes and Chilean Antarctica Region
Surface water	ML	718
Groundwater		516
Marine waters		212
Third-party water		191
Total water withdrawn		1,637

Water consumption

Consumption	Unit	Magallanes and Chilean Antarctica Region
Processing Plant	ML	191
Piscicultura Tierra del Fuego		1,446
Total		1,637

Management of water resource impacts

Impacts to water resources are associated with the generation of Liquid Industrial Waste, which is waste water resulting from industrial processes, activities or services. To reduce the impact of these liquid industrial waste the water used in our post-production processes is treated before being discharged into the sewage system, in the case of the Processing Plant.

In the case of the water used in hatchery, the water used in the process, once treated, is conducted to the sea through an underwater outfall. In both cases, we comply with Chilean legislation and voluntary commitments, which we report monthly to the authorities.

Impacts to water resources generated in our operations are evaluated, controlled and reported according to the Environmental Qualification Resolution (EQR), which indicates the parameters to be measured, the amount of water and effluents. In addition, we evaluate any water stress situation.

Water-efficient systems

In hatchery we have implemented measures that are considered adequate to improve the efficiency of water consumption:

- **Recirculation system:** Installation used in aquaculture in which water is reused through a biofiltration cycle using nitrifying bacteria.
- **Liquid industrial waste treatment system:** This treatment includes decanters, rotary filters, biofilters and sludge treatment systems that allow adequate removal of pollutants contained in the effluents

Both treatment systems are essential to reduce the gray water footprint of the production processes, which is the footprint that has a negative impact on the environment when treatment processes are not implemented.

In addition, the recording and control of flow rates is a fundamental tool for monitoring water consumption, to subsequently analyze it and define strategies for improving the efficient use of this resource

Water discharge

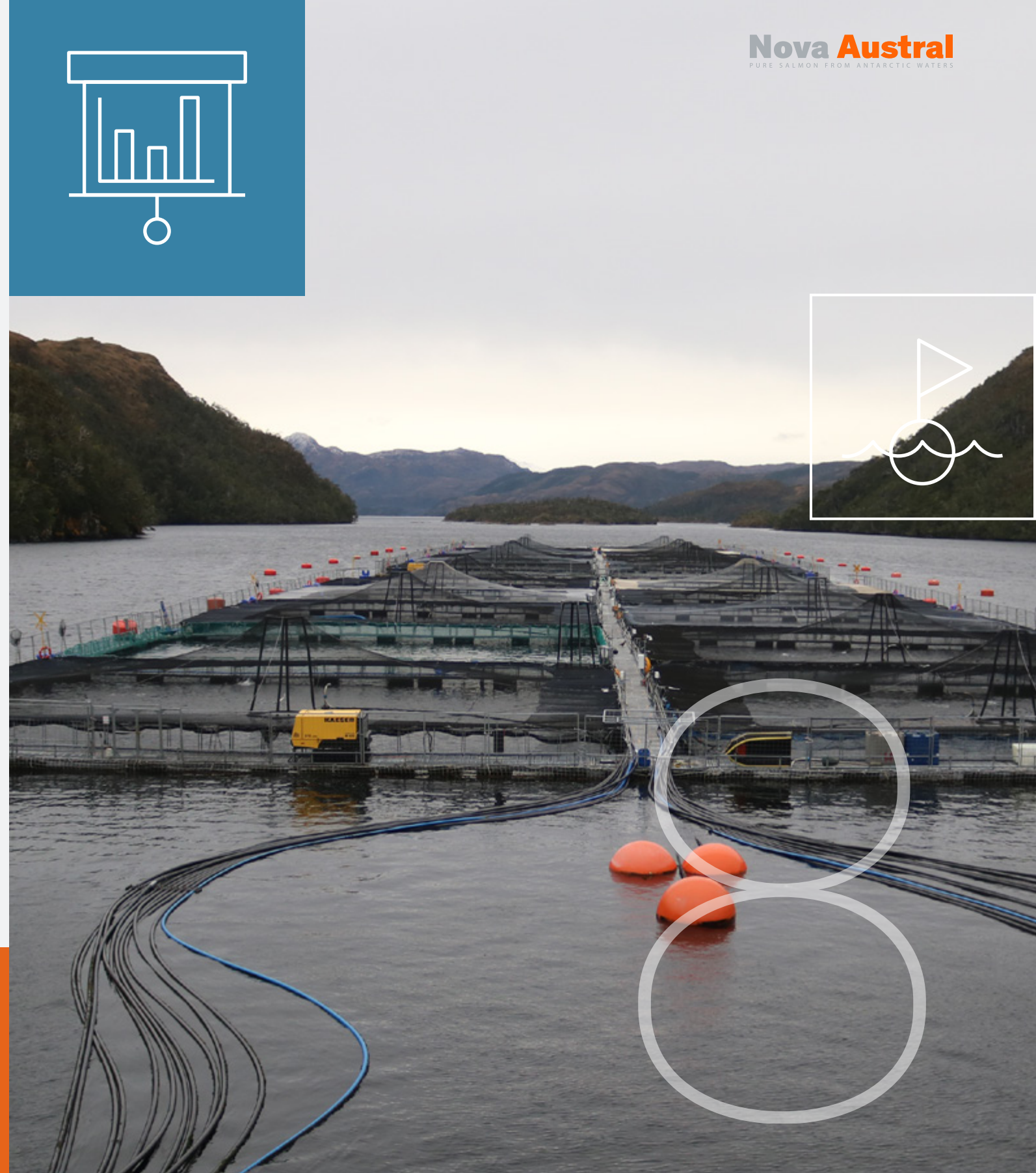
For the discharge of liquid industrial waste at the Hatchery Tierra del Fuego and Processing Plant, we are governed by the resolution provided by the Superintendence of the Environment (SMA), which indicates the parameters to be controlled and the amount of flow to be discharged per day. This information is recorded by the flow meter installed in each of the respective operations and the parameters are reported monthly on the SMA platform.



Water discharged according to destination

Types of destination	Unit	Magallanes and Chilean Antarctica Region
Marine waters	ML	1,445
Third-party water		191
Total water discharged		1,637

Annexes



Índice GRI

General Requirements

UNIVERSAL STANDARDS			Page(s) / URL / Comment	Reasons for Omission		
GRI Standard	Content	GRI content title		Omission	Reason	Explanation
GRI 1: Foundation 2021						
GRI 2: General Disclosures 2021						
The organization and its reporting practices	GRI 2-1	Organizational details	Pp. 8-9			
	GRI 2-2	Entities included in the organization’s sustainability reporting	P. 3			
	GRI 2-3	Reporting period, frequency and contact point	P. 3			
	GRI 2-4	Restatements of information	There are no updates or reformulations of information.			
	GRI 2-5	External assurance	The company does not develop external verification processes for its reporting.			
Activities and employees	GRI 2-6	Activities, value chain and other business relationships	Pp.8-9, 12, 20, 24-26			
	GRI 2-7	Employees	P. 40			
	GRI 2-8	Workers who are not employees	P. 41			
Governance	GRI 2-9	Governance structure and composition	P. 34			
	GRI 2-10	Nomination and selection of the highest governance body	P. 34			
	GRI 2-11	Chair of the highest governance body	P. 34			
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	P. 36			
	GRI 2-13	Delegation of responsibility for managing impacts	P. 36			
	GRI 2-14	Role of the highest governance body in sustainability reporting	P. 3			
	GRI 2-15	Conflicts of interest	P. 31			
	GRI 2-16	Communication of critical concerns	P. 32			
	GRI 2-17	Collective knowledge of the highest governance body	P. 34			
	GRI 2-18	Evaluation of the performance of the highest governance body	There is no performance evaluation process for the highest governance body.			
	GRI 2-19	Remuneration policies	There is no performance evaluation process for the highest governance body.			
	GRI 2-20	Process to determining remuneration	P. 35	Subsection (b)	Information not available	Information not available
	GRI 2-21	Annual total compensation ratio	P. 35			

UNIVERSAL STANDARDS			Page(s) / URL / Comment	Reasons for Omission		
GRI Standard	Content	GRI content title		Omission	Reason	Explanation
Strategy, policies and practices	GRI 2-22	Statement on sustainable development strategy	P. 16			
	GRI 2-23	Policy commitments	Pp. 16, 28			
	GRI 2-24	Embedding policy commitments	P. 28			
	GRI 2-25	Processes to remediate negative impacts	P. 36			
	GRI 2-26	Mechanisms for seeking advice and raising concerns	P. 32			
	GRI 2-27	Compliance with laws and regulations	P. 18			
	GRI 2-28	Membership associations	P. 18			
Stakeholder engagement	GRI 2-29	Approach to stakeholder engagement	Pp. 17, 52			
	GRI 2-30	Collective bargaining agreements	P. 46			
GRI 3: Material topics 2021						
Material topics	GRI 3-1	Process to determine material topics	Pp. 4 - 5			
	GRI 3-2	List of material topics	Pp. 4 - 5			
	GRI 3-3	Management of material topics	Responses are provided throughout the report			

Thematic Contents

THEMATIC STANDARDS						Page(s) / URL / Comment	Razones de Omisión		
Material topics	GRI Standard	Content	GRI content title	Sectorial GRI	Global Compact		Omisión	Razón	Explicación
Economic value	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	13.22 Economic inclusion		P. 14			
	GRI 202: Market presence 2016	202-2	Proportion of senior management hired from the local community			P. 34			
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers			Pp. 24-26			
Business taxation	GRI 207: Tax 2019	207-1	Approach to tax			Pp. 37 - 38			
		207-2	Tax governance, control, and risk management			Pp. 37 - 38			
		207-4	Country-by-country reporting			Pp. 37 - 38			
	GRI 415: Public Policy 2016	415-1	Political contributions			P. 37			
Anticorruption	GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	13.26 Anti-corruption		P. 29			
	GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	13.26 Anti-corruption		Pp. 32 - 33			
Materials management	GRI 301: Materials 2016	301-1	Materials used by weight or volume		Principle 8	P. 58			
		301-2	Recycled input materials used		Principle 8	-	Content	Information not available	Information not available
		301-3	Reclaimed products and their packaging materials		Principle 8	-	Content	Information not available	Information not available
Energy	GRI 302: Energy 2016	302-1	Energy consumption within the organization		Principle 8	P. 61			

THEMATIC STANDARDS						Page(s) / URL / Comment	Razones de Omisión		
Material topics	GRI Standard	Content	GRI content title	Sectorial GRI	Global Compact		Omisión	Razón	Explicación
Water resource efficiency	GRI 303: Water and Effluents 2018	303-1	Interaction with water as a shared resource	13.7 Water and effluents	Principle 8	Pp.66-67			
		303-3	Water withdrawal	13.7 Water and effluents	Principle 8	P. 66			
		303-4	Water discharge	13.7 Water and effluents	Principle 8	P.67			
		303-5	Water consumption	13.7 Water and effluents	Principle 8	P. 66			
Biodiversity protection	GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	13.3 Biodiversity	Principle 8	P. 60			
		304-2	Significant impacts of activities, products and services on biodiversity	13.3 Biodiversity	Principle 8	Pp. 59 - 60			
		304-3	Habitats protected or restored	13.3 Biodiversity	Principle 8	-	Not applicable	There are no protected and restored areas.	There are no protected and restored areas.
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations.	13.3 Biodiversity	Principle 8	P. 59	Content		
Emissions management	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	13.1 Emissions	Principle 8	P. 62			
	GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	13.1 Emissions	Principle 8	P. 62			
	GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	13.1 Emissions	Principle 8	P. 62			
	GRI 305: Emissions 2016	305-4	GHG emissions Intensity	13.1 Emissions	Principle 8	-	Content	Information not available	Information not available
	GRI 305: Emissions 2016	305-5	Reduction of GHG emissions		Principle 8	-	Content	Information not available	Information not available

THEMATIC STANDARDS						Page(s) / URL / Comment	Razones de Omisión		
Material topics	GRI Standard	Content	GRI content title	Sectorial GRI	Global Compact		Omisión	Razón	Explicación
Circular economy and waste management	GRI 306: Effluents and waste 2020	306-1	Waste generation and significant waste-related impacts		Principle 8	Pp. 63 - 65			
		306-2	Management of significant waste-related impacts		Principle 8	Pp. 63 - 64			
		306-3	Waste generated		Principle 8	P. 64			
		306-4	Waste diverted from disposal		Principle 8	P. 65			
Talent development	GRI 401: Employment 2016	401-1	New employee hires and employee turnover			P. 42			
	GRI 404: Training and education 2016	404-1	Average hours of training per year per employee			P. 45			
	GRI 404: Training and education 2016	404-2	Programs for upgrading employee skills and transition assistance programs			P. 45			
Occupational health and safety	GRI 403: Occupational Health and Safety 2018.	403-1	Occupational health and safety management system	13.19 Occupational health and safety		P.47			
	GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment and incident investigation	13.19 Occupational health and safety		P.48			
	GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	13.19 Occupational health and safety		P.48			
	GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation and communication on occupational health and safety	13.19 Occupational health and safety		P.47			
	GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	13.19 Occupational health and safety		P. 49			
	GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	13.19 Occupational health and safety		P. 50			
	GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	13.19 Occupational health and safety		P. 50			

THEMATIC STANDARDS						Page(s) / URL / Comment	Razones de Omisión		
Material topics	GRI Standard	Content	GRI content title	Sectorial GRI	Global Compact		Omisión	Razón	Explicación
Diversity and inclusion	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	13.15 Diversity and equal opportunity	Principle 6	P. 44			
	GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	13.15 Diversity and equal opportunity	Principle 6	P. 43			
	GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	13.15 Diversity and equal opportunity	Principle 6	P.55			
Protection of human rights	GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incident of child labor	13.17 Child labor	Principle 5	P.55			
	GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents or forced or compulsory labor	13.16 Forced labor or slavery	Principle 4	P.55			
	GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	13.13 Rights of indigenous peoples	Principle 1 and 2	-	Content	No cases	No cases
Social commitment	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	13.12 Local communities		Pp. 53 - 54			
Product quality and safety	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories.			-	Content	Information not available	Information not available
	-	-	-	13.9 Food safety		Pp. 21 - 23			
	-	-	-	13.10 Food safety		Pp. 21 - 23			
Animal welfare	-	-	-	13.11 Animal welfare		Pp. 21 - 23			

SASB Index

Materiality topic	Standard	Topic SASB	Code	Description of the accounting or activity parameter	Unit of measure	Page(s) / URL / Comment	Omission
Product quality and safety	Meat, poultry and dairy	Supply chain management	FB-MP-250.a.1	Global Food Safety Initiative (GFSI) audit: (1) rate of nonconformities and (2) rate of corresponding corrective actions for (a) major and (b) minor nonconformities.	Speed	-	Information not available
	Meat, poultry and dairy	Supply chain management	FB-MP-250.a.2	Percentage of supplier facilities certified under a Global Food Safety Initiative (GFSI) food safety certification program.	Percentage (%)	Pp. 24 - 26	
Animal welfare	Meat, poultry and dairy	Supply chain management	FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) non-medically important antibiotics, by type of animal.	Percentage (%)	P. 20	
Energy	Meat, poultry and dairy	Energy management	FB-MP-130a.1	(1) Total energy consumed, (2) percentage of electricity from grid, (3) percentage of renewables	Gigajoules (GJ), percentage (%)	P. 61	Information provided in KWh
Water resource efficiency	Meat, poultry and dairy	Water management	FB-MP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high initial water stress.	Thousand cubic meters (m³), percentage (%)	P. 66	
	Meat, poultry and dairy		FB-MP-140a.3	Number of incidents of non-compliance with water quality permits, standards, and regulations	Number	P. 67	Information not available
Emissions management	Meat, poultry and dairy	GHG emissions	FB-MP-110a.1	Global gross emissions of scope 1	Metric tons (t) of CO2-e	P. 62	
	Meat, poultry and dairy	GHG emissions	FB-MP-110a.2	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and analysis of performance against these targets.	N/A	-	Information not available
Occupational health and safety	Meat, poultry and dairy	Workforce health and safety	FB-MP-320a.1	(1) Total Recordable Incident Rate (TRIR) and (2) fatality rate	Speed	P. 50	