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Sustainability Report

2022



Austral Group S.A.  
Austevoll Seafood Company



## About this Report

This Sustainability Report is based on the Global Reporting Initiative (GRI) standard and its 2021 update. This report shares the main environmental, social, economic and governance results for the year 2022.

For further information on the consolidated report or any other inquiries, please contact us at [comunicaciones@austral.com.pe](mailto:comunicaciones@austral.com.pe) or through our social media:





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## Adriana Giudice

General Manager

Dear Readers,

I am writing to present our Sustainability Report 2022, which contains our economic, social and environmental performance within the framework of sustainable management with our stakeholders. This document has been prepared based on the Global Reporting Initiative standard and the principles of the United Nations Global Compact and Sustainable Development Goals (SDGs).

The year 2022 was a challenging one. On the operational side, it was difficult in terms of anchovy fishing and we did not complete our fishing quota in both the first and second seasons in the North-Central zone, a pattern consistent with the non-compliance with both quotas at the national level during those seasons. The final impact was a 25% reduction in our landings compared to the previous year, although this lower landing was partially mitigated by better prices, especially for fish oil.

The quality of Super Prime and Prime meals was 72% (84% in 2021). This decrease was mainly due to the conditions of the raw material: smaller size, lower weight and less presence of juvenile fish, all of which had an impact on the protein and fat content of the raw material. On the commercial side, we once again ranked first in terms of average FOB export prices at the national level for fishmeal. Our sales amounted to 114,369 MT of fishmeal and 12,950 MT of fish oil, 4% higher and 32% lower than in 2021, respectively. We continued to diversify our customer portfolio: for fishmeal, China accounted for 55% of exports, followed by Ecuador (14%) and Germany (13%), while for fish oil, the main destinations were Norway (47%) and China (31%).

As for the Direct Human Consumption business, the jackmackerel quota was established at 54,293 MT for the industrial fleet, while the mackerel quota amounted to 37,000 MT. 100% of the jackmackerel catch was reached, while only 24% of the established mackerel quota was filled. Austral saw a combined catch of 9,026 MT for 2022, 28% lower than the previous year. Unfortunately, it was not possible to make greater use of mackerel availability due to the interpretation criterion applied by the competent authority regarding mackerel bycatch.

In the frozen fish business, Austral's sales amounted to 10,046 MT in 2022, slightly higher by 3% than in 2021. As for prices in 2022, the international market for jackmackerel and mackerel had stable export prices, resulting mainly from the high demand for frozen pelagic fish from Africa. Our main export destinations included countries such as Ivory Coast and



*The high levels of satisfaction achieved allowed us to obtain the SSINDEX Seal for the following stakeholders: Employees and Workers (satisfaction level of 89%), Suppliers (satisfaction level of 89%) and Customers (satisfaction level of 90%).”*

Cameroon. We were also able to consolidate our grade B mackerel and jackmackerel in the African market, leading to better profits for this business.

As part of our fishing fleet’s renewal, we added our third Norwegian technology vessel named “VEA”, which has a hold capacity of 1,000 m3 and required an investment of USD 10 million. VEA is an environmentally friendly vessel, which ensures a high standard of safety for our crew. With this addition, our fleet now comprises 19 operating vessels, with a combined hold capacity of 10,645.76 m3. Twelve of these vessels have a refrigerated seawater (RSW) system.

Within our value chain, we recognize our employees and workers as the most vital link. In this regard, all our efforts and measures taken for their safety and health are yielding the expected results, making us the fishing company with the lowest accident rate in the sector. This outcome is clearly the result of the combined efforts of our employees and workers, which deserve recognition, as does the fact that we are the only fishing company in Peru to have ISO 45001:2018 (Occupational Safety and Health) certification for both its plants and its fishing fleet. Reaffirming our commitment to our suppliers, last year we successfully completed our first supplier development program known as Innóvate con Austral (“Innovate with Austral”) with the support of ProInnóvate. Through this program, we enhanced the productivity of 17 small businesses along the Peruvian coastline, 6 of which obtained the ISO 45001:2018 certification. Furthermore, we conducted the second edition of the Global Reporting Initiative (GRI) Competitive Business (CSRCEB) Program, where 43 suppliers and shipowners successfully submitted their sustainability reports, reaffirming their commitment to sustainable management.

Austral’s 2022 SSINDEX (Sustainability Index) score was 81%, indicating a slight improvement of one percentage point over the previous year. This result means that 81% of the surveyed employees, workers, customers, suppliers, and communities positively acknowledge Austral’s commitment to sustainable management in environmental, social, and governance (ESG) factors. The high levels of satisfaction achieved allowed us to obtain the SSINDEX Seal for the following stakeholders: Employees and Workers (satisfaction level of 89%), Suppliers (satisfaction level of 89%), and Customers (satisfaction level of 90%). On the Community side, we increased by 5 percentage points, positioning ourselves just one point away from the top 25% of the mentioned index.

In 2022, we received the “Socially Responsible Company Distinction” from Peru Sostenible for the eighth time, as well as recognition in the Ethics and Integrity category for our compliance program on fair competition, aimed at preventing cases of unfair competition. In terms of sustainable finance, we secured our first ten-year USD 22 million Sustainability-Linked Loan with Interbank.

Our commitment to the highest environmental standards, and efficient, clean and circular economy-oriented operations shape our path. Thus, in 2022, we successfully completed 100% of the goals outlined in our Clean Production Agreement, signed with the Ministry of the Environment (MINAM), the Ministry of Production (PRODUCE), and the National Fisheries Society (SNP). As a result, we received the Perú Limpio (“Clean Peru”) Seal from MINAM, making us the first Peruvian fishing company to achieve this recognition.



*In 2022, we successfully completed 100% of the goals outlined in our Clean Production Agreement, signed with the Ministry of the Environment (MINAM), the Ministry of Production (PRODUCE), and the National Fisheries Society (SNP). As a result, we received the Perú Limpio Seal from MINAM, making us the first Peruvian fishing company to achieve this recognition.”*

For the second consecutive year, Austral’s Sustainability Committee promoted the development of the Corporate Carbon Footprint according to ISO 14064:2018, its external verification and its submission to the Huella de Carbono Perú platform. This initiative aims to reduce greenhouse gas emissions (GHG) at the country level, in accordance with the Paris Agreement. We also initiated the Life Cycle Assessment (LCA) for our fishmeal and fish oil products with the support of the Red Peruana de Ciclo de Vida y Ecología Industrial – PELCAN (Peruvian Network of Life Cycle and Industrial Ecology) at the Pontifical Catholic University of Peru (PUCP).

Furthermore, we maintained a close relationship with our communities, developing social responsibility programs to promote education and local employment, such as Creciendo Juntos (“Growing Together”), which aims to support the formalization of artisanal fishermen; nutrition and health programs, such as Armada de Hierro (“Iron Navy”), which addresses childhood anemia; environmental care programs, such as beach clean-up campaigns; and Net Positiva, where the recovery of our fishing nets enables the development of socio-environmental initiatives for the community.

Each year our employees and workers engage as agents of positive change in their communities. Thus, our volunteer committees in Coishco, Chancay, Pisco and the Headquarters executed 5 corporate volunteer projects. This year our social responsibility programs, donations and industry-wide actions have reached an investment of \$192,298.32 in favor of the population, exceeding the investment made in 2021.

Finally, I invite you to read our Sustainability Report 2022, which contains accurate, relevant, and more detailed information about our sustainable management, aligning with our corporate vision and contributing to the collective effort of having a country committed to its sustainability.





# About Us



Mission, Vision and Values

Excellence Model

Operations

Our Fleet

Our Products

Responsible Fishing

Associations

(GRI 2-1, 2-2, 2-6)

Our company has a track record of over 20 years engaging in the capture, processing and marketing of top quality marine food and ingredients. We belong to the Norwegian group Austevoll Seafood ASA, a member of the Oslo Stock Exchange, which has operations in major fishing countries worldwide, such as Chile, the United Kingdom, Peru, Ireland, Denmark and Norway.

Our corporate identity reflects the commitment of each of our employees and workers to sustainable management and the promotion of values that enable each of them to achieve their best performance.

## Vision

To be recognized as the leading fishing company in sustainability in Peru.

## Values

- We act with integrity
- We have a passion for excellence
- We treat everyone with respect
- We promote continuous learning
- We add more value as a team

## Mission

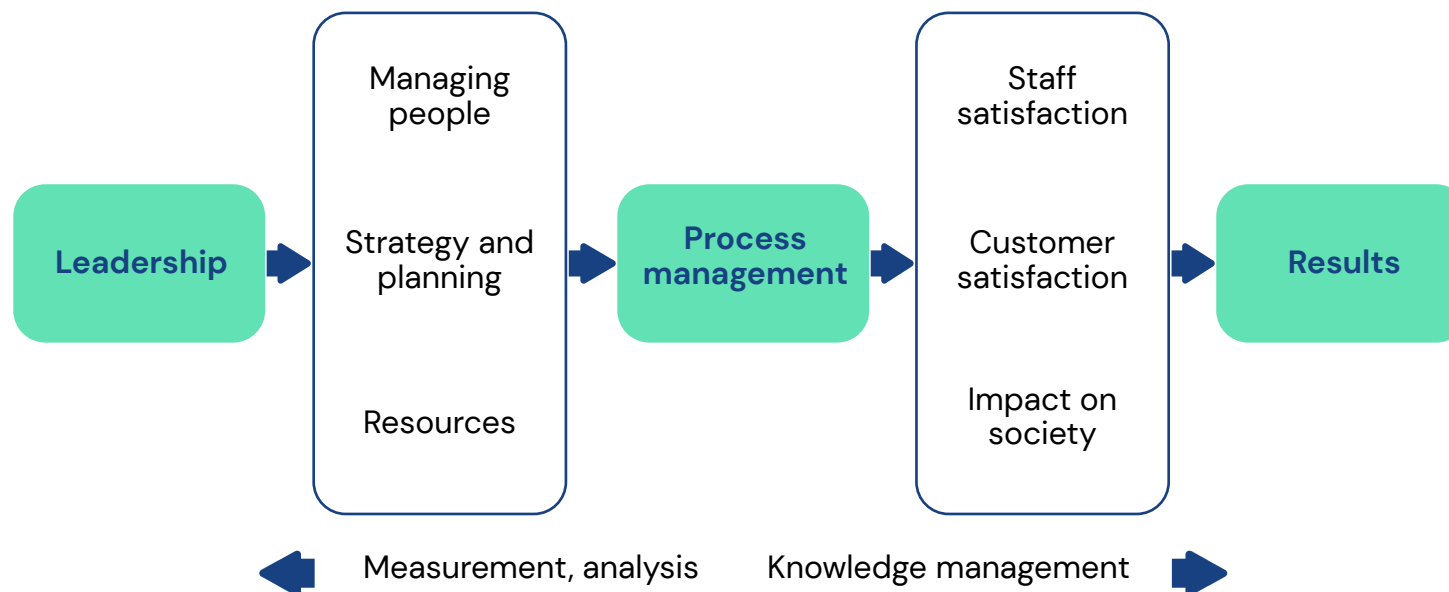
To create sustainable value by promoting the protection of the sea and the development of communities.

## Key Success Factors

- Preparedness
- Work efficiently
- Lead with responsibility

# Excellence Model

Our Excellence Model for Quality Management is based on EFQM standards. This model enhances processes and management capabilities to achieve an excellent performance.

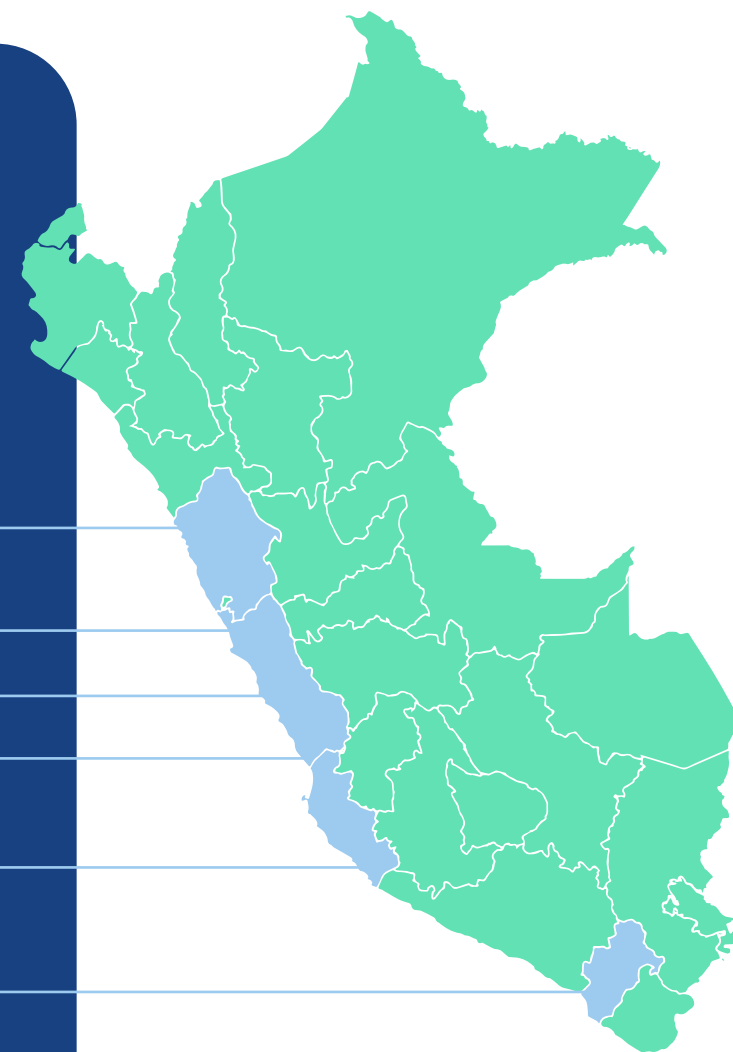


Our lines of action: Quality, continuous improvement, eco-efficiency and innovation.

# Operations

Plant/ Headquarters	Direct Human Consumption	Indirect Human Consumption
------------------------	-----------------------------	-------------------------------

Coishco Plant	Frozen fish: 599.45 MT per day*	Fishmeal: 160 MT per hour
Chancay Plant		Fishmeal: 130 MT per hour
Headquarters		
Callao Warehouse		
Pisco Plant	Canned fish: 9,600 boxes per shift	Fishmeal: 120 MT per hour
Ilo Plant		Fishmeal: 100 MT per hour



We have 4 production plants located in the most important ports of the Peruvian coast. Our headquarters are located in the district of San Isidro and our central warehouse in Callao.

\*Canning plant in Coishco closed indefinitely

# Our Fleet

Our fishing fleet comprises 19 vessels with a combined hold capacity of 10,645.76 m<sup>3</sup>. Of the 19 vessels, 12 are equipped with refrigerated seawater (RSW) systems, which helps maintain the cold chain during the catching and unloading process.

In 2022, as part of the fleet renewal process, the VEA vessel joined our fishing fleet. The VEA was manufactured in Norway and has a capacity of 1,000 m<sup>3</sup>. It is 60 meters long and 12 meters wide and it does not use a panga. This vessel has implemented an eco-efficient system for energy and fuel consumption. In addition, its modern design provides greater stability and safety during navigation, reaching speeds of up to 16 knots.

## VEA FV

Registration: CO-68005-PM  
Hold Capacity: 1,000.00 m<sup>3</sup>  
RSW: Yes  
License: Anchovy, jack Mackerel and mackerel



## Don Ole FV

Registration: CO-50608-PM  
Hold Capacity: 1,080.20 m<sup>3</sup>  
RSW: Yes  
License: Anchovy, jack Mackerel and mackerel

For more details on our fishing fleet, visit: [https://linktr.ee/australgroup?utm\\_source=linktree\\_admin\\_share](https://linktr.ee/australgroup?utm_source=linktree_admin_share)

(GRI 3-3, 416-1)

# Our Products

In Peru, we have high standards to ensure the conservation of the resources that the sea provides us. Through the vessel quota system and responsible fishing initiatives promoted by industry regulators and the private sector, we ensure the sustainability and quality of resources.

We permanently monitor compliance with the regulatory requirements of the National Fisheries Health Agency (SANIPES), the Codex Alimentarius, national legal regulations, Peruvian technical standards and metrological standards applicable to our products, and the requirements of the destination markets. Furthermore, we have implemented the Hazard Analysis and Critical Control Points (HACCP) system for each of our product lines, aiming to identify hazards related to product safety and establish control measures.

## Fishmeal

We produce high quality anchovy (*Engraulis ringens*) meal—Prime and Super Prime—with excellent nutritional value due to its high protein, vitamin and mineral content. This product is intended for markets such as aquafeed and balanced feed for pets and farm animals.

## Fish oil

We produce oil from anchovy (*Engraulis ringens*) high in fatty acids (EPA and DHA) and Omega 3. These properties make it a key input for the nutraceutical and pharmaceutical industry.

## Frozen fish

We process jackmackerel (*Trachurus murphyi*), mackerel (*Scomber japonicus*) and other high quality species, while safeguarding the cold chain from catch to arrival at destination. Our

frozen fish plant located in the district of Coishco is one of the largest and most modern ones in the country, with an operational capacity of 599.45 MT per day.

## Fresh fish

We supply the domestic market with jack mackerel (*Trachurus murphyi*) and mackerel (*Scomber japonicus*), ensuring their safety, quality and freshness. Our fresh fish landing points at the Coishco and Pisco plants use refrigerated and sanitized water to ensure the quality, safety and freshness of the fish.

## Certifications for our fishmeal and fish oil

MarinTrust  
FEMAS  
Friend of the Sea  
ISO 9001  
ISO 14001  
ISO 45001  
BASC

## Certifications for our frozen fish

ISO 45001  
BASC

(GRI 3-3, 304-2)

# Responsible Fishing

The anchovy (*Engraulis ringens*) is one of the most valuable resources in the Peruvian sea. Its high content of essential amino acids makes it a suitable species for the feeding and growth of the species that consume it and as a main input in the production of products for aquaculture, balanced feed, and more.

Our commitment, as stated in the Integrated Sustainable Management Policy, is to conduct “our operations through responsible fishing, ensuring the conservation of marine biodiversity and our hydrobiological resources.”

Therefore, both the government and industry guilds involved in industrial fishing carry out a number of initiatives to promote sustainable fishing, with a primary focus on safeguarding the anchovy biomass in the coastal areas and ensuring its long-term sustainability. In the case of companies, especially those associated with the National Fisheries Society, there are initiatives such as the Salvamares program. Furthermore, at the government level, there is legislation in place to safeguard the resource, such as the quota system and regulations for juvenile fishing.

## Quota System

In 2009, PRODUCE established a fishing management system based on Maximum Catch Limits per Vessel (MCLV), also known as quota system. Through this system, a catch limit per season is allocated to each company and its respective vessels in order to achieve an efficient allocation of fishing and economic resources. Most importantly, it helps prevent the so-called “Olympic race”, which led to overfishing efforts. This initiative is applied in other countries engaged in pelagic fishing and has been recognized by international organizations such as the FAO, OECD, ECLAC, and the World Bank.

## Protection of Juvenile Fish

The system for protecting juvenile fish implemented by PRODUCE and the Peruvian Marine Research Institute (IMARPE), to which all formal fishing companies are subject, imposes restrictions on the capture of anchovy measuring less than 12 cm in length. Moreover, based on the reports from vessels in PRODUCE’s electronic logbook and the monitoring system of the National Fisheries Society (SNP), temporary closures of areas (self-imposed bans) with a high incidence of juvenile anchovy are initiated. These actions ensure the reproduction and preservation of anchovy over time.

(GRI 2-28)

## Salvamares Program

This SNP initiative aims to contribute to the sustainability of the marine ecosystem by monitoring and releasing marine fauna that interact with fishing activities. Likewise, it allows for the creation of a comprehensive database on marine ecosystems. In this regard, the crew, especially those designated as “Salvamares” on each vessel, receive annual training in marine life identification and release techniques.



## Associations

We belong to several leading associations and institutions in the industry and in Peru. These partnerships aim to drive projects and initiatives that promote the sustainable development of everyone involved in the industry.





# 2

## Good Corporate Governance



Board of Directors  
Management  
Committees  
Ethics and Anti-Corruption

(GRI 2-9, 2-10, 2-11, 2-12, 2-13)

# Board of Directors

Austral Group's Board of Directors is composed of 5 directors, all of whom have extensive expertise and experience in the fishing industry. Austral's Board of Directors is governed by a set of regulations that define criteria for selection, term durations, roles, powers, evaluations, and other related aspects.



**Arne Møgster**  
Chairman of the Board



**Britt Kathrine Drivenes**  
Regular Director

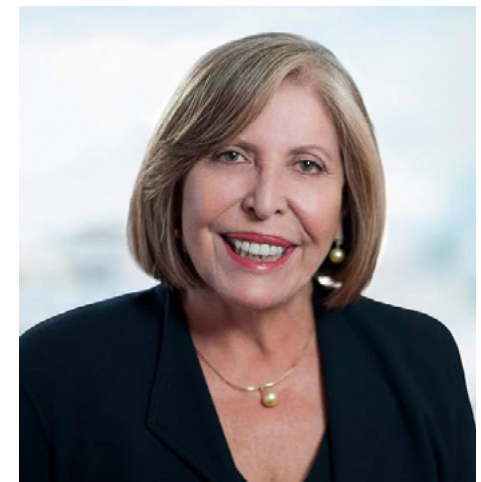
Austral Group has a governance structure consisting of the General Shareholders' Meeting, the Board of Directors, and the Senior Management; these 3 bodies aim to ensure the development of responsible and transparent operations.



**Gianfranco Castagnola**  
Regular Director



**Helge Singelstad**  
Regular Director



**María Jesús Hume**  
Regular Director

# Management

The management team is made up of 5 members, with a 40% female share. Its role is to ensure that operations are carried out in line with the Integrated Sustainable Management Policy. It also has defined roles and reporting lines.



**Adriana Giudice**

General Manager



**Cynthia Jimenez**

Human Resources Manager



**Juan de Dios Arce**

Fleet Manager



**Didier Saplana**

Chief Operations Officer



**Andrew Dark**

Chief Financial Officer

# Steering Committees

## Corporate Governance Committee

Responsible for assisting the Board of Directors in the management of good governance practices, by providing the elements of judgment and proposals necessary for the development, oversight, and enhancement of these practices.

### Members

Maria Jesus Hume  
Gianfranco Castagnola  
Britt Kathrine Dirvenes

Meetings  
held  
4

## Audit Committee

In charge of strengthening internal control and risk prevention related to ethics and anti-corruption members.

### Members

Maria Jesus Hume  
Gianfranco Castagnola  
Britt Kathrine Dirvenes  
Arne Møgster

Meetings  
held  
6

# Corporate Committees

## Sustainability Committee

This body is responsible for decision-making on sustainability matters and ensuring compliance with the Integrated Sustainable Management Policy. Furthermore, it leads the key initiatives and new projects related to social responsibility, environmental concerns, and corporate governance. In 2022, the Committee led significant projects related to human rights management, the company's climate change strategy, and the review of material topics for the 2023-2024 management period.

### Date of creation

2021

Total members: 4

## Equity and Diversity Committee

Responsible for strengthening a culture of gender equity, non-discrimination, and respect for diversity. Furthermore, this body is responsible for ensuring the cross-cutting implementation of the Gender Equity and Diversity Policy throughout the company. Among the main results of the committee this year, we can highlight the second Equity Week, where 5 workshops were held for various groups of employees and workers, addressing topics such as micro-sexism, shared care responsibilities, creation of inclusive spaces, and education in values and gender equity for sons and daughters. In addition, the number of female interns engaging in operational projects has increased to 5.

### Date of creation

2019

Total members: 6

## Sexual Harassment Intervention Committee:

This committee handles reported sexual harassment complaints, overseeing the entire process from receiving complaints to conducting investigations and determining the appropriate actions to be taken. Furthermore, it carries out its duties as provided for by the Sexual Harassment Prevention and Sanctions Act and its supplementary regulations.

### Date of creation

2020

Total members: 12 (6 workers' representatives and 6 employers' representatives)

### Complaints during 2022

0

(GRI 2-15, 3-3, 205-1, 205-2)

# Ethics and Anti-Corruption

## Ethical Management      Anti-Corruption

At Austral, ethical management is in line with our Code of Ethics and the adherence to our organizational values. Moreover, we have an Ethics Committee, which reports to our Audit Committee, which, together with the Internal Audit area, handles complaints and potential cases that violate the provisions of the aforementioned documents.

In 2022, 100% of employees and workers have received the Code of Ethics virtually, and all new hires have confirmed their receipt and acceptance. In addition, over 60% of employees and workers have participated in virtual talks to reinforce compliance with the Code of Ethics. Also in 2022, the Dale Like (“Give It a Thumbs Up”) program was launched, aiming to promote recognition of employees and workers who embody the company’s values, which are associated with the Code of Ethics.

Austral Group has a Corporate Compliance Program and a Crime Prevention Model, which supports the company’s compliance management. These programs and models ensure responsible, sustainable, and transparent management by detecting and preventing acts of corruption, both internally and externally.



Read our corporate governance policies: [https://linktree.com/australgroup?utm\\_source=linktree\\_admin\\_share](https://linktree.com/australgroup?utm_source=linktree_admin_share)

(GRI 2-16, 2-25, 205-3)

## Ethics Hotline

We have an Ethics Hotline as a secure mechanism for reporting ethical violations within the scope of the company's activities. Similarly, the Ethics Hotline facilitates the reporting of acts of sexual harassment, gender discrimination, and violations of human rights and decent working conditions. This mechanism is available through email and WhatsApp, both for employees and workers and for customers, suppliers, communities in the areas of influence and the general public. Access is also possible through Austral's website.

The Ethics Hotline ensures a confidential, professional and non-retaliatory approach to whistleblowers. During 2022, a total of 19 complaints were reported, 30% less than the previous year. Of these 19 complaints, 15 were declared founded, while 4 were declared unfounded.

### Types of Complaints

Non-compliance with policies	5
Fraud	5
Non-compliance with OSH	2
Falsification of documents	3
Unfounded	4

### Source of Origin

Our employees and workers	12
Suppliers	6
Community	1



Submit reports safely and anonymously



valores@austral.com.pe



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# Sustainability Approach



Integrated Sustainable Management Policy

Global Compact

Stakeholders

Materiality

SSIndex

Digital Transformation

Innovation

Certifications

Milestones for 2022



(GRI 2-14, 2-22, 2-23, 2-24)

# Integrated Sustainable Management Policy

Our commitment to sustainable management has been reflected through our Integrated Sustainable Management Policy, which outlines the company's guidelines regarding environmental matters, human rights, safety and health, and community relations, as well as other stakeholder groups identified by the company. The policy prioritizes 9 out of the 17 Sustainable Development Goals (SDGs), which the sustainable management undertaken by Austral aims to impact.



Find out more about our management at: [https://linktr.ee/australgroup?utm\\_source=linktree\\_admin\\_share](https://linktr.ee/australgroup?utm_source=linktree_admin_share)

## Política Integrada de Gestión Sostenible

Austral Group S.A.A. es una empresa líder en la extracción, procesamiento y comercialización de nutrientes del mar peruano que realiza sus operaciones siguiendo un modelo de gestión sostenible enfocado en la mejora continua, la eficiencia y la innovación.

Somos signatarios del Pacto Mundial de las Naciones Unidas, estamos alineados a los indicadores GRI y a los Objetivos de Desarrollo Sostenible.

Realizamos nuestras operaciones a través de una pesca responsable, cuidando la biodiversidad marina y nuestros recursos hidrobiológicos. Protegemos el medio ambiente bajo enfoques de producción limpia y economía circular, reduciendo el impacto ambiental de nuestras actividades y operaciones frente al cambio climático.

Respetamos los derechos humanos impulsando la promoción del trabajo decente y formal, rechazando toda forma de trabajo forzoso, infantil o en condición de violencia, entre todos nuestros grupos de interés. Respetamos los derechos fundamentales de grupos vulnerables presentes en mujeres, niños, adultos mayores, personas con discapacidad, poblaciones indígenas, tradiciones culturales, entre otros.

Nuestros colaboradores son el eslabón más importante en nuestra cadena de valor, nos preocupamos por su desarrollo, capacitación y crecimiento, así como el fomento del equilibrio laboral y familiar. No toleramos ninguna forma de prejuicio, discriminación ni acoso sexual. Creemos firmemente en la igualdad y equidad de oportunidades sin distinción de género, y en el respeto a la diversidad. Promovemos la consulta y participación activa de los colaboradores y el trabajo en equipo, generando un grupo humano altamente comprometido con los objetivos y valores de la empresa. Impulsamos el cumplimiento del Código de Ética como base de nuestra cultura organizacional.

Contamos con una cultura de seguridad y salud ocupacional en nuestras operaciones proporcionando condiciones de trabajo seguras y saludables, previniendo lesiones, dolencias, enfermedades, accidentes e incidentes; buscando siempre eliminar los peligros y reducir los riesgos.

Reconocemos a nuestros proveedores como socios estratégicos del negocio e impulsamos la activación de la economía local a través de nuestras operaciones. Promovemos las compras responsables, el desarrollo de proveedores y la mejora de estándares ambiental, social y buen gobierno corporativo en nuestros proveedores.

Promovemos condiciones favorables para el desarrollo socioeconómico de las comunidades ubicadas en nuestras zonas de influencia, a través de proyectos que respondan a los Objetivos de Desarrollo Sostenible (ODS) priorizados, identificando las necesidades y creando iniciativas de valor compartido para la mejora de su calidad de vida.

Construimos relaciones de confianza con nuestros clientes proporcionándoles productos auténticos, seguros y de alta calidad, cubriendo sus expectativas con un servicio de excelencia. Nos desenvolvemos bajo los principios de una libre y leal competencia en nuestro actuar diario.

Promovemos un diálogo abierto con nuestros grupos de interés y fomentamos el intercambio de conocimiento y experiencia a través de alianzas estratégicas con diferentes organizaciones en favor del desarrollo sostenible.

Cumplimos con nuestras obligaciones legales, laborales, contractuales y aquellas a las que nos sometemos voluntariamente. Nuestra conducta se cibe a los principios de buen gobierno corporativo y contamos con un modelo de prevención de delitos para mitigar los riesgos de comisión de prácticas deshonestas o actividades ilícitas, prevención de la corrupción, lavado de activos y financiamiento del terrorismo, promoviendo la integridad y transparencia en nuestras operaciones.

**Comité de Sostenibilidad de Austral Group S.A.A.**  
Mayo 2021

# Global Compact

We have been signatories of the United Nations Global Compact since 2012. This initiative, which brings together thousands of companies worldwide, is a reflection of the company's commitment to sustainability. Through the 10 Principles set out by this pact, the commitment and outcomes of companies are assessed concerning environmental, anti-corruption, human rights, and employment management issues.

Every year, the member companies prepare a Progress Report, which provides information on the progress made and actions taken during the year in question with respect to compliance with the 10 Principles. Read the latest Austral Group Progress Report at: <https://www.unglobalcompact.org/participation/report/cop/create-and-submit/advanced/461667>



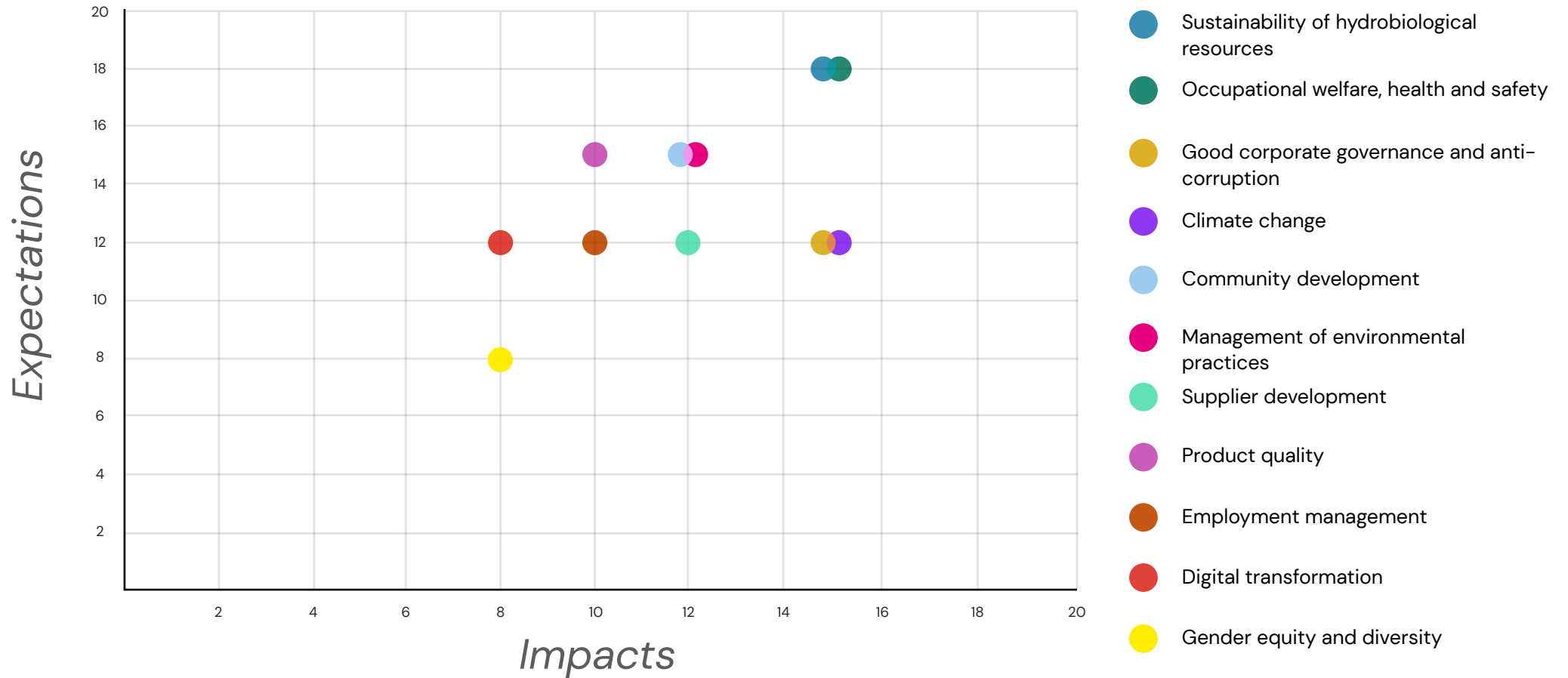
(GRI 2-29)

Stakeholders	Relationship	Communication Channels	
Customers	Companies that purchase the products we market.	- Sustainability Report - Website - Social media	- External communication materials - Sustainability newsletters - SSIndex Survey
Employees and workers	People with whom we have a contractual relationship for performing tasks within the company.	- Sustainability Report - Website - Social media	- NotiAustral - Internal communication materials
Shipowners	Raw material suppliers	- Sustainability Report - Website - Social media	- Sustainability newsletters - Workshops
Suppliers	Suppliers of products and services for the running of operations.	- Sustainability Report - Website - Social media - External communication materials	- Sustainability newsletters - Workshops - SSIndex Survey
Community	People and organizations located in our areas of influence: Coishco, Chancay, Pisco and Ilo.	- Sustainability Report - Website - Social media - External communication materials	- Workshops - Round table discussions - SSIndex Survey
The government	It is the Peruvian nation legally organized, with a unitary, representative, and decentralized government, structured according to the principle of separation of powers.	- Sustainability Report - Website - Social media - Round table discussions	- SSIndex Survey
Shareholders	Individual or legal entity that owns one or more shares in the company's stock.	- Sustainability Report - Website - Social media	
Guilds	Business groups with whom common goals are shared.	- Sustainability Report - Website - Social media - Workshops	
Media and communications	National and local media with whom press releases, interviews, and informative meetings are conducted.	- Sustainability Report - Website - Social media - External communication materials	- Round table discussions
NGOs	Non-profit civil society organizations	- Sustainability Report - Website - Social media	

(GRI 3-1, 3-2)

# Materiality

We have undertaken a process to identify and prioritize issues that have an impact both within the company and on the economy, the environment, or society as a whole. Moreover, the current context has been considered in the development of these issues and their relationship with our stakeholders.



# Stakeholders Sustainability Index

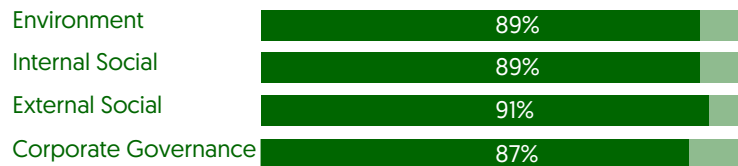
Since 2018, we have been participating in the Stakeholders Sustainability Index (SSIndex), which involves an assessment of the company's risks and sustainable management in relation to its stakeholders. This measurement takes into account environmental, social, and governance aspects.

In the 2022 assessment, an 81% approval rate was achieved regarding Austral's risk management and sustainability. Moreover, the SSIndex certification was awarded to 3 stakeholder groups: customers, suppliers, and employees and workers. In the case of employees and workers, the evaluation score increased by 1%, while for suppliers, the score remained the same as the previous evaluation.

## 89% Employees



## 90% Customers



## 89% Suppliers



(GRI 3-3, IPN-1)

# Digital Transformation

Austral's digital transformation involves the application of digital technologies in all aspects of logistics and fishing operations. These technologies can have a significant impact on the company's efficiency, sustainability and profitability. Furthermore, the involvement and collaboration of employees and workers have facilitated the adaptation to this cultural change within the company.

## 2022 Results

### 1. Structure and formation of 4 pillars of support and leadership

- Management Committee: They provide strategic guidance and prioritization of project resources.
- Digital Transformation Committee: They strategically plan projects, secure resources, provide a digital vision, guide the design and scope, and prioritize project execution.
- Strategic Support Leaders: They belong to the areas of Human Resources, Audit, and Strategy and Continuous Improvement. They provide support in managing organizational changes, mapping risks, analyzing organizational gaps, and disseminating projects both internally and externally.
- Digital Champions: They lead projects in the area, ensure product use cases, as well as product launch and quality

### 2. Identification and mapping of 92 company-wide initiatives

To this end, the specific needs of each area were analyzed and projects tailored to their objectives and available resources were designed. In addition, it was acknowledged that the execution of projects relied on the implementation of other projects.

### 3. Building of project teams

The teams provide information from their area, identify risks, propose countermeasures, and validate the products created.

### 4. Creation of the 2023 - 2026 project execution plan

Project prioritization and the methodology structure for efficiently monitoring project execution.

# Innovation

## Hazte una Pez Suggestion Program

The Hazte una Pez program aims to collect and encourage the development of innovative ideas from our employees and workers in order to find opportunities for process improvement. The solutions proposed by our employees and workers are evaluated and implemented when they represent an efficient and effective solution to a previously identified problem, which is why they receive public recognition and a financial incentive based on their contribution.

In 2022, we received a total of 14 suggestions from our 4 production plants, adding to 146 suggestions since the relaunch of this program in 2015. At the end of 2022, the program has 78 approved suggestions and an economic benefit of approximately USD 860,000 in the first year alone, of which USD 223,000 were generated in 2022. The implemented suggestions

address effective solutions in various areas such as organic material recovery, process optimization, energy savings, water recovery, effluents, and raw material quality.

The program has enabled us to:

- Promote the participation of workers and employees in continuous improvement.
- Encourage teamwork and leadership.
- Inspire the participants to develop their technical and management skills.

## Total Productive Maintenance (TPM)

Austral has been implementing the continuous improvement methodology known as TPM in 2 of its production plants (Chancay and Pisco) as part of our corporate strategic plan. Through this effort, we aim to significantly increase our productivity while maintaining a high level of quality in our products.

The methodological deployment is carried out by forming subcommittees in each plant for each TPM pillar. These bodies are responsible for developing and implementing each step of the methodology effectively, achieving a significant change in the way we carry out our daily activities.

At Austral, we have been consolidating TPM at the Chancay plant by expanding its scope to other areas of said facilities. Moreover, TPM was

also launched in another of our plants (Pisco) in October 2022.



# Certifications

At Austral, we have 9 valid certifications in quality, occupational safety and health, food safety, environmental management, sustainability, and security in the logistics chain.

## Quality Management



### QUALITY MANAGEMENT SYSTEM – ISO 9001:2015

It allows us to control and continuously improve our processes in order to permanently satisfy the needs and expectations of our customers. Scope: IHC Plants and Headquarters.

## Human Resources Management



### ABE CERTIFICATION

Certification awarded by the American Chamber of Commerce evidencing good practices that companies exercise with their employees and workers.

## OSH Management



### OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM – ISO 45001:2018

It allows us to prove the implementation of sound occupational safety and health in our company by controlling our risks and being consistent with our policies and objectives. Scope: IHC Plants.

## Food Safety Management



### FOOD QUALITY AND SAFETY MANAGEMENT SYSTEM – FEMAS

We produce fishmeal and fish oil for animal consumption meeting the quality and safety standards required by our customers in the European Community. Scope: IHC Plants and Headquarters.

## Environmental Management and Sustainability



### ENVIRONMENTAL MANAGEMENT SYSTEM – ISO

It allows us to demonstrate and improve our environmental performance by controlling the impacts of our activities, products and services on the environment. Scope: IHC Plants, Fleet and Headquarters.

### MARINTRUST

We guarantee that our products come from responsible and authorized fisheries, in accordance with good manufacturing practices and in compliance with legal requirements. Scope: IHC Plants and Headquarters.



### FRIEND OF THE SEA

We control the catch and processing of marine species using fishing methods that do not have a negative impact on the Peruvian sea, while guaranteeing that the chain of custody is not broken. Scope: IHC and DHC Plants and Fleet.



### SSIndex: STAKEHOLDERS SUSTAINABLE INDEX

We control the catch and processing of marine species using fishing methods that do not have a negative impact on the Peruvian sea, while guaranteeing that the chain of custody is not broken. Scope: IHC and DHC Plants and Fleet.



## Supply Chain Security Management



### INTERNATIONAL CONTROL AND SECURITY STANDARD – BASC

We control the security of the supply chain in order to prevent the use of our operations in unlawful international trade activities. Scope: IHC and DHC Plants and Headquarters.



# Milestones for 2022

## May

- We obtained our first sustainability-linked loan with Interbank.
- Austral earned the CONNECT category in the UPC and KPMG Innovation Maturity Index.

## June

We obtained the Socially Responsible Company Distinction and were recognized in the Ethics and Integrity category



## September

Arrival of our fishing vessel VEA from Norway.



## October

- We received recognition from BASC for maintaining the certification for over 15 years.
- The Minister of Production visited our fishing vessel VEA.

## November

We obtained the Perú Limpio ("Clean Peru") Seal granted by MINAM for complying with the commitments assumed under the Clean Production Agreement.



# 4

## 2022 Results



Economic Performance

Ocean Conditions and Biomass Status

Landings

Production

Sales

Customers

# Economic Performance

Our financial strength is a fundamental part of the company's sustainability. Our economic performance is measured based on the sales value of finished products from the processing of raw materials delivered by our fleet and raw materials purchased from third-party fleets.

The main economic risks are related to:

- Availability of raw materials due to oceanographic factors.
- Availability of extraction and processing capacity due to regulation, and supply of materials, spare parts, equipment and/or personnel.
- Volatility of the domestic and international consumer market due to factors such as diseases, blockades, wars, etc.

## Economic Value Generated and Distributed

<b>Direct economic value generated</b>	<b>USD 279 M</b>
<b>Economic value distributed</b>	<b>USD 234 M</b>
Suppliers	USD 143 M
Employees	USD 41 M
Capital providers	USD 33 M
The government	USD 17 M
<b>Economic value retained</b>	<b>USD 45 M</b>

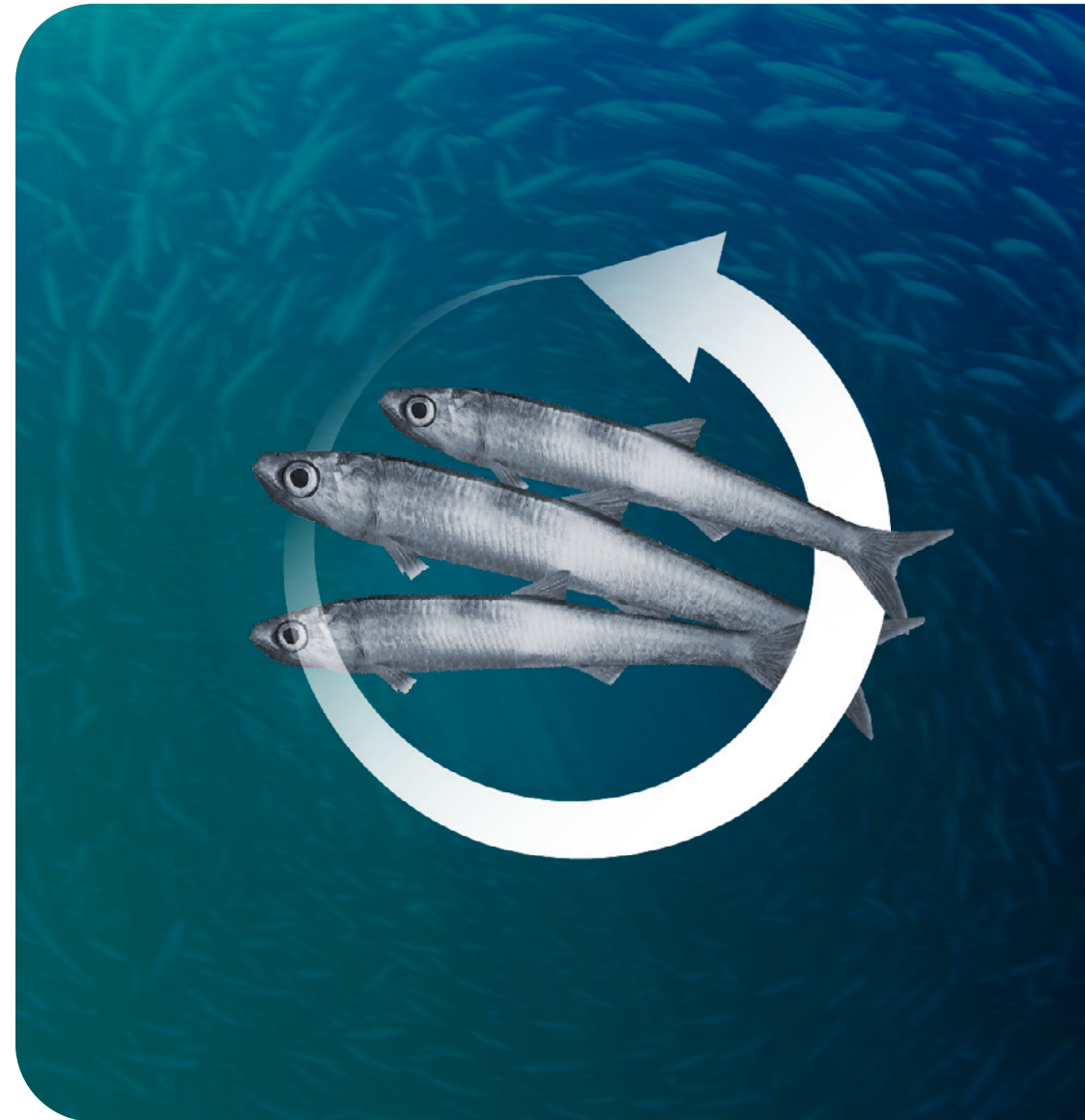
# Ocean Conditions and Biomass Status

During the first half of 2022, a weak Niña was in place, meaning that the sea temperature was slightly lower than normal. This resulted in an appropriate distribution of anchovy along the coast. By the end of 2022, conditions returned to normal in terms of sea surface temperature, thanks to the arrival of warm Kelvin waves in the northern zone.

Every year, prior to the start of the fishing seasons, IMARPE conducts research cruises to estimate the biomass, distribution, concentration, and biological status of pelagic species using acoustic methods. In the case of anchovy, at the beginning of 2022, IMARPE estimated an average of 9.8 million tons of anchovy biomass, of which 2.8 million MT were allocated to the national quota for the first north-central season. During each season, Austral is allocated 6.98% of the national quota, as established by PRODUCE. The first north-central season started on May 4, 2022,

with a 15-day exploratory fishing period, and lasted until July 23.

For the second north-central season, the research cruise estimated a biomass of 6.8 million MT, 30.2% less than the estimate for the first season, of which 2.3 million MT were allocated to the national quota. The second north-central fishing season began on November 23, with 5 days of exploratory fishing, and ended on February 5, 2023.



# Landings

In 2022, Austral landed a total of 398,311 MT, both from its own fleet and third-party sources, for the Direct Human Consumption (DHC) and Indirect Human Consumption (IHC) product lines, which is 25% lower than the 2021 figure.

In the case of IHC, a total of 385,774 MT was landed, which is equivalent to 9.5% of the national landing. It should be noted that at the national level, landings for IHC also decreased by 21% compared to the previous year. In the first central-northern season, 85% of the quota established by PRODUCE was reached, while in the second season, 68% of the quota was fished.

In the case of DHC, Austral landed a total of 12,536 MT of Jack Mackerel and mackerel. At the national level, we reached a 13% share in the domestic catch, which only accounted for 77% of the established quota.

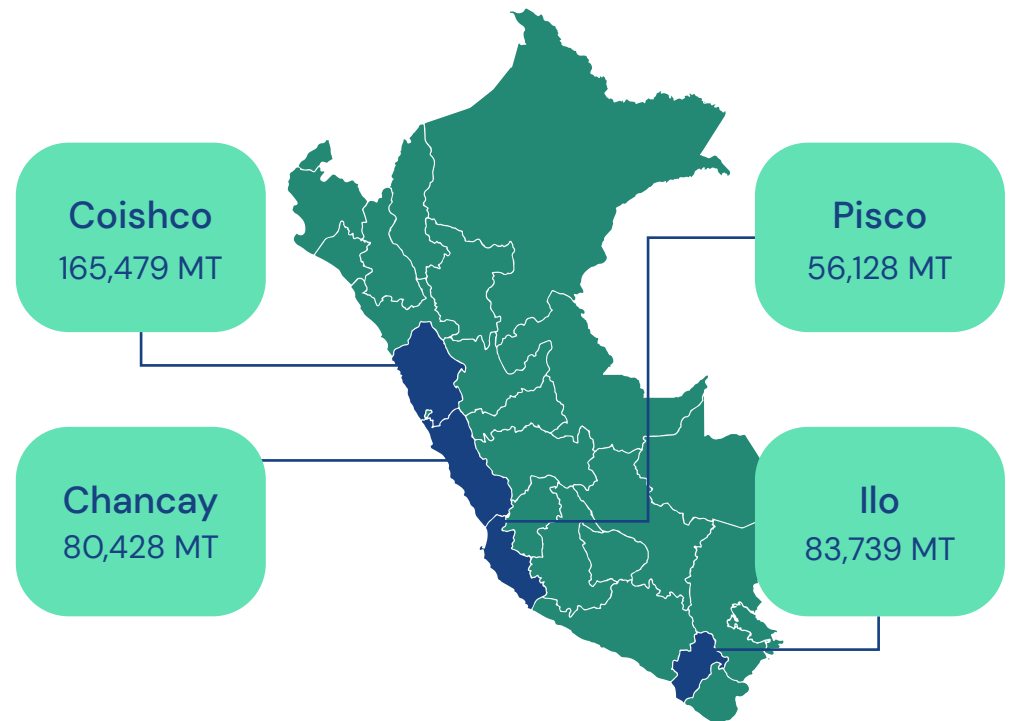
National DHC Landing  
**70,387 MT**

Austral's DHC Landing  
**12,536 MT**  
(With cold storage and sale)

National IHC Landing  
**4,067,530 MT**

Austral's IHC Landing  
**385,774 MT**  
(Including third-party fleet purchase)

## Austral's IHC Landing (North – Central and South) Own fleet and third-party fleet per plant

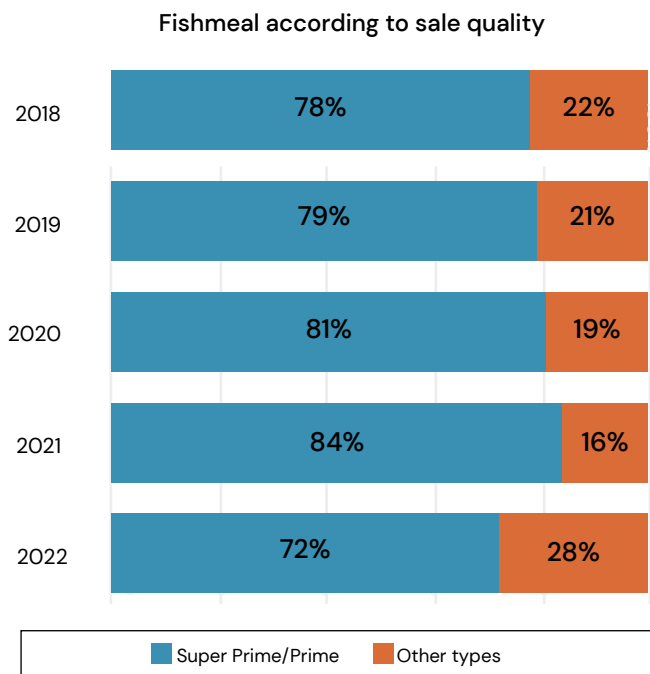


# Production

The anchovy (IHC) landings are destined for the production of fishmeal and fish oil, while the DHC landings are destined for the fresh and frozen product line.

In 2022, fishmeal reached a total of 90,902 MT, 26% less than in 2021. 72% of the fishmeal production was of Prime and Super Prime quality, 12% lower than the previous year, due to the conditions of the raw material during the fishing seasons, such as low fat and protein content.

## Fishmeal Production



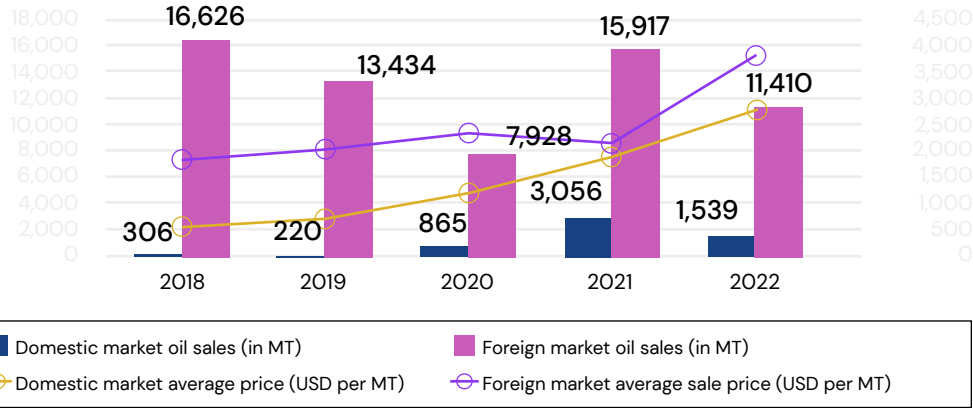
Production	Fishmeal (MT)	Fish Oil (MT)
Coishco	39,181	3,776
Chancay	18,754	1,793
Pisco	13,054	1,219
Ilo	19,913	2,245
<b>TOTAL (MT)</b>	<b>90,902</b>	<b>9,033</b>

Fish oil production reached a total of 9,033 MT, 43% less than in 2021 (15,869 MT).

# Oil Sale

At the national level, raw fish oil sales totaled 112,948 MT at an average price of USD 3,580.93 per MT. In the case of Austral, 88% of the oil production was destined for export, and 11,410 MT of oil were sold to countries such as Norway (41%) and China (31%). During this year, Austral’s average sales price per MT of fish oil was USD 3,713.08, 76% higher than the 2021 figure.

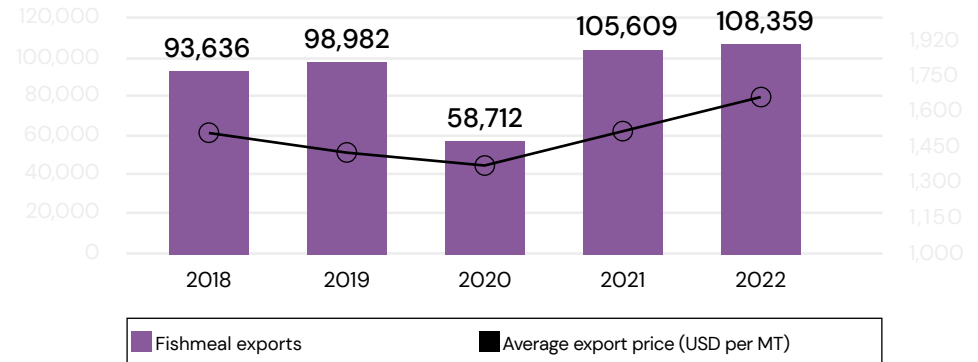
Fish Oil Sales by Destination



# Fishmeal Sale

At the national level, a total of 1,108,225 MT of fishmeal was exported at an average price of USD 1,638.58 per MT. In the case of Austral, exports of this product accounted for 95% of the sales volume, with a total of 108,350 MT of fishmeal exported to markets such as China, accounting for 55% of the exports, followed by Ecuador (14%), Germany (13%), and Japan (6%). Fishmeal prices averaged USD 1,683.55 per MT, 10% higher than the average for the previous year. In addition, Austral obtained the first place in the ranking of fishmeal prices at the national level.

Fishmeal Exports (MT)



# Sale of Frozen and Fresh Fish

At year-end, Austral Group sold 10,046 MT of frozen fish. 96% of frozen fish production, mainly jackmackerel and mackerel, was exported. Domestic sales totaled 408 MT. Prices remained stable due to the high demand for frozen pelagic fish in Africa. The main export markets included Ivory Coast and Cameroon. Moreover, we managed to consolidate the grade B Jack Mackerel and mackerel for the African market, leading to better profits for the DHC line.

In the case of fresh fish, 2,155 MT of Jack Mackerel and mackerel species were sold.

# Customers

At Austral, we are committed to building trust relationships with our customers, as we strive to meet all their expectations by providing safe and high-quality products. Through the SSIndex survey, which measures the satisfaction level of our stakeholders, we estimated a 90% satisfaction rate from DHC and IHC customers regarding Austral's management.

In 2022, we successfully diversified our customer portfolio and increased our presence in the international market. This enables us to maintain stable and continued sales without creating a direct dependency on a specific market.



Angola  
 Argentina  
 Australia  
 Belgium  
 Benin  
 Bulgaria  
 Cameroon  
 Canada  
 Chile  
 China  
 Colombia  
 Congo  
 South Korea  
 Ivory Coast

Denmark  
 Ecuador  
 Egypt  
 Spain  
 United States  
 France  
 Ghana  
 Honduras  
 India  
 Indonesia  
 Italy  
 Japan  
 Liberia  
 Lithuania

Mexico  
 Mozambique  
 Namibia  
 Nigeria  
 Norway  
 New Caledonia  
 Papua New Guinea  
 United Kingdom  
 Senegal  
 South Africa  
 Taiwan  
 Togo  
 Vietnam



5

# Our People



Team Composition  
Attracting and Retaining Talent  
Training  
Equal Opportunities  
Benefits  
Climate and Culture  
Awards and Recognitions  
Performance Evaluation  
Collective Bargaining  
Occupational Safety and Health

(GRI 2-7, 2-8, 3-3)

# Our Employees and Workers

As stated in our Integrated Sustainable Management Policy, our employees and workers are the most important link in our value chain. For this reason, we focus on creating quality employment that fosters their development, training and growth, within the framework of a work-life balance. We respect human rights, promote diversity and gender equity, and reject all forms of discrimination and violence.

Our talent management has been recognized by the American Chamber of Commerce of Peru (AMCHAM) through the recertification of the Asociación de Buenos Empleadores - ABE (Good Employers Association. Similarly, the SSIndex satisfaction study regarding Austral's sustainability and risk management with its stakeholders showed an 89% approval rate for the group of employees and workers.

## Team Composition

	Employees		Permanent Workers		Temporary Workers		Interns		TOTAL
	F	M	F	M	F	M	F	M	
Callao	0	18	-	-	-	-	1	1	20
Chancay	8	28	0	42	3	124	1	8	214
Coishco	17	77	3	98	13	146	5	8	367
Ilo	7	23	0	45	0	0	5	2	82
Lima	62	74	-	-	0	2	19	19	176
Pisco	9	33	2	50	4	108	3	2	211
<b>TOTAL</b>	<b>103</b>	<b>253</b>	<b>5</b>	<b>235</b>	<b>20</b>	<b>380</b>	<b>34</b>	<b>40</b>	<b>1070</b>

Permanent Crew Members		Temporary Crew Members	
F	M	F	M
0	334	0	16

(GRI 401-1)

# Attracting and Retaining Talent

We aim to have the best human talent within our operations, aligned with our mission, vision, and values. To achieve this, we carry out various talent attraction and retention initiatives, ensuring that our employees and workers have the necessary skills to perform their roles and remain competitive

in the job market.

## Selection Processes

In accordance with our selection procedure, we seek the best candidates to meet the requirements of each job position, profiles that meet the technical

skills for the position, but above all, share the company's vision, mission, and values. Additionally, our selection processes promote gender parity, ensuring gender quotas in the final shortlists, and aim to prevent any form of discrimination or unconscious bias that might affect the fair

evaluation of candidates. In 2022, there were a total of 34 new hires, of which 26% were women.

### Total new hires:

34

Ranges	No.	%	Gender	No.	%	Location	No.	%
< 30 years	12	35%	Male	25	74%	Arequipa	1	3%
30-50 years	20	59%	Female	9	26%	Callao	3	9%
> 50 years	2	6%			Huaral	3	9%	
					Lima	15	44%	
					Moquegua	4	12%	
					Santa	7	21%	
					Trujillo	1	3%	

### Total terminations:

32

Ranges	No.	%	Gender	No.	%	Location	No.	%
< 30 years	7	21%	Male	26	76%	Huaral	1	3%
30-50 years	15	44%	Female	6	18%	La Libertad	1	3%
> 50 years	10	29%			Lima	9	28%	
					Moquegua	4	13%	
					Pisco	3	9%	
					Piura	2	6%	
					Santa	12	38%	

# Development Programs

## Leaders Program

This program aims to provide the best tools to the employees and workers who hold leadership positions in various work areas, so that they can effectively lead the staff under their supervision. The program has 2 phases: a) "Leader assessment", where members of the leader's team evaluate various competencies of their leader. In 2022, the average in leader assessment was 86.26%; and b) a training plan is developed based on the assessment results, aiming to improve competencies that scored lower. During 2022, training focused on team coaching.

## Internal Talent Program

We invest in internal resources, which is why we give our employees and workers the opportunity to expand their skills and knowledge within the organization through participation in internal selection processes, as established in the current Recruitment and Selection Procedure. To apply for this program, employees and workers must have a minimum of 2 years of experience in their current position and must inform their manager of their desire to participate in the program. In 2022, 2 positions were filled through this program. Also, 7 of our interns were hired as employees.

## Growing Together Program

This program aims to identify the main needs and the level of vulnerability of our employees and workers and their families, so that initiatives can be designed to improve their quality of life. During 2022, we conducted a comprehensive survey for all our personnel to gather information on 5 areas: education, support networks, health, housing, and employment. The results of this survey have allowed us to develop an action plan aligned with the needs of our employees and workers. Implementation of this plan will begin in 2023.



(GRI 401-1)

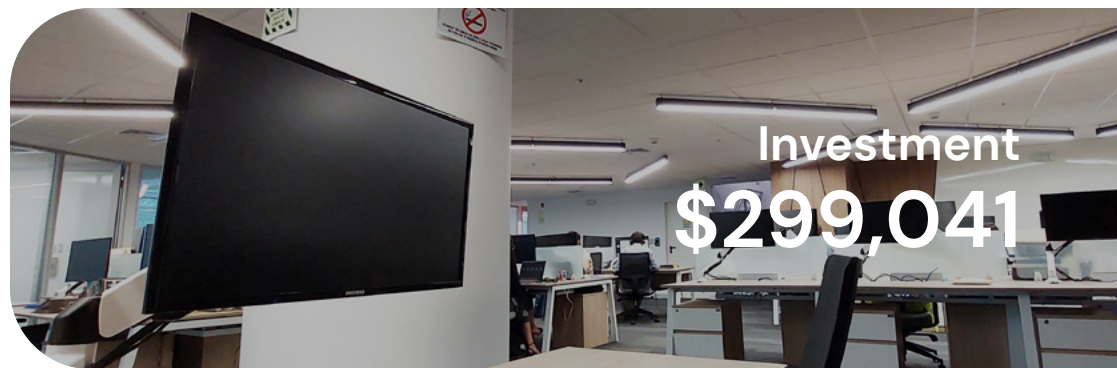
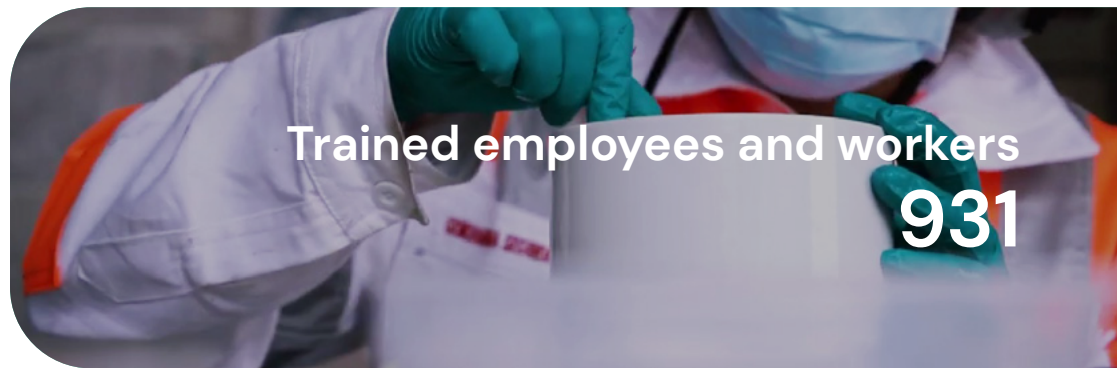
# Training

At Austral, we are committed to providing the necessary tools for our employees to achieve their professional and personal goals. Through the annual training plan, the company aims not only to help employees and workers acquire or strengthen specific skills, but also to ensure proper education in the process. Through a teaching and training approach, we aim for employees and workers to enhance their job skills while also learning how to utilize these tools to ensure their personal development.

In 2022, various training sessions, both virtual and in-person, were conducted, primarily during the closed fishing seasons. For virtual training, we utilize the Austral Campus, which provides greater flexibility for training, allowing employees and workers to access it at their convenience from a computer or a mobile phone. Our department heads actively engage in planning training activities for their work

areas, promoting the growth of their team members.

The topics addressed during the 2022 training sessions were focused on lines of action such as operations, fisheries management, risk prevention, sustainability, soft skills, and occupational health. This year, approximately 90% of employees and workers were successfully trained with an investment of USD 299,041, exemplifying the commitment of both the company and its employees and workers to their professional and personal development.



(GRI 404-2)

# Training Programs

## Multi-functionality

This program is aimed at enhancing the professional and personal growth of employees and workers, as well as seeking efficiencies and process improvement proposals in the production process. We develop their skills so that they can perform other functions and/or roles, while contributing to learning new tasks not specified in the job description and improving employability levels.

We have 5 types of multi-functionality, which include the possibility of developing within the same area, a different area, at a higher or lower level than the current one, and training in specific activities or tasks. At the end of 2022, we had 40% of employees and workers with multiple skills, an 8% increase compared to 2021.

## SENATI courses

SENATI offers our employees and workers a range of free courses in a virtual format so that they can reinforce or develop both technical and soft skills in various fields of interest. Some of the categories include computer science, administrative management, mechanics, occupational safety and health, and personal development.

## Vocational Guidance Workshops

With this program, we aim to guide the children of employees and workers from the 3rd to 5th years of high school, providing them with meaningful tools that promote their introduction to the world of work. In 2022, a total of 10 workshops were conducted on self-awareness, interpersonal relationships, life planning, critical thinking, and more.

## Training Benefits

At Austral, we are committed to the education of our employees and workers. To this end, we have a number of agreements with various educational centers and platforms that provide a range of discounts, thus promoting continuing education among our staff.

We also provide financial support for our employees and workers who wish to pursue undergraduate or graduate studies. In 2022, 14 of them pursued undergraduate studies, while 4 pursued graduate studies.

Some of the educational centers include institutions such as ESAN, TECSUP, Universidad Autónoma, UPC, UPN, Euroidiomas, Open English, Universidad Continental, New Horizons and Cibertec. In certain cases, the discounts are applicable to the direct family members of employees and workers.

## Parenting School

Workshops to raise awareness among parents about the importance of their involvement and shared responsibility in their children's learning, thus generating improvements that contribute to the children's education, in coordination with the School Improvement Route. In 2022, the following workshops were conducted: a) Strategies for teaching children to manage their emotions, b) Empathy, solidarity, and assertiveness, and c) Gender equity.

## Learn and start out your own business

This program is aimed at the spouses of our employees and workers, and focuses on enhancing their technical and soft skills to help them develop an entrepreneurial venture or business. In 2022, the Entrepreneurship and Jewelry Management and Training Program was developed.

(GRI 3-3, 405-1)

# Equal Opportunities

We are committed to promoting a corporate culture centered on gender equity, non-discrimination, and respect for diversity. We have a Gender Equity and Diversity Policy that describes the company's commitments and the promotion of best practices. We are also signatories of the United Nations Global Compact and have adhered to the Lima Declaration. Similarly, our Integrated Sustainable Management Policy also declares our commitment to this issue.

The promotion of these principles is spearheaded by the Equity and Diversity Committee, as well as by the management team and superintendents at each of our production plants. We are aware of the challenges posed by our industry. However, each year, we aim to develop new programs and initiatives with a greater impact.

The Equity and Diversity Committee has successfully

implemented various activities included in the Annual Plan. First, we conducted the annual measurement through the Aequales PAR Ranking tool and the changes in terms of equity and parity within the Selection and Hiring Procedure. Also, in 2022, we organized the "2nd Week of Equity and Diversity", during which we conducted awareness talks for all our employees and workers and provided inclusive communication training for the departments responsible for the company's communications, both internally and externally. We continued to partner with higher education institutions and universities to open up our job opportunities to students and graduates. These partnerships include the Project Development Program, in which female engineering students from the Universidad de Ingeniería y Tecnología (UTEC) participate in projects within one of our operational areas.

Executives	Female	Male
Managers	40%	60%
Executives	8%	92%

Executives	<30	30 - 50	>50
Managers	0%	0%	100%
Executives	0%	54%	46%

Employees	Female	Male
Employees	30%	70%
Workers	2%	98%
Crew members	0%	100%
Temporary workers	5%	95%

Employees	<30	30 - 50	>50
Employees	16%	62%	22%
Workers	10%	58%	32%
Crew members	0%	56%	44%
Temporary workers	48%	45%	7%

Based on the risk analysis of our activities, we include selection calls for individuals with disabilities. During 2022, we had 8 employees with disabilities. Austral is aware of the challenges that exist within the industrial sector for the inclusion of people with disabilities in its workforce. However, the company is identifying actions to increase their participation.

As signatories of the United Nations Global Compact, we participated in the Target Gender Equality (TGE) 2022 program, an accelerator to advance gender equality in businesses.

As part of the program, a diagnostic study is conducted based on the United Nations Women's Empowerment Principles (WEPs) to identify opportunities for improvement. During a year, members of the Equity and Diversity Committee were trained by international experts, who helped them develop innovative actions in their action plan, such as training on egalitarian masculinities, communication campaigns such as Hombres y Mujeres por la Igualdad ("Men and Women for Gender Equality"), the International Men's Day (November 19), and the International Day for the Elimination of Violence Against Women (November 25).



TARGET  
GENDER  
EQUALITY

#### Women's Empowerment Principles:

1. Promoting gender equality from senior management
2. Treating all men and women fairly at work, respecting and upholding human rights and non-discrimination.
3. Ensuring the health, safety, and well-being of all workers.
4. Promoting education, training, and professional development for women.
5. Implementing business development, supply chain, and marketing practices that empower women.
6. Promoting equality through community initiatives and leading by example.
7. Evaluating and disseminating the progress made in favor of gender equality.



# Benefits

## Health Plans

We ensure the well-being of our employees and workers and their families, which is why we have the following health plans in place:

- Health Providing Entities (EPS, for its acronym in Spanish) insurance: We support our workers and their beneficiaries with 75% coverage. Employees and their dependents receive a 55% payout.
- Cancer insurance: 100% payout for employees and workers.
- Collective Medical Assistance (AMC, for its acronym in Spanish) insurance: In the context of the COVID-19 pandemic, a completely free insurance was enabled for.

## Loans

We offer 2 types of loans to our employees and workers. The first one is an administrative loan, which is offered every year during February and aims to support our employees and workers with school or university enrollment expenses. This loan is for up to 1 basic salary,

is interest-free, and can be repaid in 2 or 10 installments. The second one is a training loan, which supports employees' and workers' undergraduate and graduate study expenses relevant to their career path. This loan is made in accordance with the provisions of Austral's Training Policy.

## Becas Austral ("Austral Scholarships")

The scholarship program for the children of employees and workers aims to reward their effort and excellence in performance while promoting their professional and personal development through the awarding of scholarships for undergraduate studies at public or private universities and technical higher education institutions.

- **Austral Plus Scholarship:** Support covering 100% of tuition fees up to 2 Tax Reference Units (UIT) per semester. It applies

to those 3rd to 5th-year high school students who have ranked first in their class.

- **Austral Scholarship:** Support covering 50% of tuition fees up to 1 Tax Reference Unit (UIT) per semester. It applies to those 3rd to 5th-year high school students who have ranked among the top 3 positions in their class.

During 2022, we supported 7 young individuals with these scholarships.

## Language Classes for Employees' and Workers' Children

We support our employees and workers by sponsoring language classes at elementary and intermediate levels, as well as providing books and materials, for their children who are pursuing technical or higher education studies and need to pass a foreign language exam to obtain their Bachelor's degree.



## SENATI Sponsorship

We are a company registered in SENATI's sponsorship program, which enables the children of our employees and workers to pursue technical careers at this institute. The benefit is granted until the completion of the study program and includes medical insurance against accidents, internships at Austral in the area of interest, and exemption from the payment of monthly tuition fees. In 2022, 8 children of our employees and workers received this benefit.

## Back to School Program

This program supports employees and workers with school-aged children by providing school supplies and integration activities before the start of the school year.

## Bonuses

We grant a variable corporate bonus to all our employees and workers based on the company's sales and profit results. Moreover, we have a support

bonus, which is granted to workers who voluntarily provide support in plants different from their regular workplaces.

## Transportation

We provide round-trip transportation from the production plants to areas near our employees' and workers' homes.

## Food

Employees and workers at our production plants have 100% of their meals covered within working hours during production and closed seasons.



# Climate and Culture

We organize various activities to promote our corporate culture and create a positive work environment through team building and celebratory events.

As for team building activities, in 2022, we were able to resume OlimpiAustral for both our headquarters and production plants. The purpose of OlimpiAustral is to create a space for healthy competition and fun among all our employees and workers. Also, we hold annual kick-off meetings with all our employees and workers where we share the results of the previous year's performance and review the goals for the current year.

Similarly, throughout the year, we organize commemorative activities on special dates such as Labor Day, Fisherman's Day, Independence Day, Canción Criolla Day, and Christmas. We also celebrate the birthdays of all our employees and workers and send a gift to each of them.



# Awards and Recognitions

## Outstanding Achievement

Recognition is given to employees for outstanding performance in each work area – management division, taking into account performance evaluations, achievements and feedback from their leaders.

## Best Work Team

This award is given to the group that has achieved process improvements and met their goals successfully throughout the year.

## Best Fishing Vessel

We reward those vessels with the best performance in terms of occupational safety and health, as well as in meeting their assigned quotas.

## Best Suggestion

We support the proactivity of our employees and workers, which is why we provide recognition to those who have submitted suggestions to improve our processes.

## Outstanding Leader

Awarded to employees and workers in charge of the work areas that have demonstrated outstanding management during the year under evaluation, thereby contributing to the development of their entire work team and the company.

## Best Engine Driver Management

Recognition awarded to those engine drivers who have performed their duties efficiently, avoiding delays due to mechanical failures in the engines and meeting machinery cleanliness and care standards.

## Dale Like (“Give It a Thumbs Up”) Program

In 2022, we implemented the Dale Like program, which aims to reinforce corporate values among our employees and workers and recognize those who demonstrate compliance with these values in their daily activities. All employees and workers have the opportunity to nominate a colleague from their location and ultimately choose a winner from among the most voted.



(GRI 404-3)

# Performance Evaluation

Our permanent employees participate in an annual performance evaluation, which aims to identify strengths and opportunities for improvement to ensure professional and personal development. The evaluation takes into account specific competencies for job function development, the achievement of role-specific objectives, and strengths and areas for improvement related to a list of soft skills and qualities. The evaluation weight is segmented into: Evaluator 1 (direct supervisor) 50%, Evaluator 2 (peer from the same area) 30%, and Employee or Worker (self-evaluation) 20%.

In 2022, 555 employees, workers, and crew members underwent a performance evaluation. Furthermore, every performance evaluation concludes with a feedback meeting with area head to discuss improvement opportunities, reinforce strengths, and establish action plans.



(GRI 2-30)

# Collective Bargaining

We respect the right of all our employees and workers to unionize and engage in collective bargaining as provided in the Collective Labor Relations Act and its Regulations and in line with our commitment to the United Nations Global Compact. We seek to maintain constant communication with union leaders and members in order to manage their requests in a timely manner. At present, we have 3 labor unions within the company.

- Sindicato Único de Pescadores de Nuevas Embarcaciones del Perú – SUPNEP (Single Union of New Fishing Vessels of Peru) represents approximately 95% of the crew, and it also has members from other fishing companies.

- Sindicato Único de Trabajadores de la Empresa Pesquera Austral Group – SUTEAG (Single Union of Workers of the Austral Group Fishing Company) represents employees and workers from the Ilo plant.

- Sindicato de Trabajadores de Pesquera Austral Group – SITRAPEAGROCSAA (Union of Workers of the Austral Group Fishing Company) represents employees and workers from the Coishco, Pisco and Chancay plants

With respect to the negotiation processes with the unions, we have 3 collective bargaining agreements in force with the aforementioned unions. As of December 31, 2022, we have 63 unionized employees and workers (6.3% of the total number of employees and workers), and 333 unionized crew members (95.1%).



(GRI 3-3, 403-1, 403-2, 403-4, 403-6, 403-8, 403-9)

# Occupational Safety and Health

We promote the well-being of all our employees and workers by providing safe and healthy working conditions, and strive to prevent injuries, illnesses, diseases, accidents, and incidents, always aiming to eliminate hazards and reduce risks.

We have a robust Occupational Safety and Health system, which is directed to both internal and external personnel, and its compliance is ensured by senior management. This system is aligned with current legislation, such as the General Safety and Health Act, Law No. 29783 and its Regulations, Supreme Decree No. 005-2012-TR. It also complies with international standards and regulations, such as NIOSH, ANSI, UL, OSHA, SOLAS, and NTPs.

The commitments of the occupational safety and health system focus on increasing active employee and worker participation in occupational safety and health matters, promoting safe behaviors, ensuring the effectiveness of training, guaranteeing continuous improvement, contingency plans,

contractor management, among other aspects.

Similarly, we ensure the health and disease prevention of our employees and workers through health monitoring and preventive health programs.

## Participation Mechanisms

Ethics Hotline, 5 Safe-step Card and OSH Committee.

## Programas y acciones

- Annual Safety Program
- Annual Training Program
- Annual Drill Program
- Quality of Life Program
- Ergonomics Program
- Sun Protection Program
- Internal and external audits
- Work permits for high-risk activities
- COVID-19 Surveillance Plan

## OSH Achievements

- Reduced accident rate levels with respect to 2021.
- 6 strategic suppliers obtained ISO 45001 certification through the Supplier Development Program.
- Accident rate among the lowest in the fishing industry.



## Injuries

	Employee Injuries	Contractor Injuries
Number of deaths	0	0
Death rate	0	0
Number of injuries with serious consequences	0	0
Injury rate due to occupational accidents with serious consequences	0	0

## Accidents

	Own	Third Parties
Cuts	1	2
Blunt trauma	1	0
Chemical exposure	3	1
Same-level fall	2	2
Hit by object	6	0
Flying particles	2	0
Vehicle crash	1	0
Attrition	2	0
<b>TOTAL</b>	<b>18</b>	<b>5</b>

## Man-hours per occupational accident in plants and administrative headquarters

Coishco	Chancay	Pisco	Ilo	San Isidro y Callao
0.03	0.28	0.05	0.06	0



# 6

## We Take Care of Our Environment



Energy

Water and Effluents

Solid Waste

Commitment to Climate Change

Circularity Approach

Other Actions

(GRI 3-3, GRI 302-1)

We maintain a strong commitment to the development of responsible fishing, thus ensuring the protection of the environment, marine biodiversity and the adequate use of resources. During 2022, the Sustainability Committee marked the beginning of important projects on climate change, while implementing projects related to circular economy matters.

## Energy

We aim to make efficient use of energy resources within our process. To do so, we have various performance indicators that allow us to gather information about energy and fuel consumption at each of our production plants and in our fleet. The fuels used at our facilities come from non-renewable sources and are mainly used to generate electricity and steam in the production plants.

### Fuel Consumption during 2022

PLANT	R - 500 (Gallons)	BUNKER 6 (Gallons)	B5 OIL (Gallons)	NATURAL GAS (M3)
Coishco	0	0	399,519	5,272,890
Pisco	N/A	N/A	18,596.05	2,502,854
Chancay	137,828	N/A	15,855	2,735,011
Ilo	N/A	1,002,493	11,033	N/A
Fleet	N/A	N/A	Own: 2,468,948 Third parties: 1,177,251	N/A
<b>TOTAL</b>	<b>137,828</b>	<b>1,002,943</b>	<b>4,090,842.05</b>	<b>10,510,755</b>

### Power consumption

PLANT	PURCHASED POWER (kW/H)	GENERATED POWER (kW/H)
Coishco	9,248,380	380,707
Pisco	2,875,240	47,288
Chancay	2,836,424	600
Ilo	2,626,591	4,809
<b>TOTAL</b>	<b>17,586,635</b>	<b>433,404</b>



(GRI 303-1, 303-3, 303-5)

## Water and Effluents

While developing our operations, we continuously interact with this resource, which is why we ensure the responsible use of all water sources. We carry out several actions to maintain proper control and monitoring of their use and quality, as well as to ensure compliance with legislation and adherence to Maximum Permissible Limits. At present, we have 3 water sources.

- **Seawater:** It accounts for the largest volume of water to be used in our production process, mainly in the transportation, preservation and storage of raw material in the plant and in the vessels.
- **Well water:** Also known as groundwater, it is used in certain plants for steam generation, for the cooling towers and the frozen fish plant, as well as the dining room and administrative office areas. Groundwater collection is managed as provided in Law

No.29338, the Water Resources Act and its Regulations, and is reported to the National Water Authority through monthly consumption reports.

- **Public water - purchased:** Water from the public network is supplied by a utility company or the municipalities. This supply is only used at the Chancay and Ilo plants. Purchased water refers to water supplied by third parties.



(GRI 303-2, 303-4)

In 2022, based on the findings related to water consumption, the company started to design a proposal to reduce freshwater consumption in the Coishco plant.

The majority of effluents are generated during the raw material discharge phase, where the water used for pumping generates effluent organic matter composed of solids, fats, and oils. Our commitment to its proper management has helped us implement modern technology that enables us to comply with the fishing industry’s maximum permissible limits for direct and indirect human consumption in accordance with Supreme Decree No. 010-2018-MINAM.

In 2022, a total of 758,344 m3 of water was discharged into the sea. The monitoring results of discharged waters produced the following outcomes:

	Total Suspended Solids (In parts per million)	Oils and Fats (In parts per million)	pH
Coishco	136	15	5.8
Pisco	289	4	5.6
Chancay	189	17	5.6
Ilo	151	15	5.5
<b>TOTAL</b>	<b>191</b>	<b>13</b>	<b>5.6</b>

During 2022, the company started a research process for migrating to new chemical and organic inputs for effluent treatment, which will improve both product and effluent quality.

(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

## Solid Waste

At Austral, we are highly committed to solid waste management, from generation to final disposal. These wastes are segregated based on their hazardous nature, and they are also classified according to their potential for reuse.

Waste management is based on the provisions of the Integral Solid Waste Management Act, Legislative Decree No. 1278. Waste categories include paper, cardboard, ferrous scrap, plastic, glass, organic matter, wood, oil, oily mixtures, waste electrical and electronic equipment (WEEE), biocontaminated waste, miscellaneous hazardous and other waste.

In 2022, we continued our efforts to repurpose some waste, allowing it to re-enter the production process and contributing to a circularity approach. A total of 1,576.33 MT of waste was successfully repurposed, with particular emphasis on the recovery of disused fishing nets and the recycling of paper, cardboard, and metals.

	Non-hazardous Non-reusable MT	Non-hazardous Reusable MT	Non-hazardous Non-reusable MT	Hazardous Reusable MT
Coishco	299.47	1,159.23	90.38	41.85
Pisco	321.83	80.60	20.74	9.48
Chancay	160.96	89.10	100.65	4.14
Ilo	72.85	188.16	13.30	3.78
<b>TOTAL</b>	<b>855.10</b>	<b>1,517.09</b>	<b>225.08</b>	<b>59.24</b>

(GRI 3-3, 305-1, 305-2, 305-3)

# Commitment to Climate Change

## Air Quality

In compliance with current legislation and the maximum permissible limits established in Supreme Decree No. 003-2017-MINAM, we conduct air quality monitoring at all our production plants. Similarly, this control ensures that our neighbors and on-site employees and workers are not exposed to any risks to their health or well-being.

Plant	Particulate Matter mcg/m <sup>3</sup>	H2S mcg/m <sup>3</sup>
Coishco	8.20	<0.07
Pisco	7.81	<0.07
Chancay	63.34	<1.3
Ilo	13.67	<0.07

## Emissions and Climate Change

Our commitment to addressing climate change and reducing greenhouse gas emissions by 2030 aligns with the goals set by Peru and other nations in the Paris Agreement, and with the provisions of the Framework Act on Climate Change.

## Corporate Carbon Footprint

In 2022, Austral's Corporate Carbon Footprint was estimated at a total of 83,804.82 tCO<sub>2</sub> equivalent, in accordance with the guidelines set by ISO 14064:2018 for quantifying emissions.

Similarly, in 2022, the Sustainability Committee promoted the external verification of the greenhouse gas (GHG) reports prepared by the company, as well as their submission to the Huella de Carbono Perú ("Peru Carbon Footprint") platform. At the end of 2022, we were awarded the first star within this platform for the submission of our Corporate Carbon Footprint 2021, and we are in the process of obtaining the second star.



Category 1	Category 2	Category 3	TOTAL
63,972.65 tCO <sub>2</sub> e	3,560.38 tCO <sub>2</sub> e	16,271.79 tCO <sub>2</sub> e	83,804.82 tCO <sub>2</sub> e

## Product Carbon Footprint

In line with global trends, the Sustainability Committee promotes the launch of a study to calculate the Carbon Footprint of our fishmeal and fish oil products using a Life Cycle Assessment (LCA) approach. For this purpose, we received expert guidance from the Red Peruana de Ciclo de Vida y Ecología Industrial – PELCAN (Peruvian Network of Life Cycle and Industrial Ecology) at the Pontifical Catholic University of Peru (PUCP) and Dr. Ángel Avadí from CIRAD in France. This study represents the most current and comprehensive analysis of Peruvian anchovy fishmeal and fish oil products to date. This study will allow us to determine the Product Carbon Footprint, as well as identify opportunities to enhance the efficiency of our processes.

(GRI 3-3, Supplier Management)

# Circularity Approach

## Net Positiva Program

For the third consecutive year, we have maintained our partnership with the social enterprise Bureo. We worked hand in hand to implement the Net Positiva program, which aims to recover disused fishing nets to be utilized as raw material in the production of new products. Through an innovative recycling process, at the end of each season, we deliver 95% to 100% of our fishing nets, which generate a fund for financing socio-environmental programs in our area of intervention.

In October 2022, Bureo recognized Austral Group for being the fishing company that has delivered the largest number of nets to the program.

## Clean Production Agreement (CPA)

We are the first fishing company to obtain the Perú Limpio (“Clean Peru”) Seal!

During 2022, we continued to implement the 6 goals outlined in the CPA signed in 2021 with MINAM, PRODUCE, and the SNP. These goals, linked to a circularity approach within our production process and the promotion of environmental awareness with our stakeholders, were fully achieved within a one-year execution period and were presented in the Compliance Report filed with MINAM. In November 2022, we received the Perú Limpio Seal from MINAM, making us the first fishing company in Peru to obtain this recognition.

## Net Positiva Results

Recovery of disused fishing nets	194 MT
CO2 emissions savings	240 tCO <sub>2</sub>
Socio-environmental projects implemented	Fresh Water Project Proposal for the creation of an eco-school

## CPA Commitments

1. Valorization of dehydrated sludge.
2. Recovery of disused fishing nets.
3. Valorization of epoxy paint cans.
4. Training of employees in waste management and eco-efficiency matters.
5. Environmental education workshops for artisanal fishermen of the Coishco cove.
6. Support for source segregation program.

# Other Actions

## Beach Clean-up

Austral is committed to caring for the sea, the beach, and biodiversity within the framework of sustainable management and responsible fishing. Therefore, we carry out beach clean-up campaigns hand in hand with our employees and workers, members of the community, associations, local authorities, and other groups in order to raise greater awareness about the issue of pollution. In 2022, a total of 16 beach clean-ups have been carried out, resulting in the collection of over 6 tons of solid waste.

## Eco-Talks Program

The eco-talks program is an environmental training and education initiative for employees and workers. These talks are conducted weekly in all our production plants in an engaging and participatory manner involving all our employees and workers. A total of 50 eco-talks were held in 2022.

### 2022 Results

Plant	Beach Clean-up	Solid Waste (MT)
Coishco	3	2.45
Chancay	4	0.8
Pisco	7	0.8
Ilo	2	2.75





# Responsible Supply Chain



Supplier Management  
Local Suppliers  
Supplier Development Program



(GRI 3-3, 204-1)

# Supplier Management

Our suppliers are a key link in the development of our operations. Therefore, we promote proper procurement management. Our Integrated Sustainable Management Policy, Code of Ethics and Conduct for Suppliers, and Responsible Purchasing Policy set forth the commitments and guidelines to ensure proper procurement management of goods and services. We also seek to manage risks related to ethics, corruption, human rights, the environment, and unfair competition.

Management is primarily within the Purchasing area, which seeks continuous improvement in all purchasing processes. As part of the digital transformation efforts, we continue to work on procurement and contracting management within the "Supplier Portal", improving communication and interaction with our suppliers.

Furthermore, all purchasing data is managed through the

SAP-ERP program, and results are automated using the Power Business Intelligence (PBI) tool.

We conduct an evaluation of our strategic suppliers every 2 years, considering ESG criteria and other best purchasing practices through the Supplier Portal. In 2022, 84% of the strategic suppliers completed this evaluation, and their results were visible within the portal.

According to the SSIndex survey, we have an 89% satisfaction rate among our suppliers regarding our risk and sustainability management, particularly in the internal social management of the company.

## Local Suppliers

For Austral, the proper management of the purchase of goods and services takes into account their impact on the growth and development of the areas where we operate. In 2022, 96.51% of purchases were made from domestic suppliers, distributed across the regions of Lima, Ancash, Moquegua, and Ica. The majority of these companies are registered as small and medium-sized enterprises (SMEs). Total spending on local suppliers is approximately USD 170 million.

It is important to note that most of the services and materials are purchased during the fishing season. In the first north central season of 2022, the company achieved a turnover of over USD 53 million, which required the contracting of more than 600 suppliers.



# Supplier Development Programs



## Competitive Business Program

In 2022, the second edition of the Global Reporting Initiative (GRI) Competitive Business Program was held for strategic suppliers and fishing vessel owners. Through this program, suppliers and shipowners receive training on ESG aspects, as well as advice and support to prepare their sustainability reports. In 2022, a total of 43 suppliers and shipowners successfully completed their sustainability reports. In this edition, more than 90% of the participants were preparing their sustainability reports for the second time. Austral recognized these 43 suppliers in an in-person ceremony, featuring a panel of experts, who discussed sustainable initiatives for small and medium-sized enterprises.



## Supplier Development Program

In collaboration with ProInnovate Perú, we completed the Supplier Development Program, Innóvate con Austral ("Innovate with Austral"). Approximately 2 years ago, 17 strategic suppliers of the company participated in an intensive training program on various topics such as finance, marketing, human resources management, sustainability, occupational safety, and more. In addition, 7 suppliers successfully certified their occupational safety and health management by obtaining ISO 45001 international certification.



# Social Management



- Education and Employment Programs
- Nutrition and Health Programs
- Environmental Programs
- Social Development Programs
- Social Management Actions as an Industry

As a company, our mission is to create social value within the framework of our operations. Therefore, we work for the development of our communities living in the districts of Coishco, Chancay, Pisco and Ilo, where our production plants are located, as well as in Lima and Callao, home to our headquarters and warehouse.

Our Social Responsibility and Community Relations Plan is based on 4 lines of action: Education and Employment, Nutrition and Health, Environment, and Social Development. We carry out various social and environmental interventions to create a positive impact on our neighboring communities, contributing to improving their quality of life.

As we do every year, we conducted a community survey regarding our risk management and sustainability. In this instance, for 2022, the results

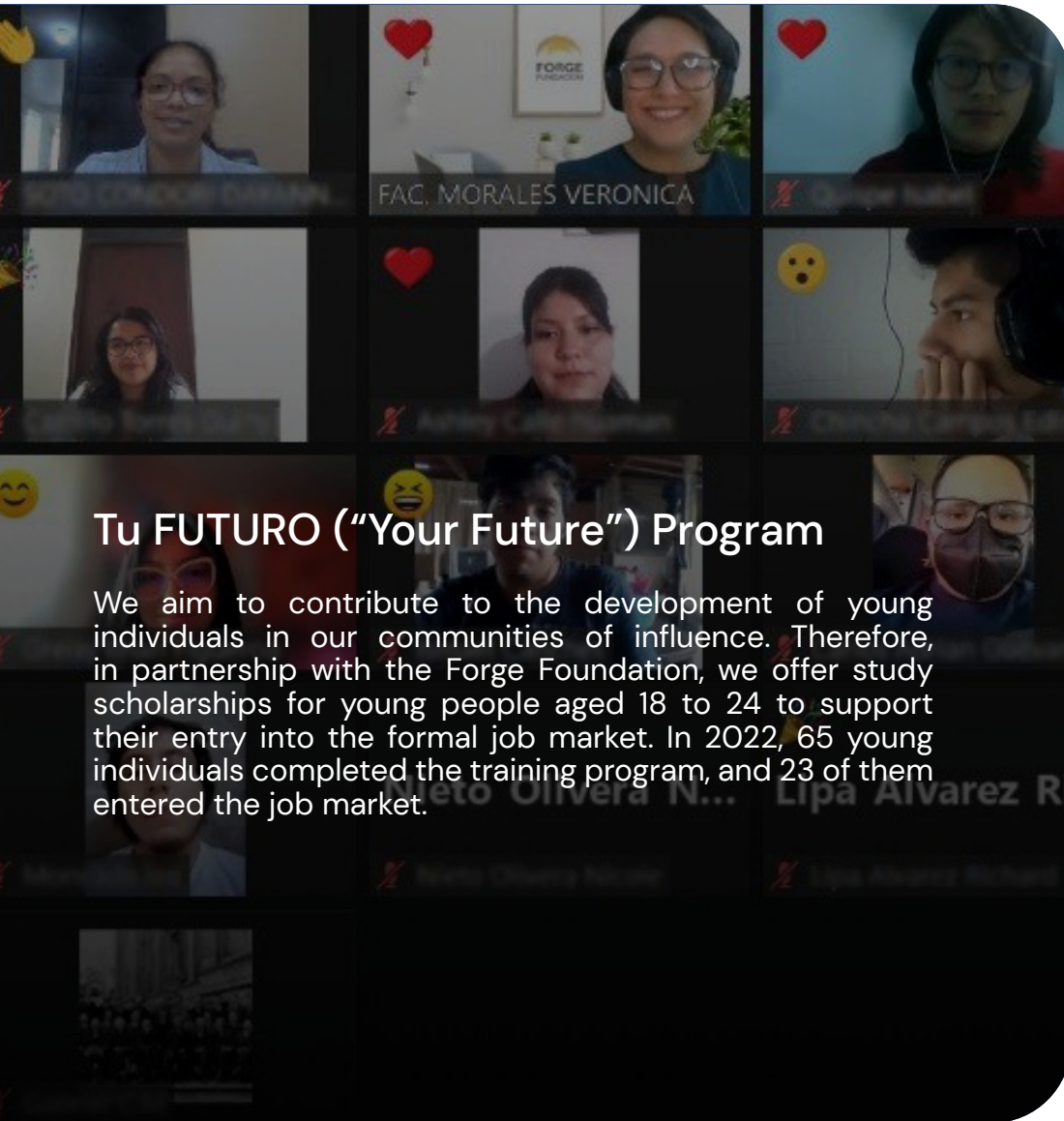
of the Stakeholders Sustainable Index (SSIndex) among neighbors showed an improvement in community management, increasing by 5 percentage points and placing us just one point away from the top 25% of the aforementioned index.

The implementation of our social management involved an investment of USD 192,298.32 in programs, campaigns, and donations.



Programs, projects and campaigns geared towards the community	\$84,631
Programs carried out through APROChancay	\$52,520
Donations	\$55,147.32
<b>TOTAL \$192,298.32</b>	

## Programas de educación y empleo



### Tu FUTURO (“Your Future”) Program

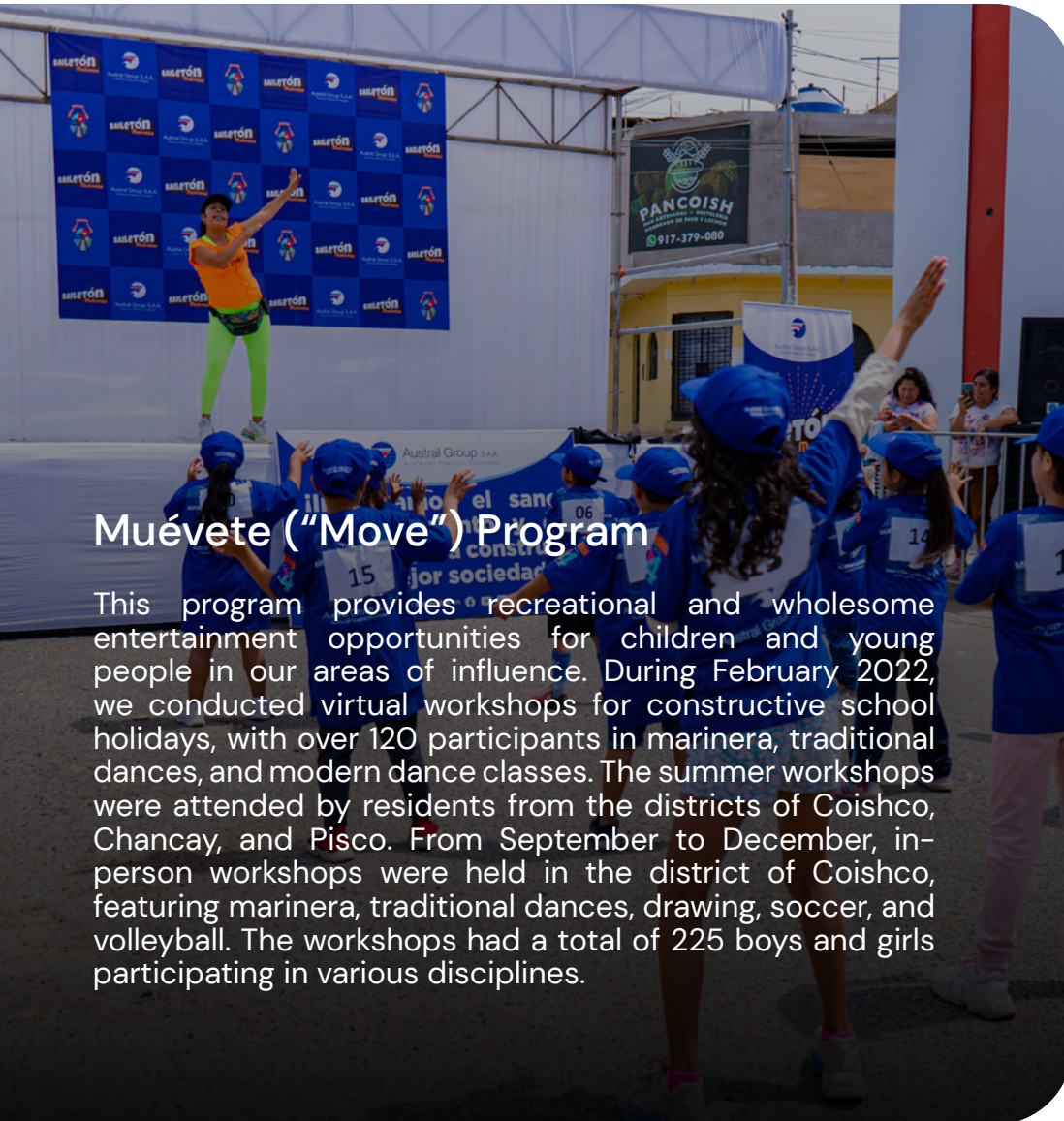
We aim to contribute to the development of young individuals in our communities of influence. Therefore, in partnership with the Forge Foundation, we offer study scholarships for young people aged 18 to 24 to support their entry into the formal job market. In 2022, 65 young individuals completed the training program, and 23 of them entered the job market.



### Supplier Development Program

In collaboration with ProInnóvate Perú, we completed the Supplier Development Program, Innóvate con Austral (“Innovate with Austral”). Approximately 2 years ago, 17 strategic suppliers of the company participated in an intensive training program on various topics such as finance, marketing, human resources management, sustainability, occupational safety, and more. In addition, 7 suppliers successfully certified their occupational safety and health management by obtaining ISO 45001 international

## Nutrition and Health Programs



### Muévete (“Move”) Program

This program provides recreational and wholesome entertainment opportunities for children and young people in our areas of influence. During February 2022, we conducted virtual workshops for constructive school holidays, with over 120 participants in marinera, traditional dances, and modern dance classes. The summer workshops were attended by residents from the districts of Coishco, Chancay, and Pisco. From September to December, in-person workshops were held in the district of Coishco, featuring marinera, traditional dances, drawing, soccer, and volleyball. The workshops had a total of 225 boys and girls participating in various disciplines.



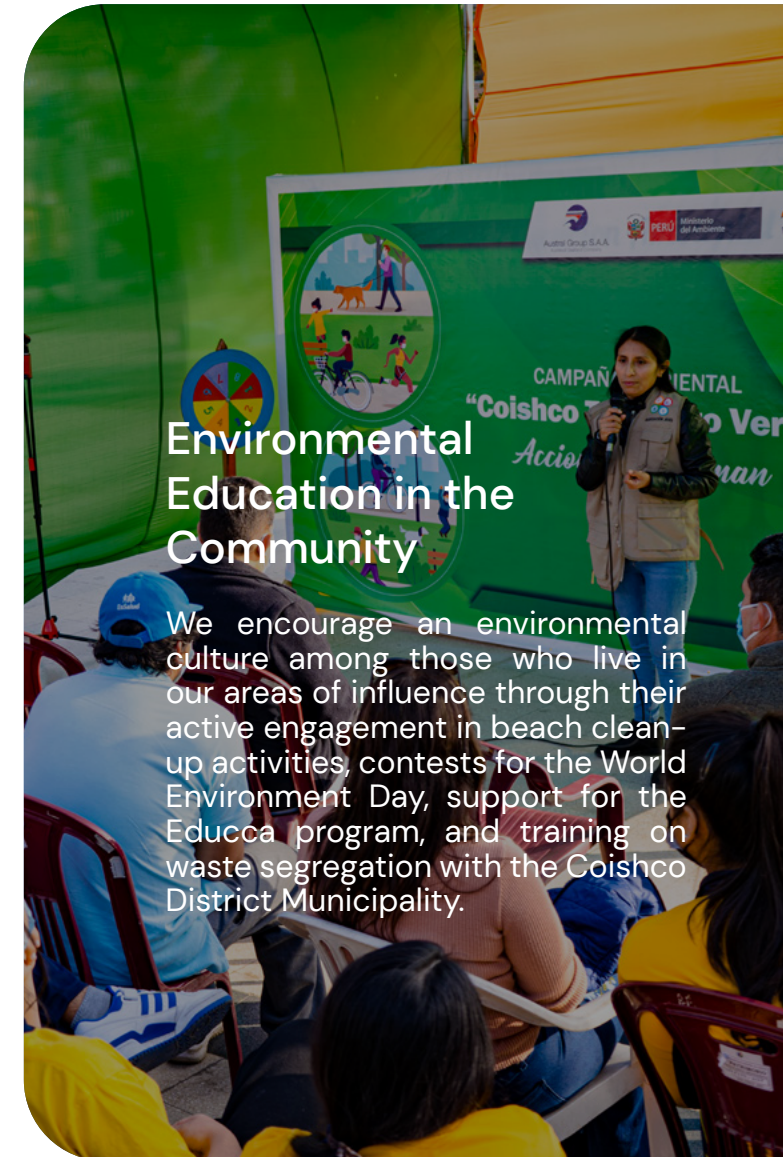
### Armada de Hierro (“Iron Navy”) Program

This program is an initiative of the National Fisheries Society and aims to contribute to the reduction of anemia in children under 3 years of age. In June 2022, the program was implemented in 3 communal kitchens in the district of Coishco, reaching 46 children under the age of 3. In this group, 20 cases of anemia were identified, and these 20 cases received monthly nutritional follow-up to reverse their diagnosis. Similarly, in September, we conducted an anemia screening on the children of our employees and workers. A screening was conducted on 60 children, and 14 cases of anemia were identified, all of which received appropriate nutritional follow-up.

## Environmental Programs

### NET Positiva

Under a circular economy approach and in partnership with the social enterprise Bureo, we recover disused fishing nets, which can be utilized as raw material for the production of new products. In 2022, over 194 tons of nets were recovered, and since the beginning of this program, we have managed to recover more than 616 tons. Similarly, the sale of nets results in CO2 emissions savings. In 2022, an estimated 240 tons of CO2 were saved, and since the program's inception, an estimated total of 859 tons of CO2 emissions have been saved. Also, the sale of nets to Bureo creates an economic fund, which is used to execute socio-environmental projects in favor of the communities living in the area of influence. In 2022, we delivered a high-tech water dispenser called "Fresh Water" to the Eduardo Ferrick School, enabling the school children to have access to self-sustainable sterilized and purified water.



### Environmental Education in the Community

We encourage an environmental culture among those who live in our areas of influence through their active engagement in beach clean-up activities, contests for the World Environment Day, support for the Educca program, and training on waste segregation with the Coishco District Municipality.

## Social Development Programs

### I am an Austral volunteer

The Volunteer Committees in our plants, along with the employees and workers, carried out support activities in the most vulnerable areas around the production plants. Nineteen volunteers from the Coishco plant participated in the maintenance and painting of the classrooms at the Fe y Alegría School. Similarly, in Pisco, 20 volunteers built a playground and implemented green areas at the "Miguel Grau" Non-School-based Early Childhood Education Program (PRONOEI). In the case of Chancay, 20 volunteers repaired the playground and built a perimeter fence for the "4 de junio" PRONOEI. Finally, the employees and workers from the San Isidro headquarters made a food donation to cancer patients at the shelter Casa Hogar Jesús, José y María. Also, during the Christmas holidays, a gift-giving campaign was organized for children hospitalized in the city's hospitals.





## La Tiendita Austral ("Austral's Little Store")

This initiative aims to offer financial support to employees and workers and their families who suffer from any cancer-related illness or for burial expenses. This fund is financed through the sale of solidarity products to our own employees and workers. Moreover, at each plant, solidarity kiosks are set up where our employees, organized by areas, make breakfast to raise funds. In 2022, a total of 14 employees and workers received support for a total of PEN 36,000.

## Student Visits

In order to bring young people closer to the job market and share a deeper understanding of responsible and sustainable fishing practices in Peru, we organize tours for students from higher education institutes and universities within our facilities in Lima and our production plants. During the tour, young people can get a close look at how our operations are conducted and the technologies used in compliance with high environmental standards, and they can ask various questions related to their career plans. During 2022, we welcomed more than 50 young individuals from various higher education or university programs to our facilities.

# Our Social Management Actions as an Industry

We carry out social responsibility actions in collaboration with the fishing companies associated with the National Fisheries Society in the ports where we operate.

## APROChancay

In Chancay, we have a Producers Association, also known as APRO, which is composed of the companies CFG-Copeinca, Pesquera Centinela, Pesquera Caral, and Austral Group. AproChancay has 5 lines of action: environmental care, education, health, culture, and capacity building. The association also carries out activities related to community engagement in the district of Chancay. In the environmental care area, the "Yashay Compost" project should be highlighted. It aims to promote the protection of the Santa Rosa wetland by making organic compost using water cabbage from the wetland. In the field of education, sports workshops, recreational vacations, and the Baila y Exprésate ("Dance and Express Yourself") program have had an impact on more than 800

children in the district. In the health area, the impact of totally free of charge comprehensive health campaigns that resulted in over 13,000 medical attentions is noteworthy. In addition, the food donations for soup kitchens have ensured safe nutrition every 3 months, while the Armada de Hierro program for the district's children has led to an 80% reversal in iron deficiency anemia.

## Coishco Decentralized Committee

In the case of Coishco, we have a Decentralized Social Responsibility Committee, which is formed together with the companies Hayduk and Cantabria. In 2022, the committee continued to support COVID-19 vaccination efforts through communication campaigns on local radios. This body organized beach clean-up initiatives in the Coishco cove, assisted MINSA with snack donations and water pump repairwork, and implemented the Armada de Hierro program with 3 community kitchens in the district.





# GRI Content Index

GRI Standard	Content	Page	SDG	Global Compact	Omission
	2-1: Organizational details	10			
	2-2: Entities included in the organization's sustainability reporting	10			
	2-3: Reporting period, frequency and contact point	3			
	2-4: Restatements of information	-			This report does not contain any updated information for the reporting period.
	2-5: External assurance				Austral Group does not perform any external verification or audit of the Sustainability Report.
	2-6: Activities, value chain and other business relationships	10			
	2-7: Employees	42			
	2-8: Workers who are not employees	42			
	2-9: Governance structure and composition	18-19			
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GRI Standard	Content	Page	SDG	Global CompactI	Omission
	2-13: Delegation of responsibility for managing impacts	18			
	2-14: Role of the highest governance body in sustainability reporting	25			
	2-15: Conflicts of interest	22			
	2-16: Communication of critical concerns	23			
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