

INTEGRATED ANNUAL REPORT

2018



Austral Group S.A.A.
Austevoll Seafood Company



This document aims to communicate to all our stakeholders, the responsible management of the company in the most relevant issues such as: Financial information, Good Corporate Governance and management with employees, suppliers, customers, community and environment.

This report responds and demonstrates our management in line with the Ten Principles of the Global Compact, the Sustainable Development Goals, refers to the Global Reporting Initiative (GRI) indicators and the Report on Good Corporate Governance and Corporate Sustainability requested by the Lima Stock Exchange.



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STATEMENT OF RESPONSIBILITY

"This document contains true and sufficient information regarding the course of Austral Group S.A.A.'s business during 2018. Without prejudice to the responsibility held by the issuer, the undersigned are responsible for the contents of this document in accordance with the applicable legal regulations.¹



Adriana Carmen Giudice Alva
General Manager

February 2019

¹GRI indicator 102-14 (Statement from senior decision-makers)

Our Company

Austral Group is a leading fishing company dedicated to the capture, production and marketing of food and marine ingredients worldwide. We carry out our operations following a Management Excellence Model focused on quality, continuous improvement, eco-efficiency and innovation. We are a member of the Norwegian Austevoll Seafood ASA Group, one of the largest fishing groups in the world, publicly traded on the Oslo Stock Exchange, with operations in four of the most important fishing countries; Norway, United Kingdom, Peru, and Chile. We are dedicated to producing and trading frozen products, canned fish, fishmeal, and fish oil.²

² GRI indicator 102-16 (Values, principles, standards, and norms of behavior)





Our mission

Satisfy the needs and expectations of our customers with high quality products based on a human team committed to the sustainability of fisheries resources through an efficient, environmentally and socially responsible operation, in a context of value creation and innovation.

Our Vission

To be recognized as the leading fishing company in the elaboration of high quality food products.



Corporate Identity

Our Values

Teamwork

Commitment

Integrity

Responsibility

Our Success Factors

Being efficient

Being prepared

Being responsible leader

Quality Policy

Austral Group S.A.A. is a leading company in the extraction, processing and commercialization of fishery products. It carries out its operations following a sustainable management model focused on continuous improvement, eco-efficiency and innovation.

Our organization culture is based on solid ethical principles, respect for persons and diversity. We promote active participation of employees, their constant training and teamworking, generating a group of people highly committed to the company, its goals and values. We guarantee occupational safety and health in our operations by preventing injuries, illnesses, accidents and incidents, actively involving our employees.

We recognize our suppliers as a key element in our value chain, aligning them with our objectives and promoting local development. We carry out our activities with social and environmental responsibility in places where we operate, contributing to the creation of favorable conditions for our environment socioeconomic development, preventing pollution, preserving the ecosystem through responsible fishing and implementing mitigation measures against climate change.

We build trusting relationships with our clients by providing them safe and high-quality products, covering their expectations with excellent service.

We promote exchange of knowledge and experience through strategic alliances with public and private entities to obtain mutual benefits and competitive advantages.

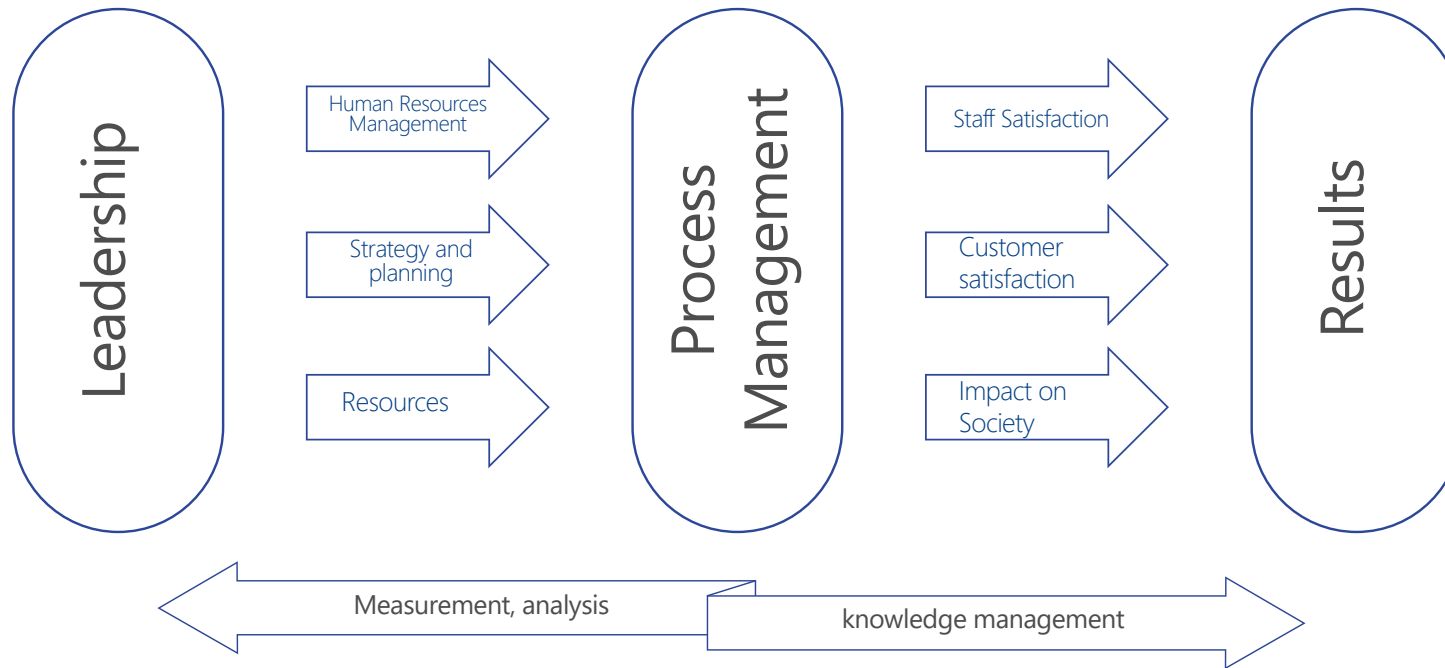
We comply with our legal, contractual obligations and those to which we voluntarily submit. Our conduct abides by the principles of good corporate governance and we are always alerting to prevent our operations from being used to carry out any kind of dishonest practices or illicit activities.

*December 2017
VII Version*

MANAGEMENT COMMITTEE
AUSTRAL GROUP S.A.A.









Model of excellence

Our Model of Excellence in Quality Management is based on the model developed by the European Foundation for Quality Management (EFQM) and provides us with a powerful tool for improving processes and an adequate management of the organization, allowing us to achieve the expected results and look for excellence in performance. Its successful application and the results obtained allowed us to obtain the National Quality Award in 2012, the highest recognition granted in Peru to organizations that demonstrate outstanding performance in the implementation of the Excellence in Management Model.



Integrated Management System

We have an Integrated Quality Management System based on 8 international standards, which cover aspects such as quality, safety, security, environmental commitment and consultation with stakeholders.

		CHI PLANTS	CHD PLANTS	FLEET	MAIN OFFICE
	QUALITY MANAGEMENT SYSTEM - ISO 9001:2015 Requirements that we apply to control and continuously improve the main processes that we carry out in the company in order to permanently satisfy our customers.	X			X
	ENVIRONMENTAL MANAGEMENT SYSTEM ISO 14001:2015 It allows us to demonstrate and improve our environmental performance by controlling the impacts of our activities, products and services on the environment.	X		X	X
	OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM - OSHAS 18001:2007 It allows us to demonstrate the realization of a solid occupational safety and health in our company, by controlling our risks and being consistent with our policies and objectives.	X	X		
	INTERNATIONAL STANDARD OF CONTROL AND SECURITY. BASC Version 04: 2012 Requirements to apply actions to control the security of the logistics chain and prevent the use of company operations in illicit activities related to international trade.	X	X		X
	GLOBAL STANDARD OF RESPONSIBLE SUPPLY. IFFO RS Responsible practice in the areas of food safety and obtaining and delivering raw materials to all interested parties.	X		X	
	PLAN FOR FEED AND FORAGE MATERIALS. FEMAS Rev. 06: 2013 It helps to produce flours and oils for animal consumption with the quality levels that our clients of the European community demand of us.	X			X
	MARINE FOODS FROM SUSTAINABLE FISHERIES. Friend of the Sea Requirements to control the capture and processing of marine species that are in danger of extinction and the use of fishing methods that do not have a negative impact on the Peruvian sea	X	X	X	
	STAKEHOLDERS SUSTAINABLE INDEX Index that integrates cross-information on: employees, customers, suppliers, and communities. The evaluation makes it possible to verify that policies and good practices are lived and known by their different stakeholders, with a focus on behavior and improvement management.				

Our products

Our products come from responsible and highly regulated fishing by the Peruvian State. The regulation of anchoveta fishing is carried out under the system of individual quotas per vessel and our control of biodiversity is one of the best in the world.

We produce fishmeal and fish oil from the anchoveta (*engraulis ringens*), a species that has a large number of essential amino acids for proper feeding and growth of the species that consume it. We also produce frozen and fresh marine products of species such as jurel, caballa, calamar, bonito, perico, among others.³

We make flour of excellent quality, highly digestible and with important nutritional qualities (high protein value, vitamins and essential minerals). We are pioneers of Super Prime and Prime flour.

Fishmeal



Our fish oil is ideal for the nutraceutical and pharmaceutical industry because it contains a high content of Omega 3, EPA, DHA, and fatty acids ideal for the elaboration of nutritional supplements that are unique and very important for the circulation of blood and blood. good functioning of the brain and sight. Its properties are highly beneficial for children and adults. Likewise, we also produce oil of excellent quality and high nutritional values ideal for aquaculture and the industry that elaborates pet food, because they guarantee an optimum growth of the species that consumes it.

Fish Oil



We guarantee the care of the cold chain from capture to delivery at destination. We serve markets inside and outside the country. The species we offer (jurel, caballa, anchoveta, pota) are captured with their own boats and are also acquired from local artisanal fishing, which is part of our value chain.

Frozen



³ GRI indicator 102-2 (Activities, brands, products, and services)

Our Plants

As of December 31, 2018, Austral has four fishmeal and fish oil production plants, of which only one is for frozen products, strategically distributed along the coastline⁴. The operating licenses of our plants are the following:

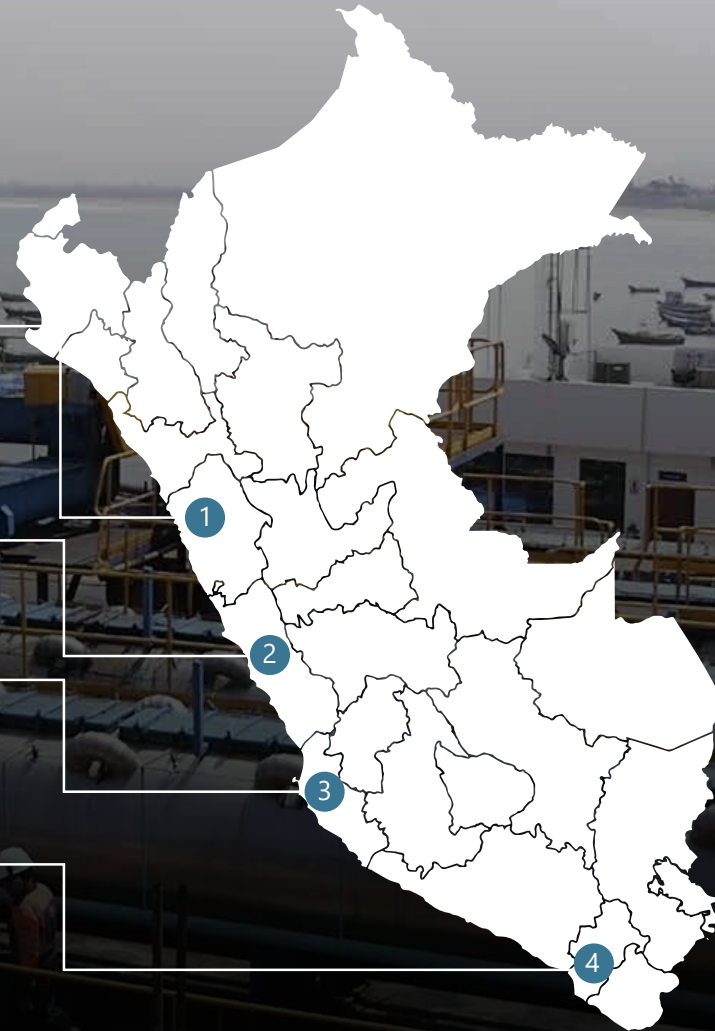
	Fishmeal	Frozen
Coishco	160 MT x Hour	600 MT x day

	Fishmeal	Frozen
Chancay	100 MT x Hour	-

	Fishmeal	Frozen
Pisco	120 MT x Hour	-

	Fishmeal	Frozen
Ilo	100 MT x Hour	-

TOTAL CAPACITY	480 TM x Hour	600 MT x day
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⁴ GRI indicator 102-4 (Location of operations)

Our Fleet



13

VESSELS WITH REFRIGERATED
WATER RECIRCULATION SYSTEM
(RSW), WITH CAPACITY OF JOINT
WAREHOUSE OF 7,818.59 m³

20

VESSELS IN TOTAL WITH
10948.82 m³
TOTAL CAPACITY OF WAREHOUSE

Don Ole

The most eco-efficient
fishing vessel in Peru



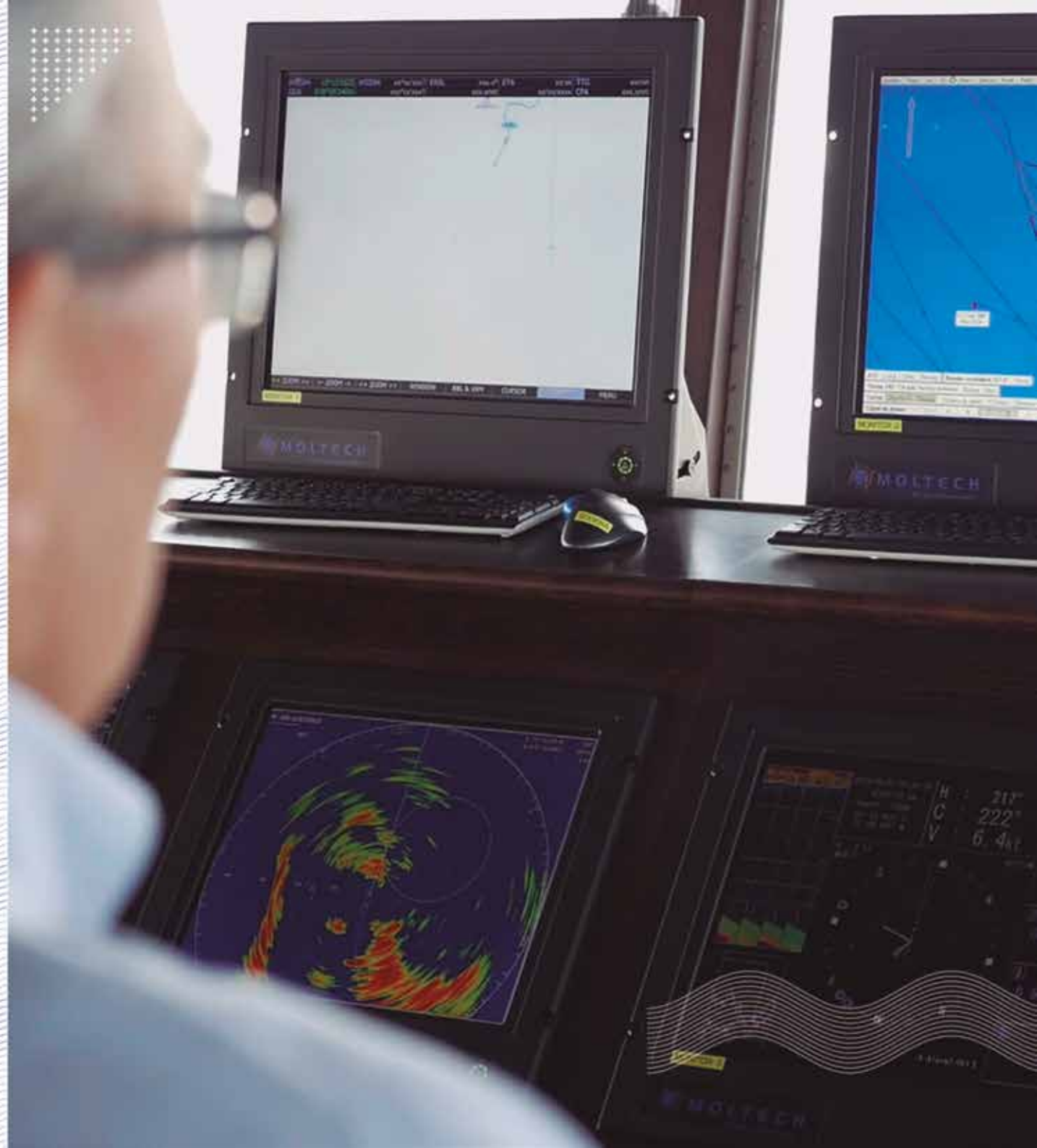
REFRIGERATED
WATER RECIRCULATION SYSTEM

1 080 m³

CAPACITY OF WAREHOUSE

It has nine storages equipped with water refrigeration systems (RSW) and a high level of automation. It has redundancy for all equipment, great stability, and the helmet has been subjected to a metallization process thanks to which a thin layer of zinc has been adhered that guarantees its conservation for a long time. Another important feature is the fuel control implemented to the fourth generation engines, which means that it consumes 35% less fuel, complying with the European requirements for gas emissions.

Information for the shareholder



Austral Group S.A.A. (hereinafter "Austral") is a public traded corporation with uncertain duration, established on 10th December 1996 via a notary-recorded deed before Notary Public Manuel Reátegui Tomatis J.D., in the electronic item N° 11245506 of the Public Registry Office of Legal Entities of Lima.

It is part of Austevoll Seafood ASA enlisted in Oslo Bourse. The Corporate purpose of the main entities which are comprised within this group is the extraction, farming, processing and commercialization of hydro-biological species. As a globally integrated pelagic fishery and seafood specialist, Austevoll Seafood ASA (AUSS) operates through subsidiaries and associated companies, fishing vessels with licensed quotas in Norway, Chile, Peru and North Atlantic region. Committed to providing quality products to our customers, AUSS employs sophisticated fishing technology and responsible fishing strategies for the exploitation of hydrobiological resources without compromising the sustainability of such.

The capital stock of Austral by December 2018 is S/. 388'504,881.00, represented by 259,003,254 voting shares with a face value of S/. 1.50, which belong to an only series, all with the same privileges and registered in the Public Registry Office of the Stock Market and at the Lima Stock Market.

The only shareholder with an equity share over 5% (89.35%) in the share capital is Dordogne Holdings Inc, located in Panama and belonging to Austevoll Seafood ASA.⁵

As of 31st December 2018, Austral's shareholding structure was as follows

Ownership	No. of Shareholders	No. of Shares	Equity Share %
Less than 1%	1, 241	14,610,243	5.64%
1% - 5%	2	12,973,863	5.01%
5% - 10%	0	0	0.00%
Over 10%	1	231,419,148	89.35%
TOTAL	1, 244	259,003,254	100.00%

⁵GRI indicator 102-5 (Ownership and legal form)

Description of the sector

The sector activities are governed by the General Fishing Law, enacted by Decree Law N° 25977, and its Regulations, enacted by Supreme Decree N° 012-2001-PE, which establish the State's intervention in this activity in order to promote its sustainable development as a source of food, labour and income, guarantee a responsible utilization of hydrobiological resources, and optimize the economic benefits thereof, in harmony with the preservation of the environment and the conservation of biodiversity.

At present, the Ministry of Production is responsible for the administration and control of fishing activities nationwide as from its creation. Such Ministry establishes biological closed seasons at the time of reproduction of the anchoveta or when the annual extraction quota recommended by IMARPE (Peruvian Institute of the Sea) is covered.

Before 2009, extractive activities were carried out under fishing rights authorized by the Ministry of Production within established fishing seasons comprised in a global-quota scheme known as "Olympic Race". Such scheme consisted in trying to catch the largest amount of anchoveta available in the sea in the shortest possible time, then to quickly land it at plants and come out into the sea to fish again. This scheme caused an increase in the daily volumes of extraction and the reduction of fishing seasons (the fishing season of 2008, last year of the system, lasted 52 days).

From 2009 onwards the new regime of "Maximum Capture Limits per Vessel" (LMCE, from the initials in Spanish) started to be in force for the catch of anchoveta and white anchoveta species directed at the indirect human consumption production. Through this system, approved by Legislative Decree N° 1084, a Maximum Share of Capture per Vessel (PMCE from the initials in Spanish) was appointed based on the historical fishing record and the hold capacity authorized in their fishing licenses. As a consequence of this new regime, the daily pressure on the resource has reduced, extending the fishing days with a very positive impact on the quality of fishmeal produced.

By December 2018, a national unloading of 6'053,201 MT of anchovy destined for Indirect Human Consumption was registered, 88% higher than the one registered the previous year (3,219,612 MT).

The fishing operations began in 2018 with the capture of the second fishing season North-Central zone 2017 quota, although that season opened on November 23rd, 2017, it had to be suspended as a precautionary measure due to the abundance of juvenile anchovy specimens. It started again on January 7th, 2018, reaching only 46% of the established quota (1.49 million MT). Austral's quota amounted to 103,966 MT, catching only 39% of it.

Fortunately, the conditions changed for two North-Central zone 2018 following seasons. The first fishing season began on April 7th, 2018 with a national quota of 3.31 million MT, catching 97.92% of the aforementioned quota. In the case of Austral, our quota amounted to 231,726 MT, achieving a 100% catch.

The second fishing season began on November 15th, 2018 with a national quota of 2.10 million MT, catching 98.10% of the aforementioned quota. In Austral, our quota amounted to 146,676 MT, again achieving a 100% catch.

Regarding the South Zone, Ministry of Production set similar quotas for both fishing seasons (535,000 MT), reaching 30% in the first season and only 14% in the second. According to this scenario, Austral managed to capture only 18% and 3% of its quota for the first and second seasons, respectively.

Anchovy landing in our plants from both our fleet and third parties was 557,336 MT by 2018 (105% more than what was landed the previous year), with which we achieved a share of 9.20% compared to the national landings (participation of 8.55% during 2017). It is important to highlight the significant volume landed in our Ilo plant located in the southern area, which amounted to 84,031 MT (95% of this raw material comes from third-party fleet), which is 355% higher than the volume landed the previous year (18,488 TM).

With this important volume landed at national level for Indirect Human Consumption business, a turning point with respect to the landings of the last four years that in annual average were 2.95 million MT compared to 6.05 million registered for the year 2018 was marked.

Regarding Direct Human Consumption business, Mackerel quota was 110,000 MT, while for Jack Mackerel it was 75,000 MT by 2018. For the first case, a catch of 56,140 MT equivalent to 51% of the quota. On the Jack Mackerel side, catches reached 40,514 MT (54% of the established quota). Austral registered a combined catch of 11,338 MT.

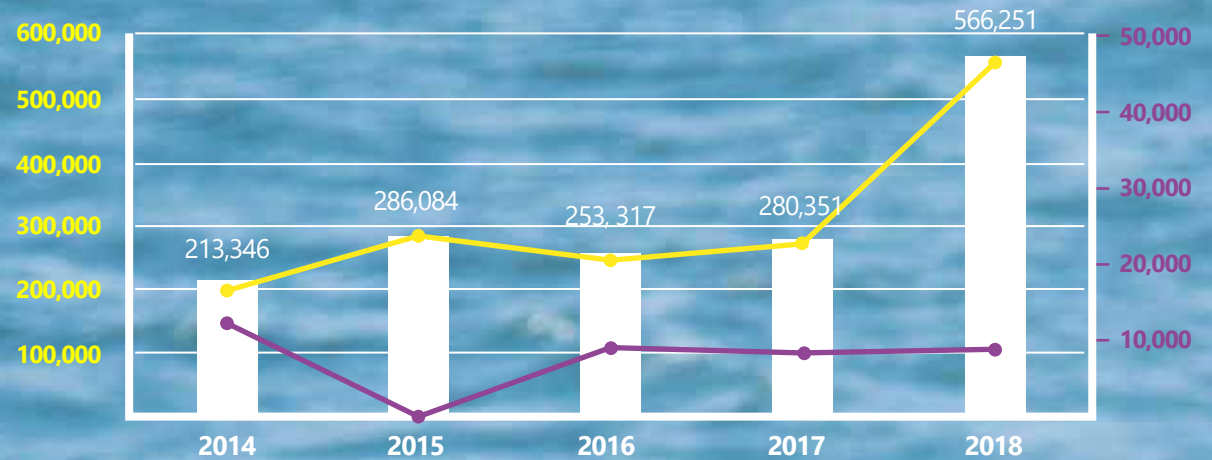


Operating performance by Business Units

Total Landings

The total unloading for IHC and DHC registered by Austral from both its own and third-party fleet was 566,251 MT* during 2018, which is 102% higher than the one reached in 2017 (280,351 MT).

■ IHC Unloading (MT)
 ■ DHC unloading (MT)
 ■ TOTAL (MT)



**6'053,201
MT**

According to PRODUCE, the national anchovy landing destined to the production of fishmeal and fish oil was 6'053,201 MT by 2018.

**557,336
MT**

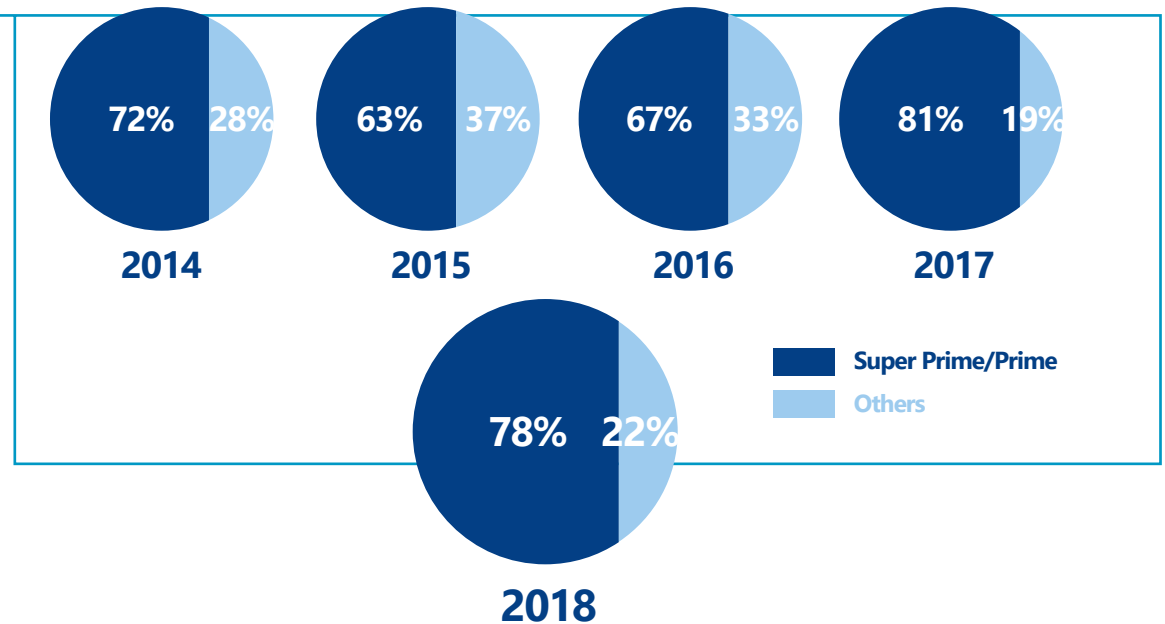
Equivalent to 9.20%, was unloaded in our plants.

* The volume of raw material handled by Austral during the year 2018 amounted to 602,703 MT for the IHC and DHC business, which includes both the capture of its own fleet as well as the purchase of raw material from third parties. Austral landed 566,251 MT in its own plants and sold 33,250 MT of anchovy and 3,202 MT of jack mackerel and mackerel.

Fishmeal production

Fishmeal production of Austral, reached 130,887 MT, which meant an increase of 104% compared to the previous year which production reached 64,033MT.

Super prime and prime fishmeal share was 78%, a percentage lower by 3% than the previous year. This result slightly lower than the previous year was due to greater volume of anchovy processed (more than double compared to the previous year), which was concentrated mainly in the northern area, not being able to use efficiently our installed capacity in other ports



Fish Oil Production

Austral fish oil production reached 22,252 MT, higher by 203% than the previous year (7,347 MT). This increase was mainly associated with the greater volume discharged and the higher content of fat in the raw material.

130,887 MT

Fishmeal production of Austral in 2018

↑ 104%
of increase compared to the previous year



22,252 TM

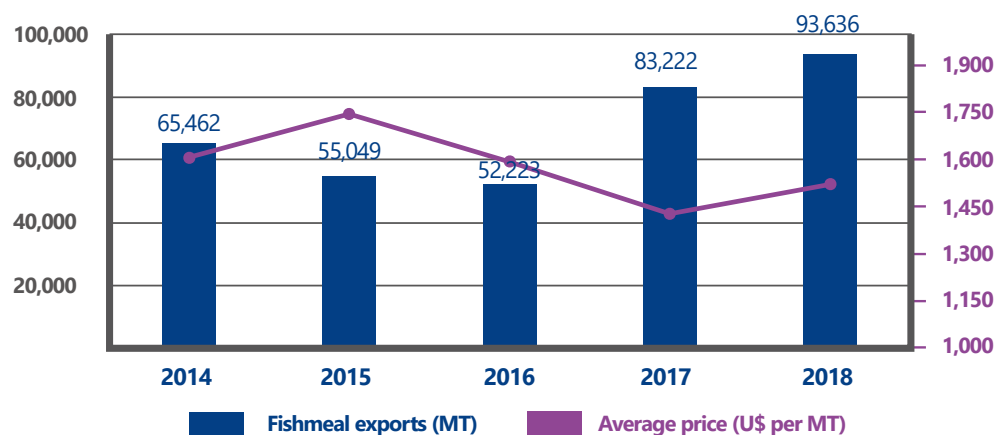
Fish Oil production of Austral in 2018

↑ 203%
higher than the previous year

Fishmeal Sales

In 2018, exports of fishmeal nationwide were 1'003,412 MT and had an average price of US\$ 1,521.00 per MT.

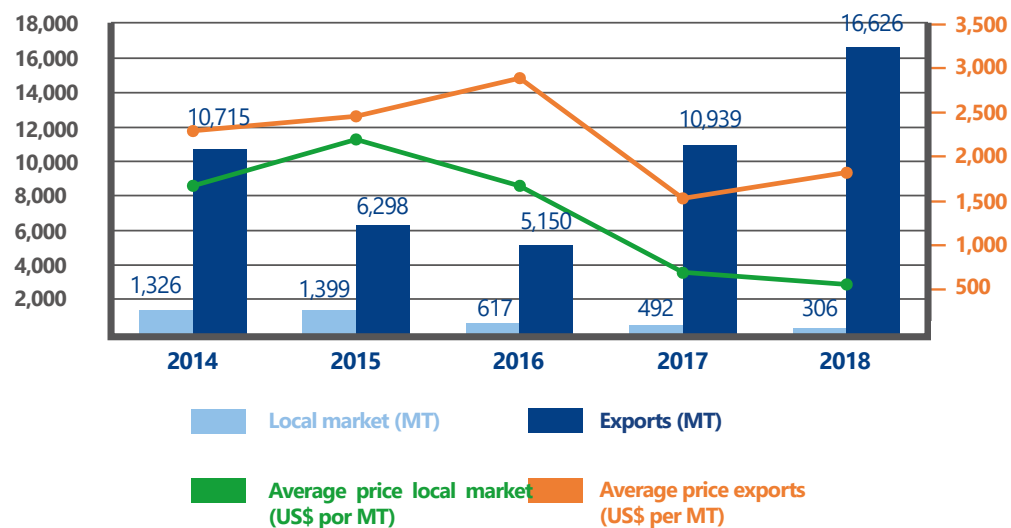
Exports of Austral fishmeal in 2018 amounted to 93,636 MT, 13% higher than the recorded in 2017. The average price per ton of fishmeal exported by Austral was US\$ 1,521.89, 11% higher price than the registered the previous year (US\$ 1,430.07). The largest export destination for the fishmeal was Asia mainly China.



Fish Oil Sales

In 2018, exports of crude fish oil totaled 154,936 MT and recorded an average national price of US\$ 1,639.00.

Sales of Austral fish oil amounted to 16,933 MT, higher by 48% to the sales in 2017. Exports accounted 98% of total sales. The average selling price of Austral fish oil during 2018 was US\$ 1,806.00, higher in 20% to the average price obtained the previous year.



Frozen Sales

During 2018, Austral registered sales 8,641 MT, which is 5% higher than what was registered in 2017. The main destination was the external market, which accounted 65% of sales while main species sold were Mackerel and Jack Mackerel.

Fresh fish

In 2018, 3,202 MT of fresh fish sales were made for Direct Human Consumption from Mackerel and Jack Mackerel species, which is 169% higher than the previous year.

Financial Information

Analysis and discussions of the management about the results of operations and financial economic situation⁶

IHC

The gross profit of the fishmeal and fish oil business as of December 31st, 2018 increased from S / . 83 million to S / . 274 million with respect to the same period of the previous year (230% increase). This increase in the results of the company is mainly due to higher volumes of catch and improvements in the average sales prices in relation to the 2017 period.

DHC

Regarding the Direct Human Consumption business, as of December 31st, 2018, the Direct Human Consumption business generated a gross profit of S/. 889 thousands (S / 9.7 million loss for the same period of the previous year).

**S/ 104.4
MILLION**

The net profit reported as of December 31st, 2018 by the company amounts to S / 104.4 million (net loss of S / 21.1 million for 2017) basically due to higher landings and the consequent higher production, improvements in the fishmeal qualities obtained as well as the increase in the sale prices for export (DHC and IHC).

Administrative expenses

The composition of administrative expenses is shown below:

Concept	2018	2017
Personnel expenditures	38,398	29,361
Third party services	20,410	22,551
Fee	2,516	3,417
Rents, postals & phones	4,002	3,654
Taxes	2,513	2,327
Depreciation	1,006	1,095
Amortization	779	742
Labour contingencies provision	362	2,004
Bad debt provision	413	263
Others	280	284
	70,679	65,698

(Figures in thousands of soles)

⁶ GRI indicator 201-1 (Direct economic value generated and distributed)

Selling expenses



14%

Selling expenses as of December 31st, 2018 increased by 14% compared to the same period last year.

The higher volume of sales in IHC generated higher expenses of clearance and commissions.

Net financial expenses



25%

Net financial expenses compared to the same period of the previous year increased 25%

Mainly due to the increase of the LIBOR rate and to new long-term financing with respect to the previous year.

Investment Policy



The company maintains an investment policy based on ensuring the sustainability of the company in its three pillars: economic, social and environmental. For this purpose, it is prioritized the replacement of the assets that completed their life cycle and the acquisition of new equipment that ensures the optimization of the extractive and productive process in its different lines of business, minimizing the environmental impact of its activities and promoting the development of the surrounding communities.

Financial statements

Changes in the responsible persons for the preparation and revision of financial information.

There were no changes.

Information related to corporation's securities listed in the stock market public registry

According to the information provided by the Lima Stock Exchange, the monthly maximum and minimum quotations at the openings and closings for Austral's shares in 2018 were as follows:

Fecha Cotización	Valor	Denominación Social	Fecha Anterior	Cierre Anterior	Cierre Actual	Apertura Actual	Máxima Actual	Mínima Actual	Promedio Actual	Monto Negociado
09/01/2018	AUSTRAC 1	Austral Group S.A.A	20/12/2017	1.50	1.50	1.50	1.50	1.50	1.50	8 730
11/01/2018	AUSTRAC 1	Austral Group S.A.A	09/01/2018	1.50	1.42	1.42	1.42	1.42	1.42	15620
16/01/2018	AUSTRAC 1	Austral Group S.A.A	11/01/2018	1.42	1.44	1.43	1.44	1.43	1.43	13816.32
26/01/2018	AUSTRAC 1	Austral Group S.A.A	16/01/2018	1.44	1.55	1.55	1.55	1.55	1.55	19576.50
07/02/2018	AUSTRAC 1	Austral Group S.A.A	26/01/2018	1.55	1.44	1.45	1.45	1.44	1.44	42340
06/04/2018	AUSTRAC 1	Austral Group S.A.A	07/02/2018	1.44	1.40	1.40	1.40	1.40	1.40	9872.80
26/04/2018	AUSTRAC 1	Austral Group S.A.A	06/04/2018	1.40	1.21	1.21	1.21	1.21	1.21	8300.60
27/04/2018	AUSTRAC 1	Austral Group S.A.A	26/04/2018	1.21	1.30	1.30	1.30	1.30	1.30	5200
30/04/2018	AUSTRAC 1	Austral Group S.A.A	27/04/2018	1.30	1.30	1.21	1.30	1.21	1.29	65442.93
09/05/2018	AUSTRAC 1	Austral Group S.A.A	30/04/2018	1.30	1.30	1.30	1.30	1.30	1.30	49527.40
25/06/2018	AUSTRAC 1	Austral Group S.A.A	09/05/2018	1.30	1.30	1.30	1.30	1.30	1.30	6900.78
02/07/2018	AUSTRAC 1	Austral Group S.A.A	25/06/2018	1.30	1.20	1.20	1.20	1.20	1.20	12000
05/07/2018	AUSTRAC 1	Austral Group S.A.A	02/07/2018	1.20	1.15	1.14	1.15	1.14	1.14	48476.52
12/07/2018	AUSTRAC 1	Austral Group S.A.A	05/07/2018	1.15	1.15	1.15	1.15	1.15	1.15	15500
18/07/2018	AUSTRAC 1	Austral Group S.A.A	12/07/2018	1.15	1.15	1.15	1.15	1.15	1.15	27365.40
19/07/2018	AUSTRAC 1	Austral Group S.A.A	18/07/2018	1.15	1.15	1.10	1.15	1.10	1.13	42242.30
20/07/2018	AUSTRAC 1	Austral Group S.A.A	19/07/2018	1.15	1.13	1.13	1.13	1.13	1.13	5085
31/07/2018	AUSTRAC 1	Austral Group S.A.A	20/07/2018	1.13	1.30	1.30	1.30	1.30	1.30	33800
01/08/2018	AUSTRAC 1	Austral Group S.A.A	31/07/2018	1.30	1.40	1.40	1.40	1.40	1.40	85890
03/08/2018	AUSTRAC 1	Austral Group S.A.A	01/08/2018	1.40	1.40	1.40	1.40	1.40	1.40	14431.78
08/08/2018	AUSTRAC 1	Austral Group S.A.A	03/08/2018	1.40	1.37	1.37	1.37	1.37	1.37	29797.50
17/08/2018	AUSTRAC 1	Austral Group S.A.A	08/08/2018	1.37	1.32	1.32	1.32	1.32	1.32	20930.88
20/08/2018	AUSTRAC 1	Austral Group S.A.A	17/08/2018	1.32	1.32	1.32	1.32	1.32	1.32	23931.60
28/08/2018	AUSTRAC 1	Austral Group S.A.A	20/08/2018	1.32	1.25	1.25	1.25	1.25	1.25	19165
06/09/2018	AUSTRAC 1	Austral Group S.A.A	28/08/2018	1.25	1.25	1.20	1.25	1.20	1.23	8876.60
21/09/2018	AUSTRAC 1	Austral Group S.A.A	06/09/2018	1.25	1.25	1.25	1.25	1.25	1.25	38887.56
24/09/2018	AUSTRAC 1	Austral Group S.A.A	21/09/2018	1.25	1.25	1.25	1.25	1.25	1.25	8150
02/10/2018	AUSTRAC 1	Austral Group S.A.A	24/09/2018	1.25	1.20	1.20	1.20	1.20	1.20	14356.80
05/10/2018	AUSTRAC 1	Austral Group S.A.A	02/10/2018	1.20	1.23	1.23	1.23	1.23	1.23	9471
10/10/2018	AUSTRAC 1	Austral Group S.A.A	05/10/2018	1.23	1.25	1.25	1.25	1.25	1.25	6013.75
18/10/2018	AUSTRAC 1	Austral Group S.A.A	10/10/2018	1.25	1.25	1.25	1.25	1.25	1.24	17305
19/10/2018	AUSTRAC 1	Austral Group S.A.A	18/10/2018	1.25	1.17	1.17	1.17	1.17	1.17	18720
22/10/2018	AUSTRAC 1	Austral Group S.A.A	19/10/2018	1.17	1.17	1.17	1.17	1.17	1.17	12255.75
23/10/2018	AUSTRAC 1	Austral Group S.A.A	22/10/2018	1.17	1.12	1.12	1.12	1.12	1.12	20899.20
26/10/2018	AUSTRAC 1	Austral Group S.A.A	23/10/2018	1.12	1.08	1.08	1.08	1.08	1.08	22614.12
30/10/2018	AUSTRAC 1	Austral Group S.A.A	26/10/2018	1.08	1.05	1.05	1.05	1.05	1.05	5610.15
19/11/2018	AUSTRAC 1	Austral Group S.A.A	30/10/2018	1.05	1.08	1.08	1.08	1.08	1.08	6796.29
22/11/2018	AUSTRAC 1	Austral Group S.A.A	19/11/2018	1.08	1.06	1.06	1.06	1.02	1.04	42310
27/11/2018	AUSTRAC 1	Austral Group S.A.A	22/11/2018	1.05	1.15	1.15	1.15	1.15	1.13	47793.20
06/12/2018	AUSTRAC 1	Austral Group S.A.A	27/11/2018	1.15	1.16	1.15	1.16	1.15	1.15	34952.50
10/12/2018	AUSTRAC 1	Austral Group S.A.A	06/12/2018	1.16	1.16	1.16	1.16	1.16	1.16	5667.76
14/12/2018	AUSTRAC 1	Austral Group S.A.A	10/12/2018	1.16	1.22	1.22	1.22	1.22	1.22	23427.96
19/12/2018	AUSTRAC 1	Austral Group S.A.A	14/12/2018	1.22	1.20	1.26	1.26	1.20	1.25	94196.40
21/12/2018	AUSTRAC 1	Austral Group S.A.A	19/12/2018	1.20	1.18	1.18	1.18	1.18	1.18	25406.58

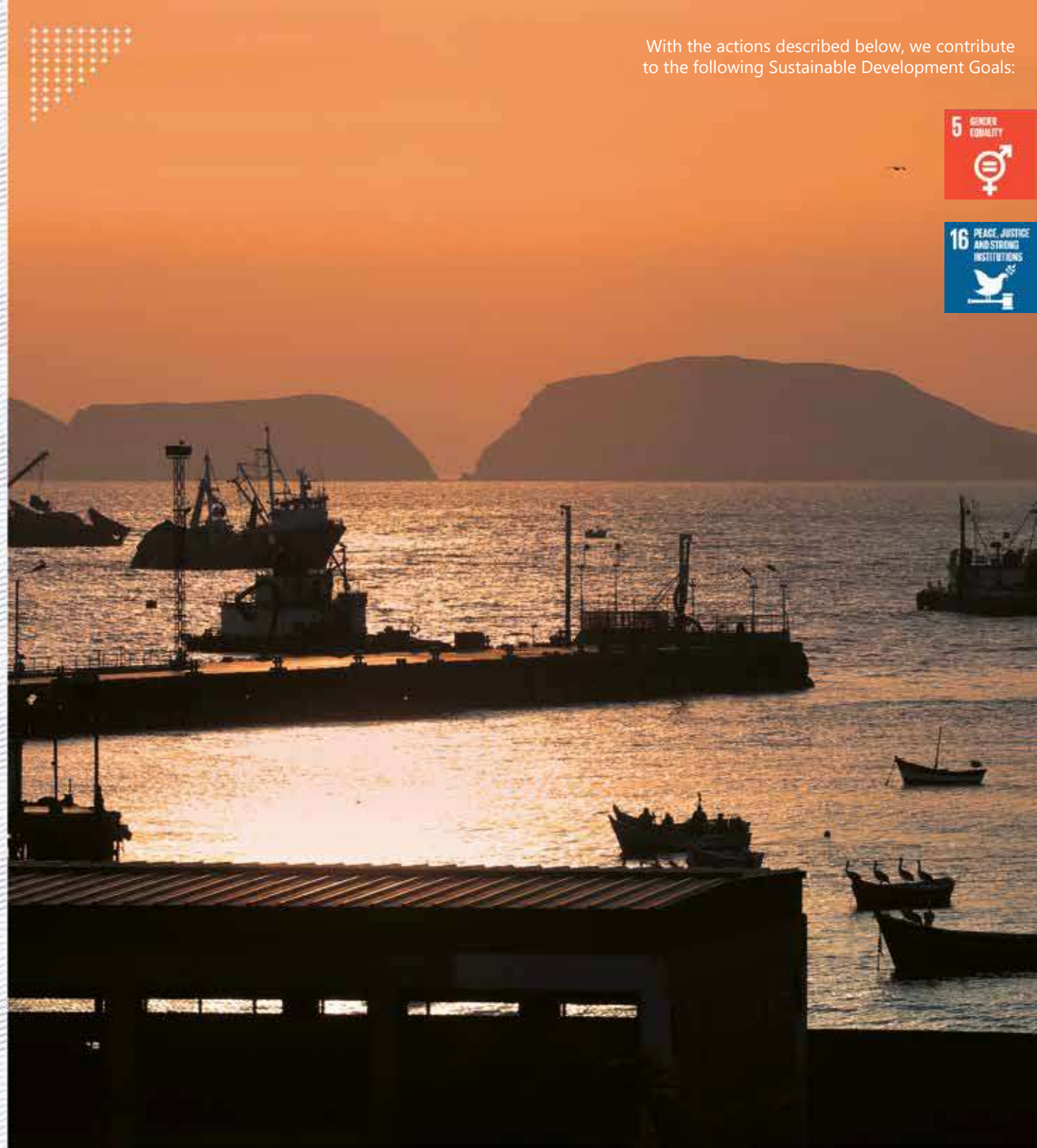
Source: SMV

Legal Proceedings

The corporation considers that none of its on-going legal proceedings may significantly affect the company with regard to its asset level, or have a significant impact on the results of the operation and financial position.

Corporate Gouvernance

With the actions described below, we contribute to the following Sustainable Development Goals:

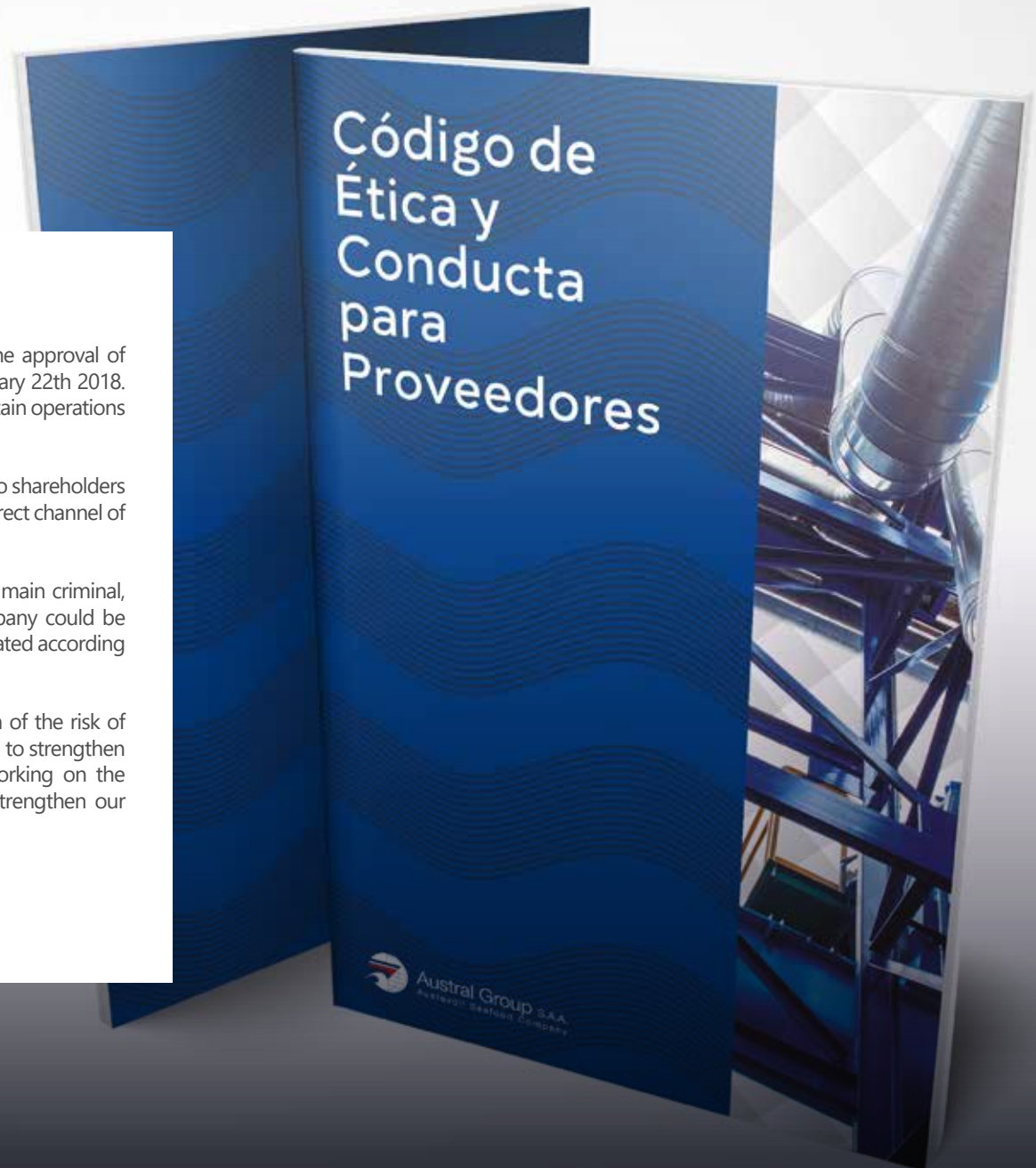


During 2018, Austral Corporate Governance Committee proposed to the Board the approval of "Related Parties Operating Policy", which was approved at its meeting held on January 22th 2018. This policy defines the scope and procedure for the identification and approval of certain operations between Austral and its related parties, including intra-group operations.

Likewise, Austral modified its "Good Corporate Governance Code" making available to shareholders the exclusive contact mail: gobiernocorporativo@austral.com.pe in order to have a direct channel of communication with them.

As a part of the design of the "Criminal Compliance Model", Austral identified the main criminal, corruption and money laundering and terrorist financing risks, to which the company could be exposed. These risks have been incorporated into the Austral Risk Matrix, being evaluated according to their impact, probability and occurrence.

The regulation includes a guideline for the identification, evaluation and mitigation of the risk of committing crimes; key component of the prevention model, which will allow Austral to strengthen its internal control environment. In this regard, since last year we have been working on the implementation of this model adapting our internal procedures and policies to strengthen our internal control system.⁷



⁷ GRI indicator 102-16 (Values, principles, standards, and norms of behavior)

Sustainability

With the aim of promoting and consolidating ethical behavior and a culture of sustainability, Austral has joined a group of companies that internationally implemented the STAKEHOLDERS SUSTAINABLE INDEX (SSIndex), an index that integrates cross-information on employees, customers, suppliers, and communities.⁸

The assessment has as a goal to bring greater confidence to the market, since it allows to verify that policies and good practices are lived and known by their different stakeholders, focusing on behavior and improvement management.

The assessment is carried out by ESG COMPASS company, who, as a neutral and certifying entity, gathers information from the different stakeholders, identifying cross-risks and focusing of action through an intelligent software.

2018 measurement result made in Peru had a very positive result for Austral, with 74% in the SSIndex, which means that 74% of the employees, customers, suppliers and communities agree and strongly agree with Austral's risk management and sustainability.



Clients

78%
of sustainable loyalty

Clients agree and strongly agree with our integral relationship management.



Employees

83%

of the collaborators agrees and strongly agrees with the management of risk and sustainability.



Suppliers

90%
of sustainable commitment

Suppliers agree and strongly agree with Austral's sustainability management.

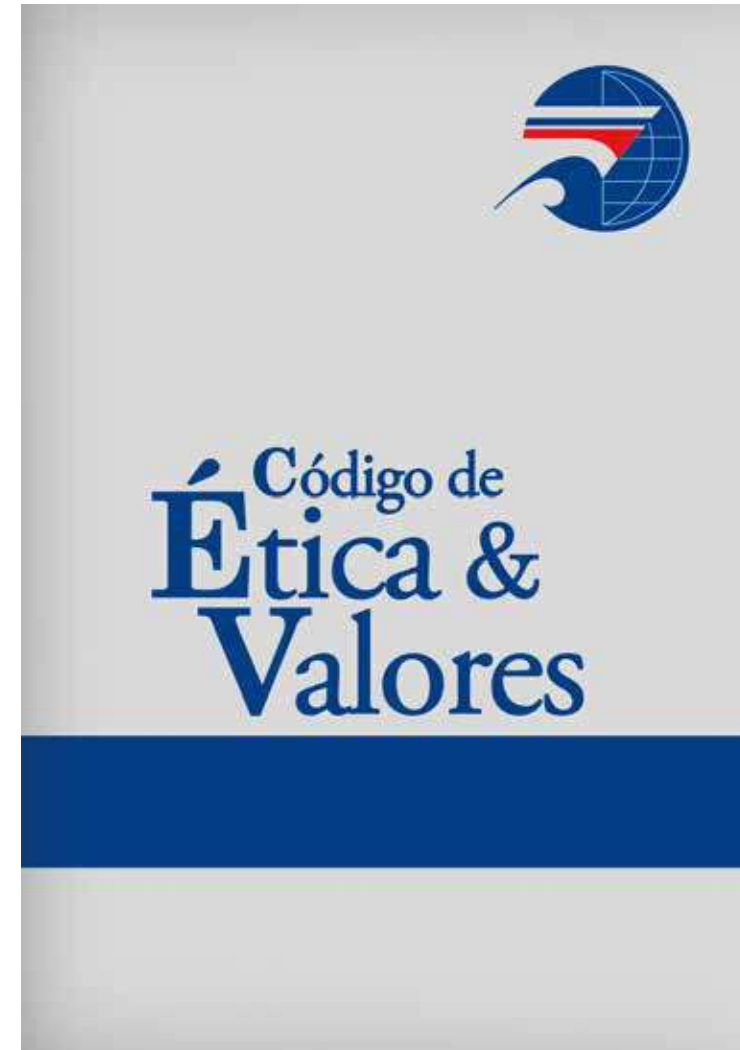
⁸GRI indicator 102-21 Consulting stakeholders on economic, environmental, and social topics

Ethics & integrity

Continuing with its commitment to promote an ethical and transparent culture to ensure a business environment based on compliance with the principles of integrity, prevention of fraud and corruption, Austral updated its "Code of Ethics and Conduct for Suppliers". This new version was approved by the Austral Board and includes the guidelines of Austevoll Seafood ASA related to compliance with human rights and labor regulations, to the promotion of a safety culture based on accident prevention, care for the environment, political anti-corruption and prevention of money laundering and financing of terrorism, confidentiality of information, antitrust practices. The "Code of Ethics and Conduct for Suppliers" giving the suppliers the opportunity to make complaints through our email of valores@austral.com.pe.⁹

Additionally, the "Anti-Corruption and Prevention of Money Laundering and Terrorism Financing Policy" and the "Conflict of Interest Policy" have been updated and approved in a Board meeting in December 2018. The Code of Ethics and Values is being revised to include the anti-corruption guidelines in force in the Peruvian regulations published at the end of 2018.

During 2018, training was offered to our collaborators on the implementation of our crime prevention model that was taught by lawyers from the Payet, Rey, Cauvi, Pérez and Marsh Rehder risk consultants. Finally, it is important to highlight that our general manager has had an active and committed role in strengthening the ethical culture in organizations through her participation in different forums and panels such as: "Ethics as a Tool for the Transformation of the Company and the Mitigation of the Liability of Legal Entities", organized by the AFP Association and the International Finance Corporation, aimed for independent directors from the most important companies in Peru. Her participation in CADE 2018 as a panelist of the "Entrepreneurs for Integrity" session in which she highlighted good practices and success stories in the organizational culture of Norwegian companies such as our headquarters, to prevent cases of corruption through the implementation of transparency oriented policies in operations, compliance with corporate standards and awareness of employees, also stands out.



⁹GRI indicator 102-17 (Mechanisms for advice and concerns about ethics)

Board of Directors

Members of the Board of Directors, who are elected by the Shareholders' Meeting, shall serve for a term of three years. To assist in carrying out its duties, the Board of Directors may appoint committees and such committees report directly to the Board. Board and committee members are required to be highly ethical and renowned professionals with strong academic backgrounds and experience. Furthermore, independent directors shall have no ties whatsoever to Management or Austral's controlling group. The selection criteria for independent directors include diversity, independence and expertise in economic, environmental and social matters.¹⁰

The Board is made up of five Directors; two are independent directors, four are male and one is a female. Neither the Chair nor any other Director of Austral holds an executive position in the company.

Board Committees

The Board has appointed two committees: the Audit Committee, tasked with risk oversight and prevention across the entire company, and the Good Corporate Governance Committee, responsible, among other things, for authorizing any improvements related to the company's relationship with its investors. Both committees have decision-making powers on economic, environmental and social matters, pursuant to the duties they perform.¹¹

Management Staff

Company Management is made up of five managers, two of which are female (40%), including our General Manager.

¹⁰GRI Indicator 102-24 (Nominating and selecting the highest governance body)

¹¹GRI indicator 102-22 (Composition of the highest governance body and its committees)
GRI indicator 102-26 Role of highest governance body in setting purpose, values, and strategy

GRI Indicator 102-25 Conflicts of interest

Our Directors



Arne Møgster

Chairman of the Board of Directors¹²

Arne Møgster holds studies on Administration and Businesses and is an MSc in Maritime Negotiation.

He has worked at the branches of Austevoll Pacific LACO AS since 1997, acquiring wide experience in fishing, ship-building and foreign trade. Arne is CEO of Austevoll Seafood ASA and member of the board of directors since June 2006.



Helge Singelstad

Regular Director

He is trained in engineering at Bergen Ingeniørhøskole, holds an MBA degree from NHH business school and holds a first-year degree of UIB Law School. Experienced in different types of businesses: oil companies, vessel equipment and marine foodstuffs sector. Helge is the Chairman of Lerøy Seafood Group ASA and Austevoll Seafood ASA, and CEO of LACO AS and member of the board of directors since April 2008.



María Jesús Hume

Regular Director

With Civil Engineering and Economics studies at Pontificia Universidad Católica del Perú and postgraduate studies at the University of Piura and at IESE/University of Michigan.

María is a member of the board of several companies and nonprofit foundations in Peru and abroad. She is the President of the Board of AFP Integra and MBA-Lazard, and Director of Falabella Bank, SIDERPERU and Pro Mujer International (New York). María is Vice President of the Lima Art Museum and member of the Board of Trustees of the Peruvian Cancer Foundation and also a board member of FIDUPERU, Leasing and Renting Perú, companies from Bancolombia Group. She is a member of the board of directors since August 2005.



Esteban Urcelay

Regular Director

Commercial Engineer, Mr Urcelay holds a MBA degree from Universidad de Chile with wide experience in the national fishing industry. He is a member of the Board of Directors of the Asociación de Industriales Pesqueros de la Región del Bío Bío (Association of Fishing Entrepreneurs of the Bio Bio Region) in Chile and a member of the Board of Directors of Austral since June 2006.

Mr Urcelay has worked as: General Manager of Republic Leasing (Republic Bank subsidiary), Manager at Nacional Financiera (BHC subsidiary) and Banco de Chile and Director of Zofri Iquique (Duty-free zone Iquique).



Gianfranco Castagnola

Regular Director

He is the Executive Chairman of APOYO Consultoría and chairman of the boards of Directors of AC capitals SAFI. Simultaneously, he is Chairman of the Board of Directors of Scotiabank Peru, Director of IKSA (Lima cargo City), Austral Group S.A.A., Redesur, Saga Falabella, Lima Airport Partners and Nexa Resources Perú. He has been Director of Banco Central de Reserva del Peru and Fondo Consolidado de Reservas; President of the Italian Chamber of Commerce and director of many non-profit Institutions. Mr Castagnola is an economist graduated from Universidad del Pacifico, with a Master's degree from Harvard University. He is a member of the board of directors since April 2005.

¹²GRI indicator 102-23 (Chair of the highest governance body)

Nuestros Managers



Adriana Carmen Giudice Alva

CEO

Ms. Giudice is a lawyer, graduated from Pontificia Universidad Católica del Perú with studies in the Top Management Program of Universidad de Piura. She was member of the Committee of Unfair Competition Repression and Vice Chairman of the Committee of Consumer Protection of INDECOPI.

Ms. Giudice currently serves as General Manager of Austral, second vice president of the National Fishing Society, Director of FONCOPEs, Director of Peru 2021, Director of the Peruvian Nordic Chamber and President of OWIT Perú. She held the position of Chief of the Advisors Cabinet to the Office of the Ministry of Fisheries between October 1999 and November 2000 and also served as an advisor to the Office of the Ministry of Industry, Tourism, Integration and International Negotiations between January and September 1999 and December 2000 and May 2001 Ms. Giudice was also director of OSIPTEL between March 1999 and December 2000 and partner at Muñiz, Forsyth Ramirez, Pérez-Taiman & Luna-Victoria Law Firm until August 1998.

She has been general manager of Austral since October 2005.



Cynthia Pilar Jimenez Zuazo

Human Resources Manager

An administrator graduated from Universidad del Pacífico, she holds an specialization in Human Resources. Cynthia has wide experience in the development of all Human resources subsystems in IT, energy and industrial sectors in multinational companies. She is the Human Resources Manager since January 2008, being responsible of the development, training, salaries, welfare, safety and health at work, assets' security and general services.



Juan de Dios Arce Vizcarra

Fleet Manager

Graduated from the Escuela Naval del Perú (Peruvian Navy School) and with a Master's degree in Strategic Management of Businesses at Universidad del Pacífico. Juan de Dios has worked 29 years in the Peruvian Navy in different areas, working as Commander in Chief of the Rescue and Diving Service, Commercial Navy Director's Office, Callao Port Authority, Office of the Commander of the Navy Base of Callao and others. Likewise, he has worked in companies connected to the inspection, maintenance and repair work of life-rafts and survival-in-the-sea equipment, such as Servimar, Aqualub, Aquapacific Service. He has been working in Austral Group since 2001 and has held several positions, such as Chief of Paíta Fleet, Fleet Superintendent, Superintendent of Fleet Operations, and since February 2007 he holds the position of Fleet Manager.



Didier Saplan Piquemal

Operations Central Manager

Didier graduated from the University of Bordeaux in France, Magister in Economy and International Finance, with a wide experience in international trade. It also has a MBA in INCAE-Adolfo Ibáñez. He has worked for Transamine France, being in charge of the shipments and transactions of copper and metallic copper concentrates between South America, the USA, Europe and Asia.

Currently, he is Director of the National Fishing Society. He worked as Commercial Manager up to 24th of April 2013, when Austral new organizational chart was approved. From this moment, Didier Saplan holds the Operations Central Manager having in his charge production, maintenance, quality assurance, commercialization, documentation, projects, environmental management and new business development of the company.



Andrew Dark

Administration and Finance Manager

Graduated in Materials Science from the University of Oxford, England and the Institute of Certified Public Accountants of England and Wales, and a Global MBA dual degree CENTRUM - PUCP and Tulane University. With extensive experience in all areas of finance (audit, corporate finance, management accounting, financial accounting, business acquisitions and divestitures, treasury, strategic planning, systems, logistics and human resources) in multinationals such as Arthur Andersen, British American Tobacco, Unilever and Trafigura, and in several countries including England, Venezuela, Argentina, Honduras, El Salvador and Panama. Previously as a general manager in Consorcio Minero SA - CORMIN and Director in Trafigura for Latin America.

Our Environmental Management

With the actions described below, we contribute to the following Sustainable Development Goals



10 commitments for responsible and sustainable fishing

In the framework of the COP20, the Ministry of Production signed the 10 commitments for responsible and sustainable fishing, which promote actions that support fisheries surveillance and control. Austral respects and subscribes to these same commitments detailed below:

- 1 Preserve the species of sea, rivers and lakes, protecting them from their possible decrease or extinction.
- 2 Do not fish, or consume protected species (dolphins, turtles and sea lions) and respect the temporary closures.
- 3 Respect the prohibition of fishing in reserved areas.
- 4 Prevent pollution of the sea, rivers and lakes, as well as the informal processing of fishing resources in the open
- 5 Support surveillance and control for responsible fishing, facilitating the work of inspectors
- 6 Use only the gear and gear allowed for the extraction of the fishing resource.
- 7 Comply with the requirements and conditions established in the permits, licenses and authorizations acquired
- 8 Maintain the satellite tracking equipment (SISESAT) installed in the fishing vessel, active and without interruption.
- 9 Maintain the proper functioning of the scales, avoiding their manipulation
- 10 Comply, in all the productive stages, the conditions of preservation of the fishery resources for consumption.

Energy Consumption

We use management indicators to collect timely information on the critical characteristics of the processes, with respect to energy consumption that allow us to take corrective, preventive or improvement actions. The fuels we use in Austral come from non-renewable sources and are used mainly to generate electricity and steam; in fishing plants and vessels.¹³

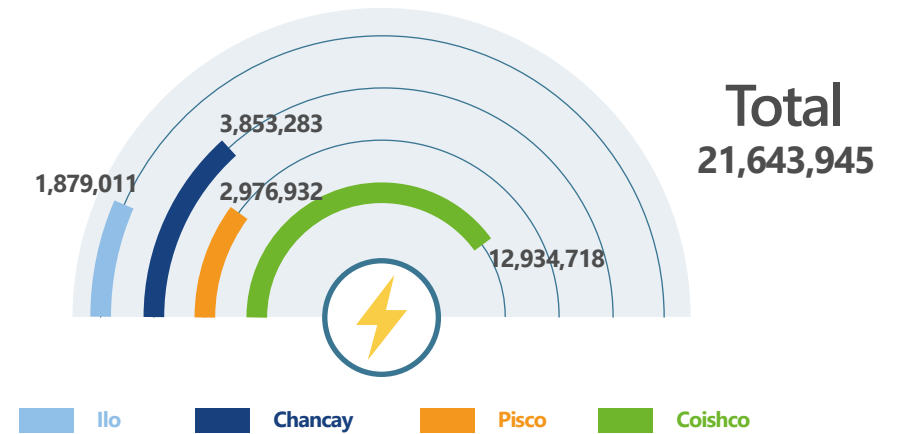
Fuel consumption in 2018

SITE	Residual Oil - 500 (In Gallons)	Bunker Oil 6 (In Gallons)	Diesel B5 (In Gallons)	Natural Gas In Millions of British Thermal Units)
Coishco	2,703,115	-	2,200,050	-
Pisco	-	-	504,865	6,105
Chancay	313,197	-	917,540	3,847
Ilo	49,236	921,564	1,107,940	-
TOTAL	3,016,361	922	4,730,395	9,952

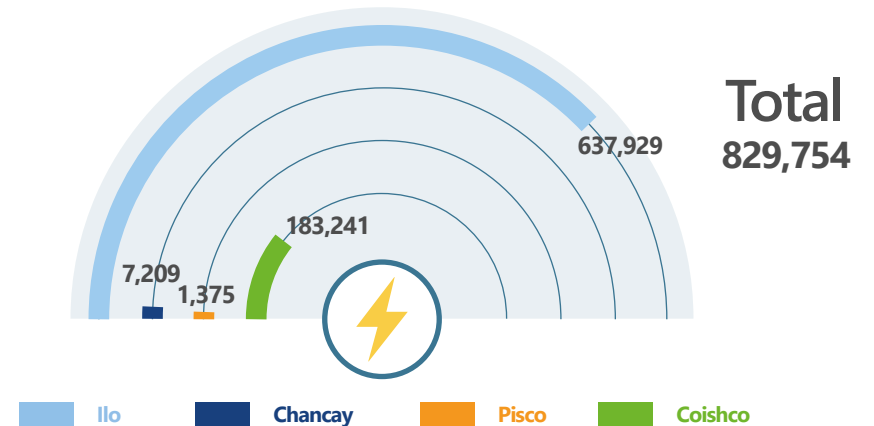
Note: The gallons of petroleum B5 includes the supply to E / P of third parties

Electric Power Consumption in 2018*

Consumption of purchased energy (in kilowatt-hours)



Consumption of energy generated (in kilowatt-hours)



¹³GRI Indicator 302-1 Energy consumption within the organization

* The information of the purchased energy comes from the monthly billings of our suppliers, the active energy is added in the non-peak hour (NPH) and in the rush hour (HP), which gives us the total active energy. Regarding the generated energy, the information was taken from the information register of Self-Producers of Electric Energy for its Own Use, which is managed in each plant. GRI indicator: G4-EN3 (Energy consumption within the company).

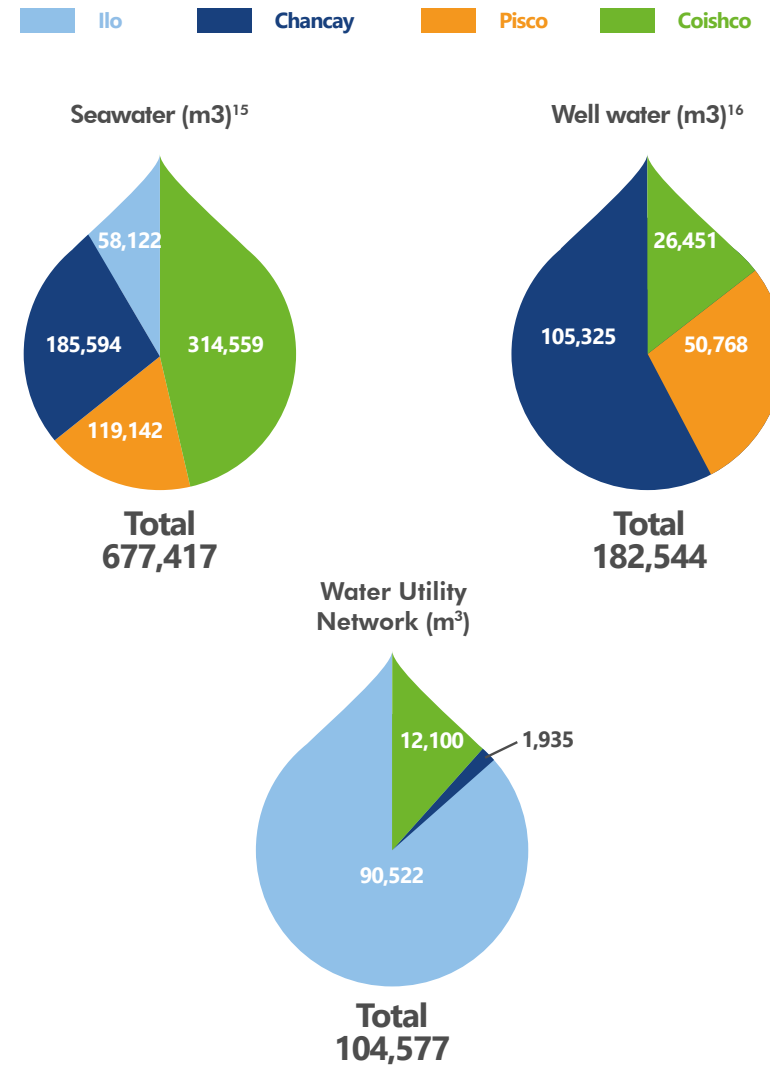
Water consumption in 2018

In Austral, we carry out water balances in each of our plants to establish a baseline to, from there, set indicators to measure the efficiency in the proper use of the water consumed.

The sea water is the highest volume and is used for the transport, conservation and storage of the raw material both in the boats and in the plants and also for the cleaning of the latter. For the consumption of this resource, the plants have the permission to use non-desalinated sea water granted by the competent authority.

The well water captured in some of our plants is used mainly for steam generation, in the cooling tower, ice plant, and service areas such as the dining room and toilets. Public network water is basically used in administrative service areas. The collection of groundwater is managed in compliance with Law No. 29338, Law on Water Resources, and its Regulation, reporting monthly consumption to the National Water Authority. The water supplied by the public network comes from treatment plants where the original source is the Santa and Chancay rivers, by the north-center, and the Locumba, Vizcachas, Chilota, Carumas and Huaracane rivers, by the south.¹⁴

Total consumption per plant



¹⁵The volume of seawater was estimated taking into account the total raw material discharged by each plant and the average water / fish factor by type of pump used. The volume of well water is determined from the readings of the flow meters installed in each plant. The public network water volume is taken from the billings of the service provider. GRI indicator 303-1 (Interactions with water as a shared resource)

¹⁴GRI indicator 303-2 (Management of water discharge-related impacts)
¹⁶The cubic meters purchased from third-party wells are included.

Generation of solid waste in 2018

In Austral we manage the solid waste generated within the framework of the Law of Integral Management of Solid Residues N ° 1278 and its Regulation approved by DS-014-2017-MINAM. For this, we have a Corporate Procedure described in the Solid Waste Management Manual and that includes all the waste generated as a result of our plant activities and those from fishing, flat and dock vessels.

Of the total non-hazardous waste generated in our plants, 70.55% is reused for internal use, donated and in greater quantity, commercialized. In relation to hazardous waste, 26.18% are commercialized, including batteries and oils used mainly. Non-hazardous and hazardous solid waste with no opportunity to reuse is disposed of by solid waste operating companies (EO-RS) in landfills and security, respectively.¹⁷

SITE	No Dangerous No Reused (MT)	No Dangerous Reused (MT)	Dangerous No Reused (MT)	Dangerous Reused (MT)
Coishco	258.05	1,006.06	95.86	41.19
Pisco	136.27	134.09	19.45	1.88
Chancay	129.47	91.35	39.17	12.18
Ilo	7.87	41.86	5.45	1.47
TOTAL	531.66	1,273.36	159.93	56.71

Effluent management in 2018

Pumping water is the main effluent generated by the use of seawater for the discharge of raw material in our plants. These effluents contain an organic load composed of solids and fats that must be recovered before their final discharge. The solids are recovered in rotary dewatering machines with a mesh size of 0.3mm and 0.5mm and are added to the production process. The fats are recovered by flotation cells type IAF (Induced Air Flotation) and DAF (Dissolved Air Flotation) which after being treated are converted into PAMA oil. After passing through physical treatment, the water is subjected to treatment in a DAF Clarifier from which it is discharged, complying with the Maximum Permissible Limits (LMP) through the submarine outfall at distances of 1,000 meters, as in Pisco, where its effluents are discharged to a distance of 13km offshore.

Our effluent management allows us not only to comply with the maximum permissible limits established by DS-010-2018-MINAM, but also to obtain increases in productivity, due to the greater recovery of solids and fats that are used in the production process.¹⁸

In our Pisco and Chancay plants, we have equipment cleaning water treatment plants (PTARI) that participate in the integral treatment of all the industrial waters generated as a result of our activities. We also have Domestic Water Treatment Plants (PTARD) which have reuse authorizations and the treated water is used for the irrigation of the green areas.

Planta	Total suspended Solids (In parts per million)	Oils and fat (In parts per million)	pH
Coishco	209	59	6.0
Pisco	349	7.2	5.6
Chancay	193	36	6
Ilo	302	1.5	5.5
LMPs	700	350	5-9

¹⁷GRI indicator 306-2 (Waste by type and disposal method)

¹⁸GRI Indicator 304-2 (Significant impacts of activities, products, and services on biodiversity)

Monitoring of Atmospheric Emissions

Austral conducts an annual environmental monitoring of combustion and process gas emissions, air quality and environmental noise. The service is performed by accredited laboratories which guarantee the accuracy of the results in the event of an environmental audit, and that they correspond to the operating conditions at the time they are measured.

The combustion gas emission results are compared with the maximum permissible limits established by the World Bank for stationary diesel engines and boilers. Monitoring is carried out once a year during IHC fishing seasons.

With regard to the process gas emissions, monitoring is carried out twice a year during DHC fishing seasons, and the results are compared with the maximum permissible limits established by Supreme Decree No. 011-2009-MINAM. Moreover, air quality results are compared with the standards established by Supreme Decree No. 003-2008-MINAM.

Monitoring is conducted three times a year, 2 during the IHC fishing season, and 1 during a seasonal closure. Finally, noise quality is monitored once a year and the results are compared with the Environmental Quality Standards for Noise, pursuant to Supreme Decree No 085-2003-PCM.

Site	Particulate material mg/m ³	H2S mg/m ³
Coishco	12.58	2.23
Pisco	4.78	0.30
Chancay	6.06	<0.07
Ilo	6.59	0.98
MPLs ¹⁹ mg/m ³	150	5



The investment for the change of energy matrix to natural gas in our Coishco plant is approximately US \$ 2 million and will be available for the 2019-1 season. Currently our plants in Pisco and Chancay operate with natural gas²⁰

¹⁹MPL of particulated material and hydrogen sulfide according to SUPREME DECREE N° 011-2009-MINAM

²⁰GRI indicator 305-1 (Direct (Scope 1) GHG emissions)

Our environmental management with stakeholders

We are committed to the preservation of the environment, investing constantly in technologies that help us to minimize the impact of our effluents, emissions and waste, and carrying out activities with our collaborators, aligned with the commitments for responsible and sustainable fishing. During 2018, we participated as a company in environmental activities such as cleaning beaches in Coishco, Chancay and Pisco, cleaning wetlands in Chancay, talks at APROCHANCAY on environmental management, street cleaning in Chancay, corporate volunteering at "Fe y Alegría" school in Coishco, workshops with OEFA auditing entities - "Environmental Obligations" and workshops with auditing bodies ANA - "National Protocol for monitoring the Quality of Water Resources".²¹

Recycling of plastic / paper in partnership with REMAR

As part of our eco-efficient culture, all our plants, administrative offices and vessels have differentiated storage bins for recycling plastic, glass and paper. All the materials collected in our plants and vessels are commercialized and / or correctly arranged according to Peruvian regulations. In the case of recycled materials from our administrative offices; These are donated to the REMAR Association, which in turn markets and reuses these materials in their homes, shelters and schools, in favor of vulnerable populations (the elderly, orphans and disabled people).



Collection of plastic caps for the program "Angelitos de cristal"

Through the collection of plastic caps we help the National Institute of Child Health, who, through their health care program "Angelitos de Cristal", help to give a better quality of life to children of low economic resources than they suffer from Epidermolysis Bullosa, also known as crystal children, due to the extreme fragility of their skin. The collection is done in all our venues and boats through eco-friendly boxes made of recycled plastic bottles.



²¹GRI Indicator 306-2 Waste by type and disposal method

Beach cleaning

We promote a culture of care for the environment based on actions that involve the active participation of our collaborators and communities, that is why we carry out beach cleanups in coordination with different partners. During 2018, we participated as a company in 6 beach cleanings:



2

June
Place: "Zona Ramada Pescadores"
Organizer: CAPITANIA

September
Place: "Zona Ramada Pescadores"
Organizer: SERNANP

Coishco Plant



1

September
International Day of Cleaning of Coasts and Banks 2018 (International Coastal Cleanup) and DIADESOL (Inter-American Day of Cleaning and Citizenship)
Organizer: APROCHANCAY.

Chancay Plant



3

March
Cleaning of beaches in the "World Water Day"
Organizer: National Water Authority and the Municipality of Paracas.

August
Cleaning of beachfront in front of the plant.

September
International Day of Cleaning of Coasts and Banks 2018 (International Coastal Cleanup) and DIADESOL (Inter-American Day of Cleaning and Citizenship)

Pisco Plant

Our Management with collaborators

With the actions described below, we contribute to the following Sustainable Development Goals





In Austral we are aware of the importance of human talent in the fulfillment of our strategic goals and objectives, therefore we develop strategies that guarantee the commitment of our employees with the Austral Culture, which is based on our values. These principles, which govern labor relations in our company, include:

- 1 Recognize that our collaborators are the most valuable element of Austral and the basis of its development and efficiency
- 2 Mutual respect and cordial treatment between managers and collaborators
- 3 Justice, equity and speed applicable to the solution of differences, problems or conflicts.
- 4 Respect for current labor legislation and compliance with the Code of Ethics and Values, which emphasizes that the company does not tolerate any form of prejudice or discrimination.

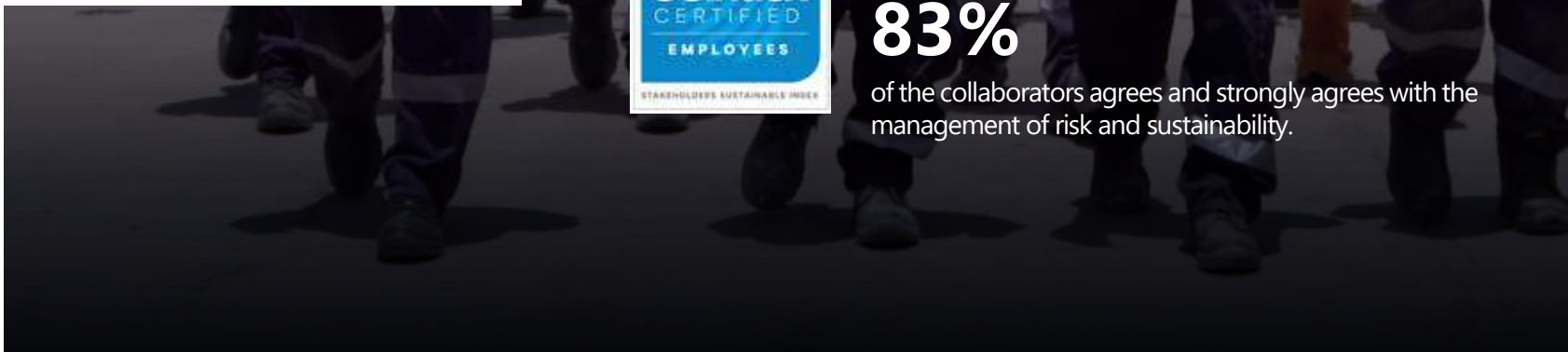
Our talent management has been recognized by various organizations nationwide:



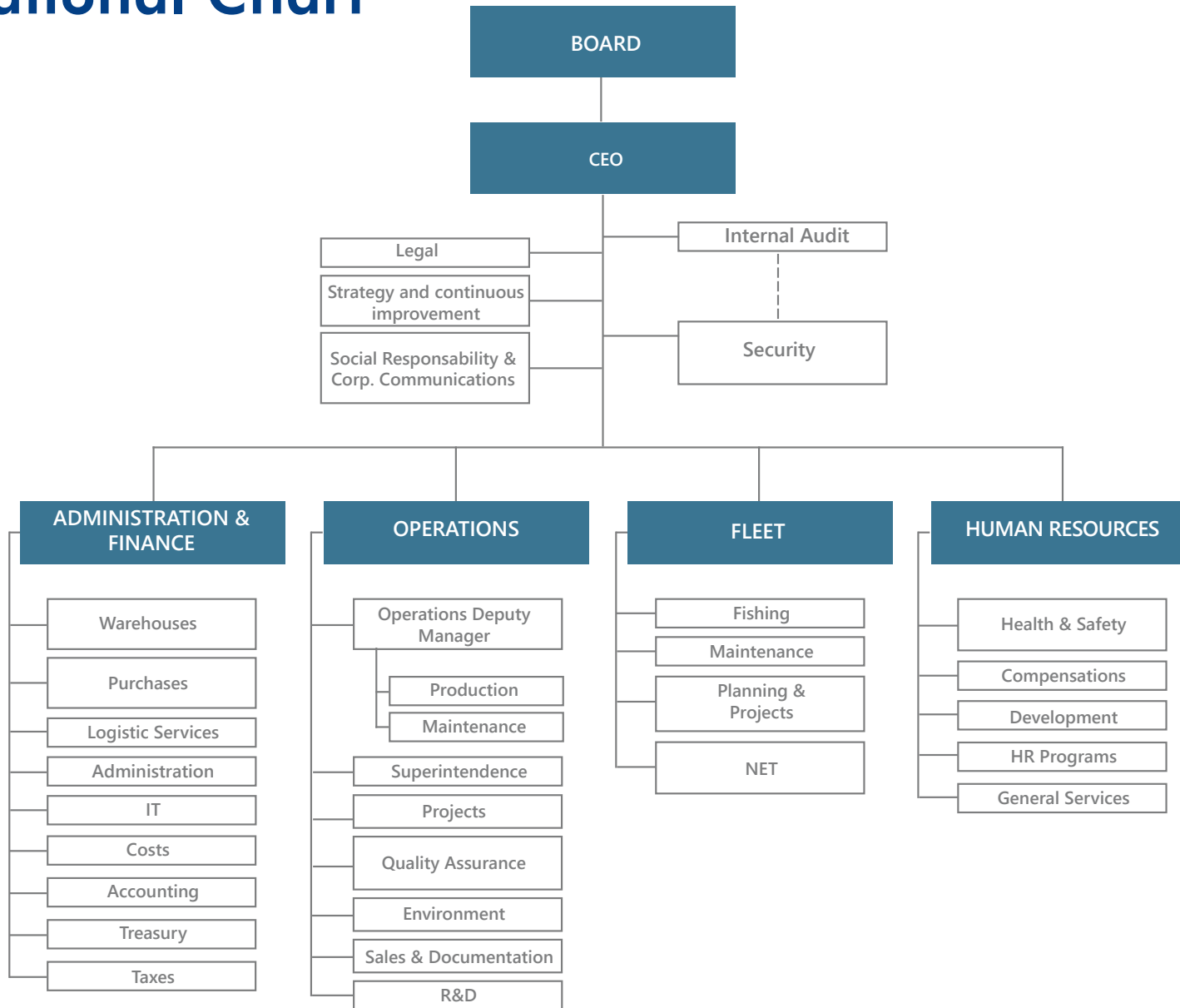
Employees

83%

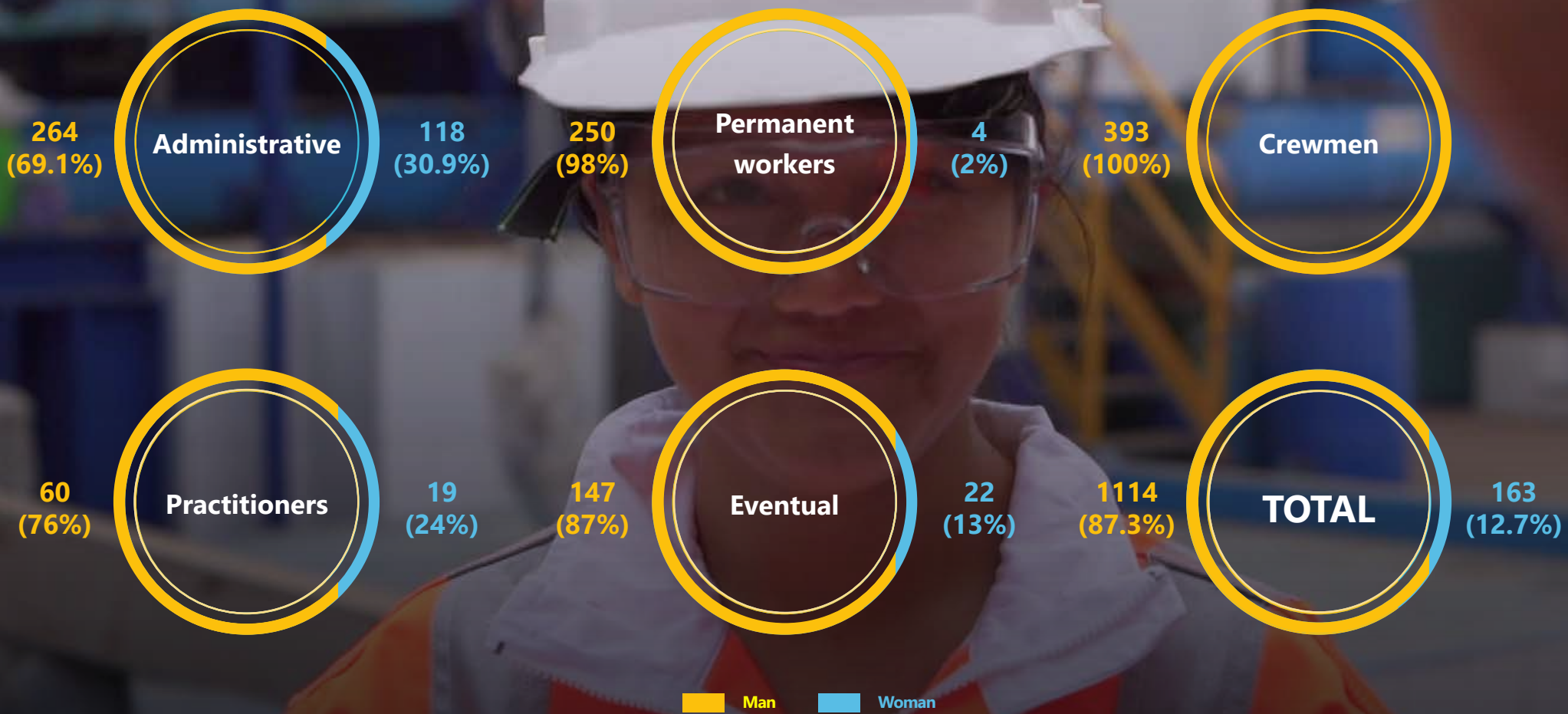
of the collaborators agrees and strongly agrees with the management of risk and sustainability.



Organizational Chart



As of December 2018 we have 1277* employees, of which 12% approx. come from Lima and Callao and 88% from provinces²²



*Annual average of the number of collaborators

²²GRI indicator 405-1 (Diversity of governance bodies and employees)

Attraction and retention of talent

In Austral we base our personnel management on a "Management by Competencies", in this way we have identified Processes, Descriptions of Positions valued with bands and salary levels according to the complexity, responsibility, training and experience required.

We have a Retention Policy aligned with the Mission and strategic goals, aimed at retaining our talented employees, keeping them committed and motivated. The selection of suitable collaborators is fundamental, as well as offering the employee attractive compensation, benefit programs and professional development in accordance with their expectations and objectives.



Leadership

Consideramos que Austral debe tener líderes preparados para gestionar el talento, que marcan la diferencia y con un gran interés en sus colaboradores y el contexto que los rodea.



Selection and development

En los procesos de selección consideramos el análisis del perfil del puesto, las características específicas de la persona y la cultura de Austral, de tal forma que se logre el acoplamiento adecuado entre estos tres elementos.



Compensation system

Our compensation policy supports the Human Resources strategy, which consists of attracting, retaining and motivating human talent.



Life-work integration

We offer our collaborators a series of benefits that provide flexibility and autonomy to integrate their personal and professional lives.

Regarding the rotation in 2018 we had 68 dismissals (11 women and 14 men in Lima and Callao, and 7 women and 36 men in the provinces) and 60 new contracts (6 women and 8 men in Lima and Callao, and 6 women and 40 men in provinces).²³



²³GRI Indicator 401-1 (New employee hires and employee turnover)

Austral Benefits²⁴

All our employees have access to the social benefits provided by the legal regulations and other additional benefits approved by the General Management:



EPS Health Providers

Austral is concerned about the welfare and health of its employees and their families, that is why they can join and affiliate their spouse and children to the EPS of Pacifico Seguros, which has agreements with the best clinics in the country. Austral assumes 55% for employees and 70% for workers. of the monthly contribution.



Oncological Insurance

Austral protects its collaborators with 100% covered oncological insurance, and also gives them the option of affiliating their nuclear family, assuming a minimum percentage of the monthly contribution.



Corporate Bond

Thinking of all its employees, Austral grants a variable remuneration calculated based on the results total sales and non-net operating income of the company, which can reach up to 2 salaries that are paid in the month of March.



Aguinaldo

At Austral we celebrate Christmas, a date full of love and family reunion, in which we give panettone and turkey vouchers to all our collaborators, to help them in the preparation of the Christmas dinner.



Support Bonus

To reward the effort and commitment of the collaborator, Austral provides a bonus to all worker workers who voluntarily support other plants to which they are not assigned.



Food

At the time of production, Austral assumes 100% of the food of all employees (employees and workers) who are working in the plant. In non-production season or closed season, 100% food is covered only for the operating personnel.



Administrative Loan

In the month of February Austral grants an interest-free loan up to half a salary; to support its collaborators with the costs of school or university enrollment. The discount is made at the employee's choice, in 2 installments (July and December) or up to 10 installments (from March to December).



Mobility

To reduce the expenses we incur in moving to our workplace, all our plant employees have the option of moving from their home to the plant and vice versa in the means of transport assigned by the company.

²⁴GRI indicator 401-2 (Benefits provided to full-time employees that are not provided to temporary or part-time employees)



Events of Integration

Austral is committed to the integration, camaraderie and good work climate of all its employees, which is why it has a schedule of activities such as "KICK OFF", "FULL DAY", "COPA AUSTRAL", "FESTIVAL OF THE FISHERMAN", "FIESTA OF END OF THE YEAR" among others.



School Pack

In order to help reduce the school expenses of our employees, Austral gives all its employees with children of school age (from 3 to 16 years old) a pack with school supplies. This pack is distributed in our "Back to School" activity, which has the purpose of making the return of our children to school activities more fun.



Travel Insurance

Austral always watches over the health and safety of its employees, that is why every employee who leaves his headquarters by work commission to another company headquarters has travel insurance.



Children's Christmas

Austral supports the union and family life, so in the month of December invites employees and their children under 16 to spend a fun day full of surprises. This day culminates with the delivery of a gift to children by Austral. "Back to the Cole", which has the purpose of making more fun the return to school activities in our little ones.



Recognition to Workers

Austral recognizes the commitment, effort and work of its most outstanding collaborators; therefore, within their recognition programs gives these workers great prizes among which we can find: bonuses, vouchers, tickets, coupons among others.



Internal / External training

Our company, betting on the growth of all its employees, has a training program within which we can find courses and / or talks given by top-level professionals, aimed at all employees of the company



Loans for training

Austral supports the professional growth of its employees and supports them to cover their expenses for undergraduate and postgraduate studies in subjects related to their career path, in accordance with the Austral Training Policy.



Integration activities

Kick Off

Event that takes place before the first fishing season of each year, and aims to inform collaborators of the results obtained in the previous year and reward the work of the most outstanding collaborators (Outstanding Achievement, better teamwork).

Copa Austral and Healthy Walks

We seek to promote the physical activity of our collaborators and contribute to the care of their health.

Olimpiaustral

Event that aims to facilitate interpersonal relationships among employees, improve their physical and mental health and increases the development of body skills, also makes it possible to identify people with leadership conditions.

Toast

Activity that promotes the union between the collaborators and the integration between areas for different reasons (Labor Day, Day of the Creole song, etc)

Greetings and presents on special dates

We entertain our collaborators on important dates such as Labor Day, Mother's Day, Father's Day, Fisherman's Day and birthdays.

Full day

Event that promotes integrity and teamwork through camaraderie activities.

Training and development

The training programs offered by Austral are aimed at ensuring that employees are trained to carry out their tasks effectively, promoting their integral development and, as a consequence, their professional development and which will impact our company.

Annually, we develop training programs in accordance with the quality, safety, environmental and social responsibility standards that we manage as an organization. Our training aims to improve / reinforce the management of skills, knowledge acquisition and continuous improvement of our collaborators, in occupational health and safety issues, leadership, management, new skills and technical abilities, among others.²⁵

We have various agreements with universities and institutes, which allow our employees to access special discounts, as well as a contributing company to SENATI we also provide sponsorships in Technical Careers, which are provided to our collaborators and children of collaborators. With this, we seek to achieve the professionalization and growth of our employees, their family and community.

1,308 Clients agree and strongly agree with our integral relationship management.

US\$491,951 It was the investment in training during 2018

During 2018 a total of 53,241 hours of training were given to a total of 1,308 trained employees, averaging US \$ 399 per trained collaborator. The investment in training during the period amounted to US \$ 491,951



²⁵GRI indicator 404-2 (Programs for upgrading employee skills and transition assistance programs)

Performance and recognition evaluation

★ ¡You are!

Human Resources Program that aims to motivate and recognize those employees who are leaders and are committed to the company's objectives, also exemplary practice our values, are a good reference of our organizational culture and foster a positive environment. In 2018, 3 collaborators were awarded and since its creation, in 2013, the program has recognized more than 80 employees.

📖 Fishing your scholarship

The objective of the program is to provide young talent with the opportunity to develop and expand technical skills, acquiring the necessary knowledge to achieve their professional goals.

★ Outstanding achievement

Each year, employees with a high level of performance are recognized, being a role model for their attitude, commitment and exemplary behavior. In 2018, 16 collaborators were awarded and since its creation, in 2006, the program has been






Better teamwork

Each year, teams that successfully complete those projects that have a great benefit in the company are recognized. In 2018, a team of 4 people was awarded and since its creation, in 2006, the program has recognized more than 320 employees.



Have breakfast with your boss

The program began in September 2016 with the aim of finding opportunities for improvement in each area, strengthening the integration between the areas, improving communication, exchanging proposals and receiving feedback regarding processes in the area. Implementation and monitoring of the action plan of the breakfasts carried out in the areas of Administration, warehouses, production, maintenance, quality and fleet of the plants of Ilo, Chancay and Pisco



Leader evaluation

Human Resources Program that aims to identify Strengths and Opportunities in each of the leaders to support them in their professional and personal development by strengthening the competencies resulting from the evaluation. The activities that are carried out with the leaders are: behavioral skills workshops, Focus Group, Feed back, coaching, etc.

In 2018, 81 leaders evaluated by their collaborators were evaluated and applied to a self-evaluation of their management.



Right to freedom of association and collective bargaining

At Austral we recognize and respect the right to unionization and collective bargaining contained in the Collective Labor Relations Law and its Regulations. We participate in collective bargaining with a proactive attitude and keep in constant communication with union leaders and members.

Some of Austral's workers are affiliated to three unions: the Union of Fishermen of New Boats of Peru (SUPNEP), which joins the crew of our company and of 4 other fishing vessels; the Single Union of Workers of the Austral Group Fishing Company (SUTEAG) constituted in the Ilo Plant; and, the Union of Workers of Pesquera Austral Group (SITRAPEAGROCSAA) set up at the Coishco Plant.

We are members of the Association of Shipowners of New Fishing Vessels (AANEP) since August 1991. The AANEP and SUPNEP signed a collective bargaining agreement dated April 20, 2017, which lasts from March 12, 2017 until on March 11, 2022.²⁶ Additionally, we have signed a collective agreement with the SUTEAG, whose validity goes from April 14, 2017 to November 14, 2018.

Regarding communication with the unions, this is carried out through the Head of Human Resources of the Ilo Plant and Coishco, Fleet Manager and the Human Resources Manager in the first instance. Likewise, the General Manager maintains a relationship and direct deal with the union in order to provide solutions to their orders. As of December 31, 2018, we have 64 unionized employees: 21 at the Ilo plant and 43 at the Coishco plant.²⁷

²⁶GRI indicator 407-1 (Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk)

²⁷GRI indicator 102-41 (Collective bargaining agreements)

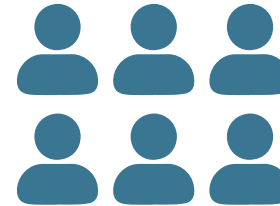
Health and Safety at Work

In Austral we have an Occupational Health and Safety Management System, implemented in each of our operations, based on prevention through safe behavior and the improvement of the conditions of our work environment, and the commitment of senior management.

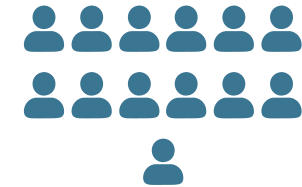
The activities of each job and those carried out by the contractor personnel are controlled through the application of our Safety Procedures. We have preventive controls at the beginning, during and after each task, among which are included: General Induction, Specific Induction, 5 Minute Talk, Procedure Iper P-GRH-030 (Hazard Identification, Risk Assessment and Control), Procedure of Safe Operations in Plant P-GRH-034 through the development of Internal Work Permits; and Procedure for Work Permit for Contractors P-GRH-031, delivery of Personal Protective Equipment for each job, consultation and permanent participation by our collaborators, promoting a healthy eating culture among our employees. We ensure compliance with national legislation and other international standards such as the OHSAS 18001 certification.

All our collaborators and senior management are represented through the Occupational Health and Safety Committee, which, with the support of the leaders of each headquarters, follow up on the planned actions and make continuous efforts to prevent accidents, incidents and effects on health.

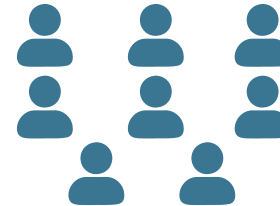
Austral plants accidents 2018²⁸



Cuts 6 (20%)



Contusions 13 (43.3%)



Chemical effects (contacto) 8 (26.7%)



Overstrain 2 (6.7%)



Fall level 1 (3.3%)

30
Accidents in
total

No fatal accident.
No permanent disability.
All accidents recovered 100%

²⁸GRI indicator 403-2 (Hazard identification, risk assessment, and incident investigation)

Index of man-hours for work accidents in plants and administrative headquarters

Man hours index lost²⁹

0.47%
COISHCO

0.04%
CHANCAY

0.00%
PISCO

0.038%
ILO

0.00%
San Isidro y Chancay

0.1097%
Total

Man Hours Index Lost due to work accident in Fleet in 2018

Man hours index lost

1.47%
FLOTA

Index of Lost Hours, Plant and Fleet:

Man hours index lost

0,75%

²⁹Lost time (in man-hours) refers to working hours and is counted as from the day following the accident according to Law No. 29783. The formula applied is as follows:
Lost Time Injury Rate = (lost time due to accidents / man-hours worked) x 100.

Tiendita Austral

Since 2006, Austral has the "Tiendita Austral" Help Fund, which is intended to help our employees and their immediate families financially if they have any oncological disease. Our own collaborators help this fund grow and can support more people through internal fundraising activities

In 2018, the Tiendita Austral supported 5 employees and since its creation it has supported 64 employees, disbursing more than 43 thousand soles so far.



La Tiendita Austral

Tomatodo
AUSTRAL



Lonchera
AUSTRAL



Almohada
cuellera
AUSTRAL



Canguro
AUSTRAL



Cuaderno
AUSTRAL



Our Management with clients



Our products are sold nationwide and exported to 30 countries on 5 continents.³⁰



- | | | | |
|-----------|------------------|----------------|-----------|
| GERMANY | KOREA | INDONESIA | THAILAND |
| ARGENTINA | DENMARK | ITALY | TAIWAN |
| AUSTRALIA | ECUADOR | JAPAN | VENEZUELA |
| BRAZIL | SPAIN | MEXICO | UKRAINE |
| BULGARIA | UNITED STATES | NORWAY | VIETNAM |
| CANADA | FEDERATED STATES | NEW | |
| CHILE | OF MICRONESIA | ZEALAND | |
| CHINA | FRANCE | UNITED KINGDOM | |
| COLOMBIA | GHANA | SOUTH AFRICA | |

³⁰GRI Indicator 102-6 (Markets served)

Customer satisfaction

At Austral we have a strong commitment to guarantee the satisfaction of our clients in accordance with what is stated in our Quality Policy. For this we maintain a fluid communication with our clients through various means; this allows us to know precisely what the needs and expectations are.

Periodically we have measured the level of satisfaction of our national and international clients and since 2018 we have started working with the "Stakeholder Sustainability Index - SSIndex", which works with ESG COMPASS software, helping companies to follow up on Real time, risk behavior and sustainability in all the stakeholders of the company, including: employees, customers, suppliers and the community.

78%
approval by
our customers



**We obtained the SSIndex
Certified Clients**

In the last evaluation carried out in August 2018, we obtained 78% approval from our clients, having obtained the SSIndex Certified - Clients. The commitment from now on is to carry out this evaluation with the same tool once a year and to continue improving the approval of this relevant interest group.

The innocuousness of our products

All our products are subject to the following evaluation procedures

Verification for Preserved and Frozen:

The National Fisheries Health Agency (SANIPES) and an internationally recognized supervisor are responsible for verifying the origin of the product, species, compliance with regulations, among others.

Verification for Flour and Oil:

A supervising company is responsible for the verification and compliance of the product according to the sales parameters established in the business. They inspect the labels, license and habilitation numbers, production dates, among others, so that later they are reviewed and approved by the SANIPES.

At Austral, we manage the impacts of our CHD products on the health and safety of our customers and consumers through the implementation and application of a Hazard Analysis and Critical Control Point System (HACCP or its acronym in English). The purpose of this system is to identify all the hazards related to the safety of our products and establish preventive control measures in order to guarantee that these do not constitute a risk to the health and safety of our customers and consumers.³¹ We have a HACCP plan for each of our product lines.

Labeling information³²

Our management approach to product labeling complies with the regulations of the National Fisheries Health Agency (SANIPES), the Codex Alimentarius, national legal regulations, technical norms and Peruvian metrological standards (NTP and NMP) and their own labeling requirements from the countries to which we export.³³

³¹ In the stages of development of the product concept, research and development, certification, manufacturing and production, and storage, distribution and supply, the impact on health and safety of the products is evaluated.

³²GRI Indicator417-1 (Requirements for product and service information and labeling)

³³All these regulations require reporting the scientific name of the fish and, in some cases, the origin of the species or catch area FAO (United Nations Organization for Food and Agriculture). Likewise, it requires indicating all other ingredients, net weight, manufacturer or distributor data, identification of the lot, instructions for its use and disposition, as well as nutritional declarations including allergens and transgenic, when it is the case.

Our Management with suppliers

With the actions described below, we contribute to the following Sustainable Development Goals



Suppliers
90%
of sustainable
commitment

Suppliers agree and strongly agree with Austral's sustainability management.

Purchase of materials / contracting of services

Our commercial relationships are made with suppliers or contractors aligned to our values. We manage our procurement practices and their impacts generated according to the guidelines set in our Mission, Vision and Quality Policy, seeking to develop orderly and efficient processes.

Our suppliers are classified as contractors, intermediaries, manufacturers, dealers, ship owners and administrative services.

During 2018, we incorporated 212 new suppliers: 180 for goods and services and 32 for raw materials.

To choose local suppliers we follow the following practices:

- Search through the Supplier Master³⁴
- Internet search
- Specialized local fairs
- Data from the Ministry of Production for the purchase of raw materials
- Data from the SUNAT records
- Report to Sentinel
- Commercial references

PURCHASE OF MATERIALS

95.7%
NATIONAL



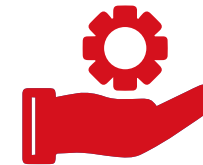
4.26%
FOREIGN

TOTAL OF SUPPLIERS
633

The payment to suppliers during the year 2018 amounted to US \$ 86,755,379.67 (includes fishing purchase from third parties)

RECRUITMENT OF SERVICES

95.2%
NATIONAL



4.73%
FOREIGN

TOTAL OF SUPPLIERS
707

The payment to service providers during the year 2018 amounted to US \$ 28,960,586.69

³⁴The Supplier Master is an internal catalog that Austral has in the SAP system. It is a codified catalog. Each provider has their code and they are previously registered suppliers.

Our Management with Society

With the actions described below, we contribute to the following Sustainable Development Goals



In Austral we have developed social responsibility programs in all the locations where our production plants are located: Coishco, Chancay, Pisco and Ilo.³⁵

Our Sustainability Plan is drawn up annually from a baseline that includes a socio-economic diagnosis and a mapping of actors under social, environmental and economic approaches and identifying the organizations and social groups in each of our areas of influence. After this analysis, we identified the most important local needs and problems to then define the focus of our social responsibility programs based on four lines of action: Education and Employment, Nutrition and Health, Environment and Social Development.

Our Plan is measured annually through indicators of success and defined results. We use the SSIndex to measure the satisfaction of communities with the role we play as a company.

In 2018 we invested S/ 264,340.99 in programs and sustainable development projects, campaigns and specific donations that contribute to the development of the localities where we operate, benefiting more than 30 thousand people.

INVESTMENT IN THE COMMUNITIES IN THE YEAR 2018

Programs, projects and campaigns towards the community	S/ 166,263.11
Activities and local sponsorship (community relations)	S/ 40,141.2
Donations	S/ 13,933.43
APROCHANCAY	S/ 44,003.25
TOTAL INVERSION	S/ 264,340.99

S/ 264,340.99

invested in sustainable programs and projects

More than




30,000

people benefited




³⁵GRI Indicator 413-1 (Operations with local community engagement, impact assessments, and development programs)

Education and employment

Program, Project or Campaign ³⁶	Description	Place	Impact	
 <p>Growing Together Program</p>	<p>Program oriented to the development of artisanal fishermen that live in the communities surrounding our plant. We execute this program directly.</p>	<p>COISHCO</p>	<p>In 2018, Austral supported the artisanal fishermen of the ASUPAC association with the implementation of an office with all the necessary materials (desk, shelf, blackboard, computer, chairs, office supplies, among others). Likewise, Austral continued to support more than 60 artisanal fishermen in their formalization with the financing of their artisanal fishing cards.</p>	
 <p>Let's Move</p>	<p>Project that seeks to promote in young people the practice of alternative activities of healthy entertainment with the aim of moving them away from situations of vulnerability, such as delinquency.</p>	<p>COISHCO</p>	<p>In 2018 we continued developing the Muévete Program: Rescuing the Values of Coishco and we have benefited more of 300 children and young talents, participants of the program, who have trained very hard to compete in sports championships, and popular expressions competitions, where they have obtained a meritorious presentation. For this season, two representatives of our program obtained the second and third place in the podium of Athletics in their respective categories.</p>	



³⁶GRI indicator102-12 (External initiatives)

Nutrition and health



Program, Project or Campaign	Description	Place	Impact
	<p>Campaigns that we carry out in partnership with hospitals, Essalud, and local municipalities.</p>	<p>COISHCO Y CHANCAY</p>	<p>In 2018 we conducted a comprehensive health campaign in Coishco benefiting more than 300 people with free consultations in pediatrics, gynecology, general medicine, physical therapy, nutrition and free haircuts.</p> <p>We also carry out health campaigns through APRO Chancay</p>



Environment

Program, Project or Campaign	Description	Place	Impact
 <p data-bbox="416 938 651 999">Green Environmental Campaigns Austral</p>	<p data-bbox="719 644 1041 874">These are campaigns aimed at becoming aware of our role as a company and members of the community in the care of the environment through training and concrete actions of our employees, authorities and members of the communities surrounding our plants.</p>	<p data-bbox="1115 730 1350 791">COISHCO, CHANCAY, PISCO E ILO</p>	<p data-bbox="1413 596 1809 651">Austral participated in various activities organized in localities such as:</p> <ul data-bbox="1413 683 1839 884" style="list-style-type: none"> - We participate in 4 beach cleanings. - Environmental talks in schools (talks in 2 schools of Ilo and 3 schools of Chancay) - Recycling campaigns for electronic devices in the Ilo plant. - Awareness campaigns for plastic reduction.
			

Social development

Program, Project or Campaign	Description	Place	Impact	
<p style="text-align: center;">YO SOY Voluntario Austral</p> <p style="text-align: center;">Corporate Volunteering</p>	<p>The program seeks to promote the voluntary and supportive participation of our collaborators in initiatives that contribute to local development with the support of the company.</p>	<p>Coishco, Pisco and Sede Central</p>	<p>In 2018 more than 80 volunteers (permanent and temporary collaborators) carried out the remodeling of the Fe y Alegria EBE school located in the district of Coishco, as well as implementing a Psychomotor and vegetable gardens center for the benefit of the local children.</p> <p>Our collaborators of the Pisco Plant carried out the implementation of a sports slab in the Educational Institution N ° 321 located in the sector Cabeza de toro lateral "6" Fermín Tanguis district of Independencia, province of Pisco.</p> <p>In addition, our collaborators from Pisco and Ilo raised funds throughout the year to bring gifts and sweets to the children of their respective locations.</p> <p>Likewise, our collaborators from Headquarters donated gifts for more than 280 children of the National Institute of Children</p>	
<p style="text-align: center;">Community Relations</p>	<p>Actions that we carry out in order to integrate with the inhabitants of the communities of our areas of influence and participating as good neighbors of the activities that take place in them.</p>	<p>Coishco, Chancay, Pisco and Ilo</p>	<p>In 2018 we participated in all the important local activities for the community, such as anniversaries, Día del Pescador, fairs, parades, sports championships, cultural and gastronomic activities, among others.</p>	

Austral and the Global Compact





Along with 16 other Peruvian companies, we signed the Business Commitment for the Prevention and Eradication of Child Labor promoted by the Global Compact and the National Confederation of Private Business Institutions (CONFIEP). By joining this initiative, we are part of a global movement, replicated in Latin America and the Caribbean and we are positioned in the front line in the fight against child labor that affects 1.7 million children in our country and 215 million in the world³⁷

Human Rights	Principio 1	Support and respect the protection of internationally recognized human rights.
	Principio 2	Do not commit human rights abuses.
Work	Principio 3	Support the freedom of association and the effective recognition of the right to collective bargaining.
	Principio 4	Support the elimination of all forms of forced labor.
	Principio 5	Support the abolition of child labor.
Environment	Principio 6	Support the abolition of discrimination in employment and occupation.
	Principio 7	Support a precautionary approach regarding environmental problems.
	Principio 8	Undertake initiatives that promote greater environmental responsibility.
Fight against corruption	Principio 9	Encourage the development of environmentally friendly technologies
	Principio 10	Work against corruption in all its forms, including extortion and bribes.

³⁷GRI indicator 408-1 (Operations and suppliers at significant risk for incidents of child labor)

Our awards and recognitions



Our awards and recognitions in 2018



2018
Top G de Gestión

Our General Manager, Adriana Giudice, was part of the "TOP G de Gestión 2018" where the most important business leaders of Peru are listed.



2018
Distinctive Socially Responsible Company VII Edition 2017-2018

Austral once again obtained the Socially Responsible Company Distinction, recognition granted by Peru 2021, which validates our sustainable management in line with the objectives of sustainable development worldwide.



2018
Association of Good Employers

Austral was recertified as Good Employers in recognition of its talent management that fosters respect and good work practices.



2018
Ranking of the 100 Business Leaders with the Highest Reputation

Our General Manager, Adriana Giudice, was recognized within the "Merco Ranking of 100 Business Leaders with Best Reputation 2018" ranking that includes only 14 women.



Certification in the 2015 version

After a migration process we obtained the 2015 version of ISO 9001 and ISO 14001.

Our awards and recognitions through the years



2008
National Award CONAM for Cleaner Production and Eco-efficiency

Austral was the first company in the sector to receive the National Award for Cleaner Production and Eco-efficiency granted by the Ministry of the Environment.



2009
MAPFRE Award

Austral was awarded for its excellent performance in occupational health and safety reflected in the significant reduction of work accidents.



2010
Business Eco-efficiency Award

Austral was the first fishing company to obtain the Business Eco-efficiency Award granted by the Ministry of the Environment.



2011
Pacifico prize

Austral was awarded for its excellent performance in occupational health and safety reflected in the significant reduction of work accidents.



2011
Gold Medal for Quality

Austral obtained the Gold Medal for Quality granted by the Quality Committee led by the National Society of Industries.



2011 Y 2012
Pacifico prize

Austral was awarded for its excellent performance in occupational health and safety reflected in the significant reduction of work accidents.



2012
Distinctive Socially Responsible Company

Austral obtained the Socially Responsible Company Distinction, recognition granted by Peru 2021 and that validates our management in line with global indicators of corporate social responsibility.



2012
Association of Good Employers

Austral was certified as Good Employers in recognition of its management of talent that promotes respect and good work practices



2012
National Quality Award

Austral was the first fishing company to obtain the National Quality Award and the Gold Medal for Quality granted by the Quality Committee led by the National Society of Industries.



2013
Distinctive Socially Responsible Company

Austral obtained for the second year the Distinctive Socially Responsible Company, recognition granted by Peru 2021 that validates our management in line with global indicators of corporate social responsibility.



2014
Recognition of the Ministry of Education

The Ministry of Education granted us an important recognition for our contribution to Peruvian education through Mathematics Reinforcement Program "Sábados de Mate".



2014
Innovative product award: "Expalimentaria"

Austral won the Innovative Product Award for its original canned fish in salad presentations: California, Mexican and Vegetable. This event was organized by ADEX and involved companies from the food sector.



2014

Ranking of the 100 companies with Best Corporate Reputation and Greater Social Responsibility and Best Corporate Governance

Austral integrated for the first time the Ranking of the 100 Companies with the Best Corporate Reputation in Peru, carried out by Gestión y Merco. We achieved the 86th place in the Ranking of the Companies with the Best Corporate Reputation in Peru and the 55th place in the Ranking of the 100 Companies with the Greater Social Responsibility and Best Corporate Governance.



2015

Ranking of the 100 companies with the Best Corporate Reputation, Greater Social Responsibility, Best Corporate Governance, and Leaders in Talent Retention 2015

Austral integrated for the second time the Ranking of the 100 Companies with the Best Corporate Reputation in Peru, carried out by the Diario Gestión y Merco. We obtained the 78th position in the Ranking of the Companies with the Best Corporate Reputation in Peru and the 36th place in the Ranking of the 100 Companies with the Greater Social Responsibility and Best Corporate Governance. Likewise, Austral achieved the 96th place in the Ranking of the 100 leading companies in talent retention.



2016

Ranking of the 100 Leading Companies in Talent Retention 2016

Austral integrated for second time the Ranking of the 100 leading companies in the retention of talent, made by Merco. This year we achieved the 92nd place.



2017

Distinctive Socially Responsible Company

Austral once again obtained the Socially Responsible Company Distinction, recognition granted by Peru 2021, which validates our sustainable management in line with the objectives of sustainable development worldwide.



2017

Ranking of the 100 Business Leaders with the Highest Reputation

Our CEO, Adriana Giudice, was recognized within the "Merco Ranking of 100 Business Leaders with the Best Reputation 2017" ranking that includes only 11 women.



2017

Recognition for the support of people affected by the Niño Costero

The Ministries of Defense and Labor recognized the Austral Group and other institutions for the support granted to those affected during the Niño Costero emergency.



2017

Study "Where do I want to work?" Arellano Marketing

Austral joined the list of the 66 preferred institutions to work on the "Where do I want to work?" Study conducted by Arellano Marketing. We also managed to be in the top 2 in the sector.

Historical outline



19
96

Austral was incorporated by Notary-Recorded Deed on 10th December 1996, entered into before Notary Public of Lima, Manuel Reátegui Tomatis, J.D., under the name of Pesquera Industrial Pacífico S. A., which was later changed to Austral Chancay S. A., a name under which it was registered in Card 5633 Entry 1-A of the Registry of Companies of Huaral on 19th August 1997.

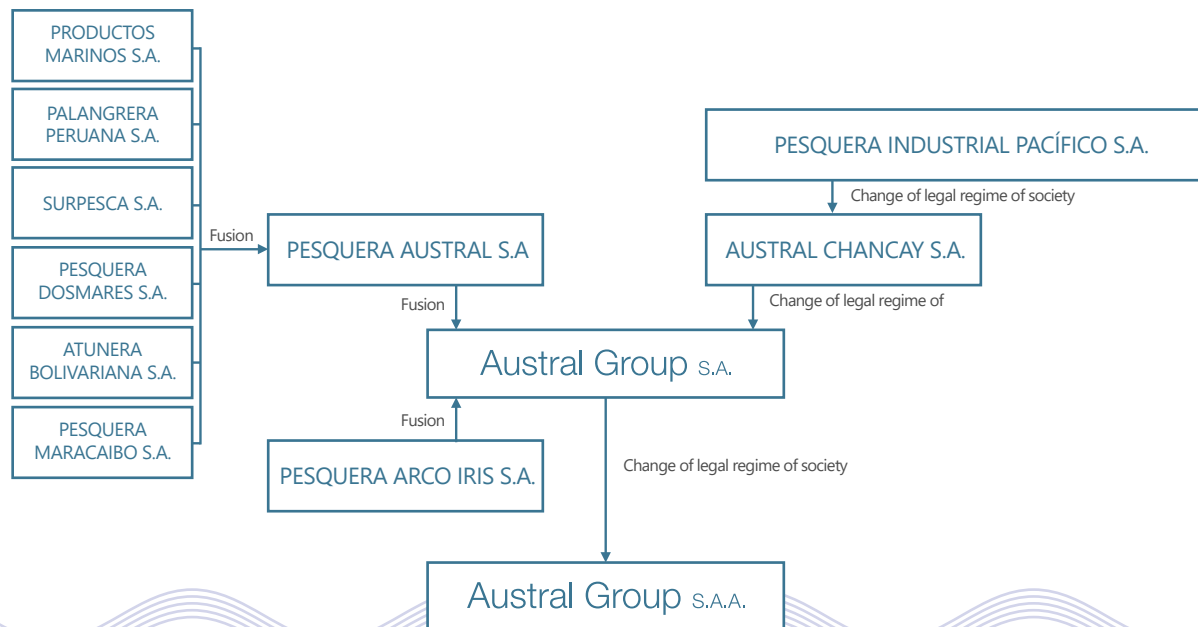
19
98

By Public Deed dated 15th September 1998, the corporation adapted its bylaws to the New General Law of Companies and changed its denomination to AUSTRAL GROUP S.A. These changes were registered in Card 60000565 of the Registry of Companies of Huaral on 29th September 1998.

The Public Deed subscribed on 18th December 1998 and registered in the Registry of Companies of Huaral on 7th January 1999, perfected the merger, whereby Austral Group S.A. absorbed Pesquera Arco Iris S.A., established on 2nd October 1998, and Pesquera Austral S. A., established on 9th August 1991. The merger became effective on 1st, December 1998.

19
99

Following the merger, the company's capital stock was set at S/. 434'411,250 and in January 1999 the company listed its shares at the Lima Stock Exchange, leaving the total of such capital represented by filings in CAVALI. The General Shareholders' Meeting held on 23th December 1999, approved the adaptation of the Corporate Bylaws, adopting the form of Publicly Traded Corporation.



As regards the evolution of its shareholders' equity, Austral's General Shareholders' Meeting held on 11th August 2000, agreed to reduce the company's capital stock from S/. 434'411,250 to S/. 143'355,712.50.

The capital reduction jointly with the total amendment to the Bylaws, which included the change in the corporate domicile from the province of Hualar to the province of Lima, was formalized in Public Deed N° 3079 dated 15th September 2000, executed before Notary Manuel Reátegui Tomatis, Esq. Thus, the corporation was registered in Electronic Item N° 11245506 of the Registry of Corporations in and for Lima.

Austral's General Shareholders' Meeting held on 20th December 2000, agreed to approve the credit capitalization and the resulting capital increase to the sum of S/. 223'423,457.40. Moreover, in exercise of the delegation resolved by the General Shareholders' Meeting by Board of Directors' session dated 26th February, the capital stock was increased to S/. 283'080,540.60 by means of credit capitalization.

By General Shareholders' Meeting held on March 19th 2004, it was resolved to reduce the company's capital stock from S/. 283'080,540.60 to S/. 17'156,396.40 by changing the nominal value of the shares from S/.0.33 to S/.0.02.

By General Shareholders' Meeting dated 27th October 2004, it was resolved to reduce the capital stock of the company in S/. 4'289,099.10, resulting in a capital stock of S/. 12'867,297.30. In the same General Shareholder's Meeting, it was resolved to increase the capital stock in S/. 20'000,000.00, after which the capital stock summed up to S/. 32'867,297.30 as a consequence of the cash contribution undertaken by Dordogne Holdings, Inc., which was totally paid-up prior to 31st December 2005.

By General Shareholders' Meeting dated 24th September 2007, it was resolved to increase the capital stock due to accumulated results by 31st December 2006 in S/.213'637,432.45 by means of increasing the face value from S/. 0.02 to S/. 0.15, rising the working capital to S/. 246'504,729.75.

On 12th March 2008, the Board of Directors – using the powers appointed by the General Shareholders Meeting of 24 September 2007- agreed to increase the capital stock by new cash contributions to the sum of S/.388'504,729.80 represented by 2,590'031,532 voting shares with a face value of S/. 0.15 each, of a single series, all with the same rights.

On 4th August 2008 the General Shareholders Meeting approved Austral's simple reorganization with the company Conservera de Las Américas S.A., which an equity block was segregated, one comprised by the assets and liabilities connected to the plant at Paita, separating the direct-human- consumption tuna business.

On 30th March 2009, the General Shareholders Meeting approved a project of division by means of which Corporación del Mar S.A. segregated two equity blocks which were absorbed one by Austral and the other by Pesquera Exalmar S.A. This division was aimed at the integration of part of the fishing business of Corporación del Mar S.A. with that of their respective shareholders, Austral and Pesquera Exalmar S.A.

On the 15th of April 2011, General Shareholder's meeting agreed to increase the nominal value of shares from S/.0.15 to S/.1.50. Also, for the purpose of rounding, it agreed on a capital increase by capitalization of results of S/.151.20, rising the amount of share capital to S/.388'504,881.00, represented by 259,003,254 shares. The agreement was registered in the Public Registry of Lima on October 29th, 2013.

On 14th January 2014, Austral's board of directors approved to sell the entire stock of shares (100%) of Conservera de las Américas S.A. The transaction was carried out on 31st January 2014.

Associations to which we belong

We form strategic alliances and work hand in hand with various entities that enrich our management and allow us to have a greater scope in our actions in favor of society.



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All communication regarding this Sustainability Report 2018 must be addressed to the area of Social Responsibility and Corporate Communications.

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   /Austral Group S.A.A.

³⁸GRI indicator 102-53 (Contact point for questions regarding the report)