

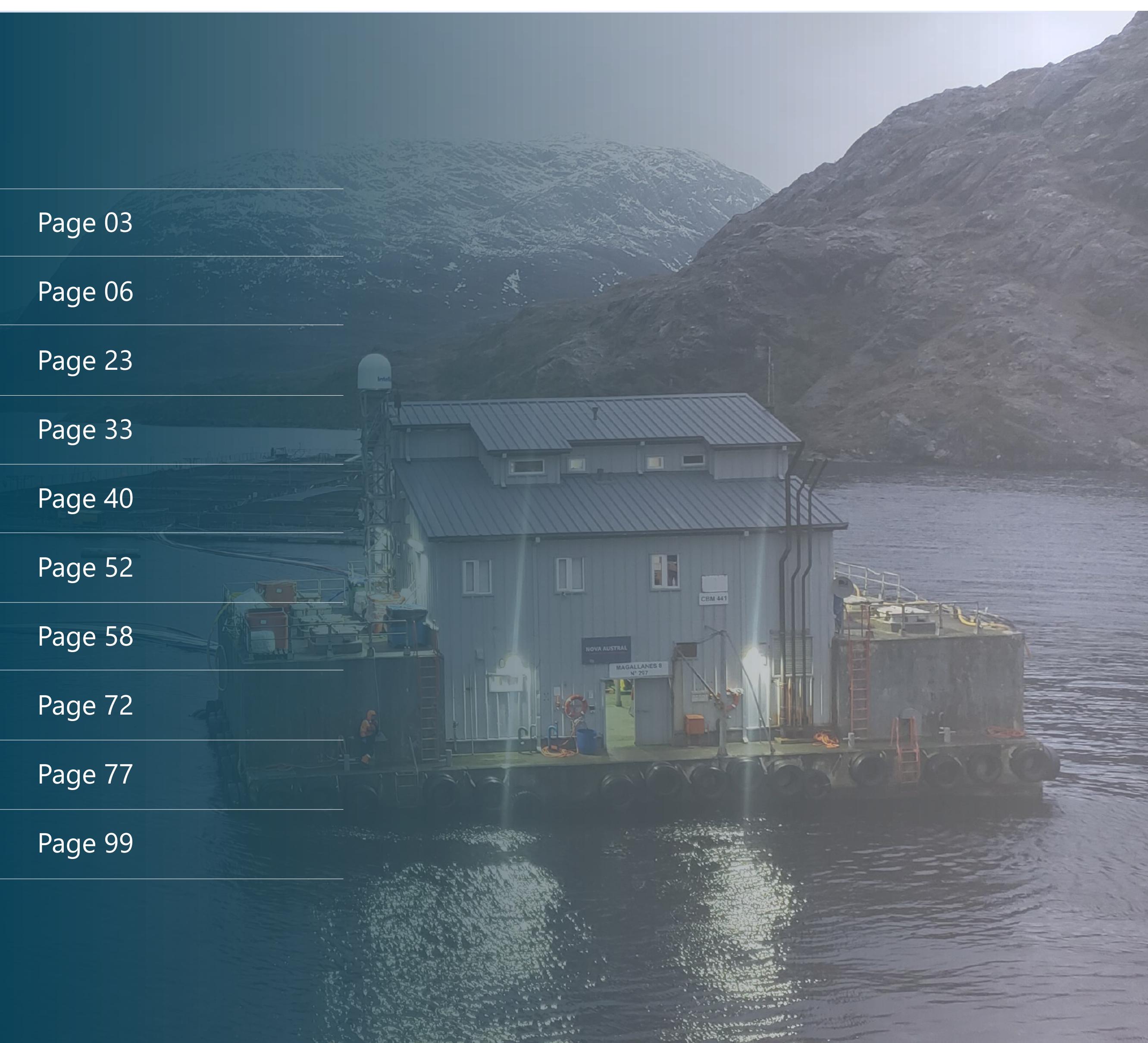


# SUSTAINABILITY REPORT 2024

**Nova Austral**  
PURE SALMON FROM ANTARCTIC WATERS

# CONTENT

	Message from the CEO	Page 03
1	We are Nova Austral	Page 06
2	Product management: quality and safety	Page 23
3	Responsible sourcing	Page 33
4	Ethics, compliance and corporate integrity	Page 40
5	Corporate governance	Page 52
6	Commitment to our team	Page 58
7	Creating social value	Page 72
8	Environmental performance	Page 77
9	Appendix	Page 99



## MESSAGE FROM THE CEO

GRI 2-14

It is with renewed optimism that I write to you to present our fifth Sustainability Report. 2024 was a year of fundamental transformation for Nova Austral and marked the beginning of a new stage for the company, one we have embraced with the conviction that from the greatest challenges, the greatest strengths can emerge.

2024 will be engraved in the history of the company as the year in which, with the joint effort of our collaborators and the support of our new partners, Larta Investment Group, we were able to navigate complex waters to emerge as a more resilient organization with a strong commitment to the sustainable future of salmon farming in Magallanes.

This process of reorganization was not only a structural change; it was the reaffirmation of our viability and, above all, of our determination to continue being a pillar for the community of Porvenir and a role model for premium salmon production in the world.

Larta Investment Group has shared with us a clear, strategic vision: enhancement of Nova Austral's unique value, anchored in the pristine waters of the Magallanes and Chilean Antarctica Region, and strengthening our performance in all areas, with sustainability as the transversal axis of each decision. This support drives us to look to the future with confidence because we know that we have the necessary support to take Nova Austral to a new level of operational excellence and socio-environmental commitment.

When taking stock of the year, it is impossible not to recognize the obstacles we have had to overcome, however, it is even more important to highlight the dedication of our team. Thanks to them, we have managed to continue to be a leader in the production of salmon completely free of antibiotics. Likewise, the restructuring has provided us with a more solid financial structure, allowing us to focus our efforts on operational efficiency and long-term planning, which has been crucial to guarantee the continuity of our operations and, with it, the peace of mind of our employees and their families.

We will continue to invest in the development, well-being, and safety of our employees, which implies strengthening our dialogue and collaboration with the Porvenir community, ensuring that our impact is consistently positive.

Despite the difficulties, our bond with Porvenir and the region of Magallanes and Chilean Antarctica has remained firm. We continue to be one of the main drivers of employment and local development, and we continue to promote our community engagement programs, because we understand that our success is intrinsically linked to the well-being of our people and our environment.

Furthermore, we have consolidated a culture of compliance and integrity at all levels, with the active supervision of our new Board of Directors and the commitment of each leader at Nova Austral. We also continuously update our internal control systems, such as the Crime Prevention Model and Code of Ethics. Transparency and integrity are non-negotiable and are the basis on which we are building this new stage.

Similarly, we are not unaware of our challenges. The salmon industry operates in a dynamic and demanding environment, and Nova Austral's own history has taught us valuable lessons. Rigorous environmental management, strict regulatory compliance, and adaptation to climate change are imperatives that guide our daily management.

Looking to the future, our strategic priorities in sustainability are clear: not only to maintain our zero-antibiotic standard, but also to deepen our efforts in protecting biodiversity, optimizing the use of resources such as water and energy, and innovative waste management, always with a preventive and footprint-minimizing approach.

We explore and implement new technologies and practices that allow us to be more efficient and further reduce our environmental impact, while maintaining the quality and excellence of our salmon.

Finally, I want to express my sincerest gratitude to each of Nova Austral's employees. Their resilience, professionalism, and loyalty have been the force that has allowed us to overcome difficult times and look to the future with hope. To our customers, suppliers, the Magallanes community, and our new partners, thank you for your trust and continued support.

Nova Austral begins this new chapter with the conviction that it is possible to combine production excellence with a deep respect for people and the environment. We invite you to join us on this journey, as we continue to grow, not only some of the best salmon in the world, but also a more sustainable future for everyone.

Kind regards,

**Nicolás Larco Dávila**  
**General Manager**  
**Nova Austral S.A.**

# HOW TO READ THIS REPORT

GRI (2-1, 2-2, 2-3, 2-4, 2-5, 2-14)

This document constitutes Nova Austral S.A.'s fifth Sustainability Report (hereinafter Nova Austral, the company, or the organization), and presents our environmental, social, and governance (ESG) performance for the period between January 1 and December 31, 2024. We publish this report annually in order to maintain our commitment to transparency and accountability. Our previous report, the 2023 fiscal year, was published in the second half of 2024.

The information contained in this report covers all operations and entities which Nova Austral controls and are fundamental to understanding our sustainability impact and performance. These entities include:

- **Nova Austral S.A.**  
(headquarters, offshore farm sites, and processing plant).
- **Comercial Austral S.A.**
- **Piscicultura Tierra del Fuego S.A.**
- **Salmones Porvenir SpA.**
- **Pesquera Cabo Pilar S.A.**

All these operations are located in the Magallanes and Chilean Antarctica Region and the Los Lagos Region.

During 2024, the debt restructuring process was completed with Larta Investment Group, as the company's new owner (which is detailed in the chapter on Corporate Governance). In addition, the subsidiaries, Salmones Porvenir SpA and Pesquera Cabo Pilar S.A., were formally dissolved and their business operations terminated, which has not substantially affected the scope or limits of this report compared to the previous period.

To prepare this report, we used the most recent version of the **Global Reporting Initiative** (GRI) Standards as our main guide. Additionally, we considered the GRI sector standard indicators for Agriculture, Aquaculture and Fisheries, as well as the **Sustainability Accounting Standards Board** (SASB) standards specific to the Meat, Poultry, and Fish industrial sector, in order to address the most relevant issues for our stakeholders and our industry. This report also constitutes our **Communication on Progress** (CoP) as signatories to the **United Nations** Global Compact, reflecting our commitment to its **Ten Principles**.

There are no restatements of information presented in previous reports, unless explicitly indicated in the corresponding section for purposes of comparability or correction of data. The calculation methods and estimation bases remain consistent with those used in previous reports.

The preparation of this report involved a collaborative process between the different areas of the company, led by Legal and Compliance Management. The information was collected, consolidated, and validated internally by those responsible for each subject. The final content of this 2024 Sustainability Report has been reviewed by the company's General Management and by our new Board of Directors.

This report has not been externally and independently verified for the current period, although this possibility is being evaluated for future reports as part of our commitment to continuous improvement.

For any inquiries, comments, or requests for additional information about this report or Nova Austral's sustainability performance, please contact:

Ignacio Faraldo Portus

Legal and Compliance Manager

Email: [ignacio.faraldo@novaaustral.cl](mailto:ignacio.faraldo@novaaustral.cl)

Website: <https://nova-austral.cl/es/>

Address: Avenida Alberto Fuentes N°299. Future. Magallanes and Chilean Antarctic Region.

*Chapter 1*  
**WE ARE  
NOVA AUSTRAL**



# WHO WE ARE

GRI 2-1, 2-6

At Nova Austral, we are more than a salmon company; we are pioneers in the industry and responsible for one of the southernmost and most pristine environments on the planet. Since our inception in 1999, we have dedicated our efforts to the production and processing of premium quality Atlantic salmon (*Salmo salar*), operating mainly in the Magallanes and Chilean Antarctic Region. This unique location not only defines our identity, but also underpins our core commitment: to offer the world exceptional salmon, farmed to the highest standards of sustainability and well-being.

Our operations, from the hatchery, offshore farm sites, and the processing plant, are concentrated in the Magallanes and Chilean Antarctic Region, the southernmost area of Chile. This particularity places us in an environment of cold, pure water and very little human presence, which creates ideal conditions that are the basis of our production model.

Our history has been marked by learning and resilience. We have faced significant challenges that have driven us to transform and strengthen our purpose. After a judicially supervised corporate restructuring completed in 2024, we are at the beginning of a new stage of the company under the ownership of Larta Investment Group. This milestone represents an opportunity to consolidate our vision of the future, strengthening our governance, operational management, and unavoidable commitment to society and the environment.

Nova Austral strives to be a key contributor of the economic and social development of Magallanes, especially in Porvenir, creating value responsibly for our employees, the local community, our customers, and all our stakeholders, while protecting the invaluable natural heritage that surrounds us.

## **Company Structure and Legal Form**

*Nova Austral S.A. is a private limited company, incorporated on November 29, 1999, under the laws of the Republic of Chile. Our tax identification number (RUT) is 96.892.540-7.*

***The company's main business activity is the production, processing, and commercialization of seafood products.***

## Mission

At Nova Austral, our MISSION is to raise salmonids in an environmentally sustainable and socially responsible way in collaboration with local communities, to make products that's are safe for human consumption and marketed globally to our customers, mainly in the United States, Europe and Asia.

## Vision

Our VISION is to be a leading aquaculture company, both nationally and globally. We want to be recognized for doing things well, for using technology as a permanent ally in continuous improvement, for making quality products, and for caring about our employees, local communities, and the environment.

# LOCATION OF NOVA AUSTRAL OPERATION CENTERS

Our headquarters and processing plant are located in the city of Porvenir, on the island of Tierra del Fuego. Additionally, we have an administrative office in Punta Arenas and are authorized to operate in 28 concessions for offshore farm sites distributed in various areas of the Magallanes region, some of which are within the limits of the Alberto D'Agostini National Park, which requires

us to have an even higher standard of care and environmental responsibility. The Tierra del Fuego Hatchery (Pisicultura Tierra del Fuego) inaugurated in 2018 and equipped with a modern water recirculation system, is a key asset that allows us to control the first stage of the production cycle with high biosecurity and water efficiency standards.

Regions	Name
Chile: Magallanes and Chilean Antarctic Region	Headquarters, farm sites and processing plant.
Chile: Magallanes and Chilean Antarctic Region	Pisicultura Tierra del Fuego S.A.
Chile: Los Lagos Region	Comercial Austral S.A.
Chile: Magallanes and Chilean Antarctic Region	Salmones Porvenir SpA (*)
Chile: Magallanes and Chilean Antarctic Region	Pesquera Cabo Pilar S.A. (*)

(\*) As of December 31, 2024, these companies were formally dissolved and their business operations terminated.



# OUR VALUES

Our values framework defines the conduct of each member of Nova Austral in their interaction with the various stakeholders.

These values are:



## 1 Commitment

We value individuals who take ownership of the organization's challenges and foster a sense of belonging among their colleagues, committing themselves fully to achieve their best and generating high levels of creativity that lead to results beyond expectations.

Likewise, we value a persistent and proactive attitude in our employees, one that tests their skills and determination to successfully manage the challenges entrusted to them.



## 2 Excellence

We value those people who maintain a permanent spirit of self-improvement, who use their creativity and resources daily in an effort to continuously improve.

We encourage excellence in the people who are part of our organization.

We also care about continuously learning from our actions, remaining receptive to receiving and using ideas from others, and encouraging our employees to have a positive vision of the future.

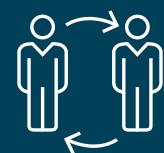


## 3 Honesty

We promote honesty in our employees, as a core value governing the Company. Likewise, we promote transparency and ethics at all times, so that all Nova Austral employees perform truthfully and loyally, and receive transparent and timely information to support the effective performance of their responsibilities.



4



#### Respect

"We encourage respectful and cordial interactions, expressed through words, gestures, and attitudes that foster collaboration, while recognizing and valuing each person's knowledge, experience, and individuality."

In this spirit, we embrace diverse opinions with tolerance and sincerity, fostering collaborative relationships that enable us to work toward shared goals.

5



#### Personal, social, workplace and environmental responsibility

We promote awareness of the positive and negative impacts of individual and collective actions on the social, workplace, and environmental context. We encourage best practices that safeguard our employees, local communities, and the natural environment.

We promote the efficient use of available resources, avoiding unnecessary environmental impacts and adhering to legal requirements and internal policies on respect and environmental responsibility, both in production and in commercialization.

Finally, to strengthen our corporate social responsibility, we maintain a strong commitment to local communities, without whose support our success would not be possible.

We engage in initiatives, donations, campaigns, and institutional programs designed to support community development and progress.



## OUR STRATEGIC COMMITMENTS

At Nova Austral, our identity is deeply connected to Southern Patagonia. We are committed both to the development of the region and to the preservation of its unique beauty and natural wealth.

This commitment is expressed through several strategic pillars:



### RESPONSIBLE PRODUCTION

Producing responsibly, prioritizing animal welfare, minimizing environmental impact, and ensuring product safety and premium quality, with a steadfast commitment to antibiotic-free farming.



### PEOPLE

Valuing our people, fostering a safe, respectful, and inclusive workplace where employees can grow personally and professionally.



### COMMUNITIES

Strengthening nearby communities, acting as a driver of development by generating quality employment and supporting local initiatives.



### STANDARDS

Acting with integrity, upholding the highest ethical standards in all our relationships and operations, with transparent governance and open communication with stakeholders.

*This new stage, which began in 2024, reinforces our commitment. **We face the future determined to learn from our past, improve continuously, and prove through actions that it is possible to produce the world's best salmon in a sustainable way.***

## OUR BUSINESS

GRI 2-6, SASB FB-MP-000.A, FB-MP-000.B

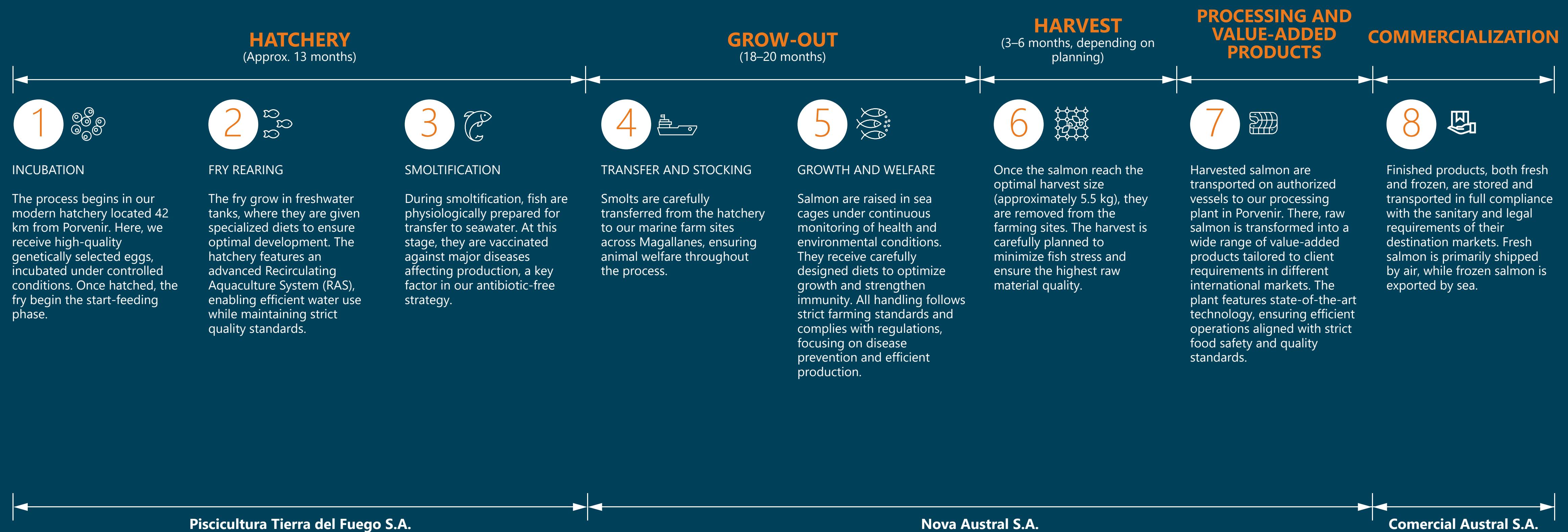
At Nova Austral, we have developed an integrated business model that allows us to manage each stage of Atlantic salmon production with precision and responsibility, from the egg to the final product delivered to the most demanding markets worldwide.

Our operations are fully dedicated to salmon protein production, based on our high degree of specialization, strategically located assets, and a strong focus on quality and sustainability.



## PRODUCTION MODEL AND VALUE CHAIN: A COMPLETE CYCLE IN MAGALLANES

Being the only 100% Magallanes-based salmon company gives us unique control over our entire value chain, minimizing sanitary risks and ensuring full product traceability. The main stages of our integrated production cycle are:



## DIFFERENTIATING APPROACH

Our offerings include Head-On, Gutted (HOG), and Headed & Gutted (HG) whole salmon, fillets in Trim C and D (skin-on), as well as Trim E and F (skinless), and a wide variety of portion sizes, including customized packaging options. Products are marketed fresh or frozen. Fillets and portions may be Individually Vacuum Packed (IVP) or Individually Quick Frozen (IQF), formats that extend shelf life, improve logistics, and provide greater flexibility.

We also produce frozen salmon by-products such as harasu, bits and pieces, and frame scrapings, maximizing raw material use and diversifying offerings across markets and industrial uses.

*This approach allows us to position our **Sixty South** brand as synonymous with **purity, quality, and sustainability**.*

Our key differentiator in the market is our ability to consistently deliver premium Atlantic salmon raised 100% antibiotic-free throughout its entire lifecycle.

This achievement, recognized by external organizations, reflects an integrated strategy that combines innovation, biosecurity, and sustainable practices.

### PRIVELEDGED LOCATION



The cold, pristine waters and low farming density in Magallanes naturally minimize the risk of disease.

### RIGORUOUS BIOSECURITY



From our own RAS hatchery to strict protocols at our fish farm sites, biosecurity is paramount.

### PREVENTATIVE MANAGEMENT



Emphasis on vaccination, functional diet, and constant monitoring of fish health are foundations for fish disease prevention.



## KEY RESOURCES

The success of our business model is underpinned by a number of key assets:

### 1 HATCHERY



Our state-of-the-art hatchery is equipped with a Recirculating Aquaculture System (RAS). This facility plays a fundamental role in the early stages of the production cycle and is central to our strategy of raising salmon completely free of antibiotics.

### 4 LICENCES AND PERMISSIONS



We are fully authorized with the required environmental and sectoral permits, ensuring that our operations are conducted legally, responsibly, and in strict compliance with the standards of a highly regulated industry.

### 2 FISH FARM SITES



We hold 28 marine concessions for fish farming sites. These concessions are an invaluable asset, thanks to the unique conditions they provide for sustainable and high-quality salmon.

### 5 HUMAN CAPITAL



Our operations rely on a committed and experienced team of employees, most of whom come from the Region of Magallanes and the Chilean Antarctic, bringing local knowledge and a strong sense of belonging to our company.

### 3 PROCESSING PLANT

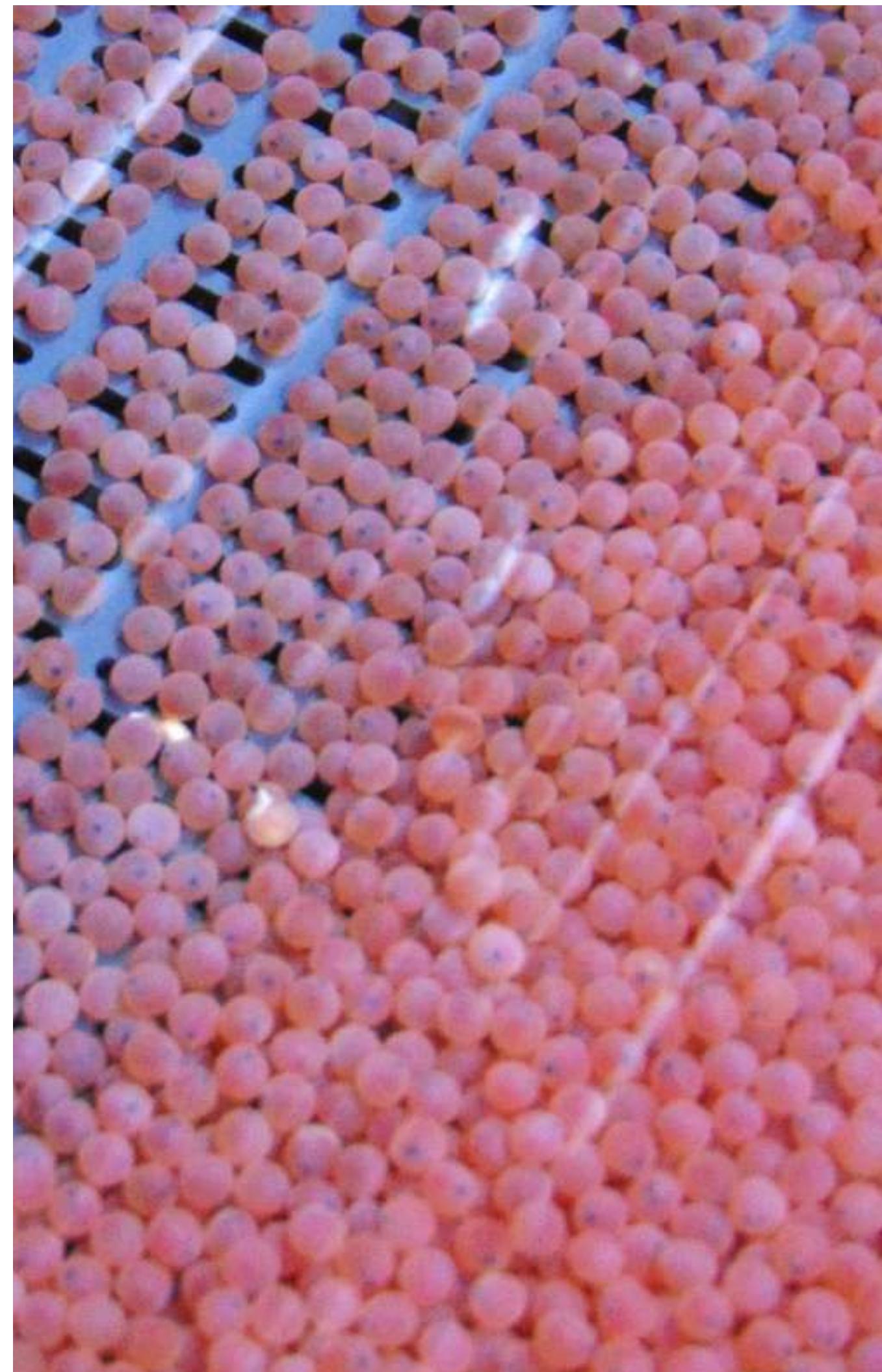


Our plant enables us to process and add value to our salmon while operating in full compliance with the most stringent international standards of quality and food safety.

### 6 SIXTY SOUTH BRAND



Our brand is an intangible asset of ever-increasing value that is linked to premium quality and our southern origin, while also being completely antibiotic free.



# MAIN MARKETS

GRI 2-6, 201-1, 13.22

## Distribution Logistics

Getting our salmon from the southern tip of Chile to international markets requires an efficient and carefully coordinated logistics operation. Once processed, our salmon is transported from Porvenir to the shipping points.

*Our logistics management focuses on **maintaining the cold chain and ensuring the integrity and freshness of our products until they reach the end customer, minimizing transit times and optimizing routes.***

### FRESH SALMON (CHILLED)

- Targeted mainly to the North American market, our products are transported through a combination of air and ground logistics.
- From Punta Arenas, shipments are flown to Santiago.



### FROZEN SALMON

- Products are primarily shipped via maritime transport. Products are delivered to maritime ports, such as San Antonio (Valparaíso Region), where they are efficiently loaded into refrigerated containers to ensure optimal freshness.
- From these ports, they embark on their journey to major destination markets across the United States, Europe, and Asia.



## EXPORT DESTINATIONS

Nova Austral is proud to bring the quality of Magellanic salmon to tables around the world. Our premium Sixty South products are valued in the most demanding markets.



## MARKET SHARE

Within the Chilean salmon industry, which is the second largest producer in the world, Sixty South is positioned as a niche player, specializing in the production of premium antibiotic-free salmon. Although our production volume is lower compared to the large players in the national industry, our strategy focuses on differentiation by quality, origin, and sustainable practices.

This approach allows us to compete in high-value segments and build long-term relationships with customers who value our unique attributes.



## ECONOMIC VALUE GENERATED AND DISTRIBUTED

Under the GRI Standard, the economic value generated and distributed describes how the organization distributes the revenues obtained among its various stakeholders.

### ECONOMIC VALUE GENERATED AND DISTRIBUTED (VEG AND VED) (in MUSD)

Indicator	2022	2023	2024	VAR. 2024-2023 (%)
Operating income	78,730	114,282	85,879	-25 %
Other income	6,457	9,434	11,120	18 %
Tax refund	9,827	4,605	-	-100 %
<b>Economic value generated (VEDG)</b>	<b>95,014</b>	<b>128,321</b>	<b>96,999</b>	<b>-24 %</b>
Payments to suppliers of goods and services	-71,585	-93,343	-86,858	-7 %
Payments to financing providers	-24,804	-14,869	-	-100 %
Salaries and benefits	-18,147	-19,465	-18,538	-5 %
Fixed Asset Investments	-1,343	-35	-872	2,391 %
Community Payments	-123	-87	-72	-21%
Payments to the State	0	0	-5,028	100%
<b>Economic Value Distributed (VED)</b>	<b>-116,002</b>	<b>-127,799</b>	<b>-111,368</b>	<b>-17%</b>
Economic Retained Value (VER)	-20,988	522	-14,369	-2,853%

During 2024 we focused on the execution of plans to improve production processes to obtain more profitable results, optimizing the use of the processing plant, and increasing the production of smolts in the Tierra del Fuego Hatchery, in addition to complying with our tax obligations.

As important milestones, we managed to complete a judicial reorganization agreement with creditors. This had a significant impact on the local economy, especially in Porvenir, where we are a major employer.

The agreement contemplated the full write-off of our Norway-issued bond and obligations to non-essential suppliers, as well as a rescheduling of bank debt and an installment payment plan for obligations to essential suppliers.

## TAX INFORMATION

Below is a summary of the main entities included in our audited financial statements. Each entity, as part of our operational and financial ecosystem, contributes in different ways to the achievement of our corporate objectives.

### NOVA AUSTRAL S.A.

Engaged in providing aquaculture services, both directly and on behalf of third parties, including reproduction, grow-out, and commercialization of fish.

### SALMONES PORVENIR SPA

Focused on the extraction, cultivation, and marketing of marine resources. This subsidiary also addresses processes of freezing, industrialization, and sale of by products.

### PISCICULTURA TIERRA DEL FUEGO S.A.

Operational recirculating fish farm located 42 km from the city of Porvenir, Magallanes and Chilean Antarctic Region. Its functions include cultivation, production, and sale of *Salmo Salar* fingerlings.

### PESQUERA CABO PILAR S.A.

Responsible for extractive and processing activities within the regulatory framework defined by the General Law of Fisheries and Aquaculture. It develops complementary activities related to the processing and marketing of seafood products.

### COMERCIAL AUSTRAL S.A.

In charge of the marketing, storage, and distribution of seafood products, with special emphasis on hydrobiological resources of fishing or aquaculture origin.

### INFORMATION, BY COMPANY, OF NOVA AUSTRAL'S AUDITED FINANCIAL STATEMENTS

Name of resident entities	Quantity of Employees	Revenue from third-party sales MUSD	Income from infra-group transactions MUSD	Pre-tax profit or loss MUSD	Tangible assets other than cash and cash equivalents MUSD	Corporate income tax paid in cash MUSD
<b>Nova Austral S.A.</b>	691	2,197	65,539	490,134	288,655	-
<b>Comercial Austral S.A.</b>	9	69,971	-	344,221	19,778	19,287
<b>Piscicultura Tierra del Fuego S.A.</b>	64	-	13,994	3,647	61,091	-
<b>Salmones Porvenir SpA</b>	0	70	-	- 27	-	2

---

*Chapter 2*

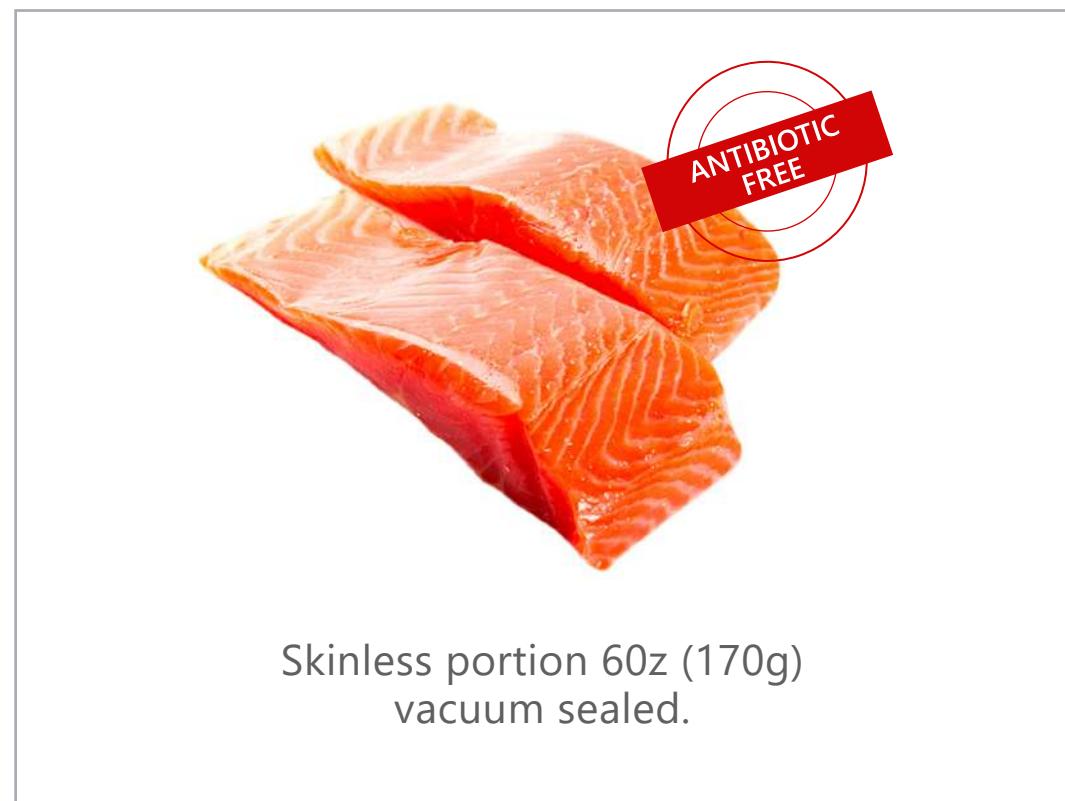
## PRODUCT MANAGEMENT: QUALITY AND SAFETY



## PRODUCT PORTFOLIO MANAGEMENT

GRI 2-6, 416-1; SASB FB-MP-000.B, FB-MP-260a.1

Our portfolio is designed to meet the needs of the most demanding markets, offering an Atlantic salmon, produced 100% by Nova Austral, which not only stands out for its flavor and texture, but also for the confidence inspired by its origin and farming method.



## VERSATILITY OF SIXTY SOUTH SALMON

Under our premium brand Sixty South, we offer superior quality Atlantic Salmon (*Salmo salar*), raised entirely in the pristine waters of Chilean Antarctica. Our value proposition is designed to offer versatility and convenience to our customers.

The main formats and presentations we market are:

SIXTY SOUTH RANGE AT A GLANCE			
Product Type	Description	Specific presentations	Life
Fresh salmon (cooled)	Whole product without viscera and with head (HON), as well as fillets and portions adapted to the needs of our customers.	Available in various formats, adapted to different commercial requirements.	Maintains optimal quality for up to 20 days thanks to a carefully managed cold chain and efficient logistics.
Frozen salmon	Available as whole salmon (HON), fillets (skinned and skinless), a wide range of value-added portions, and by-products.	Skinless and skinless portions of 125g (4.4oz), 170g (60oz) and 3 to 4 lb fillets, vacuum sealed, among others.	Has a shelf life of 24 months, preserving their organoleptic and nutritional qualities.

All products may be presented in IVP (Individually Vacuum Packed) or IQF (Individual Quick Frozen) formats, ensuring efficient distribution while maintaining product quality and freshness.

Our portfolio is complemented by responsibly managed frozen by-products such as harasu, bits and pieces, and backbone scrap, maximizing the responsible and efficient use of each fish.

*Our value proposition is designed to offer **versatility and convenience** to our customers.*



## Key features

The Sixty South brand encompasses our promise of an exceptional product, underpinned by key differentiating attributes that set us apart in the global marketplace:



### 1 100% FREE OF ANTIBIOTICS AND HORMONES



Our most fundamental and recognized commitment concerns animal welfare. All our salmon is raised without the use of antibiotics or hormones throughout its life cycle, from egg to harvest.

This practice responds to a growing consumer demand for healthier, more natural foods and reflects our preventive farming philosophy and high standards of animal welfare.

### 2 ORIGINATING IN PRISTINE ANTARCTIC WATERS



Our salmon is farmed in the cold, pure waters of southern latitudes.

These unique environmental conditions, far from other aquaculture operations, contribute significantly to fish health and to the final product quality.

### 3 FRESHNESS AND SUPERIOR QUALITY



The vertical integration of our operations and efficient logistics allow us to guarantee maximum freshness and superior organoleptic quality in all our products.

### 4 TRACEABILITY FULL



Thanks to our integrated production system and tracking tools such as our Innova IT system, we can ensure complete traceability of every product, from hatchery to the final customer providing transparency and confidence throughout the value chain.

### 5 SUSTAINABLE CULTIVATION



Our production approach reflects a commitment to environmental and sanitary sustainability and to social responsibility, supported by internationally recognized certifications (detailed below).

## OUR EFFORTS

At Nova Austral, continuous improvement and innovation are part of our DNA. We have focused our efforts on:



Efficiency of the production process and the logistics chain.



Packaging optimization.



Certification and adaptation to new standards.



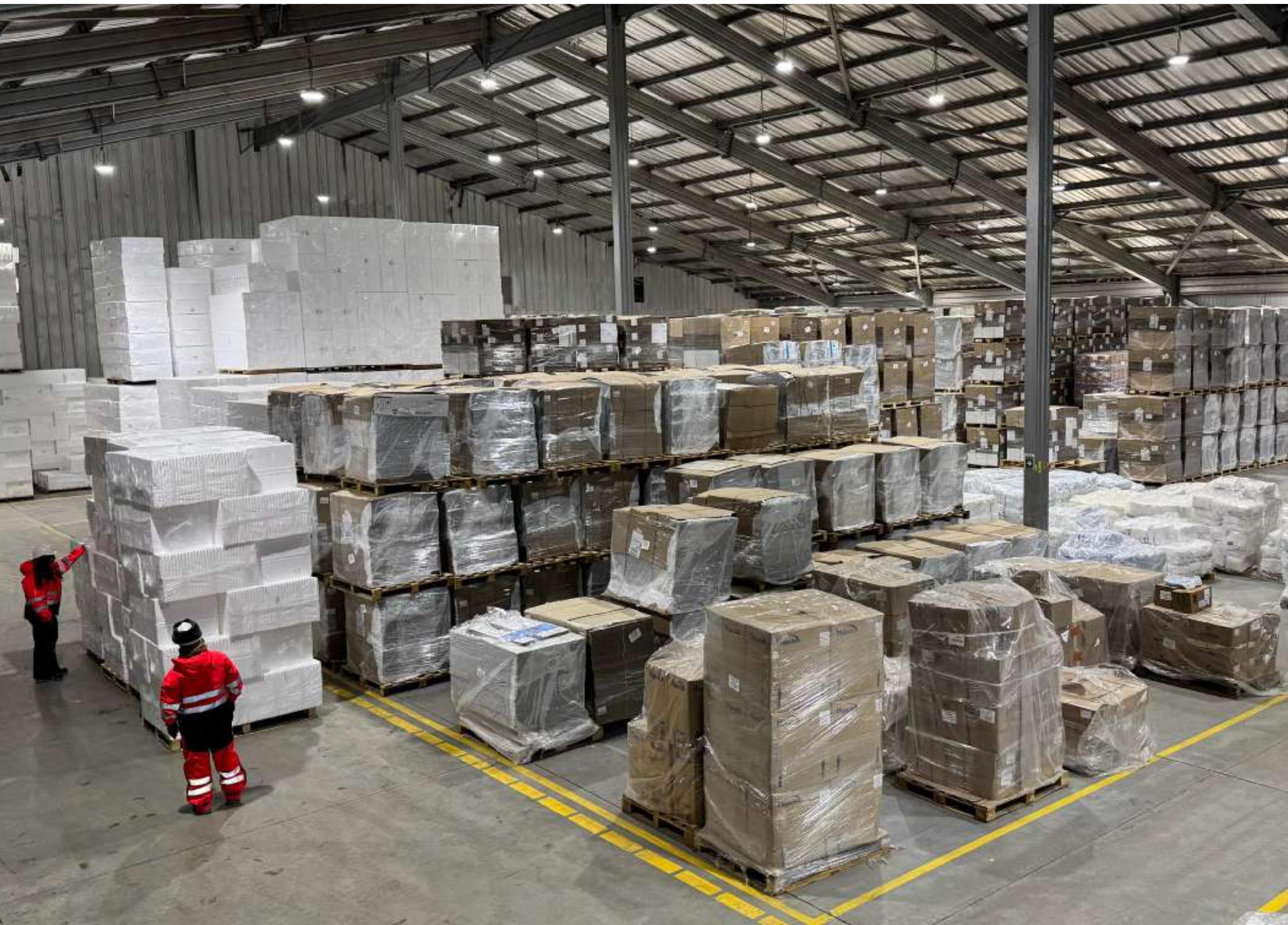
Adaptation of our products to customer requirements.



Development of new presentations.



Improvements across the cold chain.



# FOOD SAFETY & SAFETY

GRI 416-1, 13.9, 13.10, 13.11; SASB FB-MP-250.a.1

At Nova Austral, the safety and wholesomeness of our products are strategic priorities. We understand that client trust is built on a product that is delicious and nutritious, and consistently safe to consume.

Accordingly, we have implemented management systems covering our entire production chain, from hatchery to final dispatch, ensuring compliance with the highest national and international standards.

## Main internal safety policies and standards

Our commitment to food safety is embodied through a series of internal policies and standards that guide all of our operations:

### 1 Quality and Safety Policy

An organization-wide policy that sets the guidelines and responsibilities to ensure all processes meet quality and food safety standards. The Quality area is responsible for compliance and updates.

### 2 Quality Assurance Program (PAC) – Porvenir Processing Plant

Details the specific procedures, critical control points, and preventive measures implemented in our plant to guarantee product safety.

### 3 HACCP (Hazard Analysis and Critical Control Points) system

We implement and maintain a rigorous HACCP system that is part of the Quality Assurance Program (PAC). It allows us to identify, assess, and control significant food safety hazards at all stages of production.

### 4 Good Manufacturing Practices (GMP) and Sanitation Standard Operating Procedures (SOPs)

Foundational programs for plant operations, ensuring optimal hygiene conditions and proper food handling.

### 5 Waste Control Management

We have a waste control management system throughout our production chain to prevent contamination.

# TRACEABILITY AND HEALTH CONTROL PROCEDURES

The ability to track our products and control sanitary aspects is essential to ensure food safety:

## Comprehensive traceability

The Innova traceability system plays a central role in production management by assigning a unique code to each product. This allows complete monitoring of the in-plant process and the entire production chain—from hatchery to final processing. The system is fully integrated into our operations and supported by coordinated work between the Quality & Environment and Production Control departments, which digitally manage and record each stage.

We also maintain detailed digital records and specific control and sampling sheets, which reinforce product traceability and ensure continuous compliance with regulatory requirements. This robust structure enables us to respond quickly to any eventuality and provide precise information on the origin and processing of each salmon.

## Sanitary control in Hatchery and farm sites

Fish health is the first link in safety.

- Our strategy of zero antibiotic use is a fundamental pillar. We maintain this commitment through strict biosecurity protocols, vaccination, immunostimulant diets and constant monitoring of fish health.
- We certify our sites as antibiotic-free through a program regulated by the **National Fisheries and Aquaculture Service** (SERNAPESCA) called the Program for Optimizing Antimicrobial Use (PROA)

## Controls in the process plant

We maintain a rigorous program of microbiological monitoring, residue analysis, and quality control at all stages of processing.

This includes sampling of surfaces, environments, water, and finished product to ensure the absence of pathogens and compliance with maximum residue limits.



## Transparency about our safety performance is critical

During the 2024 reporting period, there were no incidents of non-compliance related to the health and safety of products that have resulted in public health alerts, fines or penalties by the competent regulatory authorities, or product recalls for safety reasons.

Internal and external audits in 2024 identified only minor non-conformities, all related to enhanced prevention of occupational incidents (e.g., tracking replacement dates for first-aid kits and fire extinguishers). In Food Safety audits, some non-conformities were recorded: 80% were classified as major findings and 20% as minor findings.

Corrective actions for both categories included updating and disseminating procedures and work instructions, internal and external staff training, improvements in sanitation and plant infrastructure, and medium- and long-term investments. All measures were verified and closed satisfactorily, ensuring that these events did not compromise product safety or lead to health alerts. All these measures were verified and satisfactorily closed, ensuring that these events did not compromise the safety of the products shipped or lead to health alerts.

100% of our products are evaluated under our Hazard Analysis and Critical Control Points (HACCP), based on its seven principles:

- 1 Hazard analysis.
- 2 Identification of critical control points.
- 3 Establishment of critical control points.
- 4 Creation of a monitoring system for each critical point.
- 5 Establishment of corrective actions.
- 6 Implementation of verification processes.
- 7 Execution of a documentation and registration.

This sanitary control system is complemented by the regulatory requirements of the respective regulator, also linked to an integrated management system and periodic verifications both in our farm site and in the processing plant, attached to the Quality Assurance Program (PAC) of the National Fisheries Service (SERNAPESCA).

Likewise, we understand that our products are categorized as WFE, HON, Fillet, Portions and By-products, which are later derived in multiple other presentations.

*Our commitment to food safety and safety is ongoing and is reflected in investment in technology, training of our staff, and adherence to the highest industry standards and certifications.*

# QUALITY MANAGEMENT

GRI 416-113.9, 13.10, 13.11

At Nova Austral, quality management is part of the backbone that ensures the excellence of our products as well as our environmental and social commitments.

The system spans all operations and is designed for continuous improvement, proactive risk management, and compliance with demanding global standards.

## Our externally validated commitment

The robustness of our quality system is reflected in the wide portfolio of certifications that we maintain and renew periodically. These external validations are a guarantee to our clients and other stakeholders that our practices are aligned with the highest international standards.

During 2024, we have continued to secure and, where applicable, renew the following key certifications in our various facilities (Hatchery, farm sites, and processing plant):

## Summary of quality, safety and food safety certifications

Certification	Hatchery	Farm sites	Processing plant
ASC		✓	✓
BAP	✓	✓	✓
BCGGS Food			✓
FDA			✓
Global GAP	✓		
IFS Food			✓
KOSHER (U y K)			✓



### Aquaculture Stewardship Council (ASC)

Certification for the aquaculture sector that evaluates:

- Good production and operation practices.
- Compliance with national and health laws.
- Evaluation and compliance with aspects of environmental biodiversity.
- Labor compliance.
- Social environment assessment and community integration.



### Best Aquaculture Practices (BAP)

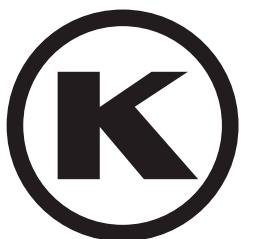
Certification administered by the Global Aquaculture Alliance (GAA), an organization dedicated to the promotion, education and leadership in responsible aquaculture. It evaluates indicators related to:

- Environmental and social responsibility.
- Animal welfare.
- Health, safety and well-being of workers.
- Food safety and traceability.



### BRCS

British standard that ensures the safety and food quality of products through documented approval



### KOSHER

Food certification that verifies that products are made in accordance with Jewish dietary laws, known as kashrut. It ranges from the composition of the product's ingredients to its multiple transformation processes. It seeks to guarantee the total absence of cross-contamination, emphasizing the cleanliness of machinery and its processes. We are certified in two categories:



### Global G.A.P.

Certification belongs to Piscicultura Tierra del Fuego S.A. (GGN/GLN: 4063061120465) Certification that assesses the following sustainability criteria:

- Health
- Animal welfare.
- Health, safety and well-being of workers.
- Environmental management.



### IFS

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

### Chilean Salmon Antibiotic Reduction Program (CSARP+)

We continue to participate actively in the **Chilean Salmon Antibiotic Reduction Program** (CSARP+), a pioneering initiative of the Chilean salmon industry together with Seafood Watch® of the Monterey Bay Aquarium.

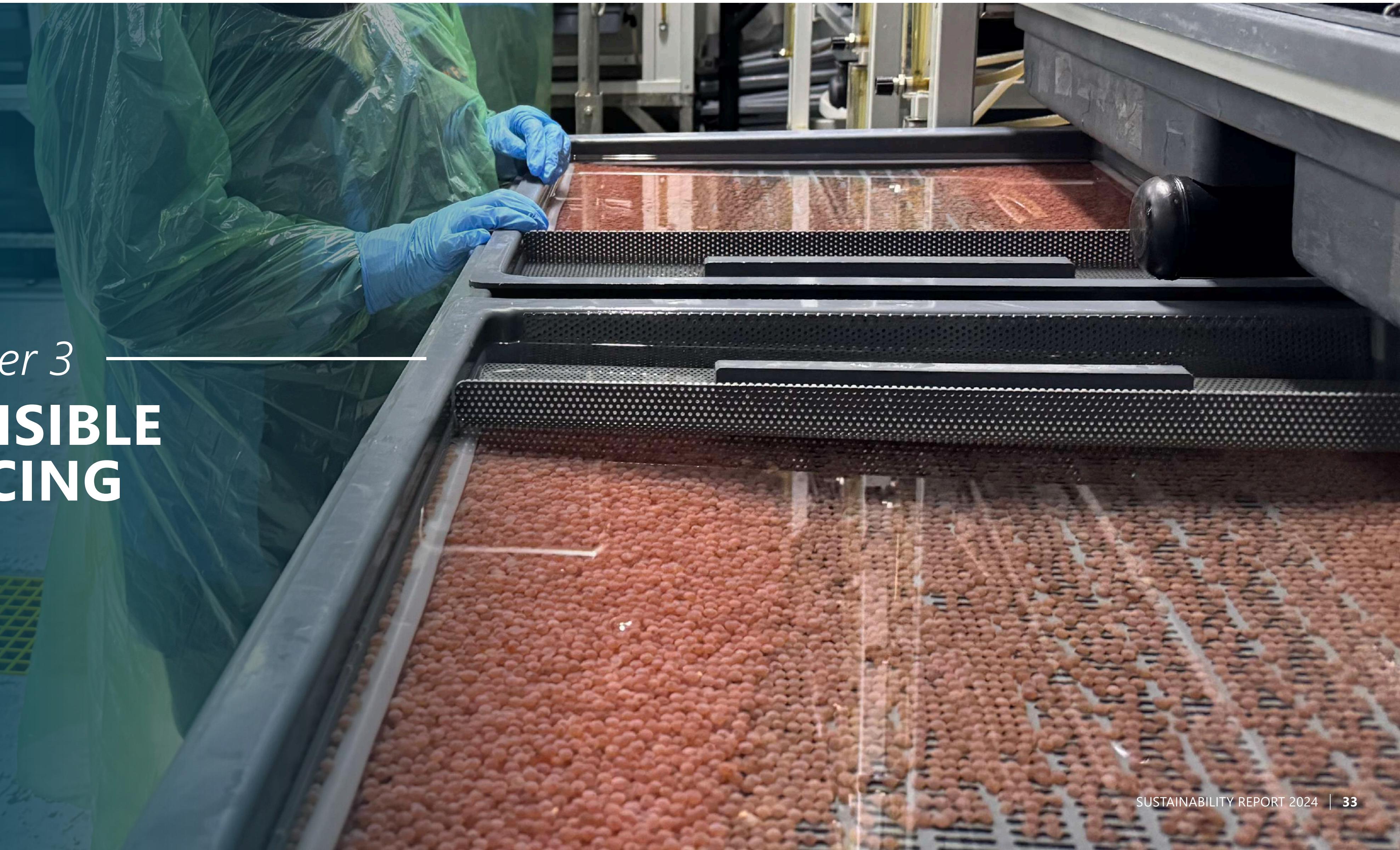
Its goal is to foster elevated sustainability standards and responsible salmon production, with an objective to reduce antibiotic use across the industry by 50% by the end of 2025.

Nova Austral serves as a benchmark within this initiative, as we are the only Chilean company with 100% of our production antibiotic-free.

---

*Chapter 3*

## RESPONSIBLE SOURCING



# RESPONSIBLE SOURCING

GRI 2-6

At Nova Austral, we understand that the sustainability of our operations is intrinsically linked to the responsibility and performance of our supply chain. Responsible sourcing management not only ensures the quality and continuity of raw materials, supplies, and services needed for our premium salmon production, but also allows us to extend our ethical, social, and environmental commitments beyond our direct operations. We seek to build long-term, mutually beneficial, and transparency-based relationships with our suppliers.

The decision to opt for one supplier of goods or services over another is determined by the projection of the best results for our company and the processes established by Finance Management. These are adjusted to objective selection criteria, in accordance with market conditions, current legislation, and the provisions of our Policy on Equitable and Fair Treatment of Suppliers and Contractors, contained in the ***Crime Prevention Manuals***.

For the proper management of the relationship with our suppliers, we also have the following mechanisms:

- The Supply area has established policies and mechanisms that ensure transparent, comprehensive and responsible management of its supply chain.
- We identify activities and define the specialized areas in which it is necessary to have subcontracted personnel.
- We validate the quality of the service or goods acquired at the time of receipt, always with the support of the Quality and Environment areas.



# SUPPLIER PROFILE AND CATEGORIES

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

Our supply chain is diverse and ranges from suppliers of highly specialized biological supplies to logistics and maintenance services essential to our production cycle.

During 2024, we worked with a total of 574 suppliers, grouped into the following categories.

## NOVA AUSTRAL'S SUPPLIER CATEGORIES OVERVIEW

Category	Description
<b>Fish feed</b>	This is one of the most critical categories in terms of cost and sustainability, as feed quality and composition have a direct impact on fish production and environmental footprint.
<b>Fuel and energy</b>	Supply of diesel, gasoline, gas (LPG/CNG) for our operations in hatchery, farm sites and transport centers.
<b>Transportation (sea, air, land)</b>	A network of key suppliers for the transport of smolts, food, personnel, and for the distribution of our final products to export markets.
<b>Egg Purchase</b>	High quality suppliers who supply us with genetically improved embryonated eggs, essential for the start of our production cycle.
<b>Food service</b>	Suppliers whose activity is to prepare and distribute food and beverages for consumption by employees.
<b>Insurance</b>	They offer financial protection against possible loss or damage, covering various risks such as accidents, theft, and property damage.

Below are the quantity and amounts of purchases from the main suppliers in our supply chain (Level 1).

## NUMBER AND PERCENTAGE OF SUPPLIERS BY TYPE OF PRODUCT OR SERVICE PURCHASED

Type of products or services	Number of suppliers	Percentage of suppliers
<b>Fish feed</b>	3	0.5%
<b>Fuel</b>	4	0.7%
<b>Transportation (Sea, Air, Land)</b>	18	3.1%
<b>Egg Purchase</b>	1	0.2%
<b>Food service</b>	2	0.3%
<b>Insurance</b>	8	1.4%
<b>TOTAL</b>	<b>36</b>	<b>6.2%</b>

## PERCENTAGE OF TOTAL PURCHASE AMOUNT BY PRODUCT OR SERVICE TYPE

Type of products or services	Percentage of total amount
<b>Fish feed</b>	34.0%
<b>Fuel</b>	6.0%
<b>Transportation (sea, air, land)</b>	13.0%
<b>Egg Purchase</b>	0.3%
<b>Food service</b>	2.0%
<b>Insurance</b>	2.0%
<b>Other secondary categories</b>	<b>42.7%</b>
<b>TOTAL</b>	<b>100.0%</b>

## FOOD SAFETY SUPPLIER CERTIFICATION

While, at Nova Austral, we are responsible for the safety of our own processes and products, we recognize the importance of food safety throughout the supply chain.

For our suppliers of materials that have a direct impact on the final product, such as egg suppliers and, indirectly, manufacturers of food as minor ingredients, we value and promote adherence to recognized food safety and quality standards (e.g., GFSI).

We continue to work with our suppliers to encourage the adoption of best practice certifications in terms of quality and safety

***Currently, all supplies, whether primary or secondary, have some type of certification in relation to food safety, with a total of 18 suppliers as of December 31, 2024.***



## SUPPLIERS WITH FOOD SAFETY CERTIFICATIONS

GRI 2-6, 408-1, 409-1

We understand that the selection and evaluation of our suppliers under ethical, social, and environmental criteria is essential to mitigate risks, ensure consistency with our values, and promote responsible practices throughout the value chain.

### Supplier commitment according to ethical, social, and environmental criteria

We have established mechanisms and policies to integrate sustainability considerations into the management of our suppliers, especially those considered strategic.

#### SUMMARY OF ESG COMMITMENT MECHANISMS WITH NOVA AUSTRAL'S SUPPLIERS

Mechanism	Description
<b>Code of Ethics</b>	Our Code of Ethics not only governs our employees, but we also expect our suppliers, advisors, contractors and other third parties with whom we are linked to behave in accordance with its principles.
<b>Social Responsibility Policy for Contractors and Suppliers</b>	This policy sets out our expectations in terms of human rights, labor practices (including freedom of association, rejection of forced labour, child labor and non-discrimination), environmental care and anti-corruption. We communicate this policy to our suppliers and we hope that they will adhere to it.
<b>Contractual clauses</b>	Progressively, we have been incorporating clauses in contracts with key suppliers that refer to the mandatory nature of the Crime Prevention Model (MPD) and the Code of Ethics. This includes statements on compliance with Law No. 20,393 on criminal liability of legal entities and the rejection of practices such as bribery and corruption.
<b>Third-Party Due Diligence Process</b>	According to our Third-Party Knowledge Policy (contained in the DPM), before entering into meaningful contractual relationships, especially with new suppliers (High Risk), a basic investigation is carried out to ensure that they are not involved in illicit or unethical activities. This includes reviewing commercial, judicial, and reputational backgrounds in public and/or private sources.



## SUPPLY CHAIN RISK ASSESSMENT

Our goal is to work collaboratively with our suppliers to raise sustainability standards. We recognize that this is an ongoing process of evaluation, dialogue, and improvement.

### Child labor:

We are strictly governed by the current national regulations that protect children and adolescents from work (Law No. 21,271); so we do not incorporate minors in our operations. As part of our recruitment process, we establish robust age verification mechanisms, which are in no way degrading or disrespectful to the worker. Consequently, of the total number of our workers, none is under 18 years of age.

We extend this requirement to our suppliers. The filter that is applied is that each contractor company must upload the identity cards of its employees related to Nova Austral to the subcontracting system for validation and entry into our facilities.

### Forced or compulsory labor:

At Nova Austral we do not force our employees, Chilean or migrant, to forced labor, trafficking or non-voluntary work, which is established in the contracts through specifications on the duration of the day, the place of work, and the agreed remuneration. All our employment contracts comply with the regulations in force in Chile and, therefore, the legal concept of forced or compulsory labor does not apply.

This principle extends to our suppliers; so we evaluate our supply chain to identify these types of risks. The filter that is applied is that each contractor company, in case of having foreign workers, must upload to the subcontracting system the current work permits and notarized employment contracts. In addition, there is a daily record of the hours worked by the company's internal and external staff.

*Our mechanisms for selection, evaluation and relationship with suppliers **have allowed us to avoid cases of child and forced labor in the supply chain during this period.***

## RELATIONSHIP WITH LOCAL SUPPLIERS

GRI 2-6, 204-1

We recognize that we have a great responsibility towards our suppliers, to whom we guarantee fair and equitable treatment, always promoting mutually beneficial relationships.

The selection of new suppliers is based on objective criteria including quality, cost, technical capability, reliability and, increasingly, their performance and commitment to sustainability.

At Nova Austral we prioritize, whenever feasible, the supply through local suppliers in the Magallanes Region and other regions of Chile. We recognize the importance of this practice to promote local economic development and strengthen the business fabric of the communities where we operate.

*97% of our suppliers are national,  
which represents 3% of the total  
amount purchased.*

QUANTITY, PERCENTAGE OF SUPPLIERS AND PERCENTAGE OF LOCAL AND FOREIGN AMOUNTS PURCHASED

Supplier Category	Number of suppliers	Percentage of suppliers	Percentage of the amount purchased
National	545	97%	99%
Foreign	19	3%	1%
<b>TOTAL</b>	<b>564</b>	<b>100%</b>	<b>100%</b>



---

*Chapter 4*

---

# ETHICS, COMPLIANCE, AND CORPORATE INTEGRITY



# ETHICAL POLICIES AND VALUES

GRI 2-9, 2-12, 2-23, 2-24, 2-15, 13.26

At Nova Austral, we foster a corporate culture grounded in integrity, respect, responsibility, and excellence. These principles are formalized in our Code of Ethics, the guiding document for the conduct of all employees, executives, and third parties associated with the company. Our Code of Ethics is aligned with Chilean regulations, with our voluntary commitments, and with the company's strategies.

It establishes standards in labor, environmental, and social matters and is complemented by specific policies. These policies are approved by the General Management and disseminated internally for mandatory compliance.

	Conflict of Interest Policy
	Fair treatment of suppliers Policy
	Policy on Interactions with Public Officials
	Environmental Policy

These policies are approved by the General Management and disseminated internally for mandatory compliance. To this end, Nova Austral implements various mechanisms for communicating its internal policies, such as:

	In-person and On-line Trainings
	Internal trainings in each area
	Informative Newsletters
	Corporate E-mails

***These actions are aimed at our employees, who receive induction, while contractors and suppliers are informed of the contractual clauses linked to compliance with the Code of Ethics and Law No. 20,393. For suppliers, due diligence is carried out in accordance with the Purchasing Policy, amended by Law No. 21,595 on Economic Crimes.***

## PURCHASING POLICY

This regulatory framework is applicable to business relationships and its main objective is to select suppliers that comply with our internal policies in the areas to which it refers. Accordingly:

- We updated the administrative process for relationships with new suppliers to include guarantees of knowledge and compliance with Law No. 20,393, amended by Law No. 21,595 on Economic Crimes.
- We also have a Subcontracting area responsible for ensuring that subcontracted activities are aligned with institutional values and that subcontractors meet the requirements of the contracting procedure. Subcontractors certify monthly that they meet their labor obligations (a condition for payment).

Embedding our commitments and policies in the corporate culture and conduct is led by the Legal & Compliance Department.

It ensures that company areas keep their processes, policies, and awareness programs current and that personnel receive training on compliance-related matters.



# CRIME AND CORRUPTION PREVENTION

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

Anti-corruption management at Nova Austral is also the responsibility of the Legal & Compliance area, which reports directly to the Board of Directors. Since August 2020 we have had a Compliance Officer, responsible for designing, implementing, and administering the Crime Prevention System. In September 2024, amendments to Chile's Corporate Criminal Liability Law (Law No. 20,393) entered into force, expanding the base offenses for which legal entities may be held criminally liable.

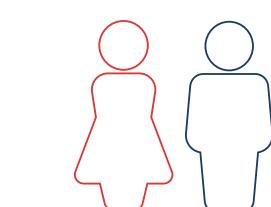
Consequently, at Nova Austral we have an updated Crime Prevention System (DPM) Model aligned with our Code of Ethics and certified by MC Compliance in 2024, in accordance with the update of Law No. 20,393. The Crime Prevention System comprises documents, protocols, procedures, rules, and measures to be adopted in activities or processes exposed to the risk of crime.

Its scope extends to all Nova Austral employees, executives, directors, and controllers—as well as to third parties with whom we interact. Specifically, it includes controls, procedures, and training to prevent bribery, money laundering, and terrorist financing. These processes are summarized in our **Crime Prevention Manual**. Together with the Board, the Legal & Compliance Department coordinates the design, implementation, and oversight of the MPD, promoting strict compliance and a culture of prevention across the company.

During 2024, 84 employees received training—in person and online—on ethics, crime prevention, anti-corruption procedures, and responsible conduct. In addition, 100% of our Board members were also informed and trained. Topics included our Code of Ethics, corporate values, social and environmental responsibility, guidelines on stakeholder relations, and the proper execution of daily tasks.

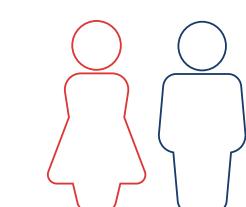
*During 2024, 84 employees received training—in person and online—on ethics, crime prevention, anti-corruption procedures, and responsible conduct.*

**ANNUAL ETHICS AND CRIME PREVENTION TRAININGS**



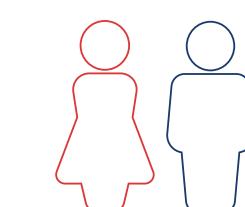
**445**

2022



**191**

2023



**84**

2024

**NUMBER OF EMPLOYEES TRAINED IN 2024**

Job category	Total No. of Employees	No. of trained Employees	Percentage (%) of Skilled
<b>Managers/Assistant Managers</b>	8	8	100.00%
<b>Heads</b>	45	27	60.00 %
<b>Operating</b>	711	49	6.89 %
<b>Grand total</b>	<b>764</b>	<b>84</b>	<b>10.99%</b>

In October 2024, we delivered specific training on the new Economic Crimes Law No. 21,595, given the increased relevance of the MPD and its focus on business-activity risks.

We updated our Risk Matrix, procedures, and operational controls, including crime-risk identification, controls and procedures, roles and responsibilities, and an external evaluation.

Since October 2024, we have also been updating environmental-risk controls jointly between the Technical and Legal departments as part of the MPD requirements.

***Since October 2024, we have also been updating environmental-risk controls jointly between the Technical and Legal departments.***

## MANAGING CONFLICTS OF INTEREST

GRI 2-15, 2-16, 2-24, 2-26

From the position of Nova Austral's Conflicts of Interest Policy, issued in 2020, a conflict of this type can arise in any situation in which an employee uses their position or contacts within the organization to obtain their own benefits or those of third parties with whom they have commercial, family, or personal ties.

A conflict may also exist when an employee's personal interest affects their ability to influence decisions or the behavior of others objectively, creating risks for the organization. Practices that could compromise impartiality in Nova Austral's activities are included as well.

To prevent such situations, employees must act in the company's interest and perform their responsibilities objectively, uprightly, and with integrity. Based on this, safeguards have been established in the policy to prevent risks, strengthen institutional transparency, and ensure that all decisions are made impartially, ethically, and professionally.

- 1 It is not permitted to hire or establish commercial relationships with individuals or legal entities (clients, contractors, suppliers) that belong to a relative of an employee.
- 2 The hiring of new employees must be based on objective criteria that exclude subordination between individuals with close family ties or friendships.
- 3 Employees with administrative functions must adhere to the provisions of their contracts regarding external activities. If such activities are related to Nova Austral's line of business, they must not interfere with their responsibilities.
- 4 Interlocking is prohibited: the simultaneous participation of an individual as a relevant director of Nova Austral and a competing company. Such situations must be reported to and evaluated by the Compliance Officer.
- 5 The hiring of public officials or individuals with a background in regulatory positions related to the company will not be permitted.
- 6 Any employee with a potential conflict of interest must report it through the "Conflict of Interest Declaration" document, providing details of the situation. This document is updated annually, particularly for sensitive positions such as management, supervisory roles, and employees with public exposure.

*These measures seek to prevent risks, strengthen institutional transparency and ensure that all decisions are made with impartial, ethical, and professional criteria.*

We are committed to listening to our stakeholders—especially if any case arises that may breach our ethical principles, values, or guidelines.

For these cases we have implemented consultation mechanisms and a whistleblowing channel.

Nova Austral operates an online whistleblowing channel that is anonymous, administered by a third party, and accessible from our website—allowing cases to be reported confidentially.

The channel is an integral part of the Crime Prevention Model and is supported by internal management protocols.

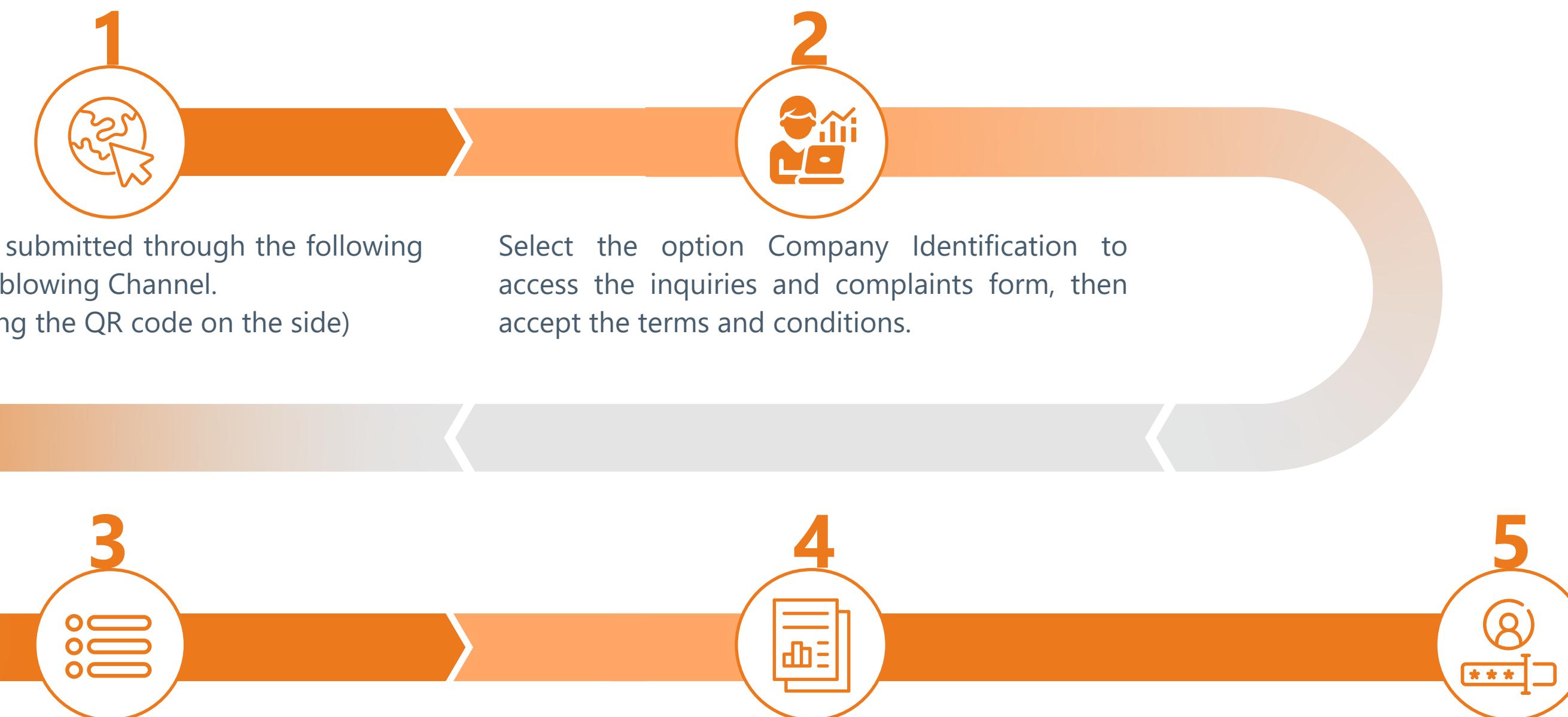
In 2024 we received 24 reports through this channel. The Crime Prevention Model officer manages the channel, investigating and resolving cases according to the protocol set out in our Crime Prevention Manual (based on Law No. 20,393), which is also available on [our website](#).

*During this period there **were no confirmed cases of corruption were received through our channels.** Consequently, disciplinary measures related to employees and suppliers have not been applied, nor have legal cases related to corruption been filed against the organization.*

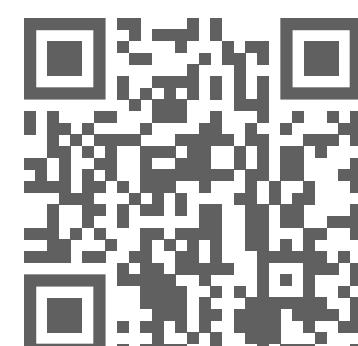


## Whistleblowing channel

To keep our stakeholders informed about our procedures used in the whistleblowing channel, we share below the established flow so that anyone interested in reporting a case can report it transparently:



***Alleged acts of corruption reported through our channels are thoroughly investigated and, based on the results of these analyses, sanctions are applied to those responsible for such acts as defined in our Crime Prevention Manual.***



# RISK MANAGEMENT

GRI 2-13, 2-25

At Nova Austral, we integrate risk management into the functions of the Board of Directors, which in its monthly meetings reviews operational and commercial updates, compliance with key performance indicators (KPIs) and financial results. This governance seeks to anticipate events that may affect the sustainability of the business.

The General Management and area heads are responsible for identifying and managing economic, social, and environmental risks, in coordination with the technical and compliance teams.

The following are the areas of impact and their assignment of responsibilities:

## RISK AND IMPACT MANAGEMENT IN 2024

Type of impacts	Designation of responsibility in senior executives	Employee Responsibility Designation
<b>Economic</b>	The Board of Directors delegates to senior executives, through the CEO the processes that generate economic impacts. The CEO sets guidelines and coordinates with the various management areas and supervisors to ensure alignment with strategic and sustainability objectives.	Senior executives are responsible for overseeing and managing the economic impacts of the organization, coordinating and guiding the team of employees under their command to ensure effective compliance with related processes. Senior executives report monthly to the highest governing body on these impacts through detailed presentations and management reports, facilitating informed decision-making.
<b>Environmental</b>	The Legal & Compliance Manager verifies that the company's areas conduct their processes in strict compliance with Chilean law and the voluntary commitments assumed by the organization, ensuring alignment with applicable regulatory frameworks and standards.	The Deputy Manager of the Technical Area leads—together with the team—the design, development, coordination, and delivery of specific environmental documentation to the Sub-Management, farming centers, and other work areas in order to set work guidelines and ensure environmental compliance.
<b>Social</b>	The General Management, together with the Legal & Compliance Management, through the appointment of the person in charge of Communications and Community Relations, maintains continuous and structured communication with the different stakeholders. This mechanism facilitates the identification and collection of their needs through regular meetings, promoting transparent dialogue and strengthening relations with the community.	The Person in charge of Communications and Community Relations maintains communication between the Company and the community in order to gather the community's needs.

With a preventive approach, we have certified 100% of the harvested biomass under ASC and BAP standards, in addition to prioritizing the production of salmon without antibiotics and in antifouling-free sites. This strategy is supported by animal health indicators —such as mortality, treatments, and antibiotic use— that facilitate the early identification of operational and reputational risks.

On the other hand, we have a Complaints, Claims, and Conflict Resolution Procedure, which establishes that, in the event of losses or damages that affect the rights, goods, resources or lives of the various stakeholders, we will always seek to provide them with adequate responses. Even going so far as to provide the relevant compensation, in a participatory framework and with defined deadlines in agreement with the interested parties.

If any complaint were related to the rights or special sensitivities of indigenous peoples, it would be advisable to hire a third specialist in those cultures, for a better understanding of the matter. Within this context, during 2024 no claims or complaints were received or processed.

*We have certified 100% of the harvested **biomass under ASC and BAP standards**.*



# FISCAL PERFORMANCE

GRI 2-27, 207-1, 207-2, 207-4, 415-1

At Nova Austral we have a tax management system aimed at rigorous compliance with current regulations, transparency in reporting, and responsibility in the face of our tax obligations.

We seek to comply with all customs and tax regulations that lead to being able to make use of the benefits granted to us by current regulations.

The Accounting Department leads these processes and is responsible for keeping the procedures updated to comply with the instructions of the Internal Revenue Service (SII) and respond to the inspection and audit processes.

Likewise, we keep up to date on regulatory changes and their effects on the operation, permanently applying preventive and corrective measures that lead to compliance with tax requirements.

The company operates mainly under the regime of Law No. 18,392 (Navarino Law), which grants tax benefits to promote industrial development in the Magallanes and Chilean Antarctic Region. These benefits include:



Exemption from the First Category Tax.



Exemption from Property Tax.



Reductions to the tax applied to employment incomes.



A 20% bonus on the sale of products raised in company farm sites for distribution to the rest of the country.



Exemption from VAT and customs duties on goods necessary from production activities.

In addition, the subsidiary Hatchery Tierra del Fuego S.A. is covered by Law No. 19,149 (Tierra del Fuego Law), which extends some tax benefits until 2032, although with a more limited scope.

On the other hand, other subsidiaries, such as Comercial Austral S.A., Salmones Porvenir SpA, and Pesquera Cabo Pilar S.A., are subject to the general tax regime without special benefits. The last two companies mentioned, as of December 31, 2024, had filed for termination of their activities. (1)

To ensure transparency, we have hired external audit and tax advisory services to validate the reported data and accompany the annual filing of returns.

However, we did record a few exceptional cases of non-compliance with the national regulatory framework during the reporting period. There are four fines in total with monetary penalties; three related to labor matters (as a result of inspections carried out by the Labor Inspectorate) and one to customs matters.

(\*) The term of remittance corresponds to the definitive cessation of the economic activities of a company, formalized before the Internal Revenue Service (SII) of Chile. This process involves the final tax return, the liquidation of assets, the cancellation of the RUT, and the official closure of the company in the tax system.



---

*Chapter 5*

# CORPORATE GOVERNANCE



## BOARD STRUCTURE

GRI 2-9, 2-10, 2-11, 2-16, 2-17, 2-18, 405-1

At Nova Austral, we understand that solid and transparent corporate governance is the cornerstone for the sustainability of our business and for building trust with our shareholders and other stakeholders.

Following the reorganization process completed in 2024, we have strengthened our governance structure to ensure effective oversight, informed decision-making, and a culture of integrity that permeates the entire organization.

As of September 2024, with the consolidation of **Larta Investment Group** as the new owner of Nova Austral, a new Board of Directors was constituted with the mission of strategically guiding the company, ensuring its financial stability and operational excellence. This change in corporate control allowed the application of all the measures associated with the Judicial Reorganization Agreement approved at the beginning of the year.

The election of the Board of Directors is in charge of the Shareholders' Meeting, who base the appointment according to what is established in the Law of Corporations, in addition to considering independence and competencies.

The new Board of Directors' team, as of December 31, 2024, included three members (who, in turn, do not perform executive functions).

The process of appointing and selecting the Board of Directors under the new ownership structure has focused on ensuring a combination of relevant experience in the salmon industry, aquaculture, financial management, crisis management and corporate governance, seeking to ensure an ideal strategic direction for Nova Austral's challenges and opportunities.

The collective knowledge of our highest governing body is fostered through Board meetings and the periodic presentation of financial statements, however, we do not yet have mechanisms for collective knowledge on sustainability, nor performance evaluations carried out in 2024, since the seniority in office of the current members is less than one year.

***The election of the Board of Directors is in charge of the Shareholders' Meeting, who base the appointment according to what is established in the Law of Corporations, in addition to considering independence and competencies.***

## CURRENT BOARD

The three members of the current board are all men over 50 years of age. On the other hand, from January to September 25, 2024, the Board of Directors was made up of Tom Christian Jovik and Jonas Aspelin Ramm, both independent, with a seniority of six years and one year, respectively.

The Board of Directors meets in person or online every month to evaluate and guide the company's management regarding economic, social, and environmental issues.

In these sessions, critical concerns are communicated to the highest governing body. During 2024, since the constitution of the new Board of Directors in September, an ordinary session has been held. The attendance of the members has been 100%.

**CÉSAR BARROS MONTERO**  
PRESIDENT  
INDEPENDENT

---

Agricultural Engineer with postgraduate degrees in Agricultural Economics and PhD from Stanford. He has a recognized track record in the management of companies in crisis and specific experience in the salmon sector, having been president of the Association of the Salmon Industry of Chile AG (SalmonChile AG) and director of Salmones Multiexport Foods. His leadership is key to the reorganization process.

**MÁXIMO LATORRE ERRÁZURIZ**  
DIRECTOR  
INDEPENDENT

---

Commercial Engineer with vast experience in the Chilean and international financial sector. He participates in other boards and brings a solid financial vision.

**ANTON FELMER VALDIVIELSO**  
DIRECTOR  
INDEPENDENT

---

Agricultural Engineer with MBA and postgraduate degrees in Finance, Strategy and Corporate Governance. He has previous experience at Nova Austral (senior vice president and director between 2020 and 2023) and at AquaChile.

## Remuneration Policy

GRI 2-18, 2-19, 2-20, 2-21

The remuneration policy of the Board of Directors and senior management seeks to attract, retain, and motivate highly qualified professionals, aligning their interests with those of the company and our long-term objectives, including those of sustainability.

Current processes for determining consideration indicate that:

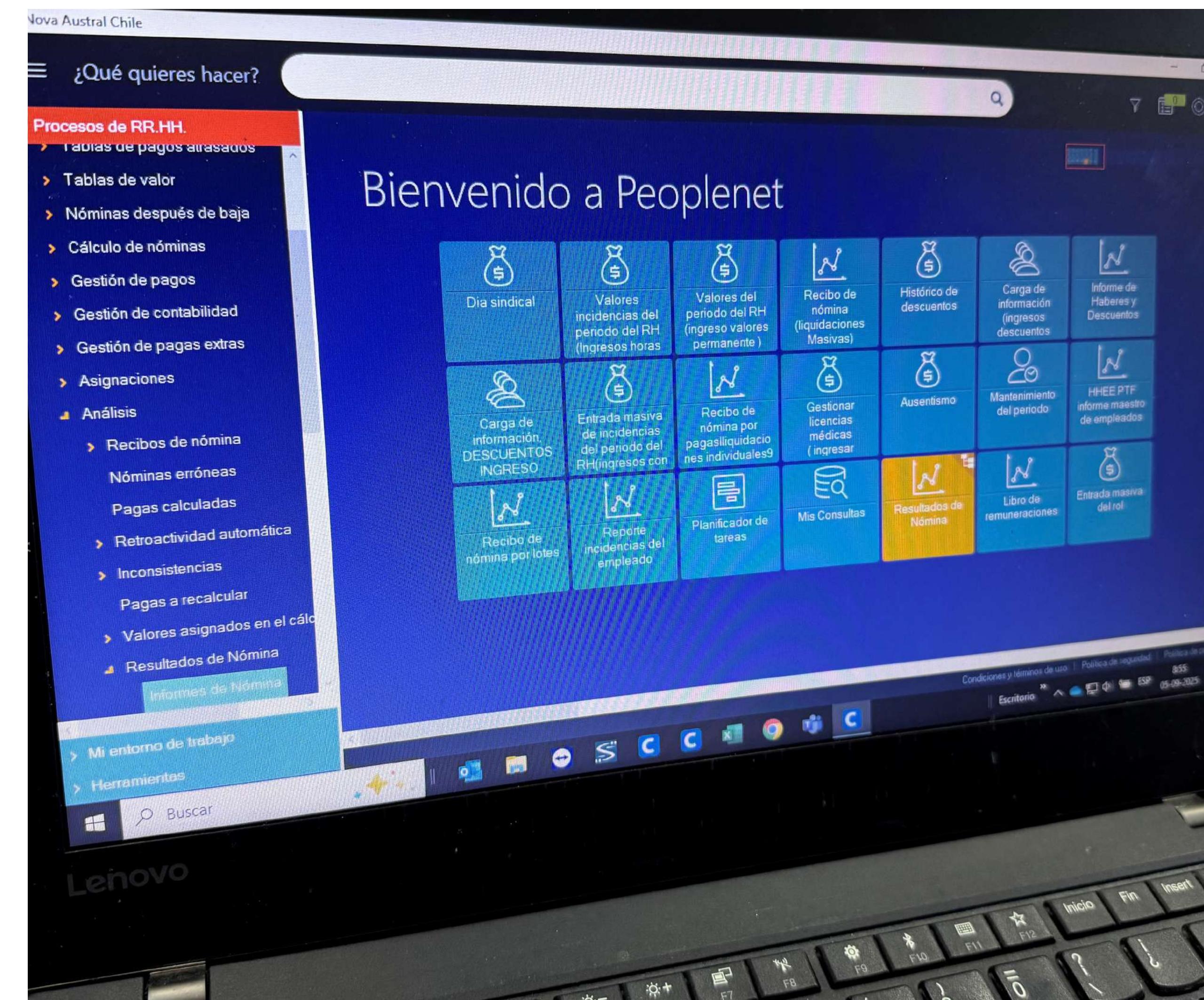
- The remuneration of the members of the Board of Directors is defined by the Shareholders' Meeting, according to agreements, considering the responsibilities of the position, the dedication required, and the market practices for companies of similar size and complexity.
- The remuneration of senior management (including the general manager) is approved by the Board of Directors, based on the fulfillment of strategic objectives, the company's performance, and market analysis.

In addition, the monthly fixed remuneration structure of senior management considers the following:

- Fixed base salary (with semi-annual readjustment and CPI).
- Legal gratification.
- Mobilization and meal allowance.
- Annual bonus for the company's results (equivalent to a range of between 1 and 6 gross monthly income).

Currently, we do not have independent members of the highest governing body, nor external members who are in charge of remuneration supervision.

During 2024, the ratio between the remuneration of the highest paid person and the median salary of employees was 3.5 times. In addition, the percentage increase in the annual remuneration of the best-paid person compared to the average percentage increase in the annual salary of all employees compared to the previous period was 4.3 times.



# DELEGATION AND ADMINISTRATION

GRI 2-9, 2-12, 202-2

The Board of Directors of Nova Austral assumes ultimate responsibility for overseeing the management of the company's economic, environmental, and social impacts, as well as approving the mission, vision, strategies, and goals linked to sustainable development. This includes establishing guidelines and directives for the business and sustainability strategy, monitoring their implementation, reviewing performance, and controlling financial and non-financial risk management.

The Board delegates the execution of the strategy and operational management to the Chief Executive Officer, who clearly defines responsibilities and limits of authority across the different organizational levels, ensuring proper internal control. The executive team is also responsible for developing internal policies, setting operational goals, monitoring indicators, and ensuring regulatory compliance.

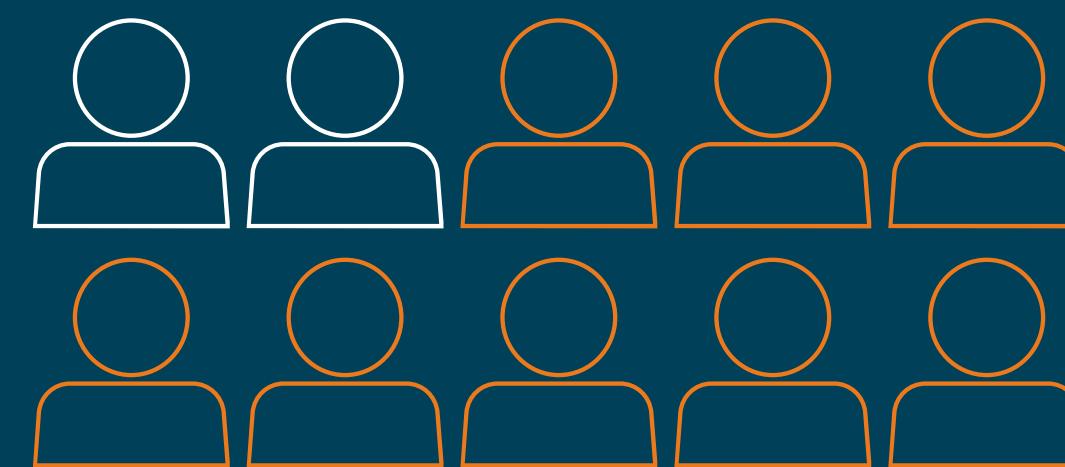
In addition, our senior executives are responsible for the strategic planning of their area, by setting operational objectives, policies, and programs in coordination with the Board of Directors. Through this:

-  They directly manage social and environmental risks and impacts, promoting an organizational culture aligned with sustainable development.
-  They ensure that the company complies with regulations and standards related to sustainability.
-  They make stakeholders aware, through the sustainability report, of matters related to sustainability and transparency in their practices.

As established in the company's policy, it is necessary for new executives to reside in the areas where the production areas are located.

In this period, two of the eight senior executives who are part of our team are originally from the region; however, six of them reside in the region and its area of influence.

We still have a smaller number of executives who belong to areas outside the region due to the location of our operations.



2

Members of our senior executives are originally from the Magallanes and Chilean Antarctic Region.

## MEMBERS OF THE EXECUTIVE TEAM OF NOVA AUSTRAL

**NICOLÁS LARCO DÁVILA  
CHIEF EXECUTIVE OFFICER**

Economist

Date of entry into office: July 7, 2019

**IGNACIO FARALDO PORTUS  
LEGAL & COMPLIANCE MANAGER**

Lawyer

Date of entry into office: Aug. 1, 2022

**IGNACIO GARCÍA LEÓN  
PROCESSING & FRESHWATER MANAGER**

Agronomist

Date of entry into office: Mar. 5, 2024

**LEONARDO GUTIÉRREZ FIERRO  
PROCESSING PLANT MANAGER**

Fisheries Engineer

Date of entry into office: Oct. 1, 2023

**JAVIER HERRERA PORTORELLI  
PRODUCTION MANAGER**

Fisheries Engineer

Date of entry into office: Nov. 18, 2019

**MARCELO VALENTIN CASTRO  
LOGISTICS AND FOREIGN TRADE MANAGER**

Industrial Civil Engineer

Date of entry into office: Oct. 1, 2024

**RICARDO MAGRI OLIVARES  
DEPUTY HR MANAGER**

Public Administrator

Date of entry into office: June 1, 2015

**PATRICIO BELTRÁN REBOLLEDO  
DEPUTY MANAGER OF PLANNING AND  
MANAGEMENT CONTROL**

Industrial Civil Engineer

Date of entry into office: Oct. 1, 2024

**JUAN CARLOS FIGUEROA SILVA  
DEPUTY MANAGER OF SEA PRODUCTION**

Aquaculture Engineer

Date of entry into office: Oct. 1, 2024

**MARCELO VENEGAS ARIAS  
TECHNICAL AREA DEPUTY MANAGER**

Veterinarian

Date of entry into office: Oct. 1, 2024

---

*Chapter 6* —

## COMMITMENT TO OUR TEAM



## DEMOGRAPHICS, DIVERSITY AND INCLUSION

GRI 2-7, 401-1, 405-1, 405-2, 406-1, 2-7, 2-30

Our team plays an essential role in the growth of Nova Austral. It is a group of committed people who work in unique geographical and climatic conditions, maintaining high standards of safety, quality, and professionalism.

A significant portion of our employees live within the area of influence, which helps strengthen the social and economic fabric of the Region of Magallanes and the Chilean Antarctic. This proximity has facilitated the creation of formal employment, the transfer of technical knowledge, and the development of professional capacities within the community.

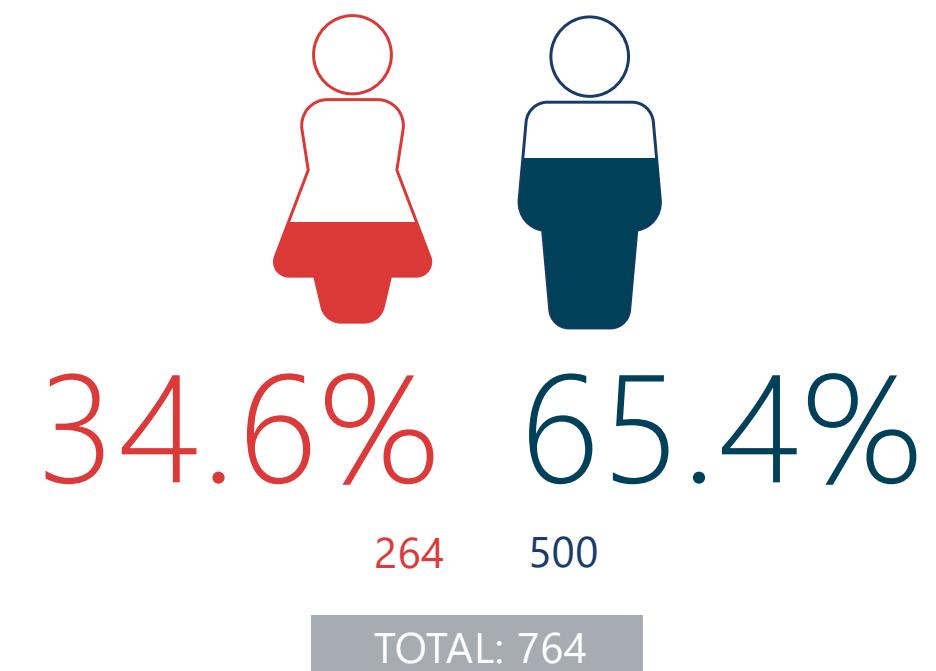
At Nova Austral, we promote diversity, inclusion, and equity as core values, with a workforce that represents a broad mix of ages, nationalities, and career backgrounds. We follow a strict non-discrimination policy that applies to every stage of the employment cycle — from recruitment and compensation to training, career development, and contract termination. In line with this institutional policy, no complaints of discrimination were reported during 2024, and therefore no corrective actions were required.

In compliance with Law No. 21,275, we have an Inclusion Manager responsible for training employees on equal working conditions for people with disabilities.

This training program is carried out annually through dedicated workshops. Within this context, during 2024, the Law on the Reconciliation of Personal, Family, and Work Life (Law No. 21,645) also came into force in Chile.

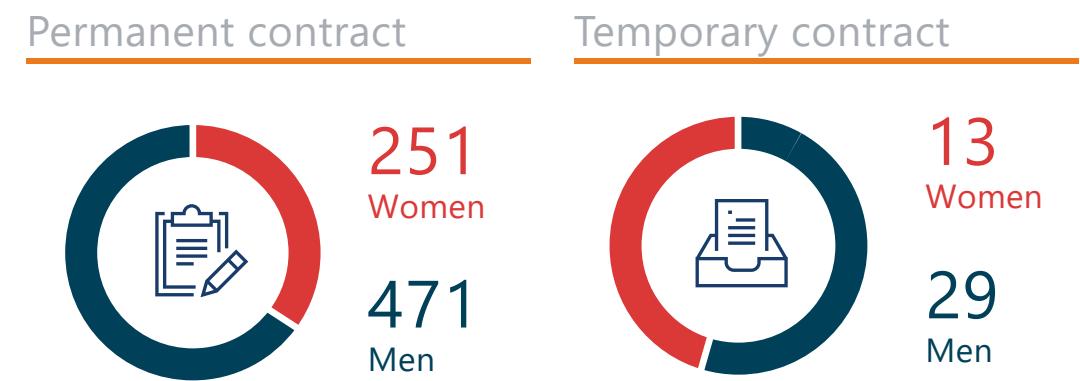
This seeks to promote co-responsibility in care and facilitate the reconciliation between work and family. In addition, it grants workers with family responsibilities rights such as remote work or teleworking and flexibility in the working day, especially those who care for children under 14 years of age and/or people with disabilities.

### PERCENTAGE OF EMPLOYEES AT NOVA AUSTRAL



### EMPLOYEES BY TYPE OF CONTRACT

(Magallanes and Chilean Antarctic Region)



### EMPLOYEES BY TYPE OF WORKING DAY



The distribution by age group shows a balanced workforce in terms of productive age: 14.00% of workers are between 18 and 30 years old, and 26.70% are over 50 years old.

**DISTRIBUTION BY AGE GROUP 2024**

	Women	Men	Quantity by category	Percentage (%) by category
18 to 30 years old	 51	 56	107	14.0 %
30 to 50 years	 154	 299	453	59.3 %
Over 50 years old	 59	 145	204	26.7 %
<b>TOTAL</b>	 <b>264</b>	 <b>500</b>	<b>764</b>	<b>100.0%</b>

In terms of participation by position level, the highest female representation is concentrated at operational levels, while front-line management is still occupied by men.

**EMPLOYEES BY TYPE OF POSITION**

	Women	Men	Quantity by category	Percentage (%) by category
Managers/Assistant Managers	 0	 10	10	1.31 %
Middle management	 12	 60	72	9.42 %
Administrative	 24	 20	44	5.76 %
Assistants	 11	 21	32	4.19 %
Operators	 195	 311	506	66.23 %
Other (e.g., maintenance)	 22	 78	100	13.09 %
<b>TOTAL</b>	 <b>264</b>	 <b>500</b>	<b>764</b>	<b>100.00 %</b>

In terms of pay equity, Nova Austral applies the principle of equal pay for equivalent functions, seeking to eliminate gaps and ensure equal access to promotions, raises, benefits, and parental leave.

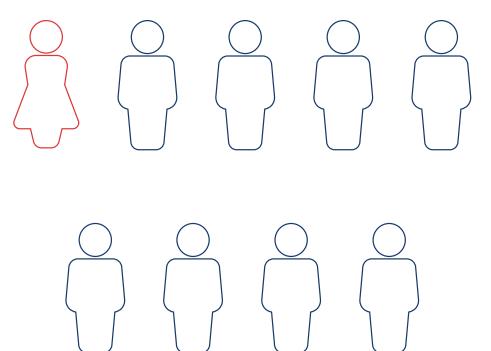
**RATIO OF REMUNERATION OF MEN AND WOMEN**

	Average Remuneration of Women USD	Average Male Compensation USD	M / H ratio
Middle management	33,193	36,478	0.91
Administrative	17,214	19,682	0.87
Assistants	21,334	26,139	0.82
Operators	15,254	18,248	0.84
Other	19,636	25,753	0.76

### Anti-Discrimination policy

We have an Anti-Discrimination policy that expressly rejects any act of exclusion on the basis of race, religion, gender, sexual orientation, disability, nationality, political affiliation, or any other personal status.

This policy applies to selection, remuneration, promotion, training, and contract termination processes.



**In 2024, nine people with disabilities were reported working at the organization; one of them is female.**



## COLLECTIVE BARGAINING AGREEMENTS

At Nova Austral, we have six unions: five within Nova Austral S.A. and one within Hatchery Tierra del Fuego S.A. A total of 86% of employees are covered by collective bargaining agreements, which aim to improve union members' well-being while fostering continuous improvement in working conditions and organizational growth.

Key benefits negotiated include leave entitlements, social benefits, holiday bonuses, and financial compensation.

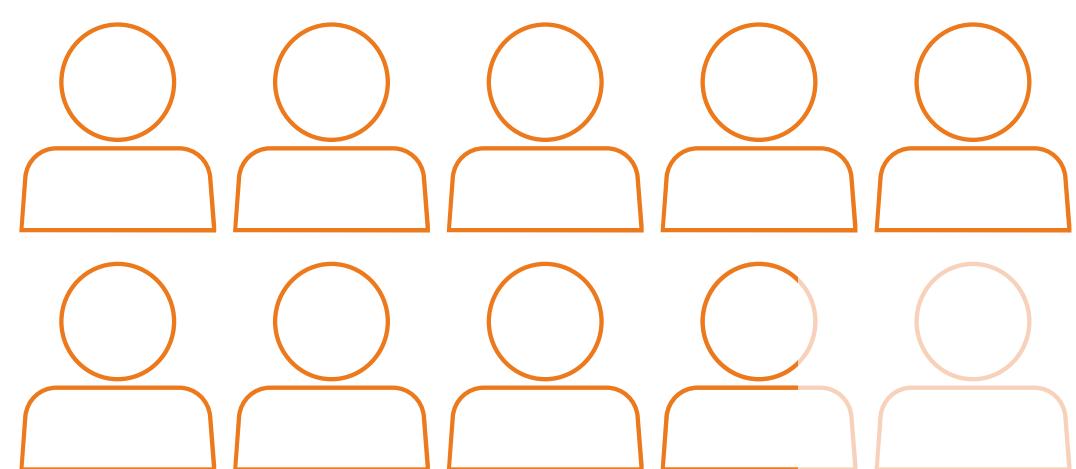
### EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENT



Trade union representatives are elected by the workers without interference from management and may meet with the members of the union at their workplace, during reasonable hours.

Due to the decrease in the number of employees, compared to 2023, the number of employees covered by agreements has decreased by 3% in 2024.

For employees who are not covered, the organization does not determine their conditions based on collective bargaining agreements.



**86%**  
*Percentage of employees  
covered by collective  
bargaining agreements.*



## TALENT RETENTION AND NEW HIRES

GRI 401-1

At Nova Austral, we promote a workplace that is dignified, respectful, and free from discrimination, where fairness, cordiality, and merit-based development are consistently valued. Professional development opportunities are available to all employees, aligned with organizational structure and individual performance.

As part of our compensation and well-being strategy, the company applies a semiannual salary adjustment model linked to the Consumer Price Index (CPI), in addition to the provisions established in valid collective bargaining agreements. We also provide training programs designed to strengthen technical and professional skills.

In 2024, we monitored indicators on turnover and new hires to understand internal labor dynamics and ensure effective talent management.

These results show a high proportion of hires between the ages of 30 and 50, with one of the highest hiring rates among women.

This confirms the company's commitment to renewing its talent base and creating opportunities for women.

### EMPLOYEE TURNOVER

	Age group	Number	Rate
 Men	Under 30 years old	13	5.0 %
	30 to 50 years	26	2.2 %
	Over 50 years old	2	0.4 %
 Women	Under 30 years old	15	6.3 %
	30 to 50 years	21	3.3 %
	Over 50 years old	6	2.5 %

### NEW HIRES

	Age group	Number	Rate
 Men	Under 30 years old	6	15.4 %
	30 to 50 years	9	23.1 %
	Over 50 years old	5	12.8 %
 Women	Under 30 years old	5	12.8 %
	30 to 50 years	12	30.8 %
	Over 50 years old	2	5.1 %

Our recruitment approach is focused on candidates' competencies. Established procedures and job profiles (with no gender distinction) emphasize skills, educational requirements, and professional attributes. Compensation for new hires is set in line with the role and industry standards.

## WE ENCOURAGE DEVELOPMENT

GRI 401-1, 404-1, 404-2

At Nova Austral, the development of technical and human competencies is a strategic priority. Through our annual training plan, we aim to strengthen both specific knowledge related to the aquaculture sector and cross-cutting skills such as leadership, communication, and teamwork.

We promote merit-based development and guarantee that all employees have access to professional growth opportunities, aligned with the organizational structure and their individual performance. In 2024, 34% of our workforce participated in training programs, designed to respond to the operational and strategic needs of each business unit.

These initiatives focused on leadership skills, regulatory compliance, sector certifications, and continuous feedback practices.

**During 2024, 34% of employees received training**

### NUMBER OF EMPLOYEES WHO RECEIVED TRAINING

	Women	Men	Total
Managers/Assistant Managers	1	10	10
Middle management	14	76	90
Analysts and assistants	41	36	77
Others (Operators and Maintenance Technicians)	24	59	83
<b>Total</b>	<b>79</b>	<b>181</b>	<b>260</b>

### AVERAGE HOURS OF TRAINING BY TYPE OF POSITION

	Women	Men	Total
Managers/Assistant Managers	1	1.79	1.79
Middle management	21.42	17.14	38.56
Analysts and assistants	13.00	11.70	24.70
Others (Operators and Maintenance Technicians)	0.26	1.20	1.46

### TOTAL NUMBER OF TRAINING HOURS

	Women	Men	Total
Managers/Assistant Managers	1	118	118
Middle management	257	1,131	1,388
Analysts and assistants	468	468	936
Others (Operators and Maintenance Technicians)	64	488	552
<b>Total</b>	<b>789</b>	<b>2,087</b>	<b>2,876</b>

The training program is implemented equitably across all levels of the company, ensuring continuous improvement regardless of gender or position.

Its ultimate goal is to reinforce compliance with the regulatory, operational, and quality standards required by the aquaculture industry.

## OUR TALENT'S WELLBEING

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-9, 403-10) (SASB FB-MP-320a.1)

The health, safety, and well-being of Nova Austral's workforce are fundamental pillars of our organizational culture.

We have a Workplace Health and Safety Management System aligned with Law No. 16,744 of the **Ministry of Labor and Social Welfare**, sectoral regulations, and the Labor Code.

This system, based on continuous improvement, is designed to ensure safe working conditions, prevent incidents, and comply with applicable regulations.

It covers both direct employees and external personnel working at company facilities.

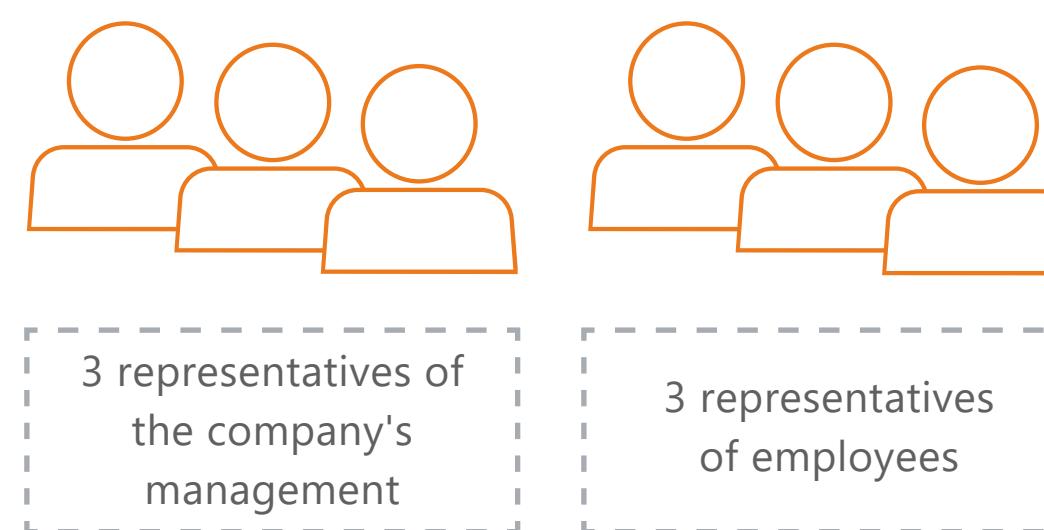


## Health and safety governance

The system incorporates tools to identify and assess risks in each operational area, using matrices updated annually or following any incident. Department heads, together with the Occupational Health and Safety team, actively participate in designing these matrices and in implementing corrective and preventive measures. As a result, in 2024 none of the identified risks generated or contributed to serious injuries.

The Occupational Health and Safety Department also implemented a program of regular reporting on incidents and workplace accidents in all company areas. This proactive management model enables timely detection of unsafe conditions and behaviors, allowing for corrective actions that prevent accidents and occupational illnesses.

### FORMATION OF JOINT HEALTH AND SAFETY COMMITTEES



Nova Austral has two Joint Health and Safety Committees, one located in Punta Arenas and the other in Porvenir. Each committee is made up of three management representatives and three employee representatives. These committees are key spaces for participation and consultation in the development, implementation, and evaluation of the health and safety management system, and they operate under a monthly work plan.

## Preventive culture and continuous training

Through our Occupational Health and Safety Training Program, Nova Austral offers both in-person and online courses covering legal requirements, operational safety, self-care, and preventive health. Training topics include safe work procedures, contingency plans, task-specific risks, and correct use of personal protective equipment (PPE).

In 2024, a total of 3,474 training hours were delivered to 3,699 participants.

The company also promotes physical and mental well-being through activities such as health operations, basic medical care, compensation support, and partnerships with public health centers.

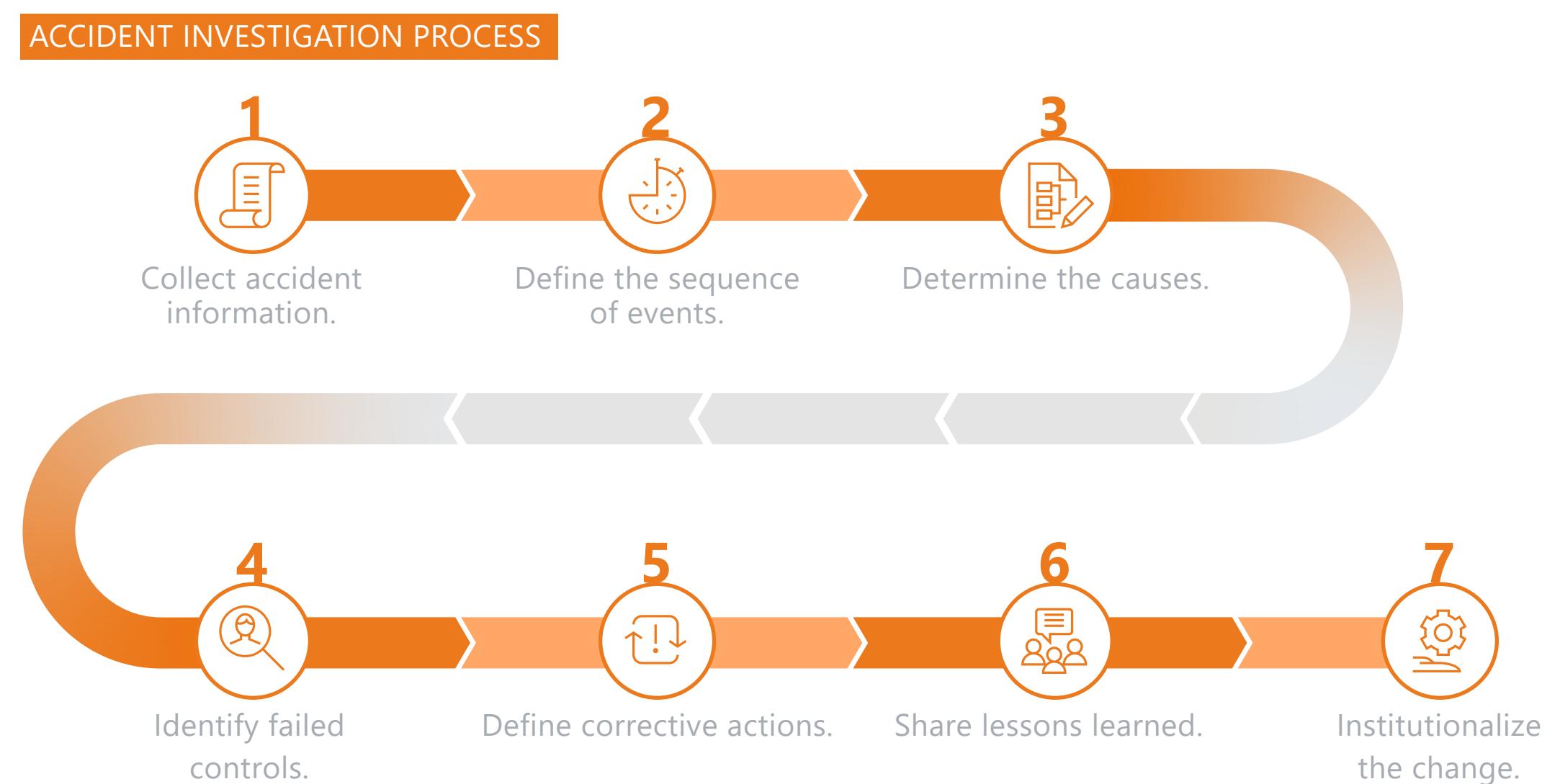
### OCCUPATIONAL HEALTH AND SAFETY TRAINING INDICATORS IN NOVA AUSTRAL DURING 2024

Type of training	No. of attendees	Duration (h)	Person-hours
External personal induction	293	1	292
Induction of your own personal	279	1.25	348.75
Preventive training	1,687	29.71	372
Legal Trainings	364	48.255	1,157.5
<b>TOTAL</b>	<b>3,699</b>	<b>108.785</b>	<b>3,474</b>

## Incident Management and Risk Assessment

In compliance with Law No. 21,012, workers have the right to interrupt their work and, if necessary, leave the workplace, if they perceive imminent risks to their health or life. Likewise, our Order, Hygiene and Safety Regulations establish that each worker who presents any injury and/or ailment attributable to their work, must report it to their direct supervisor so that they can receive medical attention through the administrative body of Law No. 16,744.

In these cases, the investigation process includes: information collection, objective analysis of causes, definition of corrective measures and follow-up. This protocol seeks to institutionalize improvements and prevent the repetition of incidents, accidents, and occupational diseases.



Nova Austral is affiliated with the Chilean Safety Association (IST), which provides prevention, training, and advisory services, as well as medical and financial benefits. In 2024, we focus on prioritizing the identification and mitigation of the most frequent occupational hazards in operations, including cuts, entanglements, and same level falls. These risks, common in industrial environments, were addressed through a preventive approach that combined operational improvements, technical protocols, and strengthening the culture of self-care.

## Fomentamos una cultura de salud y seguridad

To reduce the likelihood of incidents, we implemented corrective measures such as standardizing operating procedures, monitoring the proper use of personal protective equipment (PPE), and reinforcing technical training. These actions sought to increase preventive awareness among workers and promote safe behaviors on a daily basis.

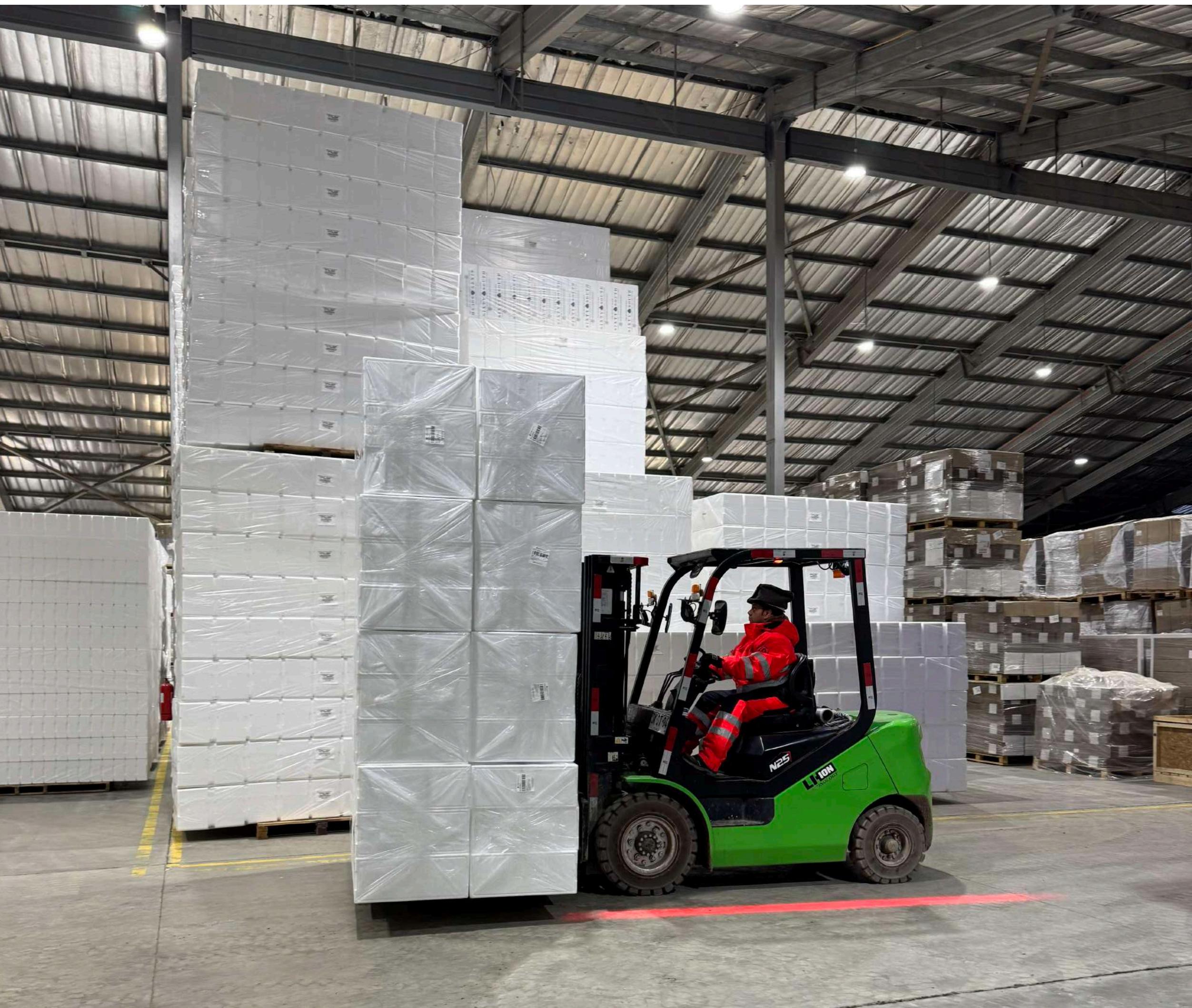
## Results in accident rate and occupational health

We are affiliated with the Institute of Occupational Safety, which allows us to administer occupational accident insurance and provide medical and economic benefits to our employees.

From this affiliation, we were able to establish prevention actions, through training and advice.

### MECHANISMS FOR MANAGING THE MAIN OCCUPATIONAL HEALTH AND SAFETY RISKS

Evaluated aspect	Description
Risks addressed in 2024	Cuts and same level falls.
Measures implemented to mitigate them	<ul style="list-style-type: none"> <li>Standardization of operating procedures for task execution..</li> <li>Mandatory use of personal protective equipment (PPE).</li> <li>Ongoing risk prevention training.</li> </ul>
Main Identified Causes of Accidents	<ul style="list-style-type: none"> <li>Not using PPE correctly, or leaving it inoperative.</li> <li>Improper use of tools or equipment.</li> <li>Unsafe acts, lack of self-care and attention while performing tasks.</li> </ul>
Prevention approach	Strengthening the culture of safety and self-care through training, statistical analysis, and application of corrective and preventive measures.



## Accidents, injuries, ailments, and occupational diseases

Through our mechanisms and risk prevention systems in the field of Occupational Health and Safety, during 2024 there were no fatal accidents, only minor accidents, both for employees and external personnel.

Indicator	INDICATORS OF ACCIDENTS, INJURIES, AILMENTS AND WORKPLACE DISEASES			
	Direct Employees		External Workers	
	2023	2024	2023	2024
Workplace Accidents	24	8	19	14
Days lost due to work accidents	300	354	75	56
Number of deaths resulting from an injury	-	-	-	-
Injury Death Rate	-	-	-	-
Occupational diseases	1	-	-	-
Days lost due to occupational disease	16	-	-	-
Accident rate (%)	3	1	6	5
Frequency rate	15	5	319	255
Severity Rate	188	222	12.58	10.20
Accident rate	43	55	23	18
Average Workers	739	649	331	305
Total hours worked (man hours worked) (*)	1,596,240	1,401,840	59,610	54,885

(\*) For the calculation of the rates, 1,000,000 hours worked have been used as a factor and no Nova Austral worker has been excluded.

## Main Types of Accidents

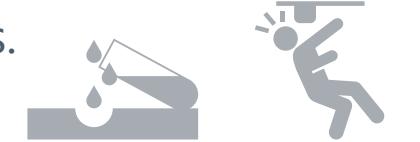
Direct employees:

- Cuts.
- Falls on the same level.



External workers:

Contact with substances.  
Blows.



## Risk identification and management

The main hazards have been identified through the task matrix and risk assessment, highlighting the lack of use of PPE, inappropriate behavior, and unauthorized actions.

During 2024, controls were implemented according to the control hierarchy to mitigate these risks.

INDICATORS OF ACCIDENTS AND OCCUPATIONAL DISEASES BY GENDER

	Employees			External staff						
	Women	Men	Total	Women	Men	Total				
No. of Accidents at Work		-		8	8		4		10	14
Days lost due to work accidents		-		354	354		21		35	56
No. of occupational diseases		-		-	-		-		-	-
Days Lost		-		-	-		-		-	-

The statistical analyses carried out made it possible to identify the most common causes of incidents, including:

 Failure to correctly use Personal Protective Equipment (PPE), or its inappropriate handling (removal, deactivation, or improper use).

 Incorrect use of tools, devices, and machinery.

 Lack of attention or discipline in the execution of critical tasks, attributed to the absence of self-care habits.

Likewise, we report that there have been no ailments or occupational diseases derived from the daily activities of the employees.

The lessons learned from these incidents informed the design of new preventive strategies and reinforced Nova Austral's commitment to safeguarding the health, safety, and well-being of its workforce.

## OUR COMMITMENT TO CONTRACTORS

GRI 2-8

At Nova Austral, oversight of contractors is carried out by the Occupational Health and Safety Department, with support from the Subcontracting Division. Contractor management is handled through a digital platform that consolidates documentation verifying compliance with labor and social security obligations toward contractor personnel.

In 2024, there were 304 contractor workers, of whom 198 were men and 106 were women.

This number varies according to the number of active farm sites and the operational needs of the company.

### NUMBER OF CONTRACTOR COMPANIES EMPLOYEES 2024

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



### NOVA AUSTRAL'S MOST COMMON TYPE OF CONTRACTORS

Contractual relationship	Type of work	No. of workers	Description of the work carried out
Monthly Purchase Order	Fish vaccination	9	Fish vaccination service.
Commercial contract	On-site harvesting and sea transfer	28	Salmon harvesting work in farm sites and maritime transfer of the product to the Processing Plant.
Commercial contract	Food Services: Processing Plant Cafeteria	22	Cafeteria services at the Processing Plant.
Commercial contract	Food Services at Farm Sites	18	Meal preparation at farm sites.
Monthly Purchase Order	Cabotage in farming centres	16	Cargo transfer (fish feed, materials, equipment, among others).
Monthly Purchase Order	Underwater inspection	8	ROV pilot service in farm sites for underwater inspection.
Monthly Purchase Order	Maritime Transport of Employees	8	Transfer of workers by small boat (farm sites, Punta Arenas).
Monthly Purchase Order	Ground transfer of employees	6	Bus and minibus rental for employee transportation.

Contractor management is based on four pillars:



Risk prevention advisory services to ensure protocol compliance.



Continuous updates on current labor regulations.



Request and verification of updated documentation.



Access to a traceability portal to facilitate monitoring of the oversight process.

These actions comply with the Subcontracting Law No. 20,123: Work under the Subcontracting Regime, the operation of temporary service companies and temporary services employment contract, of the Ministry of Labor and Social Welfare.

---

*Chapter 7*

## CREATING SOCIAL VALUE



# COMMUNITY ENGAGEMENT

GRI 411-1, 413-1, 13.12

At Nova Austral we recognize that our operations are conducted in an environment that is not only productive, but also socially and culturally significant. For this reason, we maintain a firm commitment to local development, transparent dialogue, and the generation of shared value with our nearby communities.

We manage our engagement with communities with the understanding that this relationship must be built upon recognition of their interests, knowledge, and aspirations. To achieve this, we adopt a strategic partnership approach.

Our approach to community engagement has been designed from a long-term perspective, which transcends the planning horizons of specific projects. That's why, despite having few nearby local communities, we work to build strong relationships, build sustainable capacities, and provide lasting dialogue mechanisms.

We identify and analyze the characteristics of communities that are subject to experiencing potential social impacts in the places where we are present. We are concerned with characterizing their socioeconomic, cultural, and demographic aspects, to maintain open and effective communication with them.

Community engagement is carried out in a differentiated manner, recognizing each community's particularities. As a company, we not only provide information about decisions already made, but also adopt a participatory, consultative approach in advance. Our community relationship model is also based on respect for human rights, including the rights of indigenous peoples. During 2024, there were no cases of violation of these rights by our company in any of the locations where we operate.



Through our social programs, we seek to contribute to the well-being of neighboring communities, mainly in the areas of Porvenir and Punta Arenas. We maintain an active presence that is expressed in educational support projects, organizational strengthening, employment promotion, and support for local social initiatives.

Within this framework, we have implemented various outstanding actions in social and social programs.

### Impact on the Kaweskar community

We donated corridors, railings, among other supplies for the Kawésqar community to build its first dock in Bahía Voces, San Juan sector, south of Punta Arenas.

At the inauguration of this first pier, it was highlighted that the infrastructure also serves to provide services to fishing boats in the sector, so that their users save time in their work.



### Educational visits

Employees from Hatchery Tierra del Fuego visited the Arcoiris daycare in Porvenir in order for the children to interact, in a didactic way, with a sample of salmon fish in an aquarium. The children had the opportunity to become familiar with the fish's environment and were also able to feed them.



### "Jornadas por la Rehabilitación en Magallanes"

Once again, we collaborated with the "Salmo Jornadas" initiative, held in Porvenir to raise funds for the region's most important charitable campaign, the Rehabilitation Days in Magallanes.



## Promotion of higher education and research

We supported higher education students engaged in research by providing information, access to facilities, and professional guidance, reaffirming our commitment to scientific knowledge linked to sustainable aquaculture.

In 2024, we hosted a visit from students of the Magallanes Technical Training Center (CFT) in Porvenir, where they learned about the entire production process of the processing plant.



In collaboration with the University of Magallanes (UMAG), we also offered update seminars on major pathologies in the national industry for third-year students of Marine Biology.

Additionally, we facilitated internships in our farming centers, particularly in Aracena 11, to help UMAG students gain practical experience in aquaculture operations.

## "Inglés para Porvenir" Project

In alliance with local institutions such as the Municipality of Porvenir, we developed a free English course aimed at students from pre-kindergarten to 3rd grade, from the Bernardo O'Higgins School and María Auxiliadora School, thus contributing to the learning English.

Throughout the years of implementation of this agreement, the following has been achieved:

- Personalize learning through work with small groups of students.
- Improve children's verbal and listening comprehension in English.
- Incorporate technology for language teaching.

## Community celebrations

We actively participated in community events, such as the Feast of Saint Peter held annually in Punta Carrera, where we collaborated in organizing the celebration. Through this participation, we aim not only to support but also to continue strengthening ties with social stakeholders, fostering territorial roots.

## Training and employability

We continue to promote training initiatives aimed at improving job opportunities for young people and adults in the area. These instances contribute to the development of technical skills, promoting labor insertion in the salmon industry, or other activities in the region.

Community engagement is managed through the Internal Communications and Community Relations Department, which plans dialogue sessions either on a semiannual basis or when communities request them.

In 2024, we held several meetings with social organizations near our operations to listen to their needs, support them in areas of common interest, and promote awareness of our reporting channel, through which they can raise any concerns.

# PROTECTION OF HUMAN RIGHTS

GRI 411-1, 408-1, 409-1, 13.12

At Nova Austral we assume the protection of human rights as a fundamental principle of our management. We have a human rights policy aligned with the United Nations Guiding Principles on Business and Human Rights, which applies to all our operations and stakeholders, including direct workers, contractors, local communities, and suppliers.

In this way, we support and respect the protection of internationally recognized fundamental rights and ensure that, in no way, we would be accomplices to the violation of these rights (both in terms of the internal management of the company and the employees of contractor companies, subcontractors, and/or service providers).

Our policy categorically prohibits child labor and forced labor and includes monitoring and prevention mechanisms.

During 2024, no cases of child labor or forced labor were reported in our operations. For more details, you can refer to the ***Evaluation of Ethical, Social and Environmental Criteria section of the chapter Responsible Sourcing.***

In addition, and despite the fact that we have not yet generated a formal model for the prevention of the risks of human rights violations, we have not identified significant risks in these areas within our supply chain.

In addition, the company has implemented several commitments and policies on human rights:

- Anti-discrimination policy.
- Procedure for Managing Complaints, Claims, and Conflict Resolution.
- Human Resources Management Policies.
- Free Association Policy.
- Learning Policy.
- Corporate Social Responsibility and Donations Policy.
- Policy on Fair and Equitable Treatment of Suppliers.
- Procedure for the Investigation of Sexual Harassment, Workplace Harassment or Violence at Work.

We also maintain internal and external communication channels that allow anyone to report potential human rights violations, which are managed confidentially and with a non-retaliation approach.

In the community sphere, we reinforce respect for the cultural rights of communities, ensuring that our activities do not negatively impact indigenous peoples or their ways of life. To date, no conflicts or claims have been registered from indigenous groups in our areas of operation.

---

*Chapter 8*

# ENVIRONMENTAL PERFORMANCE

# ENVIRONMENT MANAGEMENT

GRI 2-27

Our operations—from the hatchery in Tierra del Fuego to sea-farm sites in the southern fjords and channels—take place in a highly sensitive natural environment. This requires the highest environmental standards, a continuous-improvement approach, and proactive management to prevent, mitigate, and control impacts.

## Main policies, internal rules, objectives and those responsible for environmental management

Our operations are governed by the Chilean environmental regulatory framework, i.e., by the Environmental Regulations for Aquaculture (RAMA), and the Environmental Qualification Resolution (RCA), which establishes that the activities are carried out in accordance with the environmental regulations corresponding to Law 19.300/94 (SEGPRES).

In addition, the commitment to caring for the environment is formalized in our Code of Ethics, which establishes the adoption and implementation of practices that do not significantly impact the environment.

To materialize our commitment, we manage our environmental performance through a system that articulates our policies, objectives and the assignment of responsibilities.

## Mechanism

1

### CODE OF ETHICS



It reinforces responsibility with the environment and promotes the efficient use of resources.

2

### ENVIRONMENTAL RESPONSIBILITY POLICY (CONTAINED IN THE CRIME PREVENTION MODEL)



Guides actions toward environmental care, preservation, sustainable development, and prevention. Commits to continuously identifying, assessing, and controlling environmental aspects and impacts to prevent pollution.

At Nova Austral, we operate in the Region of Magallanes and the Chilean Antarctic, one of the most ecologically significant areas in Chile and globally. The region's environmental diversity makes it a uniquely valuable space for biodiversity and conservation.

We recognize that operating in this environment entails a responsibility to protect biodiversity and minimize our environmental footprint. Environmental management is therefore a strategic pillar of our business and a firm commitment to current and future generations.

## Main Environmental Objectives



Ensure strict compliance with all applicable environmental regulations.



Maintain 100% antibiotic free production, as an indicator of the health of our fish and to minimize the pharmaceutical impact on the environment.



Optimize the use of resources such as water and energy across all our operations.



Minimize waste generation and maximize its responsible repurposing and resource recovery.



Protect biodiversity in the areas surrounding our Hatchery and farm sites.



Measurement of our carbon footprint in order to understand our environmental impact.

## People Responsible for Environmental Organizational Management

### BOARD OF DIRECTORS

Holds ultimate responsibility for supervising the management of environmental impacts and approves the sustainability strategy.

### GENERAL MANAGEMENT

Oversees the implementation of the strategy and the adherence to environmental policies.

### TECHNICAL AREA

Responsible for ensuring compliance with legal and voluntary obligations and for safeguarding the environmental sustainability of all our practices.

Likewise, at the operational level:

- Our Production Department maintains an Environmental Risk and Impact Assessment Matrix for each production unit, which seeks to establish the conditions to prevent and mitigate impacts on the environment. In addition, we have procedures, protocols, contingency plans, and equipment for measuring and controlling environmental variables.
- We have internal review processes of adherence to the Environmental Qualification Resolutions (RCA) and permanent monitoring to comply with environmental regulations throughout the operation. This process is overseen by the Technical Area and the Compliance Area in conjunction with the head or manager of either the Hatchery, Fish Farm, and/or Processing Plant.

In addition, each area of our value chain has a waste management plan appropriate to its process. These plans indicate the tactical mechanisms for the control of emissions (liquid, solid and atmospheric).

Our Legal and Compliance department has an internal review program in the field of environmental management, which includes periodic monitoring of compliance with national regulations associated with emissions.

In this specific context, we are regulated by national organizations such as the **Superintendence of the Environment** (SMA), the Environmental Assessment Service (SEA), the National Fisheries and Aquaculture Service (SERNAPESCA), the **General Directorate of Waters** (DGA), the Maritime Authority, the Undersecretariat of Fisheries (Subpesca), among others.

## MATERIAL LIFE CYCLE

GRI 301-1, 301-2, 301-3

We are aware of the importance of responsibly managing the materials we use throughout our production cycle, from the inputs for cultivation and processing, to the packaging of our final products. Our focus is on optimizing the use of materials, prioritizing those with the lowest environmental impact, and in the future, starting to promote the recovery and recovery of packaging materials, aligning ourselves with the principles of the circular economy.

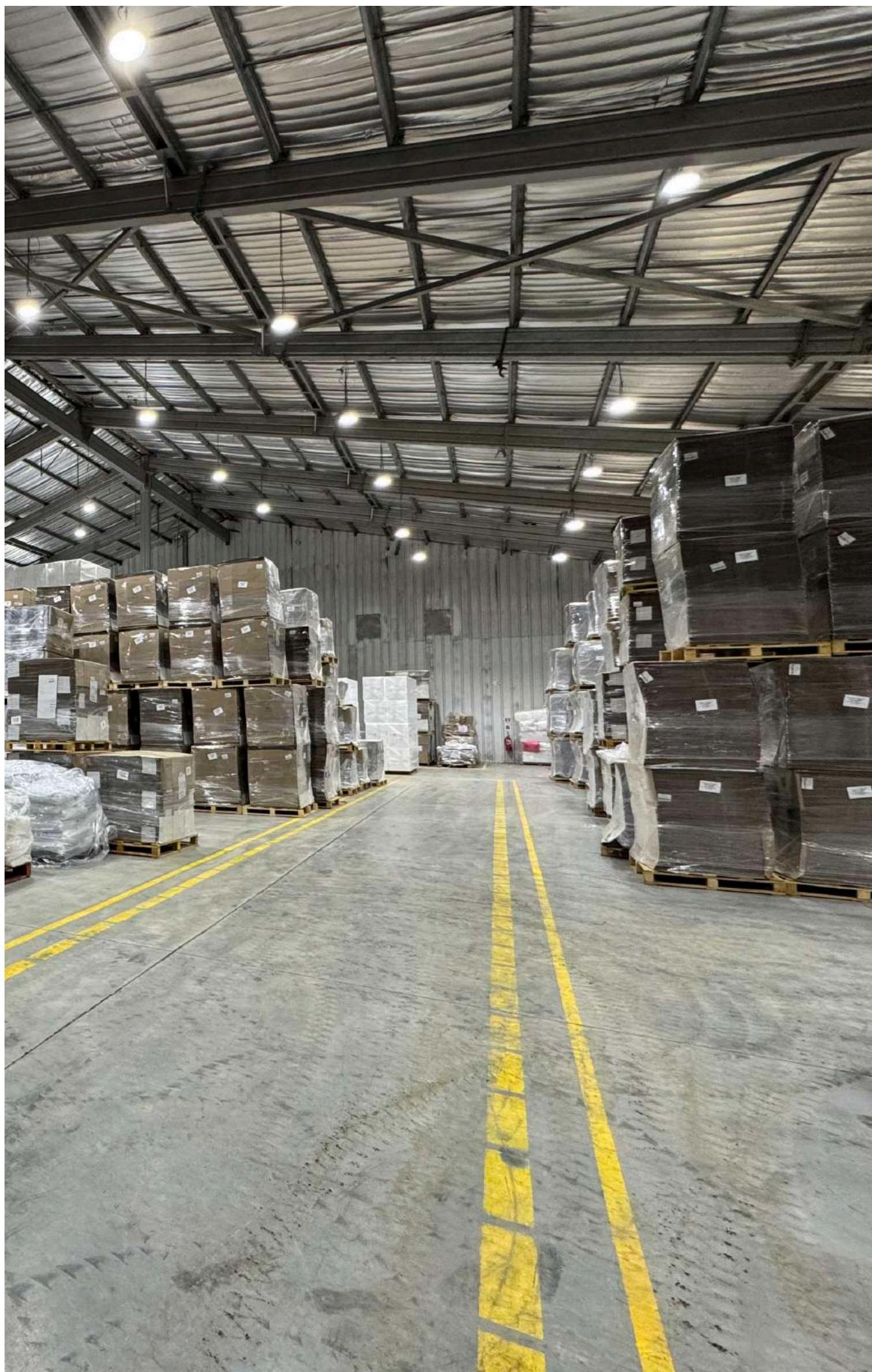
To ensure quality, food safety, and the proper presentation of Sixty South salmon, we use materials such as trash bags, gloves, bin liners, colored sheets,

cushioning sheets, gusset bags, single-portion product bags, fillet film, portion film, labels, labeling tapes, packing tapes, wrapping sheets, vacuum-seal bags, cardboard boxes of various types and sizes, block cardboard, portion sleeves, cellulose pads, gel packs, plastic ties, and heat-shrink film.

In line with our quality and food-safety principles, we do not use recycled materials in manufacturing. Total materials used for salmon production and packaging were 660 tons in 2024. Inputs are classified as renewable or non-renewable according to their composition.

MATERIALS USED TO PRODUCE AND PACKAGE, BY WEIGHT AND PERCENTAGE

Material Type	Production		Packaging	
	Weight (ton)	Percentage (%)	Weight (ton)	Percentage (%)
<b>Non-renewable materials used</b>	13	25%	143	23%
<b>Renewable materials used</b>	39	75%	465	77%
<b>TOTAL</b>	<b>52</b>	<b>100%</b>	<b>608</b>	<b>100%</b>



# WASTE MANAGEMENT

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

We have a Waste Management Plan for our Hatchery, Fish Farms and Processing Plant. It details all the measures for the management of the various types of waste generated. The plan also establishes a hierarchy for waste handling, based on Law No. 20,920.

This law, enacted in 2016 by the **Chilean Ministry of the Environment**, establishes the framework for waste management, extended producer responsibility, and the promotion of recycling.

## Waste Handling Hierarchy

- 1 Prevention of waste generation.
- 2 Reuse, recycling and energy recovery.
- 3 Final Waste disposal.

*We deliver training to ensure effective application of this hierarchy.*



## Significant impacts related to waste management

The main potential impacts that we have identified and for which we have established management measures are:

### SUMMARY OF SIGNIFICANT IMPACTS AND WASTE-RELATED MANAGEMENT MEASURES

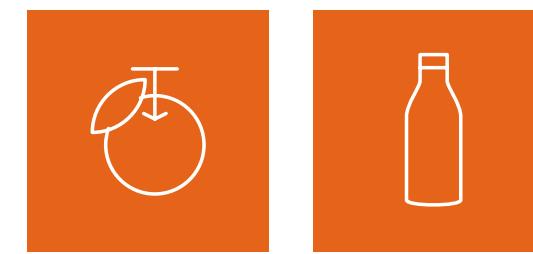
Impact	Description	Management measures
<b>Pollution of the aquatic and marine environment</b>	Due to the possible accidental dumping or spillage of waste, including plastics, food scraps, or hazardous substances such as fuels.	Strict waste management protocols, staff training, contingency plans for spills, and controlled management of all waste generated.
<b>Potential effects on wildlife</b>	By entrapment or ingestion of plastics or other waste.	Shoreline clean-ups; proper disposal of obsolete nets and plastics; employee awareness-raising.
<b>Water pollution</b>	Impacts from vessel operations (e.g., module damage) leading to fish escapes, feed loss, or spills of chemicals/hazardous waste.	Contingency plans, maintenance programs for machinery and equipment, as well as training for personnel.
	Impacts from vessel operations (e.g., module damage) leading to fish escapes, feed loss, or spills of chemicals/hazardous waste.	
<b>Soil and water pollution</b>	By leaching in final disposal sites.	Prioritize recycling and valorization; work with licensed managers to ensure environmentally safe final disposal of non-recoverable waste.
<b>Generation of odors or sanitary vectors</b>	For disposal of organic waste.	Fast and efficient processing of fish mortality and proper management of organic waste from the processing plant for transformation into by-products.

Our Waste Management Plan details the procedures for segregation at source, temporary storage, transport, and final disposal or recovery of each type of waste, ensuring regulatory compliance and minimization of environmental impact.

The Technical area and the Legal and Compliance area, together with the heads of each production unit, supervise the correct application of these procedures.

## Types of waste generated

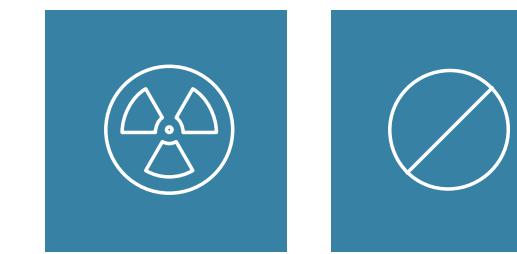
We classify the waste generated in our operations into the following main categories, according to its origin and nature.



Organic



Inorganic



Hazardous



Home Delivery



Industrial

The industrial waste, generated in the farm sites operation centers, is classified into Non-Hazardous and Hazardous, which we then group into organic and inorganic.

- **Non-hazardous solid waste:**

Generated by the salmon industry's own activity and corresponds to waste from the implementation, maintenance, or end of operation of farm sites. In addition, they do not pose any risk to human health and the environment.

- **Organic liquid waste:**

Sewage (institutional treatment plant), silage mortality, blood water, silage system washing water (pot and tank).

- **Inorganic liquid waste:**

Corresponds to disinfectants and detergents and, to a lesser extent, anesthetics, all of which are biodegradable.

- **Solid hazardous waste:**

Is the product of the maintenance of boats, equipment and machinery, such as batteries, filters, disused batteries, fluorescent tubes, maintenance solids, cloths contaminated with oil, short sharp material such as scalpel, and as part of the administrative operation we have cartridge or ink toner, computer or telephone equipment, among others.

- **Liquid hazardous waste:**

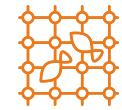
This line includes expired chemicals, detergents or disinfectants in disuse, water with hydrocarbons, used oils and any hazardous substance whose useful life has ended.

- **Organic plant waste:**

Corresponds to the waste generated (viscera, skin, head, fins, meat with blood, among others) as a result of the production process of salmon 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:**

known as RILES, is waste water resulting from the process, activity or services of industries. The water used after production is discharged into the sea through an underwater outfall, after passing through a treatment system.



### WASTE GENERATED IN FARM SITES

Fish mortality waste, generated in our farm sites during the grow out stage in seawater, is managed through a silage process. Prior to storage in silos, this biomass is treated with formic acid. This process reduces the pH of the organic matter, preserving the freshness of the protein for its transformation into raw material, and inactivating viruses and bacteria, including those that represent a health risk for aquaculture.

The removal of silage from the farm sites is carried out with boats equipped with tanks authorized for the transfer of these and operated by trained crews to guarantee bio-safe transport. This material is then processed by collaborating companies to obtain by-products.



### WASTE GENERATED IN HATCHERY

In our Hatchery, mortality is processed by an incineration system that reduces it to ashes. These ashes are then removed by an authorized company for proper final disposal.



## Waste Management Plan

Our Waste Management Plan establishes circularity measures for some of the waste generated. For example, there are materials that are returned to suppliers for reuse. Other waste is sold or donated to small producers (metal structures, floats, high-density polyethylene pipes, among others).

Circularity measures include returning certain materials to suppliers for reuse and selling or donating others (e.g., metal structures, floats, high-density polyethylene pipes). On-site recycling uses color-coded container identification to segregate waste at the source; plastics, paper, and cardboard destined for recycling must be placed in transparent plastic bags.

To ensure rigorous tracking, we systematize monthly information on each waste type in an operational register. These data are then classified and declared via the national environmental tracking platform (Ventanilla Única).

The specific management by type of waste is carried out as follows:

- **Household waste (common garbage):**  
Is removed from our warehouses by the external company Resiter.
- **Recyclable materials:**  
Only maxi bags are separated and, if clean, sent to RECIPAT for processing.
- **Ensilage:**  
It is removed from the farm sites by specific vessels to be sent to the final destination sent to Fiordo Austral; monthly reception certificates are issued.
- **Plastics (pipes, floats and buoys in disuse):**  
They are stockpiled in our facilities, and are managed by Chileplast.
- **Hazardous waste (Respel):**  
Dispatched and removed by Resiter, which manages its transfer to an authorized transfer station for storage.

*Each of these external managers provides us with the corresponding final disposal certificates, **ensuring traceability and regulatory compliance.***

In addition to the final disposal certificates of our managers, the corresponding declarations are generated in the national systems: the National Waste Declaration System (SINADER) for non-hazardous waste, and the Hazardous Waste Declaration and Monitoring System (SIDREP), the latter accompanied by an affidavit.

**QUANTITY OF WASTE BY TYPE**

Type of waste (tons)	Hatchery	Farm Sites	Processing Plant	Total
Recycled inorganic waste	3.79	85.13	8.27	97.18
Non-recycled inorganic waste	-	-	427.17	427.17
Recycled organic waste	1,724.00	845.71	3,820.32	6,390.03
Non-recycled organic waste	115.15	49.23	587.41	751.79
Hazardous waste (tonnes)	3.26	13.91	6.73	23.90
			<b>Total</b>	<b>7,690.07</b>

**Total waste sent to  
recycling: 6,487 tons.**

**Treated prior to final  
disposal: 23.9 tons. Sent  
directly to landfill (final  
disposal): 1,178.9 tons.**



# BIODIVERSITY

GRI 304-1, 304-2, 304-3 304-4, 13.3

We operate in the heart of Chilean Patagonia, a region recognized worldwide for the biodiversity of its ecosystems. We fully acknowledge the privilege and responsibility of operating in this unique environment; protecting biodiversity is therefore an essential component of our sustainability strategy and a fundamental commitment to conserving the natural heritage of Magallanes.

*The concessions on Captain Aracena Island and in the Cockburn Channel area that are within this protected area; which represents **0.007% of the total of the park**.*

*The remaining 9 maritime concessions are located in the province of Última Esperanza.*

## Sensitive ecosystems and protected areas

Several of our maritime concessions are located within or adjacent to areas with high conservation value:

### Alberto D'Agostini National Park:

A significant portion of our farm sites operate within the limits of this important national park, one of the largest in Chile, which protects marine and terrestrial ecosystems of great relevance. Specifically, we have concessions on Captain Aracena Island and in the Cockburn Channel area that are within this protected area; which represents 0.007% of the total of the park.

- 15 maritime concessions are on Captain Aracena Island.
- 4 maritime concessions in the Cockburn Canal area.

Operating in these areas imposes a particularly rigorous environmental management standard on us and requires us to engage in ongoing dialogue and collaboration with authorities and communities to ensure that our activities are compatible with conservation objectives.

Because of this, we carry out biodiversity reports periodically for each of the farm sites, using the **Aquaculture Stewardship Council** (ASC) as a guide.

15

*Maritime concessions  
are on **Captain  
Aracena Island***

04

*Maritime concessions  
in the **Cockburn  
Canal area***

This entity has the mission of providing environmental standards that manage to minimize or eliminate the social and environmental impacts of aquaculture, allowing the industry to be sustainable.

The biodiversity reports are prepared with the support of third parties for each production unit (fish farming and farm sites). They aim to characterize and assess the direct environment and impacts on the ecosystems adjacent to our production sites. These ecosystems 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 (Red List of Threatened Species) criteria**.

In addition, we monitor to identify the possible interaction of our operations with other High Conservation Value Areas (HCVAs), such as sites of importance for birds and marine mammals.

As part of our studies, we identify activities, hazardous aspects, and potential impacts that may affect the environment or species present in the surrounding environments.

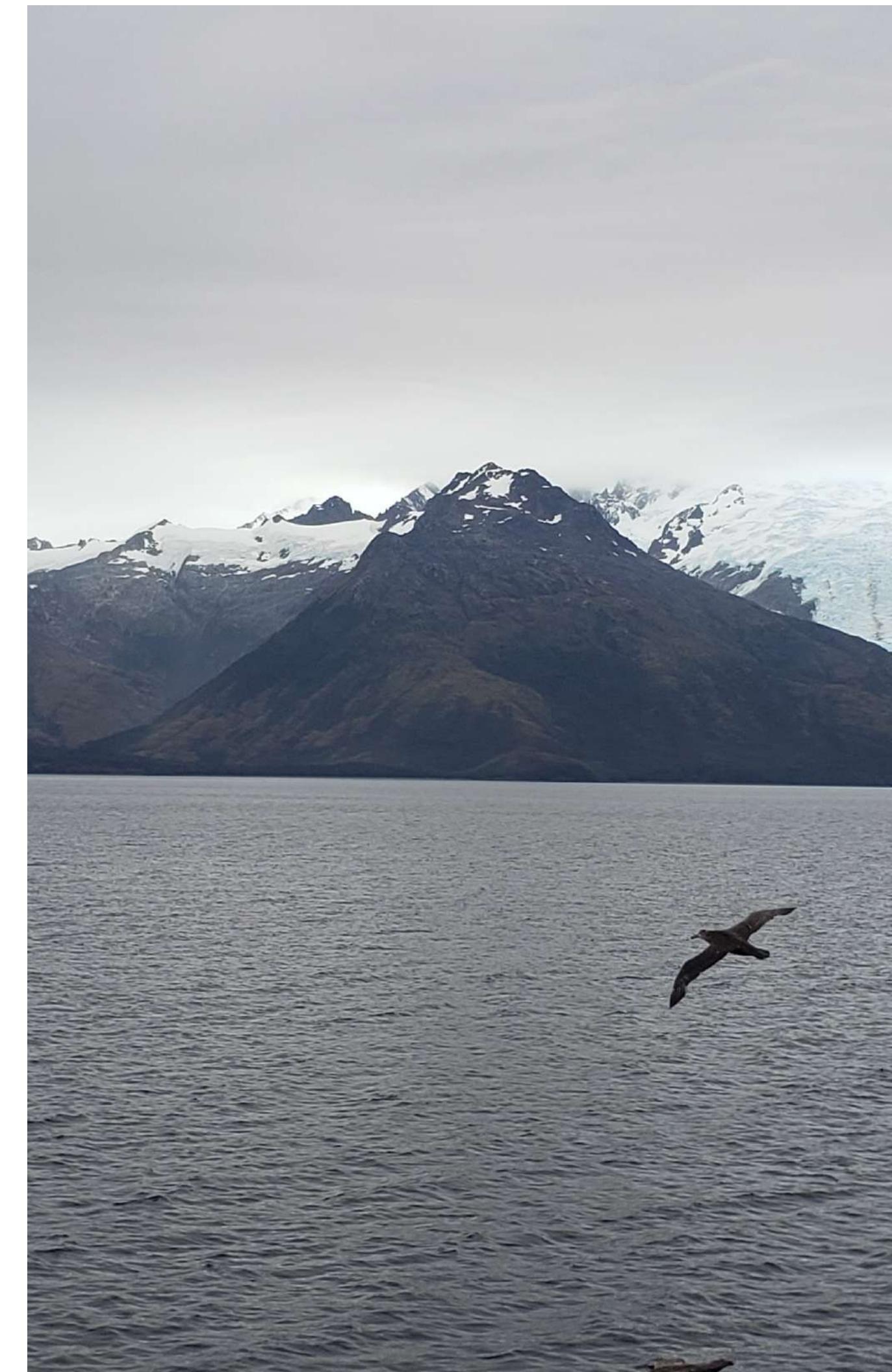
Among the potential impacts identified on biodiversity are:

**POTENTIAL HAZARDS AFFECTING BIODIVERSITY**

Activity	Danger	Potential impact
<b>Daily activities</b>	Disposal of waste into aquatic/marine environment.	Pollution of the marine or coastal environment.
	Inadequate staff practices.	Aggression against wildlife.
<b>Feeding</b>	Loss of feed.	Pollution of the aquatic or marine environment.
<b>Beach Cleanups</b>	Removal of garbage and waste from the coast.	Disturbance of wildlife habitat.
<b>Receiving/delivering supplies, waste, etc.</b>	Spillage of substances into the aquatic or marine environment.	Contamination of the aquatic or marine environment with hydrocarbons, waste, etc.
<b>Contingencies</b>	Fish escape.	Environmental damage due to the release of biological material.
	Mass mortality.	Pollution of the marine environment.
	Accidental gillnetting of birds and mammals.	Harm or death of individuals.
	Silage spillage or failure.	Pollution of the marine or coastal environment.

**NUMBER OF THREATENED SPECIES BY RISK LEVEL**

Extinction risk level	Total number of threatened species
<b>Critically Endangered</b>	-
<b>Endangered</b>	-
<b>Vulnerables</b>	1
<b>At risk of endangerment</b>	-
<b>Low risk of endangerment</b>	62



**BIODIVERSITY REGISTRATION IN FARM SITES**

Variable	Aracena 14 (August 2024)	Aracena 19 (November 2023)	Aracena 11 (June 2024)	Cockburn 13 (November 2022)	Cockburn 3 (November 2022)
<b>Species (RCE)</b>	Some species: • Flightless steamer duck; Kelp goose; Andean condor; Peale's dolphin; South American sea lion.	Some species: • Flightless steamer duck; Kelp goose; Southern giant petrel.	Some species: • Flightless steamer duck; Kelp goose.	Some species: • Flying steamer duck; Flightless steamer duck; South American sea lion.	Some species: • Flying steamer duck; Flightless steamer duck; South American sea lion.
<b>Zone</b>	In general, wildlife sightings account for an assemblage of species with low diversity, which can be regularly observed in fjords and Magellanic channels, using this geographical area mainly for their feeding activities or as a regular transit area.	No reproductive activity was observed, but a rocky Cormorant perch was observed northwest of the concession. In general, wildlife sightings account for an assemblage of species with low diversity, which can be regularly observed in channels, fjords and islands of the Magallanes Region and Chilean Antarctica.	No reproductive activity of the registered species 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.	No reproductive activity, colonies or stable perches of birds were observed on the coastal edge adjacent to the study area. In general, wildlife sightings account for an assemblage of species with low diversity, which can be regularly observed in channels, fjords and islands of the Magallanes Region and Chilean Antarctica.	Bird reproductive activity was detected in the place, through the registration of some nests of the Imperial Cormorant in the final part of the estuary where the farming center is located. For the rest of the species, the activities observed were mainly transit and feeding.
<b>Territorial analysis</b>	It is observed that it is close to the Alberto D'Agostini National Park, a protected area included in the National System of Protected Wild Areas of the State (SNASPE13). In addition, the ESC does not overlap with other protected wild areas included in SNASPE, Biosphere Reserves, RAMSAR Sites.	The farm site is located near the Alberto D'Agostini National Park, but it does not overlap in its perimeter with this protected area. In addition, the ESC does not overlap with other protected wild areas included in SNASPE, Biosphere Reserves, RAMSAR Sites.	The farm site is located near the Alberto D'Agostini National Park, but it does not overlap in its perimeter with this protected area. With the exception of the aforementioned park, the farm site does not overlap with other protected wildlife areas included in SNASPE, RAMSAR Sites, Priority Sites for the Conservation of Biodiversity, Nature Sanctuaries, coastal marine protected areas, marine reserves and marine parks, and Biosphere Reserves.	The farm site is located within the marine territory of the Cape Horn Biosphere Reserve and the Alberto D'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. The farming center does not present spatial overlap with other High Conservation Value Areas (HCVAs) recognized nationally or internationally as RAMSAR sites.	The farm site is located within the marine territory of the Cape Horn Biosphere Reserve and the Alberto D'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. The farming center does not present spatial overlap with other High Conservation Value Areas (HCVAs) recognized nationally or internationally as RAMSAR sites.

With the biodiversity studies, our Technical Department establishes an annual awareness program aimed at all the staff of the facilities.

In addition, risks to nature and biodiversity are also monitored through our environmental matrices; the first control is handled by the Technical department, and the second is the responsibility of the Legal and Compliance department.

In addition, there are infographics, in all our farm sites, on those species identified in these biodiversity studies of the areas. In these infographics, the conservation status of each species is especially indicated.

Our commitment to the biodiversity of Magallanes is firm. We will continue to monitor our impacts, implement the best available practices, and look for opportunities for collaboration to contribute to the conservation of this extraordinary natural heritage.



# ENERGY AND EMISSIONS

GRI 302-1; SASB FB-MP-130a.1

## Energy management

Energy consumption is a significant aspect of our operations, with both environmental and economic implications. For this reason, we strive to manage our energy consumption efficiently, seeking to optimize the use of fuels and electricity in our fish farms, farm sites, process plant and logistics activities.

Our goal is to reduce our energy intensity and, consequently, our associated carbon footprint. Within this framework, during 2024 we began a study for the energy transition; from diesel-fueled power generation to natural gas-based power generation in our Hatchery.

Our main sources of energy consumption are fossil fuels used in generators, ships, and vehicles, and electrical energy purchased from the grid for our onshore facilities, mainly the Processing plant.

NOVA AUSTRAL'S MAIN SOURCES OF ENERGY CONSUMPTION BY OPERATION CENTER	
Operation Center	Types of energy consumption
<b>Hatchery Tierra del Fuego</b>	It consumes electricity generated on-site through gas generators (LPG and CNG) and other petroleum-based fuels.
<b>Marine farm site</b>	Energy consumption comes mainly from diesel oil generators for the operation of power systems and equipment. This fuel is transferred to the sites by authorized vessels.  Gasoline is used for outboard motors of small boats.
<b>Processing Plant (Porvenir)</b>	This facility consumes electricity supplied by the local grid.
<b>Larger vehicles and vessels</b>	They use petroleum-based fuels, such as diesel.

During 2024, the consumption of petroleum derivatives remained within its usual patterns. At the Hatchery and the Processing Plant, CNG rose due to thermal fluctuations that required management to safeguard the well-being of the species.

**FUEL CONSUMPTION AT NOVA AUSTRAL**

Fuel Type	Unit of Measure	Hatchery		Plant		Farm sites		Vehicles	
		2023	2024	2023	2024	2023	2024	2023	2024
<b>Petroleum</b>	Lt.	2,264,300	1,997,100	180	195	2,937,266	3,223,983	16,738	21,139
<b>Gasoline</b>	Lt.	-	40	-	-	46,470	-	-	-
<b>LPG (gas)</b>	Lt.	205,275	73,050	-	-	-	-	-	-
<b>Concentrated natural gas (CNG)</b>	m3	611,882	666,009	142,520	145,272	-	-	-	-

On the other hand, the grid's electricity consumption during 2024 decreased compared to 2023, mainly due to lower production rates.

**ELECTRICITY CONSUMPTION IN NOVA AUSTRAL**

Magallanes and Chilean Antarctic Region			
Power Type	Unit	2023	2024
<b>Electric</b>	kWh	6,893,565	5,366,500

We do not have our own large-scale renewable energy generation facilities or power purchase agreements (PPAs) from specific renewable sources. Our commitment is to continue exploring and implementing measures to improve our energy efficiency and reduce fossil fuel consumption to the extent of our operational and technological possibilities in the far south.

## Emissions

GRI 305-1, 305-2, 305-3, 305-4, 305-5, 13.1; SASB (FB-MP-110a.1, FB-MP-110a.2)

At Nova Austral, we recognize the urgency of the climate crisis and the need for all sectors to contribute to the reduction of greenhouse gas (GHG) emissions. While our operations in the remote Magallanes and Chilean Antarctic Region have a distinctive scale, we are committed to measuring, managing and, to the extent possible, reducing our carbon footprint. We understand that responsible climate management is critical to the sustainability of our business and the environment in which we operate.

The management of aspects related to climate change and GHG emissions in Nova Austral involves different levels of the organization; these were presented in the Environmental Management section of this chapter.

## GHG emissions inventory

We perform an annual inventory of our direct and indirect GHG emissions, following specific methodologies to ensure the comparability and transparency of our data.

Our GHG inventory for 2024 has been calculated considering the following methodological aspects:

### Scope 1:

**Fuel consumption (diesel, benzine, LPG, CNG) recorded internally and supported by dispatch guides and invoices.**

- Only carbon dioxide (CO<sub>2</sub>) emissions were considered.
- The sources of generation include the Hatchery farm sites, and the processing plant.
- The warming potential factors used for CO<sub>2</sub> had the value of one.
- Hydrofluorocarbons (HFCs) were not measured in the evaluation, as perfluorocarbons (PFCs) and sulfur hexafluoride (SF<sub>6</sub>) are not significant in our operations, as we do not have emission sources that use refrigerants in the farms.
- The Global Warming Potential was taken from information published by the Intergovernmental Panel on Climate Change (IPCC).

### Scope 2:

**Electricity billing of the distribution company.**

- The CO<sub>2</sub> emissions of their energy consumption from the processing plant were considered.
- The emission factor of the National Electric System of Chile for the year 2024 was used, which is 0.5928.

### Scope 3:

**The main categories considered include indirect emissions from the transport and production of fish feed (products used by the organization).**

For the estimation of emissions related to fish feed:

- An average was estimated, obtained from the data of the supplier companies (Ewos, Skretting and Biomar).
- The owner did not have the GHG emissions statement corresponding to Ewos for the second half of 2024. To address this, an estimate was made based on the average of the values reported by the supplier company for the rest of the production cycle.
- The amount of feed consumed by the fish according to the Nova Austral database was used.
- The emission factors were also taken from the information provided by our suppliers.

The results of the calculation of emissions per biomass produced are presented according to two criteria:

- The first is the calculation based on the monthly average of emissions, using the gross biomass of each month.
- The second result of emissions from biomass is calculated based on the ratio between the total emissions of the period and the biomass gained during this same period (production as weight gain).

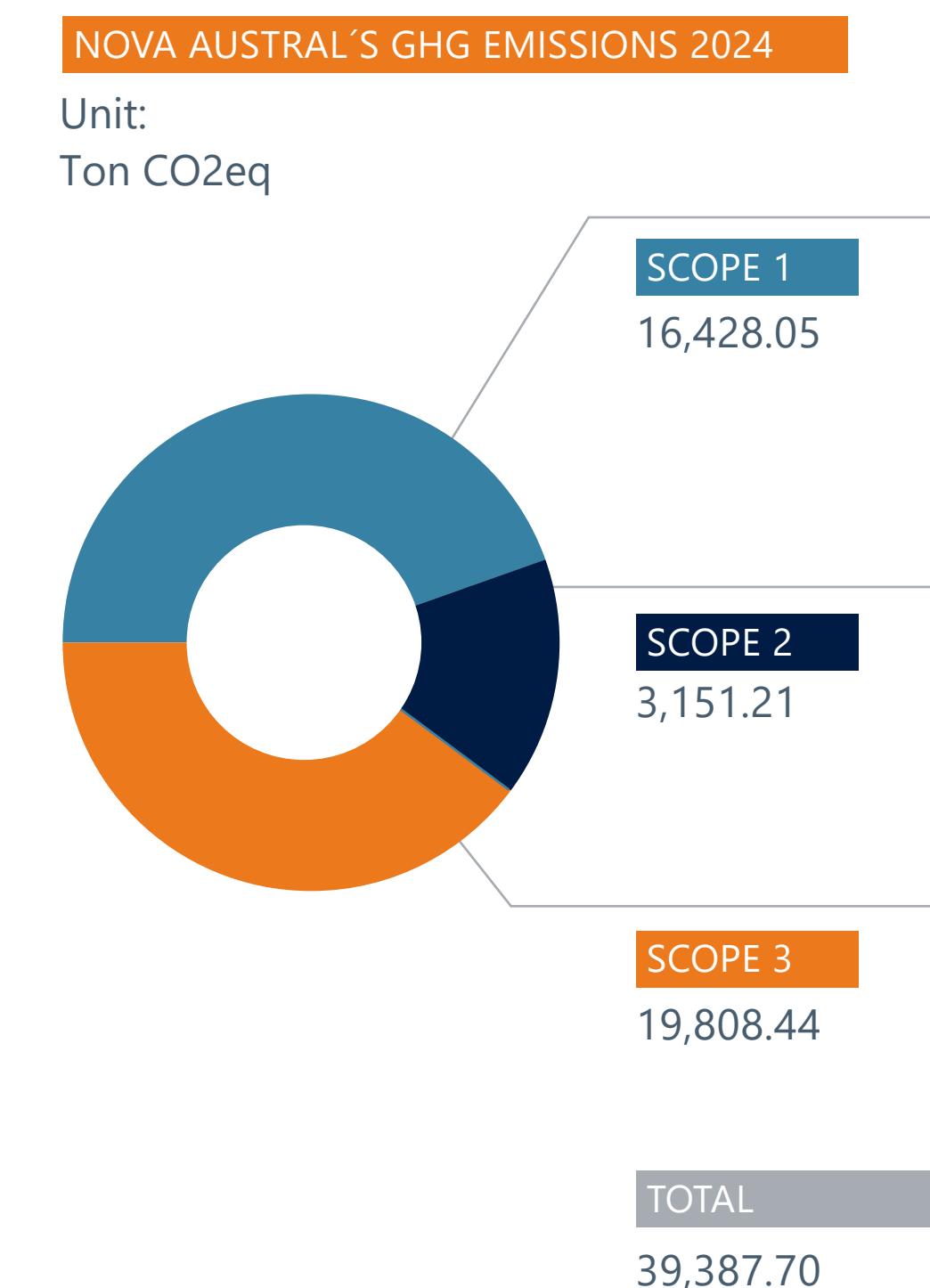
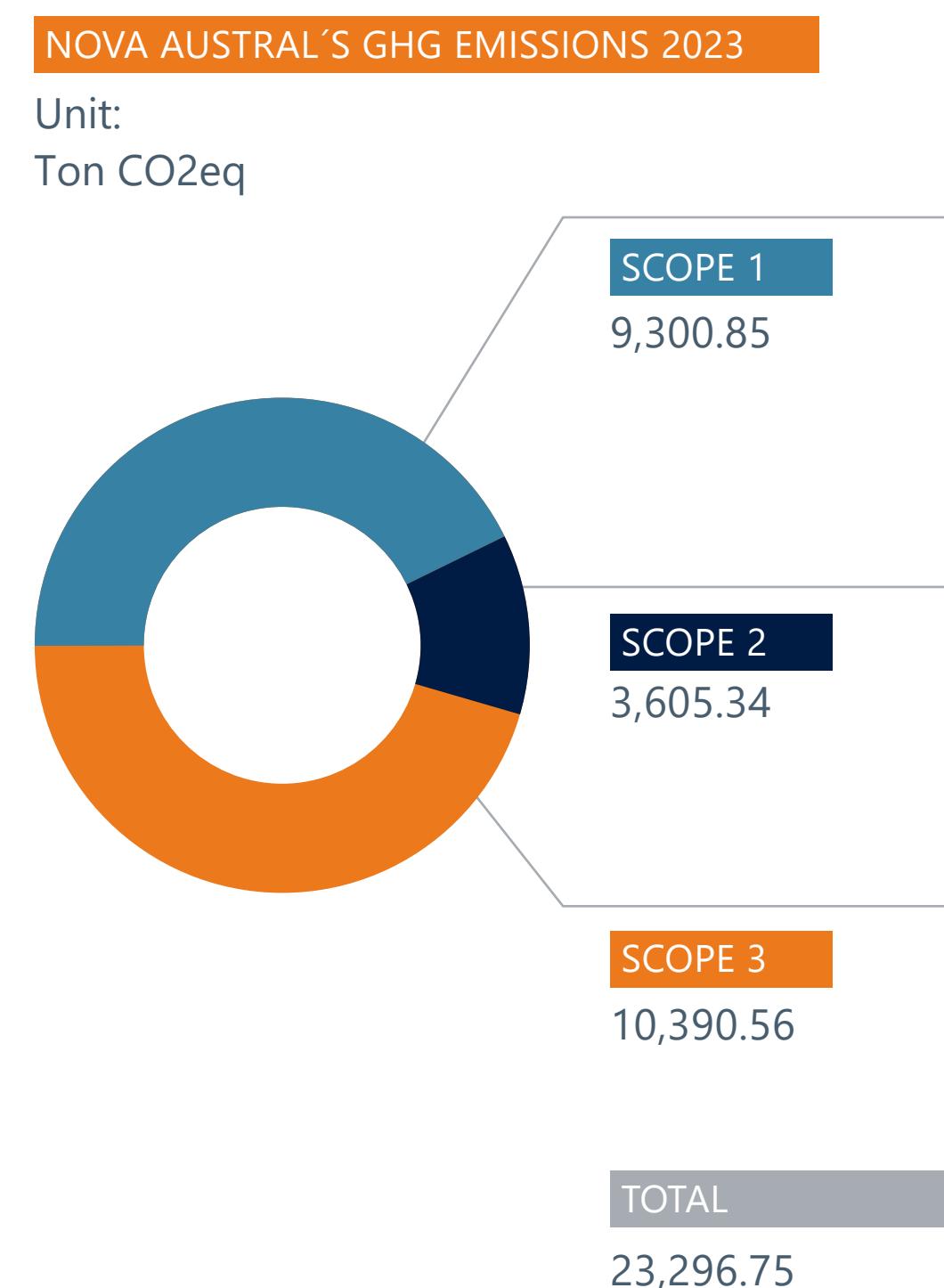
The consolidation approach for the three scopes was by shareholding and operational control.

GHG emissions in 2024 varied, within their various categories, compared to 2023.

This is due, firstly, to the incorporation of emissions from the processing plant within Scope 1. Second, Scope 2 emissions declined due to variations in salmon production rates. Finally, by 2024, transportation was included as part of Scope 3.

By dividing the sum of the three scopes and dividing it for the total number to employees (764), our GHG emissions intensity ratio indicator amounts to 51.55 tonCO2eq/collaborator by 2024.

When relating the emissions generated to our production variable, in tonnes, our intensity indicators for the last three years are as follows:



#### EMISSIONS INTENSITY INDICATOR, ACCORDING TO NOVA AUSTRAL'S PRODUCTION

Relevant intensity indicator	Unit	2022	2023	2024
<b>Production: tons (t)</b>	kgCO2eq/t	3,427.90	4,505.30	4,373.50

The inventory was verified with a favorable result by Green Solutions, with an independent third-party verification type and limited level of assurance, complying with the requirements to qualify for the recognition of Quantification of the ***HuellaChile Program***.

We are aware that emissions management is an ongoing challenge, especially in an operational context such as Magallanes. We are committed to continuing to improve our measurement, identify new reduction opportunities, and strengthen our climate strategy in the coming years.

## WATER AND DISCHARGES

GRI 303-1, 303-3, 303-4, 303-5, 13.7; SASB FB-MP-140a.1, FB-MP-140a.3

Water is an essential element throughout our production cycle, from the incubation of eggs in fresh water, to the growth of our salmon in the marine environment of Magallanes, in addition to processing in our plant.

We recognize the vital importance of this resource and are committed to efficient and responsible management, minimizing our consumption and ensuring that our discharges comply with national regulations and do not negatively affect aquatic ecosystems.

### NOVA AUSTRAL'S MAIN SOURCES OF WATER EXTRACTION BY OPERATION CENTER

Operation Center	Water source	Description
<b>Hatchery Tierra del Fuego</b>	Surface water	We have rights to use surface water captured from an intake located in the riverbed 9.5 km from the Hatchery.
	Groundwater	We use fresh water from three deep wells, each with its respective rights granted by the General Directorate of Waters.
	Seawater	Used through the adduction process, with stages and elements that ensure that the water reaches its destination safely and efficiently.
<b>Marine farm sites</b>	Marine waters (desalinated)	For the use of toilets on the pontoons (floating houses), we have desalination plants that process seawater by reverse osmosis. These plants have capacities of between 150 and 300 liters per hour.
<b>Processing Plant (Porvenir)</b>	Third-party water (public network)	The water for processing and cleaning activities comes from the public network of Porvenir. The use of two deep wells has been planned to reduce the consumption of the public network.

*The water extracted corresponds to 90.85% from freshwater sources and 9.15% from marine waters.*



## Water-intensive and total consumption processes

The main processes that demand significant water use in our operations are:

- **Tierra del Fuego Hatchery:**

For the production process in the recirculation system (RAS), for domestic, and cleaning uses.

- **Processing plant:**

For salmon processing (gutting, filleting, washing), ice production, and cleaning and disinfection of facilities and equipment.

## Discharge management and treatment

Responsible management of our effluents is crucial to protect the water quality of the receiving bodies.

### WATER CONSUMPTION BY OPERATION CENTER IN NOVA AUSTRAL IN 2024

Consumption	Unit	Quantity
<b>Hatchery Tierra del Fuego</b>		0.996
<b>Processing plant</b>	ML	0.159
<b>Total</b>		<b>1.155</b>

### WATER EXTRACTION BY OPERATION CENTER IN NOVA AUSTRAL IN 2024

Type of water source	Unit	Quantity
<b>Surface water</b>		474
<b>Underground water</b>	ML	414
<b>Sea water</b>		106
<b>Third Party Water</b>		159
<b>Total water extracted</b>		<b>1,153</b>

### MECHANISMS FOR THE TREATMENT AND MANAGEMENT OF NOVA ASUTRAL'S WATER DISCHARGES BY OPERATION CENTER

Operation Center	Description of the discharge
<b>Hatchery Tierra del Fuego</b>	The water used in the production process, once treated in our Liquid Industrial Waste Treatment System (RILES), is conducted to the sea through an underwater outfall.
<b>Marine farm sites</b>	The effluent generated must go through a filtration and disinfection process prior to discharge. This treatment includes decanters, rotary filters, biofilters and sludge treatment systems for adequate removal of contaminants.
<b>Processing Plant (Porvenir)</b>	In the case of effluents generated in naval artifacts, these correspond to the effluent generated by authorized desalination plants, which must comply with NCh409.
	Wastewater is treated in treatment plants before discharge, complying with Chilean Navy regulations.
	Effluents from silage processes are contained and managed as waste.
	The water used in the post-production processes is treated in our Liquid Industrial Waste Treatment System (RILES) before being discharged into the sewer.

All our discharges are carried out in compliance with Chilean legislation (mainly D.S. No. 90/2000 which establishes the emission standard for the discharge of liquid waste into marine and continental surface waters) and the commitments acquired in our Environmental Qualification Resolutions (RCA).

The parameters of our effluents (such as BOD5, suspended solids, nitrogen, phosphorus) and flows are monitored (this information is recorded by the flow meter installed in each of the operations) and reported monthly to the Superintendence of the Environment (SMA) through its platform.

The SMA tells us the parameters to be controlled and the maximum flow rates to be discharged per day.

Other supervisory bodies, such as the General Directorate of Water (DGA) also receive periodic reports:

- For operations that draw water directly from natural sources, regulatory requirements are met.
- Regarding the local supplier of drinking water, a joint review of contractual issues and analysis of the physicochemical conditions of the effluent generated to the sewerage system is maintained.

**NOVA AUSTRAL WATER DISCHARGED BY DESTINATION IN 2024**

Destination Type	Unit	Quantity
Sea water		1,722
Third-party water	ML	148
<b>Total water discharged</b>		<b>1,870</b>

*During 2024, the **total volume of water discharged in our areas of operation amounted to 1,870 megaliters (ML).***



## Water efficiency measures and impact prevention

Our potential impacts on water resources are associated with the generation of Liquid Industrial Waste (RILES), which is wastewater resulting from the production process. We implement various measures to optimize water use and minimize the potential associated impacts:

### NOVA AUSTRAL'S SUMMARY OF WATER EFFICIENCY MEASURES

Efficiency Measure	Description
<b>Recirculating System (RAS) in Hatchery</b>	Our Tierra del Fuego Hatchery is designed with a modern RAS system that allows a high percentage of the water to be reused through a biofiltration cycle, significantly reducing the extraction of fresh water and the volume of effluents. This is a pillar of our water efficiency strategy.
<b>RILES treatment systems</b>	Both in the hatchery and in the processing plant, we have treatment systems that ensure that effluents comply with regulations before discharge. These systems are essential to reduce the grey water footprint (water needed to dilute pollutants).
<b>Flow monitoring and control</b>	The continuous recording and control of collection and discharge flows are fundamental tools for analyzing consumption and defining strategies to improve water use.
<b>Desalination plants</b>	The use of desalination plants in the farm sites for drinking and sanitary water reduces the need to transport fresh water to these remote locations.
<b>Process optimization</b>	We are continuously seeking to optimize production and cleaning processes in the plant to reduce water consumption without compromising the safety of our products.

Our water management focuses on responsible and efficient use, ensuring regulatory compliance related to the grey water footprint of production processes. In addition, we continuously evaluate:

- Our processes to identify new opportunities for improvement and minimize our water impact.
- Any situation of water stress in our areas of operation guarantee the protection of the valuable aquatic ecosystems of Magallanes.

In addition, our approach to water resources management also includes:

- Compliance with the parameters required by our current certifications (available in the **Quality Management section of the chapter Managing our products**).
- Continuous training of the personnel responsible for each area.

---

# APPENDICES



# APPENDIX I: COMMITMENT TO SUSTAINABILITY

GRI 2-12, 2-22, 2-23, 2-28, 2-29

## Sustainability vision and approach

We recognize that our sustainable growth requires a comprehensive vision that incorporates social, environmental, ethical, and economic considerations. For this reason, our sustainability strategy is aligned with the United Nations Sustainable Development Goals (SDGs), national and international regulatory compliance, and industry best practices in salmon farming.

In 2021, we defined a sustainability strategy through internal, cross-functional workshops that allowed us to collectively shape our sustainability vision. At the core of this strategy lies ethical conduct, built upon our values and purpose.

Throughout 2024, we further consolidated our sustainability model, strengthening pillars such as transparency, environmental efficiency, community well-being, and corporate integrity.

This model is led by senior management and implemented across all our operating areas. Sustainability is not an isolated department, but a cross-cutting way of managing the business, with the goal of moving toward an increasingly responsible aquaculture sector, committed to the environment, our workers, and future generations.

In line with this commitment, we are actively involved in initiatives and partnerships that drive sustainability and integrity. Since 2021 we have been members of the **United Nations Global Compact**, an organization that calls on companies to align their strategies and operations with the Ten Principles on human rights, labor relations, the environment and anti-corruption.

We also work together with the **Fundación Generación Empresarial (FGE)**, a non-profit organization that since 1995 has been promoting integrity in organizations, implementing tools such as the Barometer of Values and Organizational Integrity.

Additionally, Nova Austral obtained recognition from the Ministry of the Environment's "Huella Chile" Program, for having reached the level of Quantification of its direct and indirect greenhouse gases (GHG) and other indirect ones at the organizational level, in accordance with the requirements of the Huella Chile Program and NCh-ISO 14064/1:2019.

Compliance with the requirements was verified by Green Solutions, through a thorough independent assessment of our Hatchery, Processing Plant, and farm sites, representing a step in our goal to manage and reduce these emissions in the future.

## Our value in what we do



## SOCIAL VALUE

**"To make Porvenir a better place to live and work"**

We cover people management and community relations, with an emphasis on urban infrastructure and entrepreneurship. We foster social development and provide opportunities to local communities through economic and social dynamism.



## UNIQUE PRODUCT VALUE

**"Our salmon is farmed sustainably in the pristine waters of the Magallanes Region and Chilean Antarctica"**

We focus on offering 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

**"Protect ecosystems for future generations"**

We promote comprehensive environmental management, circularity in our processes, and the neutrality of our emissions. We also seek to protect ecosystems through sustainable aquaculture in the most pristine waters on the planet.

## Innovation and development

We are convinced that innovation is a tool to transform the challenges of the industry into sustainable opportunities. Throughout 2024, we continue to drive technological improvements in our operations, especially in health control, traceability and resource efficiency.

Initiatives such as the development of new automated feeding systems, real-time environmental monitoring, and improvements in biosecurity have strengthened our production capacity while reducing impacts on ecosystems. We are also committed to the development of products with added value and differentiating standards, such as our Sixty South brand, recognized for its antibiotic-free production and with international certifications.

We continue to promote a culture of continuous improvement and applied research that allows us to position ourselves as an innovative, responsible, and competitive company at a global level.

## STAKEHOLDER ENGAGEMENT

We maintain an active and transparent relationship with our stakeholders, aware that their trust is essential for the legitimacy of our operation. We identify and prioritize our key groups based on criteria such as level of influence, mutual dependence, and legitimacy.

During the year, we maintained various channels of dialogue with workers, authorities, communities, customers, suppliers, civil, and academic organizations. These relationships are managed through formal and informal instances, such as meetings, perception surveys, public reports, guided tours, community spaces, and union participation.

Our membership of industry associations and public-private working groups strengthens our ability to influence and learn collectively. We believe in the co-construction of solutions and in the value of dialogue as a driver of sustainability.



# MAIN CATEGORIES OF STAKEHOLDERS

Among our main stakeholders are the communities near our places of operation, with whom we maintain direct contact thanks to the person responsible for our Internal Communications and Community Relations. Through this role, the different local organizations are identified to generate and manage spaces for dialogue that foster strengthening ties and collaboration on issues of common interest. To this end, the Nova Austral team schedules meetings and round table discussions, in addition to having a complaints channel that offers communities the possibility of expressing concerns if they detect situations that do not correspond to our operations.

These meetings are held biannually by the company, although the communities can request them when they consider it necessary. The participation of stakeholders is ensured by holding round table discussions and scheduling meetings where specific issues of the company are addressed, as well as through immediate calls in the event of emergencies, thus guaranteeing fluid and timely communication between the parties. During the reported period, there were no variations with respect to the relationship scheme of the previous year, maintaining the same commitment to transparency, closeness, and mutual respect.

## INVESTORS



When required Board of Directors' Meetings, Shareholders' Meetings, executive meetings.

## REGULATORY BODIES



Permanent sending of required information, meetings, permits, regulatory compliance, and inspections.

## VALUE CHAIN



Quarterly Meetings, collaborative work and research, direct telephone contact, meetings, e-mail.

## INDUSTRY



Quarterly Meetings, collaborative work and research.

## EMPLOYES



Monthly, when required Internal communications, joint committees, complaints channel, suggestion box, bulletin boards, meetings with unions.

## COMMUNITY



Semi-annual Collaboration agreements with universities, high schools, and regional schools; meetings.

## CLIENTS



Permanent commercial network, telephone, direct contact, meetings, e-mail.

## WE JOIN FORCES

GRI 2-28

We are aware that by joining forces we can achieve our objectives and contribute to generating value in society. This is how, during 2024, 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 have established our commitment to align our business strategy with the Ten Principles on Human Rights, Labour Relations, Environment and Anti-Corruption.

We participate with the Fundación Generación Empresarial (FGE), who since 1995 have been promoting integrity in organizations. They do this through the implementation of specific tools, such as the Barometer of Values and Organizational Integrity.



## APPENDIX II: GRI CONTENT INDEX REPORTING FRAMEWORKS AND STANDARDS

GENERAL REQUIREMENTS			
STANDARDS UNIVERSAL		Reasons by Omission	
GRI Standard	Content	GRI Content Title	Page(s) / URL / Comment
<b>GRI 1: Fundamentals 2021</b>			
<b>GRI 2: General Contents 2021</b>			
The organization and its reporting practices	GRI 2-1	Organizational Details	Page 5, 7
	GRI 2-2	Entities included in sustainability report	Page 5
	GRI 2-3	Reporting period, frequency, and touchpoint	Page 5
	GRI 2-4	Information Updates	Page 5
	GRI 2-5	External verification	Page 5
Activities and workers	GRI 2-6	Activities, value chain, and other business relationships	Page 7, 34
	GRI 2-7	Employees	Page 59
	GRI 2-8	Non-Employee Workers	Page 71
Governance	GRI 2-9	Governance structure and composition	Page 41, 53, 56
	GRI 2-10	Appointment and selection of the highest governing body	Page 53
	GRI 2-11	President of the highest governing body	Page 53
	GRI 2-12	Role of the highest governing body in overseeing impact management	Page 41, 56, 100
	GRI 2-13	Delegation of responsibility for impact management	Page 48
	GRI 2-14	Role of the highest governing body in the preparation of sustainability reports	Page 5
	GRI 2-15	Conflict of interest	Page 41, 45
	GRI 2-16	Communicating Critical Concerns	Page 45, 53

## GENERAL REQUIREMENTS

### STANDARDS UNIVERSAL

GRI Standard	Content	GRI Content Title	Page(s) / URL / Comment	Reasons for Omission		
				Omission	Reason	Explanation
Governance	GRI 2-17	Collective knowledge of the highest governing body	Page 53			
	GRI 2-18	Evaluation of the performance of the highest governing body	Page 53			
	GRI 2-19	Remuneration policies	Page 55			
	GRI 2-20	Process for determining remuneration	Page 55	b. Present the ratio of the percentage increase in the total annual compensation of the highest paid person in the organization to the median of the percentage increase in the total annual compensation of all employees (excluding the highest paid person).	Information not available	Information
	GRI 2-21	Annual Total Compensation Ratio	Page 55			
Strategy, policies and practices	GRI 2-22	Declaration on the sustainable development strategy	Page 100			
	GRI 2-23	Commitments and policies	Page 100			
	GRI 2-24	Mainstreaming commitments and policies	Page 41			
	GRI 2-25	Processes to remediate negative impacts	Page 48			
	GRI 2-26	Mechanisms for seeking advice and raising concerns	Page 43			
	GRI 2-27	Compliance with legislation and regulations	Page 50			
	GRI 2-28	Association Membership	Page 100, 104			
Stakeholder participation	GRI 2-29	Stakeholder engagement approach	Page 100			
	GRI 2-30	Collective bargaining agreements	Page 59			
<b>GRI 3: Material Themes 2021</b>						
Material Issues	GRI 3-1	Process for determining material issues	Page 100			
	GRI 3-2	List of material topics	Page 100			
	GRI 3-3	Management of material issues	Answered throughout the report			

**THEMATIC CONTENTS**
**THEMATIC STANDARDS**

Material Issues	GRI Standard	Content	GRI Content Title	GRI Sector	Global Compact	Page(s) / URL / Comment	Reasons for Omission		
							Omission	Reason	Explanation
Value economic	GRI 201: Performance Economic 2016	201-1	Direct economic value generated and distributed	13.22 Economic inclusion		Page 18			
	GRI 202: Presence in The Market 2016	202-2	Proportion of senior executives hired in the Local Community						
	GRI 204: Practices of Supply 2016	204-1	Proportion of Spend on Local Suppliers						
Taxation of the	GRI 207: Taxation 2019	207-1	Tax approach			Page 50			
		207-2	Tax governance, control and risk management						
		207-4	Country-by-country reporting						
		415-1	Contribution to parties and/or representatives politicians						
Anti-corruption	GRI 205: Anti-Corruption 2016	205-2	Policy Communication and Training and Anti-corruption procedures	13.26 Anti-Corruption		Page 43			
	GRI 205: Anti-Corruption 2016	205-3	Confirmed corruption incidents and measures Taken						
Materials Management	GRI 301: Materials 2016	301-1	Materials Used by Weight and Volume		Principle 8	Page 80			
		301-2	Recycled materials used		Principle 8		Content	The percentage of recycled materials used to manufacture the products is equal to 0%.	For safety reasons, recycled materials are not used in the manufacture of food products.
		301-3	Reused products and recovered packaging materials		Principle 8				
Energy	GRI 302: Energy 2016	302-1	Energy consumption within the organization		Principle 8	Page 91			Information not available
Energy Efficiency of the appeal Water	GRI 303: Water and effluents 2018	303-1	Interaction with water as a shared resource	13.7 Water and effluents	Principle 8	Page 95	Content	Information not available	
		303-2	Management of significant impacts related to water discharge	13.7 Water and effluents	Principle 9				
		303-3	Water extraction	13.7 Water and effluents	Principle 8	Page 95			
		303-4	Water discharges	13.7 Water and effluents	Principle 8	Page 95			
		303-5	Water consumption	13.7 Water and effluents	Principle 8	Page 95			

**THEMATIC CONTENTS**
**THEMATIC STANDARDS**

Material Issues	GRI Standard	Content	GRI Content Title	GRI Sector	Global Compact	Page(s) / URL / Comment	Reasons for Omission		
							Omission	Reason	Explanation
Protecting biodiversity	GRI 304: Biodiversity 2016	304-1	Owned, leased or managed operational sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	13.3 Biodiversity	Principle 8	Page 87			
		304-2	Significant impacts of activities, products, and services on biodiversity						
		304-3	Protected or restored habitats				Content	There are no technically protected or restored areas	There are no technically protected or restored areas
		304-4	Species on the IUCN Red List and National Conservation Lists whose habitats are in areas affected by operations						
Emissions management	GRI 305: Emissions 2016	305-1	Direct greenhouse gas emissions (scope 1)	13.1 Emissions	Principle 8	Page 93			
		305-2	Indirect greenhouse gas emissions from energy consumption (scope 2)						
		305-3	Other indirect GHG emissions (scope 3)						
		305-4	GHG emissions intensity						
		305-5	Reducing GHG emissions				Content	Information not available	to. Only Scope 2 emissions have been reduced. Items b to e are not addressed.
Circular economy and waste management	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts		Principle 8	Page 81			
		306-2	Managing Significant Waste-Related Impacts						
		306-3	Waste generated						
		306-4	Waste not destined for disposal						
Talent development	GRI 401: Employment 2016	401-1	New hires and employee retirements			Page 59			
		404-1	Average training hours per year per employee						
		404-2	Employee Skills Enhancement and Retirement Assistance Programs						

**THEMATIC CONTENTS**
**THEMATIC STANDARDS**

Material Issues	GRI Standard	Content	GRI Content Title	GRI Sector	Global Compact	Page(s) / URL / Comment	Reasons for Omission		
							Omission	Reason	Explanation
Occupational health and safety	GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	13.19 Occupational safety and health		Page 65			
	GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	13.19 Occupational safety and health		Page 65			
	GRI 403: Occupational Health and Safety 2018	403-3	Occupational Health Services	13.19 Occupational safety and health		Page 65			
	GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation and communication on occupational health and safety	13.19 Occupational safety and health		Page 65			
	GRI 403: Occupational Health and Safety 2018	403-5	Training of workers on occupational health and safety	13.19 Occupational safety and health		Page 65			
	GRI 403: Occupational Health and Safety 2018	403-9	Workplace Accident Injuries	13.19 Occupational safety and health		Page 65			
	GRI 403: Occupational Health and Safety 2018	403-10	Occupational ailments and diseases	13.19 Occupational safety and health		Page 65			
Diversity and inclusion	GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity of governing bodies and employees	13.15 Diversity and equal opportunities	Principle 6	Page 59			
	GRI 405: Diversity and Equal Opportunities 2016	405-2	Relationship between basic salary and remuneration of men and women	13.15 Diversity and equal opportunities	Principle 6	Page 59			
	GRI 406: No Discrimination 2016	406-1	Incidents of discrimination and corrective actions implemented	13.15 Diversity and equal opportunities	Principle 6	Page 59			
Protection of human rights	GRI 408: Work Infant 2016	408-1	Operations and suppliers at significant risk of child labor cases	13.17 Child labor	Principle 5	Page 37, 76			
	GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers with significant risk of forced or compulsory labor	13.16 Forced labor or slavery	Principle 4	Page 37, 76			
	GRI 411: Rights of Indigenous Peoples 2016	411-1	Cases of violations of the rights of indigenous peoples	13.13 Rights of indigenous peoples	Principle 1 and 2	Page 73	Content	Information not available	There have been no cases of violations of the rights of indigenous peoples.
Social commitment	GRI 413: Communities Local 2016	413-1	Operations with local community engagement programs, impact evaluations and development	13.12 Local communities		Page 73			

**THEMATIC CONTENTS**
**THEMATIC STANDARDS**

Material Issues	GRI Standard	Content	GRI Content Title	GRI Sector	Global Compact	Page(s) / URL / Comment	Reasons for Omission		
							Omission	Reason	Explanation
Product quality and safety	GRI Customer Health and Safety 2016	416: 416-1	Assessing the Health and Safety Impacts of Product and Service Categories			Page 28	Content		The health and safety impacts generated by the products are addressed in a general way; not by categories.
	-	-	-	13.9 Food Safety		Page 28			
	-	-	-	13.10 Food Safety		Page 28			
Animal welfare	-	-	-	13.11 Animal welfare		Page 28			

## SASB PARAMETER INDEX

Materiality issue	Standard	SASB Topic	Code	Description of the accounting or activity parameter	Unit of Measure	Page(s) / URL / Comment	Omission
Economic value	Meat, poultry and dairy products	Activity parameter	FB-MP-000. To	Number of processing and manufacturing facilities	Number	Page 14	
	Meat, poultry and dairy products	Activity parameter	FB-MP-000. B	Animal protein production, by category; percentage outsourced.	Miscellaneous, Percentage (%)	Page 14, 24	
Product quality and safety	Meat, poultry and dairy products	Supply Chain Management	FB-MP-250.a.1	Global Food Safety Initiative (GFSI) Audit: (1) non-compliance rate and (2) corresponding corrective action rate for a) major and b) minor non-conformance cases	Velocity	Page 28	Information not available: Food safety and safety procedures are presented in a general way.
	Meat, poultry and dairy products	Supply Chain Management	FB-MP-250.a.2	Percentage of supplier installations certified according to a safety certification program Global Security Initiative Food (GFSI)	Percentage (%)	Page 35	
Animal welfare	Meat, poultry and dairy products	Supply Chain Management	FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) non-medically important antibiotics, by animal type	Percentage (%)	Page 16	
Energy	Meat, poultry and dairy products	Energy Management	FB-MP-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables	Gigajoules (GJ), percent (%)	Page 91	Information provided in KWh
Water Resource Efficiency	Meat, poultry and dairy products	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 (m <sup>3</sup> ), percent (%)	Page 95	
	Meat, poultry and dairy products		FB-MP-140a.3	Number of incidents of non-compliance with water quality permits, standards and regulations	Number		Information not available
Emissions management	Meat, poultry and dairy products	Greenhouse gas emissions	FB-MP-110a.1	Gross global scope 1 emissions	Metric tons (t) of CO <sub>2</sub> -e	Page 93	
	Meat, poultry and dairy products	Greenhouse gas emissions	FB-MP-110a.2	Analysis of the long- and short-term strategy or plan to manage scope 1 emissions, emission reduction targets and analysis of the results against those targets	N/A		Information not available
Occupational health and safety	Meat, poultry and dairy products	Workforce Health and Safety	FB-MP-320a.1	(1) Total Recordable Incident Rate (TRIR) and (2) Mortality rate	Velocity		