

2024

# Integrated Report



MATRIZ  
AGROSUPER

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 [www.linkedin.com/company/empresas-aquachile/](https://www.linkedin.com/company/empresas-aquachile/)

#### Company Information:

**Name:** Agrosuper S.A.

**Informal Corporate Name:** Agrosuper.

**Taxpayer ID Number:** 76,129,263 - 3.

**Tel.:** +56 72 2 356800.

**Address for Legal Purposes:** Camino La Estrella 401, oficina 56, sector Punta de Cortés, Rancagua.

**Type of Ownership:** Privately held corporation.

#### About this report:

**Produced by:**

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External Communications team.

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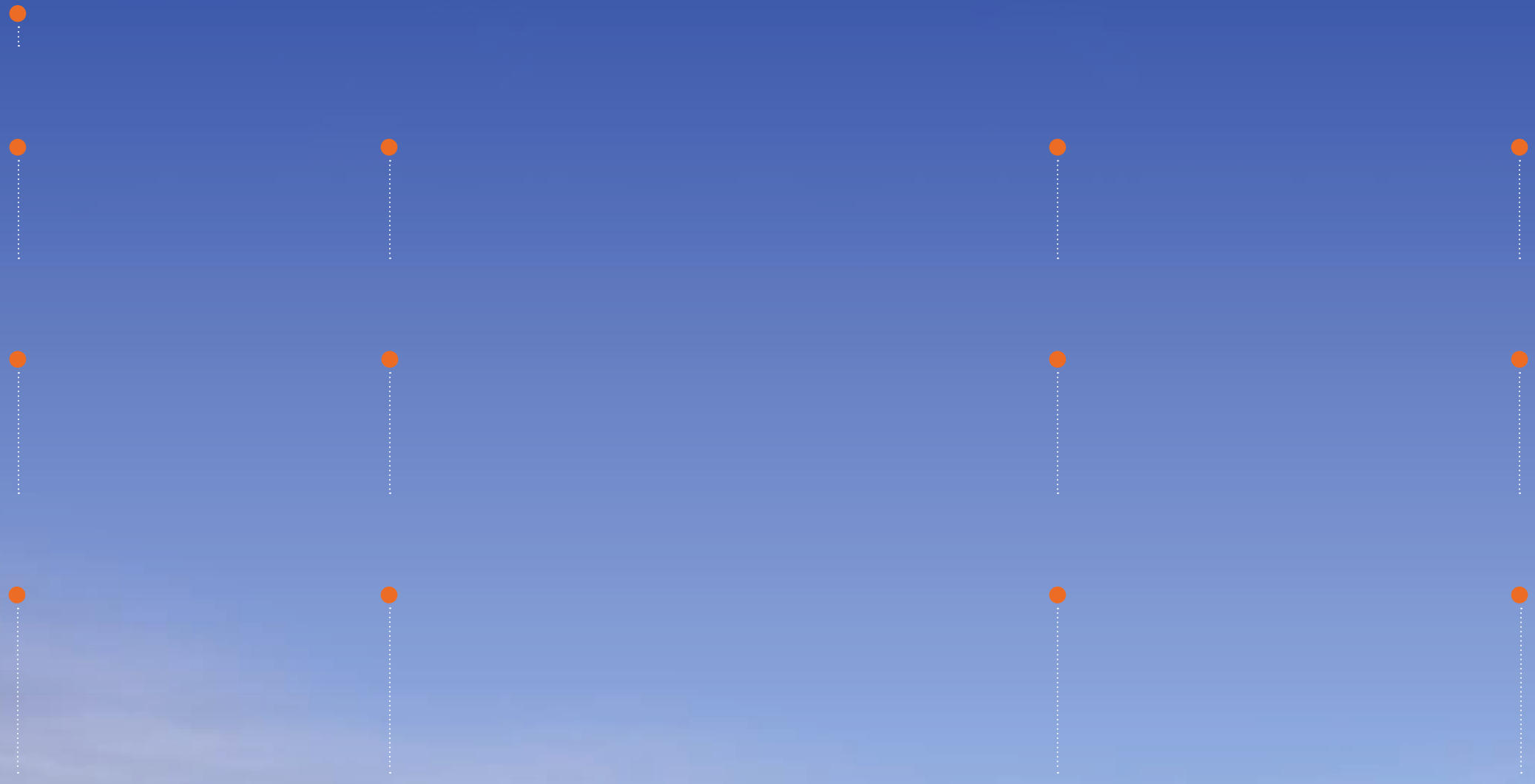
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## Message from the Chairman of the Board

“We reiterate our firm commitment to keep driving and developing our company with an eye to the future while honoring the legacy of our founder and strengthening our presence in Chile and around the world.”



2024 was marked by the passing of our founder, Don Gonzalo Vial Vial, in January. His personality is reflected in every aspect of Agrosuper: His leadership style, unflagging entrepreneurial zeal, eagerness to innovate and constant desire to project the company towards the future. The essential values at the heart of Agrosuper’s culture and work ethic are a fundamental part of his legacy.

Having overcome the difficulties that affected our company's operations in 2023, the results for 2024 show a robust recovery in sales and economic results and consequently in the consolidated financial structure. At the close of 2024, the different parameters that characterize our financial structure clearly reflected this return to normality and a recovery in the indices established in the company’s policy.

During the year, we continued making progress with improving the role of the Board and the company’s different governance committees.

Among the important strategic decisions adopted by the Board during the year was to abandon turkey production and reconvert the assets used for it to chicken production. This will enable us to achieve the chicken volumes required to meet the normal growth forecast for this market.



In the Aquaculture Segment, we inaugurated the distribution plant in Miami, a step that reinforces our internationalization strategy, adding value in the US and bringing us closer to consumers and their specific needs.

The Board of Directors appreciates the contribution of all those who work at Agrosuper and its subsidiaries, and recognizes that this year’s achievements have come about thanks to efficient work by every team member in the different areas of the company.

We also thank our suppliers, clients and consumers for continuing to place their trust in us and our products. We reiterate our firm commitment to continue driving and developing our company with an eye to the future while honoring the legacy of our founder and strengthening our presence in Chile and around the world.

I invite you to read this Integrated Report to learn in detail about our performance in 2024.

**Canio Corbo L.**

Chairman of Agrosuper S.A.

# Key figures for 2024

We nurture the good things in life every day

## Governance

ThUS\$ 4,276,150  
total sales.

59,054  
total clients.

33.3%  
women on the Board of Directors.

9,409  
total suppliers.

US\$ 2.78 million  
invested in R&D.

164  
new products launched on the market.

US\$ 3,253 million  
paid to suppliers.

## Social

US\$ 4.3 million  
investment in education and training.

20.4%  
women in leadership positions.

89.6%  
local employment rate.

86.5%  
employee commitment.

3,711  
new hires in 2024.

ThUS\$ 8,903  
total contribution to communities.

70,732  
people benefiting from the Entrepreneurship pillar.

9,409  
children and teens benefiting from the education pillar.

## Environmental

Meat segment  
-16.7%  
tons of emissions CO<sub>2</sub> equivalent (scopes 1 and 2 compared to 2023).

Meat segment  
93.8%  
of the material used in containers and packaging is recyclable or reusable.

Aquaculture segment  
8 years  
without fish escapes.

60%  
of our electricity comes from renewable sources.

92.8%  
accumulated odor reduction in the Rapel basin (2013-2024).

# ON TABLES IN CHILE AND THE WORLD

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# About us

## Purpose

We nurture  
the good things in life  
every day



Spirit of growth and development.



Savoring life.



Always doing things better.

## Culture and values

The essence of our organization is rooted in the culture and values that define us and drive us to improve and adapt to new trends. This identity motivates us to innovate, grow and address challenges with a team that enables us to take chicken, pork, turkey and processed foods\* of the highest quality to dinner tables in Chile and around the world.

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

### People

Day after day, our people resolve the business challenges that arise.

### Management

Guided by honesty, transparency, integrity and ethics.

### Business

Focused on meeting the needs of our clients and consumers with a sustainable approach throughout the value chain.

## Our values



Spirit and passion at work.



Leading by example.



Honesty.



Respect for people and our surroundings.



Entrepreneurial spirit.



Excellence.



Agility and forward thinking.



A vocation for growth, reinvestment and development.



Close to consumers and communities.



Innovation and digital transformation.



Balance between prudence and boldness.



Inclusion and diversity as part of our growth.

# Our story

1955 - 1990

**1955**

We began producing fresh eggs in the municipal district of Doñihue in the O'Higgins Region.

**1963**

Our first chicken hatchery began operating in the same district.

**1965**

The first feed factory for our animals began operating.

**1974**

We inaugurated our Lo Miranda (Doñihue) plant to prepare and sell chicken products through the Super Pollo brand.

**1984**

We began producing pork with the launch of the Super Cerdo brand.

**1989**

Salmon production got underway in Puerto Cisnes under the Los Fiordos brand, starting salmon farming in the Aysén Region.

**1990**

We began producing processed meat products at the Cecinas Super plant (Pudahuel, Metropolitan Region), now Elaboradora de Alimentos Doñihue.

We also made our first exports to Argentina (pork).

1991-2010

**1991**

Agrosuper was created as an umbrella brand.

**1994**

Our San Vicente chicken products plant was inaugurated.

**1996**

Our turkey business was launched with the acquisition of 40% of Sopralav.

**2000**

We became the first agro-industrial company in the world to issue carbon credits.

**2002**

We inaugurated the Rosario plant in the municipal district of Rengo.

The Los Cipreses school was set up in Doñihue through the Agrosuper foundation, thereby reaffirming our commitment to education and community development.

**2003**

We launched the La Crianza brand.

**2004**

We inaugurated the first activated sludge treatment plant in Peralillo.

**2010**

Agrosuper S.A. was created, the parent company of the holding, along with the first corporate Board of directors.

**2015**

We inaugurated the La Estrella enclosed compost bed, decreasing our odor emissions by 80%.

We signed a cooperation agreement between WWF and the aquaculture segment to certify its breeding centers under the Aquaculture Stewardship Council (ASC).

**2017**

Agrosuper placed first in the Transparency Ranking published by Chile Transparente.

**2018**

We made a commitment to adhere to the United Nations' Sustainable Development Goals (SDGs).

We signed an agreement with Red de Alimentos.

**2019**

We completed the acquisition of AquaChile, Salmones Magallanes and Friosur, boosting our salmon production.

We made our first carbon footprint calculation for both segments.

In the Aquaculture segment, we renewed our memorandum of understanding for sustainability with WWF.

**2020**

We set up the Matriz Agrosuper holding, grouping together our Meat and Aquaculture segments.

We adapted our operations to the COVID-19 crisis to safeguard the health and safety of our employees.

2015 - 2020

2021-2024

**2022**

We placed a ten-year, US\$500 million ten-year bond in the USA.

We opened Agrosuper's first sustainable branch in Hijuelas in the Valparaíso Region.

**2023**

In line with our Energy Efficiency Plan, at the Lo Miranda plant we eliminated the use of coal in the energy matrix by swapping our coal-fired boiler for one fired by natural gas.

**2024**

On Tuesday, January 30, our founder and company Chairman, Gonzalo Vial Vial, passed away.

The sixth feed plant started operating in the La Estrella municipal district.

# Strategic objectives



Each of these goals is intended to ensure the sustainable growth of the business while also strengthening production and distribution, promoting our brands at both domestic and international levels.

We incorporate technology and innovation in our production model to optimize the value chain through the efficient use of natural resources and a system focused on continuous improvement.

We have a Sustainability and Risk Committee that meets every two months and is attended by certain members of the Board of Directors. They meet on a monthly basis to monitor environmental, social and governance indicators.

Every quarter, we present our results and publish the financial statements on our website so that they are available to investors. Financial and investment objectives, on the other hand, are kept confidential.

# Our value chain

**88**  
countries where our products are sold.



Our business model is vertically integrated, which allows us to have full traceability of our production. The process goes from the manufacture of animal feed to breeding farms, industrial plants, distribution centers and commercial offices. In this way, we can ensure the quality and safety of all our production in both segments.

|                                  |                                               | Meat segment | Aquaculture segment |                                                |
|----------------------------------|-----------------------------------------------|--------------|---------------------|------------------------------------------------|
| Preparation of animal feed       | 6 feed plants.                                | 5            | 1                   | 131 cultivation centers.                       |
| Breeding and cultivation centers | 383 Breeding sectors and cultivation centers. | 238          | 145                 | 11 fish farms.<br>3 breeding sectors.          |
| Processing                       | 12 processing plants.                         | 5            | 7                   | 6 processing plants.<br>1 reprocessing plant.* |
| Sales and marketing              | 31 domestic branches and shops.               | 26           | 5                   |                                                |
|                                  | 12 international offices.                     | 7            | 5                   |                                                |
| Clients                          | 59,054 clients.                               | 57,904       | 1,150               |                                                |

\*Miami reprocessing plant



**US\$ 127 million**

Investment and expenditure in environmental management.



**179,733**

social program beneficiaries.



**US\$ 3,253 million**

payments to suppliers.



**18,761**

employees trained.



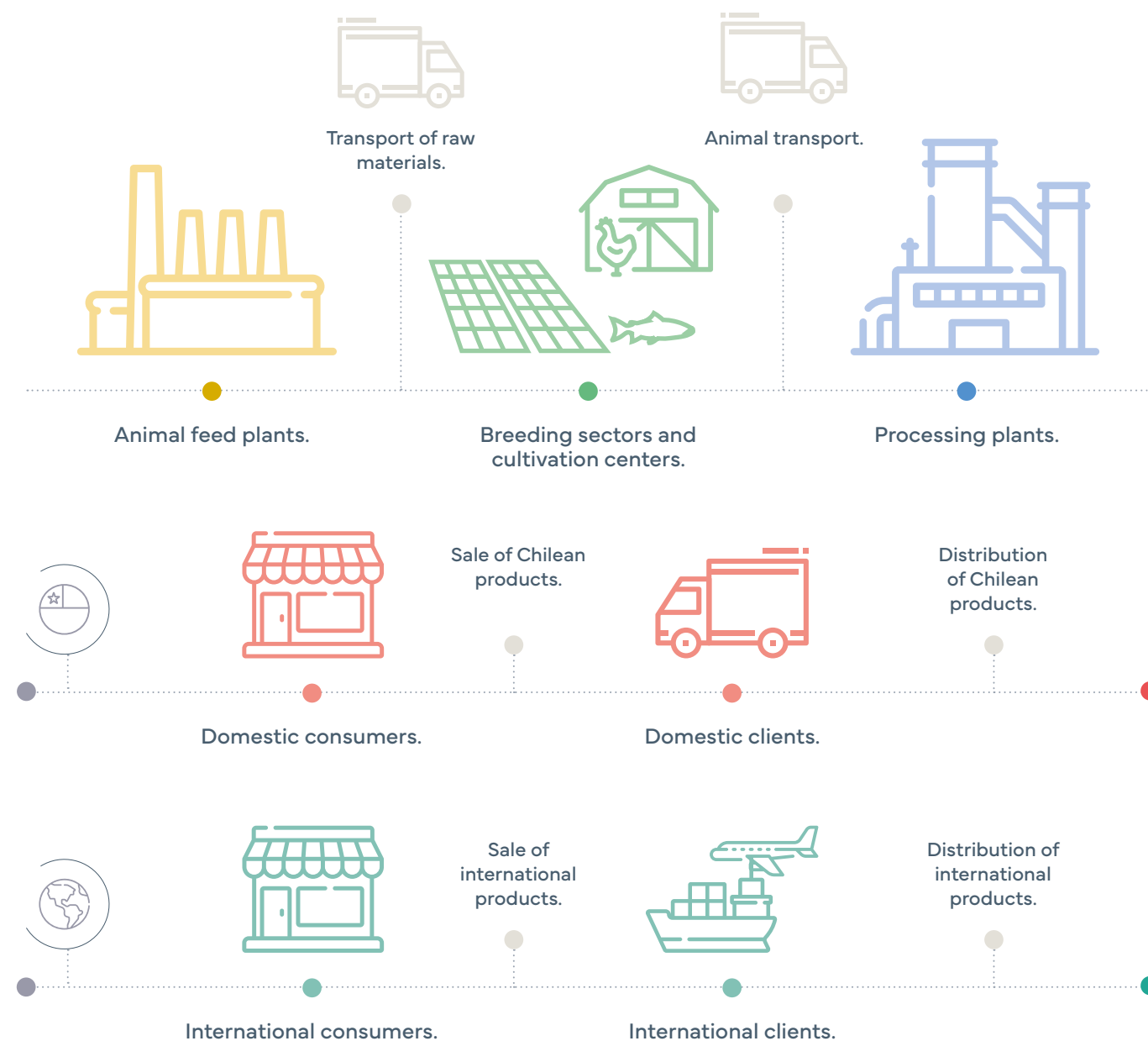
**1,598**

products sold.

## Distribution network and logistics chain

During 2024, the Operations Management team strengthened the distribution network and improved the logistics chain. A breeding control tower with 24/7 monitoring was added and the follow-up of each distribution stage was optimized, applying measures to minimize the inherent impact of our industry and ensure operational continuity.

Also, a pilot plan is being developed to incorporate automatic machines that automatically catch poultry to be slaughtered, and production and resource planning has been strengthened. All of the above with the aim of delivering each product on time, in good condition and in a sustainable manner.



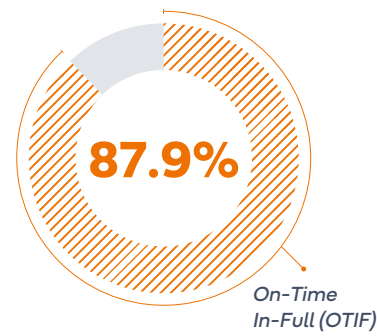
### Key product delivery performance indicators



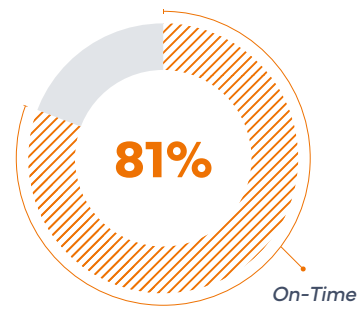
Domestic

Meat segment

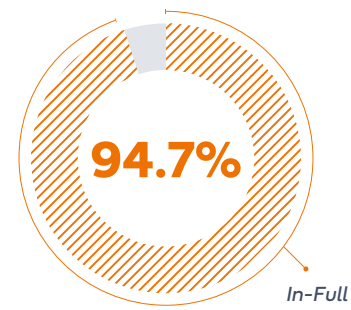
Level of delivery compliance



Delivered as promised to client



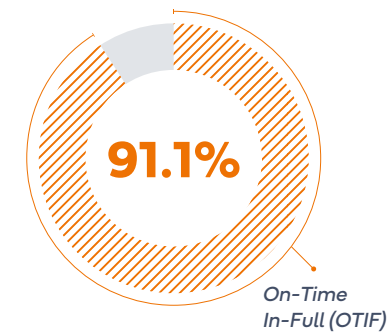
Delivery of products requested by client



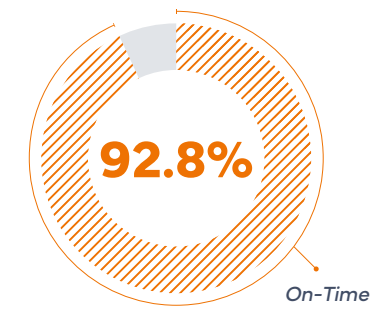
International

Meat segment

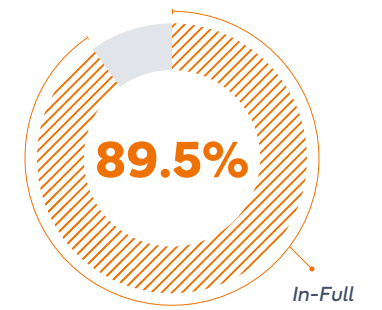
Level of delivery compliance



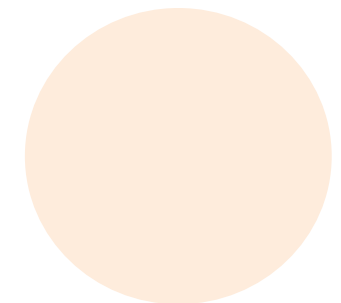
Delivered as promised to client



Delivery of products requested by client



\*The Aquaculture segment reports international compliance for Harvest, Smolt and Feed.



### Logistics network



**168 trucks**

Animal transport  
Meat segment.



**511 trucks**

Transport and internal logistics\*  
Aquaculture Segment.



**75 ships**

Fish transport  
Aquaculture Segment.

\*Monthly average number of trucks, interplant crop transfers, feed raw materials, feed PPTT, silage removal and seeding.



**19.8 t**

Average transported per trip  
Total Agrosuper.

### Animal transport

#### Meat segment

**59,924**

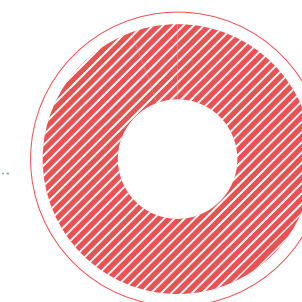
total trips.



**100%**  
by land.



**0%**  
by sea.



**1,119,346**

total tons transported.

**18.68**

total tons transported  
per trip on average.

#### Aquaculture segment

**9,149**

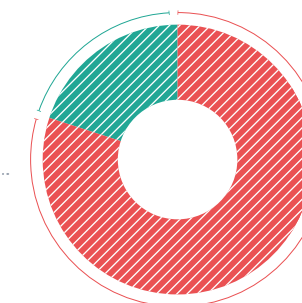
total trips.



**80%**  
by land.



**20%**  
by sea.



**250,933**

total tons transported.

**27.4**

total tons transported  
per trip on average.

**88**

stocked sites  
(Los lagos, Aysén and Magallanes).

**71**

harvested sites.



Meat segment

The monitoring of all Animal Production transport and logistics is strengthened through the logistics control tower. Compliance indicators are incorporated for speed geofences and corporate geofences, together with the RAEV indicator, which measures the risk of accidents due to speeding. In addition, complaints from the communities are integrated, managed and responded to in an average of 0.9 days through a centralized platform.

Aquaculture segment

The Logistics and Supply area is in charge of transferring live fish between primary and secondary fish farms for farming in sea centers and, subsequently, to the processing plants for harvesting. Likewise, this area transports feed, removes dead fish, supplies fuel and materials to the fish farms and sea centers.

**Logistics control tower**

This tower centralizes and visualizes data from various processes in real time. The automatic updating and efficient analysis of this information facilitates agile decisions and optimized management in all areas of the Logistics and Supply Management team.

**Principal achievements in 2024**

**100%**  
of on-line tracking of productive transports.

Quantitative savings as a result of process optimization and timely decision making.



**Strategic priorities in transport**

Protect animal health during transfers.

Send feed to fish farms and sea centers on a timely basis.

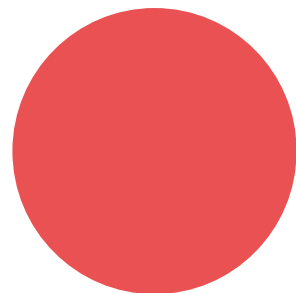
Optimize logistics efficiency to minimize costs and time.

Timely delivery of supplies to processing plants, ensuring the continuous flow of raw materials.

**Benchmarks and models implemented during 2024**

Standards related to biosecurity and animal welfare during transport.

Advanced logistics planning strategies (control towers) to coordinate transfers of live fish, feed, and fuel and material supplies to fish farms and sea centers.



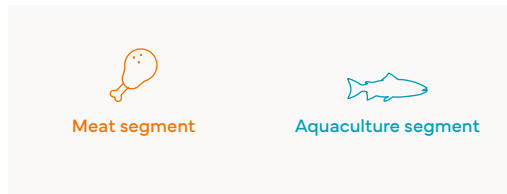
## Global presence

We have commercial teams in every country where we have an office that enable us to be close to our clients and consumers around the world.

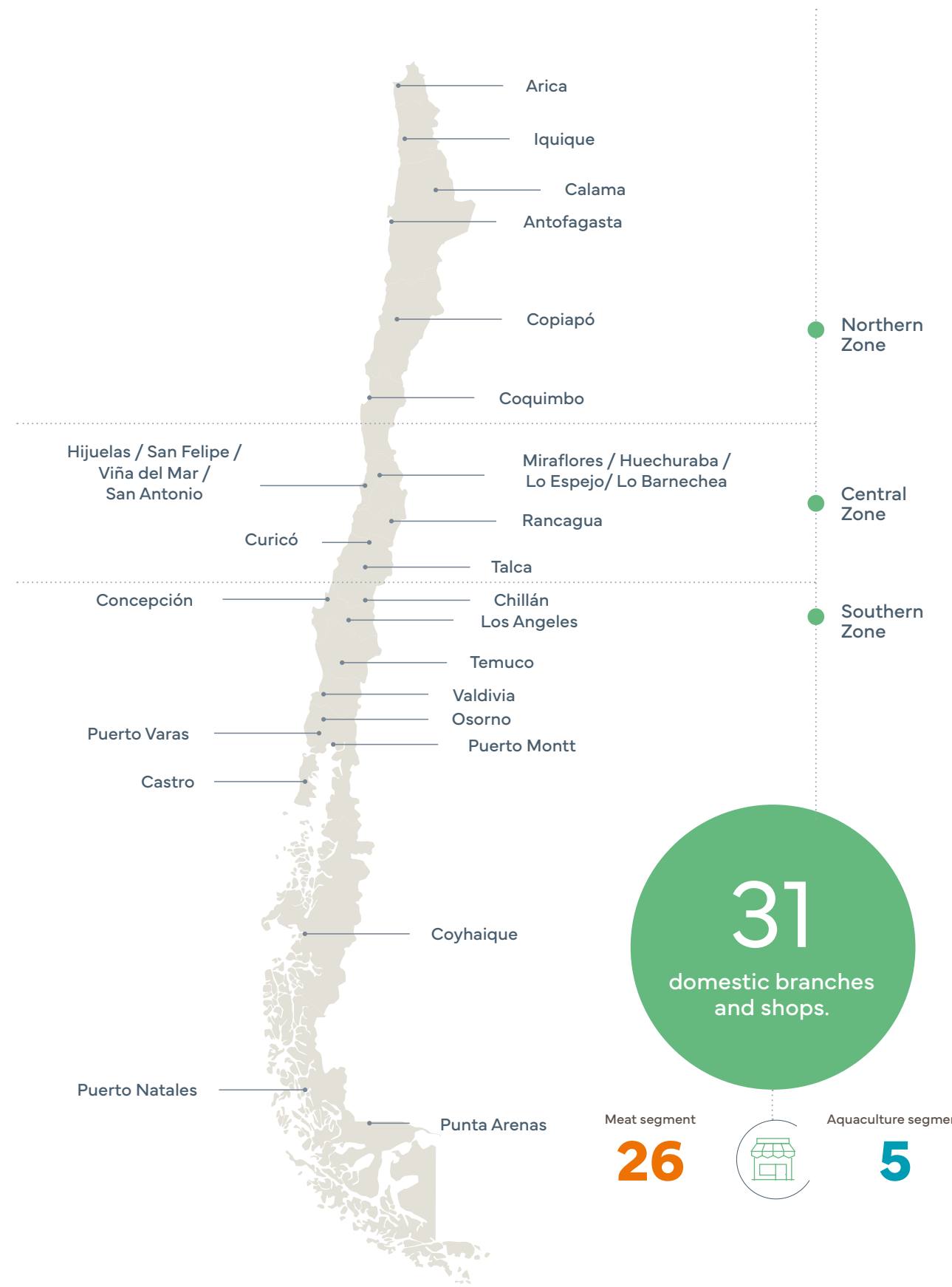
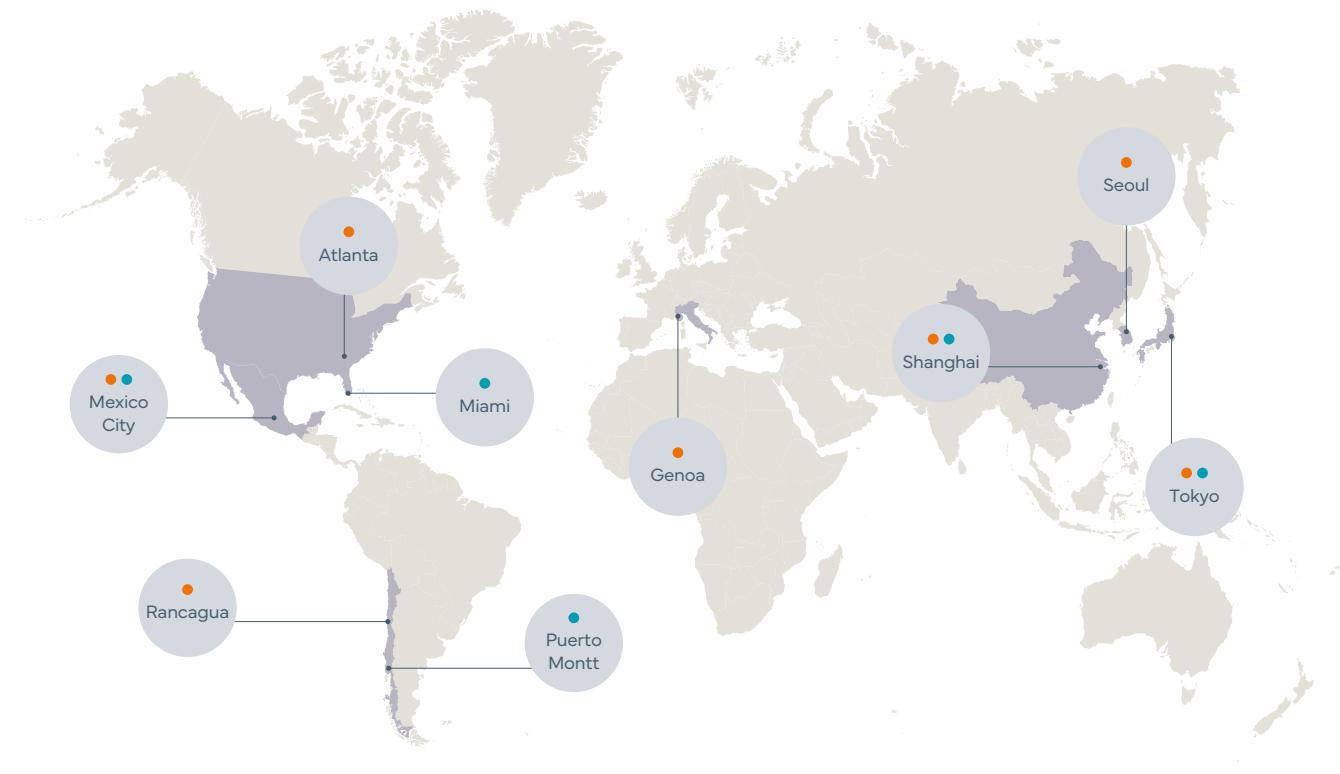
**88**  
countries where our products are sold.

**12**  
International commercial offices.

Meat segment: **7**  
Aquaculture segment: **5**



|               |        |       |       |       |             |       |   |   |   |   |   |   |   |
|---------------|--------|-------|-------|-------|-------------|-------|---|---|---|---|---|---|---|
| 2             | 1      | 2     | 1     | 1     | 1           | 2     | 1 | 2 | 1 | 1 | 1 | 2 | 1 |
| United States | Mexico | Italy | China | Japan | South Korea | Chile |   |   |   |   |   |   |   |



# Stakeholders

The External Communications team is in charge of contributing, through proactive communication, to maintaining Agrosuper's transparency towards its different stakeholders and, at the same time, anticipating events that could have an impact on the company's reputation. There is a deputy manager in charge of implementing the communication strategy and four coordinators, one responsible for managing the domestic media, two for regional media and one coordinator for digital media (social networks and corporate website), whose main function is to keep the different stakeholders informed.

We have tools that allow us to better understand our different stakeholders' concerns and opportunities for improvement and we have external consultants to manage these issues.



## Clients

Our clients are critical to our operation. They provide us with valuable information on the needs of consumers, which allows us to jointly develop value propositions to satisfy the different demands.

We aim to add value to their business through our distribution network offering a wide portfolio of products with the objective of generating long-term relationships, always complying with the highest standards of quality and supply.

### Main communication channels:

Call center, web pages, Whatsapp Business, on-site salespeople, informative newsletter and audiovisual capsules (via Whatsapp).



## Consumers

To adapt to consumption trends, we constantly monitor the market and adjust our product portfolio and formats to consumers' needs.

### Main communication channels:

Call center.



## Suppliers

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, integrity rules and responsible production model. We prioritize the hiring of local suppliers to contribute to their development.

### Main communication channels:

Supplier portal, supplier chat via WhatsApp



## Communities

We develop lasting ties with the communities where our production facilities are located, building trust-based relationships through transparent and direct dialogue.

We carry out different programs and initiatives aimed at contributing to the development of each community.

### Main communication channels:

Corporate website, community engagement people, social networks, local media and municipalities.



## Authorities/regulatory agencies

Public-private sector collaboration is essential for our country's development. For this reason, we work with the authorities and with different associations that represent us, to promote initiatives that contribute to improving the quality of life of the people in the territories where we operate.

### Main communication channels:

Lobby Platform, institutional emails.



## Investors

Our vertically integrated business model allows us to have the confidence and support of investors and creditors, towards whom we have an obligation to provide timely and complete business information, as well as to receive and address all their concerns and suggestions.

### Main communication channels:

Quarterly conference call, email. material events reported to CMF, reports from risk rating agencies.



## Employees

Employees are the central pillar of Agrosuper thanks to their contribution in knowledge, their passion and commitment to achieving our objectives. We promote their development, ensure a safe working environment and foster relationships based on trust and collaboration.

### Main communication channels:

JAM, e-mail, internal platform (Mi Mundo Super) and screens in the different facilities.

Membership of trade and other organizations and associations

|                                                                                                                                                           |                                                                                                                                                  |                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>The Chilean Meat Exporters' Association (Chilecarne)</p>             |  <p>The Federation of Chilean Industry (SOFOFA)</p>             |  <p>Asociación Nacional de Industrial de Cecinas (ANIC)</p>                     |
|  <p>Alimentos y Bebidas de Chile A.G. (AB Chile)</p>                     |  <p>The North American Chilean Chamber of Commerce (AMCHAM)</p> |  <p>Asociación de Empresas Región de Valparaíso (ASIVA)</p>                     |
|  <p>Instituto Chileno de Administración Racional de Empresas (ICARE)</p> |  <p>Salmon Council</p>                                         |  <p>The Pork Producers Trade Association of Chile (ASPROCER)</p>                |
|  <p>Corporación Pro O'Higgins</p>                                      |  <p>Asociación de Salmonicultores de Magallanes</p>           |  <p>Global Salmon Initiative (GSI)</p>                                        |
|  <p>Chilean Salmon Marketing Council (CSMC)</p>                        |  <p>IdeaAysén</p>                                             |  <p>Corporación de Desarrollo Productivo del Litoral de Aysén (CorpAysén)</p> |
|  <p>The Chamber of Commerce for Última Esperanza</p>                   |  <p>Round Table on Responsible Soy</p>                      |  <p>Round Table on Responsible Soy</p>                                        |



## Economic value generated and distributed to stakeholders

(ThUS\$)

|                                                                  | Dec-2024         | Dec-2023         | Var. %          |
|------------------------------------------------------------------|------------------|------------------|-----------------|
| Revenue from business activities                                 | 4,276,150        | 4,153,586        | 3.00%           |
| Finance income                                                   | 14,615           | 7,820            | 86.90%          |
| Capital contribution                                             | -                | -                | -               |
| Gain from sale of property, plant and equipment                  | 3,697            | 2,200            | 68.00%          |
| Other non-operating income                                       | 6,993            | 6,451            | 8.40%           |
| <b>Economic value generated</b>                                  | <b>4,301,455</b> | <b>4,170,057</b> | <b>3.20%</b>    |
| Operating expenses                                               | 3,274,741        | 3,438,701        | -4.80%          |
| Expenses for employee benefits                                   | 453,421          | 459,718          | -1.40%          |
| Other non-operating expenses                                     | 23,220           | 18,716           | 24.10%          |
| Investment and contribution to communities                       | 8,903            | 5,350            | 66.40%          |
| Investment and contribution to the environment                   | 77,645           | 83,012           | -6.50%          |
| Invested capital                                                 | 94,774           | 108,867          | -12.90%         |
| Tax expenses                                                     | 127,728          | 16,292           | 684.00%         |
| Finance costs                                                    | 72,549           | 79,702           | -9.00%          |
| Dividends                                                        | 21,469           | 91,613           | -76.60%         |
| Investment to obtain control of subsidiaries or other businesses | -                | -                | -               |
| <b>Distributed economic value</b>                                | <b>4,154,450</b> | <b>4,301,971</b> | <b>-3.40%</b>   |
| <b>Retained economic value</b>                                   | <b>147,005</b>   | <b>-131,914</b>  | <b>-211.40%</b> |



ThUS\$  
**4,301,455**  
economic value generated in 2024.

ThUS\$  
**4,154,450**  
economic value distributed in 2024.

ThUS\$  
**147,005**  
economic value retained in 2024.

# CONNECTED WITH OUR CLIENTS AND CONSUMERS

2



# Food trends

We keep in touch with consumers to understand their concerns and expectations and thus offer them innovative products that meet their needs in Chile and the world.

In addition to market research, we use many different tools that keep us connected and close to the latest trends.

We organize more than 20 focus groups where we carefully listen to consumers to inspire the creation of new products, improve the design of packaging and transform the products we currently offer.



## Meat segment

### "Manos en la masa" program

Our multidisciplinary teams carry out on-site visits to closely observe the dynamics of the different sales channels, detect opportunities and assess the competitive environment in each category.

### Balanced diet

We are committed to promoting a balanced diet, which provides all the nutrients necessary to keep us healthy based on our characteristics, allowing us to be flexible in our food choices. We have embodied this concept in the phrase **"With Agrosuper, eating better is in your hands"**, providing consumers with information, tools and products to achieve a balanced diet.

### The Consumer Route

Thanks to this methodology, more than one hundred executives from commercial and business areas were immersed in the shopping experience, working directly at our clients' points of sale. This allowed them to connect with shoppers, closely observe their behaviors and learn from them, with a view to analyzing our strategies and generating transformations that make a difference.



## 2024 Trends

Meat segment



### Practicality and efficiency

Nowadays, practicality not only optimizes time, but also adapts to the new generations, who balance cooking with their various daily activities.

A significant portion of the population states that they do not know how to cook, while others prefer to devote their time to different activities. In this scenario, many people look for options that make their daily routine easier and are willing to pay for practical solutions. For this reason, easy-to-prepare food has gained prominence, adapting to a dynamic lifestyle and allowing for quick and easy cooking. This is why we developed the Barbecue line, ready to cook with no need for seasoning or additional steps.



### New experiences

Lack of time has given rise to new consumption opportunities, modifying traditional eating habits.

Some consumers replace their main meals with snacks, while others adjust their eating schedules depending on their daily activities.

New celebrations such as "hamburger day", "hot dog day" or "chicken wings day" reflect consumer trends and open up opportunities for diversifying what we offer. At the same time, international flavors, such as Peruvian, Thai and Asian cuisine, have gained popularity thanks to globalization and an increasing preference for new gastronomic options. In this context, we created the Flavored line, which includes products such as teriyaki strips and frozen creole wings.

### Balanced diet

A balanced diet is becoming a priority for consumers.

An increasing number of people in Chile declare that they follow a balanced diet, focusing on natural ingredients and nutritious foods and moderating the consumption of indulgent food. Compared to a decade ago, the number of people who consider themselves "healthy" has grown, reflecting a greater preference for varied and low-fat options, while still enjoying food. This change shows a transition from restricting their diet towards choosing a more conscious and balanced diet. It was under this premise that we designed the "Eating better is in your hands" program, to connect this message with our brands in order to bring them closer to consumers.

### Growth in small formats

Food consumption in Chile reflects an increasing preference for small formats and bulk purchases.

These options offer more flexibility, adapt to different budgets and reflect new family structures, with smaller households. This change responds not only to economic reasons but also to an increasing preference for customizing purchasing decisions and having more control over them. As a result, we have identified eco-design opportunities related to the development of more convenient packaging that reduces waste and better meets today's consumption needs.



### More media, more channels, more opportunities

Consumers use more than seven different channels on average to make their purchases, driven primarily by the search for competitive prices. Discount stores and wholesalers stand out for their growth, along with supermarkets with a national presence.

The interaction between e-commerce and physical stores continues to gain popularity, with 22% of consumers using mobile apps to find offers and promotions.

In this context, omnichannel has emerged as a core element that has been strengthened in Chile, offering comprehensive experiences to the consumer in the purchasing process. This scenario has reinforced our diversification strategy, and we are actively participating in different sales channels to be where consumers really need us.





Aquaculture segment



**Health and wellbeing as priorities**

The interest in nutrient-rich, low-fat and heart-healthy foods is growing. Seafood products fit perfectly with these requirements.

**Convenience in practical formats**

Single, ready-cut portions in optimized packaging reduce waste and make preparation more efficient.



**Sustainability as a standard**

Responsible practices, certifications and eco-friendly packaging strengthen trust and are in line with consumer trends and values.

**Premium in-house experiences**

Without leaving their homes, consumers enjoy a gourmet option that combines flavor, freshness and easy cooking.



**Always natural**

A fresh product broadens the possibilities for retail and food service by offering more natural options without sacrificing convenience.



# Our brands



Learn more at [www.agrosuper.com/global/](http://www.agrosuper.com/global/)



We know that the secret behind delicious, world-class food lies in the excellence of processes. That is why we focus on doing things right at every step of the production chain.

Thanks to our vertical integration model, we ensure the traceability, safety and optimum quality of each of our products, bringing the "made in Chile" premium flavor to over 50 countries.

### Agrosuper - We make it premium

A great meal starts long before it reaches the table. It starts with the chef's art, the perfect recipe and, at the core of everything, our premium meats.



[LINK TO WATCH THE VIDEO](#)

Learn more at  
[www.superpollo.cl](http://www.superpollo.cl)



We connect with our consumers through food prepared with love.

Over the course of 50 years, we have brought the best and most diverse products to the tables of Chile and the world, delivering quality, tradition and trust.

**Summer is good**

At Super Pollo we believe that summer is much better if we spend it together. Love will always be an essential ingredient at every table.



LINK TO WATCH THE VIDEO



We offer tasty and quality products to complement every family get-together and celebration with friends, providing versatile and convenient cuts that adapt to the needs of consumers.

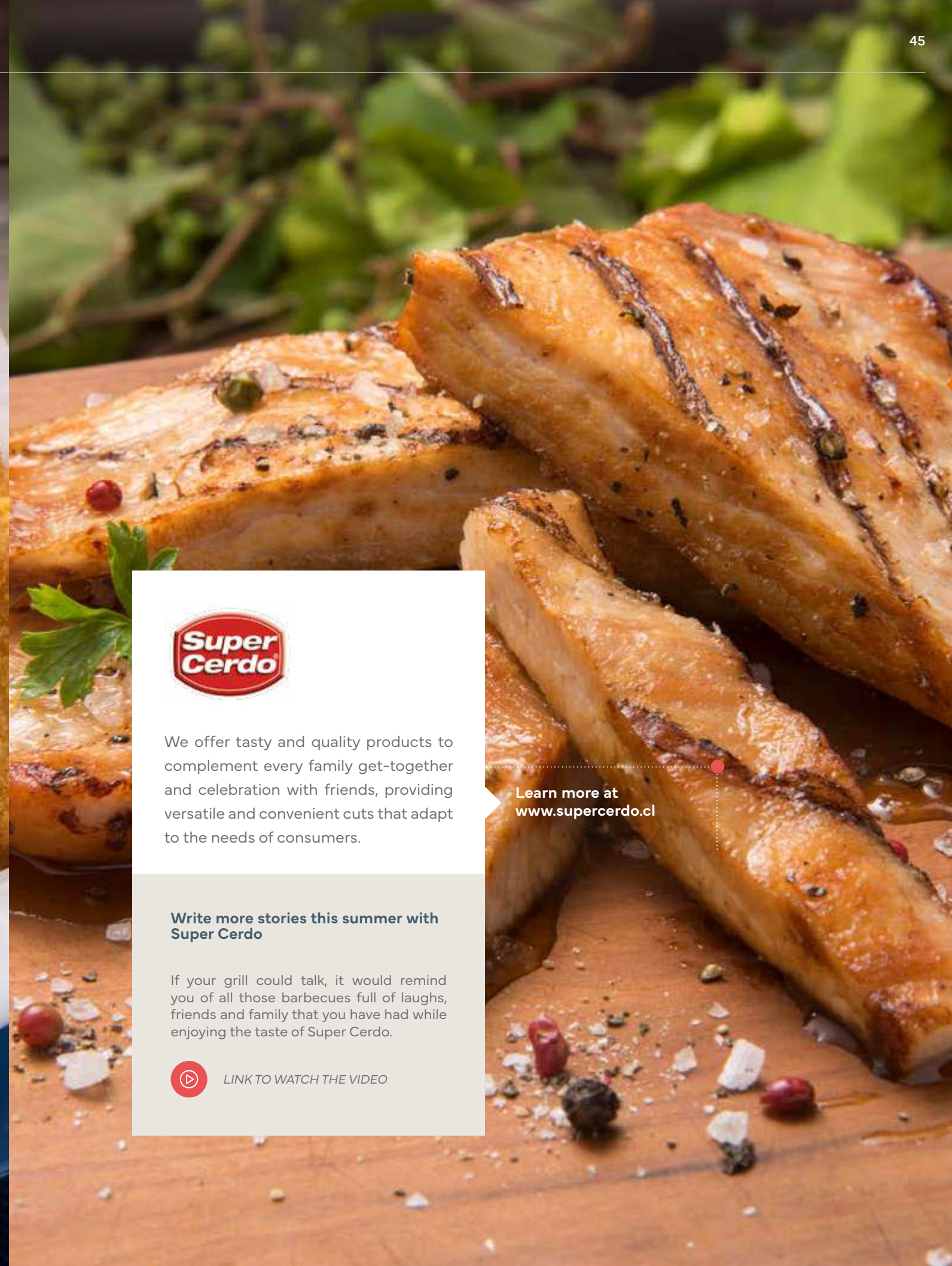
Learn more at  
[www.supercerdo.cl](http://www.supercerdo.cl)

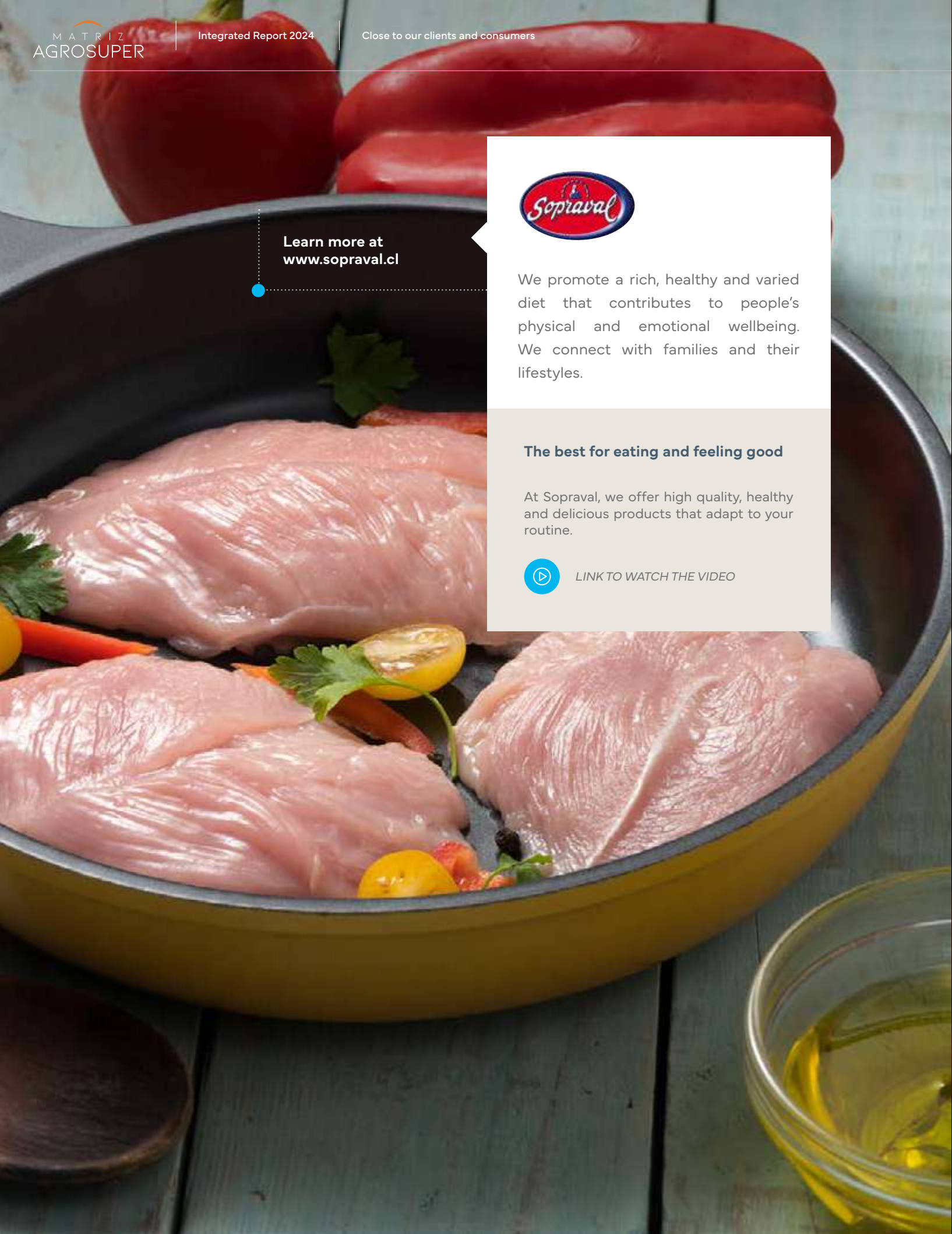
**Write more stories this summer with Super Cerdo**

If your grill could talk, it would remind you of all those barbecues full of laughs, friends and family that you have had while enjoying the taste of Super Cerdo.



LINK TO WATCH THE VIDEO





Learn more at  
[www.sopraval.cl](http://www.sopraval.cl)



We promote a rich, healthy and varied diet that contributes to people's physical and emotional wellbeing. We connect with families and their lifestyles.

**The best for eating and feeling good**

At Sopraval, we offer high quality, healthy and delicious products that adapt to your routine.

 [LINK TO WATCH THE VIDEO](#)



Learn more at  
[www.lacrianza.cl](http://www.lacrianza.cl)

Our goal is to contribute to 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 portfolio of products to meet the needs of a wide variety of dietary needs.

**La Crianza all in**

We offer a world of exceptional experiences.

 [LINK TO WATCH THE VIDEO](#)





We understand the importance of enjoying life and savoring family moments around the table. That is why we deliver an exquisite flavor to bring joy to the homes of Chile, being a convenient solution for their lives.

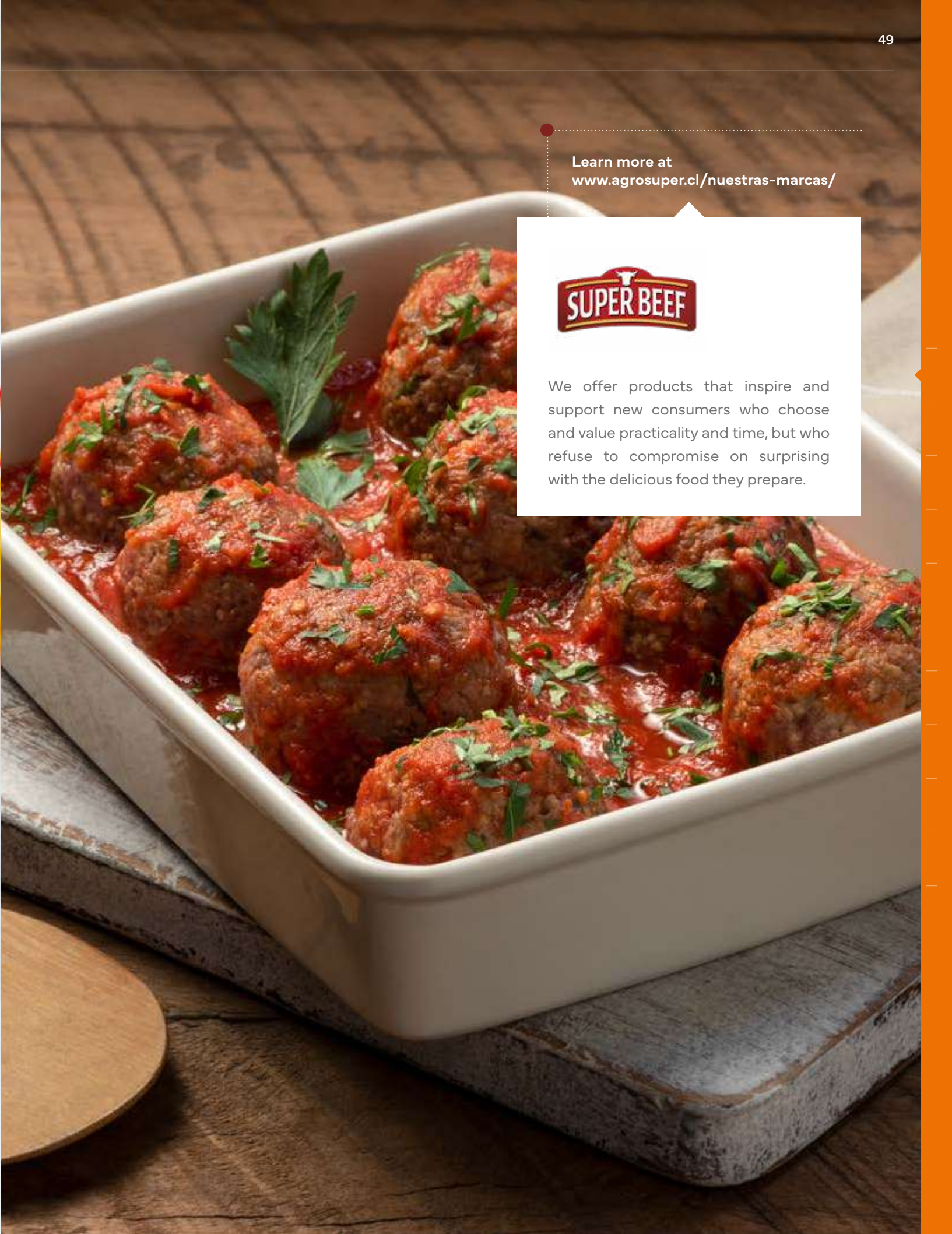
Learn more at [www.agrosuper.cl/nuestras-marcas/](http://www.agrosuper.cl/nuestras-marcas/)

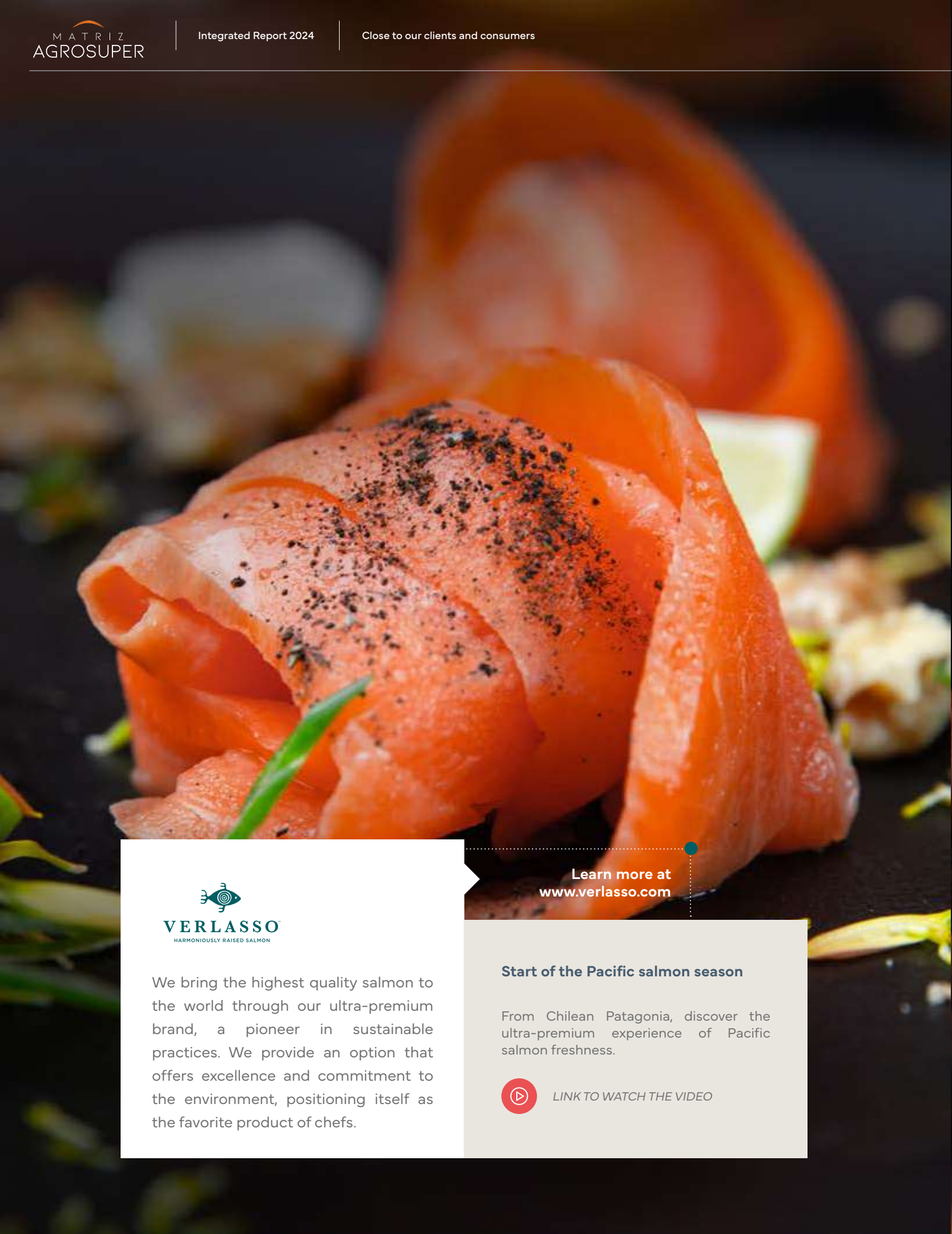


Learn more at [www.agrosuper.cl/nuestras-marcas/](http://www.agrosuper.cl/nuestras-marcas/)



We offer products that inspire and support new consumers who choose and value practicality and time, but who refuse to compromise on surprising with the delicious food they prepare.






Learn more at  
[www.aquachile.com](http://www.aquachile.com)

**AQUA** 

Reaching more than 150 million people worldwide, our tasty and healthy food products are also concerned about the environment. We are a reliable strategic partner due to our products and superior quality service.

**Aqua - The origin of our salmon**

Located in the pristine fjords of the Los Lagos and Magallanes regions of Chile, our seawater centers embrace a harmonious combination of cutting-edge technology and profound respect for the environment.

 [LINK TO WATCH THE VIDEO](#)



**VERLASSO**  
HARMONIOUSLY RAISED SALMON

We bring the highest quality salmon to the world through our ultra-premium brand, a pioneer in sustainable practices. We provide an option that offers excellence and commitment to the environment, positioning itself as the favorite product of chefs.

Learn more at  
[www.verlasso.com](http://www.verlasso.com)

**Start of the Pacific salmon season**

From Chilean Patagonia, discover the ultra-premium experience of Pacific salmon freshness.

 [LINK TO WATCH THE VIDEO](#)

# Our clients

We offer products with a focus on generating trust and proximity to our clients, based on excellent service, compliance with the highest quality standards and continuous adaptation to the latest trends and the needs of different consumers.



# 59,054

total clients 2024.

## 56,770

domestic clients 2024.

## 2,284

international clients 2024.

Meat segment  Aquaculture segment

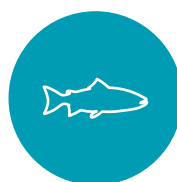
**56,717** **53**

Meat segment  Aquaculture segment

**1,187** **1,097**



Meat segment  
**57,904**  
total clients 2024.



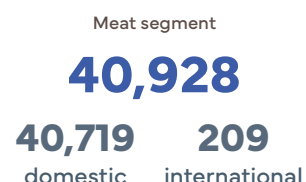
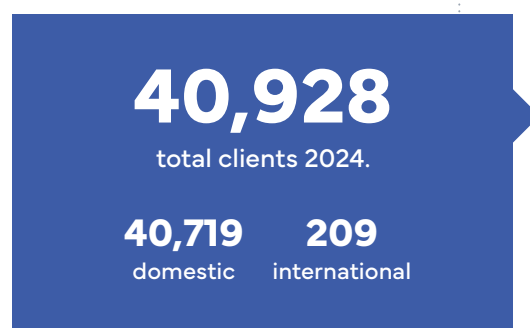
Aquaculture segment  
**1,150**  
total clients 2024.



## Client segmentation

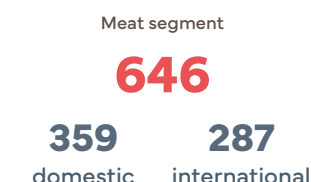
### Traditional

Grocery stores, minimarkets and butcher's shops.



### Industrial

Those who use our products as raw material: sausage producers and food processing plants.



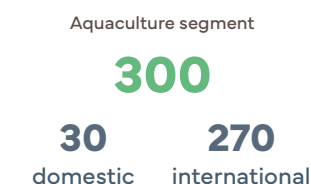
### Supermarkets and retail

Stores with national and regional presence.



### Reprocessing companies and smokers

They reprocess fish to create products with special formats.



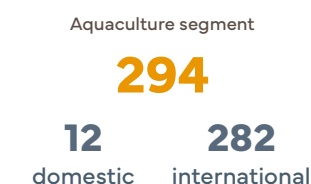
### Food Service

Restaurants, hotels, diners, rotisseries, and cafeterias.



### Distributors

They reach different stakeholders in the HORECA\* channel as well as different supermarket chains in Chile and the world.



\*Hotels, restaurants and casinos.

**Main milestones for 2024:**

Meat segment

**Consolidation of c-commerce as a conversational platform for sales**

c-commerce accounts for approximately 30% of digital sales.

**Artificial intelligence-based experience personalization engine**

We implemented Breinify with the goal of predicting customer behavior and delivering personalized experiences in real time.

**New control tower**

As part of our tower ecosystem designed to understand, prioritize and solve critical problems in real time, we have launched the commercial management tower aimed at leveraging value and profitability in sales management at the domestic level.

**Best traditional channel supplier - Localshop**

We received the "Best Supplier 2024" award, a distinction awarded by the retailers themselves in recognition of our proximity and commitment to our grocery, minimarket and butcher's shop clients.

**2nd place - Walmart Connect**

We were recognized as the second largest supplier with omnichannel focus for our performance in Walmart Connect.

**Best E-Commerce supplier - Tottus**

We received this recognition from Tottus, as a result of our collaborative work as a strategic partner for addressing their challenges.





## Sales channels



### Domestic

#### Meat segment

During the reporting period, we focused on increasing sales volumes and optimizing service dynamics for all types of clients.

We have implemented methodologies where the Strategic Business Plan plays a key role in meeting the medium and long-term goals for each strategic pillar.

#### Aquaculture segment

Our strategy was focused on expanding sales of our product portfolio and our Aqua brand, in order to reach more and better supermarkets belonging to the main supermarket chains, with the support of Agrosuper for distribution. We also strengthened our presence in Chile with our franchise stores in Santiago, Puerto Montt, Puerto Varas and Puerto Natales.



### International

#### Meat segment

We are focused on deepening our presence in mature markets and expanding into new countries.

In terms of market penetration, we work on atomizing sales, developing niches and segmenting our clients, developing new business and managing international revenue, always with a focus on the customer experience.

In terms of expansion, we intend to continue to expand our presence in new destinations and to extend to new territories in countries where we are already present.

#### Aquaculture segment

In 2024, our strategic objective was to implement different initiatives that allowed us to expand salmon consumption in the different markets in which we participate, with a broader product portfolio. This was combined with a strategy for client atomization and regional expansion, as well as a specific communication strategy for each sales channel.

No client individually represents at least 10% of our revenue for the reporting period.

## Milestones for 2024



### Development of the industrial channel in Japan

Meat segment

We entered the country's industrial channel with our peppered pork shoulder, reaching the four main sausage producers in the market. In this way, we increased our share in imports to that market, where the United States is the leader.

#### Principal achievements in 2024

|                                               |                                                                            |
|-----------------------------------------------|----------------------------------------------------------------------------|
| <b>+60%</b><br>sales compared to 2023.        | <b>+9%</b><br>share of imports<br>of peppered pork<br>shoulder into Japan. |
| <b>+5,800 t</b><br>imported compared to 2023. | <b>15,040 t</b><br>imported 2024.                                          |

### Intelligent service model in the traditional channel

Meat segment

We use algorithms to define the optimal number of services provided to each client. To do this, we use variables such as the purchasing potential of each client, the intensity of orders and their net value.

Based on this information, we develop an omnichannel service planning program. This program allows us to coordinate on-site and remote interactions with clients in a centralized manner, ensuring a consistent, high-quality, multi-platform sales experience across all contact points.

#### Principal achievements in 2024

**4.1%**  
incremental net sales.

**US\$ 933,716**  
EBITDA



### Expansion to different markets

Aquaculture segment

#### Asia

Our products increased our market share in the Japanese retail market, being present in more than 2,000 supermarkets.

#### China

The e-commerce channel allowed us to increase the sale of value-added products.

#### Mexico

We are present in 700 stores.

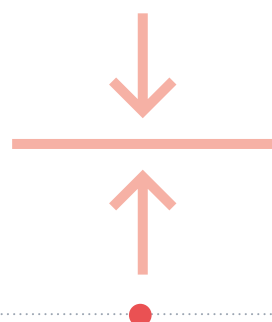


# Client satisfaction

## Meat segment

The experience is managed by actively listening to our clients and consumers, encouraging the participation of all our employees and continuously improving our processes to ensure an excellent experience. Our clients are key as they are the main point of contact with consumers.

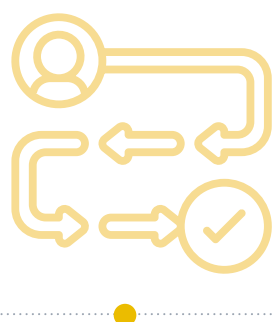
## Strategic pillars



Align decisions to the opinions of clients and consumers.



Promote a culture of service in every role within the organization.



Design consistent value propositions throughout the client experience.

At the domestic level, we develop initiatives directly related to client needs. In international markets, we focus on sales, logistics, quality and service, ensuring product availability, good value for money, smooth sales communication, compliance with delivery dates, logistics times, correct documentation, compliance with specifications and packaging, timely management of complaints and quality in responses.

### Client satisfaction indicators

**75.9** points  
Domestic NPS.

**14,799**  
clients surveyed.

NPS: Net Promoter Score.





Aquaculture segment

We build close relationships tailored to the requirements of each client, anticipating their needs, so that every interaction is positive and generates trust.

**Annual NPS survey**

This allows us to measure the degree of satisfaction with and loyalty to our brand, with the objective of identifying opportunities for our portfolio. It helps us compare our performance with that of our competitors and develop an effective resourcing strategy.

**Surveys at international fairs**

This tool gives us the chance to get first-hand information about perceptions of our products, obtaining immediate feedback about what we offer and the point of contact.



Client satisfaction indicators

**77**  
International NPS.

**552**  
clients surveyed.

*NPS: Net Promoter Score.*



### Supermarket customer journey

Meat segment

We visit stores to experience the customer journey, identify the causes of dissatisfaction and design actions to improve the experience. In this way, we strengthen our relationship with the stores and foster a culture focused on improving processes, documenting effective practices to replicate them, thus generating a continuous learning cycle focused on the client.

#### Principal achievements in 2024

**38**  
stores visited.

**93.1%**  
management of store sales performance (NPS).



### Shelf stockers as Agrosuper ambassadors

Meat segment

Together with Perfil Market, we train our shelf stockers to be the first line of interaction with the client. The training provides the knowledge and tools necessary to promote brand values, resolve basic queries and foster a positive shopping experience.

#### Principal achievements in 2024

**83**  
shelf stockers on master module training (Santiago).

**154**  
shelf stockers to start training.



### Operator route

Meat segment

We went on-site with employees who do not usually interact with clients so they could directly learn about client concerns. The purpose of this activity is to align personal goals with organizational goals, improve processes and reinforce teamwork to impact client satisfaction and loyalty.

#### Principal achievements in 2024

**63**  
operators on the road.

**84 points**  
in survey about working environments with a focus on client operators.

**+9.1 points**  
compared to the previous working environment survey.



### Annual 2024 NPS survey

Aquaculture segment

The annual Net Promoter Score survey evaluates client loyalty and satisfaction with our products and services. This direct feedback encourages us to innovate, and ensures the quality and sustainability of our solutions, strengthening our market leadership position and aligning our practices with client expectations.

### OSAT international office

Meat segment

We mapped the customer journey and identified, together with each international office, the satisfaction variables (OSAT) of the NPS survey that scored below 70 points. We reviewed the processes linked to satisfaction, interviewed clients and defined the steps to follow. Then, we organized working groups in Chile with the different areas to address the issues detected. The purpose is to improve each variable and reach the zone of excellence, above 70 points.



## Responsible marketing and labeling of our products

We are committed to responsible labeling, ensuring transparency, honesty and respect for consumers. We ensure that all our products are presented clearly, truthfully and in compliance with local regulations. In addition, we provide detailed and accessible information on the ingredients, origin and nutritional values of each product, to facilitate the decision-making process of those who choose our products.



### Control mechanisms



#### Continuous review of regulations

The quality and customer service team works with regulatory authorities, such as the National Consumer Service (SERNAC) and other agencies, to keep us up to date with current regulations.



#### Feedback from consumers

We actively promote consumer feedback through direct communication channels (such as the customer service protocol), which allows us to correct any possible deviations and continuously improve communication.

### Specific processes implemented to comply with responsible marketing principles



#### Preliminary review of advertising campaigns

An internal team reviews every campaign to ensure that all statements are verifiable and aligned with ethical standards.



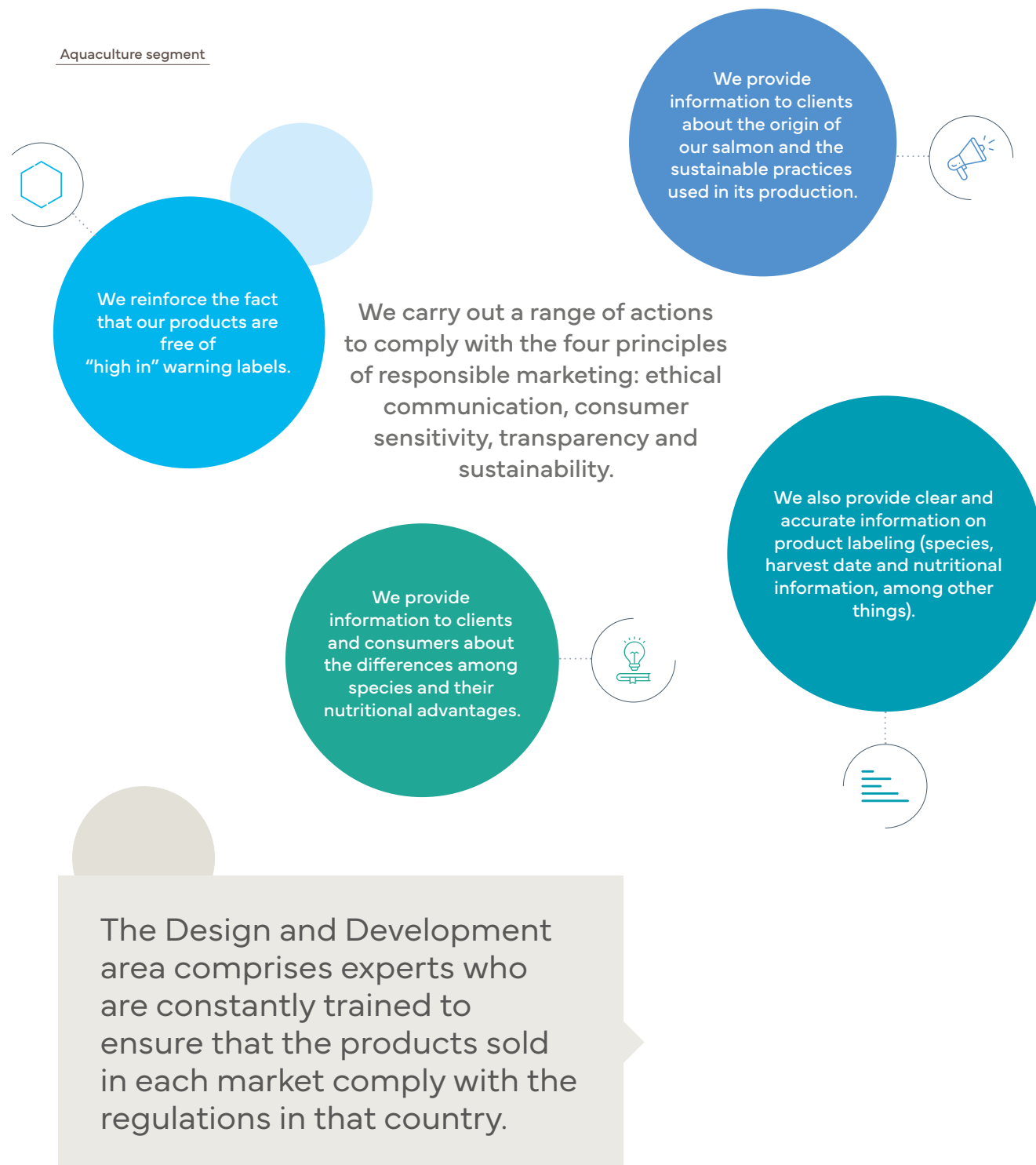
#### Continuous training

We train our marketing, sales and communication teams, so that they all understand and apply the principles of responsible marketing in their everyday actions.



#### Whistleblower channel

We have an internal system in place for our employees and consumers to report any irregularities in our marketing or labeling practices.



## Milestones for 2024



### Compliance with the Law on the nutritional composition of food and advertising (warning labels).

Meat segment

We adjusted our marketing and labeling strategies to comply with Law 20.606, ensuring that the communication and promotion of products with warning labels are not targeted at children.

### Principal achievements in 2024

**100%**  
of our advertising and packaging comply with the provisions of Law 20.606.



### Communication about the reduction of plastic in packaging

Meat segment

To reduce plastic, we optimized our packaging materials and communicated this action as a distinctive attribute to consumers in the Super Pollo, Super Cerdo and La Crianza brands.



### Communication of the program "With Agrosuper, eating better is in your hands".

Meat segment

We promoted the communication of this initiative and enhanced its outreach through a digital strategy focused on reaching consumers.

By working together with influencers, in addition to advertisements and press releases, we increased our followers on Instagram and, at the same time, we launched the website [comermejor.agrosuper.cl](http://comermejor.agrosuper.cl) which offers useful content for visitors.

We also initiated the plan to connect the program with Agrosuper's commercial brands, in order to carry the Balanced Diet message in a much more tangible way.

### Principal achievements in 2024

**24,232**  
followers on Instagram by the end of 2024.

**4.3 million**  
people reached via Instagram by the end of 2024.

**8th place**  
We went up one place among the brands most associated with the promotion of a Balanced Diet.

We went up 34 positions in Cadem's Citizen Brands ranking.

Brand tracking conducted by Cadem for Agrosuper.

+52 places in the Contribution pillar, which measures the contribution of brands to society.

CON AGROSUPER  
**comer mejor**  
ESTÁ EN TUS MANOS



¿Sabías que puedes medir las porciones correctas de alimentos **con tus manos**?



# A WIDE RANGE OF MARKETS

3



# Domestic and international economic context

Domestic and global economic change can affect our business, impacting our production costs and demand due to fluctuations in interest rates, exchange rates and raw material prices. To mitigate that impact and ensure stability, we monitor these and other factors to adjust our strategies.

## Three key trends that marked 2024

### Military conflicts between nations that are affecting global stability.

Conflict and hostilities in Europe and the Middle East have generated instability, impacting global logistics and distribution. This has disrupted supply chains, disturbed trade and created uncertainty in the markets.



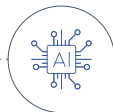
### Extreme events resulting from climate change.

Global warming has intensified heatwaves, hurricanes, floods, fires and prolonged droughts, impacting agriculture and water supplies. The adoption of sustainable technologies and the reduction of carbon emissions have been essential to mitigate their effects.



### AI as a key economic driver

Artificial intelligence (AI) boosts economic growth and processes, fostering innovation. Its development is key to improving competitiveness and generating highly qualified jobs, which is the reason why organizations are increasingly integrating AI.



## Meat segment

In 2024, we focused on developing new markets and deepening our focus on specific niches, looking for opportunities and promoting highly profitable businesses.



### Progress in diversification

We expanded our presence in Eastern Europe. We also diversified pork sales in Greece, Bulgaria and Romania, and began selling in North Macedonia and Hungary.



### Development of niche markets

We strengthened our participation in specific segments, becoming key suppliers, and focused on profitable, high-loyalty business to consolidate sustainable commercial relationships.



### Recovering our position in poultry after Avian Influenza

We reinstated our chicken products in strategic markets after the avian flu outbreak and implemented repositioning plans to recover clients and reinforce our presence in those countries.



### Growth in North America

We expanded our presence in Canada, reaching 20 new cities in its main regions. At the same time, we strengthened and consolidated our deliveries to the United States, with a focus on better understanding market needs and responding more quickly to client requirements.

## Opening up new markets in 2024



Aquaculture segment

During 2024 our strategy focused on:



Developing new markets.



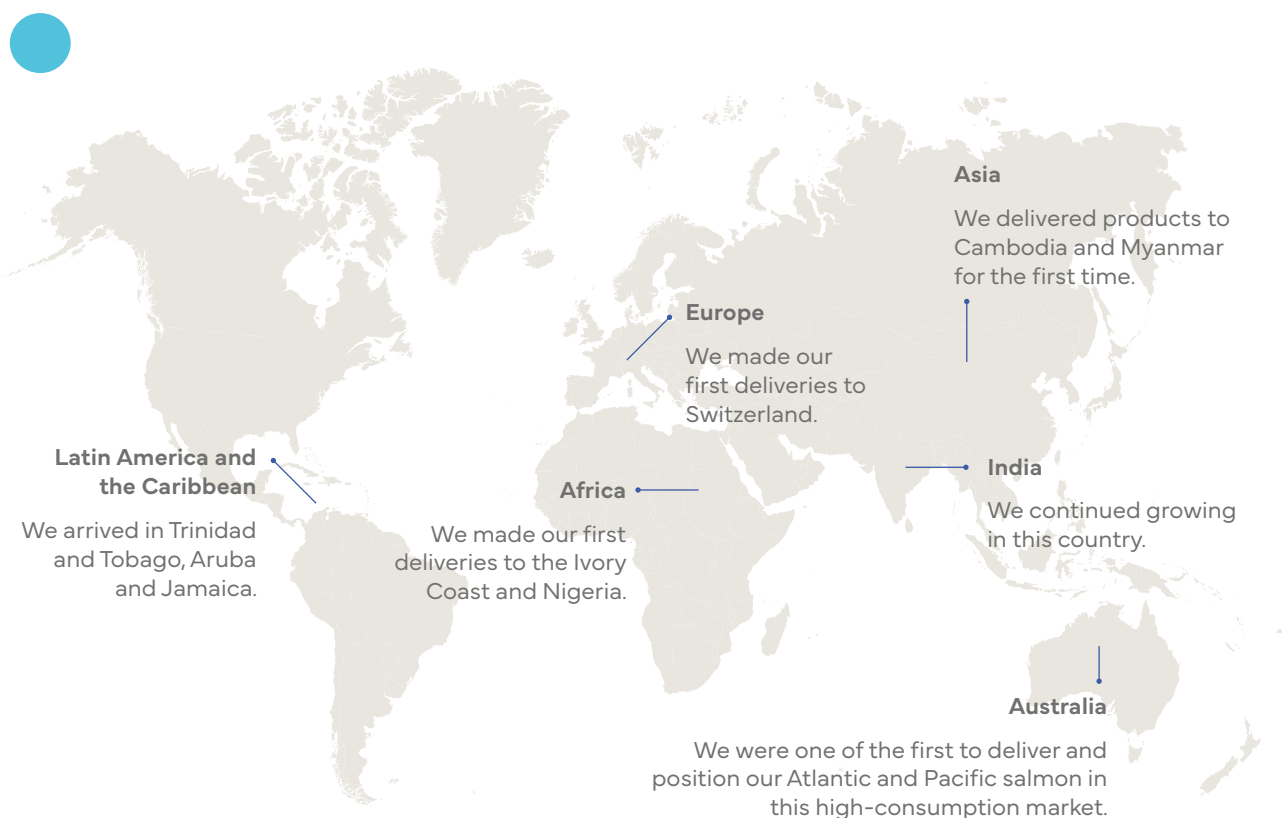
Deepening existing markets.



Conquering niche markets.

This approach was based on three essential pillars: growing profitably, connecting with our clients as strategic partners, and fulfilling our value proposition.

Opening up new markets in 2024



Milestones for 2024



**Launch of Singular process in the United States**

Aquaculture segment

We delivered frozen fillets and portions transported from Chile and thawed with the innovative Singular technology for the clients of our Miami branch. In this way, we added value to our products with a distinctive proposal that marks a milestone in the fresh salmon business in the United States.

**Verlasso growth**

Aquaculture segment

Our ultra-premium Verlasso brand continues to grow in the United States and has reached new markets such as Mexico, Europe and Asia.

**+18%**  
growth compared to the year 2023.

**14,500 t**  
sold.

**Positioning fresh salmon in Asia**

Aquaculture segment

We conquered markets such as Korea, China, Vietnam, Cambodia, Myanmar, Malaysia and Singapore.

**+488%**  
growth compared to the year 2023.

**5,100 t**  
of fresh salmon sold.

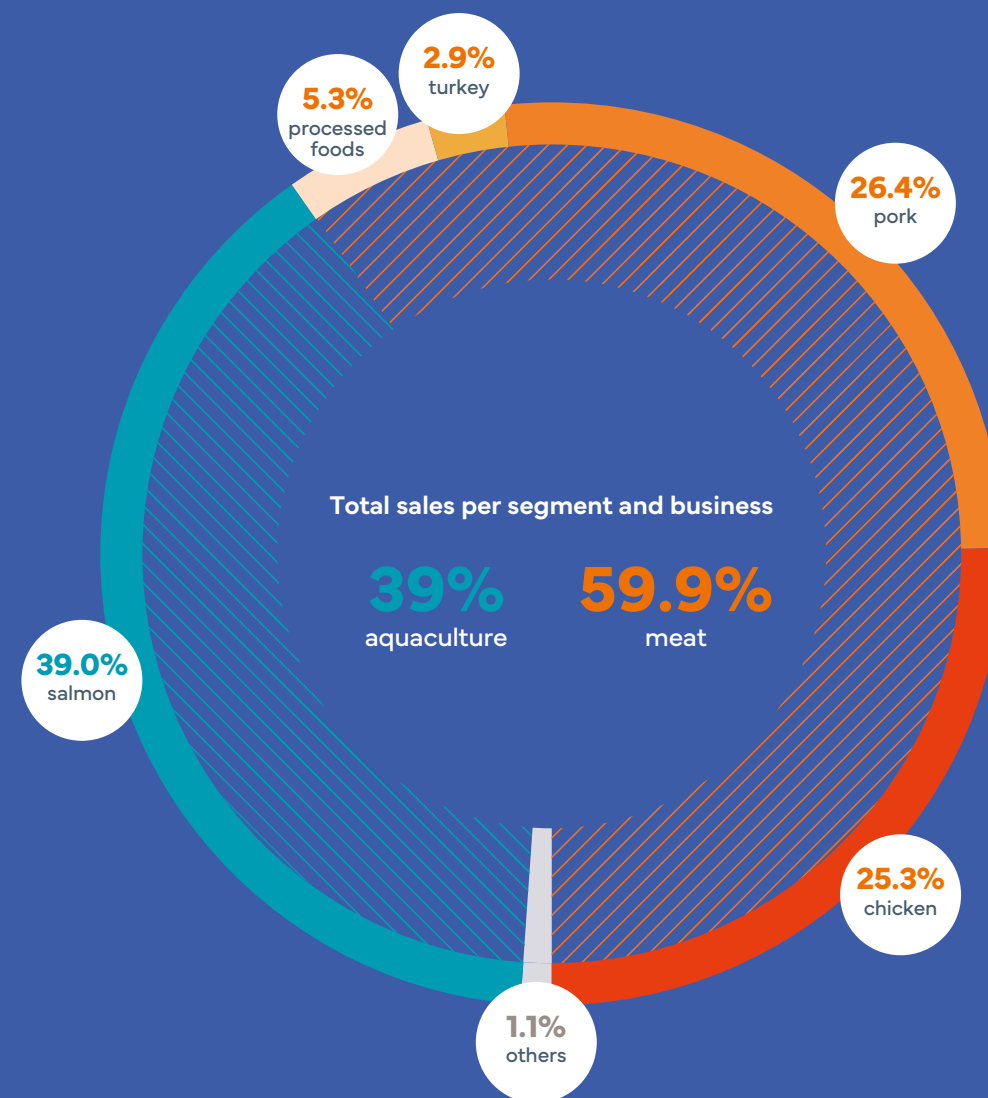




## Total sales

# ThUS\$ 4,276,150

Total sales.

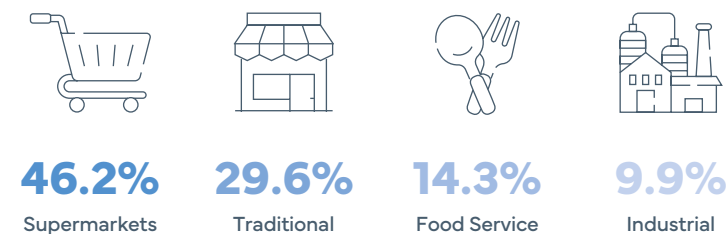
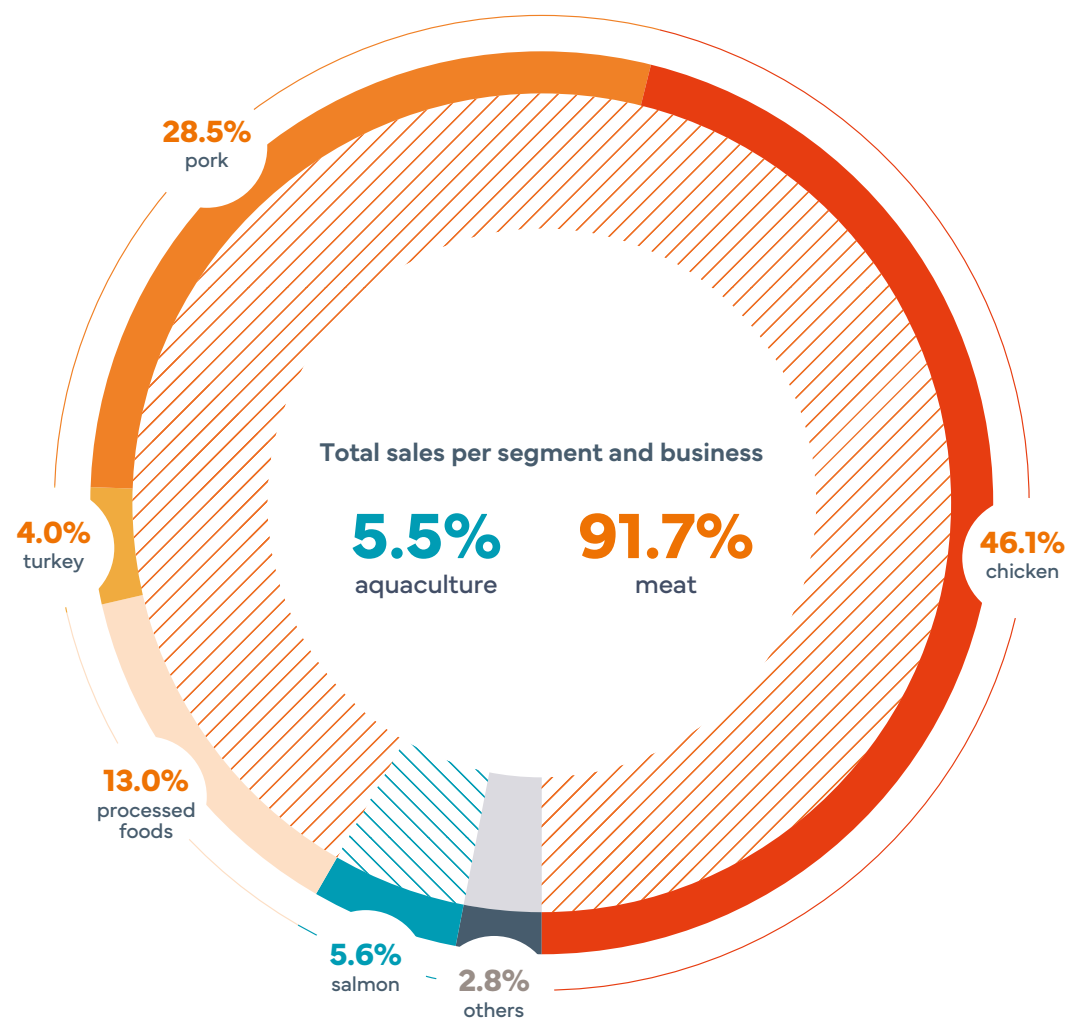


Total domestic sales vs. international sales



# Domestic sales

ThUS\$ **1,733,191**  
Total sales.

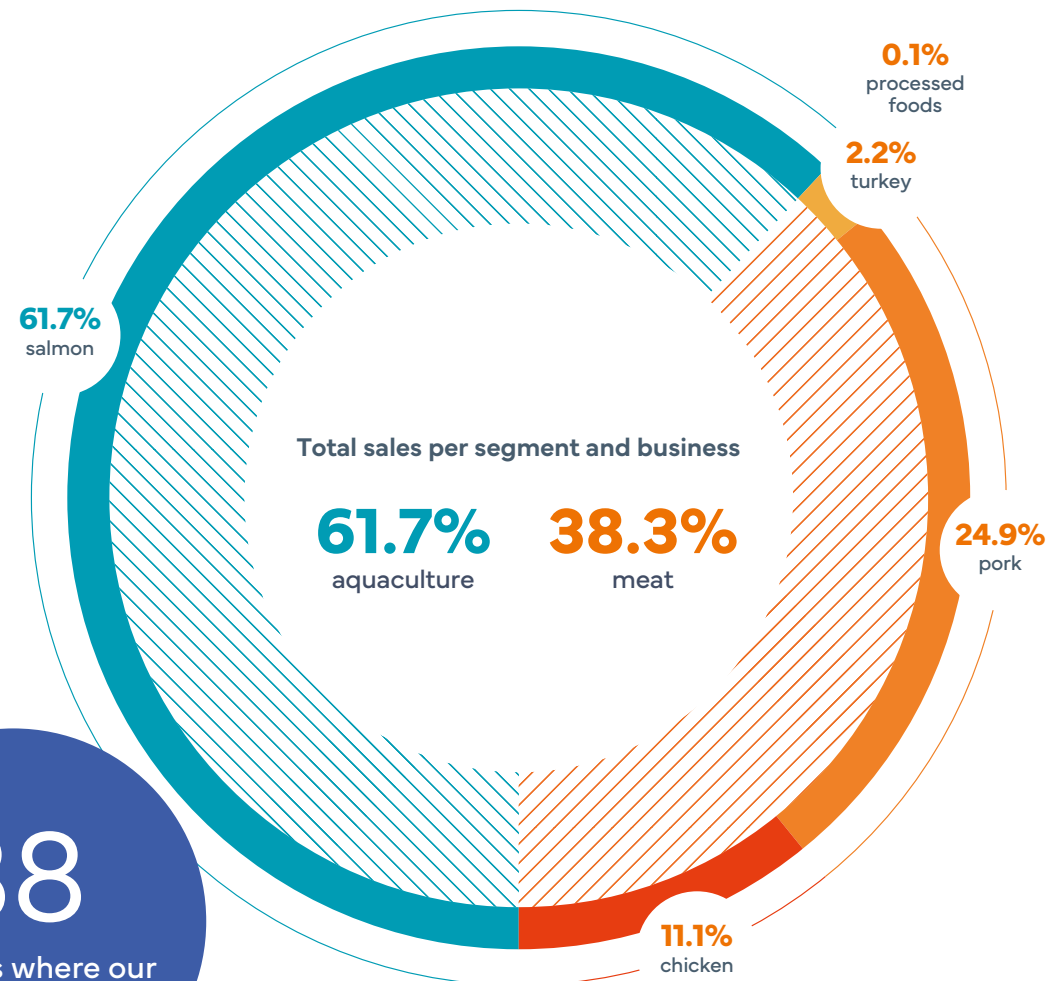


**56,770**  
total domestic clients  
by distribution channel

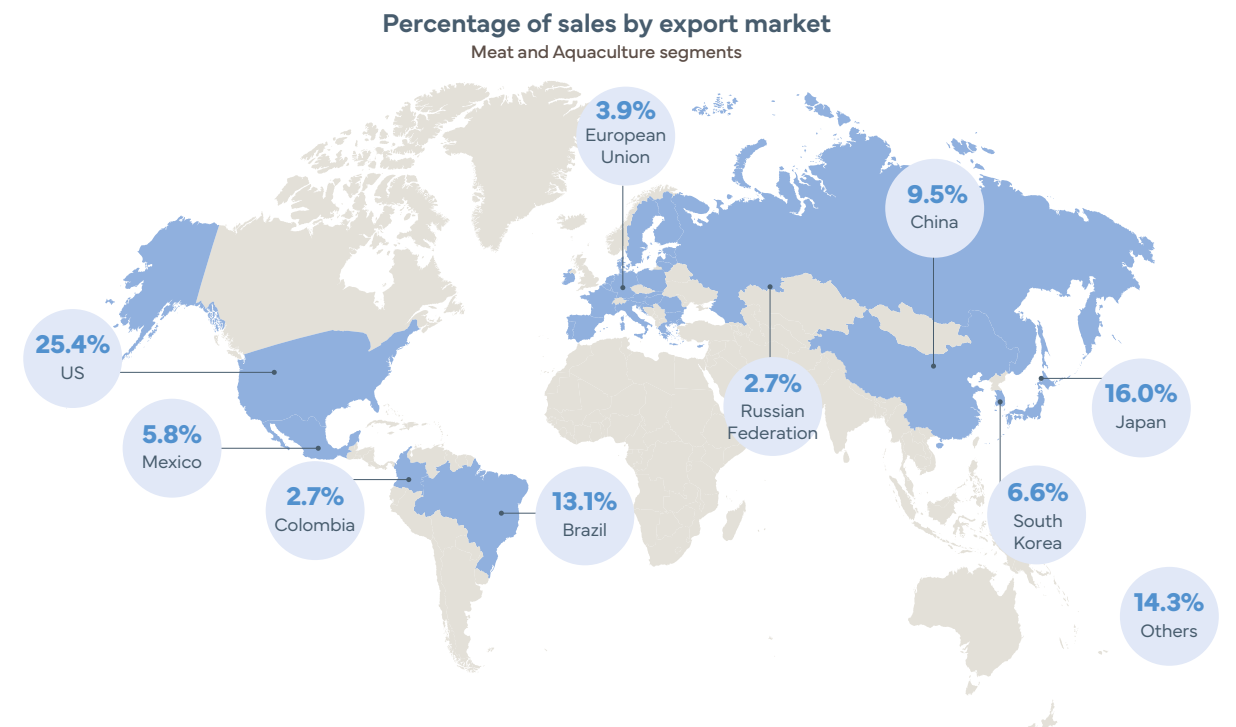


# International sales

ThUS\$ **2,542,959**  
Total sales.



**88**  
countries where our products are sold.





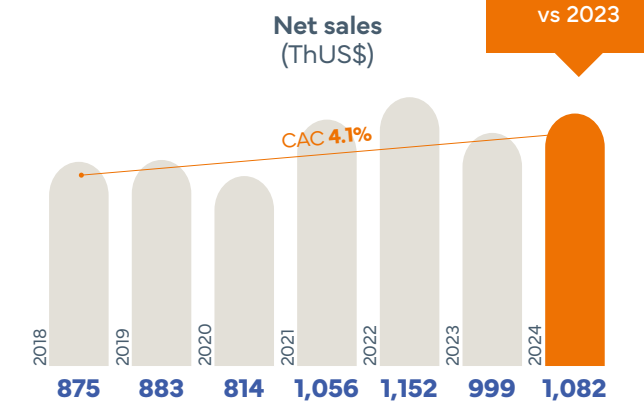
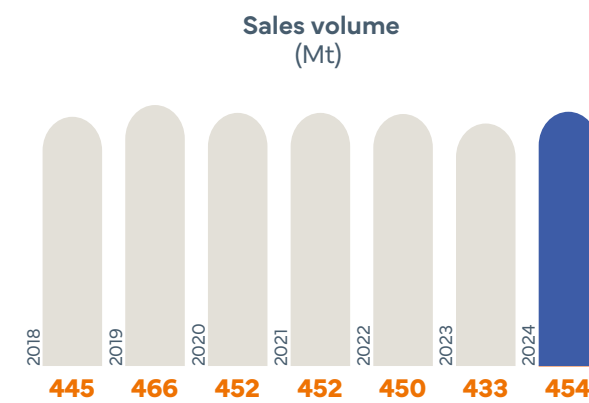
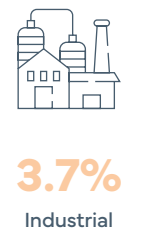
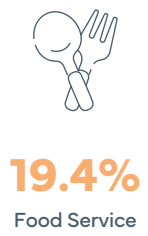
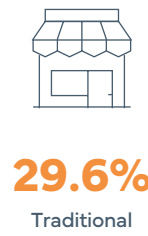
Meat segment  
**Chicken**

**ThUS\$ 1,081,790**  
Total sales.

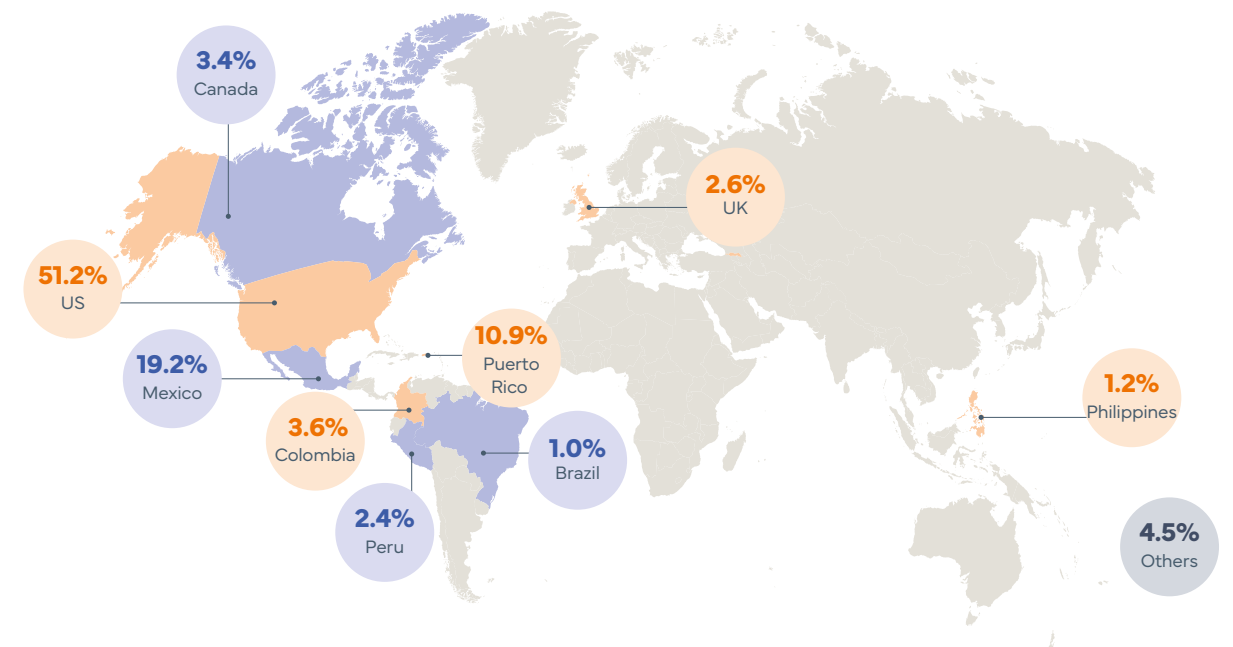
Total chicken sales

**73.9%**  
domestic

**26.1%**  
international



Percentage of sales by export market





Meat segment  
**Pork**

**ThUS\$ 1,129,354**  
Total sales.

Total pork sales

**44%**  
domestic

**56%**  
international



**38.0%**  
Supermarkets



**28.3%**  
Traditional

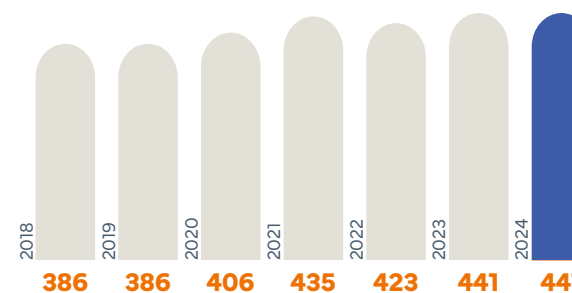


**7.3%**  
Food Service

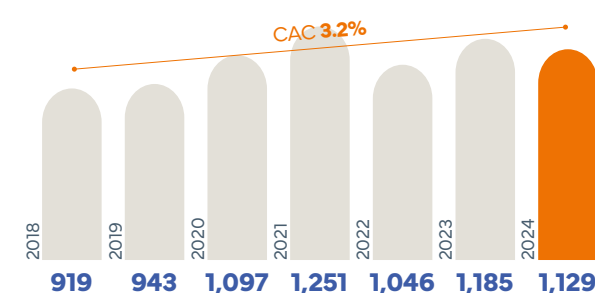


**26.4%**  
Industrial

Sales volume (Mt)

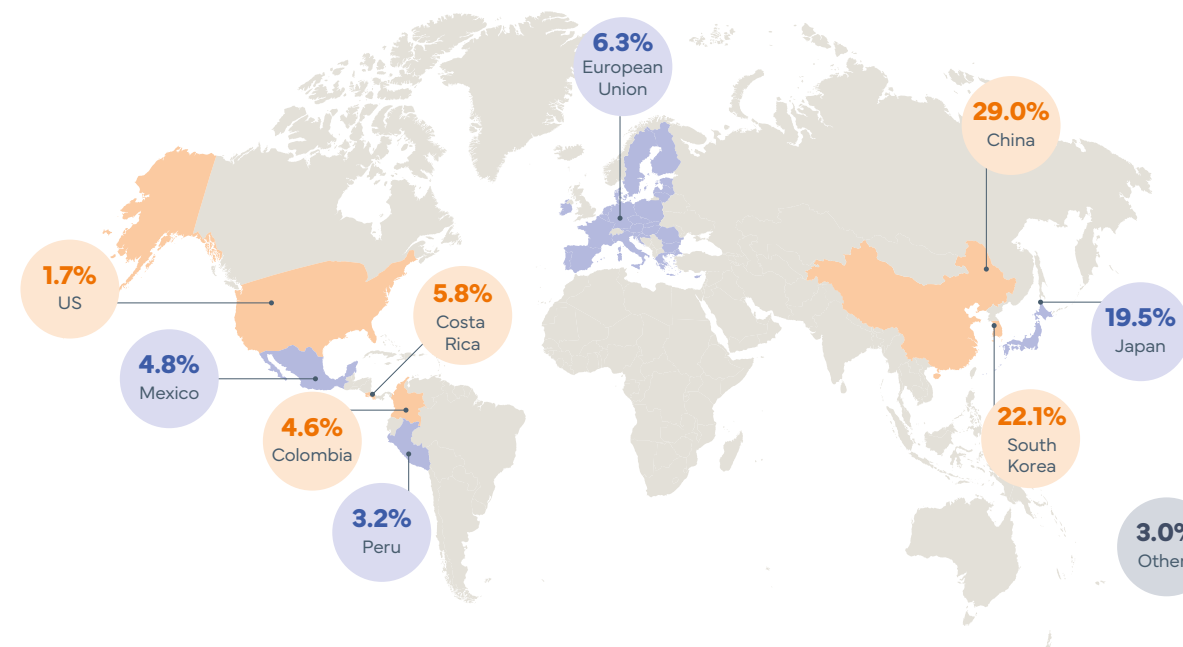


Net sales (ThUS\$)



**-4.7%**  
vs 2023

Percentage of sales by export market





Meat segment  
**Turkey**

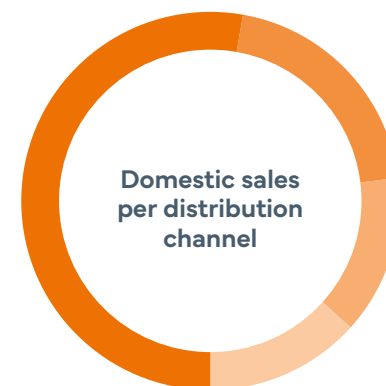
**ThUS\$ 126,135**

Total sales.

Total turkey sales

**54.9%**  
domestic

**45.1%**  
international



**52.9%**  
Supermarkets



**20.2%**  
Traditional

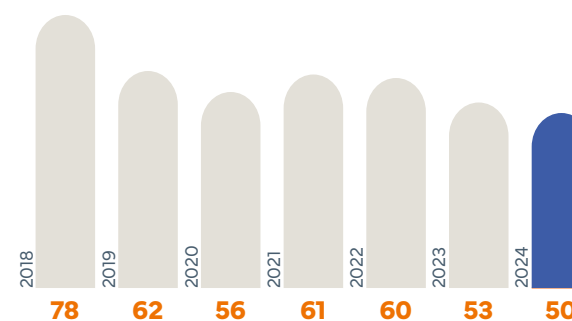


**13.8%**  
Food Service

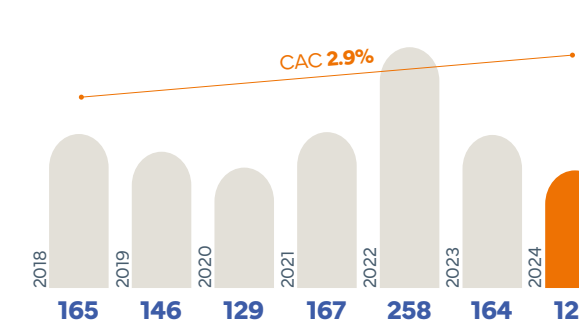


**13.1%**  
Industrial

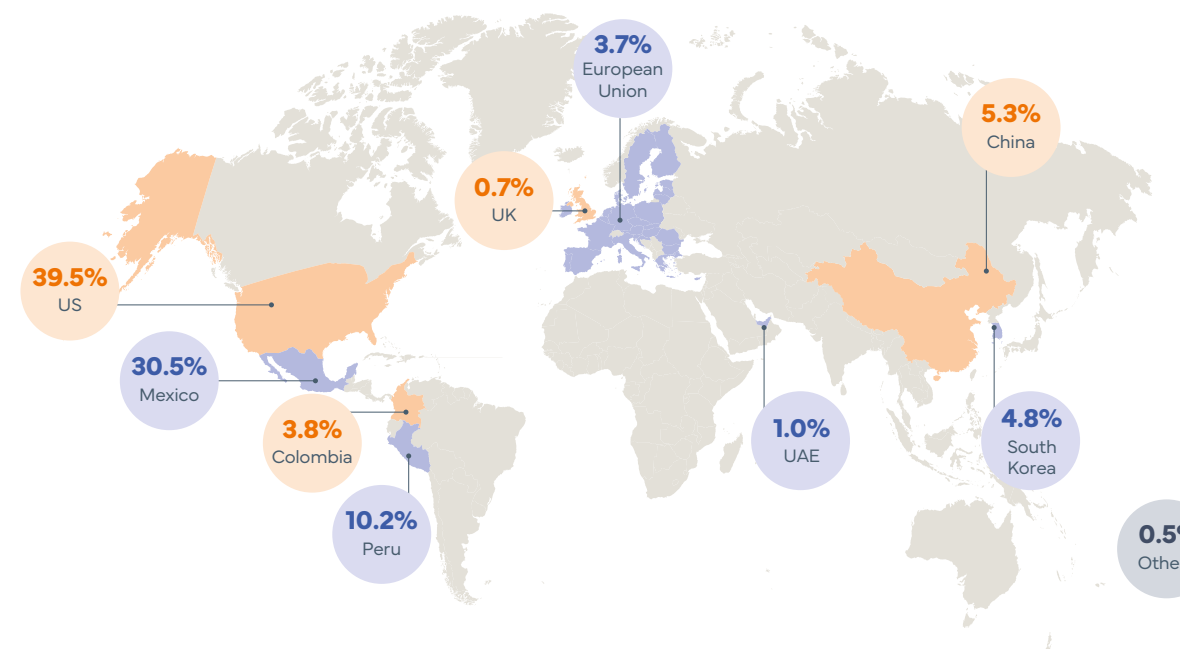
Sales volume (Mt)



Net sales (ThUS\$)



Percentage of sales by export market





Meat segment  
**Processed food**  
**ThUS\$ 226,117**  
 Total sales.

Total processed food sales

**99.7%**  
domestic

**0.3%**  
international

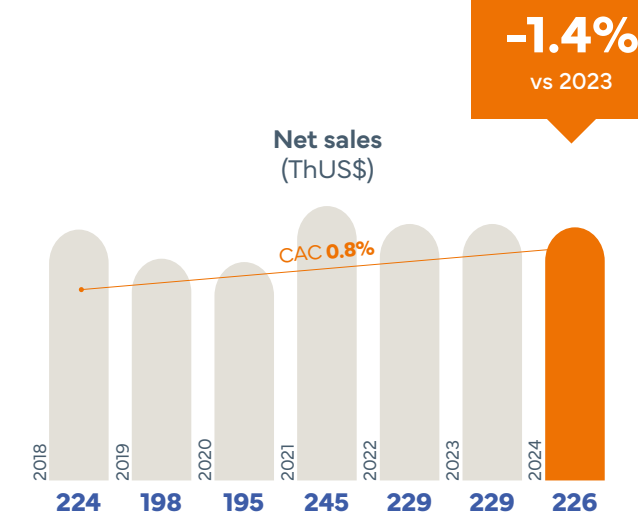
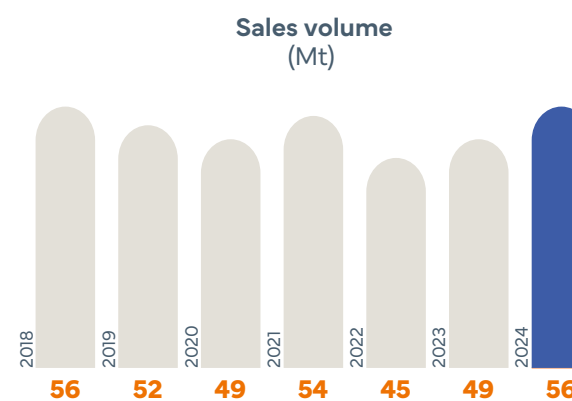


**55.5%**  
Supermarkets

**38.1%**  
Traditional

**6.4%**  
Food Service

**0%**  
Industrial





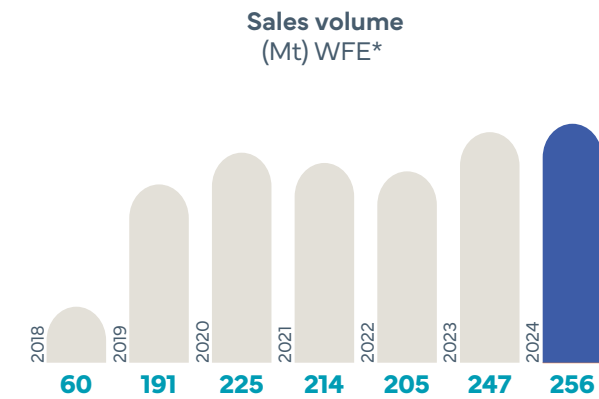
Aquaculture segment  
**Salmon**

**ThUS\$ 1,664,411**  
Total sales.

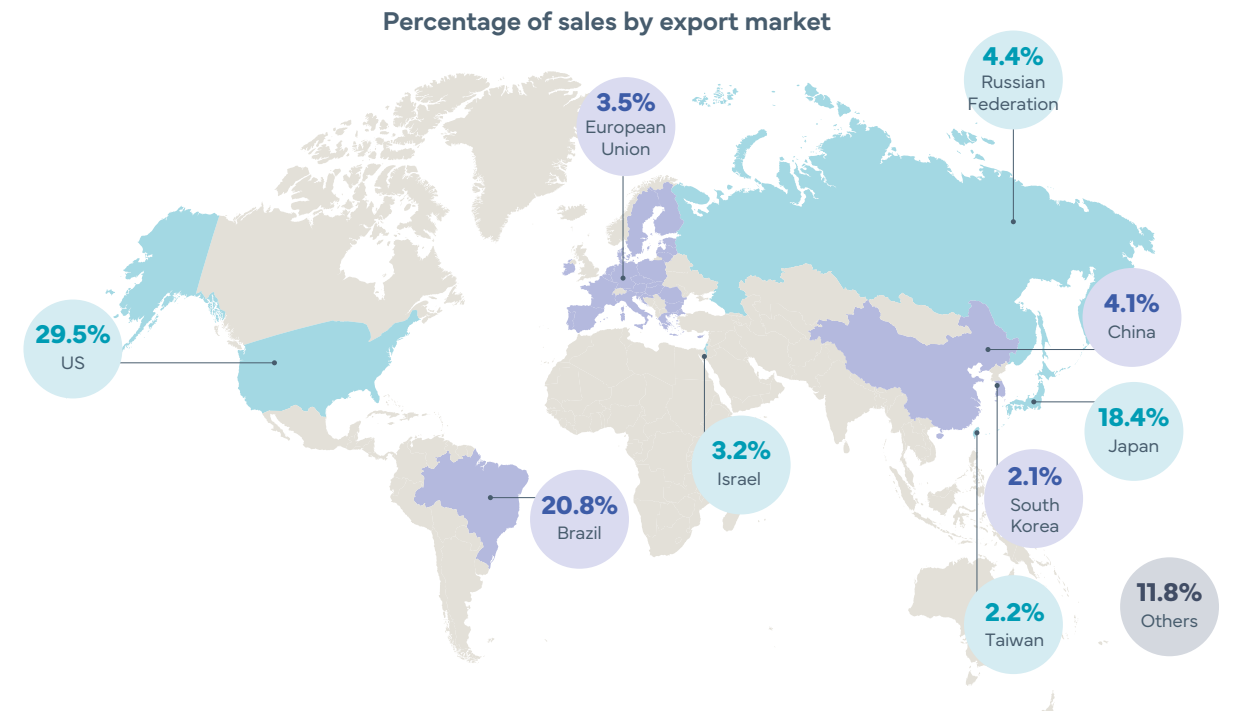
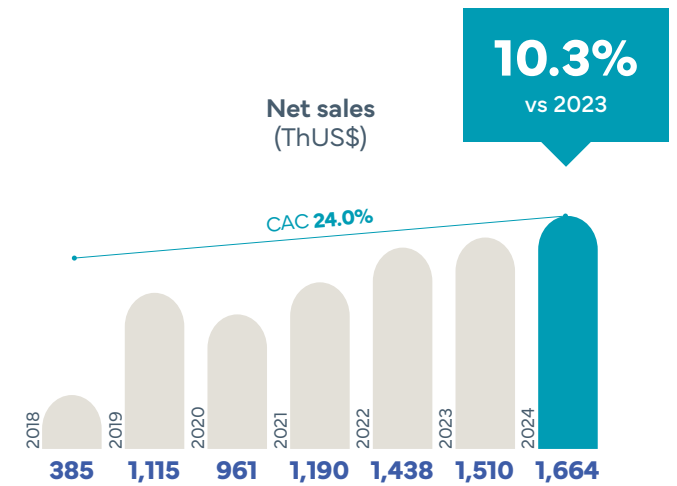
Total salmon sales

**5.7%**  
domestic

**94.3%**  
international



\* Whole Fish Equivalent, unit of measurement of raw material.



# BOOSTING INNOVATION

4



# A model that integrates the value chain

Innovation is a key tool we constantly use to add value to the company's strategic pillars. It enables us to identify opportunities and continuously improve in order to achieve our objectives. The adoption of new global methodologies strengthens the decision-making process, centralizing decisions in a single place that brings different areas together. This facilitates real-time management and improves productivity, reducing economic losses.

During 2024, we carried out a variety of activities, such as the Innovation Route, intended to promote innovative approaches within the company and, at the same time, connect with the national entrepreneurship network, developing solutions in conjunction with technology startups.

**ThUS\$ 2,780**

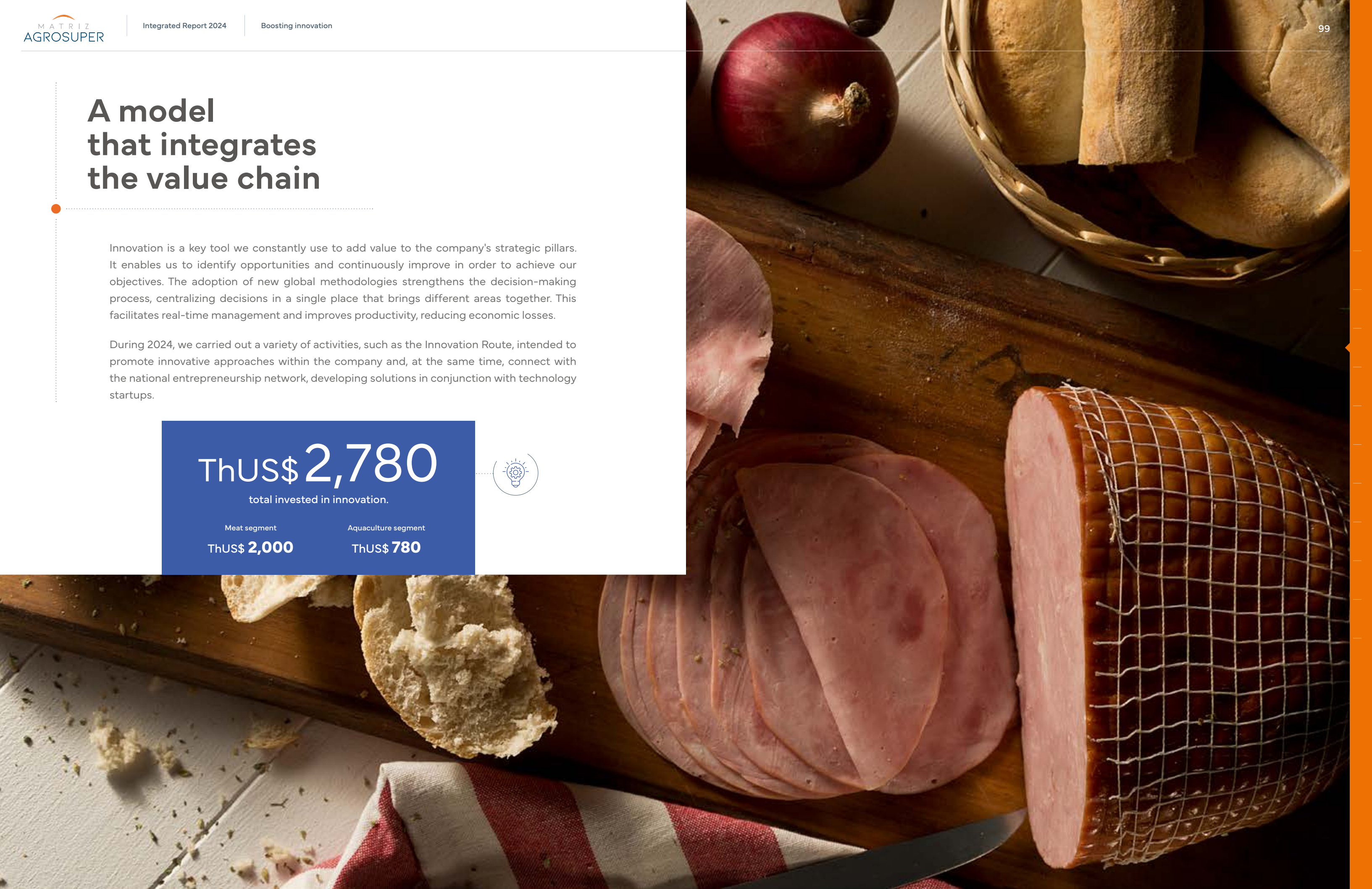
total invested in innovation.

Meat segment

**ThUS\$ 2,000**

Aquaculture segment

**ThUS\$ 780**



## Innovation Model

Meat segment

Our innovation processes, both internal and external, follow the corporate strategy, aiming to mobilize relevant indicators for the business through projects that respond to specific needs and critical problems detected in our operation.

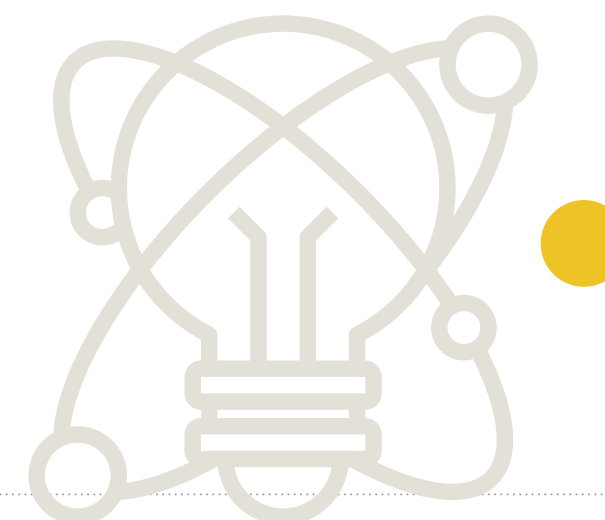
### Internal innovation

We encourage our employees to detect business improvements and carry out projects that add value and innovation.



### Open innovation

We foster co-creation with clients and suppliers, in the search for joint solutions. We also promote the work of Citizen Developers to create internal tools that optimize our processes.



### Key figures in innovation

**US\$ 45 million**

impact of innovation projects on EBITDA

**US\$ 3.1 million**

impact of corporate venture projects on EBITDA

**US\$ 20 million**

impact of digital transformation on EBITDA

**US\$ 1.1 million**

total invoicing to startups.

### Agrosuper ventures

Meat segment

Our model of connecting with startups allows us to explore new ideas, methods, products, services or solutions that have a positive impact and significant value for the sustainability of our business

Through the venture client approach, we detect, validate and incorporate local and international startups that help to improve our competitiveness, efficiency and profitability. Every initiative is evaluated, tested and, if successful, implemented in our operation.

**US\$ 4 million**  
estimated impact on EBITDA of the Agrosuper Ventures portfolio.

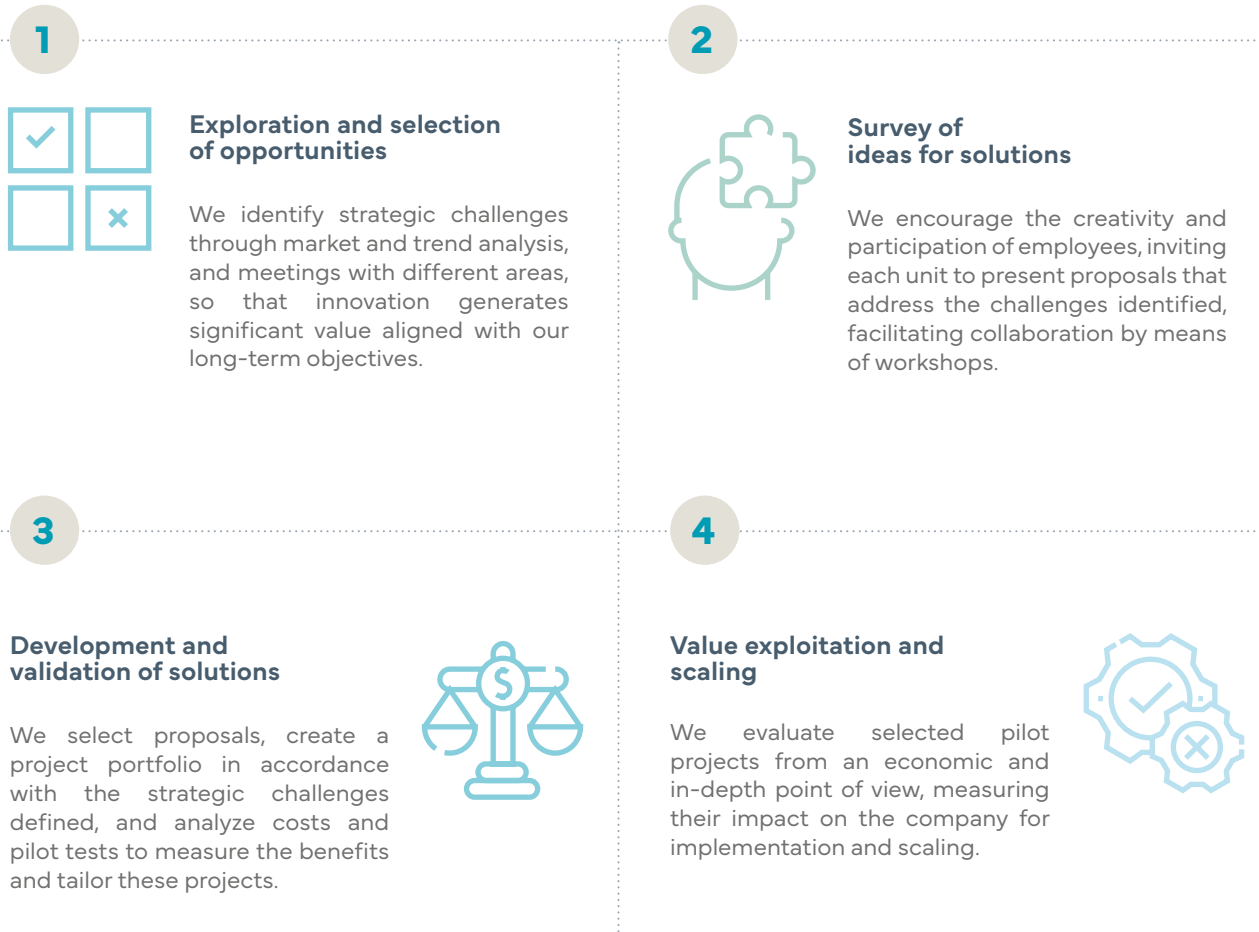
**20 pilots**  
with 10 new supplier-startups in 2024.

**60 startups**  
analyzed in October, November, December.

Aquaculture segment

Innovation is essential in our company, as it promotes the contribution between employees, suppliers, clients and regional entities to develop sustainable solutions. This approach optimizes processes, reduces environmental impact and generates social wellbeing. It is also key to addressing the challenges in the aquaculture industry, adopting ideas and technologies that transform the way we work.

Our management system is structured into four key stages, which are supervised by the Innovation Committee, made up of representatives from each management team, who guide and support the initiatives proposed.



**Call for regional startups**

Aquaculture segment

We implement an open innovation process that invites startups to present solutions to cross-cutting challenges in collaboration with local entities. During the process, we perfect the proposals and submit them to different teams in the company to evaluate possible collaborations and pilot testing.

**13**  
startups  
evaluated in  
2024.



**Meeting with suppliers**

Aquaculture segment

We encourage creativity and improvement among our suppliers, bringing together local companies and entrepreneurs and presenting them with an innovation methodology they can apply internally to optimize their processes, services and products.

**70**  
participants  
in the workshop



Developing a culture of innovation within our team

Internal workshops



Meat segment

In 2024, more than 3,000 employees participated in innovation workshops with the goal of fostering an environment of creativity and collaboration.

Aquaculture segment

Our innovation workshops are open to all employees, offering them the opportunity to share ideas and proposals for solutions.

Each unit organizes meetings during working hours, in an environment of trust and collaboration, where they present methodologies and tools to acquire new knowledge applicable to their daily operations.



Innovation workshops for students



Aquaculture segment

We conducted four practical workshops at universities with the participation of more than 140 engineering students. In these workshops, the students explored current opportunities in aquaculture, learning key methodologies such as design thinking and prototyping, which enable them to creatively address the challenges of the industry.





## Innovation partnerships

### Meat segment



Collaboration to boost innovation through partnerships with Massachusetts universities and startups in the areas of sustainability, efficiency and supply chain.



Participation in the innovation hub organized by the Sociedad de Fomento Fabril with a focus on precompetitive innovation and venture client.



Agreement for liaison with the applied research academy.



Collaboration with Universidad de la Frontera for applied research projects.



### Food & Nutrition Council of Tufts University.

Work with experts regarding the main challenges in food and nutrition that will have an impact on health in Chile.



Links with academia and healthcare professionals to promote research that contributes to a balanced diet.

### Aquaculture segment



Connecting with different companies, institutions and associations to promote innovation.

### Patagonia Biotech Hub

Inauguration of the first biotechnology innovation center in Puerto Varas to promote the development of biotechnology solutions and projects in the region and Chile.



Agreement to promote research in the areas of innovation, development and technology transfer.

### Centro de Innovación Regional de los Lagos

Partnership that invites proposals from startups in the region.

# The innovation route

Our corporate process to generate internal innovation:



## Criteria, competencies and skills evaluated



## Innovation route

### Meat segment

In October 2024, the 108 best projects converged in a semi-final and, subsequently, 32 of them were part of the grand final held in December on Innovation Day. This year, we incorporated a new category called "Chispeza", which aims to expedite initiatives whose implementation is easy and low in cost.



### The innovation route in the meat segment: 10 years creating, multiplying and capturing impact.

This program is a fundamental pillar for development and growth, which has allowed for the implementation of more than 200 pilot projects. At the same time, it reflects our commitment to excellence and continuous improvement, highlighting the contribution of employees bringing fresh and creative ideas that have had a significant impact on results.

### What have we achieved in these 10 years?



View some of the pictures of the Innovation Route 2024 in the Meat segment here.





### Pinta Pa' Bueno Category

Projects in the pilot or proof-of-concept stage, which have an estimate of potential EBITDA and show promise, have the opportunity to be presented directly to the company's investment committee.

**1,186**  
ideas submitted.

**8**  
finalists.

**2,400**  
participants.

**ThUS\$ 380**  
investment in this category.



### Sandía Calá category

Projects that are currently generating and capturing EBITDA, having their critical variables validated.

**213**  
ideas submitted.

**8**  
finalists.

**420**  
participants.

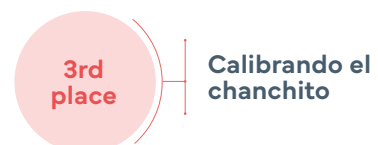
**ThUS\$ 170**  
investment in this category.



**1st place** | IQF Sequito



**2nd place** | Directo al corte



**3rd place** | Calibrando el chanchito



**1st place** | Reproductoras con valor



**2nd place** | Centralization of assignment to branches



**3rd place** | Minipallet

#### 1st place in category: IQF Sequito

Implementation of an unprecedented improvement in the industry to optimize the drying of conveyor trays in the IQF tunnel of the San Vicente Plant by means of constant dry air flows. This innovation reduces moisture build-up, minimizing the risk of production line failures and shortening drying times, thus ensuring compliance with production schedules.

Results

**93%**  
MTTR (availability).  
**2%**  
MTBF (operational continuity).  
**US\$ 200,000**  
INPUT (increase in productivity).

#### 1st place in category: Reproductoras con valor

Project that expands the range of products on offer, extending their useful life and diversifying their sale.

This makes it possible to reach more clients, boosting competitiveness and improving sales conditions.

Results

**49.2%**  
increase in prices.  
**11**  
new clients.  
**US\$ 1,200,000**  
new revenue  
(March - August 2024).



Continuous Improvement Category

We implement projects with minimal investment that apply continuous improvement methodologies based on standardization (KAIZEN), to achieve a real impact on our processes.

**61**  
ideas submitted.  
**8**  
finalists.

**120**  
participants.  
**ThUS\$ 20**  
investment in this category.

**1st place** | Slaughter bridge shift

**2nd place** | Innovalithium

**3rd place** | Oil in spurts

**1st place in category: Slaughter bridge shift**

We have incorporated a bridge line that enables a continuous process in the morning working shift, maximizing uninterrupted availability in the production shift and improving plant cost efficiency.

**Results**

- 4.3%** increase in availability.
- 18,900,000** kg/year increase in annual kilograms.
- 2.4 MT3/hr** decrease in water consumption (MT3/Hr).



Chispeza category

Simple, low-cost and quick implementation projects that can lead to big changes.

**70**  
ideas submitted.  
**8**  
finalists.

**130**  
participants.  
**ThUS\$ 50**  
investment in this category.

**1st place** | Best of two

**2nd place** | Better with greater caliber

**3rd place** | Channel bridge

**1st place in category: Best of two**

This project optimizes the hamburger packaging line by allowing the inclusion of two units per package, thus improving efficiency, reducing costs and the use of materials.

**Results**

- +11%** in production volume.
- 50%** in the use of film for packaging hamburgers.
- 4 months of implementation.**

### Innovation route for suppliers

Since 2022, with the launch of the “Capital Emprendedor” program, we have been seeking to encourage entrepreneurship among those who provide services in the different stages of our value chain and to promote innovation in our ecosystem, looking for ideas that create a real and measurable impact.

**429**  
ideas submitted.

**9**  
finalists.

**400**  
participants.



Tecnoandina



## Innovation route

### Aquaculture segment

We promote continuous improvement and transformation of our processes by encouraging creative and proactive thinking at every level of the organization. We value diversity in perspectives to address challenges more effectively. In 2024, for the second consecutive year, we implemented this approach across all departments.

**+3,000**  
ideas received.

**1,646**  
participants.\*

**144**  
projects submitted.

Total investment  
amount

**ThUS\$ 215**

\*An average of three people per project.

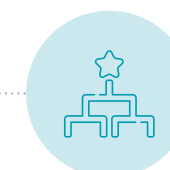
### Categories



Ingenuity  
and creativity.



Optimization  
and processes.



Talent and organizational  
development.



Sustainability  
and social  
responsibility.

Criteria, competencies and skills evaluated in the projects submitted.



#### Economic impact.

Short-term, low-investment projects aimed at achieving rapid impacts, and long-term projects focused on sustained economic impact.



#### Socio-environmental impact.

Projects with a positive impact on the environment and communities that promote sustainability and wellbeing.



#### Scalability

Projects that can be implemented at a crosscutting level.



For the second consecutive year, we met at Teatro del Lago in Frutillar to celebrate the final of the Innovation grand route 2024. Learn more in the following video.





**Ingenuity and creativity category**

**Winner: Aquafishvet**

Project that optimizes health diagnosis through image analysis, allowing for the early detection of diseases. This improves decision making, strengthens sanitary management and contributes to animal welfare.

**Expected results**

- 100%** compliance in cultivation centers.
- Decrease in disease detection times.
- 93%** of necropsies analyzed.
- US\$ 89,000** total amount invested.



**Process optimization category**

**Winner: Aquanexo**

Application that allows suppliers to report completed services by means of videos and images sent to AquaChile. In addition, it facilitates the tracking of payments and maintains a repository with the history and evaluation of the services provided.

**Results**

- Decrease in payment time to suppliers.**
- US\$ 25,000** total amount invested.



**Sustainability and social responsibility category**

**Winner: Recovery and sale of scales**

This initiative transforms salmon scales that would otherwise be waste into a high-value by-product that, thanks to its high concentration of collagen, can be used in a variety of applications such as the production of gelatin for food packaging.

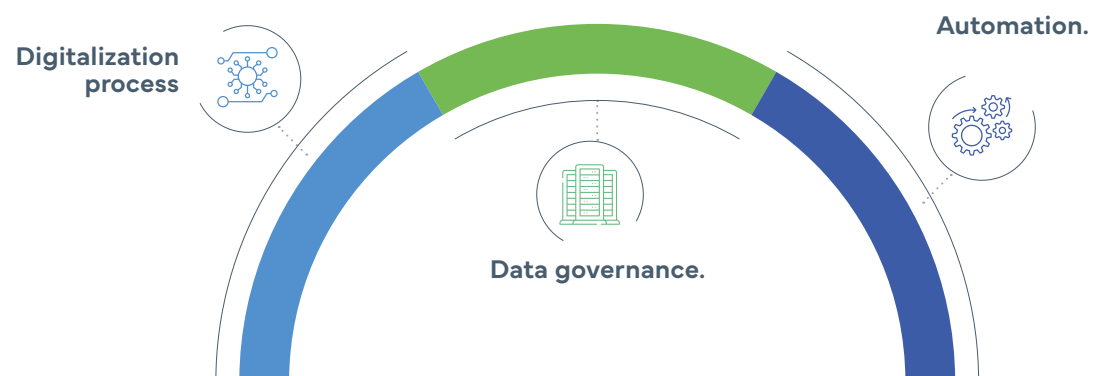
**Results**

- Capture of a by-product with high commercial value.**
- Reduction in maintenance costs of the industrial liquid waste system.**
- US\$ 60,000** total amount invested.



## Process transformation and adaptation

To improve operational efficiency, reduce costs, strengthen our competitiveness and make data-driven decisions, we focus our efforts on the following:



In 2024, we strengthened our digitalization culture as well as the skills of our employees to promote their development, commitment and leadership. These actions give us a strategic position in an increasingly virtual market.



### Control towers

Meat segment

This project implements an integrated management system that uses control towers for remote and centralized real-time monitoring, thus optimizing the efficiency of our operations. As pioneers in the meat industry, we have seven operational control rooms, which reinforces performance and significantly contributes to the company's EBITDA.

**+ ThUS\$ 9,000**  
EBITDA



### Monitoring of key variables

Aquaculture segment

Reduction in resolution times thanks to alarms in the freshwater modules.

1.3% decrease in depth alarms on dives.

This internal platform unifies and centralizes the monitoring of parameters that are key to the business, to control and manage the compliance of every one of them.

The monitoring of key variables includes **freshwater, seawater, logistics and health.**

## Awards and accolades in innovation



## Applied research

This field is one of the tools we use to generate disruptive impacts on our operations. In the meat segment, we focus on the recovery of by-products, technological innovation and improving the efficiency and sustainability of our production.

We collaborate alongside an ecosystem composed of more than 80 researchers from universities, research centers and startups at a national level, through a direct investment of US\$220,000.

**Explora II call**  
Meat segment

We launched a competition for national and international universities and research centers to develop proofs of concept that generate innovative science-based products or services that contribute to our value chain. This initiative, which is unique in Chile, strengthens the link between the academia and business.

**7**  
winning projects.

**40**  
applications.

**Aquaculture Technology Center (ATC)**  
Aquaculture segment

The ATC positions us as leaders in aquaculture innovation, strengthening our competitiveness and promoting responsible and sustainable production. Its purpose is to develop applied technologies and knowledge to optimize the farming of aquatic species with a focus on feed, animal health, genetics and environmental management.

In addition, it works as a knowledge transfer center for our teams, universities and research centers, fostering and strengthening future professionals in the aquaculture industry.

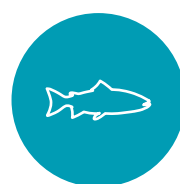
# New products

We innovate with products aligned with the current food trends of consumers.

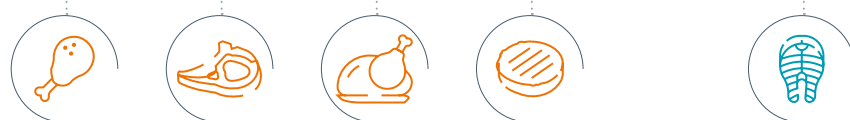
**1,598**  
total products sold in 2024.



Meat segment  
**1,464**  
total products sold in 2024.



Aquaculture segment  
**134**  
total products sold in 2024.



**10.3%**  
percentage of new products  
launched in 2024.

Meat segment  
**9.9%**

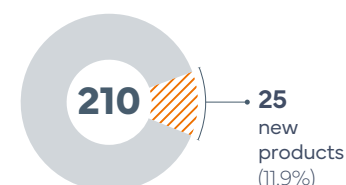


Aquaculture segment  
**14.2%**

# Total products sold in 2024

## Meat segment

### Super Pollo



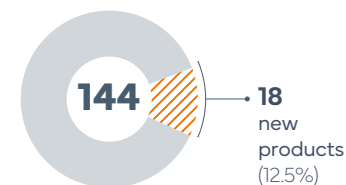
### Super Cerdo



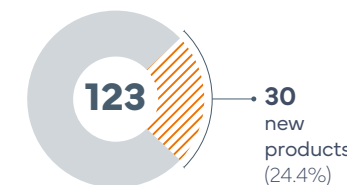
### Super Beef



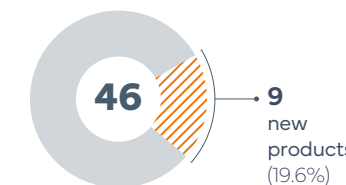
### Sopraval



### La Crianza



### King



## Agrosuper Internacional

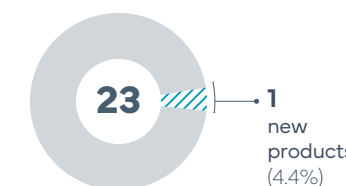


## Aquaculture segment

### Aqua



### Verlasso



**“Product of the year” award: Food category**

The Product of the Year seal, awarded by the consulting firm NielsenIQ, is supported by the votes of more than 3,000 Chilean consumers. It includes all types of consumer goods that show significant innovation for the consumer (function, design, packaging or formula).



**Super Pollo  
Seasoned frozen chicken line**

A different proposition for consumers who have little time for cooking, with ready-to-eat products in convenient formats.

**Main innovative feature:**

Ready to heat and eat roasted chickens, pioneers in their category.



**Super Pollo  
Super Chicken Barbecue Line**

First seasoned IQF frozen product, designed for consumers looking for quick and versatile options.

**Main innovative feature:**

Ready to cook, no need for additional seasoning, long-life and frozen.

**Super Cerdo  
Flavors line of Super Cerdo**

Variety of fresh slices, including baby back ribs American flavor, tenderloin steak with spicy creole flavor and chimichurri leg pulp in smaller formats and with distinctive flavors.

**Main innovative feature:**

Weight options for smaller families with new flavors.



**Iniciativa de impacto award**

Brinca recognized our project that transforms salmon scales into a high-value by-product thanks to their collagen concentration.



**AquaChile  
Pacific and Atlantic salmon scales**

Capture and drying of scales for processing and sale in different industries, such as cosmetics, nutritional supplements and food.

**Main innovative feature:**

Sustainable harvesting and processing of salmon scales for sale.





New products launched in 2024



**Roast line  
(whole breast, whole leg, winged leg)**

Ready to heat and eat roast products.

Recognized as product of the year.

Variable format.



**IQF Seasoned Line**

Ready to cook strips, teriyaki strips and frozen creole wings.

Recognized as product of the year.

Format: Frozen in 500g bag.



**Baby back ribs American flavor.**

Baby back ribs with sweet and sour flavor.

Recognized as product of the year.

Variable format.



**Spicy tenderloin with creole flavor.**

For spicy food lovers.

Recognized as product of the year.

Format: Packaged fresh in 400g format.



**Chimichurri leg pulp.**

The perfect blend of flavors.

Recognized as product of the year.

Format: Packaged fresh in 400g format.



**Super Pollo**

Frozen thinly sliced chicken breast.

Frozen breasts thinly sliced to achieve a cut similar to thin steak.

Format: 500g flowpack.



**Barbecue line**

Chimichurri-flavored chorizo and longanilla sausages with a tasty new traditional longaniza sausage.

Format: Fresh in 280g and 400g packs.



**Extraordinary cold cuts**

Ham mortadella, beer-flavored pork sausage and rolled pork loin.

Format: Ham mortadella: 120g pack, beer-flavored pork sausage: 150g, rolled pork loin: 2.6kg.



AQUA

**Nuggets**

These delicious and practical crispy breaded nuggets are a versatile and nutritious option for a family meal or enjoy as a snack, standing out as a healthier and tastier alternative to traditional nuggets.

*Format: 500g bag and 5kg bulk bag.*



AQUA

**Kids' line China**

Portions of frozen Pacific salmon, specially designed for children because of its mild flavor and tender texture. Practical and easy to cook, they are perfect for a healthy diet for children due to their protein, omega-3 and essential nutrients.

*Format: 200g and 300g boxes.*



AQUA

**Pacific salmon retail**

Frozen fillets vacuum-packed in printed film packaging that highlights our certifications and nutritional attributes. Its practical packaging conserves the quality, making this a perfect choice for retail due to its design and easy preparation.

*Format: Skin-on fillet.*

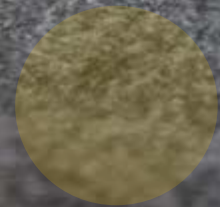


AQUA

**Trim A fillet**

Trim A slice, vacuum packed, specially designed for the Asian market. This stands out for its freshness, quality and texture, as well as its versatility and performance in different culinary uses. Its presentation makes it the preferred choice for distributors and industry professionals.

*Format: Skin-on fillet.*



# Balanced diet

To contribute to the quality of life at the domestic level, we promote a balanced diet among all our target groups. This area of action is part of our strategic plan and we aim to be role models in this area with the aim of contributing towards reducing obesity rates in Chile and contributing to people's wellbeing.

In 2024, we focused our efforts within the company, developing an intervention program aimed at promoting balanced dietary habits and improving the diets of our employees, actively incorporating them into our Balanced Eating strategy.

## Nutritional intervention program

In this free-of-charge, voluntary project, nutritionists measure the body composition of our employees and then provide them with personalized advice and dietary guidelines.

**6%**

reduction in the obesity rate of our employees.

**600**

employees participating in the program.



# ESG MANAGEMENT

5



# Sustainability model

Our commitment to sustainable development is based on building bonds of trust with the community, responsibly managing the impacts of our operations and efficiently using natural resources.

## Three dimensions:



### Environmental dimension

Through the use of technology and ongoing innovation, we focus on reducing our carbon footprint, optimizing the use of natural resources and boosting the circular economy.

- Responsible management of water resources.
- Optimization of energy use.
- Integral supervision of odors and transport logistics, which are inconveniences inherent to the operation.
- Appropriate waste management.
- Reduction in the use of plastics and implementation of recyclable packaging.
- Circular economy for industrial waste and by-products.



### Social dimension

We encourage the professional development and continuous training of our team, strengthening the organizational culture and implementing succession and talent retention plans.

We also foster transparent relationships with neighboring communities and address the needs of consumers, suppliers and contractors, promoting a balanced diet.

- Working environment.
- Occupational health and safety.
- Professional development.
- Organizational culture.
- Talent retention.
- Leadership succession.
- Engagement with neighboring communities.
- Local employment.
- Support for entrepreneurship.
- Balanced diet and nutrition.



### Governance dimension

Our management is based on transparency and ethics, ensuring accountability for our operations.

We are committed to the responsible management of our business through comprehensive and transparent governance and the highest standards of probity and compliance.

- Regulatory compliance.
- Board of directors.
- Level of service.
- Client satisfaction.
- Complaints.
- Products, quality and safety.
- Suppliers.



## Sustainability management

### Meat segment

We have defined 42 key performance indicators (KPIs) covering the three ESG dimensions (Environment, Social and Governance), prioritizing those that are in line with the business strategy.

These KPIs are monitored on a monthly basis by a Sustainability Executive Committee, composed of the Vice Chairman of the Board, the CEO and the managers of the Corporate Affairs, Animal Production, Industrial, Commercial, Innovation, Administration and Finance, and People divisions. In addition, they are presented to the Board of Directors half-yearly at a Corporate Sustainability Committee that includes the CEO and the Corporate Affairs Manager.

### How do we measure sustainability?

1



#### Following up on our indicators

Sustainability governs our operations through the fulfillment of goals and indicators that ensure responsible management.

2



#### Indicator-based reporting

Every month, the Corporate Affairs and Sustainability department team prepares a document that provides the guidelines for the new integrated report.

3



#### Assessing our sustainability performance

On a half-yearly basis, the Sustainability Committee analyzes the performance of the indicators and defines strategies to strengthen our responsible management.

4



#### Managing critical indicators

We prioritize the key indicators that are aligned with our business goals and strategy. These enable us to assess our progress towards meeting our sustainability objectives.

## Integrated Reports

Our economic, social and environmental commitment comes together with transparent management, which is reflected in the fact that since 2014 to date we have been reporting our KPIs in a comprehensive manner and complying with the main ESG standards in the industry.



### Alignment of ESG indicators to the Strategic Plan

Meat segment

#### Main results:

**100%**  
alignment with the indicators of the Strategic Plan.

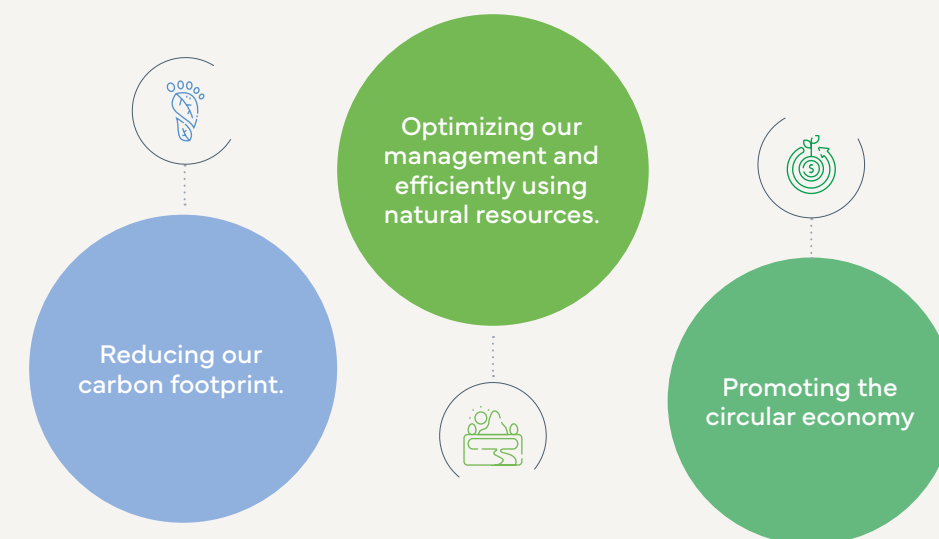
We work on the ESG indicators that are monitored by the Sustainability Committee and subsequently aligned to the Strategic Plan and business objectives.



### Precautionary principle

Our Sustainability Policy integrates environmental, social and governance guidelines for all our operations.

In the environmental dimension, our production model is based on innovation and responsible management, having three key objectives:



We do not have specific policies on human rights.

Meat segment

**42**  
KPIs for measuring sustainability

**8**  
Environment

**25**  
Social

**9**  
Governance



**Environmental issues:** emissions, water, energy, odors, transport, management of Environmental Qualification Resolution (EQR).



**Social issues:** employee training, turnover and absenteeism, occupational health and safety, community diagnosis and engagement.



**Governance issues:** oversight, payment to suppliers, quality and safety, product and consumer complaints and client satisfaction.



Reporting to Sustainability and Risk Committee.



Reporting to the AB Chile trade association.



Quarterly measurements of carbon footprint.



Aquaculture segment

Through our Sustainability area, we monitor environmental, social and governance indicators, identifying improvement opportunities. These indicators are periodically analyzed by the Sustainability and Risk Committee.

The annual planning focused on the following:



Reporting to the Sustainability and Risk Committee.



Reporting to the Salmon Council.



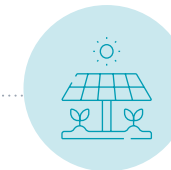
Reporting to the Global Salmon Initiative.



Annual measurements of carbon footprint.



Water footprint.



Energy management in the facilities required by regulations.





### Certifications program

Aquaculture segment

We develop an annual program to comply with audits and maintain the certifications applicable to all production areas. These voluntary certifications help us to ensure regulatory compliance and care for the ecosystem.



### Regulatory update program

Aquaculture segment

We train our employees on current legislation regarding the prevention and sanctioning of workplace harassment and violence, economic crimes and environmental offenses.



## Communication and training to employees on ESG goals

### Meat segment



#### Press releases

The External Communications team disseminates to the media news related to advances in recycling, energy efficiency, water reuse and consumption reduction, as well as community engagement initiatives.



### Communication



#### Integrated Report

This provides a comprehensive view of progress made in the three ESG dimensions, combining qualitative and quantitative information. This document facilitates the evaluation of risks and opportunities.



#### Training

We provide training to our employees through different ESG courses and initiatives, focusing on continuous improvement, process standardization and internal policies.

### Main training courses taught:



#### Social

Time management, teleworking and digital tools, among others.



#### Governance

Free competition, economic crimes, whistleblower channel, among others.



#### Environmental

Standardization of processes in the Industrial area, Animal Welfare Policy and biosecurity, among others.



# Our contribution to the Sustainable Development Goals (SDGs)

We adhere to 10 of the 17 Sustainable Development Goals (SDGs) defined by the UN within the framework of the 2030 Agenda.

Our contribution to these global challenges occurs through specific action plans that allow us to contribute from our business to the most relevant social, environmental and economic challenges, which are detailed below:



**2 ZERO HUNGER**  
We offer a wide portfolio of products that provide essential proteins to people's diets to contribute to their quality of life. In addition, we reduce food waste by donating to the Food Network.

**7,489**  
people benefited, the people living in Curarrehue who can purchase salmon at a preferential price.



**4 QUALITY EDUCATION**  
Through Los Cipreses school, belonging to the Agrosuper Foundation, we provide free and quality education to more than 1,000 students.

**90**  
people benefited from the scholarship program.  
**1,041**  
students from Los Cipreses school benefited by the Agrosuper Foundation.



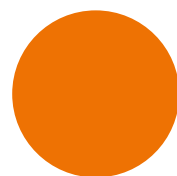
**3 GOOD HEALTH AND WELL-BEING**  
Through educational programs targeted at children and seniors, we promote physical activity and a balanced diet.

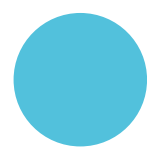
|                                                                                                      |                                                                         |
|------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| <b>ThUS\$ 115</b><br>contribution to the formation of healthy habits through the Súper Sano program. | <b>1,950</b><br>seniors participated in Soproval's Activamente program. |
| <b>349</b><br>children aged from 6 to 14 benefited by the Newen Trumun Soccer School.                | <b>1,600</b><br>participants in the Soproval Family Runs.               |



**6 CLEAN WATER AND SANITATION**  
We develop systems and technologies that enable us to consume water responsibly, thus complying with one of our main pillars.

**28,562**  
people benefited from the Impulsa Agua program.





**8** DECENT WORK AND ECONOMIC GROWTH



We prioritize the hiring of local employees in the areas where we operate, thus promoting local economic development.

**89.6%**  
of our employees live and work in the same province.

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



We promote the circular economy in our value chain through the reuse of by-products and waste (including packaging).

In addition, we improve the soils of small farmers by providing biofertilizer.

**1,507**  
small-scale farmers benefited from biofertilizer.

**86.3%**  
of our packs are made from renewable or recyclable materials

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



We encourage continuous innovation to achieve results with a greater impact and scope to optimize the development of our business.

**ThUS\$ 825**  
invested in Innovation Route projects

**ThUS\$ 65,000**  
million impact on EBITDA from innovation and digital transformation projects.

**13** CLIMATE ACTION



We reduce our carbon footprint by focusing on responsible environmental management through initiatives such as eliminating the use of coal in our energy matrix.

Meat segment

**-16.7%**  
reduction in our carbon footprint (Scopes 1 and 2) compared to 2023.

**14** LIFE BELOW WATER



We are committed to the protection of the marine ecosystem, collaborating with WWF to certify most of our farms under the Aquaculture Stewardship Council (ASC) standard.

**0**  
fish escapes since 2016.

**0%**  
of salmon production in lakes to protect and care for the waters of the south of Chile.

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



We boost stakeholder trust through the annual publication of our integrated report, which provides details of our environmental, social and governance management.

**10**  
integrated reports published since 2015.



# Supplier relations

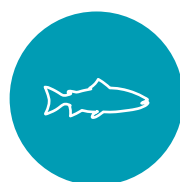
Our network of suppliers is a fundamental ally in the achievement of our objectives. Therefore, we carefully select suppliers who share our principles of integrity and sustainability in their processes.

In addition, we prioritize working with those suppliers located in the areas in which we operate to contribute to the development of local communities.

**9,409**  
total suppliers.



Meat segment  
**6,315**  
total suppliers.



Aquaculture segment  
**3,094**  
total suppliers.

**8,401**  
domestic suppliers.

**1,008**  
international suppliers.

Meat segment  
**5,415**



Aquaculture segment  
**2,986**

Meat segment  
**900**

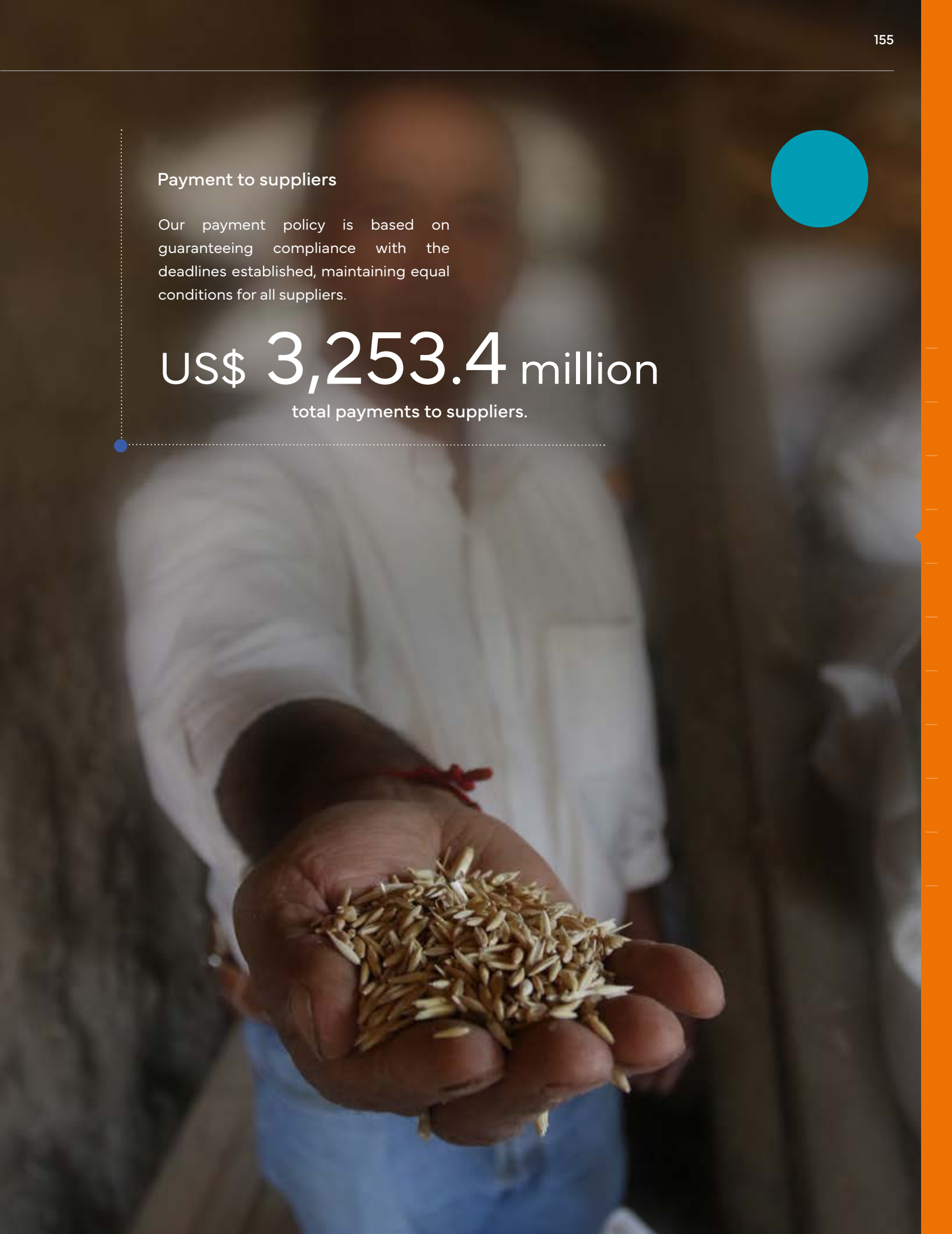


Aquaculture segment  
**108**

## Payment to suppliers

Our payment policy is based on guaranteeing compliance with the deadlines established, maintaining equal conditions for all suppliers.

**US\$ 3,253.4 million**  
total payments to suppliers.



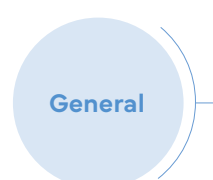
Payment days average for 2024



| Average days committed for payment |                     | Average actual days until payment |                     |
|------------------------------------|---------------------|-----------------------------------|---------------------|
| <b>30</b>                          |                     | <b>29</b>                         |                     |
| Meat segment                       | Aquaculture segment | Meat segment                      | Aquaculture segment |
| <b>29</b>                          | <b>30</b>           | <b>29</b>                         | <b>29</b>           |



| Average days committed for payment |                     | Average actual days until payment |                     |
|------------------------------------|---------------------|-----------------------------------|---------------------|
| <b>30</b>                          |                     | <b>32</b>                         |                     |
| Meat segment                       | Aquaculture segment | Meat segment                      | Aquaculture segment |
| <b>30</b>                          | <b>30</b>           | <b>31</b>                         | <b>32</b>           |



| Average days committed for payment |                     | Average actual days until payment |                     |
|------------------------------------|---------------------|-----------------------------------|---------------------|
| <b>30</b>                          |                     | <b>31</b>                         |                     |
| Meat segment                       | Aquaculture segment | Meat segment                      | Aquaculture segment |
| <b>29</b>                          | <b>31</b>           | <b>30</b>                         | <b>31</b>           |



Supplier Portal

Through this platform our suppliers can stay informed of relevant information to manage their processes efficiently.

**4,709**  
total suppliers connected to the portal in 2024.

| Meat segment | Aquaculture segment |
|--------------|---------------------|
| <b>2,579</b> | <b>1,240</b>        |

**22**  
average response time in hours to queries made through the portal.

| Meat segment | Aquaculture segment |
|--------------|---------------------|
| <b>19</b>    | <b>24</b>           |

## Policy establishing guidelines for subcontracting

### Meat segment

The companies that provide services to us adhere to the guidelines set forth in Agrosuper's Policy, the Manual of Good Practices for Suppliers and the Special Regulations for Contractors.

These rules promote ethical and business standards that ensure compliance with legal regulations for sustainable and transparent management. In addition, we require contractors to comply with all labor obligations and regulations related to the social security, health and safety of their employees.

Review the Manual of Good Practices for Suppliers [here](#).



### Aquaculture segment

All suppliers working with the company must be aware of and sign the Occupational Health and Safety Regulation and accredit this on a monthly basis.

Permanent contractors and subcontractors must comply with the labor obligations of Certilap (cultivation centers, processing plants and fish farms) and Ksec\* (industrial plants). Compliance ensures that they pay their labor obligations and enables the SAP system to release payment for the services provided.

In addition, we have specific procedures detailing the documentation to be provided by companies regarding risk prevention and labor certification. Additional conditions to be met in relation to labor and safety materials are specified in the administrative negotiation bases of the Procurement area.



\* Ksec is also present in the Meat segment.

# OUR PEOPLE

6



# Focused on people

**19,833**

total workforce.



Meat segment **13,944** Aquaculture segment **5,889**

**5,269**

women

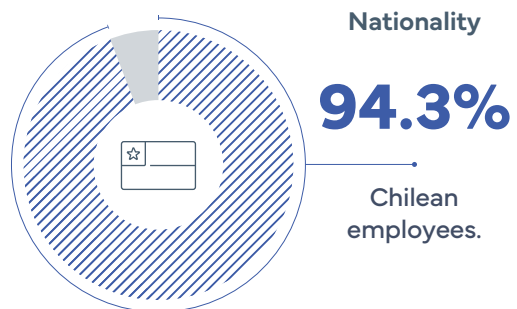
**14,564**

men

Meat segment **3,024** Aquaculture segment **2,245**



Meat segment **10,920** Aquaculture segment **3,644**



\*Includes senior management, management and department head job responsibility levels.

**77.56%**

employees received performance evaluations.

**1.3%**

employees with disabilities.

**86.5%**

employee commitment.

**60.5%**

Average eNPS for 2024.

**86%**

employees with indefinite contracts.

**84%**

employees covered by collective bargaining agreements

**1,081**  
employees with horizontal and/or vertical mobility.

**89.6%**  
local employment rate.

**94.6%**  
employees trained.

**30.3%**  
employees under 30 years old.

**33%**  
employees with more than six years in the company.

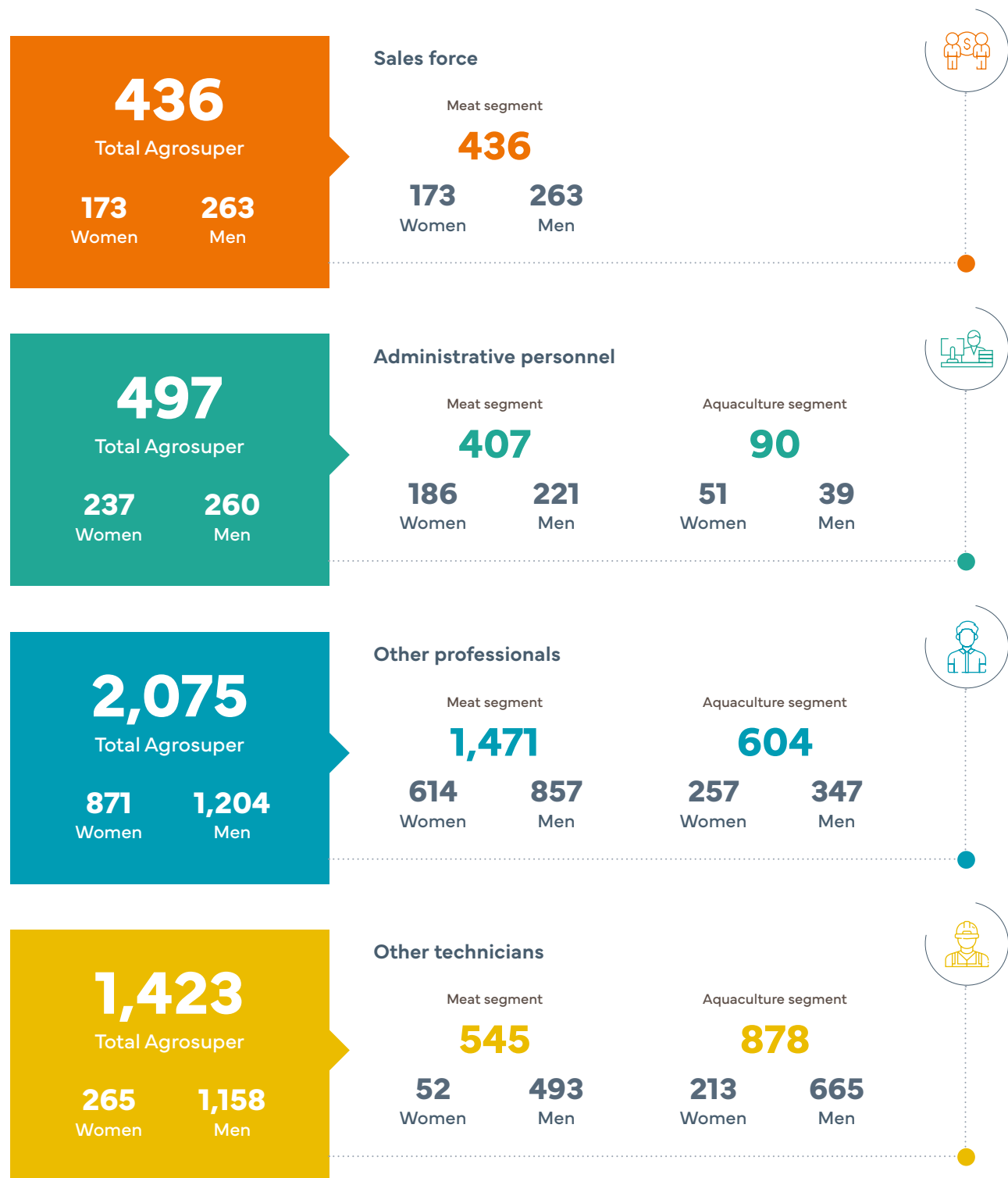
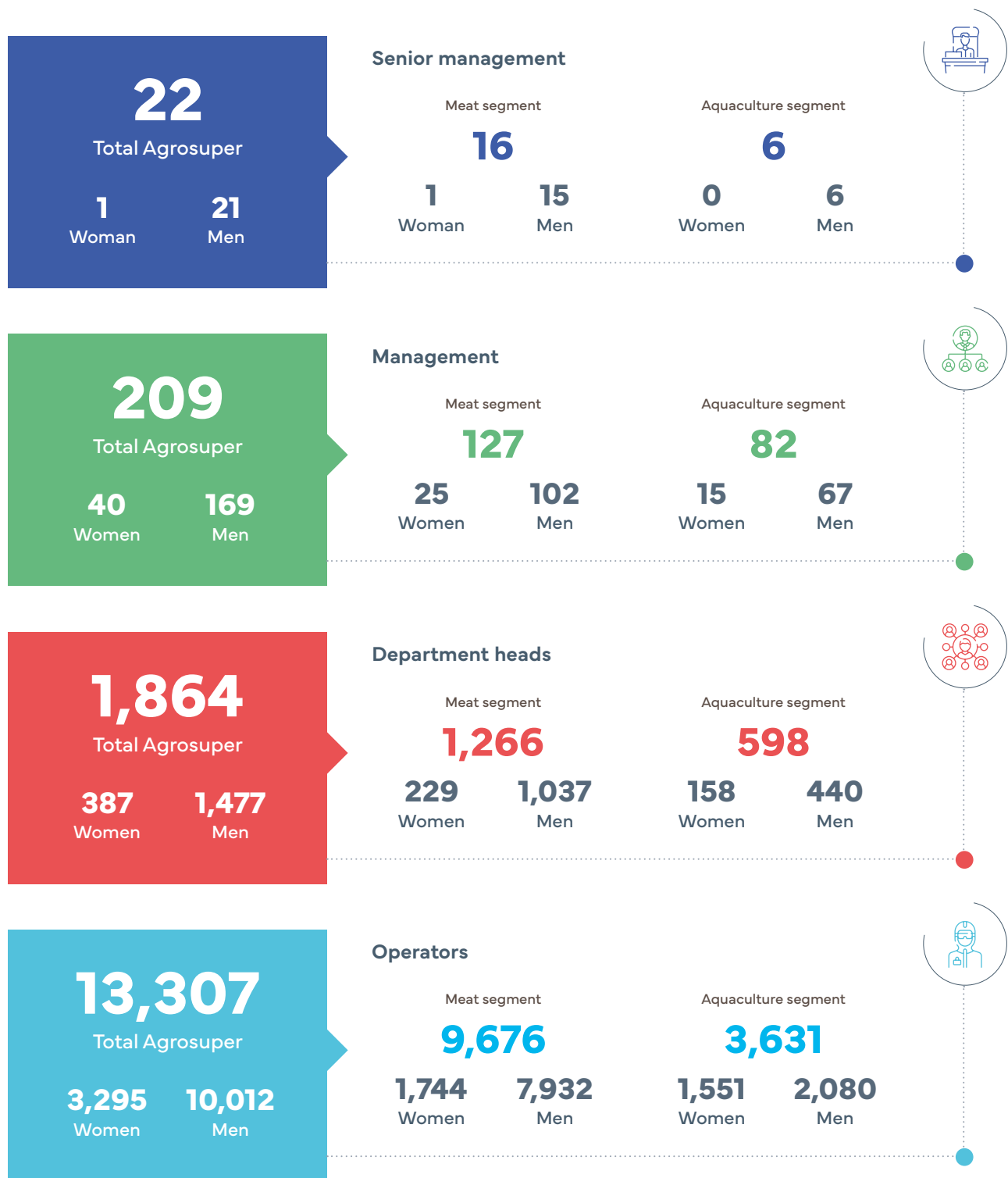
Trust, collaboration and care for our people are essential in Agrosuper. Fostering their growth and development is therefore part of our work because it is our teams that have the expertise and that contribute every day to the company.



## Employees by job category

Job categories using types of duties according to General Rule 461 issued by the Financial Market Commission (CMF).

\*There are no employees in the Assistant job responsibility level.



## New talent

We hire talent seeking professional growth and development in Agrosuper. To this end, we have an attraction and retention process focused on making our culture and values visible to future employees through memorable experiences.



**3,711**

new hires in 2024.

**18.5%**

turnover rate in 2024.

### Attraction model pillars

#### Meat segment



#### Discover

This aims to connect with young talent in their final stages of study.



#### We feed your talent

This brings students close to a real work experience through internship and dual internship programs.



#### Come join us

This attracts candidates from the target segments through communication actions.

**2,500**

students connected to the work experience at Agrosuper, by means of

**+90**

activities with institutions and

**+20**

projects.

**269**

interns in 2024, vs. 180 in 2023.

**80**

former interns hired in 2024, vs. 55 in 2023.

Internship experience:

**93.87 points**

vs. 86.3 in 2023.

**+168%**

interactions on LinkedIn, particularly those related to employee development opportunities.



In 2024, we promoted key initiatives to attract and develop talent, including capacity optimization, thanks to automations and reinforcing standards, thus streamlining the filling of vacancies. We also strengthened internal mobility through feedback that supports the professional development of our employees and strengthened alliances with institutions and trade associations to promote competencies in future professionals.



### Talent attraction, recruitment and selection

Meat segment

We implement recruitment and selection processes through advanced intelligence, a strategy that optimizes and transforms the experience of all the parties involved.

Our vision is focused on continuously integrating systems that combine automation, analytics and digitization. In this way, we ensure a constant evolution that adapts to the dynamic needs of the business.



**2,836**  
People incorporated into the operating segment, through Proceso Escuela.

Employee incorporation satisfaction:  
**96% vs 94%**  
2023

**78%**  
still with the company after 6 months vs. 75% in 2023.

At Agrosuper, we have a process called Proceso Escuela, whose objective is to enable competent employees to be fully integrated into the organization in a timely manner. This process facilitates the early integration and adaptation of new employees, fostering their commitment and sense of belonging from day one.

Proceso Escuela focuses on developing the initial competencies of employees, enabling them to achieve adequate performance within the company. This not only increases their productivity and retention, but also contributes to the creation of healthy working environments in an environment that is always challenging.

During 2024, we reinforced our planning of the workforce needed and to be hired to meet the productive needs of the business, achieving an average attendance rate of 99% in each of Agrosuper's units.

Aquaculture segment

We implement strategies and models aligned with AquaChile's culture to attract and retain the people we need for our company's success.

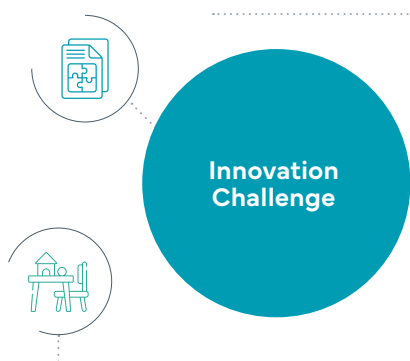


**Attraction and engagement plan 2024**

Aquaculture segment

We have incorporated new activities, such as formal training and employability talks in local high schools, as well as an innovation challenge for the professional segment aimed at strengthening relations with local and national entities. We also launched our job portal, Oportunidades AquaChile, where we publish our job offers, thus maximizing the recruitment process.

|                                                       |                                             |
|-------------------------------------------------------|---------------------------------------------|
| <b>100%</b><br>compliance with the plan.              | <b>150</b><br>activities conducted.         |
| <b>+14%</b><br>activities conducted in 2024 vs. 2023. | <b>45</b><br>entities with which we engage. |



Aquaculture segment

This year we developed our Innovation Challenge together with AquaChile's Innovation teams. More than 100 students participated in this workshop, where they learned about the challenges of the industry as well as design thinking and prototyping tools with Lego Serious Play. The objective was to improve our position in the segment of young professionals and to facilitate the filling of current or future vacancies.

**Industrial Escuela project**  
Aquaculture segment

To strengthen the theoretical and practical learning processes, we improved our educational materials and prepared master trainers in all our industrial plants. The training was led by a consultant certified by the TWI Institute of the United States, using the Training Within Industry (TWI) methodology, and the program included collaboration between the People and Production areas.

|                                                       |
|-------------------------------------------------------|
| <b>86</b><br>master trainers trained.                 |
| <b>1,696</b><br>hours of training in TWI methodology. |
| <b>100%</b><br>program coverage.                      |

**Internships and thesis program**  
Aquaculture segment

We incorporated key milestones to enhance the experience through the selection processes, which focused on choosing the best students for each area, thanks to the agreements signed and the collaboration with education entities. We also supported the experience of supervisors with formal training workshops and created spaces for students to connect, such as the Intern's Day celebration.

|                                     |
|-------------------------------------|
| <b>189</b><br>interns incorporated. |
| <b>60</b><br>leaders trained.       |

# Work environment and employee experience



## Meat segment

The employee experience includes all the perceptions that people experience, observe and feel in their interactions before, during and after working for the company. In this regard, we have an Employee Experience Management Model that has allowed us to obtain satisfactory results in this area.

On the other hand, our Listen Model allows us to continue strengthening the standardization of measurements during the employee's experience.

## Aquaculture segment

Our work environment process is aimed at ensuring that employees have a good experience with the organization, their peers and management. Our goal is to enhance their motivation, pride, wellbeing and sense of belonging in order to maximize their individual contribution to our challenges and objectives.

The working environment is managed by the Organizational Development and Training Department, a unit that has been using two annual Great Place to Work (GPTW) measurements for the past six years to transparently, confidentially and objectively evaluate the working environment.

**86.5%**

employee commitment.



Meat segment

**84%**

employee commitment.



Aquaculture segment

**89%**

employee commitment.

**93.8%**

of employees surveyed.

Meat segment

**93.8%**



Aquaculture segment

**93.7%**

**+8.5**

average eNPS in 2024 compared to 2023

Meat segment

**57 pts**

**+7**



Aquaculture segment

**64 pts**

**+12**

Meat segment

### Annual working environment survey

This measurement has been applied since 2007 to 100% of employees and allows us to promote the timely management of results with a focus on strengthening, enhancing and/or improving the relevant factors identified. Our goal is to ensure collaborative, productive and healthy working environment with high levels of commitment and leadership, aligned with Agrosuper's culture and values.

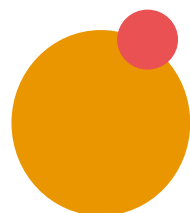


**Highlights in 2024 measurement**

- Intention to continue working in the company.
- Quality of work.
- Trust in the company and its ability to adapt to change.
- Perceived delivery of good benefits.
- Safe working environment.

**Organizational leadership**

- Employees' confidence in decision making for the company.
- Behavior consistent with the company's values.



### Employee Experience Indicator (eNPS)

Employee loyalty is measured through an intentional recommendation question. In 2024, our eNPS was 57 points, 7 points higher than in 2023 and 13 points higher than in 2022.

Based on these results, we determined that we must continue to strengthen Leadership, work on practices that impact favoritism (from growth and development opportunities), communication, collaboration, survey follow-up and working conditions.

**To this end, we strengthened three main management lines:**

- 1** Cross-cutting actions in the company.
- 2** Action plans by team.
- 3** Support with focus teams.



## Organizational pulse

Every November we carry out an organizational pulse or thermometer to understand the current condition of employees and measure the impact of our management.

In 2024, there was a 3-point increase in the employee experience indicator, reaching a total eNPS of 60 points, highlighting respectful treatment, growth and development opportunities, leadership performance, and communication.

### Strengthening the role of the leader at Agrosuper

Meat segment

The Agrosuper Leadership Seal defines roles, behaviors and practices expected from Leaders to drive business results, build employee loyalty, improve work environments and strengthen the internal culture.



### Reinforcement of three focus areas through new lines of action

#### Communication

- Campaigns related to the Leadership Seal to reinforce the practices that support it.
- Adaptation of the microsite in the JAM collaborative network, so that the leaders are the main promoters of Leadership in the integration with the different processes.
- Information meetings.
- Spaces of connection with teams.

#### Training

- Continuity of training programs for leaders, mentoring and workshops for Agrosuper's Leadership Seal.

#### Processes/tools

- Reinforcement of People Management tools such as performance, feedback and recognition.
- Strengthening of organizational tools, review of salaries and continuous improvement.

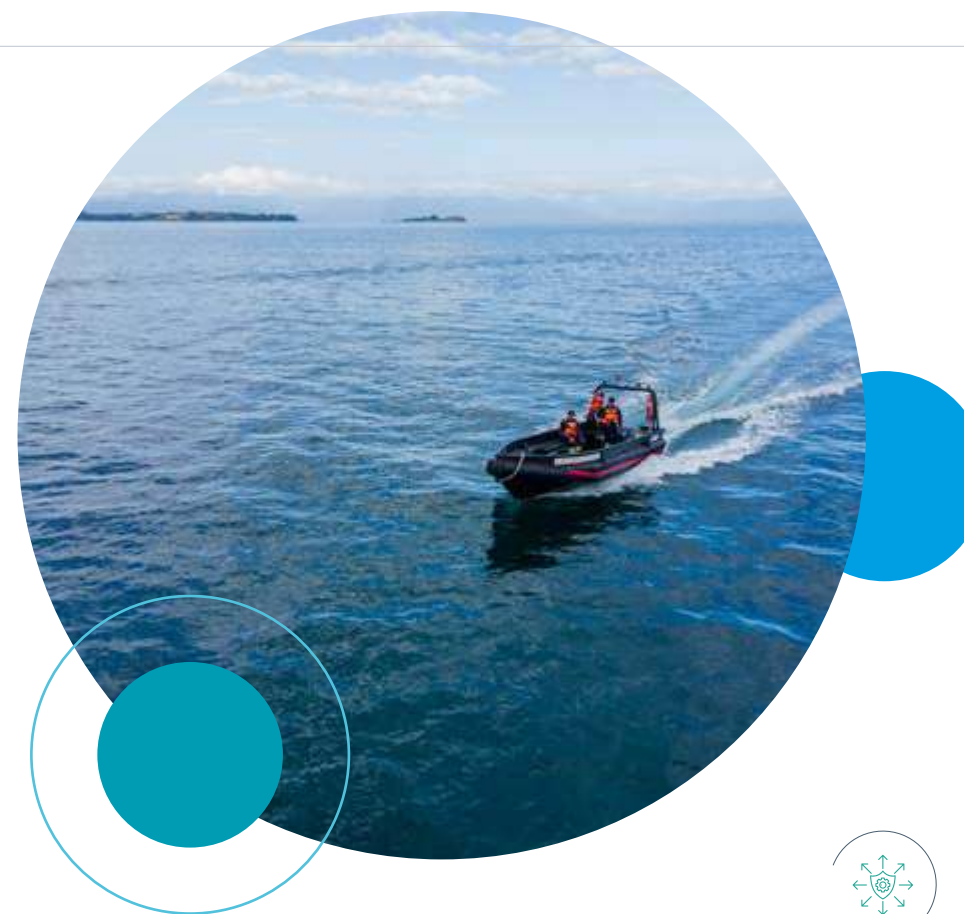
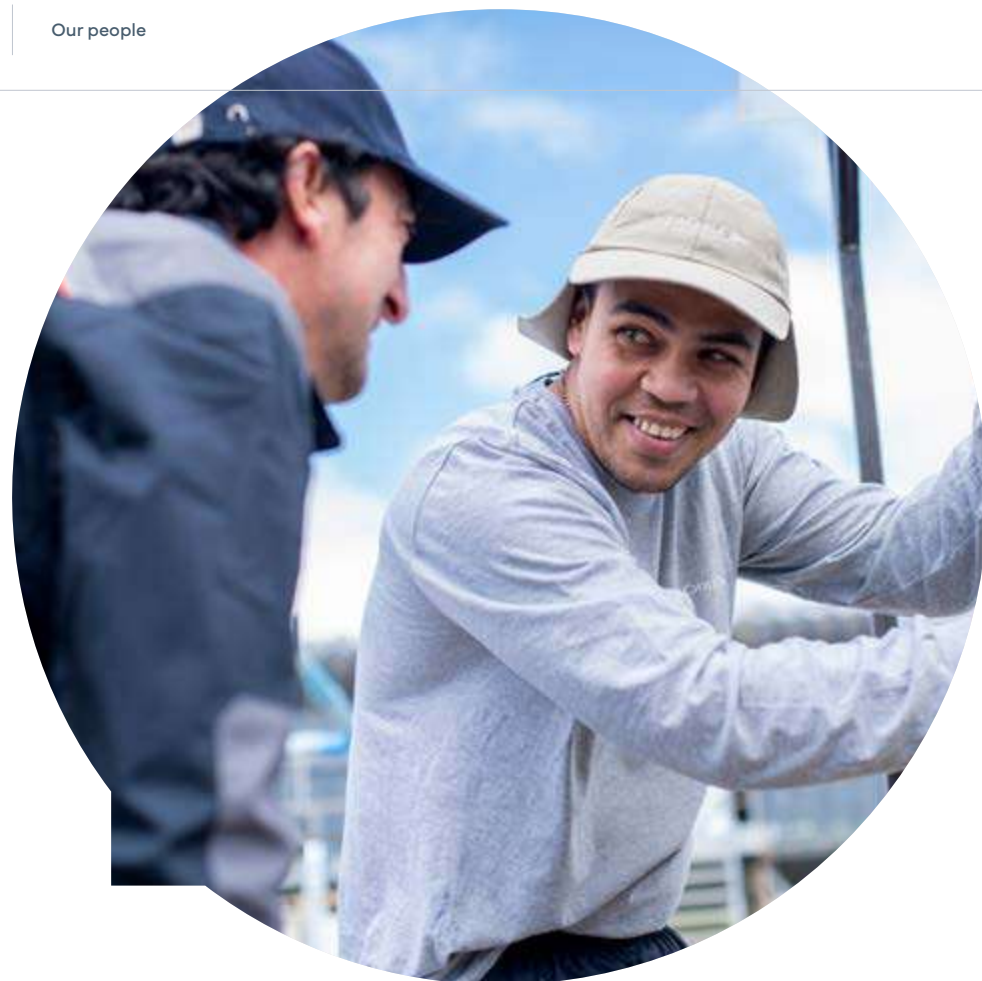
**87%**  
perception that the organization provides learning and development opportunities. (+1.5 points).

**87%**  
perception that leaders act in a manner consistent with the organization's culture and values. (+4.0 points).

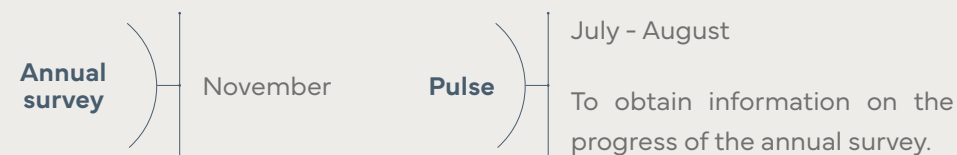
**+ 4 points**  
in the positive perception that management acts in a manner consistent with the culture and values of the organization.

**78%**  
perception of receiving adequate recognition for good work. (+2.1 points).

**+2.1%**  
variance.



Aquaculture segment



Once the results are obtained, the leader of each segment develops an action plan focused on the team's improvement opportunities, which is accompanied by the sub-management to ensure compliance with the organizational climate objectives during the year.

In the annual evaluation, we obtained a satisfaction rate of 89%, with 98% of active employees participating in the survey.



**In 2024, we managed the climate by focusing on the 34 segments scoring at or below 75 in the 2023 survey.**

The strategy included conducting focus groups, using an external supplier, to identify the problems in these units. Once the results were reported to the responsible leaders and managers, we adjusted the work plans based on the Pulse survey. At the same time, we carried out interventions in the key aspects detected and held meetings with the leaders.

**100%**  
focus group meetings performed.

**100%**  
results delivered.



**Preparation to migrate the evaluation of work environments.**

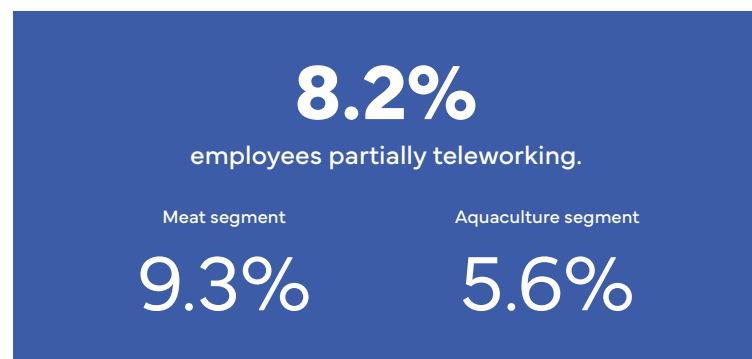
Aquaculture segment

During 2024, we focused on the transition to a new model for evaluating organizational climate, based on the employee experience. We aim to implement this change effectively, identifying risks and ensuring that all key elements are considered to ensure a more accurate and representative measurement.

**100%**  
generation of change strategy.

**100%**  
definition of the 2025 process.

## Work-family balance



### Meat segment

- Hybrid work** For jobs whose nature makes teleworking an option. The employee can choose to work away from the office one day per week.
- Summer timetable** Employees at the head office, Vespucio 100 and Longovilo who work in administrative tasks can choose a schedule to shorten the Friday working day (from December to February).
- Deferred schedule** Employees at the head office, Vespucio 100 and Longovilo who work in administrative tasks can choose to start their working day at 7.30, 8.00 or 8.30 am.
- Maternity program** This includes advice, a book and a gift for pregnant employees.

### Aquaculture segment

At AquaChile we have a program of benefits that improve the quality of life of our employees, with a focus on health, through insurance, agreements and access to telemedicine. It also includes support in educational, economic and family areas.

## Main benefits

Meat segment

- Permanent.
- Fixed-term.
- By work, project or site

### Health insurance

Contribution under collective agreement.

Yes No No

### Education bonus

For mothers or fathers with children in preschool, elementary, differentiated, high school, technical or university education.

Yes No No

### Life insurance

Death, accidental death and disability insurance.

Yes Yes Yes

### Birth bonus

Granted to father or mother at birth or adoption.

Yes No No

### Scholarships

Monthly contribution for employees' children in elementary/ high school, professional institute and university (under collective agreement quotas).

Yes No No

### Internal sales

Sale of the company's products at preferential prices.

Yes Yes Yes

### Christmas package

Delivery of Christmas box to all employees.

Yes Yes Yes

### Home contribution

For employees acquiring their first home.

Yes No No

### Education completion programs

For employees with incomplete high school education.

Yes No No

### Quarterly adjustment

Base salaries and benefits.

Yes No No

### Snacks

Delivered in cafeterias at most of our facilities.

Yes Yes Yes

### MetLife orienta

Telemedicine, psychology, sports, nutritional counseling, chronic patients, sleep clinic and veterinary care, among others, for employees and their families.

Yes Yes Yes

### Death bonus

For death of spouse, children, father and mother. Payment under collective agreement.

Yes No No

### Christmas gift for children

For children of up to 12 years old.

Yes Yes Yes

### Christmas and Independence Day bonuses

National holiday and Christmas bonuses.

Yes Yes No

### Vacation bonus

For 10 vacation days (most collective bargaining agreements)

Yes No No

### Emergency loans

For employees with health or housing emergencies.

Yes No No

### Academic excellence

For employees' children with the best grades.

Yes No No

### Birth gift

For fathers and mothers on the occasion of childbirth.

Yes Yes Yes

### Christmas

Party and gift for children of up to 12 years old. Employees without children of that age receive a package of the company's products.

Yes Yes Yes

### Oncology agreement

Agreement with FALP partially paid by the employee.

Yes No No

### Marriage bonus

Economic benefit paid on the occasion of marriage.

Yes Yes No

## Application for the National Social Protection Award

Meat segment

Caja Los Andes nominated Agrosuper for the National Social Protection Award awarded by the Chilean compensation funds in the context of the 100th anniversary of social security in the country. This recognition highlights entities that, in the course of their activities, implement practices that have an impact on the wellbeing and social protection of their employees and/or the community.

## Pensions

Meat segment

Our pension plan consists of programmed retirement assistance for those close to, or already at, retirement age.

We accrue an annual provision to ensure the payment of severance indemnities, including the retirement plan in this calculation. Although we do not have an exclusive fund for this purpose, this provision allows us to efficiently manage these liabilities.

## Main benefits

Aquaculture segment

- Permanent.
- Fixed-term.

### Insurance program

Supplementary insurance with health, catastrophic and dental coverage jointly financed by the company.

● Yes ● No

### Life insurance

In case of death, accidental death and disability, financed by the company.

● Yes ● Yes

### Oncology agreement

Cancer treatment agreement partially paid by the company.

● Yes ● No

### Christmas and Independence day bonuses

National holiday and Christmas bonuses.

● Yes ● Yes

### Christmas gift for children

For children of up to 12 years old.

● Yes ● Yes

### Christmas

Party and gift for children of up to 12 years old. Employees without children of that age receive a package of the company's products.

● Yes ● Yes

### Internal sales

Internal sale of AquaChile products at preferential prices.

● Yes ● Yes

### Marriage bonus

Economic benefit for employees who get married.

● Yes ● No

### Birth bonus

Economic benefit for the birth of a son or daughter.

● Yes ● No

### Death bonus

For death of spouse or children. Payment under collective agreement.

● Yes ● No

### Snacks

Delivered in cafeterias at most of our facilities.

● Yes ● Yes

### Christmas package

Delivery of a package with products.

● Yes ● Yes

### Scholarships

Cash amount paid for 10 months to employees with children studying in elementary, high school or higher education.

● Yes ● No

### School subsidy

Cash amount paid to employees with children currently studying.

● Yes ● No

### First home benefit

Contribution and loan for employees who buy their first home.

● Yes ● No

### Emergency loans

For employees with health or housing emergencies.

● Yes ● Yes

### Birth gift

For fathers and mothers on the occasion of childbirth.

● Yes ● Yes

### Vacation bonus

For vacation days (most with collective bargaining agreements).

● Yes ● No

### Adjustment for CPI

Periodic adjustment of salaries.

● Yes ● Yes

### MetLife orienta

Telemedicine, psychology, sports, nutritional counseling, chronic patients, sleep clinic and veterinary care, among others, for employees and their families.

● Yes ● No

*\*based on evaluation of the specific situation.*



# Occupational health and safety

We foster an integral culture of care, in which teams commit to each other's wellbeing and the creation of safe environments. This approach promotes collaboration and the achievement of our business objectives based on four work pillars that promote connection, preventive health management and leadership.

## Main indicators *(direct employees)*



0

fatalities

Meat segment

Aquaculture segment

0

Target 2024: 0.

0

Target 2024: 0.



0.69

accident rate  
(every 100 employees).

Meat segment

Aquaculture segment

0.67

Target 2024: 0.75.

0.75

Target 2024: 0.88.



25.74

average number of days lost  
due to accidents

Meat segment

Aquaculture segment

28.9

Target 2024: 30.

18.4

Target 2024: 14.



0.06

occupational disease rate  
(every 100 employees).

Meat segment

Aquaculture segment

0.04

Target 2024: 0.03.

0.09

Target 2024: 0.04.



## Occupational health and safety management system

### Meat segment

In 2024, we focused our occupational health and safety management on promoting a culture of mutual care and safe environments, aligned with operational continuity and the achievement of objectives.

To this end, we have defined five strategic pillars:



During the year, the focus was on reducing incidents, implementing preventive models, guaranteeing basic working conditions and managing emergencies efficiently, relying on innovation, training and collaboration with joint committees and mutual insurance companies.

The Occupational Health and Safety Management System is based on the ISO 45.001 standard and includes the legal requirements related to the care of people and other issues related to the production processes.

Through the Agrosuper Management System (SIGAS) risk matrix, we identify the risks in the work area, prioritizing their evaluation and mitigation to guarantee business continuity. These are related to hazardous energies, rolling equipment, work in hot conditions, cutting elements, confined spaces, work at heights and contact with hazardous substances. For each of them, standards are implemented in relation to operation, verification, control, visual management and specific measures such as medical surveillance, training and audits.

The implementation of SIGAS is evaluated on an annual basis through internal and external audits.

The Health and Safety Policy is available at strategic points in the company and is communicated to employees through each leader with their strategic work teams and through different internal communication channels. The Health and Safety Policy is available at strategic points in the company and is communicated to employees through each leader with their strategic work teams and through different internal communication channels.



Aquaculture segment

To establish a culture that guarantees people's wellbeing, we have established a health and safety strategy based on four essential pillars.



This system covers direct and third-party employees, contractors and suppliers in all of the company's activities and in all of its operations. Its contents are communicated to employees through a communication strategy and by publishing them in high flow areas or main accesses to the work centers.

Likewise, we strictly comply with the legislation that regulates the matter in Chile, with several requirements and standards related to occupational accidents and diseases, and we make sure that the companies providing services also abide by this legislation.

The main objective of our four strategic pillars is to establish the essential elements to foster a strong health and safety culture. To achieve this objective, we defined two key indicators: the accident rate and the incident rate. These indicators make it possible to measure and demonstrate management results through a structured work program.



### Risk management

Aquaculture segment

Operations in sea water, fresh water and process plants have global and specific models for addressing their risks and hazards. We have identified different points in the production chain that can cause harm to people and loss of operational continuity.



#### Sea water

1

- Diving operations.
- Deck maneuvers.

#### Fresh water

2

- Handling of chemicals.
- Work at heights.
- Maintenance activities.

#### Plants

3

- Ammonia-based refrigeration systems.
- Work with machines and equipment.
- Work at heights.
- Work with dangerous energies or fire hazards.

Main Initiatives in the area of occupational health and safety



**Strengthening Agrosuper's culture with a focus on people care.**

Meat segment

We have developed initiatives to strengthen our culture with a focus on caring for people, using local resources and support from other organizations. Depending on the needs of each business, this included an annual work program of observation, diagnosis, development plan and follow-up of actions, compliance indicators or systematic reporting.

**Main results:**

**-20%**  
reduction in accident rate.

**-35%**  
reduction in the incident rate.

**Improvement of machine safety conditions.**

Meat segment

We implemented a plan to improve the safety of employees who operate critical or specialized machines, focused on preventing serious or fatal accidents. This includes structural improvements, such as equipment safety systems, machinery renewal (for safer models) and training of operators.



**First national meeting of Agrosuper Joint Committees**

Meat segment

We promote a culture of care and safety through collaborative work with our occupational health insurance companies ACHS and IST. We addressed key issues such as strengthening teamwork, communication skills, development of a preventive culture and the presentation of best practices highlighted in the joint health and safety committees (CPHS) of the Rosario Plant and the Copiapó branch.



**Main results:**

**100%**  
committees represented.

**100%**  
attendance.

**98%**  
general experience assessment.



**Standard for planning and execution of critical works**

Aquaculture segment

From the standpoint of occupational health and safety, we defined the sequence of activities for the authorization of critical works, the actions necessary to control their performance at each stage and the minimum characteristics of the support tools to implement the standards in the work centers.

**Main results:**

**100%**  
of the standard implemented.

**0**  
fatal accidents caused by critical works.



### Incident and Seasonal Plan

Aquaculture segment

Its objective is to implement strategic and operational measures to ensure a safe work environment and prevent accidents that could impact the wellbeing of employees and the continuity of operations.

#### Expected achievements:

- Reduce the incident rate in the most critical processes.
- Identify and mitigate risks in the activities having the most significant operational impact.
- Strengthening the safety culture.
- Promoting safe behaviors that emphasize the importance of following the procedures.
- Optimizing risk management.
- Implementing specific controls at critical points.
- Ensuring operational continuity.
- Protecting employees and avoiding interruptions in production due to occupational accidents.

#### Expected results:

**100%**  
plan implementation.

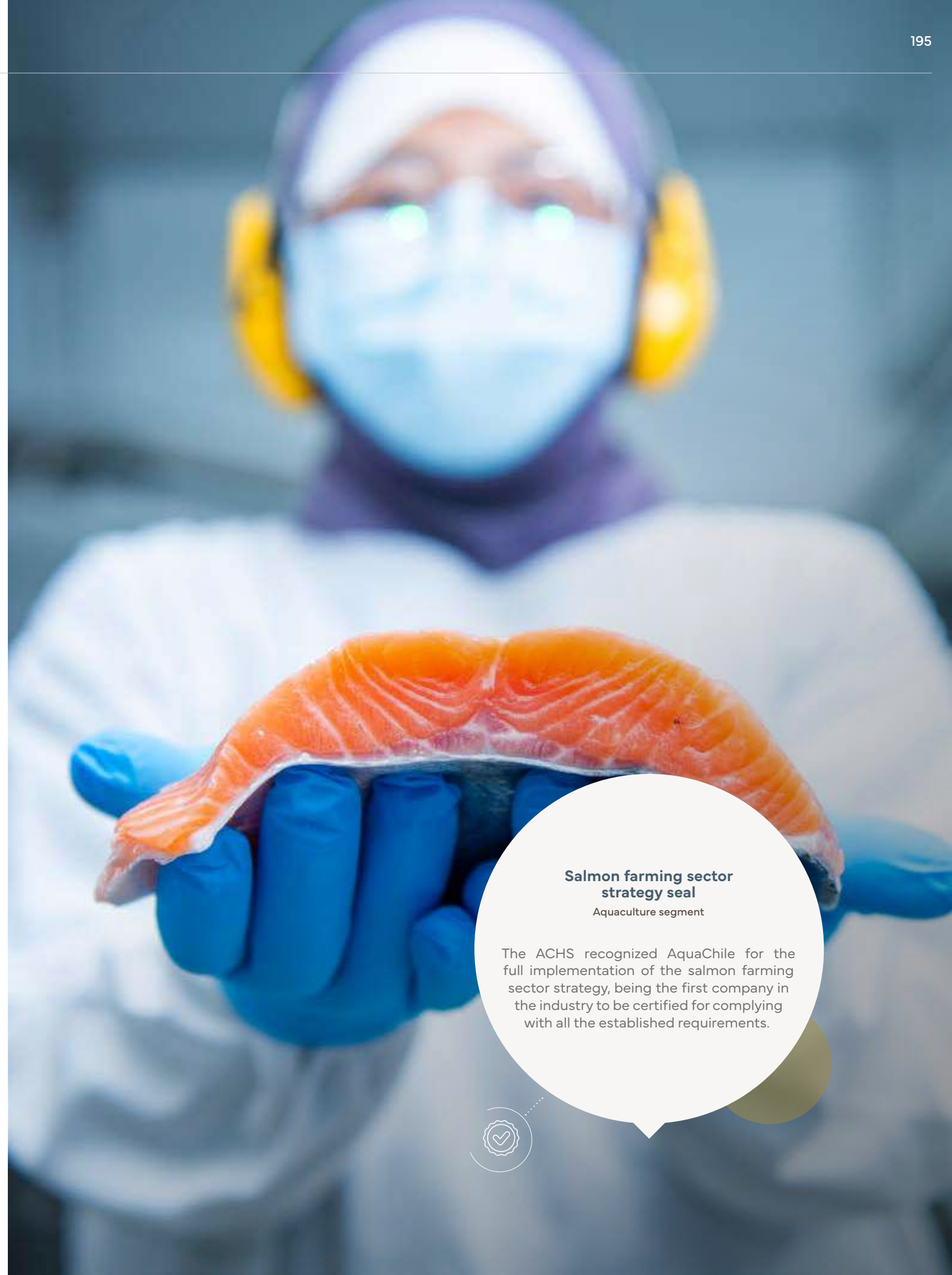
**-39.7%**  
reduction in accidents.

**-43.2%**  
reduction in days lost.

### Salmon farming sector strategy seal

Aquaculture segment

The ACHS recognized AquaChile for the full implementation of the salmon farming sector strategy, being the first company in the industry to be certified for complying with all the established requirements.



## Notification of hazards

### Aquaculture segment

The Hazard Identification and Risk Assessment Matrix is key to preventive management, allowing processes to be updated and risks to be minimized.

ISO 45,001 certification and internal audits ensure the effectiveness of our health and safety strategy, with evaluations by external experts and advisors from the managing agency.

### Meat segment

There are multiple channels for employees to report risks, including joint committees, monitoring and whistleblower platforms, on-site interaction and direct communication with supervisors or the health and safety area.

The Internal Order, Hygiene and Safety Regulations require reporting any incident without fear of retaliation, promoting a preventive culture and ensuring an agile response to situations that affect occupational safety.

## Incident investigation

### Meat segment

1

#### Request for attention and admission notice

Registration to ensure traceability and effective follow-up.

2

#### Incident reporting

Recorded to identify causes and propose preventive measures.

3

#### A3 methodology

Structured approach to problem solving through the use of tools such as 5WIH, 5 Why and Ishikawa Diagram.

### Aquaculture segment

Based on the cause tree method, our standard for investigating incidents defines the responsibilities of each work center.

1

#### Work center incident report.

2

#### Incident investigation.

3

#### Generation and follow-up of the action plan.

4

#### Communication of learning.



## Participation of employees in health and safety matters

### Meat segment

Employees participate in our occupational health and safety system through the joint committee, which deals with issues brought up by them and reviews compliance with the internal regulations that protect their integrity.

We also implemented a digital program to identify and manage risks, including regular assessments and daily meetings to ensure a safe and participatory environment.

### Aquaculture segment

Our occupational health and safety management system includes employees through instances that integrate the preventive management pillar, such as:



#### Talks on occupational health and safety

Employees working in a certain area must share safety messages related to their processes, using preventive material such as capsules, talks or occupational health and safety links.



#### Management of occupational health and safety findings

Process leaders monitor the reports, establish control measures and review the progress of their implementation, having the option of reporting unsafe actions or conditions by means of technological tools.



#### Joint hygiene and safety committees

Employees direct opportunities for improvement to safety systems. They can be reported through the employees' representatives or the employer, so these issues can be analyzed by the committee for actions to be taken.

## Health and safety training courses for employees

### Meat segment



#### Occupational Health and Safety Module - Proceso Escuela

In this process, we inform employees about the risks to which they may be exposed, both in their direct duties and in activities not related to their normal operations. In addition, they are also informed about the controls that must be adopted to prevent incidents.



#### Ministry protocols

This training course is designed to inform employees about the agents to which they are exposed during their duties, the associated risks and the preventive measures to be adopted, in compliance with the national legislation in force.



## Health and safety training courses for employees

Aquaculture segment

**Proceso Escuela, Industrial - Production: working safely and healthily at Aquachile**

**Objectives:**

- Identifying key occupational health and safety concepts, understanding what a preventive culture is and how it is implemented in AquaChile.
- Determining critical risks in industrial plants to promote cautious behavior in the work environment.
- Recognizing the general threats of work environments in Chile and the protection provided to employees by legal regulations.

**Workshop for supervisors on critical work planning**

**Objective:**

- Strengthening competencies in the preparation and follow-up of critical jobs, considering the requirements for a correct planning.

**Training for trainers**

**Objective:**

- Enhancing the capacity of the Production Management OHS team to deliver effective talks and high-impact presentations.



## Access to non-work-related medical and health care services

Meat segment

We conducted different action to facilitate the access of employee to non-work-related medical and health care services. Noteworthy among these initiatives are the operations carried out with local CESFAMs and occupational health insurance companies, as well as health campaigns in partnership with public and private providers. In addition, we organize health fairs with stands dedicated to physical and mental wellbeing, and provide personalized support for highly complex cases by the social management area. In addition, the MetLife Orienta agreement allows all employees free access to telemedicine consultations at any time and as many times as needed.

Aquaculture segment


Thanks to a strategic partnership with Asociación Chilena de Seguridad, health services are provided at all the locations where Empresas AquaChile operates.

A coordination team, composed of physicians and nurses, manages the service, identifies specific and complex needs, streamlines services, reviews processes and promotes improvements to optimize the service provided.

# Training and Development

We prepare our employees for different challenges, as well as for their future in the company, through continuous learning so they can develop their skills and acquire essential knowledge for the specific challenges of each job position.

Main indicators  
*(direct employees)*

**1,294,071** hours  
of training. 

Meat segment  
**812,580**  
hours  
of training.

Aquaculture segment  
**481,491**  
hours  
of training.

**94.6%**  
of the workforce  
trained.

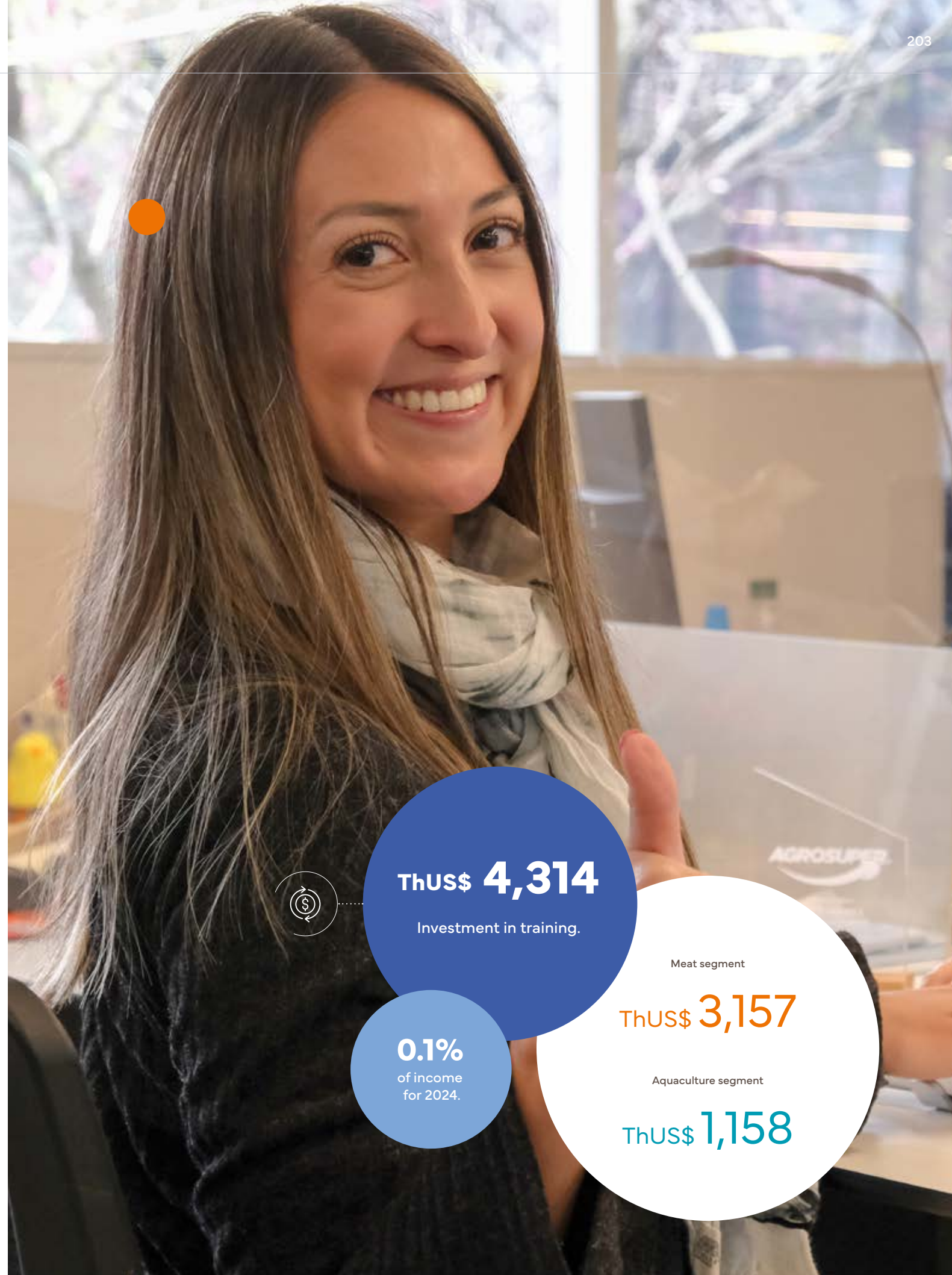
Meat segment  
**95.2%**

Aquaculture segment  
**93.3%**

**ThUS\$ 4,314**  
Investment in training.

**0.1%**  
of income  
for 2024.

Meat segment  
**ThUS\$ 3,157**  
Aquaculture segment  
**ThUS\$ 1,158**



Meat segment

We have designed a training strategy that adapts to the different realities and specific challenges of each role, addressing the complete life cycle of employees for their future career within the company.

The initiative has a self-managed internal learning platform that offers customized content based on the training needs identified and free access to the different programs.

**Training Strategy Pillars**

**Segmented by the challenges of the position**

Personalized according to the different challenges and levels of responsibility of each role, aimed at enabling our people to perform their best and contribute to the business.

**Structured based on the employee's life cycle**

We promote a differentiated offer depending on the stage of the employee's life cycle, considering the challenges from the initial training, development and projection of the position.

**Mobilizing the business**

This is focused on mobilizing and supporting employees to meet the challenges and needs of the business, promoting the production of various high-quality products and considering the consumer as the center of our operation.

**Strategy connected to the business**

Meat segment

Our standardized training and development process generates constant connections with the business. Through this process we identify the organization's learning focus points and adapt the training strategy to the company's strategic and technical guidelines.

Aquaculture segment

We provide tools that enhance the skills and knowledge of our employees, thanks to training sessions provided by the best institutions in Chile.

This preparation is carried out through three pillars:



**Technical training**

Competencies related to specific job functions, as well as tools, technologies and processes.

**Behavioral training**

Development of interpersonal skills and behaviors in the work environment for more effective interaction.

**Regulatory training**

Understanding of and compliance with standards, policies and procedures established by the company, industry and regulatory authorities.

We contribute to the creation of sustainable and high-quality products for our clients, increasing the productivity of individuals and groups within our organization under the commitment to put into practice what we have learned. For this reason, we offer training to strengthen our employees in the different business units.

**Objectives of the training**

- Encouraging personal development to optimize performance and adaptation to the current and future demands of the job.
- Identifying learning requirements in each area and generating effective proposals for meeting them.
- Providing key knowledge to enable functions to be performed in an adequate and efficient manner.
- Evaluating training effectiveness through a planned, systematic and organized process.

## Fostering continuous learning and development of our people for current and future challenges

Meat segment



### Education completion program

Program that promotes and encourages our people to complete their high school education, accompanying and strengthening them in their professional and personal development.



### Corporate Scholarship Program

Program that provides financial and academic support to those who make the largest contribution to the business and talents, in order to promote education and professional development, contributing to the growth and strengthening of human capital.



## Noteworthy 2024 Projects:



### Leadership

Meat segment

With the purpose of enabling and empowering the organization's current and future leaders and strengthening the Agrosuper Leadership Seal, we have developed a personalized and segmented range of training intended to reach all our leaders.



### Digital transformation

Meat segment

Focused on moving towards the strategic pillar of Digital Transformation, we have focused on two lines of work. Using in the first place digital culture, mobilizing an agile mindset, and then training our people in the use and application of digital tools for greater productivity.

**1,823**  
instances of  
participation.

**90%**  
satisfaction.

### Competency development program

Meat segment

Aimed at supporting and strengthening key competencies and behaviors, this program seeks to promote a segmented offer depending on the level of development of our people, to maximize their contribution and performance in their current position, as well as considering their future position.



### Strengthening of language skills

Meat segment

With the purpose of supporting the challenges of business growth, this program aims to promote a proper command of languages other than their mother tongue among our employees, which will allow them to adequately face the present and future challenges of the business.





**Noteworthy 2024 Projects:**



**Education completion program**

Aquaculture segment

Program that promotes and encourages our people to complete their high school education, accompanying and strengthening them in their professional and personal development.

Created in 2019 for employees who wish to complete their high school education, in 2024 it was extended for the first time to those who need to complete their elementary education and continue their studies.

To apply, employees must have an indefinite contract and a minimum score of 70% in their performance evaluation.

**46**  
participants.



**Leadership Program**

Aquaculture segment

From a theoretical-practical approach, this seeks to address various areas that will enhance the development of employees in their positions and promote the growth of the organization with a forward-looking vision. It also promotes the emergence of leaders and the mobilization of results.

In 2024, the training curriculum was improved through segmentation based on the specific needs of jobs, differentiating between operational and intermediate leadership.



**Industrial Management maintenance program**

Aquaculture segment

To prepare the area's leaders and strengthen operational continuity, we began this program to promote the adequate performance of those who provide internal services to the different plants.

We identified the initial needs and designed a plan in collaboration with recognized entities, to ensure all maintenance areas have the same knowledge levels and thus standardize the quality of the service.

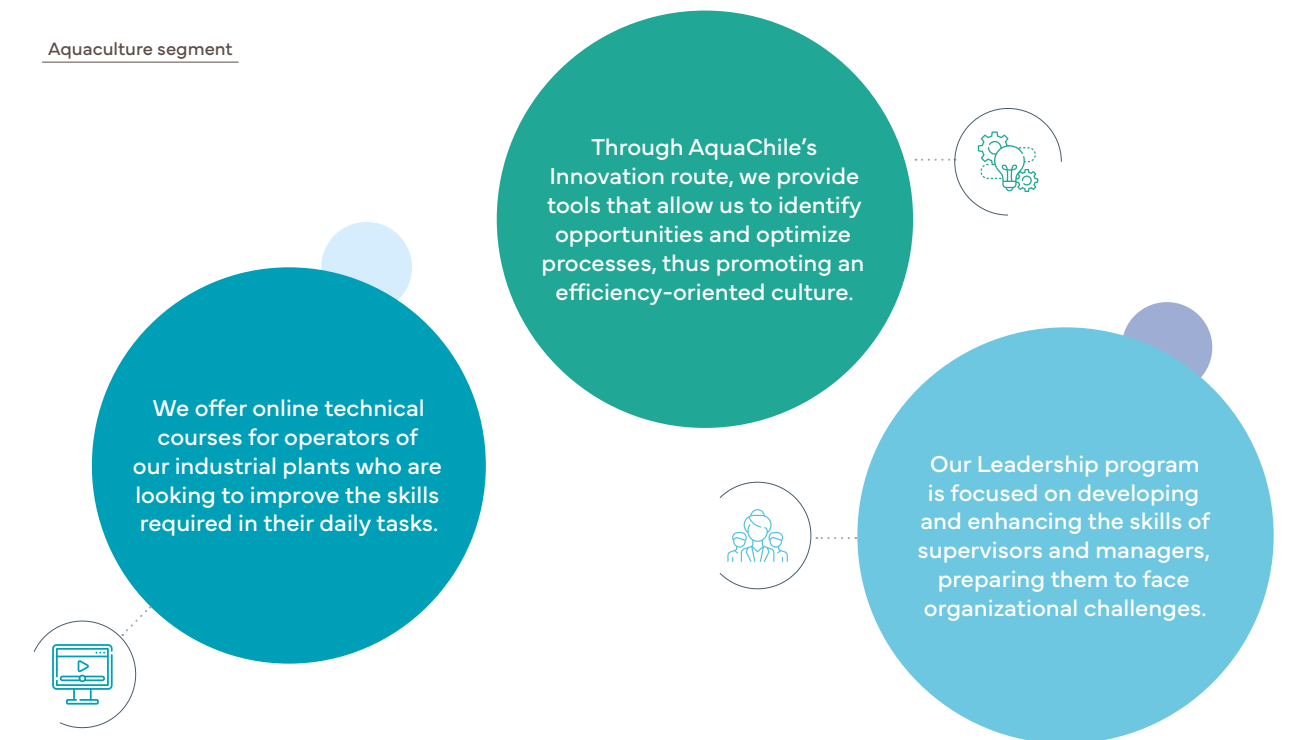


**Programs to adapt employees' skills to their position**

Meat segment



Aquaculture segment



### Disclosure of information and training on the Whistleblower Channel

#### Meat segment

We train our employees on issues such as integrity, criminal liability of legal entities and the use of whistleblower channels. We explain their operation, management and governing principles, in addition to presenting real cases with judicial and criminal consequences. We provide guidelines on new regulations related to economic and environmental crimes through lectures, address risks of computer crimes under Law 21.459 and instruct on Law 20.393 through e-learning.

This year we implemented a program to communicate the channels available for labor complaints (Agrosuper whistleblower channel and head of the People Service), such as complaints related to workplace harassment, sexual harassment and violence in the workplace.

#### Aquaculture segment

The Training and Communication Plan aims to prepare employees in risk mitigation, crime prevention and the promotion of responsible competitive practices, in relation to the following compliance models:

For this purpose, we have:

- **Digital tools:** asynchronous e-learning in the induction process, live, periodic sessions via Teams, half-yearly synchronous capsules, monthly communication by e-mail and digital screens.
- **Physical tools:** on-site classes in the different business units, specific workshops and brochures.



### Training programs and courses to prevent and manage workplace harassment, sexual harassment and violence

#### Meat segment

1

**Cross-cutting course on inclusion:** This program covers the subject of inclusion, addressing care and respect for people, good treatment and non-discrimination.

2

**Training** to executives and managers on the updating of regulations on workplace harassment, sexual harassment and violence in the workplace.

4

**Training program** on prevention of workplace harassment, sexual harassment and violence in the workplace by the Corporate Health and Safety area in all Agrosuper units.

3

**Communication of prevention** protocol and procedure for investigating complaints of workplace harassment, sexual harassment and violence in the workplace.

#### Meat segment

941

#### Aquaculture segment

554

1,495

employees trained in courses to prevent and manage workplace harassment, sexual harassment and violence.



# Performance management

# 15,382

employees received performance evaluations.

Meat segment

**11,746**  
employees

Aquaculture segment

**3,636**  
employees



**77.6%**

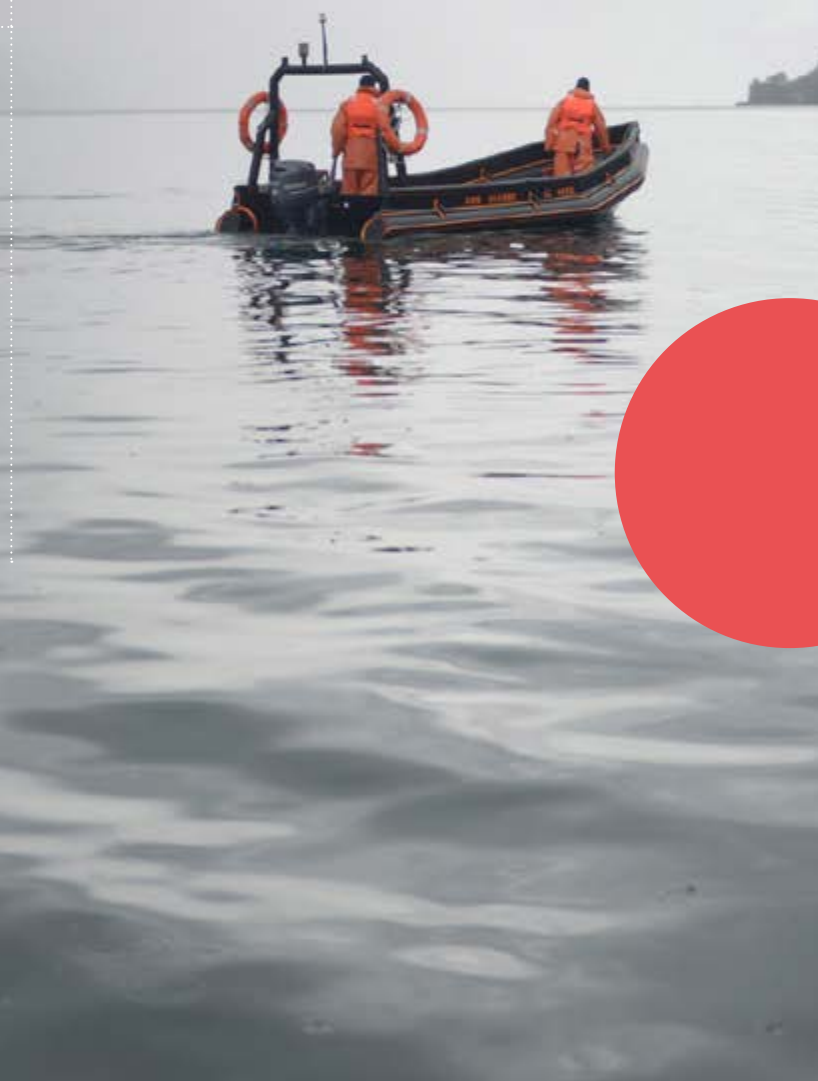
of the workforce had their performance reviewed.

Meat segment

**84.2%**

Aquaculture segment

**61.7%**



Meat segment

As an organization we are committed to encouraging our leaders, strengthening their role based on our leadership seal: the management of people and teams, accompanying action plans and professional growth.

By providing development opportunities and continuous feedback, we encourage productivity, efficiency and positive work environments, increasing the commitment and loyalty of Agrosuper's employees.

What does each evaluation model measure?

**Individual Performance Management  
(Gestión del Desempeño Individual, GDI)**

- Business objectives, depending on the areas or processes, ensuring that they are connected to the strategic objectives.
- Deployment of the behavioral competencies model.
- Enabling objectives to contribute to the achievement of strategic cross-cutting challenges (for leaders only).

*GDI Professional and administrative segments*

**2024  
Results**

|                      |                                         |                                        |
|----------------------|-----------------------------------------|----------------------------------------|
| Meat Segment:        | <b>2,820</b><br>employees<br>evaluated. | <b>98.6%</b><br>average<br>assessment. |
| Aquaculture Segment: | <b>1,191</b><br>employees<br>evaluated. | <b>95.0</b><br>average<br>assessment.  |

**Individual Performance Feedback  
(Retroalimentación del Desempeño Individual, RDI)**

- Behavioral competencies.
- Functional competencies associated with the position.

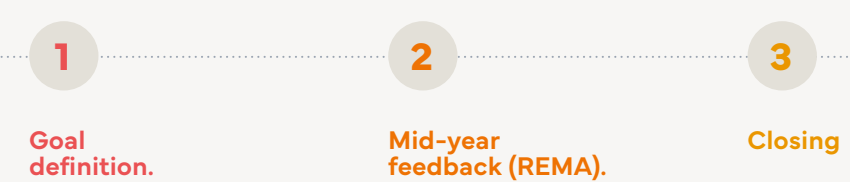
*RDI: Operating segment.*

**2024  
Results**

|                      |                                         |                                       |
|----------------------|-----------------------------------------|---------------------------------------|
| Meat Segment:        | <b>8,926</b><br>employees<br>evaluated. | <b>91.8</b><br>average<br>assessment. |
| Aquaculture Segment: | <b>2,445</b><br>employees<br>evaluated. | <b>91.5</b><br>average<br>assessment. |



Our model has three stages:



Aquaculture segment



**Boosting performance and productivity**

Managing our employees is key to increasing productivity, aligning objectives to a common vision, fostering collaborative work and addressing the efforts of each team to maximize individual and collective contributions to the organization.

The performance evaluation is carried out through our "Mi Mundo Aqua" portal, where employees complete this process on-line.

We apply two types of performance evaluations depending on job responsibility level:

**Individual Performance Management (Gestión del Desempeño Individual, GDI)**

Annual measurement to evaluate objectives and behavior competencies by job responsibility level.

**Individual Performance Feedback (Retroalimentación del Desempeño Individual, RDI)**

Annual calculation focused on the review of behavior and functional competencies according to job responsibility level.

**We assess**  
(depending on the type of evaluation)

**Business objectives**

**People objectives ( for leadership positions only).**

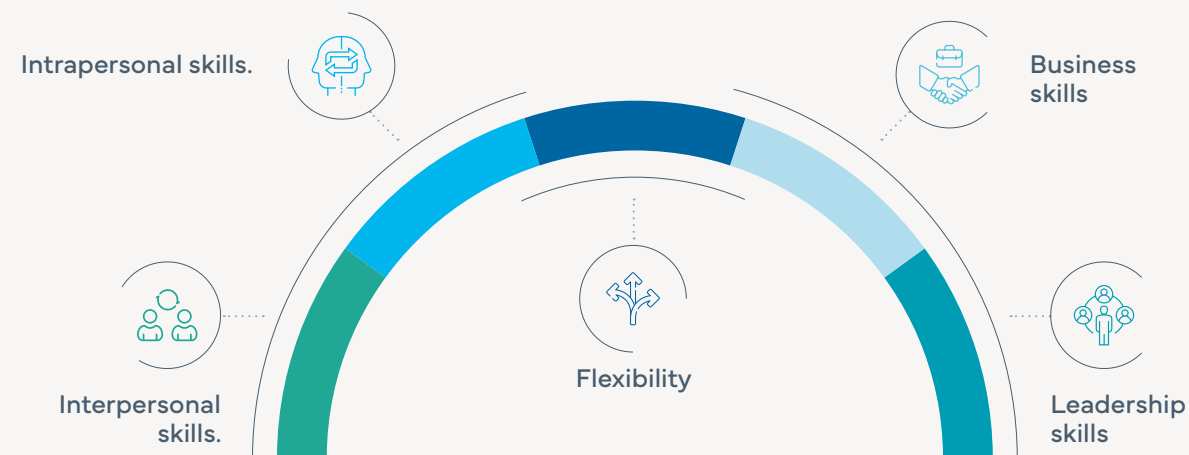
**Behavior competencies.**

**Functional competencies**



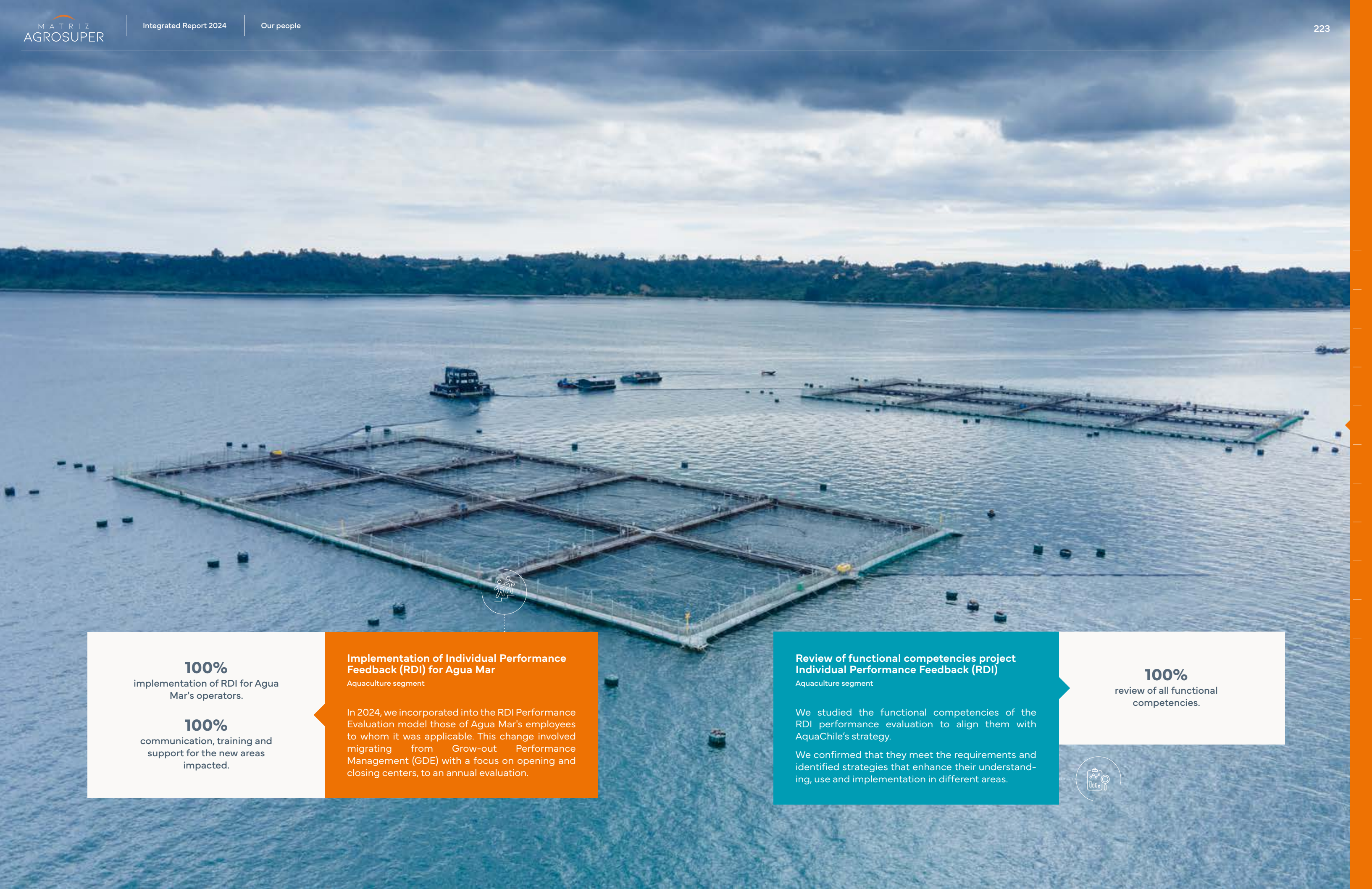
The competencies model includes the measurement of six functional skills, whose description varies depending on the job responsibility level. This makes it possible to evaluate the specific skills related to the daily management of the employees participating in the RDI evaluation model. The behavior competencies include thirty criteria defined based on job responsibility level, with flexibility being a cross-cutting one.

**Categories of behavior competencies**



In 2024, we evaluated and provided feedback to 100% of our eligible employees and, along with them, we identified strengths and improvement opportunities and established commitments focused on their continuous development.





**100%**  
implementation of RDI for Agua Mar's operators.

**100%**  
communication, training and support for the new areas impacted.

**Implementation of Individual Performance Feedback (RDI) for Agua Mar**

Aquaculture segment

In 2024, we incorporated into the RDI Performance Evaluation model those of Agua Mar's employees to whom it was applicable. This change involved migrating from Grow-out Performance Management (GDE) with a focus on opening and closing centers, to an annual evaluation.

**Review of functional competencies project Individual Performance Feedback (RDI)**

Aquaculture segment

We studied the functional competencies of the RDI performance evaluation to align them with AquaChile's strategy.

We confirmed that they meet the requirements and identified strategies that enhance their understanding, use and implementation in different areas.

**100%**  
review of all functional competencies.



## Internal mobility

Meat segment

### Potential development programs

We have programs to accelerate the development of future leaders, providing them with tools for self-knowledge, identification of purpose, self-management and training in leadership skills to prepare them for future challenges. We also have trainee programs to incorporate professionals with less experience, who participate in a structured plan that develops their knowledge of the value chain, global vision and leadership skills, helping prepare them to take on new positions in the organization.

Within this framework, we promote internal mobility as a key tool for fostering growth and professional development within the company. We use this process to bring visibility to opportunities, encourage employees to take on new challenges and reinforce a positive and collaborative working environment.

Meat segment / Aquaculture segment

### Internal mobility process

We continued to strengthen the internal mobility process, increasing the number of internal vacancies published with respect to last year.

We also carry out specific projects to identify critical positions and define development paths to ensure succession and fill leadership vacancies internally.

This method also considers giving candidates feedback at each stage, regardless of the result.

Internal mobility

**56%**

internal mobility  
vs. 57% 2023.

**85%**

internal leadership mobility  
vs. 82% 2023.

For people who participate in an internal mobility process who are not selected, feedback is offered to contribute to their loyalty and development. During 2024, **818 employees received feedback vs. 465 in 2023.**

Internal mobility

**64%**

internal mobility  
vs. 43% 2023.

**80%**

internal leadership mobility  
vs. 60% 2023.



People promoted in 2024

**1,081**

total employees with  
internal mobility.

Meat segment

Aquaculture segment

**729**

**352**



**284**

horizontal mobility  
total employees.

Meat segment

Aquaculture segment

**171**

**113**



**797**

vertical mobility  
total employees.

Meat segment

Aquaculture segment

**558**

**239**

## Succession plan

We know that having a robust succession plan is essential to ensure continuity and stability in our organization, especially in leadership roles.

Meat segment

### Talent identification

Through 9Box\* we evaluate and classify employees based on their performance and potential. This method includes a matrix that shows the current and potential performance, supported by predictive tools that provide us with the objectivity to make decisions.

### Talent pool

We identify a group of employees with outstanding performance, high potential, and with the profile characteristics required to take on more complex roles.

### Integrated and historic information about people management on Mi Mundo Super platform.

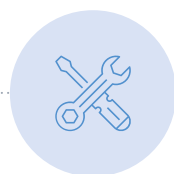
We have historical information on our employees, which allows us to identify suitable internal candidates for new positions. This information includes knowledge, skills, experience and interests, which favors making objective decisions in the nomination, succession and mobility processes.

\*Methodology that measures employee performance, based on his/her objectives, goals and competencies.

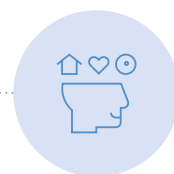
### Factors we take into consideration when identifying the successful candidate.



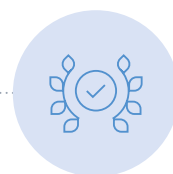
Competencies/  
skills.



Technical  
knowledge.



Interests  
and motivations.



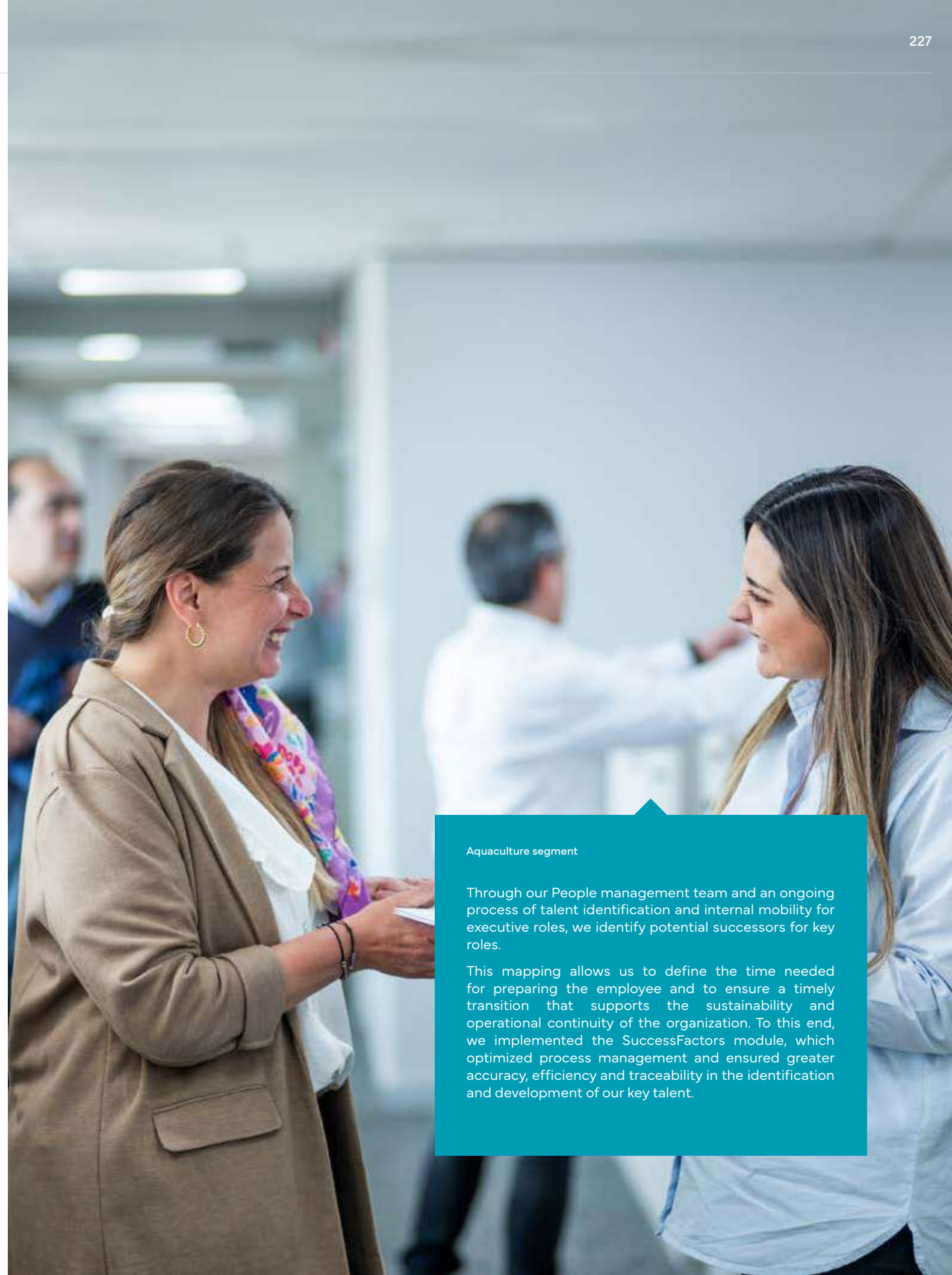
Experience

There is a formal succession plan, which identifies potential replacements for the CEO and other senior executives.

Aquaculture segment

Through our People management team and an ongoing process of talent identification and internal mobility for executive roles, we identify potential successors for key roles.

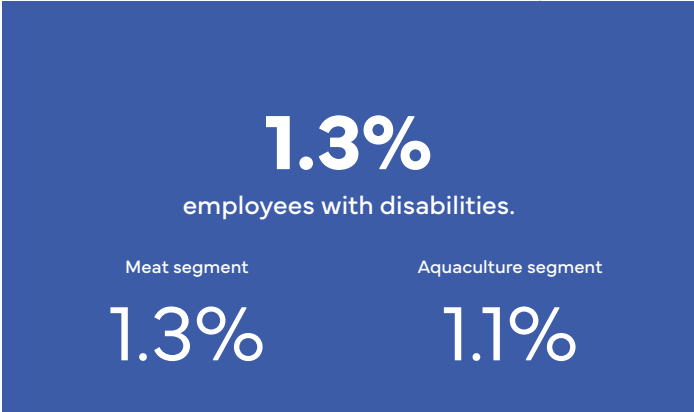
This mapping allows us to define the time needed for preparing the employee and to ensure a timely transition that supports the sustainability and operational continuity of the organization. To this end, we implemented the SuccessFactors module, which optimized process management and ensured greater accuracy, efficiency and traceability in the identification and development of our key talent.



# Diversity, equity and non-discrimination



We promote a collaborative, safe and diverse work environment, where equity and inclusion are fundamental to ensure an ideal working environment.



## Meat segment / Aquaculture segment

In both the Meat and Aquaculture segments, we are working to make progress in diversity and inclusion. During 2024, we promoted different initiatives focused on eliminating barriers that may affect people with disabilities. This work is carried out in a coordinated manner between the people managers, inclusion managers and workplace climate committees, through spaces for dialogue used to gather their needs. We also integrated this topic into our training for leaders and teams, and we have a protocol and procedures for dealing with possible cases of discrimination.



## Milestones for 2024

### Meat segment

**+60%**  
of employees  
whose awareness  
has been raised.

#### Strengthening an inclusive culture

Focusing on the People area and new employees, the purpose is to move towards a more inclusive culture and to comply with Law 21.275 on the Inclusion of People with Disabilities.



#### Enforcement of the Inclusion Law

To progress towards the goal of having 2% of employees with disabilities, we established a KPI of 1.5%, thereby mobilizing the organization towards a more inclusive culture. We also trained inclusion managers.

All companies comply with the Law on Inclusion by directly hiring people with disabilities.

**33**  
Inclusion managers  
trained.



#### Inclusion working group

During quarter 4 of 2024 we implemented an inclusion working group in People Management, in order to make progress with diversity and inclusion in the different areas, identifying gaps and creating work plans.



#### Gender perspective

We work every day to reduce gender gaps and biases through training for our teams and programs that promote a culture of diversity in the company.

Currently, women account for 20.4% of leadership positions. On the other hand, a team from the People Area was trained in gender perspective, providing them with tools that allow to include this issue in the decisions made by the area.



**Training in labor inclusion**

Aquaculture segment

We provided new tools to the recruitment and selection team to enable them to carry out processes in an inclusive manner, promoting equity from the moment of attracting talent.

**10**  
employees  
trained.



**Incorporation of students with disabilities**

Aquaculture segment

In collaboration with local high schools, we promoted the inclusion of interns with disabilities in the Production and Industrial areas. The process included support from teachers and our supervisors, who made reasonable adjustments to ensure a good experience in our organization.



**"Superando barreras" working group**

Aquaculture segment

We participated in this event, which is about coaching and wellbeing for the inclusion of people with disabilities, organized by the National Training and Employment Service (SENCE) and the Labor Information Office (OMIL) of Osorno, with the purpose of looking at the challenges to working collaboratively with local and national entities in labor inclusion in the aquaculture industry.



**We surpassed the inclusion target**

+17% in 2023 vs. +27% in 2024

Aquaculture segment



Every year our goal is to surpass the legal quota for hiring people with disabilities.

**63**  
employees with  
disabilities in 2024.

**17**  
employees with disabilities  
over legal target in 2024.

Meat segment

**187**  
employees with  
disabilities in 2024.

**58**  
employees with disabilities  
over legal target in 2024.

## Reduction of barriers that may hinder diversity

### Meat segment

The following are among the things that can reduce these barriers:

1

#### **Training course on strengthening an inclusive culture and non-negotiables:**

which has raised awareness in order to reduce this type of barrier.

2

#### **Working environment survey and pulse:**

they detect deviations that allow actions to be taken.

4

#### **General use of staff cafeterias:**

there is no separation by position, everyone has access to the same food.

3

#### **Ceremonies are cross-cutting:**

no distinction is made by job category.

### Aquaculture segment

Through joint work between people managers, inclusion managers and workplace climate committees, we generate spaces for dialogue to learn about the opinions and needs of people with disabilities. In these instances, gaps, barriers and possible reasonable adjustments are identified and addressed in a participatory manner in line with the organization's capabilities.

## How we identify skills diversity

### Meat segment / Aquaculture segment

We have a Hiring policy that ensures a selection process that makes no distinctions. In the case of people with disabilities, the publications are inclusive and the application process includes the adaptations required. At the time of application, we ask candidates whether they require adjustments for the interview and we make arrangements with the responsible teams, in line with the provisions of Law 20.422.

In addition, we develop training and awareness programs aimed at all employees, promoting a culture based on respect and good treatment. These issues are also addressed in leadership and teamwork training. We have a specific protocol and procedures to investigate situations that deviate from these principles.





## Workplace harassment, sexual harassment and violence

Meat segment / Aquaculture segment

The policy for the prevention of workplace harassment, sexual harassment and workplace violence is included in the prevention protocol and is part of the Internal Order, Hygiene and Safety Regulations (RIOHS), which is distributed to all employees when they join the organization. This information is reinforced every six months, together with the diffusion of available reporting channels. In addition, training for leaders and specific talks for different stakeholders are conducted. The information related to labor or sexual harassment, including the procedures for complaints, investigation and their mechanisms, is available both in the Internal Regulations and in the Code of Ethics and Integrity, which are available on the corporate website and are provided to all employees.



## Sexual harassment, workplace harassment and violence complaints

Meat segment and Aquaculture segment

**6**

sexual harassment complaints filed with the company during the year in accordance with Law No. 20.005 or equivalent legislation.

**40**

workplace harassment complaints filed with the company during the year in accordance with Law No. 20.607 or equivalent legislation.

**5**

workplace harassment complaints during the year filed with the Labor Directorate or equivalent body in accordance with Law No. 20.607 or equivalent legislation.

## Salary equity

### Meat segment

The Compensation Policy defines the strategy for establishing equitable and competitive compensation, capable of attracting and retaining talent, encouraging performance, allowing us to effectively control and manage labor costs.

This policy is based on six pillars.

One of these is internal equity, focused on ensuring that positions with equivalent responsibility or grade have the same salary range and that the salary of people is related to their contribution, incentivizing performance and contributing to the creation of a culture oriented to high performance.

Finally, the compensation policy aims to compensate based on merit those who stand out for their work, fulfillment of objectives, sustained good performance over time and development in their position.



### Aquaculture segment

We manage compensation using criteria of equity, without distinction or discrimination. To this end, we carry out periodic processes that allow us to review and adjust our practices based on the responsibilities of the positions, the market and the internal structure. We evaluate the organizational structure and the valuation of positions using validated methodologies. We carry out competitiveness and salary equity analyses in relation to the market and within the company. We review incentive programs and variable bonuses in line with the objectives of the organization. We adjust salaries on an individual basis, considering performance, contribution and internal equity. In addition, we evaluate non-monetary benefits and compensation to ensure conditions consistent with the market and the needs of the teams.

### Pillars of our Compensation policy



People Leaders in each unit, in charge of delivering information related to compensation and its management.





## Living wage

### Meat segment

We use market salary research for each type of business to define compensation, with objective, competitive criteria, and in accordance with the responsibilities of each position. We perform these definitions and comparisons once a year.

### Aquaculture segment

Salary equity is essential in compensation management in order to have capable and motivated employees who know how to face the challenges of their roles within the organization.

We have established methodical and robust compensation strategies and processes, which are reviewed periodically to ensure fairness and non-discrimination.



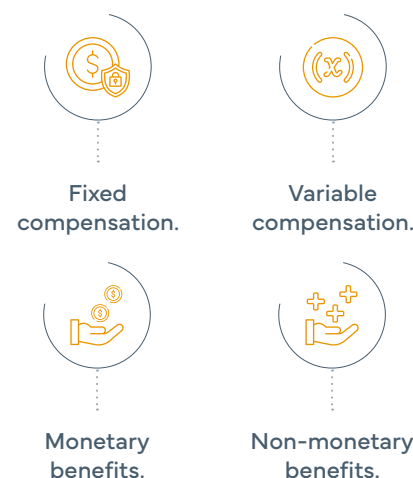
## Compensation approach

### Meat segment

To support our compensation strategy, aimed at attracting, retaining and motivating employees, we offer a comprehensive value proposition comprising fixed compensation, variable compensation, monetary and non-monetary benefits.

Compensation is reviewed using different mechanisms: annual market surveys to ensure external competitiveness, quarterly CPI adjustments to maintain purchasing power, and an annual salary review process that recognizes individual performance.

The value offer or total compensation for employees is comprised of the following:



### Aquaculture segment

#### Periodic processes



We review compensation studies conducted by certified consulting firms to establish strategies based on objective criteria that allow us to manage decent and competitive salaries based on the responsibilities of each position.



### Salary of subcontracted workers

#### Meat segment

To monitor the salaries of external workers, we review the employment contracts, which are uploaded to the contractor management system, and validate the amount to be paid depending on the type of contract and working hours.

In addition, we perform labor audits focused on reviewing payroll statements, deposit slips, contracts, annexes and attendance records, verifying compliance with the payment of salaries and social security obligations in accordance with labor legislation.

From the beginning of the business relationship, we establish in the bidding conditions or commercial contract, that the base salary of every employee must be equal to or higher than the minimum legal salary in force.

#### Aquaculture segment

The Production Management team uses the Certilap platform to verify that employment contracts and payroll statements comply with the legal minimum salary. In the Industrial Management team, this task is performed by the review areas of each plant.

In the monthly labor compliance process for service providers, the contracts of their employees are reviewed to verify that their salaries are above the legal minimum monthly salary.

# Connection and communication

Our internal communications are aimed at aligning our culture with the strategic challenges of the business, as well as motivating employees to work together to achieve these objectives

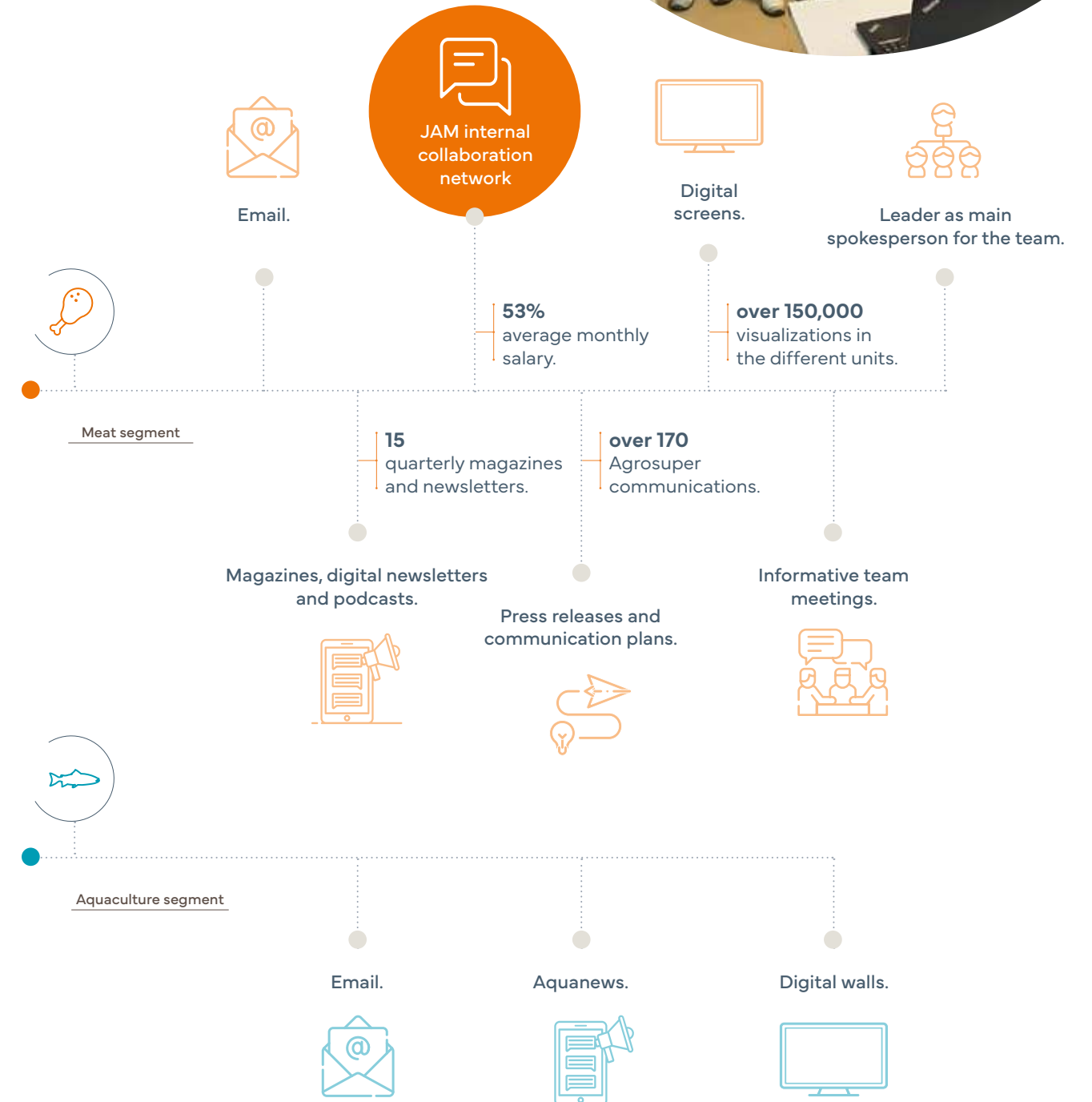
## Focus areas 2024

| Meat segment                                                                                                                                                                                                             | Aquaculture segment                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| We promote communication that ensures people and teams are connected, aligned and committed to the culture and strategy of the business, to contribute to the experience, working environment and people's productivity. | We generate a consistent and collaborative organizational culture, where everyone is informed about and committed to the company's objectives. |

## Internal communication channels



## Communicational focus points



Average number of employees logging in to digital internal communications platforms each month.

Meat segment  
**6,564**

**1,399**

Average monthly number of views of digital magazines.

Meat segment  
**2,167**



Aquaculture segment  
**632**

**70**

Total number of digital magazines published in the year.

Meat segment  
**45**



Aquaculture segment  
**25**

### Initiatives to improve communication and coordination between areas



#### Meat segment

- **On-site informative meetings:** regular team meetings focused on coordination, active listening and connecting people.
- **Quarterly meetings:** strategic alignment meetings between 150 Agrosuper executives.
- **Informative videos:** show the focus points and challenges faced by each unit and the company's strategic guidelines.
- **Conversations:** on-site meetings in the different units to discuss important issues and to actively listen to the teams in order to promote improvements and provide important information to employees.
- **Communications plans:** alignment and analysis of important issues.

#### Aquaculture segment

- **On-site informative meetings:** led by the CEO both in person and in a hybrid manner for the whole of AquaChile, addressing the company's results, objectives and challenges.

# Labor relations

We promote a labor relations model that validates union organizations and representatives, generating spaces for systematic and participatory dialogue based on good faith, trust, responsibility and commitment to the search for and achievement of mutual benefits and shared values

## Unions and working groups

Meat segment



80%

of employees participate in a union.



34

unions.



27

collective bargaining agreements in 2024.

The trust-based working relationships we have developed have enabled us to carry out collective bargaining processes early, 12 months before the expiration of each collective agreement.

Aquaculture segment



60%

of employees participate in a union.



18

unions.

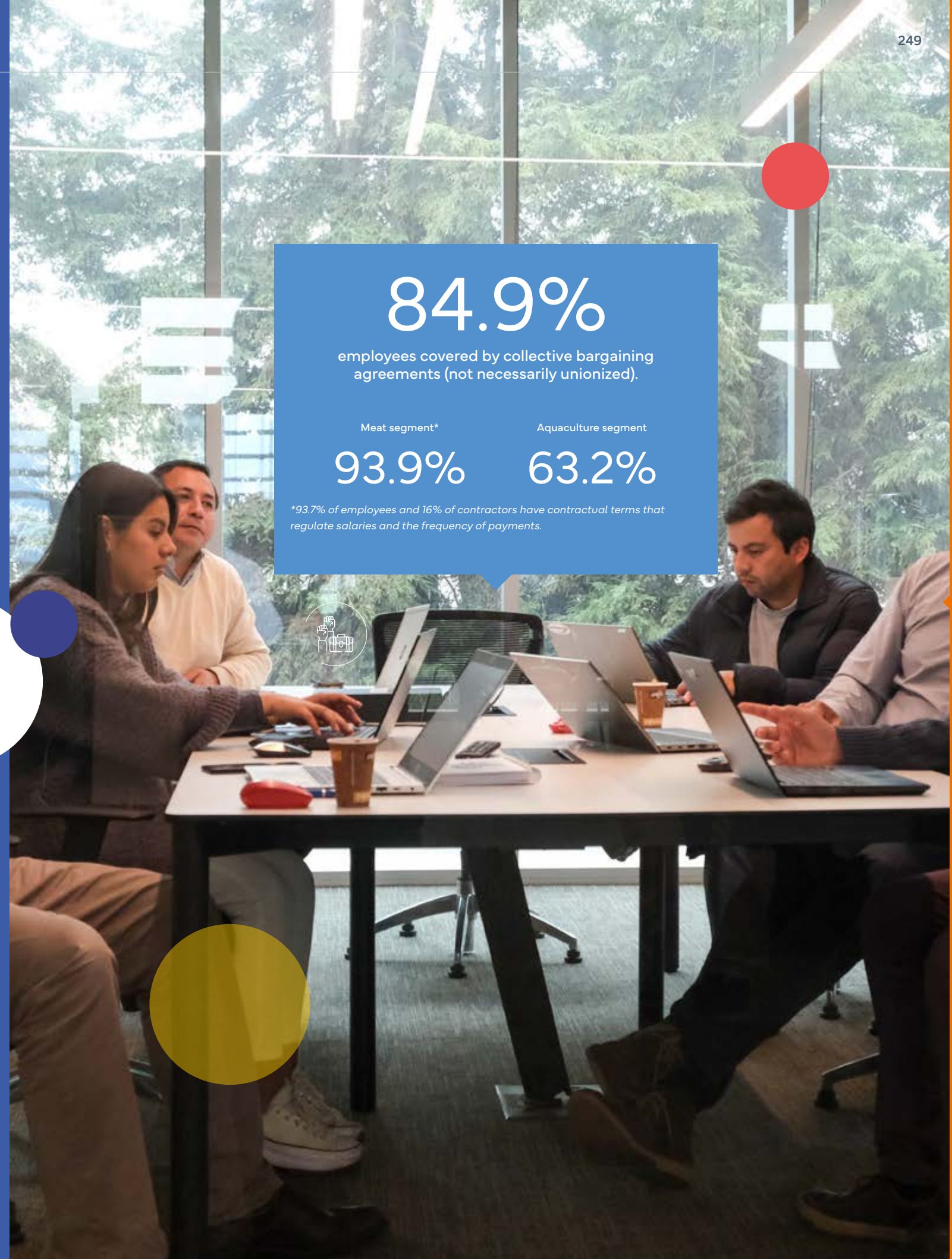


12

collective bargaining agreements in 2024.

Collective bargaining agreements are entered into every two years and the most recent one was signed in 2024.

On a monthly basis, we hold meetings with all union organizations at the respective workplaces, to discuss improvement opportunities, evaluate project plans and report on future actions having a significant impact.



84.9%

employees covered by collective bargaining agreements (not necessarily unionized).

Meat segment\*

93.9%

Aquaculture segment

63.2%

\*93.7% of employees and 16% of contractors have contractual terms that regulate salaries and the frequency of payments.

# CONNECTED WITH NEIGHBORING COMMUNITIES

7



# Projects with an impact on local development

Working with our neighbors and incorporating their perspective is essential to our operation. We partner with local organizations and governments in order to strengthen and consolidate ties in the 47 municipal districts in which we are present.

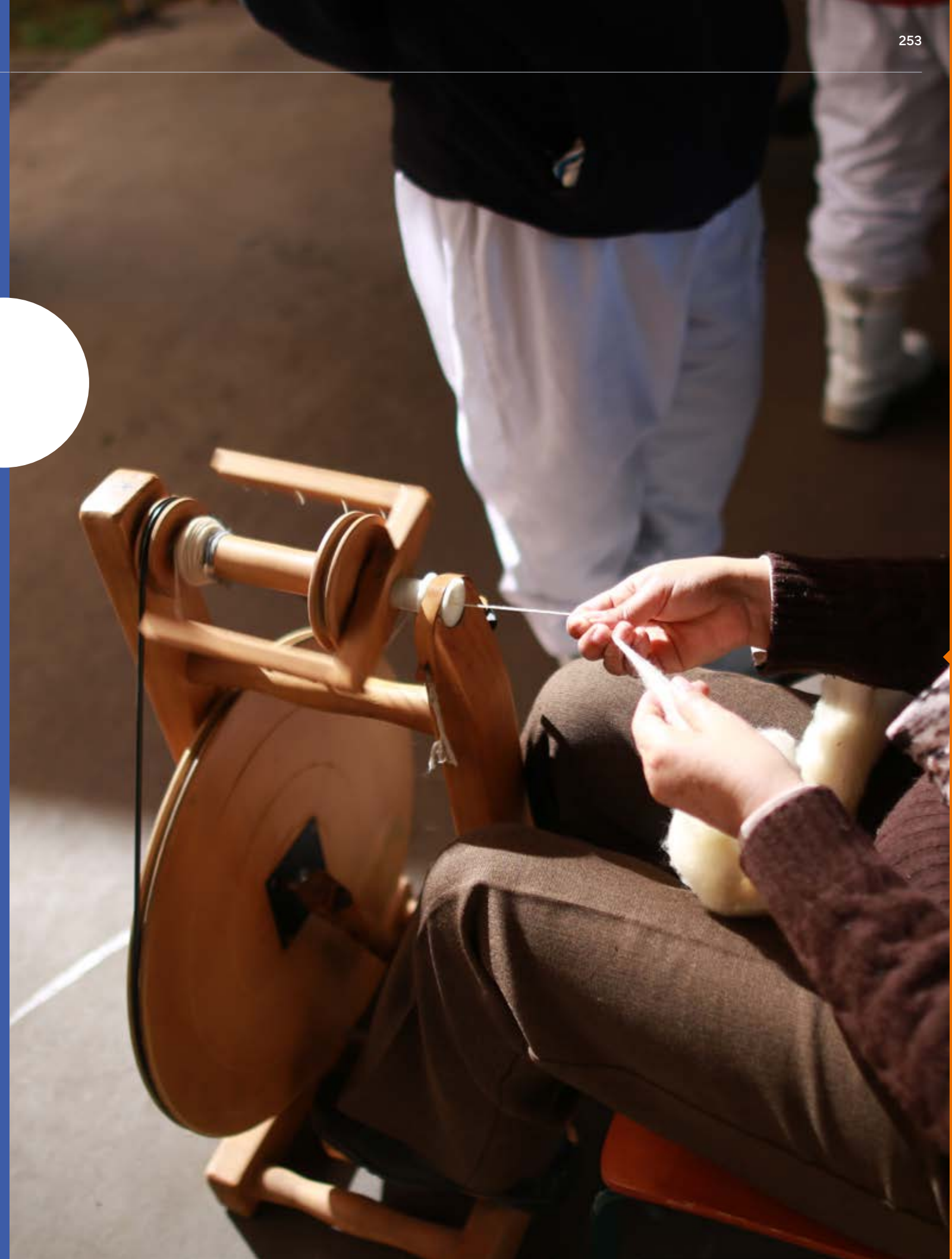
 **ThUS\$ 3,406**  
total contribution.

  
**186,565**  
beneficiaries.

|                |                     |
|----------------|---------------------|
| Meat segment   | Aquaculture segment |
| <b>131,932</b> | <b>54,633</b>       |

  
**587**  
organizations benefiting.

|              |                     |
|--------------|---------------------|
| Meat segment | Aquaculture segment |
| <b>405</b>   | <b>182</b>          |

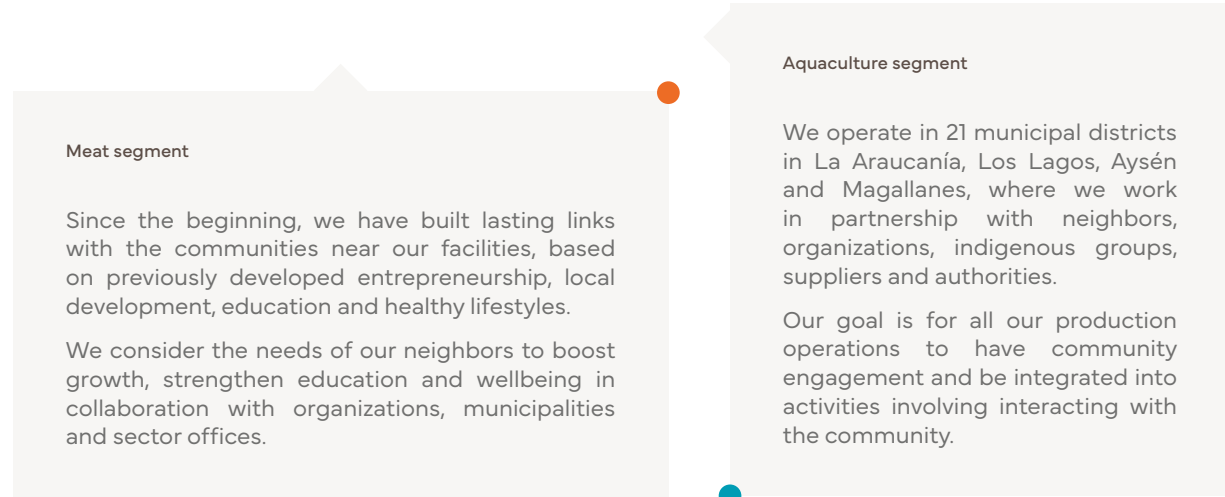


# Community engagement

We have a trained and committed team with a comprehensive vision of the business who are in charge of generating a genuine relationship with the people who live and work near to our operations.



## Community engagement model





## Milestones for 2024

Aquaculture segment



### Lago Riesco environmental monitoring program

In collaboration with Fundación Chile Lagos Limpios, Innovex, the University of California Davis and Centro de Investigación en Ecosistemas de la Patagonia (CIEP), we installed an oceanographic buoy in Lago Riesco, Aysén.

This device allows real-time monitoring of water quality in order to contribute to the conservation of the lake ecosystem.

This project joins the installation of a monitoring buoy in Lago Llanquihue in 2021.



## Work pillars

### Entrepreneurship



ThUS\$ **565**  
contribution.

**70,732**  
beneficiaries.

|               |                     |
|---------------|---------------------|
| Meat segment  | Aquaculture segment |
| <b>70,437</b> | <b>295</b>          |

**228**  
organizations benefiting.

|              |                     |
|--------------|---------------------|
| Meat segment | Aquaculture segment |
| <b>208</b>   | <b>20</b>           |

### Local development



ThUS\$ **479**  
contribution.

**71,622**  
beneficiaries.

|               |                     |
|---------------|---------------------|
| Meat segment  | Aquaculture segment |
| <b>43,354</b> | <b>28,268</b>       |

**130**  
organizations benefiting.

|              |                     |
|--------------|---------------------|
| Meat segment | Aquaculture segment |
| <b>57</b>    | <b>73</b>           |

### Education



ThUS\$ **2,180**  
contribution.

**16,241**  
beneficiaries.

|              |                     |
|--------------|---------------------|
| Meat segment | Aquaculture segment |
| <b>1,593</b> | <b>14,648</b>       |

**68**  
organizations benefiting.

|              |                     |
|--------------|---------------------|
| Meat segment | Aquaculture segment |
| <b>6</b>     | <b>62</b>           |

### Healthy lifestyles



ThUS\$ **182**  
contribution.

**27,970**  
beneficiaries.

|               |                     |
|---------------|---------------------|
| Meat segment  | Aquaculture segment |
| <b>16,548</b> | <b>11,422</b>       |

**161**  
organizations benefiting.

|              |                     |
|--------------|---------------------|
| Meat segment | Aquaculture segment |
| <b>134</b>   | <b>27</b>           |

## Partnerships for implementing programs

We partner with local institutions and organizations to develop effective initiatives tailored to real needs and that add value to the communities neighboring our operations.





## Local development

We contribute to the development of neighboring communities through social, economic, cultural and environmental initiatives.



ThUS\$ **479**  
contribution to local development programs.



**71,622**  
beneficiaries.



**130**  
organizations benefiting.



## SUCCESS STORY

**Impulsa Agua**  
Meat segment

Competitive fund aimed at contributing to improving the quality of life of communities through the co-financing of water solutions projects and training for their members.

ThUS\$ **156**

investment in 2024.

Learn more about Impulsa Agua [here](#).



**20**  
organizations benefiting (SSR).

**28,562**  
beneficiaries.





SUCCESS STORY

**Competitive Fund AquaChile 2024**

Aquaculture segment

The objective of this initiative is to provide resources for sustainability, environmental, inclusion, healthy lifestyle, education, culture and infrastructure projects, as well as to support the acquisition of equipment and local production activities for community organizations.

In its sixth edition, this initiative opened the possibility of on-line application.

**447**

applications received in 2024.

**7,080**  
people who directly benefited in 2024.

**171,119**  
people who directly benefited in 2024.

**46**

winning social organizations.

**6**

La Araucanía Region.

**24**

Los Lagos Region.

**11**

Aysén Region.

**5**

Magallanes Region.

**11**

educational organizations.

**7**

drinking water supply organizations.

**7**

health care organizations.

**6**

cultural organizations.

**4**

neighborhood committees.

**3**

firefighting companies.

**3**

production organizations.

**2**

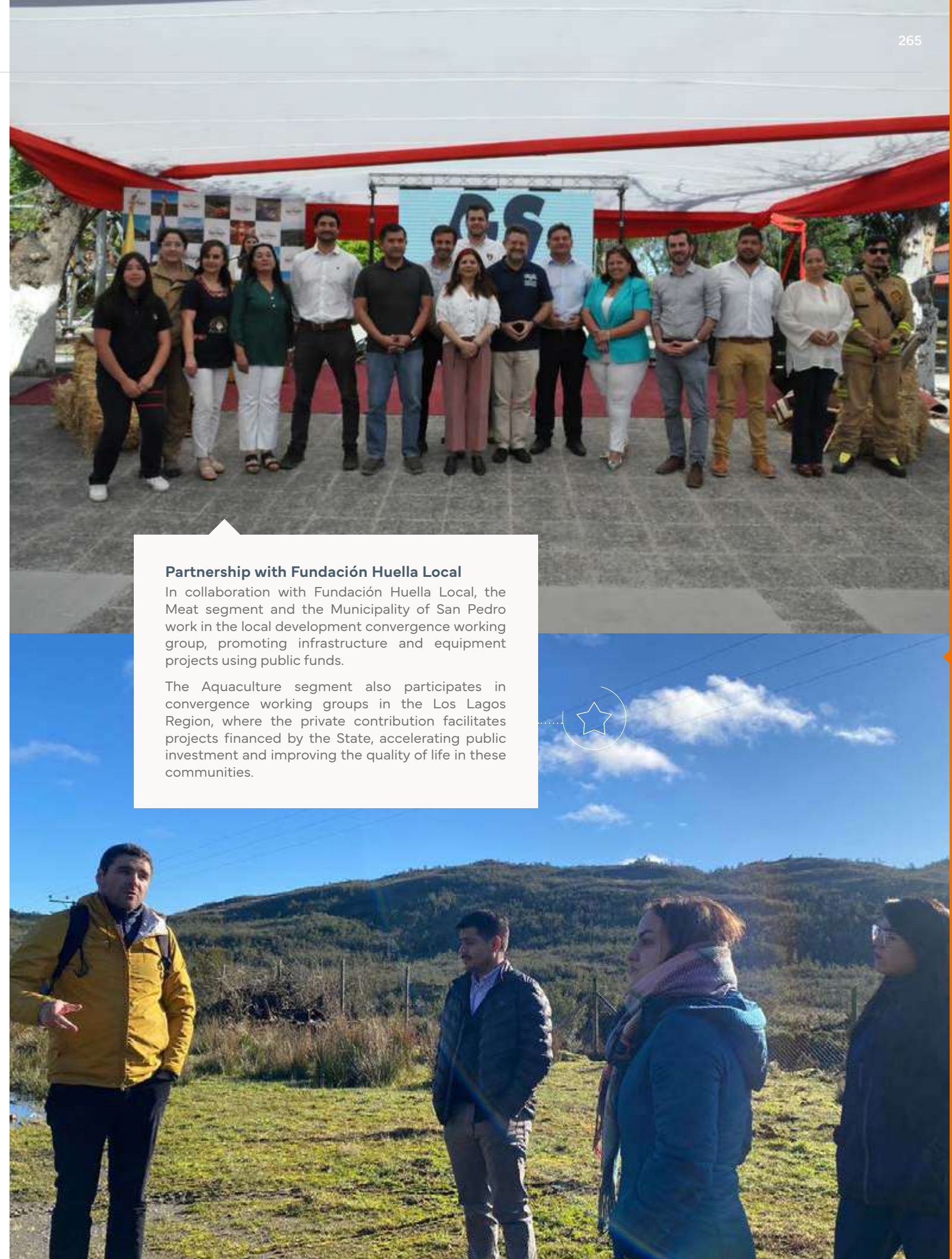
indigenous organizations.

**2**

sports organizations.

**1**

senior citizens' organization.



**Partnership with Fundación Huella Local**

In collaboration with Fundación Huella Local, the Meat segment and the Municipality of San Pedro work in the local development convergence working group, promoting infrastructure and equipment projects using public funds.

The Aquaculture segment also participates in convergence working groups in the Los Lagos Region, where the private contribution facilitates projects financed by the State, accelerating public investment and improving the quality of life in these communities.





### Small-scale fishing support program

Aquaculture segment

We encourage the incorporation of small-scale fishermen as service providers through initiatives related to productive aspects and community infrastructure.

In 2024, together with trade unions in this sector, we gave a lecture on maintenance and repair of fiberglass boats to fishermen from Puerto Chacabuco, Aysén. In addition, we supported a benthic resource management study in Chaicas, Puerto Montt.

**429**  
fishermen benefiting  
2024.

**15**  
fishermen trained in  
maintenance and repair of  
boats in 2024.



### Traditional festivals

Aquaculture segment

We supported and participated in the following local events: Fiesta a la Chilena in Magallanes, the Minga in Cochamó, the Fiesta del Pescao Frito in Puerto Cisnes, the Fiesta del Erizo in Melinka, the Fiesta del Cordero Chilote in Quellón and Expo Patagonia in Coyhaique.

### Visits program

Aquaculture segment:

We maintain an open-door policy at our facilities to promote transparency with the community.

In 2024, we received scheduled visits from schools, local organizations and other groups interested in learning about our operations.

#### Most visited facilities

Caburga 2  
fish farm,  
Pucón.

Quellon  
plant.

Río Maullín  
fish farm,  
Puerto Varas

Hollemborg  
fish farm,  
Puerto Natales



### Circular economy: biofertilizers and biofoods

Meat segment

We collaborate with small-scale farmers, growers and rural companies through the delivery of biofertilizer and biofood.

In 2024, we signed an agreement with the O'Higgins Regional Agricultural office to strengthen the agricultural sector and explore new uses for this by-product through methodologies validated by experts.

**1,802**  
farmers benefited under  
the agreement.

**US\$ 109,331**  
investment in 2024.



**US\$ 33,178**  
investment in 2024.

**7,084**  
beneficiaries.

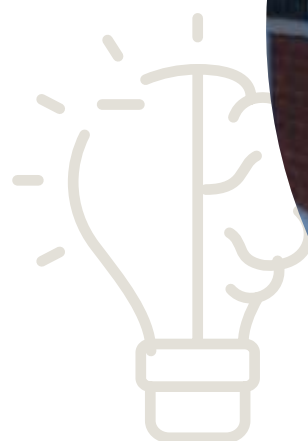
**8**  
organizations benefiting.

### Recovery of public spaces

Meat segment

The purpose of this initiative is to provide assistance and support the implementation of projects for the improvement and refurbishment of sites in disuse, working in a collaborative manner with neighborhood committees and the environmental committee of each municipal district.





## Entrepreneurship

We promote the growth of social organizations and entrepreneurs, fostering their role as development agents in their communities.



ThUS\$ **565**  
contribution in  
entrepreneurship programs.



**70,732**  
beneficiaries.



**228**  
organizations benefiting.



## SUCCESS STORY

### Capital Emprendedor ("Entrepreneurial Capital")

Meat segment

We build the capacities of entrepreneurs through training, mentoring and financing. During the reporting period, we supported them in optimizing their social networks to expand their sales.

US\$ **305,556**  
investment in 2024.

**630**  
beneficiaries.



### Fondo Vecino ("Neighbor fund")

Meat segment

We promote development through providing funds for equipment, infrastructure improvements and community security.

Territorial and functional organizations participate with projects aimed at local wellbeing and integration, either independently or with the sponsorship of partners.

US\$ **217,622**  
investment in  
2024.

**69,783**  
beneficiaries.

**208**  
organizations benefiting.



### Training program 2024

Aquaculture segment

We delivered training courses tailored to the specific needs of the beneficiary neighbors. The training courses included plumbing and household installations, financial administration, driving a car, wickerwork, recycling, silk-screen printing, Christmas baking, sign language, boat maintenance and making preserves and sauces.

**10**  
training courses  
provided.

**154**  
people trained.

**10**  
community organizations.

### Strengthening of local suppliers

Aquaculture segment

We held open workshops to inform suppliers and entrepreneurs about the opportunities for collaborating with AquaChile. We also organized the first innovation meeting in Puerto Chacabuco and trained our service providers in Aysén in financial management and the Canvas model.

**120**  
entrepreneurs and service  
providers benefited.

**21**  
people trained in financial  
management and the Canvas model.

**110**  
participants in the different  
workshops.





## Education

We confirmed our commitment to the education of children and young people in the municipal districts where we operate.



**ThUS\$ 2,180**  
contribution to education programs.



**14,648**  
beneficiaries.



**68**  
organizations benefiting.



### SUCCESS STORY

#### Los Cipreses school

Meat segment

Located in Lo Miranda (Doñihue) and managed by Fundación Agrosuper, this school offers free quality education to more than 1,000 students. In 2024, the fourteenth high school class graduated.

The school has a website, ([www.colegioloscipreses.cl](http://www.colegioloscipreses.cl)), which contains information about its history, teachers, activities and educational project, with the aim of getting closer to the educational community and the general public.

**1,041**  
students benefiting.

**Thus\$ 2,038**

investment in 2024.

Learn more about  
[Los Cipreses school here](#)





### Scholarships program

Aquaculture segment

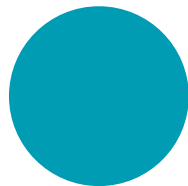
We provide incentives to encourage the students to complete their elementary, secondary and higher education in isolated areas, reaffirming our commitment to academic development in the Los Lagos, Aysén and Magallanes regions.



### Voces de Quellón ("Voices of Quellón")

Aquaculture segment:

We promote the singing talent of young people together with Fundación Musicarte through the Voces de Quellón program. Through on-site and virtual, group and individual workshops, we provide training to students from public schools in the municipal district to improve their singing technique.

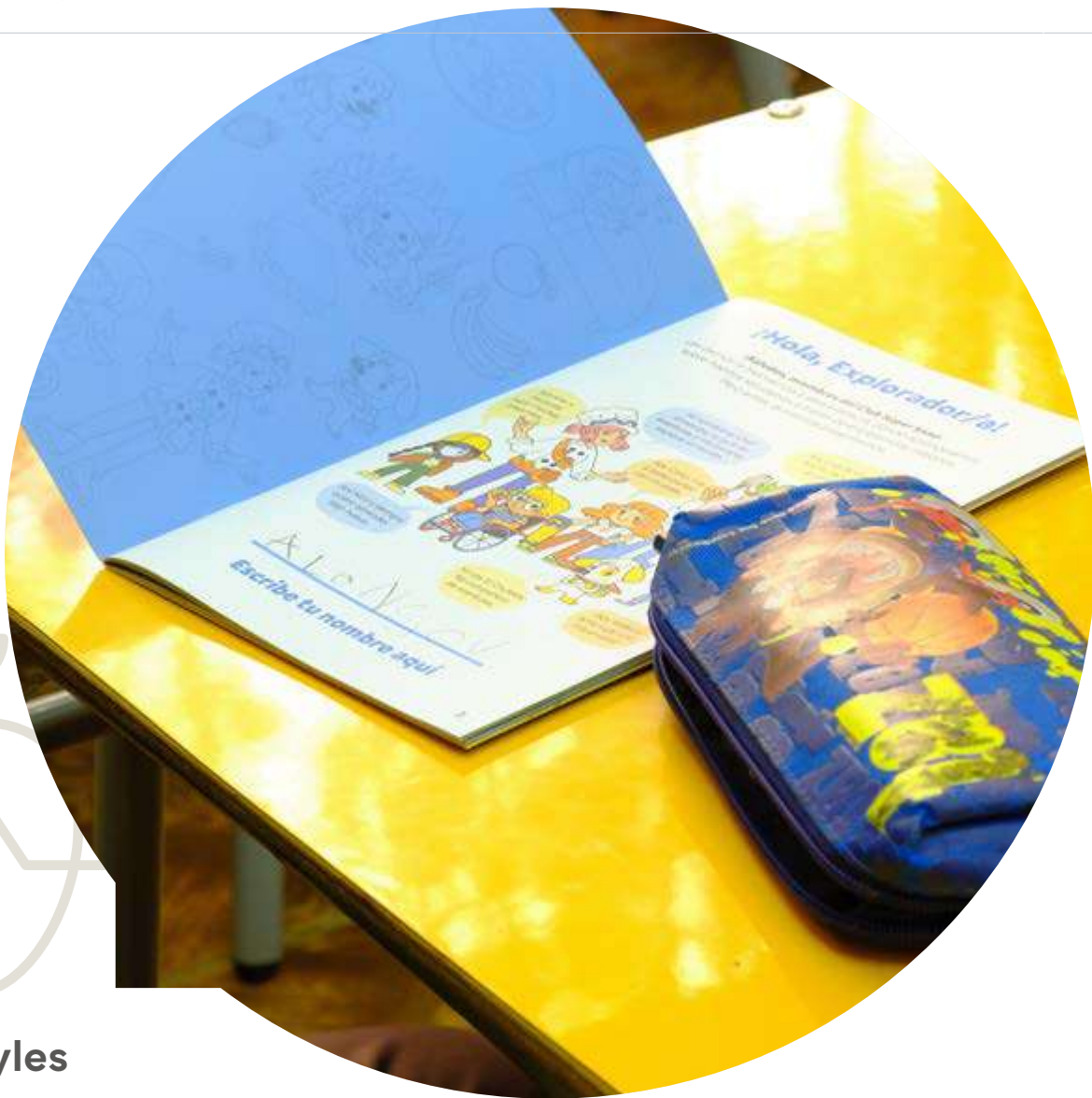


### Cooperation agreements

Aquaculture segment

We collaborate with educational institutions to offer internship opportunities at our facilities. Some of the educational institutions in the agreement are the CFT Estatal de Puerto Aysén, Inacap, Universidad de Magallanes, Liceo Tecnológico Monte María in Pucón, Liceo Hornopirén in Hualaihué and Liceo Luis Cruz Martínez in Puerto Natales.





## Healthy lifestyles

We promote the adoption of healthy lifestyle habits and balanced diets in children, teens and seniors.



ThUS\$ **182**  
contribution to healthy lifestyle programs.



**27,970**  
beneficiaries.



**161**  
organizations benefiting.



## SUCCESS STORY

### Súper Sano

Meat segment

In collaboration with the Ministry of Education and with the support of the Nutrition and Dietetics course of the Faculty of Medicine at the Pontificia Universidad Católica de Chile, we give dynamic and entertaining classes that actively integrate teachers, parents and guardians and municipalities to create responsibility, self-care and self-regulation habits.

**123**  
participating schools.

**12,998**  
students from 1st to 4th grade.

**26**  
municipal districts.



### Activamente.

Meat segment

We promote the wellbeing and autonomy of seniors to ensure healthy and active aging. The initiative includes flexibility and strength exercises that they can repeat at home, as well as a balanced diet program adapted to their needs and health conditions.

**1,950**  
seniors benefited.

**11**  
organizations benefiting.

**8**  
municipal districts.



### Point of sale for neighbors from Curarrehue

Aquaculture segment

Since 2014, we have maintained a point of sale in Curarrehue to make salmon more accessible and include it in the regular diet of neighbors and employees at a preferential price.

For the fifth consecutive year, the point of sale was managed by Lof Cuenca Cabedaña, a company made up of six Mapuche communities, which reinvests its profits in community projects.

**7,489**

beneficiaries.

**6**

communities benefiting.



### Newen Trumun children soccer school

Aquaculture segment

Since 2020, we have financed the transport, healthy snacks and instructor for the Newen Trumun children soccer school in Curarrehue, Catripulli sector. This support facilitates the participation of children in weekly trainings that contribute to the promotion of an active life with values such as teamwork, discipline and perseverance.

**349**

children benefited.

**1**

Organizations benefiting.

### Copa Mini Salmón (Mini salmon championship)

Aquaculture segment:

We held the 16th Copa Mini Salmón in Quellón, a traditional winter event that fosters sports, family life and community bonding.

**400**

participating children between 7 and 16 years old.

**44**

equipment.

**11**

sports organizations.



# Contribution to local employment

We prioritize hiring people who live in the communities where we operate, thus positioning ourselves as an employer brand.



**89.6%**

local hires.\*

Meat segment  
**91.2%**

Aquaculture segment  
**85.6%**

\* Local workers are understood to be people who work in the same province they reside in.



## Meat segment

Based on the results of the SSIDEX 2024, 81% of our neighboring communities consider us to be a key player in local hiring, a goal that has been growing every year.

## Aquaculture segment

Our operations in remote areas favor the creation of local entrepreneurship and service hubs, through programs for companies related to our operations and external companies that boost regional employment.



# Engagement with indigenous communities

## Aquaculture segment

We have an ongoing dialogue with communities and associations of indigenous peoples through a team trained in their worldview.

We engage with groups of the Mapuche, Huilliche and Kawésqar peoples, encouraging them to participate in our production chain through setting up service companies. In addition, we support initiatives for cultural preservation, local development, education and healthy lifestyles.



## Milestones for 2024

### Working group with Lof Cuenca del Cabaña

Aquaculture segment

We promote projects that benefit the families participating in this group. In this context, we conducted a training course to obtain a class B driver's license.

**1,750**  
people (350 families)  
benefiting in 2024.

**6**  
indigenous communities  
benefiting in 2024.

### Cultural preservation

Aquaculture segment

We support the preservation and promotion of the culture of indigenous communities through initiatives related to handicrafts, gastronomy and visits to ancestral sites. We also support them in community infrastructure projects and educational actions to transmit their knowledge to children and young people.

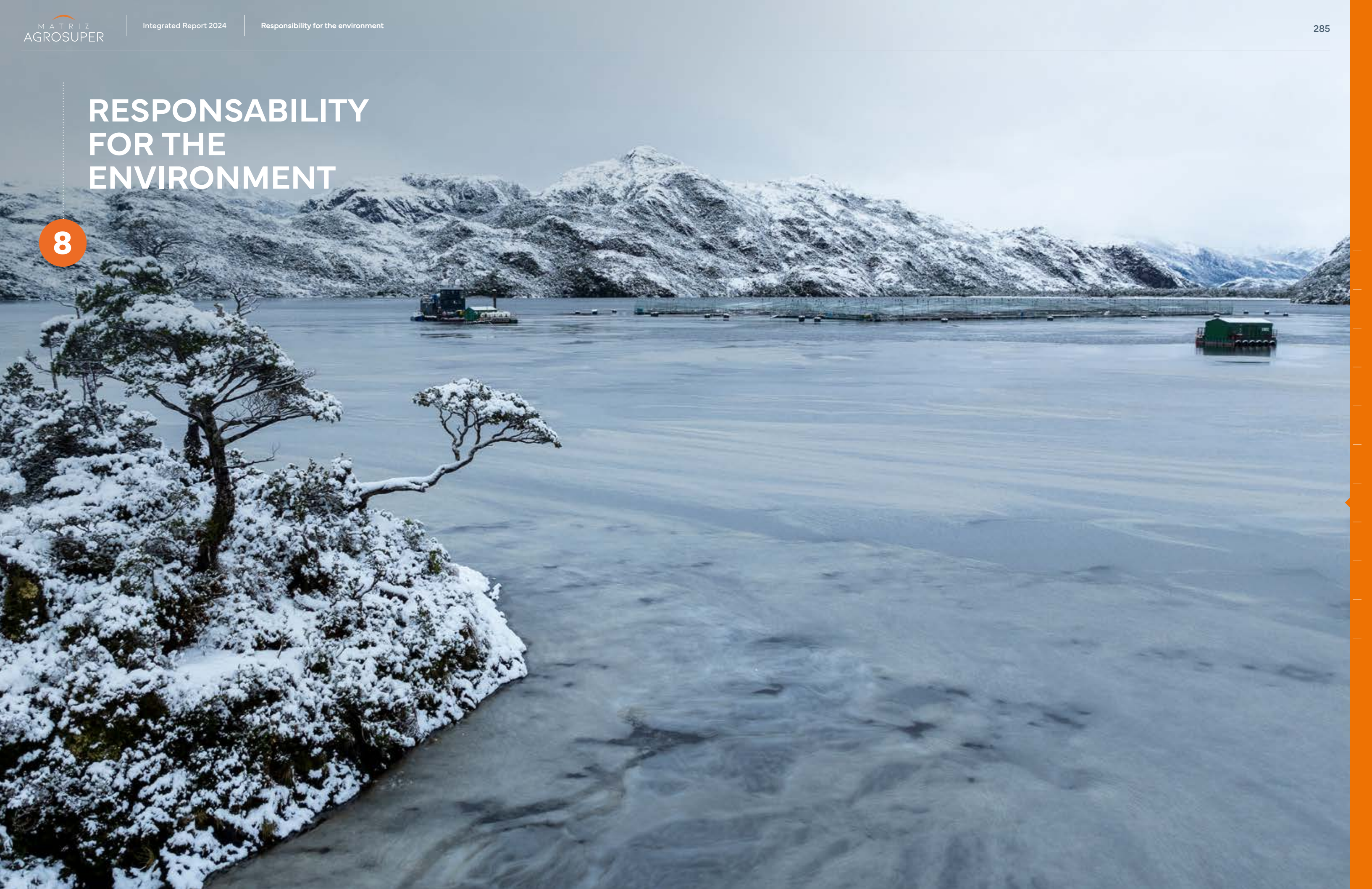
### Indigenous community in the coastal neighborhood of Quellón

Aquaculture segment

In collaboration with the Municipality of Quellón and the indigenous community of the coastal neighborhood, we installed high-definition security cameras, connected directly to the municipal surveillance center.

# RESPONSABILITY FOR THE ENVIRONMENT

8



In our company, responsible production is more than a commitment, it is our essence. We use state-of-the-art technology and drive innovation in every process, ensuring operational excellence and respect for our environment.

ThUS\$  
**127,469**

Environmental management investment and expenditure.

We have three objectives:



Reducing our carbon footprint.



Making efficient use of natural resources.



Promoting the circular economy.



Carbon footprint

**- 38,372** CO<sub>2</sub> eq  
scopes 1 and 2 compared to 2023.

Meat segment

Aquaculture segment

**-16.7%**

**13%**



Waste management

**59%**  
recycled or recovered waste 2024.

**-38.8%**  
variation in waste management through disposal operations 2023-2024.



Odor management

Accumulated reduction in odors

**-92.8%**

Rapel basin 2013-2024

**-47.2%**

Quebradilla 2015-2024.

**-95%**

Pargua 2024.



Energy management

**60%**

of our electricity comes from renewable sources.

**11.8%**

variation in energy consumption 2023-2024.

**13.1%**

total reclaimed or reused water 2024.



Packaging and packing

**59.7%**

products with renewable or recyclable packaging.

**86.3%**

renewable or recyclable material in our containers in 2024.



Circular economy and biodiversity



**1,159,724** m<sup>3</sup>

total biofertilizer shipped in 2024.



**34,282**

total of hectares (ha) fertilized with biofertilizer.



**8** years

without fish escapes (2016-2024)  
Aquaculture segment

# Odor management

## Meat segment

In the context of the odor regulations for the pork industry that came into force in February 2023, we continue to work towards early compliance with the limits established for our plants, which will be effective as of February 2027.

We send detailed information about our facilities to the Environmental Superintendency, including emission sources, operational practices, contingency plans and odor emission rates.

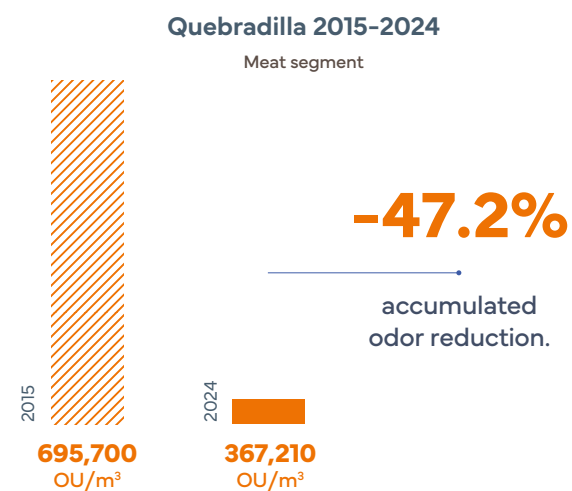
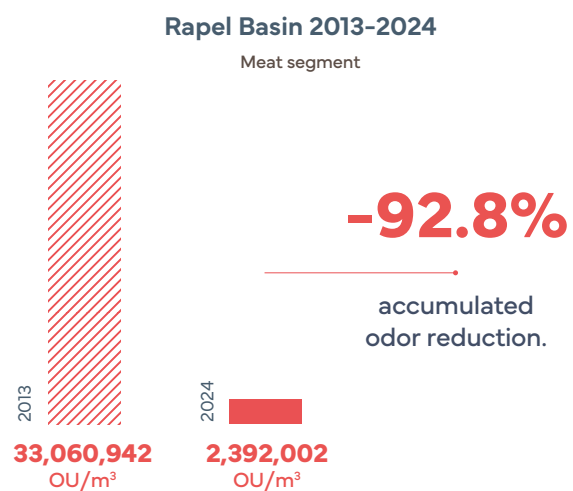
In addition, we model scenarios so that our main plants comply with the 8 OUe/m<sup>3</sup> limit, evaluating the permits required to implement the most effective solution.



**Investment in odor emissions reduction**  
Meat segment

**ThUS\$ 6,406**

total investment in lagoon capping in 2024.



## Aquaculture segment

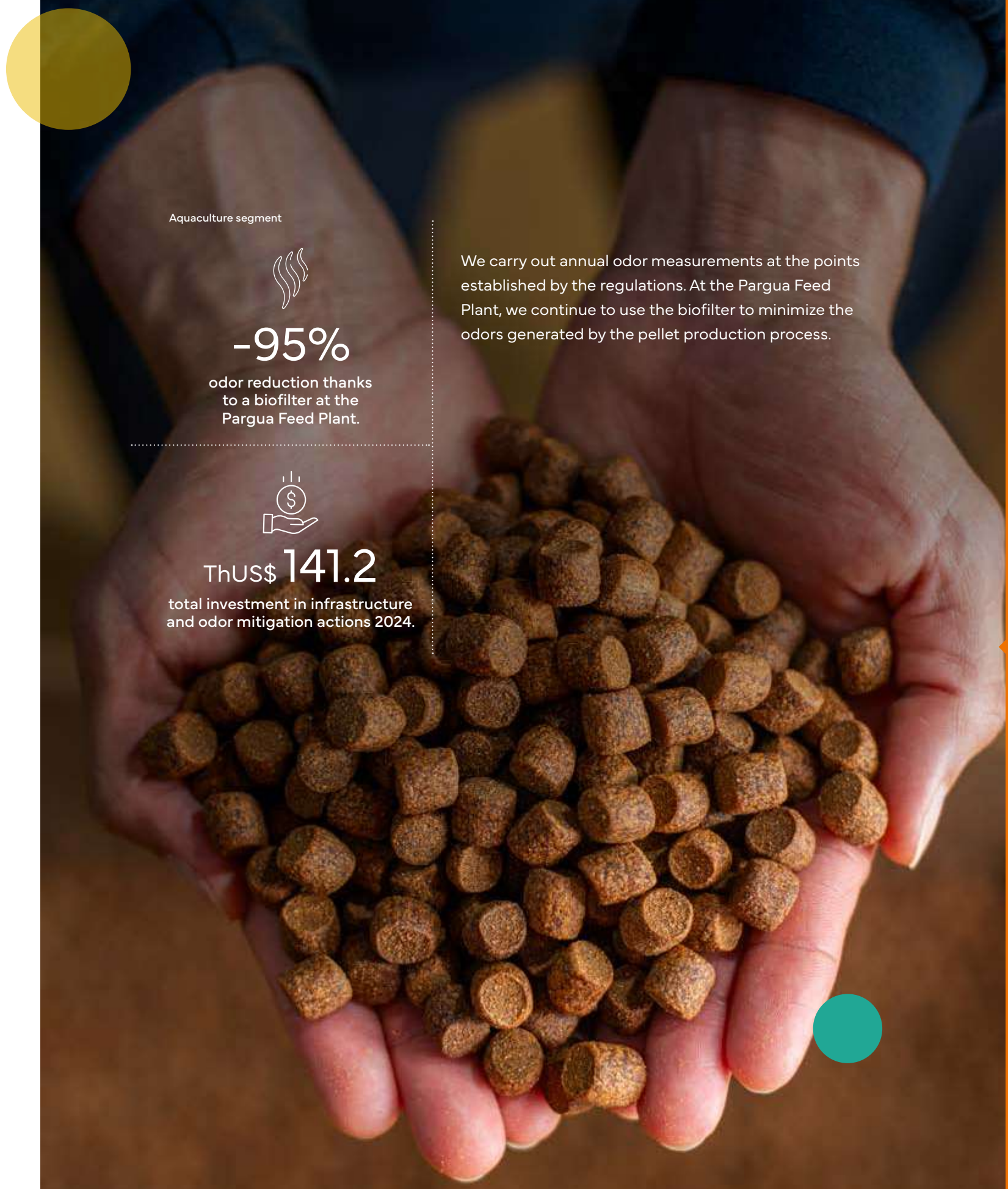


**-95%**  
odor reduction thanks to a biofilter at the Pargua Feed Plant.



**ThUS\$ 141.2**  
total investment in infrastructure and odor mitigation actions 2024.

We carry out annual odor measurements at the points established by the regulations. At the Pargua Feed Plant, we continue to use the biofilter to minimize the odors generated by the pellet production process.





## Milestones for 2024

### Lagoon capping

Meat segment

We made progress in the capping 12 treatment lagoons, as part of compliance with odor regulations at pork plants.

These lagoons are the following: El Carmen Don Charles, Chancón, Almendro, Rincón de Abra, Los Gómeros, El Quisco, Corneche 1, Corneche 2, Corneche 3, Leonera and Candelaria.

### Main results:

**67%**  
of lagoons capped  
(12 to 19).

### Main results:

We maintained the odor removal efficiency (ORE) compliance percentage.

### Correct maintenance and use of biofilter

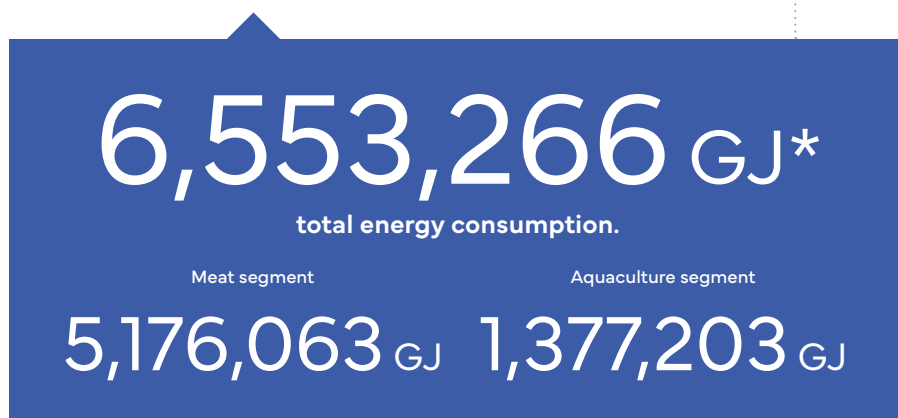
Aquaculture segment

We analyzed the biofilter units subject to maintenance and followed a conservation plan to ensure their optimal operation.

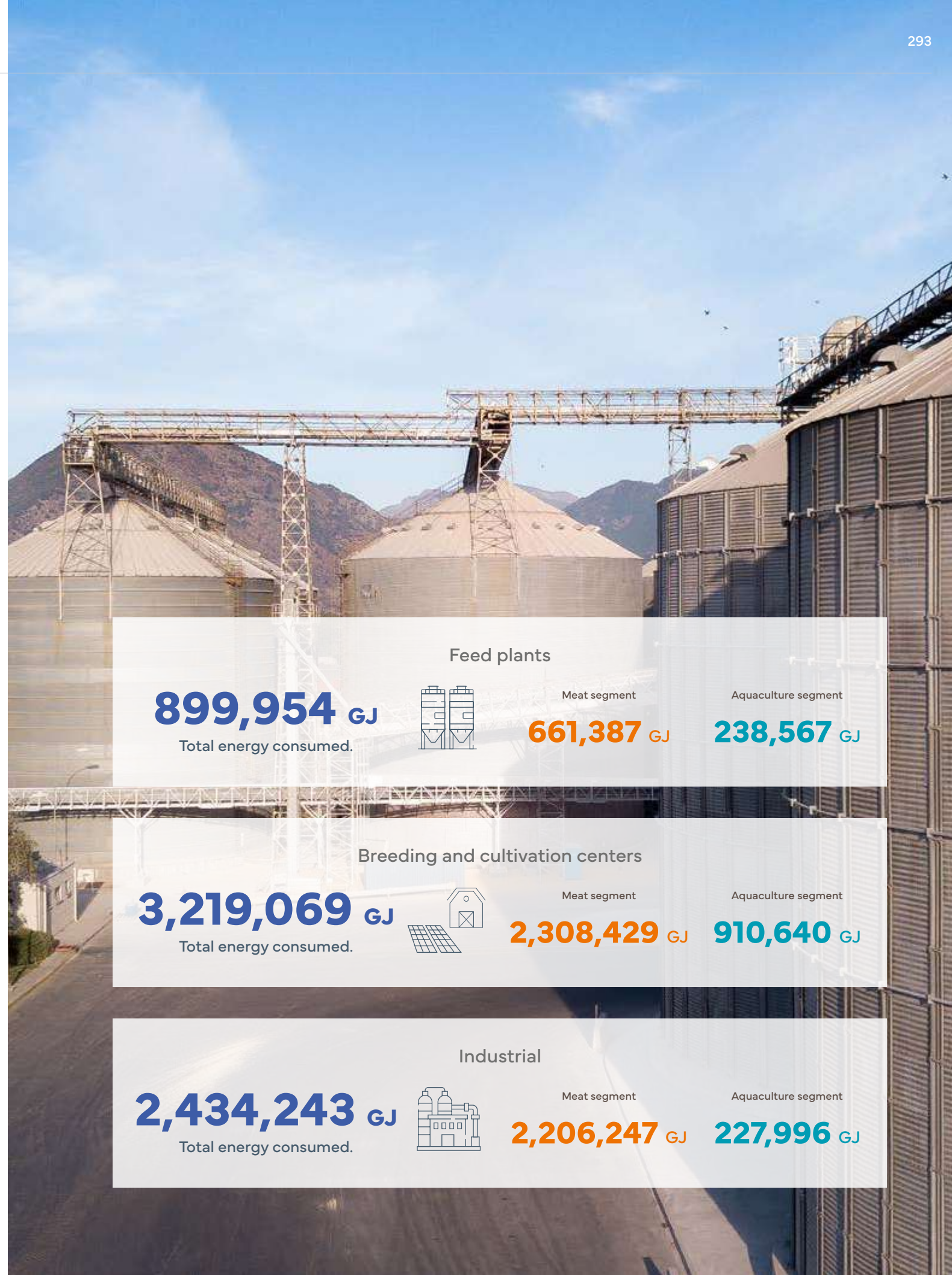
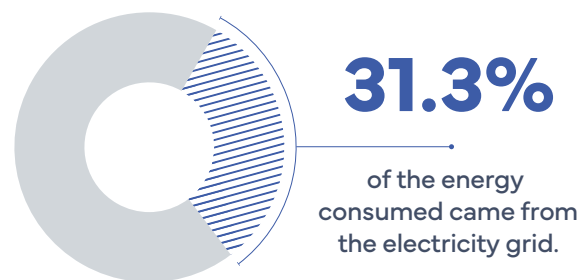
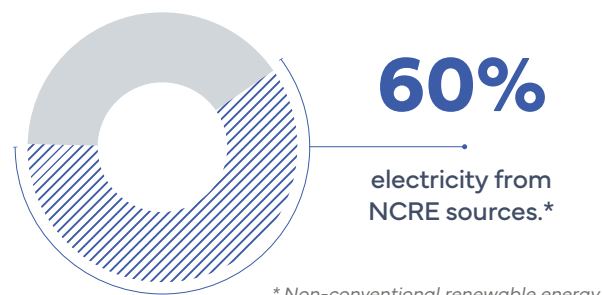


# Energy management

Energy efficiency is evaluated on an ongoing basis at each stage of the process and we implement technologies and practices that optimize both energy consumption and the environmental impact of our operations.



\*GJ: GigaJules



## Milestones for 2024

Meat segment

### Heat pump at Rosario Plant

Meat segment / Industrial area

We optimized the use of energy by installing a 2,000 kW heat pump, which reduces water consumption and reuses the energy discarded from the cooling system. In addition, we eliminated the parallel plate heat exchanger which had been identified as a risk by STAR.

#### Main results:

**-101,211 kWh/month**  
reduction in electricity consumption.

**-303,634 kWh/month**  
reduction in heat consumption.

### Replacement of coal-fired boiler in Lo Miranda Plant

Meat segment / Industrial area

We replaced the coal-fired boiler with a natural gas boiler, a fuel with higher efficiency (91%) and lower greenhouse gas emissions.

This new technology incorporates an economizer for gas abatement systems.

#### Main results:

**-3,045,104 kWh/month**  
reduction in heat consumption.

### Smart ventilation control in the pig weaning process

Meat segment / Animal production

We improved the energy performance of the pig weaning processes through planning the on/off control of ventilation equipment.

#### Main results:

**4.4%**  
improvement over the expected value of the energy performance indicator (EPI) kWh/t live pigs slaughtered as at November 2024.

**78.53 EPI kWh/t**  
live pigs slaughtered as at November 2024.

### Elimination of the expander process at the Longovilo Feed Plant.

Meat segment / Animal production

We implemented a double conditioning system that replaces the expander process (raising the temperature by friction to improve the nutritional characteristics of the feed) to achieve the same nutritional effect with less energy consumption. In addition, we optimized the use of roller mills, thus improving the efficiency of the process.

#### Main results:

**6.34%**  
improvement to November 2024.

**22.2 kWh/t**  
of feed produced to November 2024.



## Methodology for measuring energy consumption

In the Industrial Area, we apply the ISO 50001 standard for efficient energy management.

To ensure that the savings obtained are accurately measured, we use the methodology of applying mass and energy balances in the different energy systems of the plants in accordance with the standards suggested by the IPMVP protocol (International Performance Measurement and Verification Protocol).

### Aquaculture segment

At the Pargua Feed Plant, we have developed studies to optimize energy management.

### Milestones for 2024

#### Study into the use of flash steam energy.

Aquaculture segment

We implemented a more accurate steam consumption control system at key use points, such as extruders, dryers, heaters and tanks. This development stems from a study on the use of the energy generated by flash steam, which allows us to optimize the heating performance of the outdoor tanks.

#### Measurement of energy loss due to reprocessing

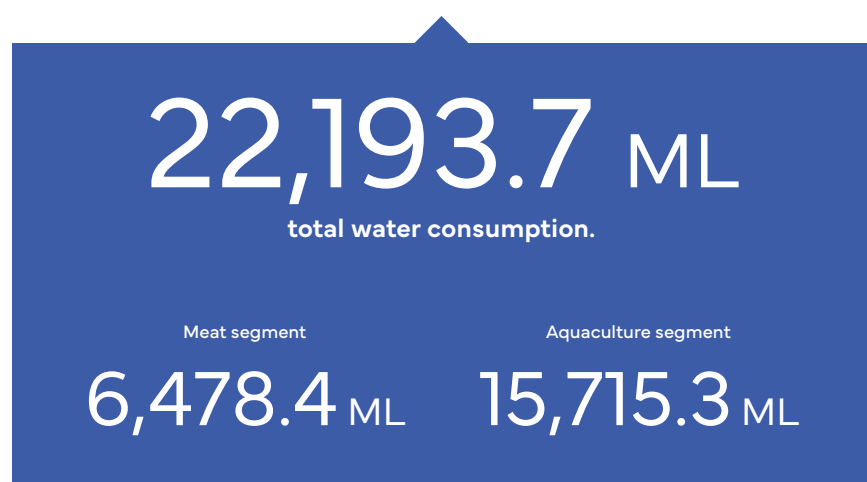
Aquaculture segment

We detected energy losses in the repetition of processes due to factors such as inadequate temperatures, incorrect extrusion times and variations in operating conditions.

To minimize the impact of this loss, we trained the production team in Temuco, reinforcing process control and efficiency.

# Water management

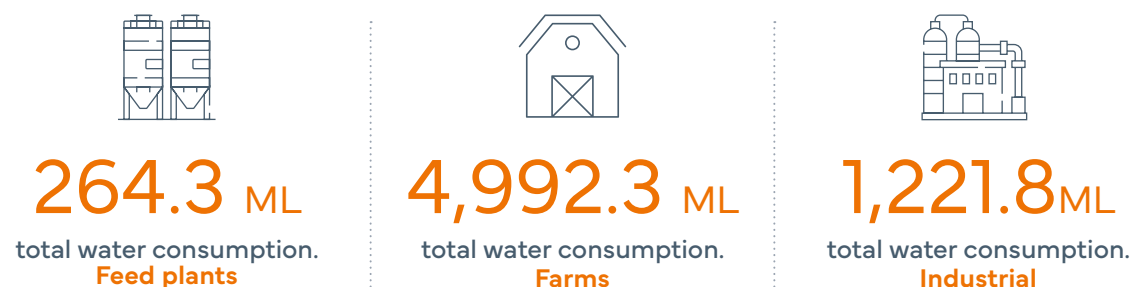
We encourage the efficient and responsible use of water resources in all our operations, prioritizing sustainability and care for the environment.



total reclaimed or reused water.

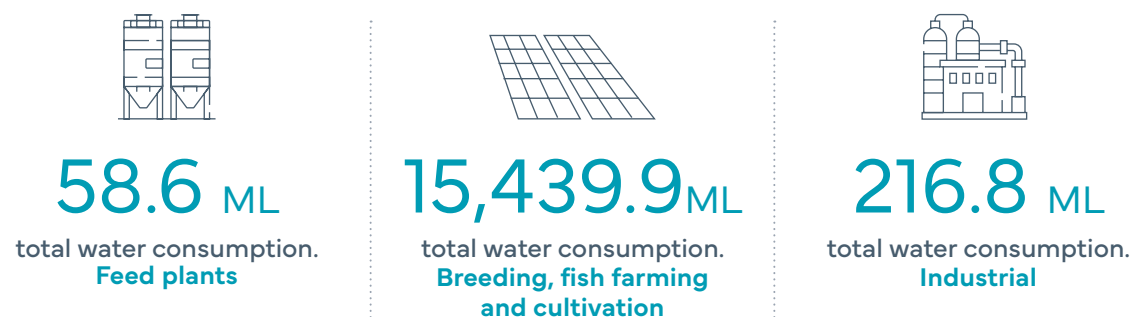


## Meat segment



To improve water use efficiency, we set standards for each process, monitor consumption, incorporate technology and increase water reuse in our facilities.

## Aquaculture segment



To ensure the responsible use of water, we monitor the treatment of effluents in our fish farms, which have systems to measure critical parameters. We also use recirculation or open flow depending on the facility.

In 2024, we improved effluents in Melipeuco and Quetroleufu (Araucanía Region) using ozone, while at the Hollemberg fish farm (Magallanes Region), we continued to optimize our processes.

## Milestones for 2024



### Compliance with the Water Code reform

Meat segment

We improved our water use rights in the Commercial, Industrial and Animal Production areas, thus ensuring compliance with the Water Code reform within the deadlines established by Decree 53 of the Ministry of Public Works.

**Main achievements:**  
**Progress on schedule with final deadline in 2026.**

### System for remote flow monitoring of the Water General Directorate (DGA)

Aquaculture segment

We installed continuous and on-line flowmeters in different fish farms that send the information directly to the DGA.



## Interaction with water



### Meat segment

In the feed plants, water is extracted from groundwater wells that have their respective rights of use. However, at the La Calera plant, we also use water from the public network.

For chicken, pig and turkey farms, we use mainly groundwater with their relevant rights of use. If some wells do not supply the amount of water needed, we use tanker trucks.

### Aquaculture segment

Freshwater fish farms are regulated by the General Water Directorate, the entity that grants the use rights.

We comply with the authorized extraction limits and treat the water used in the onshore production process before returning it to the riverbed, in accordance with current regulations (DS-90).

Our fish farms are open flow and have recirculation systems. We check each unit daily and have a periodic maintenance plan for the influent and effluent water treatment system.

## Processes and procedures to identify water-related impacts and risks



### Meat segment

We implemented a state-of-the-art on-line monitoring system for groundwater extraction and groundwater levels at our feed plants and breeding areas, promoting responsible and sustainable consumption of water resources.

### Aquaculture segment

We have sector and environmental authorizations that consider the analysis and identification of risks. We also measure our water footprint on an annual basis using the standard established by the Water Footprint Network.

### Meat segment

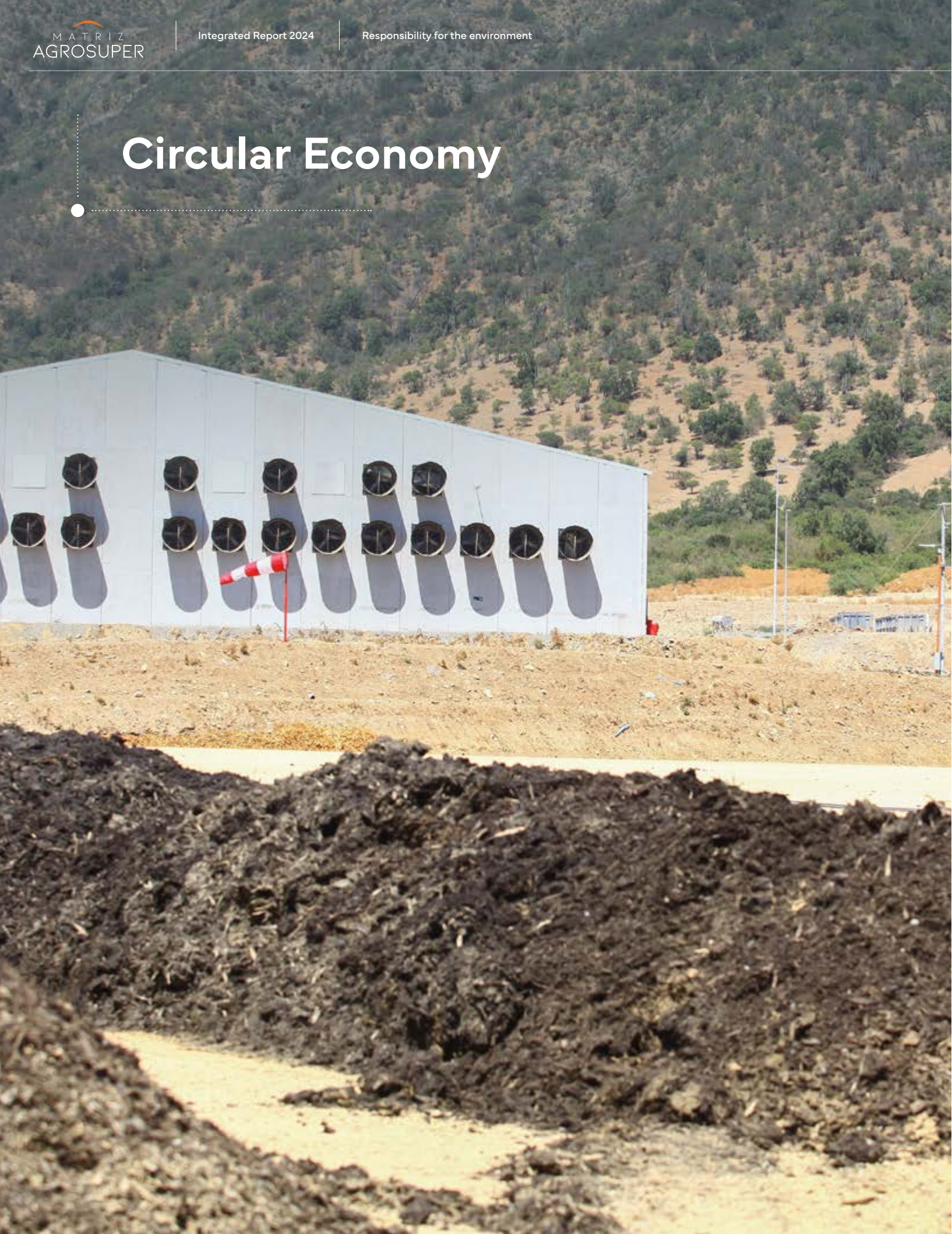
In the feed plants and breeding areas, compliance is regulated by the applicable regulations, and includes continuous monitoring.

## Minimum standards set for the quality of effluent landfills

### Aquaculture segment

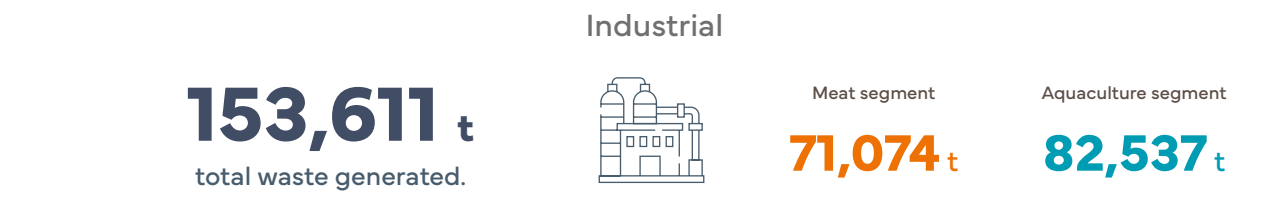
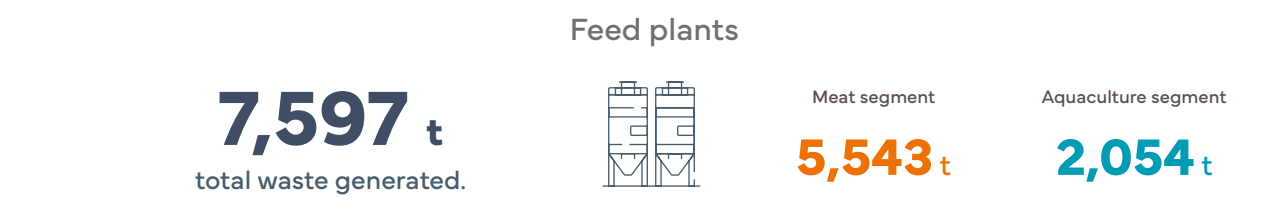
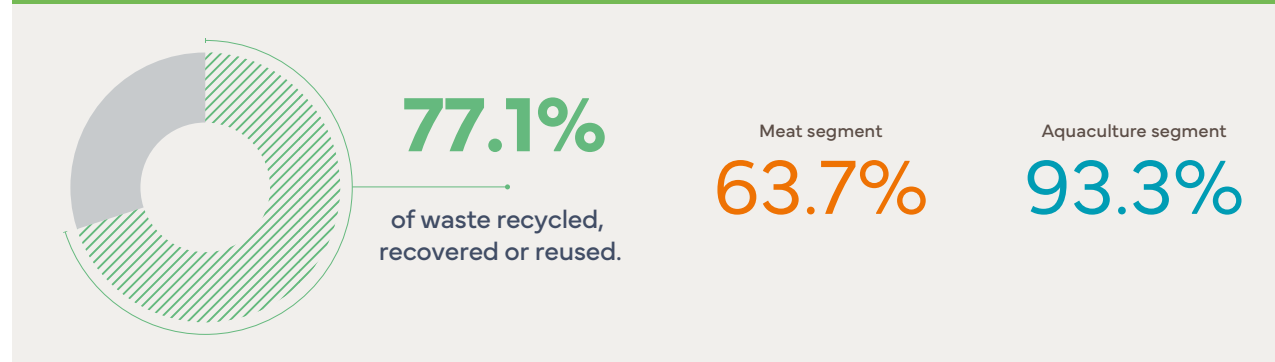
Every sectoral resolution issued by the authorities contains physical-chemical specifications that must be assessed and maintained within predefined limits and we are obliged to report periodically on this.

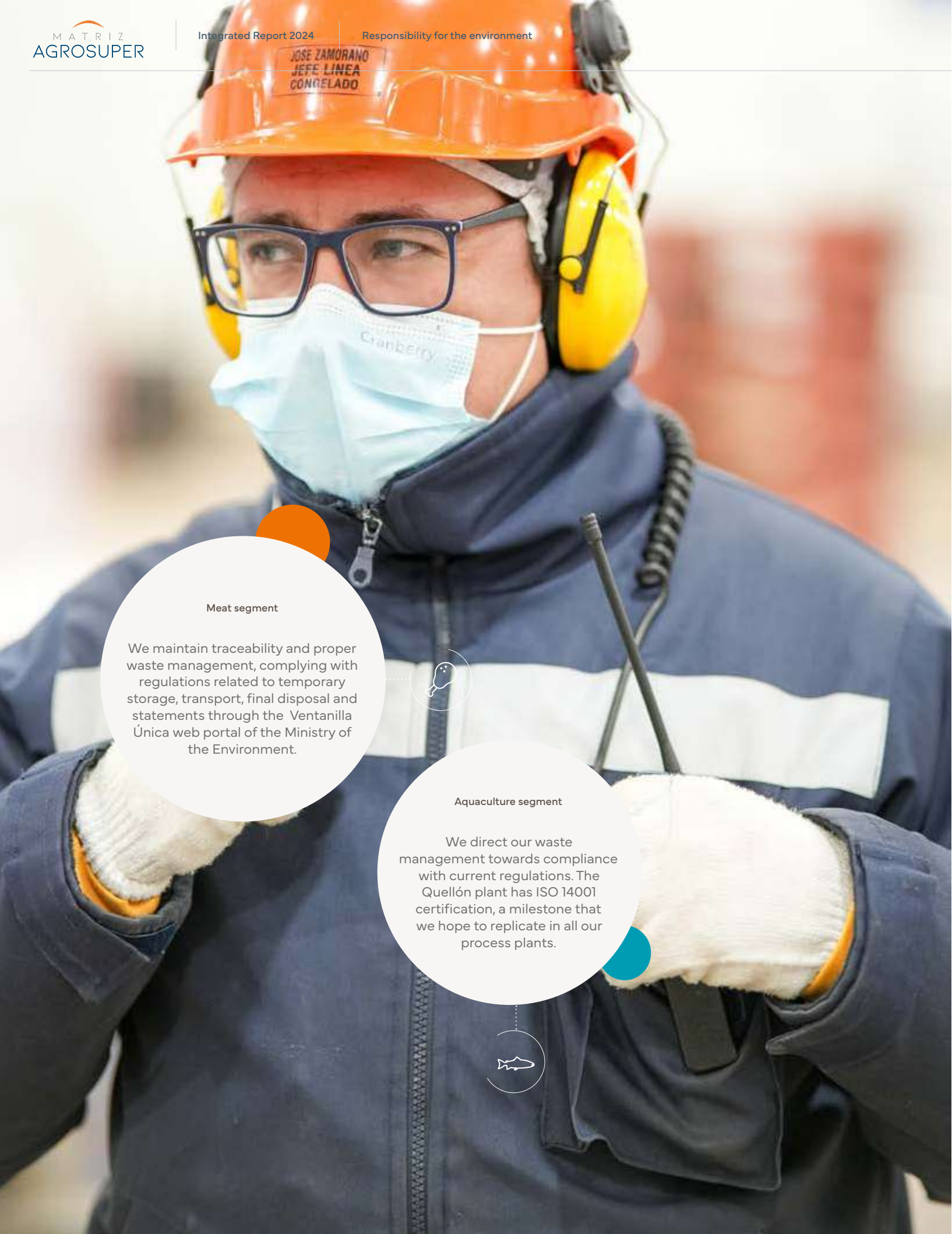
# Circular Economy



## Waste

We strive to increase recycling and reduce the generation of hazardous waste in our operations.





**Meat segment**

We maintain traceability and proper waste management, complying with regulations related to temporary storage, transport, final disposal and statements through the Ventanilla Única web portal of the Ministry of the Environment.



**Aquaculture segment**

We direct our waste management towards compliance with current regulations. The Quellón plant has ISO 14001 certification, a milestone that we hope to replicate in all our process plants.



**Procedures and mechanisms for collecting and controlling waste data**



**Meat segment**

In Animal Production, we ensure the traceability of waste at each facility through our environmental management team. At the same time, we validate sanitary resolutions and coordinate regulatory compliance thanks to the Sustainability area.

**Aquaculture segment**

At each process plant we collect and monitor waste-related data. For this purpose, there is an environmental manager who leads this task in every unit.

**Actions to prevent the generation of waste from own activities**



**Meat segment**

We implemented segregated temporary storage areas with their respective sanitary authorizations in the feed plants and breeding areas. In addition, we conducted environmental training and audits to strengthen waste management.

**Aquaculture segment**

During the reporting period, we took measures to prevent the generation of waste, such as the installation of green points in the plants to promote the recycling of cardboard, polystyrene and plastic bags, in addition to working on the partial reduction of non-recyclable packaging materials.

## Verification of waste management by third parties

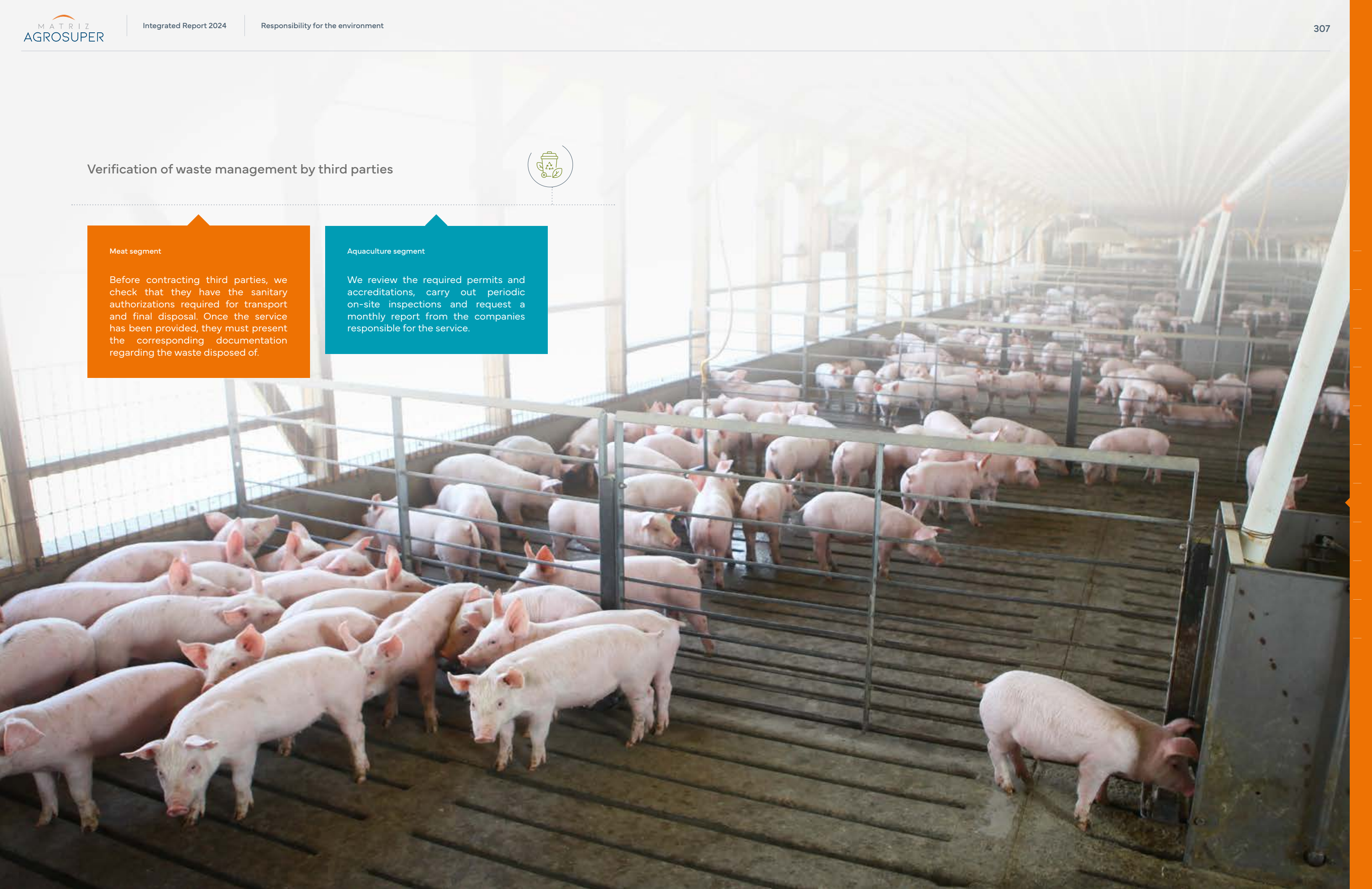


### Meat segment

Before contracting third parties, we check that they have the sanitary authorizations required for transport and final disposal. Once the service has been provided, they must present the corresponding documentation regarding the waste disposed of.

### Aquaculture segment

We review the required permits and accreditations, carry out periodic on-site inspections and request a monthly report from the companies responsible for the service.



## Biofertilizer

### Meat segment

By treating slurry, we produce a nutrient-rich soil improver that contributes to improving the agricultural productivity of neighboring communities and the sustainability of animal production.

**1,159,724 m<sup>3</sup>**

total guano and biofertilizer shipped in 2024.



**778,383 m<sup>3</sup>**

Chicken



**235,807 m<sup>3</sup>**

Pork



**145,534 m<sup>3</sup>**

Turkey

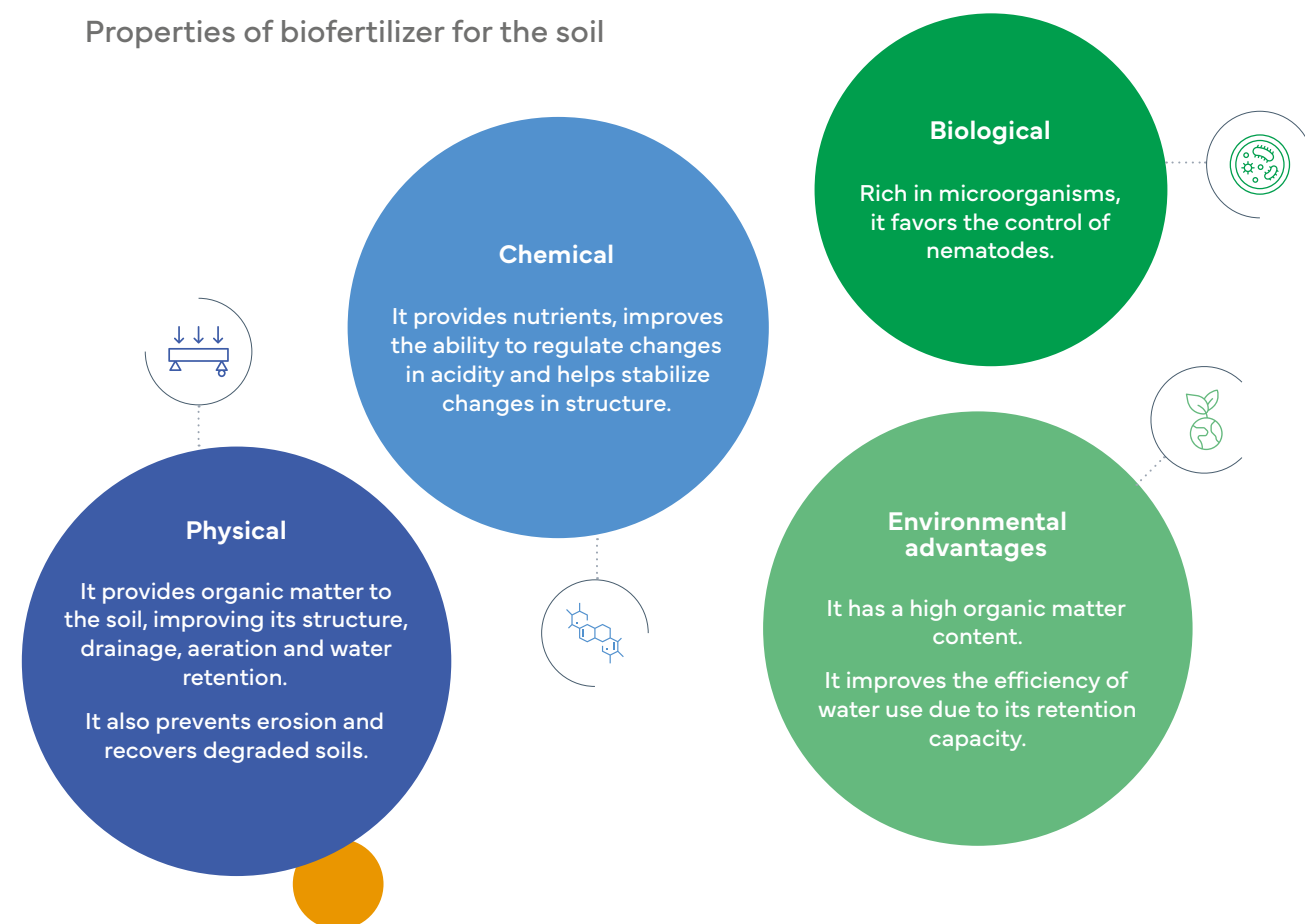
**34,282**

total hectares (ha) fertilized with biofertilizer.

**1,507**

total number of farmers using guano and biofertilizer.

### Properties of biofertilizer for the soil

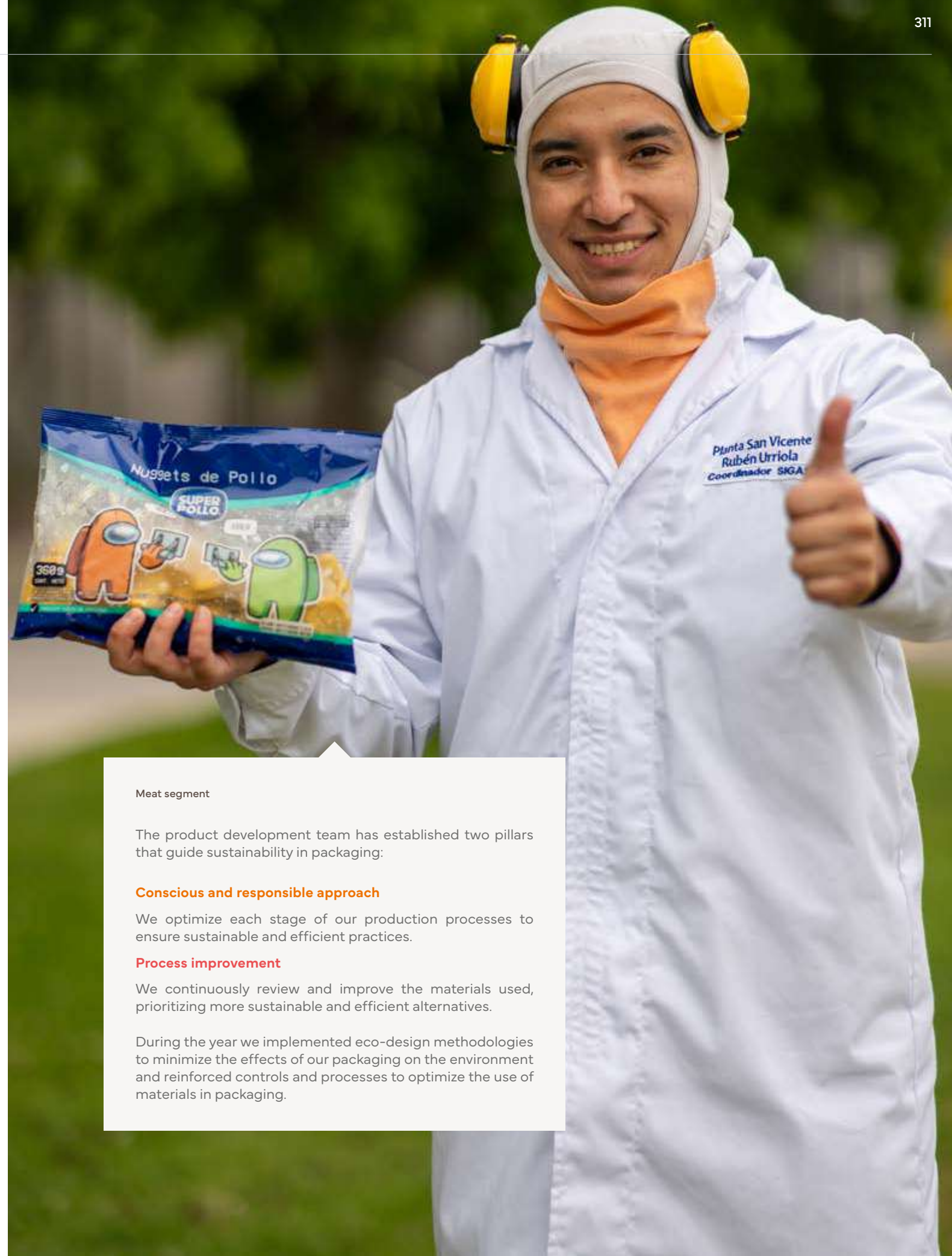
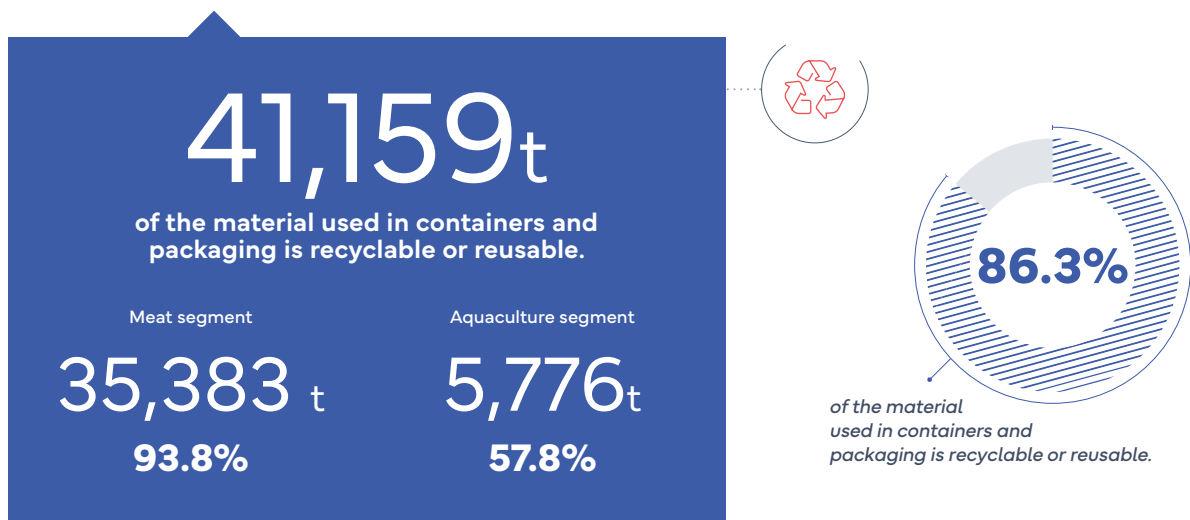


### Soil management plan

The external company in charge of the removal of biofertilizer and bird guano must inform the recipients about the proper handling of these by-products, avoiding damage to soil properties due to the organic load and the generation of vectors due to extended stockpiling prior to incorporation.

## Sustainable packaging and packing

We strive to reduce the amount of waste sent to landfills by producing recyclable packaging, complementing innovation and environmental responsibility.



**Meat segment**

The product development team has established two pillars that guide sustainability in packaging:

**Conscious and responsible approach**

We optimize each stage of our production processes to ensure sustainable and efficient practices.

**Process improvement**

We continuously review and improve the materials used, prioritizing more sustainable and efficient alternatives.

During the year we implemented eco-design methodologies to minimize the effects of our packaging on the environment and reinforced controls and processes to optimize the use of materials in packaging.



## Milestones for 2024



### Removal of PS and PVC from the packaging of our products.

Meat segment

PVC and PS are difficult to recycle materials that can release harmful chemicals during their production and decomposition, causing possible effects on the environment and human health.

#### Main achievements:

**Elimination of the use of PVC (4) and PS (6) materials in our packaging.**

### Pallet wrap

Meat segment

We reduced the thickness of the pallet wrap at the La Calera and San Vicente industrial plants, which allows us to pack more units using the same roll thus optimizing resources and reducing costs.

#### Main achievements:

Reduced waste generation and more efficient use of materials.

### Octagonal boxes

Meat segment

Our goal was to standardize a box for the international market by replacing the tops and bottoms. After conducting industrial tests, the new design for this octagonal box has already been sent abroad.

#### Main achievements:

##### Improved cubic capacity

Container capacity increase from 20,000kg to 22,000kg.

##### Fewer SKUs

Significant reduction in SKUs for tops and bottoms.

##### Less cardboard

Octagonal design that optimizes the use of material by eliminating the corners and top of the box.

### Mold optimization

Meat segment

We transformed the packaging of our pork ribs by improving the molds used. This innovation allowed us to significantly reduce the use of film in the thermoformer, thus increasing the efficiency and sustainability of our packaging processes.



### Replacement of EPS boxes

Aquaculture segment

For the production of Atlantic salmon under the Singular brand at the Miami plant in the United States, we changed the packaging from EPS to cardboard boxes, complying with market requirements to have renewable and recyclable packaging.

#### Main results:

**16.6 t**  
of EPS boxes not used as packaging material in 2024.

**-3,568 gCO<sub>2</sub>eq**  
lower CO<sub>2</sub>eq/box emission due to change from air freight to sea freight.



### Elimination of individual bag in Pacific salmon HG

Aquaculture segment

We replaced the individual bag with a master bag, reducing the use of plastic in packaging and optimizing the process by reducing handling. In this way, we improved the image and presentation of the product.

#### Main results:

**-63%**  
reduction in the use of plastic in packaging of HG Pacific salmon.

Processes and mechanisms to collect and control data on packaging and packing generated wastes



Meat segment

Based on our strong commitment to sustainability and in compliance with the Extended Producer Responsibility (REP) Law, we have implemented an innovative data model that, through a Business Intelligence (BI) dashboard, monitors on a daily basis the waste derived from our domestic sales.

This system integrates detailed information on the sale, composition and materiality of our finished products, which allows us to identify those that generate a greater impact as a result of waste production or that have a high percentage of packaging in their boxes, thereby generating an opportunity for eco-design.

Aquaculture segment

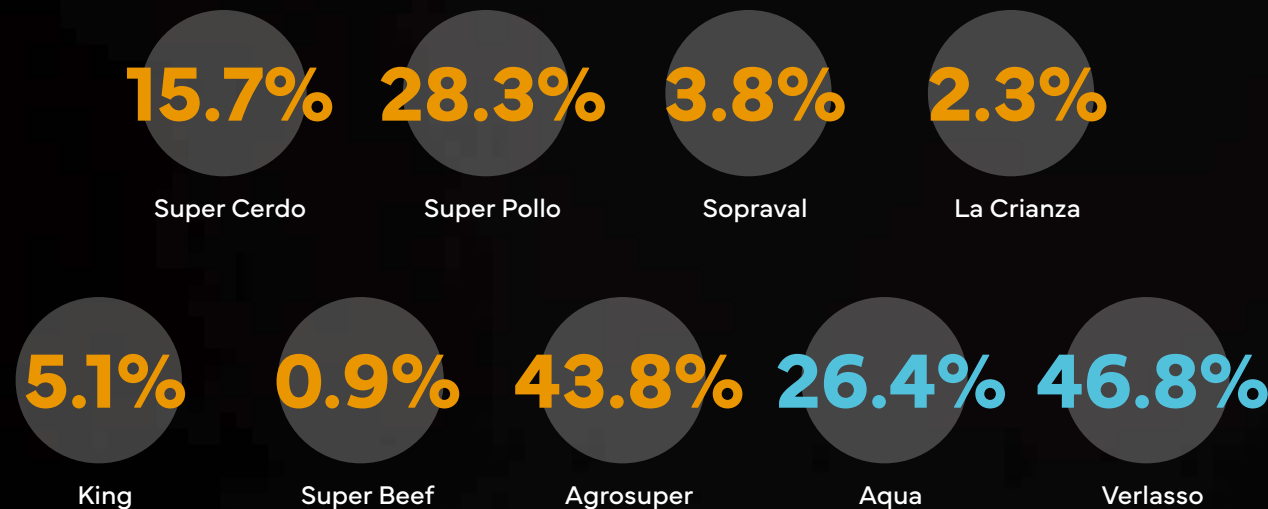
We extract from SAP data on consumption of supplies for each plant and for each period evaluated.

For the calculation included in the report, we multiply consumption by the weight of each package, differentiating between cardboard, plastics and expanded polystyrene (EPS), as well as recyclable and non-recyclable materials.

At plant level, the Environment or General services division reports the amount of waste generated as shrinkage to the National Waste Declaration System (SINADER).



Percentage of products using renewable or recyclable packaging by brand



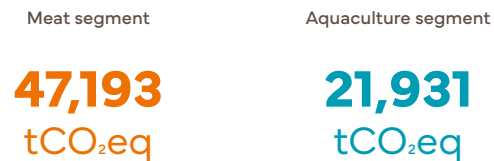
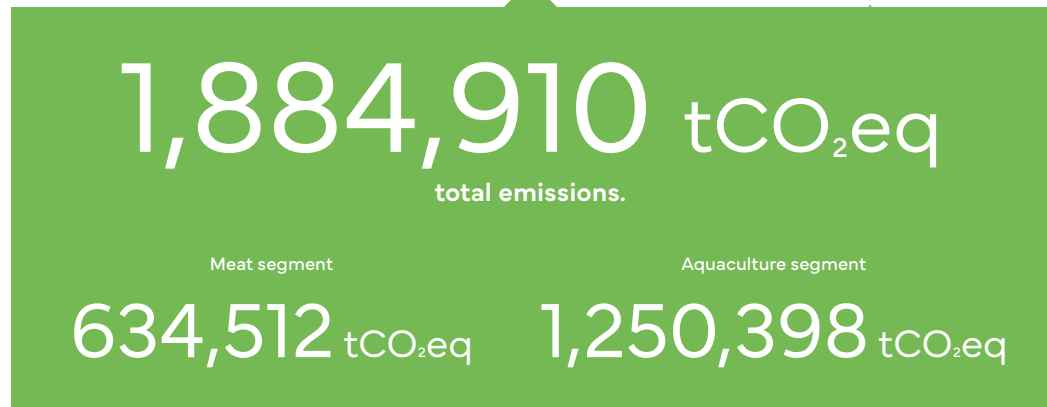
REP Law: We assume the challenge of a cleaner future

As part of complying with the Extended Producer Responsibility (REP) Law, we have implemented an innovative data model that, through a Business Intelligence (BI) dashboard, monitors on a daily basis the waste derived from our domestic sales.

This system integrates detailed information on the sale, composition and materiality of our finished products, which allows us to identify those that generate a greater impact as a result of waste production or that have a high percentage of packaging in their boxes, thereby generating an opportunity for eco-design.

# Climate action and climate change

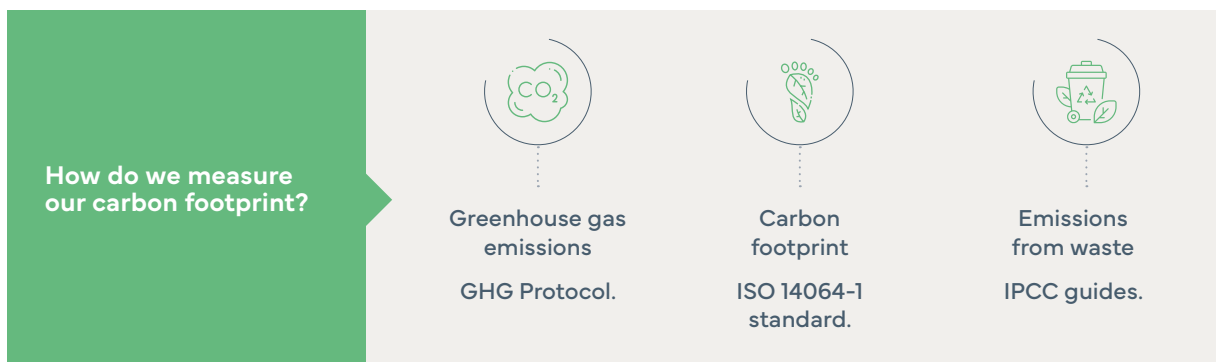
We measure our emissions to identify reduction opportunities. We also optimize the use of resources and explore new renewable energy alternatives, in addition to permanently evaluating our carbon footprint, maintaining a solid commitment to reducing it.



**6th**  
consecutive year  
measuring our carbon  
footprint.

**CO<sub>2</sub>e, CH<sub>4</sub>,  
N<sub>2</sub>O, HFC**  
main elements of our  
carbon footprint.





**0.32**  
GHG\* emissions intensity ratio.



Meat segment  
**0.22**

Aquaculture segment  
**0.42**

\* Specific parameter (denominator) selected to calculate the ratio: Scope 1 and 2 emissions per ton slaughtered.



Milestones for 2024



**New electric power contract for 300GWh per year with IREC clean energy certification**

Meat segment

This agreement allowed us to migrate from a contract of 300 GWh produced with thermal generation (coal) to non-conventional renewable energy sources internationally certified by the International Renewable Energy Certificate (IREC).

**Results:**

Reduction of CO<sub>2</sub> emissions, achieving an approximate consumption of

**223,000,000 kWh**

of 100% renewable energy between April and December 2024.

**Photovoltaic self-generation projects**

Meat segment

We implemented 14 self-generation photovoltaic projects, 13 of them for 300 kW and a netbilling format and one for 400 kW carport type self-generation.

**Results:**

Projected generation of

**7.5 GWh** per year across all the projects.



**Predictive model for the use of diesel generators**

Meat segment

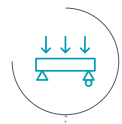
Thanks to the implementation of a predictive model at the Rosario and San Vicente plants, we reduced the use of diesel generators by optimizing energy management and avoiding diesel consumption at peak hours, thus minimizing the risk of fines.

**Results:**

Average decrease in generation hours from **540** to **140** by plant.

Savings of approximately **945,000** liters of diesel at the San Vicente Plant, equivalent to 4.4 GWh of clean energy.

Savings at the Rosario plant of approximately **635,000** liters of diesel, equivalent to 2.7 GWh consumed from the electricity grid with clean sources.



### Compactor

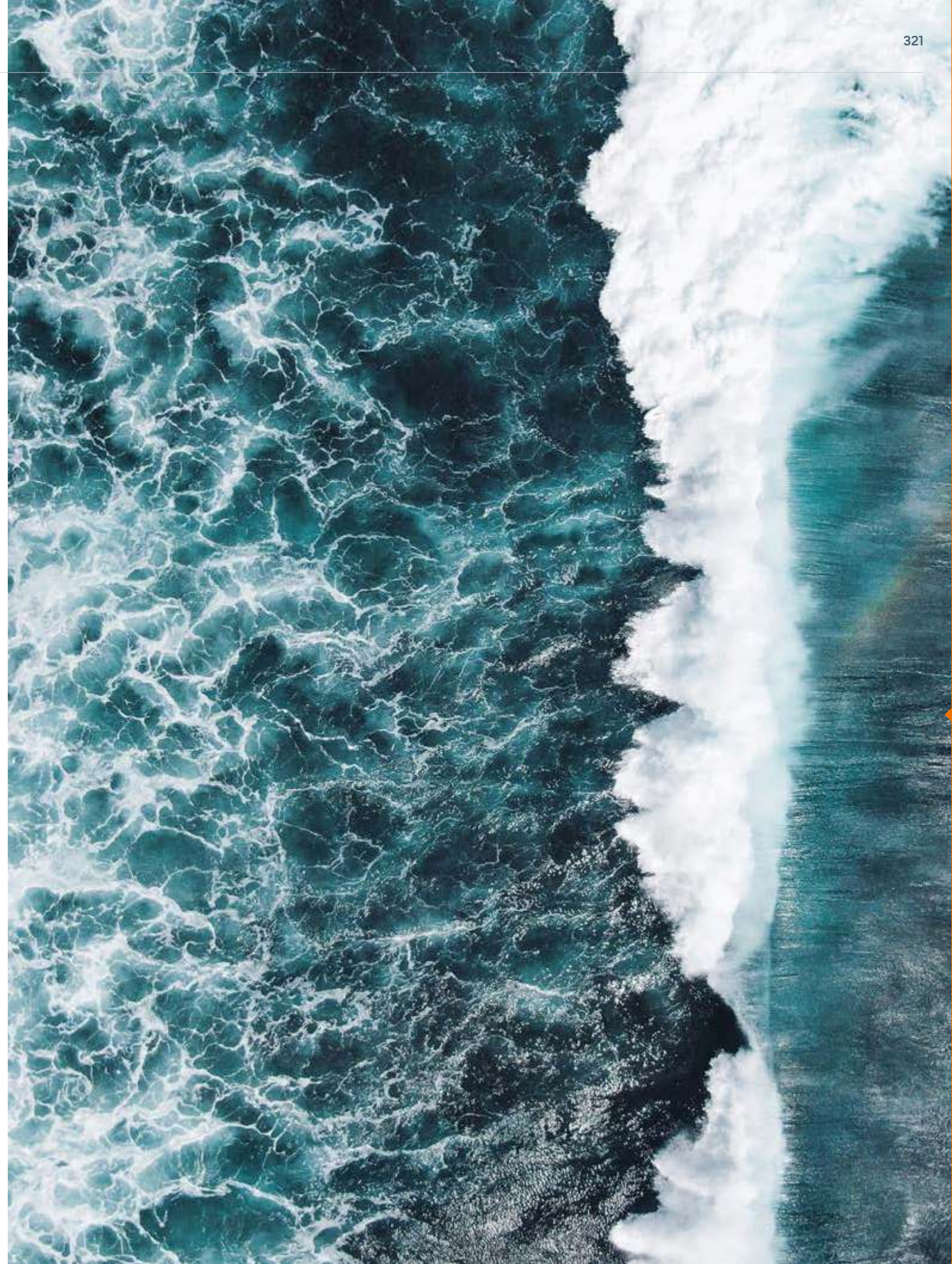
Aquaculture segment

We installed a compactor for recyclable waste to maximize the amount of materials to be treated and make more efficient use of the transport means intended for this purpose.

#### Main results:

Decrease in waste volume approximately -3 per month.

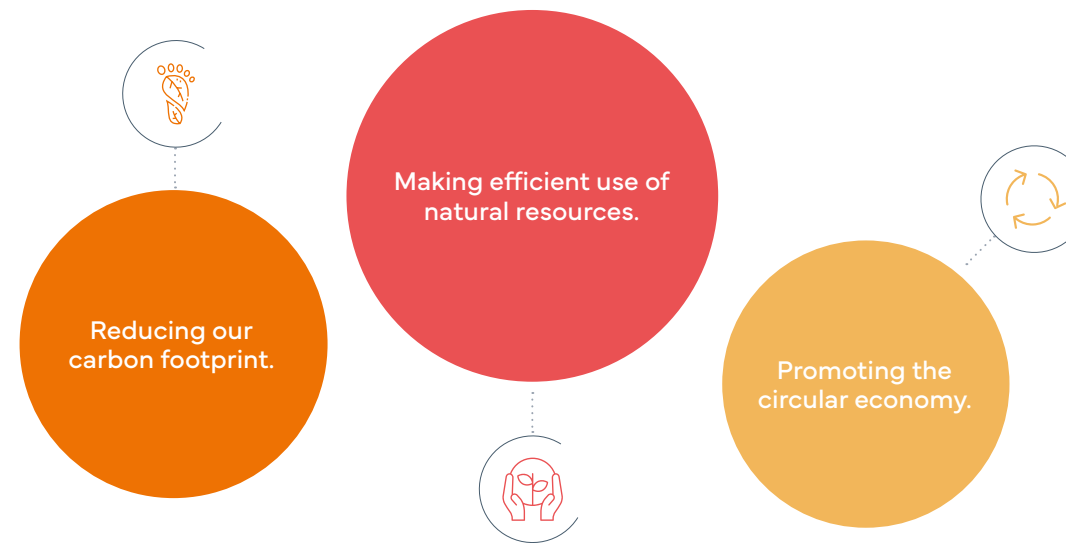
Decrease in average collection of maxi bags for recycling.



## Strategy for managing scope 1 greenhouse gases (GHGs)

### Meat segment

We implemented a production model based on responsible environmental management, incorporating technology and continuous innovation in all our processes. In this line, we established three major objectives:



In 2024, we installed a solar carport at our head office and developed 13 solar projects under the ESCO model, with a total investment of US\$ 480,000 financed through lease agreements. This strategy allows us to generate clean energy at a cost lower than current tariffs.

The main objective of these initiatives is to maintain operational continuity in the event of possible technical failures.

### Aquaculture segment

We measure our carbon footprint on an annual basis to identify the main sources of emissions. In 2024, we are working on measuring the footprint of our animal feed. At the same time, at the Pargua Feed Plant, we started a project to reduce the emissions generated by the transport of waste.





### Standards and methodology for measuring the carbon footprint

#### Meat segment

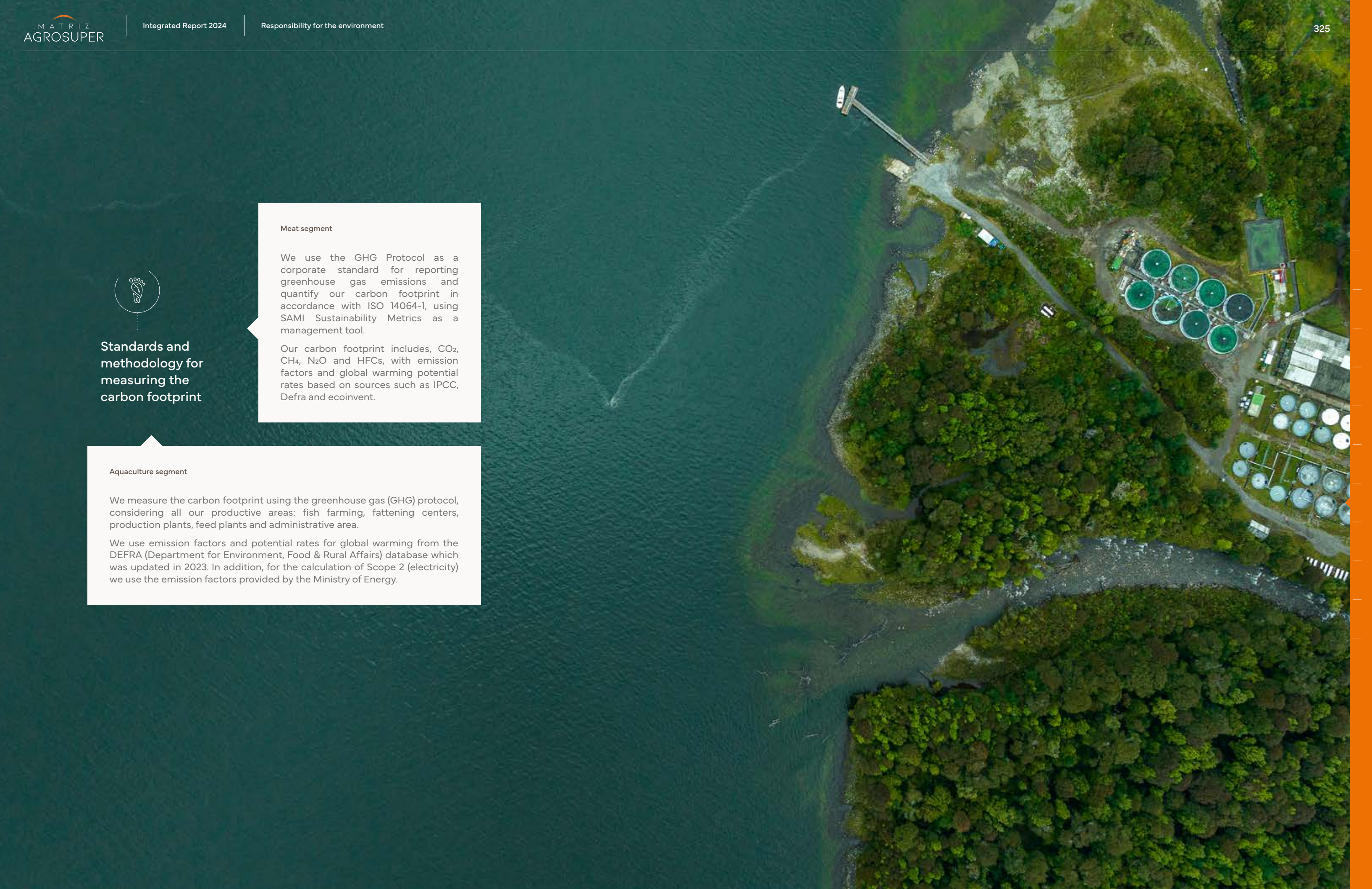
We use the GHG Protocol as a corporate standard for reporting greenhouse gas emissions and quantify our carbon footprint in accordance with ISO 14064-1, using SAMI Sustainability Metrics as a management tool.

Our carbon footprint includes, CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs, with emission factors and global warming potential rates based on sources such as IPCC, Defra and ecoinvent.

#### Aquaculture segment

We measure the carbon footprint using the greenhouse gas (GHG) protocol, considering all our productive areas: fish farming, fattening centers, production plants, feed plants and administrative area.

We use emission factors and potential rates for global warming from the DEFRA (Department for Environment, Food & Rural Affairs) database which was updated in 2023. In addition, for the calculation of Scope 2 (electricity) we use the emission factors provided by the Ministry of Energy.



# Biodiversity impact management

Meat segment

Our operations are based on owned, leased or managed land located in or near protected areas and ecosystems with high value for biodiversity.

We work in areas of high biodiversity value, and have taken on the challenge of moving forward with respect, care and commitment to their preservation.



## El Yali National Reserve.

Valparaíso Region.  
Municipal district: Santo Domingo.

- **Type of site:** surface.
- **Location in relation to the protected area or area with high biodiversity value:** adjacent to the area.
- **Type of operation:** breeding.
- **Ecosystems:** marine ecosystems.
- **Value of biodiversity:** area protected under national legislation.

## Alto de Cantillana Private Reserve.

Metropolitan Region.  
Municipal district: Melipilla.

- **Type of site:** surface.
- **Location in relation to the protected area or area with high biodiversity value:** adjacent to the area.
- **Type of operation:** breeding.
- **Ecosystems:** land ecosystems.
- **Value of biodiversity:** area protected under national legislation.

## Cerro Santa Inés Nature Sanctuary.

Valparaíso Region.  
Municipal district: La Ligua.

- **Type of site:** surface.
- **Location in relation to the protected area or area with high biodiversity value:** adjacent to the area.
- **Type of operation:** breeding.
- **Ecosystems:** land ecosystems.
- **Value of biodiversity:** area protected under national legislation.

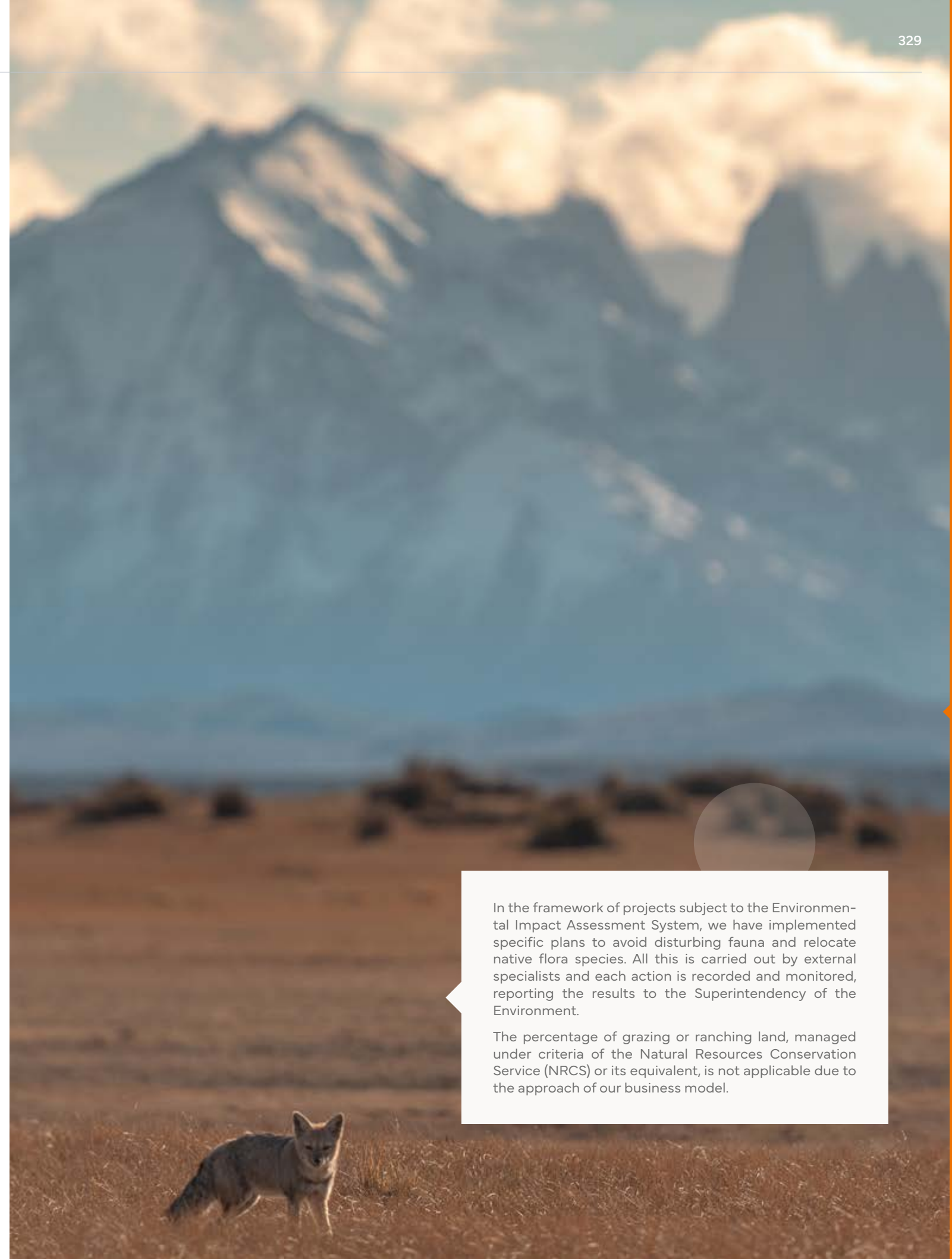
## Site of scientific interest.

Valparaíso Region.  
Municipal district: La Ligua.

- **Type of site:** surface.
- **Location in relation to the protected area or area with high biodiversity value:** adjacent to the area.
- **Type of operation:** breeding.
- **Ecosystems:** land ecosystems.
- **Value of biodiversity:** area protected under national legislation.



Before intervening in an area, we evaluate the impacts on flora and fauna. When required, we manage environmental permits, respecting the relevant actions, such as rescue, relocation and monitoring.



In the framework of projects subject to the Environmental Impact Assessment System, we have implemented specific plans to avoid disturbing fauna and relocate native flora species. All this is carried out by external specialists and each action is recorded and monitored, reporting the results to the Superintendency of the Environment.

The percentage of grazing or ranching land, managed under criteria of the Natural Resources Conservation Service (NRCS) or its equivalent, is not applicable due to the approach of our business model.

Aquaculture segment

We are concerned about the care and respect for marine ecosystems and biodiversity in the areas where we operate.

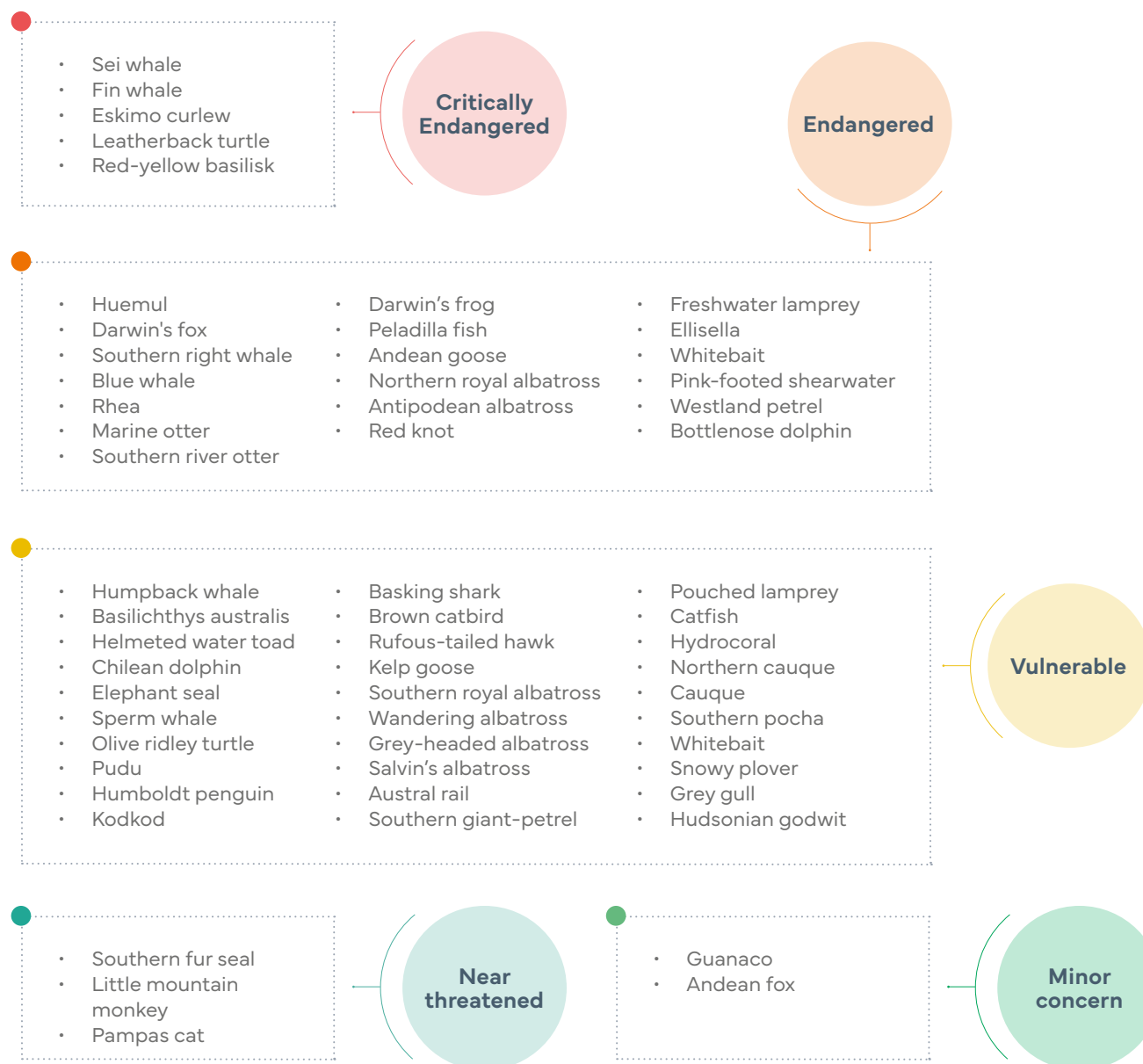
We have established a regional wildlife interaction plan for each fish farm and fattening center. This plan includes the identification of the main species of birds, mammals and living beings that interact with the operation and a review of their conservation status.

These studies are performed once a year to comply with the BAP certification. We also conduct annual trainings on the Biodiversity Plan.

In conformity with the regulations, we have contingency plans for fish escapes.



We identify species included in the IUCN Red List and national conservation registers whose habitats may be affected by the operations, classifying them based on their level of extinction risk.



# EFFICIENCY AND QUALITY IN OPERATIONS

9



We ensure quality and safety at every stage of the production chain, from the manufacture of animal feed to the distribution and sale of the final product.



We supply the tables of Chile and the world with products that meet strict international safety and quality standards to satisfy consumers.

#### Animal welfare

We make sure that our animals are bred in optimal welfare conditions during their entire growth cycle.



#### Quality

Our goal is to ensure that our final product meets the highest standards at every stage.










#### Biosecurity

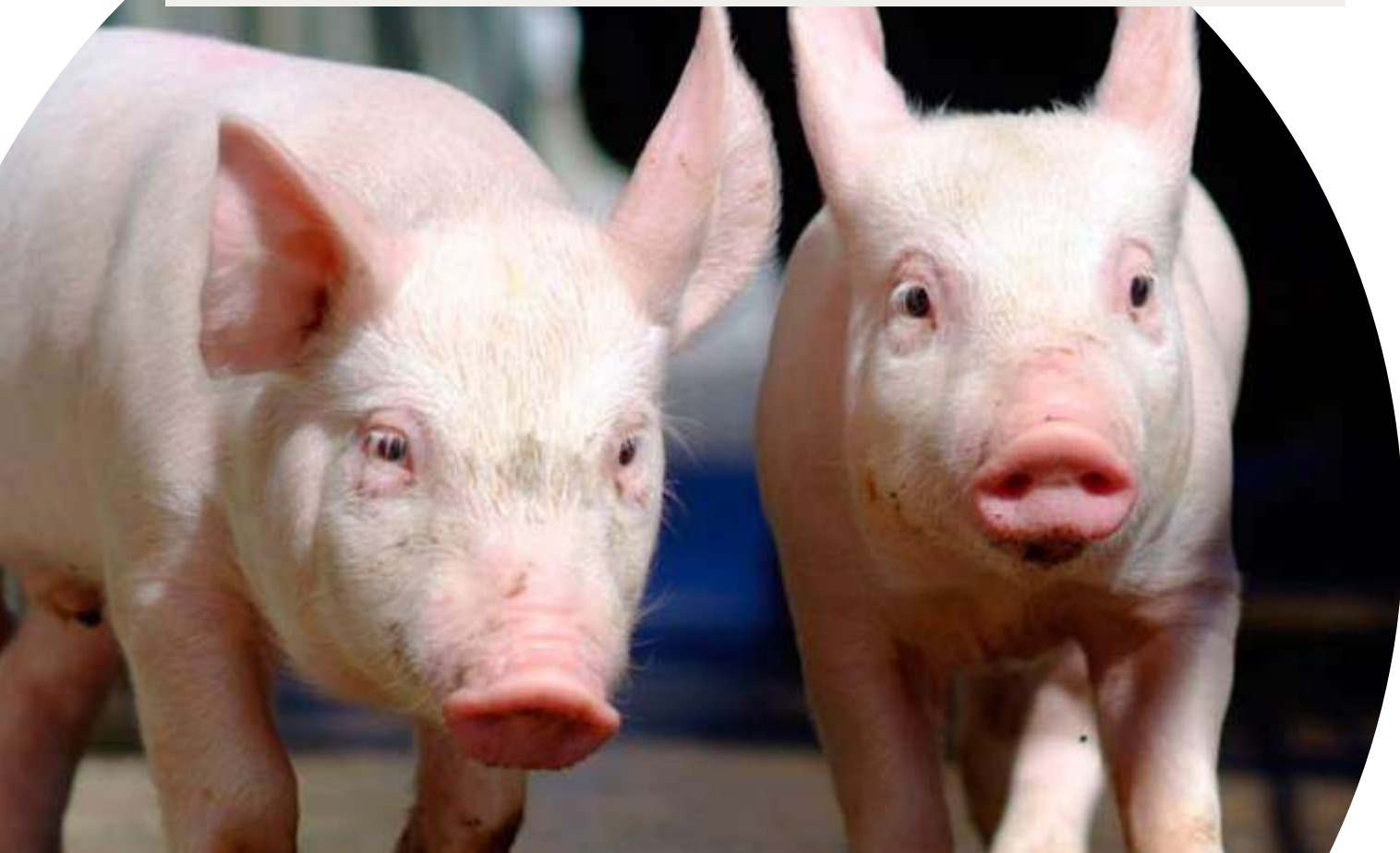
We apply rigorous preventive measures to avoid diseases during the growth process of the animals.



# Animal welfare

Responsible production begins with care and respect for animals at every stage of our value chain.

|                                                                                                             |                                                                                                                    |                                                                                                                |                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <br><b>Biosecurity</b>     | <br><b>Sanitary surveillance.</b> | <br><b>Contingency plans.</b> | <br><b>Prevention and control.</b> |
| <br><b>Animal welfare.</b> | <br><b>Food safety.</b>           | <br><b>Traceability.</b>      |                                                                                                                       |



To ensure their welfare, we implement strict standards that are regularly audited through our integrated management system.

In this way, we ensure that every action is aligned with our Animal Welfare Policy.

We adhere to the five freedoms of the World Organization for Animal Health (OIE):

- 1**

**Freedom from hunger and thirst.**
- 2**

**Freedom from discomfort.**
- 3**

**Freedom from pain or disease.**
- 5**

**Freedom from fear.**
- 4**

**Freedom to express normal behavior.**

## Animal Welfare Policy

This document confirms our commitment to zero tolerance for abuse. Based on the five freedoms and the regulations issued by the Agriculture and Livestock Service (SAG), it establishes the necessary guidelines for the responsible management and proper care of our poultry, pigs and salmon.

Compliance with this policy is a duty shared by all our employees, suppliers and contractors, it applies to all our facilities and is available on our website, internal regulations and various internal communication channels.

**Agrosuper Animal Welfare Policy**

## Approach at every stage of production

### Meat segment



#### Transport

- We have an asset coordinator in charge of supervising preventive maintenance of our fleet to prevent accidents.
- We monitor animal transport on a 24/7 basis, detecting anomalies in the traffic, the truck or on the route so that transfer times do not exceed five hours.



#### Farm

- We standardize our processes through an integrated management system, ensuring that all farm activities are in compliance with our policy.



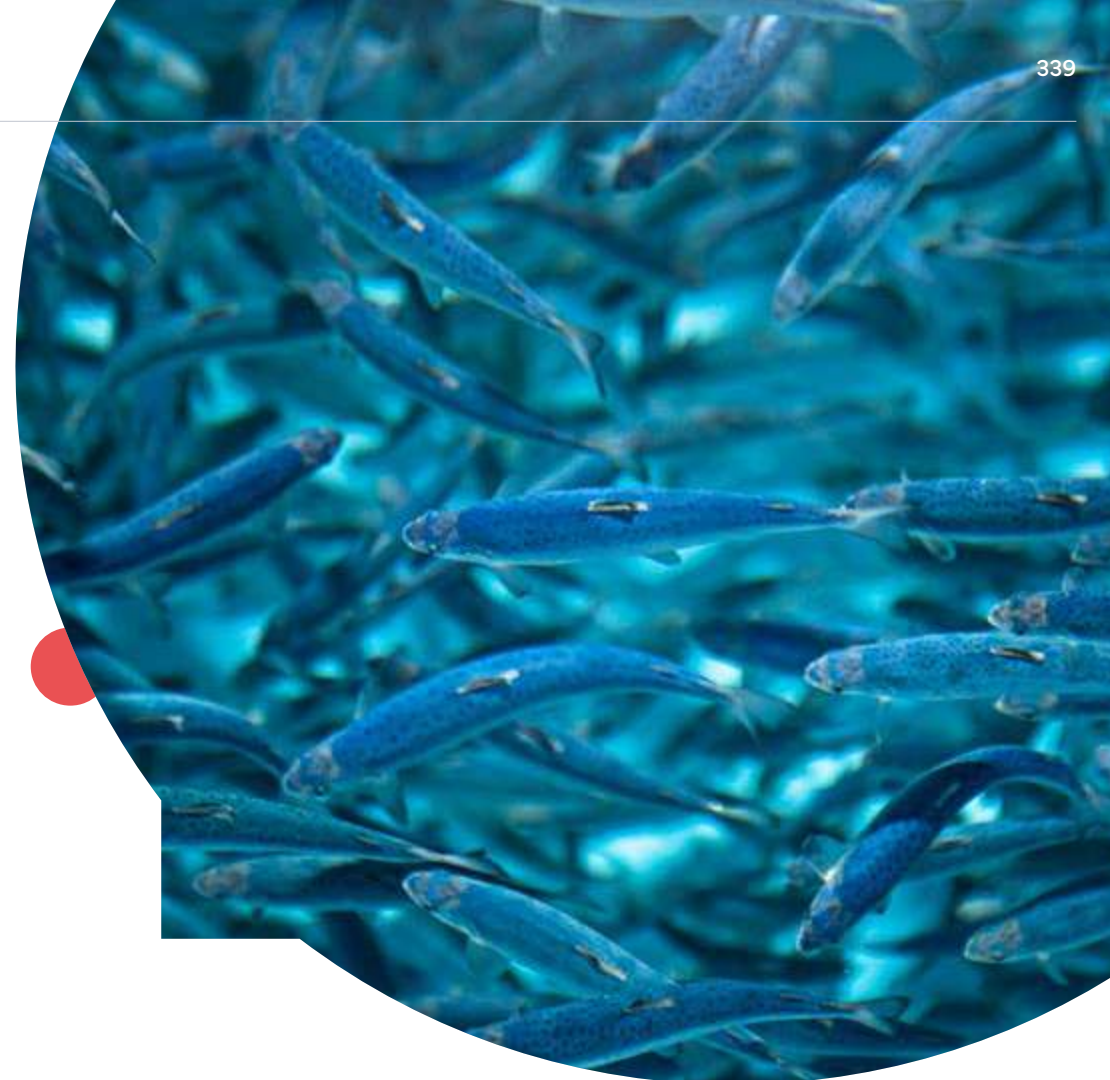
#### Industrial facilities

- We have a guide that contains standardized good practices and Animal Welfare procedures for poultry and pigs.
- We standardize protocols to ensure Animal Welfare for pigs.
- We implemented mesh tests on trucks to mitigate the impact of the cold on chickens.
- We created an annual training plan on poultry and pigs.



#### Slaughter

- We apply protocols that ensure 100% pain-free animals.
- We ensure compliance with animal transport, unloading and handling protocols, with the permanent support and supervision of SAG.



### Aquaculture segment



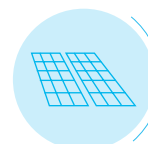
#### Accommodation

- We implement strict biosecurity measures for internal and external personnel.
- We formulate diets using high-quality raw materials, reinforcing the immune system of the fish.



#### Transportation and handling

- We use transportation vehicles (trucks and wellboats) that control density and constantly monitor the physiochemical parameters of the water.
- We use anesthetics prior to handling to decrease the stress of the fish.



#### Cultivation environment

- We constantly monitor the parameters of fresh and sea water.



**Milestones for 2024**





### Vaccination strategy

Aquaculture segment

We study available vaccines, conduct trials and design a better strategy.

**100%**  
implementation.

**-10%**  
mortality



### Predator control

Aquaculture segment

We constantly communicate with our suppliers to work on high-tech materiality and thickness nets so that our fish are not attacked by predators.

**50%**  
of mortality due to predators.

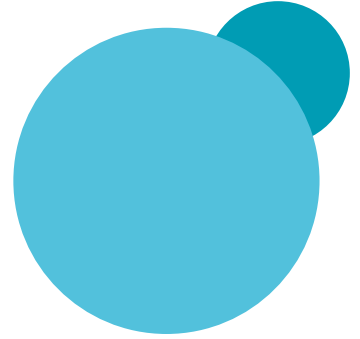
### Nutritional formulation

Aquaculture segment

Our feed is formulated to optimize growth and feed conversion in the sea, contributing to more efficient and sustainable production.

**4.4%**  
degradation due to melanosis  
in plant.

**-1%**  
of cataract presentation  
in cultivation centers.



### Gill score control

Aquaculture segment

We permanently monitor the health of fish gills to early detect alterations that may lead to disease and take immediate control measures.

Gill score under 1.  
**50%**  
of mortality due to gill damage.



### Phytoplankton monitoring stations

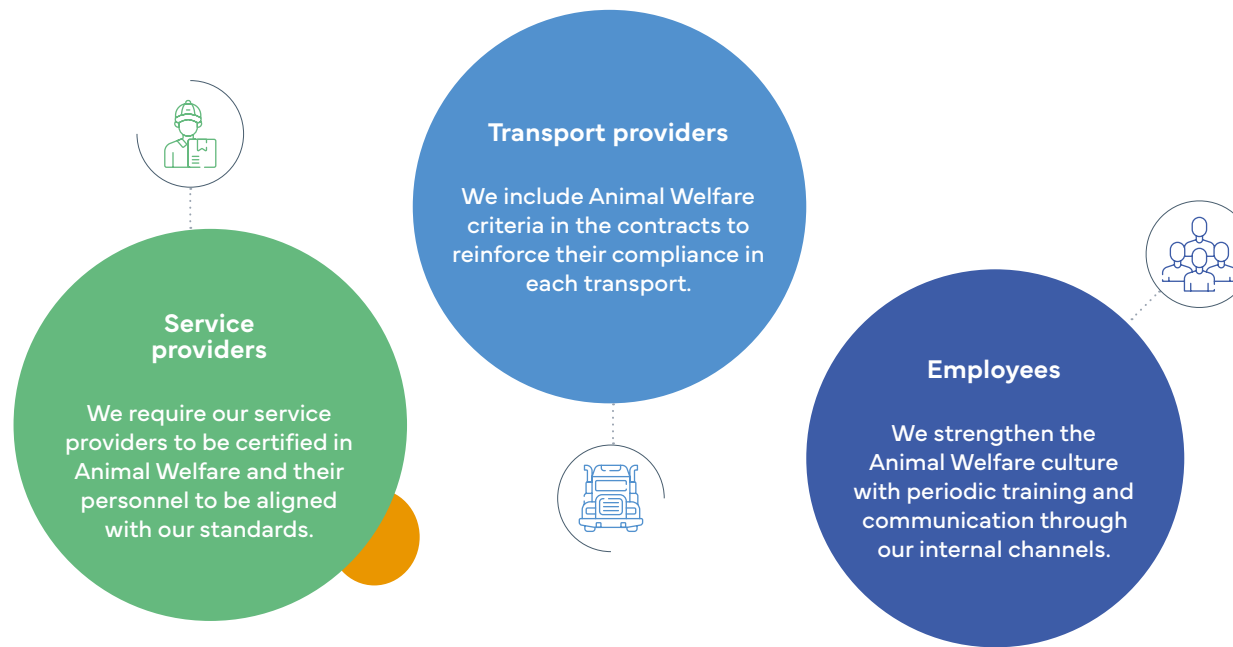
Aquaculture segment

We implement monitoring stations in the cultivation centers to early detect harmful algal blooms.

Daily identification of microalgae.  
Daily count of microalgae.

## Animal welfare 360°

We train our employees, contractors and suppliers on Animal Welfare to ensure compliance with the required standards and foster a culture of respect, ethics and responsibility in the handling of animals.



### Animal Welfare certifications

|                                                                                                             |                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Chickens</b></p>   | <p><b>Cloverleaf</b></p> <p><b>100%</b></p> <p>Of our farms have this certification for the entire production chain, including hatchery, transportation and slaughter.</p>  |
| <p><b>Pigs</b></p>       | <p><b>Welfcert</b></p> <p><b>100%</b></p> <p>of production units and slaughter plants.</p>                                                                                  |
| <p><b>Turkeys</b></p>  | <p><b>Cloverleaf</b></p> <p><b>1</b> hatchery. <b>4</b> farms.</p>                                                                                                        |

### Salmon



#### Salmon Welfare Scorecard

We participated in the Salmon Welfare Scorecard of Compassion in World Farming, which reviews the company's public information regarding Animal Welfare.



#### ACS, BAP, GlobalGap and PROA certifications

All of our centers have these certifications and they are subject to internal and external audits.





## Animal feeding

Animal Welfare begins with optimal nutrition. Our veterinarians formulate and adjust diets for each stage of growth to strengthen the nutritional balance and compliance with high standards of feed.



### Meat segment

We purchase raw materials such as wheat, corn and soybeans from domestic producers and international suppliers.

These supplies are transported to our five production plants in Lo Miranda, Longovilo, La Estrella, Casablanca and La Calera, where we manufacture feed under strict quality standards.

### Aquaculture segment

Since 2022, we have produced 100% of the feed for our fish, thus ensuring diets formulated with high nutritional and organoleptic standards. To this end, we apply advanced biological models that optimize nutrient absorption and favor fish development at each growth stage.





Vaccines



Meat segment

We immunize the chicks before hatching to minimize stress. In addition, for pigs, we apply intradermal vaccination technology without needles, optimizing the process and guaranteeing their welfare.



Aquaculture segment

We apply vaccines to 100% of the fish in their early stage of development, strengthening their immune system and preparing them for a better adaptation when they enter the sea.



Antibiotics

Meat segment



- Treatments are provided only when strictly necessary and under the supervision of a veterinarian accredited by the SAG.
- We do not use antibiotics as growth promoters nor drugs that affect the nervous system (beta-androgenic) in our production.

- We maintain a voluntary agreement with the SAG, committing ourselves to a responsible and prudent use of antimicrobials to reinforce Animal Welfare.



Aquaculture segment

- We use antibiotics only when it is essential for the health of the fish, and always under a veterinary prescription that specifies the treatment, dosage and duration, notifying the authorities to comply with the protection periods.
- We do not use antibiotics that the World Health Organization classifies as "highly critical" to human health.

- We do not use antibiotics as growth promoters and prioritize preventive strategies to reduce their use.
- We do not use antibiotics for fish weighing more than 4.3 kg.



# Quality and food safety throughout the chain

We foster a culture of quality throughout our value chain, ensuring compliance with strict standards to exceed the expectations of our clients and consumers.

## Meat segment

To achieve this purpose and correctly implement the planned actions, we have five pillars.

### Quality management model



Product management



Client and consumer management



Sustainable management



Cultural management



Management of processes, continuous improvement and innovation

### We ensure quality through different actions:

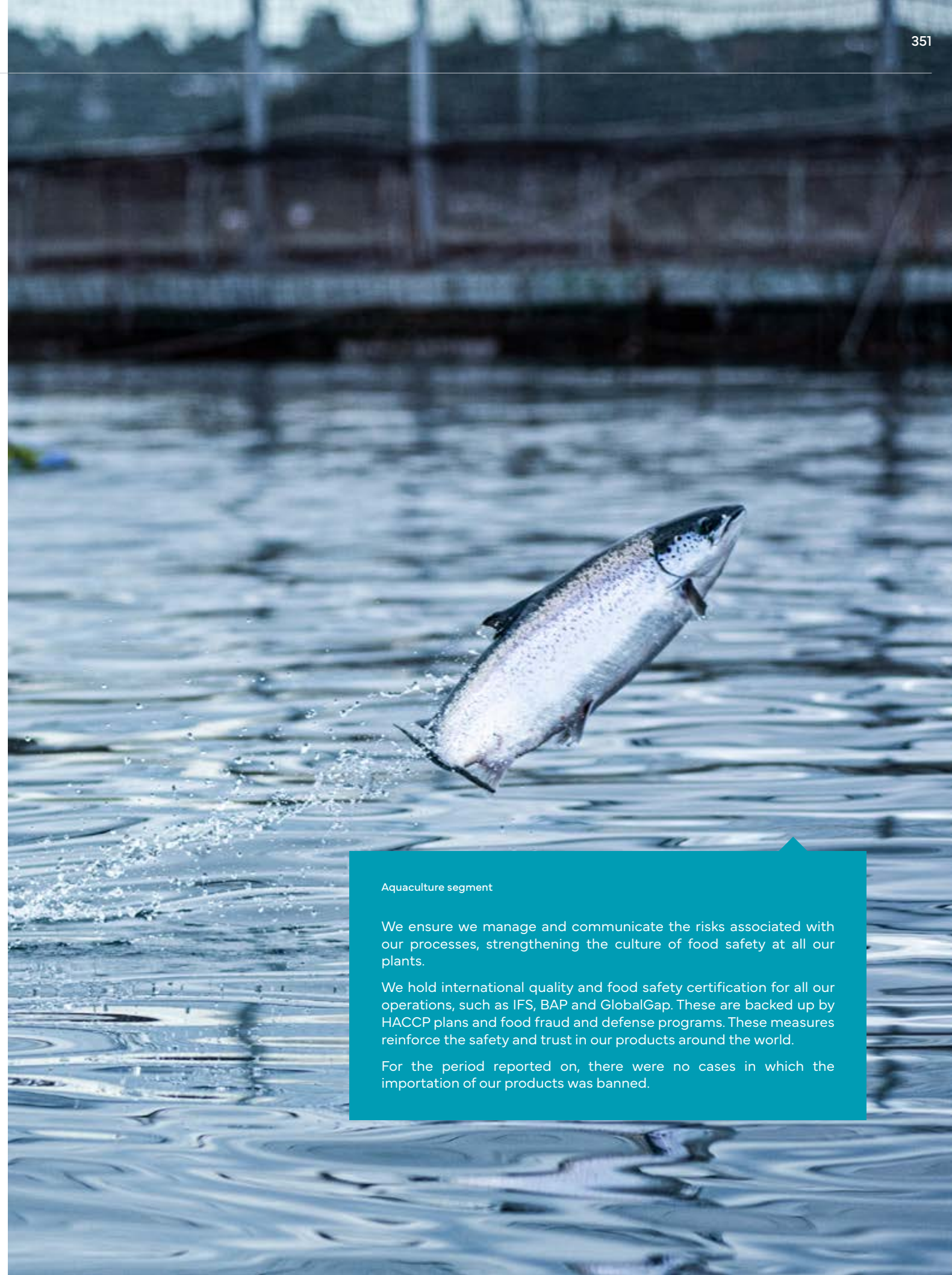
We design strategies and implement actions that enable us to guarantee and standardize quality across all processes and products, consolidating it as a cultural element, aligned with the attributes that clients and consumers value and integrating it throughout every stage of the business.

## Aquaculture segment

We ensure we manage and communicate the risks associated with our processes, strengthening the culture of food safety at all our plants.

We hold international quality and food safety certification for all our operations, such as IFS, BAP and GlobalGap. These are backed up by HACCP plans and food fraud and defense programs. These measures reinforce the safety and trust in our products around the world.

For the period reported on, there were no cases in which the importation of our products was banned.



## Milestones for 2024

### Our quality non-negotiables

Meat segment

The non-negotiables are fundamental principles at Agrosuper, and are established in our internal regulations, policies and standards. Non-compliance with them has serious consequences.

The purpose of these guidelines is to remind and strengthen the attributes that distinguish and support us, and to ensure that all our employees, regardless of their position, comply with the procedures and good manufacturing practices.



### To put this into practice, we have defined six key behaviors:

1

Comply with Animal Welfare protocols, consolidating respect and care for animals.

2

Follow sanitation procedures when entering process rooms and whenever required.

3

Avoid bringing in foreign items, such as earrings, piercings, necklaces and watches.

6

Report any deviations to contribute to continuous improvement and compliance with standards.

5

Follow security controls, including metal detection and X-ray screening.

4

Use protection equipment such as gloves, plastic sleeves and caps, replacing them when appropriate.

Communication to

**6,000**

employees in the industrial area.

**24**

recognitions for best practices in the first half of 2024.

**280**

warnings for infringement of non-negotiables in 2024.

**4,500**

trained employees in 2024.



### Implementation of the Smartfood Safe software

Meat segment

We optimized quality management through a software that covers the production of poultry, pork and processed foods. This tool improves records, audits and microbiology, based on agile responses and effective analysis.

Its focus is on early detection and correction of deviations, promoting a high food safety and product quality standard.

**678**

total records in Smartfood Safe.

**505**

total quality records.

**5,168**

hours/year saved in digitization.



### Daily Quality Management (DQM) System

Meat segment

We implemented a daily meeting system that connects all Quality teams, from plants to branches. Based on the shop floor management approach, it facilitates effective communication and agile decision making.

Its objective is to optimize quality management, review key indicators, amend deviations and enhance leadership, along with promoting the standardization of good practices, a culture of continuous improvement and client satisfaction.

**43**

indicators reviewed on a daily basis.

**5%**

deviation from the process.

**134**

average TOPs generated monthly in DQM.





### Training and measurement activities

Aquaculture segment

We conducted training courses on leadership, fairs in processing plants, thematic webinars and a seminar with high-level experts, focusing on quality and safety. In addition, we conducted a specific survey with a high number of participants.

**86.8%**  
overall compliance with safety culture  
(measured through a survey and  
evaluation by an external consultant).

**3,207 people**  
surveyed.



### Digital quality

Aquaculture segment

We digitalized the recording of quality controls in our processing plants to achieve greater efficiency and paper savings, thus optimizing transparency, data integration and information analysis.

**100%**  
of the plants started the digital  
control recording.

**100%**  
of cross-cutting quality  
templates created.

### Digital platform for suppliers

Aquaculture segment

We improved supplier evaluation and management through a digital tool that identifies areas for improvement, eliminates subjectivity and expedites the issuance of reports.



Improved document  
management.

**2 MH/week saved**  
for review of documents and  
follow-up of applications.

Reduced flow  
of emails.

Optimization of the supplier  
audit process, including the  
execution and follow-up of  
action plans.

**3 MH/week saved**  
for follow-up of action plans  
and audit schedule.



## Management of products and ingredients related to nutritional and health concerns

### Meat segment

1

We define the specifications of each product, which confirms its quality, safety and market expectations.

2

We review dynamic shrinkage on a weekly basis.

4

We ratify the nutritional content and accuracy of labeling.

3

We perform an annual verification of the useful life.

### Aquaculture segment

1

We confirm the health and nutritional attributes of salmon.

2

We study key parameters such as omega-3 content and protein levels.

3

We communicate this information clearly on packaging to display the nutritional benefits.





### Effectiveness of food safety actions and program

#### Meat segment



We evaluate the effectiveness of our food safety actions at local, regional and global levels by means of rigorous audits and certifications.



We certified our food safety and security management system with the highest grade BRCGS (AA+).



We were officially audited by key markets such as China, Mexico, the United Kingdom, Costa Rica and Korea, obtaining outstanding results.

#### Aquaculture segment



Our processing plants are validated under sustainable food production standards such as BAP, GlobalGap and ASC.



In all shipments of fresh and frozen products, we use thermal imaging to prevent losses at destination.



Our sales force and clients in Latin America are trained on consumption and correct handling of salmon.

Associations addressing food safety

Meat segment



**ASPROCER**  
Asociación Gremial de Productores de Cerdos de Chile



**ChileCarne**  
The Chilean Meat Exporters' Association



**ICARE**  
Instituto Chileno de Administración Racional de Empresas



**AB Chile**  
Asociación de Alimentos y Bebidas de Chile A.G.



**ANIC**  
Asociación Nacional de Productores de Cecinas



**ACCIÓN Empresas**



**Fundación Generación Empresarial**



**The North American Chilean Chamber of Commerce**



**SOCHIPA**  
Sociedad Chilena de Producción Animal



**SOFOFA**  
The Federation of Chilean Industry



**GS1 Chile**



**ASIVA**  
Asociación de Empresas Región de Valparaiso



**Corporación Pro O'Higgins.**

Universities and study centers focused on agricultural product safety, quality and health.



Aquaculture segment



**GFSI (Global Food Safety Initiative)**  
We interact in different activities performed in conjunction, such as webinars, seminars and meetings.



**National Fish and Aquaculture Service (Sernapesca)**  
We participate in the development and execution of pilot projects, working sessions and meetings to provide information on certifications and standardization of procedures.



**Salmon Council**  
We address contingencies related to market habilitation and requirements.



Policies and commitments to address food loss in the supply chain

Meat segment

We use the GHG Protocol as a corporate standard for reporting greenhouse gas emissions and quantify our carbon footprint in accordance with ISO 14064-1, using SAMI Sustainability Metrics as a management tool.

Our carbon footprint includes, CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs, with emission factors and global warming potential rates based on sources such as IPCC, Defra and ecoinvent.

Aquaculture segment

- We extended quality management in the supply chain including assessments of providers of related services.
- We hold regular meetings with the quality management area to review compliance with commitments and indicators.

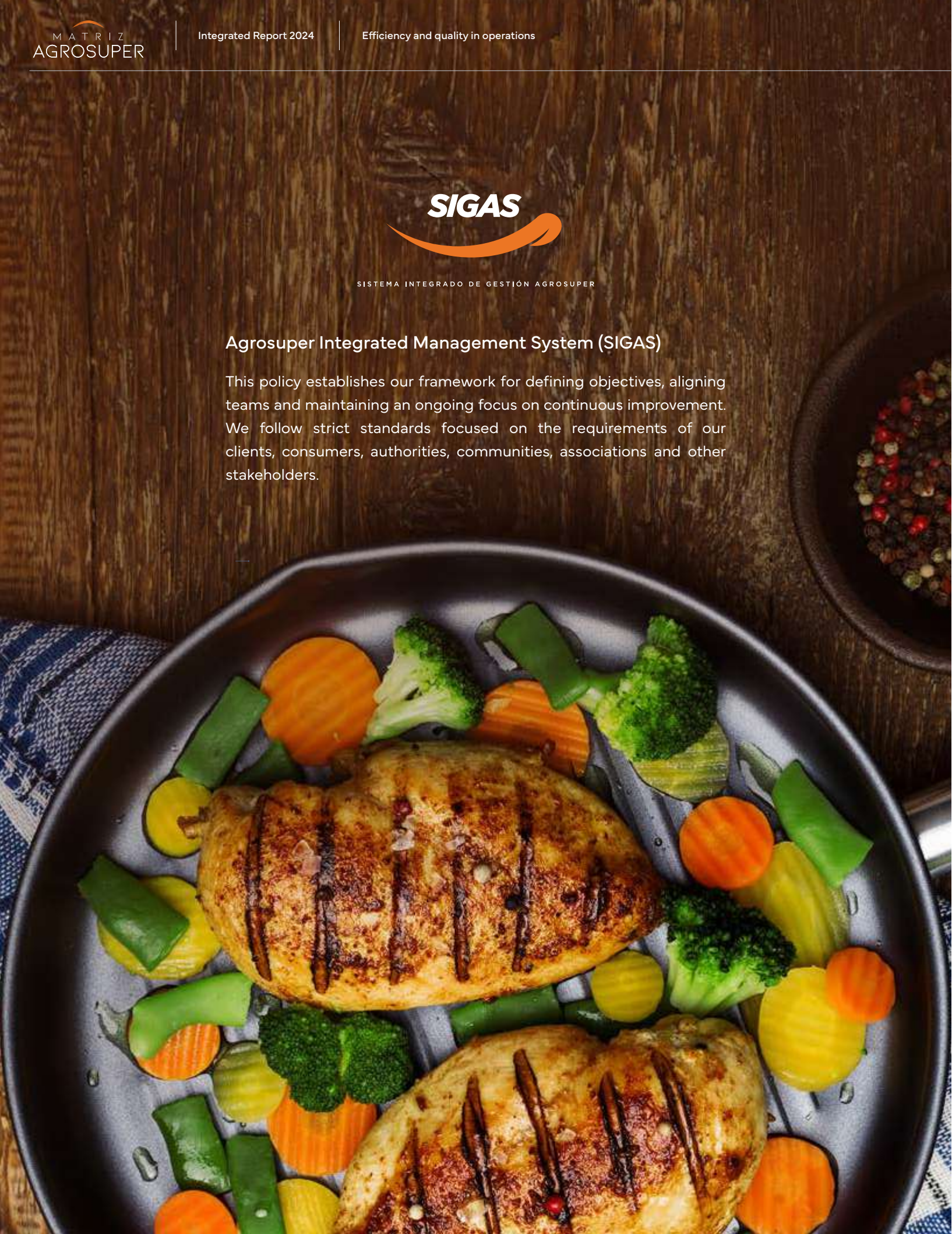




SISTEMA INTEGRADO DE GESTIÓN AGROSUPER

### Agrosuper Integrated Management System (SIGAS)

This policy establishes our framework for defining objectives, aligning teams and maintaining an ongoing focus on continuous improvement. We follow strict standards focused on the requirements of our clients, consumers, authorities, communities, associations and other stakeholders.



We proactively manage potential risks based on the five pillars of our SIGAS objectives:



#### Quality food

We ensure high quality and safety products, in compliance with the regulations and expectations of our clients.

We implemented an efficient management system and foster a continuous improvement culture to ensure excellence.



#### Occupational health and safety

We promote a culture of safety that favors risk prevention and self-care.

We implement participatory measures to reduce incidents.



#### Animal welfare

We respect Animal Welfare at every stage of production, aligning ourselves with the five freedoms established by the World Organization for Animal Health (WOAH).



#### Environmental commitment

We manage the impacts of our operations, promoting efficiency in the use of resources. Innovation and technology allow us to optimize water and energy consumption and reduce our CO<sub>2</sub> emissions.



#### Energy care

We promote energy efficiency and the integration of clean energy throughout our value chain, contributing to sustainability and the reduction of our environmental footprint.

We communicate this system to our stakeholders through signage, brochures, training, internal communications, the integrated report, internal procedures and our internal social network.



Aquaculture segment



ASC

Certification that identifies and distinguishes responsibly produced aquaculture fish.



HACCP

Prevention system for food safety in aspects such as physical, chemical, biological and radiological hazards.



BAP

Voluntary model of standards that confirm the responsibility and traceability of aquaculture.



GLOBAL GAP

Groups a set of best practice protocols managed by Food Plus GmbH, a non-profit organization that develops standards for certification in aquaculture production.



ISO 9001:2000

Global standard included in quality management systems (QMS) focused on optimizing product quality.



ISO 14001:2004

International standard for environmental management systems, aimed at controlling environmental risks.



ISO 45001

Defines the requirements for establishing, implementing and operating an effective occupational health and safety management system.



IFS

Certificate indicating the implementation of processes to verify food safety.



KOSHER

Certifies that the products meet the requirements to be consumed by members of the Jewish community.



HALAL

Certifies that products meet the requirements for consumption under Islamic law.

Health and safety certifications

Meat segment



SIGAS

Agrosuper's Integrated Management System (SIGAS), which transversally supports quality management.



HACCP

Control system that prevents food safety risks through the identification, analysis and control of physical, chemical, biological and radiological hazards.



BRCGS

Global supply chain security certification.



ISO

Standard that verifies energy efficiency and legal compliance.



Welfcert

Certification from Asociación Chilena de Bienestar Animal (Chilean Animal Welfare Association) that guarantees compliance.



HALAL

Certifies the products that meet the requirements for consumption under Islamic law.

Production certified in food safety and security standards

# 100%

of the products developed come from plants certified for food safety and security.



chicken



pork



turkey



Atlantic salmon



Pacific salmon

### Global Food Safety Initiative (GFSI) audits

Meat segment

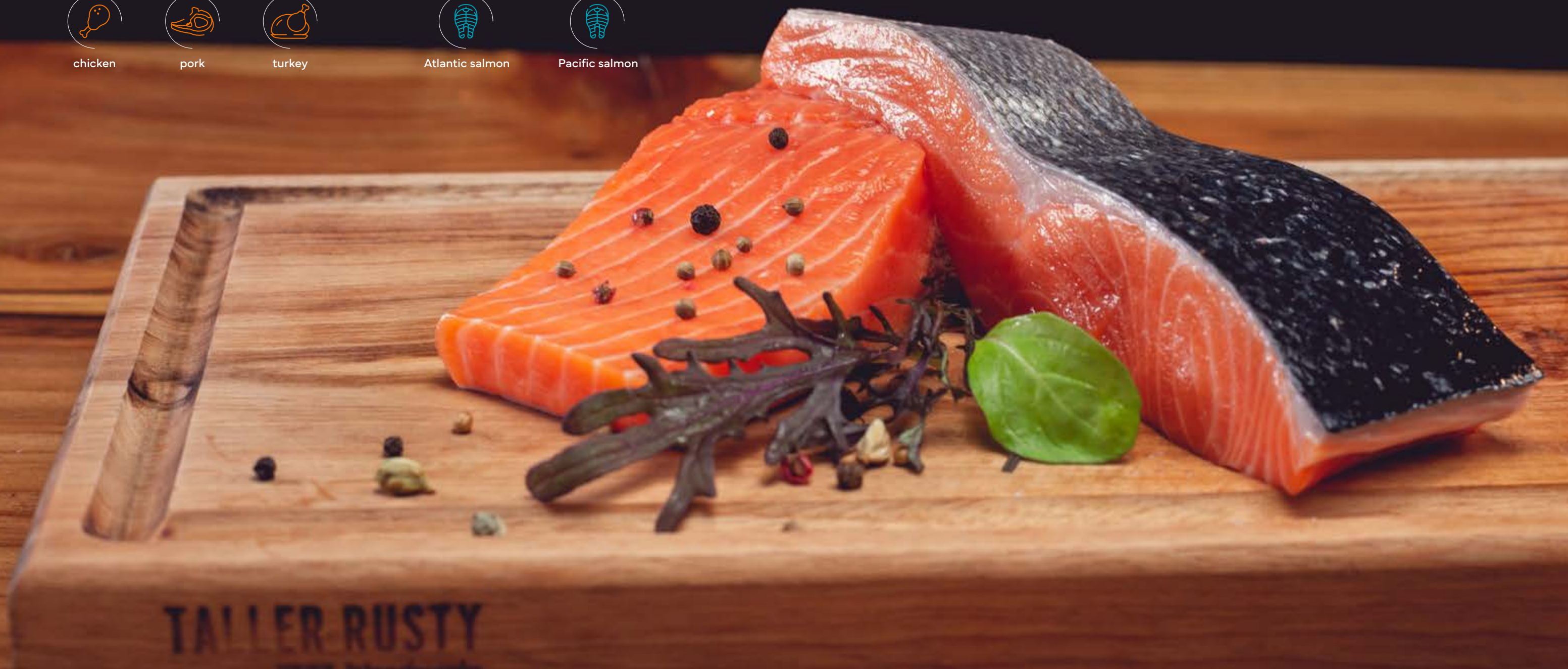
## 100%

decrease in GFSI minor non-compliances.

Aquaculture segment

## 50%

decrease in GFSI significant non-compliances.



# Biosecurity and health in production

## Meat segment

Together with the SAG, we implemented preventive and control measures throughout the production cycle. We also have internal surveillance programs that include sanitary monitoring and a daily review of the different parameters.

In the event of a disease potentially entering the country, we reinforce our biosecurity measures. If an outbreak is detected at any of our production facilities, we immediately trigger the emergency protocols, which have already been coordinated with the SAG.



## Control mechanisms against Avian Influenza

### Meat segment

Our sanitary surveillance program continuously operates in coordination with the SAG. Upon detection of an outbreak of Avian Influenza in our commercial plants, emergency protocols are triggered to mitigate the risks and prevent its spread.

### Measures for employees

- Control and total mobility restriction between facilities.
- Suspension of visits to productive areas and other company facilities.
- Change of shoes and clothes when returning from trips.
- Restrictions to visiting areas where there are wild birds. In case of finding species with abnormal behavior, notify the SAG.

### Measures for external personnel

- In special or contingency situations, there is a total restriction to visit our industrial plants.
- Prohibition to visits from clients and suppliers that do not affect the operational continuity of the business.
- Prior authorization should they need to enter the facilities.
- Disinfection of trucks prior to entering the plants.

### Aquaculture segment

We are constantly working on the health and welfare of our fish. Biosecurity plays a fundamental role in preventing diseases, and is complemented by the continuous training of our internal and external personnel.

In 2024, there were no outbreaks of ISA virus.

# Our biosecurity measures and actions

## Milestones for 2024



### Eradication of Porcine Reproductive and Respiratory Syndrome (PRRS) from Chile

Meat segment

In collaboration with the SAG and the Asociación de Productores de Cerdos de Chile (ASPROCER), we implemented a control and eradication plan that allowed us to declare Chile free of this syndrome.

### Evaluation of vaccines in ATC innovation center

Aquaculture segment

We evaluated the effectiveness and side effects of vaccines against *Piscirickettsia salmonis* and aeromonas, selecting those showing the best results.

**100%**  
RPS.

**100%**  
of side effects evaluated.



### Evaluation of antifungals

Aquaculture segment

We analyzed different antifungals to assess their effectiveness against mycosis, one of the infections present in freshwater.

**Mortality due to mycosis less than 1%.**



### Evaluation of antiparasitic products

Aquaculture segment

We measured different oral and immersion antiparasitic products of natural origin.

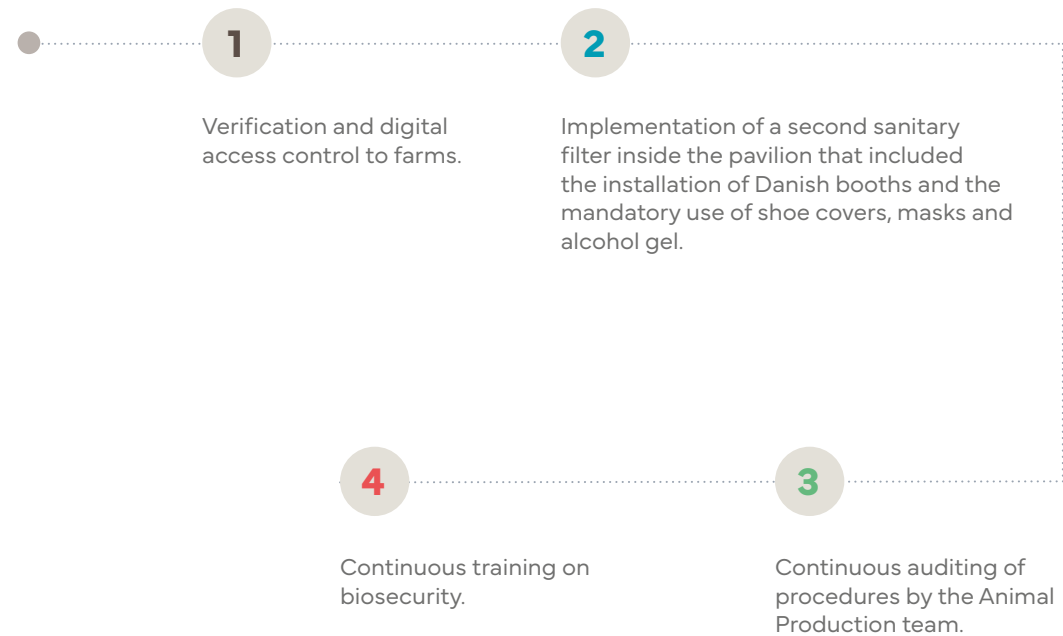
**100%**  
effectiveness against caligus.

**0%**  
mortality.

**100%**  
side effects, nutritional return and mortality.

## Superbiosecurity program

In order to safeguard the health and welfare of our poultry maintaining the operational continuity of the business, we have developed measures, actions, protocols and investments to optimize our facilities and train our internal and external personnel.



### Aquaculture segment

Our Biosecurity plan introduces and communicates its criteria among internal employees and contractors.

In terms of biosecurity in the transport and quality of smolt, we only use trucks and ships with constant monitoring of physicochemical parameters. In addition, we seeded using heavier smolt, which reduces post-entry mortality by improving their adaptation.



# GOVERNANCE FRAMEWORK

10



# Corporate Governance

We comply with current Corporate Governance regulations, including laws 18.046, 18.045 and 20.393, Decree Law 211 and the regulation of the Financial Market Commission (CMF).

The Legal, Compliance, Audit, Corporate Affairs and Sustainability Management teams review and update the policies related to compliance models on an ongoing basis.

We adhere to good Corporate Governance practices and current regulations, taking as a reference companies with similar characteristics, without following a specific national or international code. In addition, we monitor SASB and GRI indicators and voluntarily adopted General Rule 461 issued by the CMF.

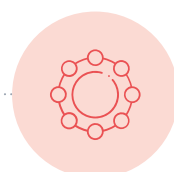
## Policies and commitments



Code of ethics and integrity.



Crime prevention policy.

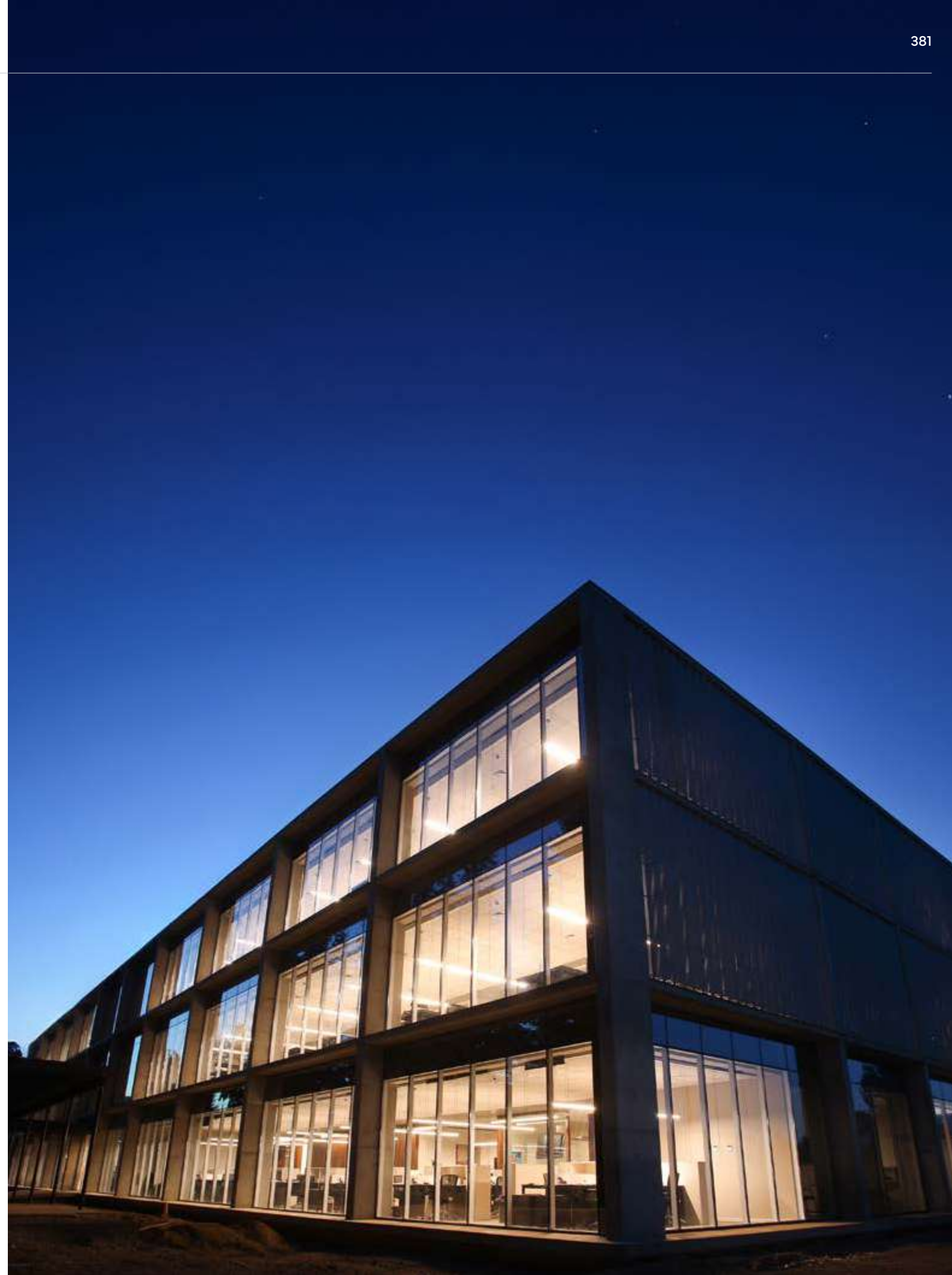


Free competition policy.



Sustainability policy.

These policies are communicated using our internal communication channels (JAM, e-mail, information screens and Mi Mundo Super) and externally through our web site [www.agrosuper.cl](http://www.agrosuper.cl).



# Members of the Board of Directors

Our board is comprised of nine members, none of whom participate directly in the administration of the company. The Board holds monthly ordinary meetings and extraordinary meetings.

The Legal Manager acts as secretary of the minutes and ensures that the documentation is digitally accessible to all members.

All Board members are Chilean nationals.



**Canio Corbo L.**  
Chairman

3.712.353-6.  
Civil Engineer.  
Chilean.  
Date of appointment:  
April 29, 2024.



**José Guzmán V.**  
Vice Chair

6.376.987-8.  
Agricultural Engineer.  
Chilean.  
Date of appointment:  
April 29, 2024.



**María del Pilar Vial C.**  
Director

7.022.695-2.  
Businesswoman.  
Chilean.  
Date of appointment:  
April 29, 2024.



**María José Vial C.**  
Director

7.022.776-2.  
Businesswoman.  
Chilean.  
Date of appointment:  
April 29, 2024.



**Gonzalo del Rosario Vial C.**  
Director

7.022.663-4.  
Businessman.  
Chilean.  
Date of appointment:  
April 29, 2024.



**Andrés Vial S.**  
Director

6.004.844-4.  
Businessman.  
Chilean.  
Date of appointment:  
April 29, 2024.



**Verónica Edwards G.**  
Director

7.051.999-2.  
Business Administrator.  
Chilean.  
Date of appointment:  
April 29, 2024.



**Antonio Tuset J.**  
Director

4.566.169-5.  
Business Administrator.  
Chilean.  
Date of appointment:  
April 29, 2024.



**Juan Claro G.**  
Director

5.663.828-8.  
Businessman.  
Chilean.  
Date of appointment:  
April 29, 2024.



### Age range of Board members

|          | Women | Men | Total |
|----------|-------|-----|-------|
| Under 30 | 0     | 0   | 0     |
| 30 to 40 | 0     | 0   | 0     |
| 41 to 50 | 0     | 0   | 0     |
| 51 to 60 | 0     | 1   | 1     |
| 61 to 70 | 3     | 1   | 4     |
| Over 70  | 0     | 4   | 4     |

### Length of service on the Board

|                   | Women | Men | Total |
|-------------------|-------|-----|-------|
| Less than 3 years | 0     | 1   | 1     |
| 3-6 years         | 2     | 2   | 4     |
| 6-9 years         | 0     | 0   | 0     |
| 9-12 years        | 0     | 0   | 0     |
| Over 12 years     | 1     | 3   | 4     |

### Board members' income

| Name of the Director        | Position        | Amount for 2024 (ThUS\$)<br>Accumulated from January 1 to<br>December 31, 2024 |                    | Amount for 2023 (ThUS\$)<br>Accumulated from January 1 to<br>December 31, 2023 |                    |
|-----------------------------|-----------------|--------------------------------------------------------------------------------|--------------------|--------------------------------------------------------------------------------|--------------------|
|                             |                 | Compensation<br>Board of Directors                                             | Share<br>in profit | Compensation<br>Board of Directors                                             | Share<br>in profit |
| Gonzalo Vial Vial (*)       | Former Chairman | 15                                                                             | 15                 | 185                                                                            | 64                 |
| Canio Corbo Lioi            | Chairman        | 141                                                                            | 255                | 93                                                                             | 13                 |
| José Guzmán Vial            | Vice Chair      | 128                                                                            | 209                | 139                                                                            | 46                 |
| María del Pilar Vial Concha | Director        | 86                                                                             | 138                | 93                                                                             | 31                 |
| María José Vial Concha      | Director        | 86                                                                             | 138                | 93                                                                             | 31                 |
| Gonzalo Vial Concha         | Director        | 86                                                                             | 138                | 15                                                                             | 5                  |
| Andrés Vial Sánchez         | Director        | 86                                                                             | 138                | 93                                                                             | 31                 |
| Verónica Edwards Guzmán     | Director        | 86                                                                             | 138                | 93                                                                             | 31                 |
| Antonio Tuset Jorratt       | Director        | 86                                                                             | 138                | 93                                                                             | 31                 |
| Juan Claro González         | Director        | 86                                                                             | 138                | 93                                                                             | 31                 |
| Fernando Barros Tocornal*   | Former Director | 0                                                                              | 0                  | 78                                                                             | 26                 |
| <b>Total</b>                |                 | <b>886</b>                                                                     | <b>1,445</b>       | <b>1,069</b>                                                                   | <b>358</b>         |

\* Director up to October 26, 2023.



## Board policies and processes



### Hiring of experts

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.



### Board and board committees selection and appointment.

The Company's Ordinary Shareholders' Meeting is responsible for appointing and revoking the members of the Board of Directors.

The committees are comprised of directors and executives, who are proposed by the chairman and elected by the full Board.

There is flexibility in the diversity and independence criteria, as well as in the competencies analyzed for selecting directors.



### Frequency for reporting on environmental and social issues

Each operating segment has its own Sustainability Committee whose members include members of the Board of Directors, the segment's CEO and unit managers. In this committees, we presented 87 indicators associated with ESG matters, whose compliance is monitored on a monthly basis.



### Board of Directors' on-site visits

During the year, the Board of Directors visited the Rosario Slaughter Plant (touring the Agrosuper Skyview), the La Estrella Feed Plant and the Aquaculture Segment facilities located at Cardonal, Puerto Montt.



### Board and board committees performance assessment

There is no formal evaluation process for the Board of Directors. However, every member assumes their responsibility with the diligence required by law and the company's bylaws.

During the meetings, reports and updates are presented to strengthen their competencies. The dynamics of the meetings are reviewed periodically or at least once a year.



### Induction of new hires

The general induction process is led by the CEO and the People Manager and aims to facilitate the new director's integration and decision making, in addition to providing relevant information to understand the value chain of the business, the operation of the main units, the risks, policies, mechanisms and controls applied in the company.



### Detection and reduction of organizational, social or cultural barriers

We make permanent efforts to comply with the provisions of the Labor Inclusion Law. The company's Business Code of Conduct sets out the principles and values that guide its employees, executives and directors to conduct themselves with respect for all persons, without discrimination of any kind.

The Board of Directors does not currently have a formal procedure to carry out this practice. However, it is constantly informed of any legal, statutory and regulatory changes related to its operation.



### Procedures implemented to improve the performance of the Board of Directors

The Board of Directors does not have a specific policy for detecting areas in which its members need to improve performance. During the meetings, and when appropriate, the Board of Directors requests and receives information and updates on specific topics that enable its members to strengthen and continue to improve.



### Hiring of expert advisory services

To date, there have been no external advisors in charge of evaluating the performance and operation of the Board of Directors.



### Determination of meetings

The Board of Directors refers to the rules of the Law for Public Companies and the bylaws of Agrosuper S.A. for determining explicitly the minimum number of ordinary meetings, minimum average time to attend them in person and remotely, and notice to send the meeting notice and background information.

Meetings are held on the first Wednesday of each calendar month and the minimum average time required is attending the entire meeting.

Notice is given two weeks in advance and background information is sent at least five days in advance.



### Change in the internal organization and operation in situations of contingency or crisis

We have an operational continuity plan that is presented to the Board of Directors at the Sustainability and Risk Committee. The Board of Directors considers it must have flexibility in making decisions in the event of contingencies and crises.



### Approval of sustainable development goals and policies

Through the Sustainability and Risk Committee, the Board of Directors reviews, validates or modifies all strategies, policies and objectives regarding sustainable development, aiming to maintain a purpose consistent with the company's values.



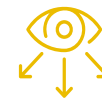
### Information system that allows each member of the Board of Directors access to the minutes and documents for each meeting, the minutes and the whistleblower channel.

There is an electronic mechanism that allows directors to securely, remotely and permanently access all the minutes and documents for every board meeting held in the past three years. In the event that a director requests a specific Board minute or presentation, the Board secretary will send it as soon as possible. Likewise, before each meeting, the secretary sends the agenda of the topics to be discussed.

The Whistleblower Channel is led by the compliance area in the legal management team, but the Audit and Compliance Committee reviews in detail the most significant complaints, their response times and how they were resolved.

The electronic system allows each member of the Board of Directors to have secure, remote and permanent access to:

- Minutes and documents presented for each Board of Directors meeting, stating the time span over which the historical record of such minutes and documents is kept.
- Minutes summarizing all the matters to be discussed at each meeting and other background information or additional topics to be presented at the meeting, necessary for its preparation. All of the above, irrespective of the legal obligations regarding the deadline for sending the contents of the meetings.
- Final version of the minutes for each meeting, stating the time after which the minutes are available for consultation after the corresponding meeting.



### Role of the Board of Directors in overseeing due diligence and other processes

Through the Sustainability and Risk Committee, the Board of Directors evaluates risk areas and defines internal control policies. In addition, this committee and the Audit and Compliance committee review internal control and prevention policies and methodology, focusing also on internal and third-party due diligence processes.

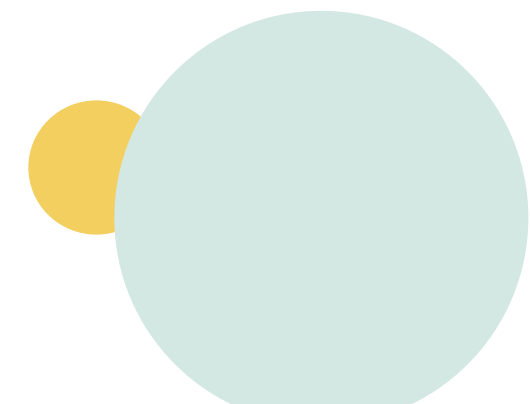
The opinions of the communities, employees, third parties and others that may be received through the whistleblower and consultation channel are taken into account.

Processes for identifying and addressing the company's impacts on the economy, environment and people are delegated to the executive team.



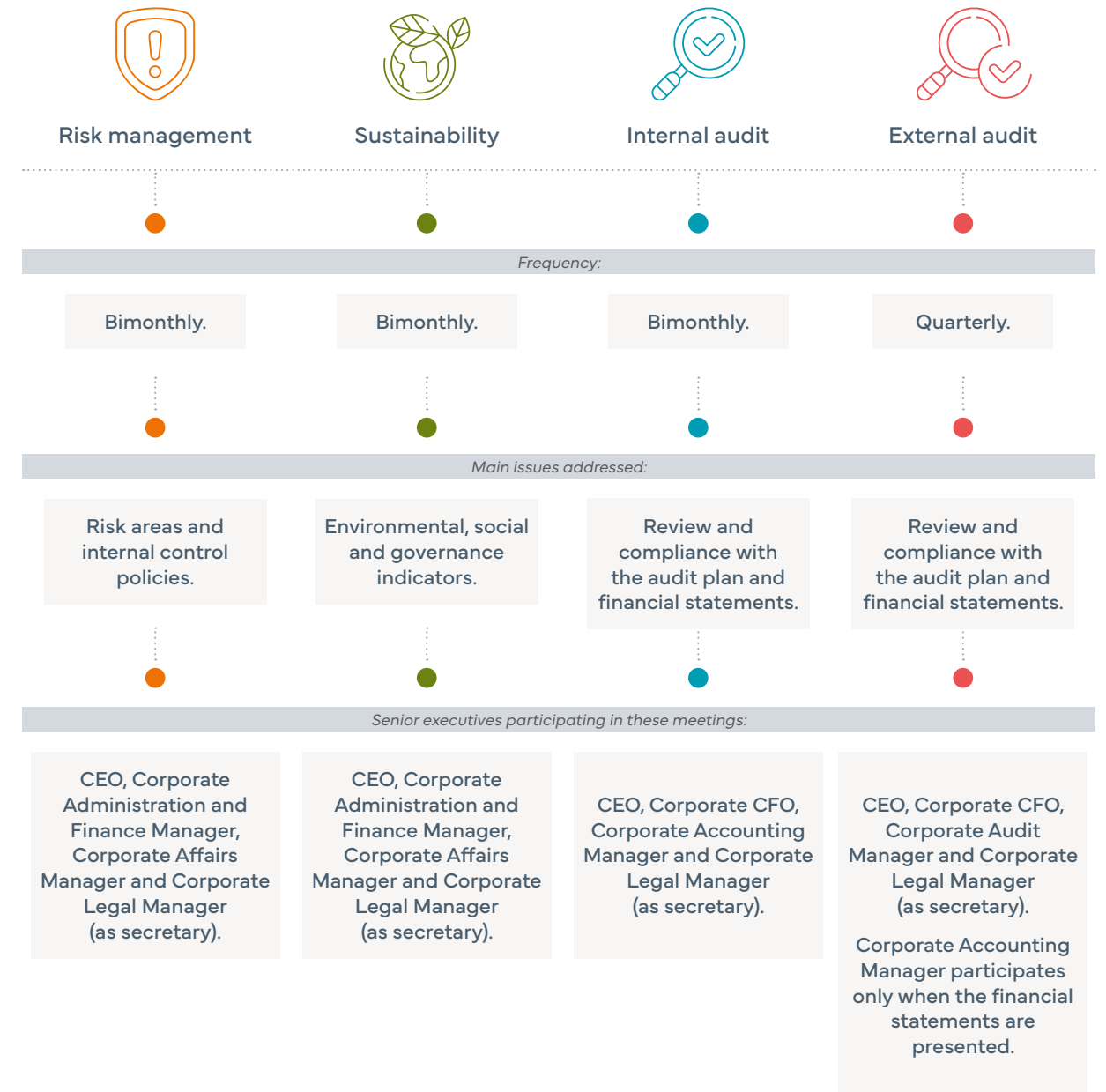
### Delegation of duties to executives

Through the Sustainability and Risk Committee and the Audit and Compliance Committee, the managers of Corporate Affairs and Sustainability, People, Corporate Audit and Legal, among others, are entrusted with these functions, reporting on a monthly or half-yearly basis in different situations.





Frequency of Board meetings with risk management, internal audit and sustainability divisions.





## Crises and risks

### Operation in the event of contingencies and crises

We ensure operational continuity through a plan validated by the Board of Directors, which establishes protocols to identify, manage and mitigate hazards. In addition, the Sustainability and Risk Committee meets every two months in ordinary meetings and holds extraordinary meetings when necessary.

### Access to information systems and the Whistleblower Channel

We provide secure, remote access to information through an electronic mechanism that allows directors to review minutes and documents for the past three years. Before each meeting, the secretary sends the agenda to be discussed and, if requested, sends the required records. The Whistleblower Channel, which is managed by the compliance area of the legal management team, facilitates the detection and resolution of irregularities.

### Identifying and managing conflicts of interest

We ensure compliance with conflict of interest regulations through our Code of Ethics and Integrity, which is reviewed periodically on the basis of current legislation.

Directors and executives complete an annual declaration of interests, detailing business relationships, board memberships and related party relationships. Our General policy on related party transactions published on our website establishes clear guidelines for managing these transactions.



### Directors holding an ownership percentage interest in the Company

María del Pilar Vial Concha

**24.57%**

María José Vial Concha

**24.57%**

Gonzalo Vial Concha

**24.57%**

As of December 31, 2024, the Chairman of the Board of Directors does not perform executive duties in the company.

## Board committees

Five working committees hold regular meetings to analyze and manage issues related to financial auditing, corporate risk, investments, finance, sustainability, and talent and succession.

Ongoing performance reviews are conducted to improve and update the knowledge of their members.

### Sustainability and Risk Committee

This committee has knowledge about ESG issues, such as communities, environment, natural resources, energy, people, among others. In addition, it oversees the preparation of integrated reports, corporate reputation assessments and the corporate risk report.

**Members in 2024:**

María Jose Vial, Gonzalo Vial C, Andrés Vial, Verónica Edwards and José Guzmán.

**Frequency of reporting to the Board of Directors:**

Bimonthly.

**Main activities conducted in 2024:**

Review and follow-up of ESG indicators.

There are no policies for the hiring of advisory services.

This committee does not record any expenses for advisory services.

There were no changes in committee members during the reporting period.

The committee must not comply with the obligations set forth in Article 50 bis of Law No. 18.046.

The committee has not had to review transactions referred to in Title XVI of Law No. 18.046.



### Finance committee

This committee identifies and manages the different risks associated with financial activities.

**Members in 2024:**

Pilar Vial, Andrés Vial, Canio Corbo, Antonio Tuset and José Guzmán.

**Frequency of reporting to the Board of Directors:**

Monthly.

**Main activities conducted in 2024:**

It analyzes possible debt prepayments, changes in the minimum operating cash balance methodology, setting of variable debt rates, management with risk rating agencies and evaluation of alternatives to optimize the use of working capital, among others.

The members of this committee do not receive any compensation for their membership.

This committee does not record any expenses for advisory services.



### Audit and compliance committee

It reviews the financial statements and recommends their approval by the Board of Directors, also taking into account the company's internal and external audit plans. It evaluates the compliance plans developed by the company and its subsidiaries, making suggestions and resolving highly complex issues. It also supervises the application of the Code of Ethics and Integrity in businesses, addressing matters related to the Compliance Model, such as anonymous complaints, conflicts of interest, and training.

**Members in 2024:**

Verónica Edwards, Canio Corbo, Antonio Tuset, Juan Claro and José Guzmán.

**Frequency of reporting to the Board of Directors:**

Bimonthly.

**Main activities conducted in 2024:**

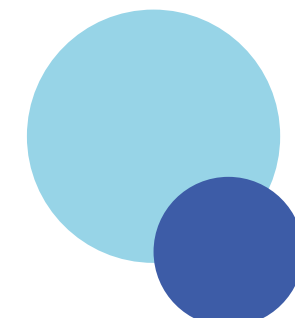
Review of the external and internal audit plan, financial statements, crime prevention model, whistleblower channel, training and due diligence.

The members of this committee do not receive any compensation for their membership.

This committee does not record any expenses for advisory services.

The committee must not comply with the obligations set forth in Article 50 bis of Law 18.046.

The committee has not had to review transactions referred to in Title XVI of Law 18.046.



Note: All Directors are invited to all committee meetings, irrespective of who are their members. None of the Directors members of the committees is or has been an independent director.



### Talent and succession committee

This committee reviews the talent identification process, identifying employees with the potential to assume positions with greater responsibility.

**Members in 2024:**

All directors are invited.

**Frequency of reporting to the Board of Directors:**

Annual.

**Main activities conducted in 2024:**

Identification of employees with the potential to assume positions with higher responsibility, detection of risks associated with the retention and attraction of the company's workforce, and review of the compensation policy.

There are no policies for the hiring of advisory services.

There were no changes compared to 2023.

There were no expenses for committee compensation.

This committee does not record any expenses for advisory services.



### Investment committee

This committee reviews the financial feasibility and strategic rationale of investment projects and merger and acquisition opportunities that contribute to Agrosuper's growth.

**Members in 2024:**

Pilar Vial, María José Vial, Gonzalo Vial C, Juan Claro and José Gúzman.

**Frequency of reporting to the Board of Directors:**

Monthly.

**Main activities conducted in 2024:**

This committee reviews investment alternatives and merger and acquisition opportunities.

The members of this committee do not receive any compensation for their membership.

There are no policies for the hiring of advisory services.

All advisory services must be presented to the committee for hiring.

*Note: All Directors are invited to all committee meetings, irrespective of who are their members. None of the Directors members of the committees is or has been an independent director.*

# Senior executives

Corporate Agrosuper



Meat segment



Aquaculture segment



**Luis Felipe Fuenzalida B.**  
*Corporate Administration and Finance Manager*

Alejandro Montes O.  
*Corporate Procurement Manager*

Felipe Berríos J.  
*CISO Manager*

Vasco Grigolo P.  
*Corporate Development Manager*

Julio Andrade G.  
*Corporate Accounting Manager*

María Teresa Manubens B.  
*Corporate Legal Manager - In charge of Crime Prevention*

José Rodríguez F.  
*Corporate Audit Manager*

Cristián Anfossi L.  
*Corporate Finance Manager*

**Guillermo Díaz del Río R.**  
*Agrosuper Chief Executive Officer*

Álvaro Ortiz R.  
*Industrial Manager*

Cristián Meyer R.  
*Innovation Manager*

Facundo Porolli G.  
*Business Manager*

Fernando Morelli B.  
*People Manager*

Jaime Ríos C.  
*Animal Production Manager*

Juan Pablo Uriarte D.  
*Administration and Finance Manager*

Rafael Prieto C.  
*Corporate Affairs and Sustainability Manager*

**Sady Delgado B.**  
*AquaChile Chief Executive Officer*

José Manuel Schwerter G.  
*Production Manager*

Juan Pablo Rodríguez C.  
*Industrial Manager*

Miguel Lavagnino C.  
*Administration and Finance Manager*

Andrés Langdon F.  
*People Manager*

Vicente de la Cruz W.  
*Business Manager*

**Internal control unit**  
Corporate Audit Management team.

**Risk management**  
Corporate Affairs and Sustainability Management.

**Sustainable development.**  
Corporate Affairs and Sustainability Management.

**Relation with shareholders**  
Legal Management (Board of Directors).

**Relation with investors**  
Corporate Administration and Finance Manager and Finance Manager.

**Media relations**  
Corporate Affairs and Sustainability Management department through the External Communications team.



# Ethics and compliance

To strengthen ourselves in the areas of ethics, transparency and corruption prevention, we have consolidated our Integrity Model, comprised of internal standards, principles, policies and values, designed to ensure compliance with applicable laws and regulations.

We updated and optimized the policies and procedures related to the management and referral of complaints, due diligence, Crime prevention model and Code of ethics and integrity.

In addition, we implemented a communication and training plan to foster a culture of compliance, raising awareness in each business unit about its specific risks and strengthening the decentralized Compliance model with its respective managers.

## Milestones for 2024

### Economic crimes model

Meat segment

To comply with the Economic and Environmental Crimes Law, we developed a campaign whose objectives were as follows:

- Carrying out the risk matrix analysis.
- Informing about the regulatory risks to which Agrosuper is exposed.
- Making decisions related to the main risks of non-compliance with regulations.

**100%**  
progress in the  
analysis of risks.



### Training

Meat segment

With the aim of maintaining a work and ethics culture in line with Agrosuper's values and principles and current regulations, the training sessions addressed the following:

- Crime prevention model, depending on the risks faced by the people trained.
- Free competition model.
- Business code of conduct.
- Code of ethics and integrity.
- Corporate values.
- Whistleblower channel.
- Special training on economic crimes.

**634**  
people trained.





### Code of Ethics and Integrity

As a guarantee of integrity and transparency in our work, we have defined the ethical principles and values that must be met by the directors, executives and employees of Agrosuper and its subsidiaries, without exception, reaffirming our commitment against corruption in any form whatsoever.

We distribute this content through official communication channels such as JAM, e-mail and screens installed at each facility.

Check our Code of Ethics and Integrity [here](#).

### Whistleblower Channel

External platform that reports irregularities, documents actions and monitors open, closed or ongoing complaints.

It ensures that the complainant remains anonymous, allows the case to be followed-up and receives reports of labor and sexual abuse situations. At internal level, its existence is communicated through e-mails, training, mass videos on the JAM corporate platform, tabletop posters in each meeting room and screens in the facilities.

The management of the whistleblower channel, including a training and communication plan adapted to each employee depending on their role in the company, is part of our internal control for risk mitigation and the generation of a culture of ethics and integrity in line with our values.

Learn more about Agrosuper's Whistleblower channel [here](#).



### Follow-up

The Audit and Compliance Committee reviews on a bimonthly basis the response times and the status of complaints (open, in process or closed), as well as their resolutions.

During this period, the following complaints were received through the whistleblower channel: Twelve complaints for non-compliance with codes and regulations, seven for improper use of assets and services, four related to information security, and 63 complaints related to consumer clients. There were no cases of money laundering, violation of human rights, or misuse of confidential information.

The complaints that are verified lead to sanctions in accordance with the internal regulations; otherwise, the complainant is informed of the steps taken. This process is reviewed periodically to ensure its effectiveness and all complaints received are reported to the Board of Directors.

We assess the effectiveness of the channel by means of annual surveys (internal and external) and through a benchmark carried out by the channel provider based on the size of the company and the number of complaints. Stakeholders can provide feedback in an annual survey and users of the channel can follow-up and recommend improvements.



267

complaints reported and communicated to the Board of Directors.

|                                                                                            |                                                                        |                                                                        |                                                                      |
|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------------|
| 0<br>workplace harassment.                                                                 | 0<br>sexual harassment.                                                | 120<br>discrimination, retaliation and/or mistreatment.                | 5<br>conflict of interest.                                           |
| 0<br>infringement of antitrust regulations.                                                | 7<br>non-compliance with the code of conduct and/or internal policies. | 0<br>bribery and/or kickbacks of domestic or foreign public officials. | 0<br>improper acceptance or delivery of gifts, invitations or trips. |
| 6<br>theft, robbery or embezzlement, fraud, scam.                                          | 0<br>money laundering.                                                 | 7<br>improper use of company assets and/or services.                   | 0<br>disclosure and/or use of company confidential information.      |
| 12<br>non-compliance with environmental, regulatory or voluntary codes and/or regulations. | 0<br>violation of human rights in the supply chain or in operations.   | 4<br>information security,                                             | 18<br>general queries.                                               |
| 63<br>consumer client.                                                                     | 7<br>quality.                                                          | 7<br>supplier complaints.                                              | 11<br>others Aquaculture segment.                                    |

### Channels to ask for advice on application of policies and practices

Clients, suppliers and employees:

Employees:

Telephone:  
800 914 618 (domestic). 844-235-8079 (international).

Complaints channels section on the institutional platform.

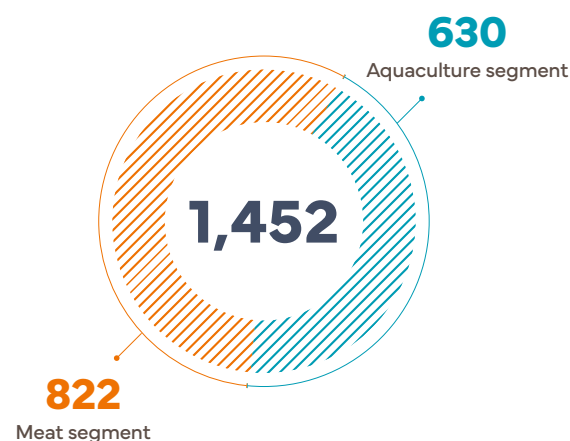
Company's website.

### Conflicts of interest

Every year, decision makers must submit a conflict of interest statement, detailing any direct or indirect relationship with companies that work with Agrosuper, with public officials or with parties closely related to the company.

In addition, we have a Conflict of interest policy and procedure and a third party due diligence process.

### Total number of transactions over which corruption risk assessments were conducted



**100%**  
Percentage of transactions over which corruption risk assessments were conducted

### Suppliers and clients who have received anti-corruption communications

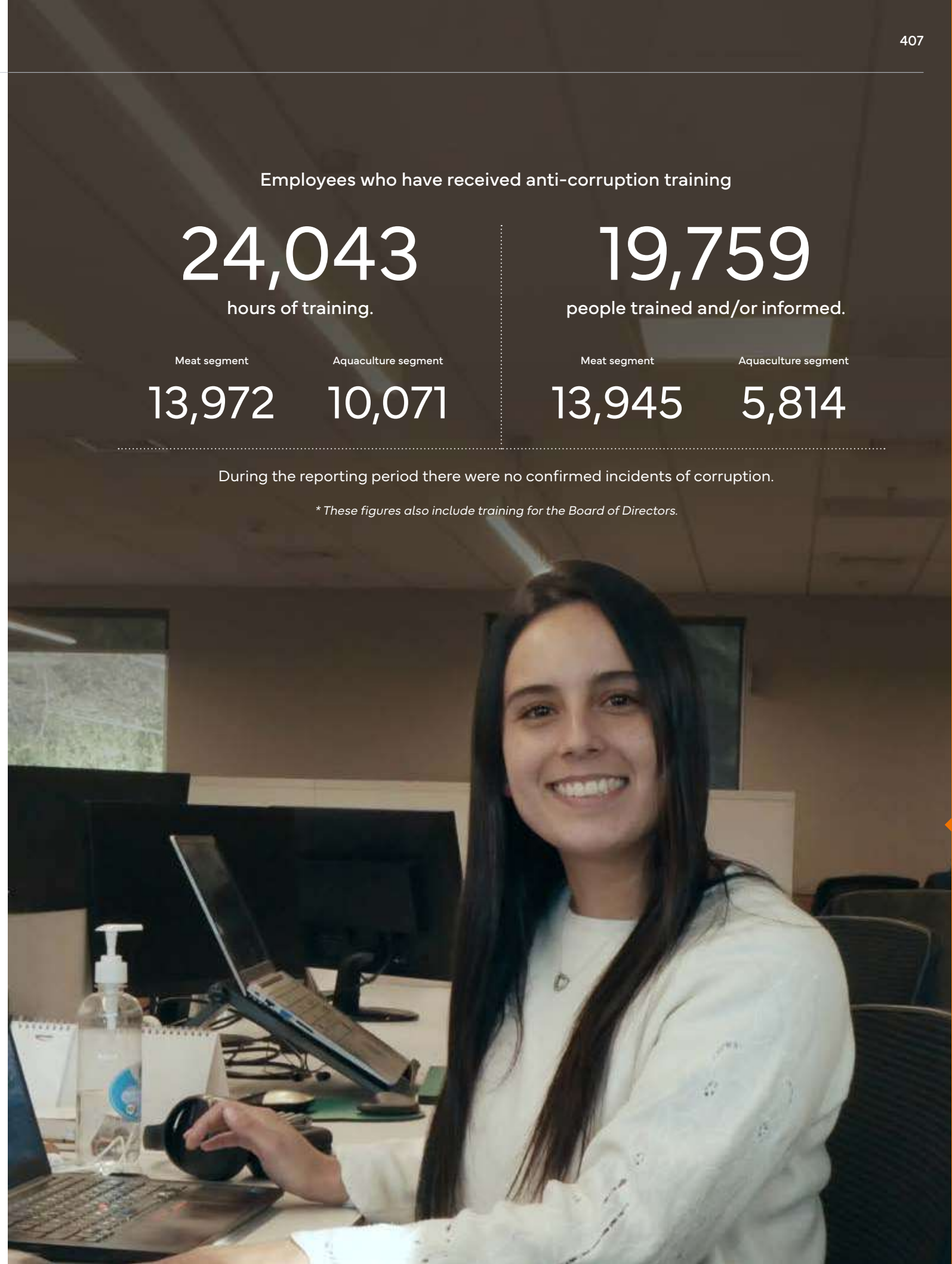


### Employees who have received anti-corruption training



During the reporting period there were no confirmed incidents of corruption.

*\* These figures also include training for the Board of Directors.*





## Crime prevention model (CPM)

In line with the Integrity model, this mechanism includes systems for prevention and detection of and response to the risks associated with the crimes specified in Law 20.393 and its amendments in Law 21.595, including, among others: corruption, money laundering, financing of terrorism and environmental crimes.

The person in charge of crime prevention is the Company's Legal Manager, who has regular and direct access to the Audit and compliance Committee and the Board of Directors of the company.\*

### Tools of the CPM:



### Employees trained on the crime prevention model

**16,038**  
employees trained in Crime Prevention Model.

**20,659**  
hours of training.

|               |                     |
|---------------|---------------------|
| Meat segment  | Aquaculture segment |
| <b>13,945</b> | <b>2,093</b>        |

|               |                     |
|---------------|---------------------|
| Meat segment  | Aquaculture segment |
| <b>13,972</b> | <b>6,687</b>        |

\* In March 2025, the company's Board of Directors agreed to appoint a second crime prevention officer for the Aquaculture segment, who will be the Attorney of Empresas AquaChile S.A.



## Legal and regulatory compliance

### Consumer rights protection, Law 19.496

Although we do not sell directly to the final consumer, we have a highly trained Customer Service area respond to doubts and complaints. In the event of requests received through the National Consumer Service (SERNAC), we prioritize a timely response and, when necessary, we seek external advice.

#### International

We have a contact channel to receive consumer concerns. Every case is reviewed and responded to in a timely manner.

During the reporting period, there were no sanctions imposed on the company in Chile or abroad.

### Detection of non-compliance with regulations concerning employee rights

We provide training on workplace harassment, sexual harassment and workplace violence to executives and division heads. We distributed the prevention protocol and the complaints procedure in all Agrosuper units, along with developing training capsules on current regulations and labor legislation for new leaders.

We have formal procedures to address harassment and discrimination complaints through an anonymous Whistleblower Channel.

During the reporting period, there were no sanctions imposed on the company.

### Environmental compliance

We have ISO 14001 certification, with which we use specific matrices to evaluate the environmental compliance status of each facility on a monthly basis.

During the reporting period, there were no sanctions imposed included in the Public Registry of Sanctions of the Superintendency of the Environment or equivalent body in foreign jurisdictions.

### Antitrust program

Part of the objective of the Integrity model is to ensure antitrust in relations with companies, suppliers and clients.

The policy on this regard establishes guidelines and principles for fair competition. In addition, it applies operational controls that prevent anti-competitive practices, such as segmentation of information in control dashboards, cross-checking of data and legal advice on specific issues.

In this regard, there were no sanctions imposed over the company in 2024.

### Responsibility of legal persons

We have policies and procedures in place to prevent non-compliance with the recently amended Law 20.393. Our crime prevention model is certified and undergoing the process of third-party validation.

In addition, we have formal whistleblower channels, risk matrices and training programs to detect irregularities.

During the reporting period there were no sanctions in this regard.

# Risk management

We monitor and report strategic risks on a bi-monthly basis to the Sustainability and Risk Committee.

## Risk management area

The corporate risk leader is responsible for identifying, evaluating and managing strategic risks together with the different areas. This leader also prepares the bimonthly report for the Sustainability and Risk Committee, keeps the matrices updated and executes the Audit plan on a monthly basis. It also controls the action plans defined to correct mitigation gaps and promotes a risk management culture in the organization.

## Internal audit unit

The Internal Audit Management team provides independent assurance regarding the proper mitigation of risks and compliance with policies and procedures through the Audit and Compliance Committee.

## Projects to reduce system vulnerabilities

Meat segment

- Improvement in identity and access management by streamlining the granting of permits, updating risk matrices, incorporating unique user identifiers, user groups, and improving logging and analysis reporting.
- Reinforcement of security in industrial networks through segmentation and protection, reducing the risk of virus propagation and controlling access.
- Renewal of obsolete branch and plant equipment thus improving data standards and eliminating obsolescence.



## Implementation of the risk management software Kyknos

Meat segment / Aquaculture segment

To centralize, automate and optimize the organization's risk management, we started the implementation of specialized software that integrates risk, compliance and audit to identify and assess controls.

**50%**  
progress in this project.



### Role of the Board of Directors and senior management

The Sustainability and Risk Committee of the Board of Directors supervises and reviews the strategic risks possibly affecting Agrosuper and AquaChile, defining control strategies together with the Corporate Affairs and Sustainability and the Corporate Audit management teams.

### Risk detection mechanisms and procedures

Management, together with an external consultant, determined the strategic risks, their impacts and mitigation measures for the business. The resulting matrix is periodically updated and approved by the Board of Directors, which monitors these risks on a bimonthly basis through the Sustainability and Risk Committee.

The Public Affairs area, which reports to the Corporate Affairs and Sustainability Management team, is responsible for detecting and reporting regulatory changes and changes in standards.





## Main corporate risks



### Credit and liquidity risk

To mitigate this risk, we have taken out credit insurance and operate on a cash-on-delivery basis.

With regard to liquidity, we maintain long-term financing and manage temporary investments to ensure financial stability.

As of December 31, 2024, the current liquidity ratio is 2.9 times, while the net debt to equity ratio is 0.2 times. The short-term debt to total debt ratio is 0.2 times. Coverage of financial expenses is 9.0 times, which generates sufficient margin for the payment of interest on financial liabilities.



### Significant price increases in raw materials, taxes, duties, tariffs and freight

Our results can be affected by changes in duties and taxes, the volatility in commodity prices, especially grain prices, and the value of freight, which can represent a high percentage of our operating costs. This could result in reduced production, increased costs, reduced margins and economic damage. In view of this scenario, measures such as access to financing, purchasing and stock policies, alternative suppliers, commodity contracts, financial hedges, adjustment to the offer and flexible feeding plans are implemented.



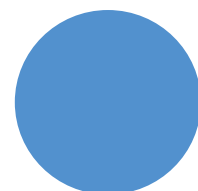
### Global or local economic conditions

A decline in the purchasing power could affect demand and consumption habits. To mitigate this risk, we develop strong brands and quality products that foster client loyalty. Our diversified portfolio makes it possible to offset variations in income and consumption. In addition, having access to multiple markets gives us the flexibility to redirect products in response to economic changes.



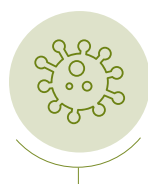
### Cyclical trend in the protein industry

The volatility of commodity prices, especially grain prices, has an impact on operating costs. Other key inputs, such as energy, fuel and transport, can also fluctuate significantly. To mitigate these effects, we are opting for sustainability and the diversification of renewable energy sources.



**Exchange rate fluctuation**

Since January 2021, we have used the U.S. dollar as our functional and presentation currency, since most of our revenues and costs are indexed to this currency. To mitigate exchange rate volatility, we use hedging instruments that reduce our exposure to variations in the currencies in the markets where we operate.



**Presence of diseases**

The risk of contagion of animal diseases could affect our operations, leading to temporary closures of production facilities or export markets. During the fourth quarter of 2024, no outbreaks of avian influenza were detected in our operations.

Together with the SAG, we maintain preventive controls in all sectors to ensure traceability and strict sanitary controls at each production stage.



**Climate change**

The main risks include droughts, floods, storms and temperature increases, which could affect the supply chain, the availability of raw materials, natural resources and supply-demand. To reduce these impacts, we optimize the use of water and energy through sustainable initiatives.



**Labor risks**

Having 19,834 employees as of December 31, 2024, we applied management strategies focused on organizational climate, training, collective bargaining and compensation to minimize the risk of employee turnover and labor contingencies.



**Changes in the environmental or health regulatory framework**

In addition to complying with current regulations, we apply high environmental standards in our facilities and continuously improve our processes, incorporating advanced technology and anticipating possible regulatory changes through an active relationship with the authorities.



**Contamination risk, product recalls, and civil liability**

Exposure to environmental pathogens, although controlled, cannot be completely eliminated. A defective product (contaminated, altered or mislabeled) could be recalled, resulting in inventory destruction costs and lost sales. We minimize these risks through rigorous quality controls, vertical integration and insurance policies.



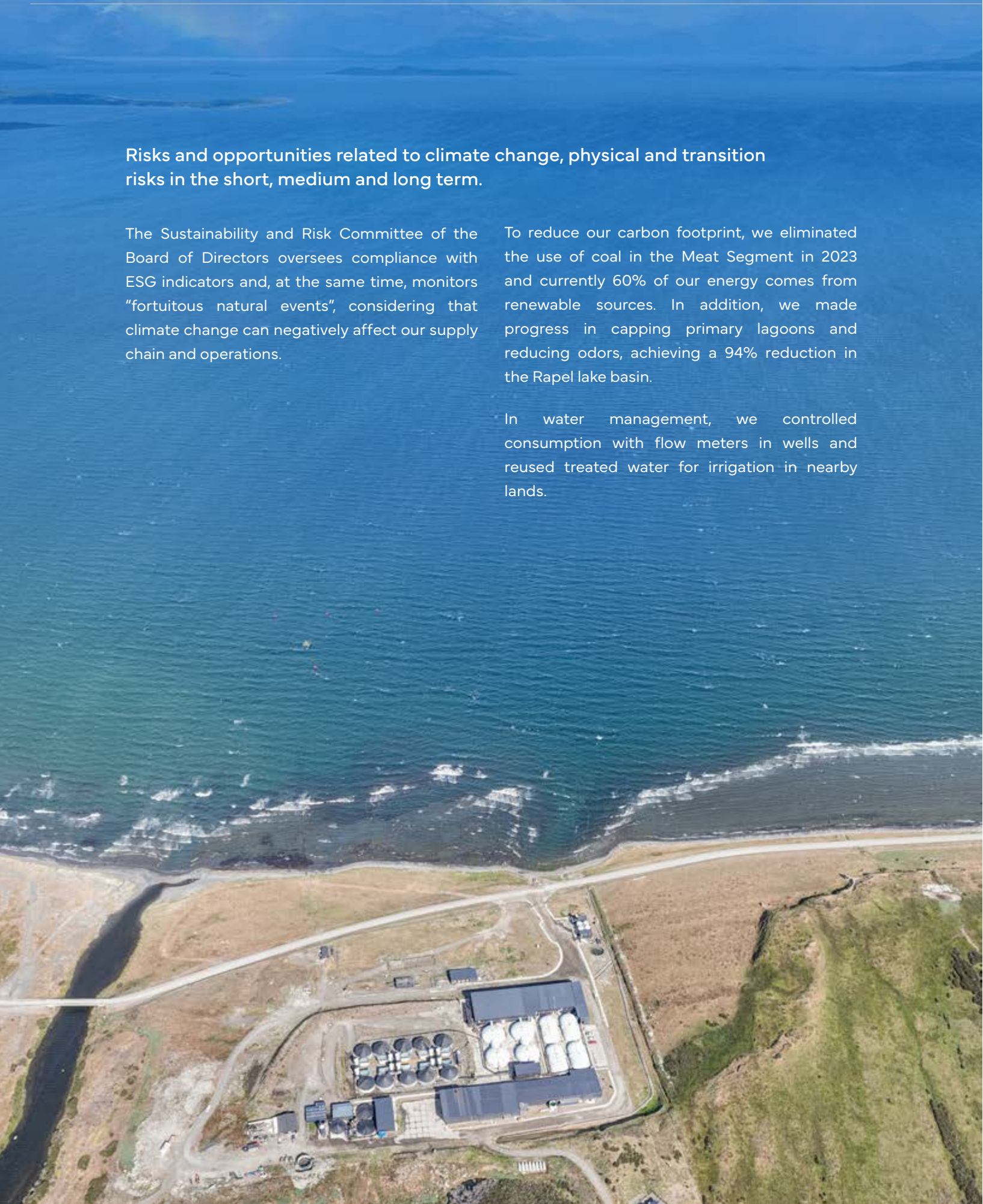
**Natural disasters**

In the event of significant damage to property, infrastructure or the environment, we have insurance policies to cover the impact on our property, plant and equipment.



**Terrorist acts / cyber-attacks**

Terrorist acts, cyber-attacks or other malicious acts affecting employees, systems, facilities or products can put people, animals, clients and the company's reputation at risk. These events can cause a shutdown of operations, financial losses, reputational damage, damage to people's health and integrity, and exposure to lawsuits. To mitigate these types of attacks, we apply measures such as access control, cybersecurity protocols, quality management, monitoring of critical systems and vulnerability testing.



**Risks and opportunities related to climate change, physical and transition risks in the short, medium and long term.**

The Sustainability and Risk Committee of the Board of Directors oversees compliance with ESG indicators and, at the same time, monitors “fortuitous natural events”, considering that climate change can negatively affect our supply chain and operations.

To reduce our carbon footprint, we eliminated the use of coal in the Meat Segment in 2023 and currently 60% of our energy comes from renewable sources. In addition, we made progress in capping primary lagoons and reducing odors, achieving a 94% reduction in the Rapel lake basin.

In water management, we controlled consumption with flow meters in wells and reused treated water for irrigation in nearby lands.



**Main risks related to antitrust**

Our Antitrust program manages the main risks related to clients and suppliers. The associated matrix is evaluated on an annual basis by the Legal and Compliance Management team.

We trained the areas with greater exposure, such as the Commercial Management and Procurement Management teams, reinforcing the protection of sensitive information and restrictions on communications with competitors.

**Consumer health and safety risks**

The Corporate Risk Committee oversees strategic risks related to consumer health and safety:



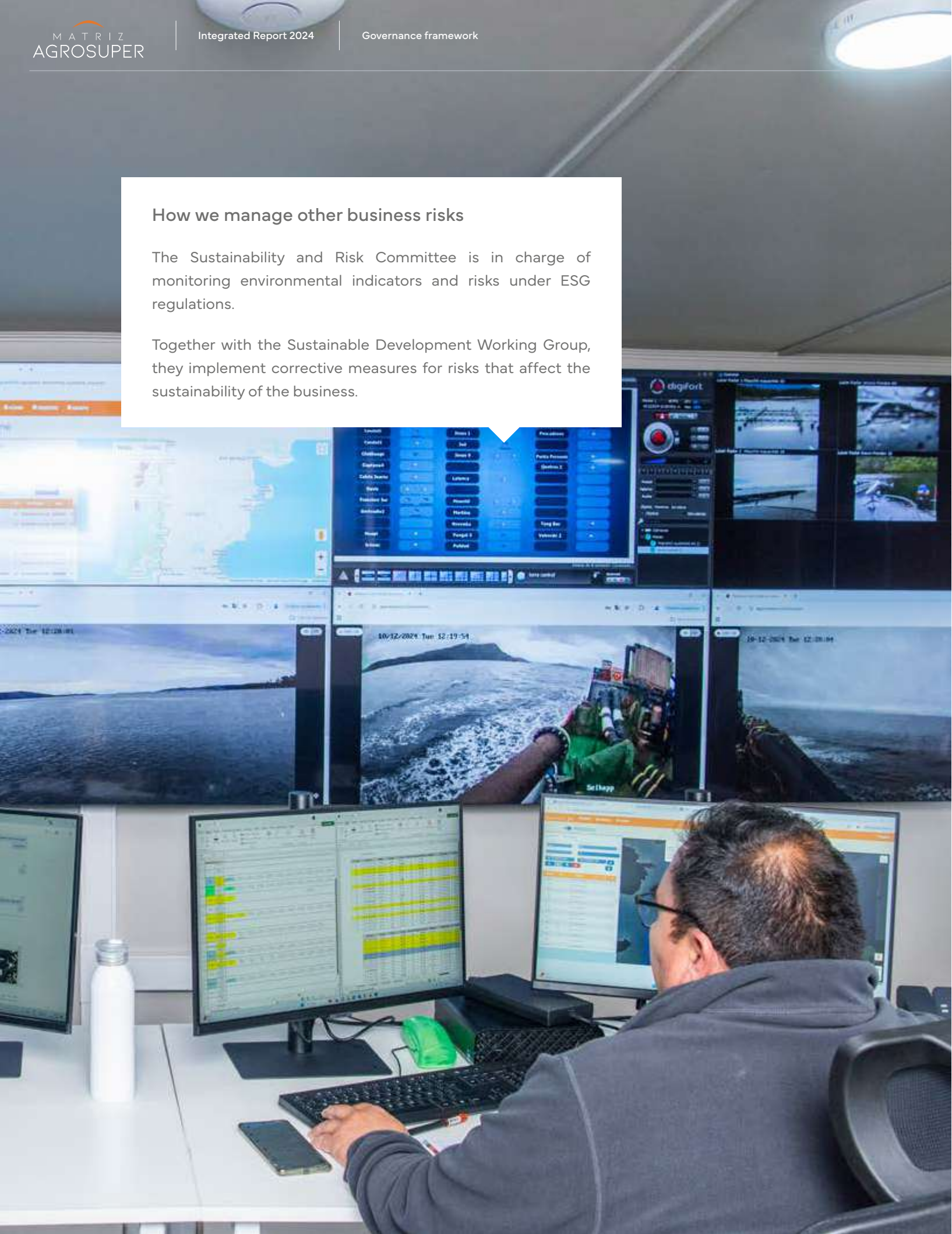
Product quality events that have massive impact on the health of consumers

Contamination risk, product recalls, and civil liability

### How we manage other business risks

The Sustainability and Risk Committee is in charge of monitoring environmental indicators and risks under ESG regulations.

Together with the Sustainable Development Working Group, they implement corrective measures for risks that affect the sustainability of the business.



### Cybersecurity

Our Strategic Information Security Master Plan, governed by the ISO 27001 standard, is structured into six strategic pillars:



The Cybersecurity Management team identifies, restrains and eradicates incidents, in addition to managing identities and accesses, in accordance with the principles of right-to-know and least privilege.

In addition, we work on the continuous improvement of detection systems and the protection of confidentiality, integrity and availability of information, with special focus on personal data and systems critical to the operation.



Milestones for 2024



**Industrial network security project**

Meat segment

We protect the industrial networks of critical infrastructure such as slaughter plants, feed plants and hatcheries, supporting the operational continuity of the company.

**70%**  
compliance

**Autonomous response to critical incidents using artificial intelligence**

Meat segment

The use of artificial intelligence by attackers obliges us to use it to defend ourselves, running autonomous responses in case of critical attacks.

**100%**  
restraint of critical events identified.



**Implementation of the ticket tool to manage the response to incidents**

Aquaculture segment

We organize and prioritize incidents in a systematic way, with a timely and adequate response. Through this tool we centralize the recording of each case, detailing its nature, date and time of occurrence, corrective actions and resolution time.



It responds effectively to security incidents.

It facilitates following-up on the progress of each incident.

It improves communication among team members.

It provides a detailed history for future reference and analysis.

**ISO 27001 Information Security Management System for Mercatus**

Aquaculture segment

To implement the ISO 27001 standard, we established an information security management system (ISMS) for the Mercatus system. In parallel, we identified gaps, developed specific policies and procedures and a risk assessment.

In 2025, we will progress with the implementation of adequate security controls and training of the personnel involved.

**100%**  
of processes identified.

**30%**  
of assets analyzed.

**25%**  
of risks identified.



# FINANCIAL STATEMENTS

11



To review the financial statements, scan or click on the QR code.



The financial statements are also available at the following link of the Financial Market Commission (CMF).



# 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, its modification and the administration of the latter; (c) the administration, manufacture, preparation, operation and sale, whether directly or through other people, in all types of movable property, specially from derived products or those related products with agriculture, mining, fishing, feeding, electricity and fuels; (d) the administration, construction, operation and sale whether directly or through other people, in 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 type 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.

## INFORMATION ABOUT THE ENTITY

- 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**

## NOTARIZATION

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

## ACT OF INCORPORATION

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

## ADDRESSES, TELEPHONE NUMBERS AND OTHER

- Main address: **Camino La Estrella 401, of. 56, Sector Punta de Cortés, Rancagua**
- Tel.: **72 2 356 8000**
- Website: **www.agrosuper.com**



# Corporate Purpose

## Shares

There are no series of shares, they are all common, nominative shares, of the same series and with no par value.

## Dividend policy

The Company's bylaws and article No. 79 of the Law for Public Companies establish the annual payment of a mandatory dividend, provided that it does not record net losses for the year or accumulated losses from previous years. This mandatory dividend is equivalent to 30% of the distributable net profit for the respective reporting year, unless otherwise resolved at the Ordinary Shareholders' Meeting by unanimous vote of the issued shares. The Board of Directors annually reviews the provision for the percentage of net profit, which depends on the Company's final distributable net profit. To date, management has not agreed on any changes to the dividend policy for the next two years.

The dividend for the 2023 year-end was approved on April 29, 2024. This dividend was paid on October 3, 2024. The dividend payable per share is US\$0.00091354499.

## Other securities issued by the company

On December 20, 2011, UF5,000,000 of Series D bonds were placed with a term of 21 years with a 10-year grace period and a placement rate of UF+4.78% per annum. These bonds were issued against the 30-year bond line registered in the Securities Registry of the CMF (formerly SVS), under number 679 on September 15, 2011.

On September 6, 2012, UF1,500,000 of Series E bonds were placed with a bullet term of 5 years and a placement rate of UF+3.78% per annum. These bonds were issued against the 10-year bond line, registered in the Securities Registry of the CMF (formerly SVS), under number 678 on August 17, 2012. These bonds were paid in September 2017 at maturity and under the contractual terms of their placement.

On September 10, 2018, UF 4,000,000 of Series L bonds were placed with a bullet term of 10 years and a placement rate of UF+2.39% per annum. These bonds were issued against the 30 year bond line registered in the Securities Registry of the CMF (formerly SVS), under number 808 on April 10, 2015.

On September 10, 2018, UF1,500,000 of Series M were placed with a term of 23 years and a placement rate of UF+2.83% per annum. These bonds were issued against the 30-year bond line registered in the Securities Registry of the CMF (formerly SVS), under number 808 on April 10, 2015.

On January 20, 2022, Agrosuper placed bonds in the international market for a total amount of US\$500,000,000, with maturity on January 20, 2032. Interest is payable half-yearly on January 20 and July 20 during the term, beginning on July 20, 2022. The cover and placement rate of the bonds was 4.60% ("coupon"). The issue has been 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. The funds were used to refinance Agrosuper's short and long-term debt as well as for general corporate purposes.



### Ownership and control

In accordance with the provisions contained in Title XV of Law 18.045, the Company has a controlling party.

**98.48%**  
Percentage controlled directly and indirectly by the controlling party.

**Controlling party**

Promotora Doñihue Limitada.

**Taxpayer ID No.**

78.407.260-6

**Total shares**

23,143,171,029

**Ownership percentage**

98.48%

### Natural persons behind the controlling party

The Company is controlled by 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.

| Full name                       | ID No.      | %     |
|---------------------------------|-------------|-------|
| Successor of Gonzalo Vial Vial  | -           | 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 del Rosario Vial Concha | 7,022,663-4 | 24.57 |

The aforementioned natural persons participate in Agrosuper S.A. by means of the companies Sociedad Promotora Doñihue Limitada and Agrocomercial El Paso S.A. holding directly and indirectly 100% of the shares and corporate rights of these companies. The natural persons identified above are related by kinship to the same corporate group and, therefore, there is a legal assumption of joint action established by the Securities Market Law.



### Changes in ownership during the last year

Due to the passing away of Mr. Gonzalo Vial Vial Vial (January 30, 2024), who was also the founder and controller of the company, his children, mentioned above, became the sole controllers.

### Identification of partners or majority shareholders

**Promotora Doñihue Limitada**

Taxpayer ID Number: 78,407,260-6

**23,143,171,029**

Total shares

**98.48%**

Ownership percentage

**Agrocomercial El Paso S.A.**

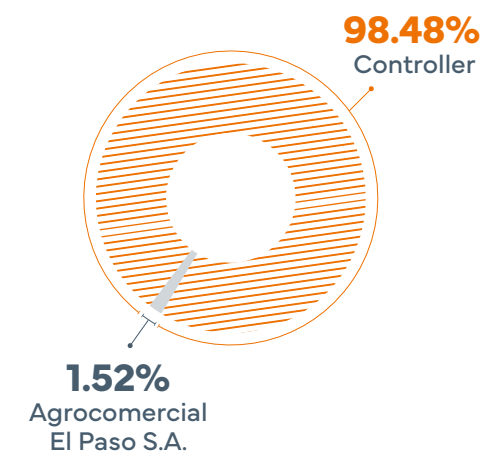
Taxpayer ID Number: 96,733,090-6

**357,205,727**

Total shares

**1.52%**

Ownership percentage





### Comments from shareholders

The company does not have a directors' committee due to its ownership structure.

The minutes of the shareholders' meetings are published in the CMF. They contain the shareholders' comments on the company's performance.

### Nature of the products sold by the company

The products sold by Agrosuper belong to the protein food industry.

Agrosuper is divided into the meat and aquaculture segments. The meat division produces chicken, pork, turkey and processed foods, including chicken, turkey and pork cold cuts, as well as processed foods such as hamburgers, empanadas and pizzas, among others.

Industrial sector: agriculture, processed food.

### Legal and regulatory framework that governs or affects the industry

All the regulations in force applicable to public companies (Law 18.046 and its regulations), issuers of public offerings and obligations (Law 18.045), duties and rights for the Board of Directors and main executives included in the relevant regulations (Financial Market Commission regulations), which establish the obligations, duties and other regulations for public companies, issuers of securities (which govern the company, as a result of the fact that it has bonds in the domestic market, with respect to the obligation of reporting to the market, in accordance with the regulations issued by the CMF, as a regulated company).

#### **DL 211:**

Its purpose is to promote and defend antitrust in the markets.

#### **Law 20.393:**

It regulates a criminal liability system for legal entities applicable to the crimes of money laundering, financing of terrorism, bribery of national and international public officials, receiving stolen goods, water pollution and others defined in this law.

#### **General Environmental Law 19.300:**

It establishes the standards for the general protection of the environment, regulates the mechanisms for environmental management, liability for environmental damage, oversight and the Chilean environmental institutional, among others. It establishes the requirements and formalities that must be complied with by projects that could have an environmental impact.

#### **Decree 40 Regulation of the Environmental Impact Assessment System (EIAS):**

It establishes the provisions governing the EIAS and specifies the requirements for projects to be submitted to environmental assessment.

#### **Food Sanitary Regulations, Supreme Decree 977:**

It establishes the sanitary conditions for the production, import, processing, packaging, storage, distribution and sale of food for human consumption. Its purpose is to ensure the supply of healthy and safe food.

#### **Supreme Decree 594:**

It establishes the basic sanitary and environmental conditions in the workplace. It establishes the sanitary and environmental obligations that companies must maintain to protect the life and health of their employees. It is applicable to all employees and contractors.

#### **Sanitary Code, DFL 725:**

It is the framework that establishes the regulations related to the promotion, protection and recovery of the health of the inhabitants of Chile. It establishes the basis for sanitary investigations and the sanctions applicable for infringing any provision contained in this code or its regulations.

#### **Labor Directorate:**

It is a government institution in charge of supervising and overseeing compliance with labor and social security laws in the country. Its mission is to contribute to modernizing and making labor relations more equitable.

#### **Internal Revenue Service:**

Government entity responsible for the administration and supervision of taxes in the country. Its main objective is to ensure compliance with tax obligations and facilitate the tax return and payment process for taxpayers.

## Regulatory agencies

### Ministerial Secretariat of Health

This entity is responsible for promoting, preventing and improving the health of the people living in the region, ensuring compliance with health regulations, promoting healthy lifestyles, monitoring and controlling environmental and psychosocial health conditions to extend disease-free life, with quality, equity and participation. It reports to the Ministry of Health.

### Agricultural and Livestock Service (SAG)

Official Chilean government agency responsible for supporting the development of agriculture, forestry and livestock through the protection and improvement of animal and plant health. Its duties include certifying products for export, controlling that food and medicines produced for animals are safe and do not cause alterations to their health, etc.

### Superintendency of the Environment

Decentralized public service, with legal personality and its own assets. It is exclusively responsible for executing, organizing and coordinating the follow-up and oversight of environmental qualification resolutions, environmental prevention and/or decontamination plan measures, the content of environmental quality standards and emission standards, and management plans, when applicable, and all other environmental mechanisms established by law.

### Ministerial Secretariat of the Environment

Its mission is to work with the relevant agencies in formulating environmental policies for the management, use and sustainable exploitation of renewable natural and water resources. It reports to the Environment Ministry.

### National Fish and Aquaculture Service (Sernapesca)

An entity reporting to the Ministry of Economy, Development and Tourism whose mission is to contribute to the sustainability of the sector and the protection of hydrobiological resources and their environment through integral supervision and sanitary management that influences the behavior of the sector, promoting compliance with regulations.

### Water General Directorate (DGA)

Government agency responsible for ensuring balance and harmony in the use of groundwater, promoting and strengthening its governance, safeguarding its preservation and availability in terms of quality and quantity for sustainable, resilient, inclusive, participatory, and gender-sensitive development, caring for people and improving their quality of life.

### Financial Market Commission (CMF)

A public service of a technical nature whose main objectives include ensuring the correct operation, development and stability of the financial market, facilitating the participation of market agents and promoting the protection of public faith. To this end, it maintains a general and systemic vision of the market, considering the interests of investors, depositors and policyholders, as well as safeguarding the public interest. It is responsible for ensuring that the audited persons or entities comply with the laws, regulations, bylaws and other provisions governing them, from inception to liquidation, being entitled to perform the most comprehensive oversight of all their operations.

### National Economic Prosecutor's Office (FNE)

Chilean agency in charge of defending and promoting free competition in all markets or productive sectors of the Chilean economy. The Antitrust Law (DL 211) establishes that the FNE is a decentralized public service, with legal personality and its own assets, independent of any agency or service, and subject to the supervision of the President of the Republic through the Ministry of Economy, Development and Tourism. To fulfill its duties, the FNE investigates any fact, act or agreement that prevents, restricts or hinders free competition, or that tends to produce such effects. The focuses of its investigations include collusive practices, abuses of monopolistic positions and concentrations that affect or may affect the efficient operation of markets and consumer wellbeing.

### National Customs Service

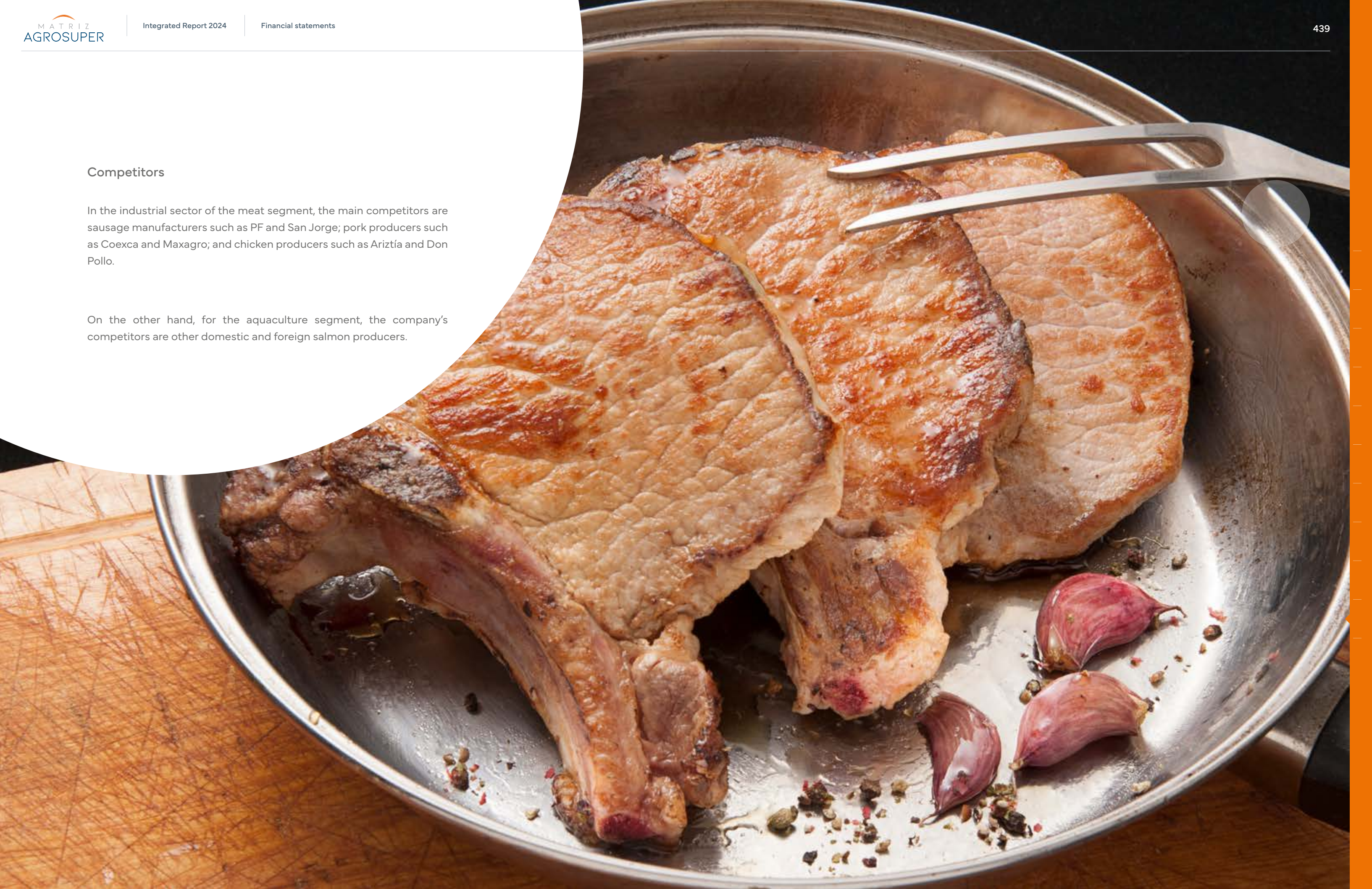
State agency whose mission is to control and facilitate foreign trade in order to contribute to tax collection, economic development, competitiveness and the protection of the country and people, promoting voluntary compliance with regulations.



## Competitors

In the industrial sector of the meat segment, the main competitors are sausage manufacturers such as PF and San Jorge; pork producers such as Coexca and Maxagro; and chicken producers such as Ariztía and Don Pollo.

On the other hand, for the aquaculture segment, the company's competitors are other domestic and foreign salmon producers.



## Business conducted by the entity

Meat segment

### Main activities

Sale of chicken, pork and turkey meat.

### Main products produced and sold

Various products derived from the slaughter of chickens, pigs and turkeys.

### Main markets in which these products are sold

In the domestic market, in all regions of the country, from Arica to Punta Arenas.

The company's products are also sold in the markets of Canada, the United States, Mexico, South America, Central America, Europe, Africa and Asia. Within Asia, China, Japan and Korea stand out.

### Sales channels and distribution methods used to sell the products

**Chile:** own distribution throughout most of the country. Distribution by third parties in Chiloé, Curicó, San Felipe and Talca. The channels served in the domestic market are supermarkets, food service, traditional, large clients and industrial processors.

**International:** We export from Chile to the markets and at the local level we distribute through distributors.

### Main brands used to sell products

The main brands used in the domestic and international markets are Agrosuper, Super Pollo, Super Cerdo, Sopraval, La Crianza, Cecinas Super, King.

### Main licenses, franchises, royalties and/or concessions held by the company

Model granted by INAPI for the deboning of poultry breast clavicle with a support with two solid projections.

### Other external factors significant to the development of the company's business

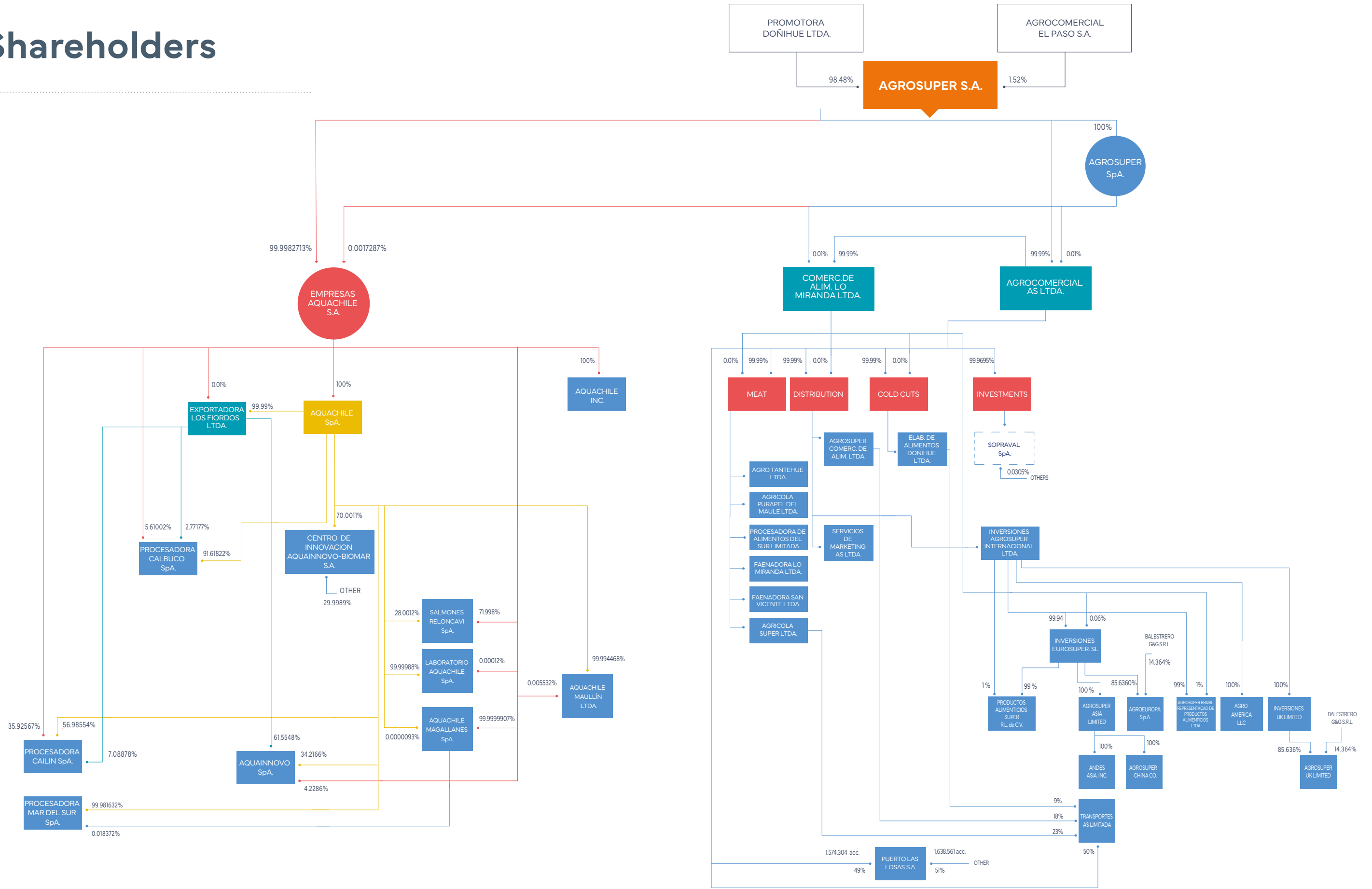
**Global or local economic conditions:** Both the domestic and international economies have been exposed to increases in inflation since the beginning of 2021 due to the increase in domestic liquidity caused by early withdrawals of pension funds, in the case of Chile, monetary aids provided by governments and the strengthening of the dollar worldwide. In response to rising inflation, and as a mitigation measure, western Central Banks have chosen to increase interest rates, slowing down the world economy. This slowdown has caused a decrease in people's purchasing power, impacting the demand for some of the products produced and/or sold by the company.

**Changes in the environmental or health regulatory framework:** Regulatory changes in health, environmental or concession issues can significantly affect the operation, development and results of one or more businesses. For this reason, the company has worked continuously to implement best practices and optimal technologies in all its facilities, complying not only with current legislation but also setting itself the highest environmental standards. In addition, the Company actively monitors and accompanies proposed legislation that could affect it.

**Environmental risks:** Natural disasters: The Company's operating results could be affected by natural disasters such as earthquakes, tsunamis or fires, which could also result in potential damage to its property, plant and equipment. All these major risks are covered by insurance policies, which exclude only chicken, pig and turkey feedlots, because of their wide geographic dispersion.

**Industry and commercial risks:** The protein industry and the Company's results can follow a cyclical trend largely driven by international commodity prices. Accordingly, the company's results might be affected by the volatility in commodity prices, especially international grain prices, which represent a high percentage of the company's operational costs. Other supplies and services that are important to the Company, which can be subject to significant price fluctuations, are energy, fuel and transportation. The Company is committed to sustainability and an ongoing search for new sources of renewable energy, always aiming to use energy efficiently and to reduce our environmental footprint by controlling processes and equipment and promoting the use of clean fuels.

# Shareholders



# Agrosuper related parties



## Subsidiaries

### AGROCOMERCIAL AS LIMITADA

**Name:** Agrocomercial AS Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 1,254,476,471.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Direct subsidiary 99.99%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The acquisition, commercialization and sale of poultry, pigs and animals in general, as well as meat products of any kind;
- b. The acquisition, administration and exploitation of real estate owned by itself or by third parties;
- c. The exploitation of agro-industrial businesses;
- d. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose. In the case of limited partnerships, it may act as limited partner or manager;
- e. The performance of electrical activities on its own behalf or on behalf of third parties, being able, among others, to generate, acquire, distribute, transmit and commercialize electrical energy; and any other related activity; and in general, any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 31, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Jaime Rios (production manager) , Alejandro Montes (corporate procurement manager)

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 52.18%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### AGROSUPER SpA.

**Name:** Agrosuper SpA.

**Type of company:** Joint Stock Company

**Capital:** US\$ 125,839.-

**Management:** Agrosuper S.A.

**Total ownership % held by the parent:** Direct subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:** The purpose of the company is to invest, on its own account or on behalf of third parties, in all kinds of movable, tangible or intangible assets, shares of public or private limited liability companies, rights in partnerships, bonds, debt securities, financial instruments and, in general, all kinds of marketable securities and debt or investment securities, as well as to manage and exploit these investments and their proceeds, both in Chile and abroad.

**Address:** Camino La Estrella N° 401, oficina 57, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** The company is managed by the parent.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.01%

**Description of commercial relations:** The parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

## AGRICOLA SUPER LIMITADA

**Name:** Agrícola Super Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 338,511,882.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The exploitation and commercialization, directly or through third parties, of all kinds of movable assets, especially those derived from or related to agriculture and foodstuffs;
- b. The administration, exploitation and commercialization, directly or through third parties, of all kinds of agricultural real estate, animals, forestry, fruit growing and agriculture in general;
- c. The provision of services; and
- d. The performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, office 24, Sector Punta de Cortes, Rancagua.

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Jaime Rios (production manager) , Alejandro Montes (corporate procurement manager)

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 30.66%

**Description of commercial relations:** The subsidiary is an operating subsidiary engaged in production and the parent provides back office services.

## AGROSUPER COMERCIALIZADORA DE ALIMENTOS LIMITADA

**Name:** Agrosuper Comercializadora de Alimentos Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 95,869,970.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The acquisition, commercialization and distribution of all kinds of goods or food products on its own account or on behalf of third parties, which can be done using its own vehicles or those of third parties; it may also lease, bail out or temporarily transfer, in any form, movable tangible property;
- b. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose. In the case of limited partnerships, it may act as limited partner or manager;
- c. Commercialization, distribution, import and export, either directly or through third parties, on its own account or on behalf of third parties, of meat and complementary products of poultry, livestock and animals in general, especially swine, sheep, cattle, and their by-products; commercialization of meat through the purchase of animals, their slaughtering and sale of meat products and by-products;
- d. The warehousing, storage, deposit, safekeeping, custody and/or administration, on its own account or on behalf of third parties, of goods, products and species of any nature, whether of its own or belonging to third parties, and, in general, all kinds of deposits and/or warehousing; and
- e. The rendering of all kinds of services to natural or legal persons and other types of entities, especially to persons related to the company, including but not limited to administrative, financial, accounting, treasury, controllership and human resources services, whether in the country or abroad.

**Address:** Camino La Estrella N° 401, oficina 7, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Guillermo Diaz del Rio (CEO of Agrosuper carnes) Facundo Porolli (commercial manager) Juan Pablo Uriarte Diez (finance and administration manager, meat segment).

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 24.60%

**Description of commercial relations:** The subsidiary is an operating subsidiary engaged in the sale of products and the parent provides back office services.

## SOPRAVAL SpA.

**Name:** Sopraval SpA

**Type of company:** Joint Stock Company

**Capital:** US\$ 206,626,528.-

**Management**

**The Board of Directors is comprised of José Guzmán Vial, Luis Felipe Fuenzalida Bascuñan and Guillermo Díaz del Río Riesco.**

**Total ownership % held by the parent:** Indirect subsidiary 99.88%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The raising and slaughtering of poultry and other animals, including the freezing, preservation, processing and transformation of their products or by-products, and especially, the production of poultry cold cuts;
- b. The manufacture of food and supplies necessary for the development of the same activities or other supplementary or related activities;
- c. The domestic or international commercialization of all kinds of goods and products, the undertaking of representations and the rendering of all kinds of services; and
- d. The exploitation of its own or other people's agricultural lands, under any title and in any form. In all these activities, the company may act on its own behalf or on behalf of third parties, both in the country and abroad.

**Address:** JJ Godoy, Sector Artificio, La Calera.

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Jaime Rios (production manager) , Alejandro Montes (corporate procurement manager)

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 6.24%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## FAENADORA LO MIRANDA LIMITADA

**Name:** Faenadora Lo Miranda Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 15,777,678.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The slaughtering, cold storage, commercialization, distribution, import and export, either directly or through third parties, of meat and supplementary poultry products, livestock and animals in general, especially swine, sheep, cattle, and their by-products;
- b. The exploitation of agro-industrial facilities, refrigerators for the slaughtering, processing and preservation of meat in general;
- c. Transformation of food and meat from fishing activities;
- d. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose. In the case of limited partnerships, it may act as limited partner or manager;
- e. The performance of electrical activities on its own behalf or on behalf of third parties, being able, among others, to generate, acquire, distribute, transmit and commercialize electrical energy; and in general any other related activity; and
- f. The provision of services; and
- g. Any other activity agreed upon by the partners.

**Address:** Carretera H30, N° 3814, Lo Miranda

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Álvaro Ortiz (industrial manager) , Felipe Fuenzalida (corporate finance and administration manager).

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 3.42%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

## FAENADORA SAN VICENTE LIMITADA

**Name:** Faenadora San Vicente Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 8,296,777.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The slaughtering, cold storage, commercialization, distribution, import and export, either directly or through third parties, of meat and supplementary poultry products, livestock and animals in general, especially swine, sheep, cattle, and their by-products;
- b. The exploitation of agro-industrial facilities, refrigerators for the slaughtering, processing and preservation of meat in general;
- c. Transformation of food and meat from fishing activities, either on its own account or on behalf of third parties;
- d. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose. In the case of limited partnerships, it may act as limited partner or manager;
- e. The performance of electrical activities on its own behalf or on behalf of third parties, being able, among others, to generate, acquire, distribute, transmit and commercialize electrical energy; and in general any other related activity; and
- f. The provision of services; and
- g. Any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 54, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Álvaro Ortiz (industrial manager), Felipe Fuenzalida (corporate finance and administration manager).

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 2.34%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## PROCESADORA DE ALIMENTOS DEL SUR LIMITADA

**Name:** Procesadora de Alimentos de Sur Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 26,325,444.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The slaughtering, cold storage of meat and supplementary products of poultry, livestock and animals in general, especially swine, sheep, cattle, and their by-products;
- b. The exploitation of agro-industrial facilities, refrigerators for the slaughtering, processing and preservation of meat in general, and its by-products;
- c. The commercialization, distribution, acquisition, import and export, either directly or through third parties, of its own meat products or those belonging to third parties, as by-products thereof;
- d. The performance of electrical activities on its own behalf or on behalf of third parties, being able, among others, to generate, acquire, distribute, transmit and commercialize electrical energy; and in general any other related activity; and
- e. The provision of services; and
- f. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose. In the case of limited partnerships, it may act as limited partner or manager; Entities, and
- g. The performance of any other activity agreed upon by the partners. Address: Camino La Estrella N° 401, oficina 18, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Álvaro Ortiz (industrial manager), Felipe Fuenzalida (corporate finance and administration manager).

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 1.50%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## ELABORADORA DE ALIMENTOS DOÑIHUE LIMITADA

**Name:** Elaboradora de Alimentos Doñihue Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 1,913,768.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The production and manufacturing, directly or through third parties, on its own or on behalf of third parties, of all kinds of cold cuts, and in general, of all kinds of food products for human consumption, as well as their commercialization, distribution and export;
- b. The rendering of all kinds of services, whether directly or acting as an intermediary between third parties and the client.
- c. Any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 33, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Alvaro Ortiz (commercial manager) Felipe Fuenzalida (corporate finance and administration manager).

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.63%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## AGRO TANTEHUE LIMITADA

**Name:** Agro Tantehue Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 735,059.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The exploitation and commercialization, directly or through third parties, of all kinds of movable assets, especially those derived from or related to agriculture and foodstuffs;
- b. The administration, exploitation and commercialization, directly or through third parties, of all kinds of agricultural real estate, being able to engage specifically in the raising of all types of animals, forestry, fruit growing and agriculture in general.
- c. The provision of services; and
- d. The performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 14, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Jaime Rios (production manager), Alejandro Montes (corporate procurement manager).

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.45%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

## AGRICOLA PURAPEL DEL MAULE LIMITADA

**Name:** Agrícola Purapel del Maule Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 19,752,862.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The exploitation and commercialization, directly or through third parties, of all kinds of movable assets, especially those derived from or related to agriculture and food;
- b. The administration, exploitation and commercialization, directly or through third parties, of all kinds of agricultural real estate, animals, forestry, fruit growing and agriculture in general;
- c. The provision of services; and
- d. The performance of any other activity agreed upon by the partners.

**Address:** Antillanca Sur 586, Pudahuel

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Jaime Rios (production manager) , Alejandro Montes (corporate procurement manager)

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.31%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## SERVICIOS DE MARKETING AS LIMITADA

**Name:** Servicios de Marketing AS Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 291,678.-

**Management:** Individually to any of the partners, through agents or delegates whose appointment or removal must be made by public deed.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:** The performance of promotion and marketing services in all kinds of businesses, especially those related to commercial activities and, in general, the performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 33, Sector Punta de Cortés, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Facundo Porolli (commercial manager)

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.14%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## TRANSPORTES AS LIMITADA

**Name:** Transportes AS Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 3,635,980.-

**Management:** Agrocomercial AS Limitada, through agents with representation powers.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The brokerage and intermediation of movable and immovable assets; procurement, brokerage, intermediation and advisory services for maritime and aquaculture concessions and the purchase and sale of such concessions and of water rights; the purchase and sale of real estate, whether built or not, the purchase and sale of maritime and aquaculture concessions, water rights and mining concessions; the promotion of businesses, investments, constructions and housing plans and related advisory services; the administration and lease, on its own account or on behalf of third parties, of real estate and any other act that is directly or indirectly related, currently or in the future, to this line of business;
- b. The provision of services to clients in the areas of business and industrial training related to aquaculture, environmental regulations, the environment, ecology, finances, tourism and fishing;
- c. The extraction, cultivation, commercialization, purchase and sale of all types of agricultural and agro-industrial products; products from the sea, rivers and lakes and their derivatives, as well as the import, export and intermediation of all types of food products, from the land or the sea, machinery, accessories, tools and spare parts for all types of industry and businesses, fishing, maritime, agricultural and computer industries;
- d. Advisory services, preparation, implementation and performance of all types of environmental and ecological projects, either directly or as a contractor or subcontractor, and any other business currently or in the future related to the aforementioned purposes;
- e. Any other business agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 49, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable. Chief Executive Officer or Administrator: Not applicable.

**Senior executives holding some of the positions:** Not applicable.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.10%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## COMERCIALIZADORA DE ALIMENTOS LO MIRANDA LIMITADA

**Name:** Comercializadora de Alimentos Lo Miranda Limitada.

**Type of company:** Limited Liability Company.

**Capital:** US\$ 369,185.-

**Management:** Any of the partners, by means of proxies with powers of representation.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The administration, manufacturing, processing, exploitation and commercialization, directly or through third parties, of all kinds of movable assets, either of its own or belonging to third parties, especially those derived or coming from or related to agriculture, such as: fruit, wine, meat, wood, etc.; or products coming from mining, fishing, or used for foodstuffs,
- b. The administration, construction, subdivision, urbanization, exploitation and commercialization, directly or through third parties, of all kinds of agricultural and non-agricultural real estate, either of its own or belonging to third-parties, being able to engage specifically in the raising of all types of animals, forestry, fruit growing and agriculture in general,
- c. The provision of services, and
- d. The performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 16, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Not applicable.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.01%

**Description of commercial relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.

There were no changes in the ownership percentage of any of the subsidiaries compared to last year.

## Indirect associate

### INVERSIONES AGROSUPER INTERNACIONAL LIMITADA

**Name:** Inversiones Agrosuper Internacional Limitada

**Type of company:** Limited Liability Company

**Capital:** US\$ 3,877,940.-

**Management:** Individually to any of the partners, through agents or delegates whose appointment or removal must be made by public deed.

**Total ownership % held by the parent:** Indirect subsidiary 100%

**Country in which it operates:** Chile

**Corporate purpose:**

- a. The performance of investments in all kinds of businesses, including the acquisition of shares and rights in companies of any kind, domestic and/or foreign, debentures, bonds, bills of exchange and all kinds of securities and investment instruments and the administration of these investments and their proceeds; and
- b. In general, the performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, Sector Punta de Cortes, Rancagua

**Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Facundo Porolli (commercial manager)

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.80%

**Description of commercial relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.

### INVERSIONES EUROSUPER SL (Spain)

**Name:** Inversiones Eurosuper SL

**Type of company:** Limited company

**Capital:** US\$ 936,281.-

**Management:** Álvaro Redondo Pena (Chairman of the Board of Directors), Jose Guzman Vial, Guillermo Diaz del Rio Riesco and Luis Felipe Fuenzalida Bascunan (Directors)

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** Spain

**Corporate purpose:**

- a. Acquisition, holding, management and administration of securities and shares or any representation of ownership in capital companies of any kind not residing in Spain.
- b. Financial services.

**Address:** C/ PRINCIPE DE VERGARA NUMERO 211, 7 D, MADRID 28002-MADRID

**Directors:** Álvaro Redondo Pena (Chairman of the Board of Directors), José Guzmán Vial, Guillermo Diaz del Rio Riesco and Luis Felipe Fuenzalida Bascuñán (Directors), Karl Heinrich Lincke ( Non-director secretary)

**Chief Executive Officer or Administrator:** N/A

**Senior executives holding some of the positions:** José Guzmán Vial, Guillermo Diaz del Rio Riesco and Luis Felipe Fuenzalida Bascuñán.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.53%

**Description of commercial relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.

### AGROSUPER ASIA LIMITED (Hong Kong)

**Name:** Agrosuper Asia Limited

**Type of company:** Limited Company

**Capital:** US\$ 759,758.-

**Management:** Guillermo Diaz del Rio (Director), José Guzmán (Director) and Luis Felipe Fuenzalida (Director).

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** South Korea, USA, Indonesia, Malaysia, Singapore, Thailand, Taiwan, Thailand, USA and Vietnam.

**Corporate purpose:** Sale of meat products.

**Address:** Room 1405, 14/F, Wing Truck Commercial Centre, 177-183 Wing Lok Street, Sheung Wang, Hong Kong.

**Directors:** Guillermo Diaz del Rio (Director), José Guzmán (Director) and Luis Felipe Fuenzalida Bascuñán (Director).

**Name and surnames of the Chief Executive Officer:** N/A

**Senior executives holding some of the positions:** Guillermo Diaz del Rio, Jose Guzmán Vial and Luis Felipe Fuenzalida Bascuñán.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.32%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

### AGRO AMERICA LLC (United States)

**Name:** Agro America LLC

**Type of company:** Limited Liability Company

**Capital:** US\$ 200,000.-

**Management:** José Guzmán Vial (Chairman of the Board) and Nicolas Rosenfeld (Manager).

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** USA

**Corporate purpose:** The company can perform any legal economic activity permitted for limited liability companies organized under the laws of Delaware. The company shall be entitled to engage in any legal business or activity that now or in the future may be necessary, incidental, appropriate, advisable or desirable to accomplish its corporate purpose.

**Address:** 211 Perimeter Center Parkway NE, Suite 1020. Atlanta, GA 30346

**Directors:** José Guzmán Vial (Chairman of the Board) Felipe Fuenzalida, Nicolas Rosenfeld and Joaquín Vilajuana (Manager).

**Chief Executive Officer or Administrator:** Joaquín Vilajuana

**Senior executives holding some of the positions:** José Guzmán Vial, Felipe Fuenzalida.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 1.06%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### ANDES ASIA INC. (Japan)

**Name:** Andes Asia Inc.

**Type of company:** Incorporated company

**Capital:** US\$ 63,600.-

**Management:** Andreas Takamiya (Chairman and Representative Director), Luis Felipe Fuenzalida (Director), Guillermo Diaz del Rio (Director) and Juan Pablo Uriarte (Statutory Auditor)

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** Japan

**Corporate purpose:** The import, sale and distribution of food products from meat, fish, fruits and wine, and in general, in any of the products related to the food industry and the activities of intermediation and representation of third party products, brands and companies of the same characteristics and all businesses related to the performance of the activities above.

**Address:** 8F Urban Toranomom Building, 1-16-4 Toranomom, Minato-ku, Tokyo, Japan 105-0001

**Directors:** Andreas Takamiya (Chairman and Representative Director), Luis Felipe Fuenzalida (Director), Guillermo Diaz del Rio (Director) and Juan Pablo Uriarte (Statutory Auditor)

**Chief Executive Officer or Administrator:** N/A

**Senior executives holding some of the positions:** Luis Felipe Fuenzalida, Guillermo Diaz del Rio and Juan Pablo Uriarte.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 2.64%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### AGRO EUROPA SpA. (Italy)

**Name:** Agro Europa SpA.

**Type of company:** Joint Stock Company

**Capital:** US\$ 1,038,960.-

**Management:** Cristian Araya (Director), David Foldred (Director) and Guido Balestrero (Director).

**Total ownership % held by the parent Foreign indirect subsidiary 85.64%**

**Country in which it operates:** Italy

**Corporate purpose:**

- a. Import and export of meat and fruit products;
- b. Holding interests in other companies as a partner or shareholder, and
- c. To carry out financial activities to comply with the corporate purpose.

**Address:** Vía Senato 14, CAP 20121, Milano.

**Directors:** Cristóbal Galilea (Chairman of the Board), Guido Balestrero (Delegate) and David Fordred (Director).

**Chief Executive Officer or Administrator:** Not applicable.

**Senior executives holding some of the positions:** Not applicable.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.28%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### PRODUCTOS ALIMENTICIOS SUPER RL de CV (Mexico)

**Name:** Productos Alimenticios Super RL de CV

**Type of company:** Variable Capital Limited Liability Company

**Capital:** US\$ 147.-

**Management:**

**Andrés Burgos Ortúzar and Elena Díaz Ascención**

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** Mexico

**Corporate purpose:**

- a. The import, subsequent sale and distribution of food products derived from chicken, turkey, pork, beef, fish, fruit and wine products and, in general, any product related to the food industry, as well as the performance of intermediation activities related to such products and the representation of other companies, their products, brands and licenses.
- b. The import, export, distribution, representation, commission, consignment, tolling, leasing, purchase and sale and, in general, any operation involving all kinds of goods, products and/or services.

**Address:** Bosques de Duraznos 75, piso 5, oficina 506, Alcaldía Miguel Hidalgo, Ciudad de México, C.P. 11700.

**Directors:** Luis Felipe Fuenzalida Bascuñán (Chairman) and Juan Pablo Uriarte Diez.

**Chief Executive Officer or Administrator:** N/A

**Senior executives holding some of the positions:** Luis Felipe Fuenzalida Bascuñán and Juan Pablo Uriarte Diez.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.62%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

There were no changes in the ownership percentage of any of the subsidiaries compared to last year.

## Non-consolidated subsidiary

### AGROSUPER SHANGHAI LIMITED (China)

**Name:** Agrosuper Shanghai Limited Company

**Type of company:** Limited Company

**Capital:** US\$ 683,600.-

**Management:** Lucas Reed Díaz

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** China

**Corporate purpose:** Meat and food commercialization company

**Address:** Room 1702, No. 168 Xizang Road (M), Shanghai.

**Directors:** José Guzmán Vial, Luis Felipe Fuenzalida Bascuñán and Andreas Takamiya.

**Chief Executive Officer or Administrator:** N/A

**Senior executives holding some of the positions:** José Guzmán Vial and Luis Felipe Fuenzalida Bascuñán.

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.59%

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### AGROSUPER BRASIL REPRESENTACAO DE PRODUTOS ALIMENTICIOS LTDA (Brazil)

**Name:** Agrosuper Brasil Representacao De Produtos Alimenticios Ltda.

**Type of company:** Limited company

**Capital:** US\$ 27,845.-

**Management:** Liliam Santa Rosa Da Fonseca

**Total ownership % held by the parent:** Foreign indirect subsidiary 100%

**Country in which it operates:** Brazil

**Corporate purpose:**

- a. Commercial representation of food products in general.
- b. Product disclosure advisors.
- c. Holding interests in other companies as a partner or shareholder.

**Address:** Rua Henri Dunant, 1031, sala 2, Chacara, San Antonio, Sao Paulo.

**Directors:** Liliam Santa Rosa Da Fonseca

**Chief Executive Officer or Administrator:** N/A

**Senior executives holding some of the positions:** N/A

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.00%

**Description of commercial relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.

### PUERTO LAS LOSAS S.A.

**Name:** Puerto Las Losas S.A.

**Type of company:** Public company

**Capital:** USD 58,438,000

**Management:** The Board of Directors is comprised of Sergio Verdugo Aguirre, Luis Felipe Fuenzalida Bascuñán, Roberto de Andraca Adriasola, Arturo Wenzel Álvarez and Alejandro Montes Ortuzar. CEO Nicolas Livavic Sagredo.

**Total ownership % held by the parent:** Indirect associate 49%

**Country in which it operates:** Chile

**Address:** Las Losas S/N, Huasco, 3ra. Region, Chile

**Corporate purpose:** The expansion, improvement, administration, exploitation, development and conservation of Las Losas Port, located in Guacolda Bay, Third Region, including all related activities and services inherent to the operation of such port.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

# Empresas AquaChile related parties



## I. Production of Salmonids

### EMPRESAS AQUACHILE S.A.

**Type of company:** Public company

**Taxpayer ID Number:** 86,247,400-7

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Farming and breeding of marine fish.

**Corporate purpose:** The import, export, manufacture, production, breeding, fattening, processing, transformation, modification, commercialization, both in Chile and abroad, of hydrobiological crop species, especially salmonids, provision of all kinds of services related to the aquaculture, fishing and industrial industry, sale of materials and supplies, and lease of real estate and personal property.

**Subscribed and paid-in capital (US\$):** USD 959,881,796

**Current ownership percentage held by the parent:** Parent

**Percentage that the investment represents over the total assets of the parent:** 100%

**Total equity of the subsidiary (US\$):** 1,661,711,287

**Total assets of the parent (US\$):** 2,123,297,929

**Board of Directors:** José Guzmán Vial, María del Pilar Vial Concha, María José Vial Concha, Verónica Edwards Guzmán, Canio Corbo Lioi, Gonzalo Vial Concha, Antonio Tuset Jorrat, Andrés Vial Sánchez, Juan Claro González.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorioitía, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### EXPORTADORA LOS FIORDOS LTDA

**Type of company:** Limited Liability Company

**Taxpayer ID Number:** 79,872,420-7

**Address:** #13 Punta de Cortes, Rancagua, Rancagua.

**Activities:** Farming and breeding of marine fish.

**Corporate purpose:** The purpose of the company is the extraction, cultivation and fishing of beings or organisms that live in the water; the freezing, preservation, processing and transformation of those beings or organisms; the exploitation of the fishing industry in general and its derivatives; the processing of fishmeal and fish oil and its derivatives; the refrigeration of their products, the manufacture of canned food and other products for consumption or application whose raw material is extracted from the ocean or its coasts and, in general, the exploitation, industrialization, trade, distribution, export and use of all kinds of products, by-products and derivatives of the marine wealth; the purchase, sale, construction, lease or other operations related to vessels and fishing implements and their exploitation. The commercialization, distribution, import and export, either directly or through third parties, of meat and supplementary poultry products, livestock and animals in general, and their by-products. Sale and processing of salmon by-products. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose. In the case of limited partnerships, it may act as limited partner or manager; and it can also provide services in general as well as any other activity that the partners may agree upon. The legalization of the corporate amendment is in progress.

**Subscribed and paid-in capital (US\$):** USD 357,821,895

**Current ownership percentage held by the parent:** Direct subsidiary 0.01%

**Percentage that the investment represents over the total assets of the parent:** 49.97%

**Total equity of the subsidiary (US\$):** 640,467,787

**Total assets of the parent (US\$):** 1,061,008,300

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorioitía, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

*\* Appointed on February 1, 2025.*

## AQUAINNOVO SpA.

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 76,794,910-3

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Farming and breeding of marine fish.

**Corporate purpose:** To carry out directly or indirectly, both in Chile and abroad, all kinds of investments in the biotechnology industry and scientific research in general, developing and providing advisory services in scientific research aimed at improving competitiveness, opening new business opportunities in the aquaculture industry through the incorporation of biotechnological tools and molecular genetics to the production process; (ii) to provide consulting and advisory services through the application of advances in science and biotechnology in the breeding of hydrobiological species and animals in general; and advisory services in biotechnological matters that help to improve aquaculture and agri-food efficiency, providing added value through the sale and commercialization of products and services and also through the production and commercialization of hydrobiological species and animals; (iii) to carry out directly or indirectly, both in Chile and abroad, all kinds of investments in the biotechnology and scientific research industry in general or those related to it, such as manufacturing, importing, exporting, distributing and/or commercialization in general of services as well as chemical, pharmaceutical and/or veterinary products of any nature, being able to participate as a partner or shareholder or hold an interest or ownership interest of any kind in national or foreign companies whose purpose is the pharmaceutical industry in general, and in activities in the clinical, diagnostic and veterinary areas, whether related to research, development and innovation, financing, promotion, administration and investment, in order to promote research, development and experimentation in treatments of all kinds, contributing to human and animal welfare;(iv) the rendering of all kinds of professional, administrative, industrial and other services, technical advisory services, as well as the rendering of services related to any other business activity, in the areas of clinical laboratories, pharmaceuticals or those related thereto, including assistance or advisory services in the research and development of pharmaceutical products; (v) the performance of any other activities related to or leading to the aforementioned purposes and other businesses related to the company's line of business; (vi) to lease facilities for the development of tests and to offer analysis and experimental studies in general; (vii) the exploitation, in the broadest sense, of all kinds of hydrobiological resources, whether through their cultivation, production, distribution, commercialization, industrialization, extraction, import and export, whether on its own behalf or on behalf of third parties; (viii) to lease real estate and personal property; and (ix) to commercialize, buy, sell, import and export all kinds of marine species.

**Subscribed and paid-in capital (US\$):** USD 4,433,773

**Current ownership percentage held by the parent:** Direct subsidiary 4.2286%

**Percentage that the investment represents over the total assets of the parent:** 1.00%

**Total equity of the subsidiary (US\$):** 12,548,692

**Total assets of the parent (US\$):** 21,220,524

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## PROCESADORA CAILIN SpA.

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 78,512,930-K

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Processing and conservation of salmonids.

**Corporate purpose:** Maritime fishing using its own or third parties' vessels and equipment; the purchase, lease and acquisition of all kinds of fishing vessels; the acquisition and installation of plants and machinery for the industrialization of fish and shellfish and by-products or derivatives; the sale and distribution of products produced by itself or by third parties, both in the country and abroad; and the installation of furniture, nurseries and any other activity related to the fishing industry. In addition, the company is entitled to make investments in other companies, even if their corporate purpose is not fishing and/or to associate with other natural or legal persons, whatever their line of business, and may purchase rights in companies already incorporated and become part of them. And, in general, the company can engage in all activities and businesses enabling it to adequately fulfill the proposed purposes.

**Subscribed and paid-in capital (US\$):** USD 8,489,744

**Current ownership percentage held by the parent:** Direct subsidiary 35.9257%

**Percentage that the investment represents over the total assets of the parent:** 1.70%

**Total equity of the subsidiary (US\$):** 16,707,486

**Total assets of the parent (US\$):** 36,062,428

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## AQUACHILE SpA.

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 79,800,600-2

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Farming and breeding of marine fish.

**Corporate purpose:** The exploitation in the broadest sense of all kinds of hydrobiological resources, whether through cultivation, production, distribution, commercialization, industrialization, extraction, import and export, whether on its own behalf or on behalf of third parties; to provide advisory services and training in this area, to carry out research and develop technologies, and to lease real estate and personal property.

**Subscribed and paid-in capital (US\$):** 274,252,283

**Current ownership percentage held by the parent:**

**Direct subsidiary 100%**

**Percentage that the investment represents over the total assets of the parent:** 38.11%

**Total equity of the subsidiary (US\$):** 794,504,969

**Total assets of the parent (US\$):** 809,085,321

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

*\* Appointed on February 1, 2025.*

## AQUACHILE INC.

**Type of company:** Foreign

**Address:** 5200 Blue Lagoon Drive, Suite 750

**Activities:** Commercialization and distribution of products abroad.

**Corporate purpose:** Commercialization and distribution of products abroad.

**Subscribed and paid-in capital (US\$):** 200,000

**Current ownership percentage held by the parent or investor Direct subsidiary 100%**

**Percentage that the investment represents over the total assets of the parent:** 3.78%

**Total equity of the subsidiary (US\$):** 20,940,008

**Total assets of the parent (US\$):** 80,198,546

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Luis Felipe Fuenzalida (Chairman), Sady Delgado (Vice Chairman), Ignacio Milnes (Regional Manager) y María Teresa Manubens (Secretary).

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## PROCESADORA MAR DEL SUR. SpA

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 88,274,600-3

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Processing and conservation of salmonids.

**Corporate purpose:** The purchase, sale, import, export and brokerage of all kinds of agricultural, livestock, poultry, horticultural and other similar or complementary products; the capture, exploitation, production, slaughtering, freezing, dehydration, commercialization and export of all kinds of fish, algae or shellfish and the shipping activities necessary for the fishing, transportation and/or refrigeration of the products, either on its own behalf or on behalf of third parties; the maritime, land or air transportation of these goods and, in general, the performance and development of businesses or projects related to its purpose, including the representation or agency of national or foreign firms or brands related to these activities, the formation or incorporation of companies or the investment in already incorporated companies related to the same purposes. Finally, the lease of real estate and personal property.

**Subscribed and paid-in capital (US\$):** 2,978,389

**Current ownership percentage held by the parent or investor Indirect subsidiary 0%**

**Percentage that the investment represents over the total assets of the parent:** 1.26%

**Total equity of the subsidiary (US\$):** 2,081,943

**Total assets of the parent (US\$):** 26,753,877

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorioitía, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## PROCESADORA CALBUCO SpA.

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 76,495,180-8

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Processing and conservation of salmonids.

**Corporate purpose:** (I) The rendering of all kinds of services and advisory services in the aquaculture, fishing and industrial areas; (ii) the cultivation, breeding, production, extraction, reduction, transformation, commercialization, industrialization, conditioning and distribution in any of its forms of all kinds of beings and organisms that live in water, including eggs; (iii) the breeding, fattening and commercialization in all its forms of other species of the animal kingdom; (iv) the manufacture of food; (v) the production of canned food; (vi) the preparation of food for fish or other living beings; (vii) the exploitation, industrialization, commercialization and use in all its forms of all kinds of products and derivatives of the marine or animal resources in general; (viii) other activities agreed upon by the partners; (ix) lease of movable and immovable property.

**Subscribed and paid-in capital (US\$):** 7,532,622

**Current ownership percentage held by the parent or investor Direct subsidiary 5.61%**

**Percentage that the investment represents over the total assets of the parent:** 1.35%

**Total equity of the subsidiary (US\$):** -4,450,422

**Total assets of the parent (US\$):** 28,679,920

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorioitía, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## AQUACHILE MAULLÍN LTDA.

**Type of company:** Limited company

**Taxpayer ID Number:** 76,728,530-7

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Farming and breeding of marine fish.

**Corporate purpose:** The extraction, fishing, hunting or cultivation of beings or organisms that have live in water, including marine and freshwater crops; (ii) the freezing, preservation, processing and transformation of the same or other beings or organisms; (iii) the construction or repair of vessels suitable for industrial or commercial fishing; The commercialization, import and export of all kinds of products and merchandise, including the representation of national and foreign companies. The manufacture of all kinds of products and the provision of services of all kinds. The holding of ownership interests in other companies or legal entities and the performance of any other activity agreed upon by the partners.

**Subscribed and paid-in capital (US\$):** 38,666,628

**Current ownership percentage held by the parent or investor Direct subsidiary 0.0055%**

**Percentage that the investment represents over the total assets of the parent:** 3.59%

**Total equity of the subsidiary (US\$):** 40,411,678

**Total assets of the parent (US\$):** 76,283,843

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorioitía, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

*\* Appointed on February 1, 2025.*

## LABORATORIO AQUACHILE SpA.

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 76,300,265-9

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Laboratory activities:

**Corporate purpose:** The extraction, fishing, hunting or cultivation of beings or organisms that have live in water, including marine and freshwater crops; (ii) the freezing, preservation, processing and transformation of the same or other beings or organisms; (iii) the construction or repair of vessels suitable for industrial or commercial fishing; The commercialization, import and export of all kinds of products and merchandise, including the representation of national and foreign companies. The manufacture of all kinds of products and the provision of services of all kinds. The holding of ownership interests in other companies or legal entities and the performance of any other activity agreed upon by the partners.

**Subscribed and paid-in capital (US\$):** 207,532

**Current ownership percentage held by the parent or investor Direct subsidiary 0.0001%**

**Percentage that the investment represents over the total assets of the parent:** 0.06%

**Total equity of the subsidiary (US\$):** 1,033,256

**Total assets of the parent (US\$):** 1,207,367

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## CENTRO DE INNOVACIÓN AQUAINNOVO-BIOMAR S.A.

**Type of company:** Public company

**Taxpayer ID Number:** 76,452,811-5

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Research and experimental development in the field of science.

**Corporate purpose:** To operate, manage and maintain in an efficient and coordinated manner all physical and intangible assets, human resources and other complementary assets, installed at the Lenca Experimental Station and designed for the execution of fish trials; and the performance of any other activities related or leading to the aforementioned objectives and other businesses that are related to the company's line of business.

**Subscribed and paid-in capital (US\$):** 6,823,563

**Current ownership percentage held by the parent or investor Indirect subsidiary 70.0011%**

**Percentage that the investment represents over the total assets of the parent:** 0.27%

**Total equity of the subsidiary (US\$):** 4,991,888

**Total assets of the parent (US\$):** 5,835,491

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Alexis Martínez Hernández.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## AQUACHILE MAGALLANES SpA.

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 78,754,560-2

**Address:** Barros Arana 77-79, Puerto Natales.

**Activities:** Farming and breeding of marine fish.

**Corporate purpose:** (i) the provision of aquaculture services in general, on its own behalf or on behalf of third parties; (ii) the reproduction in captivity or in the open environment of any marine species such as fish, crustaceans, etc.; (iii) the commercialization of these; the purchase, sale, import and export of these species; (iv) in general, the performance of any business, management or agricultural, mining, commercial or industrial activity, related or leading to the corporate purpose stated above; and (v) the lease of real estate and personal property.

**Subscribed and paid-in capital (US\$):** 100,731,387

**Current ownership percentage held by the parent or investor Direct subsidiary 99.9999%**

**Percentage that the investment represents over the total assets of the parent:** 18.66%

**Total equity of the subsidiary (US\$):** 263,218,790

**Total assets of the parent (US\$):** 396,213,635

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## SALMONES RELONCAVI SPA

**Type of company:** Joint Stock Company

**Taxpayer ID Number:** 76,125,666-1

**Address:** Cardonal S/N, Lote B, Puerto Montt

**Activities:** Freshwater aquaculture.

**Corporate purpose:** (i) The production, import, export, purchase, sale, exchange, distribution, consignment and commercialization, on its own account or on behalf of others, of all kinds of tangible and intangible goods, including products for fishing and fish farming, supplies for aquaculture, salmonids, fishing, agricultural, livestock and commercial uses and, in general, the exploitation of goods in all their forms. (ii) The exploitation of the fish farming business and the provision of advisory services, technical assistance, start-up, repair and maintenance of the goods and equipment mentioned in the preceding paragraph; and in general any other object determined by the parties.

**Subscribed and paid-in capital (US\$):** 17,294,783

**Current ownership percentage held by the parent or investor Direct subsidiary 71.9988%**

**Percentage that the investment represents over the total assets of the parent:** 4.18%

**Total equity of the subsidiary (US\$):** 22,077,093

**Total assets of the parent (US\$):** 88,833,771

**Board of Directors:** Not applicable.

**Chief Executive Officer or Administrator:** Sady Delgado Barrientos.

**Senior executives holding some of the positions:** Sady Delgado Barrientos, Álvaro Varela Walker, Javiera Beatriz Kunstmann Leis\*, María Teresa Manubens Bravo, José Hernaldo Rodríguez Fuentes, Cristian Anfossi Lubascher, Andrés Langdon Frauenberg, Vasco Grigolo Pizzi, Miguel Angel Lavagnino Contreras, Juan Pablo Rodríguez Carrera, Alejandro Montes Ortuzar, Julio Andrade Gorigoitia, Felipe Fuenzalida Bascuñan, José Manuel Schwerter Gallardo, Vicente De La Cruz Weinstein.

**Description of commercial relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

*There were no changes in the ownership percentage of any of the subsidiaries compared to last year.*

*\* Appointed on February 1, 2025.*

# Material events

1

On January 30, 2024, Agrosuper S.A. and Empresas Aquachile S.A. reported to the CMF, as a material event, the passing away of the Director and founder of Agrosuper S.A., Mr. Gonzalo Vial Vial Vial (\*).

2

In an ordinary meeting held on January 31, 2024, the Board of Directors approved the consolidated financial statements of Agrosuper S.A. and subsidiaries as of December 31, 2023.

3

On April 4, 2024, Agrosuper S.A. and Empresas Aquachile S.A. reported to the CMF, as a material event, that the Board of Directors agreed to appoint an Ordinary Shareholders' Meeting for April 29, 2024, to discuss the following matters:

1. Approval of the annual report, balance sheet, financial statements and external auditors' report for the year ended December 31, 2023.
2. Profit distribution and payment of dividends for 2023.
3. Renewal of the company's Board of Directors.
4. Set the compensation of the Board of Directors for 2024.
5. Reporting on the Board of Directors' expenses for 2023.
6. Appoint external auditors for 2024. Determine periods in which corporate publications will be made.

4

On April 29, 2024, Agrosuper S.A. held its Ordinary Shareholders' Meeting, and agreed the following:

1. To approve the annual report, balance sheet, financial statements and external auditors' report for the year ended December 31, 2023.
2. To distribute to shareholders the balance of US\$21,468,651 corresponding to the minimum mandatory dividend to be charged to the net profit for 2023 (US\$0.00091354499 per share). The balance was recorded as retained earnings.
3. To renew the company's Board of Directors, appointing María del Pilar Vial Concha, María José Vial Concha, Gonzalo Vial Concha, Verónica Edwards Guzmán, Andrés Vial Sánchez, Carlos José Guzmán Vial, Canio Corbo Lioi, Antonio Tusset Jorrat and Juan Claro González.
4. To set the compensation of the Board of Directors for 2024.
5. To appoint PricewaterhouseCoopers Consultores, Auditores y Compañía Limitada as the company's external auditors.

5

On April 29, 2024, Agrosuper S.A. reported to the CMF the reduction from 10 to 9 in the number of directors comprising the company's board of directors.

6

On May 2, 2024, the company's Board of Directors held an ordinary meeting, where Mr. Canio Corbo Lioi was elected as Chairman of the company.

7

In an ordinary meeting held on May 06, 2024 the Board of Directors approved the consolidated financial statements of Agrosuper S.A. and subsidiaries as of March 31, 2024.

8

In an ordinary meeting held on August 07, 2024, the Board of Directors approved the consolidated financial statements of Agrosuper S.A. and subsidiaries as of June 30, 2024.

9

On October 1, 2024 the Environmental Assessment Service responded to a consultation regarding the materialization of the transformation of Sopraval SpA's production centers, the objective of which is to adapt part of the turkey operations to favor and increase the production of chicken.



# Financial statements

## Useful life of property, plant and equipment

### Approach for managing depreciation and time horizons

Property, plant and equipment is stated at cost, excluding periodic maintenance costs, and less accumulated depreciation and accumulated impairment losses. This cost includes the cost of replacing components of property, plant and equipment, if recognition criteria are met.

The cost of major overhauls is recognized in the carrying amount of property, plant and equipment as a replacement if the recognition criteria are met. In the case of additional items affecting the valuation of plant and equipment and their depreciation, consistent accounting policies and criteria are applied.

The gain or loss resulting from the disposal or retirement of an asset is calculated as the difference between the price obtained on disposal and the carrying amount, recognizing the corresponding debit or credit to the profit or loss for the period.

The Company reviews the carrying amount of its assets to determine whether there is any indication that the carrying amount may not be recoverable in accordance with IAS 36. If any such indication exists, the recoverable amount of the asset is estimated to determine the extent of the impairment. In the impairment testing,

assets that do not generate independent cash flows are grouped into the cash generating unit (CGU) to which the asset belongs.

The recoverable amount is the higher of fair value less costs to sell and value in use. To determine the value in use, the present value of discounted future cash flows is calculated using a rate related to the asset being evaluated.

If the recoverable amount of an asset is estimated to be lower than its carrying amount, the carrying amount is reduced to the recoverable amount.

Assets with an indefinite useful life, such as land, are not depreciated and are tested annually for impairment. Assets subject to amortization are tested for impairment whenever events or changes in circumstances indicate that their carrying amount may not be recoverable.

Impairment losses can be reversed for accounting purposes only to the extent of losses recognized in prior periods, so that the carrying amount of the assets does not exceed the value they would have had if such adjustments had not been made.

Property, plant and equipment are depreciated using the straight-line method, by allocating the cost of the assets less the estimated residual value over their estimated years of useful life.

Property, plant and equipment are depreciated on a straight-line basis over their economic useful lives. The useful lives of the assets are reviewed on an annual basis to determine whether the conditions that allowed setting the useful lives initially determined remain or have changed.

Land is recorded separately from any buildings or facilities that may be built on it and is considered to have an indefinite useful life and, therefore, is not depreciated.

The Company and its subsidiaries assess, at least once a year, the existence of a possible impairment of property, plant and equipment. Any reversal of impairment losses is recognized in profit or loss, except for those assets that were previously revalued, in which case the reversal is recognized in equity.

### Time horizons

#### Assets

| Assets                           | Financial useful life (range of years) |
|----------------------------------|----------------------------------------|
| Land                             | Indefinite                             |
| Buildings                        | 40 - 50                                |
| Plant and equipment              | 20 - 50                                |
| Information technology equipment | 3 - 5                                  |
| Facilities and fixtures          | 10 - 20                                |
| Motor vehicles                   | 5 - 10                                 |

AGROSUPER S.A. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

As of December 31, 2024 and 2023

(In thousands of United States dollars - ThUS\$)

| ASSETS                                        | 12.31.2024<br>ThUS\$ | 12.31.2023<br>ThUS\$ |
|-----------------------------------------------|----------------------|----------------------|
| <b>CURRENT ASSETS</b>                         |                      |                      |
| Cash and cash equivalents                     | 348,708              | 255,403              |
| Other current financial assets                | 37,845               | 20,144               |
| Other current non-financial assets            | 35,902               | 24,056               |
| Current trade and other receivables           | 350,445              | 372,670              |
| Receivables due from related parties, current | -                    | 17                   |
| Current inventories                           | 600,013              | 629,027              |
| Current biological assets                     | 919,787              | 934,990              |
| Current tax assets                            | 53,573               | 92,554               |
| <b>TOTAL CURRENT ASSETS</b>                   | <b>2,346,273</b>     | <b>2,328,861</b>     |
| <b>LONG-TERM ASSETS</b>                       |                      |                      |
| Other non-current financial assets            | 15                   | 15                   |
| Long-term accounts receivable                 | 2,043                | 4,045                |
| Equity-accounted investments                  | 21,637               | 22,892               |
| Intangible assets other than goodwill         | 538,336              | 543,628              |
| Goodwill                                      | 379,380              | 379,380              |
| Properties, plant and equipment               | 1,177,185            | 1,201,209            |
| Right-of-use assets                           | 20,552               | 28,026               |
| Long-term biological assets                   | 83,974               | 88,630               |
| Non-current tax assets                        | 51,646               | 56,615               |
| Deferred taxes assets                         | 52,938               | 72,768               |
| <b>TOTAL NON-CURRENT ASSETS</b>               | <b>2,327,706</b>     | <b>2,397,208</b>     |
| <b>TOTAL ASSETS</b>                           | <b>4,673,979</b>     | <b>4,726,069</b>     |

AGROSUPER S.A. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

As of December 31, 2024 and 2023

(In thousands of United States dollars - ThUS\$)

| LIABILITIES AND SHAREHOLDERS' EQUITY                   | 12.31.2024<br>ThUS\$ | 12.31.2023<br>ThUS\$ |
|--------------------------------------------------------|----------------------|----------------------|
| <b>CURRENT LIABILITIES</b>                             |                      |                      |
| Other current financial liabilities                    | 115,587              | 159,021              |
| Lease liabilities, current                             | 5,235                | 6,533                |
| Trade and other accounts payable                       | 474,816              | 399,943              |
| Current related party payables                         | 88,499               | 22,390               |
| Other provisions                                       | 1,864                | 634                  |
| Current tax liabilities                                | 24,609               | 10,141               |
| Current provisions for employee benefits               | 35,869               | 37,978               |
| <b>TOTAL CURRENT LIABILITIES</b>                       | <b>746,479</b>       | <b>636,640</b>       |
| <b>LONG-TERM LIABILITIES</b>                           |                      |                      |
| Other non-current financial liabilities                | 910,201              | 1,362,758            |
| Long-term lease liabilities                            | 15,340               | 21,514               |
| Deferred tax liability                                 | 367,193              | 318,331              |
| Non-current provisions for employee benefits           | 8,646                | 7,420                |
| <b>TOTAL LONG-TERM LIABILITIES</b>                     | <b>1,301,380</b>     | <b>1,710,023</b>     |
| <b>TOTAL LIABILITIES</b>                               | <b>2,047,859</b>     | <b>2,346,663</b>     |
| <b>EQUITY</b>                                          |                      |                      |
| Subscribed and paid-in capital                         | 1,342,549            | 1,342,549            |
| Retained earnings                                      | 1,223,533            | 980,745              |
| Other reserves                                         | 57,339               | 53,567               |
| <b>EQUITY ATTRIBUTABLE TO THE OWNERS OF THE PARENT</b> | <b>2,623,421</b>     | <b>2,376,861</b>     |
| <b>NON-CONTROLLING INTERESTS</b>                       | <b>2,699</b>         | <b>2,545</b>         |
| <b>TOTAL EQUITY</b>                                    | <b>2,626,120</b>     | <b>2,379,406</b>     |
| <b>TOTAL EQUITY AND LIABILITIES</b>                    | <b>4,673,979</b>     | <b>4,726,069</b>     |

AGROSUPER S.A. AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

For the years ended December 31, 2024 and 2023  
(In thousands of United States dollars - ThUS\$)

| Statement of Changes in Equity                                   | Share capital<br>ThUS\$ | Foreign currency<br>translation reserve<br>ThUS\$ | Foreign flows<br>hedge reserve<br>ThUS\$ | Other reserves<br>ThUS\$ | Total other<br>reserves<br>ThUS\$ | Retained earnings<br>(accumulated losses)<br>ThUS\$ | Equity attributable<br>to the owners<br>of the parent<br>ThUS\$ | Non-controlling<br>interests<br>ThUS\$ | Total Equity<br>ThUS\$ |
|------------------------------------------------------------------|-------------------------|---------------------------------------------------|------------------------------------------|--------------------------|-----------------------------------|-----------------------------------------------------|-----------------------------------------------------------------|----------------------------------------|------------------------|
| Total equity at 12.31.2023                                       | 1,342,549               | 116,393                                           | (4,057)                                  | (58,769)                 | 53,567                            | 980,745                                             | 2,376,861                                                       | 2,545                                  | 2,379,406              |
| Increase (decrease) in equity for changes in accounting policies | -                       | -                                                 | -                                        | -                        | -                                 | -                                                   | -                                                               | -                                      | -                      |
| Increase (decrease) in equity for correction of errors           | -                       | -                                                 | -                                        | -                        | -                                 | -                                                   | -                                                               | -                                      | -                      |
| Equity at 01.01.2024                                             | 1,342,549               | 116,393                                           | (4,057)                                  | (58,769)                 | 53,567                            | 980,745                                             | 2,376,861                                                       | 2,545                                  | 2,379,406              |
| <b>CHANGES IN EQUITY</b>                                         |                         |                                                   |                                          |                          |                                   |                                                     |                                                                 |                                        |                        |
| Profit (loss)                                                    | -                       | -                                                 | -                                        | -                        | -                                 | 330,925                                             | 330,925                                                         | 1,021                                  | 331,946                |
| Other comprehensive income                                       | -                       | (2,943)                                           | 5,916                                    | -                        | 2,973                             | -                                                   | 2,973                                                           | -                                      | 2,973                  |
| Comprehensive income                                             | -                       | (2,943)                                           | 5,916                                    | -                        | 2,973                             | 330,925                                             | 333,898                                                         | 1,021                                  | 334,919                |
| Provision for dividends pending payment (a)                      | -                       | -                                                 | -                                        | -                        | -                                 | (88,137)                                            | (88,137)                                                        | -                                      | (88,137)               |
| Increase (decrease) for other changes in equity                  | -                       | -                                                 | -                                        | 799                      | 799                               | -                                                   | 799                                                             | (867)                                  | (68)                   |
| Increase (decrease) in equity                                    | -                       | (2,943)                                           | 5,916                                    | 799                      | 3,772                             | 242,788                                             | 246,560                                                         | 154                                    | 246,714                |
| Total equity at 12.31.2024                                       | 1,342,549               | 113,450                                           | 1,859                                    | (57,970)                 | 57,339                            | 1,223,533                                           | 2,623,421                                                       | 2,699                                  | 2,626,120              |
| Total equity at 12.31.2022                                       | 1,342,549               | 117,767                                           | (1,816)                                  | (58,769)                 | 57,182                            | 955,609                                             | 2,355,340                                                       | 2,034                                  | 2,357,374              |
| Increase (decrease) in equity for changes in accounting policies | -                       | -                                                 | -                                        | -                        | -                                 | -                                                   | -                                                               | -                                      | -                      |
| Increase (decrease) in equity for correction of errors           | -                       | -                                                 | -                                        | -                        | -                                 | -                                                   | -                                                               | -                                      | -                      |
| Equity at 01.01.2023                                             | 1,342,549               | 117,767                                           | (1,816)                                  | (58,769)                 | 57,182                            | 955,609                                             | 2,355,340                                                       | 2,034                                  | 2,357,374              |
| <b>CHANGES IN EQUITY</b>                                         |                         |                                                   |                                          |                          |                                   |                                                     |                                                                 |                                        |                        |
| Comprehensive income                                             |                         |                                                   |                                          |                          |                                   |                                                     |                                                                 |                                        |                        |
| Profit (loss)                                                    | -                       | -                                                 | -                                        | -                        | -                                 | 46,606                                              | 46,606                                                          | 857                                    | 47,463                 |
| Other comprehensive income                                       | -                       | (1,374)                                           | (2,241)                                  | -                        | (3,615)                           | -                                                   | (3,615)                                                         | -                                      | (3,615)                |
| Comprehensive income                                             | -                       | (1,374)                                           | (2,241)                                  | -                        | (3,615)                           | 46,606                                              | 42,991                                                          | 857                                    | 43,848                 |
| Provision for dividends pending payment (a)                      | -                       | -                                                 | -                                        | -                        | -                                 | (21,469)                                            | (21,469)                                                        | -                                      | (21,469)               |
| Increase (decrease) for other changes in equity                  | -                       | -                                                 | -                                        | -                        | -                                 | (1)                                                 | (1)                                                             | (346)                                  | (347)                  |
| Increase (decrease) in equity                                    | -                       | (1,374)                                           | (2,241)                                  | -                        | (3,615)                           | 25,136                                              | 21,521                                                          | 511                                    | 22,032                 |
| Total equity at 12.31.2023                                       | 1,342,549               | 116,393                                           | (4,057)                                  | (58,769)                 | 53,567                            | 980,745                                             | 2,376,861                                                       | 2,545                                  | 2,379,406              |



AGROSUPER S.A. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF PROFIT OR LOSS

For the years ended December 31, 2024 and 2023  
(In thousands of United States dollars - ThUS\$)

|                                                                                         | ACCUMULATED                        |                                    |
|-----------------------------------------------------------------------------------------|------------------------------------|------------------------------------|
|                                                                                         | 01.01.2024<br>12.31.2024<br>ThUS\$ | 01.01.2023<br>12.31.2023<br>ThUS\$ |
| <b>PROFIT (LOSS) FOR THE YEAR</b>                                                       |                                    |                                    |
| Revenue from ordinary activities                                                        | 4,276,150                          | 4,153,586                          |
| Cost of sales                                                                           | (3,208,223)                        | (3,373,218)                        |
| <b>Gross profit before Fair Value</b>                                                   | <b>1,067,927</b>                   | <b>780,368</b>                     |
| (debit) credit to profit or loss for Fair Value of harvested and sold biological assets | (261,713)                          | (249,134)                          |
| (debit) credit to profit or loss for adjustments to the Fair Value of biological assets | 312,581                            | 214,946                            |
| <b>Gross Margin</b>                                                                     | <b>1,118,795</b>                   | <b>746,180</b>                     |
| Distribution expenses                                                                   | (505,644)                          | (520,588)                          |
| Administrative expenses                                                                 | (74,865)                           | (77,184)                           |
| Other gains (losses)                                                                    | (19,254)                           | (12,928)                           |
| Finance income                                                                          | 14,615                             | 7,820                              |
| Finance costs                                                                           | (72,549)                           | (79,702)                           |
| Share if profit (loss) of equity accounted investees                                    | (272)                              | (1,335)                            |
| Exchange rate difference                                                                | (1,152)                            | 1,492                              |
| <b>PROFIT (LOSS) BEFORE TAX</b>                                                         | <b>459,674</b>                     | <b>63,755</b>                      |
| Income tax expense (benefit)                                                            | (127,728)                          | (16,292)                           |
| <b>Net profit (loss) from continuing operations</b>                                     | <b>331,946</b>                     | <b>47,463</b>                      |
| <b>PROFIT (LOSS) FOR THE YEAR</b>                                                       | <b>331,946</b>                     | <b>47,463</b>                      |
| <b>PROFIT (LOSS) ATTRIBUTABLE TO:</b>                                                   |                                    |                                    |
| Profit (loss) attributable to the owners of the parent                                  | 330,925                            | 46,606                             |
| Profit (loss) attributable to non-controlling interests                                 | 1,021                              | 857                                |
| <b>PROFIT (LOSS) FOR THE YEAR</b>                                                       | <b>331,946</b>                     | <b>47,463</b>                      |
| <b>BASIC EARNINGS (LOSS) PER SHARE - CONTROLLER</b>                                     |                                    |                                    |
| Basic earnings (loss) per share for continuing operations (US\$/share)                  | 0.0141                             | 0.0020                             |

AGROSUPER S.A. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CASH FLOWS

For the years ended December 31, 2024 and 2023  
(In thousands of United States dollars - ThUS\$)

| Cash flow proceeds from (payments for) operational activities                                      | ACCUMULATED                        |                                    |
|----------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------|
|                                                                                                    | 01.01.2024<br>12.31.2024<br>ThUS\$ | 01.01.2023<br>12.31.2023<br>ThUS\$ |
| <b>PROCEEDS FROM OPERATING ACTIVITIES</b>                                                          |                                    |                                    |
| Charges from the sale of goods and provision of services                                           | 4,679,820                          | 4,542,254                          |
| Proceeds from royalties, installments, commissions and other income from operating activities      | 25,519                             | 23,312                             |
| Other proceeds from operating activities                                                           | 4,937                              | 5,100                              |
| <b>Classes of cash payments from operating activities</b>                                          |                                    |                                    |
| Payments to suppliers for goods and services                                                       | (3,733,594)                        | (4,072,823)                        |
| Payments to and on behalf of employees                                                             | (443,897)                          | (441,209)                          |
| Payments for premiums and claims, annuities and other obligations arising on policies underwritten | (2,721)                            | (29,992)                           |
| Other payments for operating activities                                                            | (219)                              | (601)                              |
| <b>Cash flows from (used in) operating activities</b>                                              |                                    |                                    |
| Interest received, classified as operating activities                                              | 247                                | 12                                 |
| Income taxes (paid) refunded, classified as operating activities                                   | 2,376                              | (10,283)                           |
| Other cash inflows (outflows), classified as operating activities                                  | 227,377                            | 248,827                            |
| <b>Net cash flows from (used in) operating activities</b>                                          | <b>759,845</b>                     | <b>264,597</b>                     |

| <b>CASH FLOW FROM (USED IN) INVESTING ACTIVITIES</b>                         |                 |                  |
|------------------------------------------------------------------------------|-----------------|------------------|
| Other proceeds from the sale of equity or debt instruments of other entities | 980             | -                |
| Loans to related parties                                                     | (2,706)         | (1,329)          |
| Proceeds from the sale of property, plant and equipment                      | 2,471           | 1,113            |
| Acquisitions of property, plant, and equipment                               | (103,677)       | (114,217)        |
| Purchases of intangible assets                                               | (262)           | (238)            |
| Proceeds from related parties                                                | 2,984           | 1,241            |
| Interest earned, classified as investing activities                          | 14,939          | 9,960            |
| Other cash inflows (outflows) (b)                                            | 2,219           | 907              |
| <b>Net cash flows from (used in) investment activities</b>                   | <b>(83,052)</b> | <b>(102,563)</b> |

| <b>CASH FLOWS FROM (USED IN) FINANCING ACTIVITIES</b>     |                  |              |
|-----------------------------------------------------------|------------------|--------------|
| Proceeds from long-term loans                             | -                | 163,200      |
| Proceeds from short-term borrowings                       | -                | 418,000      |
| Repayment of borrowings                                   | (455,046)        | (402,369)    |
| Payment of lease liabilities                              | (5,877)          | (8,711)      |
| Loan repayments to related companies                      | -                | (141)        |
| Dividends paid                                            | (21,469)         | (91,613)     |
| Interest paid                                             | (75,043)         | (60,895)     |
| Other cash inflows (outflows)                             | (23,881)         | (11,056)     |
| <b>Net cash flows from (used in) financing activities</b> | <b>(581,316)</b> | <b>6,415</b> |

| <b>EFFECT OF EXCHANGE RATE DIFFERENCES ON CASH AND CASH EQUIVALENTS</b> |                |                |
|-------------------------------------------------------------------------|----------------|----------------|
| Effect of exchange rate differences on cash and cash equivalents        | (2,172)        | (1,820)        |
| <b>Net increase (decrease) in cash and cash equivalents</b>             | <b>93,305</b>  | <b>166,629</b> |
| Cash and cash equivalents at the beginning of the period                | 255,403        | 88,774         |
| <b>Cash and cash equivalents at the end of the period</b>               | <b>348,708</b> | <b>255,403</b> |

FINANCIAL RATIOS

| Financial ratios                                     | Dec-24 | Dec-23 |
|------------------------------------------------------|--------|--------|
| Indebtedness (a)                                     | 0.8x   | 1.0x   |
| Net financial debt (b)                               | 0.2x   | 0.5x   |
| Coverage of financial expenses (c)                   | 9.0x   | 4.5x   |
| Net financial debt / EBITDA (d)                      | 1.0x   | 3.5x   |
| Current liabilities / total liabilities (e)          | 0.4x   | 0.3x   |
| Short-term financial debt / total financial debt (f) | 0.1x   | 0.1x   |
| Return on equity (g)                                 | 2.0%   | 12.6%  |

(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 the end of the period) / (Total equity)

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

(d) Net financial debt / EBITDA = (Other current financial liabilities + Other non-current financial liabilities - Cash and cash equivalents at the end of the period - Active portion of derivative contracts) / EBITDA (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

## Entities in the financial statements

| Taxpayer ID number | Company                                                       | Relationship with the parent | Country | Functional currency | Share as of 12.31.2024 |          |        | Share as of 12.31.2023 |          |        |
|--------------------|---------------------------------------------------------------|------------------------------|---------|---------------------|------------------------|----------|--------|------------------------|----------|--------|
|                    |                                                               |                              |         |                     | Direct                 | Indirect | Total  | Direct                 | Indirect | Total  |
| 76,126,154-1       | Agrosuper SpA.                                                | Direct subsidiary            | Chile   | US\$                | 100%                   | 0%       | 100%   | 100%                   | 0%       | 100%   |
| 77,805,520-1       | Agrocomercial AS Ltda.                                        | Direct subsidiary            | Chile   | US\$                | 99.99%                 | 0.01%    | 100%   | 99.99%                 | 0.01%    | 100%   |
| 88,680,500-4       | Agrícola Súper Ltda.                                          | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 78,429,980-5       | Agro Tantehue Ltda.                                           | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 79,984,240-8       | Agrosuper Comercializadora de Alimentos Ltda.                 | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 78,408,440-K       | Faenadora Lo Miranda Ltda.                                    | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 78,483,600-2       | Faenadora San Vicente Ltda.                                   | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 92,870,000-3       | Servicios de Marketing AS Ltda.                               | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 79,872,410-K       | Elaboradora de Alimentos Doñihue Ltda.                        | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 79,561,890-2       | Comercializadora de Alimentos Lo Miranda Ltda.                | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 77,476,390-2       | Procesadora de Alimentos del Sur Ltda.                        | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 76,676,350-2       | Agrícola Purapel del Maule Ltda.                              | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 82,366,700-0       | Sopraval SpA.                                                 | Indirect subsidiary          | Chile   | US\$                | 0%                     | 99.81%   | 99.81% | 0%                     | 99.81%   | 99.81% |
| 76,278,340-1       | Transportes AS Ltda.                                          | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 76,688,951-4       | Inversiones Agrosuper Internacional Ltda.                     | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Inversiones Eurosuper SL                                      | Indirect subsidiary          | Spain   | EUR                 | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Productos Alimenticios Súper R.L.                             | Indirect subsidiary          | Mexico  | MXN                 | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Agrosuper Asia Limited                                        | Indirect subsidiary          | China   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Andes Asia INC                                                | Indirect subsidiary          | Japan   | JPN                 | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Agrosuper Shanghai Limited Company                            | Indirect subsidiary          | China   | YUAN                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Agro Europa SPA                                               | Indirect subsidiary          | Italy   | EUR                 | 0%                     | 85.64%   | 85.64% | 0%                     | 85.64%   | 85.64% |
| Foreign            | Agrosuper Brasil Representação de Productos Alimenticios Ltda | Indirect subsidiary          | Brazil  | BRL                 | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | Agro América LLC                                              | Indirect subsidiary          | USA     | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 86,247,400-7       | Empresas AquaChile S.A.                                       | Direct subsidiary            | Chile   | US\$                | 99.99%                 | 0.01%    | 100%   | 99.99%                 | 0.01%    | 100%   |
| 79,872,420-7       | Exportadora Los Fiordos Ltda.                                 | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| Foreign            | AquaChile Inc.                                                | Indirect subsidiary          | USA     | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 76,125,666-1       | Salmones Reloncaví SpA.                                       | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 88,274,600-3       | Procesadora Mar del Sur SpA.                                  | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 79,800,600-2       | AquaChile SpA.                                                | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 78,512,930-K       | Procesadora Cailin SpA                                        | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 78,754,560-2       | Aquachile Magallanes                                          | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 96,509,550-0       | Inversiones AquaChile SpA                                     | Indirect subsidiary          | Chile   | US\$                | 0%                     | 0%       | 0%     | 0%                     | 100%     | 100%   |
| 76,794,910-3       | Aquainovo SpA.                                                | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 76,452,811-5       | Centro de Innovación Aquainovo-Biomar S.A.                    | Indirect subsidiary          | Chile   | US\$                | 0%                     | 70%      | 70%    | 0%                     | 70%      | 70%    |
| 76,300,265-9       | Laboratorio AquaChile SpA.                                    | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 79,728,530-7       | AquaChile Maullín Ltda                                        | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |
| 76,495,180-8       | Procesadora Calbuco SpA                                       | Indirect subsidiary          | Chile   | US\$                | 0%                     | 100%     | 100%   | 0%                     | 100%     | 100%   |

## Related parties

12.31.2024

| Taxpayer ID number | Company                                                        | Country of origin | Relationship        | Functional currency | Share   |          | Current assets | Long-term assets | Current liabilities | Long-term liabilities | Equity    | Operating revenue | Profit (loss) for the year, net | Income tax expense | Capital expenditure (Paid-in capital) | Profit (loss) Before tax |
|--------------------|----------------------------------------------------------------|-------------------|---------------------|---------------------|---------|----------|----------------|------------------|---------------------|-----------------------|-----------|-------------------|---------------------------------|--------------------|---------------------------------------|--------------------------|
|                    |                                                                |                   |                     |                     | Direct  | Indirect |                |                  |                     |                       |           |                   |                                 |                    |                                       |                          |
| 76,126,154-1       | Agrosuper S.P.A.                                               | Chile             | Direct subsidiary   | US dollar           | 100.00% | 0.00%    | 23             | 219              | -                   | 2                     | 239       | -                 | 14                              | 2                  | 126                                   | 16                       |
| 77,805,520-1       | Agrocomercial AS Ltda.                                         | Chile             | Direct subsidiary   | US dollar           | 99.99%  | 0.01%    | 552,580        | 1,897,391        | 594,655             | 507                   | 1,854,810 | 1,809,093         | 166,938                         | 17,127             | 1,254,476                             | 184,065                  |
| 88,680,500-4       | Agrícola Súper Ltda.                                           | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 765,271        | 550,637          | 126,277             | 117,486               | 1,072,146 | 1,434,497         | 89,508                          | 33,358             | 338,512                               | 122,866                  |
| 78,429,980-5       | Agro Tantehue Ltda.                                            | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 19,280         | 326              | 14,043              | 45                    | 5,517     | 37,635            | 1,763                           | 656                | 735                                   | 2,419                    |
| 82,366,700-0       | Sopraval S.P.A.                                                | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 99.810%  | 227,944        | 76,060           | 83,366              | 1,013                 | 219,625   | 175,377           | (30,283)                        | (10,795)           | 206,627                               | (41,078)                 |
| 77,476,390-2       | Procesadora de Alimentos del Sur Ltda.                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 36,640         | 34,364           | 27,608              | 4,976                 | 38,420    | 129,436           | 6,840                           | 2,556              | 26,325                                | 9,396                    |
| 78,483,600-2       | Faenadora San Vicente Ltda.                                    | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 33,498         | 51,553           | 27,308              | 21,001                | 36,741    | 147,730           | 5,479                           | 2,068              | 8,297                                 | 7,546                    |
| 78,408,440-K       | Faenadora Lo Miranda Ltda.                                     | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 60,217         | 101,243          | 28,181              | 58,085                | 75,193    | 182,425           | 6,579                           | 2,454              | 15,778                                | 9,033                    |
| 76,676,350-2       | Agrícola Purapel del Maule Ltda.                               | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 560            | 13,760           | 4                   | -                     | 14,317    | -                 | (97)                            | (22)               | 19,753                                | (119)                    |
| 79,984,240-8       | Agrosuper Comercializadora de Alimentos Ltda.                  | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 872,059        | 110,713          | 818,854             | 15,905                | 148,012   | 2,528,970         | 33,644                          | 12,987             | 95,870                                | 46,632                   |
| 92,870,000-3       | Serv. de Marketing AS Ltda                                     | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 4,460          | 2,387            | 200                 | 241                   | 6,406     | 1,282             | 187                             | 69                 | 292                                   | 256                      |
| 79,872,410-K       | Elaboradora de Alimentos Doñihue Ltda.                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 31,705         | 10,776           | 19,884              | 2,669                 | 19,928    | 71,537            | 2,167                           | 808                | 1,914                                 | 2,975                    |
| 76,278,340-1       | Transportes AS Ltda.                                           | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 2,278          | 1,778            | 25                  | -                     | 4,031     | -                 | (59)                            | 40                 | 3,636                                 | (19)                     |
| 76,688,951-4       | Inv. Agrosuper Internac. Ltda.                                 | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 106            | 40,670           | 33                  | -                     | 40,742    | -                 | 5,585                           | 81                 | 3,878                                 | 5,666                    |
| 79,561,890-2       | Comercializadora de Alimentos Lo Miranda Ltda.                 | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 78             | 256              | -                   | 63                    | 271       | -                 | (41)                            | 63                 | 369                                   | 22                       |
| Foreign            | Inversiones Eurosuper SL                                       | Spain             | Indirect subsidiary | Euro                | 0.00%   | 100.00%  | 190            | 25,703           | -                   | -                     | 25,894    | -                 | 3,479                           | -                  | 936                                   | 3,479                    |
| Foreign            | Agro Europa SPA                                                | Italy             | Indirect subsidiary | Euro                | 0.00%   | 85.64%   | 8,307          | 22               | 5,751               | 216                   | 2,362     | 56,014            | 1,163                           | 450                | 1,039                                 | 1,613                    |
| Foreign            | Andes Asia INC                                                 | Japan             | Indirect subsidiary | Yen                 | 0.00%   | 100.00%  | 116,558        | 439              | 110,378             | 114                   | 6,504     | 293,043           | 2,240                           | 1,127              | 64                                    | 3,367                    |
| Foreign            | Agro América LLC                                               | USA               | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 42,656         | 120              | 31,537              | 34                    | 11,205    | 218,734           | 1,964                           | 740                | 200                                   | 2,704                    |
| Foreign            | Agrosuper Shangai                                              | China             | Indirect subsidiary | Chinese yuan        | 0.00%   | 100.00%  | 35,295         | 10               | 25,095              | 3                     | 10,207    | 175,992           | 541                             | 202                | 684                                   | 743                      |
| Foreign            | Agrosuper Asia Limited                                         | China             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 1,322          | 16,711           | 906                 | -                     | 17,127    | 3,005             | 2,813                           | -                  | 760                                   | 2,813                    |
| Foreign            | Agrosuper Brasil Representação de Productos Alimenticios Ltda. | Brazil            | Indirect subsidiary | Actual              | 0.00%   | 100.00%  | -              | -                | 6                   | 44                    | (50)      | -                 | (21)                            | -                  | 28                                    | (21)                     |
| Foreign            | Productos Alimenticios Súper R.L.                              | Mexico            | Indirect subsidiary | Mexican peso        | 0.00%   | 100.00%  | 25,794         | 775              | 18,412              | 709                   | 7,449     | 118,563           | 513                             | 529                | -                                     | 1,042                    |
| 86,247,400-7       | Empresas Aquachile S.A.                                        | Chile             | Direct subsidiary   | US dollar           | 99.99%  | 0.01%    | 811,315        | 1,372,622        | 241,322             | 35,500                | 1,907,114 | 1,304,771         | 347,319                         | 9,330              | 959,882                               | 356,649                  |
| 79,872,420-7       | Exportadora Los Firdos Ltda.                                   | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 711,158        | 349,850          | 320,023             | 100,517               | 640,468   | 1,104,780         | 93,670                          | 33,623             | 357,822                               | 127,294                  |
| 78,512,930-K       | Procesadora Cailín SpA.                                        | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 10,829         | 25,207           | 14,871              | 4,476                 | 16,688    | 29,460            | 3,539                           | 1,308              | 8,490                                 | 4,847                    |
| 76,794,910-3       | Aquainnovo SpA.                                                | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 4,852          | 16,368           | 5,715               | 2,956                 | 12,549    | 62,353            | 6,477                           | 2,342              | 4,434                                 | 8,819                    |
| 79,800,600-2       | AquaChile S.P.A.                                               | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 29,114         | 784,600          | 10,271              | 2,991                 | 800,452   | 61,257            | 84,933                          | (854)              | 274,252                               | 84,079                   |
| Non-Chilean        | AquaChile Inc.                                                 | USA               | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 61,716         | 18,483           | 52,807              | 6,451                 | 20,940    | 475,919           | 3,077                           | 818                | 200                                   | 3,895                    |
| 88,274,600-3       | Procesadora Mar del Sur SpA                                    | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 11,675         | 16,389           | 12,736              | 12,289                | 3,039     | 30,286            | 762                             | 276                | 2,978                                 | 1,038                    |
| 76,495,180-8       | Procesadora Calbuco SpA                                        | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 8,601          | 22,187           | 12,729              | 20,971                | (2,911)   | 29,451            | 10                              | 4                  | 7,533                                 | 15                       |
| 79,728,530-7       | AquaChile Maullín Ltda                                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 25,073         | 61,100           | 30,145              | 8,397                 | 47,631    | 225,921           | (11,571)                        | (3,520)            | 38,667                                | (15,091)                 |
| 76,300,265-9       | Laboratorio AquaChile SpA.                                     | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 1,126          | 82               | 168                 | 6                     | 1,033     | 1,243             | 10                              | 31                 | 208                                   | 41                       |
| 76,452,811-5       | Centro de Innovación Aquainnovo-Biomar S.A.                    | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 70.00%   | 3,116          | 2,719            | 778                 | 65                    | 4,992     | 3,825             | 153                             | 65                 | 6,824                                 | 218                      |
| 78,754,560-2       | AquaChile Magallanes SpA                                       | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 222,215        | 175,921          | 37,783              | 95,731                | 264,622   | 235,800           | 42,916                          | 15,257             | 100,614                               | 58,173                   |
| 76,125,666-1       | Salmones Reloncavi SPA                                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 35,499         | 53,335           | 35,679              | 31,077                | 22,077    | 100,273           | 6,792                           | 2,431              | 17,295                                | 9,223                    |

12.31.2023

| number       | Company                                                        | Country of origin | Relationship        | Functional currency | Share   |          | Current assets | Long-term assets | Current liabilities | Long-term liabilities | Equity revenue | Ordinary revenue | Profit (loss) for the year, net | Income tax expense | Capital expenditure (Paid-in capital) | Profit (loss) before tax |
|--------------|----------------------------------------------------------------|-------------------|---------------------|---------------------|---------|----------|----------------|------------------|---------------------|-----------------------|----------------|------------------|---------------------------------|--------------------|---------------------------------------|--------------------------|
|              |                                                                |                   |                     |                     | Direct  | Indirect |                |                  |                     |                       |                |                  |                                 |                    |                                       |                          |
| 76,126,154-1 | Agrosuper S.P.A.                                               | Chile             | Direct subsidiary   | US dollar           | 100.00% | 0.00%    | 26             | 222              | -                   | -                     | 248            | -                | 3                               | -                  | 126                                   | 3                        |
| 77,805,520-1 | Agrocomercial AS Ltda.                                         | Chile             | Direct subsidiary   | US dollar           | 99.99%  | 0.01%    | 499,978        | 1,965,879        | 516,351             | 445                   | 1,949,061      | 1,769,757        | 22,377                          | 13,190             | 1,254,476                             | 35,567                   |
| 88,680,500-4 | Agrícola Súper Ltda.                                           | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 889,730        | 559,427          | 299,239             | 95,974                | 1,053,944      | 1,432,779        | (54,701)                        | (21,550)           | 338,512                               | (76,251)                 |
| 78,429,980-5 | Agro Tantehue Ltda.                                            | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 20,443         | 621              | 16,421              | 889                   | 3,754          | 38,297           | 784                             | 288                | 735                                   | 1,072                    |
| 82,366,700-0 | Sopraval S.P.A.                                                | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 99.810%  | 212,349        | 83,305           | 36,673              | 9,072                 | 249,909        | 203,055          | (11,043)                        | (3,932)            | 206,627                               | (14,975)                 |
| 77,476,390-2 | Procesadora de Alimentos del Sur Ltda.                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 34,054         | 36,683           | 28,248              | 4,209                 | 38,280         | 125,074          | 3,473                           | 1,292              | 26,325                                | 4,765                    |
| 78,483,600-2 | Faenadora San Vicente Ltda.                                    | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 52,505         | 58,082           | 52,177              | 21,648                | 36,762         | 148,732          | 3,620                           | 1,352              | 8,297                                 | 4,972                    |
| 78,408,440-K | Faenadora Lo Miranda Ltda.                                     | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 50,289         | 111,141          | 32,311              | 54,006                | 75,113         | 190,137          | 4,409                           | 1,632              | 15,778                                | 6,041                    |
| 76,676,350-2 | Agrícola Purapel del Maule Ltda.                               | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 605            | 13,814           | 5                   | -                     | 14,414         | -                | (106)                           | (17)               | 19,753                                | (123)                    |
| 79,984,240-8 | Agrosuper Comercializadora de Alimentos Ltda.                  | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 1,047,355      | 115,357          | 944,032             | 16,952                | 201,728        | 2,533,273        | 33,303                          | 11,782             | 95,870                                | 45,085                   |
| 92,870,000-3 | Serv. de Marketing AS Ltda                                     | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 4,484          | 2,307            | 331                 | 241                   | 6,219          | 1,694            | 469                             | 174                | 292                                   | 643                      |
| 79,872,410-K | Elaboradora de Alimentos Doñihue Ltda.                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 18,265         | 11,518           | 9,366               | 2,656                 | 17,761         | 66,415           | 2,374                           | 848                | 1,914                                 | 3,222                    |
| 76,278,340-1 | Transportes AS Ltda.                                           | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 3,182          | 1,675            | 767                 | -                     | 4,090          | 529              | 453                             | 130                | 3,636                                 | 583                      |
| 76,688,951-4 | Inv. Agrosuper Internac. Ltda.                                 | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 118            | 37,557           | -                   | -                     | 37,675         | -                | 5,215                           | -                  | 3,878                                 | 5,215                    |
| 79,561,890-2 | Comercializadora de Alimentos Lo Miranda Ltda.                 | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 75             | 254              | -                   | -                     | 329            | -                | 13                              | -                  | 369                                   | 13                       |
| Foreign      | Inversiones Eurosuper SL                                       | Spain             | Indirect subsidiary | Euro                | 0.00%   | 100.00%  | 58             | 24,867           | 2                   | -                     | 24,923         | -                | 3,212                           | -                  | 953                                   | 3,212                    |
| Foreign      | Agro Europa SPA                                                | Italy             | Indirect subsidiary | Euro                | 0.00%   | 85.64%   | 15,194         | 9                | 12,504              | 255                   | 2,444          | 49,205           | 976                             | 379                | 1,057                                 | 1,355                    |
| Foreign      | Andes Asia INC                                                 | Japan             | Indirect subsidiary | Yen                 | 0.00%   | 100.00%  | 124,363        | 380              | 120,005             | 134                   | 4,604          | 265,320          | 2,213                           | 1,203              | 67                                    | 3,416                    |
| Foreign      | Agro América LLC                                               | USA               | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 49,792         | 138              | 40,685              | 4                     | 9,241          | 198,591          | 1,846                           | 613                | 200                                   | 2,459                    |
| Foreign      | Agrosuper Shangai                                              | China             | Indirect subsidiary | Chinese yuan        | 0.00%   | 100.00%  | 27,827         | 29               | 17,928              | 12                    | 9,916          | 225,529          | 155                             | 202                | 685                                   | 357                      |
| Foreign      | Agrosuper Asia Limited                                         | China             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 666            | 14,519           | 281                 | -                     | 14,904         | 3,177            | 2,410                           | -                  | 760                                   | 2,410                    |
| Foreign      | Agrosuper Brasil Representação de Productos Alimenticios Ltda. | Brazil            | Indirect subsidiary | Actual              | 0.00%   | 100.00%  | 1              | -                | 6                   | 30                    | (35)           | -                | (9)                             | -                  | 34                                    | (9)                      |
| Foreign      | Productos Alimenticios Súper R.L.                              | Mexico            | Indirect subsidiary | Mexican peso        | 0.00%   | 100.00%  | 28,224         | 957              | 19,683              | 852                   | 8,646          | 97,588           | 686                             | 242                | -                                     | 928                      |
| 86,247,400-7 | Empresas Aquachile S.A.                                        | Chile             | Direct subsidiary   | US dollar           | 99.99%  | 0.01%    | 1,114,649      | 1,323,023        | 582,694             | 160,158               | 1,694,821      | 1,025,134        | 201,829                         | 43,093             | 959,882                               | 244,922                  |
| 79,872,420-7 | Exportadora Los Fiordos Ltda.                                  | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 687,985        | 397,465          | 468,176             | 70,362                | 546,912        | 1,194,719        | 15,432                          | 2,190              | 357,822                               | 17,622                   |
| 96,509,550-0 | Inversiones AquaChile SpA                                      | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 32             | 715,920          | 177                 | 143                   | 715,632        | -                | 29,528                          | 78                 | 274,252                               | 29,606                   |
| 78,512,930-K | Procesadora Cailín SpA.                                        | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 12,898         | 20,026           | 1,928               | 17,847                | 13,149         | 9,287            | (309)                           | (77)               | 8,490                                 | (386)                    |
| 76,794,910-3 | Aquainnovo SpA.                                                | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 2,873          | 17,230           | 9,773               | 4,258                 | 6,072          | 39,927           | 534                             | 264                | 4,434                                 | 798                      |
| 79,800,600-2 | AquaChile S.P.A.                                               | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 46,563         | 42,602           | 23,572              | 4,383                 | 61,210         | 52,259           | 2,919                           | 1,722              | 57,187                                | 4,641                    |
| Foreign      | AquaChile Inc.                                                 | USA               | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 63,938         | 18,674           | 57,865              | 7,286                 | 17,461         | 451,533          | 3,754                           | 1,790              | 200                                   | 5,544                    |
| 88,274,600-3 | Procesadora Mar del Sur SpA                                    | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 45,970         | 14,856           | 46,896              | 11,653                | 2,277          | 32,088           | 418                             | 222                | 2,978                                 | 640                      |
| 76,495,180-8 | Procesadora Calbuco SpA                                        | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 4,108          | 18,572           | 6,138               | 19,463                | (2,921)        | 26,921           | (163)                           | 112                | 7,533                                 | (51)                     |
| 79,728,530-7 | AquaChile Maullín Ltda                                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 163,457        | 72,305           | 58,432              | 118,128               | 59,202         | 149,641          | 4,760                           | 816                | 38,667                                | 5,576                    |
| 76,300,265-9 | Laboratorio AquaChile SpA.                                     | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 1,087          | 124              | 186                 | 1                     | 1,024          | 1,315            | (7)                             | 44                 | 208                                   | 37                       |
| 76,452,811-5 | Centro de Innovación Aquainnovo-Biomar S.A.                    | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 70.00%   | 2,703          | 2,884            | 687                 | 61                    | 4,839          | 3,580            | 106                             | 39                 | 6,824                                 | 145                      |
| 78,754,560-2 | AquaChile Magallanes SpA                                       | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 392,504        | 185,551          | 194,473             | 161,876               | 221,706        | 287,773          | (1,782)                         | (609)              | 100,614                               | (2,391)                  |
| 76,125,666-1 | Salmones Reloncavi SPA                                         | Chile             | Indirect subsidiary | US dollar           | 0.00%   | 100.00%  | 40,001         | 51,127           | 49,866              | 25,977                | 15,285         | 89,531           | 5,795                           | 1,009              | 17,295                                | 6,804                    |

## Investment plan

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.

## Branches

| Name of establishment | Address (Street, Avenue, Lane)                            | Municipal district | Region               |
|-----------------------|-----------------------------------------------------------|--------------------|----------------------|
| Arica                 | Diego Portales #1303                                      | Arica              | Arica and Parinacota |
| Iquique               | Salvador Allende #2298                                    | Iquique            | Tarapacá             |
| La Negra              | Hector Gomez Cobo #286, Modulo 11                         | Antofagasta        | Antofagasta          |
| Calama                | Granaderos #1420                                          | Calama             | Antofagasta          |
| Copiapó               | Ruta C-30 Acceso Norte #03467 Megacentro                  | Copiapó            | Atacama              |
| Coquimbo              | Camino Interior LT 109, departamento 18-19, Pan de Azucar | Coquimbo           | Coquimbo             |
| Hijuelas              | Conchalí #100                                             | La Calera          | Valparaíso           |
| San Antonio           | Autopista del Sol KM #103,5                               | Cartagena          | Valparaíso           |
| Viña del Mar          | Calle Limache #4097, El Salto                             | Viña del Mar       | Valparaíso           |
| San Felipe            | Carretera General San Martín #2511                        | San Felipe         | Valparaíso           |
| Huechuraba            | Camino de la Colina N° 1464, Parque Ind. El Rosal         | Huechuraba         | Metropolitan         |
| Miraflores            | Calle El Retiro #1270, sector Miraflores                  | Renca              | Metropolitan         |
| Lo Espejo             | Aeropuerto #9671                                          | Cerrillos          | Metropolitan         |
| Rancagua              | Manuel Montt #4020, Km 90                                 | Rancagua           | O'Higgins            |
| Talca                 | 20 Oriente #2155, Ruta 5 Sur                              | Talca              | Maule                |
| Curicó                | Longitudinal Sur Km #187                                  | Curicó             | Maule                |
| Chillán               | Panamericana Norte N° 980                                 | Chillán            | Ñuble                |
| Concepción            | Camino a Penco - Ruta 150 Km. 4.1                         | Penco              | Biobío               |
| Los Angeles           | Avenida Las Industrias #13690                             | Los Angeles        | Biobío               |
| Temuco                | Guido Beck de Ramerga #1810                               | Padre Las Casas    | Araucanía            |
| Valdivia              | Avenida España #940                                       | Valdivia           | Los Ríos             |
| Osorno                | Ruta 5 Sur, esquina Barro Blanco                          | Osorno             | Los Lagos            |
| Puerto Montt          | Ruta 5 Sur #100, Camino a Pargua                          | Puerto Montt       | Los Lagos            |
| Castro                | Ruta 5 Sur Km 1.176, block 27                             | Castro             | Los Lagos            |
| Coyhaique             | Avenida Baquedano #4980                                   | Coyhaique          | Aysén                |
| Punta Arenas          | Ruta 9 Norte Km 8 08156-G                                 | Punta Arenas       | Magallanes           |

Note: The branches do not sell products but function as distribution centers, dispatching products to the end clients.

## Aquaculture concessions

| No. | Name                    | Region     | Property |
|-----|-------------------------|------------|----------|
| 63  | Aquaculture concessions | Los Lagos  | Own      |
| 242 | Aquaculture concessions | Aysén      | Own      |
| 29  | Aquaculture concessions | Magallanes | Own      |
| 1   | Aquaculture concessions | Los Ríos   | Own      |



# ABOUT THIS REPORT

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This Integrated Report 2024 presents the main challenges and results on financial, environmental, social and governance issues for Agrosuper and its subsidiaries for the period between January 1 and December 31, 2024.

Published on an annual basis, this document was prepared in compliance with and under the standards of the Global Reporting Initiative (GRI Standards 2021), the Sustainability Accounting Standards Board (SASB FP-MP) and General Rule 461 of the Financial Market Commission.

The content is compiled and reviewed by the entity's senior executives and validated by the company's Board of Directors.



# Impact matrix and dual materiality

This year we adopted the concept of dual materiality, which has allowed us to prioritize significant issues from two key perspectives: financial impact and social, environmental and economic impact. This approach ensures that strategic decisions are made that consider both the risks and opportunities for the business and the effects of operations on the environment. Financial materiality evaluates factors that affect economic results, such as climate risks or regulatory changes, strengthening operational resilience. On the other hand, impact materiality addresses the social and environmental effects of the company, promoting alignment with principles of sustainability and corporate responsibility.



## Key materiality figures

### Identification of impacts

Analysis of international standards



Industry standards

Material issues of the industry



Companies reviewed

Internal documentation



Climate and satisfaction studies

News and press



Main news published in 2024

### Prioritization of impact by stakeholders



Materiality surveys 2024

A total of 712 stakeholder surveys were conducted to prioritize stakeholder expectations and concerns and determine which issues have the greatest impact on ESG performance. These surveys involved communities, employees, suppliers, clients and the media.

### Prioritization of financial risks for the business



Agrosuper corporate risks

### Dual materiality matrix

| Material category                             | No. | Material topic                                                             | ESG | Impact on stakeholders | Impact on the business |
|-----------------------------------------------|-----|----------------------------------------------------------------------------|-----|------------------------|------------------------|
| Climate change actions                        | 1   | Energy management                                                          | A   | 0.46                   | 0.17                   |
|                                               | 2   | Carbon footprint and climate change                                        | A   | 0.30                   | 0.15                   |
| Environmentally responsible production        | 3   | Packaging and waste management.                                            | A   | 0.40                   | 0.14                   |
|                                               | 4   | Water and hydric water stress (including waste water)                      | A   | 0.40                   | 0.17                   |
|                                               | 5   | Biodiversity and conversion of natural ecosystems (including fish escapes) | A   | 0.28                   | 0.16                   |
|                                               | 6   | Odor management                                                            | A   | 0.31                   | 0.14                   |
|                                               | 7   | Soil management and sustainable agriculture                                | A   | 0.16                   | 0.14                   |
| Responsible supply                            | 8   | Supply chain management and responsible supply                             | G   | 0.30                   | 0.16                   |
| Healthy, safe and conscious breeding          | 9   | Animal care and welfare                                                    | A   | 0.20                   | 0.27                   |
|                                               | 10  | Biosecurity and food safety                                                | G   | 0.30                   | 0.27                   |
| Holistic and responsible corporate governance | 11  | Regulatory compliance and new regulations.                                 | G   | 0.21                   | 0.14                   |
|                                               | 12  | Human rights                                                               | G   | 0.21                   | 0.13                   |
|                                               | 13  | Corporate ethics and integrity (including anti-corruption)                 | G   | 0.29                   | 0.10                   |
|                                               | 14  | Corporate governance                                                       | G   | 0.18                   | 0.10                   |
| Robust and innovative business                | 15  | Control of costs, productivity and operational efficiency                  | G   | 0.20                   | 0.18                   |
|                                               | 16  | Opening and introduction into new markets.                                 | G   | 0.16                   | 0.25                   |
|                                               | 17  | Economic performance and financial solvency                                | G   | 0.22                   | 0.11                   |
|                                               | 18  | Information security and cybersecurity                                     | G   | 0.08                   | 0.20                   |
|                                               | 19  | Digital transformation, technology and innovation                          | G   | 0.42                   | 0.10                   |
| Quality and client satisfaction portfolio     | 20  | Product quality, portfolio diversification and brand valuation             | G   | 0.33                   | 0.28                   |
|                                               | 21  | Certifications and standardization of practices and processes              | G   | 0.18                   | 0.23                   |
|                                               | 22  | Nutritional value of products.                                             | S   | 0.18                   | 0.20                   |
|                                               | 23  | Client management and satisfaction (including complaint management)        | G   | 0.15                   | 0.10                   |
| Diverse, safe and committed teams             | 24  | Labor relations                                                            | S   | 0.34                   | 0.12                   |
|                                               | 25  | Employee attraction, retention and development                             | S   | 0.47                   | 0.12                   |
|                                               | 26  | Occupational health and safety                                             | S   | 0.31                   | 0.14                   |
|                                               | 27  | Benefits, wellbeing and work climate                                       | S   | 0.37                   | 0.12                   |
|                                               | 28  | Diversity, equity and non-discrimination                                   | S   | 0.18                   | 0.12                   |
| Community liaison and development             | 29  | Community engagement and social contributions.                             | S   | 0.66                   | 0.19                   |
|                                               | 30  | Job generation and local hiring (including local suppliers)                | S   | 0.50                   | 0.20                   |



# Appendixes, ESG metric tables

## Focused on people

### Workforce

|                        | Meat segment  |               | Aquaculture segment |              | Total Agrosuper |               |
|------------------------|---------------|---------------|---------------------|--------------|-----------------|---------------|
|                        | 2023          | 2024          | 2023                | 2024         | 2023            | 2024          |
| Total employees: women | 3,018         | 3,024         | 2,288               | 2,245        | 5,306           | 5,269         |
| Total employees: men   | 10,459        | 10,920        | 3,537               | 3,644        | 13,996          | 14,564        |
| <b>Total employees</b> | <b>13,477</b> | <b>13,944</b> | <b>5,825</b>        | <b>5,889</b> | <b>19,302</b>   | <b>19,833</b> |

### Workforce by types of contracts 2024

CMF 5.2 | GRI 2-7

|                                                           | Meat segment |        |        | Aquaculture segment |       |       | Total Agrosuper |        |        |
|-----------------------------------------------------------|--------------|--------|--------|---------------------|-------|-------|-----------------|--------|--------|
|                                                           | Women        | Men    | Total  | Women               | Men   | Total | Women           | Men    | Total  |
| Employees on indefinite employment contracts              | 2,904        | 10,219 | 13,123 | 1,353               | 2,581 | 3,934 | 4,257           | 12,800 | 17,057 |
| Employees on fixed-term or temporary employment contracts | 120          | 701    | 821    | 892                 | 1,063 | 1,955 | 1,012           | 1,764  | 2,776  |
| Employees on contracts by work, project or work site      | 0            | 0      | 0      | 0                   | 0     | 0     | 0               | 0      | 0      |
| Employees working for non-guaranteed hours                | 0            | 0      | 0      | 0                   | 0     | 0     | 0               | 0      | 0      |

|                                                           | Meat segment |       |       | Aquaculture segment |       |       | Total Agrosuper |       |       |
|-----------------------------------------------------------|--------------|-------|-------|---------------------|-------|-------|-----------------|-------|-------|
|                                                           | Women        | Men   | Total | Women               | Men   | Total | Women           | Men   | Total |
| Employees on indefinite employment contracts              | 96.0%        | 93.6% | 94.1% | 60.3%               | 70.8% | 66.8% | 80.8%           | 87.9% | 86.0% |
| Employees on fixed-term or temporary employment contracts | 4.0%         | 6.4%  | 5.9%  | 39.7%               | 29.2% | 33.2% | 19.2%           | 12.1% | 14.0% |
| Employees on contracts by work, project or work site      | 0%           | 0%    | 0%    | 0%                  | 0%    | 0%    | 0%              | 0%    | 0%    |
| Employees working for non-guaranteed hours                | 0%           | 0%    | 0%    | 0%                  | 0%    | 0%    | 0%              | 0%    | 0%    |

### Workforce by type of working day 2024

CMF 5.3 | GRI 2-7

|                             | Meat segment |        |        | Aquaculture segment |       |       | Total Agrosuper |        |        |
|-----------------------------|--------------|--------|--------|---------------------|-------|-------|-----------------|--------|--------|
|                             | Women        | Men    | Total  | Women               | Men   | Total | Women           | Men    | Total  |
| Employees working full time | 3,021        | 10,918 | 13,939 | 2,245               | 3,644 | 5,889 | 5,266           | 14,562 | 19,828 |
| Employees working part time | 3            | 2      | 5      | 0                   | 0     | 0     | 3               | 2      | 5      |

|                             | Meat segment |        |        | Aquaculture segment |      |       | Total Agrosuper |        |        |
|-----------------------------|--------------|--------|--------|---------------------|------|-------|-----------------|--------|--------|
|                             | Women        | Men    | Total  | Women               | Men  | Total | Women           | Men    | Total  |
| Employees working full time | 99.9%        | 99.98% | 99.96% | 100%                | 100% | 100%  | 99.94%          | 99.99% | 99.97% |
| Employees working part time | 0.1%         | 0.02%  | 0.04%  | 0%                  | 0%   | 0%    | 0.06%           | 0.01%  | 0.03%  |

### Workforce with workplace flexibility 2024

CMF 5.3 | GRI 2-7

|                                             | Meat segment |       |       | Aquaculture segment |       |       | Total Agrosuper |       |       |
|---------------------------------------------|--------------|-------|-------|---------------------|-------|-------|-----------------|-------|-------|
|                                             | Women        | Men   | Total | Women               | Men   | Total | Women           | Men   | Total |
| Employees partially teleworking.            | 617          | 673   | 1,290 | 155                 | 173   | 328   | 772             | 846   | 1,618 |
| Percentage Employees partially teleworking. | 20.40%       | 6.16% | 9.25% | 6.90%               | 4.75% | 5.57% | 14.65%          | 5.81% | 8.16% |

\*There are no records of employees with flexible working agreements for workers who have family responsibilities

### Workforce by job responsibility level 2024

CMF 5.1.1

|                          | Meat segment |       |       | Aquaculture segment |       |       | Total Agrosuper |        |        |
|--------------------------|--------------|-------|-------|---------------------|-------|-------|-----------------|--------|--------|
|                          | Women        | Men   | Total | Women               | Men   | Total | Women           | Men    | Total  |
| Senior management        | 1            | 15    | 16    | 0                   | 6     | 6     | 1               | 21     | 22     |
| Management               | 25           | 102   | 127   | 15                  | 67    | 82    | 40              | 169    | 209    |
| Department heads         | 229          | 1,037 | 1,266 | 158                 | 440   | 598   | 387             | 1,477  | 1,864  |
| Operators                | 1,744        | 7,932 | 9,676 | 1,551               | 2,080 | 3,631 | 3,295           | 10,012 | 13,307 |
| Sales force              | 173          | 263   | 436   | 0                   | 0     | 0     | 173             | 263    | 436    |
| Administrative personnel | 186          | 221   | 407   | 51                  | 39    | 90    | 237             | 260    | 497    |
| Other professionals      | 614          | 857   | 1,471 | 257                 | 347   | 604   | 871             | 1,204  | 2,075  |
| Other technicians        | 52           | 493   | 545   | 213                 | 665   | 878   | 265             | 1,158  | 1,423  |

\*There are no records of employees in the position of Assistant.

**Workforce by nationality 2024**

CMF 5.1.2 | GRI 405-1

|                          | Meat segment |       |       | Aquaculture segment |       |       | Total Agrosuper |       |        |
|--------------------------|--------------|-------|-------|---------------------|-------|-------|-----------------|-------|--------|
|                          | Women        | Men   | Total | Women               | Men   | Total | Women           | Men   | Total  |
| <b>Senior management</b> |              |       |       |                     |       |       |                 |       |        |
| Chilean                  | 1            | 14    | 15    | 0                   | 6     | 6     | 1               | 20    | 21     |
| Argentine                | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| <b>Management</b>        |              |       |       |                     |       |       |                 |       |        |
| Chilean                  | 24           | 99    | 123   | 12                  | 62    | 74    | 36              | 161   | 197    |
| American                 | 0            | 0     | 0     | 0                   | 3     | 3     | 0               | 3     | 3      |
| Chinese                  | 0            | 0     | 0     | 2                   | 1     | 3     | 2               | 1     | 3      |
| Peruvian                 | 1            | 1     | 2     | 0                   | 0     | 0     | 1               | 1     | 2      |
| Brazilian                | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| South Korean             | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Japanese                 | 0            | 0     | 0     | 0                   | 1     | 1     | 0               | 1     | 1      |
| Ukrainian                | 0            | 0     | 0     | 1                   | 0     | 1     | 1               | 0     | 1      |
| <b>Department heads</b>  |              |       |       |                     |       |       |                 |       |        |
| Chilean                  | 217          | 1,002 | 1,219 | 152                 | 414   | 566   | 369             | 1,416 | 1,785  |
| Venezuelan               | 4            | 23    | 27    | 2                   | 11    | 13    | 6               | 34    | 40     |
| Colombian                | 0            | 2     | 2     | 2                   | 9     | 11    | 2               | 11    | 13     |
| American                 | 1            | 2     | 3     | 0                   | 2     | 2     | 1               | 4     | 5      |
| Argentine                | 0            | 1     | 1     | 1                   | 1     | 2     | 1               | 2     | 3      |
| Ecuadorian               | 1            | 1     | 2     | 0                   | 1     | 1     | 1               | 2     | 3      |
| Chinese                  | 2            | 1     | 3     | 0                   | 0     | 0     | 2               | 1     | 3      |
| Japanese                 | 2            | 1     | 3     | 0                   | 0     | 0     | 2               | 1     | 3      |
| Cuban                    | 0            | 1     | 1     | 0                   | 1     | 1     | 0               | 2     | 2      |
| Mexican                  | 1            | 1     | 2     | 0                   | 0     | 0     | 1               | 1     | 2      |
| Brazilian                | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Dominican                | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Peruvian                 | 0            | 0     | 0     | 0                   | 1     | 1     | 0               | 1     | 1      |
| Costa Rican              | 0            | 0     | 0     | 1                   | 0     | 1     | 1               | 0     | 1      |
| Italian                  | 1            | 0     | 1     | 0                   | 0     | 0     | 1               | 0     | 1      |
| <b>Operators</b>         |              |       |       |                     |       |       |                 |       |        |
| Chilean                  | 1,679        | 7,473 | 9,152 | 1,482               | 1,952 | 3,434 | 3,161           | 9,425 | 12,586 |
| Venezuelan               | 31           | 183   | 214   | 16                  | 21    | 37    | 47              | 204   | 251    |
| Haitian                  | 1            | 124   | 125   | 4                   | 46    | 50    | 5               | 170   | 175    |
| Colombian                | 16           | 59    | 75    | 36                  | 44    | 80    | 52              | 103   | 155    |
| Bolivian                 | 6            | 23    | 29    | 3                   | 5     | 8     | 9               | 28    | 37     |
| Ecuadorian               | 4            | 30    | 34    | 0                   | 2     | 2     | 4               | 32    | 36     |
| Peruvian                 | 5            | 17    | 22    | 4                   | 4     | 8     | 9               | 21    | 30     |
| Argentine                | 0            | 7     | 7     | 1                   | 2     | 3     | 1               | 9     | 10     |
| Dominican                | 1            | 4     | 5     | 3                   | 1     | 4     | 4               | 5     | 9      |
| Cuban                    | 1            | 6     | 7     | 0                   | 1     | 1     | 1               | 7     | 8      |
| Paraguayan               | 0            | 2     | 2     | 1                   | 0     | 1     | 1               | 2     | 3      |
| Salvadorian              | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Guatemalan               | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Italian                  | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Uruguayan                | 0            | 1     | 1     | 0                   | 0     | 0     | 0               | 1     | 1      |
| Brazilian                | 0            | 0     | 0     | 0                   | 1     | 1     | 0               | 1     | 1      |
| Mexican                  | 0            | 0     | 0     | 0                   | 1     | 1     | 0               | 1     | 1      |
| Dominican                | 0            | 0     | 0     | 1                   | 0     | 1     | 1               | 0     | 1      |

|                                 | Meat segment |     |       | Aquaculture segment |     |       | Total Agrosuper |       |       |
|---------------------------------|--------------|-----|-------|---------------------|-----|-------|-----------------|-------|-------|
|                                 | Women        | Men | Total | Women               | Men | Total | Women           | Men   | Total |
| <b>Sales force</b>              |              |     |       |                     |     |       |                 |       |       |
| Chilean                         | 149          | 235 | 384   | 0                   | 0   | 0     | 149             | 235   | 384   |
| Venezuelan                      | 17           | 22  | 39    | 0                   | 0   | 0     | 17              | 22    | 39    |
| Peruvian                        | 1            | 4   | 5     | 0                   | 0   | 0     | 1               | 4     | 5     |
| Colombian                       | 4            | 0   | 4     | 0                   | 0   | 0     | 4               | 0     | 4     |
| Argentine                       | 1            | 1   | 2     | 0                   | 0   | 0     | 1               | 1     | 2     |
| Paraguayan                      | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Bolivian                        | 1            | 0   | 1     | 0                   | 0   | 0     | 1               | 0     | 1     |
| <b>Administrative personnel</b> |              |     |       |                     |     |       |                 |       |       |
| Chilean                         | 175          | 206 | 381   | 49                  | 34  | 83    | 224             | 240   | 464   |
| Venezuelan                      | 8            | 14  | 22    | 1                   | 5   | 6     | 9               | 19    | 28    |
| Colombian                       | 2            | 0   | 2     | 0                   | 0   | 0     | 2               | 0     | 2     |
| Peruvian                        | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Brazilian                       | 1            | 0   | 1     | 0                   | 0   | 0     | 1               | 0     | 1     |
| Argentine                       | 0            | 0   | 0     | 1                   | 0   | 1     | 1               | 0     | 1     |
| <b>Other professionals</b>      |              |     |       |                     |     |       |                 |       |       |
| Chilean                         | 566          | 815 | 1,381 | 217                 | 313 | 530   | 783             | 1,128 | 1,911 |
| Venezuelan                      | 14           | 19  | 33    | 11                  | 13  | 24    | 25              | 32    | 57    |
| American                        | 6            | 5   | 11    | 8                   | 11  | 19    | 14              | 16    | 30    |
| Chinese                         | 12           | 3   | 15    | 3                   | 3   | 6     | 15              | 6     | 21    |
| Mexican                         | 5            | 4   | 9     | 2                   | 1   | 3     | 7               | 5     | 12    |
| Japanese                        | 5            | 2   | 7     | 3                   | 2   | 5     | 8               | 4     | 12    |
| Colombian                       | 1            | 2   | 3     | 4                   | 2   | 6     | 5               | 4     | 9     |
| Peruvian                        | 1            | 1   | 2     | 2                   | 0   | 2     | 3               | 1     | 4     |
| Bolivian                        | 0            | 2   | 2     | 0                   | 0   | 0     | 0               | 2     | 2     |
| Spanish                         | 0            | 0   | 0     | 1                   | 1   | 2     | 1               | 1     | 2     |
| Brazilian                       | 1            | 0   | 1     | 1                   | 0   | 1     | 2               | 0     | 2     |
| Italian                         | 2            | 0   | 2     | 0                   | 0   | 0     | 2               | 0     | 2     |
| Russian                         | 0            | 0   | 0     | 2                   | 0   | 2     | 2               | 0     | 2     |
| Argentine                       | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Canadian                        | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Guatemalan                      | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Malaysian                       | 0            | 0   | 0     | 0                   | 1   | 1     | 0               | 1     | 1     |
| South Korean                    | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| German                          | 0            | 0   | 0     | 1                   | 0   | 1     | 1               | 0     | 1     |
| Cuban                           | 0            | 0   | 0     | 1                   | 0   | 1     | 1               | 0     | 1     |
| Ecuadorian                      | 0            | 0   | 0     | 1                   | 0   | 1     | 1               | 0     | 1     |
| Philippino                      | 1            | 0   | 1     | 0                   | 0   | 0     | 1               | 0     | 1     |
| <b>Other technicians</b>        |              |     |       |                     |     |       |                 |       |       |
| Chilean                         | 52           | 478 | 530   | 201                 | 627 | 828   | 253             | 1,105 | 1,358 |
| Venezuelan                      | 0            | 13  | 13    | 8                   | 29  | 37    | 8               | 42    | 50    |
| Colombian                       | 0            | 1   | 1     | 4                   | 8   | 12    | 4               | 9     | 13    |
| Peruvian                        | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Ecuadorian                      | 0            | 0   | 0     | 0                   | 1   | 1     | 0               | 1     | 1     |

**Workforce by age range 2024**

CMF 5.1.3 | GRI 405-1

|                              | Meat segment |       |       | Aquaculture segment |     |       | Total Agrosuper |       |       |
|------------------------------|--------------|-------|-------|---------------------|-----|-------|-----------------|-------|-------|
|                              | Women        | Men   | Total | Women               | Men | Total | Women           | Men   | Total |
| <b>Senior management</b>     |              |       |       |                     |     |       |                 |       |       |
| Age range: below 30          | 0            | 0     | 0     | 0                   | 0   | 0     | 0               | 0     | 0     |
| Age range: between 30 and 40 | 1            | 3     | 4     | 0                   | 2   | 2     | 1               | 5     | 6     |
| Age range: between 41 and 50 | 0            | 3     | 3     | 0                   | 3   | 3     | 0               | 6     | 6     |
| Age range: between 51 and 60 | 0            | 8     | 8     | 0                   | 1   | 1     | 0               | 9     | 9     |
| Age range: between 61 and 70 | 0            | 1     | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| Age range: over 70           | 0            | 0     | 0     | 0                   | 0   | 0     | 0               | 0     | 0     |
| <b>Management</b>            |              |       |       |                     |     |       |                 |       |       |
| Age range: below 30          | 1            | 2     | 3     | 1                   | 1   | 2     | 2               | 3     | 5     |
| Age range: between 30 and 40 | 12           | 43    | 55    | 9                   | 36  | 45    | 21              | 79    | 100   |
| Age range: between 41 and 50 | 10           | 39    | 49    | 3                   | 23  | 26    | 13              | 62    | 75    |
| Age range: between 51 and 60 | 2            | 16    | 18    | 1                   | 6   | 7     | 3               | 22    | 25    |
| Age range: between 61 and 70 | 0            | 2     | 2     | 1                   | 1   | 2     | 1               | 3     | 4     |
| Age range: over 70           | 0            | 0     | 0     | 0                   | 0   | 0     | 0               | 0     | 0     |
| <b>Department heads</b>      |              |       |       |                     |     |       |                 |       |       |
| Age range: below 30          | 36           | 138   | 174   | 12                  | 30  | 42    | 48              | 168   | 216   |
| Age range: between 30 and 40 | 113          | 423   | 536   | 83                  | 191 | 274   | 196             | 614   | 810   |
| Age range: between 41 and 50 | 63           | 308   | 371   | 53                  | 148 | 201   | 116             | 456   | 572   |
| Age range: between 51 and 60 | 16           | 148   | 164   | 9                   | 67  | 76    | 25              | 215   | 240   |
| Age range: between 61 and 70 | 1            | 20    | 21    | 1                   | 4   | 5     | 2               | 24    | 26    |
| Age range: over 70           | 0            | 0     | 0     | 0                   | 0   | 0     | 0               | 0     | 0     |
| <b>Operators</b>             |              |       |       |                     |     |       |                 |       |       |
| Age range: below 30          | 401          | 2,636 | 3,037 | 471                 | 804 | 1,275 | 872             | 3,440 | 4,312 |
| Age range: between 30 and 40 | 554          | 2,431 | 2,985 | 478                 | 638 | 1,116 | 1,032           | 3,069 | 4,101 |
| Age range: between 41 and 50 | 503          | 1,631 | 2,134 | 352                 | 358 | 710   | 855             | 1,989 | 2,844 |
| Age range: between 51 and 60 | 263          | 1,004 | 1,267 | 229                 | 242 | 471   | 492             | 1,246 | 1,738 |
| Age range: between 61 and 70 | 23           | 229   | 252   | 21                  | 38  | 59    | 44              | 267   | 311   |
| Age range: over 70           | 0            | 1     | 1     | 0                   | 0   | 0     | 0               | 1     | 1     |
| <b>Sales force</b>           |              |       |       |                     |     |       |                 |       |       |
| Age range: below 30          | 39           | 44    | 83    | 0                   | 0   | 0     | 39              | 44    | 83    |
| Age range: between 30 and 40 | 80           | 102   | 182   | 0                   | 0   | 0     | 80              | 102   | 182   |
| Age range: between 41 and 50 | 43           | 69    | 112   | 0                   | 0   | 0     | 43              | 69    | 112   |
| Age range: between 51 and 60 | 11           | 41    | 52    | 0                   | 0   | 0     | 11              | 41    | 52    |
| Age range: between 61 and 70 | 0            | 7     | 7     | 0                   | 0   | 0     | 0               | 7     | 7     |
| Age range: over 70           | 0            | 0     | 0     | 0                   | 0   | 0     | 0               | 0     | 0     |

|                                 | Meat segment |     |       | Aquaculture segment |     |       | Total Agrosuper |     |       |
|---------------------------------|--------------|-----|-------|---------------------|-----|-------|-----------------|-----|-------|
|                                 | Women        | Men | Total | Women               | Men | Total | Women           | Men | Total |
| <b>Administrative personnel</b> |              |     |       |                     |     |       |                 |     |       |
| Age range: below 30             | 70           | 62  | 132   | 23                  | 18  | 41    | 93              | 80  | 173   |
| Age range: between 30 and 40    | 60           | 75  | 135   | 19                  | 15  | 34    | 79              | 90  | 169   |
| Age range: between 41 and 50    | 39           | 45  | 84    | 8                   | 3   | 11    | 47              | 48  | 95    |
| Age range: between 51 and 60    | 16           | 32  | 48    | 1                   | 2   | 3     | 17              | 34  | 51    |
| Age range: between 61 and 70    | 1            | 7   | 8     | 0                   | 1   | 1     | 1               | 8   | 9     |
| Age range: over 70              | 0            | 0   | 0     | 0                   | 0   | 0     | 0               | 0   | 0     |
| <b>Other professionals</b>      |              |     |       |                     |     |       |                 |     |       |
| Age range: below 30             | 238          | 290 | 528   | 67                  | 101 | 168   | 305             | 391 | 696   |
| Age range: between 30 and 40    | 253          | 353 | 606   | 124                 | 148 | 272   | 377             | 501 | 878   |
| Age range: between 41 and 50    | 87           | 141 | 228   | 58                  | 66  | 124   | 145             | 207 | 352   |
| Age range: between 51 and 60    | 33           | 65  | 98    | 8                   | 28  | 36    | 41              | 93  | 134   |
| Age range: between 61 and 70    | 3            | 8   | 11    | 0                   | 4   | 4     | 3               | 12  | 15    |
| Age range: over 70              | 0            | 0   | 0     | 0                   | 0   | 0     | 0               | 0   | 0     |
| <b>Other technicians</b>        |              |     |       |                     |     |       |                 |     |       |
| Age range: below 30             | 23           | 194 | 217   | 104                 | 210 | 314   | 127             | 404 | 531   |
| Age range: between 30 and 40    | 25           | 176 | 201   | 77                  | 262 | 339   | 102             | 438 | 540   |
| Age range: between 41 and 50    | 3            | 68  | 71    | 26                  | 135 | 161   | 29              | 203 | 232   |
| Age range: between 51 and 60    | 1            | 45  | 46    | 6                   | 52  | 58    | 7               | 97  | 104   |
| Age range: between 61 and 70    | 0            | 9   | 9     | 0                   | 6   | 6     | 0               | 15  | 15    |
| Age range: over 70              | 0            | 1   | 1     | 0                   | 0   | 0     | 0               | 1   | 1     |

### Workforce by range of length of service 2024

CMF 5.1.4

|                                   | Meat segment |       |       | Aquaculture segment |       |       | Total Agrosuper |       |       |
|-----------------------------------|--------------|-------|-------|---------------------|-------|-------|-----------------|-------|-------|
|                                   | Women        | Men   | Total | Women               | Men   | Total | Women           | Men   | Total |
| <b>Senior management</b>          |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 0            | 2     | 2     | 0                   | 0     | 0     | 0               | 2     | 2     |
| Range: between 3 and 6 years      | 1            | 1     | 2     | 0                   | 2     | 2     | 1               | 3     | 4     |
| More than 6 and less than 9 years | 0            | 0     | 0     | 0                   | 1     | 1     | 0               | 1     | 1     |
| Range: between 9 and 12 years     | 0            | 1     | 1     | 0                   | 3     | 3     | 0               | 4     | 4     |
| Range: more than 12 years         | 0            | 11    | 11    | 0                   | 0     | 0     | 0               | 11    | 11    |
| <b>Management</b>                 |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 2            | 18    | 20    | 3                   | 5     | 8     | 5               | 23    | 28    |
| Range: between 3 and 6 years      | 5            | 22    | 27    | 6                   | 37    | 43    | 11              | 59    | 70    |
| More than 6 and less than 9 years | 5            | 16    | 21    | 2                   | 6     | 8     | 7               | 22    | 29    |
| Range: between 9 and 12 years     | 3            | 8     | 11    | 1                   | 4     | 5     | 4               | 12    | 16    |
| Range: more than 12 years         | 10           | 38    | 48    | 3                   | 15    | 18    | 13              | 53    | 66    |
| <b>Department heads</b>           |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 44           | 109   | 153   | 44                  | 97    | 141   | 88              | 206   | 294   |
| Range: between 3 and 6 years      | 36           | 157   | 193   | 58                  | 121   | 179   | 94              | 278   | 372   |
| More than 6 and less than 9 years | 42           | 147   | 189   | 14                  | 34    | 48    | 56              | 181   | 237   |
| Range: between 9 and 12 years     | 45           | 125   | 170   | 22                  | 51    | 73    | 67              | 176   | 243   |
| Range: more than 12 years         | 62           | 499   | 561   | 20                  | 137   | 157   | 82              | 636   | 718   |
| <b>Operators</b>                  |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 706          | 3,690 | 4,396 | 1,119               | 1,481 | 2,600 | 1,825           | 5,171 | 6,996 |
| Range: between 3 and 6 years      | 384          | 1,498 | 1,882 | 298                 | 348   | 646   | 682             | 1,846 | 2,528 |
| More than 6 and less than 9 years | 231          | 826   | 1,057 | 43                  | 77    | 120   | 274             | 903   | 1,177 |
| Range: between 9 and 12 years     | 152          | 549   | 701   | 63                  | 76    | 139   | 215             | 625   | 840   |
| Range: more than 12 years         | 271          | 1,369 | 1,640 | 28                  | 98    | 126   | 299             | 1,467 | 1,766 |
| <b>Sales force</b>                |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 86           | 134   | 220   | 0                   | 0     | 0     | 86              | 134   | 220   |
| Range: between 3 and 6 years      | 35           | 56    | 91    | 0                   | 0     | 0     | 35              | 56    | 91    |
| More than 6 and less than 9 years | 27           | 33    | 60    | 0                   | 0     | 0     | 27              | 33    | 60    |
| Range: between 9 and 12 years     | 15           | 14    | 29    | 0                   | 0     | 0     | 15              | 14    | 29    |
| Range: more than 12 years         | 10           | 26    | 36    | 0                   | 0     | 0     | 10              | 26    | 36    |
| <b>Administrative personnel</b>   |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 80           | 56    | 136   | 32                  | 25    | 57    | 112             | 81    | 193   |
| Range: between 3 and 6 years      | 39           | 56    | 95    | 12                  | 11    | 23    | 51              | 67    | 118   |
| More than 6 and less than 9 years | 22           | 29    | 51    | 1                   | 0     | 1     | 23              | 29    | 52    |
| Range: between 9 and 12 years     | 11           | 19    | 30    | 5                   | 1     | 6     | 16              | 20    | 36    |
| Range: more than 12 years         | 34           | 61    | 95    | 1                   | 2     | 3     | 35              | 63    | 98    |
| <b>Other professionals</b>        |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 268          | 355   | 623   | 109                 | 147   | 256   | 377             | 502   | 879   |
| Range: between 3 and 6 years      | 115          | 136   | 251   | 86                  | 116   | 202   | 201             | 252   | 453   |
| More than 6 and less than 9 years | 88           | 96    | 184   | 20                  | 22    | 42    | 108             | 118   | 226   |
| Range: between 9 and 12 years     | 46           | 68    | 114   | 17                  | 22    | 39    | 63              | 90    | 153   |
| Range: more than 12 years         | 97           | 202   | 299   | 25                  | 40    | 65    | 122             | 242   | 364   |
| <b>Other technicians</b>          |              |       |       |                     |       |       |                 |       |       |
| Range: Less than 3 years          | 32           | 190   | 222   | 141                 | 314   | 455   | 173             | 504   | 677   |
| Range: between 3 and 6 years      | 8            | 114   | 122   | 47                  | 201   | 248   | 55              | 315   | 370   |
| More than 6 and less than 9 years | 6            | 66    | 72    | 12                  | 34    | 46    | 18              | 100   | 118   |
| Range: between 9 and 12 years     | 3            | 42    | 45    | 5                   | 52    | 57    | 8               | 94    | 102   |
| Range: more than 12 years         | 3            | 81    | 84    | 8                   | 64    | 72    | 11              | 145   | 156   |

### Workforce with disabilities 2024

CMF 5.1.5 | GRI 405-1

|                          | Meat segment |            |            | Aquaculture segment |           |           | Total Agrosuper |            |            |
|--------------------------|--------------|------------|------------|---------------------|-----------|-----------|-----------------|------------|------------|
|                          | Women        | Men        | Total      | Women               | Men       | Total     | Women           | Men        | Total      |
| Senior management        | 0            | 0          | 0          | 0                   | 0         | 0         | 0               | 0          | 0          |
| Management               | 0            | 1          | 1          | 0                   | 0         | 0         | 0               | 1          | 1          |
| Department heads         | 2            | 16         | 18         | 1                   | 3         | 4         | 3               | 19         | 22         |
| Operators                | 42           | 84         | 126        | 14                  | 29        | 43        | 56              | 113        | 169        |
| Sales force              | 1            | 3          | 4          | 0                   | 0         | 0         | 1               | 3          | 4          |
| Administrative personnel | 3            | 9          | 12         | 0                   | 1         | 1         | 3               | 10         | 13         |
| Other professionals      | 7            | 13         | 20         | 3                   | 5         | 8         | 10              | 18         | 28         |
| Other technicians        | 0            | 6          | 6          | 0                   | 7         | 7         | 0               | 13         | 13         |
| <b>Total</b>             | <b>55</b>    | <b>132</b> | <b>187</b> | <b>18</b>           | <b>45</b> | <b>63</b> | <b>73</b>       | <b>177</b> | <b>250</b> |

### Percentage of workforce with disabilities 2024

|                          | Meat segment | Aquaculture segment | Total Agrosuper |
|--------------------------|--------------|---------------------|-----------------|
| Senior Management        | 0.0%         | 0.0%                | 0.0%            |
| Management               | 0.8%         | 0.0%                | 0.5%            |
| Department heads         | 1.4%         | 0.7%                | 1.2%            |
| Operators                | 1.3%         | 1.2%                | 1.3%            |
| Sales force              | 0.9%         | 0.0%                | 0.9%            |
| Administrative personnel | 2.9%         | 1.1%                | 2.6%            |
| Other professionals      | 1.4%         | 1.3%                | 1.3%            |
| Other technicians        | 1.1%         | 0.8%                | 0.9%            |
| <b>Total</b>             | <b>1.3%</b>  | <b>1.1%</b>         | <b>1.3%</b>     |

### Total contractors

GRI 2-8

The most common contractual relationship in this group are those who carry out work on the organization's premises and/or the workers of suppliers whose work is controlled by the organization. In the Meat segment, the most common type of work carried out by contractors is restocking, transportation and operational cleaning. In the Aquaculture segment, the most common type of work is systems, equipment and facility maintenance, diving and mortality and maintaining and installing nets.

|                   | Meat segment |        | Aquaculture segment |       | Total Agrosuper |        |
|-------------------|--------------|--------|---------------------|-------|-----------------|--------|
|                   | 2023         | 2024   | 2023                | 2024  | 2023            | 2024   |
| Total contractors | 10,494       | 10,621 | 4,097               | 4,303 | 14,591          | 14,924 |

### Employees by the country they work in

|               | Meat segment |        |        | Aquaculture segment |       |       | Total Agrosuper |        |        |
|---------------|--------------|--------|--------|---------------------|-------|-------|-----------------|--------|--------|
|               | Women        | Men    | Total  | Women               | Men   | Total | Women           | Men    | Total  |
| Chile         | 2,985        | 10,888 | 13,873 | 2,213               | 3,601 | 5,814 | 5,198           | 14,489 | 19,687 |
| United States | 7            | 12     | 19     | 16                  | 31    | 47    | 23              | 43     | 66     |
| China         | 15           | 6      | 21     | 4                   | 4     | 8     | 19              | 10     | 29     |
| Japan         | 7            | 6      | 13     | 4                   | 6     | 10    | 11              | 12     | 23     |
| Mexico        | 6            | 5      | 11     | 2                   | 2     | 4     | 8               | 7      | 15     |
| Italy         | 3            | 1      | 4      | 0                   | 0     | 0     | 3               | 1      | 4      |
| Korea         | 0            | 2      | 2      | 0                   | 0     | 0     | 0               | 2      | 2      |
| Philippines   | 1            | 0      | 1      | 0                   | 0     | 0     | 1               | 0      | 1      |
| Brazil        | 0            | 0      | 0      | 1                   | 0     | 1     | 1               | 0      | 1      |

### Employees by the region of Chile they work in

|                                           | Meat segment |       |        | Aquaculture segment |       |       | Total Agrosuper |       |        |
|-------------------------------------------|--------------|-------|--------|---------------------|-------|-------|-----------------|-------|--------|
|                                           | Women        | Men   | Total  | Women               | Men   | Total | Women           | Men   | Total  |
| Arica and Parinacota                      | 5            | 9     | 14     | 0                   | 0     | 0     | 5               | 9     | 14     |
| Tarapacá                                  | 4            | 25    | 29     | 0                   | 0     | 0     | 4               | 25    | 29     |
| Antofagasta                               | 12           | 65    | 77     | 0                   | 0     | 0     | 12              | 65    | 77     |
| Atacama                                   | 8            | 20    | 28     | 0                   | 0     | 0     | 8               | 20    | 28     |
| Coquimbo                                  | 8            | 46    | 54     | 0                   | 0     | 0     | 8               | 46    | 54     |
| Valparaíso                                | 335          | 1,018 | 1,353  | 0                   | 0     | 0     | 335             | 1,018 | 1,353  |
| Metropolitan Region                       | 399          | 1,567 | 1,966  | 0                   | 0     | 0     | 399             | 1,567 | 1,966  |
| Libertador General Bernardo O'Higgins     | 2,162        | 7,839 | 10,001 | 0                   | 0     | 0     | 2,162           | 7,839 | 10,001 |
| Maule                                     | 0            | 0     | 0      | 0                   | 0     | 0     | 0               | 0     | 0      |
| Ñuble                                     | 4            | 46    | 50     | 0                   | 0     | 0     | 4               | 46    | 50     |
| Biobío                                    | 15           | 92    | 107    | 0                   | 0     | 0     | 15              | 92    | 107    |
| La Araucanía                              | 11           | 64    | 75     | 47                  | 116   | 163   | 58              | 180   | 238    |
| Los Ríos                                  | 2            | 16    | 18     | 0                   | 1     | 1     | 2               | 17    | 19     |
| Los Lagos                                 | 15           | 61    | 76     | 1,877               | 2,494 | 4,371 | 1,892           | 2,555 | 4,447  |
| Aysén del General Carlos Ibáñez del Campo | 0            | 0     | 0      | 99                  | 573   | 672   | 99              | 573   | 672    |
| Magallanes and Chilean Antarctic          | 5            | 20    | 25     | 190                 | 417   | 607   | 195             | 437   | 632    |

### Diversity, equity and non-discrimination

#### Sexual harassment complaints in conformity with Law 20.005

CMF 51.5

|                                                                                                          | Meat segment |     |       | Aquaculture segment |     |       | Total Agrosuper |     |       |
|----------------------------------------------------------------------------------------------------------|--------------|-----|-------|---------------------|-----|-------|-----------------|-----|-------|
|                                                                                                          | Women        | Men | Total | Women               | Men | Total | Women           | Men | Total |
| Total sexual harassment complaints during the year                                                       | 3            | 0   | 3     | 3                   | 0   | 3     | 6               | 0   | 6     |
| Total sexual harassment complaints during the year filed with the Labor Directorate or equivalent agency | 0            | 0   | 0     | 0                   | 0   | 0     | 0               | 0   | 0     |

#### Labor harassment complaints in conformity with Law 20.607

CMF 51.5

|                                                                                                             | Meat segment |     |       | Aquaculture segment |     |       | Total Agrosuper |     |       |
|-------------------------------------------------------------------------------------------------------------|--------------|-----|-------|---------------------|-----|-------|-----------------|-----|-------|
|                                                                                                             | Women        | Men | Total | Women               | Men | Total | Women           | Men | Total |
| Total workplace harassment complaints during the year                                                       | 17           | 11  | 28    | 6                   | 6   | 12    | 23              | 17  | 40    |
| Total workplace harassment complaints during the year filed with the Labor Directorate or equivalent agency | 4            | 1   | 5     | 0                   | 1   | 1     | 4               | 1   | 5     |

#### Violence complaints

CMF 51.5

|                                                                                                 | Meat segment |     |       | Aquaculture segment |     |       | Total Agrosuper |     |       |
|-------------------------------------------------------------------------------------------------|--------------|-----|-------|---------------------|-----|-------|-----------------|-----|-------|
|                                                                                                 | Women        | Men | Total | Women               | Men | Total | Women           | Men | Total |
| Total violence complaints during the year                                                       | 0            | 0   | 0     | 0                   | 0   | 0     | 0               | 0   | 0     |
| Total violence complaints during the year filed with the Labor Directorate or equivalent agency | 0            | 0   | 0     | 0                   | 0   | 0     | 0               | 0   | 0     |

#### Discrimination cases

GRI 406-1

|                            | Meat segment | Aquaculture segment | Total Agrosuper |
|----------------------------|--------------|---------------------|-----------------|
| Total discrimination cases | 0            | 0                   | 0               |

## Salary equity

### Mean and median salary gap by job responsibility level

CMF 5.4.2

|                          | Mean of the salary gap | Median of the salary gap |
|--------------------------|------------------------|--------------------------|
| Senior management        | N.A.                   | N.A.                     |
| Management               | 85.3%                  | 90.6%                    |
| Department heads         | 99.9%                  | 102.6%                   |
| Operators                | 95.9%                  | 97.5%                    |
| Sales force              | 85.9%                  | 75.0%                    |
| Administrative personnel | 98.0%                  | 98.8%                    |
| Other professionals      | 93.6%                  | 93.6%                    |
| Other technicians        | 81.0%                  | 80.1%                    |
| <b>Total</b>             | <b>76.7%</b>           | <b>91.1%</b>             |

## Health and safety

### Employees covered by the workplace health and safety management system 2024

GRI 403-8

|                                                                                                                | Meat segment | Aquaculture segment | Total Agrosuper |
|----------------------------------------------------------------------------------------------------------------|--------------|---------------------|-----------------|
| Total own workers covered by the workplace health and safety management system                                 | 13,944       | 5,485               | 19,429          |
| Total number of third-party workers (contractors) covered by the workplace health and safety management system | 10,621       | 3,939               | 14,560          |
| Percentage of own workers covered by the workplace health and safety management system                         | 100%         | 100%                | 100%            |
| Percentage of third-party workers covered by the workplace health and safety management system                 | 100%         | 100%                | 100%            |

### Workers who were subject to an internal audit in 2024

GRI 403-8

|                                                                                                                  | Meat segment | Aquaculture segment | Total Agrosuper |
|------------------------------------------------------------------------------------------------------------------|--------------|---------------------|-----------------|
| Percentage of own workers covered by the workplace health and safety management system subject to internal audit | 0%           | 45.8%               | 12.9%           |
| Percentage of contractor workers covered by the workplace health and safety system subject to internal audit     | 29.7%        | 23.7%               | 28.1%           |

### Workers who were subject to an external audit in 2024

GRI 403-8

|                                                                                                                  | Meat segment | Aquaculture segment | Total Agrosuper |
|------------------------------------------------------------------------------------------------------------------|--------------|---------------------|-----------------|
| Percentage of own workers covered by the workplace health and safety management system subject to external audit | 0%           | 100%                | 28.2%           |
| Percentage of contractor workers covered by the workplace health and safety system subject to external audit     | 0%           | 100%                | 27.1%           |

### General occupational health and safety indicators

CMF 5.6 | GRI 403-9 | SASB FB-MP320a.1

|                                                 | Meat segment | Aquaculture segment | Total Agrosuper |
|-------------------------------------------------|--------------|---------------------|-----------------|
| Total fatalities from workplace accidents       | 0            | 0                   | 0               |
| Total workplace accidents                       | 93           | 41                  | 134             |
| Total number of days lost due to accidents      | 4,051        | 756                 | 4,807           |
| Total occupational illnesses                    | 6            | 5                   | 11              |
| Fatality rate (per hundred thousand workers)    | 0            | 0                   | 0               |
| Accident rate (per hundred workers)             | 0.67         | 0.75                | 0.69            |
| Average number of days lost due to accidents    | 43.6         | 18.44               | 35.9            |
| Occupational disease rate (per hundred workers) | 0.04         | 0.09                | 0.06            |

### Occupational health and safety targets

CMF 5.6

|                                             | Meat segment | Aquaculture segment |
|---------------------------------------------|--------------|---------------------|
| Target for 2024: accident fatality rate     | 0            | 0                   |
| Target for 2024: accident rate              | 0.75         | 0.88                |
| Target for 2024: days lost due to accidents | 30           | 14                  |
| Target for 2024: occupational diseases rate | 0.03         | 0.04                |

### Other accident indicators for own workers

GRI 403-9

|                                                                 | Meat segment |            | Aquaculture segment |            | Total Agrosuper |            |
|-----------------------------------------------------------------|--------------|------------|---------------------|------------|-----------------|------------|
|                                                                 | 2023         | 2024       | 2023                | 2024       | 2023            | 2024       |
| Total injuries from accidents at work with serious consequences | 7            | 1          | 0                   | 0          | 7               | 1          |
| Total injuries from reportable accidents at work                | 111          | 93         | 68                  | 41         | 179             | 134        |
| Total hours worked                                              | 28,993,058   | 24,768,073 | 12,121,273          | 12,440,554 | 41,114,331      | 37,208,627 |
| Rate of injuries from reportable accidents at work              | 0.05         | 0.01       | 0.00                | 0.00       | 0.03            | 0.01       |

Does not include deaths. Calculated based on 200,000 hours worked

Main types of injuries from accidents at work: Superficial injuries and open wounds, fractures, dislocations, sprains and strains.

### Other accident indicators for third-party workers (contractors)

GRI 403-9

|                                                                   | Meat segment |            | Aquaculture segment |           | Total Agrosuper |            |
|-------------------------------------------------------------------|--------------|------------|---------------------|-----------|-----------------|------------|
|                                                                   | 2023         | 2024       | 2023                | 2024      | 2023            | 2024       |
| Total injuries from accidents at work with serious consequences   | 14           | 4          | 1                   | 0         | 15              | 4          |
| Total injuries from reportable accidents at work                  | 140          | 138        | 68                  | 64        | 208             | 202        |
| Total hours worked                                                | 19,880,640   | 18,224,884 | 647,280             | 9,794,928 | 20,527,920      | 28,019,812 |
| Rate of injuries from accidents at work with serious consequences | 0.14         | 0.04       | 0.31                | 0.00      | 0.15            | 0.03       |
| Rate of injuries from reportable accidents at work                | 1.41         | 1.51       | 21.01               | 1.31      | 2.03            | 1.44       |

Does not include deaths. Calculated based on 200,000 hours worked

Main types of injuries from accidents at work: Superficial injuries and open wounds, fractures, dislocations, sprains and strains.

### Other occupational disease indicators for own workers

GRI 403-10

|                                                               | Meat segment |      | Aquaculture segment |      | Total Agrosuper |      |
|---------------------------------------------------------------|--------------|------|---------------------|------|-----------------|------|
|                                                               | 2023         | 2024 | 2023                | 2024 | 2023            | 2024 |
| Total deaths resulting from occupational diseases             | 0            | 0    | 0                   | 0    | 0               | 0    |
| Total cases of reportable occupational illnesses and diseases | 0            | 6    | 5                   | 5    | 5               | 11   |

Main types of occupational diseases Musculoskeletal disorders and mental illnesses

### Other occupational disease indicators for third-party workers (contractors)

GRI 403-10

|                                                               | Meat segment |      | Aquaculture segment |      | Total Agrosuper |      |
|---------------------------------------------------------------|--------------|------|---------------------|------|-----------------|------|
|                                                               | 2023         | 2024 | 2023                | 2024 | 2023            | 2024 |
| Total deaths resulting from occupational diseases             | 0            | 0    | 0                   | 0    | 0               | 0    |
| Total cases of reportable occupational illnesses and diseases | 0            | 0    | 0                   | 1    | 0               | 1    |

Main types of occupational diseases Musculoskeletal disorders and mental illnesses

### Training and development

#### Employee training

CMF 5.8 | GRI 404-1

|                                 | Meat segment |         | Aquaculture segment |         | Total Agrosuper |           |
|---------------------------------|--------------|---------|---------------------|---------|-----------------|-----------|
|                                 | 2023         | 2024    | 2023                | 2024    | 2023            | 2024      |
| Total employees (workforce)     | 13,477       | 13,944  | 5,825               | 5,889   | 19,302          | 19,833    |
| Total employees trained         | 12,788       | 13,268  | 5,455               | 5,493   | 18,243          | 18,761    |
| Total training hours            | 1,067,888    | 812,580 | 490,212             | 481,491 | 1,558,100       | 1,294,071 |
| Percentage of workforce trained | 94.9%        | 95.2%   | 93.7%               | 93.3%   | 94.5%           | 94.6%     |
| Average training hours          | 83.5         | 61.2    | 89.9                | 87.7    | 85.4            | 69.0      |

#### Training of employees by job responsibility level

CMF 5.8 | GRI 404-1

|                          | Meat segment |               |               | Aquaculture segment |              |              | Total Agrosuper |               |               |
|--------------------------|--------------|---------------|---------------|---------------------|--------------|--------------|-----------------|---------------|---------------|
|                          | Women        | Men           | Total         | Women               | Men          | Total        | Women           | Men           | Total         |
| Senior management        | 1            | 15            | 16            | 0                   | 6            | 6            | 1               | 21            | 22            |
| Management               | 25           | 100           | 125           | 12                  | 51           | 63           | 37              | 151           | 188           |
| Department heads         | 228          | 1,030         | 1,258         | 154                 | 430          | 584          | 382             | 1,460         | 1,842         |
| Operators                | 1,595        | 7,532         | 9,127         | 1,474               | 1,914        | 3,388        | 3,069           | 9,446         | 12,515        |
| Sales force              | 147          | 237           | 384           | 0                   | 0            | 0            | 147             | 237           | 384           |
| Administrative personnel | 180          | 216           | 396           | 50                  | 38           | 88           | 230             | 254           | 484           |
| Other professionals      | 597          | 847           | 1,444         | 225                 | 309          | 534          | 822             | 1,156         | 1,978         |
| Other technicians        | 49           | 469           | 518           | 200                 | 630          | 830          | 249             | 1,099         | 1,348         |
| <b>Total employees</b>   | <b>2,822</b> | <b>10,446</b> | <b>13,268</b> | <b>2,115</b>        | <b>3,378</b> | <b>5,493</b> | <b>4,937</b>    | <b>13,824</b> | <b>18,761</b> |

#### Total training hours for employees by job responsibility level

CMF 5.8 | GRI 404-1

|                          | Meat segment     |                  |                  | Aquaculture segment |                |                | Total Agrosuper  |                  |                    |
|--------------------------|------------------|------------------|------------------|---------------------|----------------|----------------|------------------|------------------|--------------------|
|                          | Women            | Men              | Total            | Women               | Men            | Total          | Women            | Men              | Total              |
| Senior management        | 49               | 679.5            | 728.5            | 0                   | 290            | 290            | 49               | 969.5            | 1,018.5            |
| Management               | 1,722            | 3,966.5          | 5,688.5          | 591                 | 3,656          | 4,247          | 2,313            | 7,622.5          | 9,935.5            |
| Department heads         | 19,019.8         | 87,129.1         | 106,148.9        | 38,378              | 101,461        | 139,839        | 57,397.8         | 188,590.1        | 245,987.9          |
| Operators                | 88,101           | 445,639.1        | 533,740.1        | 72,876              | 119,196        | 192,072        | 160,977          | 564,835.1        | 725,812.1          |
| Sales force              | 8,335            | 13,711.5         | 22,046.5         | 0                   | 0              | 0              | 8,335            | 13,711.5         | 22,046.5           |
| Administrative personnel | 10,068.8         | 11,460.6         | 21,529.4         | 5,558               | 4,176          | 9,734          | 15,626.8         | 15,636.6         | 31,263.4           |
| Other professionals      | 38,799.2         | 48,914.8         | 87,714           | 28,249              | 36,382         | 64,631         | 67,048.2         | 85,296.8         | 152,345            |
| Other technicians        | 3,564.3          | 31,420.1         | 34,984.4         | 17,514              | 53,164         | 70,678         | 21,078.3         | 84,584.1         | 105,662.4          |
| <b>Total employees</b>   | <b>169,659.1</b> | <b>642,921.2</b> | <b>812,580.3</b> | <b>163,166</b>      | <b>318,325</b> | <b>481,491</b> | <b>332,825.1</b> | <b>961,246.2</b> | <b>1,294,071.3</b> |

### Average training hours by job responsibility level

CMF 5.8 | GRI 404-1

|                          | Meat segment |             |             | Aquaculture segment |             |             | Total Agrosuper |             |              |
|--------------------------|--------------|-------------|-------------|---------------------|-------------|-------------|-----------------|-------------|--------------|
|                          | Women        | Men         | Total       | Women               | Men         | Total       | Women           | Men         | Total        |
| Senior management        | 49.0         | 45.3        | 45.5        | 0.0                 | 48.3        | 48.3        | 49.0            | 46.2        | <b>46.3</b>  |
| Management               | 68.9         | 39.7        | 45.5        | 49.3                | 71.7        | 67.4        | 62.5            | 50.5        | <b>52.8</b>  |
| Department heads         | 83.4         | 84.6        | 84.4        | 249.2               | 236.0       | 239.5       | 150.3           | 129.2       | <b>133.5</b> |
| Operators                | 55.2         | 59.2        | 58.5        | 49.4                | 62.3        | 56.7        | 52.5            | 59.8        | <b>58.0</b>  |
| Sales force              | 56.7         | 57.9        | 57.4        | 0.0                 | 0.0         | 0.0         | 56.7            | 57.9        | <b>57.4</b>  |
| Administrative personnel | 55.9         | 53.1        | 54.4        | 111.2               | 109.9       | 110.6       | 67.9            | 61.6        | <b>64.6</b>  |
| Other professionals      | 65.0         | 57.8        | 60.7        | 125.6               | 117.7       | 121.0       | 81.6            | 73.8        | <b>77.0</b>  |
| Other technicians        | 72.7         | 67.0        | 67.5        | 87.6                | 84.4        | 85.2        | 84.7            | 77.0        | <b>78.4</b>  |
| <b>Total employees</b>   | <b>60.1</b>  | <b>61.5</b> | <b>61.2</b> | <b>77.1</b>         | <b>94.2</b> | <b>87.7</b> | <b>67.4</b>     | <b>69.5</b> | <b>69.0</b>  |

### Total monetary resources invested in training

[CMF 5.8.i]

|                                                       | Total Agrosuper |
|-------------------------------------------------------|-----------------|
| Total investment in training in 2024                  | US\$4,314,446   |
| Percentage invested in training in relation to income | 0.1%            |

### Employee training to prevent and manage workplace and sexual harassment

CMF 5.5

|                                                 | Meat segment |       | Aquaculture segment |      | Total Agrosuper |              |
|-------------------------------------------------|--------------|-------|---------------------|------|-----------------|--------------|
|                                                 | 2023         | 2024  | 2023                | 2024 | 2023            | 2024         |
| Total employees trained in these topics         | 583          | 238   | 66                  | 554  | 649             | <b>792</b>   |
| Total hours of training in these topics         | 3,784        | 1,259 | 660                 | 889  | 4,444           | <b>2,148</b> |
| Percentage of workforce trained in these topics | 4.3%         | 1.7%  | 1.1%                | 9.4% | 3.4%            | <b>4.0%</b>  |
| Average training hours in these topics          | 6.5          | 5.3   | 10                  | 1.6  | 6.9             | <b>2.7</b>   |

### Performance assessment and internal mobility

#### Employee performance assessment

|                                                                   | Meat segment |        | Aquaculture segment |       | Total Agrosuper |               |
|-------------------------------------------------------------------|--------------|--------|---------------------|-------|-----------------|---------------|
|                                                                   | 2023         | 2024   | 2023                | 2024  | 2023            | 2024          |
| Total employees assessed: Individual Performance Management (GDI) | 2,683        | 2,820  | 1,102               | 1,191 | 3,785           | <b>4,011</b>  |
| Total employees assessed: Individual Performance Feedback (RDI)   | 8,386        | 8,926  | 2,187               | 2,445 | 10,573          | <b>11,371</b> |
| Total employees assessed 2024                                     | 11,069       | 11,746 | 3,289               | 3,636 | 14,358          | <b>15,382</b> |
| Percentage of the workforce assessed                              | 82.1%        | 84.2%  | 56.5%               | 61.7% | 74.4%           | <b>77.6%</b>  |

#### Average assessment

|                                         | Meat segment |      | Aquaculture segment |      |
|-----------------------------------------|--------------|------|---------------------|------|
|                                         | 2023         | 2024 | 2023                | 2024 |
| Individual Performance Management (GDI) | 96           | 95   | 89                  | 92.9 |
| Individual Performance Feedback (RDI)   | 92           | 92   | 88                  | 91.5 |

#### Employees assessed through Individual Performance Management by job category

GRI 404-3

|                                                    | Meat segment |              | Aquaculture segment |              | Total Agrosuper |              |
|----------------------------------------------------|--------------|--------------|---------------------|--------------|-----------------|--------------|
|                                                    | 2023         | 2024         | 2023                | 2024         | 2023            | 2024         |
| Total employees assessed: Senior management        | 8            | 16           | 5                   | 5            | 13              | <b>21</b>    |
| Total employees assessed: Management               | 130          | 127          | 79                  | 74           | 209             | <b>201</b>   |
| Total employees assessed: Department heads         | 1,069        | 1,100        | 355                 | 439          | 1,424           | <b>1,539</b> |
| Total employees assessed: Operators                | 0            | 0            | 21                  | 20           | 21              | <b>20</b>    |
| Total employees assessed: Sales force              | 0            | 0            | 0                   | 0            | 0               | <b>0</b>     |
| Total employees assessed: Administrative personnel | 298          | 348          | 49                  | 53           | 347             | <b>401</b>   |
| Total employees assessed: Other professionals      | 0            | 0            | 509                 | 526          | 1,687           | <b>1,755</b> |
| Total employees assessed: Other technicians        | 1,178        | 1,229        | 84                  | 74           | 84              | <b>74</b>    |
| <b>Total employees assessed.</b>                   | <b>2,683</b> | <b>2,820</b> | <b>1,102</b>        | <b>1,191</b> | <b>3,785</b>    | <b>4,011</b> |

### Average assessment through Individual Performance Management (GDI) by job category

|                                              | Meat segment |       | Aquaculture segment |      |
|----------------------------------------------|--------------|-------|---------------------|------|
|                                              | 2023         | 2024  | 2023                | 2024 |
| Average assessment: Senior management        | -            | 102   | -                   | 95.7 |
| Average assessment: Management               | 101          | 102.6 | 87.4                | 95.8 |
| Average assessment: Department heads         | 96           | 97.9  | 89                  | 96   |
| Average assessment: Operators                | -            | -     | 91.6                | 94.8 |
| Average assessment: Sales force              | -            | -     | -                   | -    |
| Average assessment: Administrative personnel | 96           | 97    | 88.1                | 93   |
| Average assessment: Other professionals      | 97           | 98    | 89.5                | 94.2 |
| Average assessment: Other technicians        | -            | -     | 90                  | 95.5 |

### Internal mobility

|                                               | Meat segment |            | Aquaculture segment |            | Total Agrosuper |            |
|-----------------------------------------------|--------------|------------|---------------------|------------|-----------------|------------|
|                                               | 2023         | 2024       | 2023                | 2024       | 2023            | 2024       |
| Horizontal mobility: total employees          | 61           | 110        | 30                  | 83         | 91              | 193        |
| Vertical mobility: total employees            | 135          | 423        | 70                  | 169        | 205             | 592        |
| <b>Total employees with internal mobility</b> | <b>196</b>   | <b>533</b> | <b>100</b>          | <b>252</b> | <b>296</b>      | <b>785</b> |

### New talent

#### New hire indicators

GRI 401-1

|                                | Meat segment |       | Aquaculture segment |      | Total Agrosuper |       |
|--------------------------------|--------------|-------|---------------------|------|-----------------|-------|
|                                | 2023         | 2024  | 2023                | 2024 | 2023            | 2024  |
| Total new workers hired: women | 471          | 631   | 32                  | 51   | 503             | 682   |
| Total new workers hired: men   | 2,215        | 2,950 | 107                 | 79   | 2,322           | 3,029 |
| Total new workers hired        | 2,686        | 3,581 | 139                 | 130  | 2,825           | 3,711 |
| Hiring rate of new workers:    | 19.9%        | 25.7% | 2.4%                | 2.2% | 14.6%           | 18.7% |

#### New hires by age range: women

|                                       | Meat segment |            | Aquaculture segment |           | Total Agrosuper |            |
|---------------------------------------|--------------|------------|---------------------|-----------|-----------------|------------|
|                                       | 2023         | 2024       | 2023                | 2024      | 2023            | 2024       |
| Under 30                              | 222          | 327        | 15                  | 30        | 237             | 357        |
| 30 to 50                              | 236          | 286        | 17                  | 21        | 253             | 307        |
| Over 50                               | 13           | 18         | 0                   | 0         | 13              | 18         |
| <b>Total new workers hired: women</b> | <b>471</b>   | <b>631</b> | <b>32</b>           | <b>51</b> | <b>503</b>      | <b>682</b> |

#### New hires by age range: men

|                                     | Meat segment |              | Aquaculture segment |           | Total Agrosuper |              |
|-------------------------------------|--------------|--------------|---------------------|-----------|-----------------|--------------|
|                                     | 2023         | 2024         | 2023                | 2024      | 2023            | 2024         |
| Under 30                            | 1,172        | 1,619        | 41                  | 36        | 1,213           | 1,655        |
| 30 to 50                            | 931          | 1,197        | 56                  | 38        | 987             | 1,235        |
| Over 50                             | 112          | 134          | 10                  | 5         | 122             | 139          |
| <b>Total new workers hired: men</b> | <b>2,215</b> | <b>2,950</b> | <b>107</b>          | <b>79</b> | <b>2,322</b>    | <b>3,029</b> |

#### Total new workers hired by age range

|                                       | Meat segment |              | Aquaculture segment |            | Total Agrosuper |              |
|---------------------------------------|--------------|--------------|---------------------|------------|-----------------|--------------|
|                                       | 2023         | 2024         | 2023                | 2024       | 2023            | 2024         |
| Under 30                              | 1,394        | 1,946        | 56                  | 66         | 1,450           | 2,012        |
| 30 to 50                              | 1,167        | 1,483        | 73                  | 59         | 1,240           | 1,542        |
| Over 50                               | 125          | 152          | 10                  | 5          | 135             | 157          |
| <b>Total new workers hired: women</b> | <b>2,686</b> | <b>3,581</b> | <b>139</b>          | <b>130</b> | <b>2,825</b>    | <b>3,711</b> |

### General turnover indicators

GRI 401-1

|                                             | Meat segment |       | Aquaculture segment |      | Total Agrosuper |       |
|---------------------------------------------|--------------|-------|---------------------|------|-----------------|-------|
|                                             | 2023         | 2024  | 2023                | 2024 | 2023            | 2024  |
| Total employees who left the company: women | 596          | 619   | 306                 | 178  | 902             | 797   |
| Total employees who left the company: men   | 2,257        | 2,496 | 554                 | 376  | 2,811           | 2,872 |
| Total employees who left the company        | 2,853        | 3,115 | 860                 | 554  | 3,713           | 3,669 |
| Employee turnover rate                      | 21.2%        | 22.3% | 14.8%               | 9.4% | 19.2%           | 18.5% |

### Total employees who left the company: women

|                                             | Meat segment |      | Aquaculture segment |      | Total Agrosuper |      |
|---------------------------------------------|--------------|------|---------------------|------|-----------------|------|
|                                             | 2023         | 2024 | 2023                | 2024 | 2023            | 2024 |
| Under 30                                    | 206          | 195  | 110                 | 49   | 316             | 244  |
| 30 to 50                                    | 347          | 369  | 171                 | 107  | 518             | 476  |
| Over 50                                     | 43           | 55   | 25                  | 22   | 68              | 77   |
| Total employees who left the company: women | 596          | 619  | 306                 | 178  | 902             | 797  |

### Total employees who left the company: men

|                                           | Meat segment |       | Aquaculture segment |      | Total Agrosuper |       |
|-------------------------------------------|--------------|-------|---------------------|------|-----------------|-------|
|                                           | 2023         | 2024  | 2023                | 2024 | 2023            | 2024  |
| Under 30                                  | 979          | 923   | 198                 | 117  | 1,177           | 1,040 |
| 30 to 50                                  | 1,083        | 1,322 | 303                 | 229  | 1,386           | 1,551 |
| Over 50                                   | 195          | 251   | 53                  | 30   | 248             | 281   |
| Total employees who left the company: men | 2,257        | 2,496 | 554                 | 376  | 2,811           | 2,872 |

### Total employees who left the company

|                                      | Meat segment |       | Aquaculture segment |      | Total Agrosuper |       |
|--------------------------------------|--------------|-------|---------------------|------|-----------------|-------|
|                                      | 2023         | 2024  | 2023                | 2024 | 2023            | 2024  |
| Under 30                             | 1,185        | 1,118 | 308                 | 166  | 1,493           | 1,284 |
| 30 to 50                             | 1,430        | 1,691 | 474                 | 336  | 1,904           | 2,027 |
| Over 50                              | 238          | 306   | 78                  | 52   | 316             | 358   |
| Total employees who left the company | 2,853        | 3,115 | 860                 | 554  | 3,713           | 3,669 |

### Indicators of postnatal leave

CMF 5.7 | GRI 401-3

|                                                                                    | Meat segment |      | Aquaculture segment |      | Total Agrosuper |      |
|------------------------------------------------------------------------------------|--------------|------|---------------------|------|-----------------|------|
|                                                                                    | 2023         | 2024 | 2023                | 2024 | 2023            | 2024 |
| Employees eligible for postnatal leave: Chile                                      | 112          | 0    | 118                 | 2    | 230             | 2    |
| Employees eligible for postnatal leave: Other countries                            | 0            | 0    | 0                   | 0    | 0               | 0    |
| Employees who made use of postnatal leave: Chile                                   | 112          | 0    | 118                 | 2    | 230             | 2    |
| Employees who made use of postnatal leave: Other countries                         | 0            | 0    | 0                   | 0    | 0               | 0    |
| Percentage of employees who made use of postnatal leave                            | 100%         | -    | 100%                | 100% | 100%            | 100% |
| Employees who have returned to work after completing postnatal leave               | 33           | 0    | 45                  | 2    | 78              | 2    |
| Percentage of employees who have returned to work after completing postnatal leave | 29.5%        | -    | 38.1%               | 100% | 33.9%           | 100% |

### Average days of postnatal leave by job category

|                                                           | Meat segment           |                     |                               | Aquaculture segment    |                     |                      | Total Agrosuper        |                     |                      |
|-----------------------------------------------------------|------------------------|---------------------|-------------------------------|------------------------|---------------------|----------------------|------------------------|---------------------|----------------------|
|                                                           | Postnatal leave: women | Paternal leave: men | Postnatal leave: parental men | Postnatal leave: women | Paternal leave: men | Postnatal leave: men | Postnatal leave: women | Paternal leave: men | Postnatal leave: men |
| Average days of postnatal leave: Senior management        | 0                      | 0                   | 0                             | 0                      | 0                   | 0                    | 0                      | 0                   | 0                    |
| Average days of postnatal leave: Management               | 168                    | 0                   | 0                             | 168                    | 0                   | 0                    | 168                    | 0                   | 0                    |
| Average days of postnatal leave: Department heads         | 154                    | 0                   | 0                             | 141                    | 0                   | 0                    | 147.5                  | 0                   | 0                    |
| Average days of postnatal leave: Operators                | 159.7                  | 0                   | 0                             | 119.4                  | 0                   | 0                    | 139.6                  | 0                   | 0                    |
| Average days of postnatal leave: Sales force              | 168                    | 0                   | 0                             | 0                      | 0                   | 0                    | 168                    | 0                   | 0                    |
| Average days of postnatal leave: Administrative personnel | 168                    | 0                   | 0                             | 168                    | 0                   | 0                    | 168                    | 0                   | 0                    |
| Average days of postnatal leave: Other professionals      | 164.8                  | 0                   | 0                             | 121.2                  | 5                   | 0                    | 143                    | 5                   | 0                    |
| Average days of postnatal leave: Other technicians        | 168                    | 0                   | 0                             | 133.2                  | 0                   | 26                   | 150.6                  | 0                   | 26                   |
| Average days of postnatal leave: Total                    | 161.6                  | 0                   | 0                             | 124.3                  | 5                   | 26                   | 143                    | 5                   | 26                   |

## Programs and social contribution

### General program totals by pillar

|                                      | Meat segment   | Aquaculture segment | Total Agrosuper       |
|--------------------------------------|----------------|---------------------|-----------------------|
| <b>Entrepreneurship pillar</b>       |                |                     |                       |
| Total beneficiaries 2024             | 70,437         | 295                 | <b>70,732</b>         |
| Total beneficiary organizations 2024 | 208            | 20                  | <b>228</b>            |
| Total investment in 2024             | US\$ 531,173   | US\$ 33,722         | <b>US\$ 564,895</b>   |
| <b>Local development pillar</b>      |                |                     |                       |
| Total beneficiaries 2024             | 43,354         | 28,268              | <b>71,622</b>         |
| Total beneficiary organizations 2024 | 57             | 73                  | <b>130</b>            |
| Total investment in 2024             | US\$ 327,962   | US\$ 151,027        | <b>US\$ 478,989</b>   |
| <b>Education pillar</b>              |                |                     |                       |
| Total beneficiaries 2024             | 1,593          | 14,648              | <b>16,241</b>         |
| Total beneficiary organizations 2024 | 6              | 62                  | <b>68</b>             |
| Total investment in 2024             | US\$ 2,135,292 | US\$ 45,312         | <b>US\$ 2,180,604</b> |
| <b>Healthy lifestyle pillar</b>      |                |                     |                       |
| Total beneficiaries 2024             | 16,548         | 11,422              | <b>27,970</b>         |
| Total beneficiary organizations 2024 | 134            | 27                  | <b>161</b>            |
| Total investment in 2024             | US\$ 138,891   | US\$ 42,624         | <b>US\$ 181,515</b>   |
| <b>General total</b>                 |                |                     |                       |
| Total beneficiaries 2024             | 131,932        | 54,633              | <b>186,565</b>        |
| Total beneficiary organizations 2024 | 405            | 182                 | <b>587</b>            |
| Total investment in 2024             | US\$ 3,133,318 | US\$ 272,685        | <b>US\$ 3,406,002</b> |

## Climate action and climate change mitigation

### Total emissions by scope in tonCO<sub>2</sub>eq

GRI 305 | SASB FB-MP-110a.1

|                            | Meat segment   |                |              | Aquaculture segment |                  |             | Total Agrosuper  |                  |               |
|----------------------------|----------------|----------------|--------------|---------------------|------------------|-------------|------------------|------------------|---------------|
|                            | 2023           | 2024           | % var.       | 2023                | 2024             | % var.      | 2023             | 2024             | % var.        |
| Total emissions: Scope 1   | 215,476        | 203,805        | -5.4%        | 64,937              | 82,868           | 27.6%       | 280,413          | 286,673          | <b>2.2%</b>   |
| Total emissions: Scope 2   | 85,961         | 47,193         | -45.1%       | 27,796              | 21,931           | -21.1%      | 113,757          | 69,124           | <b>-39.2%</b> |
| Total emissions: Scope 3   | 401,594        | 383,514        | -4.5%        | 1,076,641           | 1,145,599        | 6.4%        | 1,478,235        | 1,529,113        | <b>3.4%</b>   |
| <b>Total GHG emissions</b> | <b>703,031</b> | <b>634,512</b> | <b>-9.7%</b> | <b>1,169,374</b>    | <b>1,250,398</b> | <b>6.9%</b> | <b>1,872,405</b> | <b>1,884,910</b> | <b>0.7%</b>   |

### Biogenic emissions of CO<sub>2</sub>eq

|                                       | Meat segment |        |        | Aquaculture segment |      |        | Total Agrosuper |        |               |
|---------------------------------------|--------------|--------|--------|---------------------|------|--------|-----------------|--------|---------------|
|                                       | 2023         | 2024   | % var. | 2023                | 2024 | % var. | 2023            | 2024   | % var.        |
| Biogenic emissions CO <sub>2</sub> eq | 87,890       | 76,966 | -12.4% | 0                   | 0    | 0%     | 87,890          | 76,966 | <b>-12.4%</b> |

### Greenhouse gas emission intensity ration

GRI 305-6

|                          | Meat segment |      |        | Aquaculture segment |      |        | Total Agrosuper |      |               |
|--------------------------|--------------|------|--------|---------------------|------|--------|-----------------|------|---------------|
|                          | 2023         | 2024 | % var. | 2023                | 2024 | % var. | 2023            | 2024 | % var.        |
| Emission intensity ratio | 0.27         | 0.22 | -18.5% | 0.37                | 0.42 | 13.5%  | 2.5             | 0.32 | <b>-87.2%</b> |

### Emissions of ozone-depleting substances [tonCFC<sub>11</sub>eq]

GRI 305-6

|                                         | Meat segment |       |        |
|-----------------------------------------|--------------|-------|--------|
|                                         | 2023         | 2024  | % var. |
| Emissions of ozone-depleting substances | 246.9        | 219.4 | -11.2% |

Data on emissions calculated using the Ecoinvent database

### Significant emissions of other substances (tons)

GRI 305-7

|                                                | Meat segment |         |        |
|------------------------------------------------|--------------|---------|--------|
|                                                | 2023         | 2024    | % var. |
| Emissions of Volatile Organic Compounds [VOC]. | 9,795.5      | 8,504.3 | -13.2% |
| Emissions of Particulate Matter [PM].          | 6,052        | 4,680   | -22.7% |

## Energy management

### Total consumption indicators

GRI 302 | SASB FB-MP-130a.1

|                                                        | Meat segment |           |                  | Aquaculture segment |            |                  | Total Agrosuper |
|--------------------------------------------------------|--------------|-----------|------------------|---------------------|------------|------------------|-----------------|
|                                                        | Feed plants  | Farms     | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total energy consumption (GJ) 2024                     | 661,387      | 2,308,429 | 2,206,247        | 238,567             | 910,640    | 227,996          | 6,553,266       |
| Consumption of energy from renewable sources (GJ) 2024 | 2,277,468    | 879,931   | 414,085          | 58,434              | 113,096    | 191,765          | 3,934,778       |
| Percentage of energy from renewable sources 2024       | 44.0%        | 17.0%     | 8.0%             | 24.5%               | 12.4%      | 84.1%            | 60.0%           |

### Energy intensity ratio

GRI 302-3

|                             | Meat segment |       |                  | Aquaculture segment |            |                  | Total Agrosuper |
|-----------------------------|--------------|-------|------------------|---------------------|------------|------------------|-----------------|
|                             | Feed plants  | Farms | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Energy intensity ratio 2023 | 0.26         | 1.33  | 1.72             | 0.77                | 3.59       | 0.95             | 1.0             |
| Energy intensity ratio 2024 | 0.26         | 2.06  | 1.66             | 0.79                | 3.63       | 0.91             | 1.1             |
| Var. Percentage 2023-2024   | 0.0%         | 54.9% | -3.5%            | 2.6%                | 1.7%       | -4.2%            | 13.0%           |

### Energy consumed from the power grid

SASB FB-MP-130a.1

|                                                                            | Meat segment |         |                  | Aquaculture segment |            |                  | Total Agrosuper |
|----------------------------------------------------------------------------|--------------|---------|------------------|---------------------|------------|------------------|-----------------|
|                                                                            | Feed plants  | Farms   | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total energy consumed that comes from the power grid (GJ) 2024             | 195,896      | 609,712 | 847,014          | 58,434              | 134,871    | 207,700          | 2,053,627       |
| Percentage of the energy consumed that comes from the power grid (GJ) 2024 | 29.6%        | 26.4%   | 38.4%            | 24.5%               | 14.8%      | 91.1%            | 31.3%           |

## Water Management

### Total water extraction by extraction source

GRI 303 | SASB FB-MP-140a.1

|                                   | Meat segment |         |                  | Aquaculture segment |            |                  | Total Agrosuper |
|-----------------------------------|--------------|---------|------------------|---------------------|------------|------------------|-----------------|
|                                   | Feed plants  | Farms   | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total surface water 2023 (ML)     | 0            | 0       | 0                | 0                   | 239,348.6  | 44.4             | 239,393.0       |
| Total surface water 2024 (ML)     | 0            | 0       | 0                | 0                   | 269,323    | 193.0            | 269,516.0       |
| Var. Percentage 2023-2024         | 0.0%         | 0.0%    | 0.0%             | 0.0%                | 12.5%      | 334.7%           | 12.6%           |
| Total underground water 2023 (ML) | 228.2        | 7,360.6 | 8,468.4          | 63.7                | 5,378.2    | 872.0            | 22,371.1        |
| Total underground water 2024 (ML) | 259.0        | 7,366.1 | 8,395.0          | 59.5                | 3,398      | 804.9            | 20,282.5        |
| Percentage var. 2023-2024         | 13.5%        | 0.1%    | -0.9%            | -6.6%               | -36.8%     | -7.7%            | -9.3%           |
| Total sea water 2023 (ML)         | 0            | 0       | 0                | 0                   | 1,810      | 838.1            | 2,648.1         |
| Total sea water 2024 (ML)         | 0            | 0       | 0                | 0                   | 3,914      | 833.5            | 4,747.5         |
| Percentage var. 2023-2024         | 0.0%         | 0.0%    | 0.0%             | 0.0%                | 116.2%     | -0.5%            | 79.3            |
| Total water produced 2023 (ML)    | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Total water produced 2024 (ML)    | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Percentage var. 2023-2024         | 0.0%         | 0.0%    | 0.0%             | 0.0%                | 0.0%       | 0.0%             | 0.0%            |
| Total other water 2023 (ML)       | 4.0          | 17.8    | 0                | 0                   | 5,181.2    | 172.2            | 5,375.2         |
| Total other water 2024 (ML)       | 5.3          | 5.5     | 0                | 0                   | 0          | 27.0             | 37.7            |
| Percentage var. 2023-2024         | 32.8%        | -69.3%  | 0.0%             | 0.0%                | -100.0%    | -84.3%           | -99.3%          |
| Total water extracted 2023 (ML)   | 232.2        | 7,378.4 | 8,468.4          | 63.7                | 251,718.0  | 1,926.7          | 269,787.4       |
| Total water extracted 2024 (ML)   | 264.3        | 7,371.6 | 8,395.0          | 59.5                | 276,635.0  | 1,858.4          | 294,583.7       |
| Percentage var. 2023-2024         | 13.8%        | -0.1%   | -0.9%            | -6.6%               | 9.9%       | -3.5%            | 9.2%            |

### Total water extraction in areas of water stress by extraction source

GRI 303 | SASB FB-MP-140a.1

|                                   | Meat segment |         |                  | Aquaculture segment |            |                  | Total Agrosuper |
|-----------------------------------|--------------|---------|------------------|---------------------|------------|------------------|-----------------|
|                                   | Feed plants  | Farms   | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total surface water 2023 (ML)     | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Total surface water 2024 (ML)     | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Percentage var. 2023-2024         | 0.0%         | 0.0%    | 0.0%             | 0.0%                | 0.0%       | 0.0%             | 0.0%            |
| Total underground water 2023 (ML) | 228.2        | 7,360.6 | 8,468.4          | 0                   | 0          | 0                | 16,057.2        |
| Total underground water 2024 (ML) | 259.0        | 7,366.1 | 8,395.0          | 0                   | 0          | 0                | 16,020.1        |
| Percentage var. 2023-2024         | 13.5%        | 0.1%    | -0.9%            | 0.0%                | 0.0%       | 0.0%             | -0.2%           |
| Total sea water 2023 (ML)         | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Total sea water 2024 (ML)         | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Percentage var. 2023-2024         | 0.0%         | 0.0%    | 0.0%             | 0.0%                | 0.0%       | 0.0%             | 0.0%            |
| Total water produced 2023 (ML)    | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Total water produced 2024 (ML)    | 0            | 0       | 0                | 0                   | 0          | 0                | 0               |
| Percentage var. 2023-2024         | 0.0%         | 0.0%    | 0.0%             | 0.0%                | 0.0%       | 0.0%             | 0.0%            |
| Total other water 2023 (ML)       | 4.0          | 17.8    | 0                | 0                   | 0          | 0                | 0               |
| Total other water 2024 (ML)       | 5.3          | 5.5     | 0                | 0                   | 0          | 0                | 0               |
| Percentage var. 2023-2024         | 32.8%        | -69.3%  | 0.0%             | 0.0%                | 0.0%       | 0.0%             | 0.0%            |
| Total water extracted 2023 (ML)   | 228.2        | 7,360.6 | 8,468.4          | 0                   | 0          | 0                | 16,057.2        |
| Total water extracted 2024 (ML)   | 259.0        | 7,366.1 | 8,395.0          | 0                   | 0          | 0                | 16,020.1        |
| Percentage var. 2023-2024         | 13.5%        | 0.1%    | -0.9%            | 0.0%                | 0.0%       | 0.0%             | -0.2%           |

**Total water discharge by destination**

|                                   | Meat segment |               |                  | Aquaculture segment |              |                  | Total Agrosuper |
|-----------------------------------|--------------|---------------|------------------|---------------------|--------------|------------------|-----------------|
|                                   | Feed plants  | Farms         | Processing Plant | Feed plants         | Production   | Processing Plant | Total           |
| Total surface water 2023 (ML)     | 0            | 50.67         | 7,562.2          | 0                   | 250,476.0    | 0                | 258,088.9       |
| Total surface water 2024 (ML)     | 0            | 50.66         | 7,173.2          | 0.9                 | 241,825.1    | 363.5            | 249,413.3       |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>-0.02%</b> | <b>-5.1%</b>     | <b>0.0%</b>         | <b>-3.5%</b> | <b>0%</b>        | <b>-3.4%</b>    |
| Total underground water 2023 (ML) | 0            | 0             | 0                | 0                   | 0            | 0                | 0               |
| Total underground water 2024 (ML) | 0            | 0             | 0                | 884,300             | 0            | 0                | 0               |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>0.0%</b>   | <b>0.0%</b>      | <b>0.0%</b>         | <b>0.0%</b>  | <b>0.0%</b>      | <b>0.0%</b>     |
| Total sea water 2023 (ML)         | 0            | 0             | 0                | 0                   | 12,152.4     | 1,140.0          | 13,292.4        |
| Total sea water 2024 (ML)         | 0            | 0             | 0                | 0                   | 19,371.0     | 2,532.8          | 21,903.8        |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>0.0%</b>   | <b>0.0%</b>      | <b>0.0%</b>         | <b>59.4%</b> | <b>122.2%</b>    | <b>64.8%</b>    |
| Total other water 2023 (ML)       | 0            | 1,901.0       | 0                | 0                   | 0            | 0                | 1,901.0         |
| Total other water 2024 (ML)       | 0            | 2,328.6       | 0                | 0                   | 0            | 0                | 2,328.6         |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>22.5%</b>  | <b>0.0%</b>      | <b>0.0%</b>         | <b>0.0%</b>  | <b>-100.0%</b>   | <b>22.5%</b>    |
| Total water extracted 2023 (ML)   | 0            | 1,951.7       | 7,562.2          | 0                   | 262,628.4    | 1,140.0          | 273,282.3       |
| Total water extracted 2024 (ML)   | 0            | 2,379.3       | 7,173.2          | 0.9                 | 261,196.1    | 2,896.3          | 273,645.8       |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>21.9%</b>  | <b>-5.1%</b>     | <b>0.0%</b>         | <b>-0.5%</b> | <b>154%</b>      | <b>0.1%</b>     |

**Total water discharge in areas of water stress, by destination**

|                                   | Meat segment |               |                  | Aquaculture segment |             |                  | Total Agrosuper |
|-----------------------------------|--------------|---------------|------------------|---------------------|-------------|------------------|-----------------|
|                                   | Feed plants  | Farms         | Processing Plant | Feed plants         | Production  | Processing Plant | Total           |
| Total surface water 2023 (ML)     | 0            | 50.67         | 7,562.2          | 0                   | 0           | 0                | 7,612.9         |
| Total surface water 2024 (ML)     | 0            | 50.66         | 7,173.2          | 0                   | 0           | 0                | 7,223.8         |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>-0.02%</b> | <b>-5.1%</b>     | <b>0.0%</b>         | <b>0.0%</b> | <b>0.0%</b>      | <b>-5.1%</b>    |
| Total underground water 2023 (ML) | 0            | 0             | 0                | 0                   | 0           | 0                | 0               |
| Total underground water 2024 (ML) | 0            | 0             | 0                | 0                   | 0           | 0                | 0               |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>0.0%</b>   | <b>0.0%</b>      | <b>0.0%</b>         | <b>0.0%</b> | <b>0.0%</b>      | <b>0.0%</b>     |
| Total sea water 2023 (ML)         | 0            | 0             | 0                | 0                   | 0           | 0                | 0               |
| Total sea water 2024 (ML)         | 0            | 0             | 0                | 0                   | 0           | 0                | 0               |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>0.0%</b>   | <b>0.0%</b>      | <b>0.0%</b>         | <b>0.0%</b> | <b>0.0%</b>      | <b>0.0%</b>     |
| Total other water 2023 (ML)       | 0            | 1,901.0       | 0                | 0                   | 0           | 0                | 1,901.0         |
| Total other water 2024 (ML)       | 0            | 2,328.6       | 0                | 0                   | 0           | 0                | 2,328.6         |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>22.5%</b>  | <b>0.0%</b>      | <b>0.0%</b>         | <b>0.0%</b> | <b>0.0%</b>      | <b>22.5%</b>    |
| Total water extracted 2023 (ML)   | 0            | 1,951.7       | 7,562.2          | 0                   | 0           | 0                | 9,513.9         |
| Total water extracted 2024 (ML)   | 0            | 2,379.3       | 7,173.2          | 0                   | 0           | 0                | 9,552.5         |
| <b>Percentage var. 2023-2024</b>  | <b>0.0%</b>  | <b>21.9%</b>  | <b>-5.1%</b>     | <b>0.0%</b>         | <b>0.0%</b> | <b>0.0%</b>      | <b>0.4%</b>     |

**Total water discharge by treatment**

|                                            | Meat segment |              |                  | Aquaculture segment |              |                  | Total Agrosuper |
|--------------------------------------------|--------------|--------------|------------------|---------------------|--------------|------------------|-----------------|
|                                            | Feed plants  | Farms        | Processing Plant | Feed plants         | Production   | Processing Plant | Total           |
| Total water discharged untreated 2023 (ML) | 0            | 0            | 0                | 0.00                | 0            | 0                | 0               |
| Total water discharged untreated 2024 (ML) | 0            | 0            | 0                | 0.00                | 0            | 0                | 0               |
| <b>Percentage var. 2023-2024</b>           | <b>0%</b>    | <b>0%</b>    | <b>0%</b>        | <b>0%</b>           | <b>0%</b>    | <b>0%</b>        | <b>0%</b>       |
| Total water discharged treated 2023 (ML)   | 0            | 1,951.7      | 7,562.2          | 0                   | 262,628.4    | 1,140.0          | 273,282.3       |
| Total water discharged treated 2024 (ML)   | 0%           | 2,379.3      | 7,173.2          | 0.9                 | 261,196.1    | 2,896.3          | 273,645.8       |
| <b>Percentage var. 2023-2024</b>           | <b>0%</b>    | <b>21.9%</b> | <b>-5.1%</b>     | <b>0%</b>           | <b>-0.6%</b> | <b>154%</b>      | <b>0.1%</b>     |

**Total water consumption by destination**

|                                                         | Meat segment |              |                  | Aquaculture segment |            |                  | Total Agrosuper |
|---------------------------------------------------------|--------------|--------------|------------------|---------------------|------------|------------------|-----------------|
|                                                         | Feed plants  | Farms        | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total water consumption 2023 (ML)                       | 232.2        | 5,426.7      | 906.2            | 63.7                | 0          | 268.3            | 6,897.1         |
| Total water consumed 2024 (ML)                          | 264.3        | 4,992.3      | 1,221.8          | 58.6                | 15,439.9   | 216.8            | 22,193.7        |
| <b>Percentage var. 2023-2024</b>                        | <b>13.8%</b> | <b>-8.0%</b> | <b>34.8%</b>     | <b>-8.0%</b>        | <b>0%</b>  | <b>-19.2%</b>    | <b>222%</b>     |
| Total water consumed in areas of water stress 2023 (ML) | 228.2        | 5,408.9      | 906.2            | 0                   | 0          | 0                | 6,543.3         |
| Total water consumed in areas of water stress 2024 (ML) | 259.0        | 4,986.9      | 1,221.8          | 0                   | 0          | 0                | 6,467.7         |
| <b>Percentage var. 2023-2024</b>                        | <b>13.5%</b> | <b>-7.8%</b> | <b>34.8%</b>     | <b>0%</b>           | <b>0%</b>  | <b>0%</b>        | <b>-1.2%</b>    |

**Total reclaimed or reused water**

|                                                   | Meat segment |              |                  | Aquaculture segment |            |                  | Total Agrosuper |
|---------------------------------------------------|--------------|--------------|------------------|---------------------|------------|------------------|-----------------|
|                                                   | Feed plants  | Farms        | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total reclaimed or reused water 2023 (ML)         | 0            | 1,951.7      | 41.0             | 0                   | 0          | 521.6            | 2,514.3         |
| Total reclaimed or reused water 2024 (ML)         | 0            | 2,379.3      | 45.7             | 0                   | 0          | 486.4            | 2,911.4         |
| <b>Percentage var. 2023-2024</b>                  | <b>0%</b>    | <b>21.9%</b> | <b>11.4%</b>     | <b>0%</b>           | <b>0%</b>  | <b>-6.8%</b>     | <b>15.8%</b>    |
| Percentage of water reclaimed or reused 2023 (ML) | 0%           | 36%          | 4.5%             | 0%                  | 0%         | 194.4%           | 36.5%           |
| Percentage of water reclaimed or reused 2024 (ML) | 0%           | 47.7%        | 3.7%             | 0%                  | 0%         | 224.4%           | 13.1%           |
| <b>Percentage var. 2023-2024</b>                  | <b>0%</b>    | <b>32.5%</b> | <b>-17.4%</b>    | <b>0%</b>           | <b>0%</b>  | <b>15.4%</b>     | <b>-64%</b>     |

**Number of incidents of non-compliance with water quality permits, standards, and regulations**

|                      | Meat segment |       |                  | Aquaculture segment |            |                  | Total Agrosuper |
|----------------------|--------------|-------|------------------|---------------------|------------|------------------|-----------------|
|                      | Feed plants  | Farms | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Total incidents 2023 | 0            | 0     | 0                | 0                   | 0          | 1                | 1               |
| Total incidents 2024 | 0            | 0     | 0                | 0                   | 0          | 4                | 4               |

**from fresh water sources**

GRI 303 | SASB FB-MP-140a.2

|                                                        | Meat segment |       |                  | Aquaculture segment |            |                  | Total Agrosuper |
|--------------------------------------------------------|--------------|-------|------------------|---------------------|------------|------------------|-----------------|
|                                                        | Feed plants  | Farms | Processing Plant | Feed plants         | Production | Processing Plant | Total           |
| Percentage of fresh water extracted (%)                | 100%         | 100%  | 100%             | 100%                | 98.6%      | 55.2%            | 98.4%           |
| Percentage of water discharged in freshwater areas (%) | 0%           | 100%  | 100%             | 100%                | 92.6%      | 12.6%            | 92%             |

**Waste management**

**Total waste**

|                                                  | Meat segment  |               |                  | Aquaculture segment |               |                  | Total Agrosuper |
|--------------------------------------------------|---------------|---------------|------------------|---------------------|---------------|------------------|-----------------|
|                                                  | Feed plants   | Farms         | Processing Plant | Feed plants         | Production    | Processing Plant | Total           |
| Total waste for disposal 2023 (ton)              | 2,336         | 16,209        | 38,723           | 1,809               | 5,033         | 29,388           | 93,498          |
| Total waste for disposal 2024 (ton)              | 1,949         | 10,106        | 37,642           | 1,013               | 4,488         | 2,047            | 57,245          |
| <b>Percentage var. 2023-2024</b>                 | <b>-16.6%</b> | <b>-37.6%</b> | <b>-2.8%</b>     | <b>-44%</b>         | <b>-10.8%</b> | <b>-93%</b>      | <b>-38.8%</b>   |
| Total waste not destined for disposal (ton) 2023 | 10,422        | 33,958        | 33,808           | 1,309               | 26,541        | 38,572           | 144,630         |
| Total waste not destined for disposal (ton) 2024 | 3,594         | 50,107        | 33,432           | 1,041               | 24,354        | 80,491           | 193,019         |
| <b>Percentage var. 2023-2024</b>                 | <b>-65.6%</b> | <b>47.6%</b>  | <b>-1.1%</b>     | <b>-20.5%</b>       | <b>-8.2%</b>  | <b>108.7%</b>    | <b>33.5%</b>    |
| Total waste generated (ton) 2023                 | 12,778        | 50,167        | 72,531           | 3,118               | 31,574        | 67,960           | 238,129         |
| Total waste generated (ton) 2024                 | 5,543         | 60,213        | 71,074           | 2,054               | 28,842        | 82,537           | 250,263         |
| <b>Percentage var. 2023-2024</b>                 | <b>-56.6%</b> | <b>20.0%</b>  | <b>-2.0%</b>     | <b>-34.1%</b>       | <b>-8.7%</b>  | <b>21.5%</b>     | <b>5.1%</b>     |

**Total hazardous waste not destined for disposal**

|                                                            | Meat segment |              |                  | Aquaculture segment |                |                  | Total Agrosuper |
|------------------------------------------------------------|--------------|--------------|------------------|---------------------|----------------|------------------|-----------------|
|                                                            | Feed plants  | Farms        | Processing Plant | Feed plants         | Production     | Processing Plant | Total           |
| Total waste in other recovery operations 2023 (ton)        | 0            | 0            | 0                | 0                   | 29             | 0                | 29              |
| Total waste in other recovery operations 2024 (ton)        | 0            | 0            | 0                | 0                   | 12             | 0                | 12              |
| <b>Percentage var. 2023-2024</b>                           | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b>     | <b>0.00%</b>        | <b>-58.62%</b> | <b>0.00%</b>     | <b>-58.62%</b>  |
| Total hazardous waste not destined for disposal (ton) 2023 | 0            | 0            | 0                | 0                   | 29             | 0                | 29              |
| Total hazardous waste not destined for disposal (ton) 2024 | 0            | 0            | 0                | 0                   | 12             | 0                | 12              |
| <b>Percentage var. 2023-2024</b>                           | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b>     | <b>0.00%</b>        | <b>-58.62%</b> | <b>0.00%</b>     | <b>-58.62%</b>  |

**Total non-hazardous waste not destined for disposal**

|                                                                | Meat segment   |               |                  | Aquaculture segment |               |                  | Total Agrosuper |
|----------------------------------------------------------------|----------------|---------------|------------------|---------------------|---------------|------------------|-----------------|
|                                                                | Feed plants    | Farms         | Processing Plant | Feed plants         | Production    | Processing plant | Total           |
| Total recycled waste 2023 (ton)                                | 5,638          | 33,958        | 4,485            | 379                 | 826           | 917              | 46,203          |
| Total recycled waste 2024 (ton)                                | 1,593          | 50,107        | 5,302            | 244                 | 924           | 4,635            | 62,805          |
| <b>Percentage var. 2023-2024</b>                               | <b>-71.74%</b> | <b>47.55%</b> | <b>18.22%</b>    | <b>-35.62%</b>      | <b>11.86%</b> | <b>405.48%</b>   | <b>35.93%</b>   |
| Total waste in other recovery operations 2023 (ton)            | 4,805          | 0             | 29,323           | 929                 | 25,686        | 37,655           | 98,398          |
| Total waste in other recovery operations 2024 (ton)            | 2,001          | 0             | 28,130           | 797                 | 23,418        | 75,855           | 130,201         |
| <b>Percentage var. 2023-2024</b>                               | <b>-58.35%</b> | <b>0.00%</b>  | <b>-4.07%</b>    | <b>-14.21%</b>      | <b>-8.83%</b> | <b>101.45%</b>   | <b>32.32%</b>   |
| Total non-hazardous waste not destined for disposal (ton) 2023 | 10,442         | 33,958        | 33,808           | 1,308               | 26,512        | 38,572           | 144,600         |
| Total non-hazardous waste not destined for disposal (ton) 2024 | 3,594          | 50,107        | 33,432           | 1,041               | 24,342        | 80,491           | 193,007         |
| <b>Percentage var. 2023-2024</b>                               | <b>-65.58%</b> | <b>47.55%</b> | <b>-1.11%</b>    | <b>-20.41%</b>      | <b>-8.18%</b> | <b>108.68%</b>   | <b>33.48%</b>   |

### Total hazardous waste for disposal

|                                                     | Meat segment  |                |                  | Aquaculture segment |                |                  | Total Agrosuper |
|-----------------------------------------------------|---------------|----------------|------------------|---------------------|----------------|------------------|-----------------|
|                                                     | Feed plants   | Farms          | Processing Plant | Feed plants         | Production     | Processing Plant | Total           |
| Total waste sent to landfill 2023 (ton)             | 22            | 21             | 100              | 2                   | 385            | 17               | 547             |
| Total waste sent to landfill 2024 (ton)             | 31            | 15             | 136              | 0                   | 186            | 28               | 395             |
| <b>Percentage var. 2023-2024</b>                    | <b>43.31%</b> | <b>-31.90%</b> | <b>36.00%</b>    | <b>-100.00%</b>     | <b>-51.69%</b> | <b>63.60%</b>    | <b>-27.72%</b>  |
| Total waste in other recovery operations 2023 (ton) | 0             | 0              |                  | 0                   | 0              | 0                | 0               |
| Total waste in other recovery operations 2024 (ton) | 0             | 0              |                  | 0                   | 0              | 0                | 0               |
| <b>Percentage var. 2023-2024</b>                    | <b>0.00%</b>  | <b>0.00%</b>   | <b>0.00%</b>     | <b>0.00%</b>        | <b>0.00%</b>   | <b>0.00%</b>     | <b>0.00%</b>    |
| Total hazardous waste for disposal (ton) 2023       | 22            | 21             | 100              | 2                   | 385            | 17               | 547             |
| Total hazardous waste for disposal (ton) 2024       | 31            | 15             | 136              | 10                  | 186            | 28               | 405             |
| <b>Percentage var. 2023-2024</b>                    | <b>43.31%</b> | <b>-31.90%</b> | <b>36.00%</b>    | <b>400.00%</b>      | <b>-51.69%</b> | <b>63.60%</b>    | <b>-25.90%</b>  |

### Total non-hazardous waste for disposal

|                                                              | Meat segment   |                |                  | Aquaculture segment |               |                  | Total Agrosuper |
|--------------------------------------------------------------|----------------|----------------|------------------|---------------------|---------------|------------------|-----------------|
|                                                              | Feed plants    | Farms          | Processing Plant | Feed plants         | Production    | Processing Plant | Total           |
| Total incinerated waste (without energy recovery) 2023 (ton) | 0              | 0              |                  | 0                   | 22            | 0                | 22              |
| Total incinerated waste (without energy recovery) 2024 (ton) | 0              | 0              |                  | 0                   | 20            | 0                | 20              |
| <b>Percentage var. 2023-2024</b>                             | <b>0.00%</b>   | <b>0.00%</b>   | <b>0.00%</b>     | <b>0.00%</b>        | <b>-9.09%</b> | <b>0.00%</b>     | <b>-9.09%</b>   |
| Total waste sent to landfill 2023 (ton)                      | 2,314          | 16,188         | 38,623           | 1,807               | 4,626         | 29,371           | 92,929          |
| Total waste sent to landfill 2024 (ton)                      | 1,918          | 10,092         | 37,506           | 1,003               | 4,251         | 2,019            | 56,789          |
| <b>Percentage var. 2023-2024</b>                             | <b>-17.13%</b> | <b>-37.66%</b> | <b>-2.89%</b>    | <b>-44.49%</b>      | <b>-8.11%</b> | <b>-93.13%</b>   | <b>-38.89%</b>  |
| Total waste in other recovery operations 2023 (ton)          | 0              | 0              |                  | 0                   | 0             | 0                | 0               |
| Total waste in other recovery operations 2024 (ton)          | 0              | 0              |                  | 0                   | 30            | 0                | 30              |
| <b>Percentage var. 2023-2024</b>                             | <b>0.00%</b>   | <b>0.00%</b>   | <b>0.00%</b>     | <b>0.00%</b>        | <b>0.00%</b>  | <b>0.00%</b>     | <b>0.00%</b>    |
| Total non-hazardous waste for disposal (ton) 2023            | 2,314          | 16,188         | 38,623           | 1,807               | 4,648         | 29,371           | 92,951          |
| Total non-hazardous waste for disposal (ton) 2024            | 1,918          | 10,092         | 37,506           | 1,003               | 4,301         | 2,019            | 56,839          |
| <b>Percentage var. 2023-2024</b>                             | <b>-17.13%</b> | <b>-37.66%</b> | <b>-2.89%</b>    | <b>-44.49%</b>      | <b>-7.47%</b> | <b>-93.13%</b>   | <b>-38.85%</b>  |

### Packaging and packing

#### Total weight of materials used

|                                                                 | Meat segment |              |             | Aquaculture segment |              |               | Total Agrosuper |              |              |
|-----------------------------------------------------------------|--------------|--------------|-------------|---------------------|--------------|---------------|-----------------|--------------|--------------|
|                                                                 | 2023         | 2024         | % var.      | 2023                | 2024         | % var.        | 2023            | 2024         | % var.       |
| Total renewable or recyclable materials (ton)                   | 33,936       | 35,383       | 4.3%        | 5,515               | 5,776        | 4.7%          | 39,451          | 41,159       | 4.3%         |
| Total non-renewable or non-recyclable materials (ton)           | 2,392        | 2,324        | -2.8%       | 2,633               | 4,224        | 60.4%         | 5,025           | 6,548        | 30.3%        |
| <b>Percentage of recovered products and packaging materials</b> | <b>0%</b>    | <b>0%</b>    | <b>0%</b>   | <b>0%</b>           | <b>0%</b>    | <b>0%</b>     | <b>0%</b>       | <b>0%</b>    | <b>0%</b>    |
| <b>Percentage of renewable or recyclable material</b>           | <b>93.4%</b> | <b>93.8%</b> | <b>0.4%</b> | <b>67.7%</b>        | <b>57.8%</b> | <b>-14.7%</b> | <b>88.7%</b>    | <b>86.3%</b> | <b>-2.7%</b> |

#### Renewable products

|                                                        | Meat segment |              |             | Aquaculture segment |              |             | Total Agrosuper |              |             |
|--------------------------------------------------------|--------------|--------------|-------------|---------------------|--------------|-------------|-----------------|--------------|-------------|
|                                                        | 2023         | 2024         | % var.      | 2023                | 2024         | % var.      | 2023            | 2024         | % var.      |
| Total products with renewable packaging                | 544          | 638          | 17.3%       | 43                  | 60           | 39.5%       | 587             | 698          | 18.9%       |
| <b>Percentage of products with renewable packaging</b> | <b>64%</b>   | <b>65.2%</b> | <b>1.9%</b> | <b>30.4%</b>        | <b>31.4%</b> | <b>3.4%</b> | <b>94.4%</b>    | <b>96.6%</b> | <b>2.4%</b> |

### Biofertilizer

SASB FB-MP-160a.1

#### Pork

|                                                                     | Meat segment |         |        |
|---------------------------------------------------------------------|--------------|---------|--------|
|                                                                     | 2023         | 2024    | % var. |
| Total animal excrement and manure generated (m3)                    | 230,596      | 235,807 | 2.3%   |
| Total biostabilized pig slurry shipped (m3)                         | 230,596      | 235,807 | 2.3%   |
| Total hectares fertilized with biostabilized pig slurry (ha)        | 17,460       | 34,282  | 96.4%  |
| Total farmers using biostabilized pig slurry                        | 400          | 380     | -5.0%  |
| Total farmers benefiting from donations of biostabilized pig slurry | 1,536        | 1,478   | -3.8%  |

#### Chicken

|                                                  | Meat segment |         |        |
|--------------------------------------------------|--------------|---------|--------|
|                                                  | 2023         | 2024    | % var. |
| Total animal excrement and manure generated (m3) | 707,174      | 778,383 | 10.1%  |
| Total guano shipped (m3)                         | 707,174      | 778,383 | 10.1%  |
| Total number of farmers using chicken guano      | 909          | 1,127   | 24.0%  |

### Turkey

|                                                  | Meat segment |        |        |
|--------------------------------------------------|--------------|--------|--------|
|                                                  | 2023         | 2024   | % var. |
| Total animal excrement and manure generated (m3) | 88,373       | 98,015 | 10.9%  |
| Total guano shipped (m3)                         | 88,373       | 98,015 | 10.9%  |
| Total stabilized product shipped                 | 52,204       | 47,519 | -9.0%  |

### Total animal

|                                                  | Meat segment |           |        |
|--------------------------------------------------|--------------|-----------|--------|
|                                                  | 2023         | 2024      | % var. |
| Total animal excrement and manure generated (m3) | 1,026,143    | 1,112,205 | 8.4%   |
| Total stabilized product (m3)                    | 1,078,347    | 1,159,724 | 7.6%   |
| Total hectares fertilized (ha)                   | 17,460       | 34,282    | 96.4%  |
| Total farmers using biostabilized product        | 1,309        | 1,507     | 15.1%  |

### Biosecurity and animal welfare

#### Total animal production that received antibiotics

SASB FB-MP-260a.1

|                                                                                    | Atlantic salmon |       | Pacific salmon |       |
|------------------------------------------------------------------------------------|-----------------|-------|----------------|-------|
|                                                                                    | 2023            | 2024  | 2023           | 2024  |
| Percentage of animal production that received medically important antibiotics:     | 0%              | 0%    | 0%             | 0%    |
| Percentage of animal production that received not medically important antibiotics: | 98.7%           | 74.5% | 9.5%           | 0.02% |

There are no records for this indicator for the meat segment.

#### Cases of non-compliance relative to the impacts of the products on health and safety.

GRI 416-2 | SASB FB-MP-250a.3

|                                                                        | Atlantic salmon |      | Pacific salmon |      | Pacific salmon |      |
|------------------------------------------------------------------------|-----------------|------|----------------|------|----------------|------|
|                                                                        | 2023            | 2024 | 2023           | 2024 | 2023           | 2024 |
| Total cases of regulatory non-compliance leading to fines or sanctions | 6               | 1    | 0              | 0    | 6              | 1    |
| Total cases of regulatory non-compliance leading to a warning          | 140             | 144  | 0              | 0    | 140            | 144  |

#### GFSI non-conformity rate

GRI 416-2a; 416-2b; 13.10.3 | SASB FB-PF-250a.1

|                                                      | Atlantic salmon |      | Pacific salmon |      | Pacific salmon |      |
|------------------------------------------------------|-----------------|------|----------------|------|----------------|------|
|                                                      | 2023            | 2024 | 2023           | 2024 | 2023           | 2024 |
| Total GFSI non-conformity rate Significant           | 0               | 0    | 2              | 1    | 2              | 1    |
| Total GFSI non-conformity rate Minor non-compliances | 7               | 0    | 52             | 40   | 59             | 40   |
| GFSI corrective action rate: Significant             | 0               | 0    | 0              | 1    | 0              | 1    |
| GFSI corrective action rate: Minor                   | 7               | 0    | 0              | 40   | 0              | 40   |

### Number of recalled products

GRI 416-2 | SASB FB-MP-250a.1

|                                         | Atlantic salmon |      | Pacific salmon |      | Pacific salmon |      |
|-----------------------------------------|-----------------|------|----------------|------|----------------|------|
|                                         | 2023            | 2024 | 2023           | 2024 | 2023           | 2024 |
| Total product recalls                   | 0               | 0    | 0              | 0    | 0              | 0    |
| Number of units of recalled products    | 0               | 0    | 0              | 0    | 0              | 0    |
| Total weight of recalled products (ton) | 0               | 0    | 0              | 0    | 0              | 0    |

### Animal Production

SASB FB-PF-000.B

|                                       | 2023       | 2024       | %VAR  |
|---------------------------------------|------------|------------|-------|
| <b>1. Pork</b>                        |            |            |       |
| Total production (ton)                | 503,699.49 | 503,314.59 | -0.1% |
| Total sub-contracted production (ton) | 0          | 0          | 0%    |
| <b>2. Chicken</b>                     |            |            |       |
| Total production (ton)                | 548,987.95 | 550,535.07 | 0.3%  |
| Total sub-contracted production (ton) | 0          | 0          | 0%    |
| <b>3. Turkey</b>                      |            |            |       |
| Total production (ton)                | 71,402.28  | 65,642.72  | -8.1% |
| Total sub-contracted production (ton) | 0          | 0          | 0%    |
| <b>4. Atlantic salmon</b>             |            |            |       |
| Total production (ton)                | 153,944.29 | 148,254    | -3.7% |
| Total sub-contracted production (ton) | 0          | 0          | 0%    |
| <b>5. Pacific salmon</b>              |            |            |       |
| Total production (ton)                | 93,334.52  | 102,679    | 10%   |
| Total sub-contracted production (ton) | 0          | 0          | 0%    |

### Suppliers

#### Total suppliers

GRI 416-2 | SASB FB-MP-250a.1

|                               | Meat segment |              | Aquaculture segment |              | Total Agrosuper |              |
|-------------------------------|--------------|--------------|---------------------|--------------|-----------------|--------------|
|                               | 2023         | 2024         | 2023                | 2024         | 2023            | 2024         |
| Total domestic suppliers      | 5,130        | 5,415        | 2,802               | 2,986        | 7,932           | 8,401        |
| Total international suppliers | 798          | 900          | 119                 | 108          | 917             | 1,008        |
| <b>Total suppliers</b>        | <b>5,928</b> | <b>6,315</b> | <b>2,921</b>        | <b>3,094</b> | <b>8,849</b>    | <b>9,409</b> |

### Domestic suppliers by payment period range

CMF 71 | GRI 204-1

|                                                                                              | Meat segment  |                        |                   | Aquaculture segment |                        |                   | Total Agrosuper |                        |                   |
|----------------------------------------------------------------------------------------------|---------------|------------------------|-------------------|---------------------|------------------------|-------------------|-----------------|------------------------|-------------------|
|                                                                                              | Up to 30 days | Between 31 and 60 days | More than 60 days | Up to 30 days       | Between 31 and 60 days | More than 60 days | Up to 30 days   | Between 31 and 60 days | More than 60 days |
| Number of suppliers                                                                          | 5,247         | 17                     | 1                 | 1,838               | 708                    | 440               | 7,085           | 725                    | 441               |
| No. of invoices approved for payment                                                         | 203,465       | 6,261                  | 1                 | 122,870             | 12,865                 | 3,292             | 326,335         | 19,126                 | 3,293             |
| Number of invoices paid                                                                      | 137,582       | 68,795                 | 3,350             | 122,870             | 12,865                 | 3,292             | 260,452         | 81,660                 | 6,642             |
| Total amount of invoices paid (ThUS\$)                                                       | 787,750       | 297,820                | 11,674            | 1,021,764           | 197,986                | 36,588            | 1,809,514       | 495,806                | 48,263            |
| Total default interest for late payment of invoices (US\$)                                   | 0             | 0                      | 0                 | 0                   | 0                      | 0                 | 0               | 0                      | 0                 |
| Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods | 0             | 0                      | 0                 | 0                   | 0                      | 0                 | 0               | 0                      | 0                 |

### International suppliers by payment period range

|                                                                                              | Meat segment  |                        |                   | Aquaculture segment |                        |                   | Total Agrosuper |                        |                   |
|----------------------------------------------------------------------------------------------|---------------|------------------------|-------------------|---------------------|------------------------|-------------------|-----------------|------------------------|-------------------|
|                                                                                              | Up to 30 days | Between 31 and 60 days | More than 60 days | Up to 30 days       | Between 31 and 60 days | More than 60 days | Up to 30 days   | Between 31 and 60 days | More than 60 days |
| Number of suppliers                                                                          | 878           | 19                     | 3                 | 34                  | 30                     | 44                | 912             | 49                     | 47                |
| No. of invoices approved for payment                                                         | 26,684        | 474                    | 32                | 3,921               | 983                    | 321               | 30,605          | 1,457                  | 353               |
| Number of invoices paid                                                                      | 24,859        | 1,571                  | 760               | 3,921               | 983                    | 321               | 28,780          | 2,554                  | 1,081             |
| Total amount of invoices paid (ThUS\$)                                                       | 747,668       | 43,308                 | 48,554            | 28,580              | 11,662                 | 20,089            | 776,249         | 54,970                 | 68,643            |
| Total default interest for late payment of invoices (US\$)                                   | 0             | 0                      | 0                 | 0                   | 0                      | 0                 | 0               | 0                      | 0                 |
| Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods | 0             | 0                      | 0                 | 0                   | 0                      | 0                 | 0               | 0                      | 0                 |

### Total suppliers by payment period range

|                                                                                              | Meat segment  |                        |                   | Aquaculture segment |                        |                   | Total Agrosuper |                        |                   |
|----------------------------------------------------------------------------------------------|---------------|------------------------|-------------------|---------------------|------------------------|-------------------|-----------------|------------------------|-------------------|
|                                                                                              | Up to 30 days | Between 31 and 60 days | More than 60 days | Up to 30 days       | Between 31 and 60 days | More than 60 days | Up to 30 days   | Between 31 and 60 days | More than 60 days |
| Number of suppliers                                                                          | 6,125         | 36                     | 4                 | 1,872               | 738                    | 484               | 7,997           | 774                    | 488               |
| No. of invoices approved for payment                                                         | 230,149       | 6,735                  | 33                | 126,791             | 13,848                 | 3,613             | 356,940         | 20,583                 | 3,646             |
| Number of invoices paid                                                                      | 162,441       | 70,366                 | 4,110             | 126,791             | 13,848                 | 3,613             | 289,232         | 84,214                 | 7,723             |
| Total amount of invoices paid (ThUS\$)                                                       | 1,535,419     | 341,127                | 60,229            | 1,050,345           | 209,648                | 56,677            | 2,585,764       | 550,775                | 116,906           |
| Total default interest for late payment of invoices (US\$)                                   | 0             | 0                      | 0                 | 0                   | 0                      | 0                 | 0               | 0                      | 0                 |
| Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods | 0             | 0                      | 0                 | 0                   | 0                      | 0                 | 0               | 0                      | 0                 |

### Average payment days for SME suppliers

|                                                          | Meat segment |         |             | Aquaculture segment |         |             | Total Agrosuper |         |             |
|----------------------------------------------------------|--------------|---------|-------------|---------------------|---------|-------------|-----------------|---------|-------------|
|                                                          | 2023         | 2024    | Variation % | 2023                | 2024    | Variation % | 2023            | 2024    | Variation % |
| Average days committed for payment                       | 30           | 29      | -3.3%       | 30                  | 30      | 0%          | 30              | 30      | -1.7%       |
| Average actual days until payment                        | 31           | 29      | -6.5%       | 30                  | 29      | -3.3%       | 31              | 29      | -4.9%       |
| Total amount of payments within the agreed date (ThUS\$) | 182,610      | 362,542 | 98.5%       | 206,531             | 238,522 | 15.5%       | 194,571         | 300,531 | 54.5%       |
| Percentage of payments after the committed date          | 10.6%        | 1.8%    | -83.1%      | 6%                  | 8%      | 33.3%       | 8.3%            | 4.9%    | -41%        |

### Average payment days for non-SME suppliers

|                                                          | Meat segment |         |             | Aquaculture segment |           |             | Total Agrosuper |         |             |
|----------------------------------------------------------|--------------|---------|-------------|---------------------|-----------|-------------|-----------------|---------|-------------|
|                                                          | 2023         | 2024    | Variation % | 2023                | 2024      | Variation % | 2023            | 2024    | Variation % |
| Average days committed for payment                       | 29           | 30      | 3.5%        | 30                  | 31        | 3.3%        | 30              | 31      | 3.3%        |
| Average actual days until payment                        | 29           | 31      | 6.9%        | 34                  | 32        | -5.9%       | 32              | 32      | 0%          |
| Total amount of payments within the agreed date (ThUS\$) | 272,962      | 706,016 | 158.7%      | 1,135,683           | 1,017,816 | -10.4%      | 704,323         | 861,916 | 22.4%       |
| Percentage of payments after the committed date          | 18.4%        | 3.2%    | -82.9%      | 13%                 | 13%       | 0%          | 15.7%           | 8.1%    | -48.6%      |

### Supplier payment days average

|                                                          | Meat segment |           |             | Aquaculture segment |           |             | Total Agrosuper |           |             |
|----------------------------------------------------------|--------------|-----------|-------------|---------------------|-----------|-------------|-----------------|-----------|-------------|
|                                                          | 2023         | 2024      | Variation % | 2023                | 2024      | Variation % | 2023            | 2024      | Variation % |
| Average days committed for payment                       | 29           | 29        | 0%          | 30                  | 31        | 3.3%        | 30              | 30        | 0%          |
| Average actual days until payment                        | 29           | 30        | 3.5%        | 34                  | 31        | -8.8%       | 32              | 31        | -3.2%       |
| Total amount of payments within the agreed date (ThUS\$) | 455,572      | 1,068,558 | 134.6%      | 1,342,214           | 1,256,338 | -6.4%       | 898,893         | 1,162,448 | 29.3%       |
| Percentage of payments after the committed date          | 29%          | 2.7%      | -90.8%      | 12%                 | 12%       | 0%          | 20.5%           | 7.3%      | -64.2       |

### Supplier portal indicators

|                                         | Meat segment |       |       | Aquaculture segment |       |        | Total Agrosuper |       |        |
|-----------------------------------------|--------------|-------|-------|---------------------|-------|--------|-----------------|-------|--------|
|                                         | 2023         | 2024  | Var%  | 2023                | 2024  | Var%   | 2023            | 2024  | Var%   |
| Total suppliers connected to the portal | 3,352        | 3,469 | 3.5%  | 946                 | 1,240 | 31.1%  | 4,298           | 4,709 | 9.6%   |
| Average response time (hours)           | 17           | 19    | 11.8% | 51                  | 24    | -52.9% | 34              | 22    | -36.8% |

## Trade associations and memberships

CMF 6.1.vi, 6.3 | GRI 2-28

- The Chilean Meat Exporters' Association (Chilecarne).
- The Federation of Chilean Industry (SOFOFA).
- The North American Chilean Chamber of Commerce (AmCham).
- Asociación Nacional de Industrial de Cecinas (ANIC).
- Alimentos y Bebidas de Chile A.G. (AB Chile).
- Asociación de Empresas Región de Valparaíso (ASIVA).
- Instituto Chileno de Administración Racional de Empresas (ICARE).
- The Pork Producers Trade Association of Chile (ASPROCER).
- Corporación Pro O'Higgins.
- Salmon Council.
- Asociación de Salmonicultores de Magallanes.
- GSI - Global Salmon Initiative.
- CSMC - Chilean Salmon Marketing Council.
- Corporación de Desarrollo Productivo del Litoral de Aysén (CorpAysén).
- Última Esperanza Tourism Chamber.



## Appendix 461 Board of Directors

### Board 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.

#### Canio Corbo Lioi Chairman

3,712,353-6  
Civil engineer  
Chilean

**Date of latest appointment:** 4/29/2024

**Experience:** He has served as a Director of Agrosuper since 2010.

He is also a Board member of Empresas AquaChile S.A, Inmobiliaria Manquehue and Empresas Santa Carolina S.A.

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

#### José Guzmán Vial Vice Chair

6,376,987-8  
Agronomist  
Chilean

**Date of latest appointment:** 4/29/2024

**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 Commercial 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 (SOFOPA) and in 2023, he was appointed vice chair of Icare.

Currently, he is also the chairman of the Board of Directors of Aquachile S.A.

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

#### María del Pilar Vial Concha Director

7,022,695-2  
Businesswoman  
Chilean

**Date of latest appointment:** 4/29/2024

**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 per Law 18.046:** No

#### María José Vial Concha Director

7,022,776-2  
Businesswoman  
Chilean

**Date of latest appointment:** 4/29/2024

**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 per Law 18.046:** No

#### Gonzalo Vial Concha Director

7,022,663-4  
Businessman  
Chilean

**Date of latest appointment:** April 29, 2024

**Experience:** Director of Agrosuper since 2020 and of Empresas AquaChile S.A. He is also the founder and controller of Graneles del Sur S.A. and its subsidiaries.

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

#### Andrés Vial Sánchez Director

6,004,844-4  
Businessman  
Chilean

**Date of latest appointment:** 04/29/2024

**Experience:** He has served as a Director of Agrosuper since 2020. He has also been a Board member of Empresas AquaChile S.A. and of the Club Hípico de Santiago since 2010 and he has over 45 years of experience in the agricultural sector.

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

#### Verónica Edwards Guzmán Director

7,051,999-2  
Business Manager  
Chilean

**Date of latest appointment:** 04/29/2024

**Experience:** Director of Agrosuper since 2010. She is also a director of Empresas AquaChile S.A., Ripley Corp S.A. Corporate Governance advisory member of the Pontificia Universidad Católica de Chile.

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

#### Antonio Tuset Jorratt Director

4,566,169-5  
Business Manager  
Chilean

**Date of latest appointment:** 04/29/2024

**Experience:** He has served as a Director of Agrosuper since 2010. He has been a member of the Board of Directors of Empresas Aquachile S.A. since 2019.

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

#### Juan Claro González Director

6,379,075-3  
Businessman  
Chilean

**Date of latest appointment:** 04/29/2024

**Experience:** Director of Agrosuper since 2010. He is also a director of Empresas AquaChile S.A. and Chair of the Board of Embotelladora Andina S.A. He is likewise a Board Member of Melón S.A and of the Board of Trustees of the Centro de Estudios Públicos (CEP).

**Principal or alternate director:** Principal

**Independent Director per Law 18.046:** No

# Appendix 386

## Main executives notified to the Financial Market Commission (CMF) 2024.

| Number:      | Name                             | Type                    | Position                                             | in the role |
|--------------|----------------------------------|-------------------------|------------------------------------------------------|-------------|
| 15,640,137-4 | Andrés Langdon Frauenberg        | Senior executive        | Aquaculture Segment People Manager                   | 04/01/2024  |
| 10,786,211-0 | Felipe Fuenzalida Bascuñan       | Chief Executive Officer | Corporate Manager                                    | 04/29/2020  |
| 15,094,927-0 | Miguel Ángel Lavagnino Contreras | Senior executive        | Aquaculture Segment Administration & Finance Manager | 12/02/2019  |
| 13,657,083-8 | Juan Pablo Rodríguez Carrera     | Senior executive        | Aquaculture Segment Industrial Manager               | 03/01/2019  |
| 16,236,794-3 | José Manuel Schwerter Gallardo   | Senior executive        | Aquaculture Segment Production Manager               | 02/01/2019  |
| 14,122,961-3 | Vicente De La Cruz Weinstein     | Senior executive        | Aquaculture Segment Commercial Manager               | 09/01/2017  |
| 13,130,236-3 | Alvaro Gustavo Ortiz Rodríguez   | Senior executive        | Meat Segment Industrial Manager                      | 05/01/2017  |
| 7,481,944-3  | Julio Andrade Gorioitía          | Senior executive        | Corporate Accounting Manager                         | 01/06/2013  |
| 21,180,782-2 | Facundo Porolli Goransky         | Senior executive        | Meat Segment Commercial Manager                      | 08/02/2011  |
| 11,471,986-2 | Rafael Prieto Castillo           | Senior executive        | Meat Segment Corporate Affairs Manager               | 04/01/2011  |
| 12,658,905-0 | Fernando Morelli Bravo           | Senior executive        | Meat Segment People Manager                          | 02/01/2009  |
| 8,545,803-5  | Juan Pablo Uriarte Diez          | Senior executive        | Meat Segment Administration & Finance Manager        | 07/01/2004  |
| 8,929,166-6  | Sady Delgado Barrientos          | Senior executive        | Aquaculture Segment Chief Executive Officer          | 01/15/2001  |
| 10,581,977-3 | Guillermo Díaz Del Río Riesco    | Senior executive        | Meat Segment Chief Executive Officer                 | 08/01/1999  |
| 7,003,548-0  | Alejandro Montes Ortuzar         | Senior executive        | Corporate Procurement Manager                        | 02/01/1998  |
| 16,359,049-2 | Vasco Grigolo Pizzi              | Senior executive        | Corporate Development Manager                        | 01/03/2022  |
| 6,017,650-7  | Álvaro Varela Walker             | Senior executive        | Aquaculture Segment Tax Manager                      | 11/01/1993  |
| 17,118,777-K | Cristian Anfossi Lubascher       | Senior executive        | Corporate Finance Manager                            | 05/13/2024  |
| 16,255,348-8 | José Hernaldo Rodríguez Fuentes  | Senior executive        | Corporate Audit Manager                              | 11/11/2024  |
| 15,830,206-3 | María Teresa Manubens Bravo      | Senior executive        | Corporate Legal Manager                              | 12/01/2024  |
| 7,010,684-1  | Jaime Ríos Correa                | Senior executive        | Animal Production Manager                            | 04/01/2024  |
| 10,051,284-K | Cristian Meyer                   | Senior executive        | Innovation Manager                                   | 01/01/2017  |

## Salaries of the main executives

|                                           | 12.31.2024<br>ThUS\$ | 12.31.2023<br>ThUS\$ |
|-------------------------------------------|----------------------|----------------------|
| Wages and salaries                        | 3,602                | 3,904                |
| Social security and other social benefits | 53                   | 57                   |
| Remuneration of key management personnel  | 3,655                | 3,961                |

## Number of workers by gender

| Position       | Men           | Women        | Total         |
|----------------|---------------|--------------|---------------|
| Board Members* | 6             | 3            | 9             |
| Managers       | 21            | 1            | 22            |
| Workers        | 14,543        | 5,268        | 19,811        |
| <b>Total</b>   | <b>14,570</b> | <b>5,272</b> | <b>19,842</b> |

## Number of workers by nationality

| Position       | Chilean       | Non-Chilean  | Total         |
|----------------|---------------|--------------|---------------|
| Board Members* | 9             | 0            | 9             |
| Managers       | 21            | 1            | 22            |
| Workers        | 13,685        | 6,126        | 19,811        |
| <b>Total</b>   | <b>13,715</b> | <b>6,127</b> | <b>19,842</b> |

## Total people by age range

| Position       | Under 30 years | From 30 to 40 years | From 41 to 50 years | From 51 to 60 years | From 61 to 70 years | Over 70 years | Total         |
|----------------|----------------|---------------------|---------------------|---------------------|---------------------|---------------|---------------|
| Board Members* | 0              | 0                   | 0                   | 1                   | 3                   | 5             | 9             |
| Managers       | 0              | 6                   | 6                   | 9                   | 1                   | 0             | 22            |
| Workers        | 6,016          | 6,780               | 4,282               | 2,344               | 387                 | 2             | 19,811        |
| <b>Total</b>   | <b>6,016</b>   | <b>6,786</b>        | <b>4,288</b>        | <b>2,354</b>        | <b>391</b>          | <b>7</b>      | <b>19,842</b> |

## Number of people by years of service

| Position       | Under 3 years | More than 3 and less than 6 years | More than 6 and less than 9 years | More than 9 and less than 12 years | Over 12 years | Total         |
|----------------|---------------|-----------------------------------|-----------------------------------|------------------------------------|---------------|---------------|
| Board Members* | 1             | 4                                 | 0                                 | 0                                  | 4             | 9             |
| Managers       | 2             | 4                                 | 1                                 | 4                                  | 11            | 22            |
| Workers        | 9,287         | 4,002                             | 1,899                             | 1,419                              | 3,204         | 19,811        |
| <b>Total</b>   | <b>9,290</b>  | <b>4,010</b>                      | <b>1,900</b>                      | <b>1,423</b>                       | <b>3,219</b>  | <b>19,842</b> |

## Number of people with disabilities

| Position       | Men       | Women      | Total      |
|----------------|-----------|------------|------------|
| Board Members* | 0         | 0          | 0          |
| Managers       | 0         | 0          | 0          |
| Workers        | 73        | 177        | 250        |
| <b>Total</b>   | <b>73</b> | <b>177</b> | <b>250</b> |

\*All principal directors

# CMF Index.

Agrosuper does not adhere to the United Nations' Guiding Principles on Human Rights or other equivalent guidelines or standards.

## 1. Contents

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## 2. Corporate profile

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| 2.3.4.iii.a  | Dividends                                           | 32, 33, 430, 477 |                                                                     |
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| 2.3.4.iii.c  | Number of shareholders                              | 433              |                                                                     |
| 2.3.5        | Other securities issued by the company              | 431              |                                                                     |

## 3. Corporate governance

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| 3.1.ii       | Sustainability business approach                                                    | 138-145, 490            |         |
| 3.1.iii      | Identifying and managing conflicts of interest                                      | 380, 392, 395, 406, 411 |         |
| 3.1.iv       | Key stakeholder concerns                                                            | 28-30                   |         |
| 3.1.v        | Promotion of innovation, research and development                                   | 6, 96-125               |         |
| 3.1.vi       | Detection and reduction of organizational, social or cultural barriers              | 228, 233, 234, 387      |         |
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| 3.2          | Board of Directors                                                                  | -                       |         |
| 3.2.i        | Identification of members                                                           | 382, 383, 530, 531      |         |

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| 3.2.xii      | System for access to information for members of the Board of Directors                                              | 388      |                                                                                                                                                                                    |
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| 3.2.xiii.e   | Composition of the Board of Directors: disability status                                                            | 382, 534 |                                                                                                                                                                                    |
| 3.2.xiii.f   | Composition of the Board of Directors: salary gap                                                                   | 384      | 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                                                                                                    | 394-397  |                                                                                                                                                                                    |
| 3.3.i        | Description of the committees' role and main tasks                                                                  | 394-397  |                                                                                                                                                                                    |

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| 3.3.v        | Hiring of advisory services and expenses                                                                                                   | 394-397                 |                                                                                                                                                                                                                                                                                 |
| 3.3.vi       | Board of Director's Committee under article 50 bis of Law 18.046                                                                           | -                       | The committee referred to in Article 50 bis of Chilean Law no. 18.046 on publicly-held corporations does not apply.                                                                                                                                                             |
| 3.3.vii      | Frequency of reporting to the Board of Directors                                                                                           | 394-397                 |                                                                                                                                                                                                                                                                                 |
| 3.4          | Senior executives                                                                                                                          | 398, 399                |                                                                                                                                                                                                                                                                                 |
| 3.4.i        | Role, name, Tax ID No., profession and appointment date                                                                                    | 398, 399, 532           |                                                                                                                                                                                                                                                                                 |
| 3.4.ii       | Compensation received by senior executives                                                                                                 | 532                     |                                                                                                                                                                                                                                                                                 |
| 3.4.iii      | Special compensation or benefit plans for senior executives                                                                                | 238, 242                | The policies and criteria governing salary, compensation and indemnity structures are consistent and cross-cutting for 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 domestic 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                                                                                                                            | 412-425                 |                                                                                                                                                                                                                                                                                 |
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| 3.6.ii.a     | Risks and opportunities inherent to the company's activities                                                                               | 417-419                 |                                                                                                                                                                                                                                                                                 |
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| 3.6.ii.c     | Risks related to free competition                                                                                                          | 421                     |                                                                                                                                                                                                                                                                                 |
| 3.6.ii.d     | Consumer health and safety risks                                                                                                           | 421                     |                                                                                                                                                                                                                                                                                 |
| 3.6.ii.e     | Other risks and opportunities arising from impacts on the environment or on society, directly or indirectly generated                      | 420, 422                |                                                                                                                                                                                                                                                                                 |
| 3.6.iii      | Risk detection and how to determine which risks are the relatively more significant ones                                                   | 414                     |                                                                                                                                                                                                                                                                                 |
| 3.6.iv       | Role of the Board of Directors or governing body and senior management in identifying, assessing, managing and monitoring risks            | 414                     |                                                                                                                                                                                                                                                                                 |
| 3.6.v        | Risk management area                                                                                                                       | 412                     |                                                                                                                                                                                                                                                                                 |
| 3.6.vi       | Internal Auditing Unit or equivalent                                                                                                       | 412                     |                                                                                                                                                                                                                                                                                 |
| 3.6.vii      | Code of Ethics or Code of Conduct or equivalent document                                                                                   | 403                     |                                                                                                                                                                                                                                                                                 |
| 3.6.viii     | Information disclosure and training programs on the policies, procedures, controls and codes implemented for risk management               | 212                     |                                                                                                                                                                                                                                                                                 |
| 3.6.ix       | Channel available for employees, shareholders, clients, suppliers and/ or third parties to report any irregularities or illegal activities | 212, 388, 392, 404, 410 |                                                                                                                                                                                                                                                                                 |
| 3.6.x        | Succession plan for the CEO and other senior executives                                                                                    | 226                     |                                                                                                                                                                                                                                                                                 |

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| 3.6.xi       | Review of salary structures and compensation policies by the Board of Directors                                                                                                            | 238, 239 |                                                                                                                                                                               |
| 3.6.xii      | Salary structures and compensation and indemnity policies for the CEO and other senior executives                                                                                          | 238, 239 | The Board of Directors has not considered incorporating this practice                                                                                                         |
| 3.6.xiii     | Crime prevention model implemented in accordance with the provisions of Law No. 20.393.                                                                                                    | 408      |                                                                                                                                                                               |
| 3.7          | Relationship with stakeholders and the public                                                                                                                                              | 28-30    |                                                                                                                                                                               |
| 3.7.i        | Stakeholder relationships and media relationships area                                                                                                                                     | 28-30    |                                                                                                                                                                               |
| 3.7.ii       | Continuous improvement procedure for the development and dissemination 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.                                                                                              |

#### 4. Strategy

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| 4.1          | Time horizons        | 468, 469 |         |
| 4.2          | Strategic objectives | 14, 15   |         |
| 4.3          | Investment plans     | 484      |         |

#### 5. People

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| 5.1          | Employees                             | 162                                |         |
| 5.1.1        | Number of employees by gender         | 162, 494                           |         |
| 5.1.2        | Number of employees by nationality    | 162, 496, 597, 533                 |         |
| 5.1.3        | Number of employees by age range      | 384, 498, 499, 533                 |         |
| 5.1.4        | Years of service                      | 384, 500, 533                      |         |
| 5.1.5        | Number of employees with disabilities | 162, 232, 233, 501, 533            |         |
| 5.2          | Labor formality                       | 162, 494                           |         |
| 5.3          | Labor adaptability                    | 178, 495                           |         |
| 5.4          | Salary equity by gender               | 228, 238, 239                      |         |
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| 5.4.2        | Salary gap (mean and median)          | 504                                |         |
| 5.5          | Workplace and sexual harassment       | 213, 236, 237, 405, 410, 503, 508, |         |
| 5.6          | Occupational safety                   | 184-191, 504, 505                  |         |

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| 5.7          | Maternity leave                                                                                      | 513              | Agrosuper grants its employees the postnatal leave required by law and special cases are revised |
| 5.8          | Training and benefits                                                                                | 202-213 511, 512 |                                                                                                  |
| 5.8.i        | Total amount of monetary resources and the percentage they represent of total revenue                | 203, 508         |                                                                                                  |
| 5.8.ii       | Total number of trained employees and the percentage they represent of the total number of employees | 202, 507         |                                                                                                  |
| 5.8.iii      | Average annual hours of training                                                                     | 202, 507         |                                                                                                  |
| 5.8.iv       | Topics addressed in training sessions                                                                | 206-213          |                                                                                                  |
| 5.9          | Subcontracting policy                                                                                | 158, 159         |                                                                                                  |

## 6. Business model

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| 6.1.ii       | Competitors in the industrial sector                                                                   | 439                  |                                                                                                           |
| 6.1.iii      | Legal or regulatory framework governing or affecting the industry in which it operates                 | 435                  |                                                                                                           |
| 6.1.iv       | National or foreign regulatory entities that have oversight powers over the entity                     | 436, 437             |                                                                                                           |
| 6.1.v        | Main stakeholders                                                                                      | 28-29                |                                                                                                           |
| 6.1.vi       | Membership of trade and other organizations and associations                                           | 30                   |                                                                                                           |
| 6.2          | Businesses                                                                                             | 440                  |                                                                                                           |
| 6.2.i        | Main goods produced and/or services rendered and the main markets in which these products are marketed | 76-95, 440           |                                                                                                           |
| 6.2.ii       | Sale channels and distribution methods                                                                 | 58, 59, 76-95, 440   |                                                                                                           |
| 6.2.iii      | Number of suppliers that individually represent at least 10% of total purchases made during the period | -                    | There are no suppliers that individually represent at least 10% of total purchases made during the period |
| 6.2.iv       | Number of customers that individually concentrate at least 10% of the segment's revenue                | 58                   |                                                                                                           |
| 6.2.v        | Main brands used to sell products and services                                                         | 42-51, 440           |                                                                                                           |
| 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                            | 440                  |                                                                                                           |
| 6.2.viii     | Other key factors from the external environment for business development                               | 441                  |                                                                                                           |
| 6.3          | Stakeholders                                                                                           | 28-30                |                                                                                                           |
| 6.4          | Properties and facilities                                                                              | 17, 26, 27, 484, 485 |                                                                                                           |
| 6.4.i        | Most significant characteristics of the main properties                                                | 17, 26, 27, 484, 485 |                                                                                                           |

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| 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                                                                                                   | 442-457           |                                                                                                                       |
| 6.5.1        | Subsidiaries and associates                                                                                                                                   | 442-457           |                                                                                                                       |
| 6.5.1.i      | Identification, domicile and type of legal entity.                                                                                                            | 442-457           |                                                                                                                       |
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| 6.5.1.iii    | Corporate purpose and clear statement of activities                                                                                                           | 442-457           |                                                                                                                       |
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| 6.5.1.v      | Current ownership percentage held by the parent or investor                                                                                                   | 442-457           |                                                                                                                       |
| 6.5.1.vi     | Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent                                      | 442-457           |                                                                                                                       |
| 6.5.1.vii    | Full name of the director, CEO or senior executives of the parent company or investing entity who hold any of these positions in the subsidiary or associate. | 442-457           |                                                                                                                       |
| 6.5.1.viii   | Clear and detailed description of business relationships with subsidiaries or associates                                                                      | 442-457           |                                                                                                                       |
| 6.5.1.ix     | Summary statement of acts and contracts entered into with subsidiaries or associates                                                                          | 442-457           |                                                                                                                       |
| 6.5.1.x      | Chart showing ownership relationships                                                                                                                         | 442-457           |                                                                                                                       |
| 6.5.2        | Investment in other companies                                                                                                                                 | 442, 443, 458-465 |                                                                                                                       |
| 6.5.2.i      | Identification and type of legal entity.                                                                                                                      | 442, 443, 458-465 |                                                                                                                       |
| 6.5.2.ii     | Ownership percentage.                                                                                                                                         | 442, 443, 458-465 |                                                                                                                       |
| 6.5.2.iii    | Description of their main activities.                                                                                                                         | 442, 443, 458-465 |                                                                                                                       |
| 6.5.2.iv     | Percentage that these investment represent over the total individual assets of the company.                                                                   | 442, 443, 458-465 |                                                                                                                       |

## 7. Supplier management

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| 7.1          | Payment to suppliers                                                                                                         | 162, 525                |                                                                                                                                                                                                                                            |
| 7.1.i        | Number of invoices paid                                                                                                      | 526                     |                                                                                                                                                                                                                                            |
| 7.1.ii       | Total amount paid (in millions of Chilean pesos)                                                                             | 18, 526, 527            |                                                                                                                                                                                                                                            |
| 7.1.iii      | Total default interest for late payment of invoices (in millions of Chilean pesos)                                           | 526                     |                                                                                                                                                                                                                                            |
| 7.1.iv       | Number of suppliers                                                                                                          | 166, 525, 526           |                                                                                                                                                                                                                                            |
| 7.1.v        | Number of agreements registered in the Register of Agreements with Exceptional Payment Periods kept by the Economy Ministry. | 526                     |                                                                                                                                                                                                                                            |
| 7.2          | Supplier assessment                                                                                                          | 154, 158, 159, 364, 411 | 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 them. |

## 8. Legal and regulatory compliance

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|--------------|-----------------------------------------------------------|------|---------|
| 8.1          | Legal and regulatory compliance: in relation to clients   | 410  |         |
| 8.2          | Legal and regulatory compliance: in relation to employees | 410  |         |
| 8.3          | Legal and regulatory compliance: Environmental            | 411  |         |
| 8.4          | Legal and regulatory compliance: Free competition         | 411  |         |
| 8.5          | Legal and regulatory compliance: Others                   | 411  |         |

## 9. Sustainability

| CODE NCG 461 |                          | Page | Comment                                           |
|--------------|--------------------------|------|---------------------------------------------------|
| 9.1          | SASB Metrics             | 554  | See SASB Index                                    |
| 9.2          | Independent verification | -    | Third-party verification has not been carried out |

## 10. Material events

| CODE NCG 461 |                                                                                 | Page     | Comment |
|--------------|---------------------------------------------------------------------------------|----------|---------|
|              | Summary of material events disclosed by the company during the reporting period | 466, 467 |         |

## 11. Shareholder and directors' committee comments

| CODE NCG 461 |                                                                                                                                                       | Page | Comment                                                                                                                                                                                                                  |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              | A faithful summary of the comments and proposals regarding the progress of the company's business, made by shareholders and the Directors' Committee. | 434  | The company does not have a directors' committee due to its ownership structure. The minutes of the shareholders' meetings are published in the CMF and contain the shareholders' comments on the company's performance. |

## 12. Financial reporting

| CODE NCG 461 |                                                                                                                                   | Page | Comment |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------|------|---------|
|              | Availability of the company's financial statements on the Financial Market Commission's website and on the company's own website. | 426  |         |

# GRI index

**Statement of use:** Agrosuper S.A. has presented the information cited in this GRI index for the period between January 1 and December 31, 2024, with regard to the GRI Standards.

**GRI 1 Used GRI 1:** Foundation 2021

## General content

| GRI Standard                | Indicator                                                                        | Page                      | Comment                                                                                                                                                                    |
|-----------------------------|----------------------------------------------------------------------------------|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Content 2021 | 2-1 Company details                                                              | 429                       |                                                                                                                                                                            |
|                             | 2-2 Entities included in the company's sustainability reporting                  | 462                       |                                                                                                                                                                            |
|                             | 2-3 Reporting period, frequency and contact point                                | 458                       |                                                                                                                                                                            |
|                             | 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                   | 16-19                     |                                                                                                                                                                            |
|                             | 2-7 Employees                                                                    | 162, 494, 495, 502        |                                                                                                                                                                            |
|                             | 2-8 Workers who are not employees                                                | 158, 159, 501             |                                                                                                                                                                            |
|                             | 2-9 Governance structure and composition                                         | 382-384, 394-397, 530-533 |                                                                                                                                                                            |
|                             | 2-10 Nomination and selection of the highest governance body                     | 386                       |                                                                                                                                                                            |
|                             | 2-11 Chair of the highest governance body                                        | 393                       |                                                                                                                                                                            |
|                             | 2-12 Role of the highest governance body in overseeing the management of impacts | 389                       |                                                                                                                                                                            |
|                             | 2-13 Delegation of responsibility for managing impacts                           | 389                       |                                                                                                                                                                            |
|                             | 2-14 Role of the highest governance body in sustainability reporting             | -                         | The Board receives the final draft of the report in its designed format and can make observations for the final edition.                                                   |
|                             | 2-15 Conflicts of interest                                                       | 392                       |                                                                                                                                                                            |
|                             | 2-16 Communication of critical concerns                                          | 392, 404                  |                                                                                                                                                                            |
|                             | 2-17 Collective knowledge of the highest governance body                         | 530, 531                  |                                                                                                                                                                            |
|                             | 2-18 Evaluation of the performance of the highest governance body                | 386                       |                                                                                                                                                                            |
|                             | 2-19 Remuneration policies                                                       | -                         | 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. |
|                             | 2-20 Process to determine remuneration                                           | -                         | 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. |
|                             | 2-21 Annual total compensation ratio                                             | -                         | There are no records for this indicator                                                                                                                                    |

| GRI Standard                | Indicator                                               | Page                 | Comment |
|-----------------------------|---------------------------------------------------------|----------------------|---------|
| GRI 2: General Content 2021 | 2-22 Statement on sustainable development strategy      | 138                  |         |
|                             | 2-23 Policy commitments                                 | 138-154              |         |
|                             | 2-24 Embedding policy commitments                       | 400-412              |         |
|                             | 2-25 Processes to remediate negative impacts            | 28-30, 388, 404, 411 |         |
|                             | 2-26 Mechanisms for seeking advice and raising concerns | 404, 411             |         |
|                             | 2-27 Compliance with laws and regulations               | 410, 411             |         |
|                             | 2-28 Membership and associations                        | 30, 528              |         |
|                             | 2-29 Approach to stakeholder engagement                 | 28-30                |         |
|                             | 2-30 Collective bargaining agreements                   | 162, 248, 249        |         |

## Material topic Energy management

| GRI Standard                                                     | Indicator                                         | Page                                  | Comment      |  |
|------------------------------------------------------------------|---------------------------------------------------|---------------------------------------|--------------|--|
| GRI 3: Material Topics 2021                                      | 3-3 Management of material topics                 | 292-297, 516                          |              |  |
|                                                                  | 302-1 Energy consumption within the organization  | 292-297, 516                          |              |  |
|                                                                  | 302-2 Energy consumption outside the organization | 292-297, 516                          |              |  |
|                                                                  | GRI 302: Energy 2016                              | 302-3 Energy intensity                | 292-297, 516 |  |
|                                                                  |                                                   | 302-4 Reduction in energy consumption | 292-297, 516 |  |
| 302-5 Reductions in energy requirements of products and services |                                                   | 292-297, 516                          |              |  |

## Material topic Carbon footprint and climate change

| GRI Standard                                                                           | Indicator                                     | Page                                                | Comment  |  |
|----------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------------------------------------|----------|--|
| GRI 3: Material Topics 2021                                                            | 3-3 Management of material topics             | 316, 322                                            |          |  |
|                                                                                        | 305-1 Direct (Scope 1) GHG emissions          | 316, 515                                            |          |  |
|                                                                                        | 305-2 Indirect energy (Scope 2) GHG emissions | 316, 515                                            |          |  |
|                                                                                        | 305-3 Other indirect (Scope 3) GHG emissions  | 316, 515                                            |          |  |
|                                                                                        | GRI 305: Emissions 2016                       | 305-4 Intensity of GHG emissions                    | 318      |  |
|                                                                                        |                                               | 305-5 Reduction of GHG emissions                    | 316, 515 |  |
|                                                                                        |                                               | 305-6 Emissions of ozone-depleting substances (ODS) | 515      |  |
| 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions. |                                               | 515                                                 |          |  |

| GRI Standard                                                                          | Indicator                                                                               | Page     | Comment |
|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|----------|---------|
| GRI 13:<br>Agriculture,<br>Aquaculture and<br>Fishing Sectors<br>2022                 | 3.3 Management of material topics                                                       | 316, 322 |         |
|                                                                                       | 13.1.2 Land use change emissions (scope 1).                                             | 316, 515 |         |
|                                                                                       | 13.1.3 Indirect energy (Scope 2) GHG emissions                                          | 316, 515 |         |
|                                                                                       | 13.1.4 Land use change emissions (scope 3).                                             | 316, 515 |         |
|                                                                                       | 13.1.5 Intensity of GHG emissions                                                       | 316, 515 |         |
|                                                                                       | 13.1.6 Reduction of GHG emissions                                                       | 316, 515 |         |
|                                                                                       | 13.1.7 Emissions of ozone-depleting substances (ODS)                                    | 515      |         |
|                                                                                       | 13.1.8 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions. | 515      |         |
|                                                                                       | 3.3 Management of material topics                                                       | 316, 420 |         |
| 13.2-2 Financial implications and other risks and opportunities due to climate change | 420                                                                                     |          |         |

**Material topic Packaging and waste management.**

| GRI Standard                                                          | Indicator                                                    | Page             | Comment |
|-----------------------------------------------------------------------|--------------------------------------------------------------|------------------|---------|
| GRI 3: Material Topics 2021                                           | 3-3 Management of material topics                            | 303-315          |         |
| GRI 301:<br>Materials 2016                                            | 301-1 Materials used by weight or volume                     | 315, 523         |         |
|                                                                       | 301-2 Recycled materials used                                | 315, 523         |         |
|                                                                       | 301-3 Reused products and packaging                          | 315, 523         |         |
| GRI 306: Waste 2020                                                   | 306-1 Waste generation and significant waste-related impacts | 304-307, 312-314 |         |
|                                                                       | 306-2 Management of significant waste-related impacts        | 304-307, 312-314 |         |
|                                                                       | 306-3 generated waste                                        | 303, 520-522     |         |
|                                                                       | 306-4 waste diverted for disposal                            | 303, 520-522     |         |
|                                                                       | 306-5 waste for disposal                                     | 303, 520-522     |         |
| GRI 13:<br>Agriculture,<br>Aquaculture and<br>Fishing Sectors<br>2022 | 13.8.1 Management of material topics                         | 303-315          |         |
|                                                                       | 13.8.2 Generation of significant waste                       | 304-307, 312-314 |         |
|                                                                       | 13.8-3 Management of significant waste-related impacts       | 304-307, 312-314 |         |
|                                                                       | 13.8.4 Waste generated                                       | 303, 520-522     |         |
|                                                                       | 13.8.5 Waste diverted from disposal                          | 303, 520-522     |         |
|                                                                       | 13.8.6 Waste directed to disposal                            | 303, 520-522     |         |

**Material topic Water and hydric stress management**

| GRI Standard                                                          | Indicator                                            | Page     | Comment |
|-----------------------------------------------------------------------|------------------------------------------------------|----------|---------|
| GRI 3: Material Topics 2021                                           | 3-3 Management of material topics                    | 298-301  |         |
| GRI 303: Water and effluents 2018                                     | 303-1 Interactions with water as a shared resource   | 298-301  |         |
|                                                                       | 303-2 Management of water discharge related impacts  | 298-301  |         |
|                                                                       | 303-3 Water withdrawal                               | 517      |         |
|                                                                       | 303-4 Water discharge                                | 518, 519 |         |
|                                                                       | 303-5 Water consumption                              | 519      |         |
| GRI 13:<br>Agriculture,<br>Aquaculture and<br>Fishing Sectors<br>2022 | 13.7.1 Management of material topics                 | 298-301  |         |
|                                                                       | 13.7.2 Interactions with water as a shared resource  | 298-301  |         |
|                                                                       | 13.7.3 Management of water discharge related impacts | 298-301  |         |
|                                                                       | 13.7.4 Water withdrawal                              | 517      |         |
|                                                                       | 13.7.5 Water discharge                               | 518, 519 |         |
|                                                                       | 13.7.6 Water consumption                             | 519      |         |

**Material topic Biodiversity and conversion of natural ecosystems.**

| GRI Standard                                                          | Indicator                                                                                                                                                     | Page     | Comment                           |
|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------------|
| GRI 3: Material Topics 2021                                           | 3-3 Management of material topics                                                                                                                             | 326-331  |                                   |
| GRI 304:<br>Biodiversity 2016                                         | 304-1 Operational sites owned, leased or managed located within or adjacent to protected areas or areas with high biodiversity value outside protected areas  | 326, 327 |                                   |
|                                                                       | 304-2 Significant impacts of activities, products and services on biodiversity                                                                                | 328, 329 |                                   |
|                                                                       | 304-3 Habitats protected or restored                                                                                                                          | 328, 329 |                                   |
|                                                                       | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                              | 331      |                                   |
| GRI 13:<br>Agriculture,<br>Aquaculture and<br>Fishing Sectors<br>2022 | 13.3.1 Approach to preventing and managing escapes of farmed aquatic organisms.                                                                               | 330      |                                   |
|                                                                       | 13.3-2 Operational sites owned, leased or managed located within or adjacent to protected areas or areas with high biodiversity value outside protected areas | 326, 327 |                                   |
|                                                                       | 13.3-3 Significant impacts of activities, products and services on biodiversity                                                                               | 328, 329 |                                   |
|                                                                       | 13.3.4 Habitats protected or restored                                                                                                                         | 328, 329 |                                   |
|                                                                       | 13.3-5 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                             | 331      |                                   |
|                                                                       | 13.3.6 Juvenile seed stocks captured in the wild that are used as input to aquaculture production and the use of fishing products in feed                     | 330      |                                   |
|                                                                       | 13.3.7 For each species of aquatic organisms caught or harvested, including non-target species, report:                                                       | -        | This type of analysis is not done |

| GRI Standard                                              | Indicator                                                                                                                                                                   | Page | Comment                           |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------------------------------|
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.4.1 Natural ecosystem conversion policies and commitments                                                                                                                | -    | This type of analysis is not done |
|                                                           | 13.4.2 Production volume from deforestation- or conversion-free lands, by product                                                                                           | -    | This type of analysis is not done |
|                                                           | 13.4.3 Products supplied by the organization                                                                                                                                | -    | This type of analysis is not done |
|                                                           | 13.4.4 Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date on land owned, rented or managed by the organization. | -    | This type of analysis is not done |
|                                                           | 13.4.5 Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations.                | -    | This type of analysis is not done |

**Material topic Soil management and sustainable agriculture**

| GRI Standard                | Indicator                         | Page               | Comment |
|-----------------------------|-----------------------------------|--------------------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 308, 309, 523, 524 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Odor management**

| GRI Standard                | Indicator                         | Page    | Comment |
|-----------------------------|-----------------------------------|---------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 288-291 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Supply chain management and responsible supply**

| GRI Standard                                              | Indicator                                                                                                                                                                                                                   | Page                  | Comment                                                                                 |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                                                                                                                                                           | 154-159               |                                                                                         |
| GRI 204: Procurement practices 2016                       | 204-1 Spending rate on local suppliers                                                                                                                                                                                      | 33, 154, 270, 525-527 |                                                                                         |
| GRI 308: Supplier environmental assessment 2016           | 308-1 New suppliers have gone through the selection filters according to environmental criteria                                                                                                                             | -                     | We do not have a formal assessment of suppliers regarding sustainability                |
|                                                           | 308-2 Negative environmental impacts on the supply chain and actions taken                                                                                                                                                  | -                     | Our suppliers are not characterized by having a significant impact on the supply chain. |
| GRI 308: Supplier social assessment 2016                  | 308-1 New suppliers have gone through the selection filters according to social criteria                                                                                                                                    | -                     | We do not have a formal assessment of suppliers regarding sustainability                |
|                                                           | 308-2 Negative social impacts on the supply chain and actions taken                                                                                                                                                         | -                     | Our suppliers are not characterized by having a significant impact on the supply chain. |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.23.1 Management of material topics                                                                                                                                                                                       | 154-159               |                                                                                         |
|                                                           | 13.23.2 Describe the level of traceability implemented for each product supplied                                                                                                                                            | -                     | This type of analysis is not done                                                       |
|                                                           | 13.23.3 Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain by product and list these standards                              | -                     | This type of analysis is not done                                                       |
|                                                           | 13.24.4 Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to guarantee that the entire volume obtained is certified | -                     | This type of analysis is not done                                                       |

**Material topic Animal care and welfare**

| GRI Standard                                              | Indicator                                                                                                                                        | Page     | Comment |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                                                                                | 336-349  |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.11.1 Management of material topics                                                                                                            | 336-349  |         |
|                                                           | 13.11.2 Production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards. | 345      |         |
|                                                           | 13.11.3 Survival percentage of farmed aquatic animals and the main causes of mortality                                                           | 342, 343 |         |

**Material topic Biosecurity and food safety**

| GRI Standard                                              | Indicator                                                                                                                                   | Page     | Comment |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                                                                           | 350-377  |         |
| GRI 416: Client Health and Safety 2016                    | 416-1 Evaluation of the health and safety impacts of product and service categories                                                         | 360, 361 |         |
|                                                           | 416-2 Non-compliances related to health and safety impacts of products and services                                                         | 524      |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.9.1 Food security management.                                                                                                            | 350, 351 |         |
|                                                           | 13.10.1 Management of material topics                                                                                                       | 350-377  |         |
|                                                           | 13.10-2 Evaluation of the health and safety impacts of product and service categories                                                       | 360, 361 |         |
|                                                           | 13.10-3 Non-compliances related to health and safety impacts of products and services                                                       | 524      |         |
|                                                           | 13.10.2 percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards. | 370, 371 |         |
|                                                           | 13.10.5 Report the number of recalls issued for food safety reasons and the total volume of products recalled.                              | 525      |         |

**Material topic Regulatory compliance and new regulations.**

| GRI Standard                | Indicator                         | Page     | Comment |
|-----------------------------|-----------------------------------|----------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 410, 411 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Human rights**

| GRI Standard                                              | Indicator                                                                                        | Page          | Comment |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------|---------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                                | 143, 404, 405 |         |
| GRI 408: Child Labor 2016                                 | 408-1 Operations and suppliers at significant risk for incidents of child labor                  | 143           |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.7.1 Management of material topics                                                             | 143           |         |
|                                                           | 13.17-2 Operations and suppliers at significant risk for incidents of child labor                | 143           |         |
| GRI 409: Forced or compulsory labor 2016                  | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor   | 143           |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.16.1 Management of material topics                                                            | 143           |         |
|                                                           | 13.16-2 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 143           |         |

**Material topic Corporate ethics and integrity (including anti-corruption)**

| GRI Standard                                              | Indicator                                                                             | Page    | Comment |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------|---------|---------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                     | 400-409 |         |
|                                                           | 205-1 Operations assessed for corruption-related risks                                | 406     |         |
| GRI 205: Anti-corruption 2016                             | 205-2 Communication and training on anti-corruption policies and procedures           | 407     |         |
|                                                           | 205-3 Confirmed incidents of corruption and actions taken                             | 407     |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.26.1 Management of material topics                                                 | 400-409 |         |
|                                                           | 13.26-2 Operations assessed for corruption-related risks                              | 406     |         |
|                                                           | 13.26-3 Communication and training on anti-corruption policies and procedures         | 407     |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.26. 4 Confirmed incidents of corruption and actions taken                          | 407     |         |
|                                                           | 13.26.1 Management of material topics                                                 | 406     |         |
| GRI 206: Anti-competitive behavior 2016                   | 206-1 Legal actions for anti-competitive behavior, antitrust and monopoly practices   | 408-411 |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.25.1 Management of material topics                                                 | 408-411 |         |
|                                                           | 13.25-2 Legal actions for anti-competitive behavior, antitrust and monopoly practices | 408-411 |         |

**Material topic Corporate governance**

| GRI Standard                | Indicator                         | Page | Comment |
|-----------------------------|-----------------------------------|------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 380  |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Control of costs, productivity and operational efficiency**

| GRI Standard                | Indicator                         | Page                            | Comment |
|-----------------------------|-----------------------------------|---------------------------------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 25, 76, 122, 238, 417, 467, 484 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Opening and introduction into new markets.**

| GRI Standard                | Indicator                         | Page  | Comment |
|-----------------------------|-----------------------------------|-------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 76-95 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Economic performance and financial solvency**

| GRI Standard                                              | Indicator                                                                            | Page                    | Comment                           |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------|-----------------------------------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                    |                         |                                   |
|                                                           | 201-1 Economic value generated and distributed                                       | 32, 33                  |                                   |
| GRI 201: Economic Performance 2016                        | 201-2 Financial implications and other risks and opportunities due to climate change | 419, 420                |                                   |
|                                                           | 201-3 Defined benefit plan obligations and other retirement plans                    | -                       | This type of analysis is not done |
|                                                           | 201-4 Financial assistance received from government                                  | -                       | This type of analysis is not done |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.21.1 Actions taken to support the economic inclusion of farmers and fishers       | 152, 266, 267, 308, 309 |                                   |
|                                                           | 13.22. 2 Economic value generated and distributed                                    | 32, 33                  |                                   |

**Material topic Information security and cybersecurity**

| GRI Standard                   | Indicator                                                                                          | Page | Comment |
|--------------------------------|----------------------------------------------------------------------------------------------------|------|---------|
| GRI 3: Material Topics 2021    | 3-3 Management of material topics                                                                  | 423  |         |
| GRI 418: Customer privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 423  |         |

**Material topic Digital transformation, technology and innovation**

| GRI Standard                | Indicator                         | Page          | Comment |
|-----------------------------|-----------------------------------|---------------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 101, 168, 207 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Product quality, portfolio diversification and brand valuation**

| GRI Standard                | Indicator                         | Page           | Comment |
|-----------------------------|-----------------------------------|----------------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 42-51, 126-133 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Certifications and standardization of practices and processes**

| GRI Standard                | Indicator                         | Page                    | Comment |
|-----------------------------|-----------------------------------|-------------------------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 147, 345, 363, 368, 369 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Nutritional value of products.**

| GRI Standard                | Indicator                         | Page     | Comment |
|-----------------------------|-----------------------------------|----------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 134, 135 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Client management and satisfaction**

| GRI Standard                | Indicator                         | Page  | Comment |
|-----------------------------|-----------------------------------|-------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 62-65 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Labor relations**

| GRI Standard                | Indicator                         | Page    | Comment |
|-----------------------------|-----------------------------------|---------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 248-249 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Employee attraction, retention and development**

| GRI Standard                | Indicator                         | Page    | Comment |
|-----------------------------|-----------------------------------|---------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 166-169 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Occupational health and safety**

| GRI Standard                                 | Indicator                                                                                                            | Page     | Comment |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------|---------|
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics                                                                                    | 185-201  |         |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupation health and safety management system                                                                 | 186, 187 |         |
|                                              | 403-2 Risk identification, risk assessment and investigation of incidents                                            | 187, 197 |         |
|                                              | 403-3 Occupational health services                                                                                   | 201      |         |
|                                              | 403-4 employee participation, consultation and communication about occupational health and safety                    | 198      |         |
|                                              | 403-5 Worker training on occupational health and safety                                                              | 199, 200 |         |
|                                              | 403-6 Promotion of employee health                                                                                   | 192, 193 |         |
|                                              | 403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships | 196, 197 |         |
|                                              | 403-8 Employees covered by an occupation health and safety management system                                         | 504      |         |
|                                              | 403-9 Work-related injuries                                                                                          | 504-506  |         |
|                                              | 403-10 Work-related ill health                                                                                       | 504-506  |         |

| GRI Standard                                              | Indicator                                                                                                                                       | Page     | Comment                           |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------------|
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.19.1 Policies on maximum working hours and minimum hours of rest for workers on fishing vessels and the approach to limiting worker fatigue. | -        | This type of analysis is not done |
|                                                           | 19.19.2 Occupation health and safety management system                                                                                          | 186, 187 |                                   |
|                                                           | 13.19-3 Risk identification, risk assessment and investigation of incidents                                                                     | 187, 197 |                                   |
|                                                           | 13.19.4 Occupational health services' functions that address the occupational health and safety risks for workers aboard fishing vessels        | 201      |                                   |
|                                                           | 13.19-5 employee participation, consultation and communication about occupational health and safety                                             | 198      |                                   |
|                                                           | 13.19. 6 Worker training on occupational health and safety                                                                                      | 199, 200 |                                   |
|                                                           | 13.19. 7 Promotion of employee health                                                                                                           | 192, 193 |                                   |
|                                                           | 13.19-8 Prevention and mitigation of occupational health and safety impacts directly related to business relationships                          | 504-506  |                                   |
|                                                           | 13.19-9 Employees covered by an occupation health and safety management system                                                                  | 504-506  |                                   |

**Material topic Benefits, wellbeing and work climate**

| GRI Standard                | Indicator                         | Page    | Comment |
|-----------------------------|-----------------------------------|---------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 170-177 |         |

\* This material topic does not have an associated specific GRI standard.

**Material topic Diversity, equity and non-discrimination**

| GRI Standard                                              | Indicator                                                                                                                                                         | Page             | Comment |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                                                                                                 | 228-243          |         |
| GRI 405: Diversity and equal opportunities 2016           | 405-1 Diversity of governance bodies and employees                                                                                                                | 162-165, 228 234 |         |
|                                                           | 405-2 Percentage basic salary and remuneration of women to men                                                                                                    | 405              |         |
| GRI 406: Non-discrimination 2016                          | 406-1 Discrimination incidents and remedial actions taken                                                                                                         | 405              |         |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.15.1 Management of material topics                                                                                                                             | 228-243          |         |
|                                                           | 13.15. 2 Diversity of governance bodies and employees                                                                                                             | 162-165, 228 234 |         |
|                                                           | 13.15.3 Report the ratio of the basic salary and remuneration of women to men for workers who are not employees and whose work is controlled by the organization. | 240              |         |
|                                                           | 13.15.4 Discrimination incidents and remedial actions taken                                                                                                       | 405              |         |
|                                                           | 13.15.5 Describe the differences in employment terms and approach to compensation based on workers' nationality or migrant status, by location of operation.      | 405              |         |

**Material topic Community engagement and social contributions.**

| GRI Standard                                              | Indicator                                                                                             | Page    | Comment                           |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------|-----------------------------------|
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                                                     | 254-279 |                                   |
| GRI 411: Rights of Indigenous Peoples 2016                | 411-1 Incidents of violations involving rights of indigenous people                                   | -       | This type of analysis is not done |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.14.1 Approach to engaging with Indigenous peoples                                                  | -       | This type of analysis is not done |
|                                                           | 13.14.2 Incidents of violations involving rights of indigenous people.                                | -       | This type of analysis is not done |
|                                                           | 13.14.3 Operations where indigenous peoples are present or affected by activities of the organization | -       | This type of analysis is not done |
|                                                           | 13.14.4 Process for seeking free, prior and informed consent of indigenous peoples                    | -       | This type of analysis is not done |
| GRI 413: Local communities 2016                           | 413-1 Operations with local community engagement, impact assessments, and development programs        | 254-279 |                                   |
|                                                           | 413-2 Operations with significant negative impacts, actual or potential, on local communities         | 254-279 |                                   |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | 13.12.1 Management of material topics                                                                 | 254-279 |                                   |
|                                                           | 13.12-2 Operations with local community engagement, impact assessments, and development programs      | 254-279 |                                   |
|                                                           | 13.12-3 Operations with significant negative impacts, actual or potential, on local communities       | 254-279 |                                   |

**Material topic Job generation and local hiring (including local suppliers)**

| GRI Standard                | Indicator                                                                               | Page     | Comment |
|-----------------------------|-----------------------------------------------------------------------------------------|----------|---------|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics                                                       | 280-281  |         |
| GRI 401: Employment 2016    | 401-1 New employee hires and employee turnover                                          | 280, 512 |         |
|                             | 401-2 Benefits for full-time employees not provided to part-time or temporary employees | 280      |         |
|                             | 401-3 Parental leave                                                                    | 513      |         |

# SASB index

DISCLOSURE ISSUES ON SUSTAINABILITY AND ACCOUNTING PARAMETERS

**Food and beverage industry:**

Meat, poultry and dairy -FB- MP

**Industry code:**

FB-MP

| Topic              | Code        | Activity parameter                                                 | Category     | Unit of measurement       | Page       | Comment |
|--------------------|-------------|--------------------------------------------------------------------|--------------|---------------------------|------------|---------|
| General indicators | FB-MP-000.A | Number of processing and manufacturing facilities                  | Quantitative | Number                    | 17,484,485 |         |
|                    | FB-MP-000.B | Animal protein production, by category                             | Quantitative | Tons of animal production | 525        |         |
|                    | FB-MP-000.B | Subcontracted percentage of animal protein production, by category | Quantitative | Percentage (%)            | 525        |         |

| Topic                           | Code         | Activity parameter                                                                                                                                                   | Category                | Unit of measurement                         | Page            | Comment                                                           |
|---------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------|-----------------|-------------------------------------------------------------------|
| Greenhouse gas emissions        | FB-MP-110a.1 | Global gross scope 1 emissions                                                                                                                                       | Quantitative            | Metric tons (t) of CO <sub>2</sub> e        | 7,286,316,515   |                                                                   |
| 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 | Discussion and analysis | N/A                                         | 316,420         |                                                                   |
| Energy Management               | FB-MP-130a.1 | (1) Total energy consumption                                                                                                                                         | Quantitative            | Gigajoules (GJ)                             | 292,516         |                                                                   |
|                                 | FB-MP-130a.1 | (2) Percentage of energy consumed from the grid                                                                                                                      | Quantitative            | Percentage (%)                              | 292,516         |                                                                   |
|                                 | FB-MP-130a.1 | (3) Percentage of renewable energy consumed                                                                                                                          | Quantitative            | Percentage (%)                              | 292,516         |                                                                   |
| Water Management                | FB-MP-140a.1 | (1) Total extracted water                                                                                                                                            | Quantitative            | One thousand cubic meters (m <sup>3</sup> ) | 517             |                                                                   |
|                                 | FB-MP-140a.1 | (2) Total water consumed                                                                                                                                             | Quantitative            | One thousand cubic meters (m <sup>3</sup> ) | 519             |                                                                   |
|                                 | FB-MP-140a.1 | (3) Percentage of water extracted in regions of high or extremely high baseline water stress                                                                         | Quantitative            | Percentage (%)                              | 517             |                                                                   |
|                                 | FB-MP-140a.1 | (4) Percentage of water consumed in regions of high or extremely high baseline water stress                                                                          | Quantitative            | Percentage (%)                              | 517             |                                                                   |
|                                 | FB-MP-140a.2 | Description of water management risks and discussion of strategies and practices to mitigate those risks                                                             | Discussion and analysis | N/A                                         | 299,301         |                                                                   |
|                                 | FB-MP-140a.3 | Number of incidents of noncompliance with water quality permits, standards, and regulations                                                                          | Quantitative            | Number                                      | 520             |                                                                   |
|                                 | FB-MP-160a.1 | Amount of animal litter and manure generated, managed according to a nutrient management plan                                                                        | Quantitative            | Metric tons (t)                             | 287,308,523,524 | Not applicable due to the nature of the business                  |
| 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                  |
|                                 | FB-MP-160a.3 | Animal protein production from concentrated animal feeding operations (CAFOs)                                                                                        | Quantitative            | Metric tons (t)                             | -               | 100% of production produced in confined animal feedlot operations |

| Topic                                                        | Code         | Activity parameter                                                                                                                                 | Category                | Unit of measurement                 | Page    | Comment                                                        |
|--------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------------------|---------|----------------------------------------------------------------|
| Food security                                                | FB-MP-250a.1 | (1) Global Food Safety Initiative (GFSI) audit: non-compliance rate for minor and significant non-compliances                                      | Quantitative            | Speed                               | 371,524 |                                                                |
|                                                              | FB-MP-250a.1 | (3) Global Food Safety Initiative (GFSI) audit: rate of actions taken for minor and significant non-compliances                                    | Quantitative            | Speed                               |         |                                                                |
|                                                              | FB-MP-250a.2 | Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program                            | Quantitative            | Percentage (%)                      | 370     |                                                                |
|                                                              | FB-MP-250a.3 | (1) Number of recalls issued                                                                                                                       | Quantitative            | Number, metric tons (t)             | 525     |                                                                |
| Antibiotic use in animal production                          | FB-MP-250a.3 | (2) Total weight of recalled products                                                                                                              | Quantitative            | Number, metric tons (t)             | 525     |                                                                |
|                                                              | FB-MP-250a.4 | Analysis of markets that ban imports of the company's products                                                                                     | Discussion and analysis | N/A                                 | 351     |                                                                |
| Workforce health & safety                                    | FB-MP-260a.1 | (1) Percentage of animal production that received medically important antibiotics                                                                  | Quantitative            | Percentage (%) by weight            | 524     |                                                                |
|                                                              | FB-MP-320a.1 | (1) Total recordable incident rate (TRIR)                                                                                                          | Quantitative            | Speed                               | 505,506 |                                                                |
| Animal care and welfare.                                     | FB-MP-320a.1 | (2) fatality rate                                                                                                                                  | Quantitative            | Speed                               | 505,506 |                                                                |
|                                                              | FB-MP-320a.2 | Description of activities to assess, monitor, and mitigate acute and chronic respiratory health conditions                                         | Discussion and analysis | N/A                                 | 196,374 |                                                                |
| Environmental and social impacts of the animal supply chain. | FB-MP-410a.1 | Percentage of pork produced without the use of gestation crates                                                                                    | Quantitative            | Percentage (%) by weight            | -       | At no time during the cycle do we use cages.                   |
|                                                              | FB-MP-410a.2 | Percentage of cage-free egg sales                                                                                                                  | Quantitative            | Percentage (%)                      | -       | Not applicable due to the nature of the business               |
|                                                              | FB-MP-410a.3 | Percentage of production certified to a third-party animal welfare standard                                                                        | Quantitative            | Percentage (%) by weight            | 345     |                                                                |
| Acquisition of animal feed and animals                       | 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               |
|                                                              | 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 feedstuffs from regions with high or extremely high baseline water stress                                                            | Quantitative            | Percentage (%) by weight            | -       | This indicator could not be consolidated for this fiscal year. |
|                                                              | FB-MP-440a.2 | Percentage of contracts with producers located in regions of high or extremely high baseline water stress                                          | Quantitative            | Percentage (%) by contractual value | -       | Not applicable due to the nature of the business               |
|                                                              | FB-MP-440a.3 | Analysis of the strategy for managing the opportunities and risks to animal feed and livestock supply posed by climate change                      | Discussion 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 liable for the authenticity of all information included in this Integrated Report.

Canio Corbo Lioi  
3,712,353-6  
Chairman of the Board

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Vice Chairman of the Board of Directors

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Director

María José Vial Concha  
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Director

Gonzalo Vial Concha  
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Andrés Vial Sánchez  
6,004,844-4  
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10786211-0  
Corporate Administration and Finance Manager