

2024

SUSTAINABILITY REPORT

Australis Seafoods

CONTENTS

01. SUSTAINABILITY REPORT

Sustainability Report	06
Greetings from the General Manager	07
Australis Seafoods	08
Milestones 2024	09
Ownership and Control	10
Corporate Structure	11
Board of Directors	12
Management	13
Our Brands	14
Unions we belong to	15
Value Chain	16
The Integration of our Processes	17
The year at a glance	18
Where are we located?	19
Sustainability Strategy	20
How do we relate to our stakeholders?	23

02. GOVERNANCE

Our commitment as a corporate governance	25
Our principles	25
Compliance Officer	26
Crime Prevention Model	26
Current situation self-reporting and compliance plans	27
Sanctions and fines	28
Complaints channel	29

03. WE ARE AUSTRALIS

We are Australis	31
Training	35
Australis + Diversity	36
Diversity committee	37
Salmon Heart Campaign	39
Australis Fair	40
Benefits and corporate agreements	42
Safety: An Australis value	43
OHS Executive committee	43
Together we take care of ourselves	49
Health and Safety indicators at work	50

04. OUR SALMON

Our Salmon	52
Southring: Our global brand	53
Leaders in the industry	54
Harvest of the Sea stores	55
Mama Bear	56
Our processes and products	57
Our Harvest	58
Commercial management	59
Main Products	60
Complaints management system	61
Animal welfare and health management	62
Raised without antibiotics	63
Use of antiparasitics	63
Caligus count	64
Fish mortality	65
Responsible use of marine ingredients in food	66
Conversion Factor	67
Remote feeding room	68
Best Sites 2024	69



CONTENTS

05. OUR ENVIRONMENT

Our relationship with the environment	71
Regulatory compliance monitoring program	72
Interaction with the marine wildlife	73
Energy management system	75
Carbon footprint	76
Certifications	77
Responsible waste management	79
Fitz roy environmental fair	80

06. COMMUNITIES

Being a good neighbour	82
Australis seedbed	83
Promote women	84
Workshops held in our community	85
Inauguration of the artisanal pier	86

GRI INDICATORS AND ANNEXES

GRI Indicators table	91
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IDENTIFICATION OF THE COMPANY

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RUT: 76.003.557-2

ADDRESS

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CONTACT

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People and Corporate Affairs Manager
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www.australis-seafoods.com

The teams responsible for preparing this Sustainability Report are as follows:

Sustainability – Roxanna Peña, Sustainability Deputy Manager, and Gabriel Quezada, Sustainability Analyst.

Communications – Alexei León, Communications Manager, and Natalia Toledo, External Graphic Support.



OUR VISION

“To be sustainable industry leaders through innovation and constant challenge”.



PURPOSE

“We are passionate about generating a positive impact in people’s lives, through the production and delivery of healthy food, challenging our way of doing things, through the sustainable development of communities and our environment”.



Chapter

Sustainability Report



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.1. SUSTAINABILITY REPORT 2024

We proudly present the eighth edition of the Australis Seafoods Sustainability Report, covering the period January–December 2024. This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards, reaffirming our commitment to transparency and continuous improvement in sustainability.

Through this document, we seek to provide a clear and structured vision of the nature of our company, as well as the performance achieved in the main environmental, social and governance (ESG) indicators, in line with the pillars defined in our Sustainability Strategy.

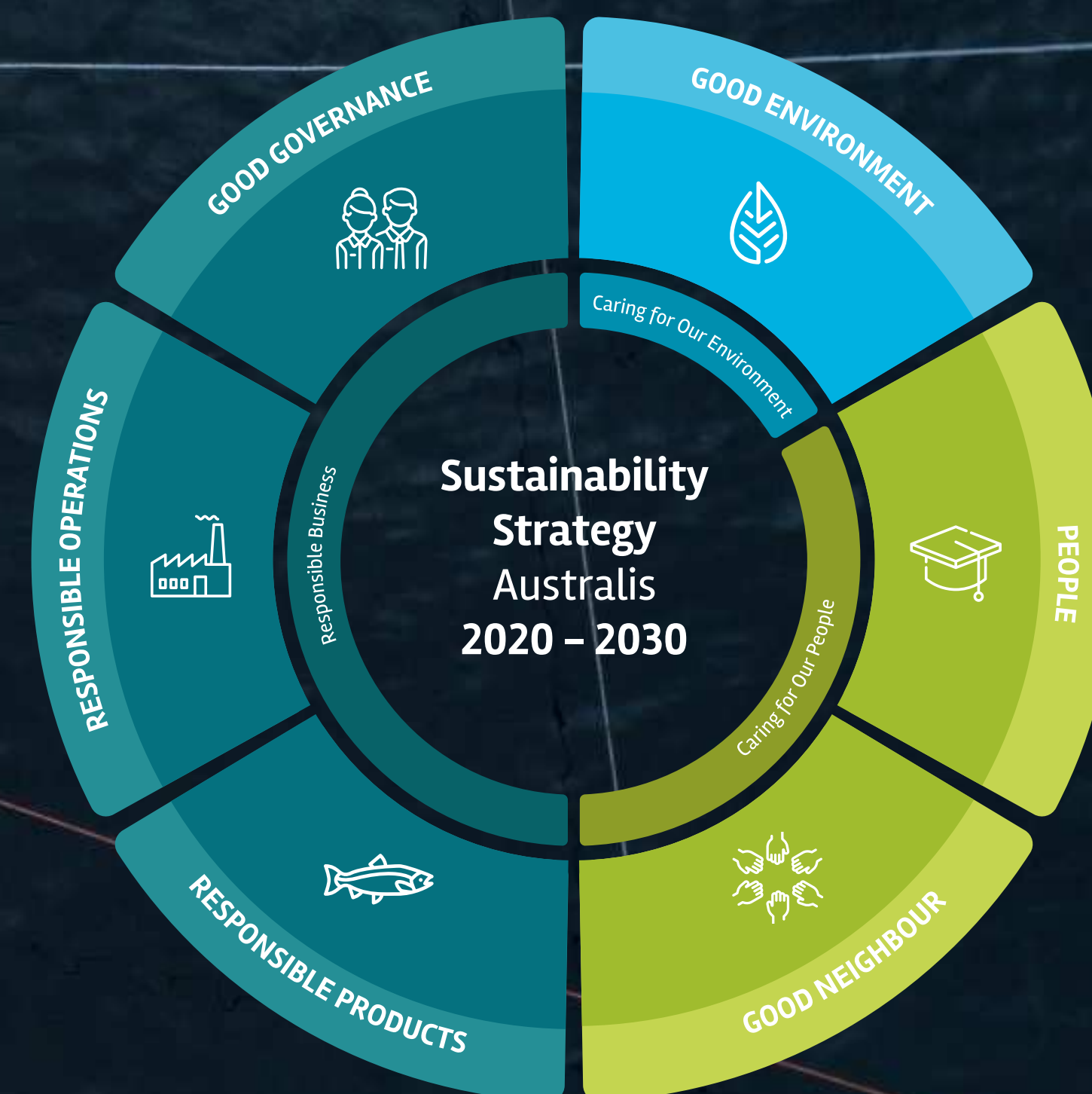
This sustainability report complements the information provided periodically to stakeholders, which is available on our website:

www.australis-seafoods.com

The Sustainability Report has not been externally verified for compliance with the GRI Standard and its reporting requirements; however, the indicators presented here have been verified** by Control Union.*

*Global Reporting Initiative.

**Control Union GSI Indicator Verification Letter in Appendices.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.2. GREETINGS FROM THE GENERAL MANAGER

It is an honour for me to present to our employees, suppliers, and the public the 8th Australis Seafoods Sustainability Report for the year 2024. A period in which we faced significant challenges, but which did not prevent us from maintaining our commitment to sustainability goals.

Among the challenges we experienced was the implementation of production adjustments that allow us to carry out the Compliance Programs we submitted to the Superintendency of the Environment (SMA) to compensate for the shortcomings committed by the previous administration regarding overproduction.

This has meant making adjustments to the company's production, ending 2024 with a harvest of 48,146 tons (WFE). We have also implemented committed environmental monitoring actions, maintaining our commitment to a responsible and sustainable operation, under standards of transparency, productivity, and operational efficiency. These are necessary measures to fulfil our environmental commitments and have required the adaptability of all employees, whom I deeply thank for their commitment.

In a global context promoting sustainable aquaculture, during this period Australis continued reducing the use of antibiotics, contributing to responsible use, animal welfare, and innovation, as focal points of our 2030 Sustainability Strategy.

Along these lines, one of our greatest achievements in 2024 was the harvest of 14,000 tons with Raised Without Antibiotics (RWA) certification. This milestone aligns with our commitments made in the CSARP+ Monterey Bay Aquarium project and consolidates Australis' position as one of the companies with the lowest antibiotic use in the industry.

Continuing with important milestones and innovation in our operational efficiency, during 2024, we highlighted the implementation of remote feeding in all of our farms, which allowed us to maintain excellent operational results, being recognised by our feed suppliers with first place in annual awards.

Finally, as an operational contingency during 2024, we regret the occurrence of a fish escape due to an operational accident, which affected a cage at one of our farms in the Aysén region. The company reacted quickly, executing actions according to established

protocols, implementing a recapture plan in collaboration with local artisanal fishers, as well as immediately informing all relevant authorities. We reaffirm our commitment to transparency and compliance with our contingency plans. We also continue to improve through an internal investigation to identify and strengthen the operational gaps detected. Likewise, during 2024, we faced the discovery of a dead humpback whale that arrived at one of our farming centers in the Magallanes region, with no signs of entanglement or entrapment. Along with immediately informing the relevant authorities, we arranged for a necropsy by academic specialists in marine mammals, making all the information available to the authorities. In terms of environmental management, we significantly increased our percentage of recycled waste, going from 67% to 87% in 2024, demonstrating the company's commitment to the circular economy and biodiversity protection. We also maintained all our value chain certifications: ISO 45001, ISO 50001, NCh 3262, ASC, BAP, HALAL, KOSHER, BRC, and DGAC, validating the company's comprehensive impact management approach throughout the entire production cycle.

Our commitment to people is a priority, and 2024 was no exception. We implemented the regulatory challenges of the Karin Law and the reduction of working hours, strengthening Australis's diversity and inclusion policy. In addition, we significantly improved our human capital indicators: with a turnover rate of 11.1% and retention of 90.2%, exceeding the results of 2023. Consistent with this, we invested in 120,142 hours of training and awarded 19 scholarships, reinforcing the company's commitment to the professional development of our employees.

For Australis, communities are a relevant group with which we maintain a close bond. In 2024, the work and relationships with the people who are part of these communities were further strengthened through meetings and their participation in nearly 100 activities focused on dialogue, reaching more than 3,500 people.

In 2024, we received significant visits from the CEO and President of Legend Holdings, Mr. Li Peng, as well as other members of the board of directors and the Chinese Ambassador to our country, Niu Qingbao, to our facilities.

Finally, I believe it is important to reiterate that the operational and governance measures

implemented this year at Australis have been necessary to safeguard the present and future of the company, its suppliers, and, especially, our employees.

I would also like to thank the Board of Directors for their continued trust and support in our management during this period. I would like to thank them for their continued support in strengthening our governance and commitment to compliance. I also thank Grupo Legend and Joyvio for their trust, our employees for their daily work, our customers for their preference, and the neighbouring communities with whom we share our territory.

Together, we will continue working to consolidate sustainable, innovative, and environmentally responsible salmon farming, contributing to the development of southern Chile.

Sincerely,



Andrés Lyon Labbé
General Manager



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.3. AUSTRALIS SEAFOODS

With more than 20 years of experience in the salmon industry, we have managed to consolidate ourselves as a company, seeking to permanently raise our sustainability standards, through the integration of our processes, technological innovation and constant challenge.

2003

Acquisition of the smolt producer Australis S.A.

2007

Australis Mar S.A. is founded, and the Australis Seafoods S.A. Headquarters is established.

2013

Acquisition of the Fitz Roy process plant in Calbuco, achieving the vertical integration of the entire Australis Seafoods production chain.

2016

A new commercial office is founded “Trapananda” in Miami, United States.

2018

Australis inaugurates its new corporate building located in Puerto Varas, Los Lagos Region.



2019

Acquisition of the Torres del Paine Processes Plant in Punta Arenas.

2021

Launch of Australis’ global brand “Southring, the southern frontier seafoods”.

2022

The construction of the Dumestre processing plant in the city of Natales is completed, starting the trial run in the month of December, seeking to enhance development in the region and the greatest efficiency in our processes.

2023

Closure of Torres del Paine Process Plant in Punta Arenas.

2024

Inauguration and start-up of the Remote Feeding Room



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.4. 2024 MILESTONES



Inauguration of the remote feeding room

As part of our Sustainability Strategy and in line with our commitment to innovation and continuous improvement, in January 2024, we inaugurated the Remote Feeding Room at our headquarters in Puerto Varas. This milestone represents a significant technological advance for the industry, enabling the remote operation of 100% of our farming centers, located between the Aysén and Magallanes regions.

The implementation of this technology has optimized operational efficiency and strengthened fish welfare, consolidating eight years of work.

The high-level results of our food strategy have been recognized by specialized suppliers, positioning us at the forefront of world-class practices.



Recognition and signature CSAPR+ Monterey Bay Aquarium for antibiotic reduction

In April, in recognition of our antibiotic reduction efforts, we signed the Monterey Bay Aquarium (MBA) CSARP+ project, which aims to accelerate the reduction of antibiotic use in Chilean salmon farming. In addition to setting reduction goals and objectives. The producers will collaborate together, seeking continuous improvement, collaboration, innovation, and transparency.

In the photograph, our CFO Gino Manríquez receives recognition from the Monterey Bay Aquarium as one of the seven companies with the lowest antibiotic consumption in the national industry.



Energy Management System Implementation

During 2024, at Australis we implemented an Energy Management System (EMS) based on the ISO 50001 standard, which seeks efficiency in the use and consumption of energy in our processes, establishing savings targets and concrete actions to optimize energy resources. The SGen was implemented, in the first stage, in the seawater and freshwater phases, seeking the incorporation of the processing plants in the second stage.



#SalmonHeart Campaign Launch

At the beginning of 2024, we launched the internal **#SalmonHeart** campaign, an initiative aimed at strengthening the sense of belonging among all the people who make up Australis. This campaign seeks to reflect and experience the values that inspire our daily work, guiding our actions and decisions in every area of our operations.

#SalmonHeart symbolizes the commitment, passion, and shared identity that drives us as an organization, fueling the spirit that gives life to our corporate culture.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.5. OWNERSHIP AND CONTROL

In accordance with the provisions of Title XV of the Securities Market Law No. 18,045, to December 31st 2024, Australis Seafoods is controlled mostly by Food Investment SpA, which in turn is controlled 100% by Fresh Investment SpA.

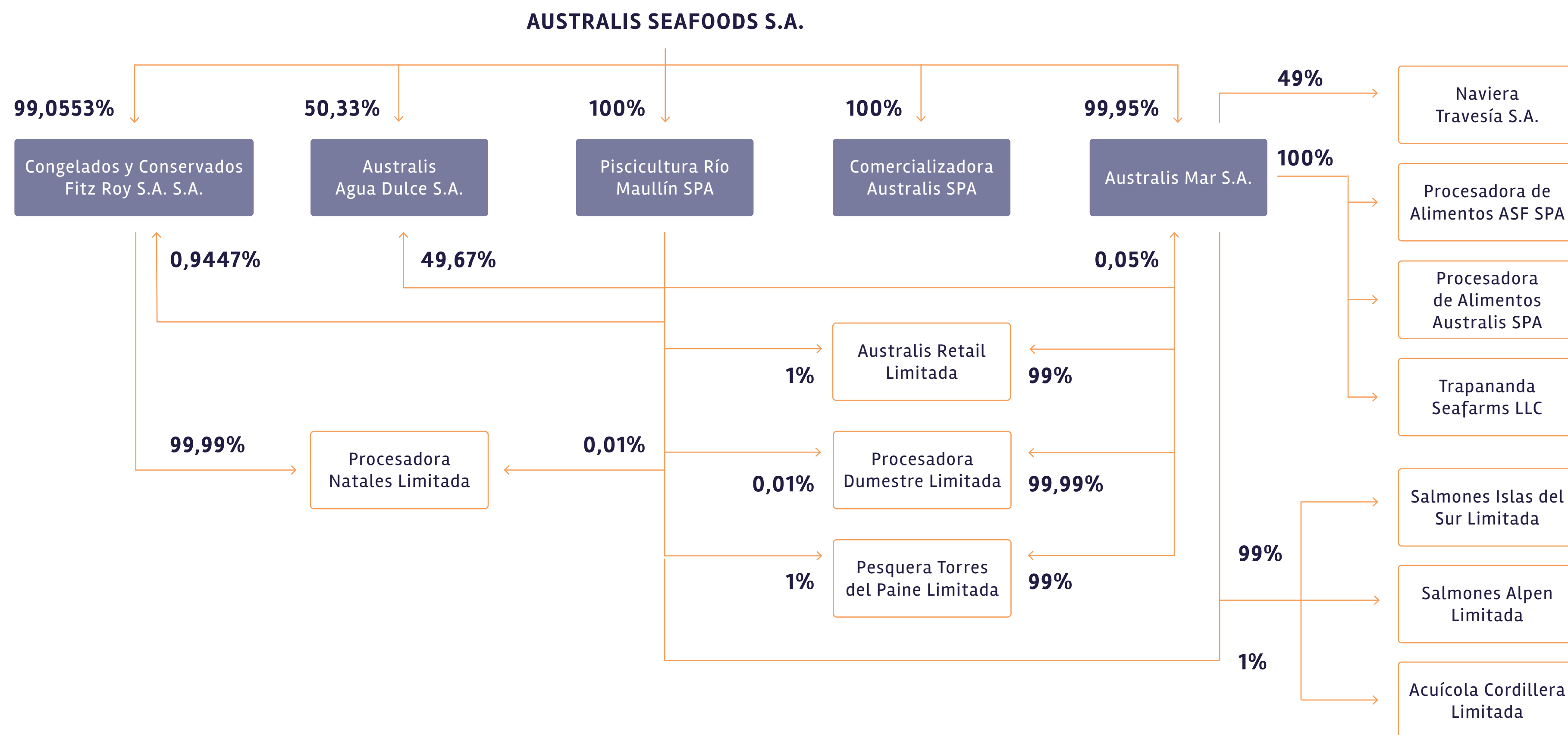
There are no natural persons behind the company Fresh Investment SpA who can be qualified as controllers under the terms of Title XV of Law No. 18.045.

There are no joint action agreements.



1.6. CORPORATE STRUCTURE

This structure enables efficient vertical integration and coordinated management across each phase of the business. By doing so, we enhance the value at every stage of production, offering flexibility and responsiveness to our business units. Additionally, we develop specialized teams for each phase to improve efficiency.



1.7. BOARD OF DIRECTORS

The Board of Directors is composed of five members, who serve for a three-year term, at the end of which all members will cease to hold office, without prejudice to the shareholders' meeting being able to indefinitely re-elect one or more of them. The Company does not consider alternate directors.

The role of the board of directors is to establish the company's guidelines and objectives through regular monthly meetings and extraordinary meetings if required. Reviewing topics related to corporate responsibility, environmental responsibility, and community relations, to name a few.

Members of the Australis Seafoods SA Board (as of December 2024).



Yonggun Huang
President – Chinese



Shaopeng Chen
Director – Chinese



Xuanli Wu
Director – Chinese



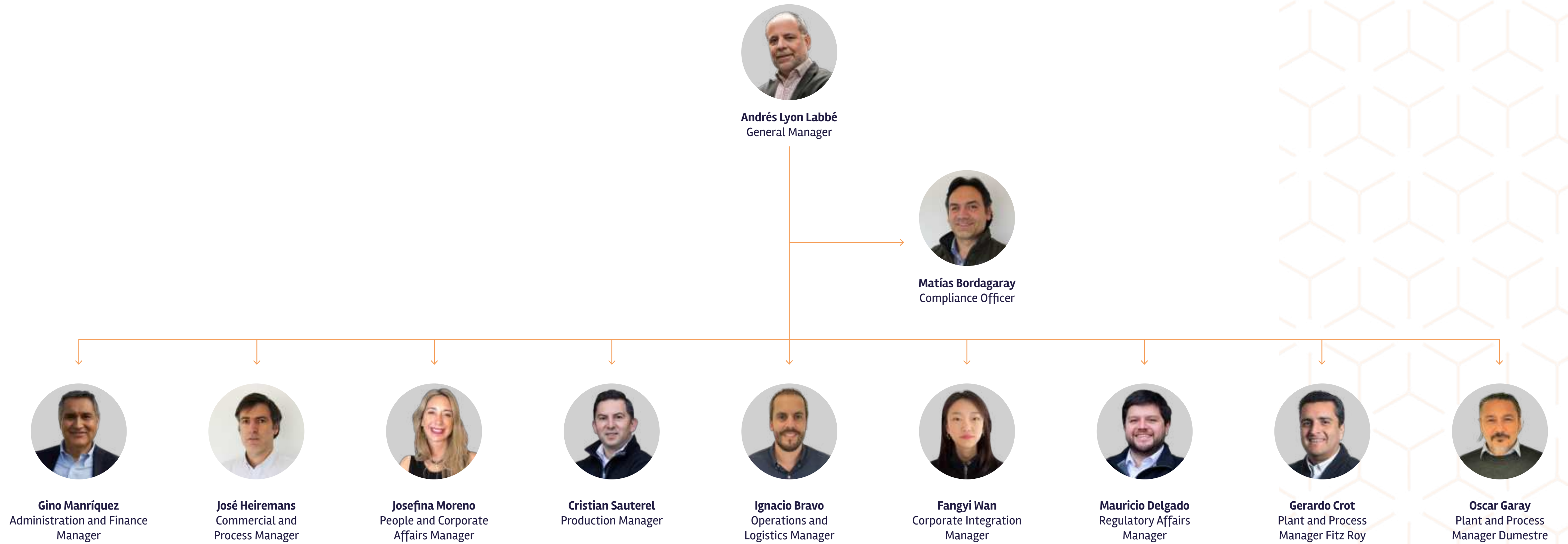
Alberto Eguiguren
Director – Chilean



Fen Liu
Director – Chinese

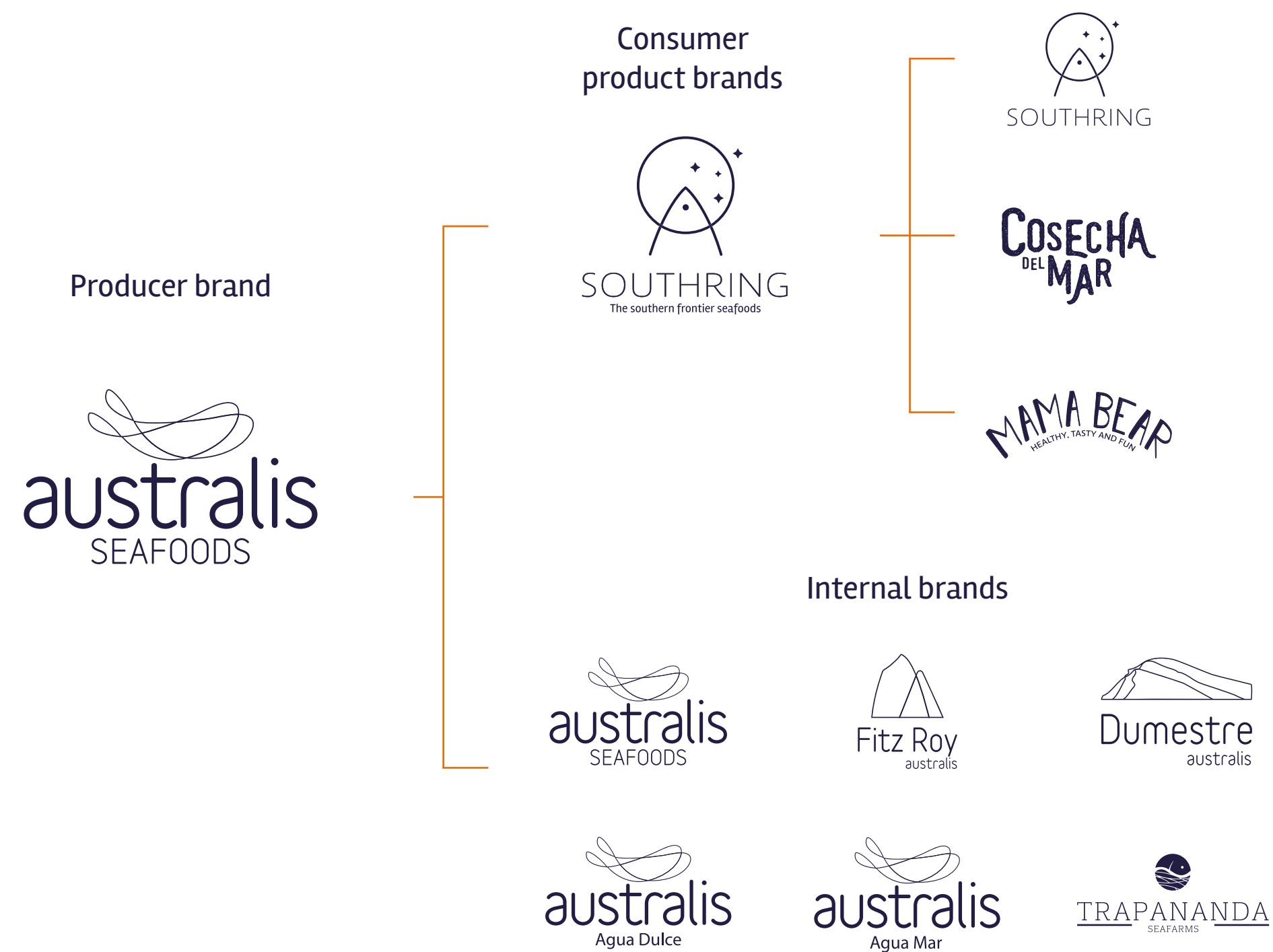


1.8. MANAGEMENT



1.9. OUR BRANDS

The main trademarks used by Australis Seafoods S.A. and all its subsidiaries for the purposes of marketing the goods or services are:



1.10. UNIONS WE BELONG TO

We actively participate in various salmon farming industry associations with the goal of promoting sustainable development for both the industry and the communities involved.

Through these collaborative efforts, we aim to create synergies that enhance collective decision-making on issues that affect us all.

Our participation demonstrates our commitment to transparency, sector governance, and collaboration as we address the environmental, social, and productivity challenges facing salmon farming in Chile.



1.11. VALUE CHAIN

Committed to the highest standards of quality and food safety, we strive to operate efficiently and responsibly, both environmentally and socially, seeking continuous improvement in every aspect of our processes.



Freshwater

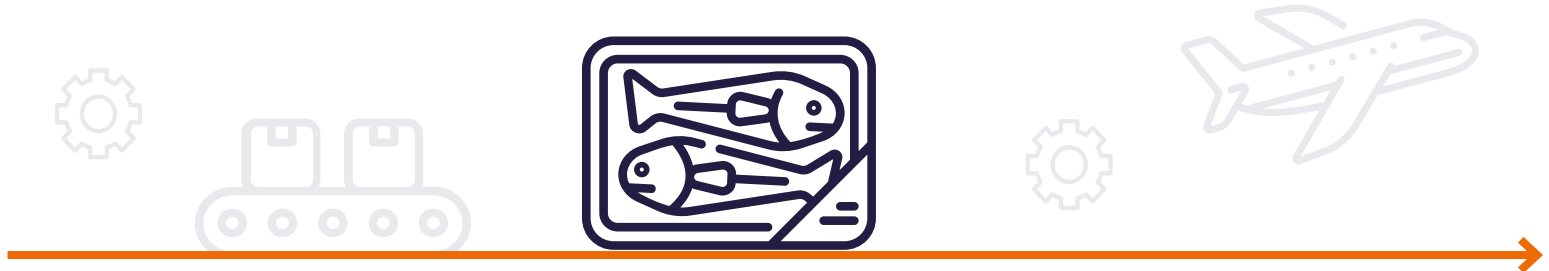
The freshwater phase includes the incubation, growout, and development stages of the fish, from eggs to their transformation into smolts suitable for transport and planting in our seawater farming centers. This process is carried out primarily in Australis-owned fish farms, which operate under strict biosecurity and production efficiency standards, thus ensuring the delivery of high-quality smolts for the next stage of the production cycle. Additionally, a portion of this phase is carried out in leased facilities, where Australis ensures strict compliance with its quality, traceability, and animal welfare protocols, maintaining operational consistency throughout the entire value chain.



Seawater

The Seawater phase corresponds to the growout period, during which the fish are reared until they reach the optimal weight for processing and subsequent marketing, which fluctuates between four and five kilos. This stage of the production cycle takes place in our own and/or leased farming centers, strategically located between the Aysén and Magallanes regions.

During this phase, strict management, animal welfare, and environmental control protocols are applied, in line with the highest standards of sustainability and operational efficiency in the aquaculture sector.



Processing

The salmon processing phase consists of preparing the product ready for sale, meeting the highest standards of quality, food safety, and safety for our consumers. This stage is carried out primarily in our own processing plants, complemented by a percentage carried out in leased facilities.

In both cases, Australis implements rigorous control and monitoring systems to guarantee compliance with quality protocols, traceability and good manufacturing practices, ensuring the consistency and reliability of our products in all the markets where we operate.



1.12. THE INTEGRATION OF OUR PROCESSES

Australis Seafoods has a robust and specialized infrastructure designed to respond effectively to the operational challenges of the aquaculture industry and the demanding markets in which we participate. This installed capacity allows us to operate with efficiency, flexibility and high technical standards at all stages of the production cycle.

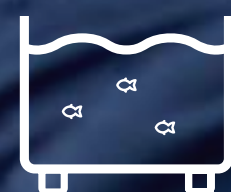
Main facilities of the company



1

CORPORATIVE BUILDING

Puerto Varas Office



4

HATCHERIES



96

AQUACULTURE CONCESSIONS

- 3 in Los Lagos Region
- 61 in Aysén Region
- 32 in Magallanes Region



32

PONTOONS



2

PROCESSING PLANTS

- o Los Lagos Fitz Roy Processing Plant: 5,600 m2; 60,000 ton WFE capacity.
- o Magallanes: Dumestre processing plant with 14,428 m2 and a production capacity of 71,280 tons WFE.

Patrimony
\$104,027 MUSD

Net Sales
\$352,307 MUSD

Debt
\$43,361 MUSD



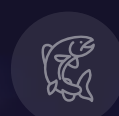
01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.13.

The year at a glance



People

1.698 Employees



526
Female Total

437 Employees
80 Leaders
9 Leader of Leaders



1.172
Male Total

846 Employees
295 Leaders
31 Leader of Leaders



120.142
Hours of training



Good Neighbour



95

Activities held with
our community



Responsible Operations

72%



Of the bags used in our products are
biodegradable in less than 24 months.
**Under landfill conditions.*

67%

ASC Harvest

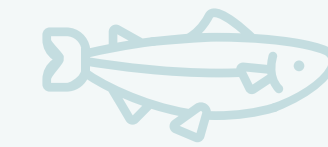


94%

BAP Harvest



Responsible Products



Conversion Factor
1,10

29%

Of the tons harvested **did not use**
antibiotics throughout its entire
production cycle



Good Environment

87%

Of the generated
waste were **revalued**



26%



Reduction of net emissions in
tonnes of CO₂ compared to 2020

Fish Escape

1

Incident in the
Aysén Region



0

Incident in the
Magallanes Region



Good Governance

Law in Economic and Environmental Crimes

60

We trained people from 38
subcontracted services



137

People trained in total



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.14. WHERE ARE WE LOCATED?

Australis Seafoods operates its production chain in 6 regions of southern Chile.

CHILE

Biobío Region

- Freshwater centres

Los Lagos Region

- Freshwater centres
- Corporate Building
- Process Plant in Calbuco

Magallanes Region

- Freshwater centres
- Corporate Building in Puerto Natales
- Process Plants in Punta Arenas and Puerto Natales

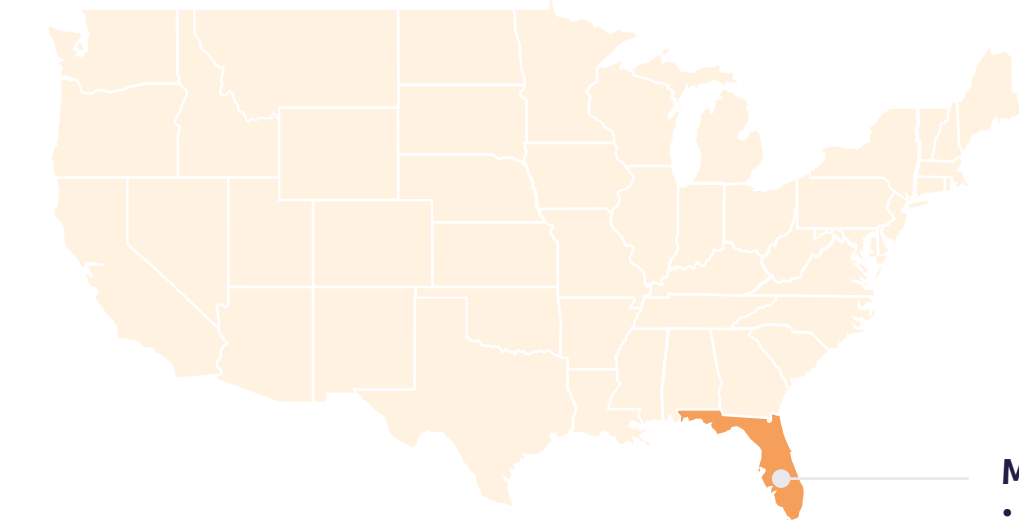
La Araucanía Region

- Freshwater centres

Aysén Region

- Seawater centres
- Corporate Building in Puerto Chacabuco

UNITED STATES



Miami

- Trapananda Seafarms Commercial Office

CHINA



Beijing

- Joyvio Foods Commercial Office



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



1.15. SUSTAINABILITY STRATEGY

The Australis Sustainability Strategy acts as the articulating axis of our corporate initiatives, integrating the challenges and demands of a constantly evolving environment, and proactively addressing the most relevant environmental, social and governance (ESG) issues for our performance and for our relationship with our stakeholders. Our commitment is to continuously advance in the strengthening of an organizational culture oriented to sustainability, raising our standards through the transversal integration of our processes, technological innovation, and continuous improvement and an attitude of permanent challenge.

The topics presented in this report were defined from the materiality analysis carried out in 2021, which allowed us to establish a strategic vision about the future of the business and focus our resources on those cross-cutting aspects that are most relevant to the sustainability of the company and its environment.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



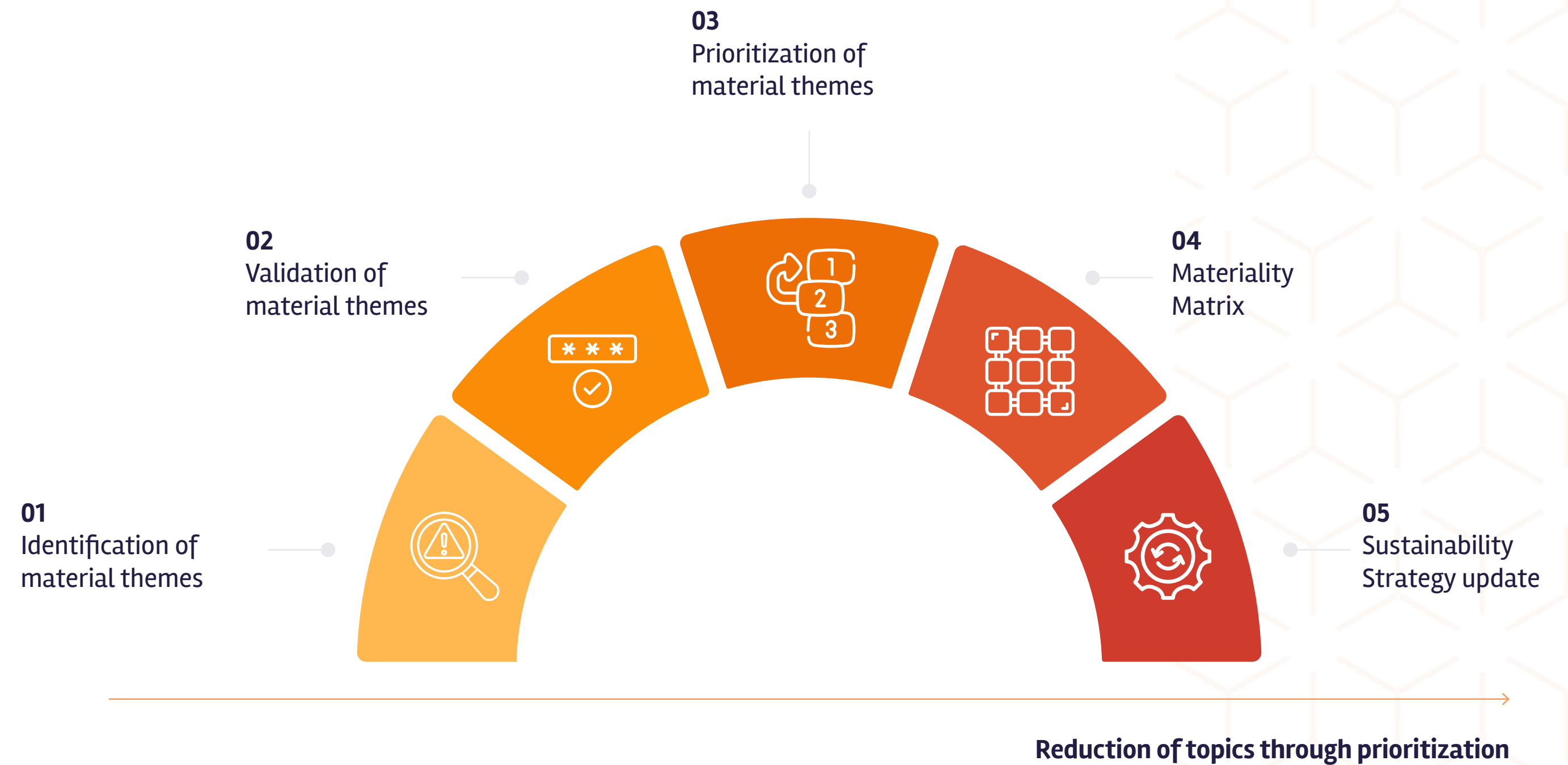
05.
OUR ENVIRONMENT



06.
COMMUNITIES



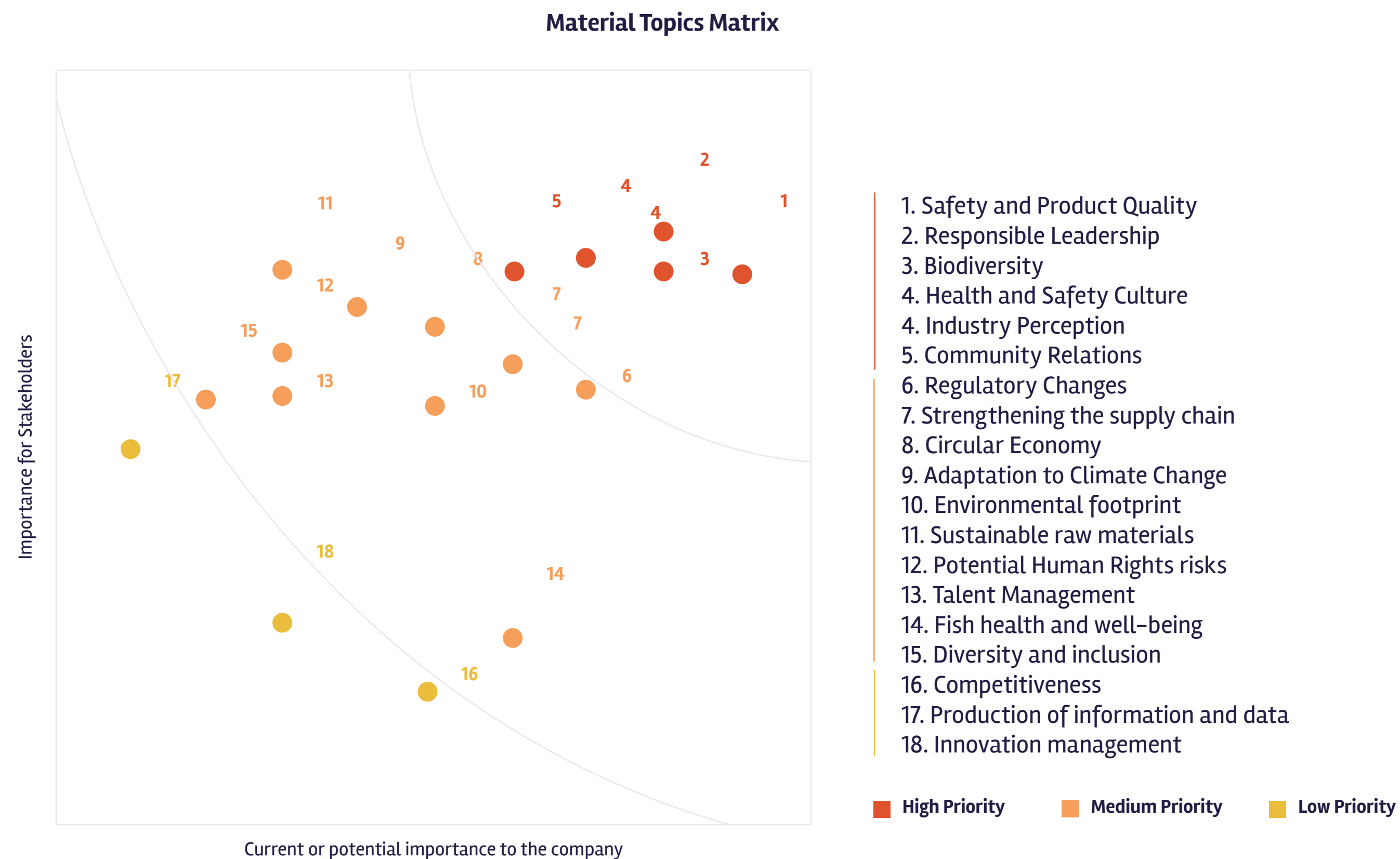
Methodology



Strategic prioritization

Based on the materiality analysis, strategic priorities and Key Performance Indicators (KPIs) associated with the identified material themes are established, also defining the company's level of ambition in terms of sustainability. This process not only guides the efficient management and allocation of resources but also enables a structured framework for early risk analysis, allowing to identify strengths and opportunities for improvement.

Likewise, from a relationship perspective, materiality becomes a key tool for strengthening the dialogue with our stakeholders, ensuring that their expectations are considered in strategic decision-making and in the evolution of our sustainable management.



1.16. HOW DO WE RELATE TO OUR STAKEHOLDERS?

At Australis Seafoods, we are committed to maintaining fluid, transparent, and ongoing communication with our employees and external stakeholders. To this end, we have various formal channels for dialogue and consultation that allow us to identify, understand, and respond promptly to their needs, expectations, and concerns.

Among the main mechanisms of relationship are our Complaints Channel, Australis Contact Form, permanent meetings, social networks and corporate emails, all aimed at promoting a two-way, open and accessible communication with each of our stakeholders.

• Stakeholders and their channels of information and dialogue



COLLABORATORS

Intranet,
Social Networks and
Newsletters

Joint Health and
Safety Committees

Suggestion box

Information screens



CUSTOMERS AND CONSUMERS

Direct relationship with
Commercial management

Visits to our facilities



SUPPLIERS

Contract administration
Meetings with the corporate
and CSR area



COMMUNITIES

Community Ties
Program

Puerto Natales
Office and Store



TRADE ASSOCIATIONS

Scheduled
meetings



LOCAL AND SECTORAL AUTHORITIES

Operation Coordination

Public Affairs Plan

Visits to the
company's facilities

Audits mailbox



NON-GOVERNMENTAL ORGANIZATIONS

Joint development
programs



MEDIA

Activities and visits
to facilities



BUSINESS PARTNERS

Direct relationship with
Finance management



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



Chapter

Governance



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



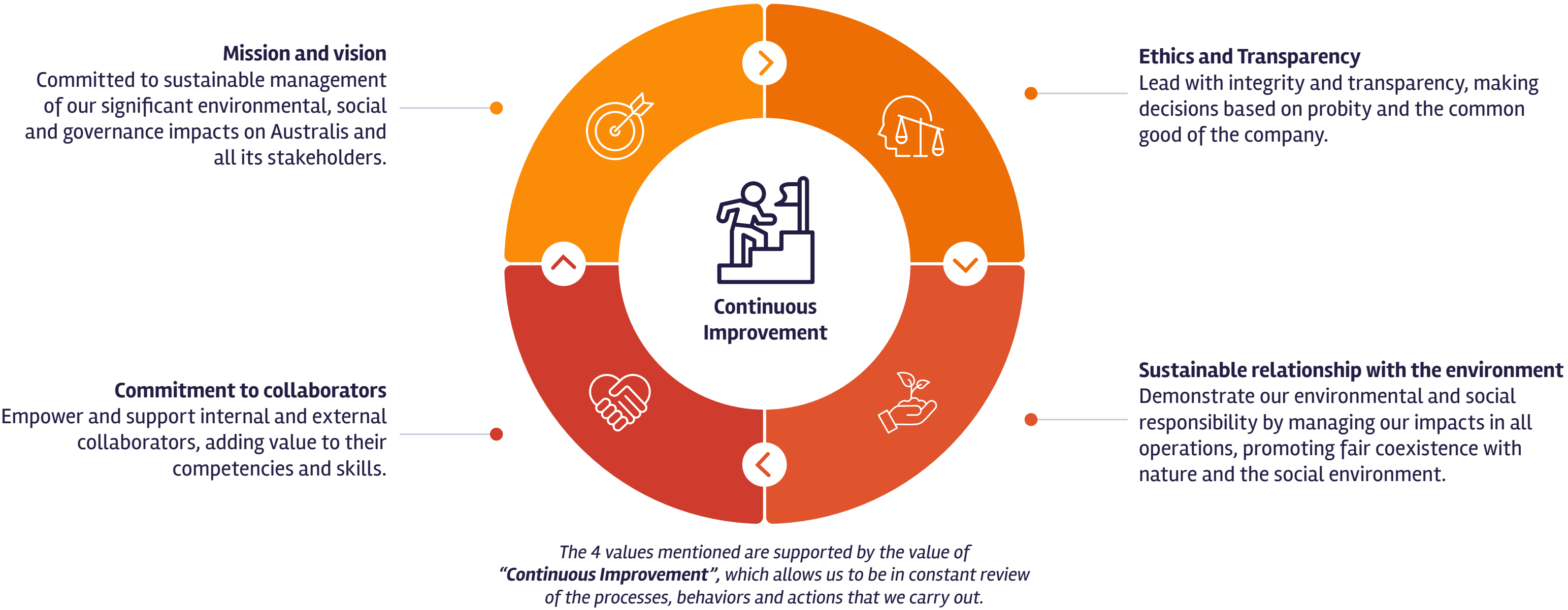
2.1. OUR COMMITMENT AS A CORPORATE GOVERNANCE

At Australis, Corporate Governance plays a central role in the strategic leadership of the company, guiding decision-making based on the principles of integrity, transparency and regulatory compliance. This commitment translates into responsible governance that seeks to safeguard the sustainability of the business and the trust of our stakeholders.

2.2. OUR PRINCIPLES

All our decisions are based on the principles and values enshrined in the Australis Code of Ethics and Conduct, an instrument that guides our actions and strengthens an organizational culture based on the ethics, integrity and trust of our stakeholders.

This ethical framework not only establishes clear guidelines for the conduct of our collaborators but also facilitates the evaluation of complex decisions and critical scenarios, ensuring that each action is aligned with our ethical and corporate commitments.



2.3. COMPLIANCE OFFICER

In 2024, Australis strengthened its governance structure by formalizing the role of the Compliance Officer, consolidating a key figure in promoting corporate ethics, regulatory compliance, and organizational integrity. This position has the responsibility of supervising the correct application of the company's Code of Ethics and Conduct, as well as other internal and external standards that govern the company's operations. The Compliance Officer leads the design, implementation, and continuous improvement of our procedures aimed at ensuring a culture of cross-cutting compliance, managing ethical and regulatory risks. This function, which was previously exercised by the Compliance and Internal Governance Committee, will now report directly to the Board of Directors, which reinforces the independence, traceability and effectiveness of the organization's compliance system.

2.4. CRIME PREVENTION MODEL

During 2024, at Australis we updated our Crime Prevention Model, which provides a comprehensive management framework for those areas with the greatest exposure to regulatory risk. The purpose of this Model is to strengthen our culture of compliance within the organization, promoting rigorous adherence to current legal regulations at all stages of our value chain and operations.

The Model not only enables responsible management of legal and ethical risks but also represents a key tool for assuring our stakeholders that our actions are aligned with the highest standards of integrity, transparency, and corporate responsibility. In this process, we seek to consolidate a solid ethical foundation from which we project the company's sustainable development.

Likewise, in line with our values and guiding principles, we updated our Code of Ethics and Conduct, which establishes the expected standards of behavior of all our employees, leaders, executives, shareholders and suppliers. This document guides the actions of all those who are part of Australis or collaborate with us, ensuring that their conduct is aligned with the ethical principles we promote as an organization.

Ethics Committee

The Australis Ethics Committee is a key advisory body in promoting and strengthening an organizational culture based on integrity, responsibility, and compliance. Its main function is to analyze, guide, and resolve situations related to the application of the Code of Ethics and Conduct, evaluating potential ethical conflicts, violations, or complaints that may arise in the course of our activities. Additionally, it actively collaborates in the review and updating of internal policies, proposing improvements that strengthen the company's ethical standards and ensuring consistency between our values and the expected behavior of all those involved with Australis..



Andrés Lyon



Fangyi Wan



Josefina Moreno



Gino Manríquez



2.5. CURRENT SITUATION SELF-REPORTING AND COMPLIANCE PLANS

In accordance with the values and principles that we declare as a company, dated 27 October 2022, and in full compliance with current regulations, we presented to the Superintendency of the Environment –SMA– a self-complaint after detecting facts that could constitute infractions, in relation to practices of systematic overproduction in the farming centers.

The self-complaint filed seeks to facilitate the monitoring work of the SMA, for which all the background and precise descriptions of the circumstances detected in the 33 growout centers (CES) involved were detailed, reports of external and independent environmental investigative experts, in addition to the description of a comprehensive compliance program, which includes compensatory measures for the next five years.

In the presentation, the admissibility requirements of the Self-complaint origin and opportunity and the required contents were accredited; so that through Exempt Resolution 421, of March 7, 2023, the SMA accepted the Self-complaint, proceeding as required by law with formulations of charges for the verified infractions.

Within the framework of these formulations, Australis presented 21 Compliance Programs that address all the alleged infractions and that are part of the comprehensive proposal for the Company's Global Production Adjustment and the Comprehensive Compensation Scheme for Self – Complaint, a proposal that due to its magnitude, was conceived entirely for the return to compliance of the Owner as a whole, independent of its administrative treatment in different sanctioning processes, and without prejudice to addressing the particular conditions of each farming center.

The SMA made observations between July and August 2023 and again in July 2024. These observations were addressed, and the Compliance Plan (PdC) was strengthened in its various measures, reinforcing the compensation proposal and environmental monitoring actions, among others. This strengthened the comprehensiveness, effectiveness, and verifiability of

the PdC, allowing us to reiterate its technical and legal suitability to meet the approval criteria in force in environmental regulations.

The consolidated Compliance Programs were finally submitted to the SMA and were subject to resolution between December 2024 and February 2025. Of the 33 self-reported CES, 31 have been resolved. 12 PdCs have been rejected by the SMA and 19 PdCs have been approved.

Regarding the rejected PdCs, as of March 2025, we have filed the corresponding administrative appeals with the SMA, as we believe the rejections are inadmissible and not properly founded. We are currently awaiting the resolution of these appeals. Appeals for judicial review of the SMA's decision can be filed. While administrative and judicial reviews of these decisions are taking place, the sanctioning procedures are on hold.

Regarding the approved PdCs, as of March 2025, these are in progress, fulfilling the committed actions. While the PdCs are being implemented, the sanctioning processes are on hold. Once the PdC has been fulfilled, the sanctioning processes must be dismissed, ending without the imposition of a fine.

That being said, at Australis Seafoods we are committed to responsible and sustainable operation, under probity standards, always seeking the greatest productive and operational efficiency, and with the commitment to continue operating efficiently.



2.6. SANCTIONS AND FINES

As a salmon farming company, we operate under a demanding legal and regulatory framework, which drives us to integrate regulatory compliance as a fundamental pillar of our operational management. This commitment translates into the development of tools, controls, and processes aimed at ensuring compliance with current regulations, making compliance a structural principle of our daily operations. However, we recognize that situations may arise that lead to specific violations or non-compliance. In such cases, we activate internal procedures for root cause analysis and the implementation of corrective measures, with the aim of preventing their recurrence and strengthening our control systems.

Below is the total number of fines paid between January and December 2024, as part of our commitment to transparency and continuous improvement.

LABOR SANCTIONS:			
Total number of sanctions that resulted in fines paid from January to December 2024:			
TYPE OF NON-COMPLIANCE	NUMBER	MONETARY VALUE USD	DETAIL
Social- Economics	9	23.077	Violation of the Labor Code

Obs: The number of final non-compliances and imposed fines paid in 2023 (the non-compliance incident may have been filed one year prior).



2.7. COMPLAINTS CHANNEL

At Australis we have a confidential and accessible Complaints Channel, enabled to report any situation that constitutes or could constitute a violation of the principles, values and procedures established in our Code of Ethics and Conduct, as well as applicable internal and external regulations. This channel is available on our corporate intranet and website.

Additionally, we have various reporting mechanisms open to all our stakeholders, including:

- Direct communication with managers, General Manager, Compliance Officer and People and Corporate Affairs Manager.
- Contact form available on our website.
- Physical mailbox suggestions and claims installed in regional offices and fish farms.

Every complaint must contain, where possible, a clear description of the facts, indicating the place, estimated date, possible people involved and any other background, document or file that facilitates its analysis and adequate investigation.

At Australis, we guarantee the confidentiality of the process and protection against possible retaliation for those who file complaints in good faith, thus reinforcing our culture of integrity and respect.

Between January and December 2024, 26 complaints related to the Crime Prevention Model were received, of which 21 were investigated and closed, while 5 were dismissed after a preliminary analysis in accordance with established procedures.

NUMBER OF COMPLAINTS RECEIVED DURING 2024:				
Category	N° of complaints	Internal whistleblower	External whistleblower	Anonymous whistleblower
Violations related to the Integrated Compliance Model	1	1	–	–
Violations related to labor matters	4	3	–	1
Internal Fraud	0	–	–	–
Regulatory Affairs Violations	1	–	–	–
Violations in the area of relations with supplier(s)	7	1	6	–
Violations of the Code of Ethics	11	–	4	7
Discriminatory or inequitable situations	2	1	–	1
Total	26			



Chapter

We are Australis



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.1. WE ARE AUSTRALIS

At Australis we have the commitment of more than 1600 people who, from the Biobío region to the Magallanes region, make up a multicultural work group, diverse in age and nationality, sharing the company's fundamental principles and values. Towards whom we promote fair treatment and safe and healthy working conditions for all.

In the company we have 2 types of contracts: Permanent and temporary. The first are those which grant a direct and indefinite relationship with the company, while the temporary ones are those that grant a fixed term contract, in the first and second expiration. Both under a 44-hour work week—in accordance with the Labor Code as of December 2024 these being the sum of permanent and temporary contracts.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





In 2024, a total of **1,698** employees were hired directly across all our subsidiaries in Australis.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



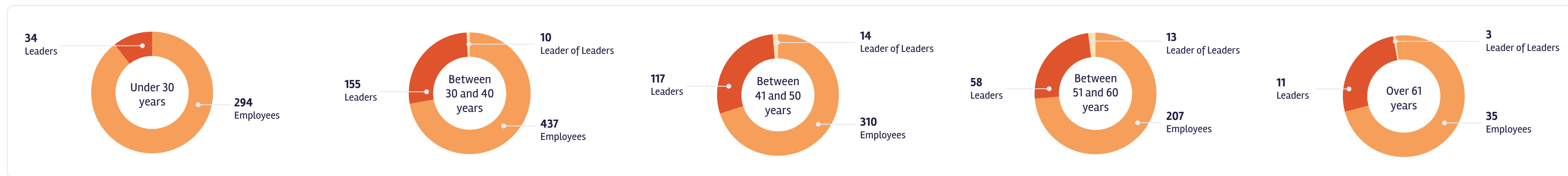
05.
OUR ENVIRONMENT



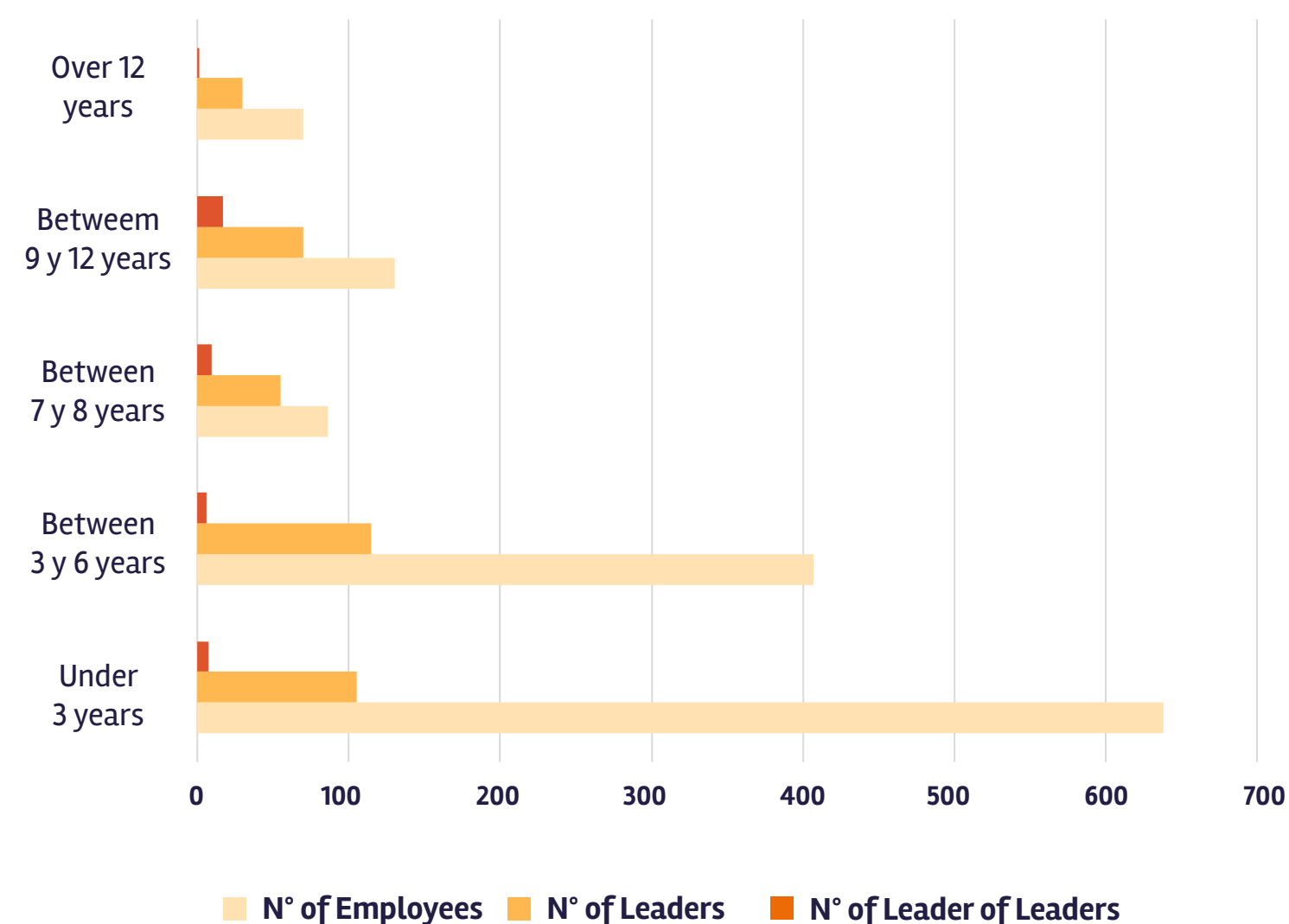
06.
COMMUNITIES



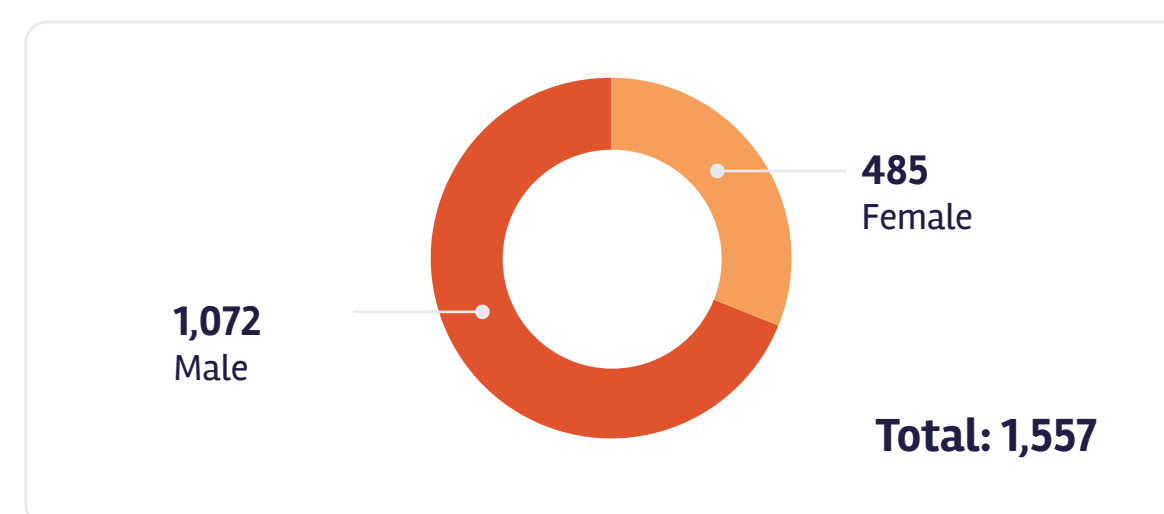
Distribution of the workforce by gender and type of position at work



Distribution of employees by age and length of time in their current position at work

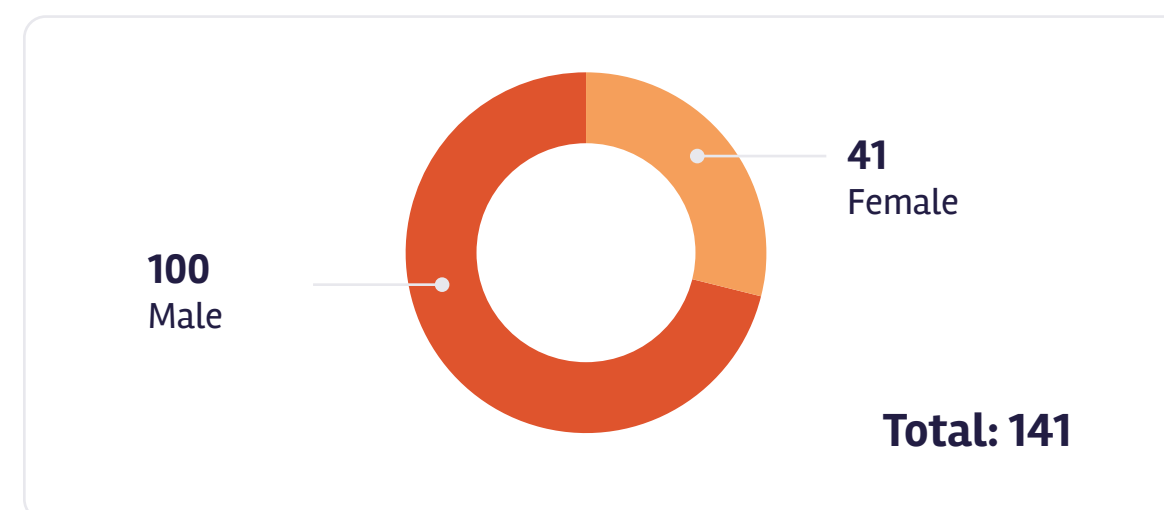


Employees with indefinite contract



Obs: Employees who have a direct and indefinite contract with the company.

Employees with fixed term contract



Obs: Workers who have a fixed-term contract, who are generally hired by task.

Turnover and Retention rate



*(Number of employees that leave the company / (Number of employees at the beginning + Number of employees at the end / 2) * 100



**Retention Rate (%) = (Employees at the end of the period / employees at the beginning of the period) * 100





At Australis, we promote a work environment based on respect for the dignity of people and their right to free association, in accordance with current labor legislation and the fundamental principles of the ILO. Within this framework, we maintain constructive and transparent relations with the trade union organizations present in our operations.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.2. TRAINING

At Australis, we are convinced that continuous training is an essential pillar for the personal and professional development of our collaborators, and a strategic tool to strengthen efficiency, innovation and continuous improvement in all our operations.

We have a comprehensive training program, aimed at providing knowledge and skills in multiple areas, ranging from specialized technical competencies and adoption of new technologies to regulatory standards, sustainability, leadership, and workplace safety.

This approach allows us to Develop highly qualified and prepared teams to face the current and future challenges of the industry, promoting a culture of lifelong learning and adaptation to change.

Holding Training Detail 2024



102

External Courses
(OTEC)



1,438

Number of
Trained Employees



438

Internal Talks
(Internal/ Mutual Reporting)



1,872

Number of
Trained Employees

Total of hours trained

829
Male
participants



609
Female
participants

Total Hours of Training Conducted in Internal Meetings

1,263
Male
participants



609
Female
participants





3.3. #Australis+Diversity

We actively promote diversity within our organization!

At Australis, we believe that diversity and inclusion are fundamental pillars for developing an equitable and respectful work environment. Through the AUSTRALIS + DIVERSITY program, we promote non-discrimination in all its forms, fostering an organizational culture based on respect, collaboration, and appreciation.



#NCH3262

For the second consecutive year, we achieved the certification NCh3262

For the second consecutive year, in Australis we obtained the certification of the NCh3262 program “Australis + Diversity”, a Management System for Gender Equality and the Balancing of Work, Family and Personal Life, which allows us to systematically advance in gender parity and equality, identifying and managing the gender gaps and barriers present, with the aim of generating concrete actions always oriented to continuous improvement in the work environment.

Among the actions, we found that recruitment processes are carried out with a gender perspective, seeking parity among applicants, work-life balance systems, improved parental leave, and salary subsidies during pre- and postnatal periods, among others.



#FemaleTrimmers

We implemented the first line of female trimmers at our Fitz Roy Plant

At our Fitz Roy Processing Plant, a trimmer line staffed exclusively by women was implemented for the first time, tasks that have historically been performed by men. Twelve women were trained to acquire the necessary skills for this work, where they were able to learn about the different products we sell – Trim E, D, C and F – and their specifications.

We are proud to open spaces that promote the active inclusion of women in historically masculinized operational roles, advancing toward a more inclusive and equitable culture. We are convinced that Ongoing training and skills development are critical to our operations, as they not only strengthen the efficiency and quality of our processes but also promote the personal and professional growth of our employees, contributing to a more diverse, prepared organization committed to continuous improvement.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.3. DIVERSITY COMMITTEE

At Australis, we believe in respect for life, dignity, and good treatment, which is why we do not allow harassment, intimidation, or bullying behavior in our company.

Furthermore, we do not tolerate any type of discrimination based on gender, sexual orientation, religious creed, political opinion, physical or intellectual abilities. The Australis Diversity Committee seeks to generate an environment of inclusion and non-discrimination within the company, promoting the inclusion of people with disabilities and gender equity, formed by representatives of the different areas and led by the Department of People and Corporate Affairs.



Josefina Moreno
People and Corporate
Affairs Manager



Yolanda Benavente
Foreign Trade
Deputy Manager



Pablo Munizaga
Operations Deputy
Manager XI



Sergio Díaz
Seawater Production
Deputy Manager XII



Mauricio Martin
Dumestre Plant and
Processes Deputy Manager



Fangyi Wan
Corporate Integration
Manager





3.4. #KarinLaw #40hrsLaw

Implementation of the karin law and the 40-hour law

The entry into force of the **40-Hour Workday** Law has represented a significant challenge at Australis, where we operate in diverse work environments, including farms, fish farms, processing plants, and even corporate offices, where each part of the supply chain has its own methods of work. Adapting to this new regulation has required a detailed analysis of our operations to ensure compliance without affecting productivity and, above all, to guarantee the well-being of our employees.

This required the collaboration of the Human Resources department with each of the departments in the different territories, prioritizing the safety and quality of life of everyone.

At the same time, the **Karin Law** came into effect, which, aligned with our internal policies at Australis, has allowed us to strengthen our procedures and reaffirm our commitment to non-discrimination and equity, creating safe and healthy workplaces for everyone. One of the fundamental pillars of this implementation has been the commitment of Senior Management, which has promoted a series of initiatives to ensure compliance with the Law, such as mandatory training for our employees on identifying and preventing workplace harassment, disseminating reporting channels, and strengthening our organizational culture based on respect and inclusion.



3.5. SALMON HEART CAMPAIGN

During 2024 we created the campaign **#SalmonHeart**, an initiative that seeks to strengthen the sense of belonging and pride in being part of the Australis family. Through Salmon Heart, we want to recognize the commitment, passion, and effort of those who, day after day, make what we are possible.

This campaign was born with a clear purpose: for every person who is part of Australis to feel proud of their work, their team, and their contribution to the company's performance.

With **#SalmonHeart** We want our people to identify with and feel proud of our values and commitments.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.6. AUSTRALIS FAIR

In line with our *#SalmonHeart*, during 2024 we started the organizational event Australis Fair, a meeting and fun space for our collaborators. This initiative was created by the Communications Department, with the goal of breaking away from the daily work routine and providing an event where we can share and test the products we produce.

At the fair, different departments present their functions to the rest of the company, allowing for closeness between the different teams that do not always interact daily, and in turn, the participation of suppliers from the wellness area, who presented the different benefits we offer in the company for employees.



Puerto Varas Office Fair



Freshwater Fair



Fitz Roy Fair



Dumestre Fair

Instances like these activate our *#SalmonHeart*





Australis Seedbed

At Australis, we are committed to young talent and their professional development, which we do through our Australis Seedbed program. This initiative seeks to incorporate new talent into the company, providing internship opportunities in the various areas within the company. In this way, we not only foster the connection between academia and the private sector, but we also actively participate in the development and training of future professionals. We believe in the potential of the new generations and their ability to contribute new visions that drive the responsible growth of our company and the sector.

During 2024 we were part of the professional development of 28 interns distributed in different departments of the company, who put their theoretical knowledge into practice. Of these, 4 people had the opportunity to remain with the company.

At Australis, we are committed to developing future professionals!



Australis Recognizes You!

At Australis, job recognition is a key factor in motivating our employees. Valuing each person's performance, effort, camaraderie, and commitment to their responsibilities not only strengthens a sense of belonging but also fosters a positive and collaborative work environment.

Through the "Australis Recognizes You" program, we foster a culture of recognition within the company, where our leaders have the opportunity to highlight the work of their teams, aligning with our Australis Values and the principle of continuous improvement.

During 2024, we held two recognition ceremonies where we highlighted essential values such as commitment, companionship, respect and humility, integrity and continuous improvement. These events not only allowed us to celebrate the teams' achievements but also provided a space for reflection on the importance of these principles in our organizational culture.



Australis Scholarships

Enhancing the personal and professional development of our employees is one of our main objectives, promoting continuous improvement. For this reason, every year we open applications to be part of the "Australis Scholarships" program. The requirements for applying are having obtained an optimal performance evaluation, in addition to being aligned with the Australis Values and Competency Model.

At the annual Australis Scholarship recognition ceremony, 19 people received a financial grant, enabling them to continue their studies and professional development.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.7. BENEFITS AND CORPORATE AGREEMENTS



35% coupon discount on the purchase of gas cannisters. It can be purchased monthly and deducted from your payroll in one installment.



Possibility of contracting Health Plans without an annual increase, with a wide variety of plan types.



70% discount on plans for employees and family members.



70% discount on English courses for parents and their families.



Zero maintenance costs when opening a current Account with salary payments.



Reduction in maintenance costs by paying salaries and CashBack benefits.



Zero maintenance costs when opening a current account with salary payments.



100% company-paid life insurance and complementary health/dental insurance that reimburses medical expenses.



Company-paid cancer insurance coverage for all employees starting with a permanent contract.



20% discount in all our stores for employees.



VENTA INTERNA

Four times a year, you can purchase products with a 40% discount on your payroll, up to two installments.



Special discount for people who work for the company: 15% off during the low season (April to September) and 10% off during the rest of the season.



Benefit consisting of contracting savings and investment insurance for all employees in the company.



01. SUSTAINABTY REPORT



02. GOVERNANCE



03. WE ARE AUSTRALIS



04. OUR SALMON



05. OUR ENVIRONMENT



06. COMMUNITIES



3.8. SAFETY: AN AUSTRALIS VALUE

At Australis, the safety and health of people is an essential and uncompromising value. Our commitment is to advance the highest standards in this area, promoting a culture of safety and health that is present at all levels of the organization. We firmly believe that taking care of ourselves is a shared responsibility, and that is why we work every day to build safe working environments, where the well-being of our employees is a constant priority.

3.9. OHS EXECUTIVE COMMITTEE

The committee’s role is fundamental, with a leadership role within the company, defining and establishing the guidelines for the OHS Management System.

The main functions of the committee are:

- Approve and update the OHS policy and objectives of the area.
- Identify the individuals responsible for the activities within the Management System.
- Assign the necessary resources for the implementation of the Management System and the OHS objectives at the corporate level.
- Supervise the progress of the Management System through continuous improvement.
- Determine the teams of internal auditors for the Management System.

Members of the executive committee of Health and Safety at work:



Josefina Moreno
People and
Corporate Affairs
Manager



Cristian Sauterel
Production
Manager



Gerardo Crot
Fitz Roy Process
Plant Manager



Pablo Munizaga
Deputy Operations
Manager XI



Oscar Garay
Dumestre Process
Plant Manager



Javier Cisternas
OHS and
Subcontracting
Deputy Manager





We are still certified under the ISO 45001 standard for Occupational Health and Safety Management Systems

In line with our Occupational Health and Safety (OHS) Policy, during 2024, we managed to maintain the Occupational Health and Safety Management System based on the ISO 45001 standard throughout our entire production chain for the third consecutive year. This great achievement is thanks to the collaborative work generated between the work teams and the OHS department. Through the Management System, we seek continuous improvement in OHS matters, allowing us to systematically address the company's risks and opportunities. The commitment of both senior management and all employees has been fundamental.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





S +T Week: Join us!

During the month of November, we celebrated S+T Join Us week, a time when we were able to address topics related to Occupational Health and Safety based on our daily workplace contexts. Through various activities, our employees were able to reflect and participate in safe and health-related practices at work.



Download the APP here:



OHS 360 App Launch

During the S+T week: Join us, we officially launched a new app OHS 360 which gives everyone the opportunity to be part of the security in all our facilities. Through the app, people will be able to report risky situations, incidents, or hazards in their work environments, and in turn, congratulate those who stand out for promoting safety, such as using PPE correctly or any other attribute that contributes to fostering a culture of safety and care.

The development of this application was achieved through the collaborative efforts of the OHS and Processes departments, who spent months working on the mobile app's features, design, and interface.



We are all Australis

At Australis, we recognize that contractor companies are key players within our entire value chain, providing essential services for our operation, such as diving, network management, transportation, among others. For this reason, we promote a collaborative and responsible relationship, assuming a facilitating role that allows us to accompany and strengthen our strategic partners.

We provide technical and operational support to those contractors that have gaps in critical matters such as Occupational Health and Safety (OHS), legal compliance, and other relevant areas, with the aim of ensuring common performance standards and contributing to safer, more efficient, and sustainable management for all those who are part of the Australis ecosystem.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





We foster a culture of safety within our work teams

In 2024, we recognized Safety Ambassadors, individuals who foster and promote a culture of safety by example. Actively participating in addressing risk conditions that could affect everyone's work environment.

Twenty-one people have been appointed Safety Ambassadors, along with five external services, who will be responsible for leading and promoting safety within the company.



External services have been trained on the new Economic Crimes Law

In accordance with our Crime Prevention Model (CPM), we trained 60 individuals from 38 different services on the new Economic and Environmental Crimes Law in 2024. Additionally, we conducted talks on the Karin Law and provided information about the company's channels for reporting, complaints, and suggestions.

These training sessions took place in the Aysén and Magallanes regions, allowing us to initially equip essential services with this critical knowledge.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



Service companies operating in Australis achieve PEC certification

For the second consecutive year, we are collaborating with the Mutual Insurance Association at Australis to manage the PEC certification standard alongside five contractor companies: UNDERDEEP SOLUTIONS SPA, SURLUX SPA SERVICES, JUAN ASECIO COMERCIAL J&R LIMITED, PRIVATE SECURITY AND SERVICES COMPANY LIMITED, and BIOROBOTICA SPA.

The PEC certification program aims to enhance productivity and improve occupational health and safety management within each company. This initiative represents a significant advancement toward establishing a reliable working system that ensures protection for both employees and organizational leaders.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



Alfa Sierra: your health comes first

At Australis, we believe that the comprehensive well-being of our employees is vital. This is why, throughout our work, we have focused on “meaningful management,” seeking to involve everyone in decisions and initiatives. As a result of this, and supported by our Sustainability Strategy, “**Alfa Sierra: Your Health Comes First**” was born.

An initiative that goes beyond an indicator but rather seeks the comprehensive well-being of those who work at our farming centers in the Aysén and Magallanes regions, who are most exposed to risk situations. It's not just about providing safe working conditions, but also about caring for people's health. For this reason, Alfa Sierra will seek to change habits in its farming centers, with periodic health screenings, improving the nutrition in the farming centers toward a healthier and more nutritious diet.

In 2024, a health professional interviewed 275 individuals, conducting check-ups and asking questions about their physical and psychological health.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



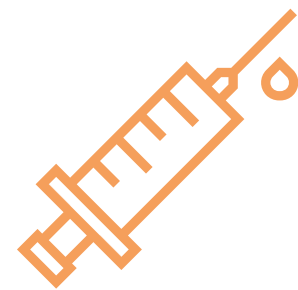
05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.10. TOGETHER WE TAKE CARE OF OURSELVES



Influenza Vaccination Campaign

Every year we carry out the flu vaccination campaign, where we seek to promote health care, bringing vaccination operations closer to the same workplaces.



Empathy Workshop

We held the first version of the empathy workshop, where both workers and services were able to participate and learn about the importance of empathy with our colleagues and how this impacts them. 518 people participated in the workshops that seek to promote and reinforce Australis values.



Camaraderie Workshop

A total of 525 people participated in the camaraderie workshops aimed at raising awareness about teamwork. The workshops included recreational activities held in all our facilities, allowing colleagues to practice what they learned. This helped strengthen relationships and reinforce the values that distinguish us at Australis.



Touring the Contractors

In 2024, we launched the Touring the Contractors campaign, an initiative that involves visiting the worksites of our services, with the aim of strengthening ties and getting to know the facilities with those we work with.



Man Overboard

We regularly conduct “Man Overboard” drills at our farms to strengthen workplace safety and emergency response capabilities. This allows us to strengthen our procedures and contingency plans, and above all, our safety culture.



Emergency Drills in our Processing Plants

At our Fitz Roy and Dumestre processing plants, we conducted various activities to enhance knowledge and awareness of the procedures and actions necessary in emergency situations, particularly those involving ammonia leaks and the general evacuation of facilities.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



3.11. HEALTH AND SAFETY INDICATORS AT WORK

The OSH indicators are based on the globally recognized Global Reporting Initiative (GRI) standard, which allows us to measure, identify, and manage risk. Thus, year after year, we are focused on reducing these indicators, promoting preventive care in each of our facilities.

- In 2024, the results are as follows:



0

Number of Fatalities



1,85%

Accident Rate



7,51%

Lost Time Injury Rate



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



Chapter

04 Our Salmon



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





4.1. OUR SALMON

Our commitment is to provide the world with food of high nutritional value. Therefore, we strive every day to deliver healthy and safe food, grown with dedication and respect. Our priority is to earn our customers' trust through products that reflect our commitment to quality and care at every stage of our value chain.

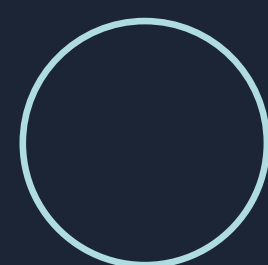
We are committed to practices that promote animal welfare, incorporating best practices and strict biosecurity protocols as part of our way of life. We take care of every detail of our production chain because we know that, at the end of the day, what reaches people's tables is not just a product, but the expression of everything we believe in and value.



4.2. SOUTHRING: OUR GLOBAL BRAND

Southring embodies our identity and mission: We take pride in our roots in southern Chile and are dedicated to cultivating the finest salmon in the world. Harvested from the pristine waters of the Patagonian fjords and channels, our salmon is farmed in a way that honors and replicates its natural life cycle, transitioning from freshwater to saltwater.

Believing in the importance of nourishing the world with nature's best, we have established optimal conditions for salmon farming. With the dedication of our team of skilled professionals, we are able to provide a product that is truly exceptional in texture, flavor, and color.



SUSTAINABLE FARMING

Over the past ten years, the demand for salmon has steadily increased due to its reputation as a healthy, sustainable, delicious, and versatile protein source. At Australis Seafoods, we are dedicated to taking a leading role in addressing this challenge.



SOUTHERN FRONTIER ORIGIN

In 14 years, we have become one of the world's leading producers of salmon and trout, growing and processing our products in the best places on Earth: Chilean Patagonia.



AUSTRALIS SEAFOODS' HIGH QUALITY

At Australis Seafoods, we strive to provide high-quality, sustainably farmed salmon from the far southern regions of the world.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



4.3. LEADERS IN THE INDUSTRY: DEDICATED TO BIODEGRADABLE PACKAGING!

Aware of the global plastics problem and within the framework of our Sustainability Strategy, in 2021 we began migrating from single-use plastic to biodegradable bags. This reflects our concrete commitment to sustainability and reducing the environmental impact of our packaging, without compromising the quality or safety of our food.

Fresh salmon fillet is distributed in biodegradable plastic containers made from organic materials. These containers are certified by the Food and Drug Administration. Drugs (FDA) from the United States, which guarantees its safety for direct contact with food. This initiative reflects our commitment to environmental care and responsible innovation at every stage of our value chain.

	2022	2023	2024
Total bags Consumed	21.194.801	11.921.399	11.925.790
Total Biodegradable bags	5.450.215	6.960.298	8.634.241
% Biodegradable (In relation to the overall quantity of bags used)	26%	58%	72%

In 2024, 72% of the bags used in our products were biodegradable, taking a significant step toward a more sustainable future!



4.4. HARVEST OF THE SEA STORES

At Australis, we are dedicated to making salmon more accessible by offering a nutritious, high-quality product. We have four stores in Chile, which help us strengthen our direct connection with local consumers and ensure access to this rich and healthy source of protein. With our wide range of salmon products, we invite you to explore the many ways to enjoy salmon. Harvest of the Sea is present in homes and food service channels throughout the country.

Visit our website to learn more about our stores and the diverse selection of products available www.cosechadelmar.com

COSECHA
DEL MAR



Lo Barnechea Store
Santiago



La Reina Store
Santiago



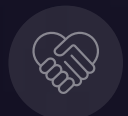
Puerto Varas Store
Los Lagos Region



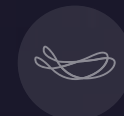
Puerto Natales Store
Magallanes Region



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



4.5. MAMA BEAR

Mama Bear is our line of products designed especially for families, with a presentation and format ideal for home use, allowing for easy and nutritious preparation. Since its launch in 2022, Mama Bear has achieved a strong position in the United States, expanding its presence in various supermarkets and stores.

The Mama Bear line includes versions like burgers and salmon cubes, as well as ready-to-cook marinated or unmarinated portions.

For more information about our products visit: mamabearsalmon.com

MAMA BEAR
HEALTHY, TASTY AND FUN



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



4.6. OUR PROCESSES AND PRODUCTS

Aimed at the quality and safety of our product, the production processes are certified under international standards, as a seal and evidence of the commitment acquired as a company with all our customers, who demand a healthy, safe and high-quality product.

In addition, our traceability system from the egg to the final consumer makes our processes transparent and allows us to identify where we can improve each of the details that make a difference.





4.7. OUR HARVEST

HARVEST (TONS WFE)	ATLANTIC SALMON (<i>S.Salar</i>)
2019	59.595
2020	84.131
2021	71.237
2022	91.682
2023	50.813
2024	48.146

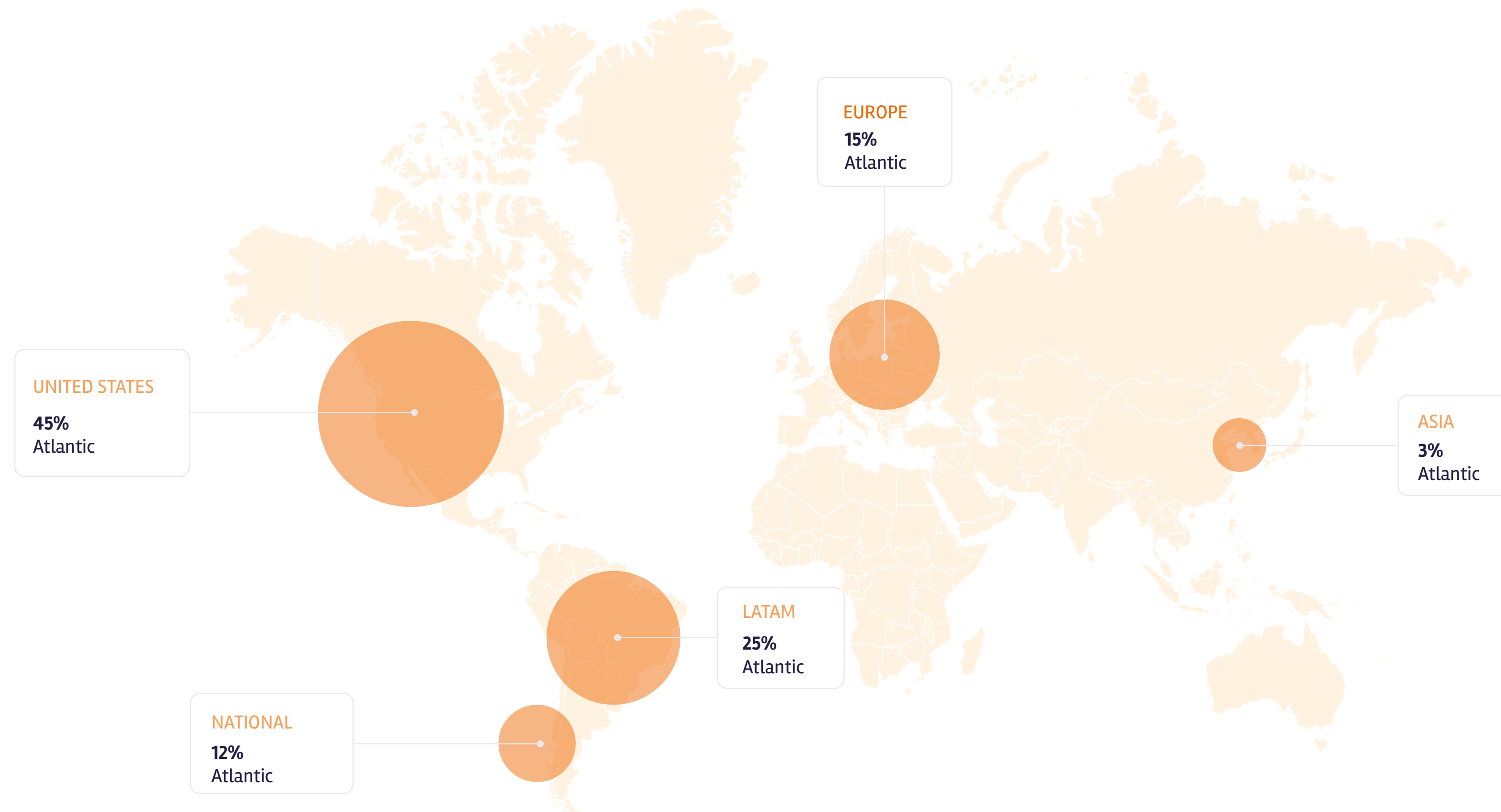
From 2024 onwards, the company's production will focus only on the *S. salar* species, so in this table we have only reflected the harvest of this species.



4.8. COMMERCIAL MANAGEMENT

Our salmon reaches the tables of thousands of families around the world, with the aim of providing a food of excellence and high nutritional value. Internationally, we work closely with leading supermarkets and distributors, while in Chile we continue to consolidate our presence through our Harvest of the Sea Stores, bringing fresh, reliable, and responsibly sourced products directly to consumers.

Main Markets:





4.10. MAIN PRODUCTS

PRODUCT	Whole	H&G	Fillet Trim C	Fillet Trim D	Fillet Trim E	Fillet Trim F	Portion	Other
 Salmón Atlántico	X	X	X	X	X	X	X	X

4.11. SALES

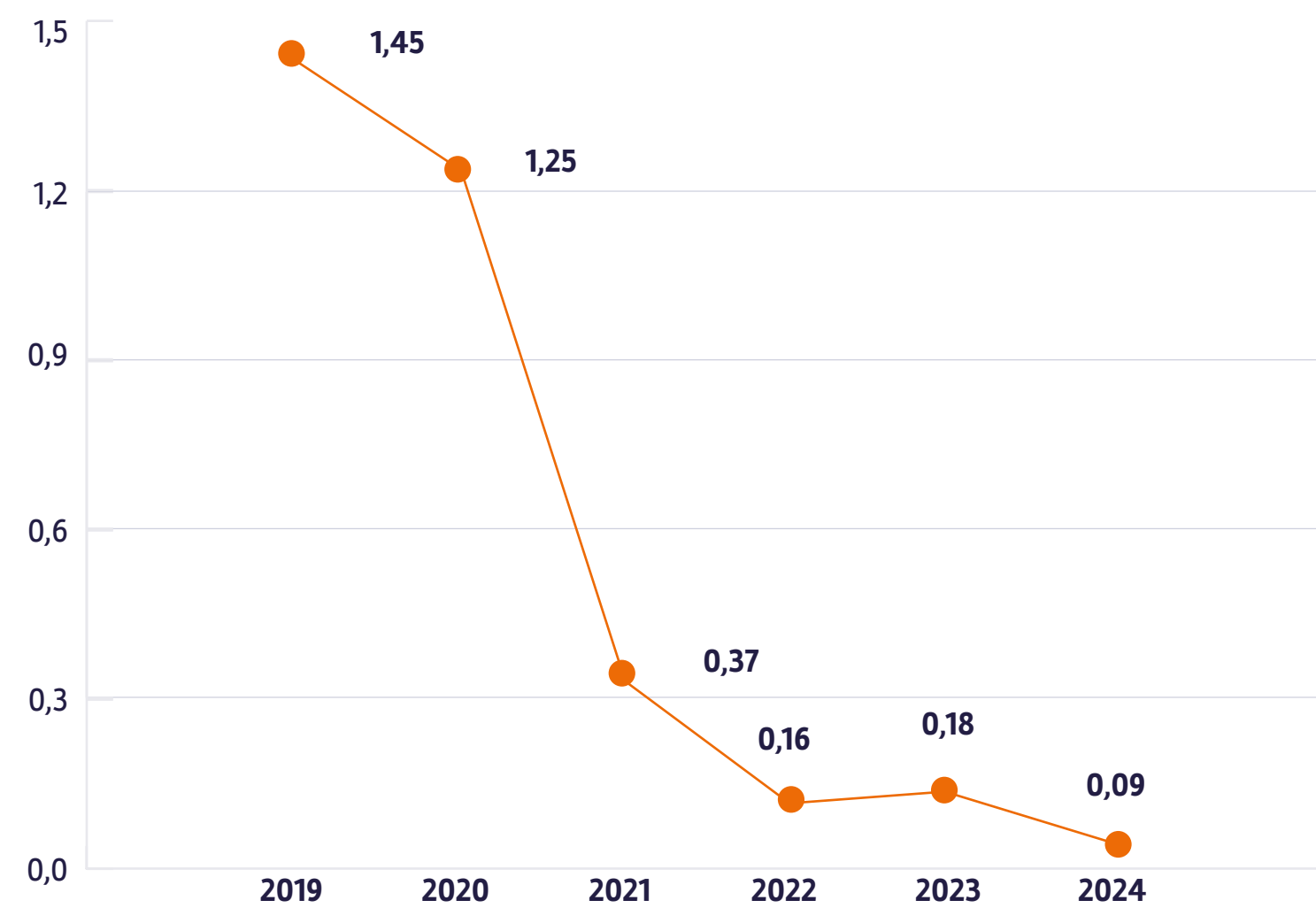


4.12. COMPLAINTS MANAGEMENT SYSTEM

At Australis, we are committed to providing prompt responses and satisfactory solutions to the requests and complaints of all our clients through our Complaints Management System. This approach not only enhances the quality of our services but also drives the continuous improvement of our processes, with the goal of exceeding expectations and meeting the needs of all our clients, both in Chile and internationally.

In 2024, our complaints indicator showed a greater decrease than we initially projected as a team at the beginning of the year. This encouraging progress motivates us to continue improving our ability to meet the needs of one of our most important stakeholders: our customers worldwide.

Rate of Claimed Boxes



* Note: % of claims are measured in relation to the % of boxes claimed vs. boxes produced per calendar year.



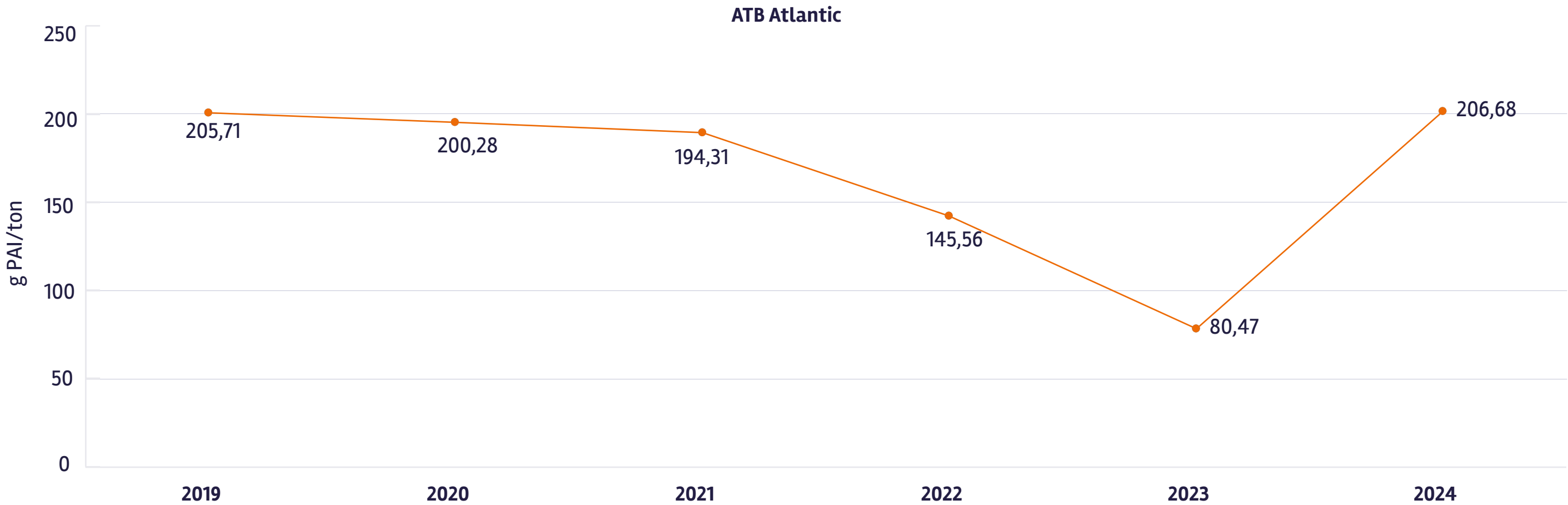
4.13. ANIMAL WELFARE AND HEALTH MANAGEMENT

Uso of Antibiotics

The use of antibiotics is a necessary practice for the control of bacterial pathogens. In our farms, they are administered to salmon only when our veterinarians detect the presence of bacterial diseases. This measure is applied responsibly and reactively, prioritizing the health and well-being of the fish.

In line with our Health and Sustainability Strategy, we maintain a firm commitment to progressively reducing the use of antibiotics in our farms, promoting practices that safeguard both animal health and ecosystem balance.

Amount of antibiotics used per ton of salmon produced



Monterey Bay Aquarium agreement signing

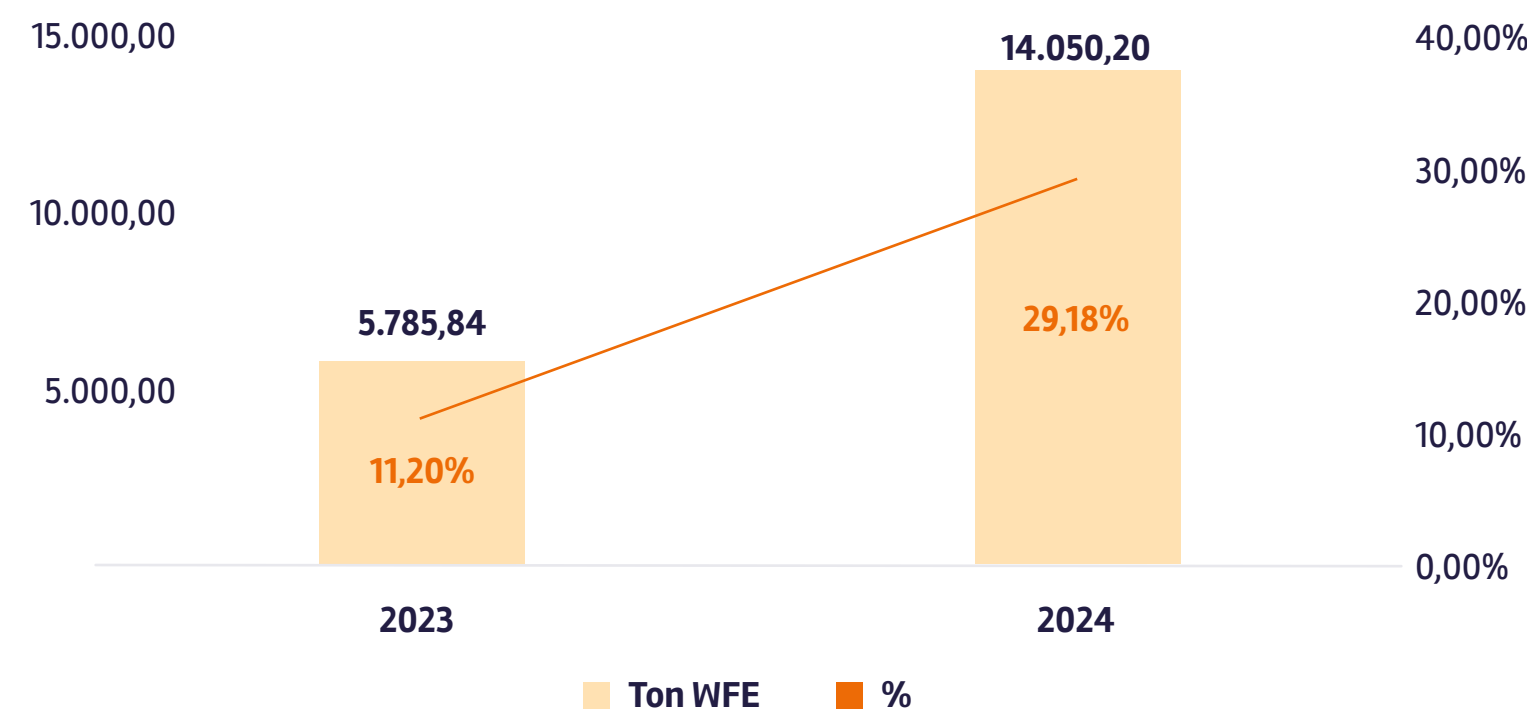
In line with our commitment to more responsible and sustainable production, at Australis we celebrate the signing of the antibiotic reduction program promoted by the Monterey Bay Aquarium and the Chilean salmon industry. **This initiative marks a significant step toward more sustainable aquaculture**, promoting responsible practices and more rigorous standards to minimize antibiotic use in salmon production. As a company, we continue to strengthen our actions in this area, aligning ourselves with the highest international standards and reaffirming our commitment to animal welfare, the health of marine ecosystems, and providing a more natural, safe, and sustainable product for our consumers.



4.13. RAISED WITHOUT ANTIBIOTICS

Our commitment to reducing antibiotic use was strengthened in 2024, demonstrating that the implementation of animal health and welfare management standards, prioritizing preventative strategies focused on ensuring the health of our fish, is moving in the right direction. Thanks to this approach, in 2024 we managed to certify the harvest of 14,050 tons WFE under the Reared Without Antibiotics (RWA) standard, which guarantees the absence of antibiotics at all stages of salmon development, complying with strict biosecurity and animal health protocols.

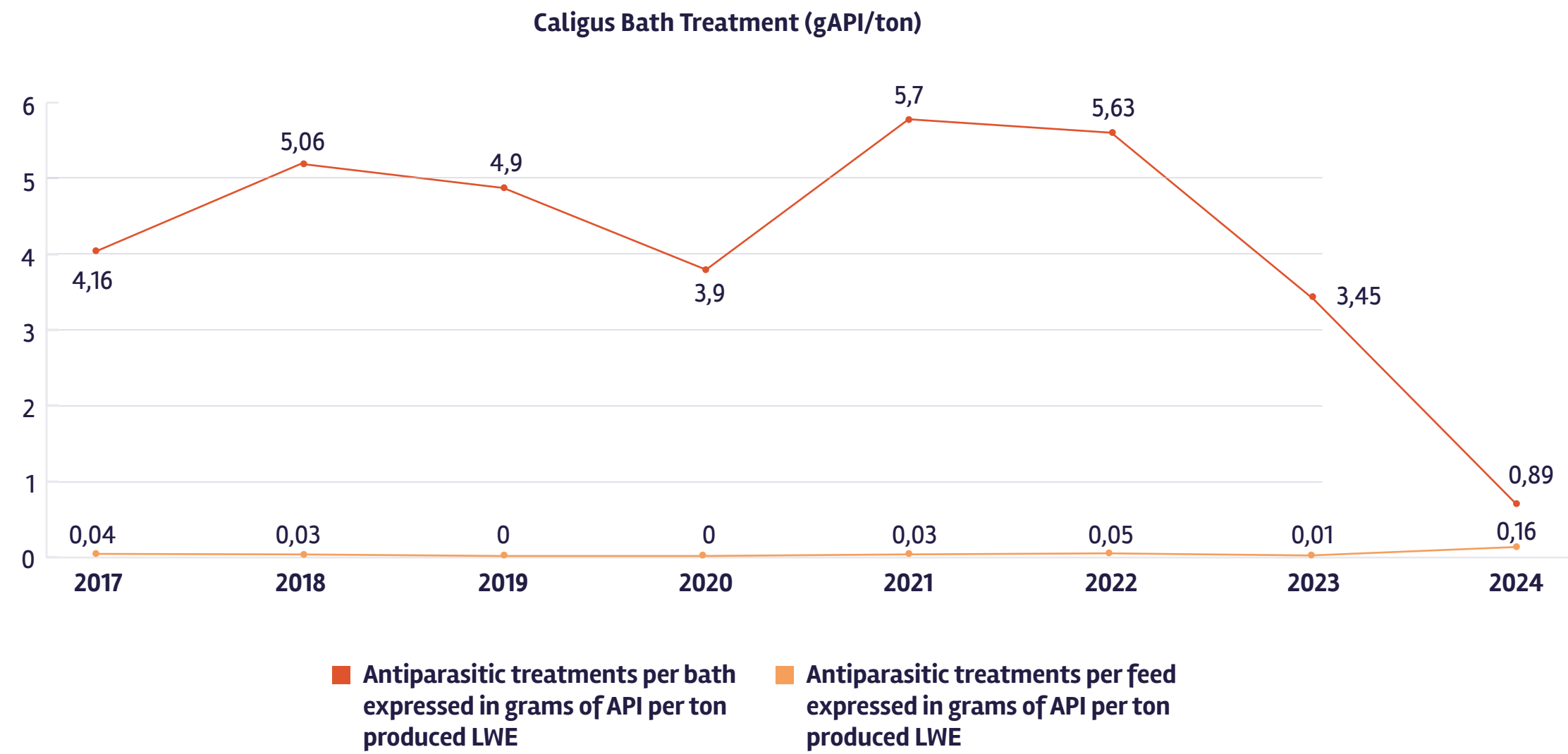
Ton WFE and % of ABF Certified Harvest (In relation to the total harvest for the year)



4.14. USE OF ANTIPARASITICS

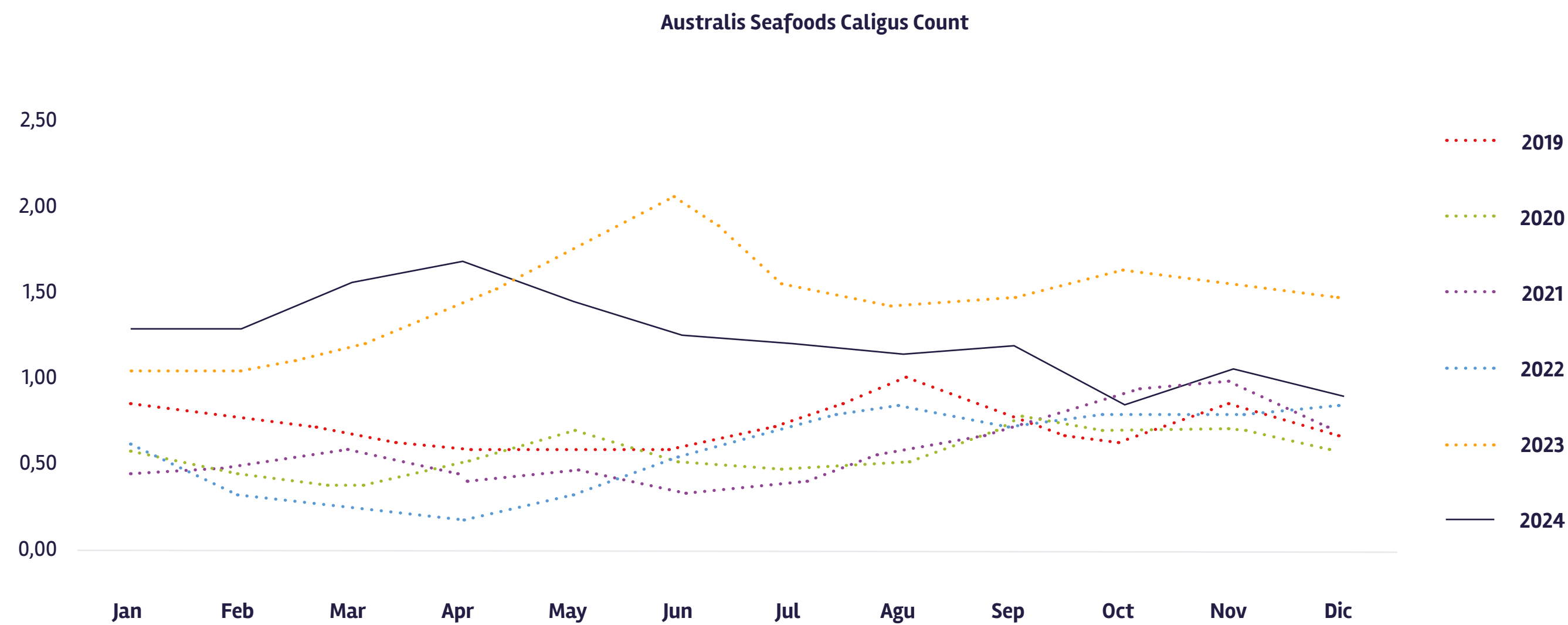
Another health measure we use are antiparasitics, drugs necessary for the treatment of caligus, or sea lice, a parasite found naturally on the coasts of Chile, which can have a detrimental effect on the health and welfare of farmed salmon. Medicinal antiparasitic treatments can be administered through bathing or feeding and are always prescribed and supervised by our team of specialized seawater veterinarians from the Department of Health.

Amount of antiparasitic medicines used per ton of produced salmon



4.15. CALIGUS COUNT

As a monitoring and control measure, we conduct a weekly caligus count at all our farming centers.



During 2024, we also supplied non-medicinal treatments to our salmon in farms, natural products based on essential oils, safe for animal use.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT

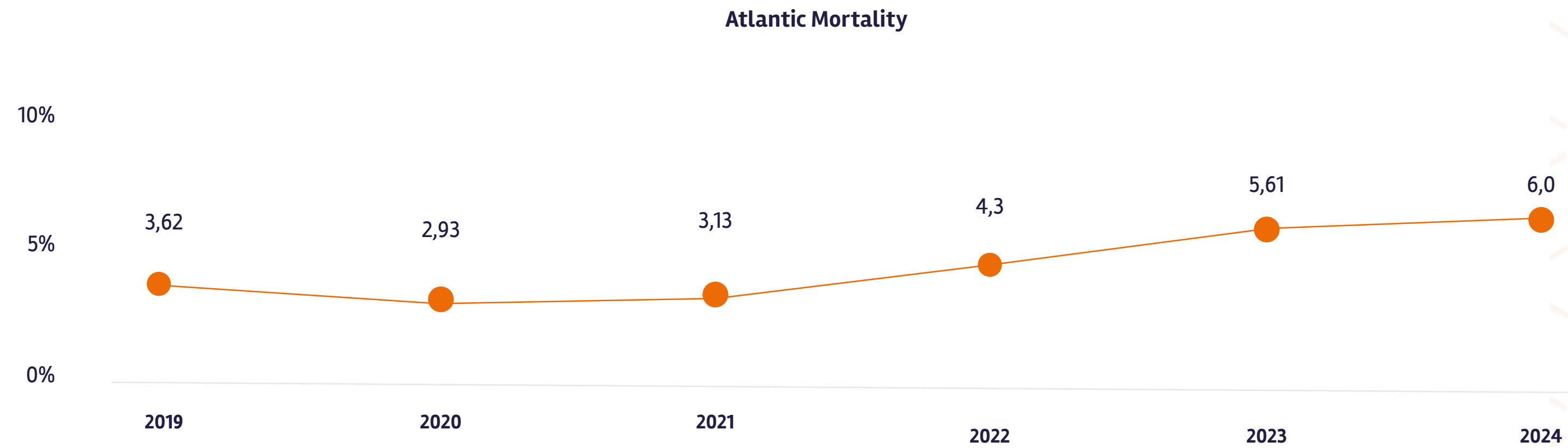


06.
COMMUNITIES



4.16. FISH MORTALITY

The health and well-being of our salmon are our daily concerns, seeking to prevent the emergence of diseases that can trigger mass mortality.



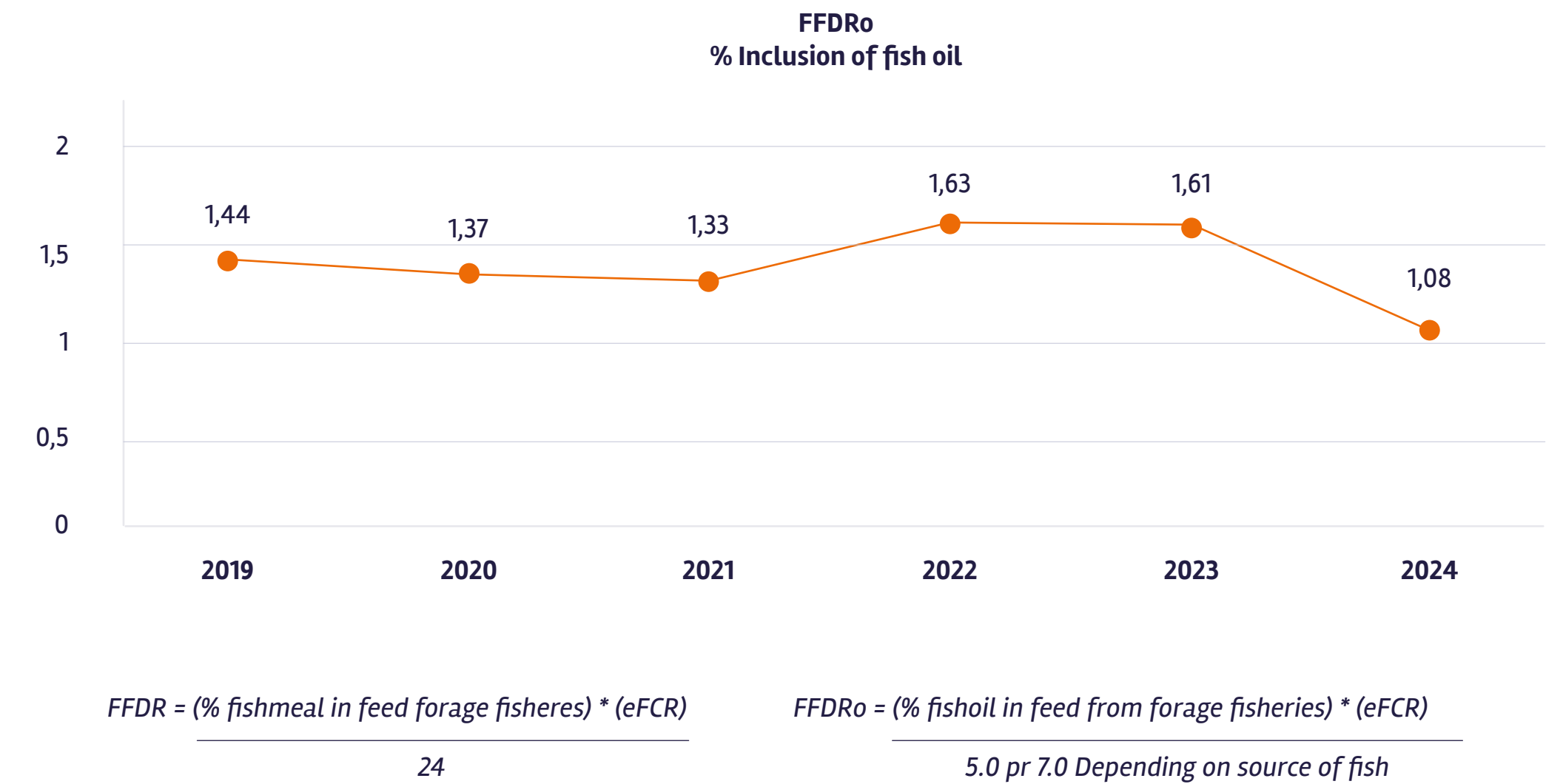
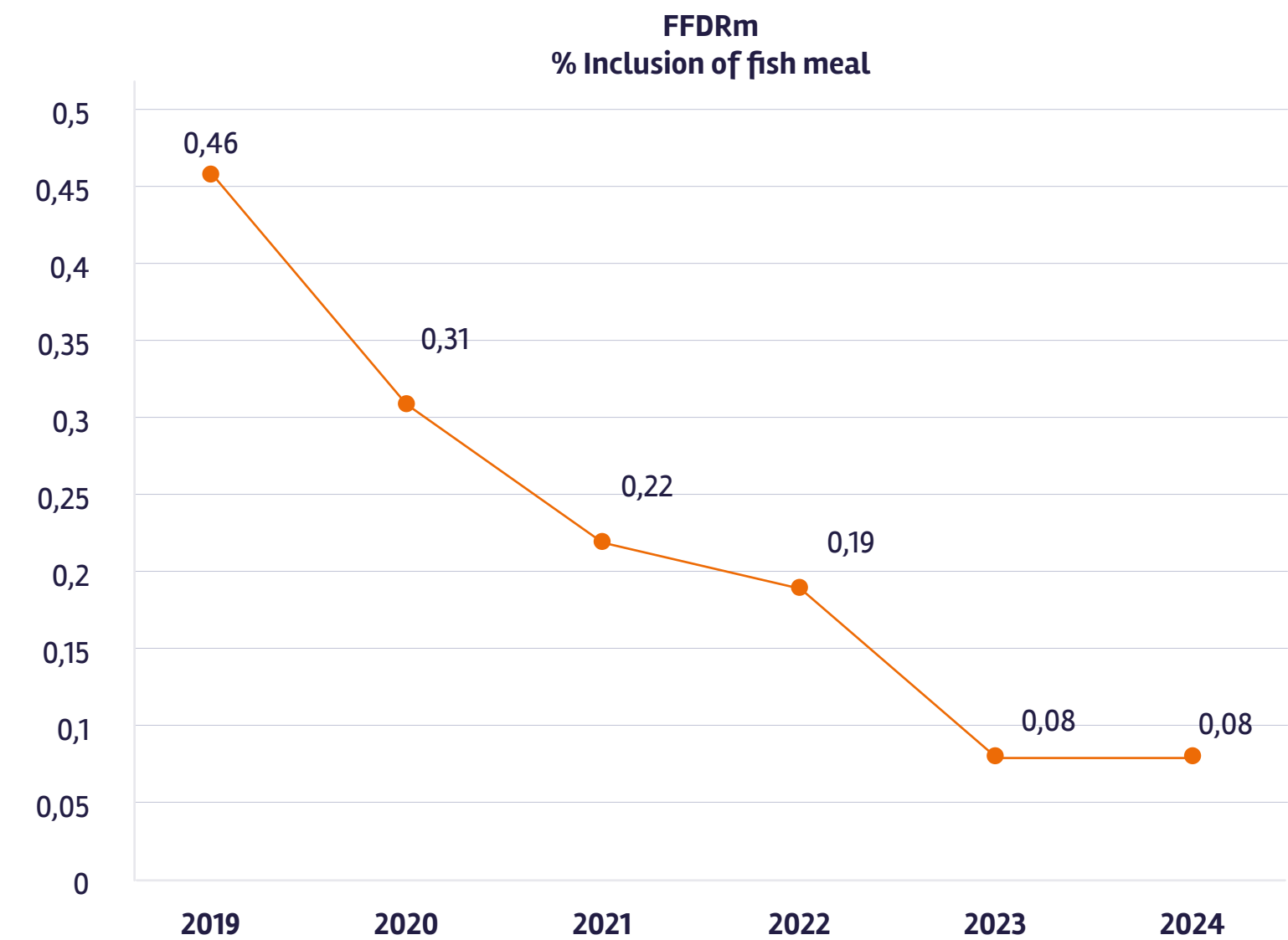
12 months rolling mortality = total # of mortalities in sea last 12 months* (closing # of fish in sea in the last month + total # of mortalities in last 12 months + total # of harvested fish in last 12 months + total # of harvested fish in sea) x100. *not including cullings



4.17. RESPONSIBLE USE OF MARINE INGREDIENTS IN FOOD

We ensure the responsible use of raw materials from pelagic fishing, such as fish flour and fish oil, as they are limited and scarce natural resources, so we are committed to obtaining sustainable and traceable sources.

Fish meal and fish oil dependence



Reducing dependence on marine-based raw materials, such as fishmeal and fish oil, currently represents a major challenge. These inputs come directly from pelagic fishing, which places significant pressure on marine ecosystems and the natural environment.

FFDRm and FFDRo are indicators that determine whether an aquaculture system is using more or fewer wild fish than would be environmentally responsible. A low FFDR indicates less pressure on the oceans and greater alignment with sustainability principles. Both indicators measure how many kilos of wild fish are needed to produce the food consumed by one kilo of farmed fish, differentiating between whether the main ingredient is fishmeal (FFDRm) or fish oil (FFDRo).

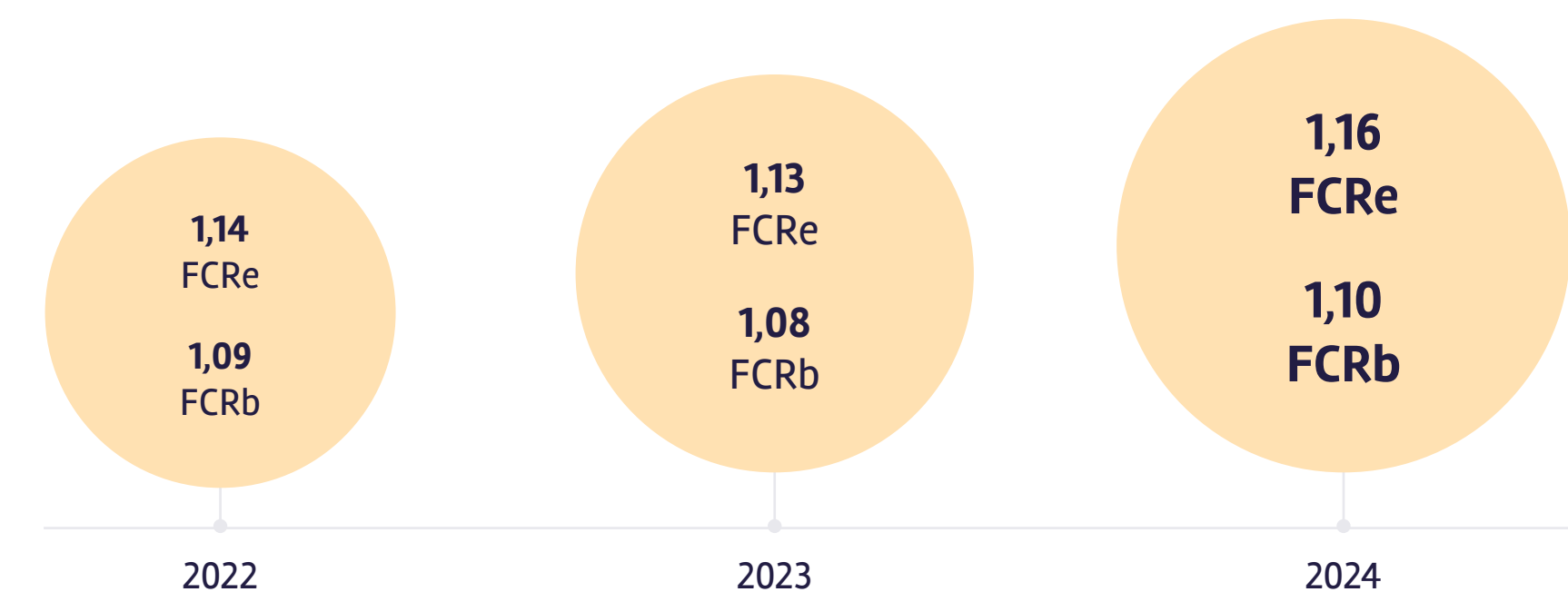


4.18. CONVERSION FACTOR

The Feed Conversion Factor (FCR) is a productive indicator of feed use efficiency, which allows us to know the amount of feed needed for salmon to gain one kilogram of body weight. In addition, there are two indicators related to the FCR: FCRb and FCRe.

The Biological Conversion Factor (BCF) considers the mortality of the period, while the Economic Conversion Factor (ECF) does not incorporate this biomass in the calculation.

One of our main objectives is the reduction of our FCR values, which reflects a better performance in the growth of our fish, with greater retention of nutrients and energy.



4.19. REMOTE FEEDING ROOM

The challenges of the Food Strategy, implemented by Australis since 2015 and which has led us to achieve world-class production indicators, drive us to advance innovatively in line with technological changes. Looking ahead, the implementation and commissioning of the Remote Feeding Room consolidates our production strategy, allowing us to maintain our top-level results, surpassing industry standards.

Remote feeding has been a challenge and a source of pride for Australis, making us the first national company to operate all of its farming centers from our headquarters, located in the city of Puerto Varas. This achievement has been possible thanks to the commitment of our collaborators and the collaborative work of the IT Support, Maintenance, Logistics, People, and Projects teams, who have played a fundamental role in the transition, facing a technological and human challenge to successfully implement the remote feeding room, a result that reflects the operational excellence achieved.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





4.20. ¡BEST SITES 2024!

We have received recognition for our strong performance in terms of Conversion Rate (FC). The Best Sites and Farmer of the Year awards, presented by our feed suppliers, are a testament to the hard work of the dedicated teams that contribute to our efficiency objectives.

We want to highlight the exceptional results achieved by the following farming centers:



Best Sites – Salmofood

Our Melchor 4 cultivation center has received top recognition in several SALAR categories:

1st place
FCRb

1st place
SGR

1st place
Eficiency RPL/FCRe



Farmer of the Year – BiomMar

Six of our cultivation centers were in the top 10 in the Conversion Factor category.

1st place
Humos 6

3rd place
Costa

4th place
Traiguen

6th place
Bahía Buckle

7th place
Melchor 1

10th place
Córdova 1



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



Chapter

05 Our Environment



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



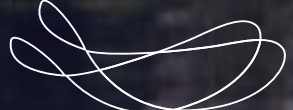
06.
COMMUNITIES



5.1. OUR RELATIONSHIP WITH THE ENVIRONMENT

At Australis, we take responsibility for the impacts our operations have on the environment. We work daily to identify these impacts, seeking to mitigate and reduce each one, in pursuit of coexistence through a harmonious relationship with the environment, biodiversity, and the common social environment we share.

In this way, we actively promote an environmental culture within the organization, encouraging our employees to understand and comprehend the potential environmental impacts our daily tasks can generate, and thus, establish actions to prevent, reduce, and/or offset any type of environmental impact.



5.2. REGULATORY COMPLIANCE MONITORING PROGRAM

The Regulatory Compliance Monitoring Program is an internal tool for preventing environmental and regulatory noncompliance risks. It should support operational areas in taking preventive actions, aligned with our Sustainability Strategy, to avoid noncompliance that could affect the company's production, reputation, and/or assets.

This Program is implemented according to a schedule and includes various monitoring and control mechanisms, such as audits, training, dissemination, instruction, generation of relevant content, monitoring of indicators, continuous improvement activities, and any resource that helps strengthen operational teams' knowledge and compliance with environmental and regulatory obligations.



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



5.3. INTERACTION WITH THE MARINE WILDLIFE

In October 2024, at the Muñoz Gamero 1 farming center –Magallanes Region– the lifeless body of a humpback whale was detected (Megaptera novaeangliae) floating in one of the center’s cages. Upon realizing this, the center’s collaborators immediately activated the Contingency Plan approved by the health authority, which provides guidelines for the actions to be taken in the event of events of this nature. Initially, they notified the National Fisheries and Aquaculture Service (SERNAPESCA) in a timely manner and subsequently proceeded with underwater inspections using ROV equipment and specialized divers, which confirmed both the structural integrity of the center and the absence of entanglement in the nets.

We called in experts who came to the site to perform a necropsy on the cetacean, removing it from the farming center to a shallow location and placing it in the position indicated by the experts. According to the necropsy report, death was caused by blunt force trauma, and it is estimated that the animal had been dead for at least two weeks before coming into contact with the farming center. Likewise, no signs of entanglement or injuries consistent with entanglement of nets or perimeter structures corresponding to the farming center were evident.

All response actions were carried out in accordance with current protocols and in compliance with current regulations.

At Australis, we reaffirm our commitment to the active protection of marine biodiversity, strengthening our monitoring and response systems for events involving wildlife, ensuring timely and responsible action. In addition, we collaborate with academic institutions to study the movements and behavior of cetaceans in Patagonia, contributing to the understanding and conservation of these key species for the balance of the marine ecosystem.



5.4. FISH ESCAPES

At Australis, we have established structures designed to contain farmed salmon and prevent their escape. We have previously determined the dimensions of the anchors and moorings for these structures, as well as different types of nets to protect the salmon. Additionally, we focus on developing strategies to control external variables such as weather conditions and predation. These factors can be unpredictable and may lead to undesirable situations, such as fish escapes, which are critical indicators in aquaculture.

During 2024, we activated our contingency plan for fish escapes at the Traiguén Farming Center, located in the Aysén region. The incident occurred when the fishing net in one of the cages was changed, causing the rope to come loose on one side and the cage to partially sink.

In response, we implemented the relevant protocols by first notifying the authorities: Sernapesca, the Environmental Superintendency, and the Harbor Master’s Office, thereby fulfilling our legal and regulatory obligations.

As an immediate response measure, we initiated a plan to recapture the escaped fish, collaborating with local artisanal fishermen. This effort resulted in the successful recapture of 5,018 fish. Ultimately, during the final count at the time of harvest, we established that a total of 10,692 fish had escaped.

In line with our Regulatory Compliance Monitoring Program, the Nets and Diving Sub-Management Department developed action plans, which include creating a standard procedure for net replacement operations. This outlines the necessary steps, standards, roles, and responsibilities during execution, and emphasizes further training for our employees responsible for supervising this activity.



5.5. ENERGY MANAGEMENT SYSTEM

In 2023, the new Law 21,305 on Energy Efficiency came into force, which seeks to promote the rational and efficient use of energy resources in large consumers, with energy efficiency being the safest, most economical and sustainable way to cover energy needs at the country level and achieve Carbon neutrality by 2050.

During 2024, we implemented our Energy Management System (EnMS) based on the ISO 50001 standard, reinforcing our commitment to continuous improvement in energy performance, more responsible use of resources, and seeking to reduce greenhouse gas emissions. In this way, we will be able to manage energy use in a structured and effective manner, establishing clear policies, savings targets, and concrete actions to optimize energy resources, thanks to the cross-company commitment.

In December, we were audited for the implementation of the EnMS, completing the process with no findings, reflecting the work and commitment of the team responsible for this process.

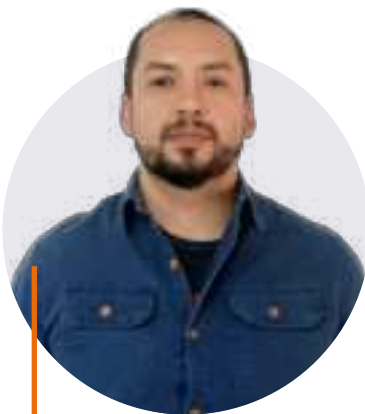
SGEn Goal: **Enhance energy performance by reducing energy intensity by 4% by 2026, based on the average of the years 2023 and 2024.**

Members of Australis Energy Efficiency Committee

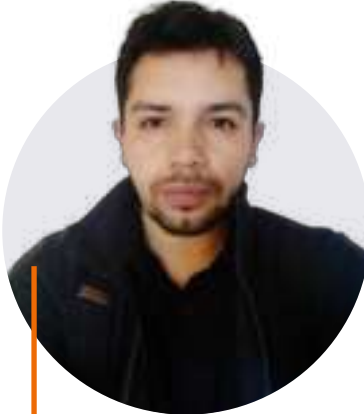
The Committee has the responsibility of drawing up the lines of action that will guide us towards more efficient, responsible and sustainable production.



María Paz Rojas
Sustainability
Coordinator



Daniel Vidal
Head of
Maintenance XI



Norman Pinilla
Head of
Maintenance XIII



Martina Teuber
Head of
Management
Control



Raphael Fuentes
Supply Chain
Deputy Manager



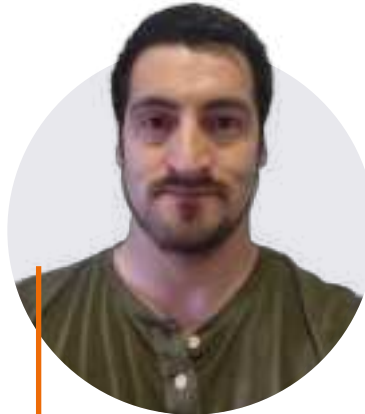
Victor Moya
Head of
Freshwater
Operations



Beverly Sagal
Head of
Regulatory
Management



Esteban Moncayo
Planning
Assistant



Cristian González
Head of
Maintenance



Gabriel Quezada
Australis' Energy
Efficiency Promoter



5.6. CARBON FOOTPRINT

The carbon footprint is a tool for estimating greenhouse gas (GHG) emissions, allowing us to demonstrate our environmental commitment by reducing and offsetting emissions, implementing energy efficiency measures, or reducing fossil fuel consumption, to name a few.

For our production processes, we use energy in the form of fuels and electricity, which implies the emission of Greenhouse Gases, expressed in tons of carbon dioxide equivalent (tCO2eq).

In this measurement, we consider all links in the production chain: from production in freshwater centers to transportation logistics to the end customer.

Net Greenhouse Gas Emissions (tCO2 eq)

Scope	2020	2021	2022	2023	2024
Scope 1	30.227	31.412	35.965	30.567	30.391
Scope 2	11.070	2.858	193	0	0
Scope 1 + 2	41.192	34.270	36.158	30.567	30.391

By 2024, we have reduced net CO2eq tonnes by 26% compared to the 2020 base year.

Scope	Emission source	Description
Scope 1	Direct	Fuel and Refrigerant Gases
Scope 2	Indirect	Electricity
Scope 3	Indirect	Food consumed, product sale on route to the customer, external fuel, logistics, waste management and corporate flights.

We compensate 100% of the electrical energy used in our facilities.

Emissions intensity (tCO2 eq/ton WFE)

Scoop	2019	2020	2021	2022	2023	2024
Scoop 1	0,42	0,28	0,37	0,35	0,59	0,63
Scoop 2	0,07	0,05	0,05	0,02	0,00	0,00

Obs. Scope 3 of our carbon footprint is measured annually; however, it pertains to subcontracted services and is not directly managed or controlled by Australis Seafoods. For more information, please visit our website.



5.7. CERTIFICATIONS

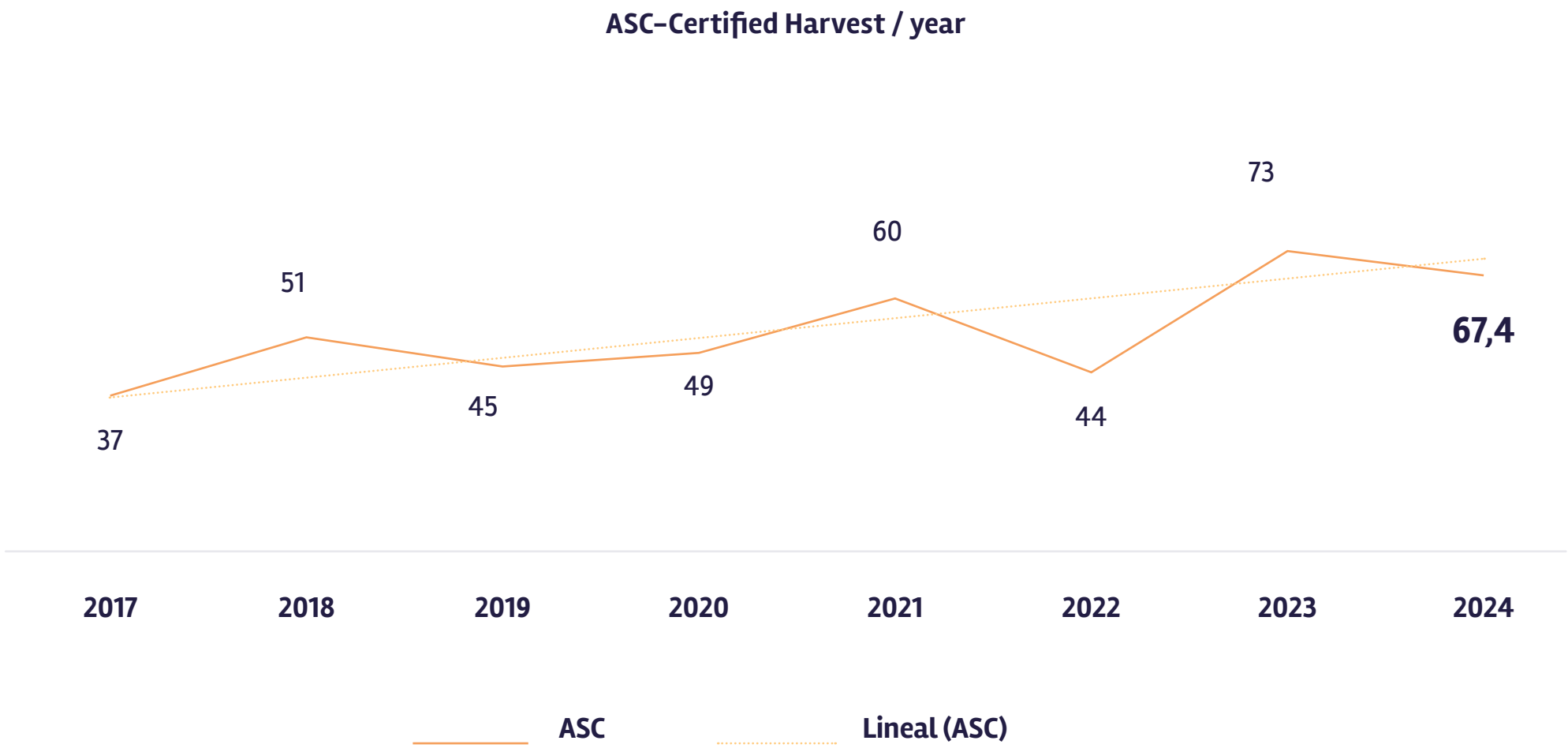
By obtaining globally recognized certifications, we can show and assure our customers and the community that our operations are conducted responsibly, adhering to the highest industry standards and providing a high-quality product.



Aquaculture Stewardship Council (ASC)

ASC certification is one of the most demanding standards worldwide in aquaculture sustainability. This certification rigorously evaluates environmental and social aspects, such as biodiversity conservation, responsible resource management, community relations, employee well-being, and operational transparency.

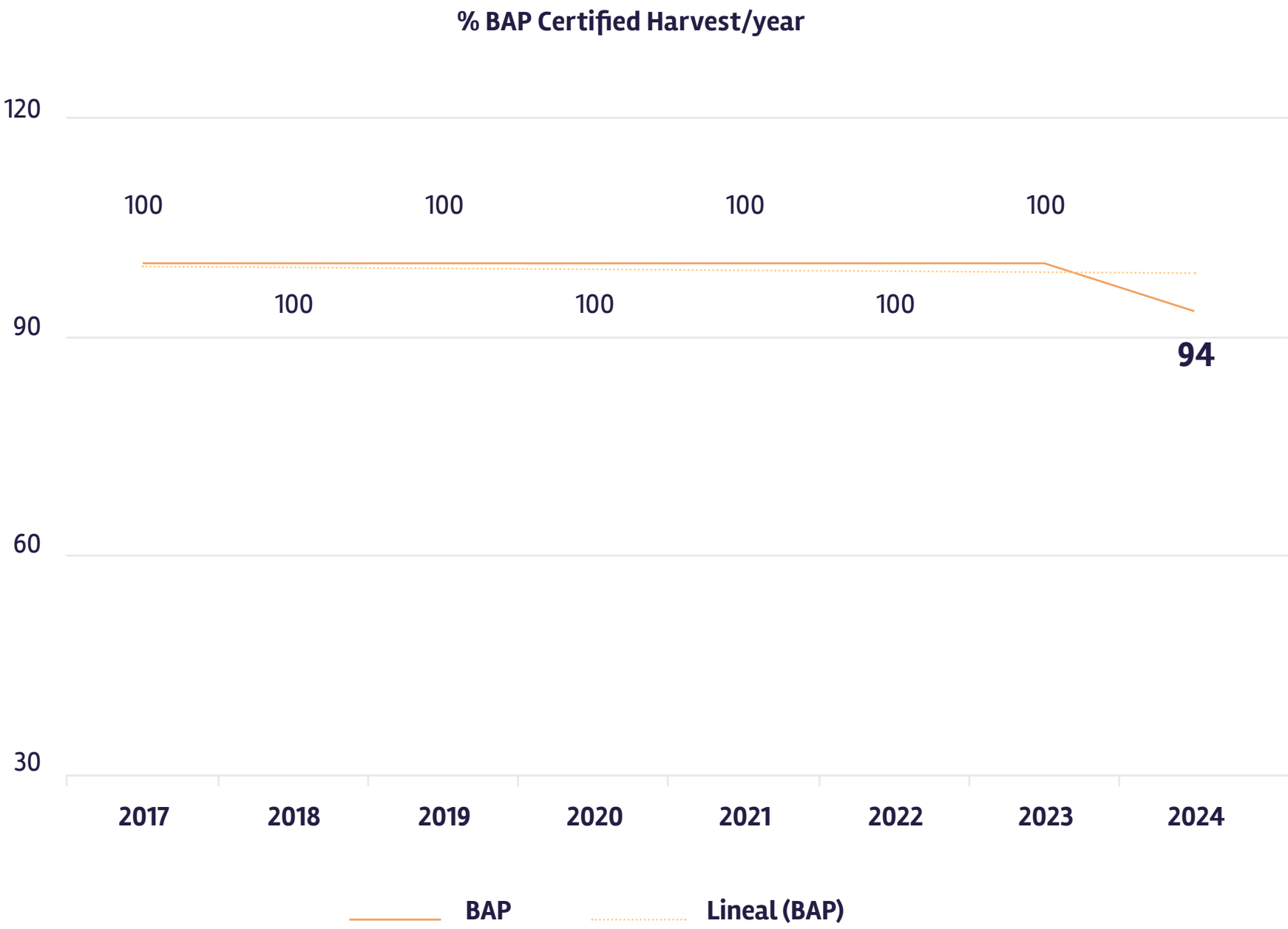
To obtain this certification, the entire salmon value chain is audited.





Best Aquaculture Practices (BAP)

At Australis, having BAP certification is a permanent commitment to continuous improvement and industry best practices. Therefore, we work constantly to ensure that our farming centers, processing plants, and fish farms meet the demanding standards established by this certification.



5.8. RESPONSIBLE WASTE MANAGEMENT

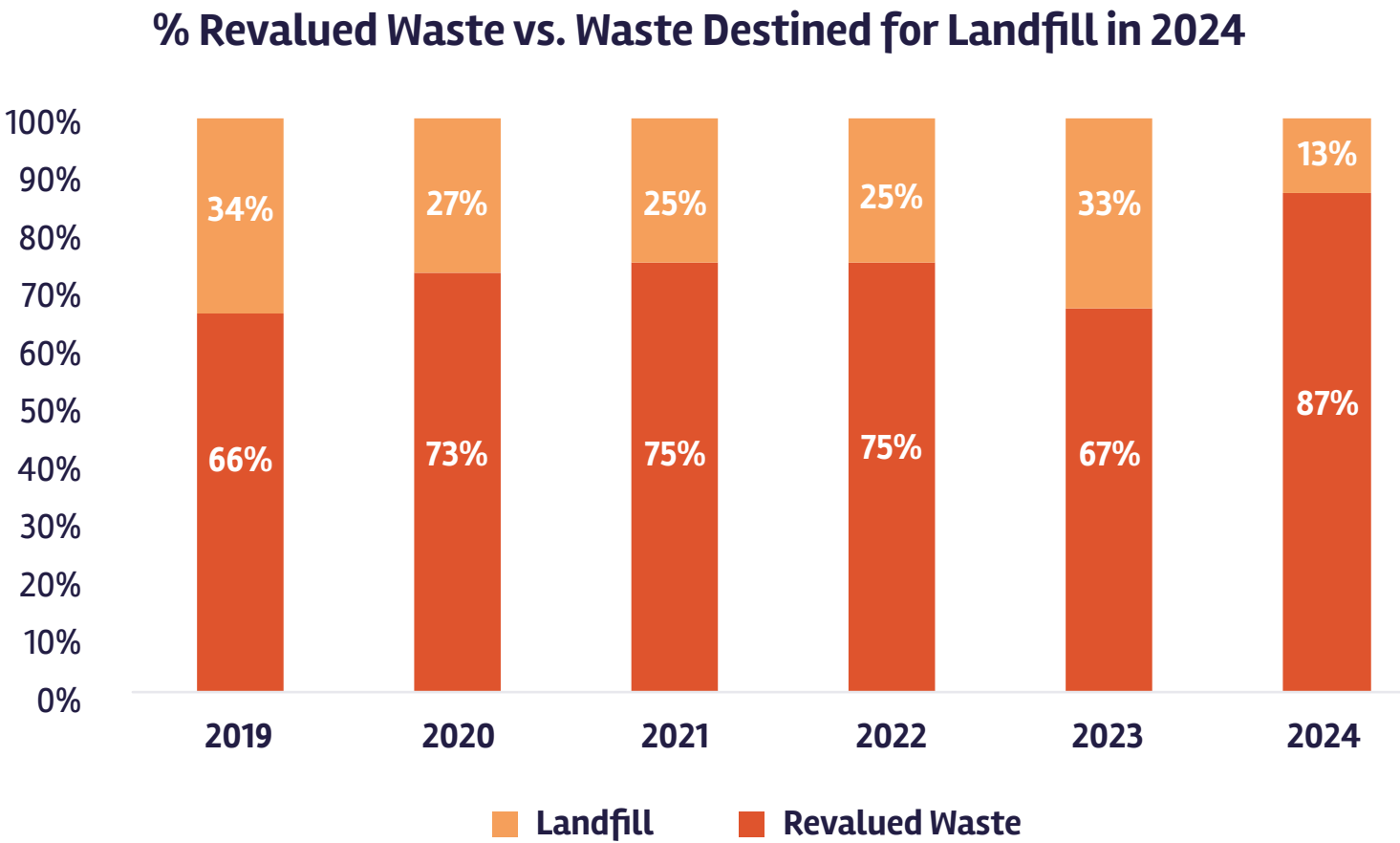
Responsible waste management is a key aspect of our Sustainability Strategy and our way of operating. We know that our productive activities generate various types of waste, and therefore, we take on the challenge of managing it responsibly, minimizing its impact on the environment and promoting its recovery whenever possible.

We seek to operate with a comprehensive and preventive approach, focusing not only on the proper treatment and disposal of waste, but also on reducing the generation at its source, strengthening recycling processes, and fostering an internal culture of environmental responsibility.

We know we still face significant challenges, but we are convinced that moving toward a more circular economy and better waste management is key to the future of our industry. Therefore, we continue to strengthen initiatives aimed at reducing, reusing, and recycling, as part of our culture of continuous improvement and reinforcing the commitment of all those who, directly and indirectly, are part of Australis.

CATEGORY	DESTINATION	QUANTITY (TON)
Organic sludge from water treatment plants	Sludge revaluation	4.240
Non-hazardous solid waste	Dump site/sanitary landfill	2.854
Hazardous Solid Waste	Hazardous waste treatment plant	77
Organic waste	Fish flour and fish oil recycling plant	15.387
Recyclable waste	Waste recycling plant	438
Total		22.996

*Values expressed in tons



During 2024, we revalued 87% of our waste





5.9. FITZ ROY ENVIRONMENTAL FAIR

In November, we held the first Fitz Roy Environmental Fair at our Fitz Roy processing plant in Calbuco. This event allowed us to share with various stakeholders in the Calbuco community, including schools, technical training centers, residents, and the plant's own workers, the main progress we've made in waste recovery and our goals and commitments in waste management.

At the same time, we had the participation of our waste suppliers, who were able to explain to the community what waste treatment entails and what actions we can all take in our homes to promote better waste management. We are convinced that collaborative work is essential to advancing more environmentally responsible production, so we would like to thank those who participated in the event: ZERO Corp, Fiordo Austral, Empresur, Proquiel, Bioelement and Tresol.



Chapter

Communities



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



6.1. BEING A GOOD NEIGHBOUR

At Australis, we understand that sustainability is not only built on environmental stewardship and productive efficiency, but also on strong and responsible relationships with the communities where we operate. Therefore, one of the central pillars of our Sustainability Strategy is active and respectful engagement with the people and territories around us.

During 2024, we will continue to strengthen our #ComunidadAustralis initiative, a vision that seeks to generate shared value, cultivate trust, and promote local development through dialogue, transparency, and collaboration. We know that the “social license” is built day by day, with concrete actions, mutual respect, and participatory solutions to common challenges.

- Among the main actions of the year we highlight:
- Local training and employability programs, with courses aimed at strengthening skills in trades required by industry and the environment.
 - Environmental education activities, which promote the care of ecosystems and knowledge of the marine environment.
 - Informative visits to our facilities, designed to bring our production processes closer to students, authorities and community leaders.

All of the above is thanks to the sustained work we, as a company, have maintained over the years with communities, where the focus has been on actively listening to their diverse needs and interests. . We will continue to advance along these lines, in order to strengthen local ties and development, to build genuine and lasting relationships, and thus advance toward local development that benefits all people.



CATEGORY	NUMBER OF ACTIVITIES	NUMBER OF PARTICIPANTS
Education	24	1,270
Health	4	159
Sports and Recreation	15	346
Environment	8	371
Access to Salmon	9	620
Others	35	984
Total	95	3,750



6.2. AUSTRALIS SEEDBED AND SANTO TOMÁS PUERTO MONTT AGREEMENT

Our territorial outreach program, aligned with the Sustainability Strategy, includes outreach to the educational community through the Australis Seedbed. In 2024, we signed a Collaborative Work Agreement with the Santo Tomás Technical Training Center, which allows students from this educational institution to complete internships with the company. In this way, we participate in the development of future professionals, enabling them to enhance their capabilities in a challenging work environment.

As part of this agreement, students from various programs have visited our production facilities, allowing them to experience firsthand the reality of what happens in a production facility, such as a fish farm or processing plant. They were also able to see the complexities and problems that arise in work environments and the importance of collaborative work.

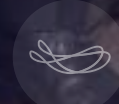
In [#AustralisCommunity](#) We support the development of future professionals!



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



6.3. PROMOTE WOMEN

With the aim of promoting local development and strengthening the role of women in the communities in which we are inserted, the project Promote Women was born, an initiative through which 37 women from the regions of Bío Bío to Magallanes participated in a training program in therapeutic massages focused on the physical and emotional well-being of people. This project represents a commitment to the empowerment and economic autonomy of women in the communities. They will acquire knowledge and practical tools that will allow them to develop their own well-being ventures, while also creating support networks that open new job opportunities in the communities.



Taller de masajes Terapéuticos
Neighborhood Development
Council N°34 Juan Pablo II,
Puerto Natales



Taller Masajes Terapéuticos
Neighborhood Development
Council of Cancura y Mujeres
Emprendedoras, Cancura



**Taller de masajes
terapeuticos**
Neighborhood Development
Council Los Molinos y San
José de Huaiqui, Los Ángeles

“

Attending the massage course with Professor Carolina Arauz was a pleasure. She was very clear in her teaching, and her kindness and patience made it easy to learn. I hope to apply what I have learned, as I have already given some massages, and the recipients were very happy with the techniques. I am grateful for the opportunity to participate in this course.

”



Nely Riquelme Astudillo
La Vega de Calbuco Neighborhood Development Council



“

As a mentor, sharing my experience and knowledge in health and wellness has empowered women to develop and strengthen their personal skills. Participants have highlighted the significance of self-care and caring for others. This feedback motivates me to continue designing projects that encourage women to generate and promote their business ideas: imagine, create, realize, and grow! ...

”

Carolina Arauz
Corporate Social Responsibility Analyst and
Workshop Instructor



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



6.4. ELEM AYEN RUKA BODY MASSAGE WORKSHOP

Providing competencies and developing skills in communities motivated us in 2024 to accept the invitation from the Ayen Ruka Long-Stay Establishment for Older Adults located in the commune of Cunco, to conduct a therapeutic massage workshop for 9 workers at that facility. This workshop provides each participant with practical tools to contribute to the well-being of the older adults living there, applying techniques that help relieve muscle pain and reduce joint inflammation, significantly improving their quality of life.



6.5. INAUGURATION OF THE ARTISANAL PIER OF THE WALTER MONTIEL FISHERMEN'S UNION

Together with the Walter Montiel Fishermen's Union and after several years of collaborative work, on March 15, 2024, we attended the inauguration of the "Don Mito" pier, the first pier owned by a fishermen's union in Puerto Chacabuco. This long-term work, in which we were able to collaborate with the union in obtaining the permits and subsequent construction of the pier, reflects the commitment to the communities, demonstrating that local growth and development are possible.

At eighty meters long, with four berths and a seven-ton concrete base, the "Don Mito" pier will allow members of the Walter Montiel fishermen's union to boost their economic development through artisanal fishing and tourism activities.



“

We find it very rewarding to witness how communities are accomplishing their goals. Our partnership with the Walter Montiel union is a key component of our Sustainability Strategy, specifically the "Good Neighbor" pillar. This initiative aims to create value for our community and support local development.

”

Ángela Ríos

Head of Corporate Social Responsibility



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





Let's reforest ketrún rayen!

At our Ketrún Rayen fish farm, located in the Bío Bío region and next to the F-903 La Quebrada School, we held an environmental education workshop, in which 28 seventh and eighth grade students participated in the reforestation of 60 native trees on the fish farm grounds. Thanks to the commitment and support of Leandro Faúndez, Sergio Gutierrez, Gastón Quiriban and the entire Ketrún Rayen team, the students not only reforested with native species of the territory but also reflected on the importance of caring for the environment and actions for its preservation.



Connecting through dance

Because being part of a community is not a strategy, but a way of existing, in Puerto Natales, our colleagues from the Cosecha del Mar store, Jennifer Quiñones and Carolina Galeano, invited the neighbors of the Juan Pablo II JJVV to the activity "Connecting with Dance", an event in which through corporate volunteering, they gave dance classes and were able to bring the community closer through a fun and relaxed activity. From the CSR area, promoters of corporate volunteering, we are learning how to be an active part of the communities that host us. This means listening, learning, collaborating and building together.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES





Participation in Education–Business linking fairs

We got involved in what matters to communities, support their projects, and seek to contribute with our skills and knowledge. Our commitment goes beyond productive activity: we want to instill trust, build bridges, and leave a mark that gives value to all people.

An example of this is the participation in the First Edition of the Education–Business Linkage Fair, held at the Eulogio Goycolea school in the municipality of Calbuco.

Focused on technological, environmental and social innovation for a sustainable future, our colleagues from Fitz Roy Plant– Edgar Hernández, Planning Engineer– and Ricardo Vargas, Continuous Improvement Leader– presented to students and authorities on the main advances and challenges of the salmon industry in these topics. Attendees were able to interact with different advanced analytics models, demonstrating the use of software applied to management reports, use of prediction models with linear regression and creation of optimization models.

Our colleague, Rodrigo Aros, Head of Food at our fish farms, recently attended the fair held by the Puerto Aysén Polytechnic High School. During this event, we presented to students the feeding process conducted in our facilities and highlighted the significant role technology plays in this process, as well as the future challenges we will encounter. Attendees had the opportunity to engage with this process, learning that a responsible food strategy is essential for reducing environmental impacts, such as organic waste and the use of natural resources. Therefore, having access to accurate and comprehensive information from today’s food systems is crucial for making timely decisions that aim for sustainable, high–performance production.





#FacilitiesVisit

Transparency that connects

We are committed to transparency in our operations and strive to foster closer connections with our community. Throughout the year, we open our facilities to neighbors and members of the educational community. These visits provide us the opportunity to share our processes, answer questions, and build relationships grounded in trust and mutual respect.

In 2024, we had over 90 visitors in Australis!



#TogetherWeAreCommunity

Beach cleaning

Annually, we participate in “**International Beach Cleanup Day**”, an environmental education initiative organized by the Maritime Authority, which seeks to raise community awareness about environmental protection, ocean protection, and the impact of litter on marine wildlife.

This is how, during 2024, different collaborators at Australis participated in the various coastal waste collection days in the municipalities of Calbuco, Aysén and Puerto Natales.



01.
SUSTAINABILITY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



GRI indicators and annexes



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES



GRI INDICATORS TABLE

Declaration of use	Australis Seafoods has submitted the information cited in this GRI content index for the period from January to December 2023, using the GRI Standards as a reference.		
GRI 1 Used	GRI 1: 2021 Fundamentals		
GRI Standard	Contents		Page Number
GRI– 2: General Contents 2021	2–1	Organizational details	8, 10, 11, 12, 13, 14, 16, 17
	2–2	Entities included in the sustainability reporting	11
	2–3	Reporting period, frequency and point of contact	3
	2–4	Updating the information	N/A
	2–5	External verification	6
	2–6	Activities, value chain and other business relationships	16, 17
	2–7	Employees	32, 33
	2–8	Workers who are not employees	N/A
	2–9	Governance structure and composition	25, 26
	2–11	President of the highest governing body	12
	2–13	Delegation of responsibility for impact management	26
	2–22	Declaration on Sustainable Development Strategy	20, 21, 22
	2–23	Commitments and policies	25, 26
	2–26	Mechanisms for requesting advice and raising concerns	29
	2–27	Compliance with laws and regulations	28
	2–28	Associations Membership	15
	2–29	Approach for stakeholder participation	23
	2–30	Collective bargaining Agreements	34
GRI–3 Material Topics 2021	3–1	Process of determining material issues	21, 22
	3–2	List of material topics	22
	3–3	Management of material issues	22

GRI Standard	Thematic Standards		Page Number
GRI–304 Biodiversity 2016	304–2	Significant impacts of activities, products and services on biodiversity	54, 58, 62, 63, 64, 65, 66, 67, 73, 74, 75, 76, 79
GRI–305 Emissions 2016	305–1	Direct GEI emissions (Scope 1)	76
	305–2	Indirect GHG emissions associated with energy (Scope 2)	76
	305–4	Intensity of GHG emissions	76
	305–5	Reduction of GHG emissions	76
GRI–403 Health and Safety at Work 2018	403–1	Occupational health and safety management system	43, 44, 50
	403–5	Training of workers on occupational health and safety	45, 46, 47, 48, 49
	403–8	Coverage of the occupational health and safety management system	43, 44
	403–9	Work accident injuries	50



GSI INDICATOR VERIFICATION LETTER



CONFORMANCE LETTER

To whom it may concern

Control Union Peru S.A.C. confirms that it has carried out the assessment of Sustainability Indicators of Global Salmon Initiative (GSI) and Carbon Measurement and Mitigation Sustainability Indicators, with information of period January – December 2024 of:

AUSTRALIS MAR S.A.

Decher # 161, Puerto Varas, Los Lagos - Chile.

The results of the evaluation carried out on April, 09th, 16th and 17th 2025.

Further details are provided overleaf

The evaluation has been performed under the supervision of Marcos Tricallotis, Lead Assessor of CU Peru.

Declared by:
On behalf of the Managing Director
Authorized by:



Firmado digitalmente por:
CHRISTIAN ANDRE URIBE DE
ALVAREZ
Motivo: Por encargo
Fecha: 21/04/2025 11:00:38-0500

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Printed on:



01.
SUSTAINABTY REPORT



02.
GOVERNANCE



03.
WE ARE AUSTRALIS



04.
OUR SALMON



05.
OUR ENVIRONMENT



06.
COMMUNITIES

