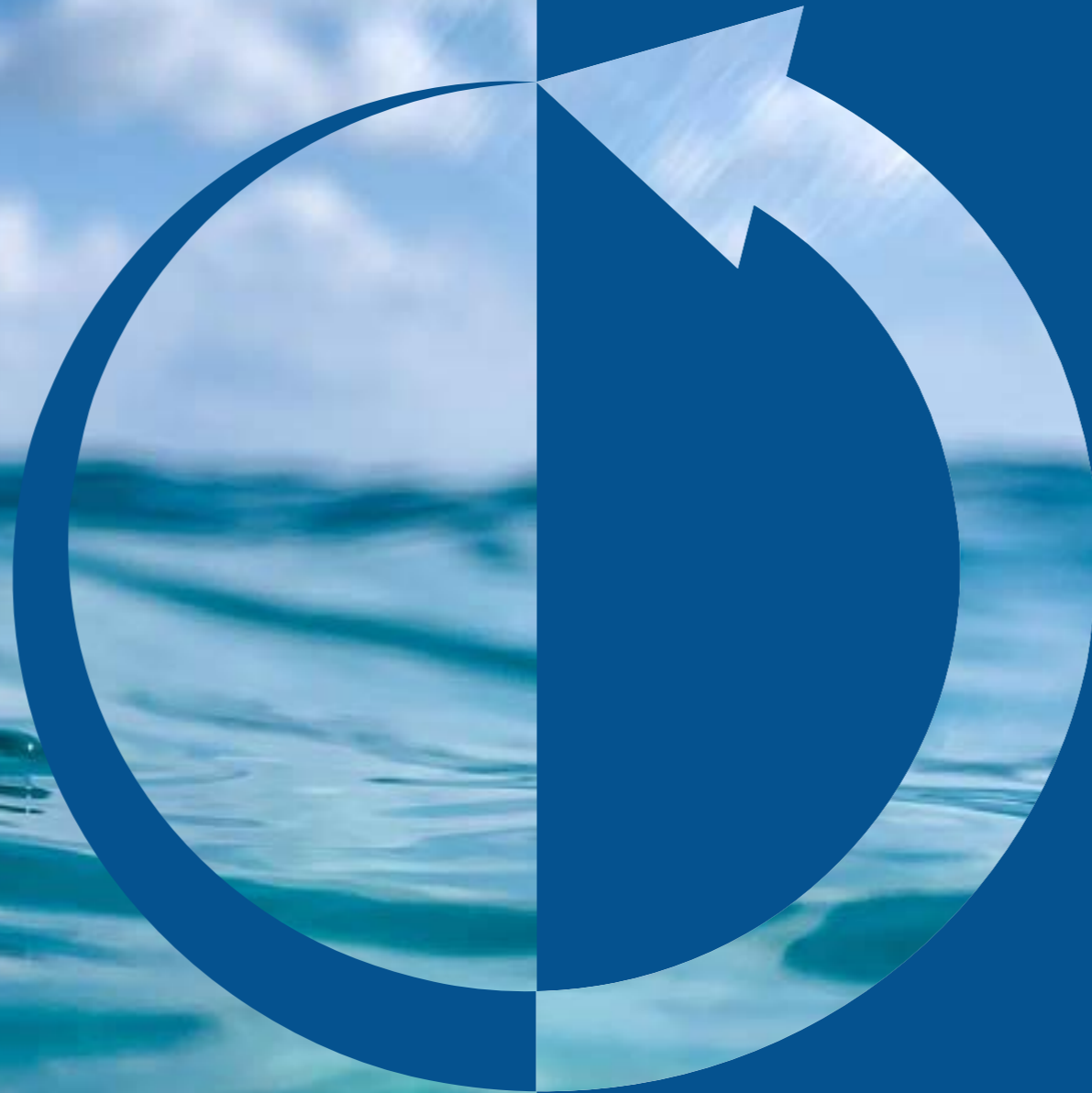




Austral Group
Austevoll Seafood Company



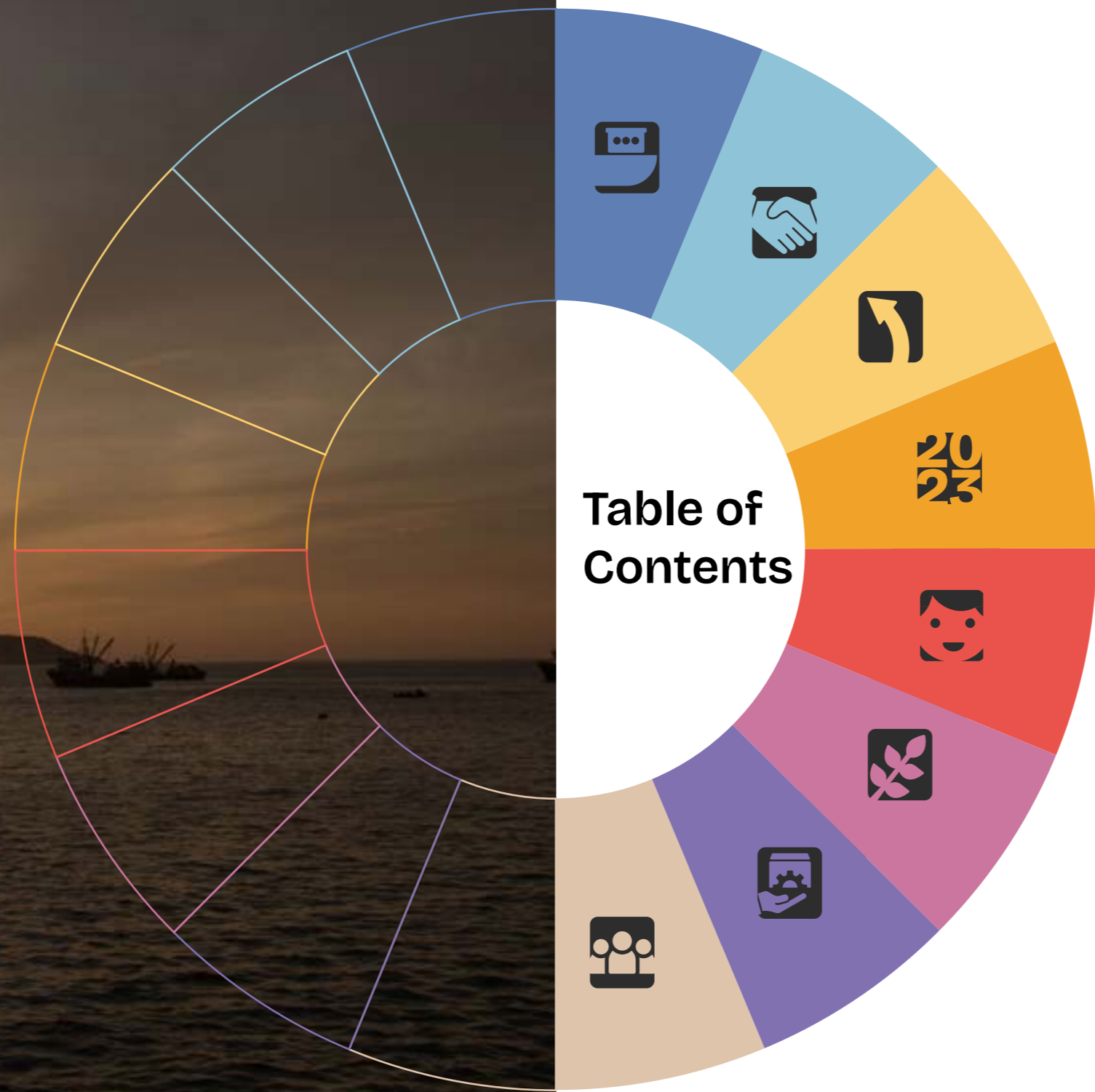
(GRI 2-3)

About this Report

This Sustainability Report has been prepared based on the 2021 update of the Global Reporting Initiative (GRI) standard. It shows the main economic and non-economic results obtained during the year 2023.

For questions about the information compiled in this report, please contact us through our social media or by email at comunicaciones@austral.com.pe.

   /Austral Group S.A.A.



Chapter 1	We represent Sustainable Peruvian Fishing	Pág. 2
Chapter 2	Responsible and transparent leadership	Pág. 3
Chapter 3	Our Commitment to Sustainability	Pág. 4
chapter 4	Operational Performance	Pág. 4
Chapter 5	Our people	Pág. 4
Chapter 6	Environment	Pág. 4
Chapter 7	Responsible Supply Chain	Pág. 4
Chapter 8	Social Management	Pág. 4
	Table of Contents	Pág. 4



Adriana Giudice

Austral Group's CEO

Dear Readers,

I would like to introduce you our 2023 Sustainability Report which contains information about our economic, social, and environmental performance.

2023 was extremely challenging for Peru, and particularly for the industrial fishing sector, due to the presence of El Niño phenomenon. The level of anchovy landings recorded during this year was the lowest in the past 25 years, 1998 was the last year with a lower landing level reached. This operational result was reflected in our financial statements. However, in Austral, we are quite optimistic about the future primarily due to two factors. The first is the healthy state of the anchovy biomass, and the second is our long-term vision for the industry, which guides all our decisions. In this very difficult year, with reduced operations, we focused on keeping our team prepared and always ready to seize fishing opportunities. We also continued to make all necessary investments to maintain our quality and excellence levels.

Based on the the Peruvian Marine Research Institute (IMARPE) recommendations, based on two exploratory fishing operations conducted in June and August 2023, the Ministry of Production (PRODUCE) decided to keep the first anchovy fishing season closed in the north-central zone. Biological and environmental conditions were not favorable for the development of extractive activities, as anchovies larger than the established minimum legal size had either moved to deeper waters or were very dispersed, leaving mainly smaller-sized specimens exposed. Moreover, the second fishing season in that area only began on October 21 with a quota of 1.68 million MT, which could not be fished in due to adverse weather conditions caused by El Niño, with a mere catch of 76%.

The situation in the southern coastal area was not positive either. The first season began with a national quota of 337,000 MT, only 8% was caught, and the start of a second season was not authorized.

Super Prime and Prime fishmeal quality was 65% (84% in 2022). This decrease was mainly due to the raw material landed characteristics, affected by weather conditions and the location of the resource, which was concentrated in the "Norte Chico" (El Callao, Supe, Vegueta, and Chancay). From there, we had to transport it to our plants in Pisco and Coishco, which increased the time prior to landing.

On the commercial side, Austral once again rates the national fishmeal exporter with

the best average FOB export pricing. Due to El Niño, our sales were much lower this year (36,816 MT) than the previous year (114,369 MT). Our largest fishmeal export destination was China (55%), followed by Ecuador (10%), Germany (9%) and Japan (6%), while for fish oil the main destinations were Norway (44%) and China (40%).

In terms of the Direct Human Consumption (DHC) business, the jack mackerel and mackerel quotas allocated by PRODUCE for industrial fishing were fully met. In 2023, Austral recorded 23,619 MT of landings of both species, an 88% increase from the year before. As a result, we were able to record 13,643 MT in frozen fish sales and 8,887 MT in fresh fish sales. As for prices, the international market for jack mackerel 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 (76%) and Nigeria (11%).

In terms of our occupational health and safety practices, in 2023, Austral cemented its position as the unique fishing company in this industry with an ISO 45001:2018 accreditation for its entire fishing fleet, production plants, and administrative headquarters.

Aligned with our Good Corporate Governance practices, the Board of Directors approved in 2023 the human rights policy and its risk matrix; the updated sustainable procurement policy, whose guidelines reaffirm our commitment to meeting environmental, social, and good corporate governance (ESG) standards; and the free competition policy, which reflects our respect and adherence to free competition regulations for the benefit of consumers, ensuring our commitment to fair competition across our operations and to refraining from engaging directly or indirectly in practices that restrict free competition in the market.

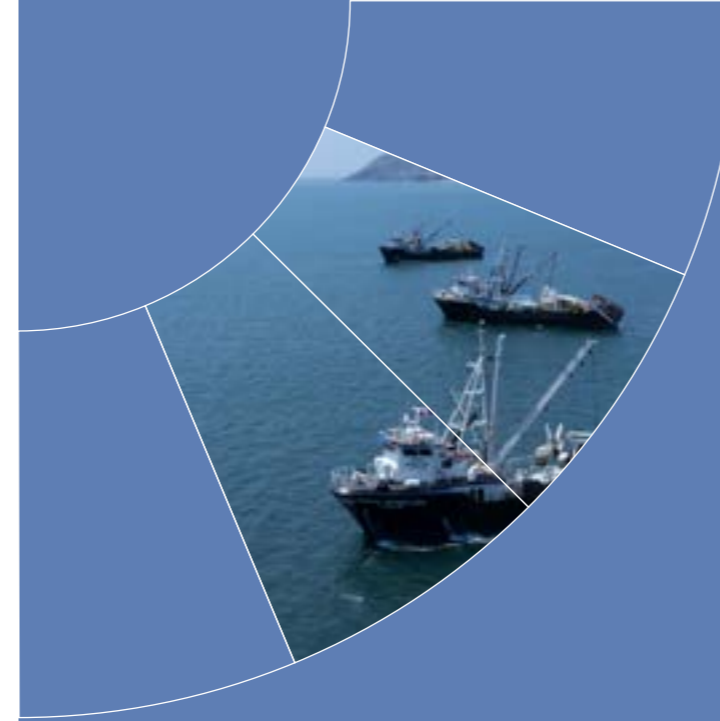
On the social front, our social responsibility plan continued positively impacting the populations of the ports where we operate. Through the Armada de Hierro ["Iron Navy"] program, we conducted nutritional assessments for more than 600 children in the areas of Coishco, Pisco, and Chancay. Additionally, we continued supporting the formalization of artisanal fishermen in these ports through Creciendo Juntos ["Growing Together"] program and creating opportunities for young people through the Tu Futuro ["Your Future"] program. This year we were able to implement green spaces in water-scarce locations by delivering the first Eco-School in the Ancash region, made possible by the Net Positiva ["Positive Net"] program. Additionally, Austral obtained the Authorized Economic Operator (AEO) Program Certification from SUNAT as an importer and exporter, with a view to promoting safe and dependable foreign trade; this certification, along with BASC, makes us a company with a strong supply chain that guarantees the security of foreign trade.

In addition, I would like to recognize our sustainable management with two other noteworthy accomplishments from the previous year: first, we became the first fishing company to receive the Perú Limpio ["Clean Peru"] Seal from the Ministry of the Environment, and second, we received the Sustainable Management Company Distinction awarded by Perú Sostenible for the ninth time, in recognition of our ESG management.

Finally, I invite you to read our Sustainability Report, 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.



**We represent
Sustainable
Peruvian
Fishing**

Vision

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

Key Success Factors

- Preparedness
- Work efficiently
- Lead with responsibility

Mision

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

Values

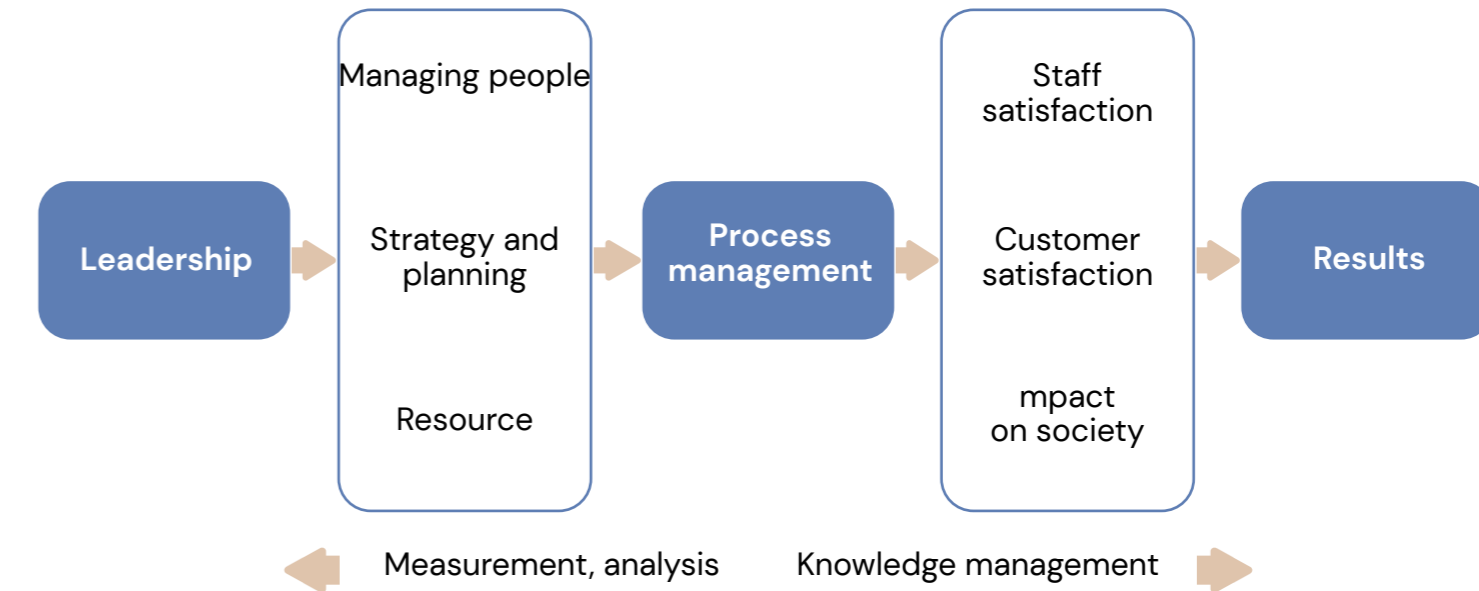
- We act with integrity
- We have a passion for excellence
- We treat everyone with respect
- We promote continuous learning
- We add more value as a team

We are a company dedicated to the catch, processing, and marketing of top quality Peruvian sea resources. We belong to the Norwegian group Austevoll Seafood ASA, a company with fishing operations across the world, in countries such as Chile, the United Kingdom, Ireland, Norway, and Denmark. It is also listed on the Oslo Stock Exchange. We have been operating in Peru for over 20 years, advancing formal employment and the development of the country. Our shares are listed on the Lima Stock Exchange.

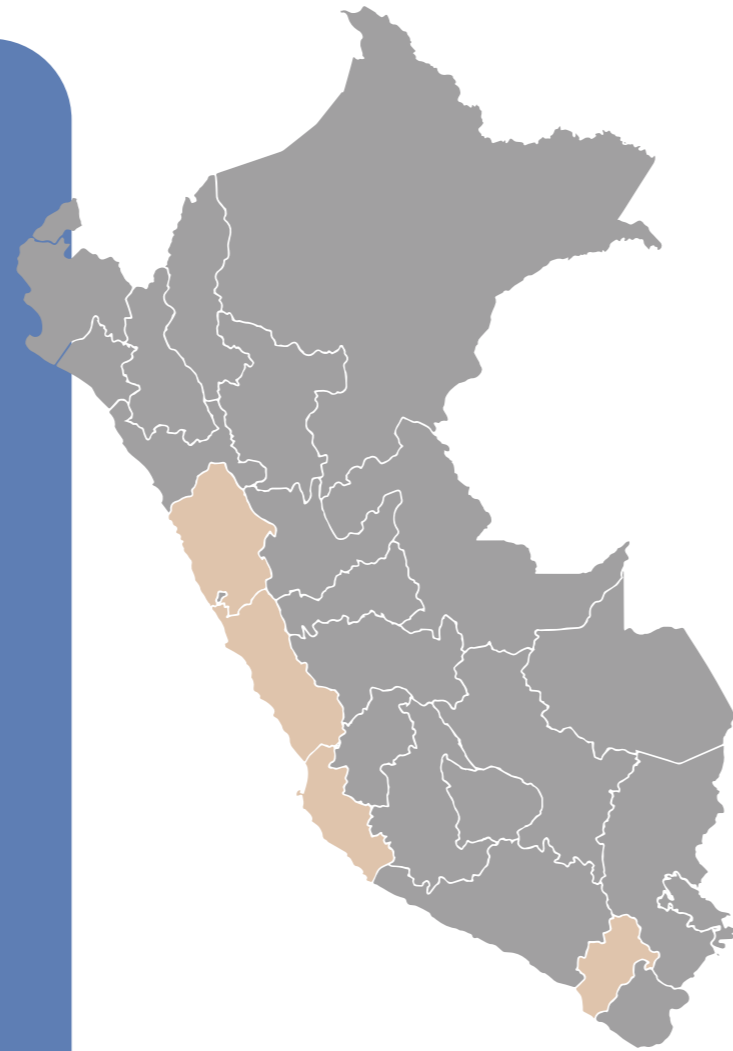
Our corporate identity reflects our dedication to a sustainable management system that is built on values and success factors to assure impact on all of our employees and workers, customers, suppliers, and other stakeholders.

Excelence Model

Our Excellence Model for Quality Management is based on EFQM standards.



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



We have four production plants located in the most important ports of the Peruvian coast. Our headquarters are located in Lima and we have a warehouse in El Callao.

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
Our Headquarters		
El Callao Warehouse		
Pisco Plant	Canned fish: 9,600 boxes per shift	Fishmeal: 120 MT per hour
Ilo Plant		Fishmeal: 100 MT per hour

*Canning plant in Coishco closed indefinitely

Fleet

We have a fishing fleet consisting of 18 vessels with a combined hold capacity of 10,137.27 m³, of which 12 are equipped with a refrigerated seawater (RSW) system. The RSW system helps maintain the cold chain from catch to landing, thus ensuring the quality of the resources processed in our plants.



VEA FV

Registration: CO-68005-PM
Hold Capacity: 1,000.00 m³
R.S.W: Si
License: : Anchovy, Jack mackerel
and mackerel



E/P Don Ole

Registration: CO-50608-PM
Hold Capacity: 1,080.20 m³
R.S.W: Si
License: : Anchovy, Jack mackerel
and mackerel



For further details about our fishing fleet, please [click here](#).



(GRI 3-3) (GRI 416-1)

Our Products

The adaptive management of anchovy fishing in Peru has been recognized as one of the best-managed fisheries in the world, according to the Food and Agriculture Organization (FAO). We implement responsible fishing initiatives from both the private and public sectors that ensure the sustainability of hydrobiological resources.

We ensure compliance with the regulatory requirements established by the National Fisheries Health Agency (SANIPES), the Codex Alimentarius, Peruvian legal regulations, technical and meteorological standards applicable to our products, and the specific requirements of our customers or destination markets. Similarly, through the Hazard Analysis and Critical Control Points (HACCP) system, we set up a monitoring and control system to identify risks associated with product safety throughout the entire process, from catch to final destination.

Fishmeal

We produce anchovy meal (Engraulis ringens) in Prime and Super Prime quality, which provides excellent nutritional value due to its high content of proteins, vitamins, and minerals. This fishmeal is used as the main ingredient in feed formulas primarily utilized

in aquaculture.

Fish oil

We produce anchovy oil (Engraulis ringens) with a high content of fatty acids (EPA and DHA) and Omega-3. All these properties make it a substantial ingredient in the nutraceutical and pharmaceutical industries.

Frozen fish

We process species such as Jack mackerel (Trachurus murphyi), mackerel (Scomber japonicus), and other high-quality species to produce frozen products, ensuring the cold chain is maintained until their final destination. At our Coishco facility, we have one of the largest and most advanced freezing plants in Peru, with a production capacity of 599.45 MT per day and 10,185 MT of storage chambers.

Fresh Fish

We offer the domestic market fresh and quality resources, such as Jack mackerel (Trachurus murphyi) and mackerel (Scomber japonicus). We use refrigerated and sanitized water in our Coishco and Pisco plants, thus guaranteeing fish safety.

Our product line is certified to ensure their quality and safety.

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)(GRI 304-2)

Responsible Fishing

The richness of the Peruvian sea lies in the variety of species that call it home. The presence of different species is made possible by the interaction of warm and cold water currents. One species that stands out is the anchovy (Engraulis ringens), which has a high level of essential amino acids and is therefore fundamental for the development of aquaculture products, balanced feed, and more.

Austral is strongly committed to protecting and preserving this resource. As stated in the Integrated Sustainable Management Policy: "We 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 implement various initiatives to safeguard the anchovy biomass along the coast and ensure its long-term sustainability.

Quota system

Since 2009, PRODUCE has established a fishing management system based on

Maximum Catch Limits per Vessel (MCLV), also known as quota system. By allocating a catch limit per season to each company's fleet, fishing and economic resources are efficiently allocated, an approach which prevented the infamous "Olympic race" that led to overfishing. This initiative is applied in other countries engaged in pelagic fishing and has been recognized as the most sustainable way of exploiting fishery resources by international organizations such as FAO, OECD, ECLAC, and the World Bank.

Protection of juveniles and self-imposed bans

National regulations establish minimum catch sizes and tolerance margins for smaller-sized specimens to ensure the reproduction and preservation of anchovy over time. Vessels are required to report their catches through electronic logbooks to PRODUCE so that this agency can restrict fishing in areas where smaller-sized species are reported in quantities exceeding the permitted limits. In the meantime, as a sign of its dedication to sustainability, the National Fisheries Society (SNP), which groups most industrial

fishing companies, has set up an additional monitoring system that has determined further temporary closures (self-imposed bans) for the same reason.

Salvamares Program

This initiative by SNP member companies seeks to support 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.



(GRI 2-28)

Associations

We continue to actively participate in a number of associations and institutions dedicated to the advancement of fishing and the nation. We seek to promote alliances to drive projects and initiatives for the benefit of all our stakeholders.



CONFIEP



Responsible and Transparent Leadership



Board of Directors

Austral Group's governance structure is composed of a General Shareholders' Meeting, a Board of Directors, and a Senior Management. Their function is to ensure the proper development of operations with an emphasis on efficiency, sustainability, and transparency.

(GRI 2-9) (GRI 2-10) (GRI 2-11)

Board of Directors

Austral Group's Board of Directors consists of five directors, all of whom have extensive expertise and experience in the fishing industry. The Board operates under regulations that establish criteria for selection, term of office, functions, powers, evaluations, and other aspects. Female participation on the Board of Directors is 40%.



Arne Møgster
Chairman of the Board



Britt Kathrine Drivenes
Regular Director



Gianfranco Castagnola
Regular Director



Helge Singelstad
Regular Director



María Jesús Hume
Regular Director



(GRI 2-12) (GRI 2-13)

Senior Management

The five members of the Senior Management team, 40% of whom are female, are responsible for ensuring that operations are developed in line with the Integrated Sustainable Management Policy. This team is led by Adriana Giudice, a lawyer with over 20 years of experience in the fishing industry.



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



(GRI 2-14)

Steering Committees

Corporate Governance Committee

The Corporate Governance Committee supports the Board of Directors in overseeing good governance practices, legal and regulatory compliance, and adherence to the code of conduct.

Members: 3
Meetings held in 2023: 3

Audit Committee

Its purpose is to support Board members in fulfilling their roles in financial reporting, internal control systems, and audit processes.

Members: 4
Meetings held in 2023: 4

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 good corporate governance.

Year of creation: 2021
Members: 12
Meetings held in 2023: 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.

Year of creation: 2021
Members: 7

Sexual Harassment Intervention Committee

This committee is responsible for handling reported sexual harassment complaints, overseeing the entire process from receiving reports 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

Year of creation: 2020
Members: 12 (6 workers' representatives and 6 employers' representatives)
Reports during 2023: 0

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

Ethics and Anti-Corruption

Ethical management

For Austral, preventing and reducing risks resulting from possible illegal actions by any member of the company starts with ethical management. Furthermore, as a component of our value chain, we promote, encourage, and demand ethical behavior from our suppliers. Our goal is for our business partners to demonstrate their commitment to Austral by conducting their operations and upholding policies and practices that are consistent with our ethical values. This will allow them to actively participate in Peru's transition toward sustainable development.

Our Ethics Committee is responsible for handling reports and potential breaches of our internal Code of Ethics and our Code of Ethics and Conduct for Suppliers, which lay out the core values of this management. This committee keeps an eye on compliance indicators and takes corrective action when circumstances arise that violate the company's ethical standards.

Anti-corruption

Effective corporate governance standards are crucial for Austral as they provide transparency, ethics, and risk management in its operations. These practices also act as a foundation and guidance for Austral's compliance with its commitments to the company and its stakeholders. Fighting corruption is essential because it undermines trust in institutions, causes instability, and has a major negative impact on the development of society. The Crime Prevention Model, the Corporate Compliance Policy, the Anti-Corruption and Prevention of Money Laundering and Financing of Terrorism Policy, the Code of Ethics, and the Code of Ethics and Conduct for Suppliers of Austral are all contained within the scope of this management. We have a risk matrix, action plans, and mitigation measures.

We have conducted a corruption risk assessment for the following processes:

- Relations with public officials
- Donations and sponsorships

- Transportation and logistics safety chain
 - Supplier management
 - Purchase of raw materials from fishing vessel owners
 - Selection of employees for critical processes
 - Employee management
- In addition, awareness campaigns have been conducted with employees and workers, suppliers, and other stakeholders, as well as social media campaigns. Ninety percent of the workforce received training on Ethical Compliance, while ninety-eight percent received training on the Code of Ethics and Conduct for Suppliers.





(GRI 2-16) (GRI 2-25)(GRI 2-26)

Ethics Hotline

The Ethics Hotline is a secure mechanism for reporting ethical violations within the scope of the company's activities. The Ethics Hotline ensures a confidential, professional and non-retaliatory approach to whistleblowers.

Similarly, the Ethics Hotline facilitates the reporting of acts of sexual harassment, gender discrimination, and violations of human rights and decent working conditions. This system is available to employees and workers, as well as customers, suppliers, communities within the areas of influence, and the general public, via email and WhatsApp. Access is also possible through Austral's website.

During 2023, a total of 24 reports were submitted through this channel, of which 8 were declared unfounded. Of the 16 reports that were declared well-founded, 100% have been addressed and closed.

Types of reports:

- Human rights related to labor claims: 5
- Occupational safety and health: 1
- Non-compliance with policies: 4
- Theft: 1
- Fraud: 3
- Conflict of interest: 2
- Unfounded: 8

Source of origin:

- Our employees: 9
- Customers and suppliers: 13
- Community: 2

During 2023, no reports of Unfair Competition or violations of the Personal Data Protection Law were recorded.

Submit reports safely and anonymously:

✉ valores@austral.com.pe

📞 946 020 784

App: <https://etica.ext.austral.com.pe>



Our Commitment to Sustainability



(GRI 2-1) (GRI 2-22) (GRI 2-23) (GRI 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 seeks to impact.

In 2023, the Sustainability Committee presented an update of this policy with the aim of reinforcing commitments in the areas of Human Rights, Sustainable Procurement, Ethics, and product transparency and traceability.

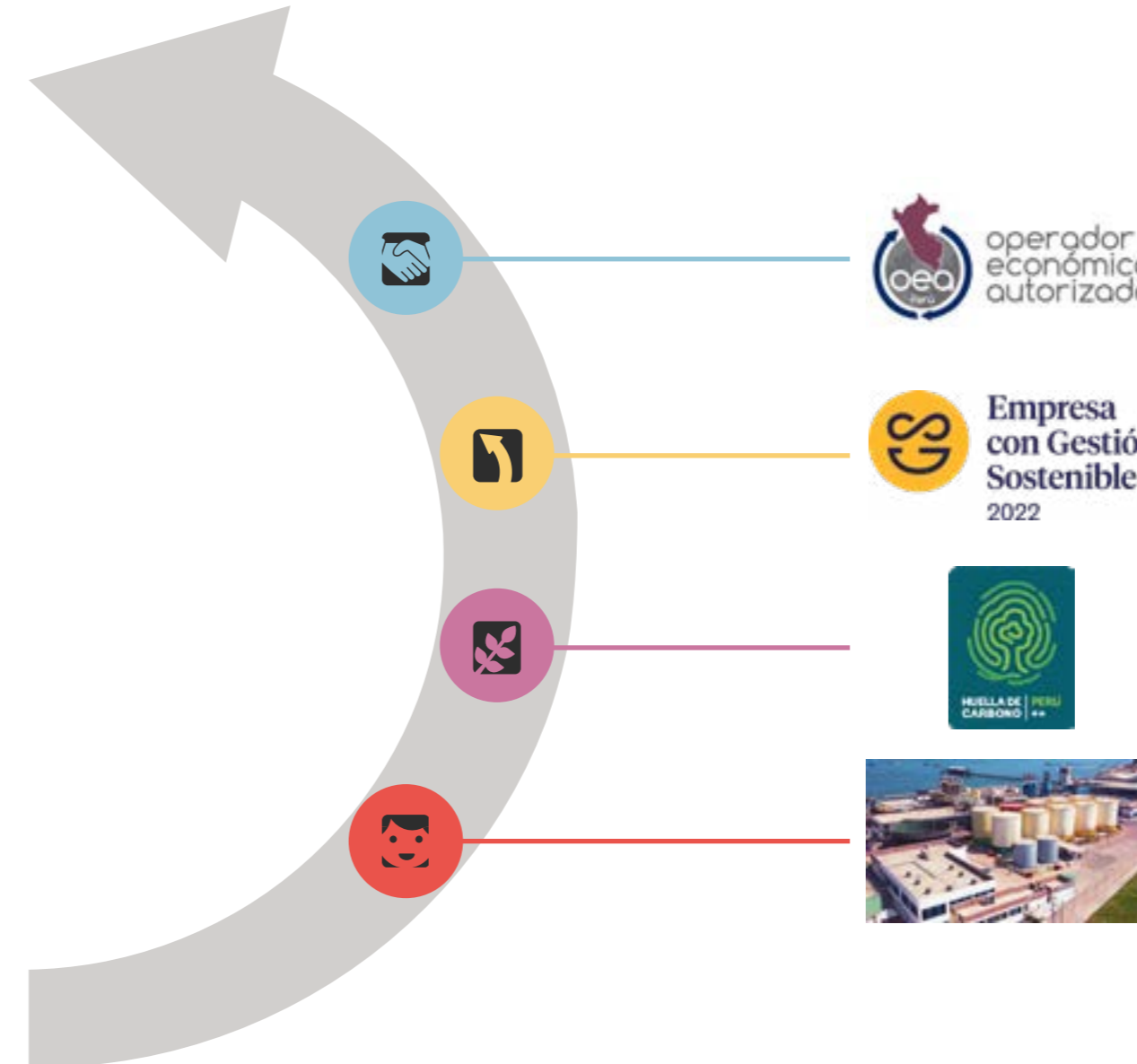
Global Compact

We have been signatories to the United Nations Global Compact since 2012. This initiative, which brings together thousands of companies worldwide, is a reflection of Austral'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, member companies prepare a Progress Report, in which they present the progress made and actions taken during the year in question with respect to compliance with the 10 Principles. Read the latest Austral Progress Report at: <https://unglobalcompact.org/what-is-gc/participants/18268-Austral-Group-SAA>



Milestones for 2023



Authorized Economic Operator (AEO) Certification



Sustainable Management Company Seal



Second Star in the Huella de Carbono Perú ("Carbon Footprint Peru") platform



ISO 45001 certification in all our plants, administrative offices, and fishing fleet

Innovation

Hazte una Pez Suggestion Program

With the help of this program, we hope to gather and promote innovative ideas from our operational workforce in order to identify areas where we may improve our operations efficiency and effectiveness and generate savings or money. Hazte una Pez initiatives that are accepted and put into action are rewarded with financial incentives and public acknowledgment for their contributions.

In 2023, 28 new suggestions were made, bringing the total number of accepted and authorized proposals to 174, of which 91 were approved. Taking into account the first year of implementation, this represents an actual economic benefit of almost USD 940,000. The implemented suggestions address effective solutions in a number of areas, such as raw material recovery, process optimization, energy savings, water recovery, effluents, and raw material quality optimization.

In July 2023, we also launched the Hazte una Pez Plus (HUP+) program. Its goal is to recognize operational-level employees and workers for initiatives that successfully

implement rapid improvements, i.e., those that are executed in short periods and at a low cost of investment. At year-end, we identified six HUP+ improvements in the control modules, TPM cards, concentrate dosing, and other areas.

5S System

In 2023, the 5S System, that focuses on order and cleanliness, was implemented in our production plants. Originating in Japan, this approach seeks to create a cultural change through discipline, motivation, training, and awareness of continuous improvement and operational excellence.

Los 5 principios son:

- The five principles are:
- Classification
- Order
- Cleanliness
- Standardization
- Discipline

This system has been installed in 68% of the production and administrative areas of the Chancay plant this year. In the case of the Pisco plant, 50% of the areas initially delimited for this initiative have successfully implemented it.

Operator’s Manual (OM)

A training program known as the Operator’s Manual was developed in 2018 at our Coishco plant and has since been used with great success in all of our fishmeal and fish oil plants. The aim of this initiative is to train our operators on the best practices of the production process through a training platform that is always available and updated. The dissemination of these manuals occurs over the course of a week during which operators engage with other areas and share experiences in a setting that is perfect for the emergence of proposals for innovation and improvement, always in the pursuit of operational excellence. In 2023, the following manuals were updated and disseminated.

- Oil Room” and “Steam Boilers” at Coishco
- Reception and Storage of Raw Material,” “Oil Plant,” and “Cooking and Pressing” in Chancay
- “Steam and Hot Air Dryers” in Pisco

(GRI 2-29)

Stakeholders

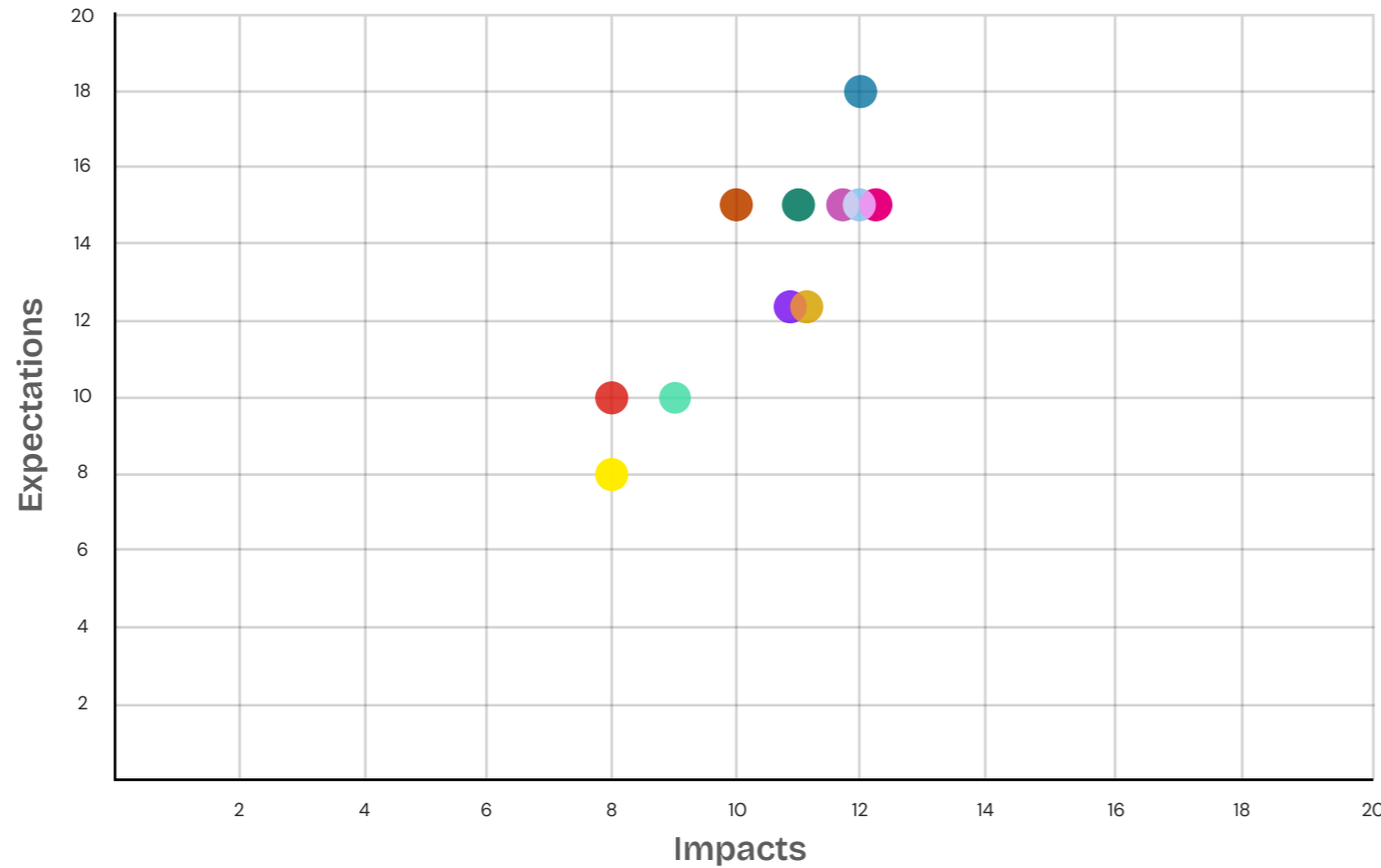
As part of its operations, Austral identifies the main stakeholders it interacts with in order to determine any potential effects the organization may have on them and vice versa. Thus, the company currently has 10 stakeholders, with whom it has defined a relationship and identified communication channels to keep them informed and listen to their inquiries or demands.

Stakeholders	Relationship	Communication channels
Customers	Companies that purchase the products we market.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • External communication materials • Sustainability newsletters • SSIndex Survey
Our employees	People with whom we have a contractual relationship for performing tasks within the company.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • NotiAustral • Internal communication materials
Shipowners	Raw material suppliers	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • Sustainability newsletters • Workshops
Suppliers	Suppliers of products and services for the running of operations.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • External communication materials • Boletines de sostenibilidad • Talleres • Encuesta SSIndex
Community	People and organizations located in our areas of influence: Coishco, Chancay, Pisco and Ilo.	<ul style="list-style-type: none"> • 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 the separation of powers.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • SSIndex Survey • Round table discussions
Our shareholders	An individual or legal entity that owns one or more shares in the company's stock.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media
Guilds	Business groups with whom common goals are shared.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • Workshops
Media	National and local media with whom press releases, interviews, and informative meetings are conducted.	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media • External communication materials • Round table discussions
NGOs	Non-profit civil society organizations	<ul style="list-style-type: none"> • Sustainability Report • Website • Social media

Materiality

We have undertaken a materiality process to identify and prioritize the issues that affect the company internally, as well as the economy, the environment, and society at large. During 2023, the Sustainability Committee provided an update on the material issues outlined below.

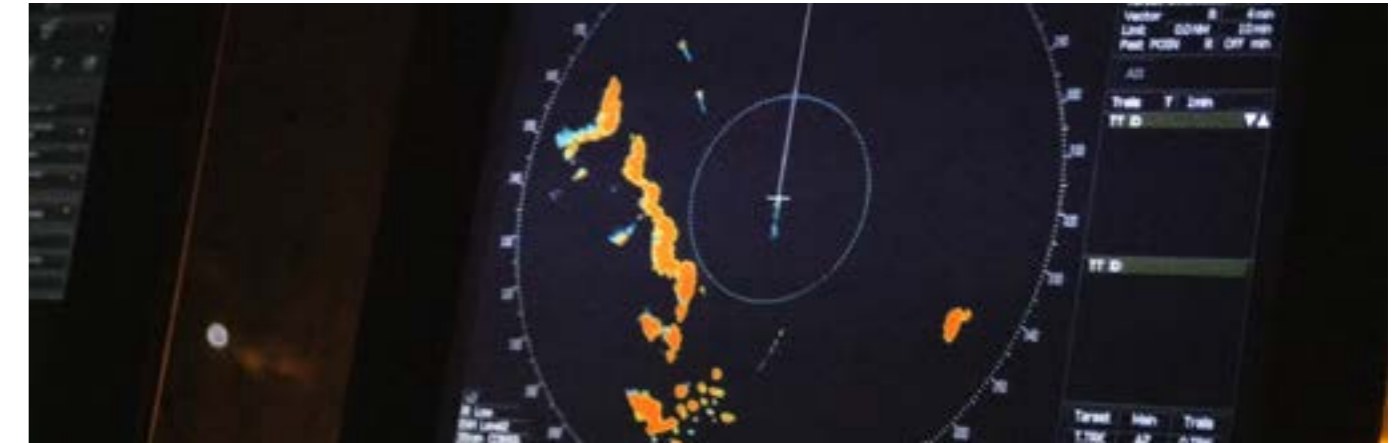
- Sustainability of hydrobiological resources
- Management of environmental practices
- Product quality
- Community development
- Occupational welfare, health and safety
- Employment management and human rights
- Climate change
- Good corporate governance and anti-corruption
- Supplier and shipowner development
- Digital transformation and innovation
- Gender equity and diversity



Digital Transformation

Austral's digital transformation involves the application of digital technologies in all aspects of logistics and fishing operations. Austral values this digital transformation process since it enables us to create initiatives to:

- Improve efficiency and productivity.
- Increase competitiveness.
- Improve internal and external customer experience.
- Innovate.



Positive impacts

- Encouraging cooperation and communication among employees and workers to create an organizational culture that is more engaging.
- Ensuring process automation to enhance data management and decision-making.

Challenges

- Adjustment of all employees and workers to new technologies and processes.
- Enhancing cybersecurity

2023 Results

1

Creation of a Digital Transformation Committee with members drawn from Human Resources, Organizational Auditing, Operational Auditing, Continuous Improvement and Information Technology.

2

Mapping of 102 initiatives and 89 approved projects

3

26 projects completed and 36 in progress.



Certifications

At Austral, we have 10 valid certifications in quality, occupational safety and health, food safety, environmental management, sustainability, and security of the logistics chain.

Quality Management



ISO 9001:2015 Quality management systems. It allows us to control and continuously improve our processes in order to meet the needs and expectations of our customers. It includes the fishmeal and fish oil plants, as well as the Headquarters.

Human Resources Management



ISO 45001:2018 Occupational safety and health management system. It allows us to provide adequate working conditions by managing and reducing occupational risk levels. It includes the

fishmeal, fish oil and frozen fish plants, as well as the fishing fleet.



Good Labor Practices - Good Employers Association (ABE). Certification awarded by the American Chamber of Commerce evidencing Austral's good practices with its employees and workers.

Food Safety Management



Food quality and safety FEMAS. We produce fishmeal and fish oil for animal consumption with the quality and safety standards required by important markets such as the European. It includes the fishmeal and fish oil plants, as well as the Headquarters



20
23

Operational Performance

Economic Performance

We understand that a key component of the company's sustainability is our strong financial position. Our economic performance is measured based on the sales value of finished products from the processing of raw materials obtained by our fleet and third-party fleets. It should be noted that our quarterly and annual financial statements have been published before the Superintendency of the Securities Market.

Three main economic risks have been identified:

- 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

Direct economic value generated	US\$ 100 M
Economic value distributed	US\$ 145 M
Suppliers	US\$ 120 M
Employees	US\$ 18 M
Capital providers	US\$ 6 M
The government	US\$ 1 M
Net Income	- US\$ 45 M



ISO 4001:2015 Environmental management system. It allows us to improve our environmental performance by controlling the impacts of our activities, products and services. It includes the fishmeal and fish oil plants, the fishing fleet, as well as the Headquarters.



Global Responsible Sourcing Standard - MarinTrust. Garantizamos que nuestroWe guarantee that our products come from responsible and authorized fisheries, in accordance with good manufacturing practices and in compliance with legal requirements. It includes the fishmeal and fish oil plants.



Sustainable fisheries management and chain of custody - Friend of the Sea. We control the catch, processing and chain of custody of anchovy products under a sustainable approach, by employing fishing methods that have no adverse effects on the Peruvian sea. It includes the fishmeal and fish oil plants, as well as the fishing fleet.



Stakeholder Sustainable Index (SSINDEX). We value the opinions of our main stakeholders about our sustainable management. Customers, suppliers, employees and workers, authorities and the local community are all included.

Supply Chain Security Management



Sustainable fisheries management and chain of custody - Friend of the Sea. We control the catch, processing and chain of custody of anchovy products under a sustainable approach, by employing fishing methods that have no adverse effects on the Peruvian sea. It includes the fishmeal and fish oil plants, as well as the fishing fleet.



Authorized Economic Operator (AEO) Certification - SUNAT. We ensure that the customs authorities can rely on our financial and tax history, our compliance model, and the supply chain security system, which streamlines controls and procedures in foreign trade. It covers all plants and the Headquarters, in terms of both import and export activities.





Ocean Conditions and Biomass Status

2023 has been regarded as one of the hardest years for Peruvian industrial fishing. The sea temperature has remained several degrees above average due to the steady influx of Kelvin waves to the coast, the warming brought on by El Niño, and the weakening of the South Pacific anticyclone. The rise in sea temperature has caused the anchovy biomass to migrate to coastal areas that are off-limits to fishing, or to deep areas, which has made operations more challenging.

In light of the aforementioned anomalies, IMARPE conducted three research excursions this year with the assistance of the industrial fishing industry to study the oceanographic and biological conditions of anchovy and other pelagic species. Before the first north-central season began, two exploratory fishing operations were approved based on the data gathered. Since this was an atypical year, there were two exploratory fishing operations during this season, one from June 3 to 7 and the other from August 3 to 12. Merely 17% of the national quota and 11% of the Austral quota were captured during the exploratory fishing operations

Due to the late start of the second fishing season and the challenging anchovy catch,

PRODUCE's national catch quota for this season was not met. Only 75.55% of the 1,682,000 MT authorized national quota was caught, while Austral reached 73.4% of its quota.

The South Pacific Regional Fisheries Management Organisation (SPRFMO) set a quota for Jack mackerel fishing in international waters, and in 2023, Austral's fleet took part in this fishing operation for the first time. This activity was carried out in the second half of the year, and Peru was able to successfully catch 100% of its allotted quota.

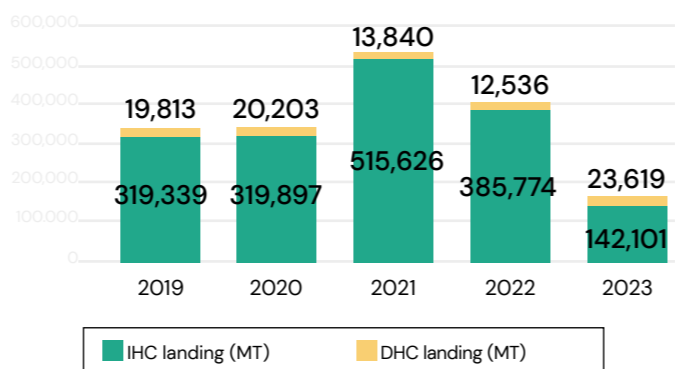
Landings

In 2023, Austral Group reported total landings of 165,720 MT for its own and third-party fleets under the DHC and IHC business lines. The primary reason for the 58% decrease in landing compared to 2022 is the non-approval of the first North-Central season's commencement.

In terms of the IHC industry, the total amount of anchovy landings nationwide was 1,971,063 MT, with 142,101 MT, or 7.2%, landing in Austral's plants. As for the DHC business, Austral

landed 23,619 MT, about double as much as the previous year.

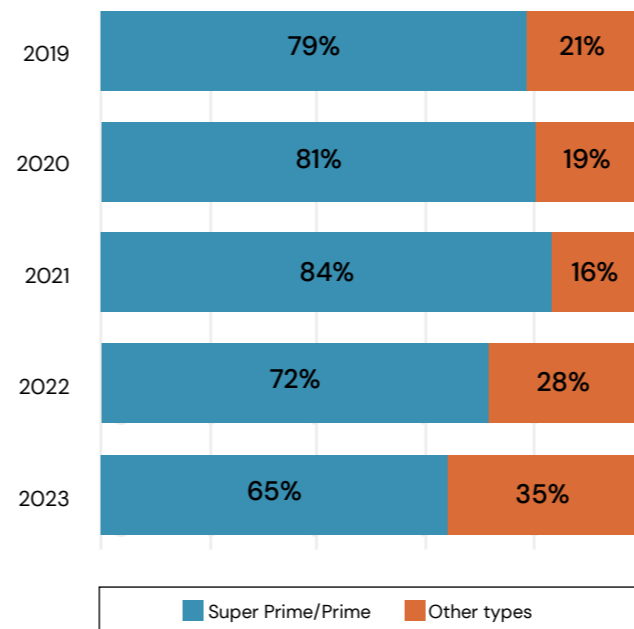
Landings of hydrobiological resources by destination (MT)



Production

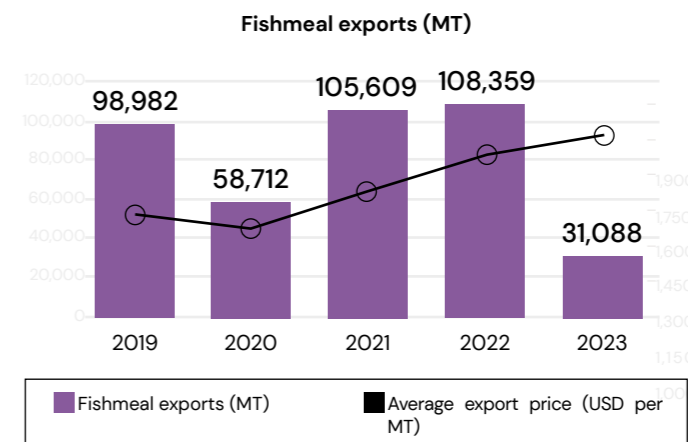
Production decreased by 64% from the previous year to 32,587 MT of fishmeal in 2023. In terms of fishmeal quality, 65% was classified as Prime and Super Prime. Fish oil production reached 955 MT, 89% less than the year before. The primary causes of these outcomes were the previously discussed climatic conditions, the properties of the raw material, and its location.

Fishmeal according to sale quality



Fishmeal sales reached 538,445 MT nationwide, with an average price of USD 1,719.31 per MT. Eighty-four percent of Austral's sales volume came from its fishmeal sales, with an average price of USD 1,742.77—USD 4% more than the year before. China accounted for 55% of sales, followed by Ecuador (10%), Germany (9%), and Japan (6%).

Fish oil sales to the international market amounted to 17,773 MT nationwide, with an

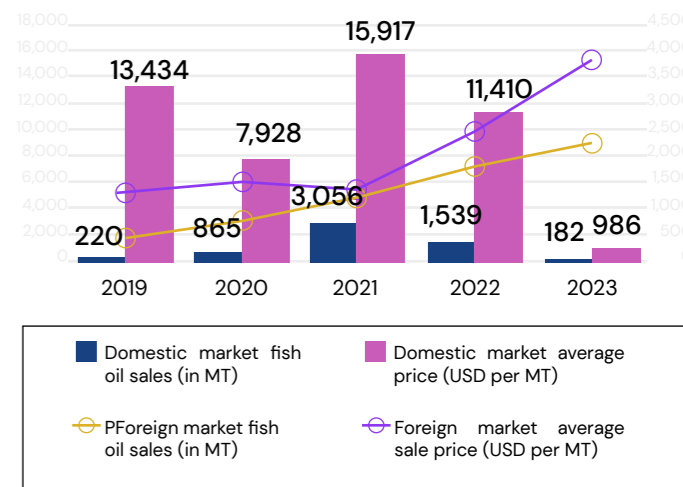


average price of USD 5,344.01 per MT. Austral sold only 986 MT of fish oil (91% less than the previous year), at an average price of USD 5,590.16 (51% more than the previous year). China accounted for 40% and Norway

for 44% of the fish oil exports.

Austral recorded sales of frozen fish for 13,643 MT in 2023, a 36% increase over 2022 sales. The main destination for frozen products was export, which accounted for 97% of sales. The main species sold were

Fish oil sales by destination



Jack mackerel, mackerel and bonito. Sales for the canning industry to the domestic market totaled 450 MT. The strong demand for frozen pelagics from Africa in 2023 helped to maintain consistent export prices for both Jack mackerel and mackerel on the

global market. Our main export destinations included countries such as Ivory Coast (76%) and Nigeria (11%). In the case of fresh fish for Direct Human Consumption, 8,887 MT of jack mackerel and mackerel were sold. Our main customers were the canning industry in Chimbote and the freezing plants in Tambo de Mora and El Callao.



**Our
people**



(GRI 2-7) (GRI 2-8)

Team Composition

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 Good Employers Association (ABE).

	Employees		Permanent Workers		Temporary Workers		Interns	
	F	M	F	M	F	M	F	M
Callao	0	17	-	-	-	-	0	1
Chancay	8	28	0	43	0	94	4	4
Coishco	17	77	3	97	240	189	3	8
Ilo	7	21	0	44	0	0	3	2
Lima	68	74	-	-	0	1	14	25
Pisco	7	34	2	50	0	36	2	3
TOTAL	107	251	5	234	240	320	26	43

	Permanent Crew Members		Temporary Crew Members	
	F	M	F	M
	0	334	0	26

(GRI 401-1)

Attracting and Retaining

Our Attraction and Retention Model combines the need of selecting the best employees, perfectly matching the position, the individual's competencies, and the corporate culture, while providing employees and workers with competitive pay and opportunities for professional growth that align with their goals and expectations.

Our model consists of five factors:

- Communication
- Leadership
- Selection and development
- Compensation
- Work-life integration

Selection Processes

We believe it is essential to draw in and keep employees and workers who have a strong sense of commitment. For this reason, our model suggests that selection processes begin with an examination of the job profile, the candidate's unique qualities, and the corporate culture, in order to produce the best possible fit between these three components.

We examine the type of recruitment—

internal or external talent—before initiating the Selection Process.

- Internal Talent seeks to fill positions with company employees and workers, thus encouraging their professional development.
- External recruitment aims to fill open positions with non-company personnel, bringing fresh perspectives and innovative methods to the table and enhancing the organization's expertise.



Following the establishment of the recruitment process, we go on to the selection phase, during which we assess each candidate in an effort to identify the best fit for the open job. A number of recruitment and selection strategies enable us to screen candidates and identify those that sufficiently match the organization's profile requirements and align with Austral's corporate culture, which is necessary for this process to be completed successfully.

The process comes to a close with the induction phase, which gives new hires pertinent information about the company to facilitate their adjustment and help them commit to the company. It also helps them better understand the corporate culture, the demands of their position, and the tasks at hand.

In 2023, there were a total of 24 new hires, 38% of whom were women, a 12% increase from the year before. Moreover, there were 25 employment terminations in all throughout the year.





Development Programs

We believe that creating suitable strategies for growth and development is a good way to retain employees and workers dedicated to the company.

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 personnel under their supervision. There are three stages to the program:

- The “leader evaluation,” in which team members assess the leader’s numerous competencies.
- A feedback process that highlights strengths and identifies opportunities for growth is used to communicate the findings to each employee or worker, one-on-one, in a trusting environment.
- Based on the evaluation results, a training plan is created with the goal of improving the competencies that received lower scores.

During 2023, personnel on board the fleet were involved in this initiative. There were 65 participants in all, including captains, second

skippers and engine drivers. This group’s leadership and management received a satisfaction score of 77.55%.

Internal Talent Program

We believe in the talent of our workforce. Therefore, we give them the chance to advance their knowledge and abilities within the organization by letting them participate in internal selection processes that adhere to the standards outlined in the current Recruitment and Selection Procedure. To apply for this program, employees and workers must have a minimum of two years of experience in their current position and must inform their manager of their desire to participate in the program. Through this initiative, two positions were filled and six interns and temporary workers were hired as permanent employees in 2023.

Remando Juntos (“Rowing Together”) Program

This program aims to identify the main needs and the level of vulnerability of our workforce and their families, so that initiatives can be designed to improve their quality of life. Du-

ring 2022, we conducted a comprehensive survey for all our personnel to gather information on five areas: education, support networks, health, housing, and employment. The survey’s results allowed for the creation of an action plan for 2023, which included the following initiatives:

- Talks on drug use for employees and workers, as well as their spouses and children
- Talk on nutrition for employees and workers, as well as their spouses and children
- Talks on domestic abuse for employees and workers, as well as their spouses
- Personal finance talk for employees and workers
- Awareness-raising campaign based on information presented in the talks
- Individualized financial advice for employees and workers
- Psychological therapy for employees and workers
- Speech therapy for children of employees and workers with disabilities
- Internal Armada de Hierro Program

Similarly, some of the benefits offered by the company have matched the needs identified

(GRI 404-1) (GRI 404-2)

Training

in the results quite well. These include the following:

- Austral Scholarship (children of employees and workers)
- Austral Plus Scholarship (children of employees and workers)
- Support for studying English



At Austral, we are committed to providing our employees and workers with the tools they need to achieve their professional and personal goals. Through the annual training plan, the company aims to ensure that employees and workers learn or reaffirm specific topics and receive appropriate training. Our training plan aims to provide employees and workers with the necessary tools to increase their knowledge and improve their skills, attitudes and behaviors to advance in their personal and professional lives. Employees and workers see the company’s interest for their development, which in turn inspires them to increase their performance and commitment levels.

A variety of in-person and virtual training events were held in 2023, mostly during the closed fishing seasons. The Austral Campus is utilized for virtual regulatory training, giving employees and workers more freedom to access the course at their convenience and from a computer or mobile device.

To support the development of their teams, we rely on head officers to actively participate in the planning of training in their respective work areas.

The main focus of the 2023 training sessions

were lines of action such as operations, ethics, risk prevention, sustainability, soft skills, and occupational health. With an investment of USD 298,427, we trained 97% of our employees and workers this year, exemplifying the company’s and its workforce commitment to their professional and personal growth.

2023 Results		
Trained employees	Investment	Total man-hours of training
997	US\$ 298,427	36,403

NB: 95% of the workforce received training on the Human Rights Policy guidelines.





Training Programs

Programs have been created for different groups in addition to the training plan to offer more direct support for their professional and family growth.

Multifunctionality: This program is aimed at enhancing the professional and personal growth of employees and workers, as well as seeking efficiencies and improvement in the production process. We create a training plan that enables them to perform other functions and/or roles, while learning new tasks not specified in the job description and raising their employability.

This program is based on five different forms of multifunctionality. The training plans may be created in the same area, a different area, at a level higher or lower than the present one, or in relation to certain tasks or activities. At the end of 2023, we had 37% of employees and workers with multiple skills, an 11% increase compared to 2022.

Industrial Work Training National Service (SENATI) courses. As a SENATI-contributing company, we provide beneficiaries with advantage of virtual courses so that they can hone or expand their technical and soft

skills in a variety of interest areas based on their availability and preferences. Some of the areas covered include personal development, information technology, administrative management, mechanics, and safety and health in the workplace.

Training benefits

As part of our commitment to the education and development of our workers, Austral has a number of arrangements with various educational institutions through which we provide a range of discounts, thus encouraging continuing education.

We also provide financial assistance to our employees and workers who wish to pursue undergraduate or graduate studies. In 2023, 15 of our employees pursued undergraduate studies, while 5 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.

Depending on the educational center, the

discounts are available to the immediate family members of employees and workers.

(GRI 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 to 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 significant challenges posed by our industry. However, each year, we aim to create new programs and initiatives that have a greater impact.

The Equity and Diversity Committee has successfully implemented various activities included in the Annual Plan. First and foremost, women's participation in the various selection process is part of our commitment to equity in the Selection and Hiring Procedure.

Additionally, we held awareness talks for all

of our employees and workers as part of the 3rd Equity and Diversity Week, helping them to internalize various elements that support an inclusive corporate culture of equity and respect.

In order to increase the number of female students and graduates in our labor pool, we continue to partner with higher education institutions and universities. One such partnership is the Project Development Program offered by the Universidad de Ingeniería y Tecnología (UTE), which involves female engineering students and aims to develop specific projects in our operational areas.

During 2023, we had seven employees/workers 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.

Employees	Female	Male
Employees	30%	70%
Workers	2%	98%
Crew	0%	100%

Employees	<30	30 - 50	>50
Employees	14.7%	59.61%	25.63%
Workers	8.37%	59%	32.64%
Crew members	0.57%	50.57%	48.86%
Temporary workers	36%	56.66%	7.32%



Benefits

Health plans

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

- Health Care Provider (EPS) insurance: 75% payout for workers and employees. Spouses and children are eligible for a 55% payout.
- Cancer insurance: 100% payout for employees and workers.
- Collective Medical Insurance (AMC): In response to the COVID-19 pandemic, our employees and workers without any other private insurance were able to enroll in this fully free insurance, which was set to last through 2023.

Loans

- Administrative loan: given out every year in February to help our employees and workers cover school or university enrollment expenses. The loan can be repaid in two or ten installments, carries no interest, and can cover up to half a salary.
- Training loans: their aim is to help employees

and workers pay for undergraduate and graduate study expenses in line with their career path. This loan is being provided in compliance with Austral's Training Policy.

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. There are two kinds of scholarships available:

- Austral Plus Scholarship: Support covering 100% of tuition fees up to a maximum of two Tax Reference Units (UIT) per semester. It applies to those students who placed first in their class from their third through fifth years of high school.
- Austral Scholarship: Support covering 50% of tuition fees up to a maximum of one Tax Reference Unit (UIT) per semester.

It applies to those students who placed in the top 3 positions in their class from their third through fifth years of high school.

During 2023, we provided these scholarships to nine young individuals.

Language classes

For the benefit of our workers and employees, we sponsor elementary and intermediate language classes and provide books and resources for their children who are studying technical or higher education programs and must pass a foreign language exam in order to obtain a bachelor's degree.

SENATI sponsorship

We provide a technical career sponsorship program for the sons and daughters of our employees and workers. This benefit lasts until the study program is completed. We offer medical insurance against accidents, internships at Austral in the relevant field, and monthly tuition waivers. In 2023, seven

children of employees and workers received this benefit.

De Vuelta al Cole ("Back to School") Program

This program offers school supplies and integration activities to support employees and workers with school-aged children before the school year begins.

Bonuses

We grant a variable corporate bonus to all our employees and workers based on the company's sales and profit results. In addition, workers who willingly assist in plants where they are not assigned are given a support bonus. Based on the outcomes of the two seasons in the north-central area of the previous year, we also offer a bonus to the onboard personnel.

Transportation

We offer transportation from the production plants to locations close to the homes of our employees and workers.

Food

During production and closed seasons, all meals are provided to employees and workers at our production plants.





Climate and Culture

Along with our HR initiatives, we host a variety of team-building and celebratory events to further our corporate culture and create a healthy work environment.

In terms of integration activities, we introduced the Austral Club activity in all company venues during the closed season of 2023. This activity aims to create an environment for healthy competition and enjoyment among all of our employees and workers through a variety of short-term, easily implemented games. 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, we plan events for holidays like Labor Day, Fisherman's Day, Independence Day, Canción Criolla Day, and Christmas throughout the year. We also thank moms and dads on their special days and recognize every employee's and worker's birthday with daily announcements.



(GRI 404-3)

Performance Evaluations and Awards

In order to honor the contributions of each of our employees and workers, we carry out the following recognitions at each of our venues each year.

- Outstanding Achievement: Employees and workers that exhibit exceptional performance in any job area, including the management division, are recognized based on performance evaluations, achievements, and input from their superiors.
- Best Work Team: This award is given to the team that improved workflow and has effectively accomplished its objectives over the course of the year.
- Best Suggestion: We encourage our employees and workers to take initiative, which is why we reward those who provide suggestions on how to improve our processes.
- Outstanding Leader: An award given to employees and workers in charge of the work areas who have shown exceptional management throughout the assessment year, consequently advancing the growth of both their entire work team and the company.
- Best Fishing Vessel: We reward those vessels with the best performance in

terms of occupational safety and health, as well as in meeting their designated quotas and quality levels.

- Best Engine Drivers: Recognition awarded to those engine drivers who performed their duties effectively, avoided delays brought on by mechanical issues with the engines, and met cleaning and maintenance requirements for equipment.
- TU ERES ("YOU ARE"): An award given to employees and workers who show a dedication to the company's culture and activities, inspiring their peers to get involved with zeal.
- Best OSH Management: An award given to the plant that uses best practices to attain the highest Accident Rate score, indicating a dedication to occupational safety and health.

Dale Like ("Give it a thumbs up") Program

It aims to reinforce corporate values among our employees and workers and to recognize those who demonstrate adherence to these values in their daily activities through positive behaviors associated with them. Every value

is cultivated through a variety of activities that amplify its meaning through comic books, films, and workshops. All employees and workers are able to suggest a colleague from their area, and the most voted will ultimately be chosen as the winner.

The ideals of "We Act with Integrity," "We Have a Passion for Excellence," and "We Treat Everyone with Respect" were emphasized in 2023 and a total of 16 employees and workers were recognized.

Performance evaluation

The identification of competencies to be assessed by evaluator 2 and the examination and validation of the objectives to be assessed for each position were further stressed in 2023, hence reinforcing the performance evaluation process.

Furthermore, a performance evaluation was conducted for the first time on all onboard personnel. As part of the leadership program, captains and second skippers were evaluated in 2023.





(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 three labor unions within the company.

- Sindicato Único de Pescadores de Nuevas Embarcaciones del Perú [Union of New Fishing Vessels of Peru] (SUPNEP) 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 [Single Union of Workers of the Austral Group Fishing Company] (SUTEAG) represents employees and workers from the Ilo plant.
- Sindicato Nacional de Trabajadores de Austral Group [National Union of Austral Group Workers] - SINTAGROUP (formerly SITRAPEAGROCSAA) represents employees and workers from the Coishco, Pisco and Chancay plants.

We have collective bargaining agreements

in place with SUPNEP and SUTEAG, and are currently in negotiations with SINTAGROUP. As of December 31, 2023, we have 63 unionized employees and workers (4.06% of the total workforce), and 332 unionized crew members (21.42%).



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

Occupational Safety and Health

At Austral, we endeavor to ensure the well-being of all our employees and workers by providing safe and healthy working conditions, preventing injuries, illnesses, diseases, accidents and incidents, and constantly seeking to remove 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 Occupational Safety and Health (OSH) Act, Law No. 29783, its Regulations, Supreme Decree No. 005-2012 TR, and other Peruvian statutory provisions. It also conforms with international standards and regulations such as NIOSH, ANSI, UL, OSHA, SOLAS, and UNE.

Commitments under the OSH system focus on increasing personnel involvement in occupational safety and health matters, encouraging safe behavior, guaranteeing training compliance and efficacy, ensuring continuous improvement, developing contingency planning, and managing contractors.

In a similar vein, we use health monitoring and preventive health programs to guarantee the well-being and illness prevention of our workers and employees.

We ensure interaction and involvement through:

- Ethics Hotline
- Safe 5-step card
- National OSH Committee
- OSH meetings
- Online supervision groups

Programs and actions

We have safety standards in place for our plant and fleet operations. Furthermore, we have implemented specific programs, which include:

- Annual Safety Program
- Annual Training Program
- Annual Drill Program
- Quality of Life Program
- Ergonomics Program
- Sun Protection Program
- Internal and External Audit Program
- COVID-19 Surveillance Plan
- Legal compliance matrix

OSH achievements

- Reduced accident rates at plant level with respect to 2022

Injuries	Employees	Contractors
No. of deaths	0	0
Death rate	0	0
No. of injuries with serious consequences	0	0
Injury rate due to occupational accidents with serious consequences	0	0
TOTAL	0	0

Accidents	Own	Third parties
Hit by object	1	0
Same-level fall	0	1
Entrapment	0	1
Cuts	1	1
Blunt trauma	0	0
Ocular obstruction	0	0
Elevated-level fall	3	1
TOTAL	5	4

NB: In 2023, nine accidents were reported, all requiring at least one day of medical rest.

Coishco	Chancay	Pisco	Ilo	San isidro/ Callao	Man-hours rate per occupational accident in plants and Headquarters
0.003	0.48	0.19	0.003	0	0.14

Man-hours rate per occupational accident in fleet	Lost hours rate in plant and fleet (Corporate)
0.66	0.36



Environment

As stated in the Integrated Sustainable Management Policy, Austral operates through responsible fishing, which ensures the preservation of marine biodiversity and hydrobiological resources. It also promotes clean production and circular economy approaches.

We employ eco-efficiency, innovation, and continuous improvement as the cornerstones of our sustainable management approach, which guides all of our activities to minimize our environmental impact. We also seek to raise awareness among our workforce and stakeholders about environmental protection.

We conduct an Environmental Impact Assessment and have a Corporate Matrix in place to identify the significant environmental aspects and impacts resulting from our activities, while we implement controls such as Environmental Management Programs, Operational Control and Emergency Procedures. We ensure adherence to current environmental regulations and assume voluntary commitments as an organization:

- In compliance with current environmental regulations, we monitor effluent treatment,

receiving bodies, air quality, atmospheric emissions, as well as environmental noise, and submit our observations to the relevant supervisory bodies.

- Environmental inspections.
- Unannounced inspections conducted by agencies such as the Environmental Assessment and Control Agency (OEFA), the National Water Authority (ANA), and the General Directorate of Captaincies and Coast Guards (DICAPI).





(GRI 302-1)

Energy

We are able to collect data on energy and fuel consumption at each of our production plants and in our fishing fleet thanks to a variety of performance indicators. Our facilities employ non-renewable fuels primarily for the generation of steam and electricity in the plants.

Energy efficiency and renewable energies

Our production plants' energy consumption has been decreased through a variety of efforts implemented by our Energy Efficiency Committee. This group oversaw the installation of a reverse osmosis system in 2023, which will drastically lower the amount of energy and water used for operations. By 2024, we intend to start operations at our Coishco plant.

Similarly, flow meters have been installed in the steam lines at the Coishco facility to improve process measurement and increase the steam plant's energy efficiency.

In 2023, three projects pertaining to renewable energies were developed:

- Installation of solar-powered lighting

systems in the surveillance areas at the Coishco plant.

- Installation of two solar-powered anti-intrusion systems, also known as motion sensors, at the Coishco plant.
- Implementation of a photovoltaic system at the "Chata Pisqueña" floating station.

Fuel consumption during 2023

VENUE	Residual - 500 BUNKER 6 B5 OIL			NATURAL GAS
	(Gallons)	(Gallons)	(Gallons)	(in million British thermal units)
Coishco	0	0	28,164	2,506,767
Pisco	N/A	N/A	8,912	738,238
Chancay llo	26,826	0	130,090	2,132,015
Flota propia	N/A	179,534,000	5,076	N/A
Flota tercera	N/A	N/A	3,163,340	N/A
	N/A	N/A	672,820	N/A
TOTAL	26,826	179,534	3,981,402	5,377,020

Electricity consumption during 2023

PLANT	PURCHASED POWER	
	(En KWh)	(En KWh)
Coishco	8,639,203	344,064
Pisco	1,440,242	73,489
Chancay llo	2,206,360	342,938
	841,347	64,973
TOTAL	13,127,152	825,464

(GRI 303-1) (GRI 303-2) (GRI 303-3) (GRI 303-4) (GRI 303-4)

Water and Effluents

We continuously engage with different water sources as part of our operations. For this reason, we monitor and oversee our processes to guarantee their proper use, strict adherence to the law, and compliance with the Maximum Permissible Limits.

The company now uses three different sources of water:

- Seawater, used for transportation, conservation and storage of raw materials, accounts for the largest percentage of water used in our operations. It is also employed to operate the Concentrator Plant.
- Well water, also known as groundwater, is used in some plants for producing steam and for cleaning premises, toilet facilities, laundry, and other purposes.

Law No. 29338 governs how it is used, and monthly reports are sent to the National Water Authority (ANA) detailing its usage.

- Purchased water from the public network is used for food preparation, laundry, steam production, and premises and toilet facilities cleaning.

VENUE	Seawater	Well water	Public network water	Total
	in m3	in m3	in m3	in m3
Coishco	45,226	65,882	130,886	241,994
Pisco	42,258	29,598	Not applicable	71,856
Chancay llo	88,861	45,417	3,515	48,932
	37,576	Not applicable	40,317	77,893
TOTAL	213,921	140,897	174,718	529,536

The unloading of raw materials produces the majority of the effluents generated at our plants. During this stage, the water utilized for pumping produces organic matter in the effluent that is made up of solids and fats. These effluents are managed in compliance with Supreme Decree No. 010-2018-MINAM and the maximum permissible limits established for the fishing sector for both direct and indirect human consumption.

A total of 388,343 m3 were discharged in 2023; these effluents were continuously monitored and the following outcomes were obtained:

PLANTS	TOTAL SUSPENDED SOLIDS	Oils and Fats	pH
	(In parts per million)	(In parts per millom)	
Coishco	157	14	5.7
Pisco	353	7	5.5
Chancay llo	118	14	5.5
	141	14	5.6
TOTAL	192	12.2	5.6

Water management

As was already noted, the installation of a reverse osmosis system in production plants can greatly lower the amount of energy and water used, particularly well and purchased water.

Similarly, the Coishco plant's Water Management Plan is currently in the process of being developed. By the end of 2023, it will have produced a water map of the entire production process and enabled the identification of critical water consumption areas, allowing for the establishment of projects aimed at optimizing the plant's water management. During 2023, six projects with a focus on reducing consumption, reuse and circularity have been presented.



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

Solid Waste

Austral is steadfastly committed to solid waste segregation within the parameters of sound environmental practices. By segregating wastes at the source, it is possible to determine which can be reused and added to the circular economy framework, and which should be disposed of in safety and sanitary landfills, to prevent environmental contamination.

The Integrated Solid Waste Management Act, Decree Law No. 1278, governs the management of solid waste. The recovery of certain types of waste, such as fishing nets with the enterprise Bureo and the recycling of paper and cardboard, remained a focus of activity throughout the year. Over 850 tons of waste were reused in 2023; 119 tons of the amount came from disused fishing nets.

VENUE	Non-hazardous Non-reusable	Non-hazardous Reusable	Hazardous Non-reusable	Hazardous Reusable
	TM	TM	TM	TM
Coishco	263.24	497.88	56.88	60.55
Pisco	54.77	67.73	7.22	9.01
Chancay	175.55	83.60	39.48	5.45
Ilo	49.43	123.12	7.30	2.75
TOTAL	542.99	772.33	110.88	77.76



Cambio Climático

Since our industry is particularly vulnerable to the effects of climate change, we have a strong commitment to combating it. We have prioritized SDG 13 on Climate Action in our Integrated Sustainable Management Policy and have been creating a number of programs around it. In this way, we manage projects that enable us to enhance our processes under an eco-efficiency and innovation strategy, giving top priority to the continuous monitoring of air quality and measuring our emissions.

Air quality

To guarantee a healthy atmosphere both within and outside the company's premises, air management is crucial. Effective air management promotes the company's biodiversity and ecosystems, corporate social responsibility, and employee health and well-being, in addition to regulatory compliance. We ensure adherence to current national legislation and the maximum permissible limits set forth in Supreme Decree No. 003-2017-MINAM by monitoring air quality both during production and closed seasons.

PLANT	PARTICULATE MATTER	H25	SCOPE 1	SCOPE 2	SCOPE 3
	mg/m³	mg/m³			
Coishco	9.55	<0.07	45,866.86 tCO ₂ eq.	2,837.45 tCO ₂ eq.	9057.90 tCO ₂ eq.
Pisco	12	<0.07			
Chancay	12.90	<0.7			
Ilo	58.351	<0.07			

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

Emissions

Since one of the primary causes of climate change is the emission of greenhouse gases, managing them properly is crucial to halting it. We measure greenhouse gas emissions at Austral in compliance with ISO 14064-1:2018. The process of measuring and classifying emissions enables the company to set goals and take steps to lower its emissions, thus encouraging cleaner and eco-efficient production.

The Corporate Carbon Footprint for 2023 was determined by the GHG Report to be 57,762.21 tCO₂eq. Below is a breakdown of emissions by category:

It should be noted that Austral has been tracking its greenhouse gas emissions since 2017 and is currently checking the reports from that time frame forward. As a result of measuring and verifying our greenhouse gas emissions, the Ministry of the Environment (MINAM) awarded us the second star on the Huella de Carbono Perú ["Carbon Footprint Peru"] platform in 2023. We received the second star for the 2021 and 2022 reports on the Huella de Carbono Perú platform in 2023.

Circularity approach

In keeping with our commitment to combating climate change, we encourage circularity in every step of our production process. We have been fulfilling the goals set forth in our Clean Production Agreement (CPA) since 2021. These objectives are centered on the recovery of waste resulting from the production process and the provision of environmental education and waste



Climate Change

segregation training to our workforce and the communities within our area of influence.

In order to broaden the scope of the previous agreement and extend the implementation of these measures in other of our production plants, Austral submitted a new CPA proposal to MINAM and PRODUCE in 2023.

In addition, we carried out the Net Positiva program in collaboration with the social enterprise Bureo for a fourth year in a row as part of these efforts and the commitments made under the CPA. This program's objective is to recover disused fishing nets from our vessels at the end of each season so that they may be utilized as raw materials to create new products. The funds resulting from Bureo's recovery of these fishing nets go toward funding socio-environmental initiatives within our areas of influence. Below is a presentation of the 2023 management's outcomes:

- Recovery of disused fishing nets: 119 tons
- Estimated reductions in CO2 emissions: 147,896 tCO2eq
- Implemented socio-environmental projects: The "Eduardo Ferrick" School in Coishco, Ancash, is home to the

Eco-School Project, which includes environmental education workshops for both teachers and students, the creation of the first artificial wetland in the Ancash region, 34 new trees planted around the school, and the installation of a sophisticated irrigation system.



Other Environmental Actions

Beach cleanup

We advocate for protecting beaches and their biodiversity. As a result, we support the engagement and involvement of our employees and workers, including other stakeholders, in taking initiatives that further reaffirm this commitment. The beach cleanup campaigns are conducted in areas surrounding our production plants and aim to raise greater awareness about the issue of beach pollution along our coastline.

During 2023, a total of 11 beach cleanups were carried out, and 25.5 tons of waste was gathered overall.

VENUE	No. OF CLEANUPS	TONS COLLECTED
Coishco	2	21.5
Chancay	4	1.3
Pisco	4	2.5
Ilo	1	0.2





Development of our Value Chain

(GRI 204-1)

Supplier Management

Since suppliers are strategic partners that help our business grow, we constantly strive to ensure that they are managed properly. We do this by utilizing a variety of strategies, including technology, protocols, performance evaluation, contracts, development initiatives, and certification for sustainable procurement.

Our Responsible Procurement Policy was replaced with a new Sustainable Procurement Policy in 2023. The updated policy aims to give more transparent and quantifiable ESG guidelines to ensure appropriate performance during the purchasing process and the advancement of services provided by our suppliers.

Proper supply chain management can yield numerous benefits for the company's management, including:

- Risk reduction
- Operational safety
- Strengthening long-term relationships
- Improve operational efficiency of suppliers
- Cost reduction
- Strengthening the company's image and reputation
- Economic activation of MSEs at the ports

where we operate

Actions during 2023:

- To start the process of bringing our purchasing management system into compliance with the ISO 20400 standard, a consulting firm was hired.
- An evaluation of the effective ESG practices that were put in place was conducted both internally and externally.
- ESG criteria were incorporated into the preparation of the supplier management risk matrix.
- A new supplier classification was established.
- Mandatory ESG criteria were integrated into the supplier assessment procedure.
- ESG components have been incorporated into the redesigned Supplier Portal.
- To bring the strategy into line, the area's procedures were updated.

2023 Supplier data:

97% are domestic suppliers

42% are MSEs

84% are located in the regions where we operate



Supplier development

Competitive Business Program: Twenty-six strategic suppliers and six fishing vessel owners participated in the third iteration of the Global Reporting Initiative's Competitive Business Program (GRI CBP), where they received training in ESG management and how to prepare sustainability reports that adhere to the GRI standard. To further strengthen their dedication to sustainable management and encourage advancements in their businesses, the 32 participants were recognized by the Administration and Finance management divisions, as well as by the leaders of the procurement and raw material purchasing areas.

Supplier Development Program: A Supplier Development Plan was created by the purchasing department under the guidelines of sustainable procurement management. It will be implemented in 2024.



**Management-
Community
Relationship**



(GRI 413-1)

The creation of social value is a top priority for Austral and is a crucial aspect of our operations. We implement particular initiatives and activities to positively influence our communities in order to make this commitment a reality. We collaborate closely with a range of stakeholders, including the residents of the districts of Coishco, Chancay, Pisco, Ilo and El Callao.

Four key pillars comprise our Social Responsibility Plan: Education and Employment, Nutrition and Health, Environment and Social Development. We prioritize actions that advance sustainability and social well-being in our efforts to improve the lives of those living in our communities. In terms of Education and Employment, we seek to empower youth by enhancing their personal development and employment profile. As for Nutrition and Health, we advocate for both access to healthy lifestyles and healthcare. On the Environmental front, we adopt considerate and cautious practices to preserve our surroundings. Regarding Social Development, we support and encourage cultural community initiatives.

These actions demonstrate our steadfast commitment to building a sustainable future, improving people's lives in tangible ways, and

bringing about real and sustainable change in our communities. During 2023, a total of USD 146,662.43 was invested for the welfare of the communities.

Programs and activities in different locations	\$ 55,760.91
APRO Chancay	\$ 31,313.64
APRO Pisco	\$ 13,244.31
Donations	\$ 46,343.57
TOTAL	\$146,662.43

*includes contributions from the Coishco Decentralized Committee.



Programs

Tu Futuro ("Your Future")

In collaboration with the Forge Foundation, we offer scholarships to young people between the ages of 18 and 24 to help them enter the formal labor market as we intend to support young individuals in our communities of influence who are not presently in education, employment or training (NEET). In 2023, 78 young individuals completed the training program, and 13 of them entered the job market.

Creciendo Juntos ("Growing Together")

We created the Creciendo Juntos program to support the growth of artisanal fishermen and personnel employed in the ports where we operate. This program's goal is to assist fishermen and bay workers in the process of obtaining fishing licenses so that they can conduct their business within the bounds of the law. During 2023, we were able to formalize 23 artisanal fishermen and 9 bay skippers/mariners.





Muévete Austral (“Austral, let’s get moving”)

This program offers recreational and wholesome entertainment opportunities for children and young people within our areas of influence. In February 2023, we implemented productive vacation programs. More than 140 individuals signed up for workshops on marinera, traditional dances, and modern dance in the Coishco district. Winter workshops in the disciplines of marinera, traditional dances, sketching, soccer, and volleyball were held in the same district from June to October. There were 289 boys and girls in the workshops overall, split up across the several specialties.

Armada de Hierro (“Iron Navy”)

The National Fisheries Society launched this program with the goal of encouraging a balanced diet in the fight against childhood anemia. Forty-six youngsters took part in the screening campaign for children in the Coishco district, where they were given nutrition talks and demonstration workshops. The children who were identified with anemia also received six months of nutritional therapy and follow-up. Twelve of the 80 children who were screened as part of the campaign

for the sons and daughters of Austral’s employees and workers were diagnosed with anemia. The implementation of nutritional talks, healthy food sessions, and 6-month nutritional follow-up enabled all children with anemia to have their diagnosis reversed.



Net Positiva (“Positive Net”)

Through the Solid Waste Operating Enterprise (EO-RS, for its acronym in Spanish) known as Bureo, we have put particular measures into place to recover disused fishing nets in an effort to reduce our environmental impact and support a socio-environmental project in the community. We have successfully collected two loads of disused nets in April and November, totaling 119 tons, and have recovered 100% of such nets at the plant. Additionally, the “Eduardo Ferrick” School in Coishco carried out the Eco-School project with the help of the funds raised by building and launching the first artificial wetland in the Ancash region, planting trees in green spaces, installing an irrigation system, and creating environmental education workshops for the school’s teachers and students.

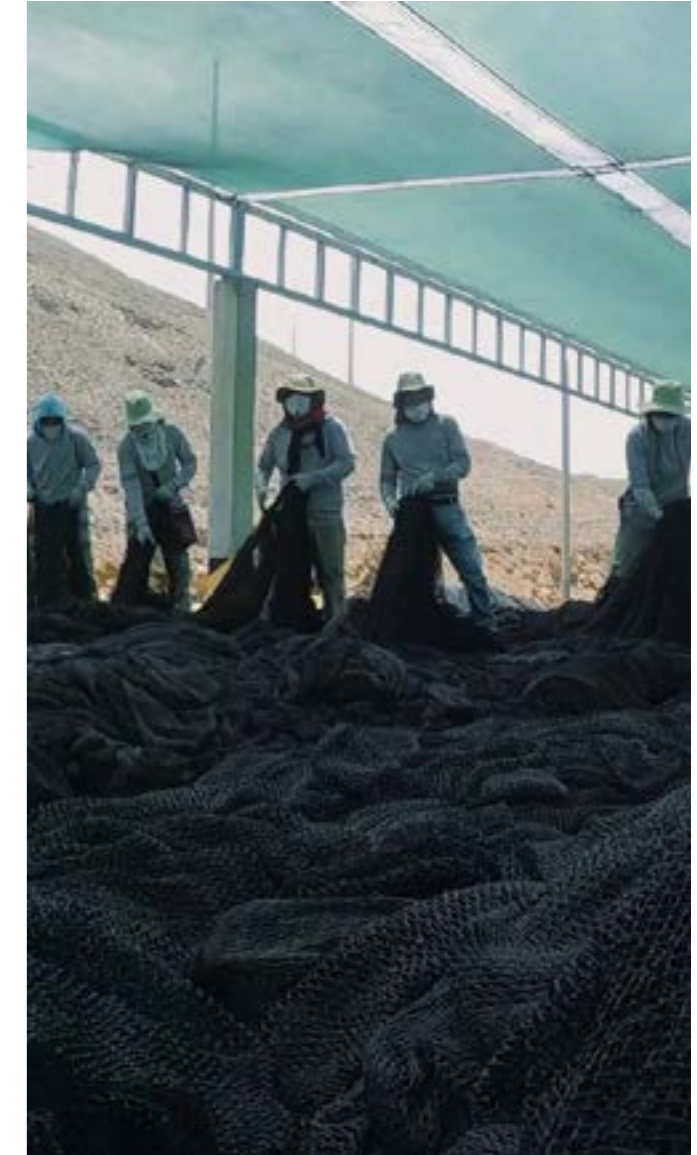
La Tiendita Austral (“Austral’s Little Store”)

The goal of this program is to give financial support to our workforce and their families who are dealing with cancer-related ailments or funeral expenses. The sole source of funding of this initiative is the sale of solidarity products to our own employees and workers.

Furthermore, every plant has solidarity kiosks where employees and workers organize fund-raising breakfasts based on their assigned areas. In 2023, we have used the store’s earnings to the financial advantage of 17 employees and workers. Our dedication to our employees’ and workers’ welfare is underlined by these tangible actions, which also serve to uphold the principle of solidarity.

Volunteering

We encourage our employees and workers to get involved in community-oriented initiatives. In 2023, we organized 11 days of nonstop beach cleanup events, including 92 employees and workers within our area of influence. Additionally, on the International Day for the Elimination of Violence Against Women, Headquarters personnel organized a campaign in support of Casa Hogar Santa Bernardita [“Santa Bernardita” shelter]. Non-perishable food, toiletries, and clothing totaling more than 200 kg were gathered.





Our Social Management Actions as an Industry

As a fishing industry, we expand our social responsibility initiatives by working together with fishing companies affiliated with the National Fisheries Society at the several ports where we operate. To promote social well-being, we aim to cultivate robust community bonds.

APRO Chancay

With the aim of coordinating social responsibility initiatives in the district, companies CFG-Copeinca, Pesquera Centinela, Pesquera Caral, and Austral Group formed an association. The five lines of action for APRO Chancay are environmental care, health, education, culture, and capacity building.

In 2023, APRO Chancay developed the Yashay Compost program and conducted a number of environmental awareness campaigns and cleanup days on beaches and in the wetlands. Eight thorough health campaigns were conducted, resulting in over 8,700 visits for medical attention. Additionally, five screening campaigns were conducted as part of the Armada de Hierro program, targeting 183 children. Of these, 65 received anemia diagnoses, and by the end of the program,

90% of the children had had their diagnoses reversed.

In the field of education, district children participated in leisure vacation activities that included soccer workshops in September, and mental health and psychological counseling workshops.

APRO Chancay implemented the Baila y Exprésate [“Dance and Express Yourself”] program to help the district’s children strengthen their cultural identity, in addition to actively engaging in the district’s cultural events and hosting the “Christmas of the Chancayan Child” celebration.

Lastly, in the field of capacity building, we have worked to foster the growth of entrepreneurship and small enterprises by delivering seed funds in collaboration with the non-profit organization World Vision and by creating baking and pastries workshops.

APRO Pisco

An association established by Tasa and Austral Group, two SNP-affiliated fishing companies, with the aim of coordinating social and environmental responsibility initiatives in

the Paracas, San Andres, and Pisco districts. Four main lines of action for APRO Pisco are health, environmental protection, artisanal fishing support and community relations. During 2023, APRO Pisco developed several actions. Regarding health, the Armada de Hierro program screened over 500 children within the area of influence, identifying over 40 cases of anemia and achieving a reversal of more than 50% with the help of nutritional therapy. More than 30 soup kitchens also received deliveries of fish and canned food. In the environmental area, the Eco-efficient Schools program continued to work with six schools within the area of influence, offering training and internship opportunities to more than 2,000 students, parents and teachers. Eleven beach clean-up days were organized, again in cooperation with local organizations, and almost 19 tons of waste were gathered. In terms of community relations, APRO Pisco preserved positive relationships with its stakeholders while actively participating in cultural events in the districts.

Coishco Decentralized Committee

At Coishco, we work together with the Decentralized Committee for Social Responsibility, as well as in a strategic alliance with the Cantabria and Hayduk fishing companies. This committee, which meets every two weeks, has held 23 sessions in 2023 to discuss a range of community-benefiting activities and donations, including support for the Yaku natural disaster, food for community kitchens, beach cleanups, Cruzada Verde [Green Crusade] and the Armada de Hierro program.





Table of Contents

GRI Standard	Content	Page	SDG	Global Compact	Omission
	2-1: Organizational details	10			
	2-2: Entities included in the organization's sustainability reporting				
	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	38			
	2-8: Workers who are not employees	38			
	2-9: Governance structure and composition	18-19			
	2-10: Nomination and selection of the highest governance body	18			
	2-11: Chair of the highest governing body	18			
	2-12: Role of the highest governance body in overseeing the management of impacts	19			

GRI Standard	Content	Page	SDG	Global Compact	Omission
	2-13: Delegation of responsibility for managing impacts	19			
	2-14: Role of the highest governance body in sustainability reporting	20			
	2-15: Conflicts of interest	21			
	2-16: Communication of critical concerns	22			
	2-17: Collective knowledge of the highest governance body	-			Confidentiality constraints
	2-18: Evaluation of the performance of the highest governance body	-			Confidentiality constraints
	2-19: Remuneration policies	-			Confidentiality constraints
	2-20: Process to determine remuneration	-			Confidentiality constraints
	2-21: Annual total compensation ratio	-			Confidentiality constraints
	2-22: Statement on sustainable development strategy	24			
	2-23: Policy commitments	24			
	2-24: Embedding policy commitments	24			
	2-25: Processes to remediate negative impacts	22			

GRI Standard	Content	Page	SDG	Global Compact	Omission
	2-26: Mechanisms for seeking advice and raising concerns	22			
	2-27: Compliance with laws and regulations				
	2-28: Membership associations	16	SDG 17		
	2-29: Approach to stakeholder engagement	26			
	2-30: Collective bargaining agreements	48		Principle 3	
MATERIAL TOPICS					
GRI 3: Material Topics	3-1: Process to determine material topics	27			
	3-2: List of material topics	27			
Sustainability of Hydrobiological Resources					
GRI 3: Material Topics	3-3: Management of material topics	49	SDG14		
GRI 304: Biodiversity	304-2: Significant impact of activities, products, and services on biodiversity	15	SDG 14	Principle 7-8-9	
Occupational Welfare, Health and Safety					
GRI 3: Material Topics	3-3: Management of material topics	15	SDG 8		

GRI Standard	Content	Page	SDG	Global Compact	Omission	
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	49	SDG 8			
	403-2 Hazard identification, risk assessment and incident investigation	49				
	403-4 Worker participation, consultation, and communication on occupational health and safety	49				
	403-6 Promotion of worker health	49				
	403-8 Workers covered by an occupational health and safety management system	49				
	403-9 Work-related injuries	49				
Good Corporate Governance and Anti-Corruption						
GRI 3: Material Topics	3-3: Management of material topics	22	SDG 16	Principle 10		
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	21				
	205-2 Communication and training about anti-corruption policies and procedures	21				
	205-3 Confirmed incidents of corruption and actions taken	21				
Climate Change						
GRI 3: Material Topics	3-3: Management of material topics	61	SDG 13			

GRI Standard	Content	Page	SDG	Global Compact	Omission
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	55	SDG 13		
	305-2 Energy indirect (Scope 2) GHG emissions	55			
	305-3 Other indirect (Scope 3) GHG emissions	55			
Community Development					
GRI 3: Material Topics	3-3: Management of material topics	62	SDG 1 - 2 - 3 - 4 - 11		
GRI 413: Local Communities	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	62			
Management of Environmental Practices					
GRI 3: Material Topics	3-3: Management of material topics			Principle 7	
GRI 302: Energy	302-1 Energy consumption within the organization	52	SDG 7		
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	53	SDG 6		
	303-2 Management of water discharge-related impacts	53			
	303-3 Water withdrawal	53			
	303-4 Water discharge	53			
	303-5 Water consumption				

GRI Standard	Content	Page	SDG	Global Compact	Omission
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	54	SDG 12		
	306-2 Management of significant waste-related impacts	54			
	306-3 Waste generated	54			
	306-4 Waste diverted from disposal	54			
	306-5 Waste directed to disposal	54			
Supplier and Shipowner Development					
GRI 3: Material Topics	3-3: Management of material topics		SDG 8		
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	59			
Product Quality					
GRI 3: Material Topics	3-3: Management of material topics	14	SDG 12		
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	14			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services				
Employment Management and Human Rights					
GRI 3: Material Topics	3-3: Management of material topics	42	SDG 10		

GRI Standard	Content	Page	SDG	Global Compact	Omission
GRI 401: Employment	401-1 New employee hires and employee turnover	43	SDG 10		
GRI 404: Training and Education	404-1 Average hours of training per year per employee	45			
	404-2 Programs for upgrading employee skills and transition assistance programs	46			
	404-3 Percentage of employees receiving regular performance and career development reviews.	47			
Gender Equity and Diversity					
GRI 3: Material Topics	3-3: Management of material topics		SDG 5 - 10		
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	43			
Digital Transformation and Innovation					
GRI 3: Material Topics	3-3: Management of material topics				
OBI* 1: Digital Transformation	Digital transformation	30			

*OBI: Own Business Indicator



Austral Group
Austevoll Seafood Company