



MATRIZ
AGROSUPER

2022
INTEGRATED REPORT

Information about the entity

Corporate Name: Agrosuper S.A.

Informal Corporate Name: Agrosuper

Taxpayer ID Number: 76.129.263 - 3

Telephone: +56 72 2 356800

Address for Legal Purposes: Camino La Estrella 401, Oficina 24, Sector Punta de Cortes

Property Regime Type: Private Corporation

Preparation of the report

General Direction: Corporate Affairs & Sustainability Division

External Communications Sub-Division

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Contact for matters related to the Integrated Report

For more information on the performance of the Company or any of its subsidiary companies in the area of sustainability, the contents of this report, and the process used for its production, please contact:

Rafael Prieto Castillo

Corporate Affairs and Sustainability Manager Agrosuper S.A.
rprieto@agrosuper.com

 www.agrosuper.com

 www.agrosuper.cl

 www.aquachile.com

 www.facebook.com/somosvecinos

 <https://twitter.com/AgrosuperSA>

 <https://www.linkedin.com/company/agrosuper/>

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A WORD FROM THE CHAIRMAN



It is my pleasure to present Agrosuper's 2022 Integrated Report, which brings together in a single document our financial performance and our social, environmental and corporate governance outcomes over the past year.

After two years of the pandemic, 2022 was marked by a return to normal, including the reopening of national borders, easing of lockdowns and recovery of our pre-crisis habits. Our logistics also began to gradually return to normal after being considerably taxed over the past two years.

Despite this return to normal life, it was a challenging year, with high inflation, a significant price increase for raw materials, rising interest rates and an uncertain socio-political context. Together, these aspects led to a challenging scenario that motivated us to continue producing food as part of our purpose to, "Nourish the good things in life every day."

We faced this scenario with efficiency and flexibility, two attributes that are at the heart of Agrosuper. Our clear business vision, innovation, financial prudence and extensive portfolio give us the ability to face any number of different scenarios.

In our Meat segment we remained focused on continuous improvement, while in the Aquaculture segment we finalized our integration process, allowing us to focus our energy on the business and further develop our production chain.

There is no doubt that we continue to face a series of public health, social, economic and environmental challenges. However, we remain firmly committed to offering products of the highest quality to our customers and consumers, adapting to new trends in response to their needs and always incorporating best practices for food safety and animal welfare.

I wish to thank the customers and consumers who choose our products day after day. I also extend thanks to the people at Agrosuper for each and every initiative carried out in 2022, which you can read about in greater detail in the following pages.

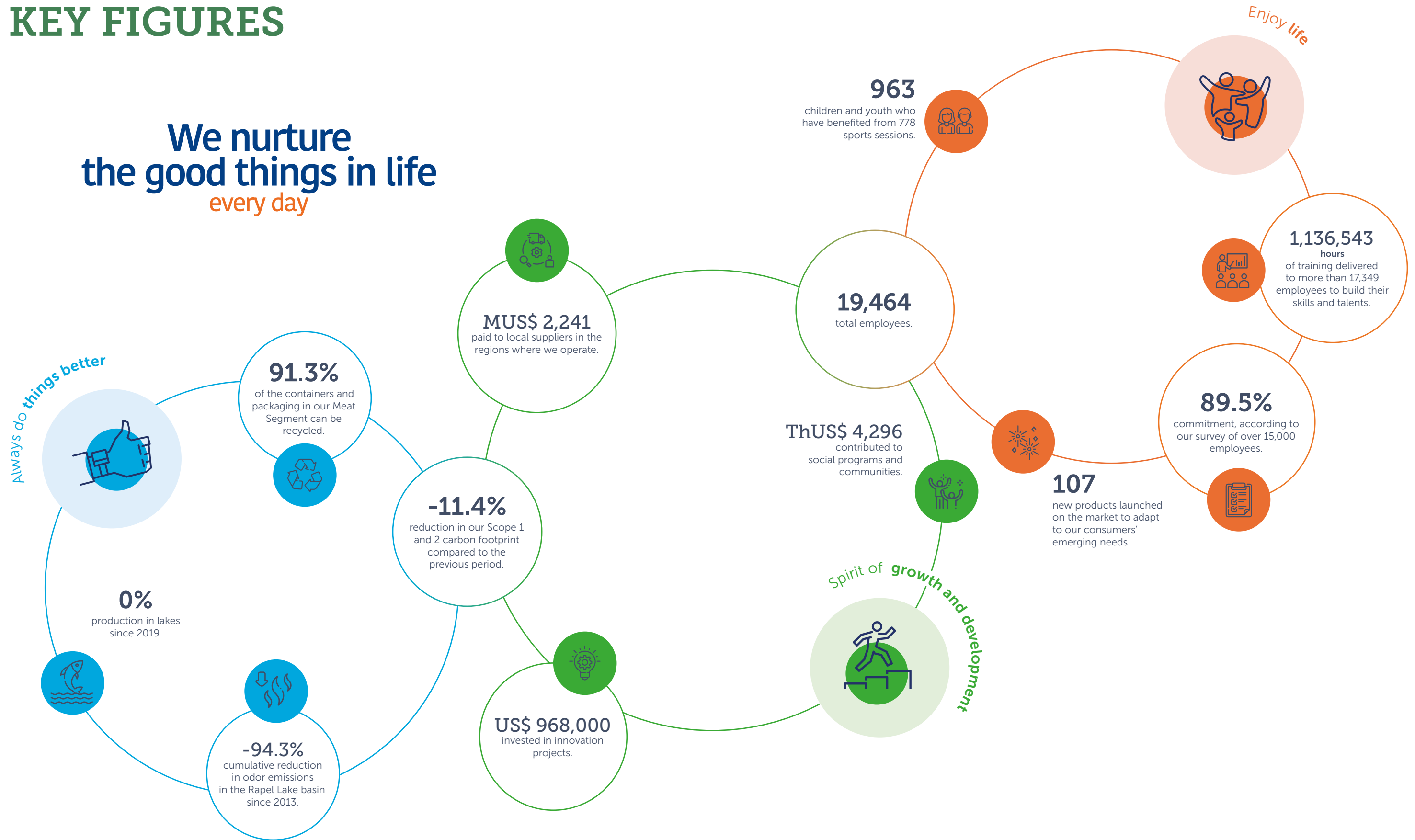
Gonzalo Vial V.
Chairman of Agrosuper S.A.

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KEY FIGURES

**We nurture
the good things in life
every day**

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ON DINNER TABLES IN CHILE AND AROUND THE WORLD

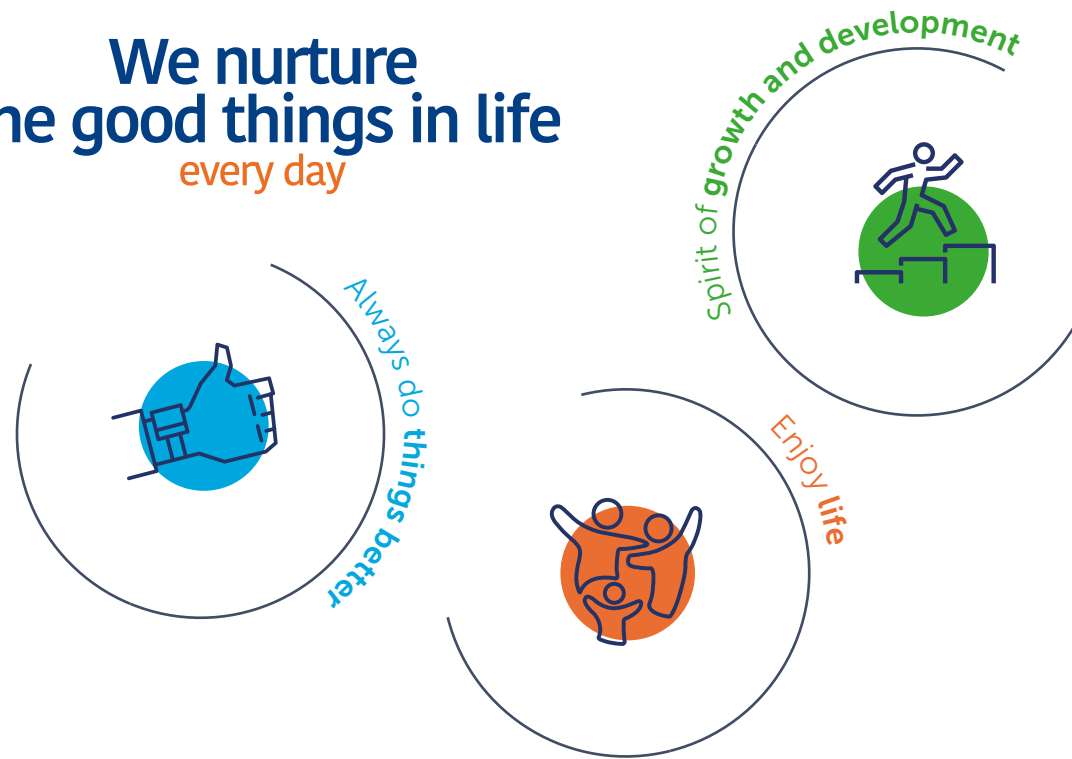
- [ABOUT US](#)
- [CORPORATE GOVERNANCE](#)

ABOUT US

At Agrosuper, we are committed to producing delicious, healthy food of the highest quality. We want to be on dinner tables in Chile and around the world.

PURPOSE

**We nurture
the good things in life
every day**



Our identity reflects our culture and values and falls into three areas:



PEOPLE

People are the engine driving everything we do; they are the source of the knowledge and experience needed to address the challenges that arise.



MANAGEMENT

Honesty, transparency, integrity and ethics guide our actions and day-to-day work.



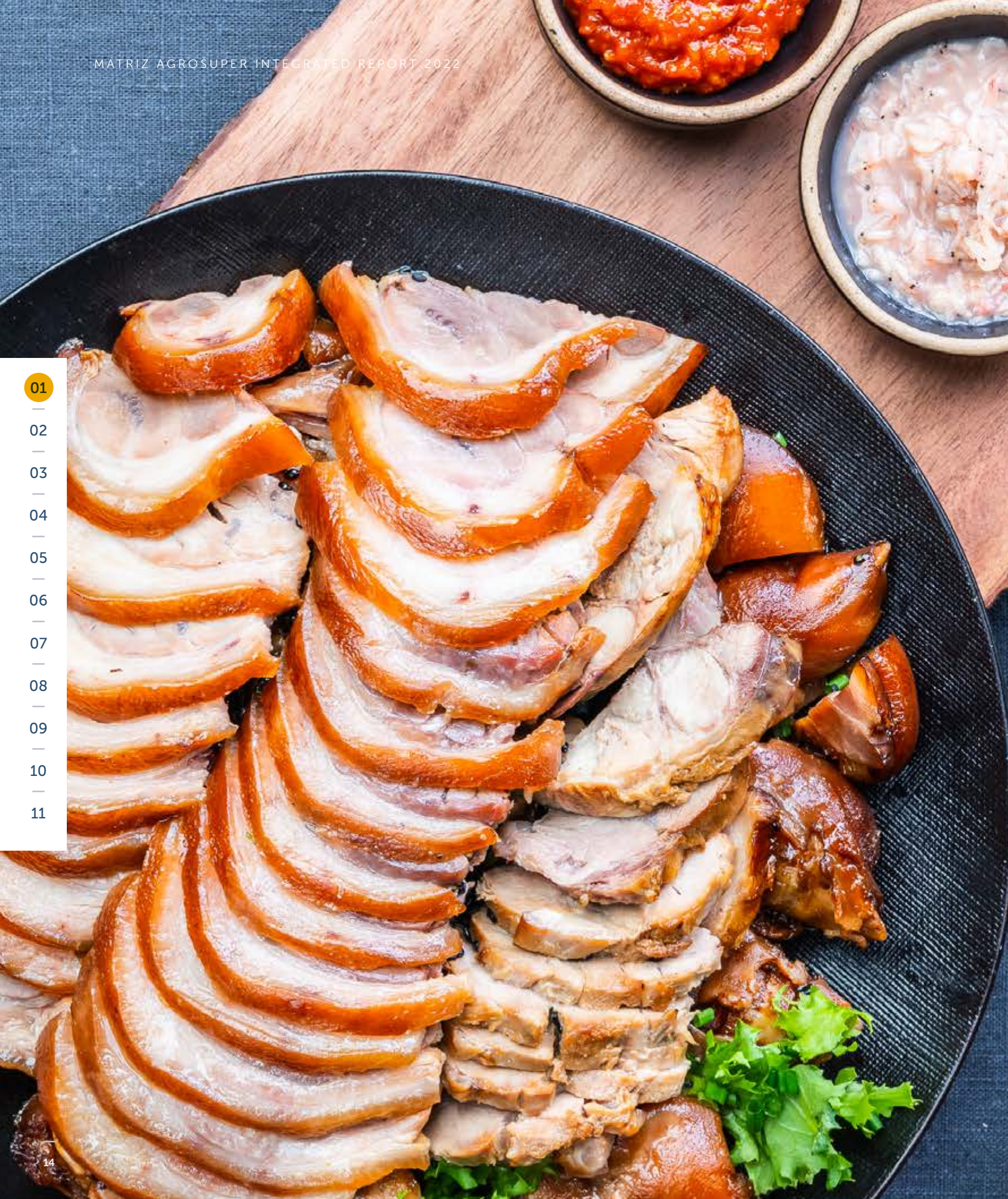
BUSINESS

We observe our surroundings to detect opportunities that will enable us to meet the needs of our clients and consumers, while looking at sustainability throughout the value chain.



CULTURE AND VALUES

Spirit and passion at work.	Entrepreneurial spirit.	Close to consumers and communities.
Leading by example.	Excellence.	Innovation and digital transformation.
Honesty.	Agility and forward thinking.	Balance between prudence and boldness.
Respect for people and our surroundings.	A vocation for growth: reinvestment and development.	Inclusion and diversity: part of our growth.



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OWNERSHIP

The Company is controlled by Gonzalo Vial Vial, ID Number 3.806.024-4 and by his children, María Cristina Vial Concha, ID Number 7.032.945-K, María del Pilar Vial Concha, ID Number 7.022.795-2, María José Vial Concha, ID Number 7.022.776-2 and Gonzalo Vial Concha, ID Number 7.022.663-4, through their indirect shares in the Company.

The aforementioned individuals participate in Agrosuper S.A. by means of the following companies: Sociedad Agrocomercial El Paso S.A., Promotora Doñihue Ltda., Agrícola GV S.A. and Inversiones VC Ltda. They directly and indirectly hold 100% of the shares and corporate rights of the aforementioned companies.

The partners in these businesses have no shareholder agreement in place.

The Company experienced no major changes in ownership or control during the reporting period.

STRATEGIC OBJECTIVES

The company has defined a series of strategic objectives that include: maintaining the business model by growing production and local and international processing; strengthening our distribution network and brand potential by selling products in all markets; guaranteeing the highest standards of animal welfare; building and highlighting long-term stakeholder relations; and always striving to adapt our operations for the future.

Our work is based on the social, environmental and economic pillars of sustainable development, which determine our day to day actions. To that end, we have developed a production model in which we practice responsible environmental management by incorporating technology and continuously innovating in each of our processes. This means we are constantly improving, optimizing each stage of our value chain and efficiently using natural resources. Both our Meat and Aquaculture segments have Sustainability Committees that meet monthly to monitor and ensure compliance with social and environmental indicators.

As our financial and investment objectives involve strategic, confidential company information, their presentation is limited to the quarterly financial statements shared with our investors. These can be requested by directly contacting Agrosuper's Investor Relations area.



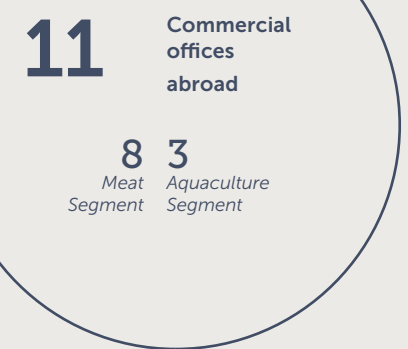
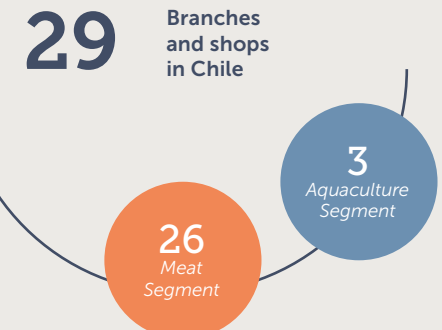
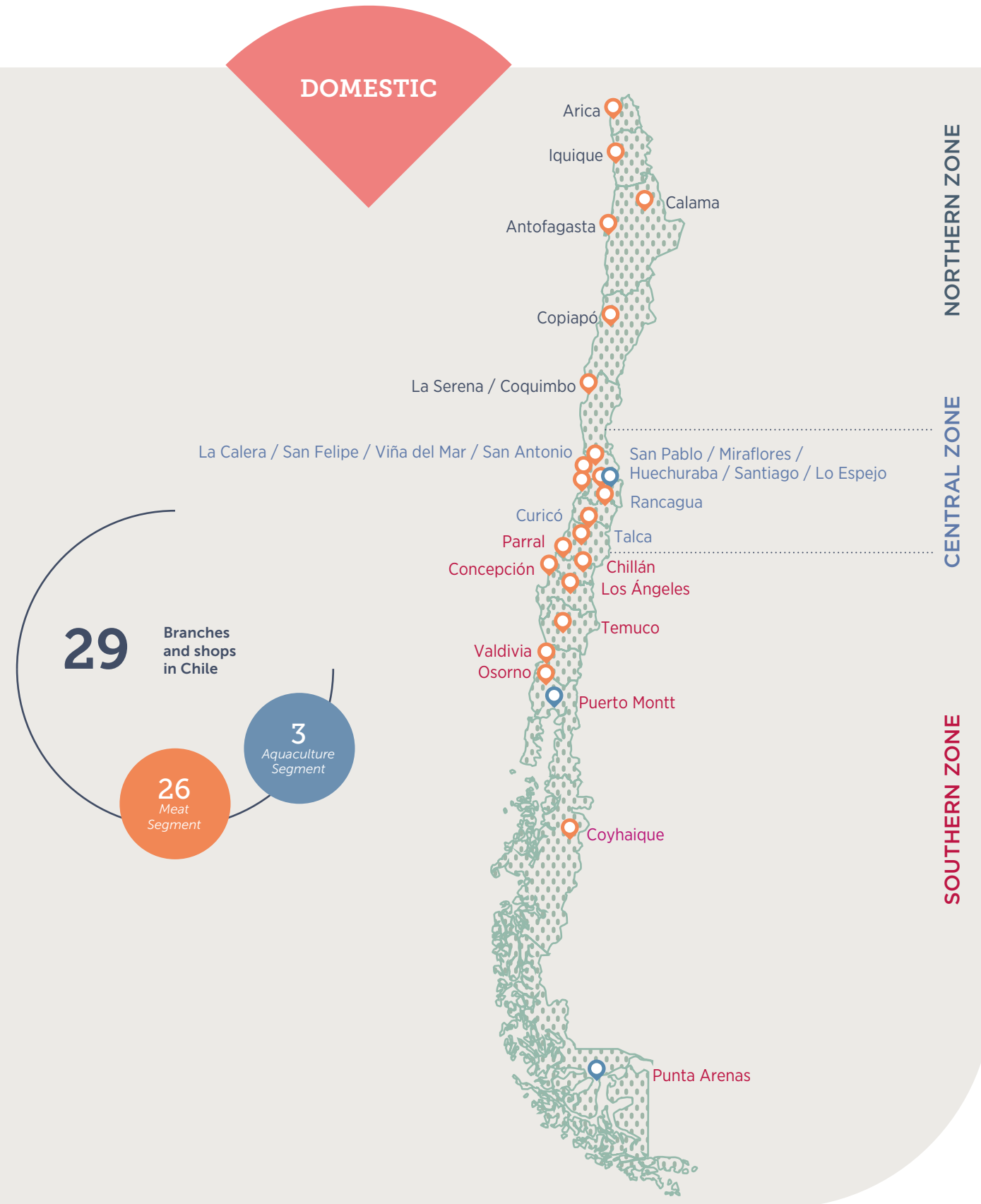
COMMERCIAL OFFICES

Our commercial offices in Chile and around the world enable us to keep in direct, continuous contact with our customers and remain close to our consumers.

INTERNATIONAL



DOMESTIC



OPENING UP NEW MARKETS

In 2022, we sent the first shipment of fresh Chilean salmon in history to Indonesia. We also exported Pacific salmon to Dubai, as well as to Portugal, where we were the first Chilean company ever to ship this product to the country. We also sent our first orders of fresh Verlasso Salmon to Mexico and France.

This also marked a year since we shipped our first product to the Philippines, with average monthly sales including chicken and pork in excess of 1000 tons.

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A local business with a global presence:
Learn more about our international operations at our
global website, by scanning the QR code.



SALES STRATEGY AND VALUE CHAIN

We have more than 65 years of experience in producing and selling chicken, pork, turkey, Atlantic and Pacific salmon and processed products.*

Our production process is vertically integrated, starting from the manufacturing of feed for our animals and incorporating our livestock farms, processing plants, distribution centers and commercial offices.

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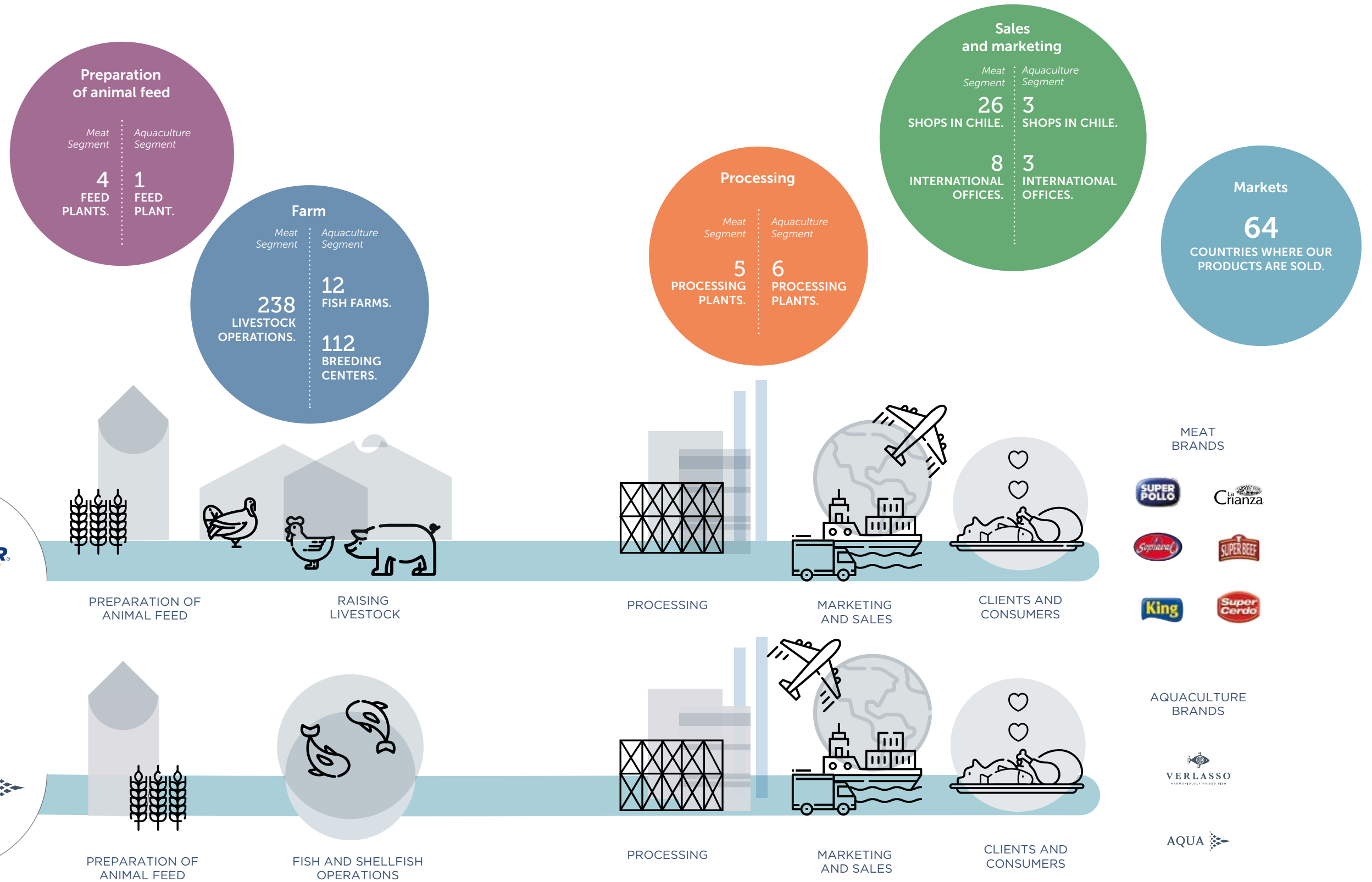
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*Processed meats and prepared foods such as hot dogs, sausages, ham, mortadella, hamburgers, nuggets, croquettes, pizzas and empanadas.

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ThUS\$ 72,526
on environmental management.

We pair cutting-edge technology with the highest standards to make sustainable products.

We develop projects to promote entrepreneurship, local development, education and a healthy lifestyle.

Our employees are the cornerstone of our business, helping us to meet our goals. Their dedication, passion and commitment inspire us.

19,464
employees in Chile and abroad

349,172
people benefited from our social programs.

MUS\$ 4,179.1
invoiced in 2022.

MUS\$ 2,241
paid to suppliers in regions where we operate.

We have a Manual of Best Practices for Suppliers that outlines our service standards, rules for integrity and our sustainable production model. New suppliers incorporated at any stage of our value chain are expected to adhere to the contents of this manual.

39.7%
domestic sales.

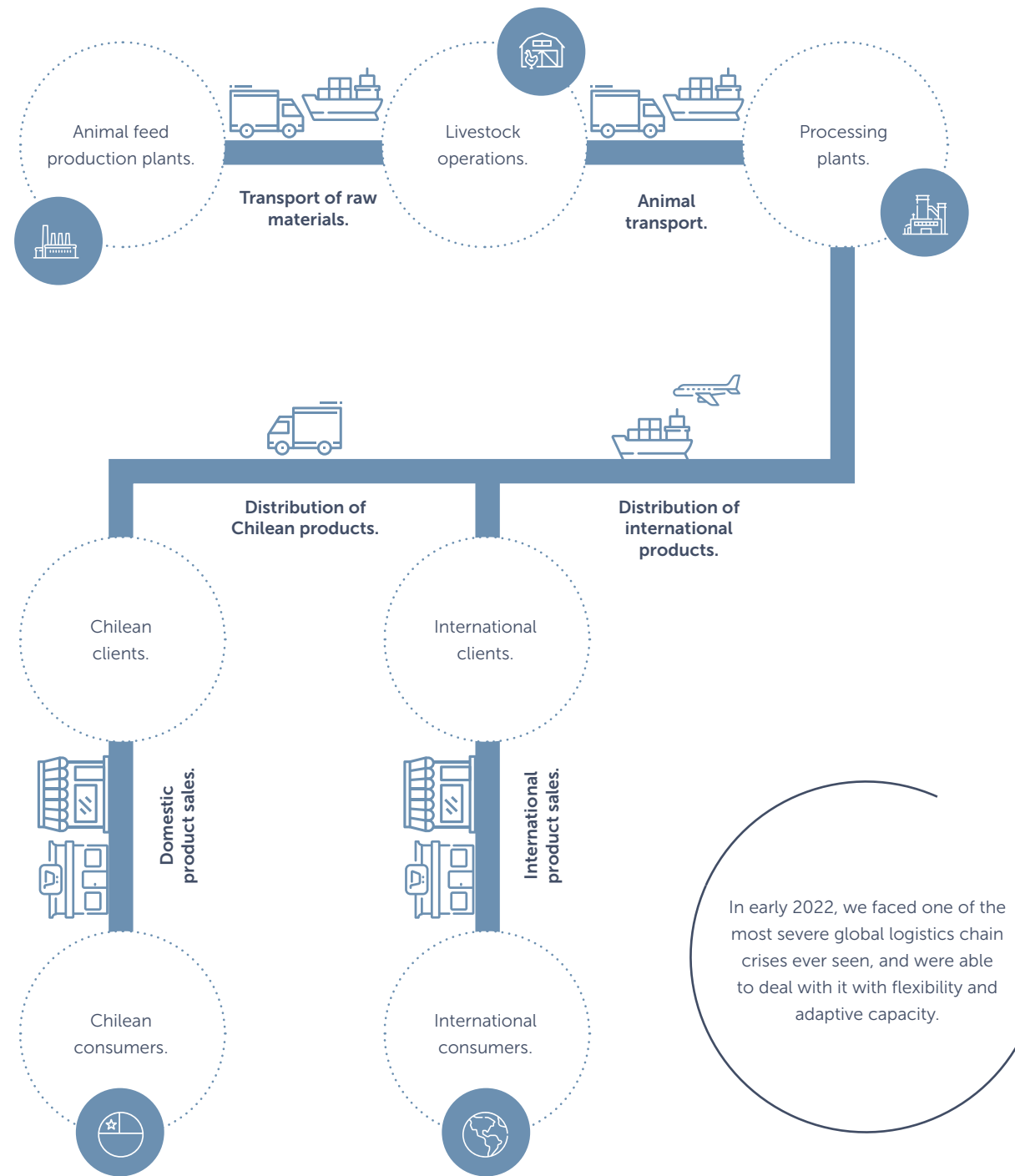
60.3%
international sales.

Through our extensive product portfolio, we encourage our consumers to enjoy a balanced diet.

1,894
Products sold to
58,167
clients.

DISTRIBUTION NETWORK AND LOGISTICS CHAIN

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In 2022, we focused on strengthening competencies and processes to meet the needs of customers and consumers around the globe, by efficiently managing the risks caused by supply chain interruptions. This allowed us to maintain the operational continuity of our business and reach the entire network with our products.

The goal of the supply chain is to achieve customer satisfaction. To this end, we focus on obtaining the best service with a strong orientation towards optimizing costs.

The Logistics area centered its efforts on making that approach operational by developing an *end-to-end* perspective that integrates the world of production with those of distribution and sales.

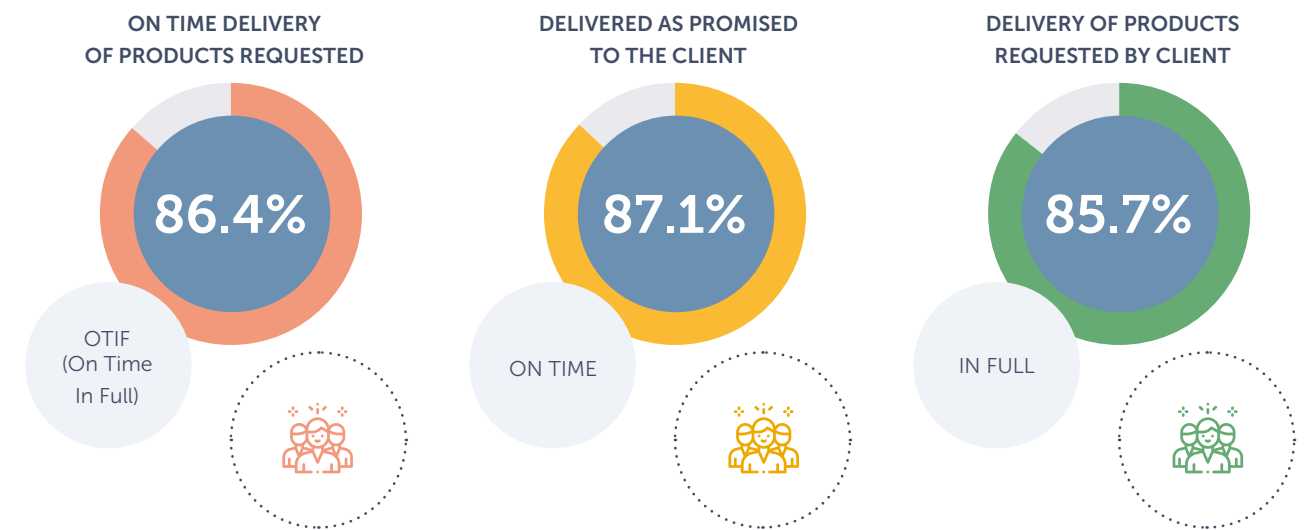
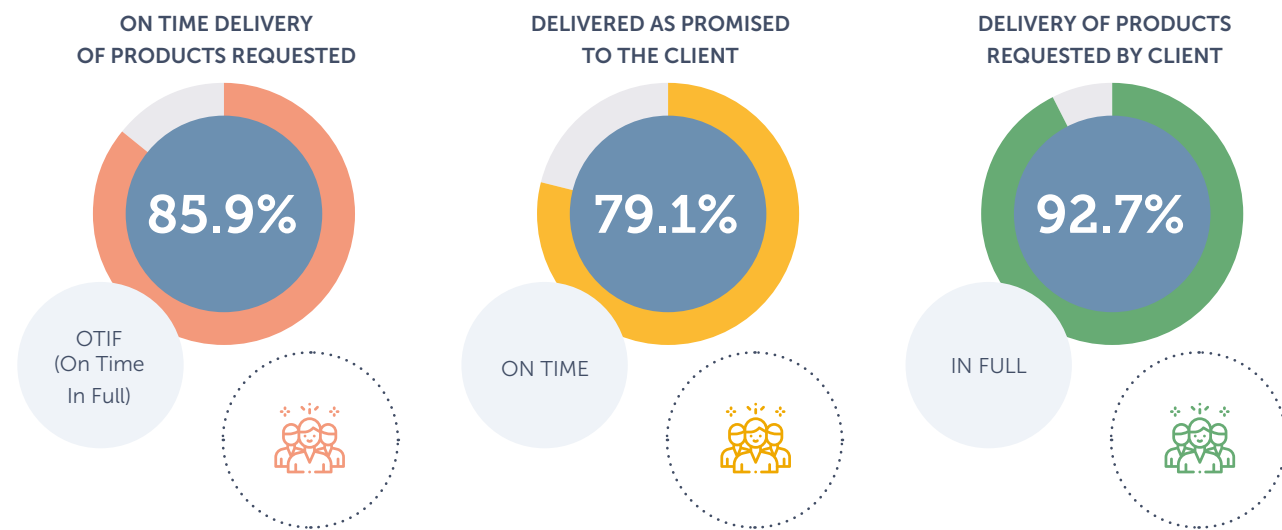
KEY PRODUCT DELIVERY PERFORMANCE INDICATORS - DOMESTIC

KEY PRODUCT DELIVERY PERFORMANCE INDICATORS - INTERNATIONAL

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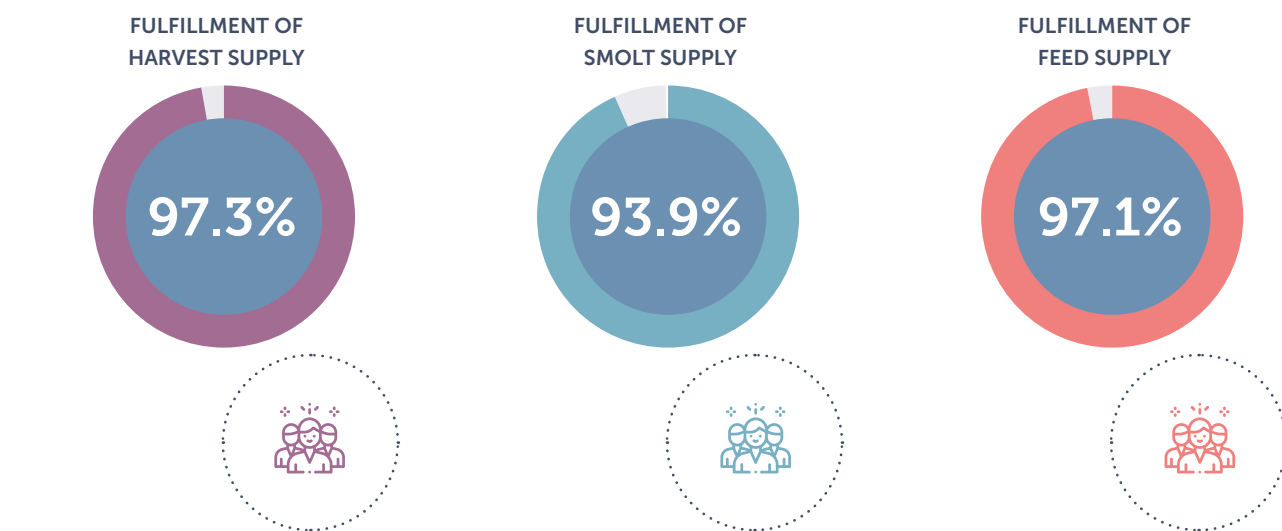
Meat Segment

Meat Segment



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Aquaculture Segment



2022 MILESTONES

Logistics network integration

The introduction of specialized equipment in secondary distribution channels led us to establish operational connections between our domestic and international networks. We accelerated coordination and integrated processes, discovering opportunities for cost reductions and fill rate increases by taking a broad, integrated view of the logistics chain.

KPIs

- Working Capital
- Fill rate
- OTIF

Centralization of logistics cost management

We developed a cost management framework for the company's global logistics network. We redefined the way in which we manage logistics in terms of costs, aligning criteria and other considerations that allow us to address challenges from a unified standpoint. This enables us to measure the performance of the parties involved and the satisfaction of our customers and consumers.

KPIs

- Fill rate
- OTIF

Advances in operational continuity, excellence and resilience goals.

91.7%
Fulfillment of working capital.

83.3%
Fulfillment of logistics costs.

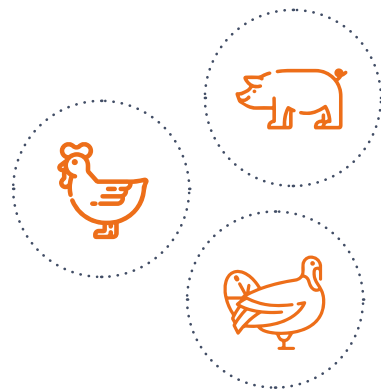




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TRANSPORT

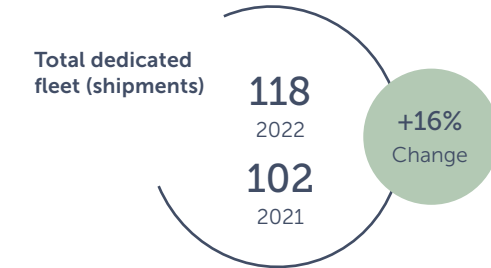
Meat Segment



	TOTAL JOURNEYS	KM TRAVELED	TONS TRANSPORTED	AVERAGE TONS TRANSPORTED PER JOURNEY
Pigs	21,160	4,499,751	491,106	22,726
Chickens	33,924	4,503,201	552,662	16,599
Turkeys	4,216	447,851	81,193	19,258
Animal feed	105,178	9,175,508	2,625,437	24,962
TOTAL	164,478	18,626,311	3,750,398	83,545



Aquaculture Segment



Annual variation, key transport and journey efficiency indicators

	2021	2022	% CHANGE
Total ship journeys			
Harvest	1,892	1,490	-21%
Feed	943	1,019	+8.1%
Smolt stocked	568	436	-23.2%
Total overland journeys			
Harvest	3,397	3,997	+18%
Feed	10,973	10,875	-1%
Smolt stocked	4,303	4,812	+12%
Total km/nm traveled (land/sea)			
Harvest	742,706 km / 150,696 nm	910,401 km / 301,581 nm	22.6% / 100.1%
Feed	601,500 km / 377,200 nm	545,825 km / 365,585 nm	-9.3% / -3.1%
Smolt stocked	2,116,068 km / 109,407 nm	2,300,677 km / 133,975 nm	8.7% / 22.5%
Total transported			
Harvest	201,549 tons	230,205 tons	+15%
Feed	301,768 tons	307,680 tons	+2%
Smolt stocked	113,159,630 (units)	131,660,266 (units)	+16%
Total journeys / total tons transported			
Harvest	0.026	0.024	-7.7%
Feed	0.039	0.04	+2.6%
Smolt stocked	-	-	-

Main transport impact indicators

Units	2021	2022	Var %
Mortality during transport			
Harvest	501,225	243,229	-51%
Feed plant	-	-	-
Smolt stocked	309,034	237,952	-23%
Stoppage caused by stock shortages (hours)			
Stoppage caused by stock shortages (hours)	130.7 hours	127 hours	-2.8%
Stoppage caused by stock shortages	0.2%	0.3%	61%

CORPORATE GOVERNANCE

The primary focus of our corporate governance is to add value to management, prioritizing problem solving and providing clear directives aligned with our purpose. Our corporate governance also ensures compliance with current legal provisions, including Law 18.046 and its regulations, Law 18.045, Law 20.393, Legal Decree 211 and all Financial Market Commission regulations. As a reference, we also review the practices of similar companies with high corporate governance standards.

The main areas involved in achieving these objectives are our Legal, Auditing and Compliance, and Corporate Affairs and Sustainability divisions.

We also continuously review and update our compliance policies. In 2022, there were no changes to the contents of our policies in these matters.

The Agrosuper Board, through its different committees, also reviews issues pertinent to the company and its administration on a regular basis, in collaboration with the heads of our our Legal, Audit and Compliance, Corporate Affairs and Sustainability and Finance divisions.

BOARD OF DIRECTORS

Our board has ten members, none of whom participate directly in the administration of the company.

The Board holds ordinary meetings each month, during which the directors analyze and resolve matters than fall under their purview. Extraordinary sessions are scheduled when required by the business.

The Manager of the Legal Division serves as Secretary to the Board, recording and preparing meeting minutes and sending them to the directors for review. Board members also receive copies of the presentations and materials used in each session and have access to a platform where all minutes and meeting materials are housed.



Gonzalo Vial V.
Chairman of the Board
3.806.024-4
Businessman and founder of Agrosuper
Chilean
Appointed: April 29, 2020.

María del Pilar Vial C.
Director
7.022.695-2
Businesswoman
Chilean
Appointed: April 29, 2020.

María José Vial C.
Director
7.022.776-2
Businesswoman
Chilean
Appointed: April 29, 2020.

Verónica Edwards G.
Director
7.051.999-2
Business Administrator
Chilean
Appointed: April 29, 2020

José Guzmán V.
Vice Chairman
6.376.987-8
Agricultural Engineer
Chilean
Appointed: April 29, 2020.



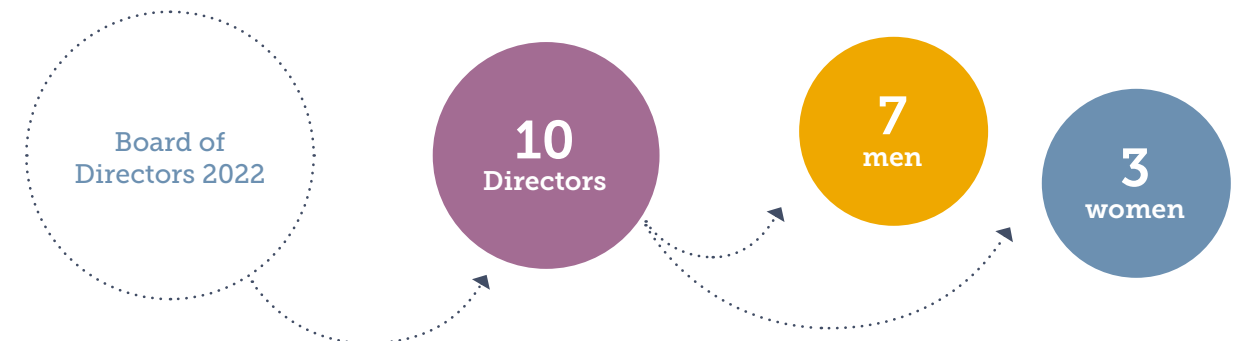
Andrés Vial S.
Director
6.004.844-4
Businessman
Chilean
Appointed: April 29, 2020.

Fernando Barros T.
Director
6.379.075-3
Lawyer
Chilean
Appointed: April 29, 2020.

Canio Corbo L.
Director
3.712.353-6
Civil Engineer
Chilean
Appointed: April 29, 2020.

Antonio Tuset J.
Director
4.566.169-5
Business Administrator
Chilean
Appointed: April 29, 2020.

Juan Claro G.
Director
5.663.828-8
Businessman
Chilean
Appointed: April 29, 2020.

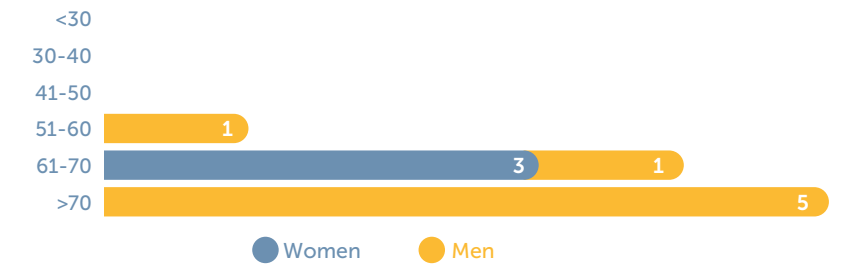


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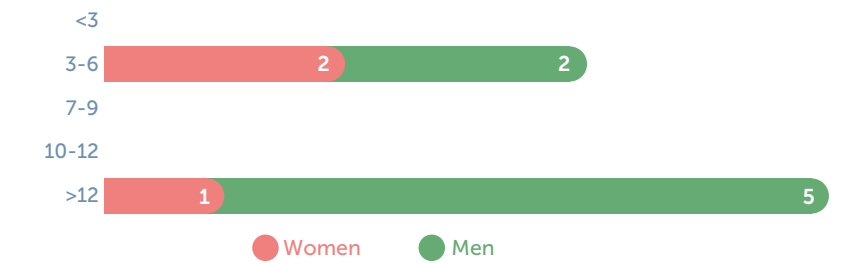


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Age range of board members
(CMF 3.2.xiii.c)



Length of service on the Board
(CMF 3.2.xiii.d)

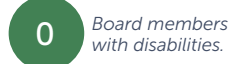


Nationality of board members
(CMF 3.2.xiii.b)

All board members are Chilean nationals.



Board members with disabilities
(CMF 3.2.xiii.e)



Board member compensation

Name	Position	December 31, 2022		December 31, 2021	
		Annual retainer THUS\$	Profit sharing THUS\$	Annual retainer THUS\$	Profit sharing THUS\$
Mr. Gonzalo Vial Vial	Chairman	161	263	169	291
Sr. José Guzmán Vial	Vice Chairman	121	197	127	216
Mr. Fernando Barros Tocornal	Director	80	133	85	144
Ms. María del Pilar Vial Concha	Director	80	133	85	144
Ms. María José Vial Concha	Director	80	133	85	144
Ms. Verónica Edwards Guzmán	Director	80	133	85	144
Mr. Andrés Alberto Vial Sánchez	Director	80	133	85	144
Mr. Canio Corbo Lioi	Director	80	133	85	144
Mr. Antonio Tuset Jorratt	Director	80	133	85	144
Mr. Juan Claro González	Director	80	133	85	144
Total		922	1,524	976	1,659

All board members are shareholders.

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Board and board committees selection and appointment processes.

Board member selection and appointment is conducted at the Company's general shareholders assembly, with the shareholders responsible for appointing and removing members of the board. Board committees are made up of company directors and senior executives and members are put forward by the full Board, based on the experience, role and field of expertise of each executive.

Performance review

Prior to each regular board meeting, the Board receives a report containing the company's human resources indicators, which includes the number of employees, broken down by gender, nationality, age range, seniority and salary gap.

The Company also conducts surveys on the workplace environment, which helps to identify opportunities for improvement that could benefit from a working group.

The Board and its committees also have the ongoing support of advisors in internal and external communications, whose role, among other things, is to suggest improvements in how the company disseminates information in the market and aspects of Corporate Governance.

Agrosuper continues its ongoing efforts to comply with the provisions of the Labor Inclusiveness Law. The company's Business Code of Conduct sets out the principles and values that govern its activity, guiding its workers, executives and board members to conduct themselves with respect for all persons, without discrimination of any kind.

Onboarding

We have an onboarding process for new board members that is led by the Corporate Human Resources Manager and guided by an online document designed for this process, all approved by the Board. This system provides new directors with all the information they need about the value chain of the business and how our main units, risks, policies, mechanisms and controls operate, to ease new members' integration into the organization and its decision making.

Meetings with strategic management units (Risk, Internal Audit, Corporate Social Responsibility)

We have a Risk Committee that evaluates the main risks to the company and its internal control policies every two months. This work is coordinated with the Corporate Affairs and Sustainability Division and the Internal Audit Division, which also disseminate, implement and ensure follow up to the Corporate Risk Management System, allowing us to identify significant findings and facilitate decision making for each business unit, as well as making the Board aware of the most important issues. The Audit Division also makes regular presentations to the Board to report on the results of the company's risk matrices.

In the Audit Committee, which meets every two months, external auditors present the annual plan and follow up plan, as well as addressing central issues of interest such as work teams, annual audit plan, independence, service coverage and administrative responsibilities, summary of activities, areas of emphasis, auditing report, work programs and deliverables and other aspects.

The CEOs of the Meat and Aquaculture segments, along with the Administration and Finance Manager, participate on an ongoing basis on this committee, as do key executives involved in agenda items.

Reports to the Board regarding environmental, social and climate change matters.

At Agrosuper, sustainability does not have its own division or specially appointed person. It is a cross-cutting theme that is addressed in all areas and at all levels of the business. To support this, we have a Sustainability Policy that fosters sustainable development, integrating economic, social and environmental aspects into the company's daily operations, forging links with local communities, managing the impacts of our activities and making efficient use of natural resources.

As part of this work, we have developed a production model that includes responsible environmental management by incorporating technology and ongoing innovation into each of our processes.

Each business segment also has its own Sustainability Committee whose members include company directors, the unit's CEO and unit managers. These groups work with a series of 73 ESG indicators, monitoring their fulfillment of these monthly.

Although an integrated report is published yearly, these committees allow us to transform an annual snapshot of the company into a full-length film that helps us to analyze our environmental, social and governance advances monthly.

Access to information systems

Our directors have safe, remote and continuous electronic access to all the minutes and documents for every board meeting held in the past three years. Any requests for a particular set of minutes or presentation are handled by the secretary, who forwards said documents immediately.

Prior to each board meeting, the secretary sends the agenda with all pertinent documents to all directors, enabling them to prepare for the meeting.

Identifying and managing conflicts of interest

Following protocol, board members and senior executives must complete a declaration of interest annually. Our Business Code of Conduct also sets out conflict of interest situations and revises and updates these periodically, in accordance with current legislation. Where a director or executive has a conflict of interest in relation to a particular matter and/or agreement, they must abstain from commenting or voting on the matter.

The main matters covered in the declaration include: serving as director on another board; holding shares in a supplier company or other stakeholder group; holding a majority share in any company; related parties, their family members and transactions, among other concerns.

These matters are also governed by our General Policy for Operations with Related Parties, approved by the Board on November 5, 2020 and published on the company website.

Our directors may not sit on the boards of any of Agrosuper's competitors, which avoids the risk of interlocking within our corporate governance structure.

While board members do not participate in processes relating to third parties, all such actions are subject to the due diligence process established to mitigate the risk of corruption, asset laundering and funding of terrorism and other concerns contained in our Crime Prevention Model.

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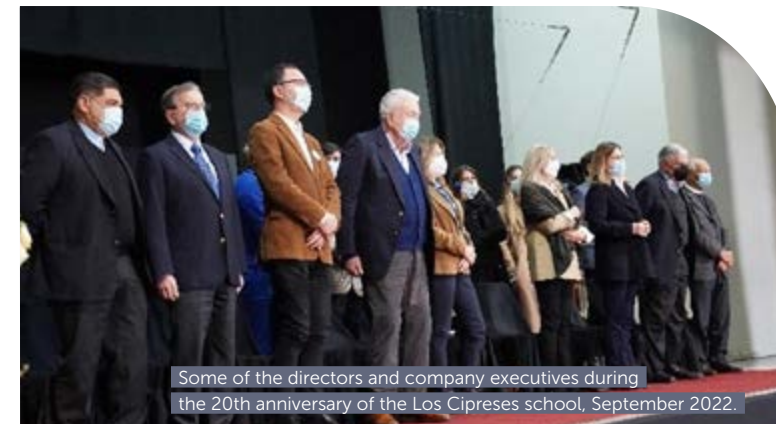
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José Guzmán, Guillermo Díaz del Río and Cristián Meyer visit a client in South Korea in November 2022.



Some of the directors and company executives during the 20th anniversary of the Los Cipreses school, September 2022.

Full Name	ID No.	%
Gonzalo Vial Vial	3.806.024-4	1.72
María Cristina Vial Concha	7.032.945-K	24.57
María José Vial Concha	7.022.776-2	24.57
María del Pilar Vial Concha	7.022.695-2	24.57
Gonzalo Vial Concha	7.022.663-4	24.57



Our Board on a field visit

Visit of company executives to the La Estrella feed plant in August 2022.



José Guzmán and Guillermo Díaz del Río visit the AquaChile team at the Miami office, August 2022.



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COMMITTEES

In evaluating the committees' performance, the Board tries to identify areas in which committee members can enhance their work. At the same time, it identifies the most relevant areas for updating their knowledge.

In this regard, at its meetings the Board receives timely information about matters of interest, such as regulatory changes affecting the company or emerging concerns about free competition and crime prevention.

This body also reviews and maintains for reference the best corporate governance practices of entities with similar standards and attributes, in order to implement them to the extent possible.

Our board has four corporate working committees that meet periodically to address issues related

to the audit and corporate risks.



AUDIT COMMITTEE

Members: José Guzmán, Fernando Barros, Canio Corbo and Antonio Tuset.

This committee examines the internal audit plan and reviews the company's financial statements.

- Meets every two months.
- Activities in 2022: four meetings were held last year, in which the members reviewed the external and internal audit plans and financial statements.
- Board members receive no remuneration for their committee work.
- This committee did not incur any expenses in 2022.

RISK COMMITTEE

Members: José Guzmán, Andrés Vial, Verónica Edwards and Juan Claro.

This committee reviews the company's risk areas and internal control policies.

- Meets every two months.
- Activities in 2022: six meetings last year, reviewing risk reports and regulatory matters and making recommendations.
- Board members receive no remuneration for their committee work.
- This committee did not incur any expenses in 2022.

CORPORATE INTEGRITY COMMITTEE*

Members: Verónica Edwards, Fernando Barros, Luis Felipe Fuenzalida, Felipe Silva, Óscar Durán, Javiera Kunstmann, María Teresa Manubens.

The members review matters related to integrity, compliance and ethics of importance to the company and review anonymous whistle blower complaints, conflicts of interest, regulatory compliance and other matters.

- Meets every two months.
- Activities in 2022: six meetings were held last year, in which the members followed up on the integrity strategy, advances on the active compliance models, progress on investigations into complaints received through the complaints channels, and integrity training and culture-building.
- Board members receive no remuneration for their committee work.
- This committee did not incur any expenses in 2022.

SUSTAINABILITY COMMITTEE

Members: José Guzmán and the CEOs and senior executives of each segment.

This committee monitors and ensures fulfillment of environmental, social and governance (ESG) indicators for both the Meat and Aquaculture segments.

- Meets every month.
- Activities in 2022: Reviewing indicators and priorities and directing courses of action.
- Board members receive no remuneration for their committee work.
- This committee did not incur any expenses in 2022.

* Agrosuper also has an Integrity Committee for the Meat Segment and another for the Aquaculture Segment. Because Agrosuper is a private corporation, Article 50 bis of Law 18.045 does not apply to these committees.

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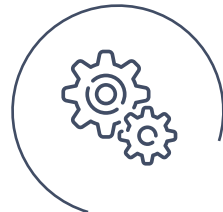
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RISK MANAGEMENT AND REPORTING BY THE BOARD

The Risk Committee and the Audit Committee are responsible for these aspects. Both meet every two months and their members include the Vice Chair and other board members, as well as key executives such as the managers of the Audit and Corporate Affairs and Sustainability areas.

Both committees examine the internal audit plan and review the company's financial statements, as well as analyzing company risk areas and internal control policies.



The company has no directors' committee because of its ownership structure, in accordance with the law. This year, there were no shareholder comments or special proposals other than those appearing in the minutes of shareholder meetings. These minutes are published by CMF and available to the public on the company's website.



SENIOR EXECUTIVES

Board of Directors



Corporate

Luis Felipe Fuenzalida B.
Corporate Administration and Finance Manager

Julio Andrade G.
Corporate Accounting Manager

Felipe Berríos J.
CISO Deputy Manager

Óscar Durán R.*
Corporate Audit and Compliance Manager

Rodrigo Echeverría O.
Corporate Technology and Information Manager

Vasco Grigolo P.
Corporate Finance Manager

Alejandro Montes O.
Corporate Procurement Manager

José Manuel Ovalle V.
Corporate Development Manager

Felipe Silva R.
Corporate Legal Manager



Meat Segment

Guillermo Díaz del Río R.
Agrosuper Chief Executive Officer

Cristián Meyer R.
Innovation Manager

Fernando Morelli B.
Human Resources Manager

Luis Felipe Ortiz G.
Livestock Production Manager

Álvaro Ortiz R.
Industrial Manager

Facundo Porolli G.
Commercial Manager

Rafael Prieto C.
Corporate Affairs and Sustainability Manager

Juan Pablo Uriarte D.
Administration and Finance Manager



Aquaculture Segment

Sady Delgado B.
AquaChile Chief Executive Officer

Vicente de la Cruz W.
Commercial Manager

Miguel Lavagnino C.
Administration and Finance Manager

Juan Pablo Rodríguez C.
Industrial Manager

José Manuel Schwerter G.
Production Manager

Sebastián Trujillo N.
Human Resources Manager

Alvaro Varela W.
General Counsel

- Media relations.
- Shareholder and investor relations.
- Internal control.
- Risk management.
- Sustainable development.

At the executive level, there are two committees that review matters related to sustainable development and ethical compliance.



EXECUTIVE COMMITTEES

Sustainability Committee

This committee monitors and ensures fulfillment of environmental, social and governance (ESG) indicators for both the Meat and Aquaculture segments.

Its members include the Vice Chair of the Board, the respective CEOs of each segment and the managers of each unit.

Integrity Committee

This entity reviews matters of integrity, compliance and ethics of importance to the holding and addresses anonymous whistleblower complaints, conflicts of interest, regulatory compliance and other matters.

There are also three integrity committees:



*Reports directly to the Board.



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BUSINESS RESULTS

- ECONOMIC AND FINANCIAL RESULTS 2022
- TOTAL SALES
- DOMESTIC SALES
- INTERNATIONAL SALES

ECONOMIC AND FINANCIAL RESULTS 2022

ECONOMIC AND FINANCIAL SUMMARY

Consolidated statement of financial position

ThUS\$	DEC-22	DEC-21	VAR. %
Total current assets	2,244,965	2,199,461	2.1%
Property, plant and equipment	1,217,579	1,241,603	-1.9%
Total non-current assets	2,416,709	2,437,571	-0.9%
Total assets	4,661,674	4,637,032	0.5%

ThUS\$	DEC-22	DEC-21	VAR. %
Total current liabilities	697,953	863,802	-19.2%
Total non-current liabilities	1,606,347	1,443,693	11.3%
Non-controlling interests	2,034	3,091	-34.2%
Total equity	2,357,374	2,329,537	1.2%
Total liabilities and equity	4,661,674	4,637,032	0.5%

ThUS\$	DEC-22	DEC-21	VAR. %
Net financial debt	1,224,521	1,257,551	-2.6%

Consolidated Statement of Income

ThUS\$	DEC-22	DEC-21	VAR. %
Operating revenue	4,179,136	4,000,290	4.5%
Cost of sales	-3,044,756	-2,874,627	5.9%
Gross profit before Fair Value	1,134,380	1,125,663	0.8%
<i>% on revenue:</i>	27.1%	28.1%	-3.5%
Fair Value of biological assets harvested and sold	-540,288	-640,973	-15.7%
Fair Value of biological assets for the year	389,021	746,050	-47.9%
Gross profit	983,113	1,230,740	-20.1%
Other expenses by function	0	0	0.0%
Distribution costs	-542,264	-469,282	15.6%
Administrative expenses	-72,269	-71,172	1.5%
Operating income before fair value	519,847	585,209	-11.2%
<i>% on revenue:</i>	12.4%	14.6%	
Operating income after fair value	368,580	690,286	-46.6%
<i>% on revenue</i>	8.8%	17.3%	-48.9%
Other income (expenses)	-45,784	-69,658	-34.3%
Financial income	3,197	2,480	28.9%
Financial expenses	-57,767	-52,785	9.4%
Share in loss of associates accounted for under the equity method	192	-1,092	-117.6%
Exchange rate difference	-2,415	-5,874	-58.9%
Income tax expense	-71,821	-155,763	-53.9%
Profit before fair value	304,607	330,888	-7.9%
<i>% on revenue</i>	7.3%	8.3%	
Profit after fair value	194,182	407,594	-52.4%
<i>% on revenue</i>	4.6%	10.2%	

ThUS\$	DEC-22	DEC-21	VAR. %
Depreciation and amortization	164,555	171,540	-4.1%
EBITDA before fair value	684,402	756,749	-9.6%
<i>% on revenue</i>	16.4%	18.9%	
EBITDA after fair value	533,135	861,826	-38.1%
<i>% on revenue</i>	12.8%	21.5%	

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Consolidated cash flow statement

ThUS\$	DEC-22	DEC-21	VAR. %
Net cash flows from operating activities	328,762	486,955	-32.5%
Net cash flows from (used in) investing activities	-44,339	-96,171	-53.9%
Net cash flows from (used in) financing activities	-314,766	-653,101	-51.8%
Effect of exchange rate changes on cash and cash equivalents	-2,418	-813	197.4%
Increase (decrease) in cash and cash equivalents	-32,761	-263,130	-87.5%
Cash and cash equivalents beginning of the year	121,535	384,665	-68.4%
Cash and cash equivalents at end of period	88,774	121,535	-27.0%

Financial ratios

FINANCIAL RATIOS	DEC-22	DEC-21
Indebtedness (a)	1.0x	1.0x
Net financial debt (b)	0.5x	0.5x
Coverage of financial expenses (c)	11.8x	14.3x
Net financial debt / EBITDA (d)	1.8x	1.7x
Current liabilities / creditors equity (e)	0.3x	0.4x
Short-term financial debt / total financial debt (f)	0.1x	0.3x
Return on equity (g)	8.2%	17.5%

(a) Debt = (Total current liabilities + Total non-current liabilities) / (Total equity)

(b) Net financial debt = (Other current financial liabilities + Other non-current financial liabilities - Cash and cash equivalents at year end - margin calls) / (Total equity)

(c) Finance costs coverage = EBITDA before Fair Value (last twelve months) / Finance costs (last twelve months)

(d) Net financial debt / EBITDA before fair value = (Other current financial liabilities + Other non-current financial liabilities - Cash and cash equivalents at year end - Active portion of derivative contracts) / EBITDA before fair value (last twelve months)

(e) Current liabilities / total liabilities = Total current liabilities / (Total current liabilities + Total non-current liabilities)

(f) Short term financial debt / Total financial debt = Other current financial liabilities / (Other current financial liabilities + Other non-current financial liabilities)

(g) Return on equity = Profit (last twelve months) / Total equity



ECONOMIC VALUE GENERATED AND DISTRIBUTED TO STAKEHOLDERS

ThUS\$	DEC-22	DEC-21	VAR. %
Income from business activities	4,179,136	4,000,290	4.5%
Financial income	3,197	2,480	28.9%
Capital contribution	-	-	-
Income from sale of property, plant and equipment	2,482	803	209.1%
Other income not from operations	12,411	8,787	41.2%
Economic value generated	4,197,226	4,012,360	4.6%
Operating expenses	3,205,708	3,018,526	6.2%
Employee benefits expenses	424,434	401,057	5.8%
Other expenses not from operations	58,160	77,122	-24.6%
Investment and contribution to communities	4,975	4,578	8.7%
Investment and contribution to the environment	72,526	63,003	15.1%
Invested capital	88,641	47,707	85.8%
Tax expenses	71,821	155,763	-53.9%
Financial expenses	57,767	52,785	9.4%
Dividends	203,592	502,207	-59.5%
Investment to obtain control of subsidiaries or other businesses	706	3,700	-80.9%
Distributed economic value	4,188,331	4,326,448	-3.2%
Retained economic value	8,895	-314,088	-102.8%

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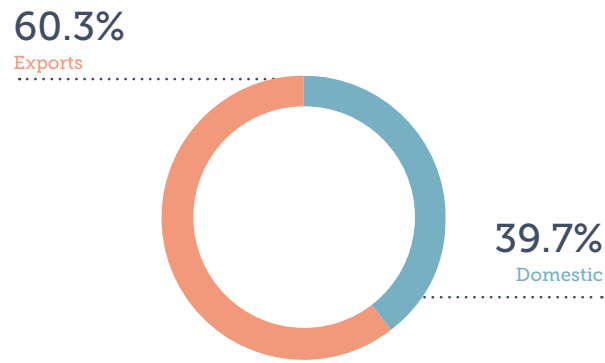
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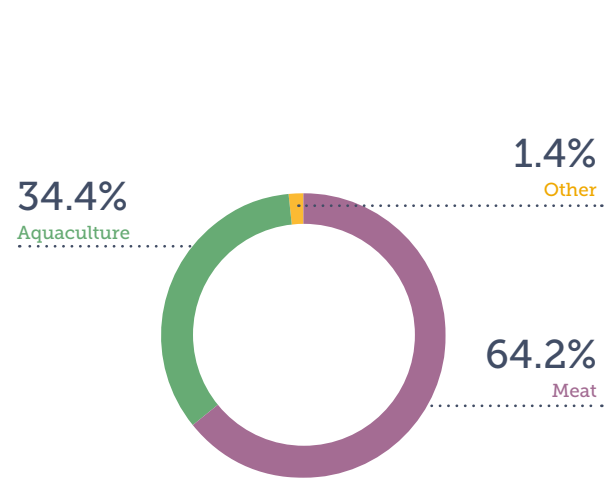
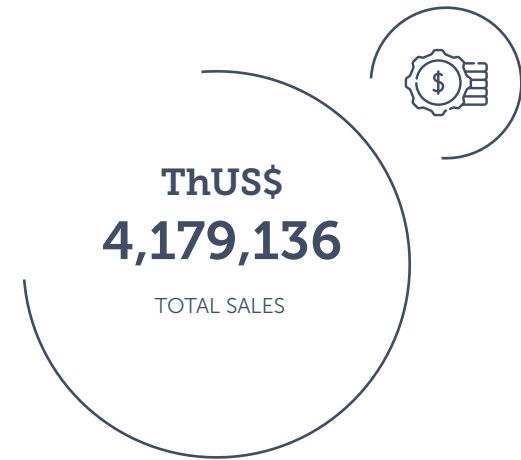
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TOTAL SALES

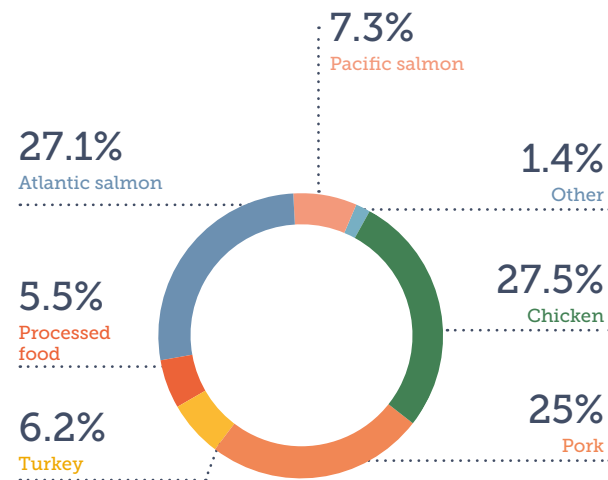
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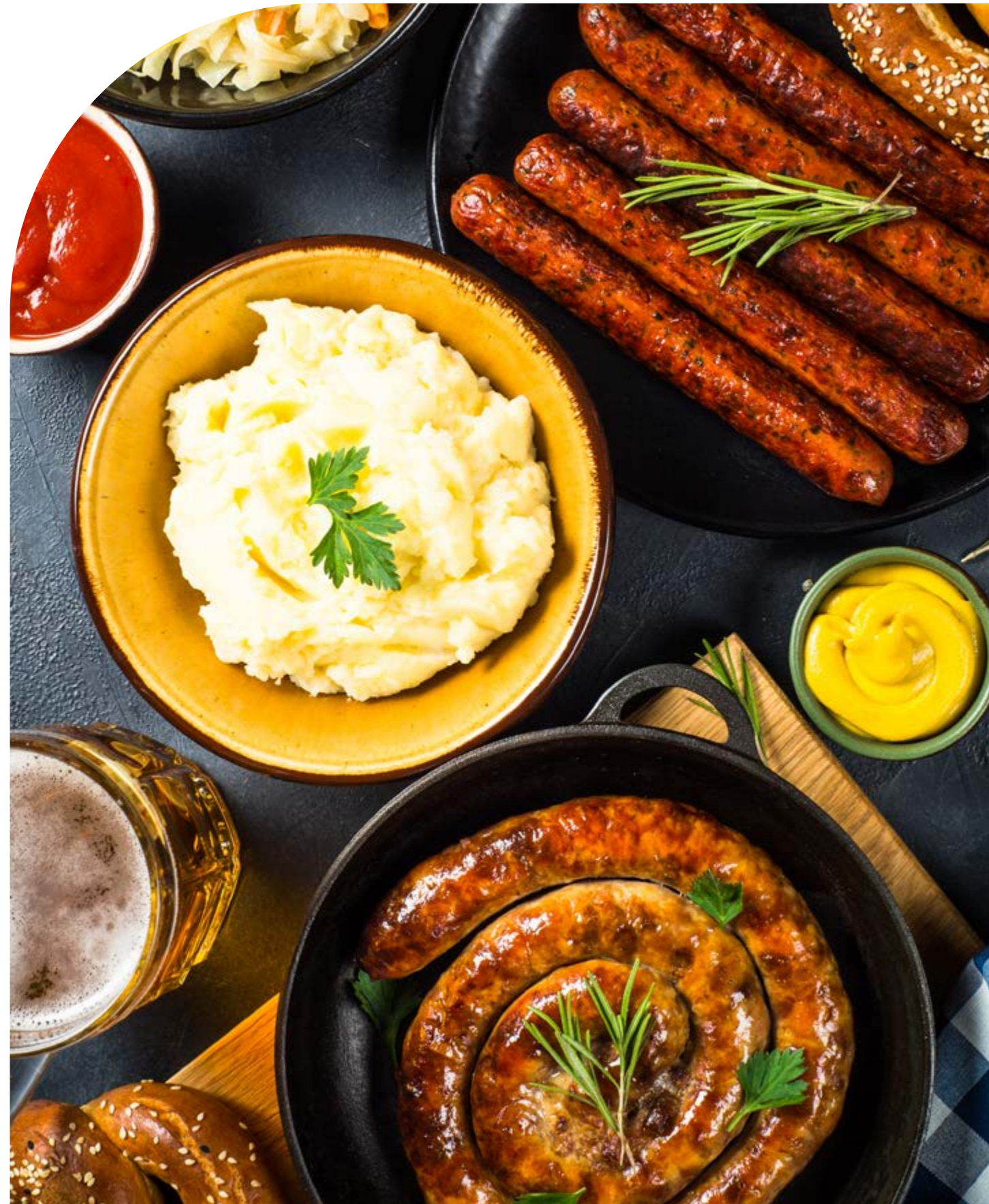
Total domestic vs. export sales
Source: Agrosuper.



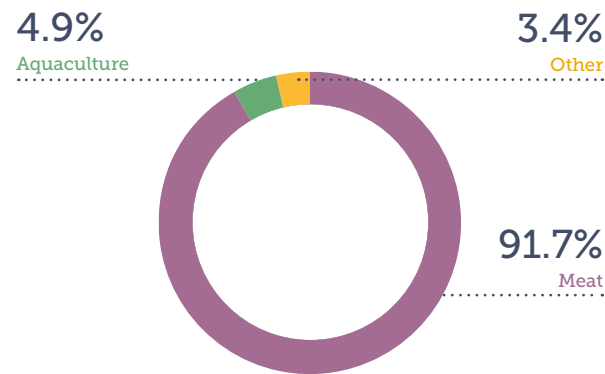
Total sales per segment
Source: Agrosuper.



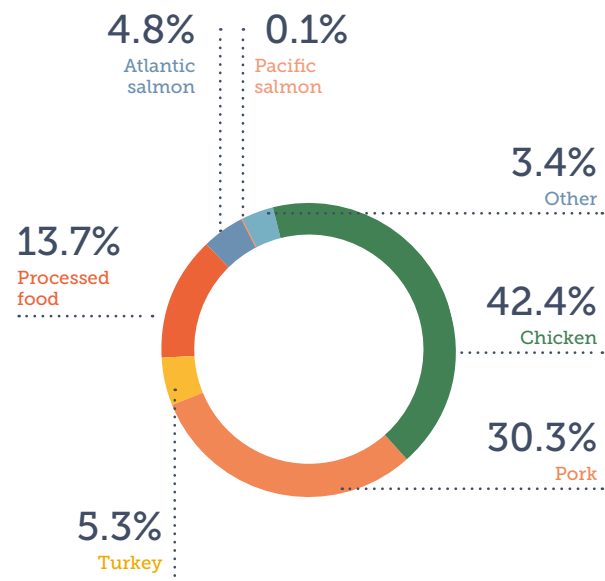
Total sales by business
Source: Agrosuper.



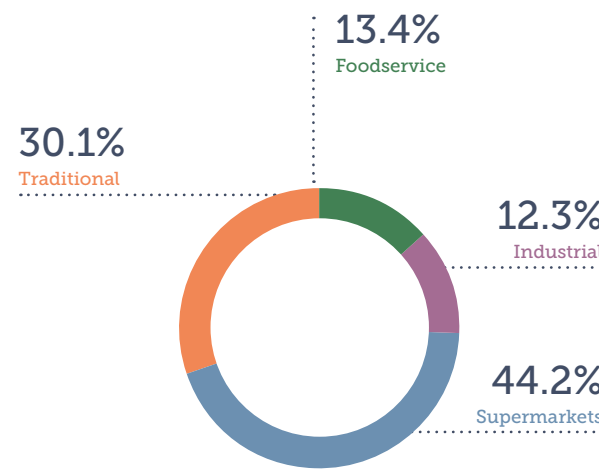
DOMESTIC SALES



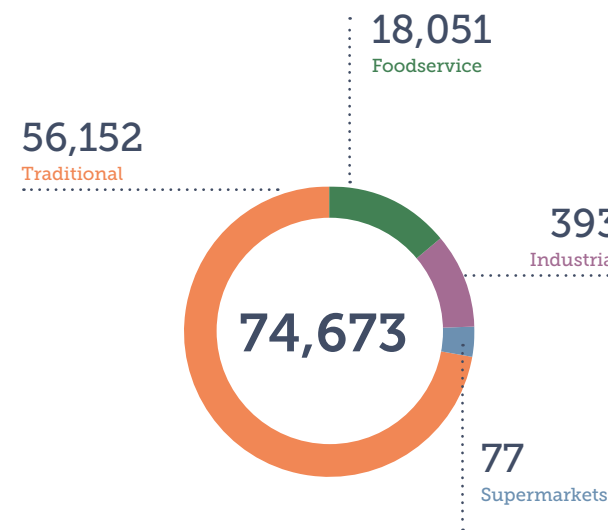
Total sales per segment
Source: Agrosuper.



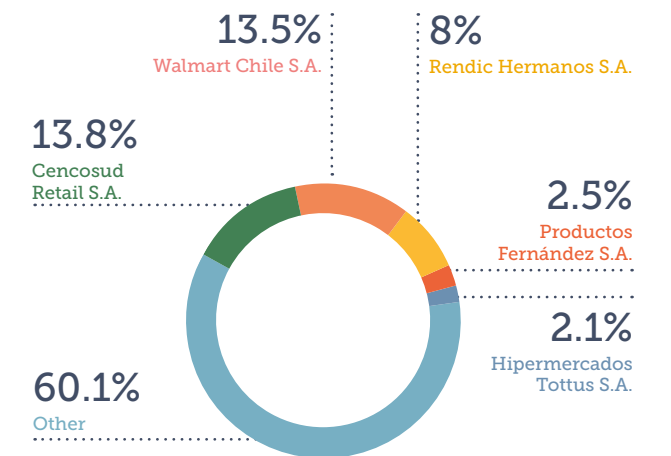
Total sales by business
Source: Agrosuper.



Domestic sales by distribution channel
Source: Agrosuper.



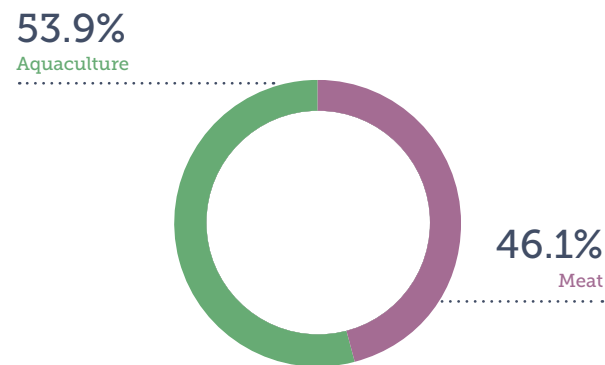
Total domestic clients by distribution channel
Source: Agrosuper.



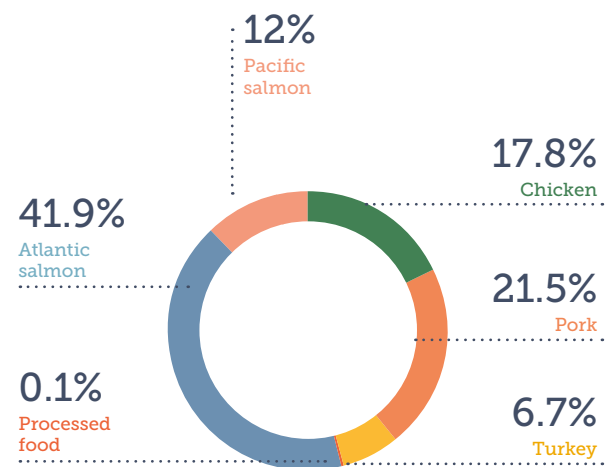
Main Clients in Chile
Source: Agrosuper.

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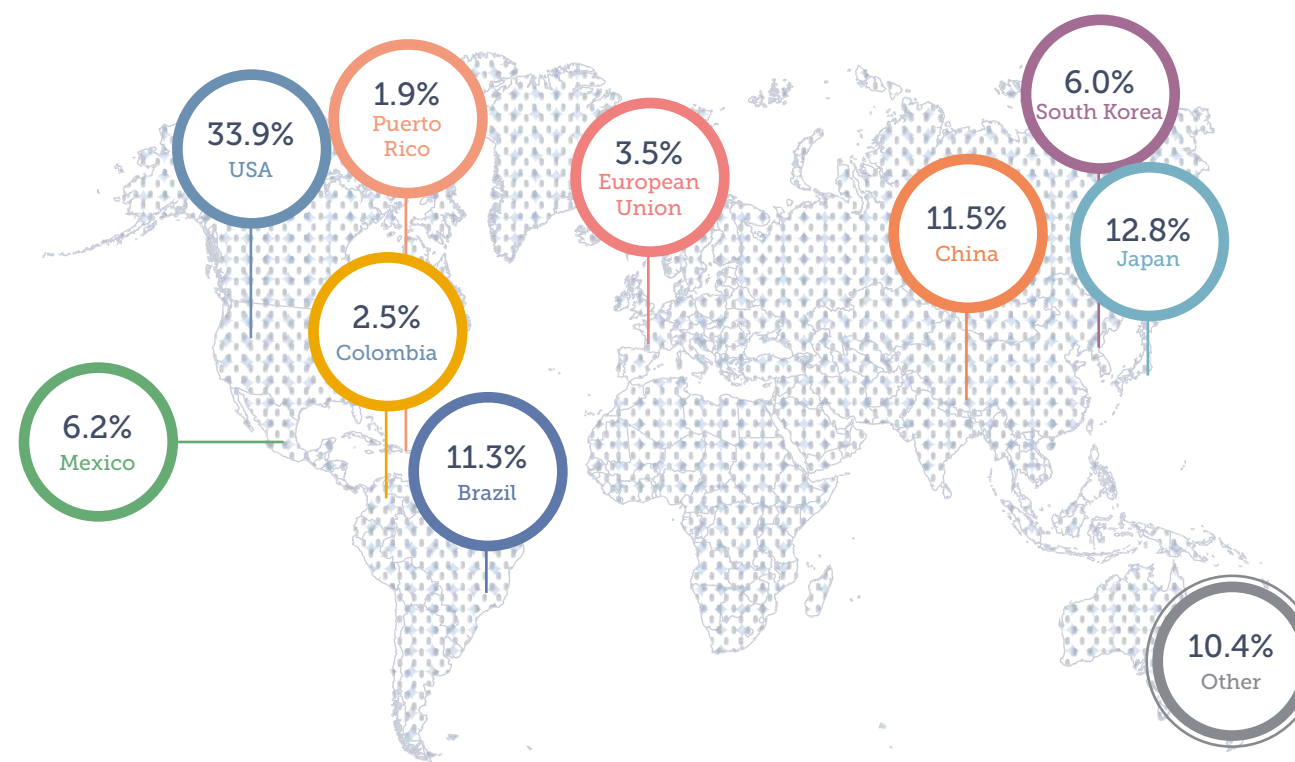
INTERNATIONAL SALES



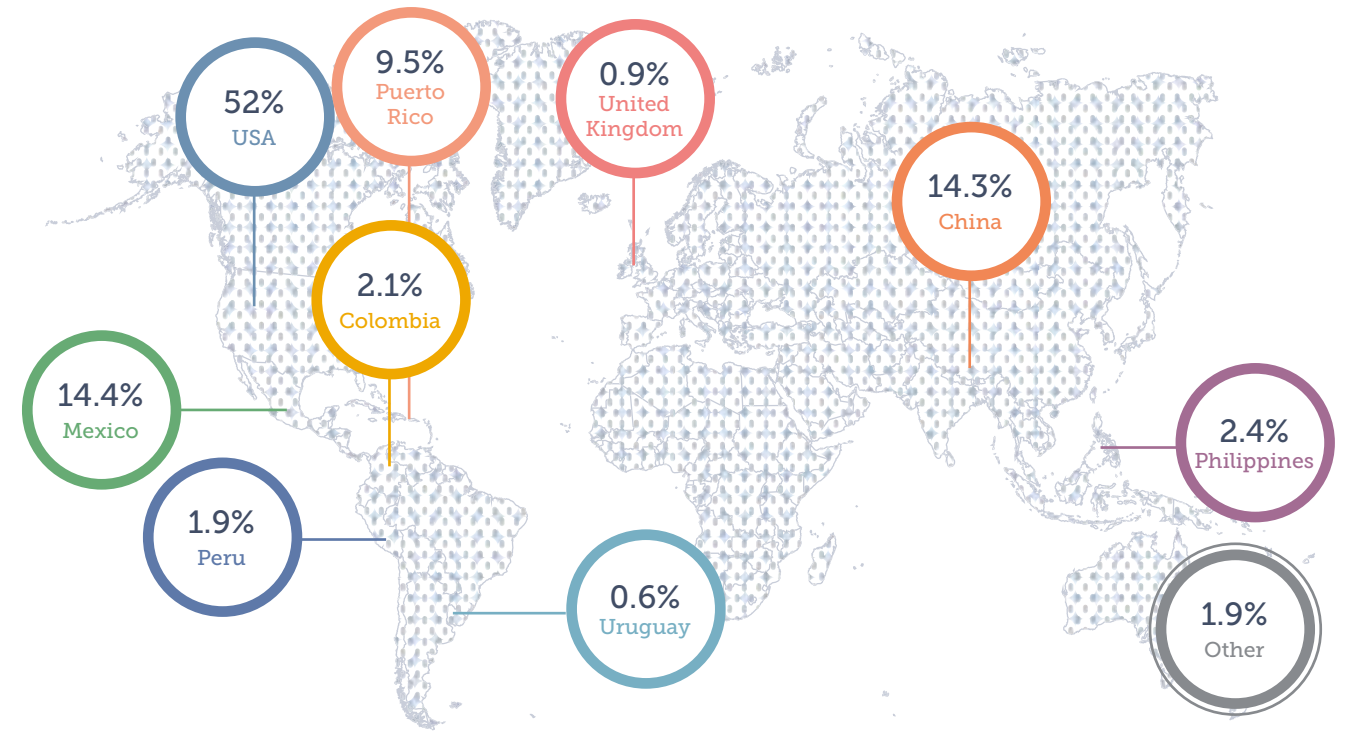
Total sales per segment
Source: Agrosuper.



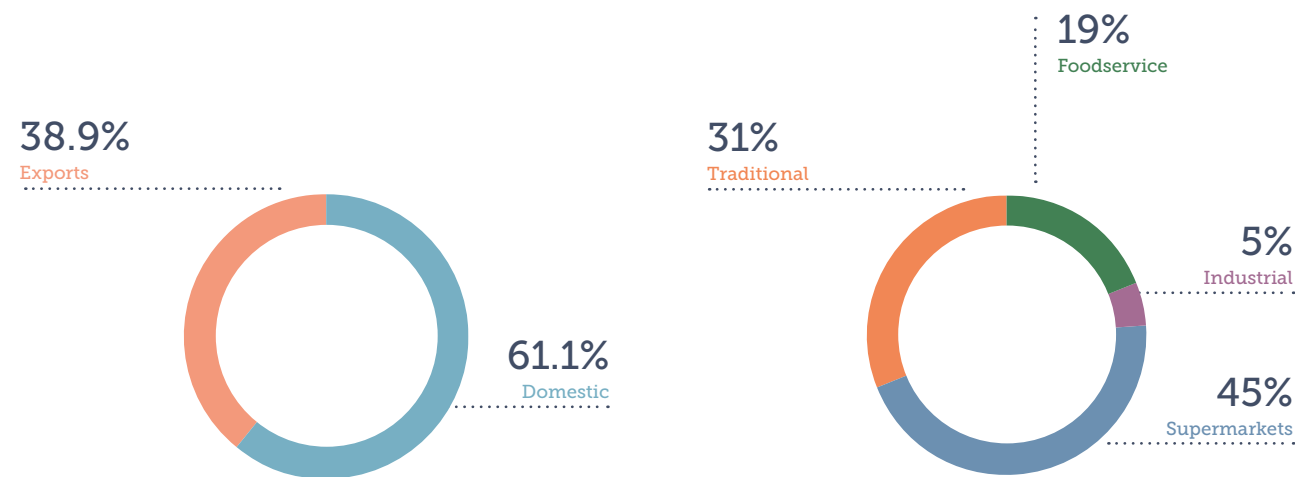
Total sales by business
Source: Agrosuper.



Export sales by market
Source: Agrosuper.



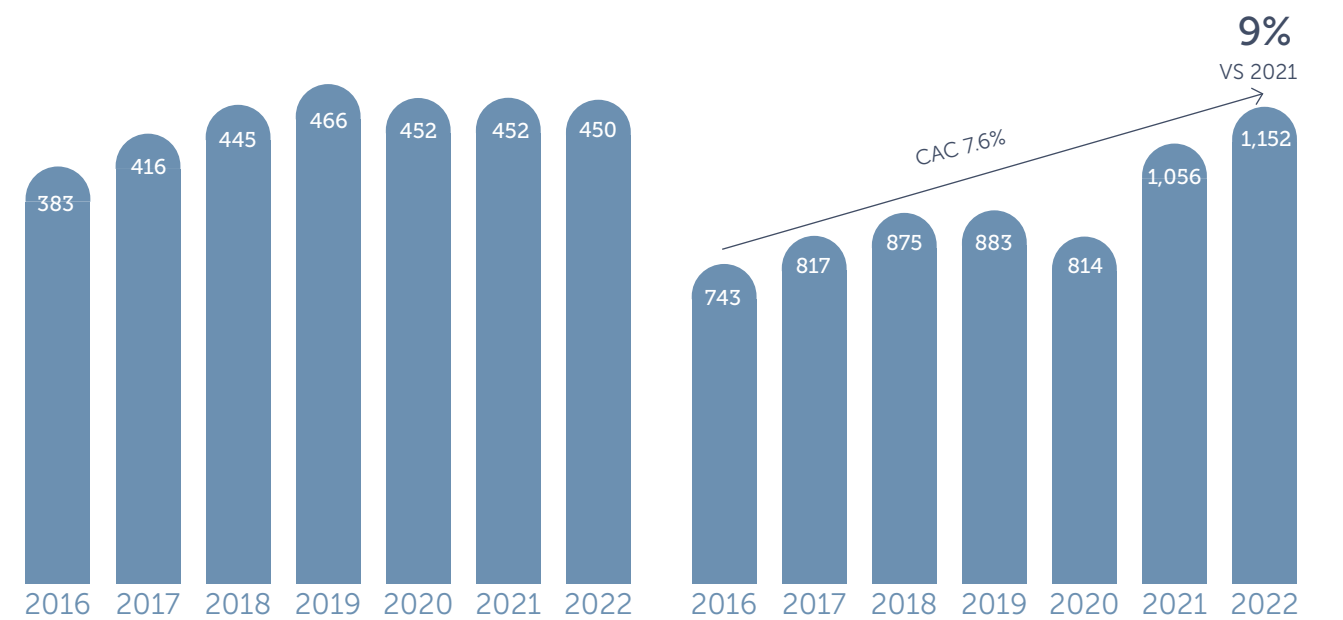
MEAT SEGMENT CHICKEN



Total chicken sales
Source: Agrosuper.

Domestic sales by distribution channel
Source: Agrosuper.

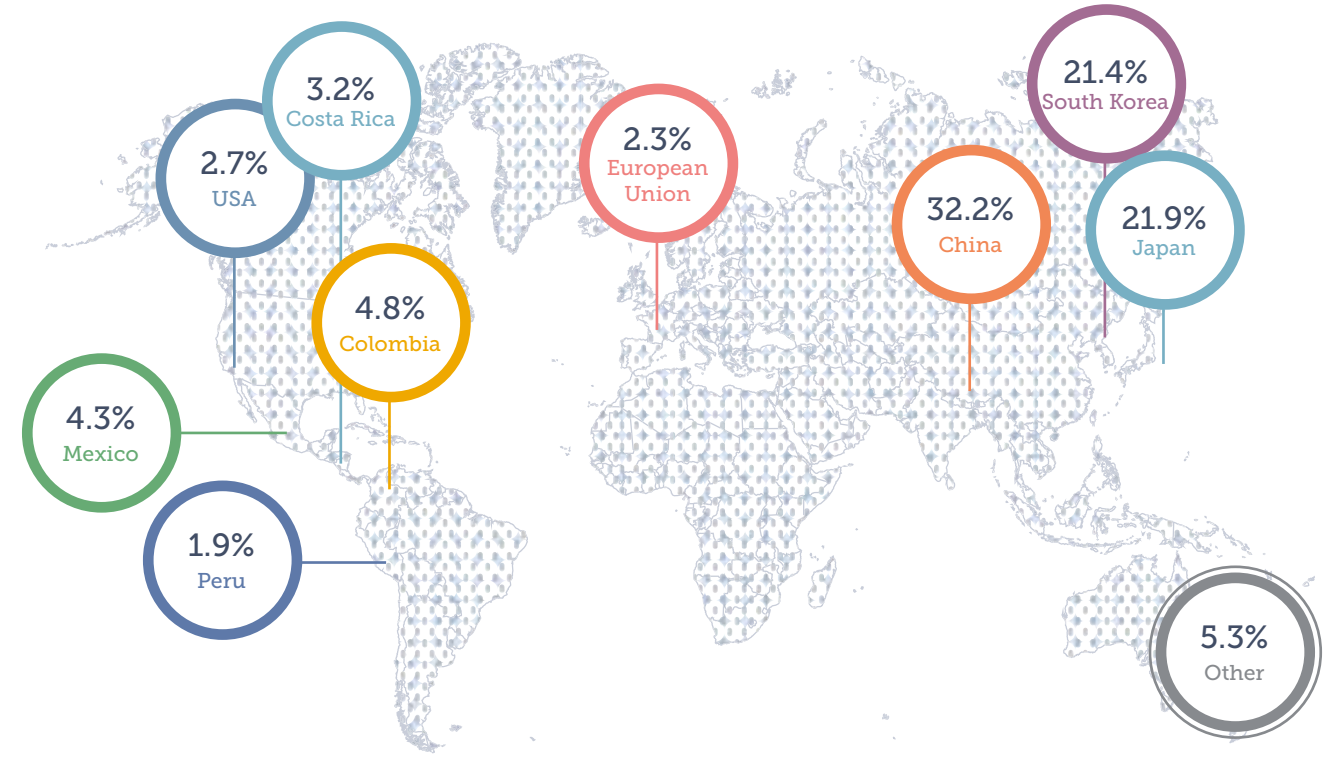
Export sales by market
Source: Agrosuper.



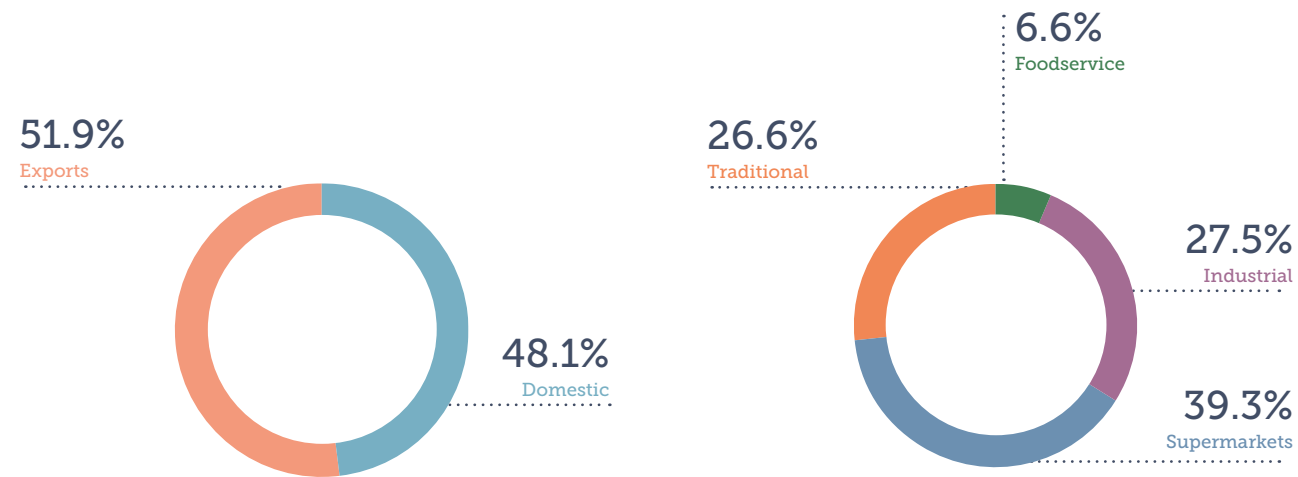
Sales volumes
(Thousands of tons)

Net Sales.
(ThUS\$)

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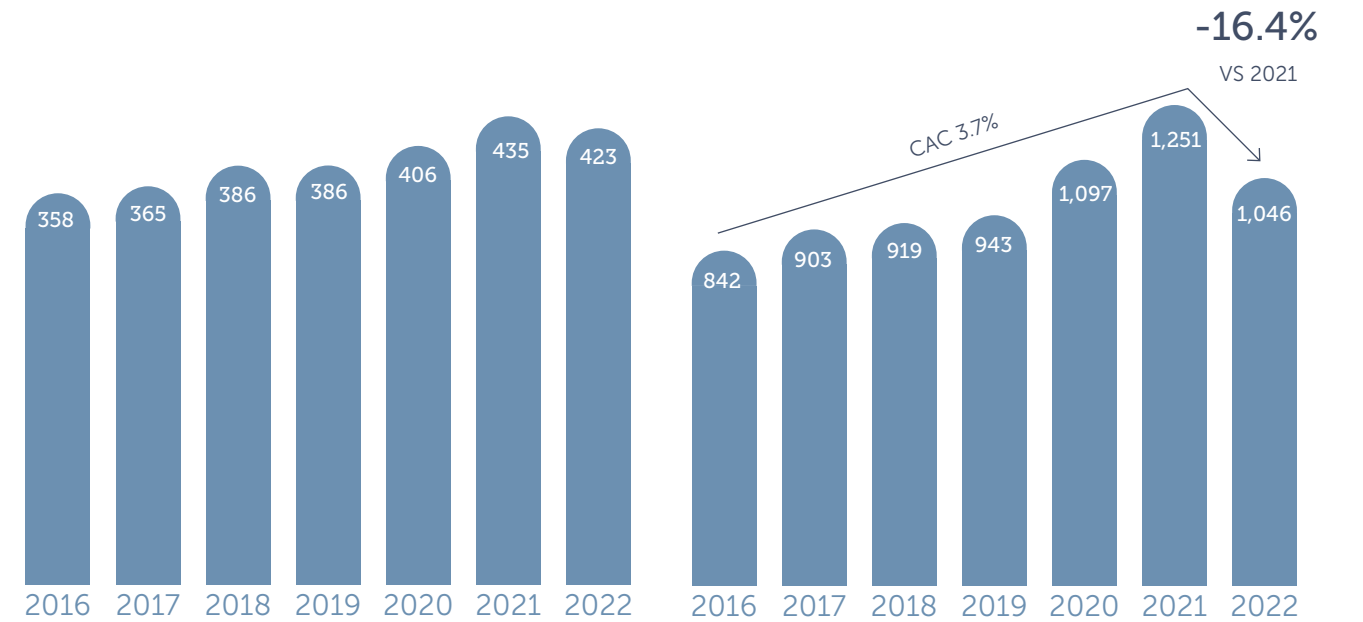
MEAT SEGMENT PORK



Total pork sales
Source: Agrosuper.

Domestic sales by distribution channel
Source: Agrosuper.

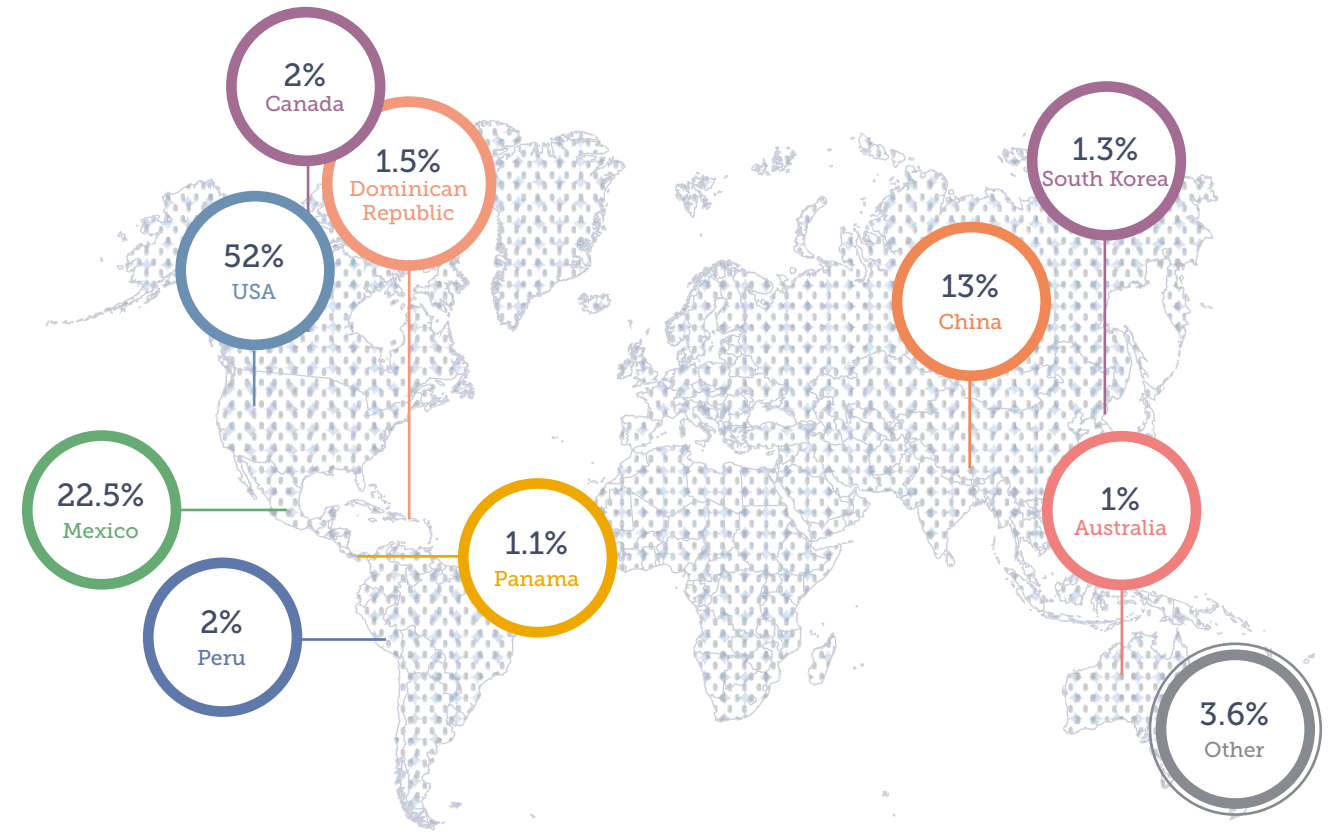
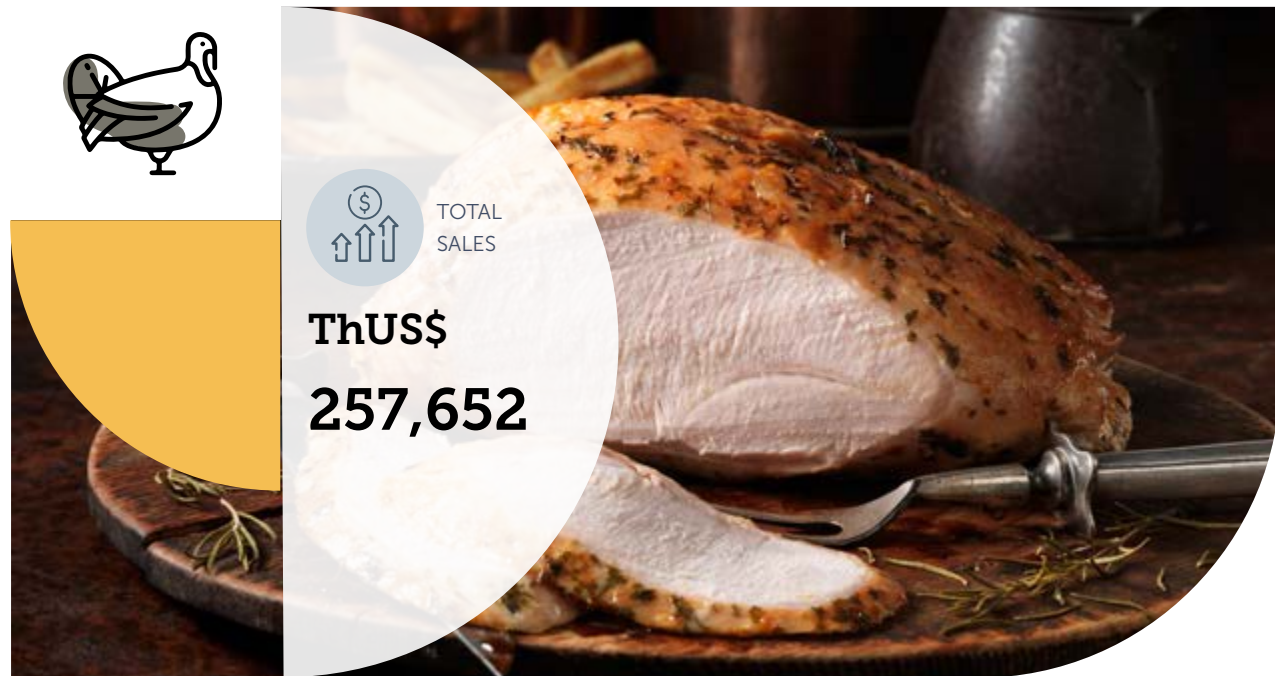
Export sales by market
Source: Agrosuper.



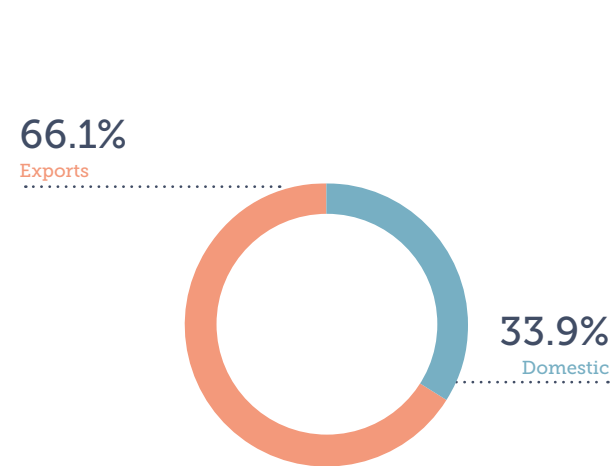
Sales volumes
(Thousands of tons)

Net Sales.
(ThUS\$)

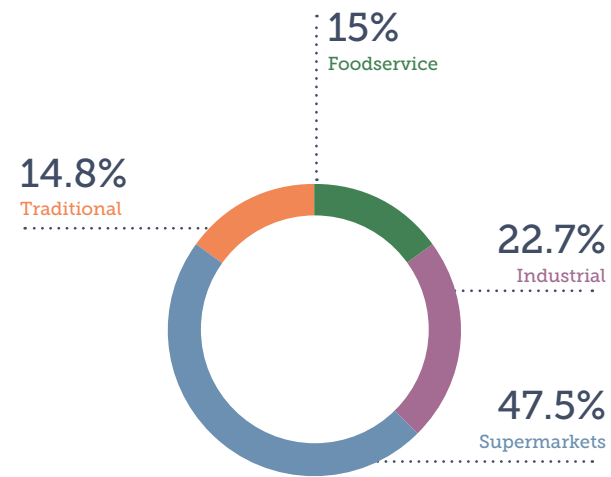
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MEAT SEGMENT TURKEY

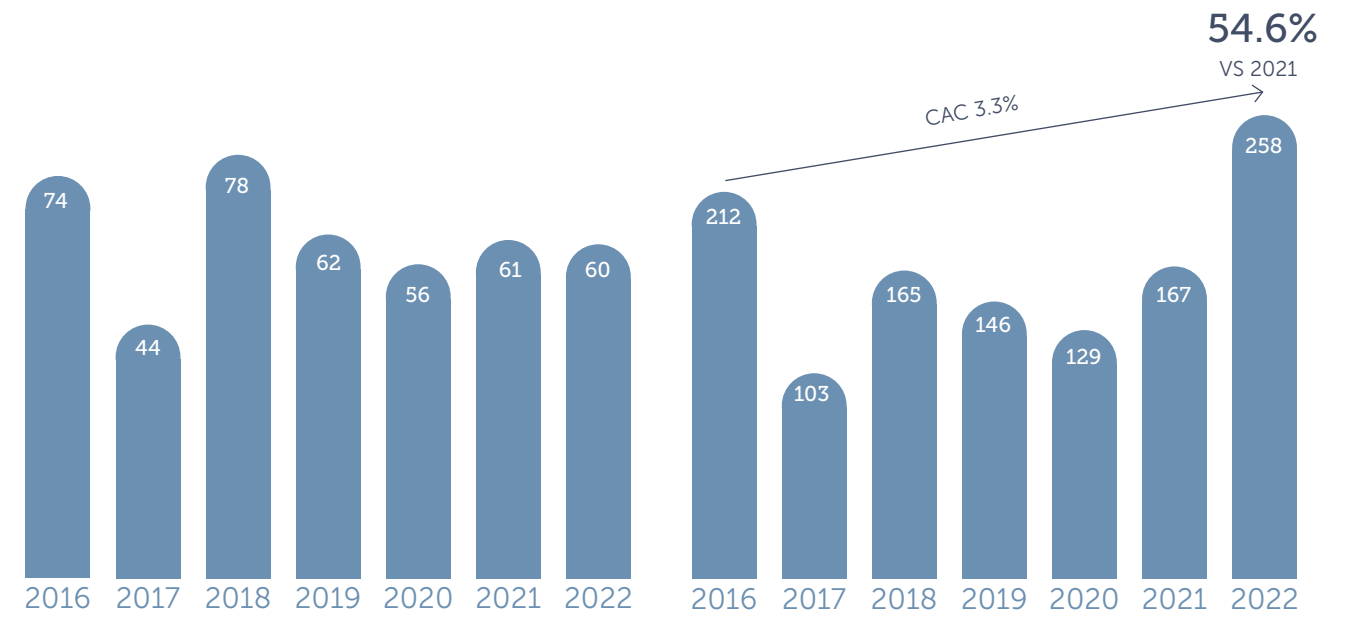


Total turkey sales
Source: Agrosuper.



Domestic sales by distribution channel
Source: Agrosuper.

Export sales by market
Source: Agrosuper.



Sales volumes
(Thousands of tons)

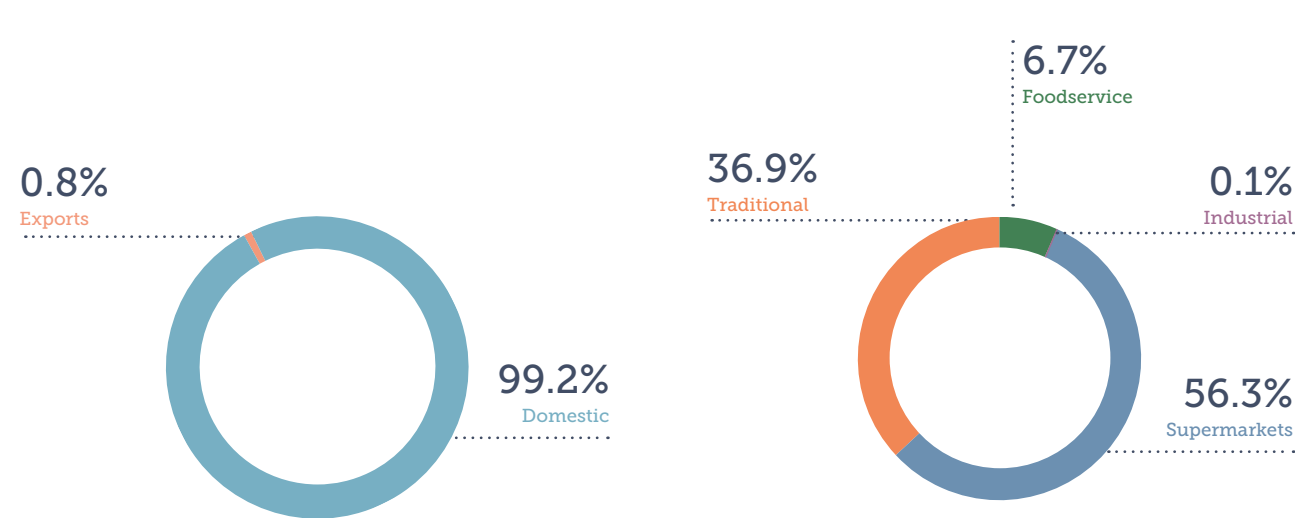
Net Sales.
(ThUS\$)

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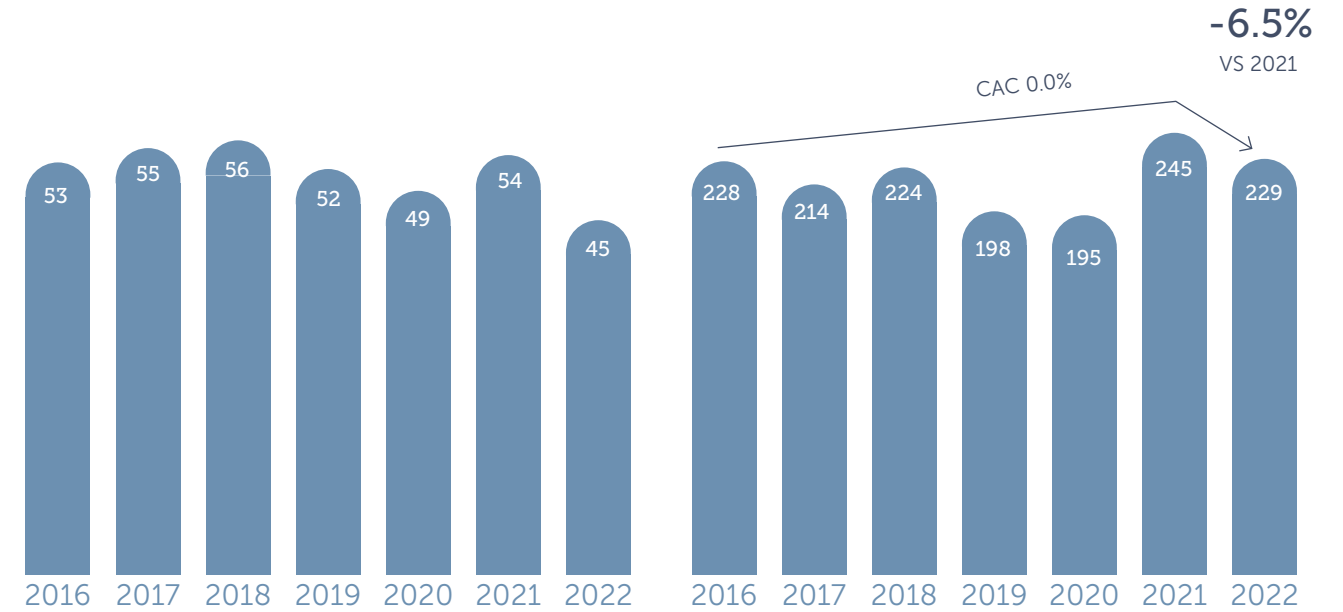
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MEAT SEGMENT PROCESSED FOOD



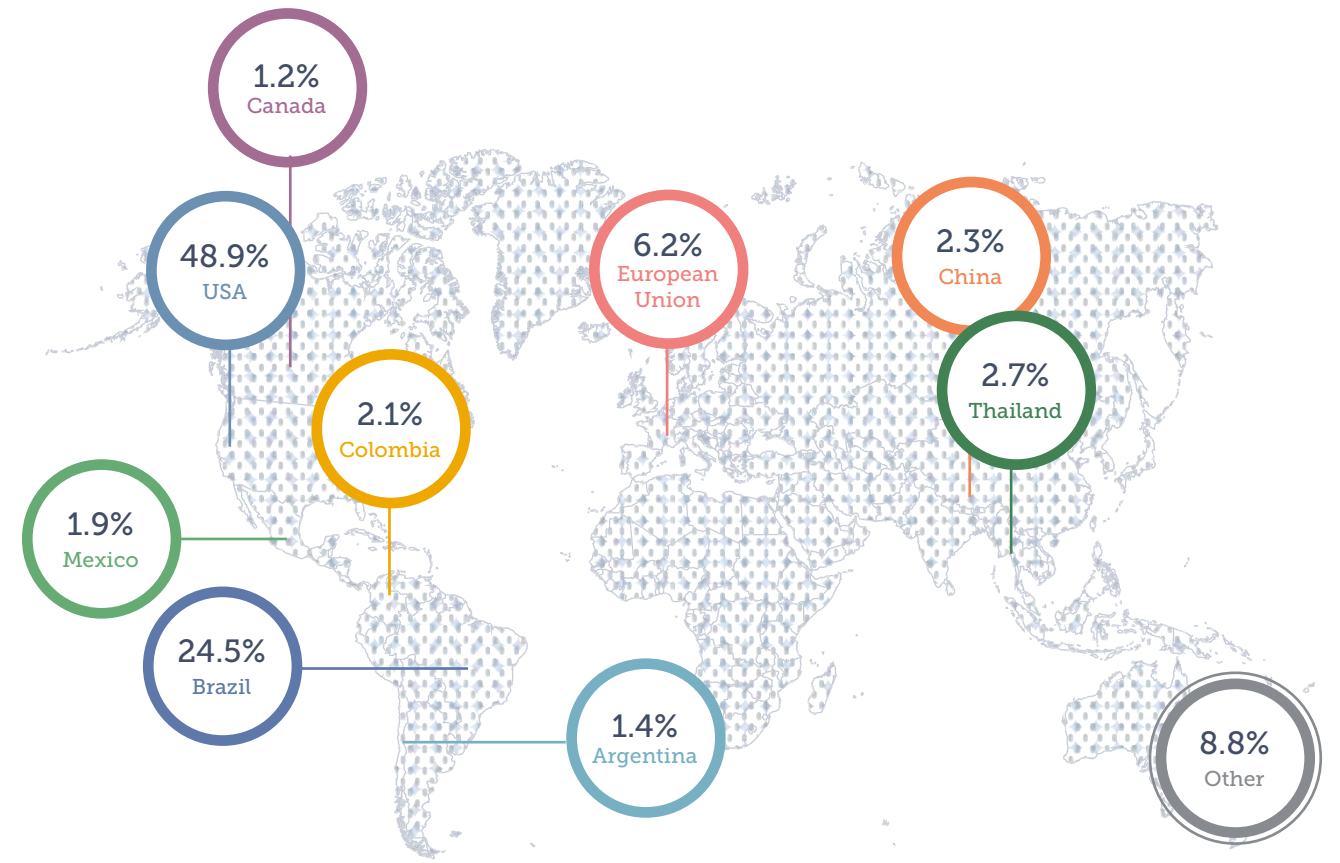
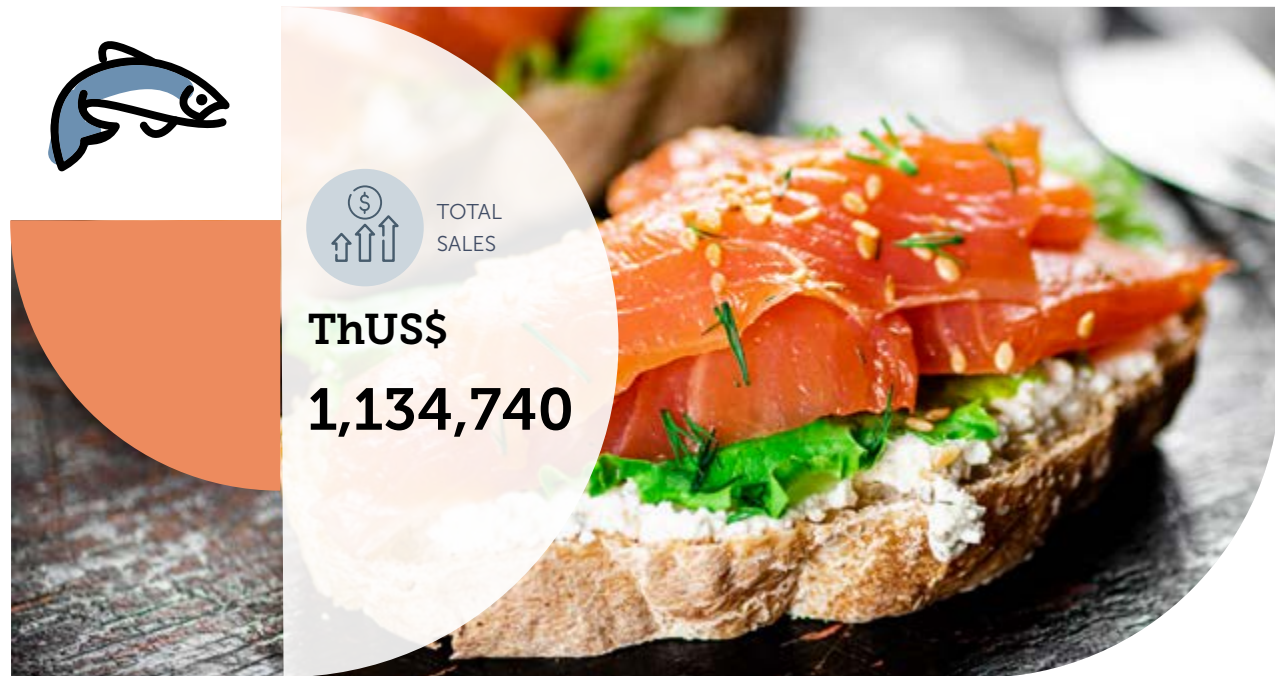
Total processed food sales
 Source: Agrosuper.

Domestic sales by distribution channel
 Source: Agrosuper.

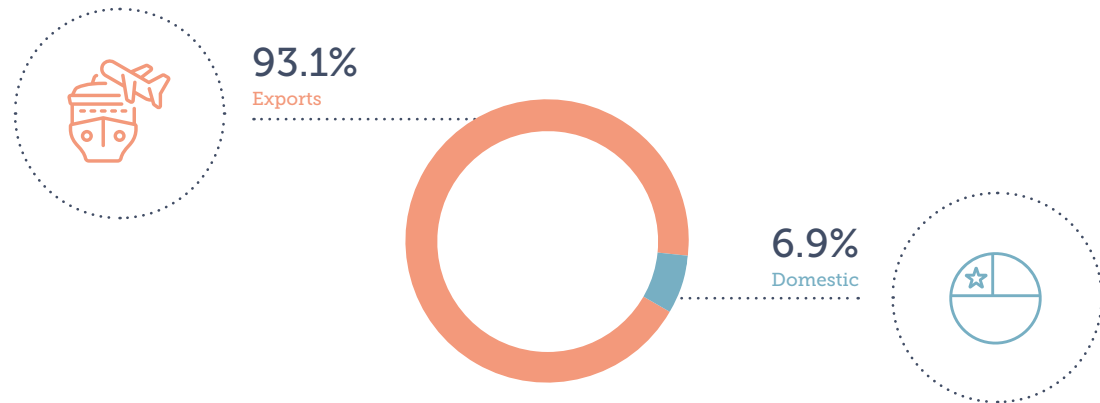


Sales volumes
 (Thousands of tons)

Net Sales.
 (ThUS\$)

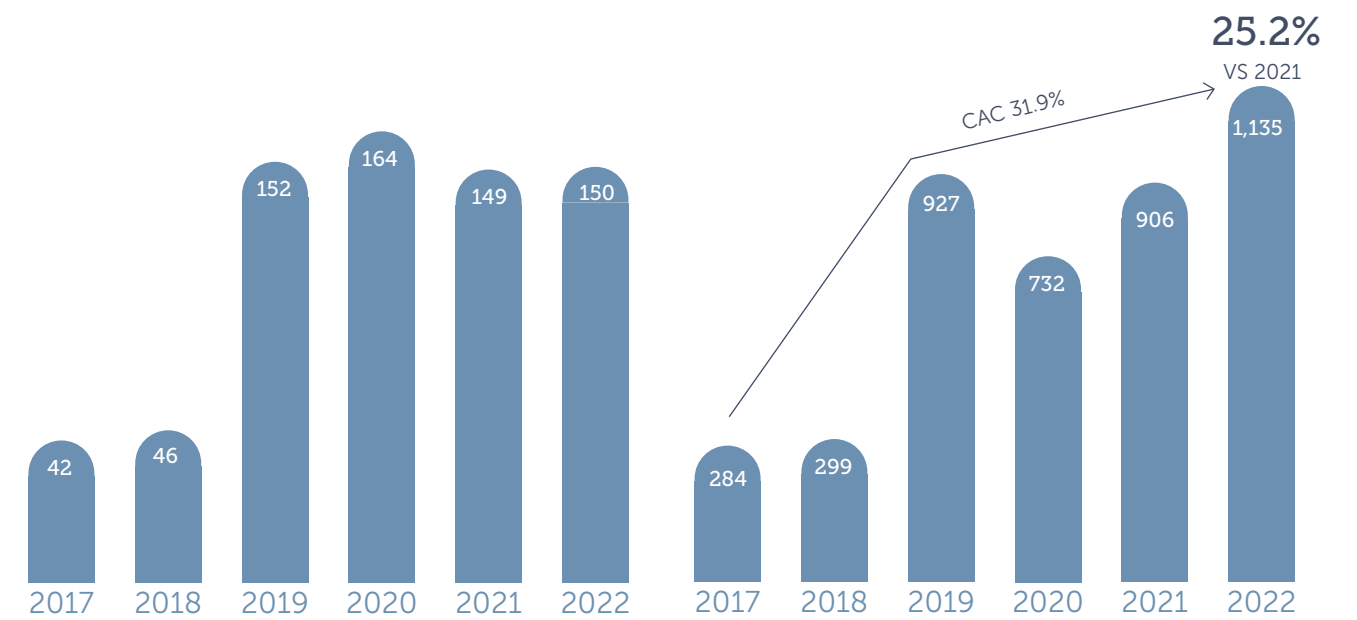


AQUACULTURE SEGMENT ATLANTIC SALMON



Total Atlantic salmon sales
 Source: Agrosuper.

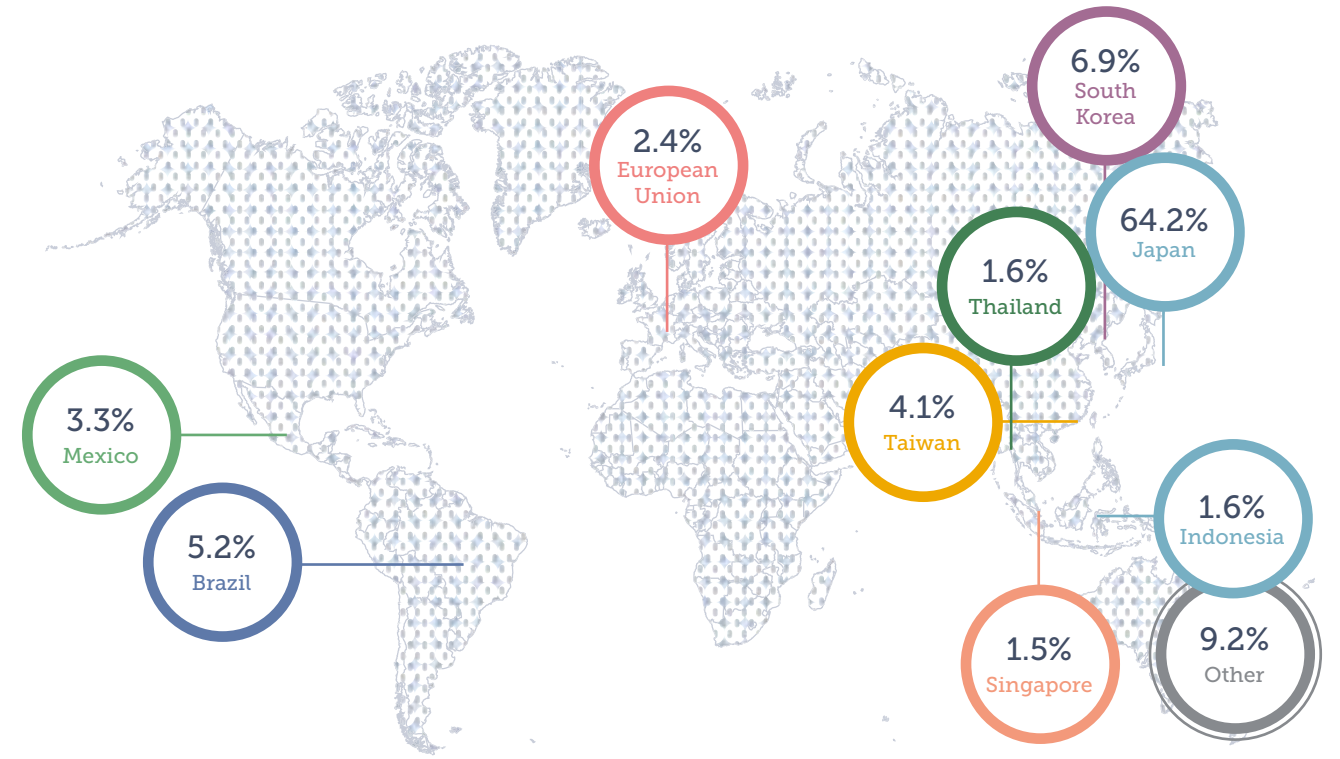
Export sales by market
 Source: Agrosuper.



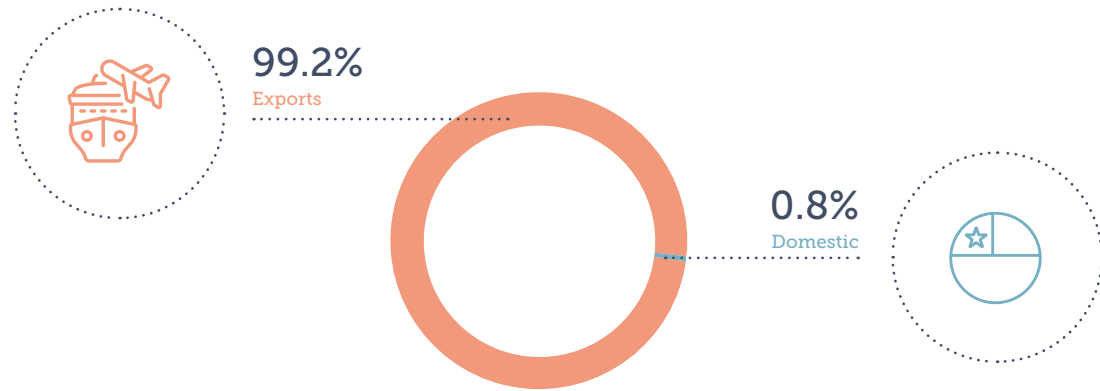
Sales volumes
 (Thousands of tons WFE)

Net Sales.
 (ThUS\$)

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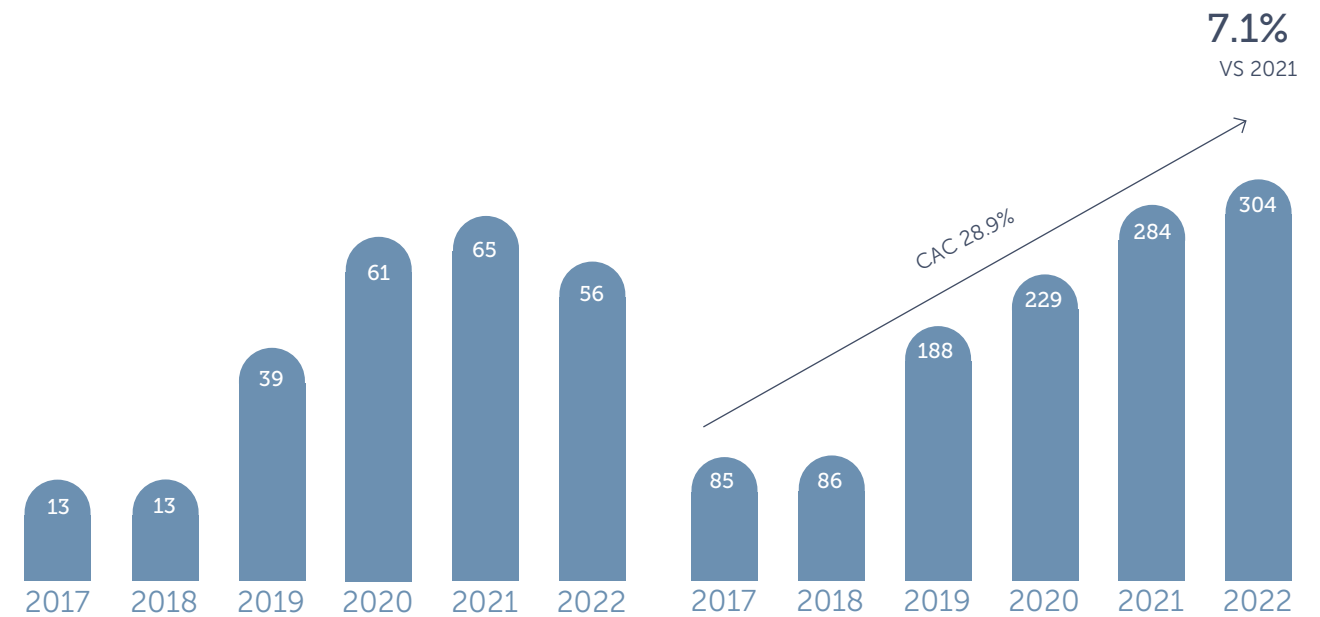


AQUACULTURE SEGMENT PACIFIC SALMON



Total Pacific salmon sales
Source: Agrosuper.

Export sales by market
Source: Agrosuper.

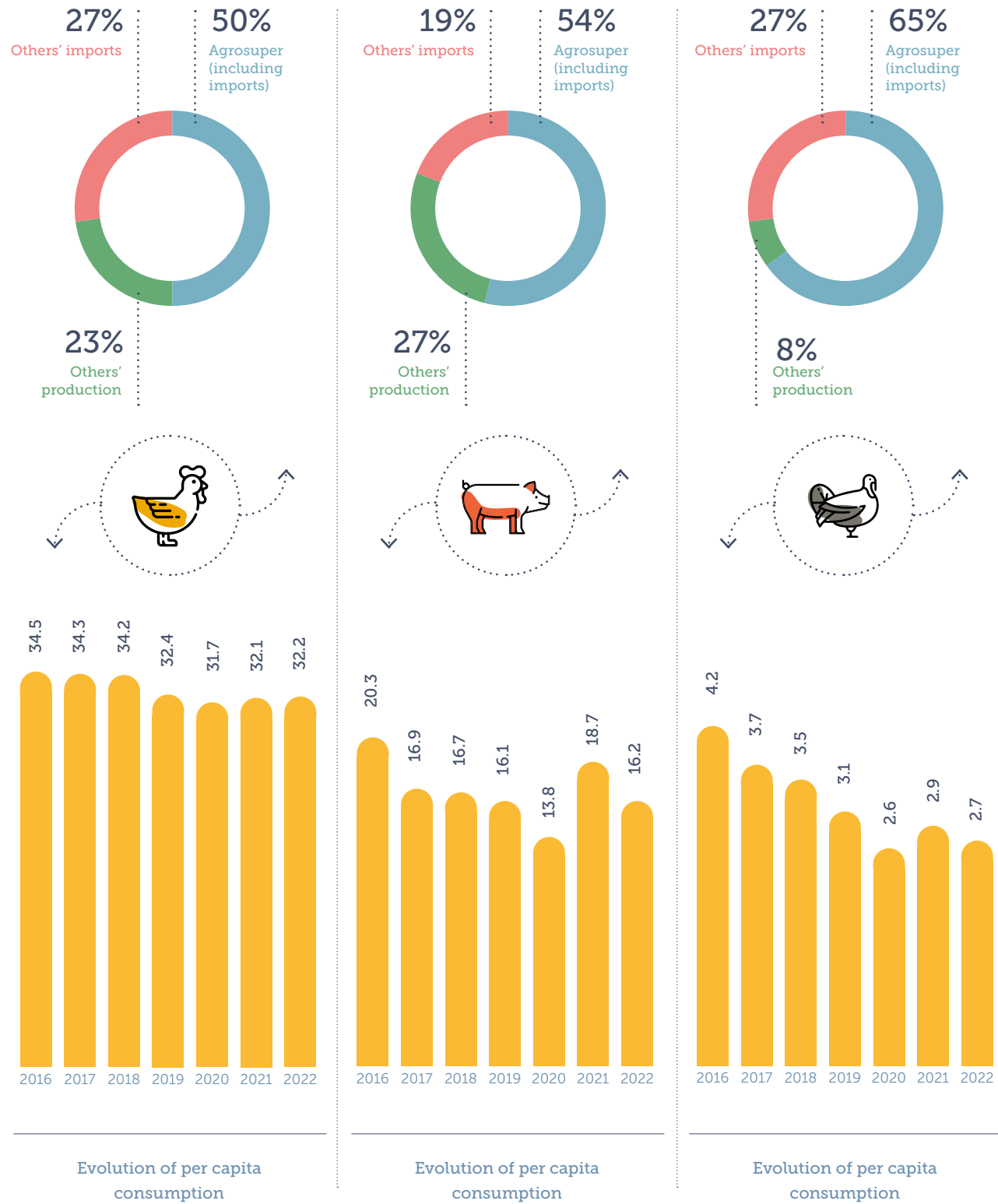


Sales volumes
(Thousands of tons WFE)

Net Sales.
(ThUS\$)

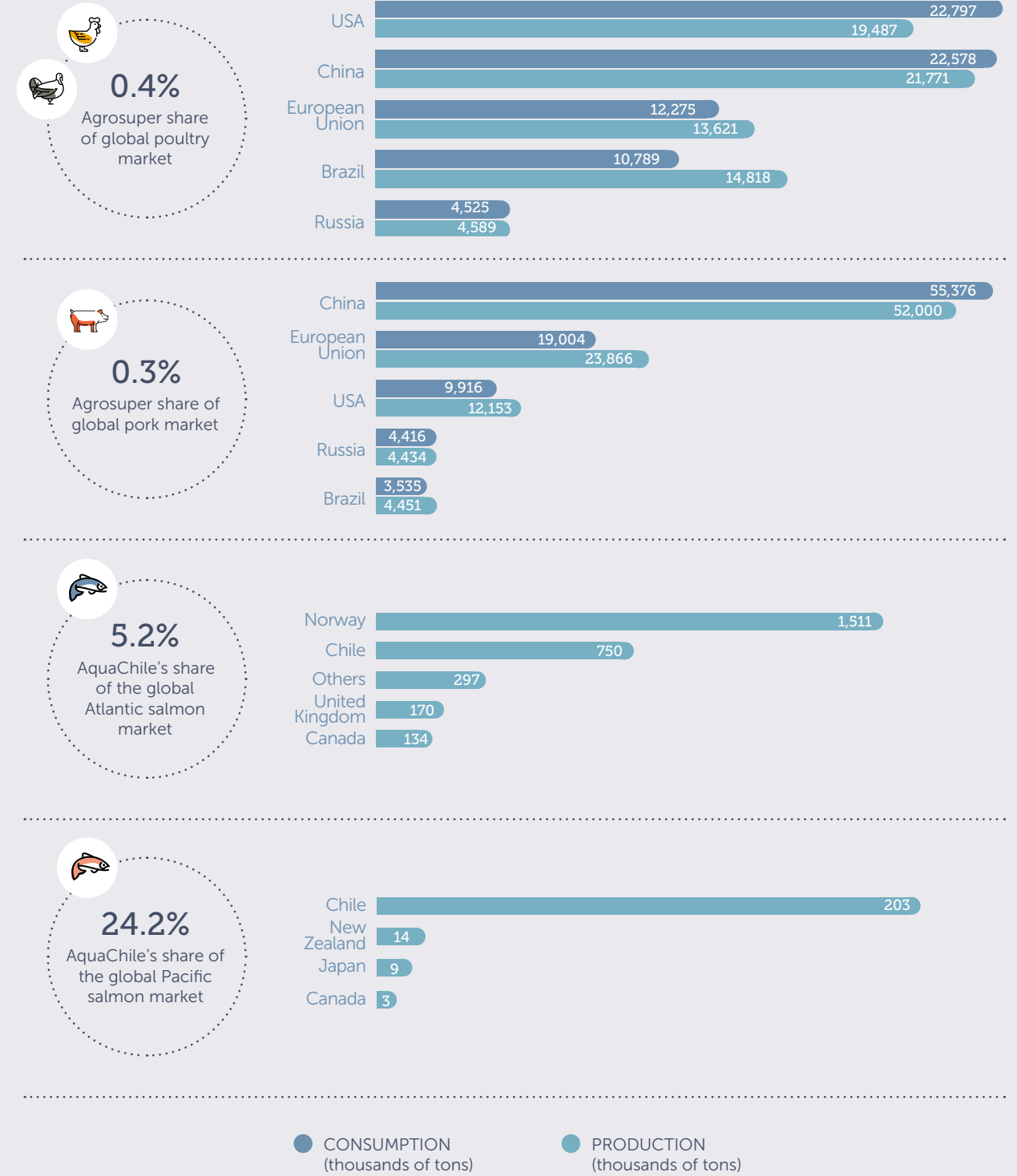
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COMPANY'S DOMESTIC MARKET SHARE



Source: ExpoCarnes, National Statistics Institute (INE), Chilean Customs Service and ChileCarne.

COMPANY'S SHARE OF THE GLOBAL MARKET



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OUR ESG MANAGEMENT MODEL

- MANAGEMENT MODEL
- OUR HISTORY AND PATH TO SUSTAINABILITY
- SDG CONTRIBUTION
- STAKEHOLDERS

MANAGEMENT MODEL

Our Sustainability Policy seeks to integrate the social, economic and environmental aspects of our day to day work.

This policy is based on the three fundamental pillars:

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ENVIRONMENTAL DIMENSION

We have developed a production model that includes responsible environmental management by incorporating technology and ongoing innovation into each of our processes.

We focus on three broad objectives:

- Reducing our carbon footprint.
- Optimizing our management and efficiently using natural resources.
- Promoting the circular economy.

SOCIAL DIMENSION

Our employees are the heart of our business. They possess the knowledge, talent and creativity that allow us to develop as a company.

For this reason, we strive to encourage their holistic development.

From a community perspective, we have developed lasting ties with those who live and work near our production facilities, forging relationships of trust based on direct, transparent dialog in order to contribute to local development.

ECONOMIC DIMENSION

We keep in continual touch with our customers and consumers to identify their needs.

We produce food to the highest quality and safety standards, under international certifications.

As for our suppliers, we have incorporated into the different stages of the value chain individuals and companies that share our standards of integrity and have their own sustainable production models.



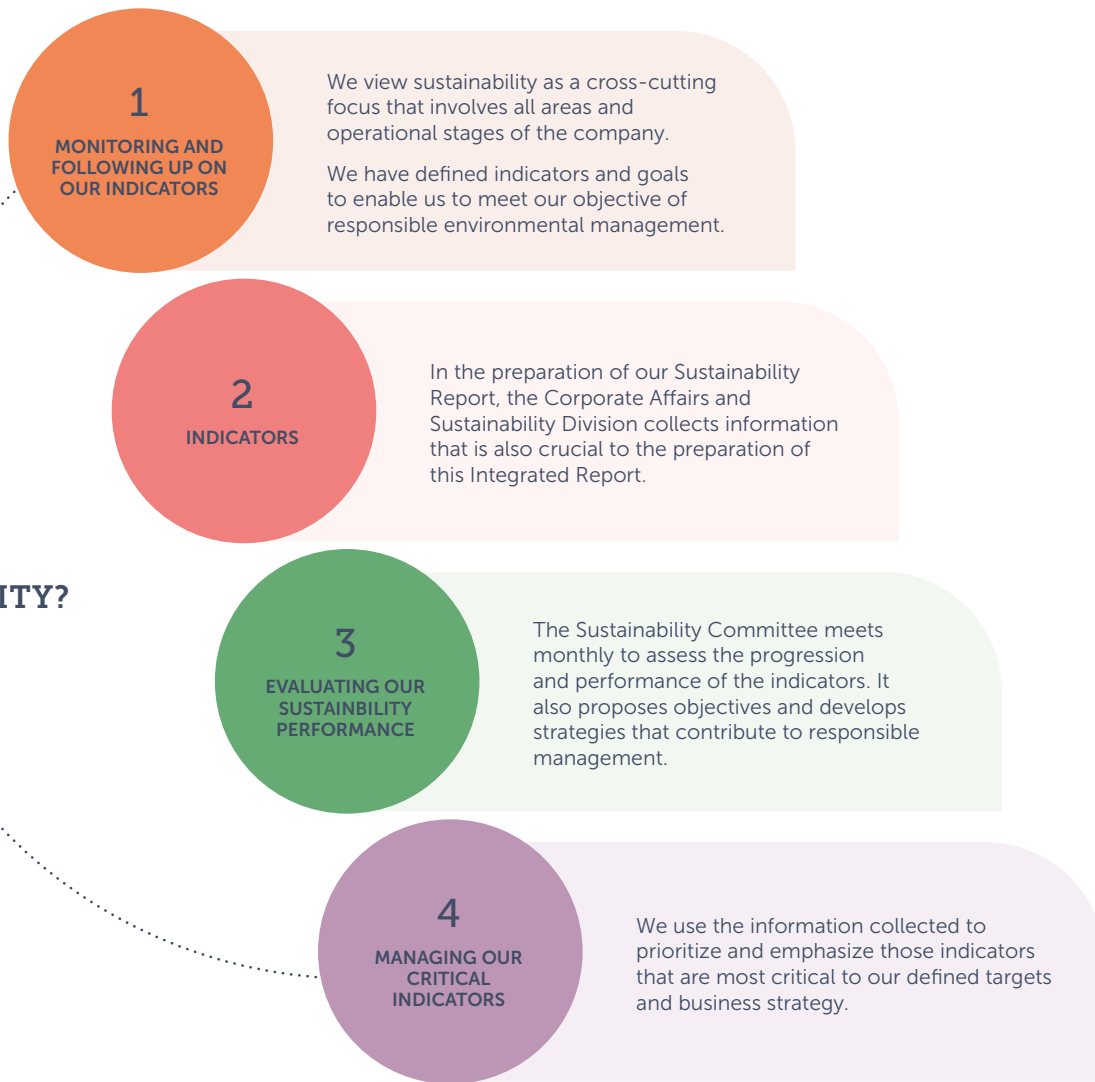
SUSTAINABLE MANAGEMENT MODEL

We developed this model to enable us to survey, monitor and follow up on the indicators of greatest interest to ourselves and our stakeholders.

Because of this, both our Meat and Aquaculture segments have Sustainability Committees that meet monthly to monitor and ensure the fulfillment of social and environmental indicators.

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HOW DO WE MEASURE SUSTAINABILITY?



73 KPIs FOR MEASURING SUSTAINABILITY

32% ECONOMIC KPIs

23 Sustainability indicators

34% SOCIAL KPIs

25 Sustainability indicators

34% ENVIRONMENTAL KPIs

25 Sustainability indicators

What do our environmental KPIs measure?

Area monitored	Stakeholder	No. indicators	% of all indicators
Water Consumption	Environment	9	12%
Energy Consumption	Environment	8	11%
Odors	Environment	4	5%
Transport	Environment	3	4%
Effluent quality	Environment	1	1%

What do our social KPIs measure?

Area monitored	Stakeholder	No. indicators	% of all indicators
Training and Education	Employees	6	8%
Community engagement	Communities	6	8%
Social capital	Communities	6	8%
Employee turnover and absenteeism	Employees	4	5%
Employee health and safety	Employees	2	3%
Labor relations	Employees	1	1%

What do our economic KPIs measure?

Area monitored	Stakeholder	No. indicators	% of all indicators
Environmental permit (RCA) processing	Government	8	11%
Inspections	Government	4	5%
Supplier payment	Suppliers	4	5%
Food Safety	Clients and consumers	3	4%
Product and consumer complaints	Clients and consumers	2	3%
Customer satisfaction	Clients and consumers	2	3%

OUR HISTORY AND PATH TO SUSTAINABILITY

Our dream of producing food for families in Chile and around the world begins in 1955, when we started selling fresh eggs in O'Higgins Region.

In this timeline, we highlight major milestones in sustainability in recent decades.

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		<p>1955</p> <ul style="list-style-type: none"> We begin by producing fresh eggs at our family-run farm in El Algarrobal, in Doñihue Municipality in O'Higgins Region. 	<p>1960</p> <ul style="list-style-type: none"> We begin producing and selling chicken. 	<p>1974</p> <ul style="list-style-type: none"> The Lo Miranda plant opens, producing chicken under the Super Pollo brand. 	<p>1983</p> <ul style="list-style-type: none"> We begin producing pork with the launch of the Super Cerdo brand.
<p>1989</p> <ul style="list-style-type: none"> Salmon production begins in Los Fiordos, Los Lagos Region. 	<p>1990</p> <ul style="list-style-type: none"> We begin producing cold cuts at our Doñihue processing plant in Pudahuel, in the Metropolitan Region. Our first exports are shipped to Argentina. 	<p>1994</p> <ul style="list-style-type: none"> Our San Vicente plant opens. 	<p>1996</p> <ul style="list-style-type: none"> Our turkey business is launched with the acquisition of 40% of Sopraval. 	<p>2001</p> <ul style="list-style-type: none"> First biodigester to treat hog manure is inaugurated. We become the first agroindustrial company in the world to issue carbon credits. 	<p>2002</p> <ul style="list-style-type: none"> The Agrosuper Foundation founds Los Cipreses School in Lo Miranda, Doñihue. We inaugurate our Rosario plant.
<p>2003</p> <ul style="list-style-type: none"> We launch our La Crianza brand. 	<p>2004</p> <ul style="list-style-type: none"> Our first hog manure treatment plant opens in Peralillo. 	<p>2010</p> <ul style="list-style-type: none"> Agrosuper S.A. is created as the parent company of the holding and the first Board of Directors is appointed. 	<p>2015</p> <ul style="list-style-type: none"> We inaugurate a new enclosed compost bed in the production area of La Estrella, O'Higgins Region, reducing odor emissions by 80%. 	<p>2017</p> <ul style="list-style-type: none"> Our Aquaculture division signs a cooperation agreement with the WWF to certify our operations under the Aquaculture Stewardship Council (ASC). 	<p>2017</p> <ul style="list-style-type: none"> Agrosuper places first in the Transparency Ranking published by Chile Transparente.
<p>2017</p> <ul style="list-style-type: none"> We develop our Sustainability Strategy. 	<p>2018</p> <ul style="list-style-type: none"> We organize our first Supplier Meeting. We make a commitment to adhere to the Sustainable Development Goals (SDGs). 	<p>2019</p> <ul style="list-style-type: none"> We sign an agreement with Red de Alimentos. 	<p>2019</p> <ul style="list-style-type: none"> The acquisition of AquaChile is completed, boosting our salmon production. 	<p>2019</p> <ul style="list-style-type: none"> We make our first carbon footprint calculation for the Meat and Aquaculture segments. 	<p>2019</p> <ul style="list-style-type: none"> We renew our Memorandum of Understanding for Sustainability with WWF for our Aquaculture segment.
<p>2020</p> <ul style="list-style-type: none"> Matriz Agrosuper holding is created, grouping together our Meat and Aquaculture segments. We adapt our operations to the COVID-19 crisis to safeguard the health and safety of our employees. 	<p>2020</p> <ul style="list-style-type: none"> We provide support to more than 117,000 people affected by the health crisis, donating food boxes, sanitizer kits, face masks and other equipment. 	<p>2020</p> <ul style="list-style-type: none"> We publish the Agrosuper Transparency document, which includes an update of our Animal Welfare Policy to the highest industry standards. 	<p>2021</p> <ul style="list-style-type: none"> We draft our Environmental Policy. We publish our Diversity Policy. 	<p>2022</p> <ul style="list-style-type: none"> We place a ten-year, US\$ 500 million bond in the USA. 	<p>2022</p> <ul style="list-style-type: none"> Agrosuper's first sustainable branch opens in Hijuelas, in Valparaíso Region.

OUR SUSTAINABILITY ADVANCES IN 2022

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Opening of the first sustainable branch

With the installation of 412 solar panels with 560 WP (WP is a unit of photovoltaic power), Agrosuper's business office in Hijuelas Municipality became the Company's first sustainable branch office.

This installation allows the branch to supply its own clean energy in daytime, producing more than 335 megawatt hours (MWh) each year, equal to a 181-ton reduction in CO2 emissions annually or planting 4,720 trees.

1,054
tCO₂eq.
less per month

24
truck journeys
less per month.

718
tCO₂eq. monthly
less between July and
November, then reaching
zero grid electricity
consumption in
December 2022.

Switch from coal boilers

As part of our Plan to Decarbonize by 2023, we brought online a new natural gas furnace at our Lo Miranda feed plant, replacing the previous coal-fired boiler. This allows us to operate in a more environmentally-friendly way, reducing greenhouse gas emissions by eliminating the transport and use of coal.



Impulsa Agua

This initiative, which began in 2022 through a partnership with Fundación Amulén, provides access to potable water to families in rural areas by financing projects that offer water solutions.

In 2022, the program benefited more than 50 families in the localities of Chancón and Pilaycito in Rancagua and Mostazal municipal districts, as well as more than 900 members of the four rural potable water associations (APRs) in the districts of San Pedro, Las Cabras and Melipilla.

Huertos Familiares: strengthening enterprises with a sustainable focus

This program aims to generate a positive impact on the surrounding environment and improve the quality of life of those living nearby by strengthening agroecological enterprises in order to boost family income and promote healthy eating habits.

In 2022, 22 families in La Estrella municipality were trained in permaculture, enabling them to implement new sustainable agricultural practices in the community.



Sendero Sustentable

Through this initiative, sponsored by our La Crianza brand, we transform some of our packaging waste into ecowood equipment. This recycled plastic 'wood' is environmentally friendly and has a useful life of more than 100 years.

Since 2022, all of the trails in Parque Mahuida have been equipped with signs and benches made from this material through the recycling of six tons of plastic. This same initiative is being extended to Torres del Paine.



Biofertilizer

In line with our desire to promote the circular economy, we prepare and distribute a soil amendment made from hog manure.

We use an innovative process that recovers nutrients such as nitrogen, phosphorus and potassium from this substance for use as a biofertilizer on agricultural land.

To date, this initiative has benefited 3,500 small-scale growers in Las Cabras, La Estrella and San Pedro localities.

SDG CONTRIBUTION

Because our Company is committed to contributing to sustainable development, we have endorsed 10 of the 17 Sustainable Development Goals (SDGs) proposed by the United Nations for 2030.

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2 ZERO HUNGER

Our products contribute protein to people's diets in many parts of the world. We avoid waste by donating our products to the Red de Alimentos food network.

+4 tons
of products donated to Red de Alimentos.

US\$ 25,882
Invested in household gardens and food production.



3 GOOD HEALTH AND WELL-BEING

Our Súper Sano program promotes a balanced diet and healthy lifestyle among schoolchildren and their parents in communities where we are present.

+22%
more students participated in the Súper Sano program in 2022 than in 2021.

+33%
more schools participated in the program in 2022 than in 2021.

1,570 participants
46 events and 4 strategic partnerships initiated under the Activamente program (Sopraval).

900 participants
Sopraval Family Runs

18 families
participating, 1,264 interventions and 18 women benefited under the Familias Power program.



4 QUALITY EDUCATION

Los Cipreses School, operated by Fundación Agrosuper, provides free, quality education to more than 1,000 students.

778 hours
of physical activity provided to 963 girls and boys in the 8 municipalities partnering with Programa Escuelas.

2 top scores
in the higher education entry exam (PAES) at Los Cipreses School.



6 CLEAN WATER AND SANITATION

We are innovators in the optimization and recycling of the water we consume, achieving more efficient water use.

1,348
families from three districts in O'Higgins Region (Rancagua, Mostazal and Las Cabras) and two in the Metropolitan Region (Melipilla and San Pedro) benefited from the "Impulsa Agua" program.

-11.9%
fewer liters used per kg of product at our processing plants compared to 2021.

-9.4%
fewer liters used per kg produced at our feed plants compared to 2021.



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8 DECENT WORK AND ECONOMIC GROWTH

We prioritize hiring local residents in the areas where we operate.

265 interns
in 2022.

690
employees attended training on labor rights (12,001 hours).

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We strive for results with the greatest and broadest impact and innovate continuously to optimize our business development.

Involvement with **80 startups** in Chile and around the globe in 2022.

30 pilots and 7 projects implemented in our operations and businesses.

+90% success rate using the Venture Client model.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

With a circular economy approach, we are able to repurpose byproducts and waste from our operations.

Bio-fertilizer allows us to enhance the soil and boost production in thousands of small-scale farms in our country.

+3,500 small-scale farms received biofertilizer.

-0.9% drop in energy consumption in our feed and processing plants compared to 2021.

13 CLIMATE ACTION

We have developed a production model that includes responsible environmental management.

Our efforts under this model are aimed at both reducing our carbon footprint and decreasing greenhouse gas emissions.

-11.4% reduction in our Scopes 1 and 2 carbon footprint compared to the previous period.

14 LIFE BELOW WATER

We are committed to life below water and its care. Thanks to our partnership with the WWF, we have implemented a series of initiatives to certify most of our aquaculture operations under the Aquaculture Stewardship Council (ASC).

0 fish escapes since 2016

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our economic, social, and environmental commitment goes hand in hand with transparent management, the culmination of which is the publication of this document reporting on these matters.

8 integrated reports published since 2015.

Social and economic contribution report 2022 with an emphasis on the 11 municipalities where we operate.

STAKEHOLDERS

For Agrosuper, it is important to keep our different stakeholders informed about what the company is doing.

We therefore have a range of communication channels that are tailored for different target audiences.

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Communities

Since our company was founded, we have developed lasting ties with the communities near our production facilities, forging relationships of trust based on direct, transparent dialog.

This work is based on four pillars: Entrepreneurship, Local Development, Education and a Healthy Lifestyle.

With these as our focus, we implement programs and initiatives that seek to foster community development.

Suppliers play a critical role in our development and the achievement of our objectives. For this reason, it is very important that these individuals and companies share our standards, including those for integrity, and a sustainable production model.

Suppliers

Customers

Customers are the cornerstone of our business. They keep us up to date on consumer needs and behavior, enabling us to develop value propositions to fortify our sales teams in Chile and around the globe.

In order to offer foods and formats that meet the needs of our consumers, we constantly monitor trends so that we can incorporate them into our product portfolio.

Consumers

Employees

Our employees have the knowledge, talent and creativity that enable us to innovate, evolve and remain a sustainable company in the long term. We therefore strive to allow each person on our team to develop holistically in a collaborative, trusting environment that encourages active listening and the well being of both our employees and their families.

At Agrosuper, we firmly believe that public-private sector collaboration is essential for furthering our country's development. We therefore work with local and national government authorities to improve and encourage initiatives that contribute to a better quality of life in the communities where we operate.

Authorities

Stakeholder communication channels

Stakeholder	Communication channels	Agrosuper participation in trade and other organizations and associations
Employees	JAM (internal social media channel), digital noticeboards, corporate email	Unions and negotiating table
Customers	Agrosuperventas.com, WhatsApp, in-person sales reps, Call Center.	Achiga, Fedetur, Supermercados de Chile, Asegmi O'Higgins, Hoteleros de Chile
Consumers	Twitter, regular mail, Call Center, contact forms on corporate and brand websites	Sernac, Conadecus, Odecu.
Suppliers	Supplier portal	
Investors	Video conference presentation of company results quarterly	Other boards and companies, NGOs, foundations
Authorities/regulatory agencies	Through the head of Public Affairs and trade associations	Trade associations, political parties, Congress, embassies, central governments, foundations, NGOs
Communities	Online complaints channel and community engagement teams	Local organizations (sports clubs, neighborhood associations, etc)

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ENGAGING AND COMMUNICATING WITH OUR STAKEHOLDERS

At Agrosuper, we have an External Communications area with a staff of seven, four of them responsible for monitoring news pertinent to the company. In this area, we manage and follow up on news items in the Chilean and regional press and on social media, and assess their nature and potential impact on our reputation.

We also use these media outlets as a communication channel to keep our stakeholders informed.

The company website is another channel of information, and includes a Suppliers portal with information of interest to our suppliers.

To keep connected with our customers, we have a series of communication channels, including WhatsApp, our Call Center, webpage and in-person sales reps.

JAM: DELIVERS MORE THAN INFORMATION.

Our employees have an internal social network called "JAM," which provides pertinent information about things like company initiatives, internal campaigns, and news. It also keeps different company divisions connected and fosters a healthy working climate and team work.

PRESENT IN THE COMMUNITY

We also have community relations teams that continuously keep in touch with neighbors in the localities where we operate. This work is supported by the External Communications Sub-area and includes publicizing community engagement activities.

RELATIONSHIPS WITH AUTHORITIES

In 2022, we established the Public Affairs area, which among other things seeks to forge more direct connections between the company and public authorities.

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DRIVING INNOVATION IN OUR INDUSTRY

- INNOVATION MODEL
- INNOVATIVE PRODUCTS
- TRANSFORMING AND ADAPTING PROCESSES

INNOVATION MODEL

MUS\$ 49.5
Impact on EBITDA.

MUS\$ 7
Impact on EBITDA
Corporate Venturing.

MUS\$ 17.2
Impact on EBITDA
Digital Transformation.

US\$ 968,000 invested
in innovation projects
(prototypes and pilots).

MUS\$ 1.3
total invoicing to startups.

+4,000,000
views on Balanced Diet and Nutrition projects.

US\$ 250,000
public funding (CORFO) for applied research.

+50 projects piloted
in 2022.

+10 partnerships
with universities
and research
centers in Chile.



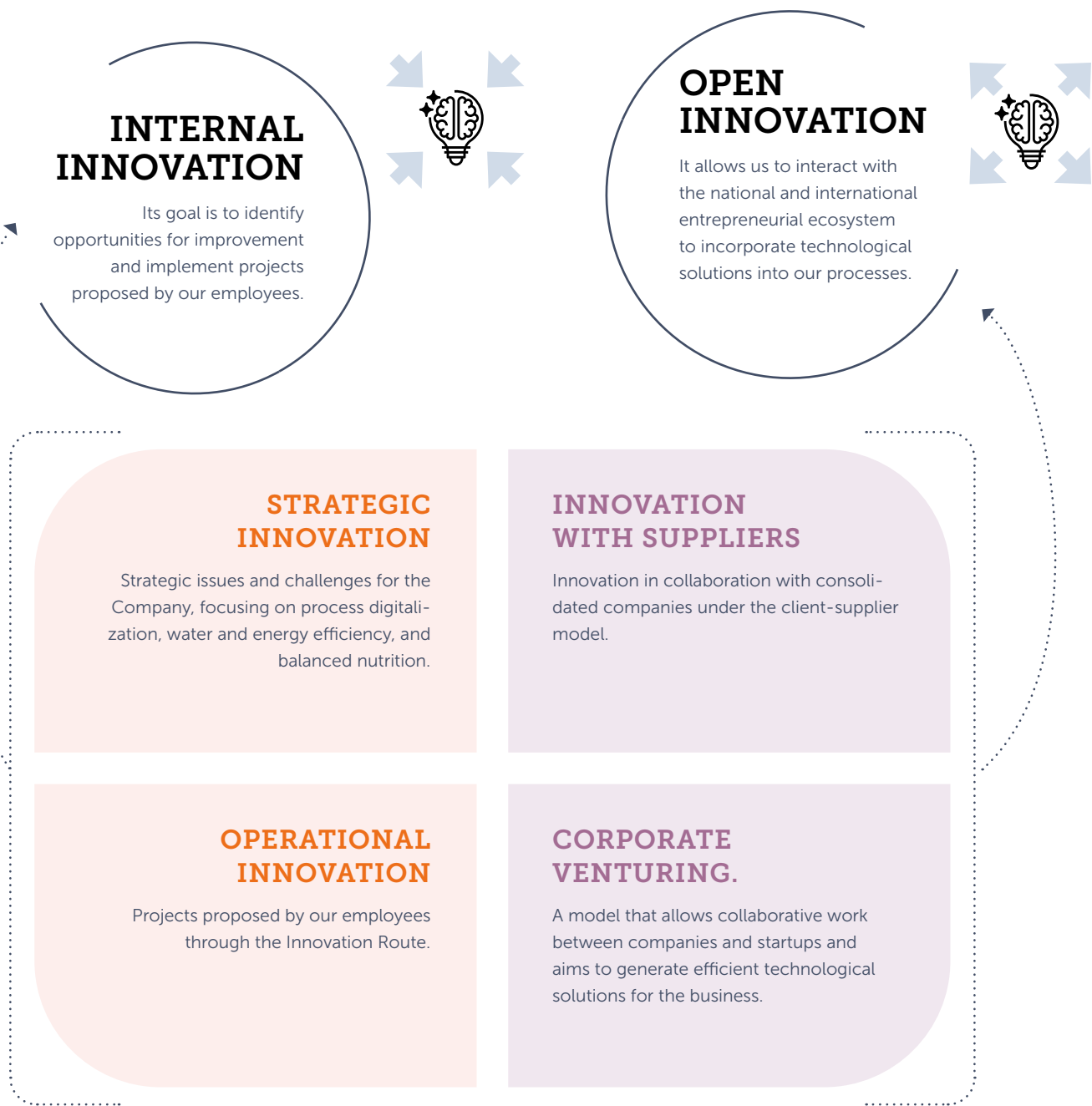
In 2022, 15% of the Innovation Management budget was allocated to the Applied Research Area. This amount was doubled by obtaining public financing for exploring and developing the industry.

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At Agrosuper, innovation is fundamental to solving the challenges we face as an industry.

That is why we have two models: an Open Innovation model and an Internal Innovation model, where we seek to identify opportunities for improvement in the different stages of our value chain.

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CORPORATE VENTURING: A MODEL FOR CONNECTING WITH STARTUPS

In 2016, we began to partner with startups to find solutions to problems and expand our capabilities. To this end, we held external calls for proposals for solving specific challenges and "demo days", allowing us to connect with the innovation ecosystem.

Then, in 2021, we formalized the Corporate Venturing model, a strategy that has allowed us to work collaboratively and to establish closer ties between the Company and different startups.

In 2022, our Corporate Venturing area had ties with close to 80 startups from Chile and the world, developing almost 30 pilots and implementing seven projects within the operation.



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APPLIED RESEARCH

Its mission is to respond to the Company's as-yet-un-solved challenges, using the tools of science and technology developed in universities, research centers, and national and international science and technology-based companies.

This area relates to institutions that enable research and development, such as public and private agencies like CORFO and the Ministry of Science, Technology, Knowledge, and Innovation, as well as other relevant organizations of the R&D&I ecosystem, such as technology transfer offices and hubs.

INNOVATION FOR A BALANCED DIET

A balanced diet is one that provides all the essential nutrients and energy to help us stay healthy according to our personal characteristics, allowing us to be flexible in our food choices and enjoy the good things in life.

Under the commitment of contributing to the promotion of a balanced diet in Chile, we created the "Mesa de Alimentación Equilibrada" (Balanced Diet Working Group). This is where senior executives from different areas meet periodically to discuss and define actions that allow us to offer our consumers product alternatives and adequate information to promote a more balanced life for people.

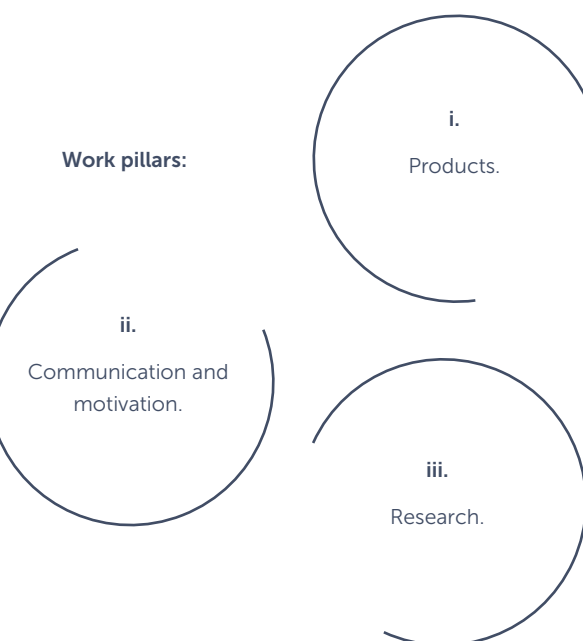
AGROSUPER AND HUBTEC ALLIANCE

Applied research to detect disruptive innovations

This program seeks to detect very early stage research that will generate disruptive impacts on our business and operations.

Its first version was launched at the end of 2022 and allowed us to position ourselves as leaders in the industry as the first systematically connected food company, starting a targeted research program under strategic objectives with universities and national R&D centers.

Work pillars:





MAIN INNOVATION PROJECTS

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Artificial intelligence algorithm capable of measuring the central quarter of the pig.

Using a laser, it shows the employee where to position the cuts to maximize the yield of the front quarter, without affecting the central quarter.

ANDROID 18

Principal results for 2022:

**Impact on EBITDA
ThUS\$ 2,612.**

Increased yields of the front quarter, cup of cube rolls, vealed chops, and fewer trimmings.

Principal results 2022:

**Impact on EBITDA
ThUS\$ 1,726.**

Reduction of veterinary treatments, in addition to a decrease in mortality and an improvement in animal welfare.

SOUNDTALKS

We installed sensors in our pig pavilions to detect and monitor symptoms—such as coughing—in our animals.

This allows us to prepare reports and warnings so that we can provide treatment in a more timely manner.

FOODSTORE

Principal results for 2022:

**Impact on EBITDA
ThUS\$ 1,015.**

+18% margin selling through this channel.

In 2022, we inaugurated an innovative fresh and frozen product pick-up point in Santiago for our Foodservice channel customers. This initiative seeks to provide a quick solution to hotels, restaurants, banqueting establishments, and cafeterias in the Metropolitan Region in the event of unforeseen stock problems, such as storage problems, over-demand, or an erroneous sales estimate.

We designed and implemented a system to apply air between the pork skin and fat, in order to separate them more productively, improving the results of the process.

NO SKIN, NO PARADISE

Principal results for 2022:

**Impact on EBITDA
ThUS\$ 2,154.**

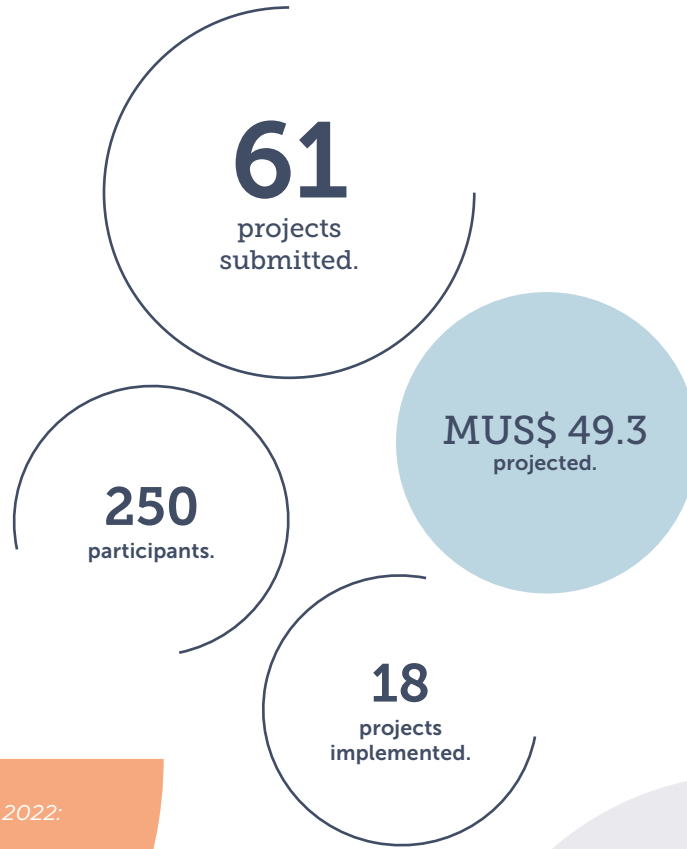


INNOVATION IN THE AQUACULTURE SEGMENT: INNOVATING FROM THE GROUND UP

In terms of innovation, in the Aquaculture Segment, we introduced a pilot program that allows our employees to generate their projects and ideas through a methodology based on *design thinking*.

In 2022, the main initiatives involved internal innovation, and there were also some early developments involving open innovation, startups, and universities.

Two hundred and fifty people from the Industrial Management Department participated in this pilot program—called "Innovating from the Ground Up"—and formed teams to develop 61 projects. Thirty percent of these are currently in the implementation stage, and 65% are expected to be completed by the end of 2023.



PROJECT MEATLINE

Industrial production management software focused on standardizing and controlling production processes.

Principal results for 2022:

Approx. investment
MUS\$ 3
implemented in six plants.



Currently, the economic impact of innovation is equivalent to 8% of the Company's EBITDA. The challenge is to achieve

20% by 2025, and we will work towards this using three tools.

- BALANCED DIET
- DIGITAL TRANSFORMATION
- APPLIED RESEARCH

INNOVATION PARTNERSHIPS

- avonni**
Sponsor of the Balanced Diet category of the National Innovation Award.
- SJFJFA HUB**
Membership and participation in the innovation hub along with large production companies.
- ChileMass**
Partnership to connect with the Massachusetts ecosystem.
- ACVC**
Chilean Venture Capital Association (ACVC)
Participation of the trade association.
- Hubtec**
A platform for technology transfer and networking through research with universities, research centers, and science and technology-based companies in the country.



INNOVATION AWARDS



MIC (Most Innovative Companies)

For the second consecutive year, we were recognized by Most Innovative Companies together with the ESE Business School as the most innovative company in the mass consumption sector.



Universidad del Desarrollo Research

We were recognized as an "Outstanding Company in Applied Research" by the UDD.



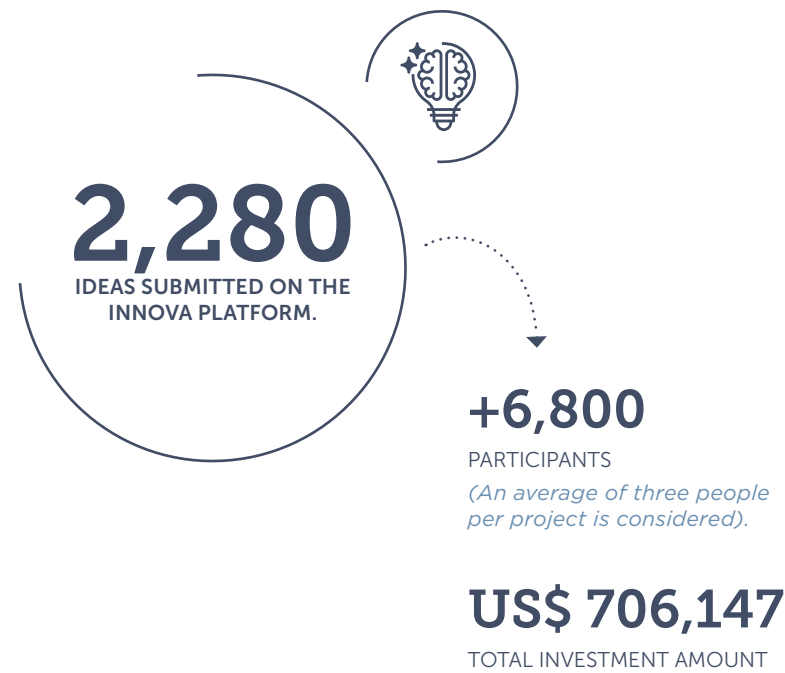
Product of the year (POY)

Our La Crianza pepper mix line and Super Pollo popcorn nuggets were awarded "Product of the Year".

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THE INNOVATION ROUTE

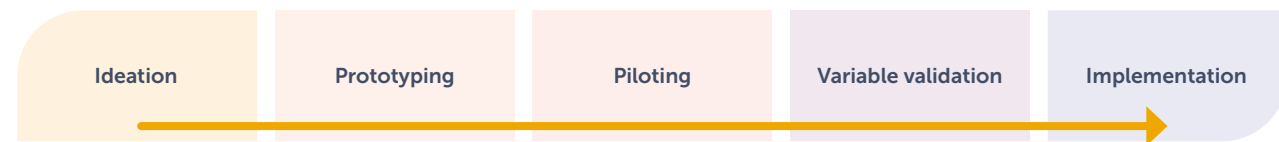
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This program supports, empowers and showcases intra-entrepreneurship in order to foster innovation in our employees through projects—proposed by them—that impact EBITDA and solve challenges we have to face as a company.

Through the Innovation Route, we provide the assistance and support needed to turn an idea into a pilot.

During the process, we generate different parallel "Innovation Routes", where multidisciplinary teams detect opportunities for improvement in each area and develop projects with different degrees of innovation, which are then submitted on Agrosuper's Innova platform.



All projects presented at these events that manage to validate their variables converge in an event called the Innovation Route, which is held at the end of the year.



CATEGORY PINTA PA' BUENO

Promising projects with a potential EBITDA calculation. Finalists are given a direct pass to present to the Company's investment committee.



CATEGORY SANDÍA CALÁ

Projects whose critical variables have been validated and that have an effect on actual EBITDA.



CATEGORY CONTINUOUS IMPROVEMENT

Projects that have used continuous improvement methodologies based on standardization, have been implemented with zero or very little investment, and have a real impact.



INNOVATIVE PRODUCTS

At Agrosuper, we know that innovation is key to continuing to satisfy and connect with our consumers.

One of the indicators mobilizing the Customers and Consumers pillar is the product innovation rate (PIR), so all our product innovations are aligned with our consumers' and customers' needs.



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Super Pollo

Nuggets Among Us

We deliver dynamism to all those who enjoy our nuggets with this new format featuring characters from Among US, one of the top 10 video games in the rankings of downloaded games.

To develop this product, we purchased the license of the Among US brand for one year.



La Crianza

Extra Tasty

Delicious hamburger composed of 50% beef and 50% pork, delivering extra flavor at a convenient price.

Aqua and Verlasso

New, more sustainable packaging formats

Different types of packaging according to the needs of strategic markets, focusing on the end consumer. For example, our Aqua brand's new boxes for steaks and HON are adapted to the needs of specific markets, with new boxes being developed for the Chinese market and the rest of Asia. On the other hand, with Verlasso we have started to use cardboard boxes for fresh products, which allow us to increase our packaging's recyclability.



TRANSFORMING AND ADAPTING PROCESSES

Evolving is part of our essence, and over the last few years we have focused on Digital Transformation, making it one of our strategic objectives.

By incorporating this tool in each of our processes, we seek to obtain competitive advantages, facilitating and accelerating our business decisions.

Our goal is to make our processes more efficient so as to anticipate the needs and trends of our customers and consumers, taking full advantage of the possibilities offered by today's technology.

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THE STORY OF OUR DIGITAL TRANSFORMATION

2018
We foster a culture of innovation.

We create spaces and a suitable environment to test and learn through new technologies.

1
Generate "competitive advantages" that differentiate us from our competitors.

2
Improve the user experience throughout our value chain.

3
Achieve a digital culture with all capabilities in place and an open and flexible attitude to change.

2019-2020
We incorporate Digital Transformation.

We defined a working group to strategically address projects and initiatives to incorporate technology into the daily work of our employees, impacting all Agrosuper areas.

2021-2022
We have sped up our transformation.

The pandemic challenged us to adapt quickly, so we implemented a digital transformation operating model with teams in each business unit, managing a portfolio of projects and strategies that will bring us agility.

THE DIGITAL TRANSFORMATION WORKING GROUP DEFINES SIX AXES OF THE DIGITAL TRANSFORMATION STRATEGY.

- 1 PORTFOLIO MANAGEMENT.
- 2 USER EXPERIENCE.
- 3 DIGITAL CULTURE.
- 4 DATA LAKE
- 5 ADVANCED DATA ANALYTICS.
- 6 ROAD MAP

DESIRED STATUS

- Managing Digital Transformation projects using a single tool that allows us to measure their progress and make decisions.
- Generating concrete improvements in the user experience, achieving the established targets.
- Continuing to promote an agile, collaborative, and diverse culture that promotes experimentation and learning with a focus on the user experience, adapting to new changing environments and taking advantage of opportunities.
- Providing one-stop access to information and data relevant to users' decision making.
- Capitalizing on the business through data management, incorporating technologies, skills, and standardization and generating synergies across all teams.
- Aligning digital transformation efforts with Agrosuper's strategic planning and thus contributing to the business challenges that we will face through 2025.

MAIN STUDIES AND RESEARCH RELATED TO PRODUCTION OR PROCESS IMPROVEMENTS

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Gelcoat - shelf life extension of pork bellies for export

Research project developed jointly with Universidad de Los Andes. The goal was to develop an edible, glaze-like coating from salmon skin that is applied to export pork bellies, increasing the shelf life of the product under laboratory conditions.

Principal results for 2022:

Impact on EBITDA
US\$ 916,000

Amount invested
US\$ 50,000

Pig hair meal

Research project developed with the technology-based company Biorefqui, which seeks to develop a methodology that generates pig hair meal for salmon feed, a product that would be one of a kind.

Pig hair is a residue from processing plants, and this would transform it into a high value-added product for another industry.

Principal results for 2022:

Amount invested
US\$ 30,000

Laboratory tests made it possible to obtain the first sample of pig hair meal, reducing its environmental impact.





05

ENGAGING WITH OUR CLIENTS

- OUR BRANDS AND PRODUCTS
- CLIENT SEGMENTATION

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OUR BRANDS AND PRODUCTS

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At Super Pollo, we want to contribute to people being more in touch with one another through the experience of food made with love and all the goodness that this generates to make us feel good.

For over 45 years, we have delivered the best and most varied products made with care, quality, tradition, and trust to the tables of every Chilean family. Our consumers are changing, so we want to go hand in hand with them and be their best ally so that they can continue to bring love to their families every day.



At Super Cerdo, we seek to deliver a quality protein within the reach of every household, to savor every moment, bringing nutritious, versatile, tasty, and convenient cuts to our consumer's tables.

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Our goal is to create a world in which we can all enjoy extraordinary culinary experiences while contributing to a more sustainable natural environment.

We offer a broad and balanced product portfolio to meet the needs of a wide variety of food products.



Sopraval seeks to promote healthy, rich, and versatile food, to be a fundamental contribution to both physical and emotional well-being, seeking to connect with today's families and their lifestyles, with special emphasis on new segments such as the elderly and young people, promoting an active life.

Our portfolio of products allows consumers to enjoy the benefits of turkey any time of day.

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King

At King, we seek to deliver delicious flavor every day, filling Chilean homes with happiness and being a convenient ally for their most beloved dishes.

We know the importance of enjoying life and savoring family moments around the table.

We are a brand that understands, surprises, and helps families with convenient solutions that simplify their lives.



SUPER BEEF

Super Beef makes it possible to make something easy and delicious, delivering flavor, quality, and versatility to every home in Chile, with the best products.

We seek to inspire and support new consumers who value and privilege practicality and time, but who refuse to compromise on making a good impression and elevating their dishes at every meal, thus creating family moments for everyone to enjoy.

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We are Verlasso, the ultra-premium brand pioneering sustainable practices that for more than 10 years has sought to improve how we farm the perfect salmon, providing the highest quality in harmony with the environment.

Our purpose is to provide the best salmon to our customers and consumers, and our mission is to deliver an ultra-premium product committed to sustainability that, together with excellent service, makes it the salmon of choice for chefs.



We are a leading brand in salmon production, born in the south of Chile and proud of our roots.

Every month, we feed more than 150 million people around the world with delicious, healthy salmon that have been farmed and harvested in the southernmost part of the world.

At Aqua, we produce and distribute salmon of the highest quality through environmentally responsible production, close contact with neighboring communities, and a focus on innovation.

NEW PRODUCTS

Meat Segment



Super Pollo
Cubes 500 g



Super Cerdo
Ground pork 300 g



La Crianza
Ribs line



King
King Turkey Breast



Super Beef
Hamburger 185 g

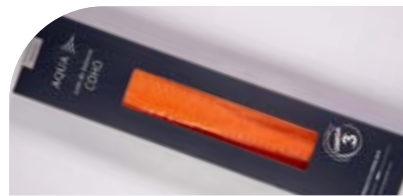


International Agrosuper
Frozen whole chicken leg, boneless

Aquaculture Segment



Aqua
Skinpack Portions

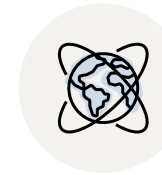


Aqua
Boxed loin



Aqua
Skin Pack Cubes

New products launched during 2022 for the B2B market.



MAIN INTERNATIONAL INITIATIVES

Improvements to the SuperTracking platform

We have optimized the delivery of information to our customers by improving the "Agrosuper Tracking" platform's management of documents, notifications, and order history, thus reducing claims and costs incurred due to the lack of destination information.

This led to saving 40% of working hours, in relation to the sending of documentation related to customer sales orders.

Automation of international customer segmentation sources

By automating data management and modeling international sales segmentation, we seek to develop customized strategies for each target group, aiming to maximize profitability.

Reclassification of international customers

In order to optimize Agrosuper's delivery times abroad, we standardized and reclassified international customers by sales channel and type of customer.

Profit & Loss

We have developed different reporting models that allow us to monitor the management of different business indicators to optimize performance and increase the gap through a more efficient cost treatment.

WeChat Bot - Azure Data Delivery (Packaging List)

To improve the delivery of order information and documents uploaded to the SuperTracking platform (Packing List, Batch List, among others), we enabled a new customer-facing system through the WeChat bot in China.

WeChat Bidding

We developed an application within WeChat that allows new and existing customers to input the volume and price of products they are willing to purchase on a monthly and bimonthly basis.

Thank You Party

Traditional Chinese cultural event that we host for our strategic partners in this market to thank them for the work done during the year and to analyze the challenges ahead.

CLIENT SEGMENTATION

We have built a relationship of closeness and trust with our customers. That is why we provide them with the products they require, always taking care to uphold the same standards over time.

Meat Segment



No customers representing more than 10% of sales are recorded for the reporting period.



Aquaculture Segment



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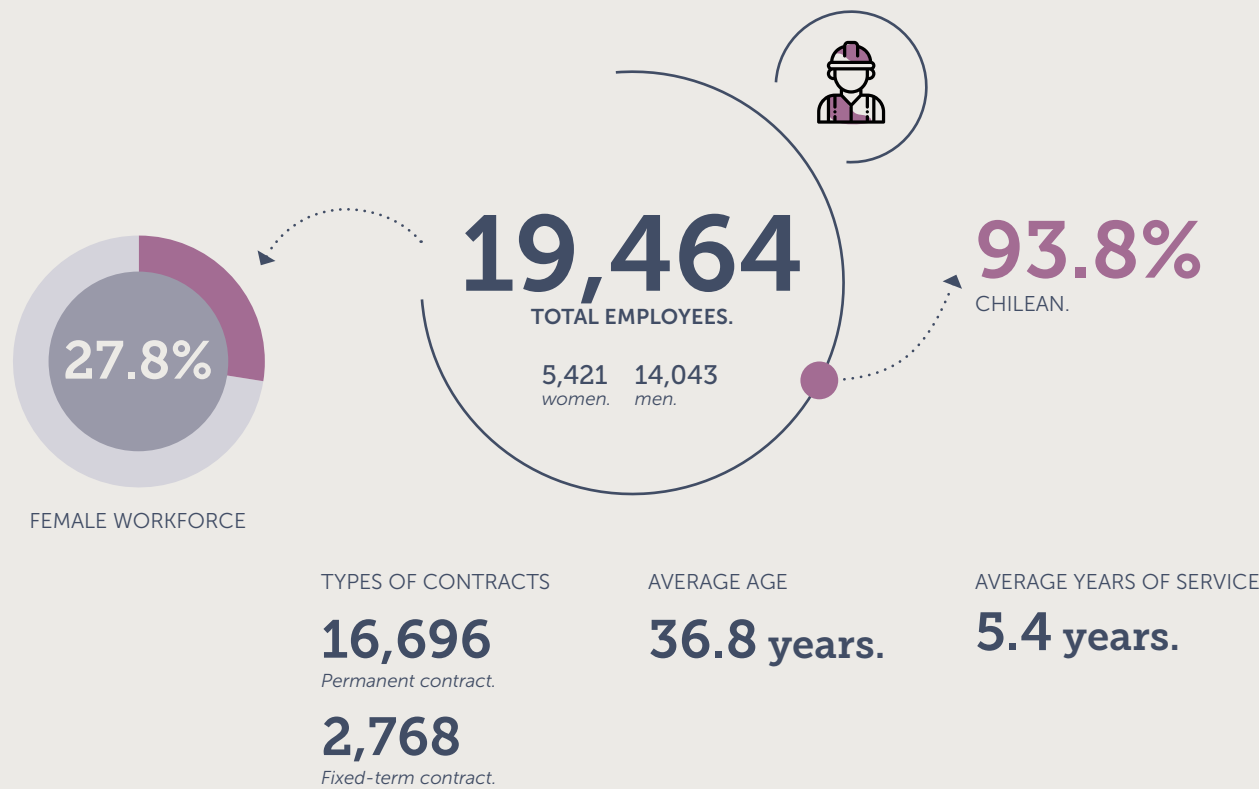


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FOCUSED ON PEOPLE

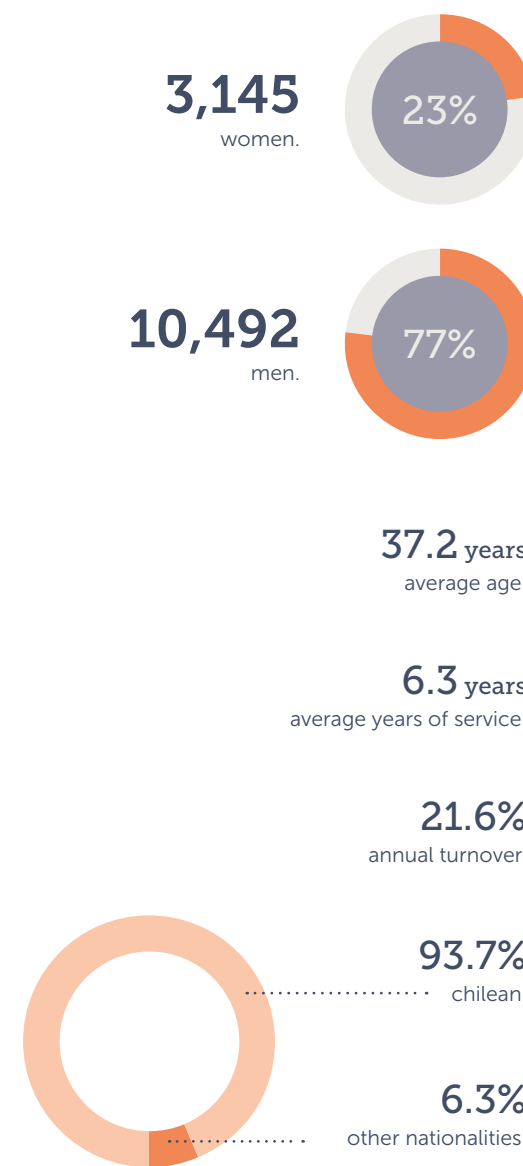
- OUR PEOPLE
- TRAINING AND DEVELOPMENT
- WORKPLACE ENVIRONMENT
- COLLABORATIVE RELATIONSHIPS
- OCCUPATIONAL HEALTH AND SAFETY

OUR PEOPLE

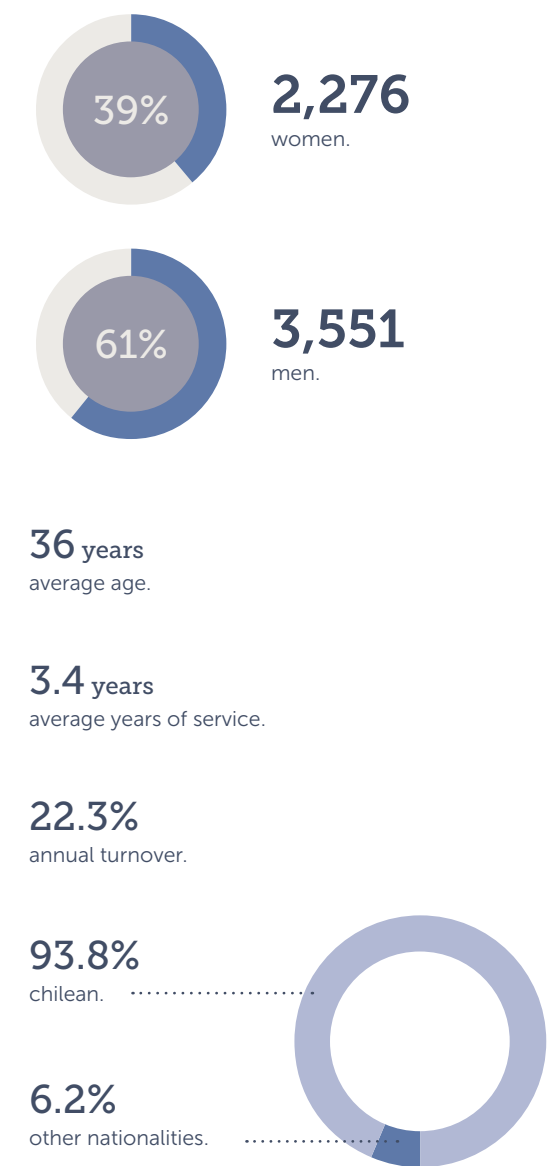


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MEAT SEGMENT



AQUACULTURE SEGMENT



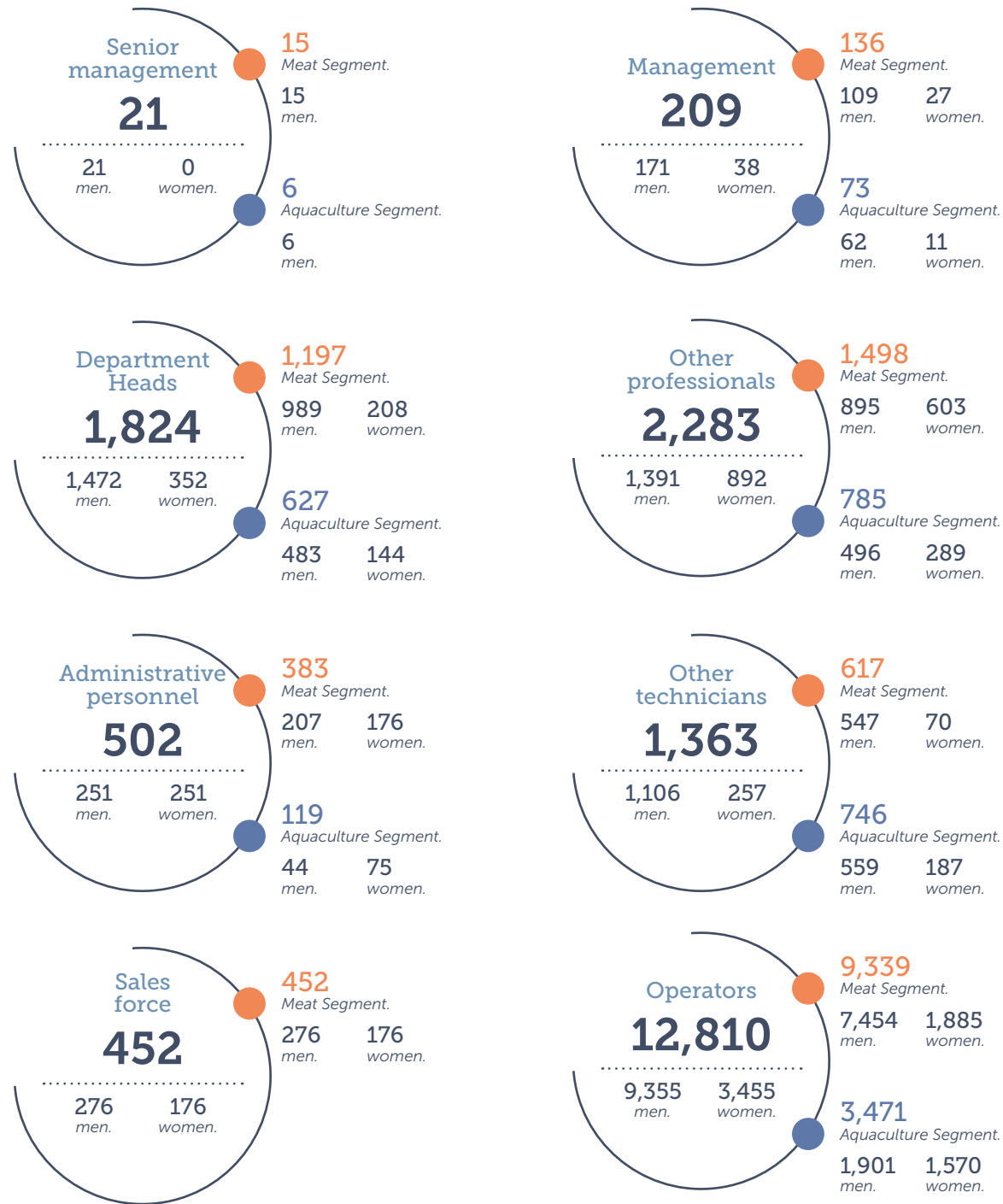
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Our employees are essential; they are the central pillar of our Company, as they embody the knowledge, passion, and commitment that we need to resolve the challenges of our day-to-day business. This is why we strive to enhance their development, provide a safe work environment, and build a relationship of trust and collaboration.

DISTRIBUTION BY JOB RESPONSIBILITY LEVEL*

(CMF: 5.0, 5.1.1)



MAIN NATIONALITIES OF OUR EMPLOYEES

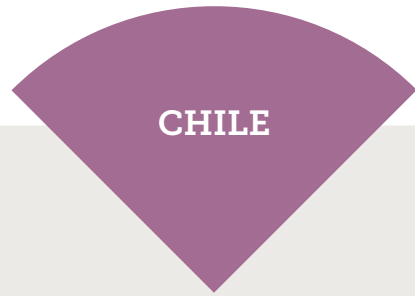
(CMF: 5.1.2)



* Job responsibility level using categories of duties under General Rule 461 issued by the Financial Market Commission (CMF).

DISTRIBUTION BY REGION

(WORKPLACE)

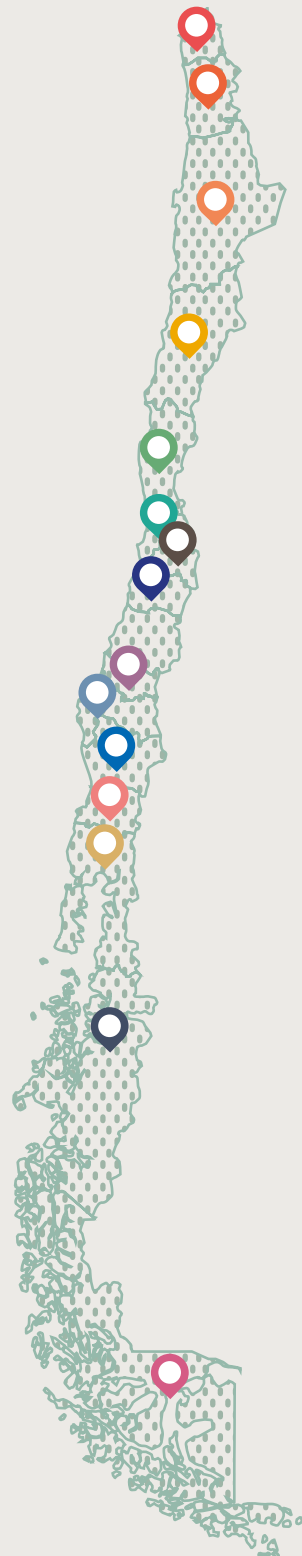


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Total workforce by region

Total local hires*

	Total	Meat Segment	Aquaculture Segment	Total	Meat Segment	Aquaculture Segment
Arica and Parinacota	14	14		100.0%	14	
Tarapacá	23	23		100.0%	21	
Antofagasta	73	73		98.6%	71	
Atacama	32	32		93.9%	31	
Coquimbo	52	52		94.4%	51	
Valparaiso	1,459	1,459		94.0%	1,405	
Metropolitan	1,808	1,808		86.1%	1,612	
O'Higgins	9,736	9,736		98.0%	9,431	
Ñuble	56	56		96.2%	51	
Biobío	109	109		89.2%	107	
Araucanía	236	79	157	92.1%	77	145
Los Ríos	17	16	1	71.4%	14	1
Los Lagos	4,473	81	4,392	98.0%	74	4,306
Aysén	596	0	596	39.1%	0	233
Magallanes	636	24	612	89.8%	23	548

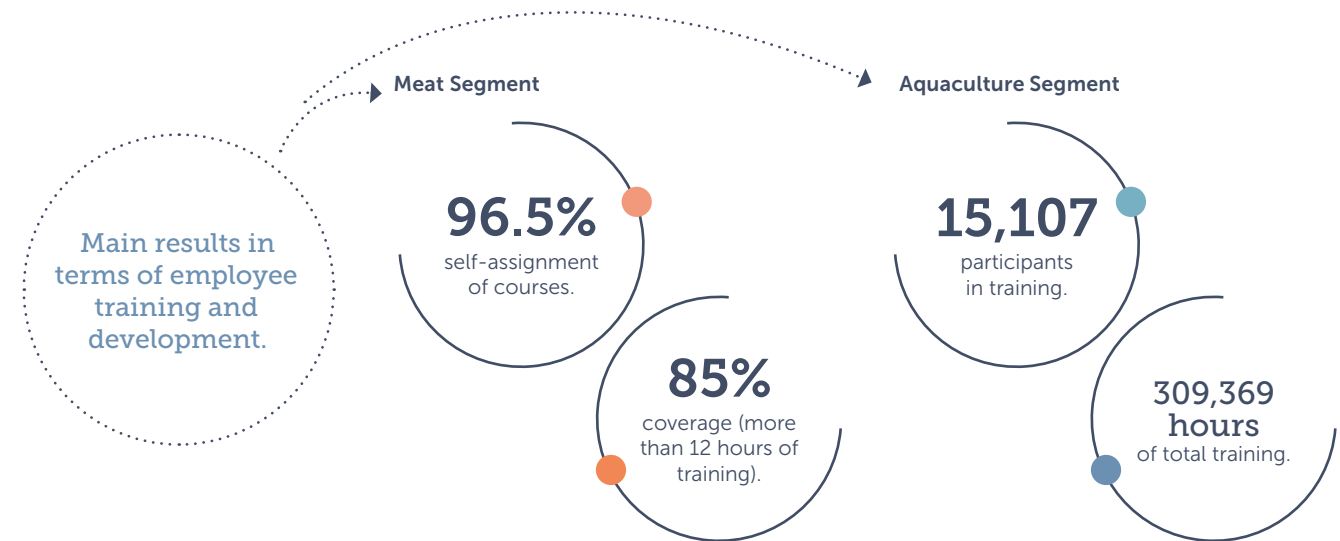


* Local workers are understood to be people who work in the region they reside in.

TRAINING AND DEVELOPMENT

We diagnose training needs on an annual basis in all areas of the Company. Based on this, we establish a training plan in line with the strategic focal areas and individual and team development.

In 2022, we focused on empowering self-management in employee development. We also encouraged the use of our learning platform, with more than 200 freely available courses covering technical and behavioral knowledge and personal development.



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1,136,542
hours
OF TRAINING.

MAIN TRAINING COURSES 2022

Meat Segment

Operational excellence

It provides tools that allow development and continuous improvement in the different stages of our production processes.

5,227
participants.

93%
satisfaction.

71,785 hours
of training.

Digital tools

It allows teams to develop specific competencies in technological tools at the different levels required by the organization, allowing data collection, interpretation, and analysis, which generates greater consistency and accuracy when viewing the information.

1,240
participants.

91%
satisfaction.

Training the trainers

It qualifies internal trainers in terms of methodology and skills for internal training. This way, we transferred the necessary theoretical and practical content to the work teams so they can be applied on a day-to-day basis.

122
participants.

94%
satisfaction.

Leadership

It develops skills in leaders, allowing them to manage the professional and occupational development of their teams, focusing on the organization's goals.

994
participants.

96%
satisfaction.

74%
department head reach.

Equivalency studies

It provides tools that allow employees to advance in their personal and professional development.

77
participants.

94%
satisfaction.

87%
of employees passed the course.

Competency Development Program

It promotes the self-assignment of courses and training to promote the development of employees, who, through these opportunities, can maximize their performance, as well as enhance their career development, thanks to technical and behavioral competencies.

3,046
participants.

13,678 hours
of training.

221
courses.

Mentoring program

Enhances the leadership skills of employees identified as "talents" and prepares them for succession to a new position. Participants (the mentees) are accompanied by leaders (the mentors) who embody Agrosuper's Leadership Seal, and share their experience and knowledge.

35
participants.

35
mentors.

Integral Wellness Workshop

The workshop "Optimizing my resources to reach a goal" provides knowledge on financial education with a focus on personal and family finances. It focuses on practical tools regarding economic resources, utilization, optimization, and savings, in pursuit of a concrete goal.

778
participants.

Language Program

It strengthens learning other languages required by professionals and executives, enhancing their impact on business strategy and professional development.

213
participants.

Animal welfare

Good practices for the responsible and ethical care of our animals.

4,530
participants.

Scholarships

They support employees in their studies to maximize their potential, contributing to their occupational, professional, and personal performance.

69
participants.

US\$ 120,321
investment.

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We promote continuous learning so that our employees can develop the necessary skills to perform their work and grow in the company. We also ensure the development of organizational skills so that we are ready to mobilize the business for current and future challenges.

TRAINING AND DEVELOPMENT

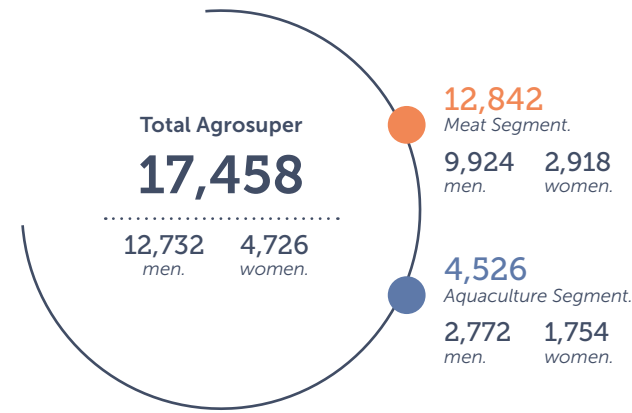
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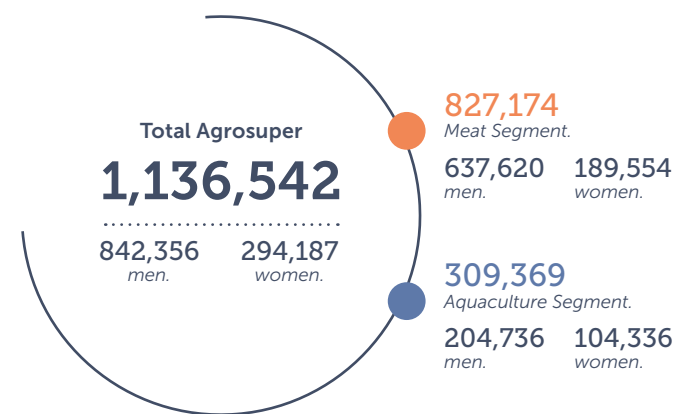
US\$ 2,479,867
Meat Segment.

US\$ 1,056,909
Aquaculture Segment.

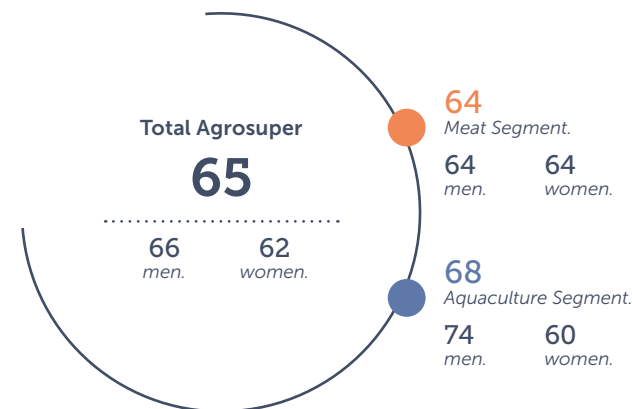
Total number of employees trained



Total training hours (GRI: 404-1; CMF: 5.8.iii)



Average training hours



Main subjects covered in the training sessions (GRI: 404-2; CMF: 5.8.iv)

Meat Segment.

Operational excellence and continuous improvement, regulatory activities, and business requirements.
7,411 employees trained.
247,740 hours of training.

Food safety, industrial quality, sales, omnichannel, marketing, and others.
9,516 employees trained.
108,837 hours of training.

Innovation and Digital Transformation.
3,472 employees trained.
79,142 hours of training.

People and team development, leadership programs, occupational health and safety, integral wellbeing of people and teams.
11,796 employees trained.
545,945 hours of training.

Aquaculture Segment.

Induction process: Industrial schools.
2,037 employees trained.
35,620 hours of training.

Regulatory knowledge in the industrial and production area.
8,882 employees trained.
130,663 hours of training.

Behavioral development topics such as leadership and value chain.
1,294 employees trained.
81,606 hours of training.

PERFORMANCE MANAGEMENT

We have the challenge of maximizing the performance of our people and teams, guaranteeing that we identify, develop, retain, and promote the best people to take on Agrosuper's current and future challenges.

Managing our employees' performance allows us to identify to what degree the behaviors required for the performance of each role have been developed.

For this, in the Meat Segment we have a model incorporating 18 competencies, enabling, cross-cutting objectives for the organization, as well as business goals for each employee.

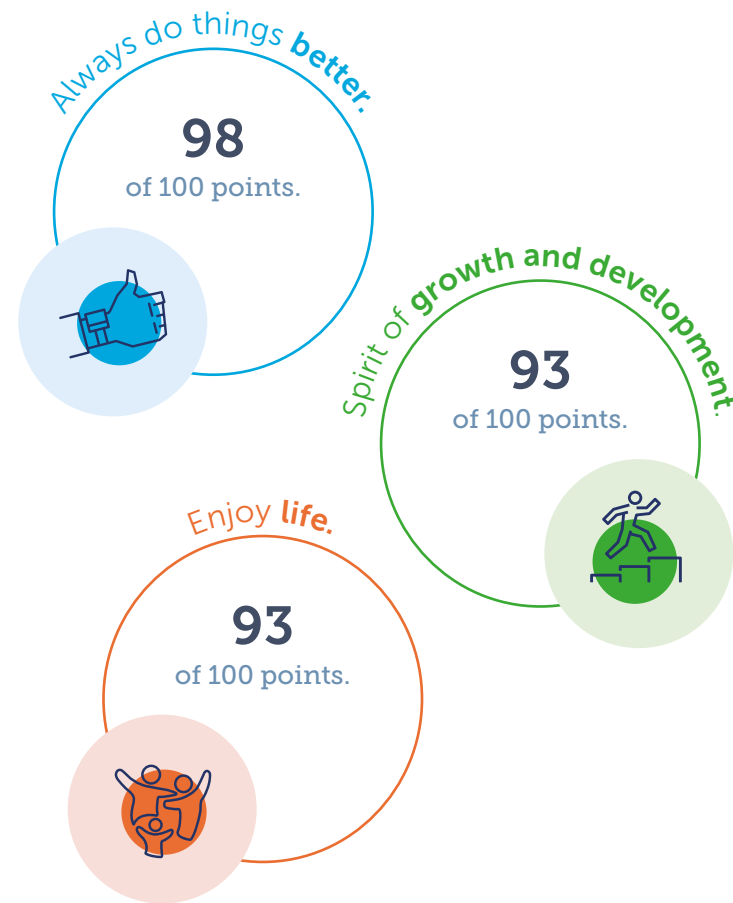
Management involves standardized criteria, based on a performance cycle that considers:

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In 2022, the process allowed us to recognize each employee's development levels, identifying more than **65%** of people who are consolidated in their role and more than **14%** who stand out in terms of performance.

Highlights of our evaluation of competencies and their pillars:



Among the people evaluated, we defined leadership development focal areas, where **21%** of employees were seen as suitable for lateral or ascending internal movements.

PERFORMANCE MANAGEMENT

During the reporting period, our employees experienced the Performance Management cycle by defining the goals and competencies expected for each of them in their role, ongoing feedback on their evolution, and a final evaluation focused on career development conversations.

We apply two types of performance reviews:

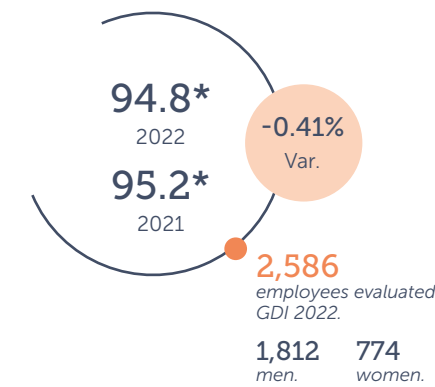
- Individual Performance Management (GDI) for the non-operating segment.
- Individual Performance Feedback (RDI) for operators, technicians, and salespeople.

Individual Performance Management (GDI)

(GRI: 404-3)

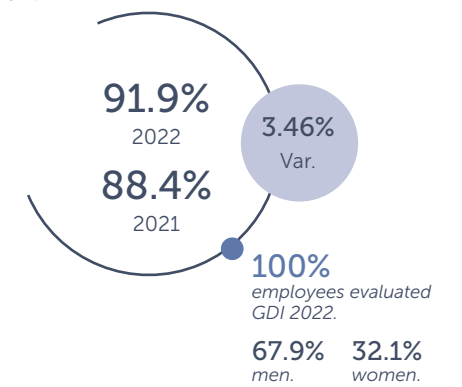
Meat Segment.

Average Individual Performance Management Score



Aquaculture Segment.

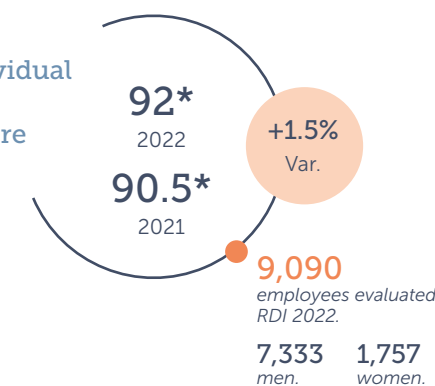
Performance Review



Individual Performance Feedback (RDI)

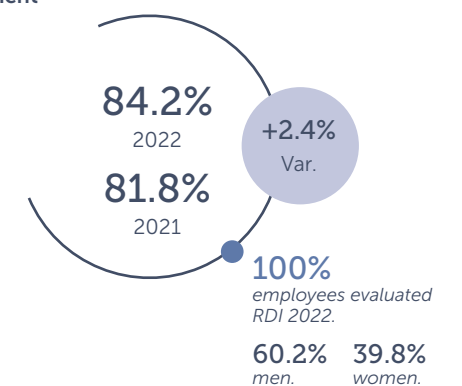
Meat Segment

Average Individual Performance Feedback Score



Aquaculture Segment

Individual Performance Feedback



* Average score on a scale of 60 to 130.

ONGOING PERFORMANCE

To support our leaders and their teams in defining work focal areas, we use development plans to strengthen competencies and prepare them for current and future challenges.



Meat Segment Mentoring Program 2022

This program, which lasts six months, aims to transmit Agrosuper's culture and purpose, sharing experiences and strengthening our leadership seal.

It includes workshops for mentors and mentees, personal coaching, individual sessions for pairs, and networking.

Employee support

Through coaching processes that we classify into three segments:

- Transition for department heads assuming an executive function through internal mobility.
- Strengthening the function.
- Projection.



TALENT AND SUCCESSION MANAGEMENT

(CMF: 3.6.x)

Through the annual Talent Identification (TI) process, which considers current and potential performance, we identify employees with the potential to assume positions of greater responsibility.

Six hundred employees participated in the exercise, 30% of whom were identified as part of the talent segment (high potential and/or outstanding performance).

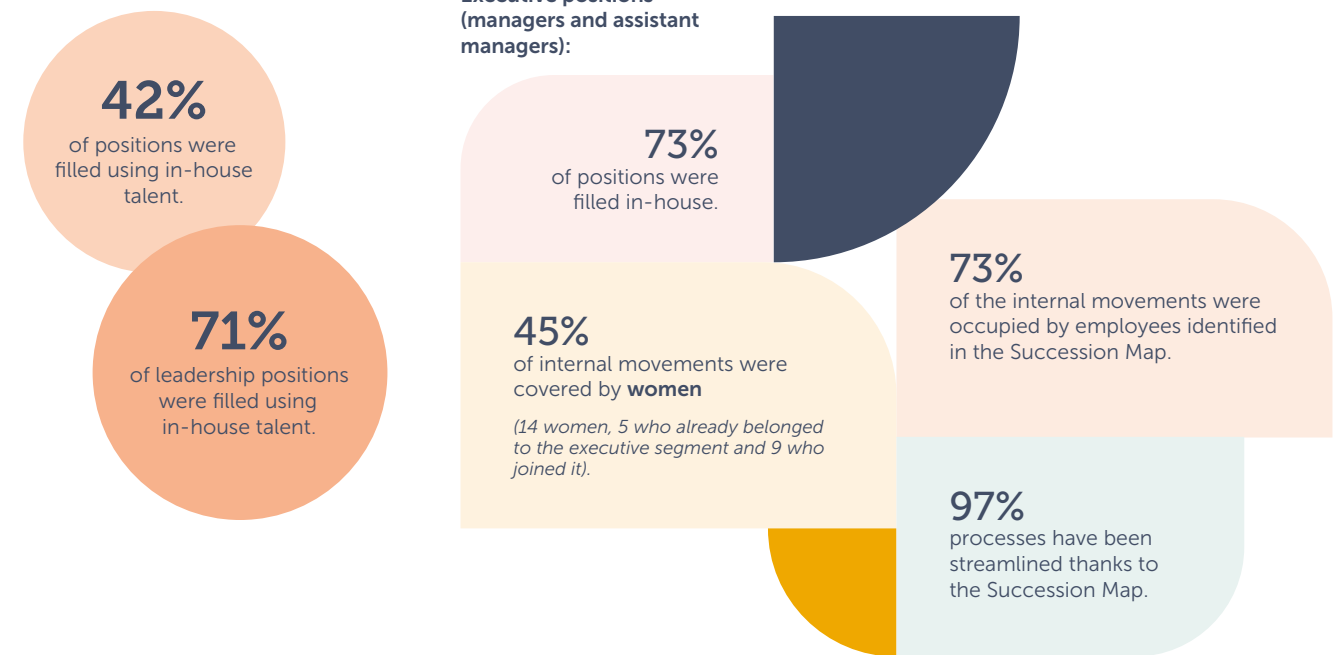
To identify successors for executive positions, during 2022 we worked on a Succession Map, which allowed us to identify that:

1. **95%** of positions have identified successors.
2. **209** employees were nominated for executive positions.
3. **86%** of nominations were for ascending positions.

INTERNAL MOBILITY

The Internal Mobility Process is intended to give greater visibility to the opportunities for growth and development that exist within Agrosuper, so that our talents can take on new challenges within the organization, contributing to talent attraction and retention, as well as to the development of a good working environment.

Meat Segment



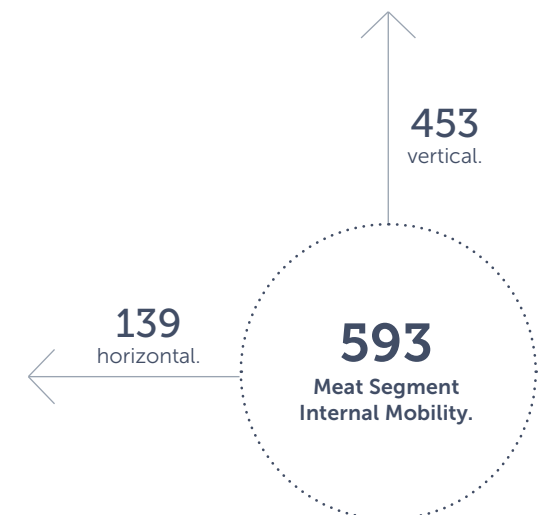
MILESTONES FOR 2022:

Career/Internal Mobility Site

We launched the Career/Internal Mobility website at Mi Mundo Super, to display and increase participation in the various internal competitions through an intuitive and easy-to-navigate platform.

Promotion of Self-Managed Development

We encourage employees to be the protagonists of their development, identifying their interests and motivations, strengthening the search for ongoing feedback, making training of their choice available, and encouraging the use and management of the individual development plan.



NEW TALENT

Our purpose is to continue to nurture Agrosuper with talent that wants to grow and develop in the company. To this end, we seek to ensure a process of excellence that is accessible to our future collaborators, giving them a memorable experience that reflects our culture and values.

Meat Segment

TALENT ATTRACTION AND RETENTION

(GRI: 13.20.1a)
The main risks identified in workforce retention and attraction are as follows:

- **High turnover of professional profiles** both nationally and internationally.
- **Competitive labor market:** some profiles are more in demand by the market due to their technical knowledge, which is in short supply as a result of digital acceleration and the challenges that this entails.

INITIATIVE FOR INTERNS

The Student Route: we seek to involve students in the different stages of the company's production process, so that they can learn how the products that are later marketed in Chile and the world are made.

Interns on the Route Program: in this instance, students accompany employees on the Innovation Route.

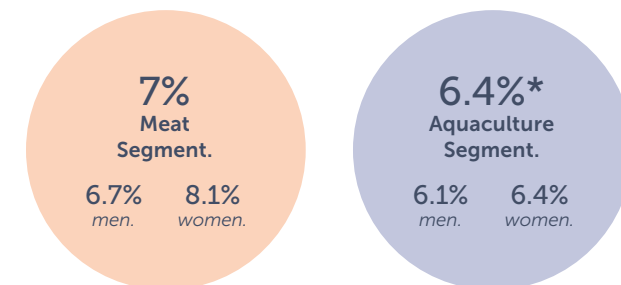
#VEN A SER PARTE (COME AND BE A PART) PROGRAM

Liaison with municipal, governmental, and educational organizations that allow us to get to know each other and contribute to the recruitment of future employees. We have different platforms to publicize our benefits, development opportunities, innovation, and sustainability.

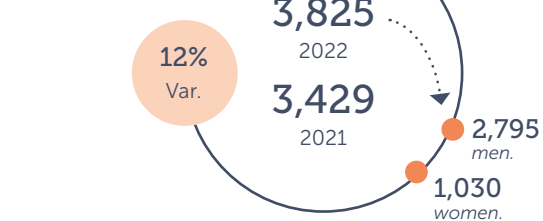
New employee hires



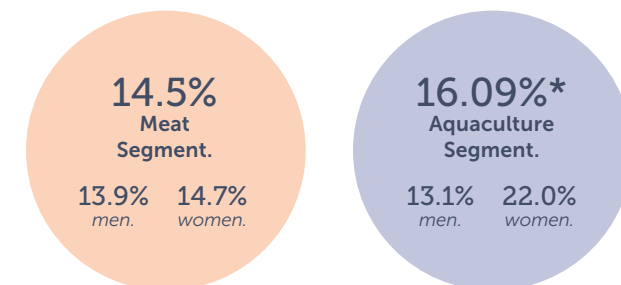
Voluntary turnover rate



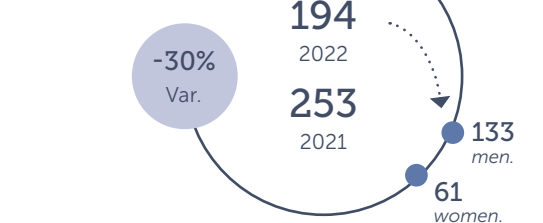
Meat Segment



Involuntary turnover rate



Aquaculture Segment



* Employees with permanent contracts



Best Companies for Interns (MEPP)

This ranking identifies companies that seek to improve students' learning experience.

14th
out of 120
Global ranking.

AVERAGE SCORE

93.8 Agrosuper. 86.5 Chile. 95.5 Chile Top 10.

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DIVERSITY, INCLUSION AND NON-DISCRIMINATION

(406-1; 13.15.4, CMF – 461: 5.5a)

Our Code of Conduct states that we respect the fundamental rights of our employees in the labor relationship, promoting and guaranteeing fair and safe working conditions.

It also states that there shall be no arbitrary discrimination and that all employees shall enjoy equal opportunities and treatment, regardless of their ethnic origin, religion, nationality, color, marital status, age, political opinion, sex, and physical or other disability.

Conduct involving sexual or labor harassment, the improper employment of minors, actions involving forced or compulsory labor, or those that may result in a violation of the fundamental rights of our employees are prohibited.

Each of our companies has internal rules and regulations that are an integral part of each employee's employment contract. In addition, we conduct trainings on fundamental rights that address these issues.

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Milestones to improve and promote diversity, inclusion, and non-discrimination

(406-1; 13.15.4, CMF-461: 5.5b)

Enforcement of the Inclusion Law

All of our companies have complied with the requirement that their staff include 1% of people with disabilities.

Training and certification of inclusion managers

43 of our employees were certified as inclusion managers for persons with disabilities. Thus, each of our companies with more than 100 employees has at least two inclusion managers. With this, we achieved 100% compliance with Law 21,275.

AWARDS



Agrosuper was distinguished with the Carlos Vial Espantoso 2022 Award as one of the ten large companies that excel at building trusting relationships and having excellent labor practices, recognizing their contribution to the company's results. This award measures 10 dimensions, including talent management, leadership and professional development, diversity and inclusion, occupational safety and working conditions, relationship with unions, and contractor integration, among others.

We encourage the nomination of women in the Meat Segment.

- **47%** of positions have at least one female nominee (38% of management positions and **50%** of assistant manager positions).
- **30%** of all nominees for succession to executive positions are women.
- **34%** of the total number of executive positions were held by women (15 out of 44). Considering positions that were filled with internal talent, 44% were filled by women (14 out of 32).



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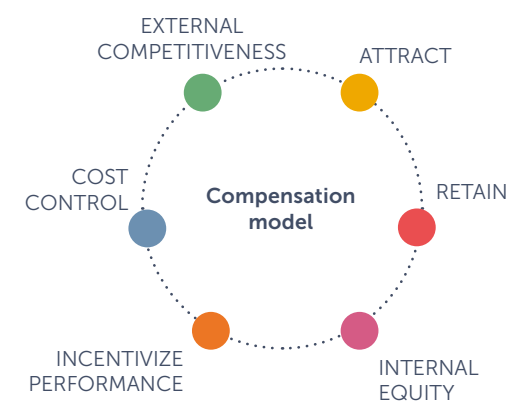



COMPENSATION POLICY

(GRI: 13.20.1b; CMF: 5.4.1)

Meat Segment

Our Compensation Policy, based on six pillars, is one of the components that give life to our People Management Model. This, when implemented as a whole, enhances talent attraction and retention and allows us to create a culture focused on high performance to accompany Agrosuper's sustainable growth.

One measure that allows us to enhance this purpose is the quarterly CPI adjustment to each employee's compensation and to the benefits agreed in individual or collective bargaining agreements.

This alone accounted for a 13.7% increase in each person's income in 2022.

Decent income

(GRI: 13.21.1)

To define the compensation and salary range, we use market income studies for each type of business. This allows us to establish compensation based on objective criteria and in accordance with the responsibilities of each position.

Measures to guarantee payment above the minimum wage for workers who are not direct employees

(GRI: 202-1b - 405-2; 13.15.3)

To ensure the payment of a base salary above the current legal minimum wage to our contractors, we conduct labor audits where we request salary statements and proof of deposits for the last three months from all permanent companies throughout the year.

Compensation for workers in the agricultural business

Depending on the business and the need to incentivize processes, variable remuneration (bonus) tables are defined based on KPIs, in which workers directly influence the operation.

WORKING ENVIRONMENTS

Meat Segment

Since 2022, we have measured the employee experience by Agrosuper employees' recommendation of Agrosuper as a great place to work through the Employee Net Promoter Score (eNPS) on a scale of 0 to 10. We also incorporated open-ended responses for additional highlights and opportunities for improvement.



Based on the results, we decided to continue working on major focal points, which we have addressed through cross-cutting action plans by unit and specific action plans by team.

In November 2022, we conducted a pulse sampling of 37% of the workforce to measure the impact of the actions undertaken during the year.

This allowed us to continue working on:

- Enhancing behavioral, technical, and internship leadership.
- Formal, informal, and standardized recognition.
- Survey follow-up and visibilization of actions.

Aquaculture Segment

During the first months of the year we created the Work Environment Management Plans 2022, based on the results obtained in the Work Climate Survey 2021.

Thus, we have more than 200 plans containing a total of 900 initiatives, through which managers, team leaders and employees have committed to continued improvement of the work environment in their areas.



CREATING A GREAT PLACE TO WORK

At Agrosuper we seek to ensure collaborative and productive work environments with high levels of commitment and leadership, aligned with our culture and values.

PROJECTS AND INITIATIVES TO PROMOTE GOOD WORKING ENVIRONMENTS

Leadership Seal

We strengthen our leadership seal and associated practices through training activities, as well as through good communication and connection, in addition to liaising with different processes (talent identification, successor mapping, work environment survey, internal mobility processes, mentoring).

2022 Results:

- 994 leaders trained in leadership training activities (74% of 1,348).
- Videos and communications throughout the year, as well as strengthening the different channels for connecting with employees (Leaders' Newsletter, Directo al Grano, and executive awareness days).
- Improvements associated with the perception of appropriate recognition when doing a good job (+0.2) and support from management in career development (+1.5), according to our Work Environment Pulse survey.

Spaces for connecting and listening

We strengthened the spaces for connecting and listening to employees, achieving the implementation of the Net Satisfaction Index (NSI) in the five industrial plants (San Vicente, Rosario, Lo Miranda, Sopraval, and Alimentos Doñihue).

We also organized discussions and fostered the connection between employees to find opportunities for improvement and promote active listening in the teams.

Action plans by teams

We created action plans by teams, in order to enhance and manage the main strengths and opportunities for improvement in a timely manner.

In 2022, 95% of our leaders had managed action plans, with a total of 2,800 of these initiatives.

Active listening

We have worked to enhance active listening through the redesign of employee life cycle experience surveys:



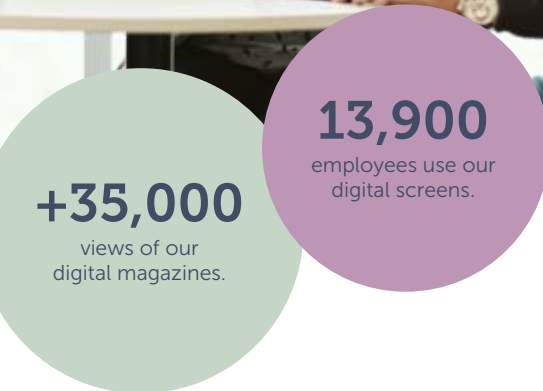
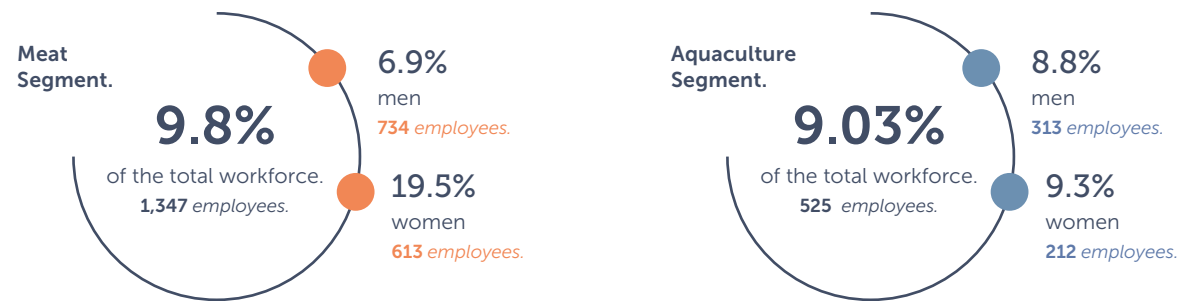
Principal results for 2022:

- Implementation of employee life cycle experience surveys.
- Implementation of the Work Environment Pulse survey in November 2022. On this occasion, we achieved a participation rate of 74% of the sample considered (equivalent to 37% of Agrosuper's total staff at the time).
- The Work Environment Pulse shows improvements in statements associated with leadership, favoritism, social responsibility, and customer focus.

WORK-FAMILY BALANCE AND QUALITY OF LIFE

Employees who use teleworking or flexible working hours

(GRI: 405-1; 13.15.2; CMF: 5.3)



INTERNAL COMMUNICATION CHANNELS

Meat Segment



JAM internal collaboration network



Digital screens



Digital magazines and newsletters



Press releases and communication plans



Email

Aquaculture Segment



Email



Aquanews

(digital magazine published every 15 days).



Digital bulletins

Meat Segment

JAM corporate channel

	2020	2021	2022
Monthly income	5,600	6,326	6,512
Number of corporate press releases	Around 50	Around +100	Around 130
Chats or registered groups	103	+100	85

Digital magazines

	2020	2021	2022
Publications	12	12	35
No. of views	13,000	+ than 14,000	20,000

Digital screens

	2020	2021	2022
Distribution and no. of panels per plant	58 screens distributed in 11 areas.	59 screens distributed in 11 areas.	71 screens distributed in 20 areas.
Estimated number of employees who make use of the panels	Around 10,000	Around 10,000	Around 10,000

Aquaculture Segment

Digital magazines

	2021	2022
Publications	21	24
No. of views	9,338 total	15,007 total

Digital screens

	2021	2022
Distribution and No. of panels per plant	4 to 6 per plant	4 to 6 per plant
Estimated number of employees who make use of the panels	Around 3,600 people	Around 3,900 people

COLLABORATIVE RELATIONSHIPS

(GRI: 2-30b; 407-1b; 13.18.2; 13.18.1)

We promote relationships based on trust, ongoing collaboration, and an open and friendly dialogue with our employees and the organizations that represent them.

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UNIONS AND WORKING GROUPS

Our labor relations model is based on three key areas:

1. Union relationship

To follow up on agreements and measure compliance with collective bargaining commitments, we have an automated platform to record meeting conversations and agendas.

2. Union knowledge

We seek to generate spaces for ongoing dialogue and to establish long-term relationships with the trade unions at Agrosuper in order to include their concerns in the development of the company.

3. Collective bargaining

We promote relationships of trust and collaboration, based on ongoing dialogue that allows us to anticipate agreements applicable to all workers.

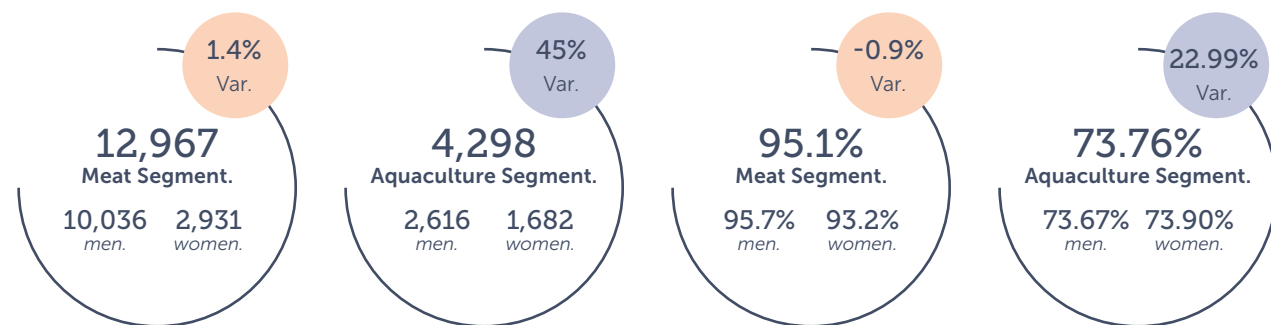


TOOLS TO STRENGTHEN UNION LEADERSHIP:

- Diploma in labor and union leadership for union leaders offered by the Catholic University and the Carlos Vial Espantoso Foundation.
- 14 workshops on union leadership, strategic relations, and collective bargaining, among other subjects, reaching 2,700 workers.

Total number of employees covered by collective bargaining agreements

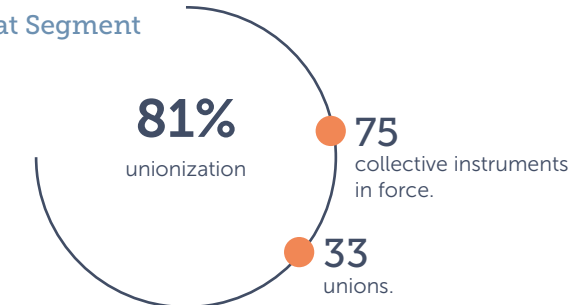
(GRI: 2-30#)



Percentage of employees covered by collective bargaining agreements, in relation to total employees in the company



Meat Segment



Aquaculture Segment



OCCUPATIONAL HEALTH AND SAFETY

0
FATAL ACCIDENTS IN THE PERIOD.
Total Agrosuper

In Occupational Health and Safety, our purpose is to promote a preventive and caring culture in people, with trained teams that encourage self-care and an integral safety culture. This allows us to create safe environments that enhance collaboration and the achievement of business goals.

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The operational health and safety structure is based on four pillars:



Each of our business units develops and implements an Occupational Health and Safety Management System that complies with Agrosuper's structure and is adapted to the characteristics of each unit.

Actions developed in 2022:

- **Visible leadership in occupational health and safety.**
- **Intolerable risk management.**
- **Incorporation of methodologies such as process optimization.**
- **LOTO Program.**
- **Standardization of operational health and safety best practices with a focus on critical hazards control.**
- **Safety dialogues.**
- **GEMBAS walks.**



OPERATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

(GRI: 403-1a; 13.19.2)

Each Agrosuper unit has an Operational Health and Safety Management System that includes the legal requirements associated with the care of people and other legal provisions related to production processes directly or indirectly related to Operational Health and Safety.

We conduct periodic on-site inspections and observations to identify and follow up on improvement proposals.

SIGAS

In the Meat Segment, we have a centralized certification model called the Agrosuper Integrated Management System (SIGAS). This is based on ISO international standards and, thanks to its implementation, we can respond to different audit processes.

On the other hand, in the Aquaculture Segment, we are in the process of standardizing the hazard identification and risk assessment method, in order to migrate to an Expected Loss Value (ELV) method, which consists of assigning to each hazard a probability of occurrence value and consequence level.

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PREVENTING HEALTH AND SAFETY RISKS AT WORK

(GRI: 403-2a; 13.19.3)



We know that failure to mitigate or control our risks can affect business relationships, consumers, authorities, neighbors, employees, contractors, and our entire business ecosystem. Therefore, in the Meat Segment, we identified our most critical risks in a SIGAS risk matrix, while in the Aquaculture Segment we are in the process of standardization in order to implement the ELV method.

GEMBAS PAL: Real-time identification of potential occupational accidents
(GRI: 403-2b; 13.19.3)

We developed an application to more efficiently manage field findings that endanger people's safety. Thanks to this, 100% of the findings in the field were reported and managed by the app, warning of possible occupational accidents (POL).

Operational controls

We have implemented operational controls in order to plan tasks with a higher level of risk in a more preventive manner.

Tour of the plant by assistant managers and area managers, with the purpose of detecting any condition and/or action that is being performed that could result in an accident risk for the employee.

A total of 195 walks were conducted in 2022, with 155 hours invested and 491 deviations detected.

Visible leadership

Cross-cutting risk roundtables

Creation of cross-cutting risk roundtables, consisting of managers from different areas, operational teams, and OHS teams, with a focus on the industrial unit.

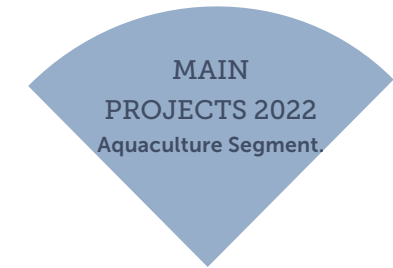
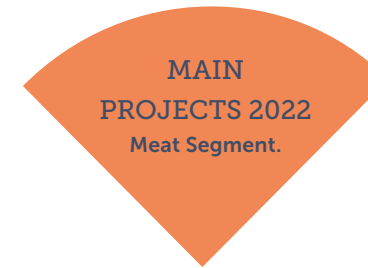
In 2022, we also implemented the Ammonia and Fire roundtable, and surveyed for the installation of the Electrical roundtable. The overall goals are to preemptively address site preparedness, training, and infrastructure management.

Design and implementation of an occupational health and safety program for companies providing services in production and industrial units.

In 2022, we consolidated and implemented a preventive management program for permanent companies, focusing on active and consistent participation in leadership and management activities.

EPS program implementation

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Formula Zero

Through an analogy with Formula 1 racing, we created this playful exercise intended to generate a systematic and methodical reporting of the operational health and safety program that the different areas must comply with. This Zero Accident competition runs throughout the year and concludes with an award ceremony for the winners.

In 2022, we fulfilled 98% of the program, preparing 298 LUPs and 82 POEVs, and raising 93 improvement opportunities focused on Operational Health and Safety.

ISO45001 Certification

The Cardonal Plant implemented a project in which the work plan, management, control, and indicators began to be administered using a digital tool called "Mosaikus". This allowed the work plan to be managed online and in real time, optimizing response delivery. In addition, it allowed much of the evidence presented during the ISO45001 audit to be made available through the platform.

Recognition, intervention, and activation plan

Sopraval conducted workshops on management and preventive techniques, strengthened the behavioral observation program, provided preventive support in the daily work of management, and increased visual management.

In 2022, we achieved an 87% reduction in accidents and a 37% reduction in sick days.

A year with no serious or fatal accidents

Achievement of internal milestone related to the significant reduction of occupational accidents in critical activities associated with diving, in addition to a year with no serious or fatal diving accidents.

OCCUPATIONAL HEALTH AND SAFETY AWARDS

Meat Segment

Covid-19 Seal.

Awarded by the IST for all industrial plants, after verifying 100% compliance with the requirements of the Step by Step Plan established by the health authority.

CPHS "Living Prevention" Award.

Awarded by the IST to the Joint Health and Safety Committees (CPHS) and the employees and their families of the Rosario and San Vicente plants, who, through posters, stories or short videos, were able to promote prevention at all levels.

Regional Excellence Award.

Awarded by the IST in the category of companies with more than 100 workers for the Rosario Plant, recognizing effort, constant work, excellence, and results.

Life Care Executive Lifetime Achievement Award 2021.

Awarded by the IST to Fernando Morelli, Agrosuper's People Manager, who has stood out for his leadership and commitment to the prevention of occupational accidents and illnesses, and the development of healthier and safer workplaces.

Aquaculture Segment

Award by the ACHS for significant reduction of the accident rate and lost workday rate.

Awarded to AquaChile for its good performance in Occupational Health and Safety, thanks to a 38% reduction in the accident rate and a 42% reduction in the lost workday rate.

Joint Committee Certification

The purpose of this certification is to recognize the Joint Health and Safety Committees whose management of occupational health and safety has been outstanding within the organization.

PROGRESS ON TARGETS RELATED TO OCCUPATIONAL HEALTH AND SAFETY

(GRI: 403-9; 13.19.10, SASB: FB-AG-320a.1, CMF-461: 5.6a)

Meat Segment

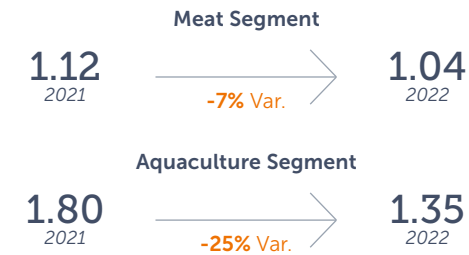


Aquaculture Segment

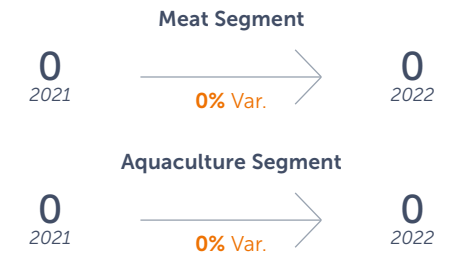


HEALTH AND SAFETY INDICATORS

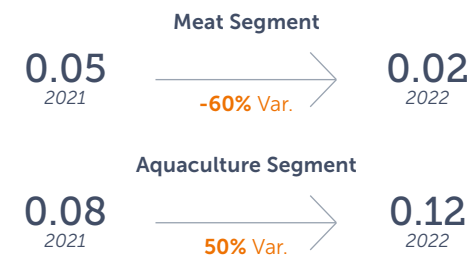
Accident rate (per 100 employees)



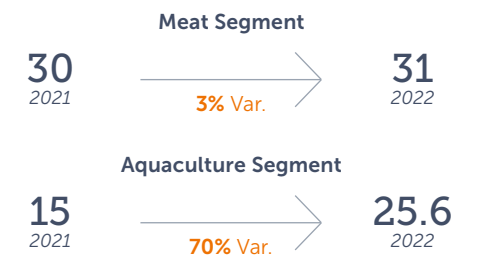
Fatality rate (per 100,000 employees) (GRI: 403-9; 13.19.10, SASB: FB-AG-320a.1, CMF-461: 5.6b)



Occupational illness rate (per 100 employees) (GRI: 403-10; 13.19.11, CMF-461: 5.6c)



Average number of days lost due to accidents (GRI: 403-10; 13.19.11, CMF-461: 5.6d)



GRI: 403-8a; 13.19.9; 403-8b; 13.19.9;

Total number of non-employees covered by the Occupational Health and Safety Management System.

8,976 Meat Segment, 3,182 Aquaculture Segment

Percentage of non-employees covered by the Occupational Health and Safety Management System in relation to the total number of employees and non-employees.

100% Meat Segment, 100% Aquaculture Segment

Total number of non-employees covered by the Occupational Health and Safety Management System that have undergone internal audits.

8,976 Meat Segment

Percentage of non-employees covered by the Occupational Health and Safety Management System who have undergone internal audits, in relation to the total number of employees and non-employees.

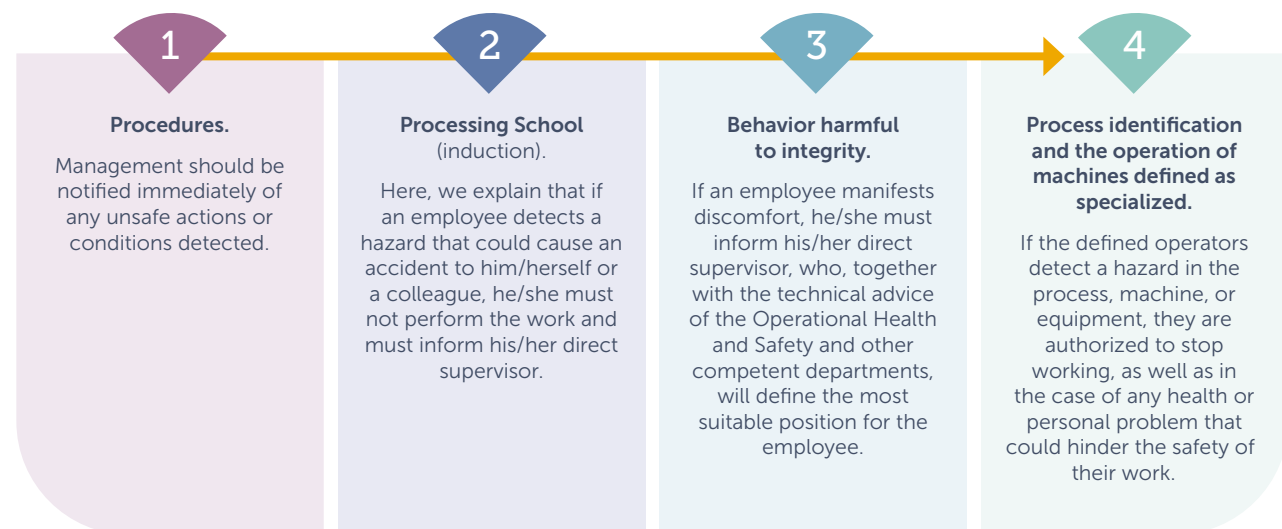
100% Meat Segment

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Policies and processes for work situations that may result in injury, illness, or disease.
(GRI: 403-2c; 13.19.3)



Formal employee-company forums on Health and Safety
(GRI: 403-4a; 13.19.5)

- **Joint Health and Safety Committee:** employees and the company are represented and informed on Occupational Health and Safety issues through monthly meetings.
- **Publishing the Internal Regulations:** defines conditions that must be complied with by employees to protect their integrity, and mentions prohibited acts that pose a risk to themselves or to other employees.
- **Campaigns or opportunities for operational health and safety reporting:** we seek to generate an active and lasting involvement over time, empowering workers to report unsafe conditions and near misses.
- **Operational health and safety diagnostics.**
- **Training:** employees can satisfy their concerns or questions regarding the different processes.
- **Daily information on operational health and safety issues.**
- **High Potential Incident Assessment Committee (IAP):** analyzes the plant's incidents and determines if any correspond to a high potential incident.
- **Psychosocial Committee**
- **Email for inquiries.**

Employee access to non-work-related medical and health care services
(GRI: 403-6a; 13.19.7)

- Our health program includes:
1. **Preventive Program:** Laboratory tests at zero cost.
 2. **Metlife Orienta Program:** Access to telemedicine services.
 3. **Agreements with Caja Los Andes health institutions.**
 4. **Health insurance.**
 5. **Voluntary solidarity funds.**
 6. **Balanced Diet Program.**

Employees trained in occupational health and safety
(GRI: 403-5; 13.19.6)





07

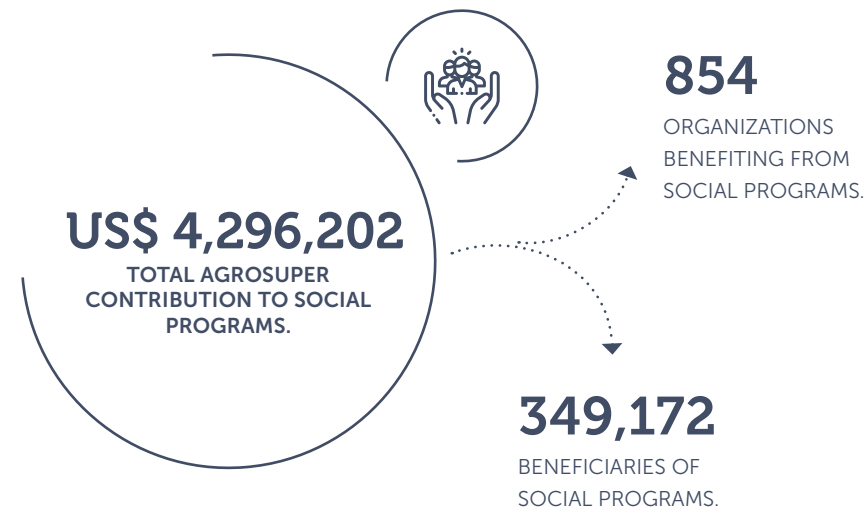
CONNECTED WITH LOCAL COMMUNITIES

- COMMUNITY ENGAGEMENT
- POSITIVE IMPACT ON LOCAL DEVELOPMENT
- LOCAL JOBS
- PROJECTS WITH INDIGENOUS COMMUNITIES

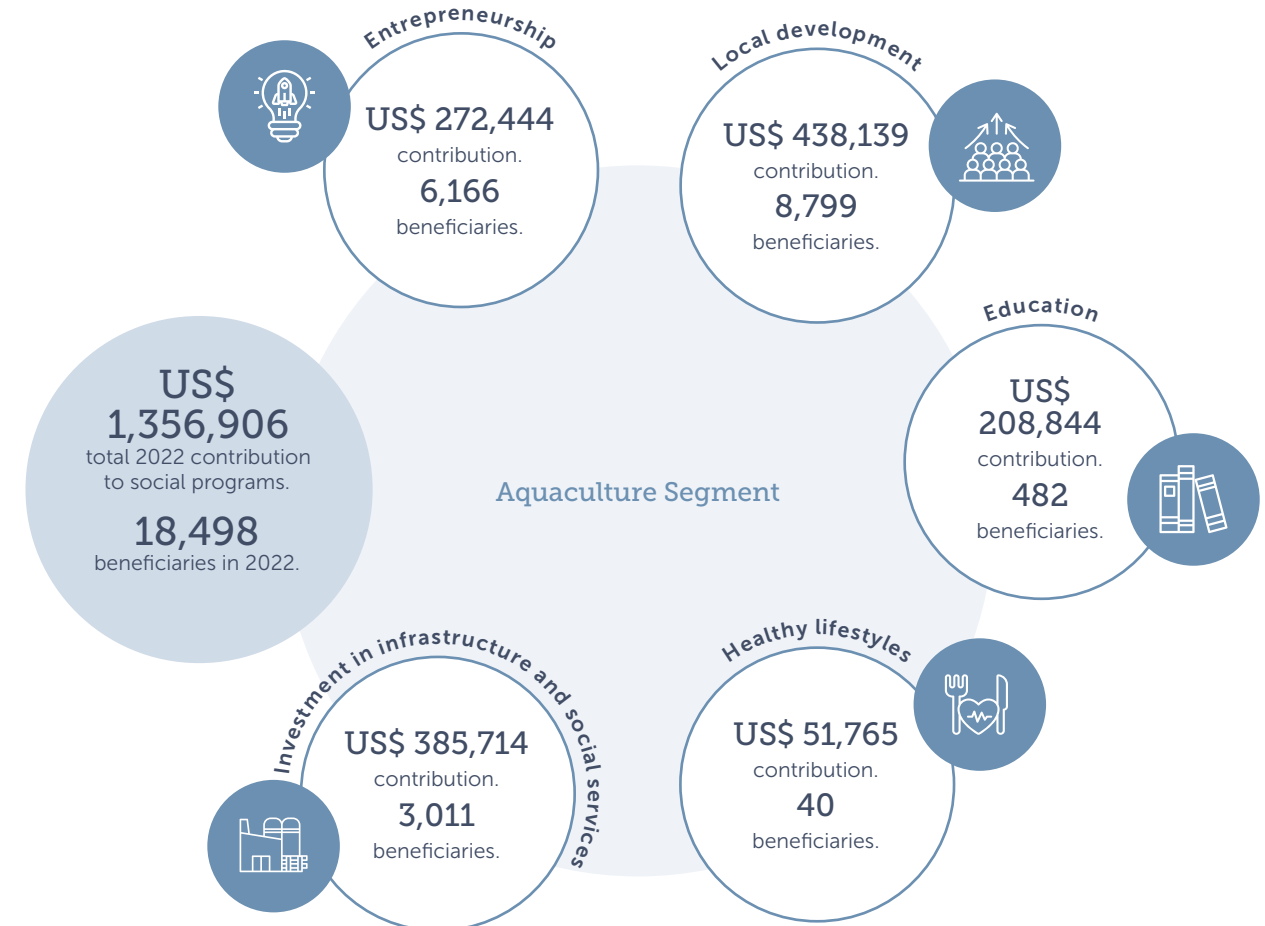
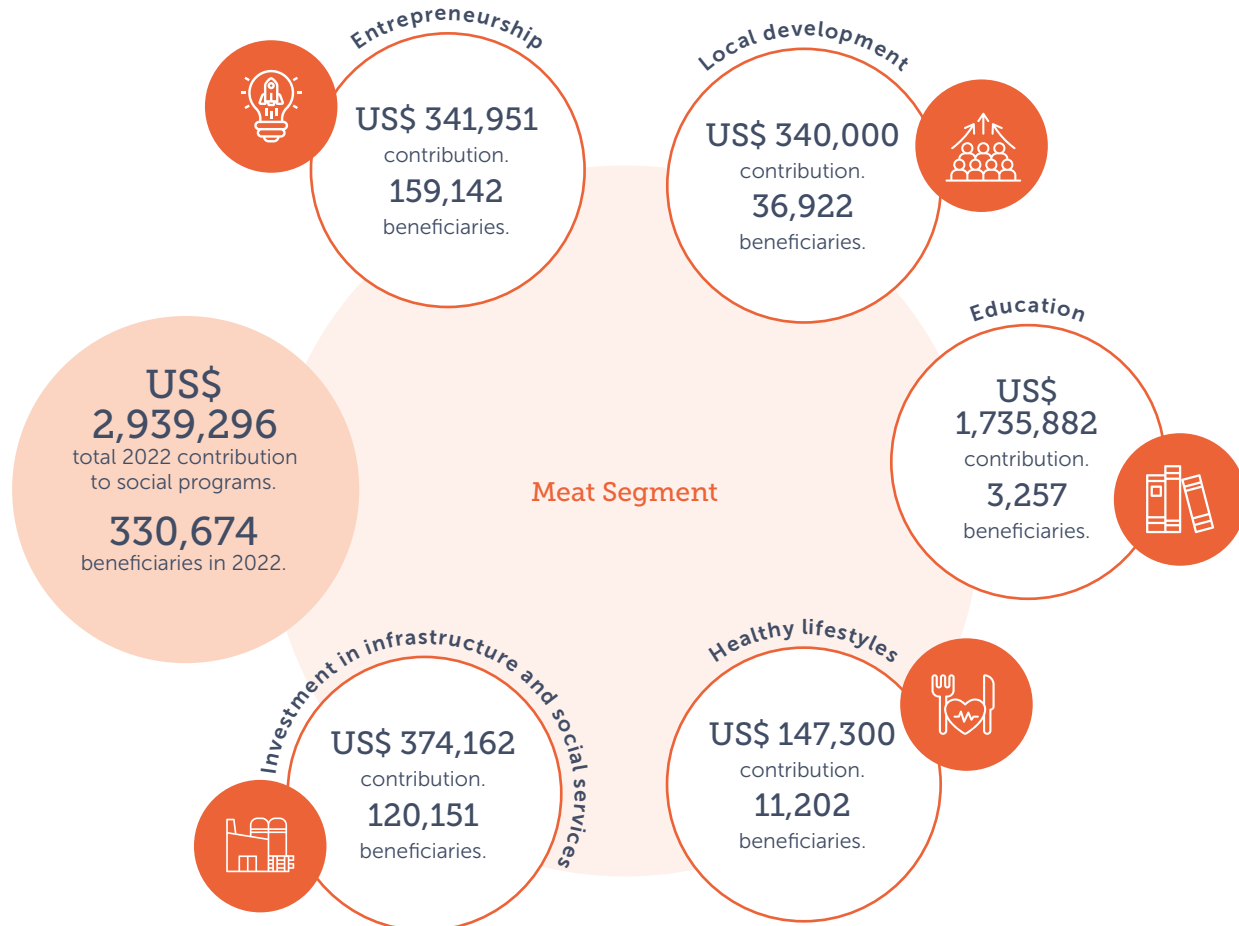
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COMMUNITY ENGAGEMENT

We have sought to build trusting relationships based on a transparent and direct dialogue that allows us to contribute to developing our surroundings.



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Communities where we operate that have local community participation programs, as well as impact and development assessments.

48
Communities where Agrosuper operates.

49
Operations where impact assessments, community engagement, and other actions are carried out.

92.5%
of municipalities with operations have programs in place.



OUR STRATEGY IS BASED ON FOUR PILLARS OF ACTION:

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Entrepreneurship

We contribute to strengthening social organizations, communities, and entrepreneurs, so that they can become the driving force behind the development of their localities.

Main programs and initiatives

- Capital Emprendedor.
- Fondo Vecino ("Neighbor fund").
- Vitrina Emprendedora ("Venture Showcase").
- Wanaku.
- Emprende Tu Mente ("Venture Your Mind").

Local development

We seek to contribute to the progress and growth of neighboring communities through initiatives that promote social, economic, cultural, and environmental development.

Main programs and initiatives

- Circular Economy Agricultural Program with its Biofood initiative.
- +Agua with its Impulsa Agua and APR Strengthening Plan initiatives.
- ReVive with its initiatives for reforestation ("Reforestemos") and recovery of public spaces.
- Greenhouses for the Rupu Lafquen indigenous community.
- Salmon sales point.
- Plaza de Armas tourist totem pole, Municipality of Aysén.
- Support for the Codinhue Bajo cooperative agricultural project.



Education

We are committed to the development and education of children and young people.

Main programs and initiatives

- The Agrosuper Foundation and its contribution to the Los Cipreses School.
- Infancia Súper with its Familias Power and Fútbol Más initiatives.
- Excellence scholarships for Kawésqar communities.
- AquaChile Excellence Scholarship - Municipality of Guaitecas.
- Training program 2022.
- Nogales Excellence Scholarships.

Healthy lifestyles

We build balanced lifestyle habits in children, as well as in older adults.

Main programs and initiatives

- Súper Sano
- Activamente.
- Children's soccer academy.



These pillars guide our relationship with neighboring communities and allow us to work in close relationship with our environment, which also favors the creation of alliances with organizations, institutions, and local governments that benefit the inhabitants of the 48 communities where we operate.

This relationship fosters dialogue, listening, and feedback, strengthening the bonds of trust that allow us to design work that meets the needs of our neighboring communities.

PARTNERSHIPS

To implement our community initiatives and projects, we have formed partnerships with different institutions and organizations.



POSITIVE IMPACT ON LOCAL DEVELOPMENT

ENTREPRENEURSHIP

165,308

BENEFICIARIES OF ENTREPRENEURSHIP PROMOTION PROGRAMS.

6

ENTREPRENEURSHIP PROMOTION PROGRAMS.

US\$ 614,395

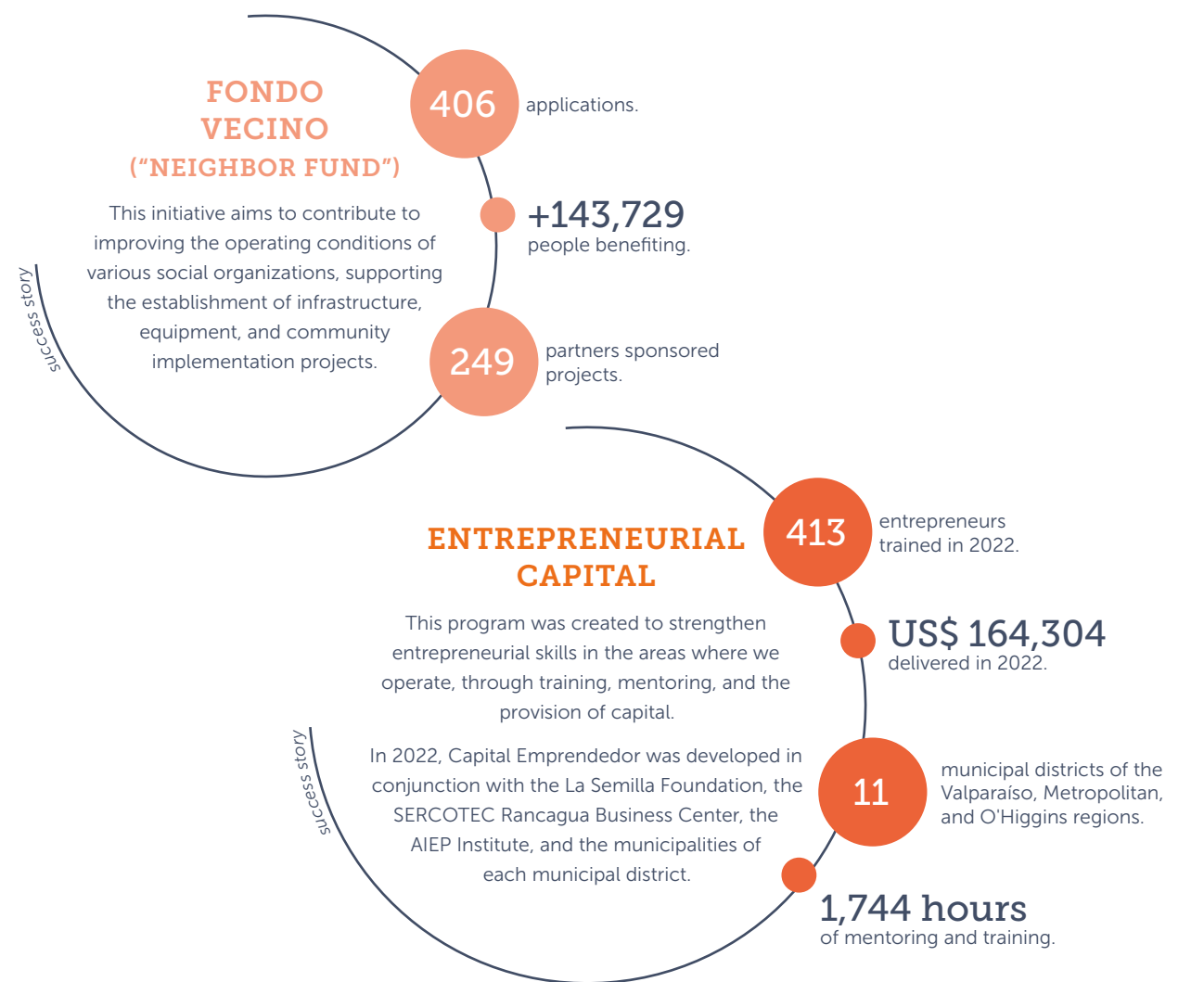
CONTRIBUTION TO ENTREPRENEURSHIP PROMOTION PROJECTS.



COMPETITIVE VENTURE FUNDS

At Agrosuper we are committed to supporting the various organizations that contribute to the territories where we operate. This is why we provide competitive funds to contribute to financing community initiatives related to sustainability and the environment, inclusion, healthy living, equipment and infrastructure, education, culture, and local productive development.

Meat Segment.		Aquaculture Segment.	
406	Applications.	315	
249	Winners	32	
16	Municipal districts (four regions).	14	
US\$ 177,424	Delivered.	US\$ 38,378	
143,729	People benefiting.	4,417	



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2022 MILESTONES
Meat Segment.

Wanaku– Sopraval program

Through this program, we promote entrepreneurship and the rescue of the textile traditions of the municipal district of La Ligua, through on-site and online workshops on spinning using a spinning wheel and spindle.

Principal results for 2022:

- About **15,000** reproductions of Wanaku online.
- **20** online workshops.
- **64** on-site workshops.

2022 MILESTONES
Aquaculture Segment.

AquaChile Impulsa

Corporate volunteer work that seeks to support local entrepreneurs to generate a work plan whose implementation is then financed by the company.

In 2022, 35 employees signed up as volunteers for the program.

Training course for women leaders of the artisanal fishing industry of Puerto Natales

In order to contribute to and enhance competencies related to seafood packaging and preservation, we offer the course "Seafood Processing and Preservation Techniques".

Sponsorship of the entrepreneurship championship "Nada nos Detiene".

We participated in the launch of the "Nada nos detiene" championship in Coyhaique, an initiative that seeks to accelerate the country's economic development through entrepreneurship.



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LOCAL DEVELOPMENT

45,721

BENEFICIARIES OF LOCAL DEVELOPMENT PROGRAMS.

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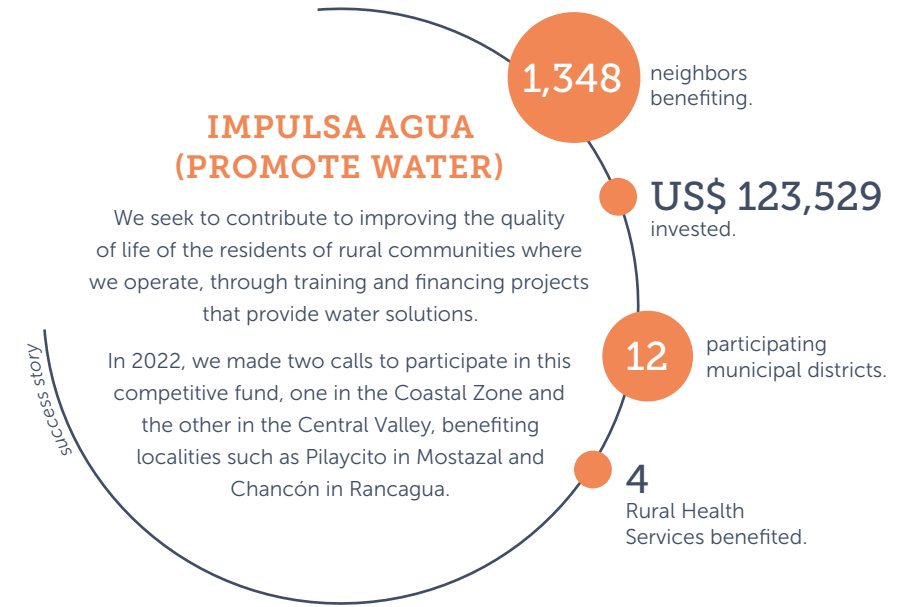
LOCAL DEVELOPMENT PROGRAMS.

US\$ 778,139

CONTRIBUTION TO LOCAL DEVELOPMENT PROJECTS.



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Agricultural Circular Economy Program

We deliver biofertilizer, a natural fertilizer obtained from the treatment of pig slurry, to small farmers in the areas where we operate.

Principal results for 2022:

- **1,039** people benefiting.

Recovery of Public Spaces

We aim to improve and reactivate areas in disuse in our neighboring communities, giving life to communal areas.

Results:

- **More than 4,000** beneficiaries.
- **4** projects implemented.

Sopraval APR Strengthening Plan

In support of the organizations that manage rural drinking water, we contribute to the implementation of projects that improve the facilities and operations of each organization.

Results:

- **Over 30,000** users.
- **26** projects implemented.



Support for the Codinhue Bajo cooperative agricultural project

In an effort to consolidate the project to grow 7,000 raspberry plants, we contributed materials to build the perimeter fence of the cooperative's agricultural land.

Scrap planks to make corrals in the rural area of Puerto Cisnes

We delivered planks to several rural areas of Puerto Cisnes, which are used by neighbors to build or improve their livestock corrals.

Collaboration agreement with Inacap

With this initiative, we seek to strengthen technical-professional education and the formation of specialized human capital in the Aysén Region.

EDUCATION

We are committed to supporting children and adolescents in their education and scholarly development.

3,739

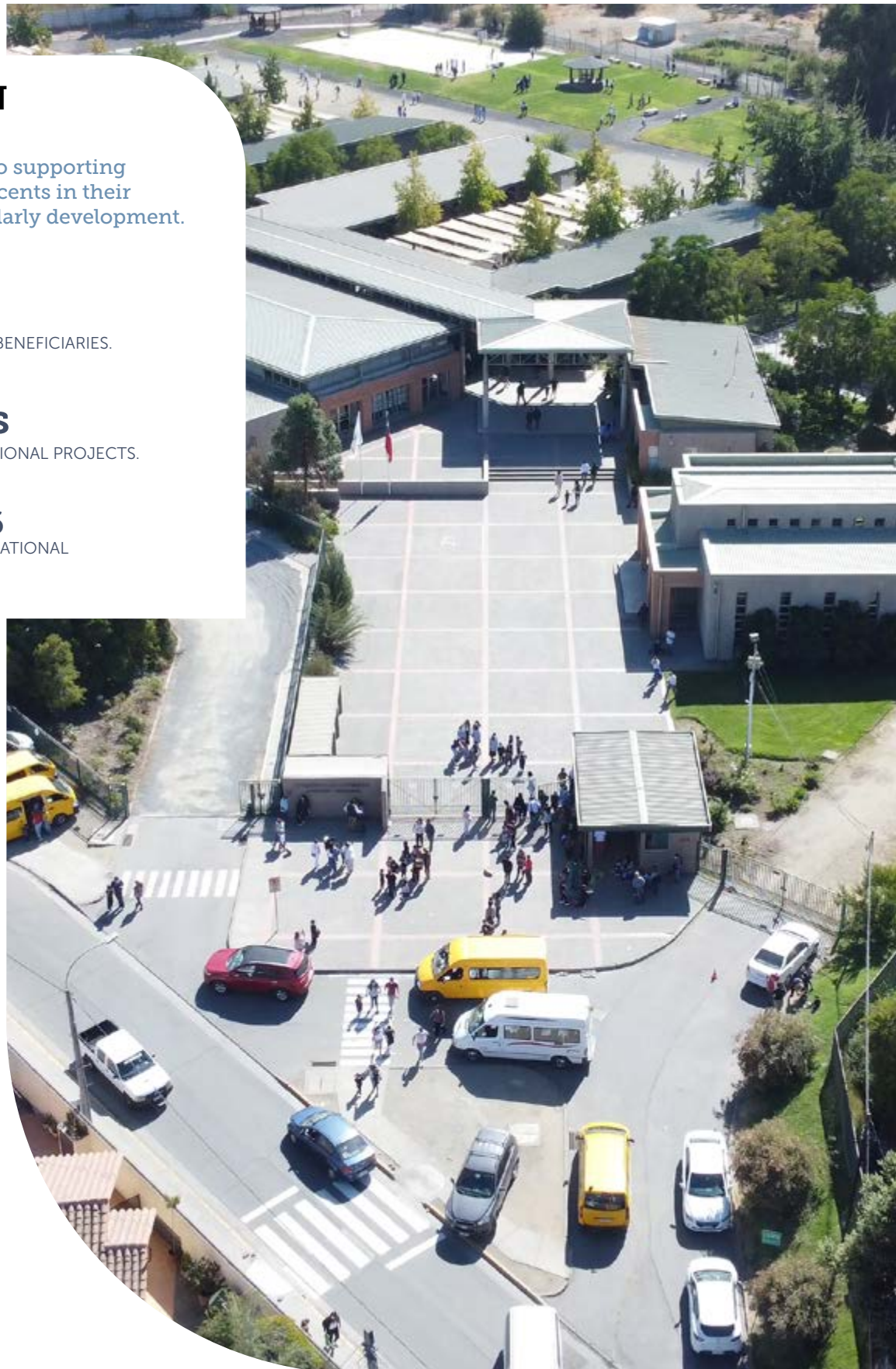
EDUCATIONAL PROJECT BENEFICIARIES.

19 schools

PARTICIPANTS IN EDUCATIONAL PROJECTS.

US\$ 1,944,726

CONTRIBUTION TO EDUCATIONAL SOCIAL PROGRAMS.



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LOS CIPRESSES SCHOOL

In 2002, the Agrosuper Foundation founded this establishment in the town of Lo Miranda, in the municipal district of Doñihue, to provide free and excellent education to more than 1,000 students.

For the first time, in 2022, the school obtained two maximum scores in the Higher Education Access Test (PAES).

1,017 students benefiting.

2 maximum scores in the Higher Education Access Test (PAES) 2022.

95% of graduates have a degree, are studying for a degree, or are in a pre-university program.

success story



"My parents, friends, and teachers, especially my math teachers, were fundamental pillars in this whole process. They were part of my learning since elementary school".

Cristóbal Oyarzún
Maximum score in the Higher Education Access Test (PAES).



"I'm very happy about this achievement. Since our freshman year, the school motivated us to prepare for this test. Without the help of our teachers, it would have been very difficult to achieve this result".

Vicente Martínez
Maximum score in the Higher Education Access Test (PAES).

FÚTBOL MÁS (MORE SOCCER)

After six years of work, we ended the cycle of the "Barrios" program. After closing this stage, we moved forward with implementing the "Escuelas" program in communities in the Metropolitan and O'Higgins regions.

778 hours of physical activity.

963 children benefiting.

242 teachers and education assistants benefiting.

10 schools.

8 associated municipal districts.

US\$ 134,118 invested in 2022.

734 social and sports sessions.

success story

2022 MILESTONES
Meat Segment.

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Fútbol Más 2022 Schools Program

Nearly 950 students, teachers, and parents participated in this initiative, whose purpose is to strengthen the bonds between educational communities through soccer.

Educating through games and sports:

This activity allows students to better convey and express their emotions through play.

585 hours of physical activity.

10 schools.

Educational Changing Rooms:

This initiative provides recreational opportunities and spaces for self-care to employees and education assistants in order to enhance their pedagogical role.

23 educational changing rooms

250 teachers.

Familias Power Program

We promote the cognitive and emotional growth of preschool children in rural communities.

18 families benefiting.

1,264 workshops taught.

US\$ 13,529 invested.

2022 MILESTONES
Aquaculture Segment.

Excellence scholarships for Kawésqar communities

In 2022, we made a new call for scholarships, where we sponsored 49 students belonging to Kawésqar communities.

AquaChile Excellence Scholarship - Municipality of Guaitecas

Together with the Municipality, we implemented a scholarship program for higher education students on the island. Eleven students benefited from the second edition of this program.

Starlink satellite Internet for schools

We brought Starlink high-speed internet to the schools of Puerto Gala and Melimovu, in the municipal district of Cisnes. This way, educational communities in more isolated locations gain access to a fast and quality connection, positively impacting their educational processes.



HEALTHY LIFESTYLE

We want our contributions to local communities to be comprehensive. For this reason, we have included an educational line that emphasizes the importance of a balanced diet and physical activity.

11,242

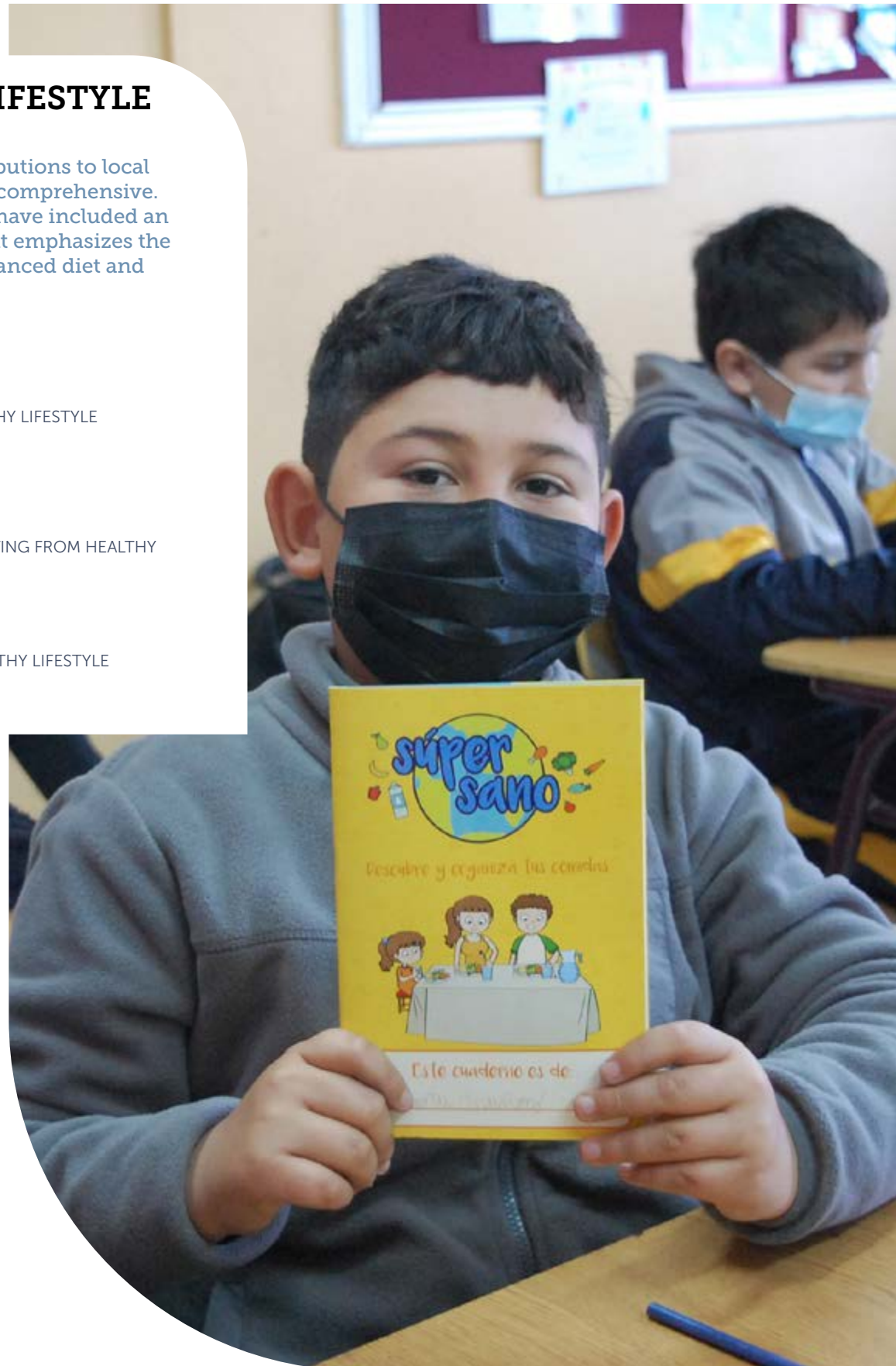
BENEFICIARIES OF HEALTHY LIFESTYLE PROJECTS.

106

ORGANIZATIONS BENEFITING FROM HEALTHY LIFESTYLE PROJECTS.

US\$ 199,065

CONTRIBUTION TO HEALTHY LIFESTYLE PROJECTS.



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SUPER SANO PROGRAM

This program aims to help form balanced lifestyle habits in 1st to 4th grade children, strengthening responsibility and awareness of self-care and self-regulation through a balanced diet and physical activity through interactive and entertaining learning.

9,632

students benefiting.

+22% student participation compared to 2021.

US\$ 102,889
invested.

103

schools.

+33% partnerships with educational establishments in the Metropolitan and O'Higgins regions.

18

Municipal districts benefiting.

success story

2022 MILESTONES
Meat Segment.

Activamente program

Through strategic alliances with the Casablanca, Limache, Quilpué, and La Calera Cesfam, we seek to promote physical and mental activity in the elderly by conducting workshops guided by health professionals.

Results:

- **1,570** participating elderly adults.
- **46** workshops conducted.
- **4** strategic alliances.

2022 MILESTONES
Aquaculture Segment.

Children's Soccer Academy

For 20 years we have supported the Children's Soccer Academy, where children between the ages of 5 and 13 participate, so as to continue promoting healthy living from childhood, thus encouraging physical and mental growth, teamwork, and social skills.

Results:

- **40** children benefiting.
- **US\$ 51,765** invested.

COMMUNITY CONTRIBUTIONS AND DONATIONS

Meat Segment.

Las Rosas Foundation

We contribute to ensuring a balanced diet for the elderly, along with supporting the work developed by the institution.

US\$ 44,408
Investment in 2022.

151
beneficiaries.

Agreement with the La Calera Firefighters

We supported the work of the Fourth Firefighter Company of La Calera by signing a collaboration agreement that favored the work performed by volunteers for the benefit of the community.

In 2022, we contributed
US\$ 7,059.

Product donations and deliveries

We deliver products to different organizations involved in the implementation of initiatives in the areas where we operate.

US\$ 120,628 **+120,000**
Investment in 2022. people benefiting.
16
municipal districts.

Aquaculture Segment.

Laitec Island dock construction

As a result of our ongoing work with the island's neighborhood council, AquaChile donated a dock in the Lile sector, contributing to the connectivity of the island's 20 families.

US\$ 25,294
Investment in 2022.

20
families benefiting.



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LOCAL JOBS

We are committed to local sourcing, creating shared value in the communities where we operate. To this end, we take actions that allow us to position ourselves as an employer brand.

We have direct recruitment sources designed to achieve the necessary staffing for our operational continuity.

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2022 MILESTONES Meat Segment.

#VenASerParte: Talent Attraction Programs

We have several platforms that help us to publicize Agrosuper's benefits, development opportunities, innovation, and sustainability.

Results:

- **30 job fairs** (municipal, governmental, and educational).
- Year-round on-site distribution of **flyers**.
- **100%** of units linked to the Labor Information Offices (OMIL) of key district municipalities in their region.

Internship and project management program with students

This program is a space to meet young talent and nurture their ideas through a unique experience of growth and development. The goal is for students to live and connect with our culture and values, motivating them to be brand ambassadors and become future employees.

Results:

- **277 practitioners**.
- **97 former practitioners** hired.
- Recognized as one of the **best companies for interns** in the FirstJob study (94% satisfaction).

Operating segment: Escuela Process

Escuela is the final selection and initial qualification process for all the people we hire in the operating segment. This includes a 40-hour theoretical training and a three-week practical training, ensuring the skills and competencies of each new employee.

Results:

- **2,758** participants hired.

2022 MILESTONES Aquaculture Segment.

Industrial School Program

Selection and initial training aimed at identifying talent and training basic skills of new employees at the operator level.

Nuestro Valor Operators Program

This initiative provides tools and information on our value chain and the contribution made by each employee in his or her job.

Planning for the industry's high season

We devised and implemented a recruitment plan that allows us to hire the necessary personnel to ensure operational continuity in our industrial plants.

During 2022, we hired more than 3,000 people for operating positions at our industrial plants in the Los Lagos and Magallanes regions.

Professional internship agreement with Liceo Monte María of the municipality of Pucón.

Aimed at 3rd and 4th year students of the school's aquaculture and telecommunications specialties.

Contribution to local employment Meat Segment.

According to the SSINDEX 2022 results, our employees (85%) and suppliers (89%) are highly committed, highlighting attributes such as:

- Committed team of workers.
- Compliance with supplier payments.
- Fundamental source of community employment.
- Quality products that you can trust.



* Local workers are understood to be people who work in the region they reside in.

See more details in Chapter 6

PROJECTS WITH INDIGENOUS COMMUNITIES

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In our operations in southern Chile, we take care to develop significant relationships with the indigenous communities in the area.

When we coordinate meetings with indigenous peoples' organizations, we ensure that they are conducted through appropriate mechanisms that are validated by both the company and the organizations, always ensuring a good faith dialogue.

AquaChile store managed by the Kawésqar community

With the goal of being closer to the community, our store located in Puerto Natales is managed by members of the Kawésqar people. This allows us not only to support the community with this initiative, but also to open places to showcase this culture.

Lof Cuenca del Cabaña Participatory Budget

The program finances community social investment projects. In 2022, 100% of the budgeted investment was executed through a project portfolio totaling US\$ 44,706.

Lof Cuenca del Cabaña Salmon Sales Point

Thanks to this point of sale, managed by the Lof Cuenca del Cabaña, the residents of Curarrehue can access salmon at preferential prices.

The profits benefit the more than 300 families belonging to these six indigenous communities.

Juan Hueñir Community Working Agenda

Our work with this community is ongoing, and we support the creation of local suppliers for Codinhue fish farming.

Juan Meli Working Agenda

We have kept a coordinated working agenda through a development roundtable since 2014. Last year, we delivered grain to 36 families, held a native wood workshop, and built a deep well on land where the community holds its guillatún ceremonies.

Greenhouses for the Rupu Lafquen indigenous community

Thanks to the donation of construction materials, we agreed to build three polycarbonate greenhouses.

Arc welding training for the Barrio Costero de Quelón indigenous community

In 2022, we conducted a course on basic arc welding techniques, in which 24 people participated.

Oil, gel, and soap making course

13 women belonging to indigenous associations in the district municipality of Cisnes participated in the certified course on the production of oils, gels, and soaps from essences.

Delivery of self-care kit to Calbuco fishermen

After the "Hand and Foot Care" workshop, we gave each of the participants a self-care kit.

Desalination plant project for the indigenous community of Calbuco

We met with part of the board of directors of the We Newen Mapu indigenous community of Calbuco to present the project for a water desalination plant that will allow this facility to operate by capturing seawater.

Mapuche Culture Route

Together with the Quechalén Aitué indigenous community of Pargua, we shared a day full of activities that included a prayer service, a visit to the ruka museum, meals, and traditional games.

Second day of Kawésqar cultural initiatives for AquaChile employees

The second day of cultural initiatives was held at our Rio Holleberg fish farm. These activities are led by It'eria, members of the community living in Puerto Eden.

Native wood workshops with indigenous communities

These workshops, in which members of the Juan Hueñir community in Vilcún and the Juan Meli community in Melipeuco participated, are intended to expand on carving, polishing, and finishing techniques for the manufactured pieces.



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COMMITTED TO CLIMATE ACTION

- KEY FIGURES.
- CARBON FOOTPRINT.
- ENERGY MANAGEMENT.
- WATER FOOTPRINT.
- INNOVATION AND SUSTAINABLE PACKAGING.
- CIRCULAR ECONOMY.
- BIODIVERSITY AND ECOSYSTEMS.
- ANIMAL WELFARE.

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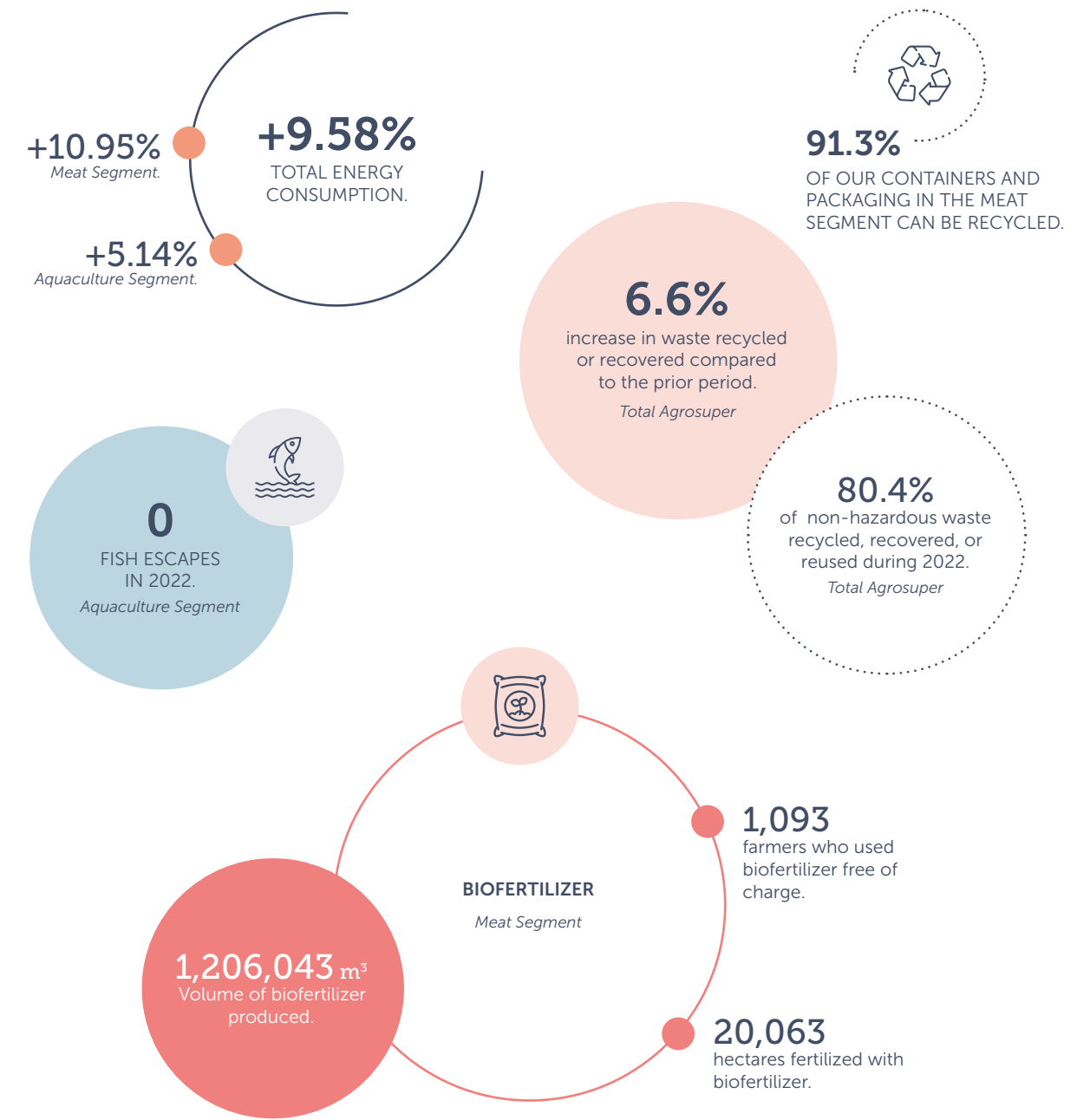
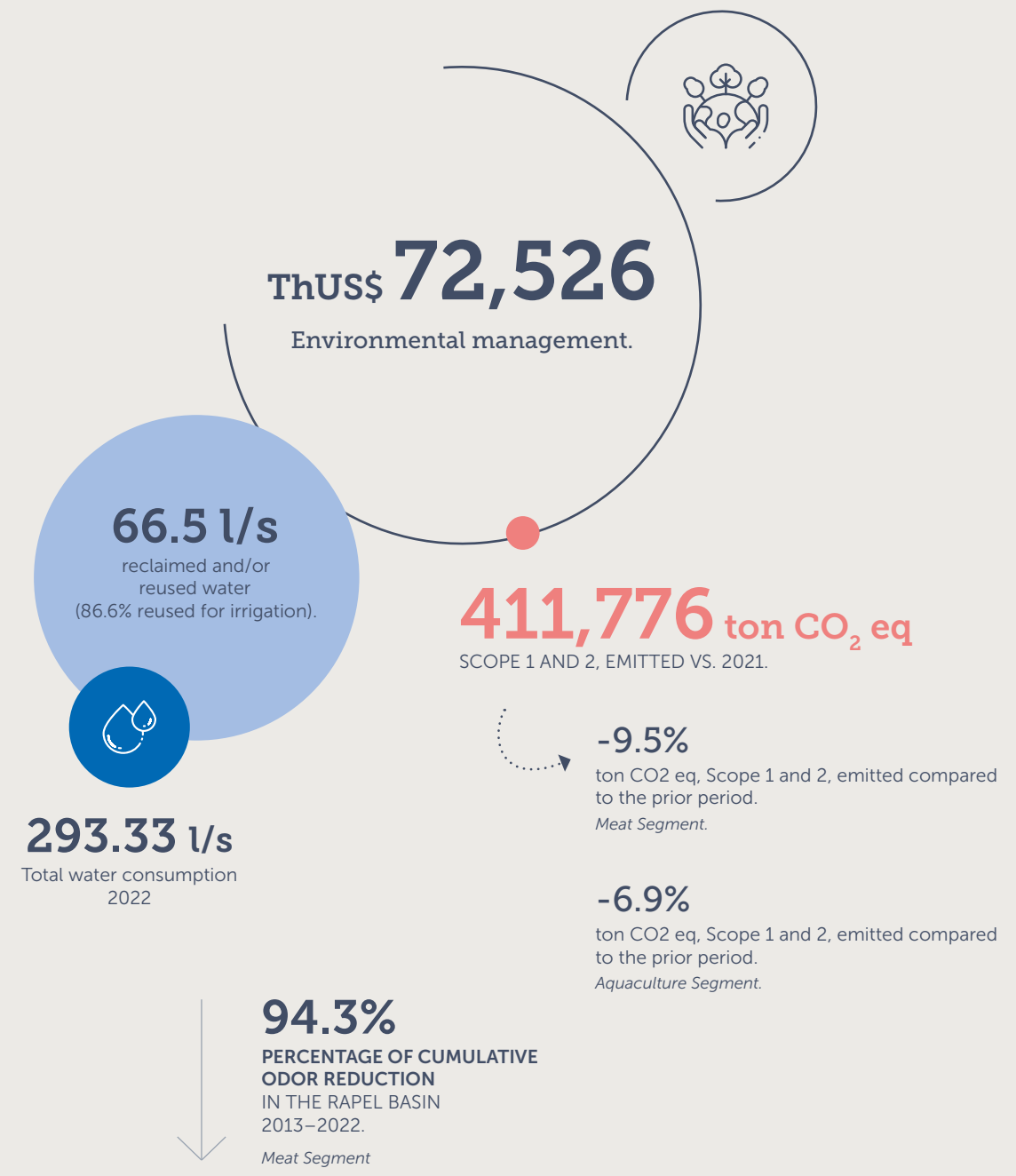
(TCDF: a.12.)

At Agrosuper we have developed a production model that includes **responsible environmental management through the incorporation of technology and continuous innovation** in each of our processes.

We aim for continuous improvement, optimizing each stage of our processes and making efficient use of natural resources.

KEY FIGURES

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CARBON FOOTPRINT

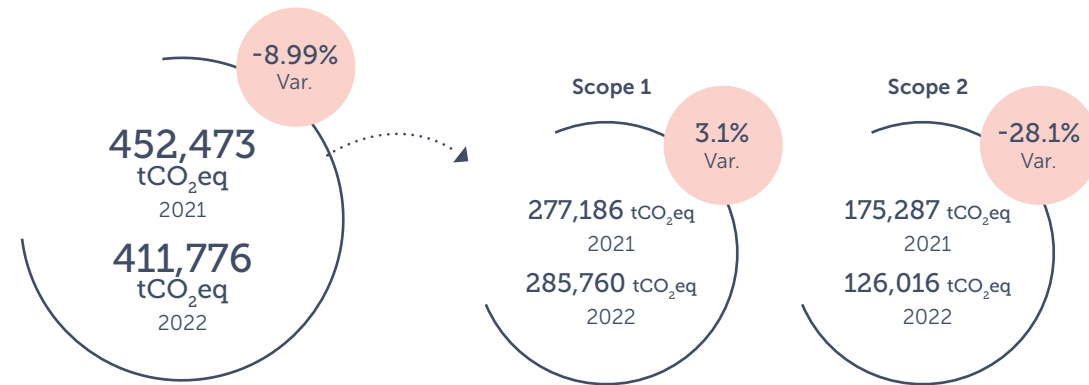
(TCFD: a.13.)

For the fourth year, we measured our carbon footprint.

Gross emission value in tons of CO₂ equivalent (CO₂E)

(GRI: 305-1a; 13.1.2; 305-3b; 13.1.4; 305-3c; 13.1.4; 305-3d; 13.1.4, SASB: FB-MP-110a.19, TCFD: a.8)

For the fourth consecutive year, we measured our CO₂ emissions in order to manage our production process and establish long-term mitigation plans. The result was 285,760 Ton CO₂ eq of direct emissions (Scope 1), 126,016 Ton CO₂ eq of indirect emissions from energy (Scope 2), and 1,350,420 Ton CO₂ eq of Scope 3 emissions.



Verlasso salmon production is carbon neutral

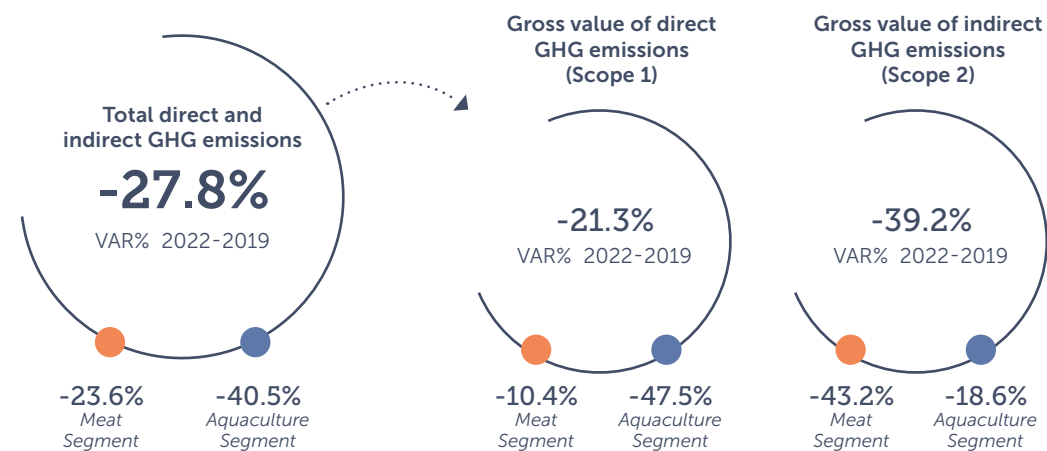
We fully measured Verlasso's carbon footprint using the product's *Environmental Product Declaration* (EPD). This allowed us to reduce emissions by implementing initiatives in different areas of the production process. Thus, as of April 2022, the production of our ultra-premium brand became carbon neutral.

Photovoltaic panels at the Hijuelas branch office

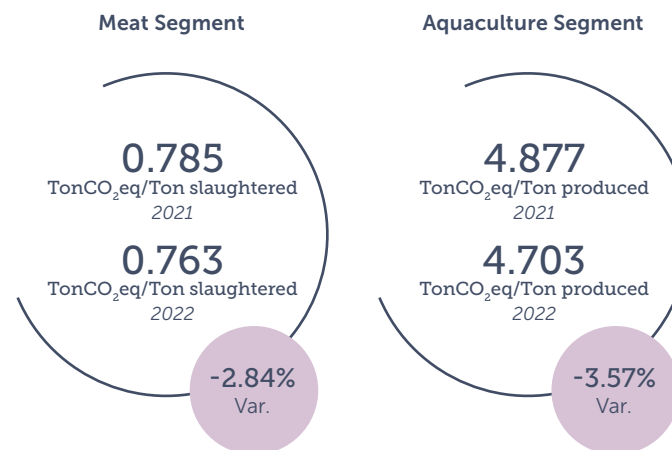
A total of 412 photovoltaic panels were installed in 2022, providing renewable energy during the day to our Hijuelas branch.

GHG emission reductions as a direct result of reduction initiatives (base year 2019)

(GRI: 305-5; 13.1.6)



Emission intensity ratio (TonCO₂eq/Ton produced)



Switch from coal-fired to natural gas boiler

At our feed plant in Lo Miranda, we exchanged the second last coal-fired boiler producing 9.75 ton/steam/hour - with a nominal installed potential of 151 kW- for a higher-efficiency, natural-gas fired boiler (13 ton/steam/hour) with an estimated potential of 39 kW, mainly fueled by natural gas.

ENERGY MANAGEMENT

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In the Industrial area, our goal is to optimize the use of energy through interventions in strategic, tactical, and operational aspects to **reduce energy consumption by 1%**.

In feed mills and slaughter plants, energy consumption in 2022 **decreased 0.9%** compared to 2021.

All our plants are directly connected to the General Water Directorate (DGA) for consumption control according to their authorizations.

ISO50001 Standard
The Lo Miranda and San Vicente plants obtained this certification, in addition to the Rosario plant, which was certified in 2021.

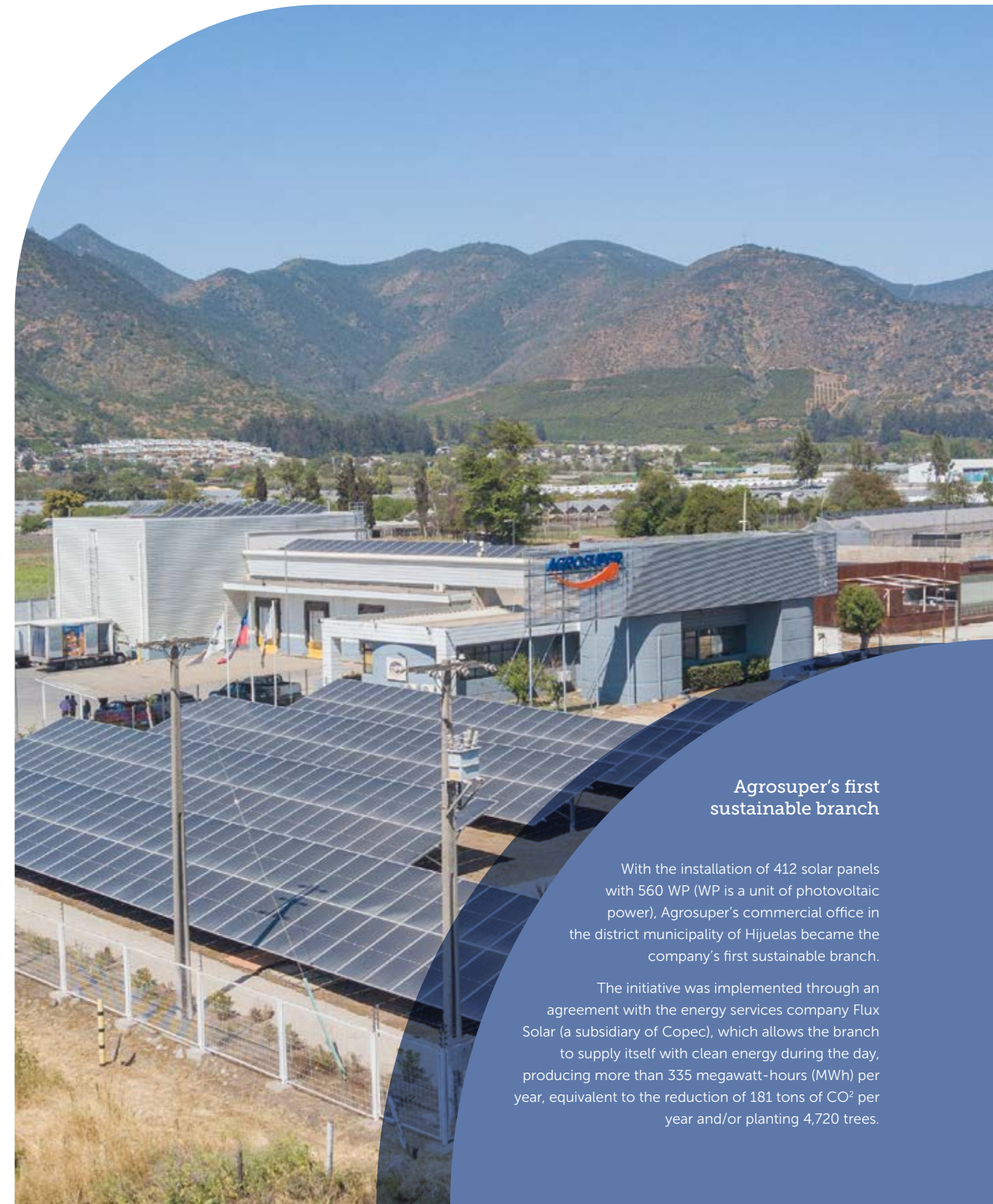
At Agrosuper we are always looking for alternatives that allow us to be more energy efficient in each stage of our processes.

In the Feed and Livestock area, we focus on optimizing energy consumption.

We are implementing an energy management system in Animal Production to comply with Law 21,305 and Decree 28, which will allow us to have energy efficiency indicators.

In the Industrial area, we monitor groundwater levels and continuously follow up on consumption points by area in order to reduce them.

We also have cross-cutting water efficiency programs and working groups, where we set targets and goals.



Agrosuper's first sustainable branch

With the installation of 412 solar panels with 560 WP (WP is a unit of photovoltaic power), Agrosuper's commercial office in the district municipality of Hijuelas became the company's first sustainable branch.

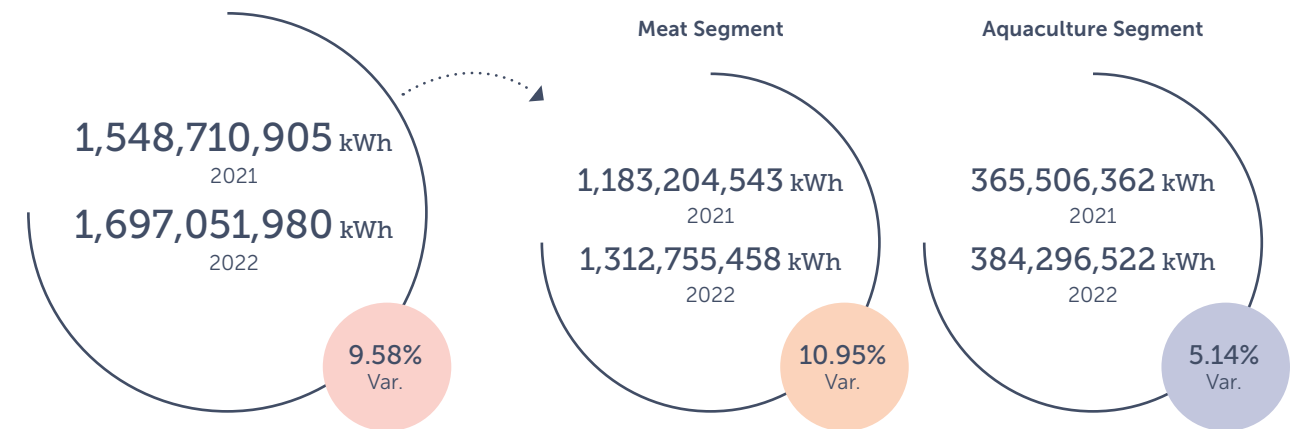
The initiative was implemented through an agreement with the energy services company Flux Solar (a subsidiary of Copec), which allows the branch to supply itself with clean energy during the day, producing more than 335 megawatt-hours (MWh) per year, equivalent to the reduction of 181 tons of CO² per year and/or planting 4,720 trees.

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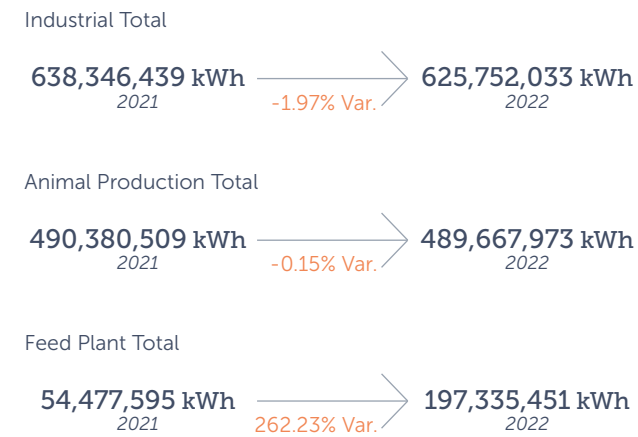
TOTAL ENERGY CONSUMED

(GRI: 302-1c, SASB: FB-PF-130a.1; FB-MP-130a.1)

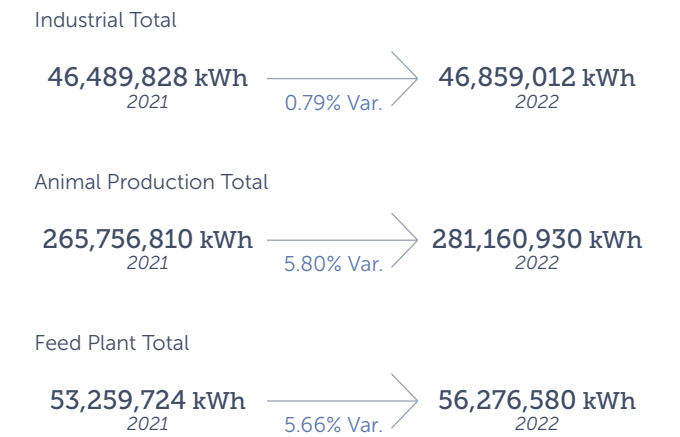


Detail by segment

Meat Segment



Aquaculture Segment

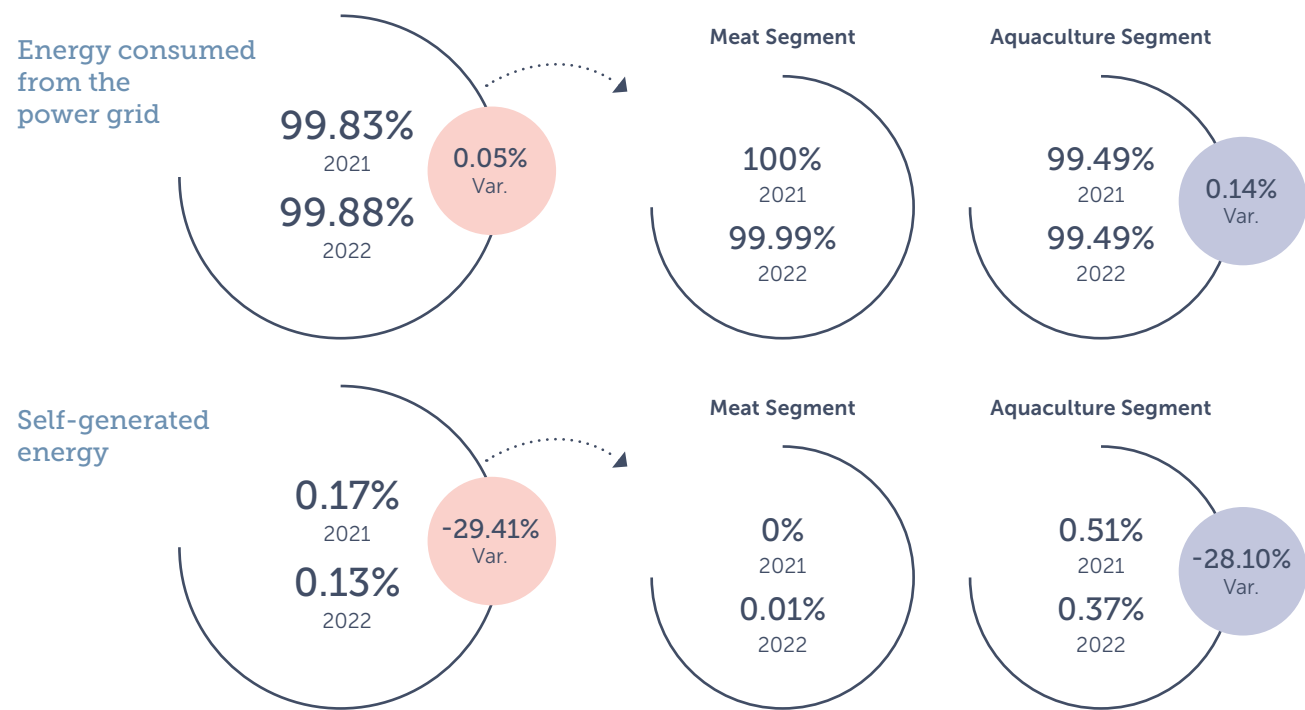




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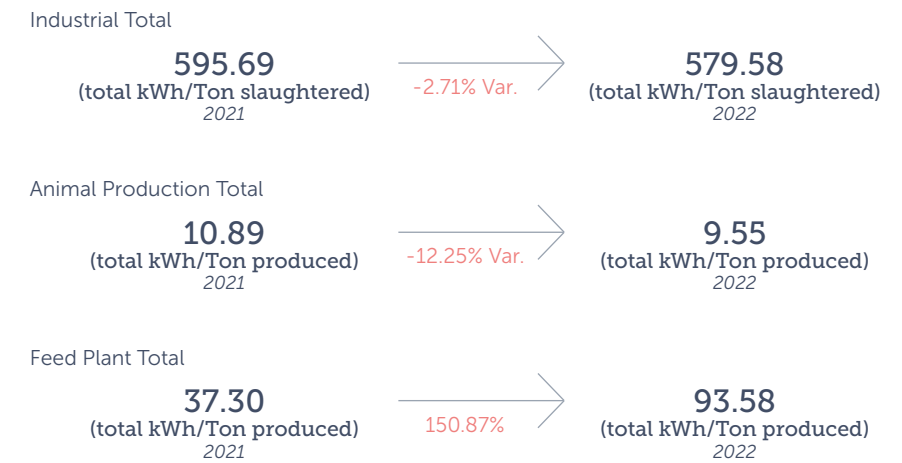
TOTAL ENERGY CONSUMED AND PERCENTAGE FROM THE POWER GRID

(GRI: 302-1e, SASB: FB-PF-130a.1; FB-MP-130a.1)



ENERGY INTENSITY RATIO

(GRI: 302-2)



Detail by segment

Energy intensity ratio	Meat Segment			Aquaculture Segment		
	2021	2022	Var%	2021	2022	Var%
Industrial (total kWh/Ton slaughtered)	668.19	663.50	-0.70%	239.26	215.53	-9.9%
Animal Production (total kWh/Ton produced)	436.96	476.66	9.09%	3.89	3.53	-9.1%
Feed Plant (total kWh/Ton produced)	20.68	81.05	291.94%	209.85	204.42	-2.6%

WATER FOOTPRINT

We are focused on optimizing water use, generating standards for processes, controlling consumption, and implementing technology to reduce its use and increase reuse.

Aquaculture Segment

Water is the main natural resource used in the Aquaculture Segment's production processes. For this reason, we are especially concerned about its care and efficient use.

Meat Segment

Water Working Group

This is a multidisciplinary team formed by people from different areas, whose goal is to work on implementing standards, monitoring, and reducing the consumption and increasing the reuse of water.

Milestone for 2022:

- 43,000 m³ of water saved in washing activities.



Industrial facilities:

- We reuse treated water in external processes.
- We automated the washing of conveyor belts at the industrial level.
- We used an automated system for evaporative condenser blowdowns in the engine room.

Activated sludge plant

Treated water from the activated sludge plants is reused by neighboring communities to irrigate their crops in the coastal drylands.

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-11.9%
decrease in water consumed per kg of product in industrial plants and

-9.4%
in feed plants, compared to 2021.
Meat Segment.



Faucet opening automation

We incorporate sensors for automated faucet opening.

Installation of medium-pressure system for cleaning at the plant.

We implemented a medium-pressure system for the water used in cleaning, which allowed us to reduce the use of this resource by 75%.

Program to improve the channeling and treatment of LIW.

We performed maintenance and improvements to the Liquid Industrial Waste (LIW) piping and treatment system.

Water efficiency in industrial plants

We attained 100% of the target we set in 2022 to match or decrease water efficiency.

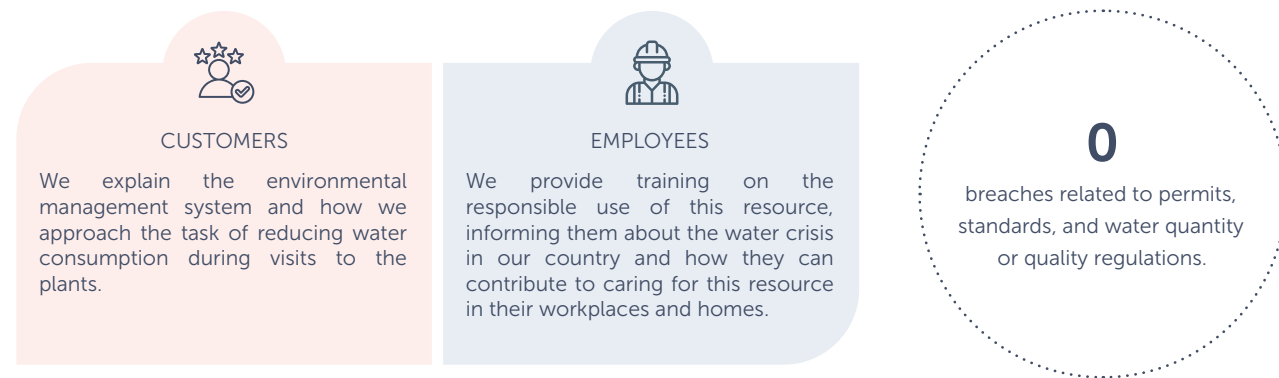
HOW WATER-RELATED IMPACTS ARE ADDRESSED

Meat Segment

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Aquaculture Segment



TOTAL WATER CONSUMPTION OF ALL AREAS AND WATER-STRESSED AREAS

All areas

(ML: millions of liters)



Water-stressed areas

(ML: millions of liters)



34.0%
in relation to the total water consumed 2022

36.4%
in relation to the total water consumed 2022

7.9%
in relation to the total water consumed 2022

Changes to water storage, provided that this has been identified as generating a significant water-related impact.

TOTAL WATER REUSED IN ALL ZONES AND THOSE UNDER WATER STRESS

Total water reused

2,259.53 ML
All areas

96.4%
Areas under water stress

Meat Segment

2,177.65 ML
All areas

100%
Areas under water stress

Aquaculture Segment

81.88 ML
All areas

0%
Areas under water stress

ODOR MANAGEMENT

We continuously measure the externalities of our operations, specifically odor emissions, as a relevant aspect of sustainability. To this end, we take measures to reduce emissions and minimize their impact on communities, including by implementing control technologies and adopting sustainable practices in our production processes.

Total reduction in odor emissions by plant or unit

Meat Segment

695,700
UO/m³

2015

367.21
UO/m³

2022

-47%

cumulative reduction at Quebradilla 2015-2022
(OUE/m³)

33,060,942
UO/m³

2013

2,392,002
UO/m³

2022

-94.3%

cumulative reduction in the Rapel basin 2013-2022
(OUE/m³)

Aquaculture Segment

-95.01%

reduction in Feed Plant odors in 2022
(ERO%)

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INNOVATION AND SUSTAINABLE PACKAGING

Our sustainable packaging management during 2022 had three focal points:



RECYCLABILITY

We developed and changed our packaging to materials that can be recycled in Chile (cardboard, PET, PP, PE).



REDUCTION IN THE USE OF MATERIALS

We set strategic targets together with the industrial plants, regarding reducing the use of plastics and cardboard.



CERTIFICATIONS AND WORKING GROUPS

We generated pilots.



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Polypropylene trays of flavored Super Pollo products

We changed the trays to a more efficient format, thanks to their dimensions and recyclable material.

Disposal of packaged absorbent pads

Removal of absorbent pads from all poultry products (chicken and turkey).

Use of plastic pallets

We sought opportunities to use plastic pallets in the different plants.

We purchased 250 plastic pallets for the Lo Miranda meal plant.



Verlasso: Fresh salmon in recyclable cardboard

We launched a new format for our fresh salmon: a cardboard box to replace the polystyrene packaging.

Pasos Verdes non-recyclable inputs

We looked for alternative inputs for materials that are difficult to recycle.

Pasos Verdes non-biodegradable inputs

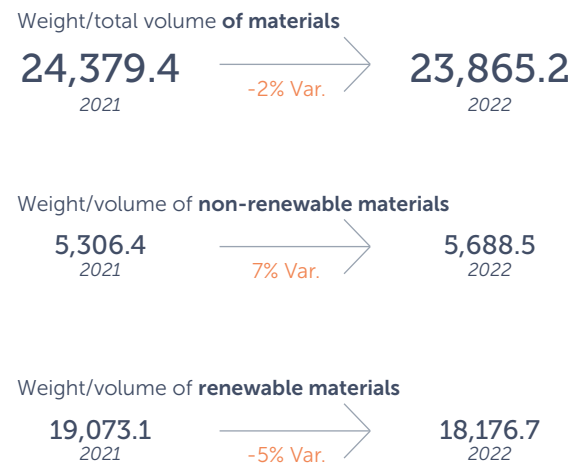
We looked for compostable or biodegradable inputs over those that are already recyclable.



WEIGHT OR VOLUME OF MATERIALS USED TO PRODUCE AND PACKAGE MAIN PRODUCTS

(GRI: 301-1)

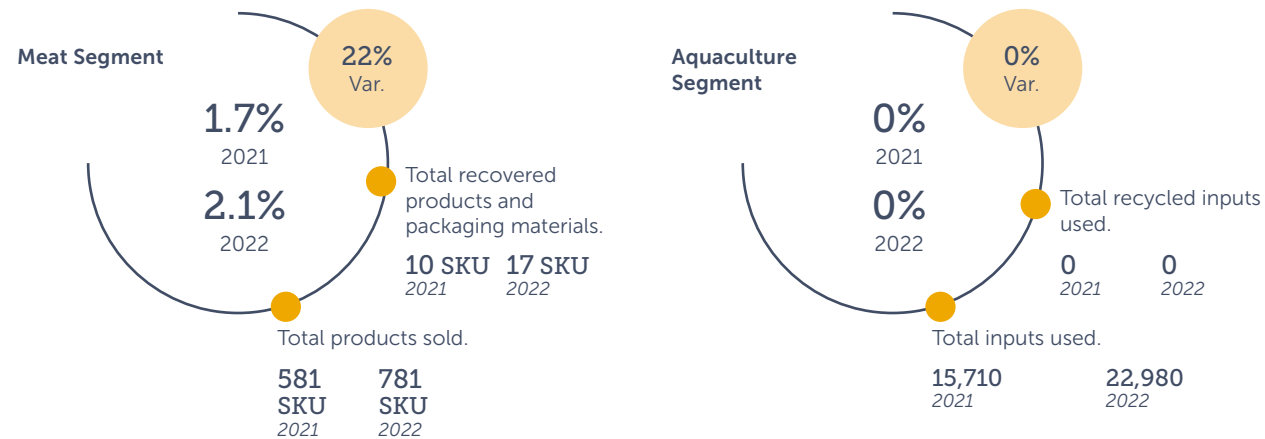
MEAT SEGMENT



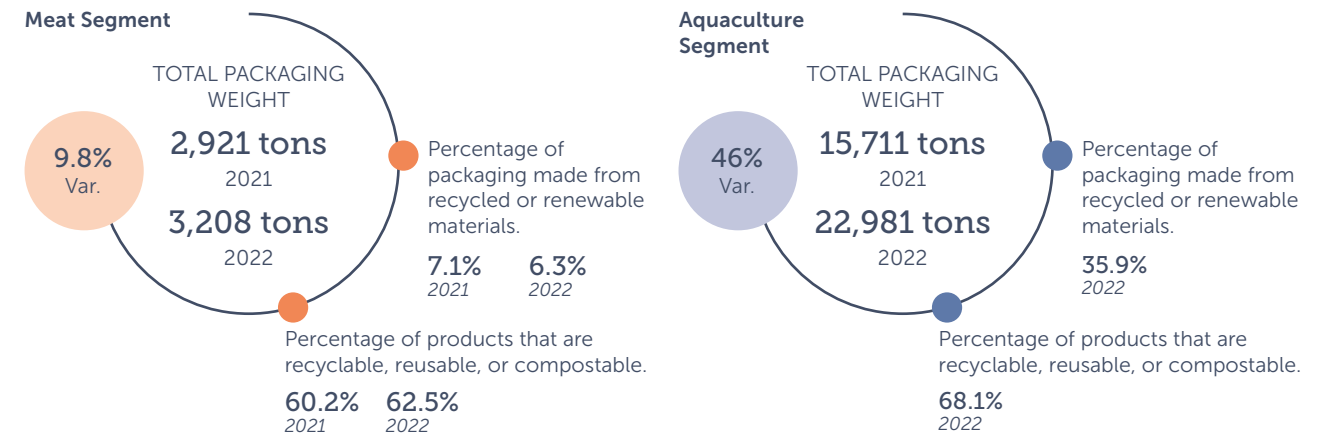
AQUACULTURE SEGMENT



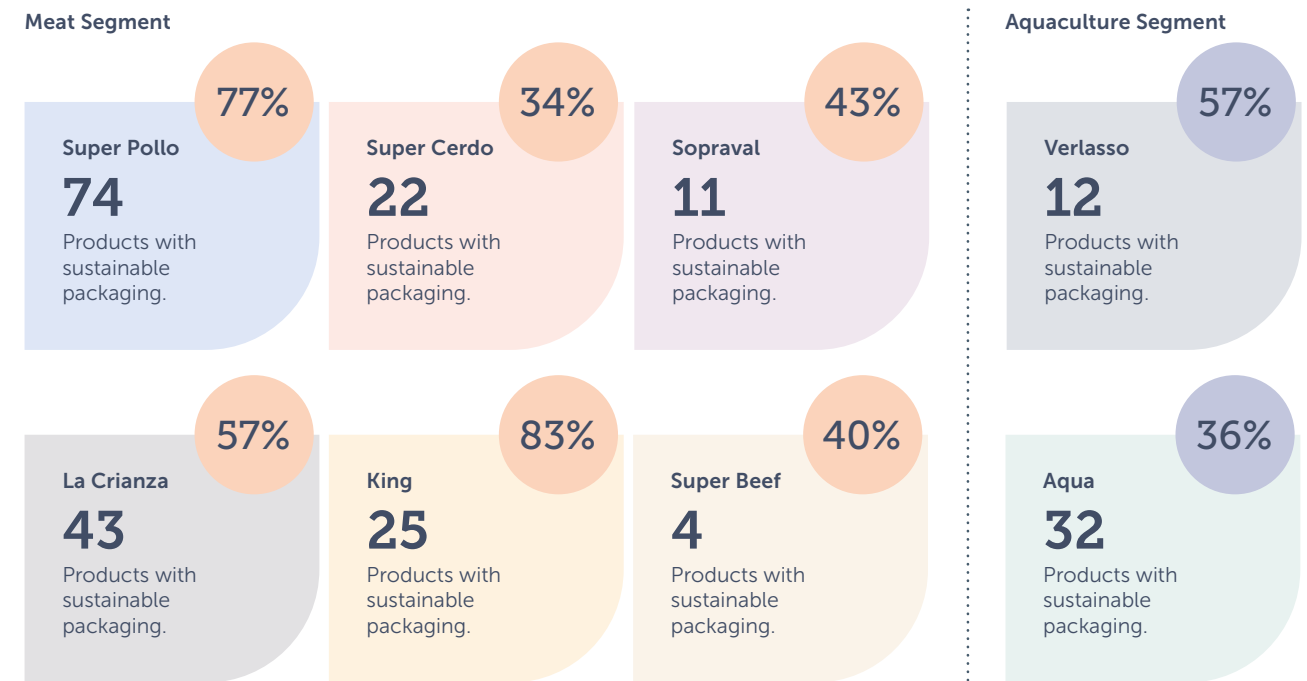
PERCENTAGE OF RECOVERED PRODUCTS AND PACKAGING MATERIALS



PERCENTAGE OF TOTAL PACKAGING (BY WEIGHT) MADE FROM RECYCLED OR RENEWABLE MATERIALS, AND PERCENTAGE THAT IS RECYCLABLE, REUSABLE, OR COMPOSTABLE



PRODUCTS PACKAGED USING SUSTAINABLE PACKAGING



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At Agrosuper we seek to incorporate the circular economy throughout our value chain. Our goals include reducing the tons of waste sent to landfills and lowering waste disposal costs, generating economic and environmental value.

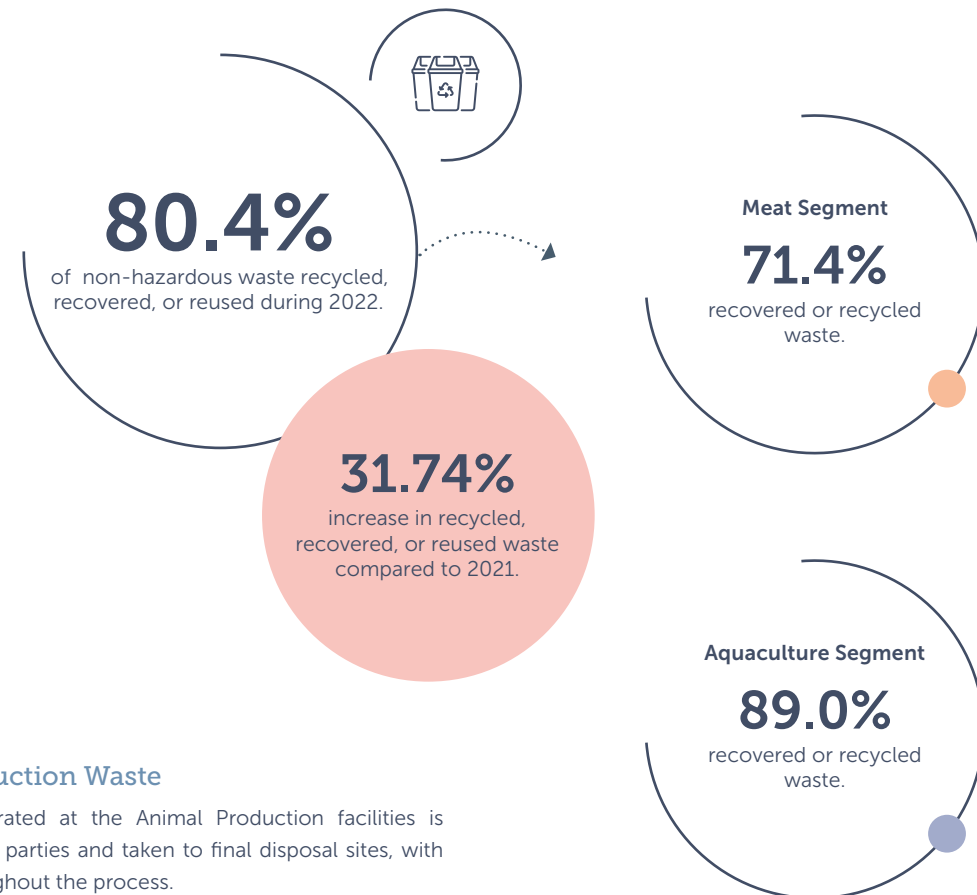
CIRCULAR ECONOMY

We handle waste properly, from generation to final disposal, ensuring traceability throughout the process.

We comply with all regulations concerning temporary storage, transportation, final disposal, and declarations made at the Ventanilla Única web portal of the Ministry of the Environment.

We also raise employee awareness of recyclable waste and promote an environmentally conscious culture.

WASTE AND RECYCLING



Animal Production Waste

The waste generated at the Animal Production facilities is removed by third parties and taken to final disposal sites, with traceability throughout the process.

To ensure regulatory compliance, we submit declarations to the authorities through the National Waste Declaration System (SINADER) and the Hazardous Waste Declaration and Tracking System (SIDREP).



2022 MILESTONES

Meat Segment

First Sustainable Trail

This project, developed by our brand La Crianza in alliance with the Revalora Foundation, seeks to improve the grounds of the Mahuida Park with infrastructure and signage made of eco-wood, a material made from recycled containers of La Crianza products.

Decrease in organic sludge to final disposal

The initiative was implemented in the sludge boiler at the Lo Miranda Plant.

Results:

- 13% industrial sludge disposal.

Adherence to the Clean Production Agreement "Transition to a circular economy".

The San Vicente plant signed a two-year contract with Acción Empresas to move towards a circular economy. This will increase efficiency in the use of packaging and increase the recycling of waste generated by the facility's backyard.

Aquaculture Segment

Project involving parking lot benches for the staff made from recycled material from the plant.

Since April 2022, we have been delivering clean plastics to the Wood Good company, which transforms them into benches that were installed in the plant's parking lot.

Atando Cabos and Ecofibras Project

Some 35% of the waste from our centers is recycled, either by giving it a new internal use or by sending it to auction or to a recycling plant.

Decrease in the amount of organic waste from the cafeteria

The company Regenera Organicos is receiving our organic waste from the cafeteria in order to convert it into fertilizer.

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Significant potential and actual waste-related impacts

Aquaculture - Industrial Segment

(GRI: 306-1; 13.8.2)

POLLUTION OF THE TERRESTRIAL AND AQUATIC ENVIRONMENT

Plastic bags, plastic aprons, plastic pallets, plastic straps generated by the salmon production activity in the washing, processing, packaging, and storage areas.

▶ Potential impact

POLLUTION OF THE TERRESTRIAL AND AQUATIC ENVIRONMENT

Cardboard, insulation paper, and paper generated by the salmon production activity in the washing, processing, packaging, and storage areas.

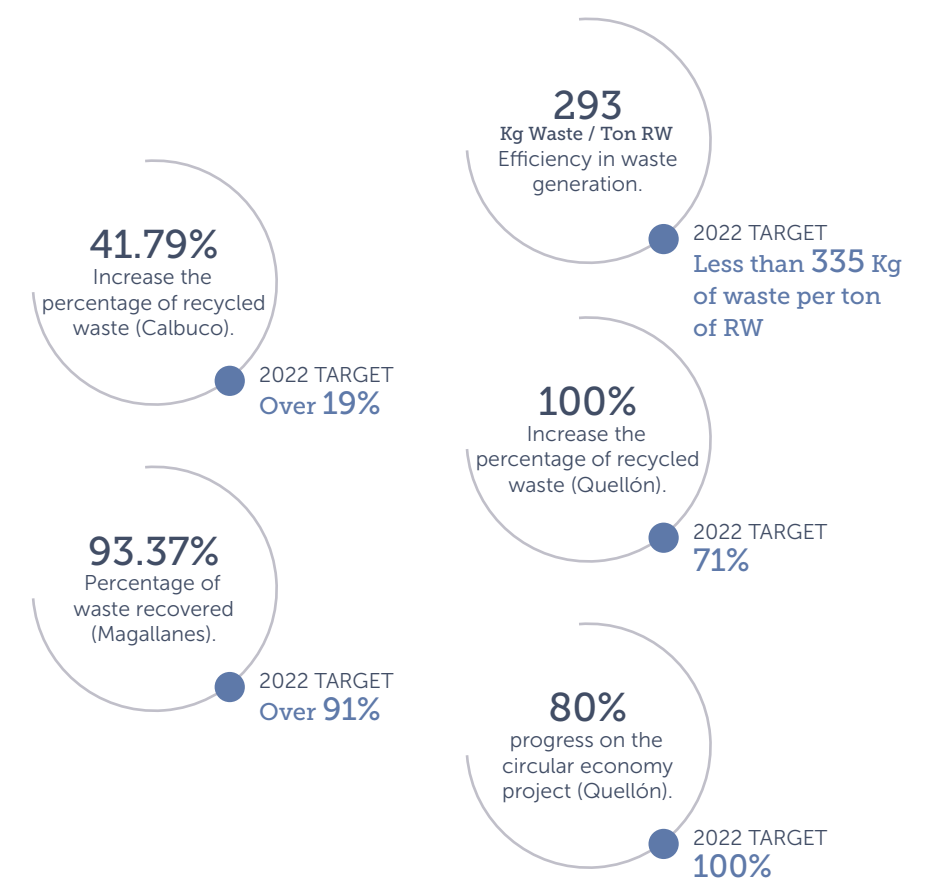
▶ Potential impact

POLLUTION OF THE AQUATIC ENVIRONMENT.

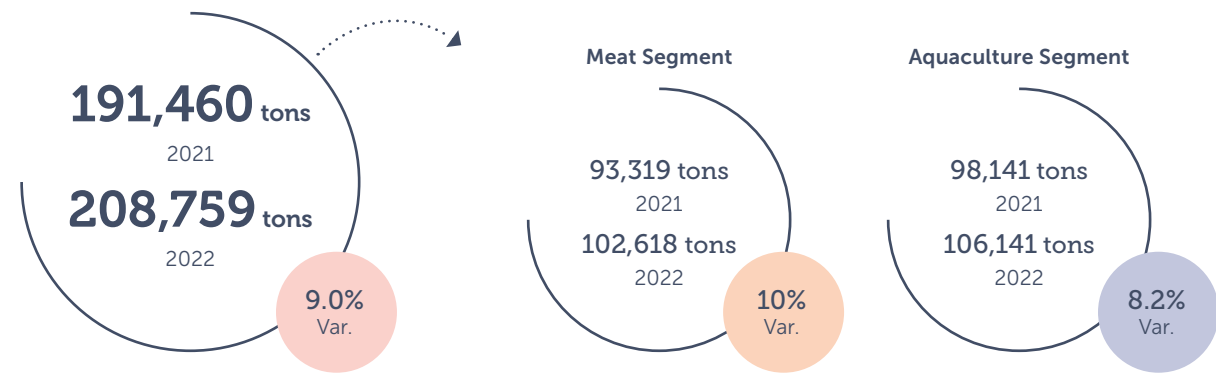
Liquid industrial waste and sludge generated by the production process.

▶ Potential impact

Progress on 2022 goals Aquaculture-Industrial Segment.

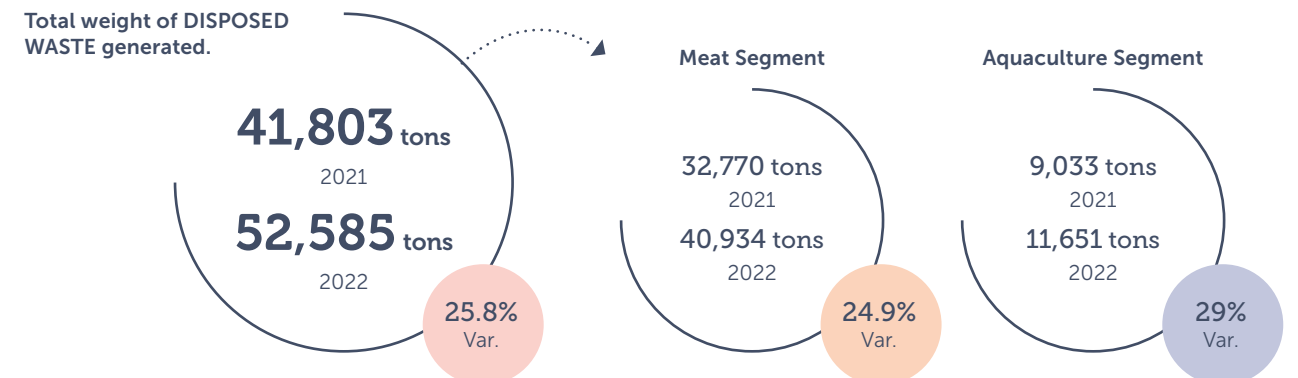
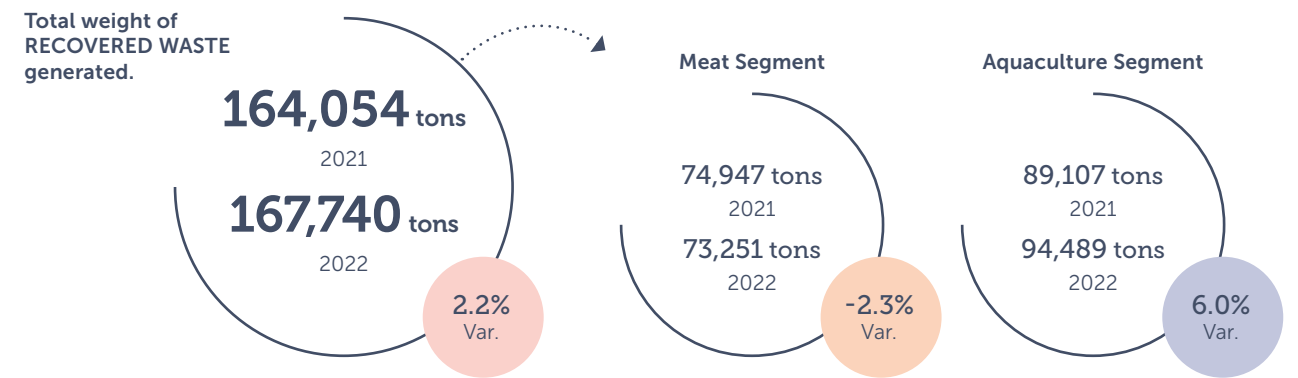


Total weight of waste generated

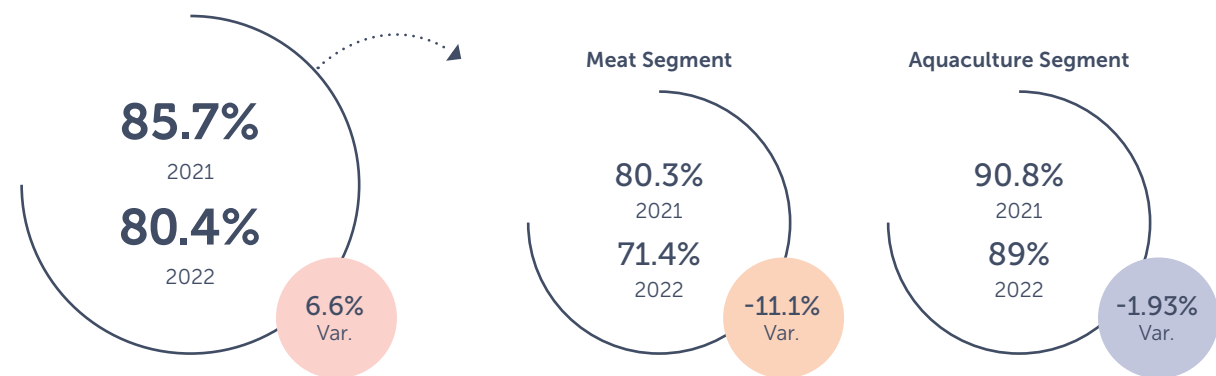


Detail (ton)	Agrosuper			Meat Segment			Aquaculture Segment		
	2021	2022	VAR%	2021	2022	VAR%	2021	2022	VAR%
Animal Production	70,771	75,321	6.4%	43,321	39,876	-8.0%	27,450	35,445	29.1%
Feed Plant	5,742	22,813	297.3%	3,841	19,803	415.5%	1,901	3,011	58.4%
Industrial	114,946	110,624	-3.8%	46,156	42,939	-7.0%	68,790	67,685	-1.6%

Total waste recovered and disposed of



Percentage of waste recovered



Detail (ton)	Agrosuper			Meat Segment			Aquaculture Segment		
	2021	2022	VAR%	2021	2022	VAR%	2021	2022	VAR%
Animal Production	81.63%	85.71%	5.00%	78.84%	87.91%	11.50%	87.98%	79.60%	-9.52%
Feed Plant	11.18%	15.19%	35.86%	9.47%	11.59%	22.39%	35.06%	57.11%	62.90%
Industrial	85.86%	84.02%	-2.15%	76.13%	72.06%	-5.35%	93.07%	92.39%	-0.73%

Total weight of waste generated (ton)	Recovered waste			Waste disposed of		
	2021	2022	Var%	2021	2022	Var%
Agrosuper						
Production	58,526	65,294	11.60%	12,245	10,027	-18.10%
Feed Plant	3,159	5,771	82.70%	2,583	17,042	559.80%
Industrial	102,369	96,675	-5.60%	26,975	25,516	-5.40%
Meat Segment						
Production	34,154	35,047	2.60%	9,167.50	4,829.40	-47.30%
Feed Plant	2,494	4,054	62.60%	1,347.20	15,748.30	1068.90%
Industrial	38,299	34,150	-10.80%	22,255	20,356	-8.50%
Aquaculture Segment						
Production	24,372	30,247	24.10%	3,078.00	5,198.00	68.90%
Feed Plant	665	1,717	158.10%	1,235.50	1,293.50	4.70%
Industrial	64,070	62,525	-2.40%	4,719.90	5,160.20	9.30%

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Total weight of waste for disposal

41,803 tons ₂₀₂₁ → 52,585 tons ₂₀₂₂
25.8% Var.

Industrial waste assimilable to household waste.

6,683 tons ₂₀₂₁ → 6,443 tons ₂₀₂₂
-3.6% Var.

Dewatered sludge from water treatment.

34,145 tons ₂₀₂₁ → 29,696 tons ₂₀₂₂
-13.0% Var.

Detail by segment (tons)

	2021	2022	Var%
Meat Segment			
Landfill	32,610.40	40,712.40	24.80%
Hazardous	159.3	221.3	39.00%
Total	32,769.70	40,933.70	24.90%
Aquaculture Segment			
Landfill	8,885.30	11,461.70	29.00%
Hazardous	148.1	190	28.30%
Total	9,033.40	11,651.70	29.00%

Total weight of waste not destined for disposal

164,054 tons ₂₀₂₁ → 167,740 tons ₂₀₂₂
2.2% Var.

Recycling.

42,079 tons ₂₀₂₁ → 40,338 tons ₂₀₂₂
-4.1% Var.

Recovery

121,975 tons ₂₀₂₁ → 127,403 tons ₂₀₂₂
2.2% Var.

Detail by segment (tons)

	2021	2022	Var%
Meat Segment			
Recycling	39,567	35,861	-9.40%
Valuation	35,379	37,390	5.70%
Total	74,947	73,251	-2.30%
Aquaculture Segment			
Recycling	2,512	4,476	78.20%
Valuation	86,596	90,013	3.90%
Total	89,107	94,489	6.00%

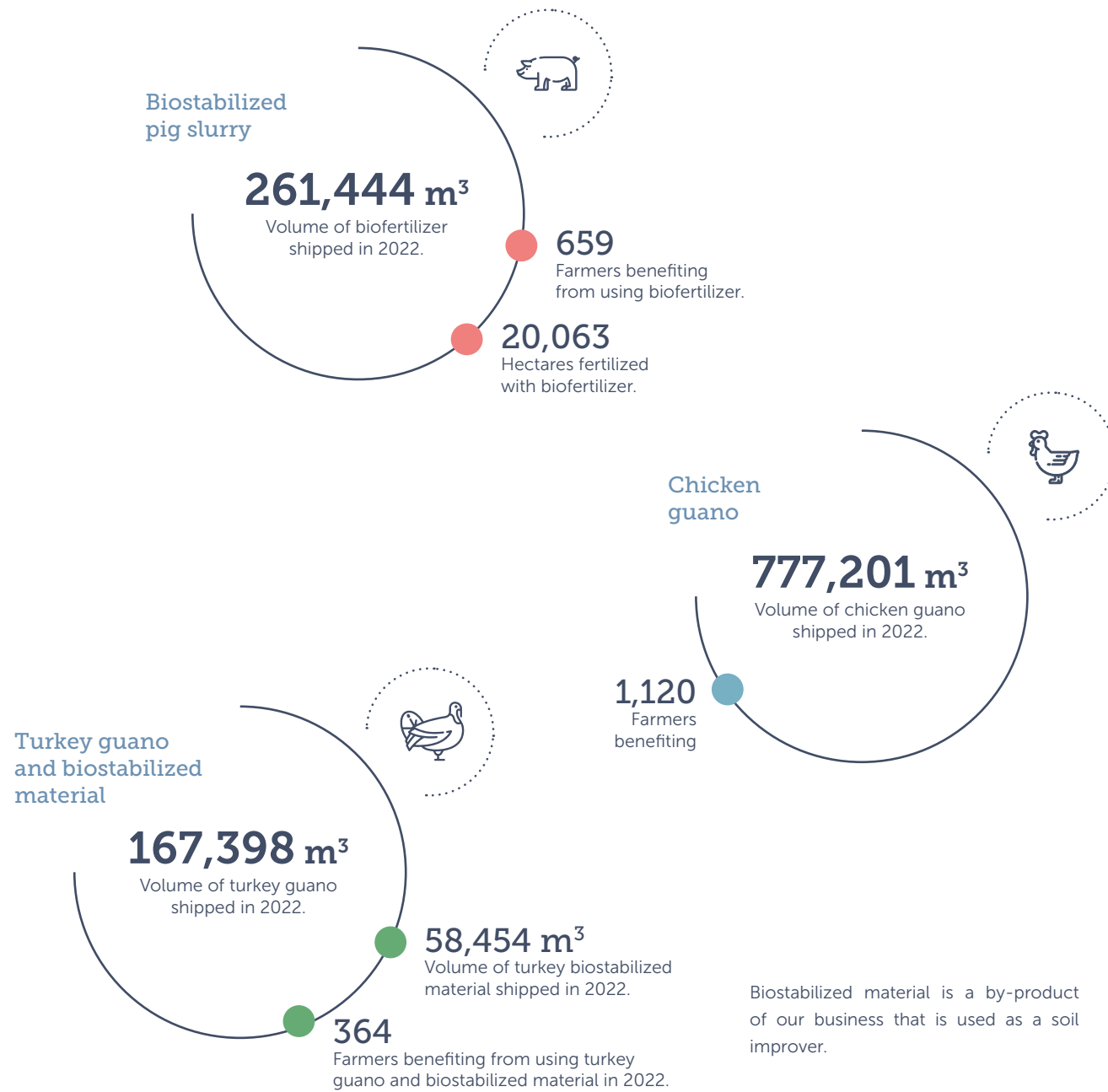




BIOFERTILIZER

Biofertilizer is a natural fertilizer obtained from the treatment of pig slurry. Through an innovative process, this resource allows us to recover nutrients such as nitrogen, phosphorus, and potassium, achieving a biofertilizer for agricultural land that helps to increase the production of small farmers in the communities where we operate.

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Volume of biofertilizer produced and shipped - feed and livestock

Business line	Type of biofertilizer	Volume (m ³) 2021		Volume (m ³) 2022	
		Produced	Shipped	Produced	Shipped
Pigs	Biostabilized material	269,756	269,756	261,444	261,444
Chickens	Guano	712,752	712,752	777,201	777,201
Turkeys	Guano	98,768	98,768	108,944	108,944
	Biostabilized material	58,508	58,508	58,454	58,454
Total		1,139,784	1,139,784	1,206,043	1,206,043

Number of hectares and farmers using biofertilizer as soil improver - feed and livestock

Business line	No. of hectares (ha) fertilized with biofertilizer		No. of farmers using biofertilizer		No. of farmers benefiting from biofertilizer donations	
	2021	2022	2021	2022	2021	2022
Pigs	23,877	20,063	962	659	859	1,093
Chickens	-	-	1,017	1,120	-	-
Turkeys	-	-	290	364	-	-
Total	23,877	20,063	2,269	2,143	859	1,093



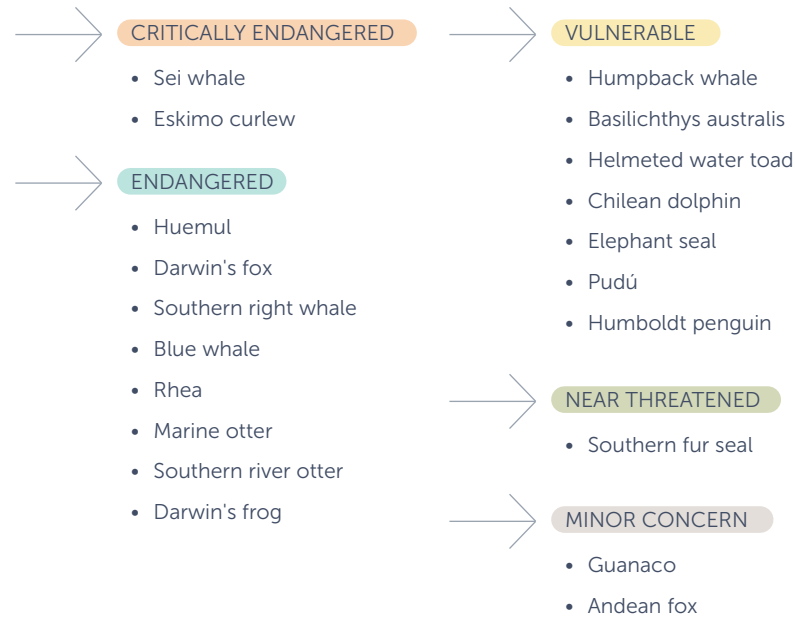
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BIODIVERSITY AND ECOSYSTEMS

At Agrosuper, our priority is to operate in a responsible manner, taking care of biodiversity and the environment that surrounds us while we carry out our activities.

All management related to this matter is handled according to the requirements of each project's environmental assessment.

IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk



2022 MILESTONES

Aquaculture Segment

Volunteer beach cleanup

We voluntarily clean beaches other than the surrounding ones, which receive waste from different sources due to sea currents, tides, or winds.

In total, during 2022, we collected 151 tons of waste.

Training on biodiversity

Conducted in all active fattening and freshwater centers.

Cleaning beaches where waste accumulates

We are committed to continuously contributing to the community by helping to clean beaches where waste accumulates.

In 2022, we collected 9,811 kg of waste at the Bahía Low beach in the Aysén Region.

Characterization of operational sites owned, leased, or managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas.

Meat Segment

(GRI: 304-1; 13.3.2)

Four fields on our property are adjacent to wilderness areas with varying degrees of protection, and one was declared a site of scientific interest by decree of the Ministry of Agriculture on April 21, 1983.

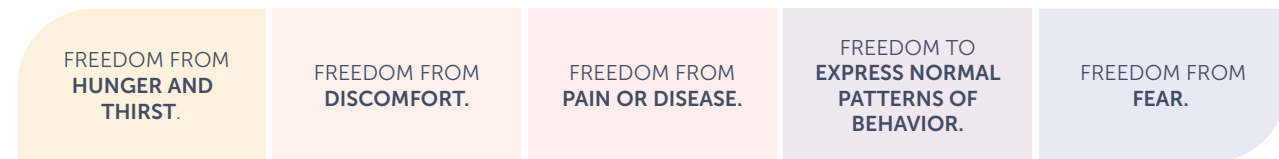
Property	Property registration number	Owner	Municipal district	Category
El Convento	1602-107	Agrícola Super Limitada	Santo Domingo	El Yali National Reserve.
Tantehue	2010-2	Agrícola Super Limitada	Melipilla	Alto de Cantillana Private Reserve.
Cora 4 Chancón Reserve	1418-273	Agrícola Super Limitada	Rancagua	Alto de Cantillana Private Reserve.
Los Molles	362-34	Sopraval SpA	La Ligua	Cerro Santa Inés Nature Sanctuary.
Talanquén	99-120	Sopraval SpA	La Ligua	Site of scientific interest.

ANIMAL WELFARE

At Agrosuper we are convinced that healthy production only exists when there is a responsible attitude towards animals. For this reason, we are concerned with their health, safety, and care at all times.

Guaranteed freedoms for our animals

We comply with the five freedoms proposed by the World Organization for Animal Health (OIE).



ANIMAL WELFARE POLICY

Meat Segment

At Agrosuper, our Animal Welfare Policy is governed by the five freedoms proposed by the World Organization for Animal Health (OIE), in addition to the regulations laid down by the Agriculture and Livestock Service (SAG).

Thanks to the health management we undertake—which includes developing and implementing various biosecurity, surveillance, contingency, prevention, and control plans—we generate safe and traceable results, as required by our Animal Welfare Policy.

As a company, we do not use hormones or antibiotics as growth promoters in our animals and we only use drugs when strictly necessary, always when prescribed by an authorized veterinarian.

INTERNAL REGULATIONS

Our Internal Regulations include a Code of Conduct that explicitly details zero tolerance of animal abuse.

Our commitment includes not only ourselves but our suppliers, so that they meet the standards we expect.



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ANIMAL WELFARE MANAGEMENT

Relationships

- Academia (collaboration agreements).
- Partnerships (ChileCarne and Asprocer).
- Chilean Animal Welfare Association.

Feed formulated by specialists

We prepare diets that fit the needs of each productive stage without restricting our animals' needs.

Animals not subjected to genetic engineering or cloning

All animals are desensitized prior to slaughter.

Transfers not exceeding 8 hours

We transport efficiently, monitored by the logistics team. This, added to the geographical proximity of the facilities, allows us to ensure that animal transfers do not exceed 8 hours, complying with legal requirements and good practice guidelines.

All animals receive timely and appropriate treatment according to their needs. The above is based on management by veterinary teams of the Deputy Management Office for Health for each species.

Environmental enrichment

Given the success of the environmental enrichment contest in pigs, a practice that improves the animals' environment by providing them with toys and other elements of trust, we decided to expand this initiative to chicken production.

At no time during the production cycle of our birds do we use cages.

Animal welfare training

SERVICE PROVIDERS

We require our contractors to certify that their employees who directly interact with our animals are trained in animal welfare.

TRANSPORTATION PROVIDERS

There is a contract exhibit exclusive to animal welfare that allows us to ensure compliance with our animal welfare requirements.

EMPLOYEES

We regularly train all our employees on animal welfare issues using various communication channels such as internal training programs, third-party collaborations, and content on our social network JAM.

PRACTICES AND AGREEMENTS

Meat Segment



Chickens

- Catching is done in silence to avoid stress.
- The entire processes at our Las Cornizas farm, San Vicente Plant, and Las Arañas Hatchery are American Humane Certified for animal welfare.
- We have implemented an in-ovo vaccination machine at the Lo Miranda Hatchery, which allows us to vaccinate the chicks before hatching, reducing stress.



Pigs

- We do not clip their tusks.
- We use trucks with lifts that facilitate the entry of the pigs.
- We enrich the pigs' environment with toys and other elements that encourage their natural behaviors.
- We have a farm that houses more than 300 females in a pen gestation system.
- We use intradermal, needle-free vaccination technology, minimizing stress.
- We perform tests that include the use of immunocastration.
- We have undertaken audits to obtain WelfCert standard animal welfare certification.



Turkeys

- We conduct diagnostic assessment audits with Cloverleaf's animal welfare team at various facilities to identify opportunities for improvement and implement new procedures.
- Three farms received the Cloverleaf animal welfare certificate.

Aquaculture Segment

Animal welfare is a consistent concern throughout the value chain. We can only achieve healthy and sustainable production if our salmon are comfortable, free of diseases, and well fed, to achieve normal behavior.



Transport and farming

We work with transport and farming densities that are compatible with our production stock's wellbeing and animal health.



Confinement

Our animals are confined in a clean environment (nets), where we provide conditions for their growth (oxygen, treatments, feeding, and nutrition) that support their establishment during their cycle.



Desensitization

The animals are slaughtered with prior desensitization, a method that prevents animal suffering.

ANIMAL HEALTH AND WELFARE ASSESSMENTS AND AUDITS

The Animal Production area conducts internal audits led by the Quality team, which address elements of animal welfare.

2022 MILESTONES

Meat Segment

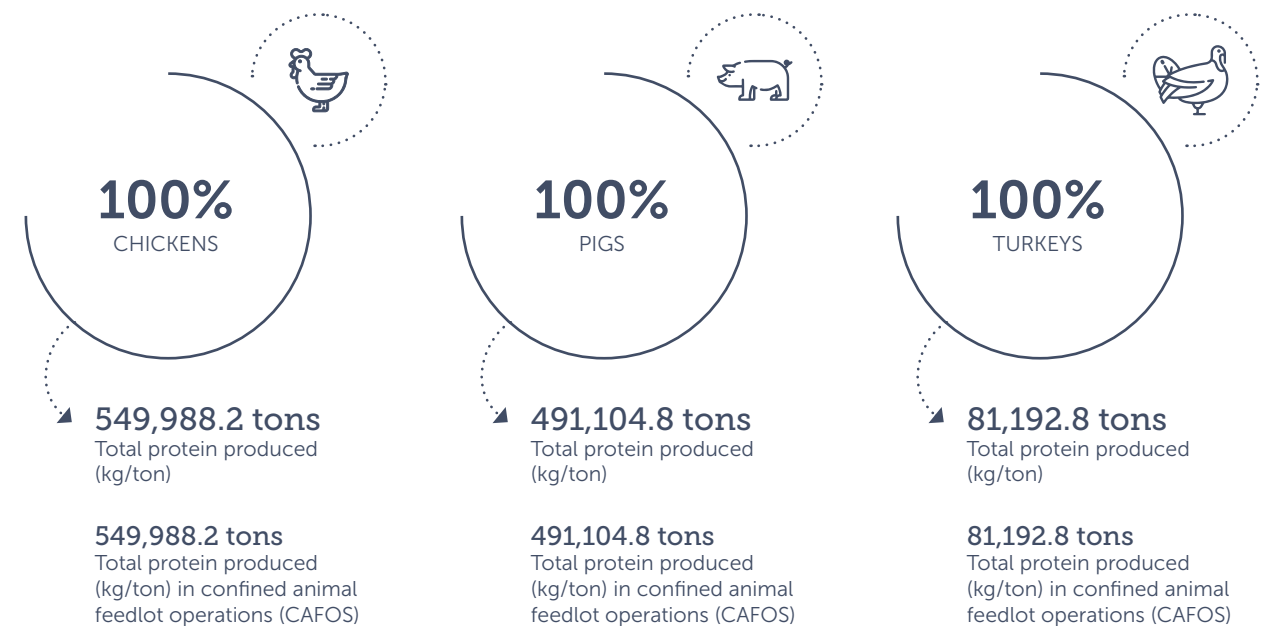
100% of our Animal Production facilities are certified by the PABCO official certification programme for livestock of the Agriculture and Livestock Service (SAG).

Aquaculture Segment

AquaChile tops the list of antimicrobial-free centers

AquaChile leads the number of centers certified as Antibiotic-Free Projects of the Programs for Optimizing the Use of Antibiotics, with 21 centers.

Percentage of animal protein production from concentrated animal feeding operations (CAFO)



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ANIMAL HEALTH AND SAFETY

HEALTH MANAGEMENT

We have a preventive approach, using all available tools that incorporate biosecurity. These include the use of vaccines, genetic and nutritional improvements, smolt quality, and improvements in production infrastructure to minimize the risk of disease occurrence.

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Meat Segment

In ovo vaccination of chickens

With the Inovoject® system, the vaccine is applied directly to the chicks three days before hatching, giving them all the necessary protection and improving their health. The process is performed inside the egg, without disturbing the birds, by means of an "in ovo" vaccination device that allows a more precise and effective vaccination.



Biosecurity

Worldwide, the industry has been consistently exposed to animal diseases, such as Avian Influenza, African Swine Fever, among other pathologies. This means that we must have prevention, mitigation, and action mechanisms to address them, which has been a hallmark in Agrosuper for the protection of our animals and the assurance of operational continuity and sustainability of the business.

We have strict Biosecurity protocols, which allow us to prevent and minimize exposure to these diseases. Along these lines, we work in direct coordination with the Chilean Agriculture and Livestock Service (SAG) and have internal surveillance programs, which include permanent monitoring of health status and daily review of our production parameters.

In the event of a disease entering the country, biosecurity measures are reinforced and, upon detection of an outbreak in a production plant, the established emergency protocols are activated in direct coordination with the SAG.

Aquaculture Segment

Commitments for the responsible and prudent use of antibiotics

We are constantly seeking tools to help us reduce our antibiotic consumption. To this end, we have a preventive approach based on:

- Use of live vaccines.
- Not using antibiotics in fish over 4.3 kg.
- Strategic use of injectable antibiotics in early culture periods and of pharmacological and non-pharmacological products for parasite prevention and control.
- We provide optimal growth, feeding, and nutrition conditions according to each stage.
- We monitor and control optimal gill health.

We do not use hormones or growth promoters. The anesthetic is used to avoid animal suffering and reduce stress in fish.

Our salmon are certified free of all traces of antibiotics.





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SUSTAINABLE OPERATIONS

- RISK MANAGEMENT
- ETHICS AND COMPLIANCE
- SUPPLIER RELATIONS
- OPERATIONAL EXCELLENCE

RISK MANAGEMENT

(GRI: 2-23; 13.2.1; CMF: 3.6.1)

At Agrosuper we have implemented a risk management process that focuses mainly on strategic exposures that could affect our business. These are monitored and reported on a bimonthly basis to the Risk Committee, which consists of four directors.

When the committee meets, Agrosuper's General Manager, AquaChile's General Manager, the Corporate Administration and Finance Manager, Corporate Audit and Compliance Manager, Corporate Legal Manager, and Corporate Affairs and Sustainability Manager also participate.

According to Agrosuper S.A.'s Reasoned Analysis for the fourth quarter of 2022, the main adverse effects that could affect the company's results are credit and liquidity risk, global or local economic conditions, the cyclical trend of the protein industry, exchange rate fluctuation, presence of animal diseases, natural disasters, and climate change.

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2022 MILESTONES

Biosecurity Procedure

During 2022, we succeeded in keeping all our productive sectors free of avian influenza.

Information Security Procedure

During 2022, the Security Committee conducted the annual compliance review of the Information Security Procedure. Within a period not exceeding two years, the committee should review and reevaluate the information security procedure.

Risk and Asset Management Program

During the visits conducted in 2022, we agreed to undertake a full schedule to review and update the status of recommendations in all business units.

Main developments 2022:

We formed five technical committees to review electrical, ammonia, and supply risks, among others.





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FINANCIAL RISKS

Credit and liquidity risk

Credit risk is minimized by taking out credit insurance (confirmed letters of credit with Chilean banks) and selling on a cash-on-delivery basis.

With respect to liquidity risk, we have an appropriate policy for contracting long-term credit facilities and temporary financial investments.

Dividend payments

Our Board of Directors agreed to provision a quarterly dividend equivalent to 30% of the distributable net income for the year.

MARKET RISKS

Global or local economic conditions

The company is exposed to local and global economic conditions that could lead to a decrease in people's purchasing power, impacting the demand for some of the products it produces and/or sells, and also affecting the eating habits of consumers, who could prefer other foods and/or partially substitute the consumption of proteins.

To mitigate the above, the company has made significant investments in the creation of strong brands and high quality products, thus generating customer loyalty and minimizing possible variations in demand. It also has a broad product portfolio, allowing for trade-offs between products in the face of changes in income and consumption habits.

Cyclical trend in the protein industry

The protein industry and our results may present a cyclical trend, mostly determined by the international values of these *commodities*, in addition to international grain prices and fluctuations in the cost of energy, fuel, and transportation.

To mitigate these effects, we are continually seeking new sources of renewable energy, energy efficiency, and carbon footprint reduction.

Exchange rate fluctuation

As of January 2021, we adopted the U.S. dollar as our functional currency for accounting purposes.

OPERATIONAL RISK

(CMF: 3.6.ii.d; 3.6.ii.e)

Presence of diseases

We are exposed to the risk of contagion of animal and/or human diseases, which may force the temporary closure of the facilities and, possibly, of export markets.

Environmental or health regulatory framework

We have good practices and use state-of-the-art technology in our facilities to comply with the legislation in force and the highest self-imposed environmental standards.

Contamination risk, product recalls, and civil liability

Vertical integration allows us to control and maintain traceability at each stage of the production process, helping us to reduce the probability of diseases or pathogens.

Supply risk

We have more than 9,000 national and international suppliers, which, thanks to the relationships developed, allows us to reduce the risk of a lack of supply.

Possible failures in operational management

We use state-of-the-art technology to standardize processes and avoid failures. Moreover, we continuously train our employees.

Labor

We implement best practices to contribute to developing people, relationships with employee representatives, etc.

Climate change and natural resources

The main climate change risks involve variations in rainfall and rising temperatures, which could affect the supply and demand of agricultural products worldwide, impacting operating costs and the welfare of our animals.

To move towards a more sustainable operation, we have incorporated clean and renewable energy sources and implemented a plan to reduce greenhouse gas emissions.

Natural disasters

We have insurance policies to cover damages to our fixed assets that may result from natural disasters. Only chicken, pig, and turkey feedlots are excluded from these policies, due to their wide geographic dispersion.

Cybersecurity

We implement a range of controls, lines of defense, and a management model to avoid the occurrence of information security risks and to protect our systems from external and internal attacks, with the goal of safeguarding the continuity of our operations.

INFORMATION SECURITY AND CYBERSECURITY

(CMF: 3.6.ii.b)

The Cybersecurity area is responsible for identifying, containing, and eradicating security-related incidents. It also works on continuously improving detection systems and implementing information security projects.

Information security focal points

Cybersecurity	Information security
User awareness	Industrial Safety (OT)

ANTITRUST RISKS

(CMF: 3.6.ii.c)

We have an Antitrust Compliance Program whose purpose is to describe the processes we use to ensure compliance with the General Antitrust Policy and Decree Law No. 211, which contains the antitrust regulations applicable in Chile.

This program, which is supervised by the Corporate Integrity Committee, allows us to manage the main risks related to this issue, from an internal, customer, and supplier perspective.

2022 MILESTONES

Annual evaluation

We review and analyze antitrust risks.

Annual trainings

Carried out jointly with the Corporate Legal Management for the employees determined by each area, according to the risk levels presented by each business unit.

Periodic audits

We coordinate a periodic audit of the program with external consultants, determining the methodology and parameters to be evaluated by these consultants.

Induction

Onboarding program for new employees.

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2022 MILESTONES

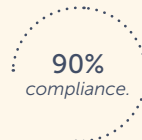
Cybersecurity Program

Initiative that includes projects aimed at increasing technical controls and processes to ensure the confidentiality, integrity, and availability of systems and data.



Cybersecurity OT Program

We carry out projects to increase the safety of the company's industrial plants.



Personal data protection

We consolidated the Personal Data Protection Plan with the European standard GDPR (General Data Protection Regulation), which is currently under development. The first phase considers employees' personal data and the second phase will address our customers' data privacy.

Information Security Culture Change Management Project

Activities, communications, and training to raise awareness and change the information security culture.

ISO27001 Certification Project

Project to certify system operation processes and their information safeguards, according to the Information Security and Cybersecurity Management Standard.



CONSUMER HEALTH & SAFETY RISKS

(CMF: 3.6.ii.d)

The Corporate Risk Committee closely monitors the strategic risk associated with product quality events that affect consumer health.

ENVIRONMENTAL RISKS

Through the Corporate Risk Committee, we monitor the strategic risk associated with "regulations, incidents, accidents, environmental violations". This is managed through a series of controls and action plans to mitigate the probability of this risk occurring or to reduce its impact by taking timely action.

The committee's mission is to take timely action in the face of possible events that could affect the operational continuity of the business. For this purpose, the feed plants, animal breeding and production sectors, industrial area, and branches are monitored.

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COMMITMENTS TO PROVIDE OR COLLABORATE IN THE REMEDIATION OF THE NEGATIVE IMPACTS CAUSED

The Board's Sustainability Committee, formed by Agrosuper's Vice President, the General Managers of each segment, and the respective managers, is responsible for monitoring and ensuring compliance with the environmental, social, and governance (ESG) indicators for both the Meat Segment and the Aquaculture Segment.

Odors

We have invested in activated sludge treatment plants, which have reduced odors by 94.3% in the Rapel Lake basin since 2013.

Greenhouse gas (GHG) emissions

We have invested to minimize our GHG emissions, especially by replacing coal-fired boilers with natural gas-fired boilers.

44.1% of our energy matrix comes from non-conventional renewable energies, thanks to contracts with Statkraft and the inauguration of the first sustainable branch in the district municipality of Hijuelas, which is supplied with solar energy during the day.

Water use and reuse

We constantly monitor and manage our water consumption.

Our activated sludge treatment plants manage to recover more than 57.6 liters per second of water, which is used to irrigate fields adjacent to the productive sectors.

Claims control and management

We have an anonymous complaints channel that is permanently available on our website, where neighbors, customers, suppliers, and contractors can file grievances and complaints.

In addition, neighbors have the opportunity to present their complaints and concerns to the members of the Community Sub-management teams working in their areas. Once received, they are entered into Agrosuper's platform, where they are processed, and a timely solution is provided as soon as possible. Every month, the Board of Directors is informed of the number of complaints from the communities and the status of the solutions.

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At Agrosuper we ensure unequivocal respect for the regulations in force, taking all measures to comply with them and promote them at all times, through training and support material.

Likewise, we continuously monitor bills and pending regulations that may be applicable to the company and its subsidiaries in the future, in order to be prepared to comply with them.

ETHICS AND COMPLIANCE

(GRI: 2-23; 13.2.1; CMF: 3.6.i)



CODE OF BUSINESS CONDUCT

(CMF: 3.6.vii)

At Agrosuper we strive to work in a correct and transparent manner. For this reason, we have a Code of Business Conduct that summarizes the principles, ethics and essential conduct values that must govern the actions of directors, executives and employees of Agrosuper and its subsidiaries, without exception.

In this report, we reinforce our commitment to ethics and, in an explicit manner, against corruption in any of its forms and through any type of conduct.

Our values have always been determined by four fundamental pillars:



THE PEOPLE

with whom we work and on whom we want to count.



MANAGEMENT

which determines the way in which work is conducted and managed.



THE IDEAS

that direct business decisions.



SUSTAINABILITY

is continuously present in our work, in the different areas of our day-to-day activities.



CRIME PREVENTION MODEL

(GRI 205-2b; 13.26.3, CMF: 3.6.xiii; 8.1.5)

This process uses a series of control activities to monitor company processes or activities that could be at risk of being considered criminal under Law 20393.

Responsibility for the implementation and compliance with the Crime Prevention Model lies with the Crime Prevention Officer (hereinafter EPD), together with Agrosuper S.A.'s senior management.



Communication

The Crime Prevention Model policies and procedures were successfully communicated at least once at all levels within the company.

Onboarding

We incorporated the Crime Prevention Model topics into Agrosuper's induction programs.

Training

We conduct annual training at all levels. The content is tailored to the level of exposure to the risk of committing some of the crimes included in the Crime Risk Matrix.

Dissemination

We communicate updated information on the Crime Prevention Model through the company's internal communication channels (JAM, releases, screens, among others).

No sanctions were recorded during this period for crimes addressed under Law 20393.

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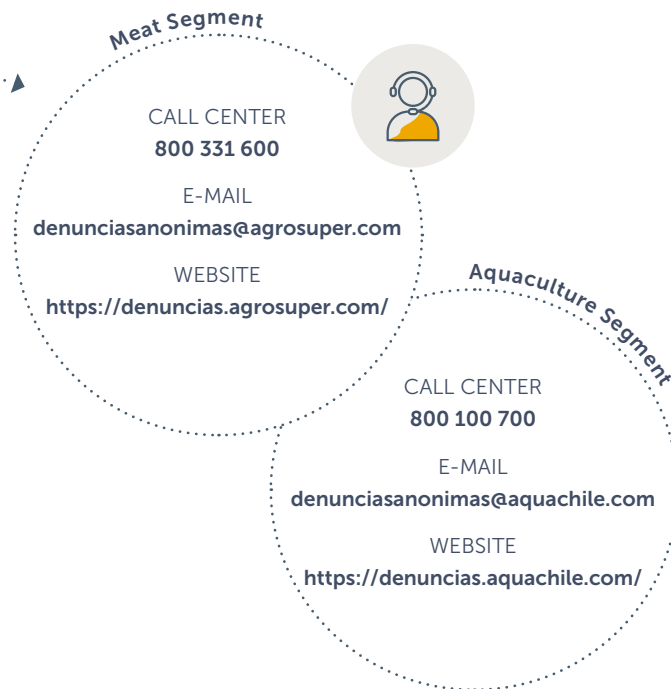
COMPLAINTS HOTLINE

(GRI: 2-13.2)(CMF: 3.6.ix)

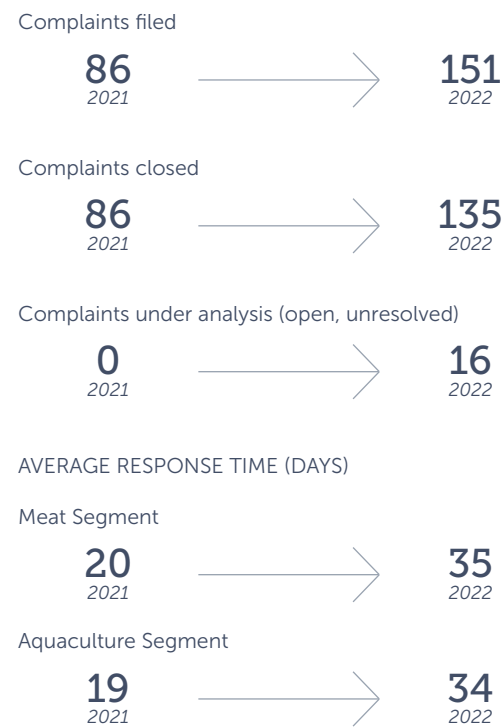
This line is enabled to allow any internal or external person to enter complaints and queries. Thus, we can follow up on these complaints and queries, guaranteeing the anonymity of the complainant.

In addition to these three means, employees can make complaints by informing their direct supervisor, by visiting the website www.mimundosuper.cl (under the Anonymous Complaints link) or by directly contacting Corporate Legal Management.

This channel is under the responsibility of the Audit and Compliance area, notwithstanding the fact that the Integrity Committees of each segment and the Corporate Integrity Committee perform a detailed review of the most relevant complaints, as well as of the response time and the form of resolution.



Total complaints



Type of complaint

	Meat Segment	Aquaculture Segment	Total Agrosuper
Alcohol and drugs	2	0	2
Work environment	47	8	55
Code of Conduct	0	10	10
Conflict of interest	2	0	2
Contractors and suppliers	5	6	11
Fraud	0	0	0
Irregularities in contracting and bidding processes	0	0	0
Commercial	2	0	2
Operations	32	0	32
Human resources	0	0	0
Theft / robbery	0	0	0
Client service	0	1	1
Other conducts	31	5	36
Total	121	30	151

During this period, no complaints were received with respect to the following: Alcohol and drugs; Conflicts of interest; Fraud; Irregularities in contracting and bidding processes; Free competition; Environment; Human resources; Human rights; Theft / robbery.



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SUPPLIER RELATIONS

At Agrosuper, we are concerned about finding local suppliers and contributing to their development. To this end, we have reduced the barriers to entering bidding processes, with the challenge of maintaining quality and competitiveness.

During 2022, we continued to focus on reducing payment times.

PAYMENTS TO SUPPLIERS

Our management approach is to comply with the 30-Day Payment Law in order to meet our commitments to suppliers in a timely manner.

The supplier payment policy aims to comply with the payment periods agreed with each supplier.

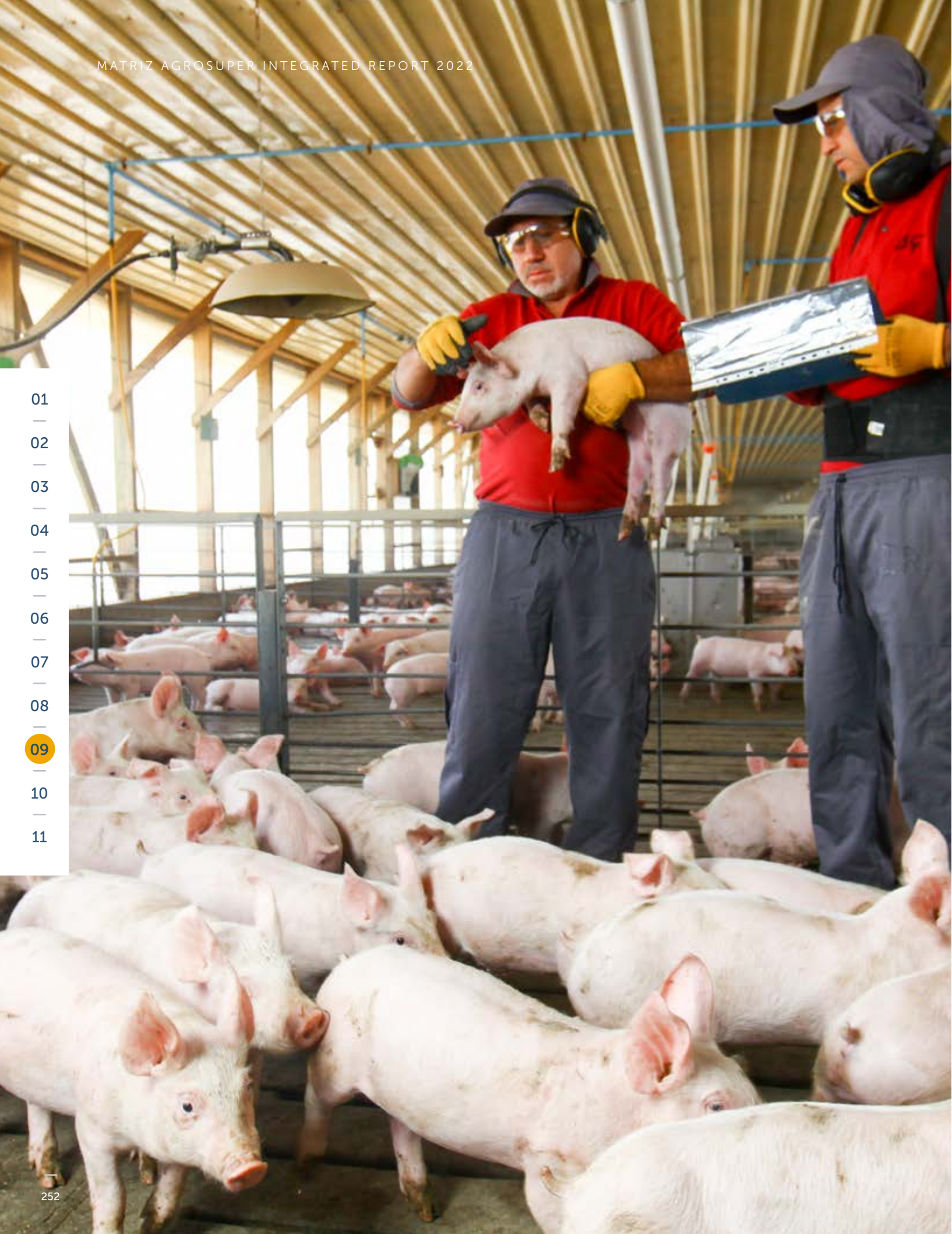


Agrosuper was chosen as **"best supplier payer in the food industry"** and AquaChile as **"best supplier payer in the salmon industry"**, as per the Ranking of Payers 2022 of the Bolsa de Productos de Chile (BPC, Chilean Commodities Exchange) and the Asociación de Emprendedores de Chile (ASECH, Chilean Association of Entrepreneurs).

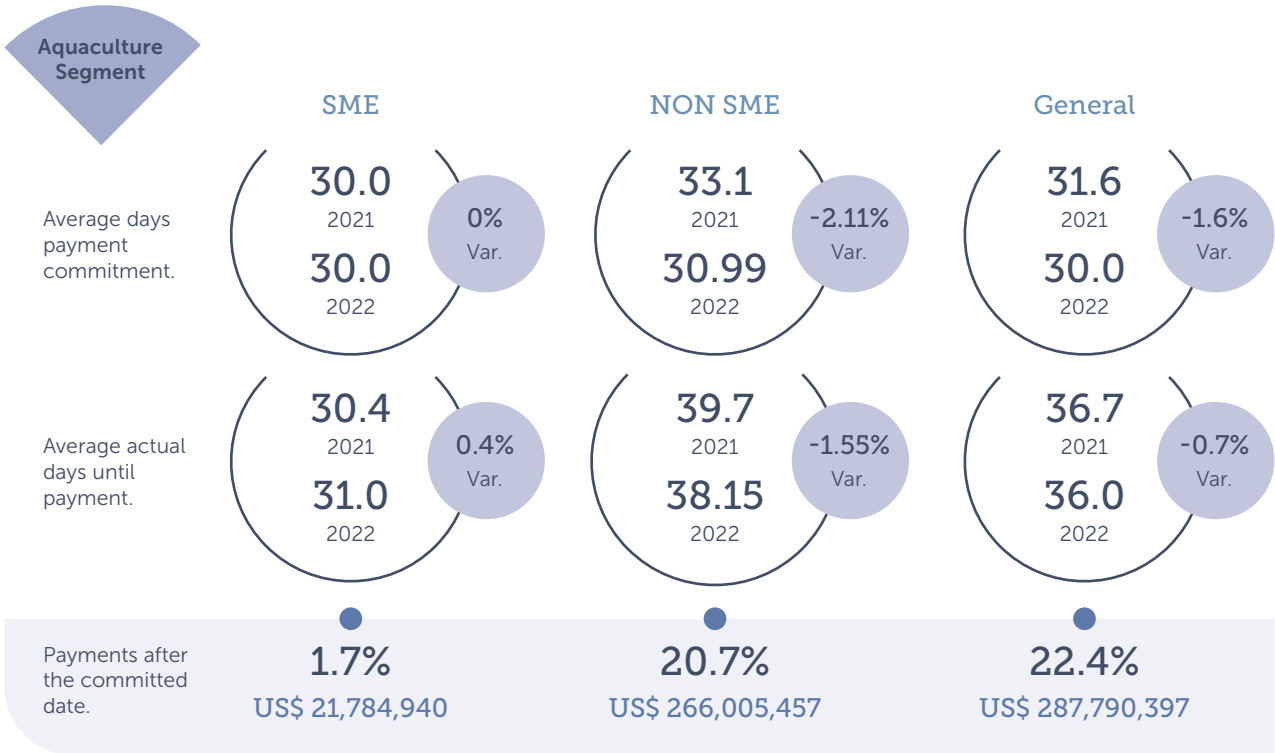
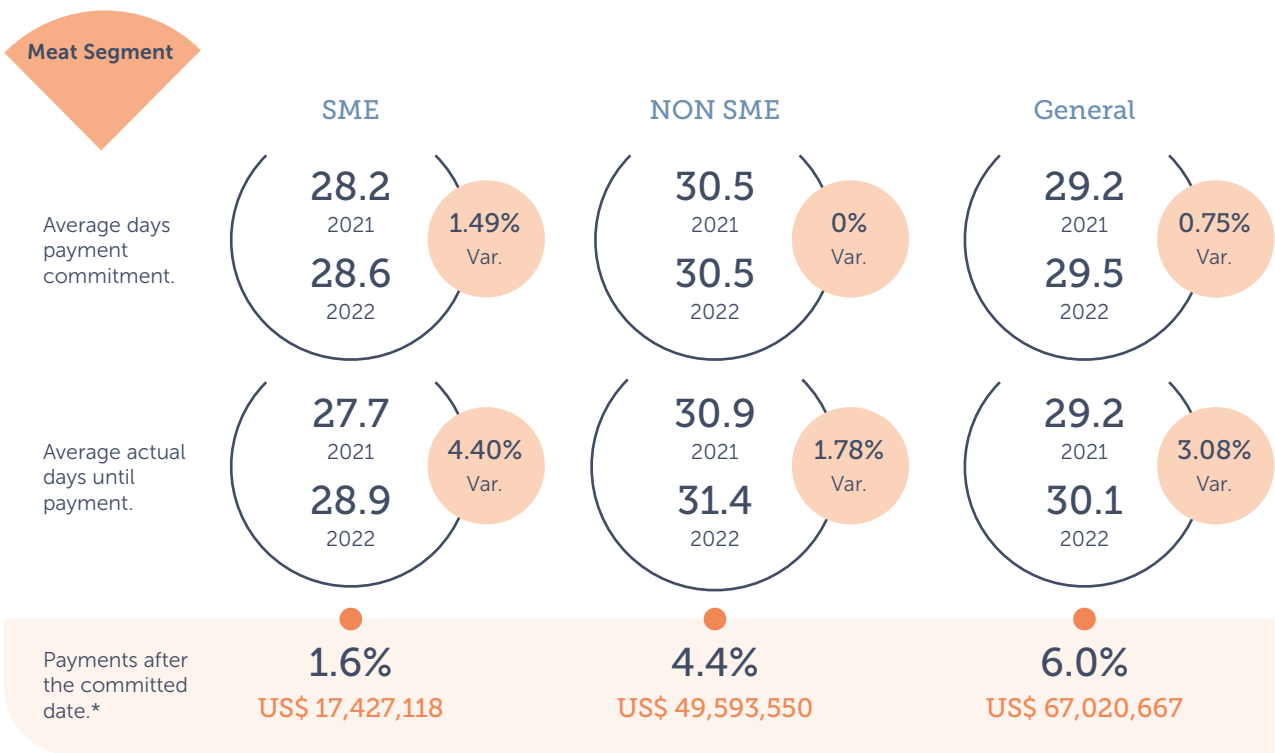
We have set the goal of achieving an average gap of 0 days between actual payment and the committed deadline, and a percentage of invoices paid late of less than 5%.

5 agreements recorded in the Register of Agreements with Exceptional Payment Periods kept by the Ministry of Economy.
Meat Segment.

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AVERAGE SUPPLIER PAYMENT TIMEFRAME, IN DAYS

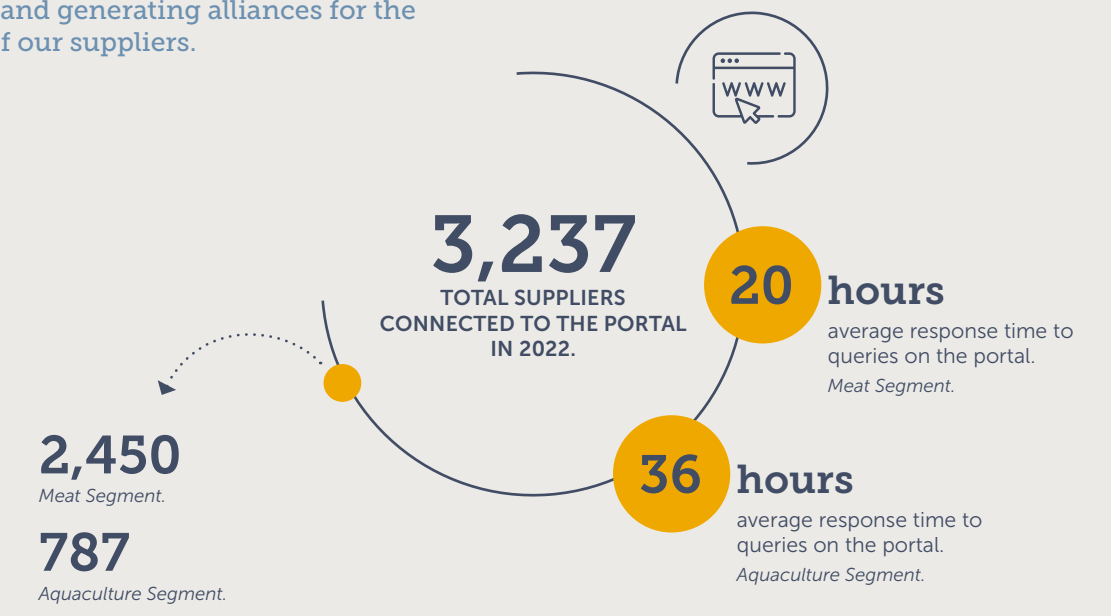


* Corresponds only to Chilean suppliers.



SUPPLIER PORTAL

We are committed to strengthening our best practices, making the payment process more efficient and generating alliances for the benefit of our suppliers.



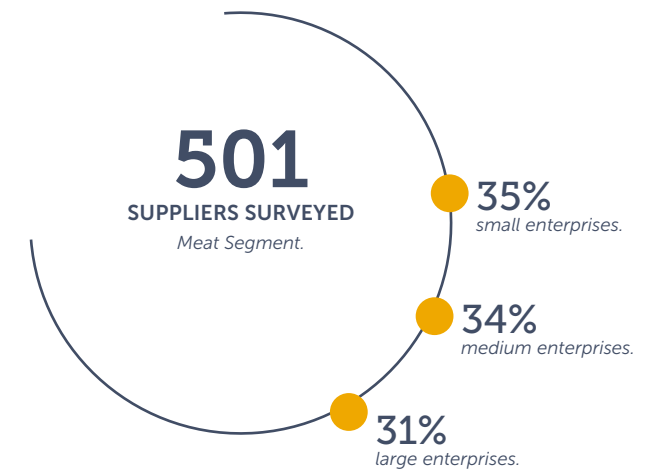
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SUPPLIER SATISFACTION STUDY

In order to know and assess the satisfaction of our suppliers, and thus be able to detect areas for improvement, we conducted this study at the end of 2021, and presented the results at the beginning of 2022.



OPERATIONAL EXCELLENCE

During 2022, we focused on strengthening competencies and moving towards the use of world-class standards to continue meeting the needs of our clients and consumers in Chile and around the world.



FOOD QUALITY AND SAFETY

LO MEJOR PARA CHILE Y EL MUNDO

We ensure the quality of processes, products and services, assuring compliance with the quality promise and exceeding the expectations of our customers and consumers, to strengthen trust and contribute to the sustainability of the business.

We base our work on five pillars:



PRODUCTS

Timely definition and verification of product specifications, from development to consumption, to ensure quality, safety and compliance with the expectations of our customers and consumers.



CLIENTS AND CONSUMERS

Fulfillment of the quality promise to our customers and consumers, guaranteeing timely responses to their requirements.



APPROACH

Identification, evaluation and control of risks related to our daily activities, ensuring operational continuity and commercialization of products, by means of a proactive and timely management with different stakeholders, thus ensuring the sustainability of the business.



PROCESSES, CONTINUOUS IMPROVEMENT AND INNOVATION

Standardization of strategies, processes and monitoring practices, as well as verification and validation in the value chain, integrating objectives and key quality and sustainability indicators that allow us to manage opportunities through continuous improvement and innovation.



CULTURE

Active commitment to a culture of quality by the company, through the development and management of strategies and actions that involve all the people, processes and services in the value chain.

AWARDS OR RECOGNITION IN FOOD QUALITY AND SAFETY

Recognition from Land O Frost

In January 2022, we were recognized by our turkey trimming customer Land O Frost in the United States.

In a survey conducted by its suppliers, we were rated as having an excellent performance (score of 85), highlighting Agrosuper's technical support of their needs in terms of product quality.

Recognition to the San Vicente Plant Quality Management Team

Thanks to their contribution to guaranteeing the quality of processes, products and services, we recognized the work of the San Vicente Plant's Quality Management team.



During the reporting period, we have not received any notifications concerning food safety violations, nor have we had to withdraw products from the market due to food safety or other reasons.

Identification and management of products and ingredients related to nutritional and health concerns

We have a Nutritional Analysis Verification Plan that allows us to confirm and update the nutritional characteristics, as well as the labeling of our products.

Each of them contains the relevant nutritional information, which is valid for a period of three years and must be renewed at the end of this period.

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FINANCIAL MANAGEMENT

- MATERIAL EVENTS.
- CORPORATE PURPOSE.

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MATERIAL EVENTS

On January 20, 2022, the Company reported to the CMF that it placed bonds in the international market for an amount of US\$ 500,000,000, with maturity on January 20, 2032 and a coupon rate of 4.60%. The issue was made pursuant to Rule 144A and Regulation S of the Securities and Exchange Commission under the Securities Act of 1933 of the United States of America.

On March 29, 2022, Agrosuper S.A. reported to the CMF that, at an extraordinary meeting held on that date, the Board of Directors agreed to schedule an ordinary shareholders' meeting for April 18, 2022, to address the following matters: a) Approval of the annual report, balance sheet, financial statements and External Auditors' report for the year ended December 31, 2021. b) Distribution of profits and dividends for the 2021 fiscal year. c) Setting the remuneration of the Board of Directors for the 2022 fiscal year. d) Reporting the expenses of the Board of Directors for 2021. e) Appointing External Auditors for the 2022 fiscal year. f) Selecting a newspaper for Company publications. g) Reporting on transactions with related parties (Chapter XVI of Law No. 18046). h) Other matters of corporate interest that fall under the authority of the Ordinary Shareholders' Meeting.

On April 18, 2022, Agrosuper S.A. reported to the CMF as a material event that the following was agreed at the Company's ordinary shareholders' meeting held on the same date:

- a. To approve the annual report, balance sheet, financial statements and the external auditors' report for the period ending December 31, 2021.
- b. To appoint PricewaterhouseCoopers Consultores, Auditores y Compañía Limitada as external auditors for the review of the 2022 fiscal year financial statements.
- c. To designate the electronic journal El Libero for corporate publications.
- d. To distribute profits and dividends for 2021, for a total amount of US\$ 203,591,500, to be paid out of the balance of the minimum mandatory dividend of US\$ 39,537,750, and with an additional dividend of US\$ 164,053,750 charged to the profits for 2021. This amount shall be paid starting April 25, 2022 to those shareholders proving such status as of midnight on April 19, 2022.

CORPORATE PURPOSE

The corporate purpose of the company is: (a) the investment in all type of goods, whether they are movable property or immovable property, tangible/intangible assets, including acquisition of shares, duties or rights in all type of partnership whether it is commercial or civil partnership, communities or associations, bonds, financial instruments, bills of trade and, in general, in all type of transferable securities and market instruments and management and operation of these investments and its fruits or products; (b) the incorporation of companies or associations of any kind and their inclusion whether as a partner or as a shareholder, the modification and administration of the latter; (c) the administration, manufacture, preparation, operation and sale, whether directly or through other people, in of all types of movable property, especially those derived from or related to agriculture, mining, fishing, feeding, electricity and fuels; (d) the administration, construction, operation and sale whether directly or through other people, of all types of farming and/or non-farming real estate, dedicated to breeding all types of animals, forestry products, fruit growing and agribusiness, in general; (and) provision of all types of services to individuals or legal entities and other types of entities, specifically to people or entities related to the company, including, but not limited to services, such as administration, finance, accounting, treasury, accounting controllership and human resources whether it is in the country or abroad; and (f) to request, get, register, acquire, lease license and trade, in any other way, brands, advertisement and trade names, domain names, patents, inventions and processes, drawings, designs, know-how and other intangible assets related with intellectual and industrial property.

CONTROLLERS

The Company is controlled by Mr. Gonzalo Vial Vial, ID Number 3.806.024-4 and by his children, Ms. María Cristina Vial Concha, ID Number 7.032.945-K, Ms. María del Pilar Vial Concha, ID Number 7.022.795-2, Ms. María José Vial Concha, ID Number 7.022.776-2 and Mr. Gonzalo Vial Concha, ID Number 7.022.663-4, through their indirect shares in the Company. The aforementioned individuals participate in Agrosuper S.A. by means of the following Companies, Sociedad Agrocomercial El Paso S.A., Promotora Doñihue Ltda., Agrícola GV S.A. and Inversiones VC Ltda. They are directly and indirectly holders of 100% of the shares and of the social rights of the aforementioned companies.

LEGAL FRAMEWORK

Agrosuper S.A. is a privately held corporation registered in the Registry of Securities of the Chilean Securities and Insurance Superintendent with the number 1,084 as issuer of public securities other than shares (bonds), regulated by Law 18.045 on the Stock Market and Law 18.046 on Corporations. Additionally, Agrosuper S.A. and its subsidiaries must comply with applicable Regulations for its activities and business, among them: Decree 977 on the Sanitary Regulation of Food, Decree 725, the Health Code; Law 18.892, the General Fishing & Aquaculture Law; as well as with the Regulatory Framework on Sanitary Control, Plagues and Epidemics (SAG) and the Environment, concerning approvals of/in regard to the Environmental Impact of Livestock Farms (SEIA).

ENTITY IDENTIFICATION

Name: Agrosuper S.A.
Address: Camino La Estrella 401, Of.56, Sector Punta of Cortés, Rancagua
Tax ID Number: 76.129.263-3
Type of company: Privately held corporation

ACT OF INCORPORATION

City: Santiago
Date: October 29, 2010
Notary: Andrés Rubio Flores

NOTARIZATION

Publication Date in the Official Journal: December 24, 2010
Registration in the Commerce Registry: Santiago
Sheet: 69,043
Number: 48,224
Date: December 21, 2010

ADDRESSES, TELEPHONE NUMBERS AND OTHER

Main address: Camino La Estrella 401, of. 56, Sector Punta de Cortés, Rancagua
Telephone: 72 2356000
Website: www.agrosuper.com

COMPANY SHAREHOLDERS

Promotora Doñihue Ltda.	Agrocomercial El Paso S.A.
Taxpayer ID Number: 78.407.260-6	Taxpayer ID Number: 96.733.090-6
Participation: 98.48%	Participation: 1.52%



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ADDITIONAL INFORMATION

- IMPACT AND MATERIALITY MATRIX.
- APPENDIX - ESG TABLES.
- APPENDIX 386.
- CMF INDEX.
- GRI INDEX.
- SASB INDEX.
- STATEMENT OF RESPONSIBILITY.

IMPACT AND MATERIALITY MATRIX

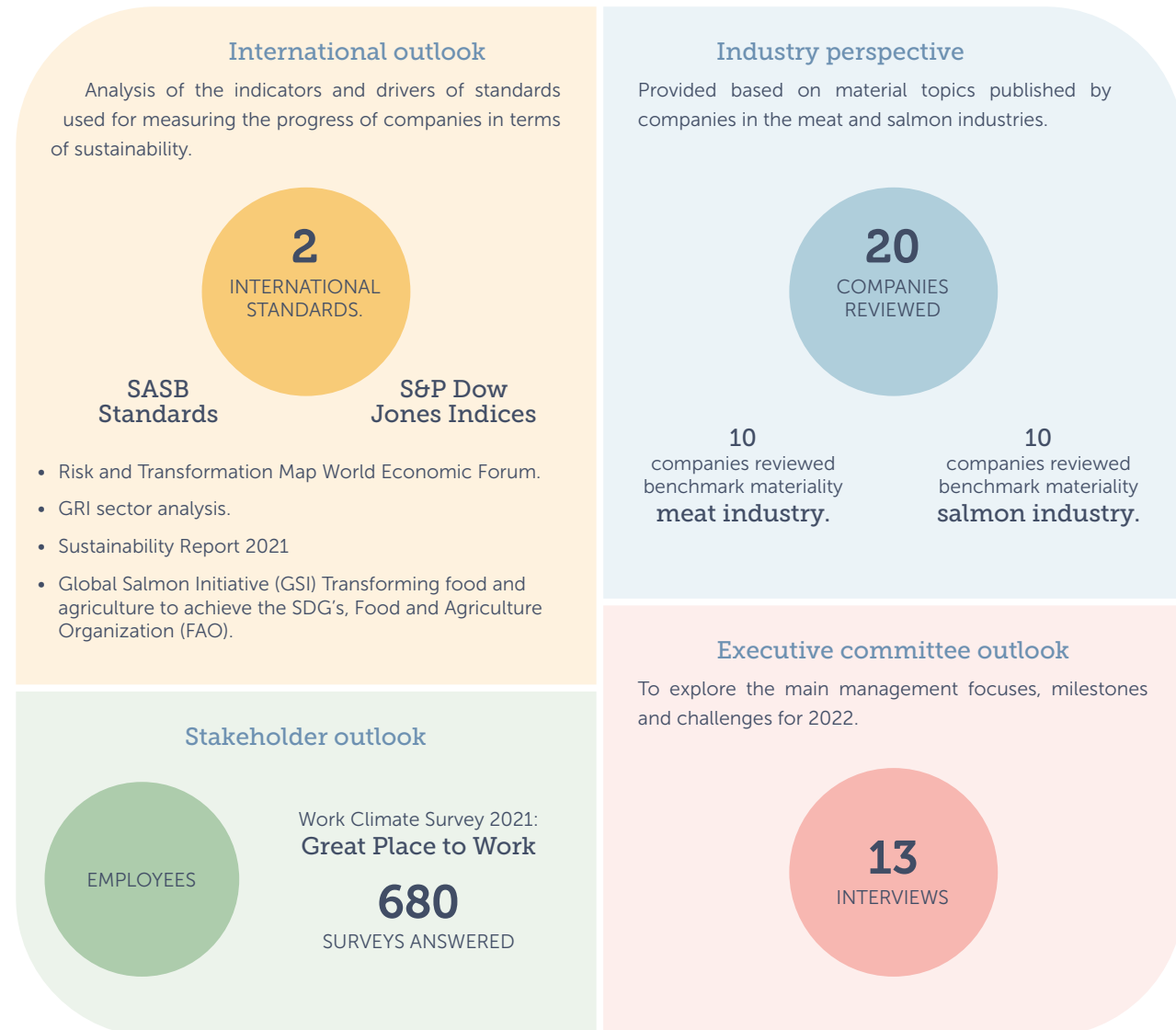
The objective of the materiality process is to define the issues that are significant for an organization's stakeholders, identifying their main economic, environmental and social effects and impacts. It determines the expectations that stakeholders have of the organization.

To define the material topics, we take into account the economic, environmental and/or social impacts that can be estimated; the interests and expectations of stakeholders (both internal and external to the organization); sustainability topics

of importance to the sector and industry; and the values, policies, strategies, objectives and fundamental purposes of the organization.

The document has been prepared in accordance with the 2021 standard version of the Global Reporting Initiative (GRI) guidelines and in compliance with the indicators for the Sustainability Accounting Standards Board (SASB) for the meat, poultry and dairy industry.

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IMPACT AND MATERIALITY MATRIX

Meat Segment

ESG Area	Stakeholder	Significant impact	Material topic
Economic	Suppliers	• Sustainable, timely and efficient supply	• Responsible supply and supply chain management
		• Supplier payment	
	• Local procurement and supplier development	• Local economic development (local procurement)	
	Consumers and customers	• Transparency and communication with customers and consumers	• Nutrition and consumer welfare • Responsible marketing, communications and customer and consumer satisfaction
Corporate governance		• Sustainable corporate reputation	• Increase in the cost of supplies and raw materials • Economic performance (profits, forecasts, results) • Ethics, compliance and anti-corruption • Portfolio diversity and innovative products • Operational continuity, excellence and resilience (logistical challenges, supply chain disruptions, post-pandemic recovery) • ESG strategy and goals
		• Process and product innovation	• Innovation, development, technology and data management at a cross-cutting level (innovation model, applied research, EBITDA, digitalization, etc.).
Products and food safety		• Product traceability	• Food quality, safety and security
		• Food safety	• Animal welfare (good practices, standards, protection against disease and use of antibiotics)
Environment	Climate change	• Emission mitigation and monitoring (including odor management)	• Emissions management (GHG, methane, odors) • Adaptability to Climate Change
		• Use of renewable energy and energy efficiency	• Energy efficiency, electrification and use of NCREs
	Water	• Effluent and LIW treatment	• Water footprint, water management, treatment and recycling
		• Water consumption in product manufacturing • Water management as a shared resource	
Biodiversity	• Impacts on biodiversity and ecosystem	• Biodiversity, soil health and conversion of natural ecosystems	
Waste		• Food/organic wastes (includes slurry)	• Waste management, recycling and contribution to the circular economy
		• Waste management and circular economy (packaging)	• Sustainable and recyclable packaging
Social	Community	• Relationship with and compensation to local communities	• Community relations, programs and social investment
		• Transport externalities (dust, noise, traffic problems) • Contributions to local employment	• Local economic development (local employment) • Diversity, equality and inclusion
	Employees	• Diversity, gender equality and equal opportunities	• Talent attraction, retention and development • Work-family balance
		• Labor stability and staff turnover • Labor relations and promotion of bargaining and unionization	• Work climate, employee satisfaction and working conditions
		• Occupational health and safety: fatalities and accidents	• Occupational health and safety (accidents, fatalities, preventive measures, mental health, etc.)
		• Lack of information and internal communication	• Responsible leadership and team building

IMPACT AND MATERIALITY MATRIX

Aquaculture Segment

ESG Area	Stakeholder	Significant impact	Material topic
Economic	Suppliers	• Sustainable, timely and efficient supply (including supplier development challenges)	• Development, conditions and payments to suppliers
		• Supplier payment standards	• ESG management and impacts on the supply chain
	Corporate governance	• Sustainable corporate reputation	• Business ethics, compliance and anti-corruption • Consolidation of the company's vertical integration • Operational continuity, excellence and resilience (logistical challenges and post-pandemic recovery) • Coordination and communication among areas
		• Linking innovation and applied research in aquaculture	• Process and product innovation (digitization, automation, applied research)
Products and food safety		• Distributed value and compensation to the country (taxes, patents, suppliers, etc.)	• Economic performance: profitability, business strategy, pricing scenario, growth and new markets
		• Product traceability	• Product quality, food safety and security
Environment	Climate change	• Food safety	• Fish biosecurity, care and health
		• Transparency of information to consumers	• Improvements in production processes and systems (key investments, productivity, standardization, certifications, food improvements)
	Water	• Scope 1, 2 and 3 gas emissions (impacts of fuel used in transportation and logistics chain on carbon footprint)	• Carbon footprint and other emissions (green bonds, operational and transportation energy efficiency measures) • Adaptation and resilience to climate change
		• Use of renewable energy and energy efficiency	• Reduction of negative impacts and externalities caused by operations (water, energy and natural resources management).
Biodiversity	• Impact of effluents and wastewater treatment	• Biodiversity and ecosystem preservation (national reserves, fish escapes, interactions with wildlife)	
	• Water consumption in product manufacturing		
Waste		• Impacts on biodiversity and ecosystems	• Biodiversity and ecosystem preservation (national reserves, fish escapes, interactions with wildlife)
		• Food/organic wastes • Waste generation and pollution • New packaging alternatives • Waste recycling and reuse	• Waste management, recycling and circular economy
Social	Community	• Emission of odors and unpleasant noises	• Community relations (conflicts with communities, industry's social reputation, relationship with authorities and indigenous peoples)
		• Implementation of mechanisms for community and indigenous peoples' participation/relations.	
	Employees	• Local economic development (local employment and suppliers)	• Local economic development (local employment and procurement, contribution to SMEs and entrepreneurs)
		• Community development	• Social programs and social investment (education, healthy living, sports, infrastructure, funds and donations)
		• Diversity, gender equality and equal opportunities	• Diversity, equality and inclusion
		• Talent and human resources management (evaluations, training, internal mobility)	• Working conditions, climate and employee commitment
		• Salary conditions, stability and good working environment	
		• Labor force health and safety (diving accidents and fatalities)	• Occupational health, safety and welfare (accidents, fatalities, and quality of life)

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APPENDIX - ESG TABLES

(GRI 2-7, GRI 2-8, CMF 5.2)

EMPLOYEES

Total number of employees by type of contract and type of workday

Agrosuper	Women	Men	Total	Var (%) 2021-2022
Total employees	5,421	14,043	19,464	1.4%
Total number of employees on indefinite employment contracts	4,244	12,452	16,696	2.2%
Total number of employees on fixed-term employment contracts	1,177	1,591	2,768	0.1%
Number of full-time employees	5,420	14,037	19,457	1.4%
Number of part-time employees	1	6	7	100%
Number of employees with labor flexibility agreements for employees with family responsibilities (at least one day of teleworking)	612	728	1,340	

There are no employees on work, project or work site contracts, or for non-guaranteed hours.

Meat Segment	Women	Men	Total	Var (%) 2021-2022
Total employees	3,145	10,492	13,637	2%
Total number of employees on indefinite employment contracts	2,950	9,963	12,913	3%
Total number of employees on fixed-term employment contracts	195	529	724	-1%
Number of full-time employees	3,144	10,486	13,630	2%
Number of part-time employees	1	6	7	100%
Number of employees with labor flexibility agreements for employees with family responsibilities (at least one day of teleworking)	612	728	1,340	

There are no employees on work, project or work site contracts, or for non-guaranteed hours.

Aquaculture Segment	Women	Men	Total	Var (%) 2021-2022
Total employees	2,276	3,551	5,827	0.00%
Total number of employees on indefinite employment contracts	1,294	2,489	3,783	-0.53%
Total number of employees on fixed-term employment contracts	982	1,062	2,044	0.53%
Number of full-time employees	2,276	3,551	5,827	0.00%
Number of part-time employees	-	-	-	0.00%
Number of employees with labor flexibility agreements for employees with family responsibilities (at least one day of teleworking)	-	-	-	

There are no employees on work, project or work site contracts, or for non-guaranteed hours.

Agrosuper	Women	Men	Total
Percentage of employees on indefinite employment contracts	78.3%	88.7%	85.8%
Percentage of employees on fixed-term employment contracts	21.7%	11.3%	14.2%
Percentage of full-time employees	100.0%	100.0%	100.0%
Percentage of part-time employees	0.0%	0.0%	0.0%
Percentage of employees with labor flexibility agreements for employees with family responsibilities (at least one day of teleworking)	12.7%	5.5%	7.4%
Percentage of employees on teleworking or working flexibility agreements.	57.6%	76.5%	70.1%

There are no employees on work, project or work site contracts, or for non-guaranteed hours.

Meat Segment	Women	Men	Total
Percentage of employees on indefinite employment contracts	93.8%	95.0%	94.7%
Percentage of employees on fixed-term employment contracts	6.2%	5.0%	5.3%
Percentage of full-time employees	100.0%	99.9%	99.9%
Percentage of part-time employees	0.0%	0.1%	0.1%
Percentage of employees with labor flexibility agreements for employees with family responsibilities (at least one day of teleworking)	19.0%	7.0%	10.0%
Percentage of employees on teleworking or working flexibility agreements.	92.0%	98.0%	95.0%

There are no employees on work, project or work site contracts, or for non-guaranteed hours.

Aquaculture Segment	Women	Men	Total
Percentage of employees on indefinite employment contracts	56.9%	70.1%	64.9%
Percentage of employees on fixed-term employment contracts	43.1%	29.9%	35.1%
Percentage of full-time employees	100.0%	100.0%	100.0%
Percentage of part-time employees	0.0%	0.0%	0.0%
Percentage of employees with labor flexibility agreements for employees with family responsibilities (at least one day of teleworking)	0.0%	0.0%	0.0%
Percentage of employees on teleworking or working flexibility agreements.	10.0%	13.0%	12.0%

There are no employees on work, project or work site contracts, or for non-guaranteed hours.

Workers who are not employees	Total Agrosuper	Meat Segment	Aquaculture Segment
Total number of workers who are not employees and whose work is controlled by the company.	12,116	8,934	3,182

In the Meat segment, they correspond to workers in charge of food, cafeteria service, facility cleaning, industrial cleaning, surveillance and security services. In the Aquaculture segment, they perform diving, harvesting support, cleaning and laundry work.

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Employees by job responsibility level

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management	-	21	21	-	15	15	-	6	6
Management	38	171	209	27	109	136	11	62	73
Department Heads	352	1,472	1,824	208	989	1,197	144	483	627
Operators	3,455	9,355	12,810	1,885	7,454	9,339	1,570	1,901	3,471
Sales force	176	276	452	176	276	452	-	-	-
Administrative personnel	251	251	502	176	207	383	75	44	119
Other professionals	892	1,391	2,283	603	895	1,498	289	496	785
Other technicians	257	1,106	1,363	70	547	617	187	559	746
TOTAL	5,421	14,043	19,464	3,145	10,492	13,637	2,276	3,551	5,827

There were no employees working in the position of Assistant during this period.

Employees by operation and area

Meat Segment

	W	M	Total	Var (%)
				2021-2022
Animal production management	445	2,785	3,230	3%
Industrial management	1,769	5,728	7,497	3%
Commercial management	667	1,675	2,342	0%
(Corporate) Administration and Finance Management	38	58	96	9%
Administration and Finance Management	122	178	300	-6%
Corporate affairs management	20	17	37	12%
People management	78	37	115	10%
Innovation management	6	14	20	43%
TOTAL	3,145	10,492	13,637	2%

Aquaculture Segment

	W	M	Total	Var (%)
				2021-2022
MANAGEMENT	174	231	405	-2%
FRESH WATER	101	227	328	5%
SEA WATER	128	788	916	19%
FEED PLANT	18	140	158	7%
ATC-LAB ANTARES	26	73	99	6%
PLANTS	1,829	2,092	3,921	11%
TOTAL	2,276	3,551	5,827	0%

Employees by job responsibility level and nationality

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management									
Chilean	-	20	20	-	14	14	-	6	6
Argentinean	-	1	1	-	1	1	-	-	-
TOTAL	-	21	21	-	15	15	-	6	6

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Management									
Chilean	36	167	203	26	107	133	10	60	70
Brazilian	-	1	1	-	1	1	-	-	-
Chinese	-	1	1	-	-	-	-	1	1
Korean	-	1	1	-	1	1	-	-	-
Japanese	-	1	1	-	-	-	-	1	1
Peruvian	1	-	1	1	-	1	-	-	-
Ukrainian	1	-	1	-	-	-	1	-	1
TOTAL	38	171	209	27	109	136	11	62	73

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Department Heads									
Chilean	336	1,415	1,751	201	955	1,156	135	460	595
Argentinean	1	2	3	-	1	1	1	1	2
Brazilian	-	2	2	-	2	2	-	-	-
Chinese	2	1	3	2	1	3	-	-	-
Colombian	3	7	10	-	1	1	3	6	9
Spanish	-	1	1	-	-	-	-	1	1
American	3	3	6	-	2	2	3	1	4
Italian	1	1	2	1	1	2	-	-	-
Japanese	2	-	2	2	-	2	-	-	-
Paraguayan	-	2	2	-	2	2	-	-	-
Peruvian	1	2	3	-	1	1	1	1	2
Dominican	-	1	1	-	1	1	-	-	-
Venezuelan	1	35	36	-	22	22	1	13	14
TOTAL	350	1,472	1,822	206	989	1,195	144	483	627

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	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Operators									
Chilean	3,293	8,716	12,009	1,781	6,931	8,712	1,512	1,785	3,297
Argentinean	1	4	5	1	4	5	-	-	-
Bolivian	6	27	33	3	20	23	3	7	10
Colombian	52	97	149	22	59	81	30	38	68
Cuban	-	8	8	-	8	8	-	-	-
Ecuadorian	4	27	31	4	27	31	-	-	-
Salvadorian	-	1	1	-	1	1	-	-	-
Guatemalan	-	1	1	-	1	1	-	-	-
Haitian	16	201	217	8	150	158	8	51	59
Italian	1	-	1	1	-	1	-	-	-
Paraguayan	-	3	3	-	2	2	-	1	1
Peruvian	9	24	33	6	23	29	3	1	4
Dominican	4	7	11	1	5	6	3	2	5
Uruguayan	-	1	1	-	1	1	-	-	-
Venezuelan	69	238	307	58	222	280	11	16	27
TOTAL	3,455	9,355	12,810	1,885	7,454	9,339	1,570	1,901	3,471

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Sales force									
Chilean	157	247	404	157	247	404	-	-	-
Argentinean	-	1	1	-	1	1	-	-	-
Bolivian	1	-	1	1	-	1	-	-	-
Colombian	2	-	2	2	-	2	-	-	-
Peruvian	1	3	4	1	3	4	-	-	-
Venezuelan	15	25	40	15	25	40	-	-	-
TOTAL	176	276	452	176	276	452	-	-	-

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Administrative personnel									
Chilean	240	233	473	167	194	361	73	39	112
Colombian	1	2	3	1	1	2	-	1	1
Mexican	-	1	1	-	1	1	-	-	-
Venezuelan	10	15	25	8	11	19	2	4	6
TOTAL	251	251	502	176	207	383	75	44	119

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Other professionals									
Chilean	811	1,296	2,107	556	847	1,403	255	449	704
German	1	-	1	-	-	-	1	-	1
Argentinean	3	2	5	1	1	2	2	1	3
Brazilian	1	1	2	1	1	2	-	-	-
Bolivian	-	2	2	-	2	2	-	-	-
Canadian	-	1	1	-	1	1	-	-	-
Chinese	14	8	22	12	4	16	2	4	6
Colombian	1	6	7	1	1	2	-	5	5
Korean	-	1	1	-	1	1	-	-	-
Costa Rican	1	-	1	-	-	-	1	-	1
Cuban	-	1	1	-	-	-	-	1	1
Dominican	-	1	1	-	-	-	-	1	1
Ecuadorian	1	3	4	-	2	2	1	1	2
Spanish	-	2	2	-	1	1	-	1	1
American	16	20	36	8	7	15	8	13	21
Guatemalan	-	1	1	-	1	1	-	-	-
Italian	2	-	2	2	-	2	-	-	-
Japanese	8	5	13	5	3	8	3	2	5
Malaysian	-	1	1	-	-	-	-	1	1
Mexican	5	6	11	5	6	11	-	-	-
Peruvian	1	1	2	-	1	1	1	-	1
Russian	2	-	2	-	-	-	2	-	2
Venezuelan	25	33	58	12	16	28	13	17	30
TOTAL	892	1,391	2,283	603	895	1,498	289	496	785

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Other technicians									
Chilean	240	1,042	1,282	70	528	598	170	514	684
Argentinean	1	2	3	-	-	-	1	2	3
Colombian	12	14	26	-	1	1	12	13	25
Haitian	-	2	2	-	-	-	-	2	2
Peruvian	-	2	2	-	1	1	-	1	1
Venezuelan	4	44	48	-	17	17	4	27	31
TOTAL	257	1,106	1,363	70	547	617	187	559	746

Employees by job responsibility level and age range

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management									
Less than 30 years	-	-	-	-	-	-	-	-	-
Between 30 and 40 years	-	3	3	-	2	2	-	1	1
Between 41 and 50 years	-	8	8	-	4	4	-	4	4
Between 51 and 60 years	-	9	9	-	8	8	-	1	1
Between 61 and 70 years	-	1	1	-	1	1	-	-	-
More than 70 years	-	-	-	-	-	-	-	-	-
TOTAL	-	21	21	-	15	15	-	6	6

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Management									
Less than 30 years	1	3	4	1	1	2	-	2	2
Between 30 and 40 years	19	78	97	13	48	61	6	30	36
Between 41 and 50 years	14	70	84	11	47	58	3	23	26
Between 51 and 60 years	4	14	18	2	8	10	2	6	8
Between 61 and 70 years	-	6	6	-	5	5	-	1	1
More than 70 years	-	-	-	-	-	-	-	-	-
TOTAL	38	171	209	27	109	136	11	62	73

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Department Heads									
Less than 30 years	46	199	245	35	145	180	11	54	65
Between 30 and 40 years	179	618	797	105	415	520	74	203	277
Between 41 and 50 years	99	450	549	48	287	335	51	163	214
Between 51 and 60 years	25	184	209	19	124	143	6	60	66
Between 61 and 70 years	3	21	24	1	18	19	2	3	5
More than 70 years	-	-	-	-	-	-	-	-	-
TOTAL	352	1,472	1,824	208	989	1,197	144	483	627

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Operators									
Less than 30 years	1,049	3,317	4,366	505	2,545	3,050	544	772	1,316
Between 30 and 40 years	1,026	2,809	3,835	587	2,262	2,849	439	547	986
Between 41 and 50 years	884	1,835	2,719	541	1,520	2,061	343	315	658
Between 51 and 60 years	468	1,144	1,612	241	922	1,163	227	222	449
Between 61 and 70 years	27	247	274	10	202	212	17	45	62
More than 70 years	1	3	4	1	3	4	-	-	-
TOTAL	3,455	9,355	12,810	1,885	7,454	9,339	1,570	1,901	3,471

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Sales force									
Less than 30 years	56	60	116	56	60	116	-	-	-
Between 30 and 40 years	83	106	189	83	106	189	-	-	-
Between 41 and 50 years	31	72	103	31	72	103	-	-	-
Between 51 and 60 years	6	33	39	6	33	39	-	-	-
Between 61 and 70 years	-	5	5	-	5	5	-	-	-
More than 70 years	-	-	-	-	-	-	-	-	-
TOTAL	176	276	452	176	276	452	-	-	-

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Administrative personnel									
Less than 30 years	107	76	183	66	56	122	41	20	61
Between 30 and 40 years	81	95	176	56	77	133	25	18	43
Between 41 and 50 years	44	41	85	37	41	78	7	-	7
Between 51 and 60 years	16	31	47	14	27	41	2	4	6
Between 61 and 70 years	3	8	11	3	6	9	-	2	2
More than 70 years	-	-	-	-	-	-	-	-	-
TOTAL	251	251	502	176	207	383	75	44	119

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Other professionals									
Less than 30 years	329	475	804	236	356	592	93	119	212
Between 30 and 40 years	389	535	924	254	324	578	135	211	346
Between 41 and 50 years	130	277	407	80	151	231	50	126	176
Between 51 and 60 years	38	91	129	27	59	86	11	32	43
Between 61 and 70 years	6	13	19	6	5	11	-	8	8
More than 70 years	-	-	-	-	-	-	-	-	-
TOTAL	892	1,391	2,283	603	895	1,498	289	496	785

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Other technicians									
Less than 30 years	138	438	576	38	242	280	100	196	296
Between 30 and 40 years	82	350	432	25	170	195	57	180	237
Between 41 and 50 years	30	189	219	6	71	77	24	118	142
Between 51 and 60 years	7	109	116	1	50	51	6	59	65
Between 61 and 70 years	-	19	19	-	13	13	-	6	6
More than 70 years	-	1	1	-	1	1	-	-	-
TOTAL	257	1,106	1,363	70	547	617	187	559	746

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Employees by job responsibility level and seniority

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management									
Less than 3 years	-	1	1	-	1	1	-	-	-
Between 3 and 6 years	-	2	2	-	1	1	-	1	1
More than 6 and less than 9 years	-	-	-	-	-	-	-	-	-
Between 9 and 12 years	-	2	2	-	1	1	-	1	1
More than 12 years	-	16	16	-	12	12	-	4	4
TOTAL	-	21	21	-	15	15	-	6	6

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Management									
Less than 3 years	8	55	63	5	23	28	3	32	35
Between 3 and 6 years	10	36	46	6	22	28	4	14	18
More than 6 and less than 9 years	4	11	15	3	8	11	1	3	4
Between 9 and 12 years	4	15	19	3	11	14	1	4	5
More than 12 years	12	54	66	10	45	55	2	9	11
TOTAL	38	171	209	27	109	136	11	62	73

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Department Heads									
Less than 3 years	115	248	393	40	69	139	75	179	254
Between 3 and 6 years	65	217	282	41	146	187	24	71	95
More than 6 and less than 9 years	47	142	189	41	117	158	6	25	31
Between 9 and 12 years	62	262	324	36	158	194	26	104	130
More than 12 years	63	573	636	50	469	519	13	104	117
TOTAL	352	1,442	1,824	208	959	1,197	144	483	627

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Operators									
Less than 3 years	2,290	4,640	6,930	926	3,092	4,018	1,364	1,548	2,912
Between 3 and 6 years	425	1,734	2,159	337	1,588	1,925	88	146	234
More than 6 and less than 9 years	252	882	1,134	214	824	1,038	38	58	96
Between 9 and 12 years	233	710	943	177	632	809	56	78	134
More than 12 years	255	1,389	1,644	231	1,318	1,549	24	71	95
TOTAL	3,455	9,355	12,810	1,885	7,454	9,339	1,570	1,901	3,471

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Sales force									
Less than 3 years	77	132	209	77	132	209	-	-	-
Between 3 and 6 years	49	81	130	49	81	130	-	-	-
More than 6 and less than 9 years	36	30	66	36	30	66	-	-	-
Between 9 and 12 years	7	14	21	7	14	21	-	-	-
More than 12 years	7	19	26	7	19	26	-	-	-
TOTAL	176	276	452	176	276	452	-	-	-

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Administrative personnel									
Less than 3 years	130	83	213	70	51	121	60	32	92
Between 3 and 6 years	44	21	95	37	17	84	7	4	11
More than 6 and less than 9 years	23	23	46	21	21	42	2	2	4
Between 9 and 12 years	12	32	44	6	29	35	6	3	9
More than 12 years	42	62	104	42	59	101	-	3	3
TOTAL	251	221	502	176	177	383	75	44	119

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Other professionals									
Less than 3 years	432	674	1,106	248	380	628	184	294	478
Between 3 and 6 years	185	223	408	142	155	297	43	68	111
More than 6 and less than 9 years	88	112	200	71	92	163	17	20	37
Between 9 and 12 years	80	155	235	57	89	146	23	66	89
More than 12 years	107	227	334	85	179	264	22	48	70
TOTAL	892	1,391	2,283	603	895	1,498	289	496	785

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Other technicians									
Less than 3 years	197	626	823	43	222	265	154	404	558
Between 3 and 6 years	35	188	223	13	118	131	22	70	92
More than 6 and less than 9 years	8	87	95	7	69	76	1	18	19
Between 9 and 12 years	8	91	99	2	56	58	6	35	41
More than 12 years	9	114	123	5	82	87	4	32	36
TOTAL	257	1,106	1,363	70	547	617	187	559	746

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Salary gap by job responsibility level (mean and median)

	Meat Segment		Aquaculture Segment	
	Mean	Median	Mean	Median
Senior management	N/A	N/A	N/A	N/A
Management	77%	82%	87%	87%
Department Heads	98%	100%	85%	92%
Operators	96%	99%	94%	97%
Sales force	104%	98%	N/A	N/A
Administrative personnel	98%	95%	87%	83%
Other professionals	96%	98%	90%	91%
Other technicians	79%	80%	85%	87%
TOTAL	101%	99%	74%	87%

Total trained employees by job responsibility level

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management	-	18	18	-	13	13	-	5	5
Management	34	147	181	26	105	131	8	42	50
Department Heads	388	1,458	1,846	206	981	1,187	128	441	569
Operators	2,877	8,430	11,307	1,711	6,998	8,709	1,166	1,432	2,598
Sales force	156	254	410	156	254	410	-	-	-
Administrative personnel	225	234	459	168	201	369	57	33	90
Other professionals	813	1,268	2,081	587	874	1,461	226	394	620
Other technicians	233	923	1,156	64	498	562	169	425	594
TOTAL	4,726	12,732	17,458	2,918	9,924	12,842	1,754	2,772	4,526

Employees under collective bargaining agreements

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Employees under collective bargaining agreements	4,613	12,669	17,282	2,931	10,036	12,967	1,682	2,633	4,315
Percentage of employees under collective bargaining agreements	85.1%	90.2%	88.8%	93.2%	95.7%	95.1%	75%	75%	75%

Total training hours by job responsibility level

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management	-	570	570	-	337	337	-	233	233
Management	1,843	7,496	9,339	1,389	6,145	7,534	454	1,351	1,805
Department Heads	43,126	188,097	231,223	22,978	109,254	132,232	20,148	78,843	98,991
Operators	164,251	502,000	666,251	108,018	429,428	537,446	56,233	72,572	128,805
Sales force	6,170	8,073	14,243	6,170	8,073	14,243	-	-	-
Administrative personnel	11,957	13,410	25,367	9,042	11,401	20,443	2,915	2,009	4,924
Other professionals	52,002	78,532	130,534	38,164	51,739	89,903	13,838	26,793	40,631
Other technicians	14,838	44,178	59,016	3,793	21,243	25,036	11,045	22,935	33,980
TOTAL	294,187	842,356	1,136,543	189,554	637,620	827,174	104,633	204,736	309,369

Employees with disabilities by job responsibility level

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management	-	-	-	-	-	-	-	-	-
Management	-	1	1	-	1	1	-	-	-
Department Heads	-	18	18	-	15	15	-	3	3
Operators	36	103	139	24	77	101	12	26	38
Sales force	2	2	4	2	2	4	-	-	-
Administrative personnel	4	9	13	4	8	12	-	1	1
Other professionals	5	10	15	3	9	12	2	1	3
Other technicians	1	3	4	-	-	-	1	3	4
TOTAL	48	146	194	33	112	145	15	34	49

There were no employees working in the position of Assistant during this period.

Average training hours by job responsibility level

	Total Agrosuper			Meat Segment			Aquaculture Segment		
	W	M	Total	W	M	Total	W	M	Total
Senior management	-	32	32	-	26	26	-	47	47
Management	54	51	52	53	59	58	57	32	36
Department Heads	111	129	125	112	111	111	157	179	174
Operators	57	60	59	63	61	62	48	51	50
Sales force	40	32	35	40	32	35	-	-	-
Administrative personnel	53	57	55	54	57	55	51	61	55
Other professionals	64	62	63	65	59	62	61	68	66
Other technicians	64	48	51	59	43	45	65	54	57
TOTAL	62	66	65	65	64	64	60	74	68

Total investment in training, education and professional development 2022: total	US\$3,536,776
Total investment in training, education and professional development 2022: Meat Segment	US\$2,479,867
Total investment in training, education and professional development 2022: Aquaculture Segment	US\$1,018,26

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Main topics addressed in training sessions

Meat Segment

Topics addressed in training sessions	Total employees trained	Total training hours
Operational excellence and continuous improvement, regulatory activities and business requirements	7,411	247,740
Innovation and digital transformation	3,472	79,142
Food safety, industrial quality, sales, omnichannel, marketing and others	9,516	108,837
People and team development, leadership programs, occupational health and safety, people and team integral welfare	11,796	545,945

Aquaculture Segment

Topics addressed in training sessions	Total employees trained	Total training hours
Induction process: Industrial schools	2,037	35,620
Knowledge of regulatory topics in the industrial and production area	8,882	130,663
Behavioral development topics such as leadership and value chain	1,294	81,606
People and team development, leadership programs, occupational health and safety, people and team integral welfare	11,796	545,945

Training per topic:

Total Agrosuper 2022

Training topic	Total employees	Total training hours	% out of total number of employees
Ethics and Code of Conduct	1,795	3,095	9.2%
Anonymous complaints hotline (CMF: 3.6.ix)	220	220	1.1%
Crime Prevention Model	1,136	1,230	5.8%
Risk management (CMF: 3.6.viii)	932	7,911	4.8%
Cybersecurity	2,592	2,805	13.3%
Sustainability and environment	7,930	124,724	40.7%
Human rights practices and policies	0	0	0.0%
Occupational health and safety	5,660	186,251	29.1%
Diversity and inclusion	572	8524	2.9%
Discrimination, workplace and sexual harassment	492	7,095	2.5%
Leadership and teamwork	3,272	43,515	16.8%
Job skills development	2,235	99,663	11.5%
Development of skills and employability	8,218	145,467	42.2%
Other topics	10,665	295,906	54.8%

Individual performance management (GDI)

Meat Segment

Job category	Total number of employees with GDI 2022	Performance assessment 2022*	% Var. 2021-2022
Administrative personnel	286	94.2	-0.24%
Executives	133	95.2	-0.47%
Department heads	293	95.1	-0.38%
Professionals	1,139	94.7	-0.34%
Supervisors	735	94.9	-0.54%
Total	2,586	94.7	-0.41%

* Average score on a 60 to 130 scale.

Individual performance management (GDI)

Aquaculture Segment

Job category	Total number of employees with GDI 2022	Performance assessment 2022*	% Var. 2021-2022
Senior management	1	98.8%	4.03%
Management	4	94.9%	3.43%
Department Heads	124	93.3%	3.67%
Operators	73	92.9%	13.57%
Administrative personnel	7	90.1%	1.31%
Other professionals	329	92.2%	3.87%
Other technicians	31	90.3%	8.34%
TOTAL	569	91.9%	3.46%

Individual Performance Feedback (RDI)

Meat Segment

Job category	Total number of employees with RDI 2022	Performance assessment 2022*	% Var. 2021-2022
Operators	8,139	92	1.1%
Technicians	587	93	0.0%
Sales force	364	89	-1.1%
TOTAL	9,090	92	0.7%

* Average score on a 60 to 130 scale.

Individual Performance Feedback (RDI)

Aquaculture Segment

Job category	Total number of employees with RDI 2022	Performance assessment 2022	% Var. 2021-2022
Senior management	0	98.0%	4.03%
Management	0	94.9%	3.43%
Department Heads	14	93.2%	3.67%
Operators	2,416	92.8%	13.57%
Administrative personnel	2	90.1%	1.31%
Other professionals	34	92.1%	3.87%
Other technicians	145	90.3%	8.34%
TOTAL	2,611	91.9%	3.46%

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COMMUNITIES AND ENVIRONMENT

Benefits

Meat Segment

Benefits	With an indefinite term	With a definite term	By work, project or work site
Life insurance	Yes	Yes	Yes
Health insurance	Yes	No	No
MetLife Orienta	Yes	Yes	Yes
Birth bonus	Yes	No	No
Death bonus	Yes	No	No
Education bonus	Yes	No	No
Scholarships	Yes	No	No
Academic excellence award	Yes	No	No
Vacation bonus	Yes	No	No
Housing bonus	Yes	No	No
Internal sale	Yes	Yes	Yes
Snacks	Yes	Yes	Yes

Benefits

Aquaculture Segment

Benefits	With an indefinite term	With a definite term	By work, project or work site
Life insurance	Yes	Yes	No
Supplemental health insurance	Yes*	No	No
FALP Agreement	Yes*	No	No
Birth bonus	Yes	No	No
Marriage bonus	Yes	No	No
Christmas and Independence Day bonuses	Yes	Yes	No
Bank agreements	Yes	Yes	No
Equivalency studies	Yes	No	No
Education bonus	Yes	Yes	No
Scholarships	Yes	No	No
Academic excellence award	Yes	No	No
First home benefit	Yes	No	No
Vive Natales program	Yes	Yes	No
Social cases	Yes	Yes	No

*Voluntary.

Compensation paid to senior executives

	12.31.2022 (ThUS\$)	12.31.2021 (ThUS\$)
Wages and salaries	3,017	3,120
Social security and other social benefits	40	50
Employee severance benefits	25	181
Remuneration of key management personnel	3,082	3,351

Labor and sexual harassment complaints

In accordance with Law No. 20005 or equivalent legislation, 15 complaints of sexual harassment were filed with the company and 2 with the Labor Directorate during the year. On the other hand, no complaints of labor harassment were filed with the Labor Directorate during the year in accordance with Law No. 20607, and 25 complaints were filed with the company during the reporting period.

Donations 2022

DESCRIPTION	AMOUNT
Donation of protein products to 92 beneficiary entities.	US\$ 50,118
Agreements with firefighters of San Pedro, La Estrella and Las Cabras.	US\$ 14,118
Contribution for the installation of an APR well - La Estrella.	US\$ 44,706
Contribution for the improvement and expansion of the Mónica Silva School - La Estrella.	US\$ 117,647
Contribution for CESFAM pharmacy - La Estrella.	US\$ 35,294
Contribution for education and health - Las Cabras.	US\$ 20,294

Actions taken to prevent the generation of waste from own activities

Meat Segment

Actions for waste management, recycling and contribution to the circular economy	Description	Impact
Recycling of big bags and cardboard for hazardous goods	Verification by means of certificates of final disposal, resolution of the recipient and the transport.	Decrease of waste in landfills.
Revaluation of boiler slag.	Verification by means of certificates of final disposal, resolution of the recipient and the transport.	Decrease of waste in landfills.
Liquid waste composting.	Verification by means of certificates of final disposal, resolution of the recipient and the transport.	Decrease of waste in landfills.

Aquaculture Segment

Actions for waste management, recycling and contribution to the circular economy	Description	Impact
Shipment of WOOD GOOP ecofiber recyclable material.	The PE color, PE clear and HDPE materials were destroyed and baled to be shipped to one of our customers outside the country, ensuring that they cannot be used for the purposes for which they were originally created, in accordance with the Sanitary Resolution No. 025593 issued on May 4, 2012 by the Regional Ministerial Secretariat of Health of the Metropolitan Region.	Impact on water resources.
Loss of soil quality.	Verification by means of certificates of final disposal, resolution of the recipient and the transport.	Decrease of waste in landfills.
Delivery of organic kitchen waste to Regenera Orgánico.	The composting process was conducted at the composting facility located in Línea Nueva, Puerto Varas. This plant has sanitary resolution No. 14253 which certifies it is an authorized final recipient for organic waste. The transport was carried out in accordance with Sanitary Resolution No. 2153 as an organic waste transporter.	Impact on water resources. Loss of soil quality.
Shipment of cardboard from the packing and storage process to Sorepa.	Paper and cardboard are sent to Sociedad Recuperadora de Papel, Sorepa Spa, where all the waste is sent for reprocessing at the facilities of Compañía Manufacturera de Papeles y Cartones (CMPC).	Impact on water resources. Loss of soil quality.
Monitoring of parameters.	We periodically monitor parameters for discharges of industrial liquid waste to verify that they are within the limits established by current regulations.	Impact on water resources. Loss of soil quality.
Disposal of hazardous and non-hazardous waste.	Handling and disposal of hazardous and non-hazardous waste.	GHG impacts. River pollution.

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Fines imposed (not significant)

Although there were no significant cases of non-compliance during the reporting period, six fines were imposed by agencies other than the Superintendency of the Environment, which were paid during the same period.

Company	Authority	Amount	Number of supporting resolution	Comments
Sopraval	SAG	UTM 25	Exempt Resolution No: 1262/2022	Paid and reported to SAG on October 13, 2022.
Sopraval	SAG	UTM 15	Exempt Resolution No: 1699/2022	Paid on November 23, 2022.
Sopraval	SAG	UTM 40	Exempt Resolution No: 1639/2022	Paid on November 23, 2022.
Lo Miranda Processing Plant	SAG	UTM 15	Exempt Resolution No: 2141/2022	Paid via wire transfer on November 11, 2022.
Agrosuper Comercializadora de Alimentos Limitada	Ministerial Secretariat of Health	UTM 1	Resolution No. 22122222	Paid via TGR (Chilean National Treasury) payment button.
Elaboradora Alimentos Doñihue	National Training and Employment Service (SENCE)	UTM 16	Exempt Resolution 1501	Paid via wire transfer on December 29, 2022.

Total consumption of fuels from non-renewable sources

(GRI: 302-1a)

Fuel type		2022	2021
Total Agrosuper:			
Bituminous coal	kg	12,547,020	12,392,731
Gasoline	kg	4,608,019	0
Oil diesel	liters	13,463,298	13,609,389
Liquefied oil gas	kg	39,348,335	35,491,171
Liquefied natural gas	m ³	15,546,134	16,726,172
Gasoline		126,268	18,553
Meat Segment total:			
Bituminous coal	kg	7,388,910	7,446,980
Fuel oil	kg	0	0
Oil diesel	liters	8,015,670	3,471,107
Liquefied oil gas	kg	32,795,713	30,708,365
Liquefied natural gas	m ³	15,545,639	16,724,987
Gasoline		0	0
Aquaculture Segment total:			
Bituminous coal	kg	5,158,110	4,945,751
Gasoline	kg	4,608,019	0
Oil diesel	liters	5,447,628	10,138,282
Liquefied oil gas	kg	6,552,622	4,782,806
Liquefied natural gas	m ³	495	1,185
Gasoline	liters	126,268	18,553

Total energy consumption by segment

Total energy consumption	Meat Segment			Aquaculture Segment		
	kWh 2021	kWh 2022	Var %	kWh 2021	kWh 2022	Var %
Industry total	638,346,439	625,752,033	-1.97%	46,489,828	46,859,012	0.79%
Animal Production Total	490,380,509	489,667,973	-0.15%	265,756,810	281,160,930	5.80%
Feed Plant Total	54,477,595	197,335,451	262.23%	53,259,724	56,276,580	5.66%

Total energy consumption and percentage coming from the power grid

Fuel type	Meat Segment			Aquaculture Segment		
	kWh 2021	kWh 2022	Var %	kWh 2021	kWh 2022	Var %
Industry total:						
Total energy consumption	638,346,439	625,752,033	-1.97%	46,489,828	46,859,012	0.79%
Energy consumed from the power grid (%)	100%	99,99%	-0.01%	96%	97%	1.04%
Self-generated energy (%)	0%	0,01%	0.01%	4%	3%	-25.00%
Animal Production Total:						
Total energy consumption	490,380,509	489,667,973	-0.15%	265,756,810	281,160,930	5.80%
Energy consumed from the power grid (%)	100%	100%	0%	100%	100%	0%
Feed Plant Total:						
Total energy consumption	54,477,595	197,335,451	262.23%	12,713,600	13,989,500	10.04%
Energy consumed from the power grid (%)	100%	100%	0%	100%	100%	0%

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Interaction with water

Meat Segment

Interaction with water	Details (method and place of...)	Impacts caused	Management strategy or lines of action	
Water extraction	Feed and livestock	Lo Miranda Processing Plant (deep well)	Decrease and reuse.	
		Rosario Processing Plant (deep well)	Decrease and reuse.	
		San Vicente Processing Plant (deep well)	Decrease and reuse.	
		Sopraval Industrial (deep well)	Decrease and reuse.	
		Alimentos Doñihue.	Decrease and reuse.	
Chickens	Groundwater well.			
	Pork	Groundwater well.		
Turkey	Groundwater well and water truck.			
Food manufacturing	Groundwater well.			
Water consumption	Feed and livestock	Slaughtering and processing of meat products.	Decrease and reuse.	
		Slaughtering and processing of meat products.	Decrease and reuse.	
		Slaughtering and processing of meat products.	Decrease and reuse.	
		Slaughtering and processing of meat products.	Decrease and reuse.	
		Slaughtering and processing of meat products.	Decrease and reuse.	
	Chickens	Chicken and human consumption.	There are no impacts or incidents reported regarding water consumption, extraction and discharge for the period.	
	Pork	Pork and human consumption.		
Turkey	Turkey and human consumption.			
Food manufacturing	Steam generation and human consumption.			
Water discharge	Feed and livestock	Physical, chemical and biological treatment plants.		Decrease and reuse.
		Physical, chemical and biological treatment plants.		Decrease and reuse.
		Physical, chemical and biological treatment plants.		Decrease and reuse.
		Physical, chemical and biological treatment plants.	Decrease and reuse.	
	Chickens	Las Arañas Incubator and Lo Miranda Incubator: surface water.	Decrease and reuse.	
Pork				
Turkey				
Food manufacturing	PAL Longovilo: surface water. PAL Lo Miranda and Casablanca: infiltration. PAL La Calera: sewage system.			

Water extraction

	All zones (ML)	Water stress zones (ML)
Total Agrosuper		
Surface water (total)	244.33	243.33
Groundwater (total)	16,755.98	15,822.47
Seawater (total)	661.17	28.6
Water from third parties (total)	176.29	22.35
Total Extraction	17,847.78	16,116.76
Meat Segment total		
Surface water (total)	223.33	223.22
Groundwater (total)	15,798.47	15,798.47
Seawater (total)	0	0
Water from third parties (total)	22.35	22.35
Total Extraction	16,044.16	16,044.16
Aquaculture Segment total		
Surface water (total)	20	20
Groundwater (total)	968.51	24
Seawater (total)	661.17	28.6
Water from third parties (total)	153.94	0
Total Extraction	1,803.62	72.6

Water discharge

	All zones (ML)	Water stress zones (ML)
Total Agrosuper		
Surface water (total)	10,115.49	8,183.41
Groundwater (total)	265.4	0
Seawater (total)	460.25	72.6
Water from third parties (total)	0	0
Total discharge	10,841.14	8,256.01
Meat Segment total		
Surface water (total)	10,115.49	8,183.41
Groundwater (total)	0	0
Seawater (total)	0	0
Water from third parties (total)	0	0
Total discharge	10,115.49	8,183.41
Aquaculture Segment total		
Surface water (total)	0	9
Groundwater (total)	265.4	9
Seawater (total)	460.25	72.6
Water from third parties (total)	0	0
Total discharge	1,036.84	72.6

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Aquaculture Segment

Interaction with water	Details (method and place of...)	Impacts caused	Management strategy or lines of action	
Water extraction	Production	-	-	
	Feed plant	Groundwater extraction by means of two deep wells of 5 and 5,7 l/s.	Groundwater extraction.	
	Industrial	Seawater, via pipelines.	Over-consumption, water depletion.	Monthly calendar containing cleaning and sampling dates, as well as a flow meter.
		Fresh water, groundwater wells, via pipelines.	Over-consumption, water depletion.	Monthly calendar containing cleaning and sampling dates, as well as a flow meter.
Water consumption	Production	-	-	
	Feed plant	Water is used to generate steam and to incorporate it into the product.	-	
	Industrial	Primary and secondary plant process.	Over-consumption, water depletion.	Flow meters. Automatic shutoff valves. Nozzles with flow restriction. Maintenance of water distribution system.
		Cleaning.		
Restrooms and dressing rooms. Cafeteria.				
Water discharge	Production	-	-	
	Feed plant	Wastewater has 2 destinations, sewage water is infiltrated after being treated by a treatment plant and process wastewater is destined for composting or landfill. The plant does not perform any discharge to surface water or the sewage system.	Sewage water: infiltration in the ground. Process wastewater: used mainly for composting and a small part is sent to landfill.	
	Industrial	Submarine outfall.	Chemical contamination. Blood and organic wastewater discharge.	In compliance with sampling performed by certified laboratories. Organic waste cleaning baskets. Operation of the liquid industrial waste treatment plant. Maintenance of treatment systems. Trained and skilled personnel.
		Liquid industrial waste plant.		
Sewage system.				

SUPPLIERS

Supplier payment period range

Meat Segment.

Payment period range (calendar days)	No. of invoices approved for payment	No. of invoices paid	Total amount in (MMUS\$)	Total default interest for late payment of invoices	No. of suppliers
Domestic suppliers					
30 days or less	196,711	132,097	795	0	4,808
Between 31 and 60 days	7,382	66,985	304	0	3,434
More than 60 days	0	5,011	21	0	632
SUBTOTAL	204,093	204,093	1,119	0	5,783
Foreign suppliers					
30 days or less	31,407	25,313	1,095	0	550
Between 31 and 60 days	638	4,780	99	0	280
More than 60 days	137	2,089	72	0	222
SUBTOTAL	32,182	32,182	1,266	0	1,052
Total suppliers					
30 days or less	228,118	157,410	1,890	0	5,358
Between 31 and 60 days	8,020	71,765	403	0	3,714
More than 60 days	137	7,100	93	0	854
TOTAL	236,275	236,275	2,386	0	6,835

Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods kept by the Ministry of Economy 5

Aquaculture Segment.

Payment period range (calendar days)	No. of invoices approved for payment	No. of invoices paid	Total amount in (MMUS\$)	Total default interest for late payment of invoices	No. of suppliers
Domestic suppliers					
Under 30 days	103,915	85,432	810	0	2,032
Between 31 and 60 days	4,358	15,624	270	0	909
More than 60 days	1,468	8,685	156	0	4
SUBTOTAL	109,741	109,741	1,236	0	2,945
Foreign suppliers					
Under 30 days	10,612	6,162	20	0	57
Between 31 and 60 days	23	3,320	9	0	48
More than 60 days	33	1,186	18	0	5
SUBTOTAL	10,668	10,668	47	0	110
Total suppliers					
Under 30 days	114,527	91,594	830	0	2,089
Between 31 and 60 days	4,381	18,944	280	0	957
More than 60 days	1,501	9,871	174	0	9
TOTAL	120,409	120,409	1,284	0	3,055

Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods kept by the Ministry of Economy 1

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Number of local suppliers that provided services from January 1 to December 31, 2022.

Meat Segment.

Region	Total Agrosuper		Meat Segment		Aquaculture Segment	
	2022 suppliers	Total payments to suppliers in 2022 (in US\$)	2022 suppliers	Total payments to suppliers in 2022 (in US\$)	2022 suppliers	Total payments to suppliers in 2022 (in US\$)
Arica and Parinacota Region	21	\$551,220	19	\$548,312	2	\$2,908
Tarapacá Region	29	\$631,574	28	\$623,752	1	\$7,822
Antofagasta Region	44	\$1,779,413	42	\$1,776,486	2	\$2,927
Atacama Region	49	\$5,383,953	47	\$4,060,623	2	\$1,323,330
Coquimbo Region	60	\$6,251,642	58	\$6,110,952	2	\$140,690
Valparaíso Region	522	\$61,937,744	476	\$45,831,215	46	\$16,106,529
Metropolitan Region	3,959	\$1,221,281,871	2,830	\$674,870,509	1,129	\$546,411,362
Libertador General Bernardo O'Higgins Region	1,402	\$322,568,804	1,361	\$298,767,679	41	\$23,801,125
Maule Region	56	\$19,337,526	53	\$18,978,723	3	\$358,803
Ñuble Region	48	\$2,373,703	41	\$2,230,249	7	\$143,454
Biobío Region	207	\$96,323,230	144	\$33,274,291	63	\$63,048,939
La Araucanía Region	181	\$90,704,927	65	\$11,317,634	116	\$79,387,293
Los Ríos Region	82	\$9,780,784	56	\$1,984,851	26	\$7,795,933
Los Lagos Region	1,225	\$445,696,763	103	\$14,415,906	1,122	\$431,280,857
Aysén del Gral. C. Ibáñez del Campo Region	211	\$37,267,748	2	\$3,124,737	209	\$34,143,011
Magallanes and Chilean Antarctic Region	205	\$33,305,609	31	\$798,706	174	\$32,506,903
TOTAL	8,301	\$2,355,176,511	5,356	\$1,118,714,625	2,945	\$1,236,461,886

Main suppliers

Meat Segment

Supplier	
AES ANDES S A	FISWAY S.A.
AGROGRAIN LTD.	INTERNATIONAL PAPER CARTONES LTDA
BRF S.A.	INTERVET VETERINARIA CHILE LTDA.
BUNGE LATIN AMERICA, LLC	LOSUR BV SUCURSAL URUGUAY
CARGILL, INCORPORATED	LOUIS DREYFUS COMMODITIES SUISSE SA
COFCO RESOURCES S.A.	MERCOEXPRESS S.A.
EMPRESA ELECTRICA RUCATAYO S.A.	OLDENDORFF CARRIERS GMBH & CO. KG
EMPRESAS LIPIGAS S A	VETERQUIMICA S.A
ENVASES IMPRESOS SPA	

Main Suppliers

Aquaculture Segment

Supplier
Acosta & Aguayo SpA
Oleotop S.A.
Kabsa S.A.
Corpesca S.A.
Pharmaq AS Chile Limitada
Detroit S.A.
Comercializadora Nutreco Chile Ltda
Trabajos Marítimos Oxxean S.A.
Centro Veterinario y Agrícola Ltda.
Biomar Chile S.A.

No individual supplier accounts for more than 10% of the total purchases of goods and services made by any of the segments during the period.

Supplier evaluation

SUPPLIERS	NO. OF SUPPLIERS EVALUATED	TOTAL PURCHASES FROM SUPPLIERS (in ThUS\$)
Domestic	2,945	1,236,813
Non-Chilean	110	48,663
Total	3,055	ThUS\$1,285,477

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FOOD SAFETY AND SECURITY

Percentage of production volume from certified food production sites that are internationally recognized for food safety and food security standards.

Meat Segment

Line of business (area)	Production center	Certified production level (Kg)		
		Export	Domestic	Total
Chicken	Lo Miranda	23,452,565	173,104,303	196,556,868
	San Vicente	102,097,235	145,887,695	247,984,930
Pork	Lo Miranda	72,861,725	81,069,416	153,931,141
	Rosario	160,379,167	104,902,917	265,282,084
TURKEY	Sopraval	31,657,212	31,138,824	62,796,036
Cold cuts	Sopraval	0	7,223,260	7,223,260
	EAD	0	15,225,010	15,225,010
Processed products	San Vicente	585,071	17,587,431	18,172,502
Total certified production	391,032,976	576,138,856	967,171,832	
Total production level	391,032,976	576,138,856	967,171,832	
% of certified production	100%	100%	100%	

Global Food Safety Initiative (GFSI) Audits

No. of audited facilities	No. of instances of non-compliance GFSI	
	Significant	Minor non-compliances
San Vicente BRCGS	0	2
Lo Miranda BRCGS	0	9
Rosario BRCGS	0	5
Sopraval BRCGS	0	5
Rate of non-compliance	0	1.42%

Global Food Safety Initiative (GFSI) Audits

No. of instances of non-compliance GFSI	No. of remedial actions GFSI for	
	Significant non-compliances	Minor non-compliances
San Vicente BRCGS	0	2
Lo Miranda BRCGS	0	9
Rosario BRCGS	0	5
Sopraval BRCGS	0	5
Rate of remedial actions	0	100%

Production volume from certified food production sites certified under food safety and food security standards.

Aquaculture Segment

Industrial: Process in production plants

	ASC	HACCP	BAP	GLOBAL G.A.P.	IFS
Total certified production (ton)	114,058	154,000	154,000	154,000	154,000
Total production level (ton)	169,997	154,000	154,000	154,000	154,000
% of certified production	67%	100%	100%	100%	100%

Notifications of food security infringements received

Line of business	Total number of notifications of food security infringements	Status		
		Open	Closed	
			Corrected	Uncorrected
Production	0	0	0	0
Industrial	2	0	2	0
Feed plant	0	0	0	0
Total	2	0	2	0

Global Food Safety Initiative (GFSI) audits

No. of audited facilities	No. of instances of non-compliance GFSI...	
	Significant non-compliances	Minor non-compliances
6	27	38
Rate of non-compliance	4.5	6.3

No. of audited facilities	No. of remedial actions GFSI for	
	significant non-compliances	Minor non-compliances
No. of instances of non-compliance GFSI	27	38
Rate of remedial actions	1	1

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CERTIFICATIONS

Meat Segment

We are focused on exceeding the expectations of our customers and consumers, constantly improving the quality of our products and production processes, which is why we have obtained certifications under the highest quality and safety standards, such as HACCP, BRCS and ISO 50.001. In addition, we have Agrosuper's Integrated Management System (SIGAS).

MAIN CERTIFICATIONS

	<p>SIGAS</p> <p>Agrosuper's Integrated Management System (SIGAS) is a system which integrates and upgrades with other methodologies we have implemented, such as OPI (Optimization of Industrial Processes), which allow us to work across all business units, aiming at a global view of quality, where everyone is aware of their responsibilities in the process and in the result.</p>
	<p>HACCP</p> <p>A system that addresses food safety through the identification, analysis and control of physical, chemical, biological and radiological hazards. It extends from raw materials and the stages of the manufacturing process to the distribution and consumption of the finished product.</p>
	<p>BRCS</p> <p>A scheme designed to consolidate food security standards throughout the supply chain, recognized worldwide in the food and non-food industries as one of the most rigorous third party certification schemes.</p>
	<p>ISO50001</p> <p>ISO50001 certification demonstrates an organization's commitment to continuous improvement in energy management, ensuring compliance with relevant legal and regulatory requirements.</p>

Aquaculture Segment

We work consciously to obtain the most prestigious international certifications for our industry, which allow us to guarantee the quality and safety of our products and demonstrate our respect for good practices and the environment.

MAIN CERTIFICATIONS

	<p>Aquaculture Stewardship Council (ASC)</p> <p>It helps companies and organizations to promote and identify responsibly produced aquaculture fish. It covers a wide range of aquaculture processes on a global scale, taking into account environmental and social aspects to ensure responsible production.</p>		<p>ISO9001</p> <p>International standard applicable to Quality Management Systems (QMS) that focuses on all the elements companies must have in order to maintain an effective system that allows them to manage and improve the quality of their products or services.</p>
	<p>HACCP</p> <p>A system that addresses food safety through the identification, analysis and control of physical, chemical, biological and radiological hazards. It extends from raw materials and the stages of the manufacturing process to the distribution and consumption of the finished product.</p>		<p>ISO14001</p> <p>International standard applicable to Environmental Management Systems (EMS), which helps to identify, prioritize and manage the company's environmental risks.</p>
	<p>BAP</p> <p>The Global Aquaculture Alliance (GAA) developed the BAP standards is a voluntary certification program for aquaculture facilities that addresses social and environmental responsibility, animal welfare, food safety and traceability.</p>		<p>ISO45001</p> <p>This defines the requirements for establishing, implementing and operating an effective Occupational Health and Safety Management System.</p>
	<p>GLOBAL G.A.P.</p> <p>This groups together a set of best practice protocols managed by Food Plus GmbH, a non-profit organization responsible for developing standards for the certification of processes for the production of primary sector products worldwide, including aquaculture.</p>		<p>IFS</p> <p>This certificate states that the company has established appropriate processes to ensure the safety and innocuity of the products it manufactures.</p>
			<p>KOSHER</p> <p>The word "kosher" means "suitable" and determines which foods can be consumed by members of the Jewish community.</p>
			<p>HALAL</p> <p>It certifies that a product or process complies with the requirements of Islamic law in order to be consumed.</p>

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MEMBERSHIPS

We are members of a number of trade associations of importance to our industry.

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- Acción Empresas.
- Alimentos y Bebidas de Chile A.G. (AB Chile).
- Asociación de Empresas de la V Región (ASIVA).
- Chilean Animal Welfare Association (ACBA).
- Chilean Venture Capital Association (ACVC).
- The Chilean Meat Exporters' Association (Chilecarne).
- Association of Medical Veterinarians Specializing in Aviculture (AMEVEA).
- The Pork Producers Trade Association of Chile (ASPROCER).
- Asociación Nacional de Industrial de Cecinas (ANIC).
- The German-Chilean Chamber of Commerce (Camchal).
- The North American Chilean Chamber of Commerce (AmCham).
- Club CIO of CETIUC (Information Technology Studies Center of the Pontificia Universidad Católica de Chile).
- Corporación Casablanca.
- Atacama Regional Development Corporation (CORPROA).
- Pontificia Universidad Católica de Chile Compliance Group.

- HR Managers Group.
- PMI Group, Chilean chapter.
- Instituto Chileno de Administración Racional de Empresas (ICARE).
- Pig Watch.
- Corporación Pro O'Higgins.
- Red + Activa.
- Rutas de Reciclabilidad.
- The Federation of Chilean Industry (SOFOFA).
- Unión Social de Empresarios Cristianos (USEC).
- Salmon Council.
- GSI (Global Salmon Initiative).
- Magallanes Association of salmon and trout producers.
- CorpAysén: Corporación de desarrollo productivo.
- Multigremial de Aysén.
- The Chamber of Commerce for Última Esperanza.
- Chilean Salmon Marketing Council.
- Round Table on Responsible Soy.

BOARD OF DIRECTORS

EXPERIENCE

Our Board of Directors has a broad knowledge of the food and consumer products industry, as well as a wide range of skills and expertise in Corporate Governance, Finance and Risk Management, among others.

The vast experience of its members and their accumulated knowledge allow us to ensure the sustainability of the business.

Gonzalo Vial V.
Chairman of the Board

3806024-4
Entrepreneur and founder of Agrosuper Chilean.
Appointed:
April 29, 2020.

Experience: Founder and Chair of the Board since 2010. Mr. Vial started the business in 1955 with egg production and since then has led different operations and the development of the company.

Principal or alternate director: Principal.

Independent director under law 18046: No.

José Guzmán V.
Vice Chairman

6376987-8
Mr. Guzmán holds a degree in agronomy from Pontificia Universidad Católica de Chile.
Chilean.
Appointed:
April 29, 2020.

Experience: He joined Agrosuper in 1989. In 1993, he was appointed to lead the operation of the industrial plants, and in 1997 he became the Business Manager. Three years later he became the Company's CEO, a role he occupied until 2020, when he was appointed as the vice-chairman of the Board of Directors.

In April 2021, he was elected a member of the Board of Directors of the Federation of Chilean Industry (SOFOFA).

Currently, he is also the chairman of the Board of Directors of Aquachile S.A.

Principal or alternate director: Principal.

Independent director under law 18046: No.

María del Pilar Vial C.
Director

7022695-2
Entrepreneur.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2020. She has been attending Board Meetings since 2010.

She has been a member of the Board of Directors of Empresas Aquachile S.A. since 2019.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Antonio Tuset J.
Director

4566169-5
He has a business degree from Universidad de Chile.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2010.

He is also a member of the Board of Directors of Empresas AquaChile S.A., Cristalerías de Chile S.A. and Inversiones Enaco SpA.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Canio Corbo L.
Director

3712353-6
Mr. Corbo is a Civil Engineer with a degree from the Pontificia Universidad Católica de Chile.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2010.

He is also a member of the Board of Directors of Empresas Aquachile S.A., he serves as Chairman of the Board of Directors of Empresas Pizarreño S.A., a member of the Board of Directors of Inmobiliaria Manquehue and Empresas Santa Carolina S.A.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Juan Claro G.
Director

5663828-8
Entrepreneur.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2010.

Mr. Claro is a member of the Board of Directors of Empresas Aquachile S.A. since 2020 and the Chairman of the Boards of Directors of Embotelladora Andina S.A. He is also a member of the Board of Directors of Melón S.A., Energía Coyanco S.A., Antofagasta Plc, Antofagasta Minerals S.A., Energía Andina Geothermal SpA, Energía Llaima SpA, Red de Televisión Chilevisión S.A. and Centro de Estudios Públicos.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Fernando Barros T.
Director

6379075-3
Mr. Barros holds a degree in law from Universidad de Chile.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2010.

He has been a founding partner of Barros & Errázuriz since 1988, is a member of the Chilean Bar Association, of the Arbitration and Mediation Center of the Santiago Chamber of Commerce, of the National Arbitration Center and of the Advisory Council at Fundación Pro Bono.

Mr. Barros currently is a member of the Board of Directors of Empresas Aquachile S.A., he serves as Chairman of the Board of Directors of Oxiquim S.A. and is a member of the Board of Socovesa S.A.

Principal or alternate director: Principal.

Independent director under law 18046: No.

María José Vial C.
Director

7022776-2
Entrepreneur.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2020. She has been attending Board Meetings since 2010.

She has been a member of the Board of Directors of Empresas Aquachile S.A. since 2019.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Verónica Edwards G.
Director

7051999-2
Degree in business administration.
Chilean.
Appointed:
April 29, 2020

Experience: Director of Agrosuper since 2010.

She is also a member of the Board of Directors of Empresas AquaChile S.A., Ripley Corp S.A. and Fundación Teletón.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Andrés Vial S.
Director

6004844-4
Entrepreneur.
Chilean.
Appointed:
April 29, 2020.

Experience: Director of Agrosuper since 2020.

With more than 45 years of experience in the agricultural sector, he has also been a member of the Board of Directors of Empresas AquaChile S.A. and the Club Hípico de Santiago since 2005.

Principal or alternate director: Principal.

Independent director under law 18046: No.

Risk management and salary structures

Risk detection mechanisms or procedures

In order to detect the main business risks, we contracted the services of an external advisor which, together with management, determines the risks, their impact and mitigation measures.

The Risk Matrix resulting from this process is updated on a periodical basis and is approved by the Board of Directors.

Role of the Board of Directors and senior management in risk detection, assessment, management and monitoring

The main task of the Board of Directors is to supervise and review the strategic risks that may affect the company as well as to define the strategies to control them (policies, procedures and guidelines).

Corporate Risk Leader

The main tasks of the Corporate Risk Leader are to raise strategic risks with the different areas, keep the risk matrices up-to-date, detect, evaluate, manage and monitor risks, prepare the risk report for the Risk Committee on a bimonthly basis and perform the audit plan (tests of controls) on a monthly basis.

Internal Audit

The main task of the Internal Audit area is to ensure, in an independent and objective manner and along with management, the identification of risks, their impact and mitigation measures. It also has the objective of measuring the level of compliance with our policies and procedures.

Risk management

We have information disclosure and permanent training programs for personnel with respect to policies, procedures, controls and codes implemented for risk management, which can be accessed by all employees.

Salary structures and compensation and severance policies for executives

The policies and criteria governing salary, compensation and indemnity structures are consistent across the entire organization. They are based on objective criteria and mechanisms that differentiate levels of responsibility based on the impact of the position on the results of the business. In this regard, there is no separate procedure for the CEO and senior executives, as they are all subject to the parameters defined in this cross-cutting policy.

Salary structures and compensation and severance policies for shareholders

Notwithstanding the fact that most of the company's shareholders are part of the Board of Directors, salary structures and compensation policies are not approved at shareholders' meetings.

As for the disclosure of these structures and policies, they are public knowledge for all the company's employees.

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APPENDIX 386

Main executives reported to the Financial Market Commission (CMF) 2022

Tax ID Number	Name	Type	Position	Year started in the role
13826440-8	Sebastián Trujillo Nuñez	Senior executive	Aquaculture Segment Human Resources Manager	05-01-20
10.786.211-0	Felipe Fuenzalida Bascuñan	Chief Executive Officer	Corporate Administration and Finance Manager	04-29-20
15.094.927-0	Miguel Angel Lavagnino Contreras	Senior executive	Aquaculture Segment Administration & Finance Manager	12-02-19
15.385.319-3	José Manuel Ovalle Vergara	Senior executive	Corporate Development Manager	12-02-19
13.657.083-8	Juan Pablo Rodríguez Carrera	Senior executive	Aquaculture Segment Industrial Manager	03-01-19
16.236.794-3	José Manuel Schwerter Gallardo	Senior executive	Aquaculture Segment Production Manager	02-01-19
14.122.961-3	Vicente De La Cruz Weinstein	Senior executive	Aquaculture Segment Business Manager	09-01-17
13.130.236-3	Alvaro Gustavo Ortiz Rodríguez	Senior executive	Meat Segment Industrial Manager	05-01-17
13.829.053-0	Felipe Silva Rivera	Senior executive	Corporate Legal Manager	08-20-13
7.481.944-3	Julio Andrade Gorioitia	Senior executive	Corporate Accounting Manager	01-06-13
21.180.782-2	Facundo Porolli Goransky	Senior executive	Meat Segment Business Manager	08-02-11
11.471.986-2	Rafael Prieto Castillo	Senior executive	Meat Segment Corporate Affairs Manager	04-01-11
12.658.905-0	Fernando Morelli Bravo	Senior executive	Meat Segment Human Resource Manager	02-01-09
8.545.803-5	Juan Pablo Uriarte Diez	Senior executive	Meat Segment Administration & Finance Manager	07-01-04
6.582.119-2	Felipe Ortiz García	Senior executive	Meat Segment Animal Production Manager	09-01-02
8.929.166-6	Sady Delgado Barrientos	Senior executive	Aquaculture Segment Chief Executive Officer	01-15-01
10.581.977-3	Guillermo Díaz Del Río Riesco	Senior executive	Meat Segment Chief Executive Officer	08-01-99
7.003.548-0	Alejandro Montes Ortuzar	Senior executive	Corporate Procurement Manager	02-01-98
16.359.049-2	Vasco Grigolo Pizzi	Senior executive	Corporate Finance Manager	01-03-22
14.196.119-5	Oscar Durán Rabah	Senior executive	Corporate Audit and Compliance Manager	11-02-22
6.017.650-7	Álvaro Varela Walker	Senior executive	Aquaculture Segment Legal Manager	11-01-93

Salaries of the main executives

	12.31.2022 ThUS\$	12.31.2021 ThUS\$
Wages and salaries	3,017	3,120
Social security and other social benefits	40	50
Employee severance benefits	25	181
Remuneration of key management personnel	3,082	3,351

Number of workers by gender

Position	Men	Women	Total
Board Members*	7	3	10
Managers	21	0	21
Workers	14,022	5,421	19,443
Total	14,050	5,424	19,474

*All directors

Number of workers by nationality

Position	Chilean	Non-Chilean	Total
Board Members*	10	0	10
Managers	20	1	21
Workers	18,229	1,214	19,443
Total	18,259	1,215	19,474

Total people by age range

Position	Under 30 years	From 30 to 40	From 41 to 50	From 51 to 60	From 61 to 70	Over 70	Total
Board Members*	0	0	0	1	4	5	10
Managers	0	3	8	9	1	0	21
Workers	6,294	6,450	4,166	2,170	358	5	19,443
Total	6,294	6,453	4,174	2,180	363	10	19,474

Number of people by years of service

Position	Less than 3 years	From 3 to 6	Served more than 6 and less than 9	From 9 to 12	Over 12	Total
Board Members*	0	4	0	6	0	10
Managers	1	2	0	2	16	21
Workers	9,737	3,343	1,745	1,685	2,933	19,443
Total	9,738	3,355	1,745	1,687	2,949	19,474

Number of people with disabilities

Position	Men	Women	Total
Board Members*	0	0	0
Managers	0	0	0
Workers	146	48	194
Total	146	48	194

*All directors

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2. ENTITY IDENTIFICATION			
2.1.	Mission, vision, purpose and values	12-13	
2.2.	Historical information about the company	78-79	
2.3.	Property		
2.3.1	Control structure	15	
2.3.2	Significant changes in ownership or control	15	
2.3.3	Identification of partners or majority shareholders	263	Information published and available in the company's Financial Statements.
2.3.4	Shares, their characteristics and rights		Although there is no minimum average time required for presential and remote work on the part of our directors, they perform their duties with due diligence in accordance with applicable legal and regulatory requirements. In addition, appointments to meetings and the information required for such meetings are sent on the first Wednesday of each calendar month; therefore, the appointments are sent out duly in advance.
2.3.4.i	Description of the share series	-	There are no share series with different characteristics or terms.
2.3.4.ii	Dividend policy	240	
2.3.4.iii	Statistical information		
2.3.4.iii.a	Dividends	-	The average dividend payment of Agrosuper S.A. for the last three years is US\$ 0.010011381 per share.
2.3.4.iii.b	Transactions on stock exchanges	-	
2.3.4.iii.c	Number of shareholders	15, 263	
2.3.5	Other securities issued by the company		Information published and available in the company's Financial Statements.
3 CORPORATE GOVERNANCE			
3.1	Governance framework		
3.1.i	Governance assurance and evaluation	32, 40	
3.1.ii	Sustainability business approach	32, 38	
3.1.iii	Detection and management of conflicts of interest	39	
3.1.iv	Key stakeholder concerns	86-89	
3.1.v	Promotion of innovation, research and development	91-108	
3.1.vi	Detection and reduction of organizational, social or cultural barriers	146	
3.1.vii	Identification of different skills, knowledge, conditions, experiences and visions.	33, 35, 44	

CODE NCG 461		PAGE	COMMENT
3.2	Board of Directors		
3.2.i	Identification of members	33, 570, 571	
3.2.ii	Board members' income	35	
3.2.iii	Policy for the hiring of experts by the Board of Directors	-	Currently there is no formal policy for the hiring of experts. The Board of Directors encourages management to present different alternatives and budgets for these hires. To date, decisions have been made unanimously.
3.2.iv	Knowledge matrix	300, 301	
3.2.v	Onboarding of new hires	37	
3.2.vi	Frequency of meetings with risk management, internal audit and social responsibility areas.	37, 38	
3.2.vii	Reports on issues related to environmental and social matters	38	
3.2.viii	On site visits	38-39	In addition, during the on-site visits, our directors learn about the main concerns, recommendations and improvements of the company's employees that are relevant to improve its performance.
3.2.ix	Collective and/or individual performance	-	The Board of Directors has not considered incorporating this practice
3.2.ix.a	Detection of areas in which the Board of Directors can receive training	-	The Board of Directors has not considered incorporating this practice
3.2.ix.b	Detection and reduction of the Board's organizational, social or cultural barriers	-	The Board of Directors has not considered incorporating this practice
3.2.ix.c	Hiring of external advisors to evaluate the performance and operation of the Board of Directors	-	The Board of Directors has not considered incorporating this practice
3.2.x	Minimum number of ordinary meetings	32	Although there is no minimum average time required for presential and remote work on the part of our directors, they perform their duties with due diligence in accordance with applicable legal and regulatory requirements. In addition, appointments to meetings and the information required for such meetings are sent on the first Wednesday of each calendar month; therefore, the appointments are sent out duly in advance.
3.2.xi	Change in the internal organization and operation in situations of contingency or crisis	-	Agrosuper has an operational continuity plan approved by the Board of Directors. In addition, the company has a Risk Committee that meets every two months on an ordinary basis and holds extraordinary meetings if required.
3.2.xii	System of access to information by Board members	38	
3.2.xii.a	System of access to information by Board members: minutes and documents	38	
3.2.xii.b	System of access to information by Board members: minutes	38	
3.2.xii.c	System of access to information by Board members: complaints hotline	38	The Board of Directors is actively informed of and participates in resolving complaints through the Integrity Committees.

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3.2.xii.d	System of access to information by Board members: final version of the minutes for each meeting	38	
3.2.xiii	Composition of the Board of Directors	33-35	
3.2.xiii.a	Composition of the Board of Directors: men and women	33-35	
3.2.xiii.b	Composition of the Board of Directors: nationality	33-35	
3.2.xiii.c	Composition of the Board of Directors: age range	33-35	
3.2.xiii.d	Composition of the Board of Directors: seniority	33-35	
3.2.xiii.e	Composition of the Board of Directors: disability status	33-35	
3.2.xiii.f	Composition of the Board of Directors: salary gap	-	There are no differentiated remunerations, allowances or royalties, or other types of compensation for directors that are not applicable to all members of the Board of Directors.
3.3	Board Committees		
3.3.i	Description of the committees' role and main tasks	40-41	
3.3.ii	Identification of members	40-41	
3.3.iii	Committee members' income	40-41	
3.3.iv	Main activities conducted by the committee during the year	40-41	
3.3.v	Hiring of advisory services and expenses	40-41	
3.3.vi	Directors' Committee under Article 50 of Law No. 18046	42	
3.3.vii	Frequency of reporting to the Board of Directors	40	
3.4	Chief executives		
3.4.i	Position, name, Chilean tax I.D., profession, and date since holding office	44	
3.4.ii	Amount of compensation received by senior executives	-	Information published and available in the company's Financial Statements.
3.4.iii	Special compensation or benefit plans for senior executives	-	The policies and criteria governing salary, compensation and indemnity structures are consistent across the the entire organization.
3.4.iv	Ownership interest percentage in the issuer	-	Senior executives do not have an ownership interest in the issuer.
3.5	Adherence to national or international codes	-	Although Agrosuper adheres to good governance practices governed by current standards and, in turn, takes other companies with similar characteristics as a reference, it does not specifically adhere to a national or international Code. We monitor SASB and GRI indicators.
3.6	Risk management		
3.6.i	General guidelines established by the Board of Directors	42, 238	
3.6.ii	Risks and opportunities that could materially affect business performance and financial condition	44	
3.6.ii.a	Risks and opportunities inherent to the company's activities	-	Information published and available in the company's Financial Statements.
3.6.ii.b	Information security risks	-	

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3.6.ii.c	Risks related to free competition	-	
3.6.ii.d	Consumer health and security risks	243	
3.6.ii.e	Other risks and opportunities arising from impacts on the environment or on society, directly or indirectly generated	243	
3.6.iii	Detection of risks and determination of the most significant ones	238-243	
3.6.iv	Role of the Board of Directors, or administrative body, and senior management in risk detection, assessment, management and monitoring	42, 238	
3.6.v	Risk management area	41,42,238	
3.6.vi	Internal audit or equivalent area	37, 42	
3.6.vii	Code of Ethics or Code of Conduct or equivalent document	248	
3.6.viii	Information disclosure and training programs on the policies, procedures, controls and codes implemented for risk management	248-249	
3.6.ix	Channel available to personnel, shareholders, customers, suppliers and/or third parties outside the entity, to report any irregularities or illegal acts.	250	
3.6.x	Succession plan for the CEO and other senior executives	142	
3.6.xi	Review of salary structures and compensation policies by the Board of Directors	-	Agrosuper has a single and cross-cutting compensation and indemnity policy for the entire organization, which is reviewed by the Board of Directors as deemed appropriate.
3.6.xii	Salary structures and compensation and indemnity policies for the CEO and other senior executives	-	The Board of Directors has not considered incorporating this practice
3.6.xiii	Crime prevention model implemented in accordance with Law No. 20393.	249	
3.7	Relationship with stakeholders and the public		
3.7.i	Stakeholder relationships and media relationships area	89	Press relationships and communication with the media are managed by the External Communications sub-department, which is part of the Corporate Affairs and Sustainability Division.
3.7.ii	Continuous improvement procedure for the processes of preparation and distribution of disclosures made by the entity to the market.	-	Agrosuper has the permanent support of external expert advisors to, among others, recommend improvements in the disclosure of information to the market at least once a year.
3.7.iii	Procedure for shareholders to become informed about the characteristics, capabilities and visions of the nominees prior to the shareholders' meeting at which directors are to be elected.	-	The entity is a closely-held corporation and, therefore, this is not applicable.
3.7.iv	System or procedure that allows shareholders to participate and exercise their voting rights through remote means	-	The entity is a closely-held corporation and, therefore, this is not applicable.

CODE NCG 461	PAGE	COMMENT	
4. STRATEGY			
4.1	Time horizons	-	Information published and available in the company's Financial Statements.
4.2	Strategic objectives	15	
4.3	Investment plans		The Company has not approved the implementation of an investment plan, however, we are permanently evaluating new investments which are approved based on their merit and financial capacity.
5. PEOPLE			
5.1	Employees		
5.1.1	Number of employees by gender	270	
5.1.2	Distribution by nationality	273-275	
5.1.3	Total people by age range	276-277	
5.1.4	Seniority	278-279	
5.1.5	Number of employees with disabilities	280	
5.2	Labor formality	271	
5.3	Labor adaptability	271	
5.4	Salary equity by gender		
5.4.1	Equity policy	159	No plans and/or goals have been defined to reduce any inequities that may exist in this area during the reporting period.
5.4.2	Salary gap (mean and median)	280	
5.5	Workplace and sexual harassment	146, 248, 282, 284	
5.6	Occupational safety	156-165	
5.7	Maternity leave	-	Agrosuper grants its employees the maternity leave required by law and special cases are revised
5.8	Training and benefits		
5.8.i	Total amount of monetary resources and the percentage they represent of total revenue	-	Total investment in training, education and professional development of our employees amounted to US\$ 3,536,776 in 2022, which represents 0.08% of the company's total revenue.
5.8.ii	Total number of trained employees and the percentage they represent of the total number of employees	138	
5.8.iii	Average annual training hours	138	
5.8.iv	Topics addressed in training sessions	139	
5.9	Subcontracting policy	-	The company has a procedure for selecting suppliers through bids and a department in charge of permanently monitoring compliance with internal and external regulations.

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6. BUSINESS MODEL			
6.1	Industrial sector		
6.1.i	Nature of products and/or services	112-120	
6.1.ii	Competitors in the industrial sector	70-71	
6.1.iii	Legal or regulatory framework governing or affecting the industry in which it operates	263	
6.1.iv	National or foreign regulatory entities that have oversight powers over the entity	263	Agriculture and Livestock Service, Ministerial Secretariat of Health, National Fishing and Aquaculture Service, Undersecretary of Fishing and Aquaculture, Financial Market Commission, Ministry of the Environment, Superintendency of the Environment. More information is published and available in the company's Financial Statements.
6.1.v	Main stakeholders	86-87	
6.1.vi	Membership in trade unions, associations or organizations	298	
6.2	Businesses		
6.2.i	Main products produced and/or services provided and main markets in which these products are traded	52-71	
6.2.ii	Sales channels and distribution methods	123	
6.2.iii	Number of suppliers that individually represent at least 10% of total purchases made during the period	257, 293	
6.2.iv	Number of customers that individually concentrate at least 10% of the segment's revenue	123	
6.2.v	Main brands used to sell products and services	112-120	
6.2.vi	Patents owned by the company		Although the company owns some patents, none of them are critical to the company's operation.
6.2.vii	Main licenses, franchises, royalties and/or concessions held by the company		The aquaculture segment has 323 maritime concessions in Los Ríos, Los Lagos, Aysén and Magallanes, which together cover 3,380.73 hectares.
6.2.viii	Other external environmental factors significant to business development	238-243	
6.3	Stakeholders	86-87, 291	
6.4	Properties and facilities		
6.4.i	Most significant characteristics of the main properties	21	
6.4.ii	Natural resource extraction companies: Identification of the concession areas and/or land owned by the company		This is not applicable because the company is not a natural resource extraction company.
6.4.iii	Ownership status of the facilities or some other type of contract, such as finance or operating lease agreements		The main production facilities are owned by the company and are not subject to finance or operating lease agreements.
6.5	Subsidiaries, associates and investments in other companies		
6.5.1	Subsidiaries and associates	-	Information published and available in the company's Financial Statements.
6.5.1.i	Identification, domicile and type of legal entity.	-	Information published and available in the company's Financial Statements.

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6.5.1.ii	-	Information published and available in the company's Financial Statements.
6.5.1.iii	-	Information published and available in the company's Financial Statements.
6.5.1.iv	-	Information published and available in the company's Financial Statements.
6.5.1.v	-	Information published and available in the company's Financial Statements.
6.5.1.vi	-	Information published and available in the company's Financial Statements.
6.5.1.vii	-	Information published and available in the company's Financial Statements.
6.5.1.viii	-	Information published and available in the company's Financial Statements.
6.5.1.ix	-	Information published and available in the company's Financial Statements.
6.5.1.x	-	Information published and available in the company's Financial Statements.
6.5.2	-	Information published and available in the company's Financial Statements.
6.5.2.i	-	Information published and available in the company's Financial Statements.
6.5.2.ii	-	Information published and available in the company's Financial Statements.
6.5.2.iii	-	Information published and available in the company's Financial Statements.
6.5.2.iv	-	Information published and available in the company's Financial Statements.
7. SUPPLIER MANAGEMENT		
7.1		Supplier payment
7.1.i	291	Number of invoices paid
7.1.ii	292	Total amount paid (in millions of Chilean pesos)
7.1.iii	291	Total default interest for late payment of invoices (in millions of Chilean pesos)
7.1.iv	292	Number of suppliers
7.1.v	253, 291	Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods kept by the Ministry of Economy
7.2	293	Supplier evaluation We do not have a formal evaluation of suppliers in terms of sustainability, risk management system or quality of their governance, but in tenders we request information on these matters, which are considered prior to contracting.

CODE NCG 461	PAGE	COMMENT
8. INDICATORS		
8.1	263	Legal and regulatory compliance
8.1.1		Legal and regulatory compliance: in relation to customers The company has a customer service area in charge of managing and resolving claims filed by customers.
8.1.2	41, 156, 250	Legal and regulatory compliance: in relation to employees Information published and available in the company's Financial Statements.
8.1.3	243	Legal and regulatory compliance: Environmental Appendix - ESG tables
8.1.4	249	Legal and regulatory compliance: Free competition
8.1.5	322-325	Legal and regulatory compliance: Others
8.2	309	Sustainability indicators by type of industry
9. MATERIAL EVENTS		
	263	Summary of material events disclosed by the company during the reporting period
10. SHAREHOLDER AND DIRECTORS' COMMITTEE COMMENTS		
	-	A faithful summary of the comments and proposals regarding the progress of the company's business, made by shareholders and the Directors' Committee. The company does not have a directors' committee due to its ownership structure. The minutes of shareholders' meetings are published in the CMF and they include shareholders' comments on the company's performance.
11. FINANCIAL REPORTING		
		Availability of the company's financial statements on the Financial Market Commission's website and on the company's own website. Chapter 10 - Financial Management

GRI INDEX

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GRI STANDARD	INDICATOR	PAGE	COMMENT
GENERAL CONTENT			
	2-1 Company details	2	
	2-2 Entities included in the company's sustainability reporting	2, 263	
	2-3 Reporting period, frequency and contact point	2	
	2-4 Reflections on information		There are no reflections on information for the reported period.
	2-5 External assurance		There is no external verification or assurance
	2-6 Activities, value chain and other commercial relationships	16-17, 20-21, 24, 122-123	Information published and available in the company's Financial Statements.
	2-7 Employees	270-271	
	2-8 Workers who are not employees	270	
	2-9 Governance structure and composition	32 - 35, 44	
	2-10 Nomination and selection of the highest governance body	37	
	2-11 Chair of the highest governance body	33, 300-301	
	2-12 Role of the highest governance body in overseeing the management of impacts	33, 37- 38, 40-41	
	2-13 Delegation of responsibility for managing impacts	37, 74-75	
	2-14 Role of the highest governance body in sustainability reporting	327	
GRI 2: General Content 2021	2-15 Conflicts of interest	39	
	2-16 Communication of critical concerns	76-77, 86-87	
	2-17 Collective knowledge of the highest governance body	300-301	
	2-18 Evaluation of the performance of the highest governance body	307	
	2-19 Remuneration policies	149	
	2-20 Process to determine remuneration	149	
	2-22 Statement on sustainable development strategy	74 - 77	
	2-23 Policy commitments	74 - 75, 82 - 85	
	2-24 Embedding policy commitments	249	
	2-25 Processes to remediate negative impacts	206, 209, 219, 243, 245, 267, 282, 288, 290	
	2-26 Mechanisms for seeking advice and raising concerns	250	
	2-27 Compliance with laws and regulations	248-250, 263	
	2-28 Membership and associations	298	
2-29 Approach to stakeholder engagement	86-89, 266-267		
2-30 Collective bargaining agreements	280		

GRI STANDARD	INDICATOR	PAGE	COMMENT	
AGRICULTURE, AQUACULTURE AND FISHING SECTORS				
	13.1 Emissions	196 - 197		
	13.2 Adaptation to climate and resilience	196 - 197		
	13.3 Biodiversity	226 - 227		
	13.4 Conversion of natural ecosystems	226 - 227		
	13.7 Water and effluents	204 - 209		
	13.8 Waste	216 - 223		
	13.9 Food security	258 - 261		
	13.10 Food safety	258 - 261		
	13.11 Animal health and welfare	228 - 233		
	13.12 Local communities	166 - 189		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.14 Rights of indigenous peoples	188 - 189		
	13.15 Non-discrimination and equal opportunity	156 - 159		
	13.16 Forced and compulsory labor	156 - 169		
	13.17 Child labor	248- 250		
	13.18 Freedom of association and collective bargaining	164, 278		
	13.19 Workplace health and safety	134 - 143		
	13.20 Internships	153 - 155, 186 - 187		
	13.22 Economic inclusion	86 - 87		
	13.23 Supply chain traceability	20 - 21, 24		
	13.24 Public policy	82 - 87		
	13.25 Unfair competition	248 - 249		
	13.26 Anti-corruption	248 - 249		
	MATERIAL TOPICS			
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	266	
3-2 List of material topics		268-269		
MATERIAL TOPIC: Economic performance: profitability, business strategy, pricing scenario, growth and new markets				
GRI 3: Material Topics 2021	3-3 Management of material topics	20-28, 48 -71		
	201-1 Economic value generated and distributed	51		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	-	Information published and available in the company's Financial Statements.	
MATERIAL TOPIC: Process and product innovation (digitization, automation, applied research)				
GRI 3: Material Topics 2021	3-3 Management of material topics	92-109		
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Lower sugar and healthier soft drinks	92-109		

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GRI STANDARD	INDICATOR	PAGE	COMMENT
MATERIAL TOPIC: Responsible supply and supply chain management			
GRI 3: Material Topics 2021	3-3 Management of material topics	24-26	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers have gone through the selection filters according to environmental criteria	253, 255, 287-289	
	308-2 Negative environmental impacts on the supply chain and actions taken	253, 255, 287-289	
GRI 414: Supplier social assessment	414-1 New suppliers have gone through the selection filters according to social criteria	253, 255, 287-289	
	414-2 Negative social impacts on the supply chain and actions taken	253, 255, 287-289	
MATERIAL TOPIC: Greenhouse gas emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	196-197	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	196-197	
	305-2 Indirect energy (Scope 2) GHG emissions	196-197	
	305-3 Other indirect (Scope 3) GHG emissions	196-197	
	305-4 Intensity of GHG emissions	196-197	
	305-5 Reduction of GHG emissions	196-197	
MATERIAL TOPIC: Talent attraction and retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	146-149, 281-283	
GRI 404: Training and Education 2016	404-1 Average yearly hours of training per employee	281	
	404-2 Programs to upgrade employee skills and transition assistance programs	282	
	404-3 Percentage of employees receiving regular performance and professional development reviews	283	
MATERIAL TOPIC: Increase in the cost of supplies and raw materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	240-241	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Increase in the cost of supplies and raw materials	240-241	
MATERIAL TOPIC: Animal welfare (good practices, standards, protection against disease and use of antibiotics)			
GRI 3: Material Topics 2021	3-3 Management of material topics	228-234	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Animal welfare (good practices, standards, protection against disease and use of antibiotics)	228-234	

GRI STANDARD	INDICATOR	PAGE	COMMENT
MATERIAL TOPIC: Biodiversity and ecosystem preservation (national reserves, fish escapes, interactions with wildlife)			
GRI 3: Material Topics 2021	3-3 Management of material topics	226-227	
GRI: 304: Biodiversity	304-1 Operational sites owned, leased or managed located within or adjacent to protected areas or areas with high biodiversity value outside protected areas	226-227	
	304-2 Significant impacts of activities, products and services on biodiversity	226-227	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	226-227	
MATERIAL TOPIC: Fish biosecurity, care and health			
GRI 3: Material Topics 2021	3-3 Management of material topics	232	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Fish biosecurity, care and health	232	
MATERIAL TOPIC: Product quality, food safety and security			
GRI 3: Material Topics 2021	3-3 Management of material topics	258-259	
GRI 416: Customer Health and Safety 2016	416-1 Evaluation of the health and safety impacts of product and service categories	258-259	
	416-2 Non-compliances related to health and safety impacts of products and services	258-259	
MATERIAL TOPIC: Work climate, employee satisfaction and working conditions			
GRI 3: Material Topics 2021	3-3 Management of material topics	144, 150-153	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	127, 144	
	401-2 Benefits for full-time employees not provided to part-time or temporary employees	284	
MATERIAL TOPIC: Consolidation of the company's vertical integration			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21, 24	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Consolidation of the company's vertical integration	20-21, 24	
MATERIAL TOPIC: Operational continuity, excellence and resilience (logistical challenges, supply chain disruptions, post-pandemic recovery)			
GRI 3: Material Topics 2021	3-3 Management of material topics	258-259	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Operational continuity, excellence and resilience (logistical challenges, supply chain disruptions, post-pandemic recovery)	258-259	
MATERIAL TOPIC: Coordination and communication among areas			
GRI 3: Material Topics 2021	3-3 Management of material topics	89	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Coordination and communication among areas	89	

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GRI STANDARD	INDICATOR	PAGE	COMMENT
MATERIAL TOPIC: Local economic development (local employment and procurement, contribution to SMEs and entrepreneurs)			
GRI 3: Material Topics 2021	3-3 Management of material topics	170, 176-177	
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	170, 176-177	
	413-2 Operations with significant negative impacts, actual or potential, on local communities	170, 176-177	
MATERIAL TOPIC: Development, conditions and payments to suppliers			
GRI 3: Material Topics 2021	3-3 Management of material topics	253-255, 291-293	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Development, conditions and payments to suppliers	253-255, 291-293	
MATERIAL TOPIC: Reduction of negative impacts and externalities caused by operations (water, energy and natural resources management).			
GRI 3: Material Topics 2021	3-3 Management of material topics	206, 209, 219, 243, 245, 267, 282, 286, 287	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Reduction of negative impacts and externalities caused by operations (water, energy and natural resources management)	206, 209, 219, 243, 245, 267, 282, 286, 287	
MATERIAL TOPIC: Portfolio diversity and innovative products			
GRI 3: Material Topics 2021	3-3 Management of material topics	104	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Portfolio diversity and innovative products	104	
MATERIAL TOPIC: Diversity, equality and inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	156-159	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	156-159	
	405-2 Ratio between basic salary and remuneration of women vs. men	276	
GRI 406: Non-discrimination 2016	406-1 Discrimination incidents and remedial actions taken	250	
MATERIAL TOPIC: Energy efficiency, electrification and use of NCREs			
GRI 3: Material Topics 2021	3-3 Management of material topics	198-203, 283	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	198-203, 283	
	302-2 Energy consumption outside the organization	198-203, 283	
	302-3 Energy intensity	198-203, 283	
	302-4 Reduction in energy consumption	198-203, 283	
	302-5 Reductions in energy requirements of products and services	198-203, 283	

GRI STANDARD	INDICATOR	PAGE	COMMENT
MATERIAL TOPIC: ESG strategy and goals			
GRI 3: Material Topics 2021	3-3 Management of material topics	76-77	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - ESG strategy and goals	76-77	
MATERIAL TOPIC: Business ethics, compliance and anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	248-249	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for corruption-related risks	248-249	
	205-2 Communication and training on anti-corruption policies and procedures	248-249	
GRI 206: Unfair competition 2016	205-3 Confirmed incidents of corruption and actions taken	248-249	
	206-1 Legal actions for anti-competitive behavior, antitrust and monopoly practices	248-249	
GRI 415: Public policy 2016	415-1 Contribution to political parties and/or representatives	248-249	
MATERIAL TOPIC: Emissions management (GHG, methane, odors)			
GRI 3: Material Topics 2021	3-3 Management of material topics	209	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Emissions management (GHG, methane, odors)	209	
MATERIAL TOPIC: Waste management, recycling and contribution to the circular economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	216-225	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	216-225	
	306-2 Management of significant waste-related impacts	216-225	
	306-3 generated waste	216-225	
	306-4 waste diverted from disposal	216-225	
	306-5 waste for disposal	216-225	
MATERIAL TOPIC: Water footprint, water management, treatment and recycling			
GRI 3: Material Topics 2021	3-3 Management of material topics	204-209, 289	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	288-290	
	303-2 Management of water discharge-related impacts	204-209, 289	
	303-3 Water withdrawal	204-209, 289	
	303-4 Water discharge	204-209, 289	
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GRI STANDARD	INDICATOR	PAGE	COMMENT
MATERIAL TOPIC: Responsible leadership and team building			
GRI 3: Material Topics 2021	3-3 Management of material topics	32-44	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Responsible leadership and team building	32-44	
MATERIAL TOPIC: Responsible marketing, communications and customer and consumer satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	122-123	
	417-1 Requirements for information and labeling of products and services	122-123	
GRI 417: Marketing and Labeling 2016	417-2 Non-compliances related to information and labeling of products and services	122-123	
	417-3 Non-compliances related to marketing communications	122-123	
MATERIAL TOPIC: Improvements in production processes and systems (key investments, productivity, standardization, certifications, food improvements)			
GRI 3: Material Topics 2021	3-3 Management of material topics	258 - 259	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Improvements in production processes and systems (key investments, productivity, standardization, certifications, food improvements)	258 - 259	
MATERIAL TOPIC: Nutrition and consumer welfare			
GRI 3: Material Topics 2021	3-3 Management of material topics	258 - 259	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Nutrition and consumer welfare	258 - 259	
MATERIAL TOPIC: Sustainable and recyclable packaging			
GRI 3: Material Topics 2021	3-3 Management of material topics	210-213	
	301-1 Materials used by weight or volume	210-213	
GRI 301: Materials 2016	301-2 Recycled materials used	210-213	
	301-3 Reused products and packaging	210-213	
MATERIAL TOPIC: Social programs and social investment (education, healthy living, sports, infrastructure, funds and donations)			
GRI 3: Material Topics 2021	3-3 Management of material topics	166 - 189	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Social programs and social investment (education, healthy living, sports, infrastructure, funds and donations)	166 - 189	

GRI STANDARD	INDICATOR	PAGE	COMMENT
MATERIAL TOPIC: Community relations, programs and social investment			
GRI 3: Material Topics 2021	3-3 Management of material topics	166 - 189	
GRI 203: Indirect economic impacts 2016	203-1: Investments in infrastructure and supported services	166 - 189	
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GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous people	166 - 189	
	413-1 Operations with local community engagement, impact assessments, and development programs	166 - 189	
GRI 413: Local communities	413-2 Operations with significant negative impacts, actual or potential, on local communities	166 - 189	
MATERIAL TOPIC: Occupational health, safety and welfare (accidents, fatalities, and quality of life)			
GRI 3: Material Topics 2021	3-3 Management of material topics	134-143	
	403-1 Occupation health and safety management system	134-143	
	403-2 Risk identification, risk assessment and investigation of incidents	134-143	
	403-3 Occupational health services	134-143	
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GRI 403: Occupational Health and Safety 2018	403-5 Occupational health and safety training for employees	134-143	
	403-6 Promotion of employee health	134-143	
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	134-143	
	403-8 Employees covered by an occupational health and safety management system	134-143	
	403-9 Work-related injuries	134-143	
	403-10 Work-related illness	134-143	

SASB INDICATORS

DISCLOSURE ISSUES ON SUSTAINABILITY AND ACCOUNTING PARAMETERS

FOOD AND BEVERAGE INDUSTRY: MEAT, POULTRY AND DAIRY INDUSTRY - FB-MP

INDUSTRY CODE: FB-MP

TOPIC	CODE	ACTIVITY PARAMETER	CATEGORY	MEASUREMENT UNIT	PAGE	COMMENT
GENERAL INDICATORS	FB-MP-000.A	Number of processing and manufacturing facilities	Quantitative	Number	20	
GENERAL INDICATORS	FB-MP-000.B	Animal protein production, by category	Quantitative	Tons of animal production	233	
GENERAL INDICATORS	FB-MP-000.B	Subcontracted percentage of animal protein production, by category	Quantitative	Percentage (%)	not reported	

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TOPIC	CODE	ACCOUNTING PARAMETER	CATEGORY	MEASUREMENT UNIT	PAGE	COMMENT
Greenhouse gas emissions	FB-MP-110a.1	Global gross scope 1 emissions	Quantitative	Metric tons (t) of CO ₂ e	196	
Greenhouse gas emissions	FB-MP-110a.2	Analysis of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Debate and analysis	N/A	74, 197	
Energy management	FB-MP-130a.1	(1) Total energy consumption	Quantitative	Gigajoules (GJ)	200	
Energy management	FB-MP-130a.1	(2) Percentage of energy consumed from the grid	Quantitative	Percentage (%)	202	
Energy management	FB-MP-130a.1	(3) Percentage of renewable energy consumed	Quantitative	Percentage (%)	-	
Water management	FB-MP-140a.1	(1) Total extracted water	Quantitative	One thousand cubic meters (m ³)	289	
Water management	FB-MP-140a.1	(2) Total water consumed	Quantitative	One thousand cubic meters (m ³)	208	
Water management	FB-MP-140a.1	(3) Percentage of water extracted in regions of high or extremely high baseline water stress	Quantitative	Percentage (%)	208	
Water management	FB-MP-140a.1	(4) Percentage of water consumed in regions of high or extremely high baseline water stress	Quantitative	Percentage (%)	208	
Water management	FB-MP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Debate and analysis	N/A	241	
Water management	FB-MP-140a.3	Number of incidents of non-compliance with water quality permits, standards, and regulations	Quantitative	Number	206	
Land use and ecological impacts	FB-MP-160a.1	Amount of animal litter and manure generated, managed according to a nutrient management plan	Quantitative	Metric tons (t)	224	
Land use and ecological impacts	FB-MP-160a.1	Amount of animal litter and manure generated, managed according to a nutrient management plan	Quantitative	Percentage (%)	224	
Land use and ecological impacts	FB-MP-160a.2	Percentage of pasture and grazing land managed to Natural Resources Conservation Service (NRCS) conservation plan criteria	Quantitative	Percentage (%) by hectare	-	Not applicable due to the nature of the business
Land use and ecological impacts	FB-MP-160a.3	Animal protein production from concentrated animal feeding operations (CAFOs)	Quantitative	Metric tons (t)	233	
Food safety	FB-MP-250a.1	(1) Global Food Safety Initiative (GFSI) audit: non-compliance rate for significant non-compliances	Quantitative	Speed	294	
Food safety	FB-MP-250a.1	(2) Global Food Safety Initiative (GFSI) audit: non-compliance rate for significant non-compliances	Quantitative	Speed	294	
Food safety	FB-MP-250a.1	(3) Global Food Safety Initiative (GFSI) audit: rate of actions taken for significant non-compliances	Quantitative	Speed	294	
Food safety	FB-MP-250a.1	(4) Global Food Safety Initiative (GFSI) audit: non-compliance rate for minor non-compliances	Quantitative	Speed	294	
Food safety	FB-MP-250a.2	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program	Quantitative	Percentage (%)	-	Not applicable due to the nature of the business
Food safety	FB-MP-250a.3	(1) Number of recalls issued	Quantitative	Number, metric tons (t)	259	
Food safety	FB-MP-250a.3	(2) Total weight of recalled products	Quantitative	Number, metric tons (t)	259	

SASB INDICATORS

DISCLOSURE ISSUES ON SUSTAINABILITY AND ACCOUNTING PARAMETERS

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TOPIC	CODE	ACCOUNTING PARAMETER	CATEGORY	MEASUREMENT UNIT	PAGE	COMMENT
Food safety	FB-MP-250a.4	Analysis of markets that ban imports of the company's products	Debate and analysis	N/A	-	There are no markets in which we operate that ban the import of our products.
Use of antibiotics in animal production	FB-MP-260a.1	(1) Percentage of animal production that received medically important antibiotics: Atlantic salmon	Quantitative	Percentage (%) by weight	234	
Use of antibiotics in animal production	FB-MP-260a.1	(1) Percentage of animal production that received medically important antibiotics: Pacific salmon	Quantitative	Percentage (%) by weight	234	
Use of antibiotics in animal production	FB-MP-260a.1	(2) Percentage of animal production that received not medically important antibiotics: Atlantic salmon	Quantitative	Percentage (%) by weight	234	
Use of antibiotics in animal production	FB-MP-260a.1	(2) Percentage of animal production that received not medically important antibiotics: Pacific salmon	Quantitative	Percentage (%) by weight	234	
Workforce health and safety	FB-MP-320a.1	(1) Total recordable incident rate (TRIR)	Quantitative	Speed	31	
Workforce health and safety	FB-MP-320a.1	(2) fatality rate	Quantitative	Speed	31	
Workforce health and safety	FB-MP-320a.2	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	Debate and analysis	N/A	134-145	
Animal care and welfare.	FB-MP-410a.1	Percentage of pork produced without the use of gestation crates	Quantitative	Percentage (%) by weight	232	
Animal care and welfare.	FB-MP-410a.2	Percentage of cage-free shell egg sales	Quantitative	Percentage (%)	231	
Animal care and welfare.	FB-MP-410a.3	Percentage of production certified to a third-party animal welfare standard	Quantitative	Percentage (%) by weight	233	
Environmental and social impacts of animal supply chain	FB-MP-430a.1	Percentage of livestock from suppliers implementing the Natural Resources Conservation Service (NRCS) conservation plan criteria or the equivalent	Quantitative	Percentage (%) by weight	-	Not applicable due to the nature of the business
Environmental and social impacts of animal supply chain	FB-MP-430a.2	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Quantitative	Percentage (%)	-	Not applicable due to the nature of the business
Acquisition of animal feed and animals	FB-MP-440a.1	Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by weight	-	It was not possible for us to gather the information for this indicator during this period
Acquisition of animal feed and animals	FB-MP-440a.2	Percentage of contracts with producers located in regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by contractual value	-	Not applicable due to the nature of the business
Acquisition of animal feed and animals	FB-MP-440a.3	Analysis of the strategy for managing the opportunities and risks to animal feed and livestock supply posed by climate change	Debate and analysis	N/A	-	Not applicable due to the nature of the business

STATEMENT OF RESPONSIBILITY

The Directors and the Chief Executive Officer of Matriz Agrosuper S.A., who have signed this sworn statement, are responsible for the authenticity of all information included in this Integrated Report.

Gonzalo Vial Vial
3.806.024-4
Chairman of the Board

José Guzmán Vial
6.376.987-8
Vice Chairman
of the Board of Directors

Andrés Vial Sánchez
6.004.844-4
Director

Canio Corbo Lioi
3.712.353-6
Director

María Del Pilar Vial Concha
7.022.695-2
Director

Juan Claro González
5.663.828-8
Director

María José Vial Concha
7.022.776-2
Director

Antonio Tuset Jorratt
4.566.169-5
Director

Fernando Barros Tocornal
6.379.075-3
Director

Verónica Edwards Guzmán
7.051.999-2
Director

Luis Felipe Fuenzalida B.
10.786.211-0
Corporate Administration and
Finance Manager



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