



SUSTAINABILITY
REPORT
2021



FIORDO AUSTRAL

Our Company

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About the scope of this report

The Fiordo Austral Sustainability Report 2021 has been prepared following the principles of the Global Reporting Initiative (GRI) with an essential approach.

The scope of this report corresponds to all the companies that make up Fiordo Austral.

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Sustainability Report 2021



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We are
Fiordo Austral

Letter from the President of the Board

Our commitment to sustainability is intrinsically linked to our origins, which date back more than 27 years, when we began to promote circular processes that allowed us to revalue by-products of the salmon industry, which were considered waste, avoiding their disposal in landfills, and so extending the life cycle of these resources.

Today we continue to move in this direction, continue being a strategic ally of salmon farming, providing an agile service and delivering concrete solutions to challenging scenarios. Additionally, today we can add value to other industries, such as agriculture, through new products that allow us to develop bio-stimulants, life activators in soils, and crop protectors whose positive impact on production has allowed us to be present in almost all continents with our Aminochem subsidiary.

Therefore, we consider that reflecting our commitment to sustainability and service to our customers in this first Sustainability Report will be a great advance and will allow us to align efforts, for which we open our management's impact to all our stakeholders, so they can monitor the progress of environmental performance, social, economic and governance indicators, all of them keys to sustainable development.

In 2021 we made the latest investments associated with our Massive Mortality Plan, which enabled a series of alternatives that allowed us to be an effective support for our clients who faced events of massive fish mortality due to Harmful Algal Blooms (FAN) or lack of oxygen, removing the biomass on time to generate a new process. At this point we highlight the silo ponds and the increase in processing capacity in our Panitao plant.

In turn, we increased our coverage and infrastructure in Los Lagos, Aysen and Magallanes regions, an area that has concentrated salmon production plants deployment in recent years, allowing us to be close to our customers and reducing long journeys for the delivery of Salmon by-products. This allows (i) to reduce CO2 emissions and consequently our carbon footprint and (ii) to have a more sustainable network in case of contingencies in a reduction plant.

In addition, we continue to promote dissemination and orientation actions to our customers in the salmon industry, so greater value can be given to their by-products through proper management of their production process.

We are proud of the 2021 performance, which allowed us to achieve sustainability objectives, which was only possible thanks to the strong commitment of each of Fiordo Austral's members, who promoted collaborative work with all our customers and suppliers, a fundamental condition for sustainable development.

I invite you to continue getting involved in the different initiatives we are developing, to work with our entire team to join efforts to ratify the commitment to sustainability and circular economy promotion.

Ramón Yávar

Chairman of the Board
Fiordo Austral



"We are proud of the 2021 performance, which allowed us to achieve sustainability objectives"

Letter from the General Manager

As a company and as citizens, our purpose is to deliver the planet to next generations at least equal to how we received it. I believe that presenting our first Sustainability Report is an important advance, giving an account of our advances and challenges in the economic, social, and environmental fields, evidencing our action face-to-face with society and reaffirming our commitment to the Sustainable Development Goals to which we adhered.

Fiordo Austral' DNA seeks to deliver the best service to our suppliers, which are mainly salmon- producing companies, evidenced in the 2021 focuses: operational continuity and service. This has been possible because we work every day to incorporate new learning to continue facing challenges jointly with clients and communities, prioritizing forms of development that promote circular economy and environmental sustainability.

At this point, the promotion of circularity – the basis of our business model where we turn biological waste into raw material – is key. Annually, we take care of more than 300 thousand tons of surplus from salmon production for human consumption – viscera, skeletons, heads, tails, and silage mortality – that, after our production process, become new products, adding value to other industries, and extending the life cycle of this biomass.

A key piece in this challenge is to deliver the best service. Therefore, we strengthened our production capacity and our maritime and land logistics allowing us to ensure the surplus collection service or face possible episodes of salmon mortality, efforts that are consolidated in our Mass Mortality Program (PMM).

PMM concentrates the full deployment of our experience as a reducing company in highly challenging situations for the salmon industry – ISA virus and Harmful Algal Blooms (FAN) – quickly activating action plan to mitigate the effects of these scenarios. In addition, we increased our silo storing capacity, allowing us to handle more than 15 thousand tons of ensiled mortality.

“We work to incorporate new learning and, thus, continue to face the challenges together, prioritizing forms of development that promote the circular economy and environmental sustainability”.

In addition, we expanded the markets where we commercialize natural bio-stimulants, a unique product in the world which, through an innovative process, manages to rescue proteins of marine origin derived from ensiled mortality, generating an impact on industry's sustainability.

Another milestone I would like to highlight was the opening of our United States offices to be closer to our end customers – in the pet and livestock food and agricultural markets – consolidating the penetration of our products and making the value chain more efficient.

All this work cannot be developed in isolation. Therefore, I thank our clients, who allow us to generate collaborative instances and explore opportunities for improvement to continue advancing and being agents of change for the industry.

Also, we understand that we live inserted in communities, so the bond and empathy that we must have with them must be solid. In 2021, we carried out characterizations of the different areas where we are present and mapped the main stakeholders to maintain transparent and proactive relationships focused on the mitigation of our main impacts.

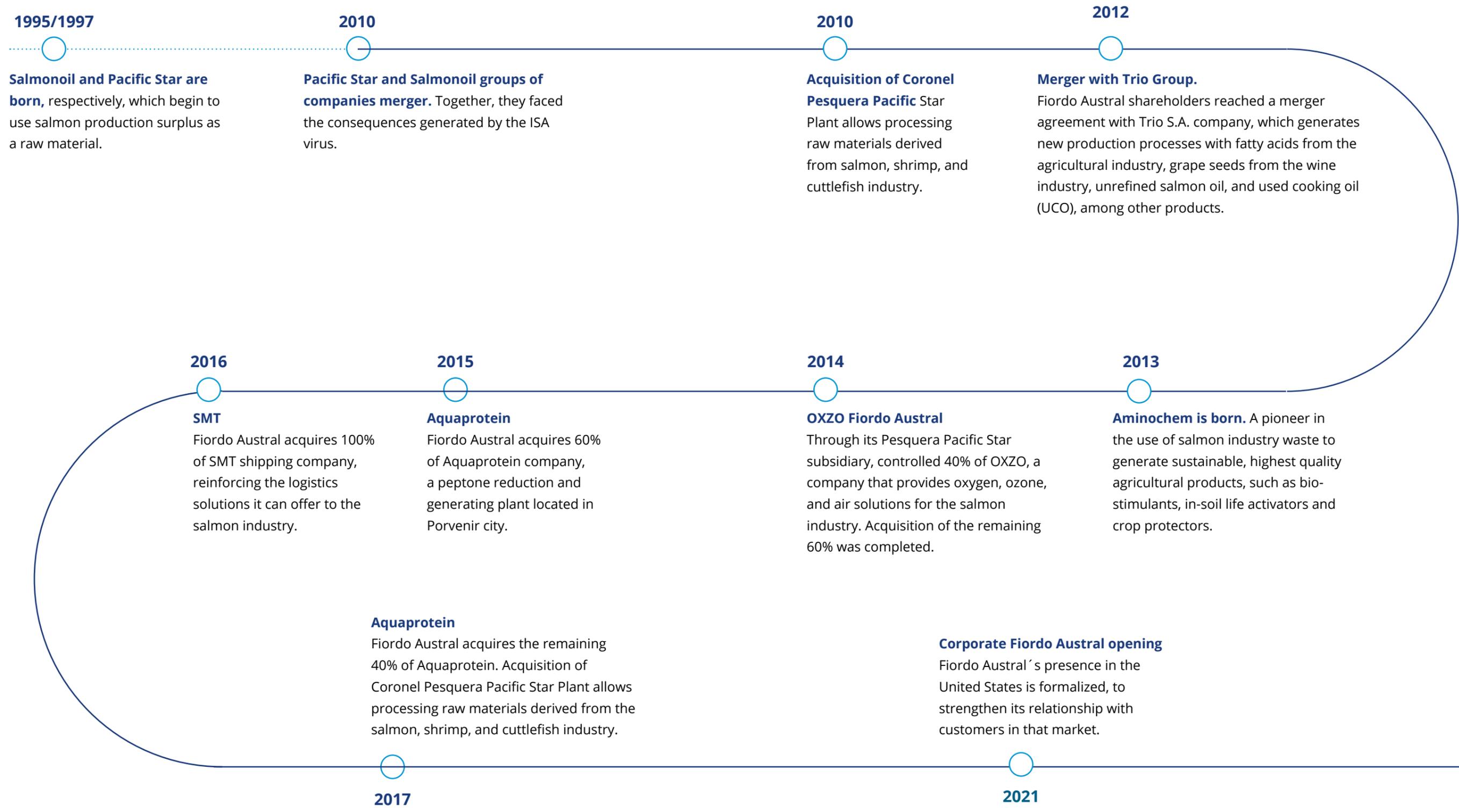
I end these words with deep gratitude to the Fiordo Austral team, whose commitment to the circular economy is reflected daily. Their passion and dedication allow us to have faith in a future full of opportunities, enabling us to continue advancing together with our community.

I take this opportunity to invite you to be part of the circularity challenge. You can always find in us a partner to develop innovative projects that contribute to the generation of a better future.



Antonio Turner
General Manager
Fiordo Austral

Our history



OUR SUBSIDIARIES

We have a network of product and service companies that are in tune with our corporate philosophy, delivering solutions that promote circular economy development.



- Pioneer company in the use of salmon industry waste to generate sustainable agricultural products of the highest quality. It currently offers a broad portfolio of products such as bio-stimulants, in-soil life activators and crop protectors.
- Its headquarters are in Chile, and it's present in Argentina, Peru, Uruguay, Bolivia, Paraguay, Colombia, Ecuador, Brazil, Mexico, USA, and China.



- With more than a decade of experience in designing solutions for complex multimodal and multipurpose logistics challenges.
- It has 35 vessels to transport different types of cargo among warehouses, shipping ports and cultivation centers, receiving, managing, and delivering information through different online platforms.



- More than 10 years delivering automated oxygen, air, and ozone technological solutions with 24/7 autonomous satellite monitoring systems.
- Presence in Chile – in Los Lagos, Aysén and Magallanes regions – and abroad with offices in Norway and Canada.



- Leading company in the recycling of used vegetable oil. Generates new inputs for the manufacture of soaps, detergents, and biofuels, among others. Avoids contamination of 400 thousand liters of water per year.
- With operations in Chile, Peru, Argentina, and Colombia.



- Extracts oil from grape seed, surplus from the wine industry processes, and from rosehip fruit, for food-grade use for consumption and use in various applications. It also produces fatty acids, which are obtained from the refining of vegetable or marine origin oils, to formulate nutritional supplements for animal feed.



Our Corporate Governance

Our Board of Directors, which leads the development of Fiordo Austral and its subsidiaries, is made up of the following members:

Name	Position	Profession	Seniority as director	Nationality
Ramón Yávar Bascuñán	President	Civil Engineer	10 years	Chilean
Pedro Hurtado Vicuña	Vice-president	Industrial Engineer	15 years	Chilean
Juan Martín Rozas	Director	Civil Engineer	15 years	Chilean
Luis Felipe Sullivan Moreno	Director	Entrepreneur	10 years	Chilean
Fernando Frias Larraín	Director	Lawyer	10 years	Chilean
Aldo Riquelme Ortega	Director	Biochemical	10 years	Chilean
José Hurtado Vicuña	Director	Commercial Engineer	15 years	Chilean

During 2021, our Board met 12 times, with 100% attendance.

Executive Staff

Responsible for the development and growth of Fiordo Austral, the executive staff is made up of:

Name of the executive	Profession	Position
Antonio Turner	Commercial Engineer	General Manager
Francisco Correa	Commercial Engineer	Operations and Services Manager
Andrés Montalva	Civil Engineer	Production Manager
Pedro Chávez	Biochemical	Sustainability Manager ¹
Victor Pérez	Aquaculture Engineer	Commercial Manager
Verónica Crovetto	Civil Engineer	Development Manager
Luis Bujanda	Civil Engineer	Technical Manager
Carlos Wulf²	Commercial Engineer	People Manager
Jaime Ruiz	Civil Engineer	Corporate Finance Manager and Non-Salmon Subsidiaries
Thomas Vedoya	Commercial Engineer	General Manager Aminochem
John Marcus	Commercial Engineer	General Manager of OXZO
Rosemary Palma	Public Accountant and Auditor	Comptroller

1. As of January 2022, Pedro Chávez went on to lead the Quality, Environment, and Regulatory Affairs management.

2. Carlos Wulf worked until January 31, 2022, at the company, being replaced by Cintia Munzenmayer.



PURPOSE AND VALUES

We are sustainable, we promote the circular economy giving value to organic by-products

Values

-  **→ WE ARE COMMITTED**
We face challenges together, communicating clearly and honestly.
-  **→ SOMOS WE ARE SUSTAINABLE**
We prioritize forms of development that promote the circular economy and environmental sustainability.
-  **→ WE ARE EMPATHETIC**
We connect with people, seeking to generate solutions that consider contexts and priorities.
-  **→ WE ARE RELIABLE**
We fulfill our agreements to be the best ally of our colleagues and clients.
-  **→ WE ARE TEAM**
We work to generate the best quality product, safeguarding the safety of our team and delivering an excellent service
-  **→ WE ARE INNOVATORS**
We tirelessly seek ways to lead change.
We can always be more efficient!

Ethics and Corporate Integrity

From our Board of Directors, there is a clear commitment to develop the business by respecting standards in crime prevention and ethics management, which our executive staff promotes.

Our Ethical Management model has an Ethics Code and a channel for consultations and complaints arranged so that our workers, suppliers, customers, and anyone who requires it can deliver relevant information and share background to guide our investigation and control processes. The Comptroller's Office is responsible for investigating and following up on possible complaints or queries that come through our various points of contact, including:

- Website: <https://lineaeticafiordoaustral.cl/>
- Email: canaldenuncia@fiordoaustral.com
- Whatsapp: +569 9644 8016

Safeguarding our company's ethics and integrity has been promoted through our Crime Prevention Model, which is in the process of being implemented both in our national level operations and in the countries where we are present. This has been achieved through the generation of policies and procedures for action in the event of crimes. During 2021, no complaints or cases associated with bribery or money laundering were registered.

Fiordo Austral has an independent Comptroller's Office department, which reports directly to the Board. Its mission is to ensure internal and external regulatory compliance based on the company's ethics and integrity guidelines, defined in its Ethics Code. It is the Comptroller's Office responsibility to develop internal audits and execute control strategies to safeguard compliance with our values and ethical principles.

Fiordo Austral has an independent Comptroller's Office department, which reports directly to the Board. Its mission is to ensure internal and external regulatory compliance based on the guidelines of ethics and integrity of the company that have been defined in its Ethics Code.

It is the Comptroller's Office responsibility to develop internal audits and execute control strategies to safeguard compliance with our values and ethical principles.

CONFLICT OF INTEREST MANAGEMENT

Fiordo Austral's Board of Directors has determined, in the Purchasing, Suppliers of Goods and Service Providers Policy, the guidelines and definitions regarding conflict of interest and how to manage its occurrence. To prevent these situations from being generated or not being reported in time, preventive measures have been implemented applicable to both public officials and individuals. In the event of a suspected conflict of interest, the Crime Prevention Officer must inform the Ethics Committee and the Board of Directors as soon as possible, who will resolve the case, according to the background..

Main Figures

Our operation and market share.



OUR OPERATION

- Calbuco
- Coronel
- Lampa
- Maipú
- Panitao, Puerto Montt
- Porvenir
- Puerto Chacabuco



MARKETS FOR THE SALE OF OILS

- Bangladesh
- Brasil
- China
- Colombia
- Ecuador
- Filipinas
- Honduras
- Indonesia
- Japón
- Malaysia
- México
- Perú
- Tailandia
- Taiwán
- Turquía
- Vietnam



AMINOSALMON SALES MARKET

- Perú
- Taiwán
- Vietnam



MEAL SALES MARKET

- Argentina
- Brasil
- Canadá
- China
- Corea del Sur
- Costa Rica
- Ecuador
- España
- Estados Unidos
- Filipinas
- Holanda
- Indonesia
- Japón
- México
- Perú
- Sudáfrica
- Tailandia
- Taiwán
- Vietnam



FLOUR SALES MARKET

- Canadá
- Corea del Sur
- Ecuador
- España
- Estados Unidos
- Filipinas
- Holanda
- Japón
- Tailandia
- Vietnam



BIODIESEL FEEDSTOCK SALES MARKET

- Estados Unidos
- Holanda
- Portugal
- Reino Unido



+ 1,000 workers



+ 300,000 tons of salmon by-products are processed annually

5

plants for the processing of salmon by-products



Participation on all continents

With operations in the USA, Canada, Norway, Peru, Colombia, and Argentina, among others.

Presence in more than 35 countries

1

OUR FIRST
SUSTAINABILITY
REPORT



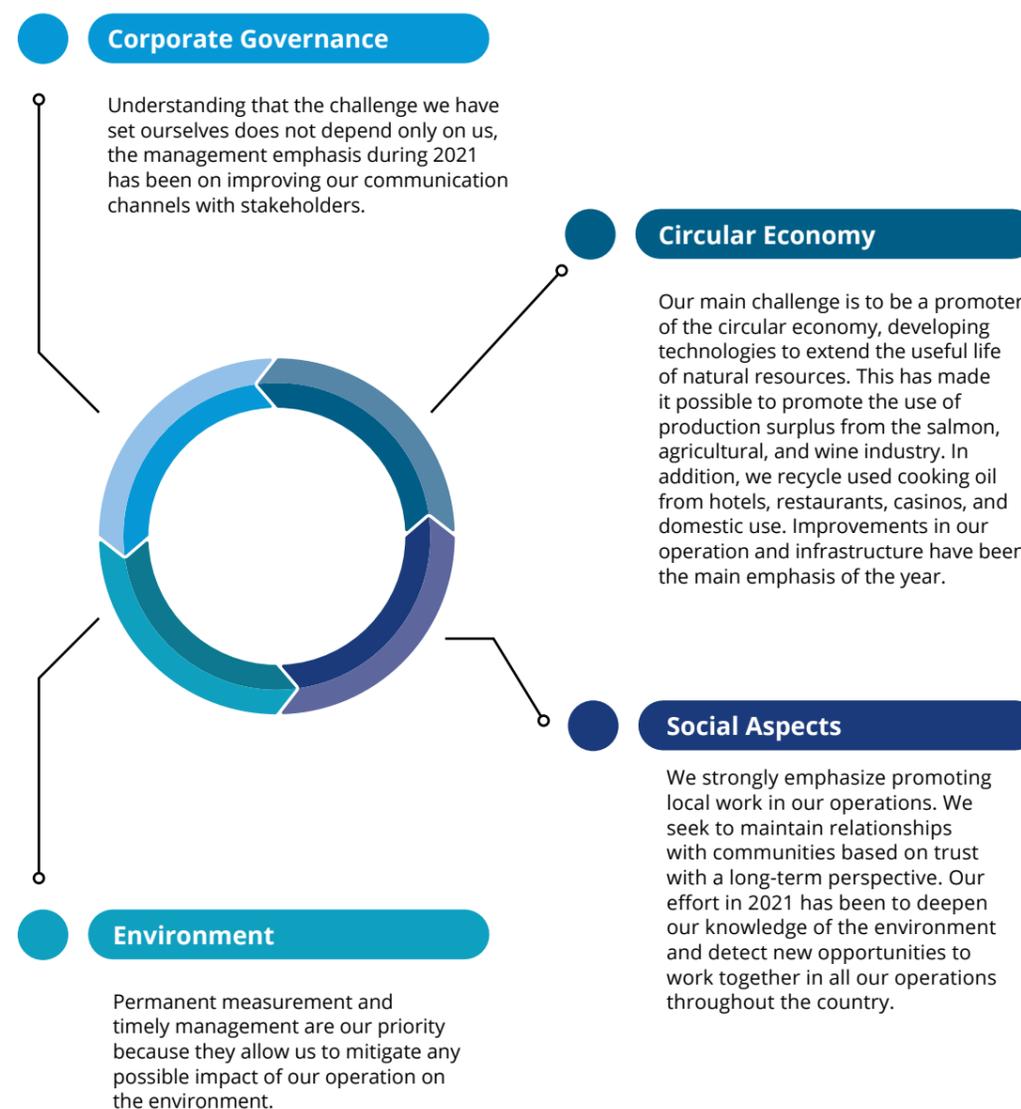
1.1 Sustainability in Fiordo Austral

As its central axis, our business model has sustainability, promotion of the circular economy, and service to our salmon farmers, pet food producers, farmers, and consumers in general. We want to proactively contribute to tomorrow's planet, prioritizing sustainable and lasting-over-time forms of development, to promote initiatives that generate positive impact on our workers, processes, suppliers, communities, and customers.

For this, it is essential to co-build ways of working with our main stakeholders that add value in the economic, social, and environmental fields. An important part of this requires that the efforts and achievements made in this area are made visible, which is the primary objective of our first Sustainability Report.

This exercise has also made it easier for us to efficiently define and disseminate the main challenges we face as a company and the way in which we seek to continue adding value to our workers, processes, customers, communities, and society in general.

SUSTAINABILITY MANAGEMENT FOCUSES 2021



1.2 Standards: Reporting and Sustainable Development Goals

In this first exercise, we have been guided by the main standards in terms of sustainability. This report¹ has been prepared following the Global Reporting Initiative (GRI) principles as an essential focus.

All the information presented in terms of sustainability management corresponds to 2021. Background has been presented² by various informants within the company through interviews and information gathering sheets.

1. Being our First Sustainability Report, there are no changes in the information coverage and no re-expression of shared data is presented.

2. The following report has not been subjected to an external verification process.

From a management perspective, our business contributes globally to sustainable development. It is for this reason that, as a company, we have chosen to promote the following:

SUSTAINABLE DEVELOPMENT GOALS OF ITS 2030 AGENDA

	<p>Contributing with high nutritional value products through a sustainable production process are key orientations for our business development. We contribute to this objective through the following strategic action:</p>	<p>2.4 Ensure the sustainability of food production systems and apply resilient agricultural practices.</p>
	<p>Promotion of local employment in all our operations and, in turn, continuous improvement strategies to safeguard our worker's safety are relevant axes to guide our production. We contribute to this objective through the following strategic action:</p>	<p>8.8 Protect labor rights and promote a safe and secure working environment for all workers.</p>
	<p>We believe that growth and development of the industry are possible through innovative solutions that aim at the circular economy. From Fiordo Austral we contribute to this objective through the following strategic action:</p>	<p>9.2 Promote an inclusive and sustainable industrialization.</p>
	<p>The commitment to our environments and communities refers to low affectation production. The permanent improvement of our processes goes in this direction, thus contributing to the objective through the following strategic action:</p>	<p>11.6 Reduce the negative environmental impact of cities.</p>
	<p>We understand that climate change is a global challenge. Our operation and business aim directly to generate clean production that allows a long-term view in contributing to the environment. In this objective, we contribute through the following strategic action:</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related risks and natural disasters.</p>
	<p>We are a strategic ally for the salmon industry, developing solutions that also contribute to our oceans' care. We contribute to this objective through the following strategic actions:</p>	<p>14.Improving oceans' health and enhancing the contribution of biodiversity to the development of countries.</p>

Development is sustainable only if value is added to environments and communities. Thus, together with the SDGs that we intrinsically address thanks to our business, in Fiordo Austral we are also committed to contributing to the objectives shown below.



Contributing to and strengthening education in our environments is a relevant axis from our relationship with community strategy because it increases access to quality and sustainable jobs over time.

Actions that we have promoted in this area:

Collaborative agreements with Educational Establishments in the regions where we are present, with a focus on the promotion of reading and on sustainable development.

Execution of courses which promote more sustainable development in the communities where we live.



The generation of alliances and collaborative work are the main strategies to positively contribute to responsible production and consumption modes. In this matter we have developed the following actions:

Revaluation of products promoting the circular economy.

Meetings and dissemination to promote these objectives.



1.3 Materiality Process and Management Approaches

Being our First Sustainability Report, the definition of material issues was an exhaustive process that considered our different stakeholders. Information was collected through the following phases:

GATHERING INFORMATION FOR MATERIALITY

Stakeholders Map

Implemented in all our operations throughout the country.

Internal interviews

With directors and the executive team of the company.

Comparative analysis

Of the industry with a national and international perspective.

Consultation Phase

With our main clients and open to company workers.

Definition of material topics Sustainability Report 2021

STAKEHOLDERS MAP

During 2021 we developed stakeholder's maps for our plants located in Maipú, Lampa, Coronel, Puerto Montt, Calbuco, Chacabuco, and Porvenir communes. In this process, we identified the main community groups and authorities around our operations from secondary information collection, and then complemented the information through an interview agenda with main actors of the territories.

Through this work, we were able to recognize the main issues of concern and opportunities for collaboration to be sustained with these actors in the short and medium term, thus delimiting our work agenda for 2022.



Total Stakeholders identified

72



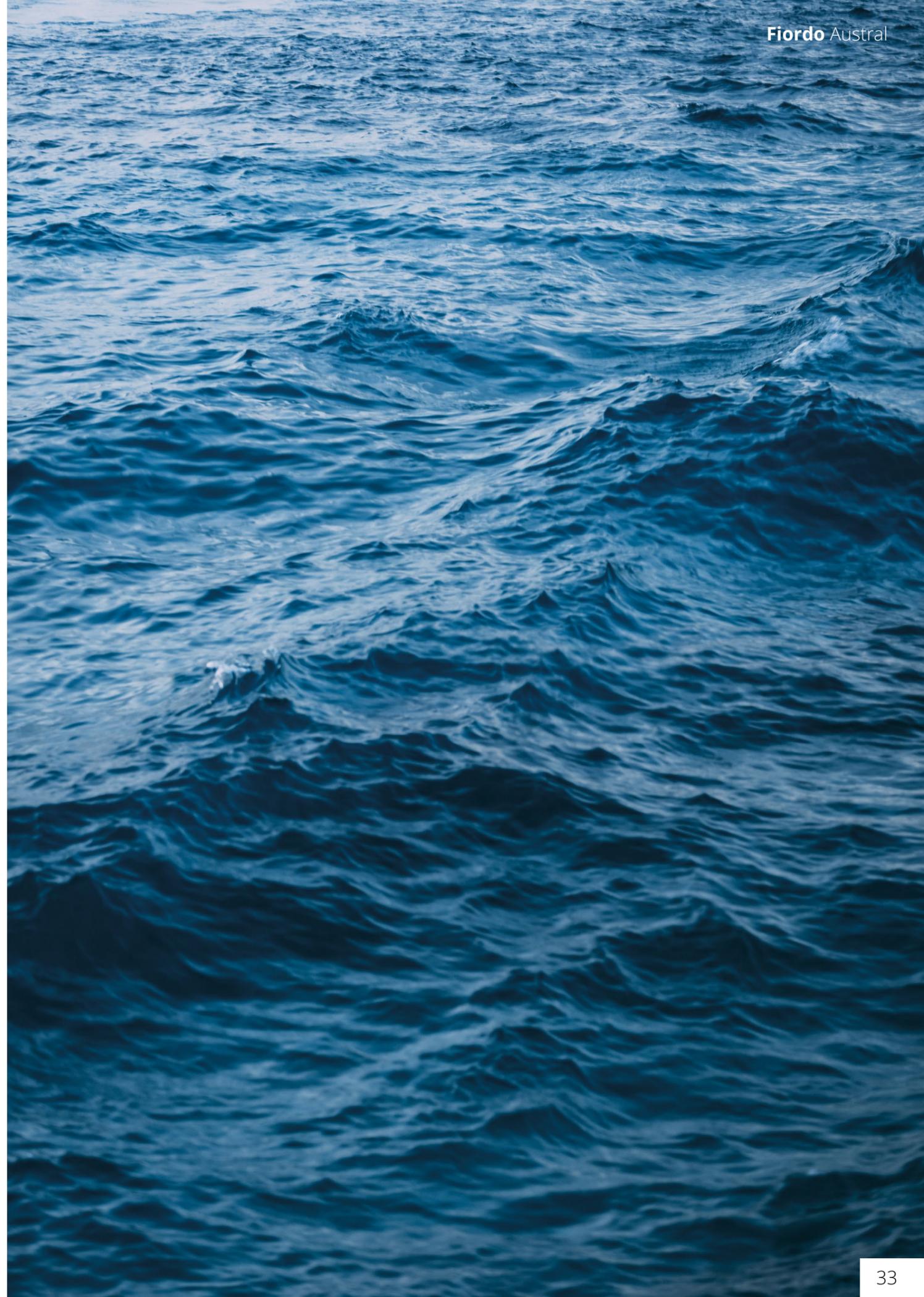
Interviews conducted

42

Since the previous year, the actors' main topics of attention and therefore the detected collaboration opportunities correspond to:

Topics of attention	Opportunities for collaboration
<ul style="list-style-type: none"> - Concern associated with odor emissions that communities associate with the operation. - Concerns related to the transport of raw material or finished product to and from plants. - New relationship strategy between company and community. - Processes of territorial transformation associated with changes in land use and urban expansion in certain communes. 	<ul style="list-style-type: none"> - Environmental education initiatives with educational establishments. - Establishment of two-way communication channels with stakeholders. - Development of a training plan with workers. - Joint work with academia for innovation processes development. - Proactively linking with neighbors in the territories. - Consolidation of our participation in existing territorial governances to be linked with them.

This exercise corresponds to the main input for determining material issues from external stakeholders to be considered in the following report.



Industry Trend Analysis

In a complementary way, a comparative study was generated with industry leaders at national and international level, which allowed us to identify the main management areas in terms of sustainability.

This survey considered analysis of eight companies, both Chilean and international.



8 Companies

Interviews with executives and executive team of the company

Based on the diagnostic exercises described above, an agenda of interviews was established with representatives of the company's board of directors and executive team, whose objective was to recognize the practices that are currently being developed in terms of sustainability management, as well as the main challenges in the field for the coming years.

A total of six interviews were conducted with executive teams and directors.



Interviews in total

6

Consulting our strategic clients

From stakeholder's maps, trend analysis, and interviews with informants, a first selection of relevant material topics was built, which was prioritized through a consultation with our main initial customers or suppliers of raw materials. Data collection was generated through a digital survey.

Collection of information generated through digital survey.



6 Principales Clientes

Consulting our employees

In addition, we generated a consultative process with workers from all our operations, allowing us to incorporate an additional prioritization criteria of material issues to be reported.

More than 88 workers participated in this consultation, generated through an online survey.

Online Survey

88 trabajadores



1.3.1 MATERIAL TOPICS AND MANAGEMENT APPROACHES

The diagnostic and consultation exercise allowed us to establish a set of material topics of interest to be addressed in this report. From a consolidated perspective, the initially identified topics were:

MATERIAL TOPICS

Governance and economic dimension

Business Development

- New developments, extensions, and infrastructure.
- Efficiencies.
- Ethics and Crime Prevention Model
- Corporate governance structure.
- Ethical conduct.
- Supply and commercial management
- Value chain.
- Availability and risk management.
- Positioning.
- Traceability. Innovation
- New products.
- Alliances and developments.

Environmental dimension

Management of odors and other operational risks

- Investments for mitigation.
- Operational adjustments.
- Compliance.

Carbon footprint efficiency and management

- Energy consumption.
- Efficiency practices.
- Main sources of GHG emissions.
- Footprint measurement.

Water efficiency and Liquid Industrial Residuals (RILES) management

- Water consumption.
- Efficiency practices.
- Wastewater.

Social dimension

Territorial management and relationship with stakeholders

- Community relations.
- Community investment.
- Controversies.

Occupational health, safety, and well-being

- Working conditions of own workers and permanent contractors.
- Quality of working life.
- Health and safety.
- Industrial relations (trade unions, collective bargaining, etc.)

Human capital

- Local employment (workers, contractors, and suppliers).
- Training.
- Performance evaluation

These contents were submitted for evaluation considering the information collected in the diagnosis and consultation, allowing the establishment of a material topics matrix for prioritizing, and identifying the issues to be reported. The following analysis criteria were considered for this purpose:

1.

The importance the subject has for the development of the business, for which the comparative analysis and internal interviews were taken as reference.

2.

The relevance that these issues have for our main stakeholders, which was built from a community diagnosis in all our operations and customers and workers surveys.

The materiality matrix was expressed as follows:



- 1. Profitability and development
- 2. Ethics and Crime Prevention Model
- 3. Supply and commercial management
- 4. Innovation
- 5. Management of odors and other operational risks
- 6. Efficiency and management of the carbon footprint
- 7. Water efficiency and RILES management
- 8. Territorial management and relationship with stakeholders
- 9. Occupational safety, health, and well-being
- 10. Human capital

The material issues to be considered in the following report correspond to those of greatest importance for our stakeholders and for business development. For each of these issues there is a clear management approach, which frames the information reported in this exercise:

MATERIAL THEME	MANAGEMENT APPROACH
<p>1. Innovation</p>	<p>Innovation is our way of developing the business and being a contribution through the circular economy.</p> <p>As Fiordo Austral we have consolidated a value chain based on the use of raw materials from various industries' organic by-products, highlighting extensive work with the salmon industry, but also with the agricultural industry.</p> <p>Part of our DNA drives the development of new products and the delivery of attractive solutions for our customers based on permanent innovation, which always prioritizes process improvement. Therefore, it is a transversal approach to our entire operation.</p>
<p>2. Odor and Other Operational Risks Management</p>	<p>In Fiordo Austral we know that we are a strategic actor for our raw material suppliers since we increase the raw materials life cycle, by reusing their by-products which were formerly destined for final disposal, but they now enter new production processes.</p> <p>This has allowed to contribute to the reduction of negative impacts that these industries could generate, something that was highly visible in the salmon industry when facing Harmful Algal Blooms (FAN) or when quantifying the evolution of final disposal associated with their production process.</p> <p>We understand that our operation can cause discomfort in our environments, so the odor and other risks management approach considers:</p> <ul style="list-style-type: none"> → Generation of alliances with public bodies to promote industry relevant regulatory development. → Permanent contact with our communities and neighbors, responding to their concerns and seeking process improvements to reduce possible affectations. → Constant evaluation of the effectiveness of the mitigation measures implemented in each of our facilities.

<p>3. Territorial management and relationship with Stakeholders</p>	<p>Contributing to the successful development of our environment and communities is a fundamental objective of our corporate purpose.</p> <p>Our management approach contemplates environmental contribution through clear lines of intervention, which allow interaction with a focus on the shared value that fosters the sustainable development of our communities.</p> <p>Thus, from Fiordo Austral through our territorial management, we promote the following projects:</p> <ul style="list-style-type: none"> → Agreements with educational establishments, seeking to leverage the promotion of reading in our children and being a contribution to the development of our communities' development. This is reflected in the signing of eight collaborative agreements with schools and in activities that promote the visibility of the benefits of reading. → Training to integrate new tools for sustainable development channels. This made it possible to materialize the execution of courses for parents and students in different subjects. → Collaborative projects that promote the circular economy, supporting community groups in the development of greenhouses and/or activities that involve reuse of elements from our plant, such as pallets. <p>This is a response to a collaborative diagnostic exercise with our communities, which materialized during 2021 in developing our first Stakeholders Map applied now in all our operations.</p>
<p>4. Human Capital</p>	<p>At Fiordo Austral, we understand that the circular economy and sustainability challenges must be worked together with our collaborators.</p> <p>We seek to be a contribution from the generation of local employment through stable jobs and good conditions. We address this through training plans aimed at our workers, and with transport benefits and health care for those who are part of Fiordo Austral.</p>

1.4 Our Stakeholders

From Fiordo Austral, we generate permanent efforts to maintain fluid relationships with our main stakeholders since we understand that promoting sustainability is a shared task in which we can jointly generate significant contributions to our environment. The main stakeholders and the relationship mechanisms that we have with them correspond to the following:

STAKEHOLDERS	RELATIONSHIP MECHANISMS
Shareholders	<ul style="list-style-type: none"> → Directory → Shareholders' meetings → Financial Statements → Committees → Website and social networks
Workers	<ul style="list-style-type: none"> → Intranet → Ethical Line → Monthly extended meetings → Selection of news → Mailings → Corporate videos → Posters → Incident Report → Meetings with trade unions → Website and social networks
Authorities/ Regulators	<ul style="list-style-type: none"> → Meetings → Public activities → Website and social networks

Clients	<ul style="list-style-type: none"> → Customer Portal → Salmon meal and oil report → Direct attention of the team → clientes@fiordoaustral.com Mail → Website and social networks
Trade Unions	<ul style="list-style-type: none"> → Meetings → Website and social networks
Media	<ul style="list-style-type: none"> → Press Releases → Website and social networks
Comunidades	<ul style="list-style-type: none"> → Meetings → Working groups → Community Engagement Program → Mail for every community → Complaints Channel → Website and social networks
Suppliers/ Contractors	<ul style="list-style-type: none"> → Meetings with executives from selected areas → Contract Administration Area → Risk Prevention Area → Complaints Channel → Website and social networks

2

OUR VALUE
CREATION MODEL

2.1 Milestones

We understand that our activity is a fundamental contribution to the development of various industries with which we work, such as salmon farming, hotels, restaurants, and casinos (horecas), viticulture, and agriculture, among others. For this reason, in 2021 we promoted important projects that allow us to consolidate our value proposition and continue with a growth and continuous improvement perspective.

RELEVANT MILESTONES IN THIS MATTER CORRESPOND TO:



DEVELOPMENT OF NEW INFRASTRUCTURE

As part of our Mass Mortality Plan, during 2021 we consolidated investments aimed at developing new silo storage tanks and increasing process capacity at the Panitao plant.

With this effort, we seek to consolidate our dedication to service, becoming strategic partners of our salmon farming clients in challenging situations, providing an agile and effective response to the presence of Harmful Algal Blooms (HAB) or the effects of a contingency in the water.

The most relevant aspect of this effort is that these investments allowed us to increase, in turn, the generation of products from the resulting biomass, reducing the impact of these contingencies on the environment and surroundings.



The foregoing is added to our continuous improvement plan, which has led us to make significant investments in all our plants.

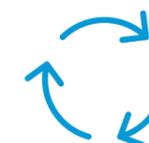
OPENING OF OFFICE IN THE UNITED STATES:



During 2021, we finalized the opening of Fiordo Corp in the United States, which allows us to interact directly with our customers, who acquire products aimed at nutrition of people and animals.

The new office is the result of our business growth, whose main destination is export to the United States, Europe, Asia, and Europe.

PARTICIPATION IN HIGH VALUE MARKET:



To promote the circular economy, it is important that the products resulting from our processes participate in attractive markets and constitute a solution of interest to our customers.

Because of our continuous improvement process and having high-quality products, during 2021 we expanded our participation in high-value markets.

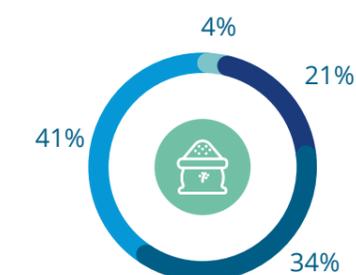
In turn, it was a period in which we consolidated and maintained our sales in Europe, despite the logistical complexities that were faced in that period, registering an upward trend in sales of products in that continent.

This is the result of our vocation for service, which allows us to be in direct contact with end customers, understanding what they need to continue moving forward together.

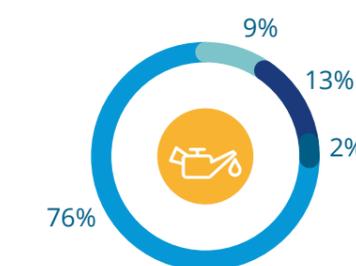
MARKET DISTRIBUTION:



Meal destination markets (January 2021- September 2021)



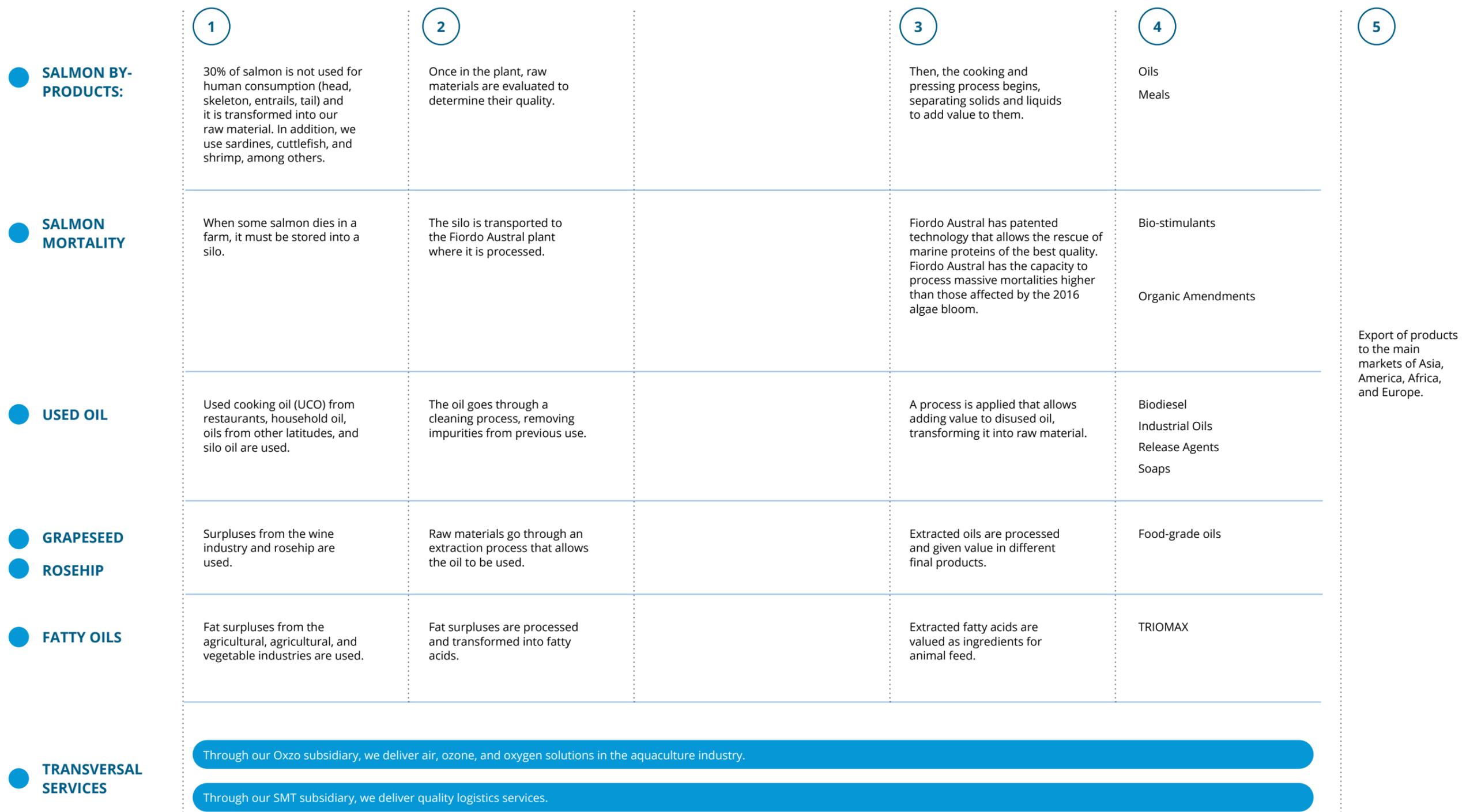
Oil destination markets (January 2021- September 2021)



- South America
- Europe
- North America
- Asia

*Distribution in function to tons exported by country of destination.
Source: Plataforma Comercio Exterior DataSur.com

2.2 Our value chain



At Fiordo Austral, we work from innovation, basing our value chain on the use of raw materials from organic by-products from different industries. From this point of view, our actions are key to the Chilean salmon industry sustainability based on two processes that, without the presence of Fiordo Austral, would have a negative impact on the country's maritime and terrestrial ecosystems:

1. We use discarded salmon from the processing plants of the main salmon companies as raw material. After exhaustive quality control, the surpluses are processed to be transformed into high-quality oils, meal, and hydrolyzed protein. These products are later exported to the main markets of America, Asia, Africa, and Europe.
2. Salmon mortality is removed from the farms through a silage process which, thanks to our patented technology, can rescue high-quality proteins that become bio-stimulants, organic amendments, and natural oil for agricultural use, which are marketed by our Aminochem subsidiary. In this way, nutrients from salmon are returned to the soil.
3. Used cooking oils (UCO) from hotels, restaurants, casinos, and households go through a process to eliminate their previous use and are transformed into raw materials for biodiesel, industrial oils, mold release agents, and soaps. These products are marketed by our Bioils subsidiary, mainly in Europe.
4. We receive grape seeds, generated as surplus from the wine industry processes, and rosehip seeds, obtained from the wild fruit of this species used to produce various products, such as tea or jams, from which food-grade oils are extracted for consumption and use in various applications. These products are marketed by our Trio subsidiary.
5. Fatty acids from the agricultural, vegetable, and agricultural industries are used to formulate nutritional supplements (TRIOMAX) designed to provide essential fatty acids (EPA+DHA) and healthy energy in concentrated feed used in aquaculture. These products are marketed by our Trio subsidiary.

6. Our Oxzo subsidiary provides on-site air, ozone, and oxygen solutions to produce freshwater and marine fish in the aquaculture industry.
7. Our SMT subsidiary supports the development of the salmon industry through quality logistics services distinguished by safety and care for the environment.
8. In addition to the above, our plants seek to add value to the territories where they are located through the generation of local employment and the development of programs for the communities' benefit.

During 2021:

→ We increased the processing capacity of our plants in Calbuco and Porvenir, adding 220 tons/day between them.

→ In Calbuco, new boilers came into operation that allowed us to reduce emissions.



2.3 Circular Economy: Our business core

Circular economy requires permanent innovation that allows discarded material of a production process to acquire new value. At Fiordo Austral, we are strategic partners for different industries, including salmon farming, where we transform by-products of their processes into high nutritional value ingredients for animal, human, and vegetable feed.

OUR PRODUCTS

After salmon is harvested, an average of 70% is destined for human consumption.

Fiordo Austral revalues most of the remaining **30%** through our different products.

HUMAN NUTRITION

Triomax → Marine fatty acids from discarded fractions are mixed with vegetable fatty acids and used for salmon nutrition. Reduces fishing effort by providing EPA and DHA, which are polyunsaturated fatty acids of the Omega 3 long chain that contribute to maintaining normal heart function and blood pressure, among others.

Salmon escarpment → Salmon meat from skims for hamburgers and other human consumption uses.

ANIMAL NUTRITION

Salmon PET → Frozen salmon meat from skim by-product for pet food.

Aminosalmon → Natural salmon hydrolysate for the aquaculture industry, other than salmon, such as other fish or shrimp.

Salmon peptones → Hydrolyzed product from by-products of human consumption salmon of high nutritional value for the pet food market and/or weaning of slaughter animals.

Salmon meal → Salmon meal from by-products of salmon production for human consumption.

Salmon oil → Salmon oil from by-products of human consumption salmon production.

Fish oil → Deodorized oils for human and animal consumption rich in EPA and DHA.

Whitefish meal → Meal from cuts and by-products of pelagic fishing for human consumption.

ALLIANCES FOR INNOVATION

Fiordo Austral maintains alliances with academia and biotechnology companies to develop new products or innovative solutions in the industry.

-  **Nofima. Ås** → Main center for nutrition and development studies. <https://nofima.no/>
-  **Biopolis** → Biotechnology company from Valencia. <https://www.biopolis-microbiome.com/>
-  **Universidad de Auburn** → Work is done with its shrimp study center. <https://agriculture.auburn.edu/research/faas/>

AGRICULTURAL USE

Aminoterra → A powerful liquid fertilizer and bio-stimulant obtained from hydrolyzed salmon proteins under controlled conditions with high technology. It allows plants to build their own proteins and tissues quickly and with great energy savings, especially in environments with nutritional, thermal, hydric, light, or saline stress.

There are also versions of Aminoterra Plus Zinc, plus +2% Zinc, and in its Aminoterra Green version with organic certification.

Aminosoil → Establishment and soil amendment fertilizer, rich in organic nitrogen, organic matter, and amino acids of very high biological quality, plus macro and microelements.

Aminoroot → Root bio-stimulant based on free amino acids, plant extracts, fulvic acids, and active organic matter, designed to promote and strengthen root growth in all types of fruit trees, vegetables, and crops.

Bioamino-L → Root bio-stimulant based on free amino acids, plant extracts, fulvic acids, and active organic matter, designed to promote and strengthen root growth in all types of fruit trees, vegetables, and crops).

Bioil-S (enhance) → Natural oil obtained from the enzymatic hydrolysis process of salmon proteins, which allows the formulation of a stable product with bio-stimulant and antioxidant properties. This promotes defenses development in plants and incorporates outstanding advantages associated with agricultural use oils. It is certified for use in Organic Agriculture by ECOCERT.

Witness, without Aminochem Program



With Aminochem Program *



* With Aminoterra + Bioamino-L

2.4 Profitability and Responsibility

Our economic and productive performance responds to the best standards to safeguard the quality of our processes and products. During 2021 we have updated relevant certifications for our business:



Secures food value chains by ensuring that raw materials are responsibly sourced and manufactured.



Guarantees the traceability of fish and shellfish through chain of custody certification, for extractive fishing.



Kosher certification, suitable for consumption according to Jewish dietary standards.



Process that evaluates conformity of a product with respect to the organic, environmental, and social requirements of a standard.



Guarantees and continuously controls processes' quality.



Non-profit organization that leads work with buyers and suppliers to deliver improvements in responsible and ethical business practices in the global supply chain.



Food safety certification system based on the ISO 22000 standard.



Certifies application of an environmental management plan in any organization in the public or private sector.



Halal Certification, suitable for consumption according to Islamic regulations.



It is an initiative of Marine Ingredients Certifications Ltd. and has been developed as a credible and robust tool that allows producers of marine ingredients to demonstrate the application of responsible practices.

An underwater scene with a gradient from light blue at the top to dark blue at the bottom. The top half shows the water surface with ripples and light reflecting off it. Numerous small white bubbles are scattered throughout the water, and faint light rays are visible. A large white number '3' is positioned in the middle-right area.

3

SOCIAL
PERFORMANCE

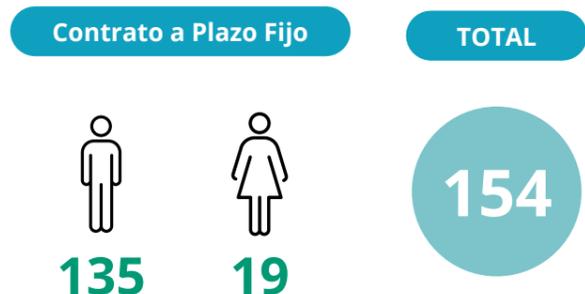
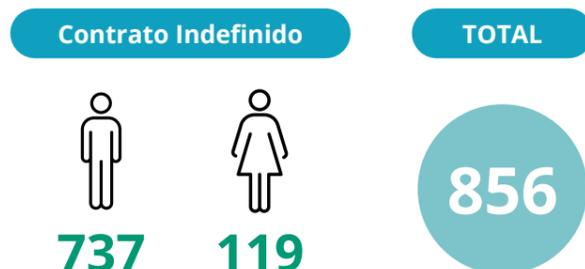
3.1 Our workers

At Fiordo Austral we are aware that one of the most important links in the circular economy are the people who participate in the processes and who are responsible for fulfilling our purpose as a company.

We have more than 1,000 collaborators distributed in our Maipu, Lampa, Coronel, Panitao, Calbuco, Chacabuco, Porvenir plants and in our corporate offices in Puerto Montt, where the SMT administrative team is also located: OXZO offices in Puerto Varas, and the Aminochem offices in Santiago. In addition, our Bioils subsidiary has plants in Callao, Peru; Mendoza, Argentina; and Bogota, Colombia.

Focusing on the well-being of our workers, we have various policies that regulate labor relations, labor inclusion, training, selection, and child labor.

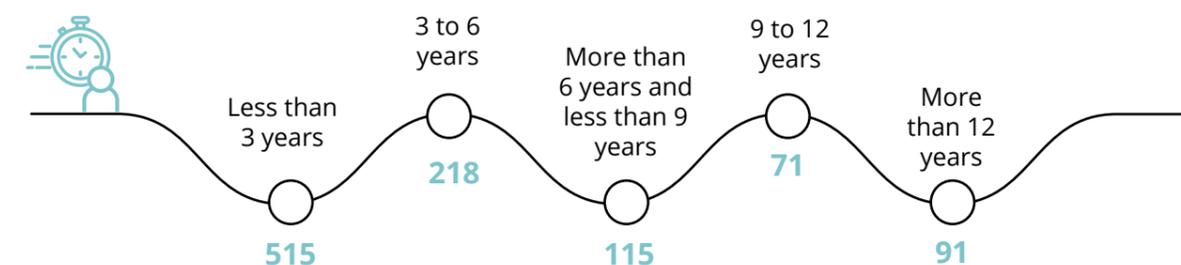
WORKERS BY TYPE OF CONTRACT



WORKERS BY POSITION

	Mujeres	Hombres	Total
Executives (managers - assistant managers)	9	35	44
Heads, professionals, officers	81	298	379
Workers in general	29	404	433
Fixed term	19	135	154
Total	138	872	1,010

WORKERS BY SENIORITY



WORKERS BY AGE RANGE

	Mujeres	Hombres	Total
Less than 30 years	37	169	206
30 to 40 years	61	258	319
Older than 40 years	40	445	485
Total	138	872	1,010

Four workers have disabilities. **NEW HIRES AND**

STAFF TURNOVER

During 2021 we had an entry rate above the exit rate, having the opportunity to hire 991 new people and the exit of 863. More than half of the hiring and exit volumes are associated with our SMT subsidiary.

NEW HIRES

	New hires January - December 2021			Total
	X<30	30<=X<=50	50<X	
Women	29	36	7	72
Men	236	393	290	919
Total new hires	265	429	297	991
Hiring rate	129%	76%	123%	98%
Total persons	206	563	241	1010

EXITS

	Egresos enero-diciembre 2021			Total
	X<30	30<=X<=50	50<X	
Women	10	26	8	44
Men	181	355	283	819
Total exits	191	381	291	863
Exit rate	93%	68%	121%	85%
TOTAL PERSONS	206	563	241	1010

MEN AND WOMEN SALARY RATIO

In line with the search for a more inclusive company with gender equity, in an industry with high presence of male workers, we seek to reduce gender gap in wages.

Category	General 2021		
	Base salary men	Base salary women	Ratio salario mujeres respecto del salario de hombres
Managers and Executives	2,497,326	2,462,837	0.986
Professionals and Technicians	1,017,288	1,122,441	1.103
Workers	544,800	480,905	0.883

UNIONIZATION

We understand the importance of organized worker representation to enable better communication and working conditions. On average, 50% of our workers are unionized.

Plant	Total	No Sindicalizado	Cubiertos	% Cobertura
Maipu	104	37	67	64,40%
Lampa	24	24	0	0,00%
Calbuco	139	27	112	80,60%
Chacabuco	23	6	17	73,90%
Coronel	40	12	28	70,00%
Panitao	86	20	66	76,70%
Porvenir	55	19	36	65,50%
Private Role	42	42	0	0,00%
San Andrés	115	115	0	0,00%
SMT	234	115	119	50,90%
Oxzo	65	24	39	60%
Total	927	441	484	49,27%

TRAINING AND DEVELOPMENT

At Fiordo Austral we seek to have the best professionals for the development of our processes, which is why we train them permanently to ensure the proper execution of their functions and the promotion of the circular economy.

Our training responds to the information obtained from the Training Needs Detection process, an exercise that takes place annually. Thus, courses were promoted in different areas, where along with enhancing the safety of our operations, skills and tools were generated for each position. We addressed the importance of labor inclusion, and regulatory aspects were reviewed for management, leadership, administration, and operation roles. In this way, we carried out 656 trainings with an average of 53 hours for 419 workers.



656 trainings developed



53 hours on average

It should be noted that, during the year, five workers were able to complete their secondary studies with a 150-hour training program and 37 workers were trained in digital literacy with 60 academic hours.

Participating Plant	Sexo	Participantes únicos	Total Imparticiones	Promedio de N° de horas
Calbuco	Women	15	34	43
	Men	94	145	54
Chacabuco	Women	3	9	58
	Men	22	41	45
Coronel	Women	5	12	40
	Men	18	33	35
Lampa	Women	12	12	88
	Men	9	9	101
Maipú	Women	28	28	55
	Men	65	65	60
Panitao	Women	11	24	34
	Men	43	63	31
Porvenir	Women	6	16	35
	Men	18	41	52
San Andrés	Women	31	48	63
	Men	39	76	56
Total general		419	656	53

Being able to promote our workers' development is essential to continue adding value to our processes and communities. For this reason, we promote permanent performance evaluation, which allows us to promote talents and find opportunities for worker's improvement. Therefore, a pilot was carried out in 2021 to evaluate performance in the executive group during 2020, a process that was extended to the entire company*.

* During the first quarter of 2022, the performance of the entire company for the year 2021 was evaluated.

BENEFITS

We have various benefits for our workers, mainly aimed at improving their quality of life, both inside and outside the workplace.

1+1 Campaign

Solidary aid to support expenses generated by situations that affect our workers such as illness, fire, or accidents. The benefit is that the company adds the same amount collected by workers for such an event.

Covid-19 benefits:

All workers who were infected with Covid-19 were given a box with supplies to avoid contagion. In addition, for all those who return from vacations of at least five days, we manage and finance PCR tests.

In addition, Fiordo Austral workers have the following benefits:



Legal

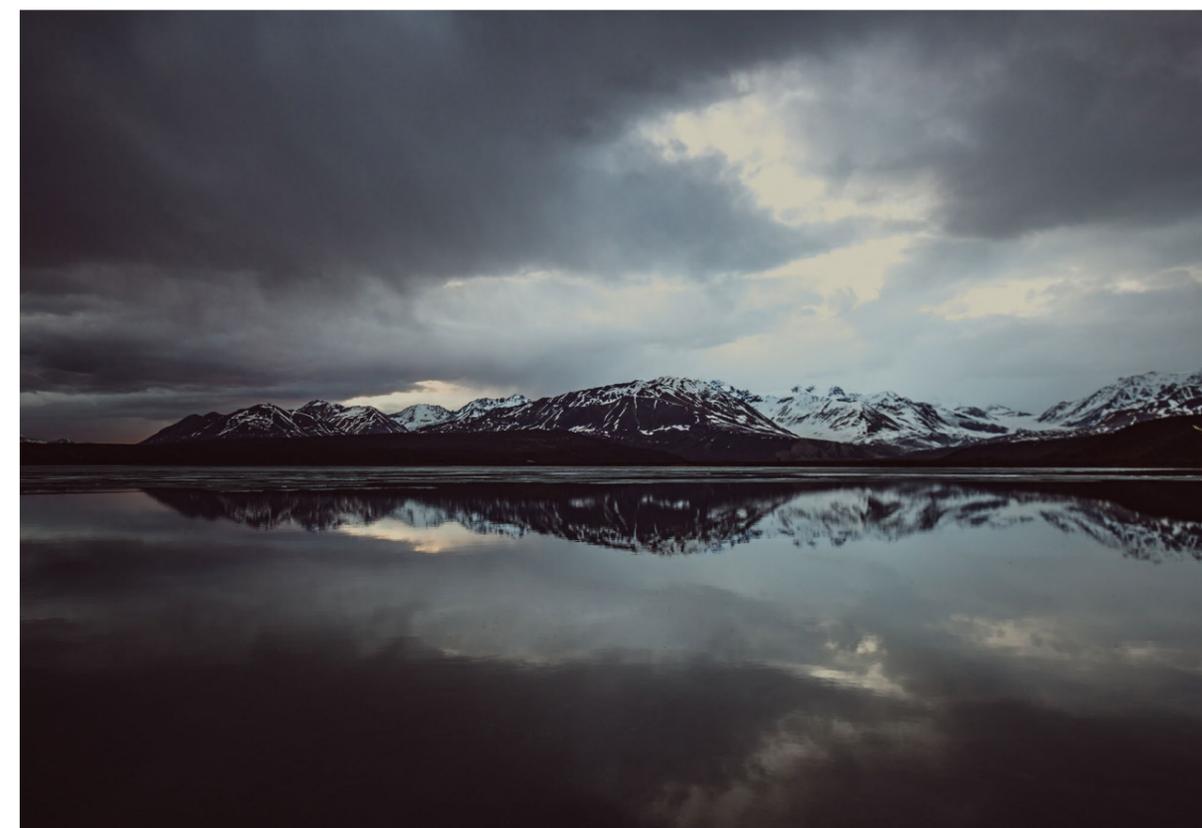
- Affiliation to compensation fund.
- Affiliation to a mutual society (ACHS).
- COVID-19 insurance.
- Baby room.



Additional

- Discount agreements on optical, dental and vehicle rental services.
- Mediclic, which allows our workers and their families, including spouses and parents, to obtain virtual care in general medicine, child and adult psychology, and nutrition.
- Complementary health and dental insurance.
- CPI readjustment.
- Travel insurance.
- Financing of 2/3 of life, natural death, accidental death, and disability insurance.
- Sale of internal products at a discounted price.

* Durante el primer trimestre de 2022 se evaluó el desempeño del ejercicio 2021 de toda la compañía.



3.2 Occupational health and safety system

At Fiordo Austral we have an occupational health and safety management system based on the ISO 45001 standard, which covers all our units and subsidiaries – both in Chile and abroad – and all our workers, activities, and processes. Likewise, this system complies with the requirements of Law 16,774 and associated decrees and the ministerial protocols established by the Social Security Superintendence.

In 2021, our accident rate – which reflects the number of accidents with lost time, divided by the average number of workers– was 2.8%, below average for the industrial sector managed by SUSESO.

The accident rate due to incapacity for work - which represents the total number of days lost, divided by the average number of workers times 100 - was 69.



Mobile Averages by Business Unit for Year 2021		
Fiordo Austral Group	Accident rates	Accident (due to incapacity) rates
Calbuco	1.4	30
Panitao	10	248
Castro	0	0
Chacabuco	0	0
Porvenir	3.6	45
Operations	0	0
San Andrés Administration	0	0
Maipú	1.1	78
Coronel	5.0	34
Smt	2.8	109
Aminochem	0	0
Oxzo	3.3	12
Bioils Chile	0	0
Bioils Peru	0	0
Bioils Argentina	7.6	175
Bioils Colombia	9.1	9
Fiordo Austral	2.7	69

Preventing occupational accidents and illnesses is the basis of our occupational health and safety management system. Therefore, we constantly identify and prioritize risks to work on the mitigation of hazards that could be associated with our operation.

For this reason, since 2018, our workers can notify risk situations through the Behavioral and Conditions Observation Program (POCC) through a digital platform that is also physically present in the production facilities.

Since 2020 we have incorporated a new safety methodology based on behaviors and conditions where, after two courses, anyone can participate as a POCC agent. Once the notifications associated with risk situations are received, the safety team evaluates them, establishing modifications for their mitigation, even stopping the production process in more serious cases. As of December 2021, 80% of notifications due to conditions were closed.

This methodology has made it possible to receive almost 3,000 reports, of which 81% correspond to notifications of risk conditions and 18% to conduct reports.

This complements the Ethics Line1 platform, which allows all members of our team to anonymously report this type of situation to the different Joint Hygiene and Safety Committees (CPHS), and the work in the field of those in charge of safety.

Meanwhile, for each security incident, an investigation is generated in which the affected area leaders, the respective CPHS, and those in charge of security participate and, after collecting the background information and establishing the causes, design the measures to be implemented.

This is presented to the affected area management and to People Management teams, which validate the action plan and follow up on the agreed measures. The final report is shared with the executive team – led by the general manager and his direct reports.

All the activities that we develop in Fiordo Austral have an identification, evaluation of risks, and the implementation of associated preventive measures. This process is systematic and is supervised through the Pronexo digital platform, which allows control of external personnel entry into the facilities.

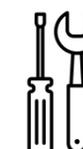
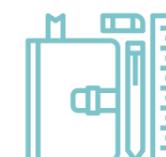
1. The "We are Fiordo Austral" chapter deals with ethical management in depth.

3.3 Communities

We understand the importance of the community component in sustainability and the need to facilitate social development in the territories where our plants are inserted. Therefore, during the recent year, we promoted different programs with our communities which, complementing a diagnostic process in each territory, have allowed us to better identify the opportunities associated with the SDGs and discover new spaces for joint work.

SDG 4: QUALITY EDUCATION

- Carrying out reading promotion activities in celebration of Children's Day and Christmas, generating an ontological experience for more than 300 children from educational establishments and 60 families that make up the indigenous communities with which we are linked.
- Promoting the incorporation of new tools for more than 50 members of the indigenous communities, which allowed them to create new sources of labor income, through cutting and sewing, basketry and natural cosmetics training.
- Promoting digital literacy in the context of the Pandemic, through digital literacy courses for almost 300 people from the communities with which we interact.
- Generating new educational experiences through donation of supplies.
- Promoting career-start for more than 16 technical students, supporting them with tool kits and internships.
- Supporting reconditioning of schools for face-to-face return of children from our communities.
- Donating food to more than 20 families of the "Alegría para mi ciudad" Foundation, an entity whose mission is to provide tools to vulnerable children so that they can continue their higher education studies.



SDGS 12: RESPONSIBLE PRODUCTION AND CONSUMPTION

PRIORITIZING OUR COMMUNITY'S DEVELOPMENT

Seeking to promote forms of sustainable development in the territories where we are linked, we prioritize the hiring of local workers, and we are promoting work with local service providers.

In this line, it is important to highlight that for the Panitao, Chacabuco, and Porvenir plants, more than 80% of the workers are part of the locality where we operate.



Plant	Workers residing in the locality
Maipu	12%
Lampa	10%
Coronel	55%
Panitao	88%
Calbuco	62%
Chacabuco	88%
Porvenir	94%

Coronel and Porvenir plants stand out, as they have 30% of their purchases through local suppliers:

Planta	Local Purchases	Ciudad
Coronel	30%	Concepción/Coronel
Panitao	5%	Puerto Montt
Calbuco	5%	Calbuco

Chacabuco	15%	Puerto Aysén
Porvenir	30%	Punta Arenas

* For the reporting

period, there was no data for the rest of the operations.

PROMOTING CIRCULAR ECONOMY

Taking advantage of the oil recycling work generated by our Bioils subsidiary, we have worked to make known our collaborative project of domestic oil recycling, inviting the community to participate.

Seeking to mitigate the water shortage problem in Calbuco's rural sectors, we provided 23-liter water drums to 239 families in the sectors of El Rosario, Isla Quenu, and Avellanal.

Participating collaboratively with members of our team, teachers, and students from different educational establishments adjacent to our plants, municipalities, and representatives of Directemar, and other authorities, in beach cleaning activities in the regions of Los Lagos, Aysén, and Magallanes.



239 familias



..... ● Los Lagos

..... ● Aysén

..... ● Magallanes

Taking advantage of each new space habilitation in our plants that requires cutting down trees, to deliver firewood to indigenous communities and schools.

Delivering more than 100 disused pallets to indigenous communities and educational establishments for reuse in orchard construction and other activities.

PROMOTING COLLABORATIVE WAYS OF WORKING

Since 2019, we actively participate in the Communal Environmental Committee of Calbuco, working collaboratively so that the municipality accesses the Basic Level Environmental Certification, which will allow it to settle in the territory as an environmental management model.

We are part of El Rosario Sector Working Group in Calbuco, which aims to address problems related to micro-garbage dumps and how to establish a work plan for their mitigation.

We were part of the Working Group in the El Yale sector, Calbuco, where together with indigenous communities, neighborhood councils, social organizations, the Office of Indigenous Affairs, the Municipal Works Department of the Municipality, and the Communal Environmental Committee we worked to solve the sector's environmental problems, providing more than thirty 1,100 liters garbage containers to mitigate micro-garbage dumps which contributed to improve more than 90 families' life quality.

We promote the Nasapp tool use in Coronel as an Odor Management system, which allows each person who reports an incident to find out the possible origin of odor. This process included a commu-

nity training stage through a door-to-door program that addressed the entire area near Parque Industrial Escuadron I and II.

OTHER

Since 2018, Fiordo Austral has provided basic services to self-sufficient older adults at social risk in Foster Homes for the Elderly in the Porvenir commune.

In 2020 and 2021 we were part of the "Committed to the South" campaign of our industrial sector - SalmonChile together with its partner companies -, to deliver supplies and personal protection elements in X and XI Region territories.

RECEPTION OF COMMUNITY COMPLAINTS

In Fiordo Austral we have an odor complaints reception procedure from communities surrounding our plants which can be done through emails associated with each community, contacting our facilities' door office or our leaders' phones.

Once the claim is received, the Sustainability area activates a procedure which contemplates reviewing parameters associated with our production process, resulting in adjustments to our operation if deviations are detected. After this, a response is generated to the consulting person and an incident report is made.

4

ENVIRONMENTAL
PERFORMANCE

4.1 Milestone

In Fiordo Austral we understand that our business development and our processes improvement must be in accordance with an adequate link with the operations' neighboring communities and permanent care of our environmental impacts.

Our management approach to environmental issues responds to current international standards in the field, such as the Sustainable Development Goals for 2030 established by the United Nations. Thus, our approach to work on the subject responds to the milestones shown below.

RELEVANT MILESTONES IN THIS AREA CORRESPOND TO



ECONOMIC GROWTH AND CARE IN PROTECTING THE ENVIRONMENT

We believe that the growth of any economic development must be in harmony with society and the environment. In accordance with the above, in Fiordo Austral we develop solutions to the salmon industry giving them a greater perspective of sustainability and long term.

Likewise, our products seek to contribute positively to the development of other industries -such as agriculture- with organic inputs that are more harmless to land and people (bio-stimulants and natural oils).

We also recycle used cooking oil, preventing 1 liter of oil from contaminating 1000 liters of water.



Además reciclamos aceite usado de cocina, evitando que 1 litro de aceite contamine 1000 litros de agua.

ADAPTATION TO CLIMATE CHANGE FROM A HIGH STANDARD OPERATION



: At Fiordo Austral we understand that everyone has a role in the climate change challenge.

That is why we promote our operation's continuous improvement, incorporating measures and technology to protect the environment. In this line, measurement of our environmental performance allows us to identify and implement improvement opportunities in a timely manner.

CARE OF OUR OCEANS



Fiordo Austral is committed to taking care of the oceans and the seabed, fundamental aspects for the proper development of the seafood industry and its contribution to a healthy and nutritious diet.

Through our business development, we prevent surpluses from the salmon industry from being dumped into the sea and we are also an actor in the search for solutions that allow an adequate management of the seabed, maintaining our oceans' biodiversity and eco-systems.

We have implemented an innovative solution, which allows to incorporate significant amounts of oxygen in a dissolved and controlled way on the seabed, remedying the biological conditions of our oceans.

COLLABORATIVE WORK FOR ODOUR MANAGEMENT

A major challenge for productive enterprises is the potential emission of odors associated with their operation. In Fiordo Austral we are not oblivious to this reality and that is why we have supported all the regulatory drives generated by the Ministry of the Environment to continue advancing in this matter.

In 2013, through our TRIO subsidiary, we were one of the first companies in Chile to incorporate the odor management model proposed by the Ministry of the Environment. Based on that we have continued to work with the authority.

Thus, in 2018 we participated - together with Sonapesca and SalmonChile - in the process through which the Ministry of the Environment developed a specific regulation of odors associated to productive processes linked to seafood, so that it collects and integrates productive reality, territories' development, and communities' interests.

4.2 Main Indicators

Our environmental management considers permanent measurement of our energy and water consumption, waste generation and emissions. Below, we share the main indicators we raised during 2021, which allow us to guide our work of future reduction and mitigation.

The indicators scope corresponds to our five plants which obtain raw materials from the salmon industry: Calbuco, Coronel, Puerto Chacabuco, Panitao and Porvenir.

WATER RESOURCE MANAGEMENT

We understand that water is a scarce resource that we have a duty to care for and use efficiently in the development of our products. Regarding water sources used in our operation, we highlight:

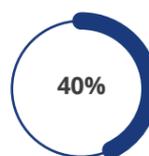
- **Public Network Water:** Fundamentally oriented for human consumption by our workers, and for washing and hygiene actions.
- **Groundwater:** Used for steam generation, necessary for part of our production process.
- **Seawater:** Used as input for cooling, which allows us to maintain the quality of our raw material for subsequent value-adding.

Water sources used depend directly on the location of the plant. In a total perspective, water sources used present the following characteristics:

All our plants use water from public grid sources.



60% of our operations use groundwater, considering a total extraction of 347,458 cubic meters during the year*



40% of our plants use water from marine sources, considering a total extraction of 1,459,626 cubic meters during the year.**

*Representative data for plants of Calbuco, Coronel and Panitao.
 **Representative data for Coronel and Granero plants.

As for *RILES* (industrial liquid waste) associated with our operation, all our plants comply with current regulations on water treatment. Associated with the above, four of our operations - Calbuco, Coronel, Panitao and Porvenir - have a *RILES* treatment plant prior to their disposal to sewerage.

WASTE MANAGEMENT

The core of our business is based on the promotion of the circular economy and the revaluation of waste. In coherence with this view, we seek to reduce the generation of waste associated with our production processes, promoting efficient use and recycling through external service providers.

During 2021 we managed to recycle 148 tons in metals, plastics, bins, and other waste. Our consolidated recycling indicators during the year were:

Waste	Tons
Metals	72,13
Plastics	16,6
Bins*	10,3
Maxi Sacks	48,8

*Bins are containers used in our production.

ADAPTING TO CLIMATE CHANGE: OUR EMISSIONS

At Fiordo Austral we measure our carbon footprint to identify our main sources of emissions and to be able to generate associated reduction and mitigation plans.

A consolidated look at our operations for 2021 was as follows:

EMISSIONS BY FACILITY 2021 SUMMARY

Facility	Scope 1	Scope 2	Scope 3	tCO2e
Calbuco	64.287	4.656	2.824	71.767
On Way to Customer			30.660	30.660
Chacabuco	3.385	1.140	201	4.727
Colonel	7.491	888	53	8.432
Southern Fiordo			470	470
Office	457		60	517
Piriquina	2	99		101
Future	1.227	823	1.793	3.843
Panitao	5.524	2.967	2.876	11.367
SMT	8.324			8.324
Logistics			2.648	2.648
Total emissions (tons)	90.697	10.574	41.585	142.856

EMISSIONS BY FACILITY 2020 SUMMARY

Facility	Scope 1	Scope 2	Scope 3	tCO2e
Calbuco	300	72.284	3.286	75.870
Camino al cliente			39.451	39.451
Chacabuco	4.446	1.371	266	6.083
Coronel	8.802	1.041	57	9.900
Oficina	360		158	518
Piriquina	257		36	293
Porvenir	1.064	986	231	2.281
Panitao	938	2.837	2.559	6.334
SMT	8.144			8.144
Logistics			3.265	3.265
	24.312	78.519	49.309	152.140





5

ANNEXES

5.1 GRI Indicators Table

Indicador	Código GRI	Capítulo	Página	Notas
Organization name	102-1	Back cover	-	
Activities, brands, products and services	102-2	We are Fiordo Austral	14	
Location of the headquarters	102-3	Back cover	-	
Location of operations	102-4	We are Fiordo Austral	20	
Ownership and legal form	102-5	We are Fiordo Austral	10	
Organization size	102-7	We are Fiordo Austral	20	
Markets served	102-6	We are Fiordo Austral	20	
Information about employees and other workers	102-8	Social Performance	54	
Supply Chain	102-9	Our Value Creation Model	44	
Significant changes in the organization and its supply chain	102-10	Our Value Creation Model	47	
Precautionary principle or approach	102-11	We are Fiordo Austral	18	
External initiatives	102-12	Our First Sustainability Report	26	
Membership of associations	102-13	Social Performance	67	
Statement of senior executives responsible for decision taking.	102-14	We are Fiordo Austral	8	
Values, principles, standards, and norms of conduct	102-16	We are Fiordo Austral	17	
Counselling mechanisms and ethical concerns	102-17	We are Fiordo Austral	18	
Corporate Governance Structure	102-18	We are Fiordo Austral	14	
Composition of the highest governing body and its committees	102-22	We are Fiordo Austral	14	
President of the highest governing body	102-23	We are Fiordo Austral	14	
Conflicts of interest	102-25	We are Fiordo Austral	18	
Effectiveness of risk management processes	102-30	Social Performance	60	
Communication of critical concerns	102-33	Our First Sustainability Report	30	
Nature and total number of critical concerns	102-34	Our First Sustainability Report	30	
List of stakeholders	102-40	Our First Sustainability Report	38	
Identification and selection of stakeholders	102-42	Our First Sustainability Report	29	
Focus on stakeholder engagement	102-43	Our First Sustainability Report	29	
Key issues and concerns mentioned	102-44	Our First Sustainability Report	30	

Entities included in the consolidated financial statements	102-45	Our First Sustainability Report	38	
Definition of the contents of the reports and the Coverage of the subject	102-46	Our First Sustainability Report	36	
List of material topics	102-47	Our First Sustainability Report	36	
Re-expression of information	102-48	-	-	Al ser el primer reporte de sostenibilidad no existe reexpresión de la información
Changes in reporting	102-49	-	-	Al ser el primer reporte de sostenibilidad no existen cambios en la elaboración de informes
Target reporting period	102-50	Back cover	-	
Date of last report	102-51	Back cover	-	
Reporting cycle	102-52	Back cover	-	
Point of contact for questions about the report with the GRI Standards	102-53	Back cover	-	
Declaration of the preparation of the report in accordance with GRI Standards	102-54	Back cover	-	
GRI Table of Contents	102-55	Annexes	78	
External verification	102-56	-	-	Informe no cuenta con verificación externa
Ratio of standard starting women and men wages to local minimum wage	202-1	Social Performance	56	
Investments in infrastructure and supported services	203-1	Our Value Creation Model	42	
Proportion of spending on local suppliers	204-1	Social Performance	64	
Confirmed corruption cases and measures taken	205-3	We are Fiordo Austral	18	
Recycled inputs	301-2	Environmental Performance	73	
Interaction with water as a shared resource	303-1	Environmental Performance	72	
Water extraction	303-3	Environmental Performance	72	
Water discharge	303-4	Environmental Performance	73	
Direct GHG emissions (scope 1)	305-1	Environmental Performance	74	
Indirect GHG emissions from energy generation (scope 2)	305-2	Environmental Performance	74	
Other indirect GHG emissions (scope 3)	305-3	Environmental Performance	74	

Intensity of GHG emissions	305-4	Environmental Performance	55	
New employee hires and staff turnover	401-1	Social Performance	58	
Benefits for full-time employees that are not given to part-time or temporary employees	401-2	Social Performance	60	
Occupational health and safety management system	403-1	Social Performance	62	
Hazard identification, risk assessment and incident investigation	403-2	Social Performance	62	
Occupational health services	403-3	Social Performance	62	
Worker participation, consultations and communication on occupational health and safety	403-4	Social Performance	57	
Training of workers on occupational health and safety	403-5	Social Performance	60	
Promoting workers' health	403-6	Social Performance	60	
Coverage of the occupational health and safety management system	403-8	Social Performance	60	
Work Accident Injuries	403-9	Social Performance	57	
Average hours of training per year per employee	404-1	Social Performance	57	
Employee Skills Enhancement Programs and Transition Assistance Programs	404-2	Social Performance	57	
Percentage of employees who receive periodic performance and professional development evaluations	404-3	Social Performance	56	
Diversity in governing bodies and employees	405-1	Social Performance	56	
Ratio of basic salary and remuneration of women to men	405-2	Social Performance	63	
Local community-involved operations, impact assessments and development programs	413-1	Social Performance	63	
Operations with significant negative impacts – actual and potential – on local communities	413-2	Social Performance	73	
Materials avoided in landfill	E-1 (own)	Environmental Performance	48	
Innovation in products/processes	I-1 (own)	Our Value Creation Model	48	
Partnerships for innovation	I-2 (own)	Our Value Creation Model	48	



FIORDO AUSTRAL