

# Integrated Report 2023





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#### Information about the entity

**Corporate Name:** Agrosuper S.A.

**Informal Corporate Name:** Agrosuper

**Taxpayer ID Number:** 76.129.263 - 3

**Telephone:** +56 72 2 356800

**Address for Legal Purposes:**

Camino La Estrella 401, Oficina 56, Sector Punta de Cortes

**Type of Ownership:**

Private Corporation

#### Preparation of the report

**General Direction:** Corporate Affairs & Sustainability Division, External Communications Subdivision

**Contents and compliance with GRI, SASB and CMF-NCG 461 standards:** Sustenta+

**Design and layout:** Baobab Diseño

**Photography:** Agrosuper Photobank

#### Contact for matters related to the integrated report

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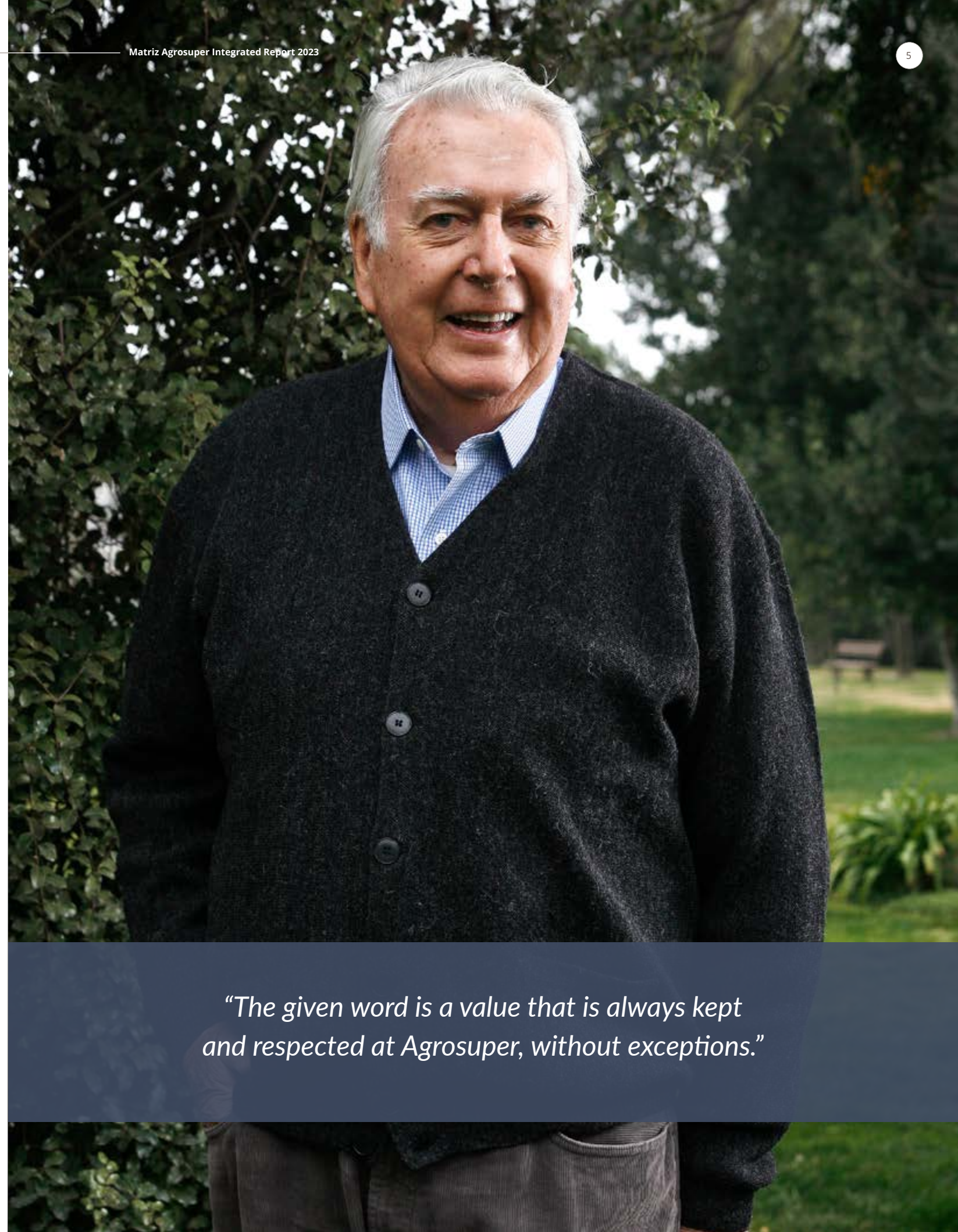
# Contents





# ➔ Gonzalo Vial Vial

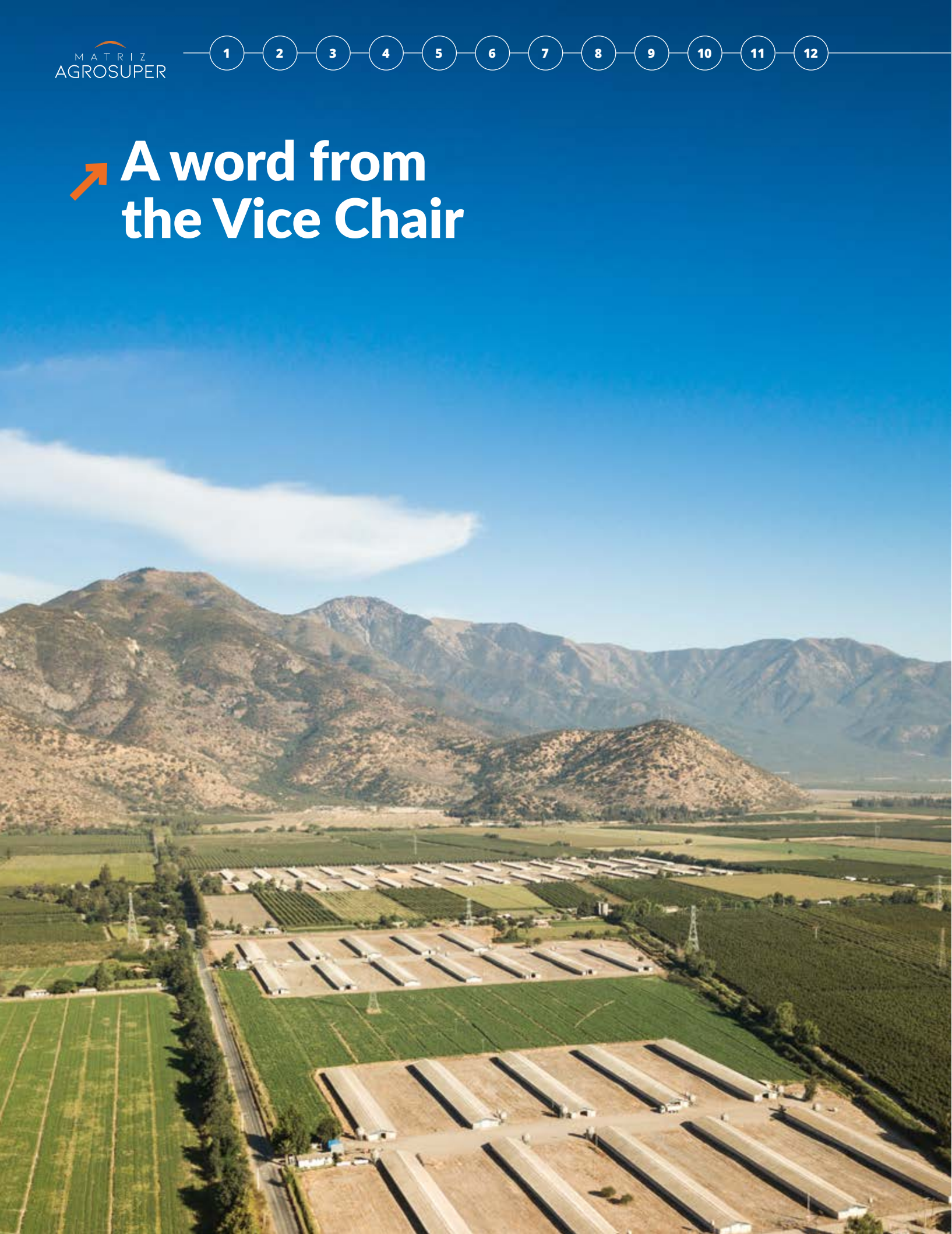
1935 - 2024



*“The given word is a value that is always kept and respected at Agrosuper, without exceptions.”*



# A word from the Vice Chair



**José Guzmán Vial**  
Vice Chair of Agrosuper

I'd like to begin by paying homage to our founder and the Chair of Agrosuper, Mr. Gonzalo Vial Vial, who passed away on January 30, 2024, at the age of 88.

His leadership, forward-thinking vision and entrepreneurial spirit, along with his human quality and desire to contribute towards improving people's quality of life, led him to forge a great company on which, during the course of over 65 years, he imprinted a seal of family, innovation and excellence, adhering always to the solid principles and values that have marked the direction of this company.

He loved the countryside and its traditions and, throughout his life, Gonzalo focused on delivering the highest quality food products to Chilean families, always with the unreserved support of his employees and the many entrepreneurs and suppliers who grew alongside him.

He was a man of his word, a creator of opportunities, always deeply concerned and irrevocably committed to the progress of Chile and its regions. Hard-working, straightforward, a leader, innovator and visionary: these are among his qualities that will always remain with us as part of the enormous legacy that he has left to the entire Agrosuper team and our families.

Our task now is to continue his legacy and keep on moving towards the future while remaining faithful to our essence: always doing things better, with a spirit of growth and development and enjoying life. In this way, we will be able to remain firm to our purpose of nourishing the good things in life every day.

## Our management in 2023

Challenging is probably the word that best describes our management in 2023. While supply and logistics costs began to show a slight decrease, other situations both in Chile and around the world made us get the best from ourselves.

The detection of avian flu in Chile was undoubtedly the most important event and we had to rapidly activate our biosecurity plan to contain the disease. Nonetheless, the presence of this virus also triggered the closure of some important markets, generating a major impact on the results for Meat.

In the aquaculture segment, meanwhile, the principal markets maintained high levels of consumption, giving a strong boost to our results and also contributing to salmon farming and its people in the southern parts of Chile.

There is no doubt that 2023 was a difficult year but, at the same time, it gave us the chance to demonstrate the agility, flexibility and resilience with which we work every day at Agrosuper. While we're aware that we'll always be exposed to adversity, we also know that we're ready and prepared to address it well. For more than ten years, we've had robust corporate governance, integrated by highly capable and experienced people with a long track record and who, above all, love Agrosuper. These are undoubtedly characteristics that will enable us to continue our founder's legacy.

We invite you to review in detail this Integrated Report 2023 to find out more about our financial, environmental, social and governance performance.



# Key figures for 2023

## Governance

**ThUS\$ 4,153,586**

Total sales.

**US\$ 213,000**  
Invested in R&D.

**US\$ 1.63 billion**  
paid to local suppliers in the regions where we operate.

**211**  
new products launched on the market.



**30%**  
women on the Board of Directors.



**16,920**  
hours of anti-corruption and crime prevention model training.

**56,660**

Total customers.

**8,585**

Total suppliers.

## Social

**19,302**  
total employees.



**20.1%**  
women in leadership positions.

**89.7%**  
local employment.

**85%**  
employee commitment.

**2,825**  
new hires in 2023.

**US\$ 3.7 billion**  
contributed to community programs.

**US\$ 3.4 billion**  
investment in education and training.

**154,979**  
people benefiting from the Entrepreneurship pillar.

**9,424**  
children and teens benefiting from the Education pillar.

## Environment

**-6%**  
water consumed (compared to 2022).

**45%**  
of our electricity from renewable sources.

**92.8%**  
accumulated odor reduction in the Rapel Basin (2013-2023).

**-5%**  
Tons of emissions CO<sub>2</sub> equivalent (scopes 1 and 2 compared to 2022).

**92.9%**  
of the material used in containers and packaging is recyclable or reusable.

**7 years**  
without fish escapes.

We nurture the good things in life every day



# 01



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

About us.

Our history  
and path to  
sustainability.

Strategic  
objectives.

Sales strategy,  
value chain and  
our brands.

Commercial  
offices.

Distribution  
network and  
logistics chain.



# About us

## → Purpose

Our purpose is "to nourish the good things in life every day." Thanks to a great team of people who work with a spirit of growth and development, always seeking to do things better and enjoy life, for almost 70 years we've been bringing chicken, pork, turkey, salmon and processed products to dinner tables in Chile and around the world.\*

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



## → Culture and values

Agrosuper's culture and values are the essence of our organization. They enable us to constantly progress, develop, innovate and challenge ourselves. We invite all our employees to live them and make them their own.

To follow our culture and values, we transform ourselves and adapt to new trends, technologies and processes, while always remaining true to our essence.



### People

People are at the heart of our company, motivating us to operate day after day, resolving challenges.



### Management

Our performance is always governed by honesty, transparency, integrity and ethics.



### Business

We are always attentive to opportunities and to meeting the needs of our clients and consumers, with a sustainable perspective throughout the value chain.

### Our values

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

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



# Our history and path to sustainability

Our story began with the dream to produce food for Chilean families.

Since then, we have been committed to developing a robust and sustainable business.

## 1955-1990

1955

We began by producing fresh eggs at our family-run farm in El Algarrobal, in the Doñihue district of the O'Higgins Region.

1960

We started producing and selling chicken in the same district.

1974



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

1983



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 started producing cold cuts at our Doñihue processing plant in Pudahuel, in the Metropolitan Region. That year also saw our first exports, which went to Argentina.

## 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 Sopraval.

2001

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

2002

The Rosario plant began operating.

We founded the Los Cipreses school in Lo Miranda in Doñihue through the Agrosuper foundation.

2003



We launched our La Crianza brand.

2004

We inaugurated our first hog manure treatment plant in Peralillo.

We issued our first carbon credits.

2010

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



## 2011-2020

2015

The inauguration of the La Estrella enclosed compost bed enabled us to decrease 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

The acquisition of AquaChile was completed, boosting our salmon production.

We made our first carbon footprint calculation for both segments.

We renewed our memorandum of understanding for sustainability with WWF for our Aquaculture segment.

2020

Matriz Agrosuper holding was created, 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.

2022

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

Agrosuper's first sustainable branch opened 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 Meat Segment's energy matrix by swapping our coal-fired boiler for one fired by natural gas.



# Strategic objectives

We have defined a series of strategic objectives in order to ensure the growth of the business by strengthening production and distribution, promoting our brands in Chile and abroad, through innovation and the incorporation of technology.

We build sustainable relationships over time, especially with neighboring communities, through an environmentally responsible production model. We are committed to continuous improvement and to optimizing the value chain, making efficient use of natural resources.

We have a Sustainability Committee that meets monthly to monitor and ensure compliance with environmental, social and governance indicators.

The financial and investment objectives are strategic and confidential information. Each quarter we deliver financial statements to investors, which can also be requested by contacting Agrosuper's Investor Relations area.



Achieve growth in our production through a sustainable business model.



Strengthen the distribution network and promote our brands by marketing our products in all markets.



Adapt to modern times through innovation and the use of technology at each stage of our value chain.



Create long-term relationships built on trust with our stakeholders.



Always do things better, to optimize and use natural resources efficiently, with responsible environmental management.



Comply with the highest quality standards and always ensure animal welfare.



Achieve financial and responsible investment objectives.





# Sales strategy, value chain and our brands



Thanks to our vertically integrated business model, we are able to have full traceability, ensuring the quality and safety of our products.

Our process starts with the manufacturing of feed for our animals, continuing with breeding farms, processing plants, distribution centers and commercial offices.

**61** Markets  
countries where our products are sold.

## Preparation of animal feed

**5** feed plants. ○ Meat Segment **4**  
○ Aquaculture Segment **1**

## Breeding and farming centers

○ Meat Segment **239** breeding sectors  
○ Aquaculture Segment **2** breeding sectors, **11** Fish farms, **116** farming centers.

## Processing

**11** processing plants. ○ Meat Segment **5**  
○ Aquaculture Segment **6**

## Sales and marketing

**29** branches and shops in Chile. ○ Meat Segment **26**  
○ Aquaculture Segment **3**

**12** international offices. ○ Meat Segment **7**  
○ Aquaculture Segment **5**

## Customers

**56,660** customers. ○ Meat Segment **55,647**  
○ Aquaculture Segment **1,013**



ThUS\$  
**108,335**

**environmental management.**

We are committed to sustainable production, using state-of-the-art technology and innovative processes.

**307,048**

**people have benefited from our social programs.**

We strive to promote entrepreneurship, local development, education and healthy living in the neighboring communities.

ThUS\$  
**2,689,312**

**payments to suppliers.**

We work with companies that operate with a responsible production model and integrity standards.

**18,243**

**employees trained.**

We promote continuous learning for our employees

**1,380**

**products sold.**

Through our broad portfolio of products, we seek to encourage our consumers to have a balanced diet.

Click on this icon or scan the code to find out more about our production processes and supply chains.





# Commercial offices

At Agrosuper we have teams located in each of the countries where we have offices. Thanks to this strategy, we are able to be closer to our customers and consumers around the world.

**61**  
Countries where our products are sold.

**12** Commercial offices abroad.

**7** Meat Segment

**5** Aquaculture Segment

<b>2</b> <sup>1</sup> / <sub>1</sub>	<b>2</b> <sup>1</sup> / <sub>1</sub>	<b>1</b> <sup>1</sup> / <sub>0</sub>	<b>2</b> <sup>1</sup> / <sub>1</sub>	<b>2</b> <sup>1</sup> / <sub>1</sub>	<b>1</b> <sup>1</sup> / <sub>0</sub>
United States.	Mexico.	Italy.	China.	Japan.	South Korea.



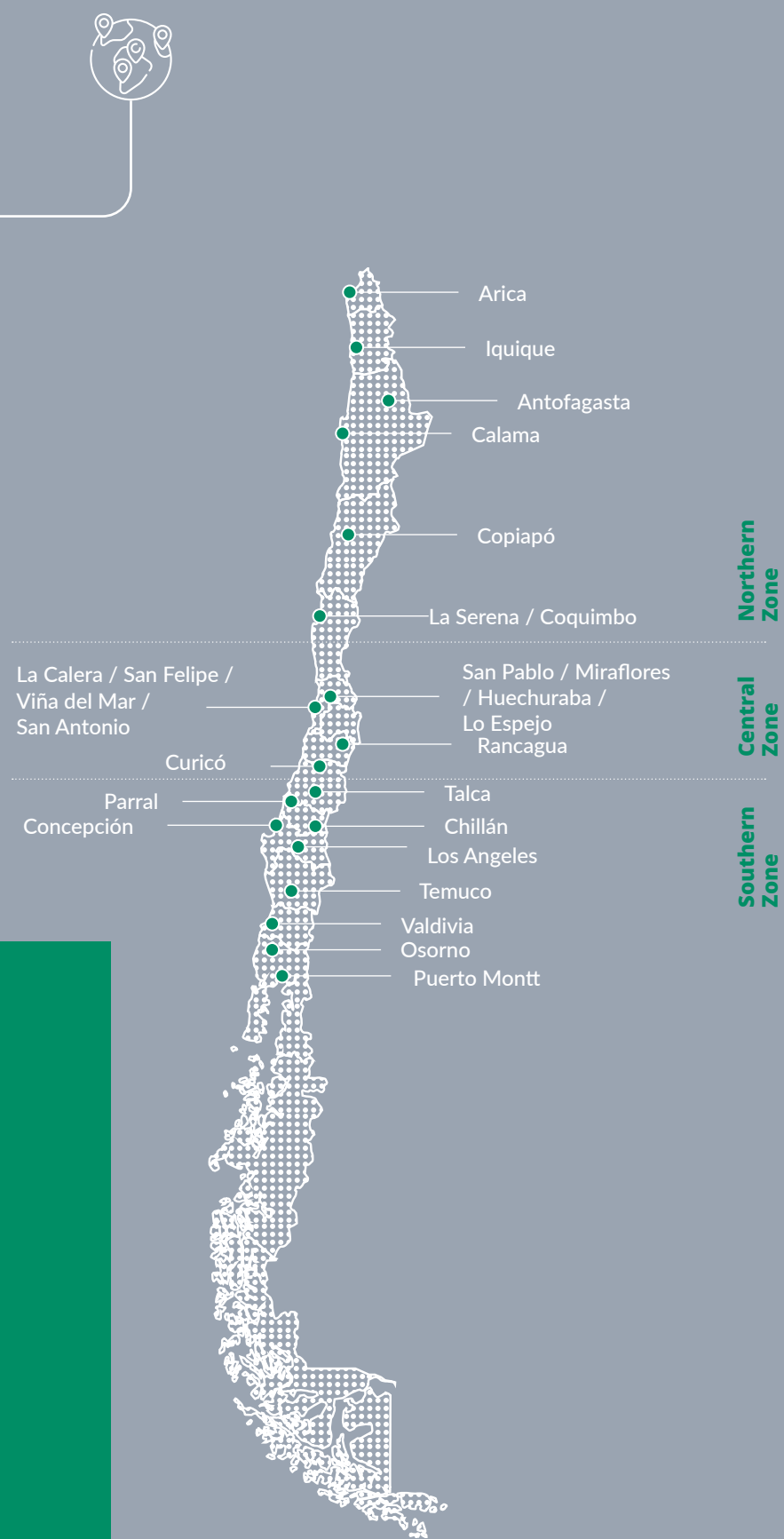
Would you like to learn more about our operations? Scan the QR code and check out the Agrosuper website.



**29**  
branches and shops in Chile.

**26** Meat Segment

**3** Aquaculture Segment





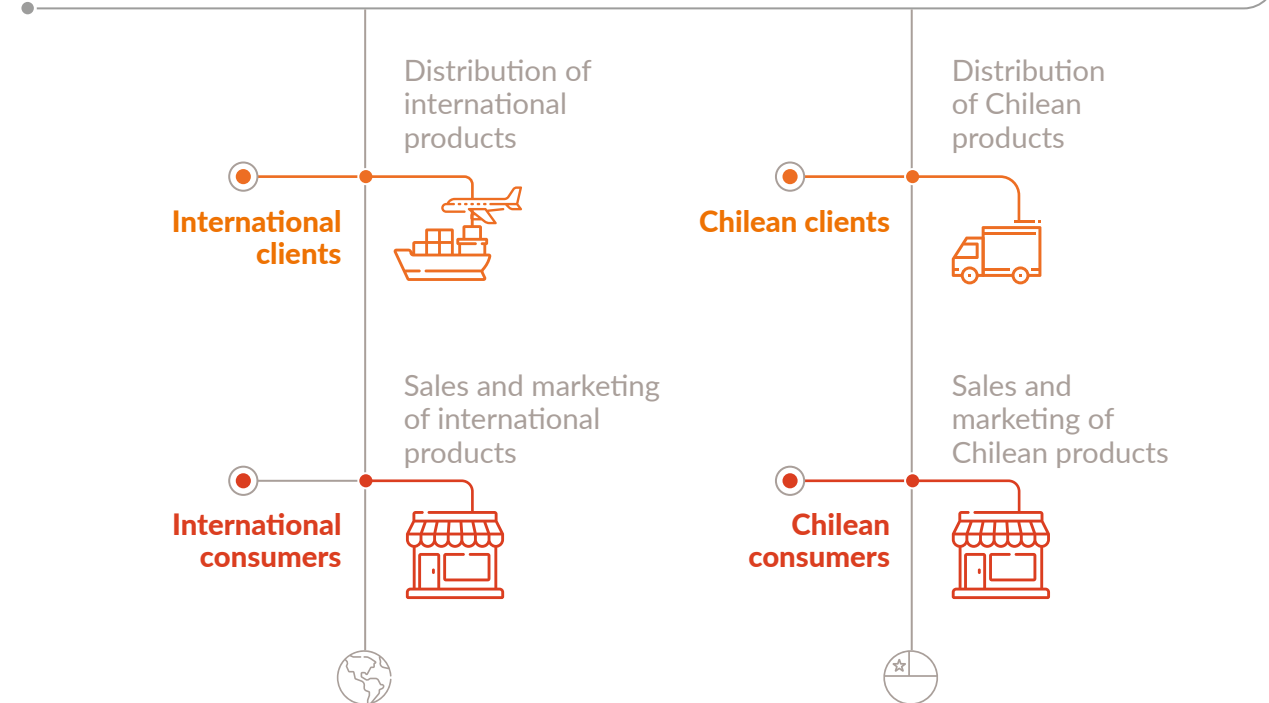
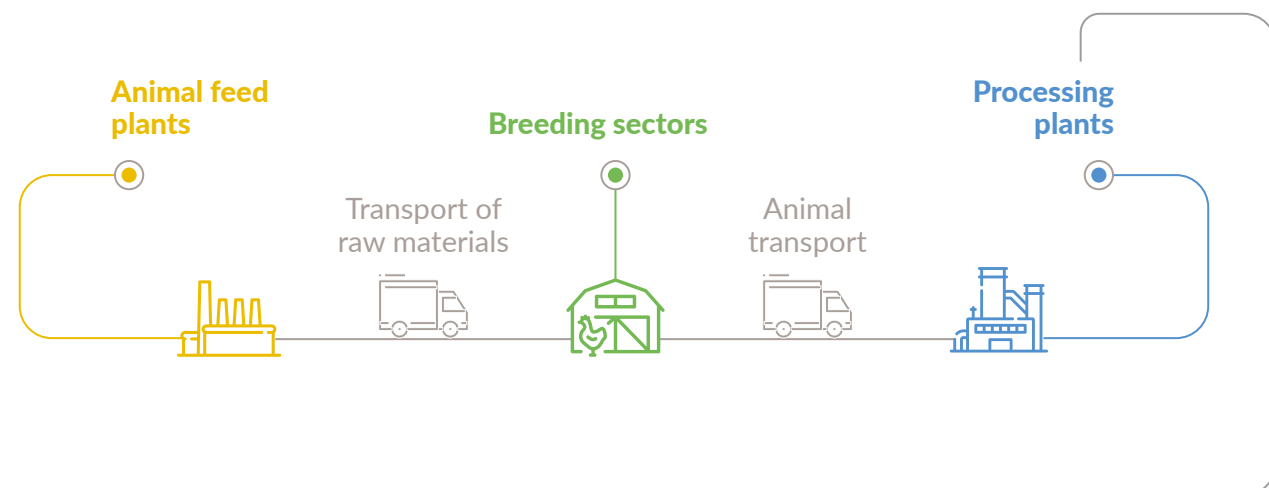
# Distribution network and logistics chain

Our operational goal for 2023 was to fulfill our value proposition, maximize profitability and deliver excellent service with the lowest amount of working capital.

We also focused on the operational excellence pillar by developing projects to improve the control of the different

processes of the production chain in a centralized manner and minimizing the impacts of our operation.

Lastly, regarding transportation, we concentrated on getting the products to our customers on time and in the proper condition, offering quality service.



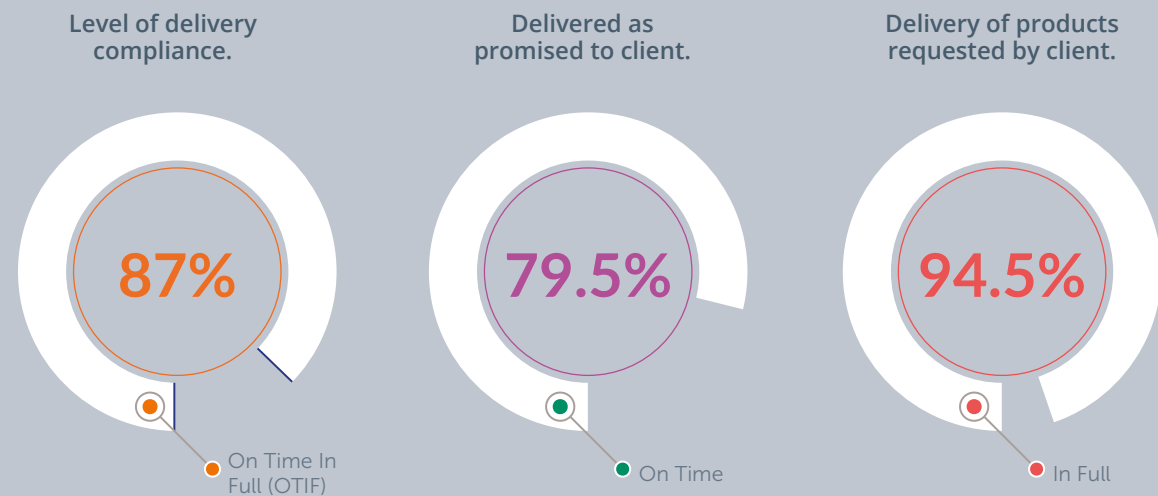


# → Key product delivery performance indicators

Learn more about our compliance level indicators in chapter 12.

## DOMESTIC

### Meat segment



## INTERNATIONAL

### Meat segment



### Aquaculture Segment



\*The Aquaculture Segment only has international compliance for Harvest, Smolt and Feed.



## → Logistics network

**168**  
trucks

Animal transport  
• Meat Segment

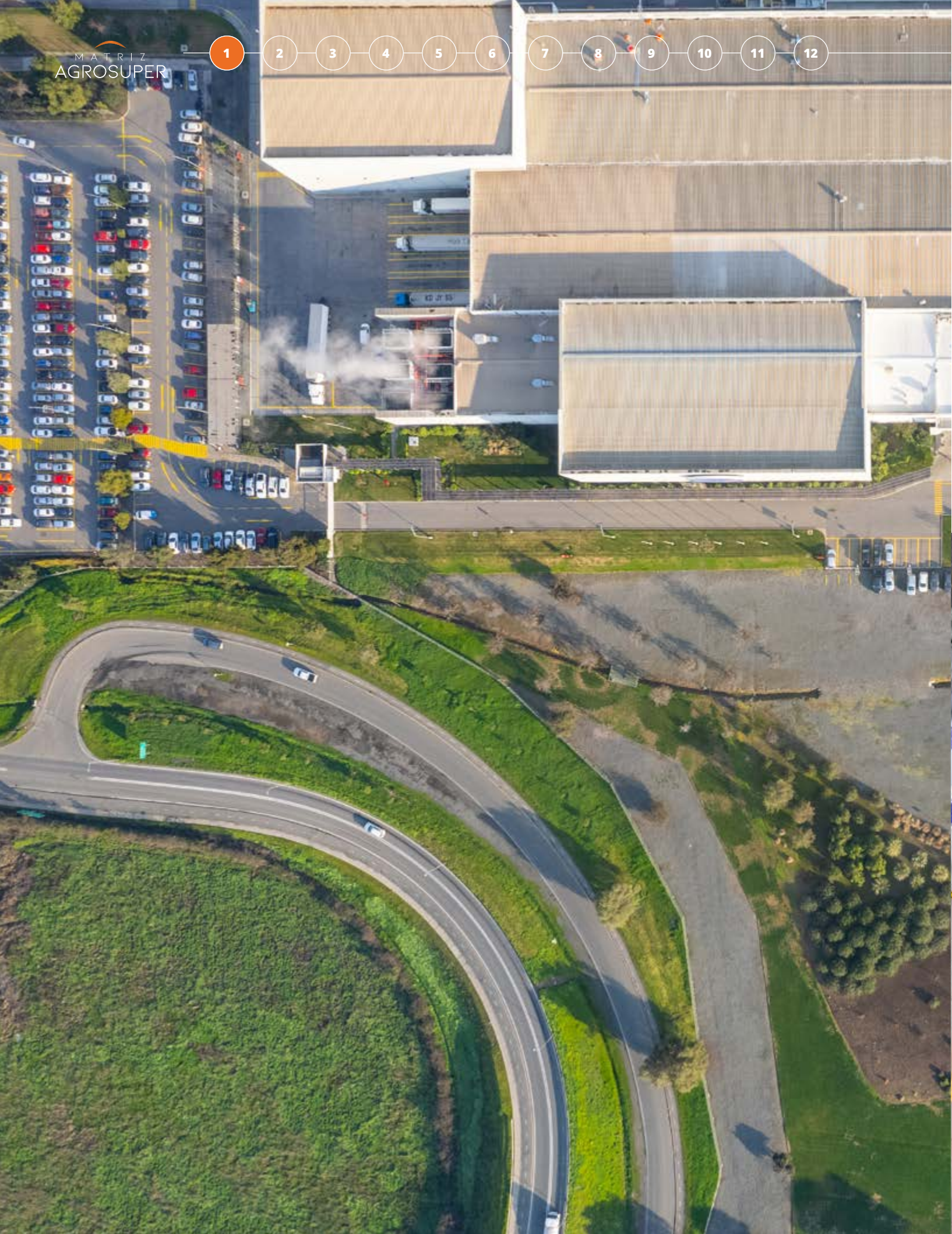
**66**  
ships

Animal transport  
• Aquaculture Segment

**8.49 tons**  
transported per journey

Total Agrosuper

Learn more about our transport indicators in chapter 12.





# → Milestones for 2023

## Meat Segment

### Control Tower

Through different technological and digital systems, we can centrally monitor online all the processes that take place in our production chain. This makes it possible to make decisions geared towards solving problems that may affect operational continuity, improving arrival times (On Time) at the various destinations.

### Speed control

In order to ensure the well-being and safety of our neighboring communities, drivers and animals, we established a speed control system using geofences in critical areas where our units travel.

We have also implemented the Risk of Accidents Due to Excessive Speeding (RAEV) control to ensure compliance with current traffic regulations.



compliance with the set goal, which seeks to improve our level of service for farm-to-farm transfers.

## Aquaculture Segment

### Maritime tracking

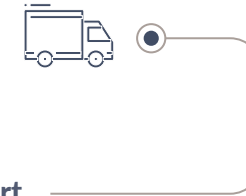
We implemented a platform allowing for online tracking of all maritime exports. This way, we can monitor the transit time of the containers, achieving an improvement in the level of customer service, thanks to the availability of information and more efficient management.

### Thermographs 2.0

We are using a new thermograph technology, which allows us to capture temperature information of our products automatically and online. It allows us to obtain information on the quality of our products throughout the logistics chain to anticipate complaint management and to speed up the analysis of routes and suppliers, managing risks in a timely manner in the event of possible problems in the cold chain.



Tracking 100% of our maritime exports.

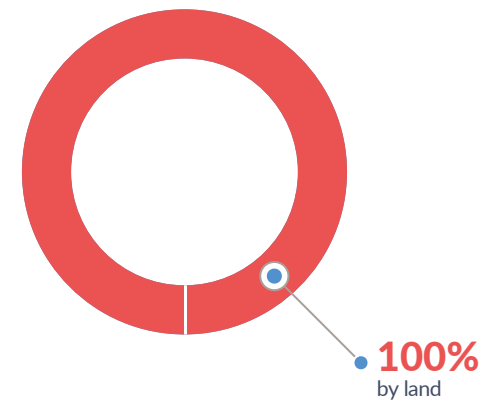


Meat Segment  
Animal transport



Aquaculture Segment  
Animal transport

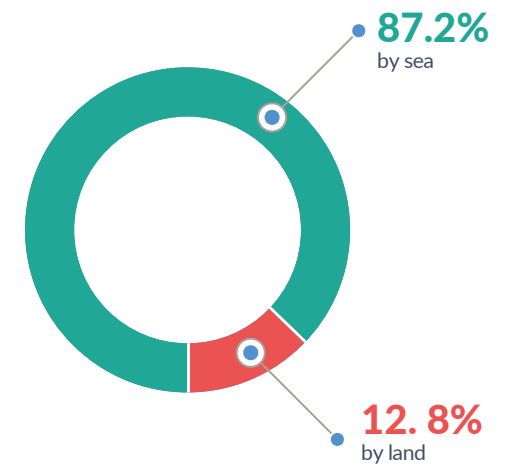
**59,533**  
Total journeys.



**1,123,454**  
Total tons transported.

**18.9**  
Average tons transported per journey.

**27,119**  
Journeys.



**247,278.8**  
Total tons transported.

**116**  
Stocked sites  
(Los Lagos, Aysén and Magallanes).

**78**  
Harvested sites.



# 02



## Our ESG management

Sustainability Model.

Our contribution to the Sustainable Development Goals (SDGs).

Stakeholders.





# Sustainability Model

We work hard to achieve sustainable development, integrating environmental, social and governance aspects into the company's daily operations, forging links with local communities, managing the impacts of our activities and making efficient use of natural resources.



We pursue this commitment in three dimensions: **Environmental, Social and Governance.**



## Environmental dimension

Our production model includes responsible environmental management. Therefore, we are constantly innovating, incorporating technology into each of our processes.

As a company, we have set three objectives: to reduce our carbon footprint, make efficient use of natural resources and drive the circular economy.



- Responsible water management and use.
- Efficient energy use.
- Waste management.
- Management of odors and transportation.
- Reduced carbon footprint.



## Social dimension

We strive to provide ongoing training and professional development opportunities for our employees, to create a direct and transparent relationship with local communities as well as a connection with our consumers' needs, always promoting a balanced diet.



- Workplace environment.
- Occupational health and safety.
- Professional development.
- Communications.
- Relations with neighboring communities.
- Local jobs.
- Support for enterprise.
- Balanced diet and nutrition



## Governance dimension

We are committed to the responsible management of our business, with integral governance, transparency and the highest standards of probity and compliance.

We are in constant contact with our customers and consumers, in order to know their needs and the latest trends. The same goes for our suppliers, incorporating into our value chain people and companies that share our standards of integrity and sustainability.



- Regulatory compliance.
- Board of Directors.
- Level of service.
- Customer satisfaction.
- Complaints.
- Product presentation, quality and safety.
- Suppliers.



# → Sustainable Management Model

We survey, monitor and follow up on the indicators of greatest interest to ourselves and our stakeholders.

The Meat Segment has a Sustainability Committee that monitors 87 KPIs related to the three ESG dimensions on a monthly basis: Environmental (20), Social (49), and Governance (18).

This committee is composed of the Vice-Chairman of the Board of Directors, the CEO and the Corporate Affairs and Sustainability, Animal Production, Industrial, Commercial, Innovation, People, and Administration and Finance Managers.

## How do we measure sustainability?



## 87 KPIs for measuring sustainability



### Main Environmental KPIs

Area monitored	Stakeholder	No. indicators
Water management	Environment	6
Energy consumption	Environment	3
Odors	Environment	4
Transport	Environment	1
Environmental permit (RCA) processing	Environment	6

### Main Social KPIs

Area monitored	Stakeholder	No. indicators
Training and Education	Employees	3
Employee Turnover and Absenteeism	Employees	2
Occupational Health and Safety	Employees	2
Financial benefits and scholarships	Employees	10
Land assessment	Communities	16
Community engagement	Communities	16

### Main Governance KPIs

Area monitored	Stakeholder	No. indicators
Penalties and fines	Governance	4
Payment to suppliers	Suppliers	4
Quality and food safety	Clients and consumers	3
Product and consumer complaints	Clients and consumers	4
Customer satisfaction	Clients and consumers	3



# Our contribution to the Sustainable Development Goals (SDGs)

Because our Company is committed to contributing to sustainable development, we have adhered to 11 of the 17 Sustainable Development Goals (SDGs) proposed by the United Nations for 2030.

As part of this, we have established action plans related to health and nutrition, training, donations, volunteering and student scholarships, among others.

## 2 ZERO HUNGER



We have a portfolio of products that provide protein to people's diet.

We also prevent waste through the Food Network.

**+6 tons**

of products donated to the Food Network.

**5,270**

People benefited from the food delivered through 19 soup kitchens.

## 4 QUALITY EDUCATION



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

**119**

People benefited from the scholarship program.

**4 students**

from the Los Cipreses School obtained maximum scores in the Higher Education Access Test (PAES) 2023, math test.

## 3 GOOD HEALTH AND WELL-BEING



Our Healthy Lifestyle pillar, which includes two outreach programs, aims to provide education about the importance of a balanced diet and physical activity for children and seniors.

**US\$ 93,176**

contribution to the formation of healthy habits and balanced nutrition in children, thanks to the Súper Sano program.

**1,870**

seniors participated in Soproval's Activamente program.

**21 years**

supporting Quellón's Children Soccer Academy.

**1,000**

participants in the Soproval Family Runs.





**6 CLEAN WATER AND SANITATION**



We have the challenge of making efficient use of natural resources. That is why we are constantly developing systems and technologies that allow us to consume water responsibly.

**8,330**  
people benefited from the Impulsa Agua program.

**-6%**  
change in total water consumption 2022- 2023.

**8 DECENT WORK AND ECONOMIC GROWTH**



We prioritize local employment in the areas where we operate.

**Best Internship Experiences (BIE)**  
We were recognized among the top 40 companies with the highest ratings by interns.

**89.7%**  
of our employees live and work in the same province.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**



We work hard every day to promote the circular economy in the different stages of our value chain.

We have developed systems that allow us to reuse by-products or waste from our operations, as well as the packaging of the final product.

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

**1,536**  
small-scale farmers benefited from biofertilizer.

**-3.9%**  
water consumed compared to 2022.

**13 CLIMATE ACTION**



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

Our efforts under this model are aimed at reducing our carbon footprint through initiatives such as eliminating the use of coal in our energy matrix.

**-5%**  
reduction in our Scopes 1 and 2 carbon footprint compared to 2022.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



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

**US\$ 905,861**  
invested in Innovation Route projects

**US\$ 82 million**  
EBITDA impact on Innovation and Digital Transformation projects.

**14 LIFE BELOW WATER**



We are committed to caring for underwater life. Thanks to different initiatives in conjunction with WWF, most of our centers are Aquaculture Stewardship Council (ASC) certified..

**0**  
fish escapes since 2016.

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**



Our environmental, social and governance commitment is reflected in this document. Through the Integrated Report and its various distribution formats, we report on our annual performance in order to forge bonds of trust with our various stakeholders.

**9**  
integrated reports published since 2015.



## → Balanced Diet and Nutrition

We are committed to promoting a balanced diet in Chile, one that provides all the nutrients necessary to keep us healthy based on our characteristics, allowing us to be flexible in our food choices and enjoy the good things in life.

The **Balanced Diet and Nutrition** area works together with executives from different areas, who meet periodically to establish actions that allow us to offer products and information to foster this lifestyle.

We seek to improve the lifestyles and and quality of life of people through preparing delicious, balanced food products of the highest nutritional quality.

### Work pillars:



Products.



Intervention and motivation programs.



Research.

Balanced diet can best be expressed through the concept "With Agrosuper, eating better is in your hands". With this in mind, we provide information, tools and products to enable people to make good food choices.



35 initiatives

2.5 million views of our media channels





# Stakeholders

We seek to keep all our stakeholders informed of Agrosuper's progress through the publication of information related to the company.

We have an External Communications area comprising seven people who use proactive communication to position Agrosuper.

This area manages and monitors mentions in the media and on social networks, in addition to evaluating the nature of these publications and their impact.



## Communities

Since our company was founded we have sought to generate ties based on listening and trust with the neighboring communities where we have production facilities, getting to know their interests and incorporating their perspective into the daily work of the company. We do so with a highly qualified and committed team that has an integrating vision that aims to build genuine ties between the company and the community.

**Main communication channels:** Corporate website, community relations teams, social networks, municipalities.

## Employees

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

**Main communication channels:** Corporate e-mail, digital screens, internal network, JAM, internal magazines, team meetings.

## Customers

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

**Main communication channels:** Information newsletter, Call Center, WhatsApp, in-person sales reps

## NGOs /Foundations

We stay connected with NGOs and foundations that add value to how we relate to our environment.

**Main communication channels:** Corporate website, community relations teams, social networks.

## Investors

Our investors and creditors place their trust in Agrosuper thanks to our vertically integrated business model, which allows us to be the largest protein producer in Chile and, at the same time, to be present at dinner tables in more than 60 countries around the world.

**Main communication channels:** Quarterly conference call, mail. Material events reported to CMF, reports from risk rating agencies.

## Consumers

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

**Main communication channels:** Call center.

## Trade associations

We are in constant communication and participation with the trade associations to which we belong, in order to share good business practices and work towards common goals at the industry level.

**Main communication channels:** Meetings, social networks.



## Authorities/regulatory agencies

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

**Main communication channels:** Lobby Platform, institutional emails.

## 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 sustainable production model. Our efforts are focused on prioritizing the hiring of local suppliers and thus contributing to their development.

**Main communication channels:** Supplier portal, supplier chat via WhatsApp.



## → Notable initiatives to engage and communicate with our stakeholders



**45**

municipal districts where we have outreach programs.

### Community engagement on terrain

Our community engagement team is in permanent contact with the neighbors in the places where we operate so we can be aware of their main needs and concerns.



**6,516**

employees who log on to JAM each month.  
• Meat Segment

### JAM: Delivers more than information.

Our employees have access to the JAM social network, where the relevant information about company initiatives, internal campaigns, and news can be found. This allows the different areas of the business to stay informed and communicate with each other, favoring the connection between teams.

**5,258**

average number of employees accessing internal communications platforms each month.

## ESG Training

At Agrosuper we prepare our employees to work towards a sustainable future. To do so, we encourage their development through different courses in which we discuss in depth the environmental, social and governance initiatives that we have implemented. By doing so, we cultivate an organizational culture committed to sustainability.



### Environment

We offer courses on standardization of processes in the Industrial area, in addition to delivering informative presentations on other topics such as our Animal Welfare Policy, and Biosecurity.



### Social

We offer courses that contribute to personal development, such as storytelling, digital tools, and time management.



### Governance

We have training courses on free competition, economic crimes, the whistleblower Channel, etc.





# 03



## Economic performance and the global context



Chilean and international economic context.



Total sales.



Domestic sales.



International sales.



Economic and financial summary 2023.



Economic value generated and distributed to stakeholders.



# Chilean and international economic context

In 2023, the global meat industry faced tight and lower-than-expected margins, mainly due to an increase in global chicken and pork production, as well as lower consumption due to inflation. In addition to this were the outbreaks of Avian Influenza that the Meat Segment experienced at the beginning of the year, which meant the closure of some international markets.

## Avian Influenza

During the first half of the year, the local market was impacted by the presence of Avian Influenza, which restricted access to some international markets, generating a change in the destination markets.

In response to this situation, we reinforced the measures established in our biosecurity protocols, including restrictions on the movement of personnel between the company's different facilities, training for all our employees and exhaustive epidemiological monitoring in the affected sectors.

## Zoning agreements

In the context of the Avian Influenza outbreaks that occurred in 2023, Chile, through its authorities, expanded zoning agreements with different export markets, such as the United States, the European Union and the United Kingdom.

In the case of the Aquaculture Segment, the last quarter of 2023 was marked by a drop in demand and the price of salmon. The Japanese market has shown the first signs of recovery in Pacific salmon consumption.

## Opening of new markets

This year, we focused on growing our business worldwide. In order to do so, we sought to reach new countries and, at the same time, expand into niche markets, where we strengthened and increased our participation in profitable, high-fidelity businesses.



Learn more about our biosecurity measures in chapter 9.





## → Milestones for 2023



### Further development in niches where we participate

- Meat Segment

We have sales forces in different cities of the countries where we have offices, seeking greater proximity to our current and potential customers.



### First Chilean company to market and sell salmon in India

- Aquaculture Segment

For the first time, we are exporting Pacific salmon to India. This occurred as a result of a public-private effort, allowing us to enter this market with a focus on retail and Food Service.



### Development of new markets

- Meat Segment

We expanded our presence in emerging markets such as the Philippines, Vietnam, Taiwan and Eastern Europe (Bulgaria, Estonia, Georgia and Croatia), diversifying and strengthening our global position.



### First shipment to China from the Magallanes Plant

- Aquaculture Segment

We completed the first shipment from the Magallanes Plant to China, enabling a new export alternative for our international markets.



### Shipping of fresh salmon to Nigeria

- Aquaculture Segment

In mid-June we made our first shipment of fresh salmon to Nigeria, which included whole salmon, portions and fillets.



### Agreement to promote aquaculture exports to China

- Aquaculture Segment

Thanks to the signing of the **Protocol on Inspection, Quarantine and Veterinary Sanitary Requirements for aquaculture products destined from Chile to China**, we were able to export fresh Pacific salmon to this market for the first time.

This agreement recognizes the high standards of food safety control that exist in Chile, enabling the shipment of more domestic products.

## → Participation in international trade fairs



- Meat Segment

### 8th ChileWeek China

Chile Week China is the most important trade promotion activity carried out by Chile in China.

The event, held in Shenzhen, Chengdu, Beijing and Shanghai, was an opportunity to highlight the quality and safety of our products and to establish contacts and business relations with potential customers in different areas of the Asian giant.

### SIAL China (Shanghai)

We participated in the 2023 edition of Asia's largest food and beverage exhibition. With more than 4,000 exhibitors and close to 500,000 visitors, SIAL China allowed us to reconnect face-to-face with our current and potential customers.

### Anuga Select China

We made our debut in southern China at the main international trade fair for the Food Service channel. Our presence at this event reflects our commitment to be close to our customers and consumers, allowing us to identify their needs and offer solutions.

- Aquaculture Segment

### Seafood Expo North America 2023, Boston, USA.

Once again we made our presence felt in the North American market, connecting with current and potential customers. Our team focused on establishing commercial relationships through our Aqua and Verlasso brands.

### Seafood Expo Global Barcelona, Spain

We participated in this event as the world's second largest salmon producer, demonstrating growth in all European distribution channels and in all formats.

We also raised awareness of our presence in Spain, France, Kazakhstan, Germany, and Switzerland with our sales teams, as well as how we have been gaining ground previously reserved only for Norway.

### WorldSeafood Shanghai

This meeting, which brought together a large part of the industry, allowed us to connect with consumers from around the world, in order to learn about the opportunities for Coho salmon in the Chinese market.

### Global Salmon Industry Development Summit

In the context of the World Seafood Shanghai trade show, we participated in the sixth version of the Global Salmon Industry Development Summit, where AquaChile's Commercial Manager, Vicente de la Cruz, was one of the speakers.



# Total sales

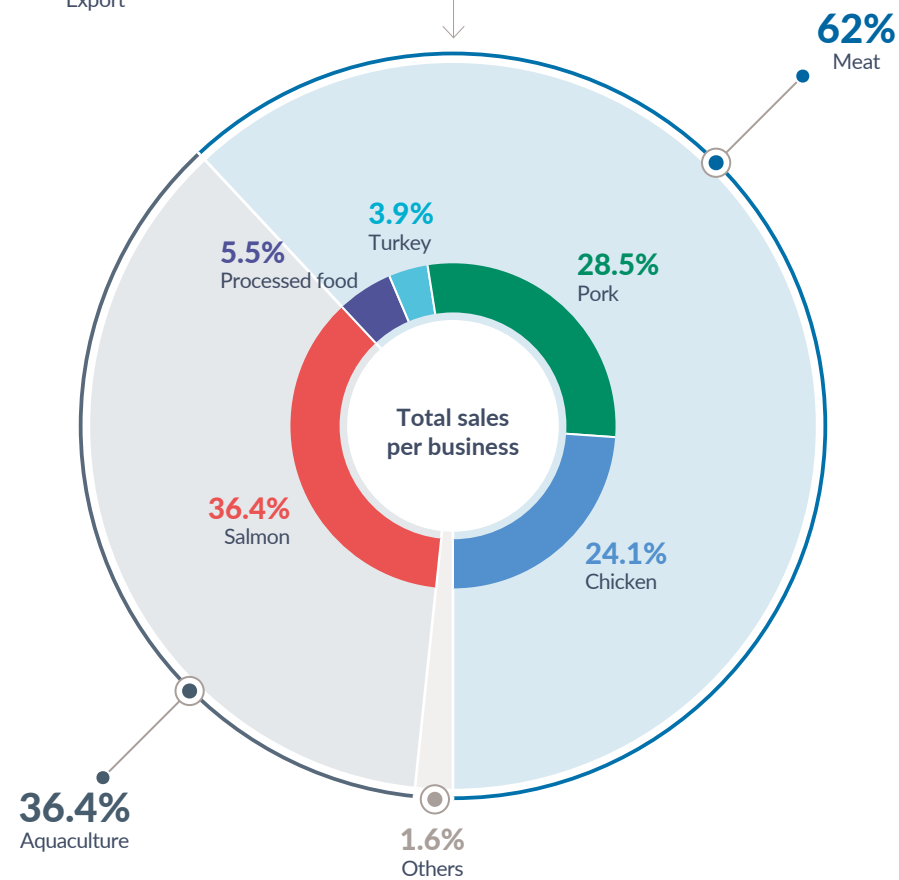
ThUS\$  
**4,153,586**  
Total sales

42.4%  
Domestic



57.6%  
Export

Total sales per segment

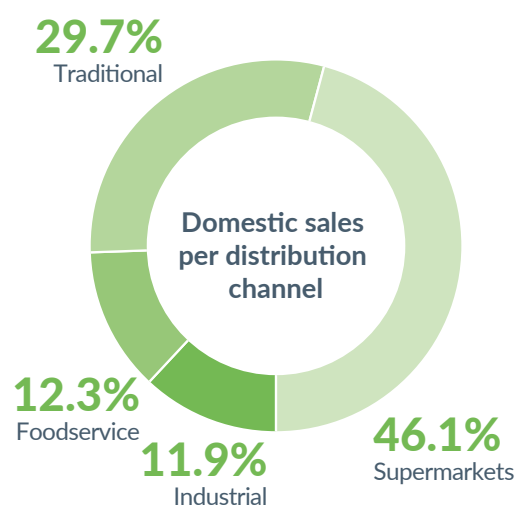
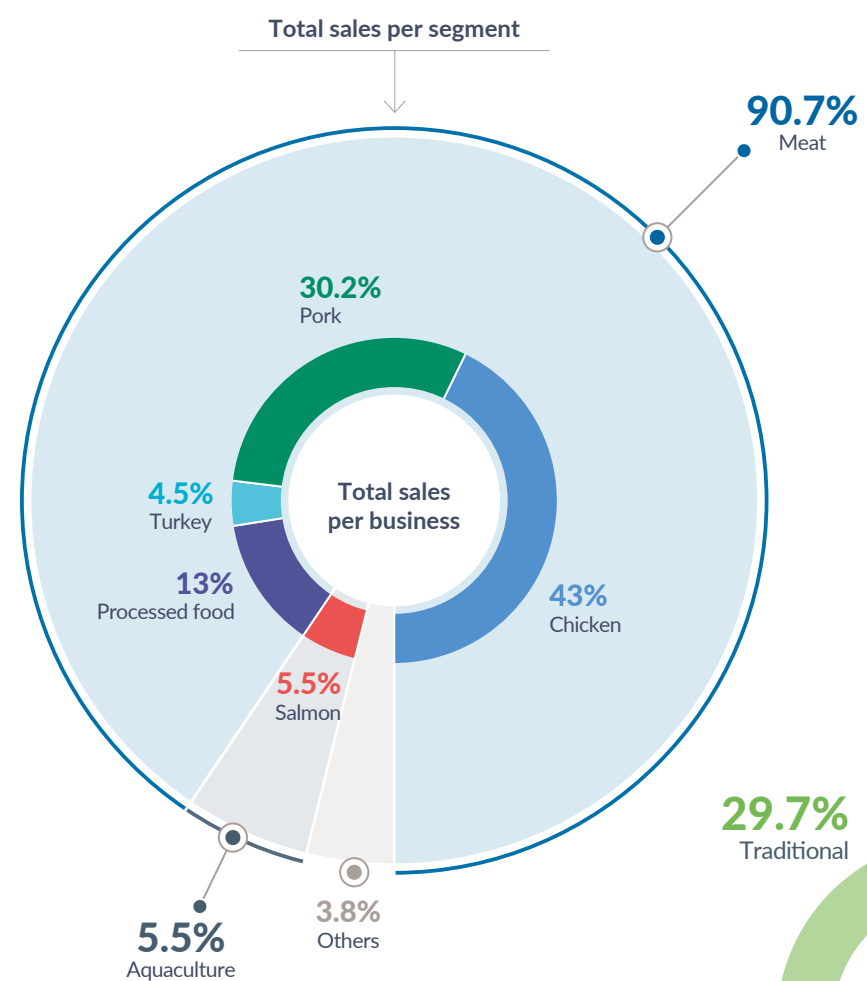


Source: Agrosuper.

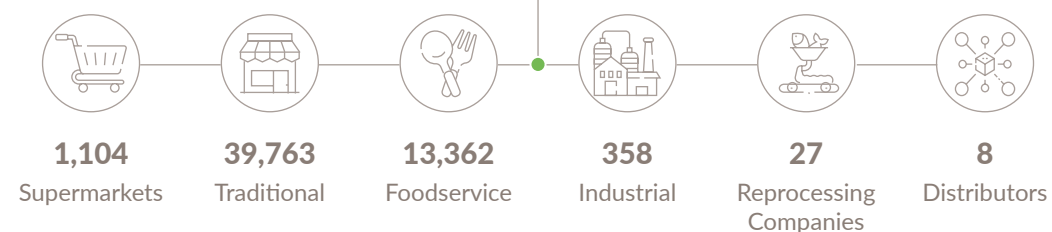


# Domestic sales

ThUS\$  
**1,760,369**  
Total sales



**54,622**  
Total domestic clients by distribution channel

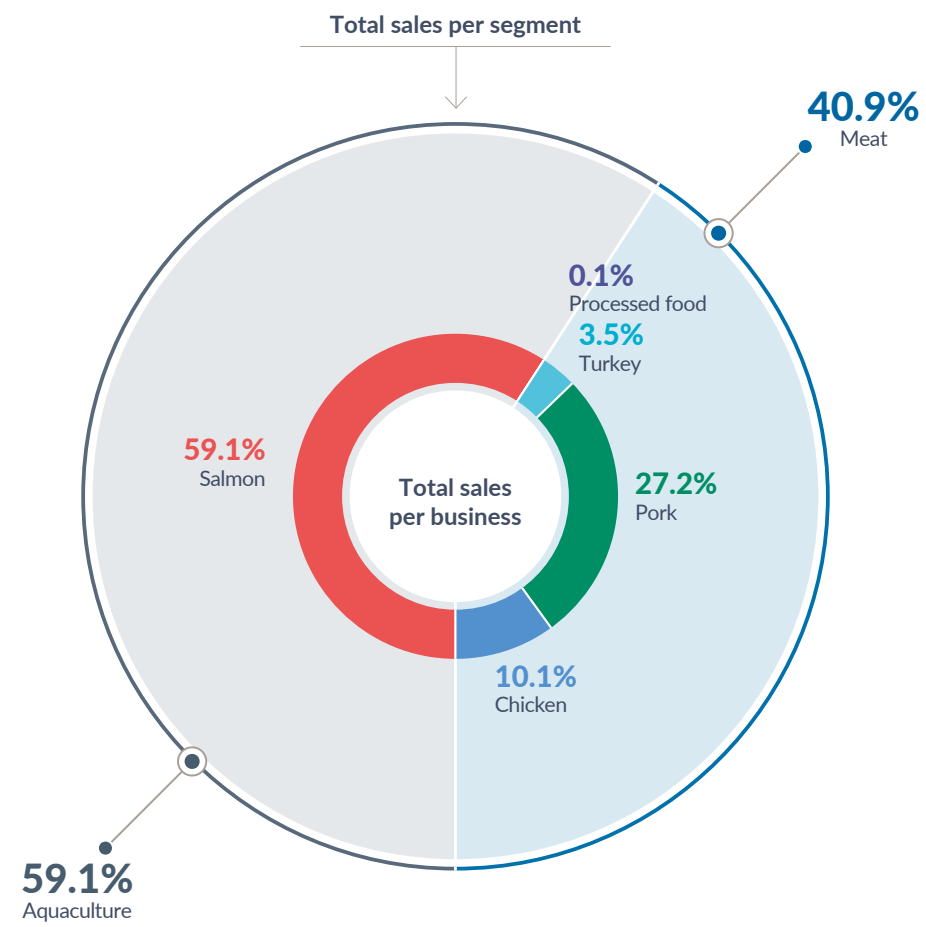


Source: Agrosuper.

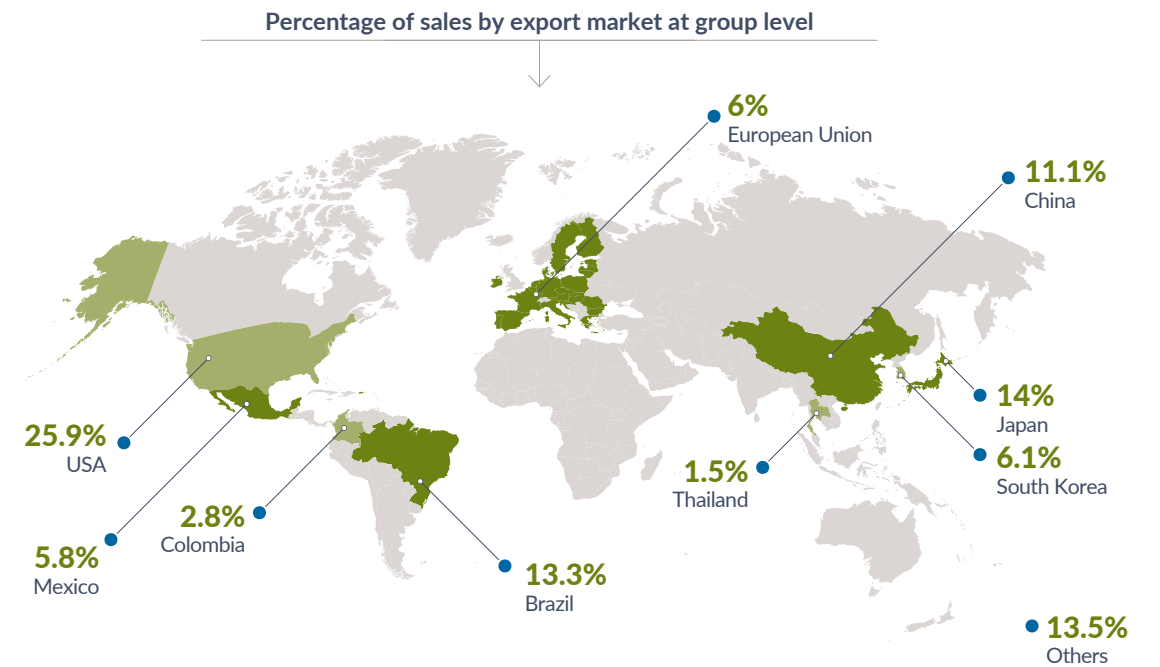


# International sales

ThUS\$  
**2,393,217**  
Total sales



**61**  
countries where  
our products  
are sold.

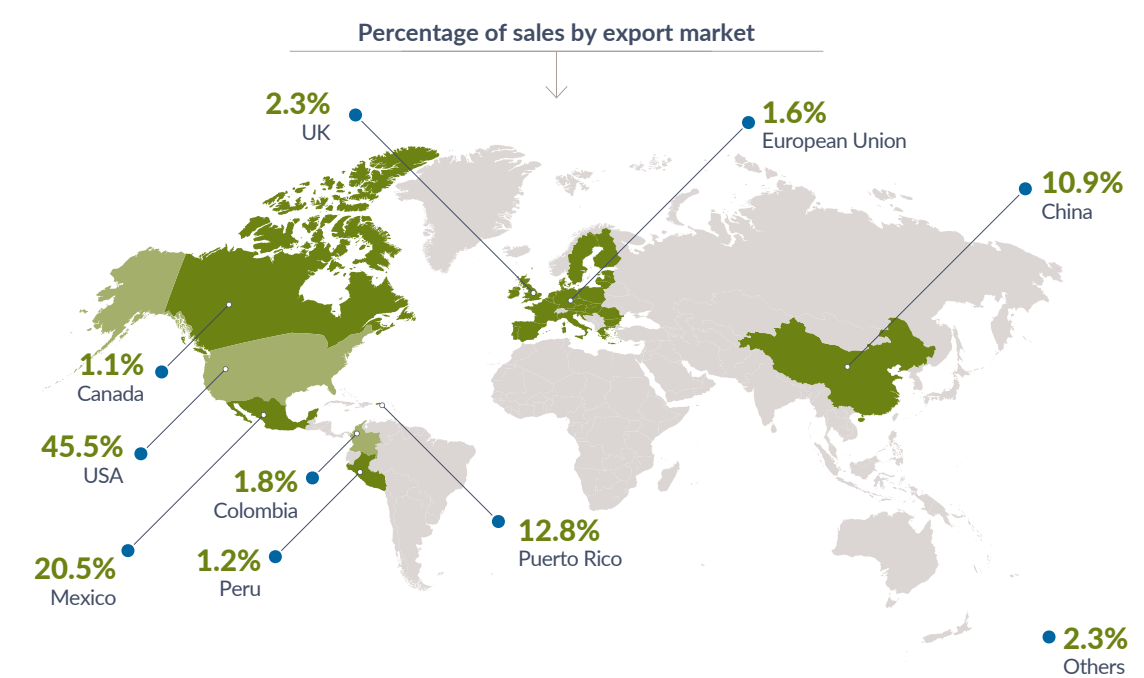
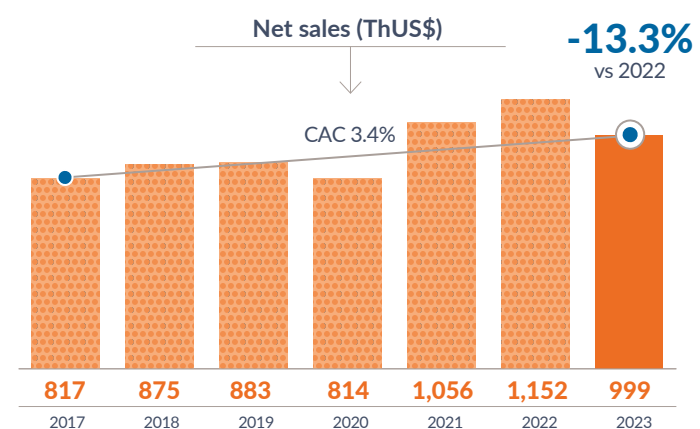
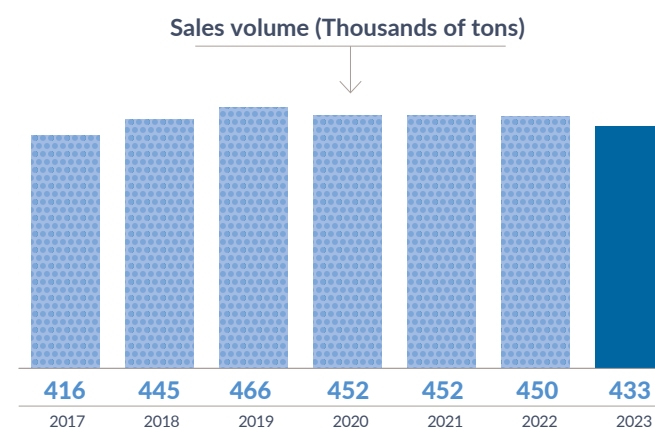
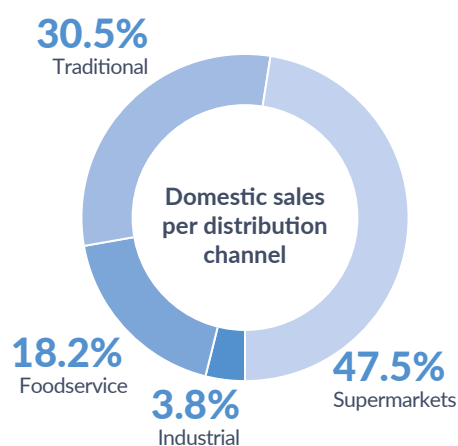
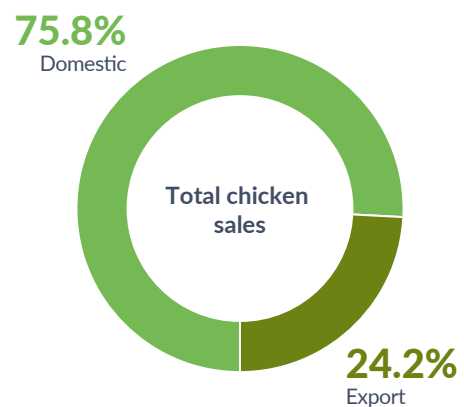


Source: Agrosuper.



# → Meat Segment Chicken

ThUS\$  
**998,578**  
Total sales

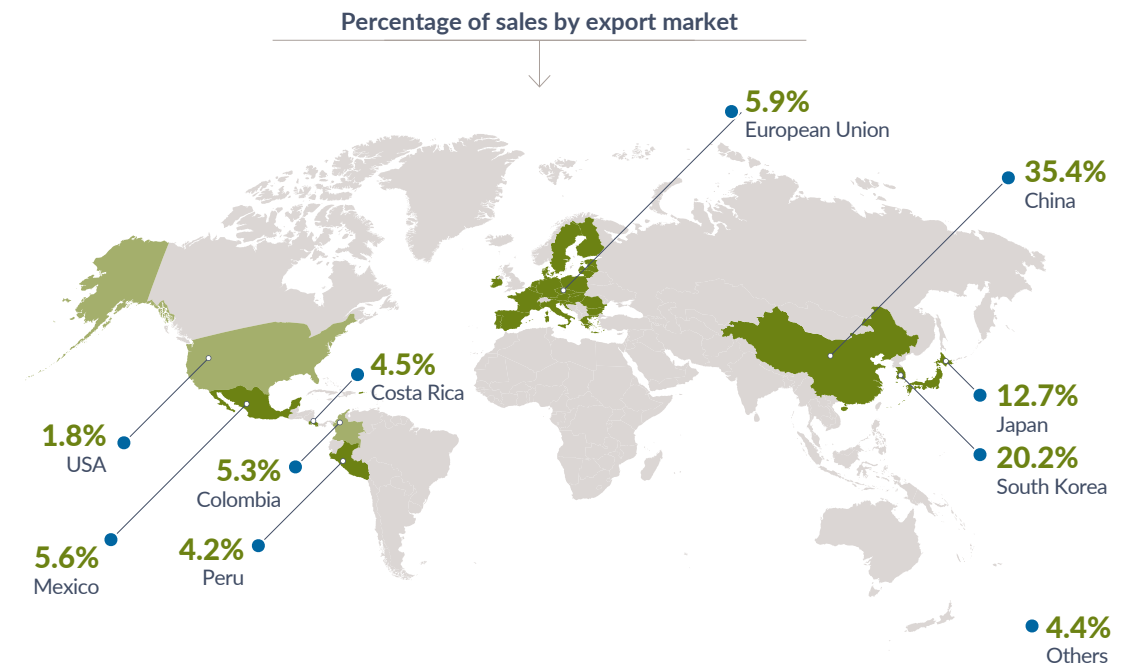
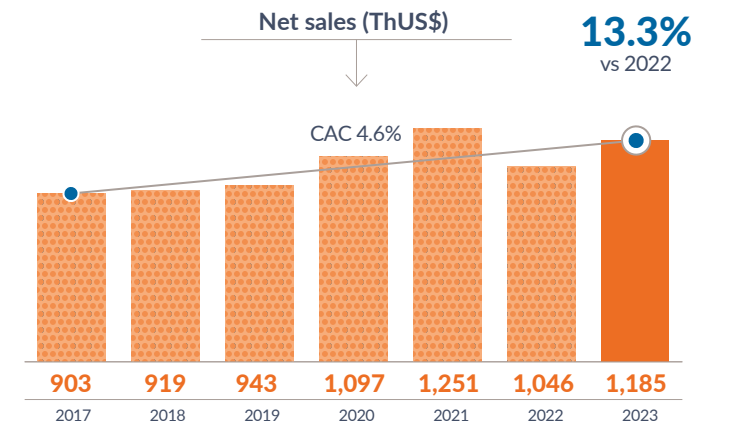
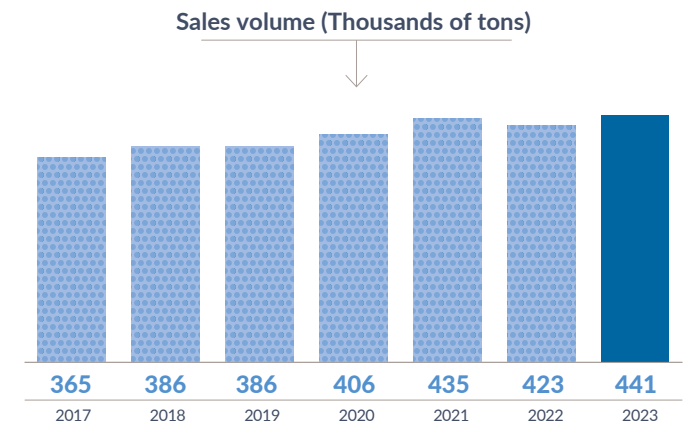
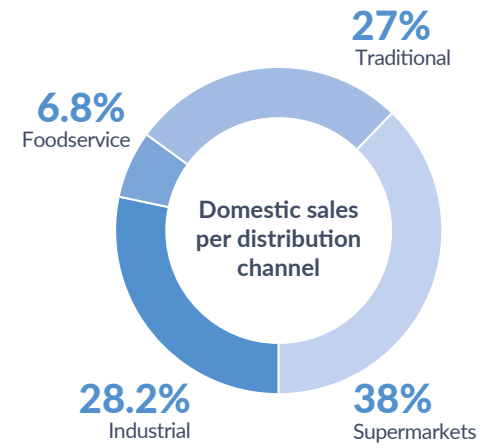
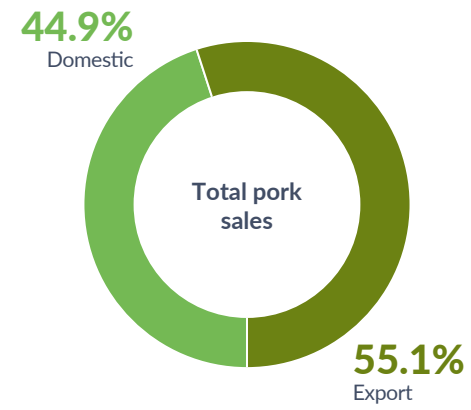


Source: Agrosuper.



# → Meat Segment Pork

ThUS\$  
**1,185,062**  
Total sales



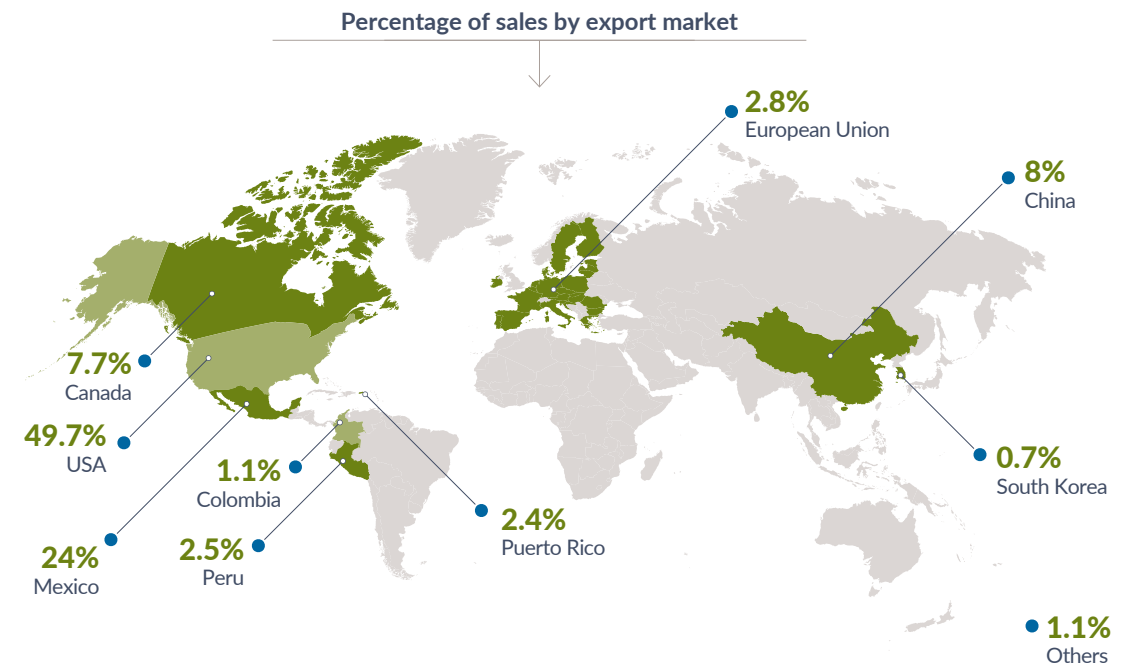
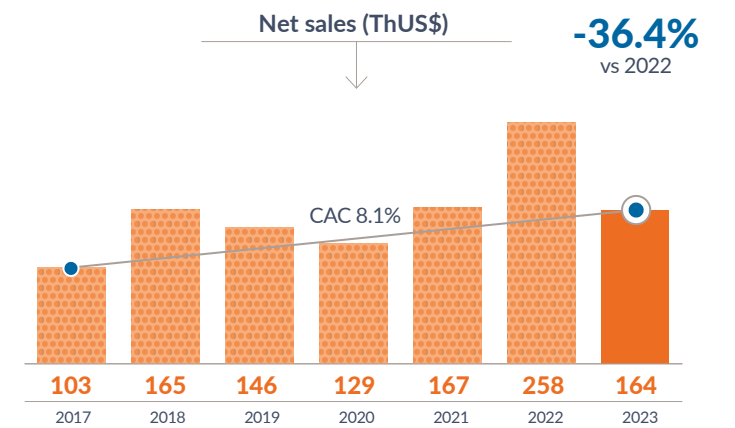
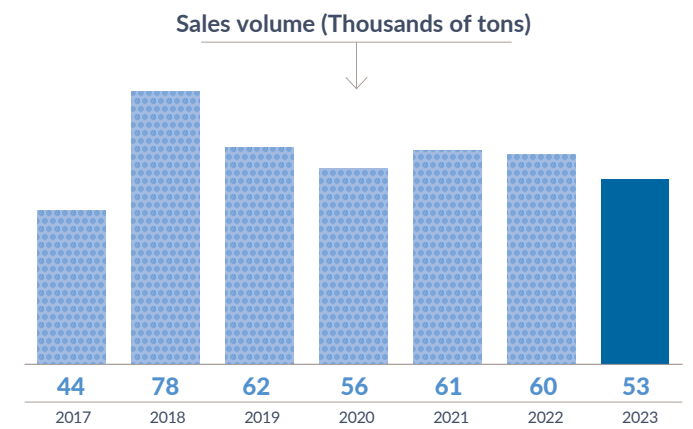
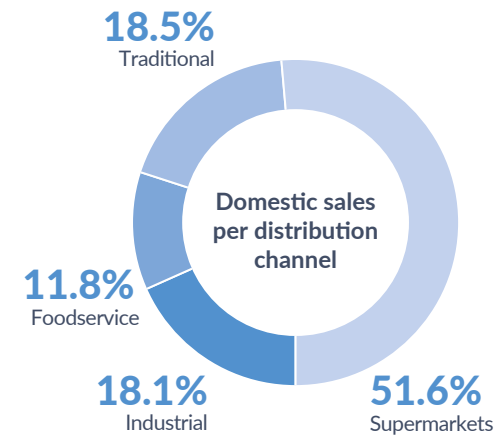
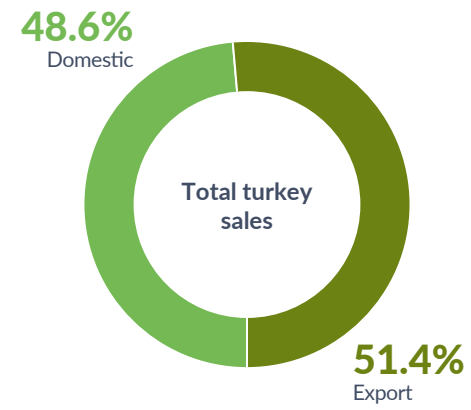
Source: Agrosuper.





# → Meat Segment Turkey

ThUS\$  
**163,988**  
Total sales



Source: Agrosuper.

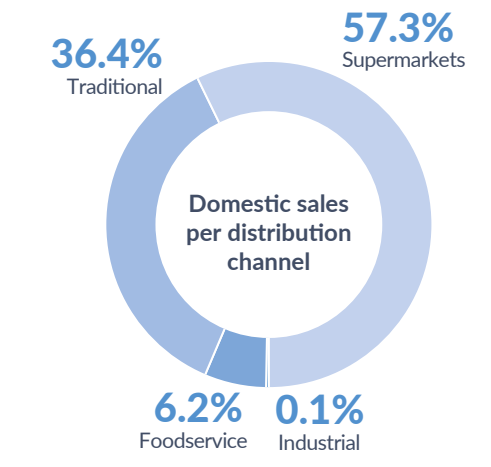
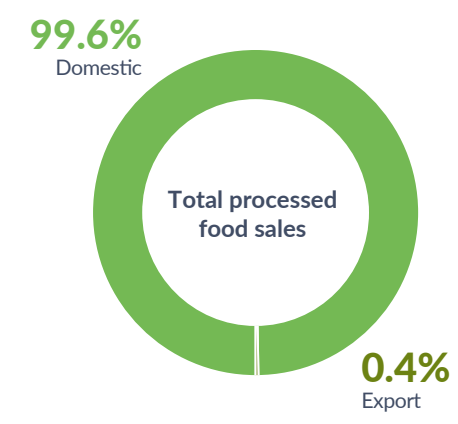




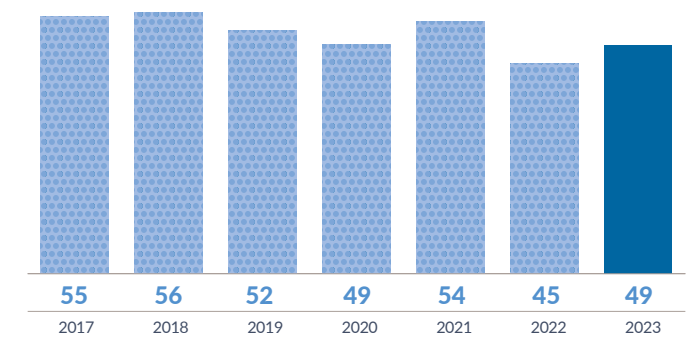
# → Meat Segment Processed Food



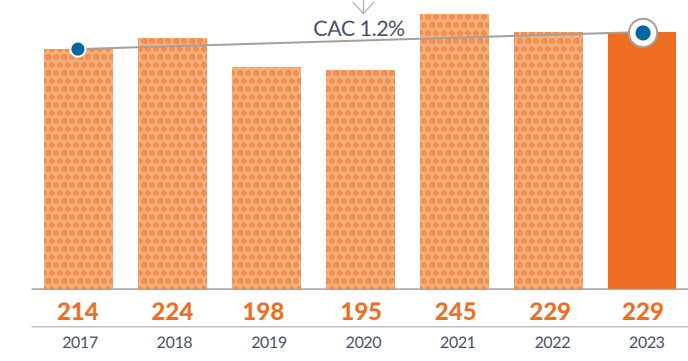
ThUS\$  
**229,278**  
Total sales



Sales volume (Thousands of tons)



Net sales (ThUS\$)



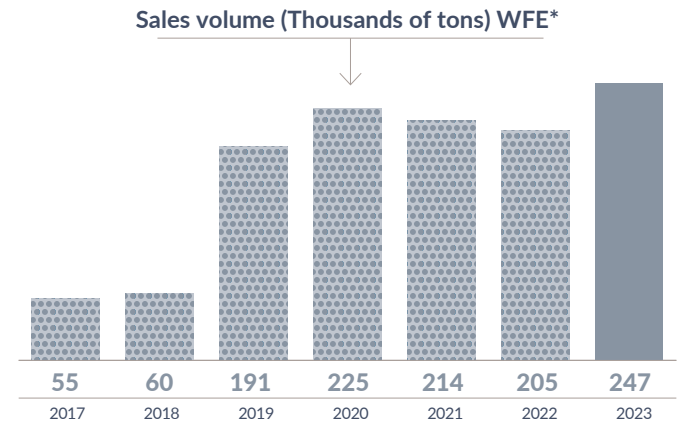
Source: Agrosuper.



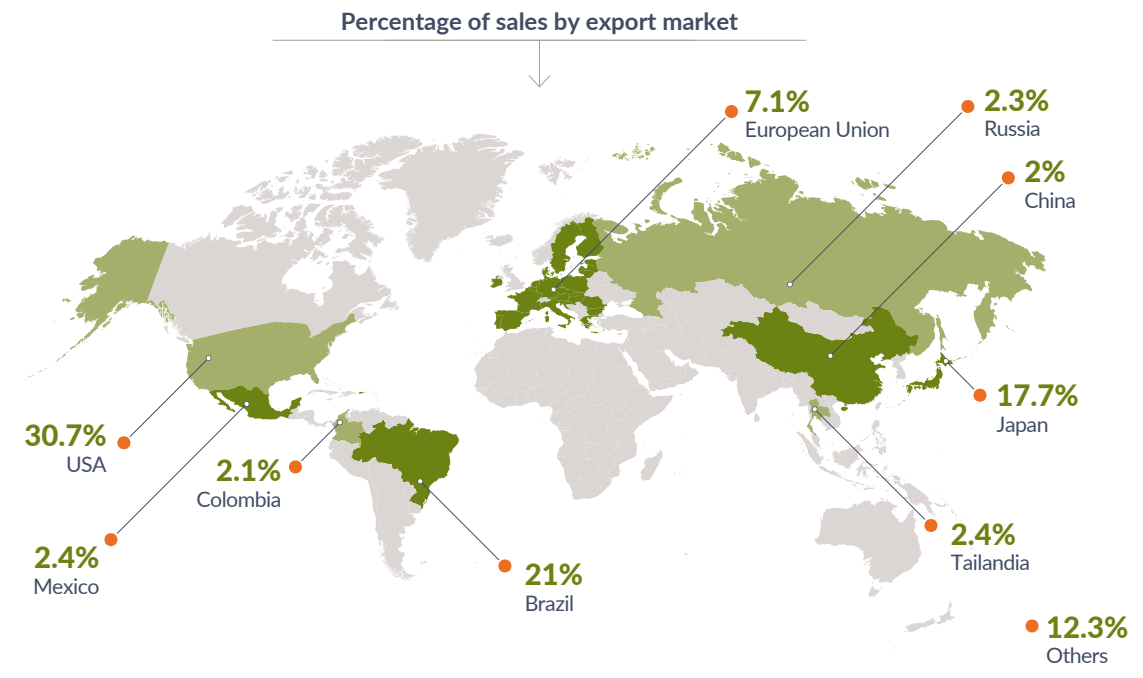
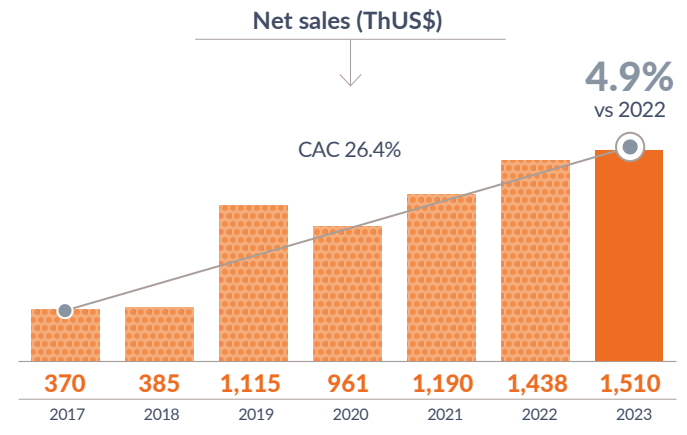
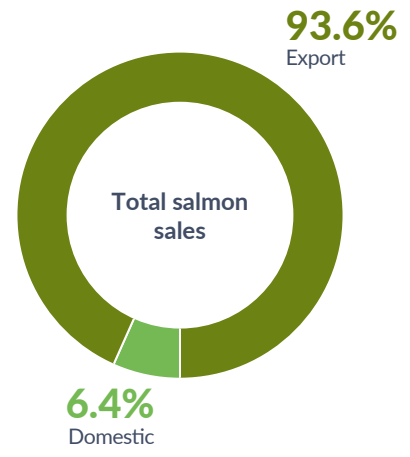
→ Aquaculture Segment  
**Salmon**



ThUS\$  
**1,509,542**  
Total sales



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



Source: Agrosuper.



# ➤ Economic and Financial results 2023

The economic and financial results for the period covered by this report are presented below.

AGROSUPER S.A. AND SUBSIDIARIES  
Consolidated statement of financial position  
As of December 31, 2023 and 2022  
(In thousands of US dollars - ThUS\$)

ASSETS	12.31.2023 ThUS\$	12.31.2022 ThUS\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	255,403	88,774
Other current financial assets	20,144	23,459
Other current non-financial assets	24,056	24,776
Current trade and other receivables	372,670	392,003
Current accounts receivable from related parties	17	-
Current Inventories	629,027	746,035
Current biological assets	934,990	859,360
Current tax assets	92,554	110,558
<b>TOTAL CURRENT ASSETS</b>	<b>2,328,861</b>	<b>2,244,965</b>
<b>LONG-TERM ASSETS</b>		
Other long-term financial assets	15	15
Long-term accounts receivable	4,045	3,529
Equity-accounted investments	22,892	24,227
Intangible assets other than goodwill	543,628	547,680
Goodwill	379,380	379,380
Properties, plant and equipment	1,201,209	1,217,579
Right-of-use assets	28,026	29,127
Long-term biological assets	88,630	80,390
Long-term tax assets	56,615	50,661
Deferred taxes assets	72,768	84,121
<b>Total long-term assets</b>	<b>2,397,208</b>	<b>2,416,709</b>
<b>TOTAL ASSETS</b>	<b>4,726,069</b>	<b>4,661,674</b>

To review the  
Financial Statements,  
scan the QR code



You can also find the Financial  
Statements in the following link of  
the Financial Market Commission  
(CMF)





**AGROSUPER S.A. AND SUBSIDIARIES**  
Consolidated statements of financial position  
As of December 31, 2023 and 2022  
(In thousands of US dollars - ThUS\$)

<b>LIABILITIES AND EQUITY</b>	<b>12.31.2023</b> ThUS\$	<b>12.31.2022</b> ThUS\$
<b>CURRENT LIABILITIES</b>		
Other current financial liabilities	139,956	106,941
Current lease liabilities	6,533	7,531
Trade and other accounts payable	399,943	444,505
Current related party payables	22,390	91,613
Other provisions	634	1,823
Current tax liabilities	10,141	10,018
Current provisions for employee benefits	37,978	35,522
<b>TOTAL CURRENT LIABILITIES</b>	<b>617,575</b>	<b>697,953</b>
<b>LONG-TERM LIABILITIES</b>		
Other long-term financial liabilities	1,381,823	1,229,813
Long-term lease liabilities	21,514	21,596
Deferred tax liability	318,331	348,113
Long-term provisions for employee benefits	7,420	6,825
<b>TOTAL LONG-TERM LIABILITIES</b>	<b>1,729,088</b>	<b>1,606,347</b>
<b>TOTAL LIABILITIES</b>	<b>2,346,663</b>	<b>2,304,300</b>
<b>EQUITY:</b>		
Subscribed and paid-in capital	1,342,549	1,342,549
Retained earnings	980,745	955,609
Other reserves	53,567	57,182
<b>EQUITY ATTRIBUTABLE TO THE OWNERS OF THE PARENT</b>	<b>2,376,861</b>	<b>2,355,340</b>
<b>MINORITY INTERESTS</b>	<b>2,545</b>	<b>2,034</b>
<b>TOTAL EQUITY</b>	<b>2,379,406</b>	<b>2,357,374</b>
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>4,726,069</b>	<b>4,661,674</b>

**AGROSUPER S.A. AND SUBSIDIARIES**  
Consolidated income statement  
for the years ending December 31, 2023 and 2022  
(In thousands of US dollars - ThUS\$)

<b>PROFIT (LOSS)</b>	<b>ACCUMULATED</b>	
	<b>01.01.2023</b> <b>12.31.2023</b> ThUS\$	<b>01.01.2022</b> <b>12.31.2022</b> ThUS\$
Revenue from ordinary activities	4,153,586	4,179,136
Cost of sales	(3,373,218)	(3,044,756)
<b>Gross profit before Fair Value</b>	<b>780,368</b>	<b>1,134,380</b>
(charge) credit to profit for Fair Value of biological assets harvested and sold	(249,134)	(540,288)
(charge) credit to profit for Fair Value adjustment of biological assets for the year	214,946	389,021
<b>Gross Margin</b>	<b>746,180</b>	<b>983,113</b>
Distribution expenses	(520,588)	(542,264)
Administrative expenses	(77,184)	(72,269)
Other gains (losses)	(12,928)	(45,784)
Financial income	7,820	3,197
Finance costs	(79,702)	(57,767)
Share of profit/ loss of associates, equity-accounted	(1,335)	192
Foreign currency translation differences	1,492	(2,415)
<b>PROFIT (LOSS) BEFORE TAX</b>	<b>63,755</b>	<b>266,003</b>
Expense for income taxes	(16,292)	(71,821)
<b>Profit (loss) from continuing operations</b>	<b>47,463</b>	<b>194,182</b>
<b>PROFIT (LOSS)</b>	<b>47,463</b>	<b>194,182</b>
<b>NET INCOME (LOSS) ATTRIBUTABLE TO:</b>		
Profit (loss), attributable to the owners of the parent	46,606	193,836
Profit (loss) attributable to non-controlling interest	857	346
<b>PROFIT (LOSS)</b>	<b>47,463</b>	<b>194,182</b>
<b>BASIC EARNINGS (LOSS) PER SHARE - CONTROLLER</b>		
Basic earnings (loss) per share for continuing operations (US\$/share)	0.0020	0.0082



## AGROSUPER S.A. AND SUBSIDIARIES

### Consolidated cash flow statement

For the years ending December 31, 2023 and 2022

(In thousands of US dollars - ThUS\$)

	ACCUMULATED	
	01.01.2023 12.31.2023 ThUS\$	01.01.2022 12.31.2022 ThUS\$
<b>Cash flow proceeds from (payments for) operational activities</b>		
<b>Proceeds from operating activities</b>		
Charges from the sale of goods and provision of services	4,542,254	4,571,090
Proceeds from royalties, fees, commissions and other income from ordinary activities	23,312	14,372
Other proceeds from operational activities	5,100	6,342
<b>Classes of cash payments from operating activities</b>		
Payments to suppliers for goods and services	(4,072,823)	(4,080,112)
Payments to and on behalf of employees	(441,209)	(390,885)
Payments for premiums and claims, annuities and other obligations arising on policies underwritten	(29,992)	(294)
Other payments for operational activities	(601)	(539)
<b>Cash flows from (used in) operations</b>		
Interest earned, classified as operating activities	1,156	1,031
Income taxes (paid) refunded, classified as operating activities	(10,283)	(71,291)
Other cash inflows (outflows), classified as operating activities	240,332	279,048
<b>Net cash flows from (used in) operational activities</b>	<b>257,246</b>	<b>328,762</b>
<b>Cash flow proceeds from (payments for) investing activities</b>		
Cash flow used to obtain control of subsidiaries or other businesses	-	6,000
Cash flow used to obtain control of subsidiaries or other businesses	-	(706)
Loans to related companies	(1,329)	(1,388)
Proceeds from the sale of property, plant and equipment	1,113	752
Acquisitions of property, plant, and equipment	(114,217)	(93,670)
Acquisitions of intangible assets	(238)	(2,996)
Proceeds from related parties	1,241	1,603
Interest earned, classified as investment activities	8,816	2,251
Other cash receipts (payments)	9,402	43,815
<b>Net cash flows from (used in) investment activities</b>	<b>(95,212)</b>	<b>(44,339)</b>

continued

<b>Cash flows provided by (used in) financing activities</b>		
Proceeds from long-term loans	163,200	-
Proceeds from short-term loans	418,000	347,505
Repayment of borrowings	(402,369)	(906,532)
Payment of finance lease liabilities	(14,307)	(8,677)
Loan repayments to related companies	(141)	(1,491)
Proceeds from shares issued	-	500,000
Interest received	-	6,549
Dividends paid	(91,613)	(203,592)
Interest paid	(60,895)	(49,697)
Other cash receipts (payments)	(5,460)	1,169
<b>Net cash flows from (used in) financing activities</b>	<b>6,415</b>	<b>(314,766)</b>
Effect of exchange rate fluctuations on cash and cash equivalents		
<b>Effect of exchange rate fluctuations on cash and cash equivalents</b>	<b>(1,820)</b>	<b>(2,418)</b>
<b>Net increase (decrease) in cash and cash equivalents</b>	<b>166,629</b>	<b>(32,761)</b>
Cash and cash equivalents at the start of the period	88,774	121,535
<b>Cash and cash equivalents at the end of the period</b>	<b>255,403</b>	<b>88,774</b>

### Financial ratios

Financial ratios	DIC-2023	DIC-2022
Indebtedness (a)	1.0x	1.0x
Net financial debt (b)	0.5x	0.5x
Coverage of financial expenses (c)	4-5x	11.8x
Net financial debt / EBITDA (d)	3.5x	1.8x
Current liabilities / total liabilities (e)	0.3x	0.3x
Short-term financial debt / total financial debt (f)	0.1x	0.1x
Return on equity (g)	2.0%	8.2%

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

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

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

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

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

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

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



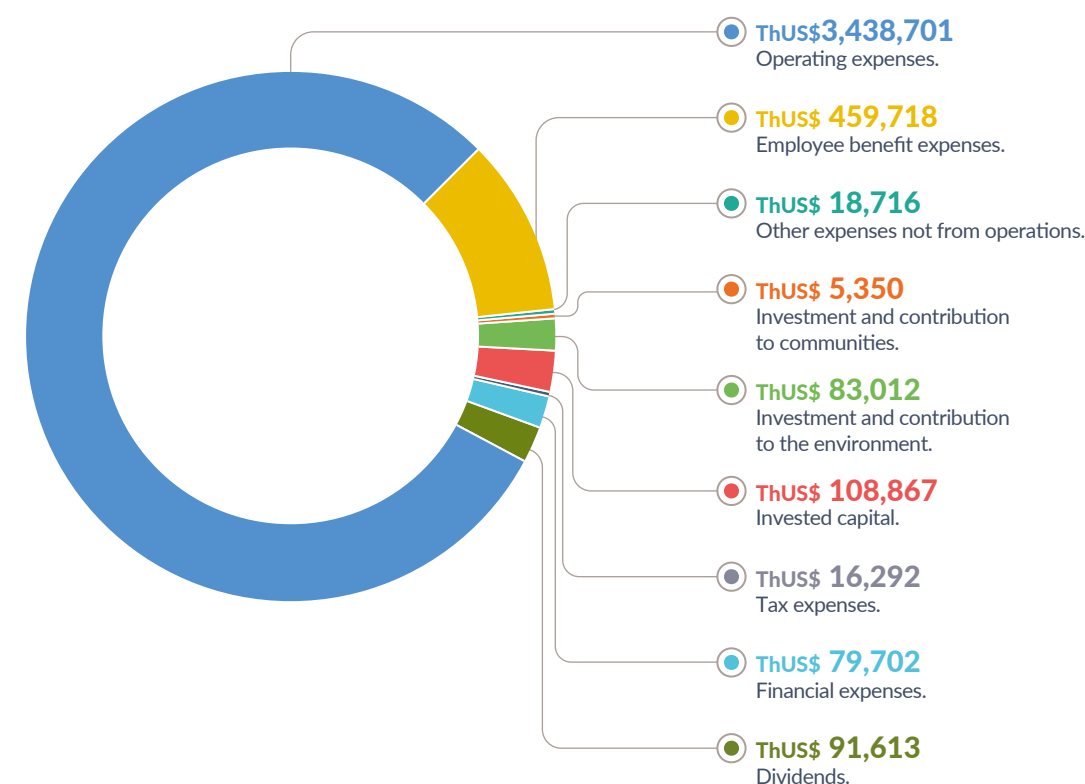
# Economic value generated and distributed to stakeholders

ThUS\$	DEC-2023	DEC-2022	% VAR.
Income for business activities	4,153,586	4,179,136	-0.6
Financial income	7,820	3,197	144.6%
Capital contribution	-	-	-
Income from sale of property, plant and equipment	2,200	2,482	-11.4%
Other income not from operations	6,451	12,411	-48%
<b>Economic value generated</b>	<b>4,170,057</b>	<b>4,197,226</b>	<b>-0.6%</b>
Operating expenses	3,438,701	3,189,418	7.8%
Employee benefits expenses	459,718	440,724	4.3%
Other expenses not from operations	18,716	58,160	-67.8%
Investment and contribution to communities	5,350	4,975	7.5%
Investment and contribution to the environment	83,012	72,526	14.5%
Invested capital	108,867	88,641	22.8%
Tax expenses	16,292	71,821	-77.3%
Financial expenses	79,702	57,767	38%
Dividends	91,613	203,592	-55%
Investment to obtain control of subsidiaries or other businesses	-	706	-100%
<b>Distributed economic value</b>	<b>4,301,971</b>	<b>4,188,331</b>	<b>2.7%</b>
<b>Retained economic value</b>	<b>-131,914</b>	<b>8,895</b>	<b>-1583%</b>

ThUS\$  
**4,170,057**  
Economic value generated in 2023.

ThUS\$  
**4,301,971**  
Economic value distributed in 2023.

ThUS\$  
**-131,914**  
Economic value retained in 2023.





# 04



FINAL  
RUTA INNOVACIÓN

2023



## Innovation and digital transformation



Innovation model.



The Innovation Route.



Innovative products.



Process transformation and adaptation.





# Innovation model

Since 2016, we have had a comprehensive innovation model that is able to address and meet the challenges of our industry with the help of both our employees and external partners. As a result, innovation has become an important and effective tool for the fulfillment of our strategic objectives.

To this end, we have defined two models that help us to identify opportunities for improvement at each of the stages of our value chain.

## Internal innovation

Our employees detect opportunities for improvement in the business and they are used as the basis for creating and implementing projects.



### Strategic innovation

Strategic issues and challenges for the Company, focusing on balanced diet, process digitalization, water and efficient use of water and energy.



### Operational innovation

Projects proposed by our employees through the Innovation Route, an internal initiative to promote intrapreneurship.

## Open innovation

We work together with the business ecosystem at the national and international levels to incorporate technological solutions into our processes.



### Innovation with Suppliers

Working together with consolidated companies under the client-supplier model.



### Corporate Venturing.

This model allows us to collaborate with startups in order to address our challenges with technological and efficient solutions.

## Management Approach 2023



### Meat Segment

#### Cost cutting

Execute projects focused on cost reduction in the different business units.

#### New indicators implemented

We started using the acronym HHT, which stands for "human hours transformed". This concept allows us to identify the impact of automation projects on repetitive work.

#### Digital Transformation

25% of the innovation projects were directed towards Digital Transformation, which is defined as a strategic focus for the company.



### Aquaculture Segment

#### Strengthening a culture of innovation

We promote an organizational culture focused on innovation, fostering creativity, the development of new technologies and continuous learning.

#### Interdisciplinary collaboration

We encourage all management teams to work together to develop new business-focused solutions.

#### Research and development

We allocate resources to research and development of new technologies and products, establishing relationships with academic institutions in the areas where we operate.

#### Innovation project portfolio management

We evaluate and manage a broad portfolio of our employees' projects.

#### Improving our process efficiency

We identify opportunities to improve operational efficiency and reduce costs by implementing innovative practices.



# → Key innovation figures

Meat Segment

## Impact on EBITDA



# → Corporate Venturing: a model for connecting with startups

With the goal of finding new solutions and capacity building, in 2016, we began partnering with *startups*. To this end, we held external calls for proposals for solving specific challenges and "demo days", allowing us to connect with the innovation ecosystem.

Then, in 2021, we formalized the *Corporate Venturing* strategy, focusing on the *Venture Client* model. This approach has given us a new way of relating with our strategic partners, since the *startups* are validating their technologies directly in our operation with the objective of becoming suppliers.

This system has given us an estimated EBITDA impact of US\$10,000,000 over the last three years and in 2023 alone we had more than 50 projects, 20 pilots and 12 new *startup* suppliers.



## Models for connecting with startups

### Venture Client

We maintain medium- and long-term relationships with startups who carry out technological project proposals to help business development.

### Venture Capital

We use Convertible Notes\* as a tool to explore disruptive technologies and new business models.

### Venture Building

We connect with the entrepreneurial ecosystem and jointly develop projects.

\* An instrument to raise capital that can be understood as a debt contracted between the startup and the investor.

## Strategic work focuses

### Natural resources and circular economy

- **Water scarcity and efficiency:** optimizing and reducing the use of this resource to ensure operational continuity.
- **Waste management and recovery:** management process improvements, with a positive impact on the environment.

### Digital disruption

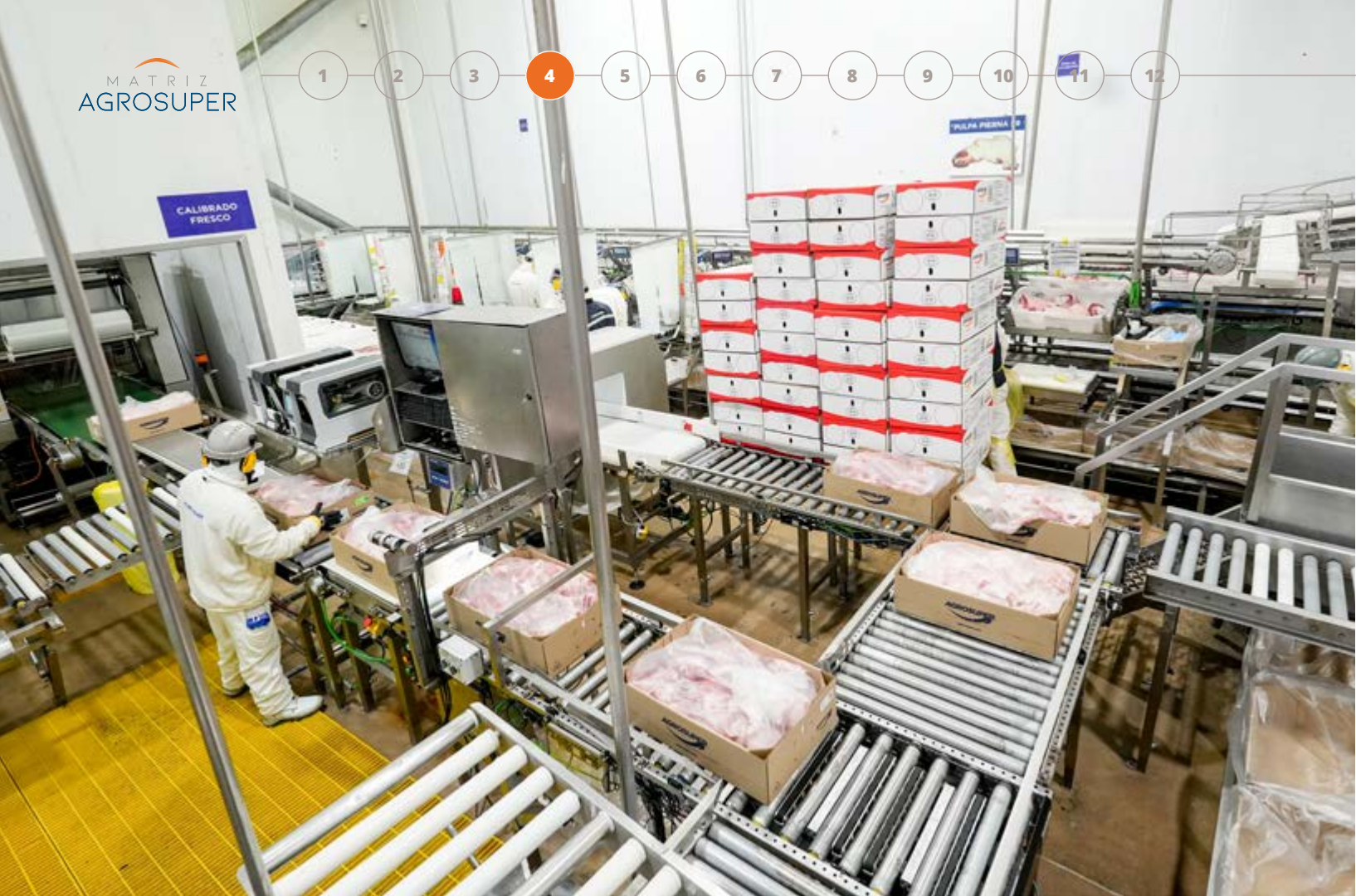
- **Value chain:** moving towards a predictive and automated operation.
- **Customer and consumer relations:** improve direct connections using an omnichannel approach.

### Foodtech

- **Balanced diet and nutrition:** contribute all the essential nutrients and energies through providing information and making available new products and ingredients.







## → Innovation partnerships

### • Meat Segment



University of California, Davis



Hubtec



Chile Mass



Sofofa Hub

### • Aquaculture Segment



INCAR and Universidad de Concepción



Universidad de Magallanes (UMAG)



Center for Innovation and Entrepreneurship Faculty of Research Sciences (UACH)

## → Applied research

This is one of the tools used to generate disruptive impacts on our operations and processes. This area identifies challenges that have not been solved, with the mission of responding to them through tools provided by academia, science and technology.

We work with public and private institutions such as CORFO and the Science, Technology, Knowledge and Innovation Ministry, as well as other relevant organizations of the R&D&I ecosystem, such as technology transfer offices and hubs..

In 2023, by means of the Food and Beverage Association, we signed an agreement with University of California, Davis, to carry out research and development projects in areas related to sustainability, innovation, nutrition, plastic use and food loss and waste.

**US\$ 213,000**  
Amount invested in R&D.

**US\$ 150,000**  
raised from public funds for applied research.

### Work Focus 2023



Revaluation of by-products process.



New technologies for the use of process water.



Balanced diet and nutrition.



Biotechnology.

### Awarding of two CORFO projects

- Development of a new source of animal protein, from a by-product, for salmon feed.
- All Naturals: search for natural ingredients to replace in brines.

### Support program for early stage research

In its first version, we focused on relevant topics such as by-product valorization, water use, balanced diet and others.

We funded proposals from Chilean universities that presented a limited proof of concept, so they could validate a research idea.

**38** applications.

**8** validated proofs of concept.



# The Innovation Route



*This intrapreneurship program was created for the purpose of supporting, empowering and encouraging innovation in our employees.*

Through this initiative, we detect opportunities for improvement and project proposals that seek solutions for our challenges and impact EBITDA, obtaining assistance and support in order to turn their ideas into a pilot program.

The process includes the submission of projects, presentation to a panel of judges and subsequent selection of the winners.

## → Innovation Route 2023

### • Meat Segment



Ideas submitted on the Innova platform

**1,150**



Participants

(An average of three people per project is considered).

**3,500**



Total investment amount

**US\$ 485,861**

Learn more about our innovation Route Indicators in Chapter 12.



**Criteria, competencies and skills evaluated**

Economic impact.

Socio-environmental impact.

Scalability.

Implementability.

Challenge and creativity.

Technology Governance.

**Pinta Pa' Bueno category**

Pilot or proof-of-concept projects that have a potential EBITDA calculation and are promising. Finalists are given a direct pass to present to the Company's investment committee.

**944** ideas submitted. **8** finalists.

**US\$ 33,200** total investment amount.

 <b>1</b> LOCATION <b>Fireflies in the pavilion</b>	 <b>2</b> LOCATION <b>Hand and hind leg slicer</b>	 <b>3</b> LOCATION <b>"De silo a silo todo tranquilo"</b>
--	--	--

**Continuous improvement category**

Projects implemented with continuous improvement methodologies based on standardization (KAZEN), with zero or very little investment, and have a real impact.

**161** ideas submitted. **8** finalists.

 <b>1</b> LOCATION <b>Cost Efficiency Frozen Products</b>	 <b>2</b> LOCATION <b>Cortemos la cola</b>	 <b>3</b> LOCATION <b>Zero not shipped</b>
---	--	--

**Winning projects**

**Cost Efficiency Frozen Products**

In-depth analysis of susceptible cost variables in the packing and packaging costs of frozen products.

**US\$ 997,064**  
EBITDA Results.

**Fireflies in the pavilion**

Red LED lights in feed lines to encourage consumption during the first week.

**US\$ 6,305,871**  
EBITDA Results.

**Control Tower**

Real-time, centralized, remote monitoring of the chicken business operation.

**US\$ 5,728,212**  
EBITDA Results.

**Sandía Calá category**

Implemented projects that have their critical variables validated and are currently capturing EBITDA.

**46** ideas submitted. **8** finalists.

**US\$ 119,851** total investment amount.

 <b>1</b> LOCATION <b>Control Tower</b>	 <b>2</b> LOCATION <b>C-Commerce</b>	 <b>3</b> LOCATION <b>Magic Formula</b>
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# → Innovation Route 2023

• Aquaculture Segment: **Innovating from the ground up**



*The objective is to strengthen a culture of innovation in our employees, fostering a change of mentality so that innovation is taken as an integral part of their roles.*

The process includes holding workshops to identify opportunities and subsequently selecting the best ideas, forming a portfolio of projects. Finally, the initiatives are presented by category and the winners are selected.

### Criteria, competencies and skills evaluated

- Economic impact.
- Socio-environmental impact.
- Scalability.



## Winning projects

### Ingenuity and creativity category



**Fish Shake**  
**US\$5,700**  
total investment amount 2023.

Installation of an additional structure to the unloading hopper in the packaging area, where the trolley plates can be positioned and, by means of turning, generate a safe unloading operation for all workers.

### Digital Transformation category



**AquaScanner**  
**US\$17,100**  
total investment amount 2023.

Platform that allows the geographic identification of owned or leased fixed assets, enabling the management or reuse of disused equipment in other business units.

### Process optimization category



**AQUA Origins**  
**US\$22,800**  
total investment amount 2023.

Platform that seeks to connect with Aqua's consumers, tracing the origin of the products, providing insight into the aquaculture experience and the behavior with each of the strata and initiatives that allow Aqua to be the best product.

**US\$684,000**  
invested in R&D in 2023.

### Training

In 2023, we trained all the participants of the "Innovation Route", teaching them methodologies that they can apply both during the development of a project and in the challenges they face on a day-to-day basis.



# Innovative products

Innovation is key for connecting with our customers and consumers and for staying ahead of the game to satisfy their needs. To accomplish this, we have a Product Innovation Rate (PIR), which allows us to be aligned with new trends.

During the reporting period, there was an increase in product launch activities reflected in the PIR.

• Meat Segment



Innovative feature:  
Completely new concept, targeting children and teenagers.

## Super Pollo Nuggets Among Us

Creation of a concept, through our classic Super Pollo nuggets, using the shape of Among Us crew members, increasing consumption through our classic Super Pollo nuggets, which are now shaped like Among Us crew members, strengthening consumption among a younger public.

9.7%

Product Innovation Rate (PIR) - Domestic  
Meat Segment

8.6%

Product Innovation Rate (PIR) - International  
Meat Segment



× × ×  
NUEVOS NUGGETS  
AMONG US

LOS NUGGETS QUE BUSCAS  
ESTÁN ENTRE NOSOTROS

× × ×



Alimentar con cariño hace bien



# Process transformation and adaptation

Digital Transformation is one of our strategic objectives. That is why we use what technology has to offer to make our processes more efficient and stay ahead of new trends.

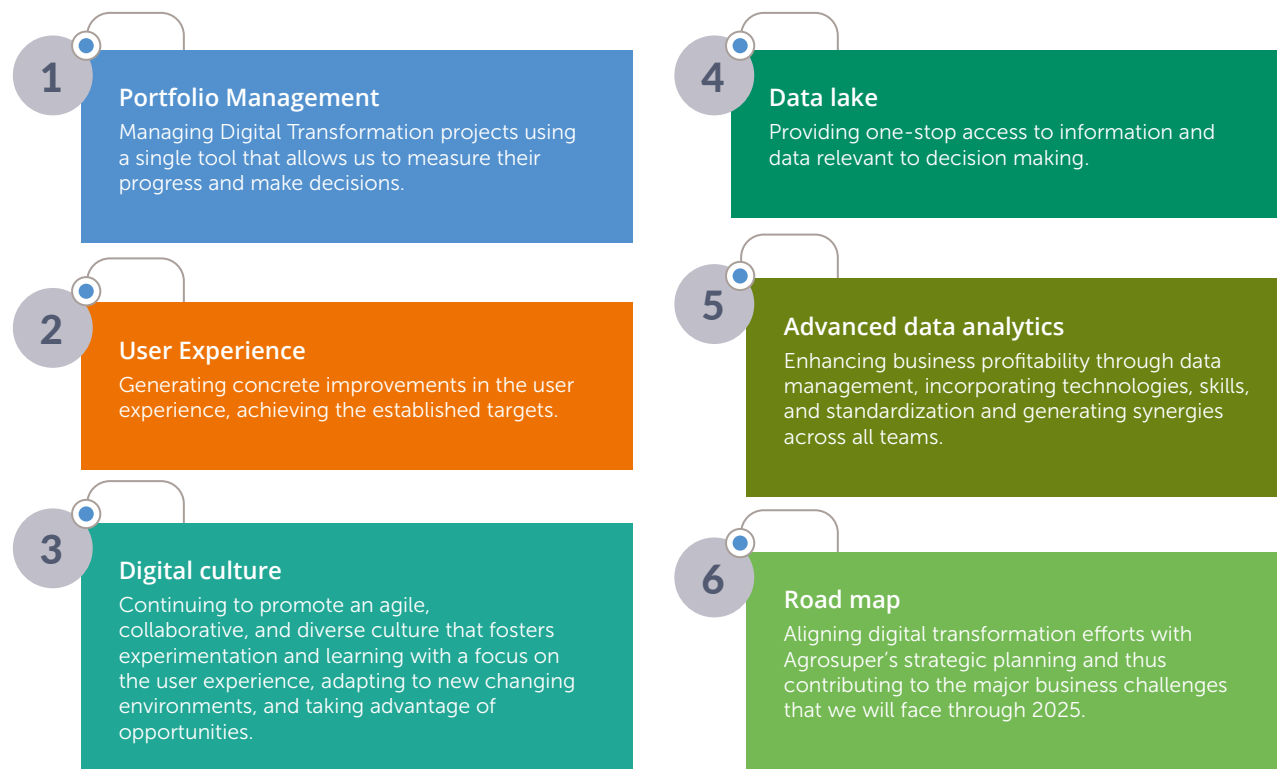
We operate under a federated operating model, where each business unit has a Digital Transformation team, governed from the central administration.

## The story of our digital transformation

- 2018**  
**We fostered a culture of innovation.**  
 We provided spaces and an environment that allowed us to try out new technologies and learn from them.
- 2019-2020**  
**We incorporated digital transformation.**  
 We established a working group in charge of strategically addressing projects and initiatives to incorporate technology into all areas of the company.
- 2021-2022**  
**We speeded up our transformation.**  
 We set up teams in each business unit capable of managing a portfolio of projects and strategies for greater agility.
- 2023**  
**Creation of Corporate Operating Model**  
 Development of a centralized Digital Transformation model, supported by a team in each business unit.

**2025**  
**US\$40 million**  
 EBITDA  
**250,000 human hours**  
 available annually.  
**+10 points**  
 USER NPS (Net Promoter Score).

### The Digital Transformation Working Group defines six areas of the strategy





# → Innovation awards

• Meat Segment

### Da Vinci Circle ESE Business School

We were ranked among the 10 best companies in terms of innovation.

### Leading company in applied research Universidad de los Andes

Our close relationship with academia, the number of resources raised for new projects and the use of high-impact technology enabled us to win this recognition.

### 1st place as the Most Innovative Company in the Food Sector

2023 Most Innovative Companies ranking by the ESE Business School and El Mercurio newspaper

Recognized for our visible commitment to innovation and strong internal innovation management process.

• Aquaculture Segment

### 1st place as the Most Innovative Company in the Salmon Farming Sector

2023 Most Innovative Companies ranking by the ESE Business School and El Mercurio newspaper

This ranking recognizes the most innovative companies based on their systematic capacity to develop new innovative products, processes and services.

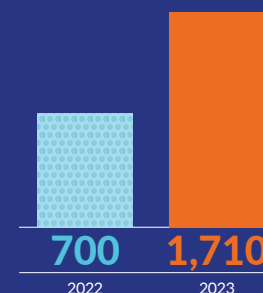


## Training

Total number of employees trained in innovation and/or Digital Transformation



Total hours of training in innovation and/or Digital Transformation



Data is only available for the Meat segment. There are no records of employees trained in innovation and/or digital transformation in the Aquaculture Segment in 2023.



# 05



## Growing together with our customers

Food trends.

Our brands.

Products and new formats.

Customer segments.

Customer satisfaction.



# Food trends

We identify the main social and consumer trends to work on the different challenges.

This year we took on the challenge of really understanding the changing trend in consumption occasions in order to improve what we offer consumers. We have been adapting to the country's market situation, tailoring the mix of products we offer.

## 2023 Trends

### • Meat Segment

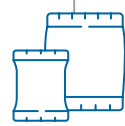


More than **1.7** million immigrants in Chile (approx. 9% of the population).\*

Nostalgic food. Products associated with Latino migration.

#### Niches of niches

The phenomenon of migration in Chile and around the world causes a diversification in trends, which we interpret as an opportunity to attract new consumers and generate products suited to their needs.



Reduction of plastics and increase of recyclable packaging.

#### Evolution of formats and packaging

We have detected the micro trends of low-ticket, small format items and small formats with innovation or higher value. Meanwhile, in packaging, we are seeing a revolution in materials that allow for recyclability and reusability.

### • Aquaculture Segment



#### Sustainability

Consumers are looking for brands with a sustainable business model, environmental certifications and greater transparency.



#### Transparency

We aim to generate more confidence in consumers by providing clear information about the product's origin and the sustainable practices that we adopt.

\*Results of the 2022 National Socioeconomic Characterization Survey (CASEN) of the Social Development and Family Ministry.





# Our brands



Super Pollo contributes to people being more in touch with one another through the experience of food made with love and all the good this generates to make us feel good. For over 45 years we have been bringing the best and most varied products made with care, quality, tradition and trust to dinner tables in Chile and around the world. We change together with our consumers, being their best ally so that they can continue to bring love to their families day by day.



At Super Cerdo we deliver a quality protein within the reach of every household, to savor every moment, bringing them nutritious, versatile, tasty and convenient cuts.



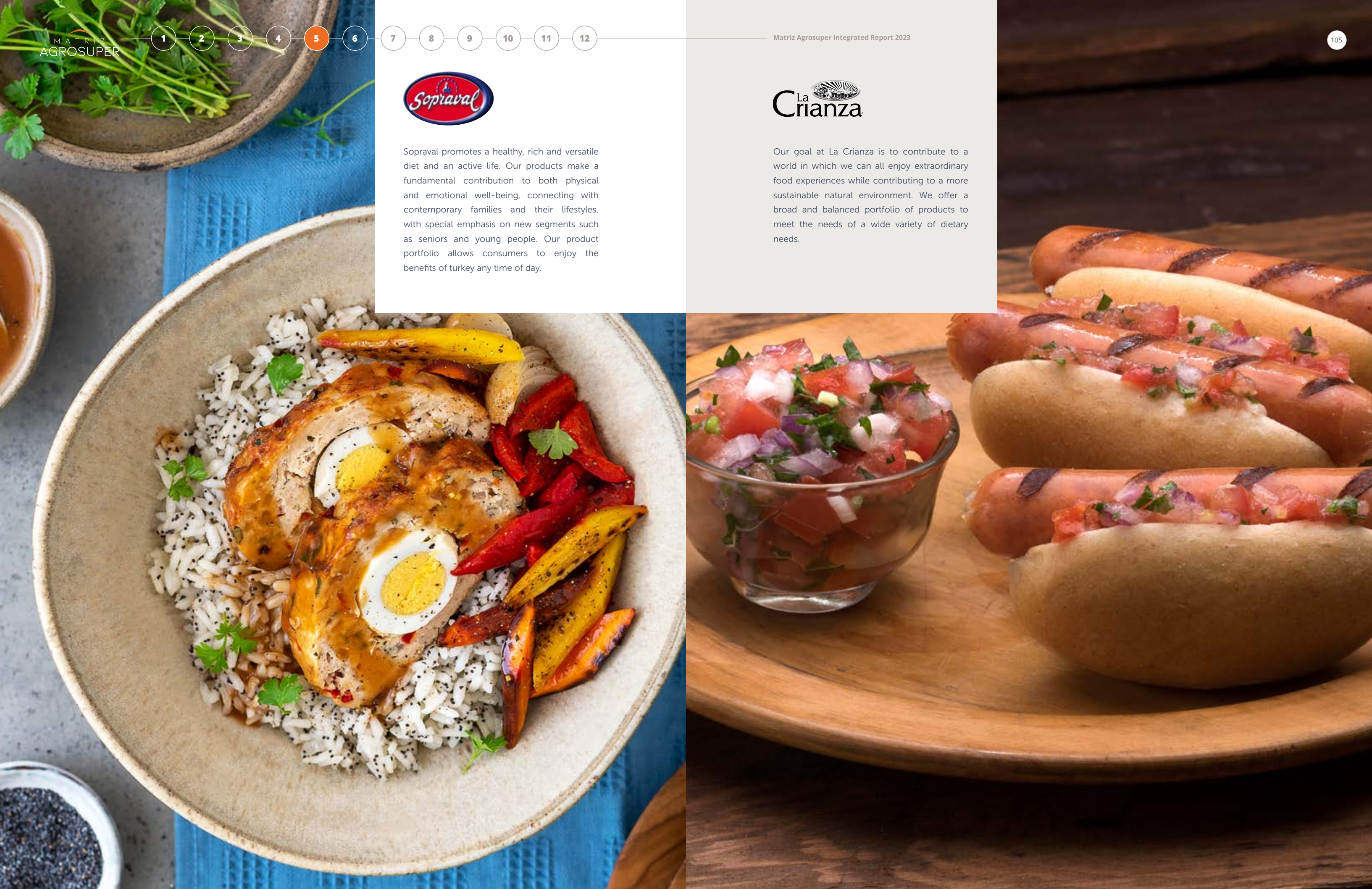




Sopraval promotes a healthy, rich and versatile diet and an active life. Our products make a fundamental contribution to both physical and emotional well-being, connecting with contemporary families and their lifestyles, with special emphasis on new segments such as seniors and young people. Our product portfolio allows consumers to enjoy the benefits of turkey any time of day.



Our goal at La Crianza is to contribute to a world in which we can all enjoy extraordinary food 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.







At King, we deliver delicious flavor every day, filling Chilean homes with happiness and being a convenient ally for their most beloved dishes. We know the importance of enjoying life and savoring family moments around the table. We are a brand that understands, surprises, and helps families with convenient solutions that simplify their lives.



At International Agrosuper we believe that the secret behind juicy, delicious and world-class food is in the excellence of our processes. We work actively at every step of the production chain to do things well. Thanks to our vertical integration, we ensure the traceability, safety and optimal quality of each Agrosuper product that reaches thousands of kitchens in more than 50 countries. We bring the premium "made in Chile" flavor to more places, so that more chefs can live the experience of using top quality products in their preparations.



At Super Beef we offer the best products that allow Chilean households to cook delicious, tasty and versatile quality dishes. We inspire and support new consumers who value and privilege practicality and time, while refusing to compromise on impressing and elevating the food they prepare for every meal.





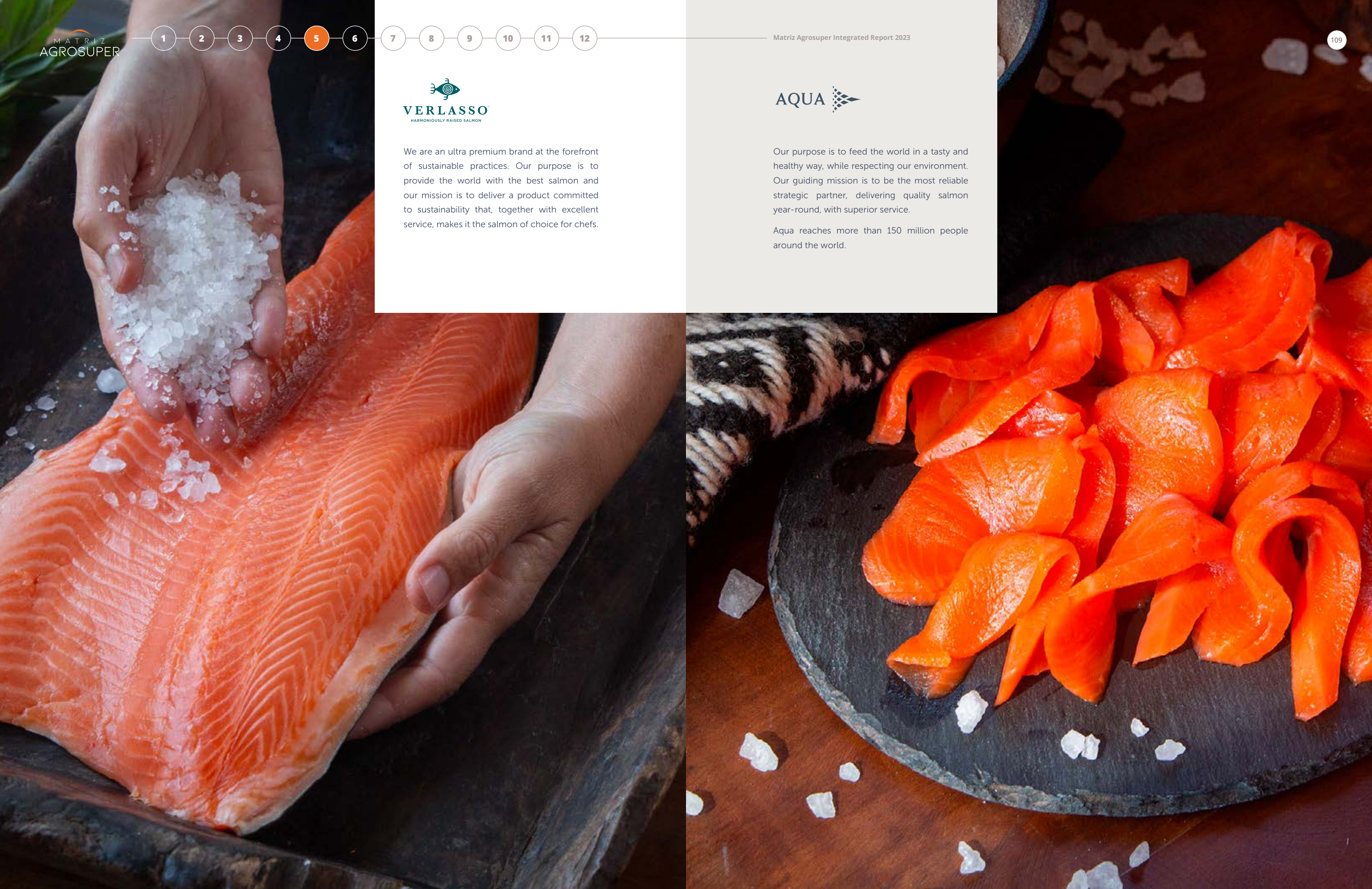


We are an ultra premium brand at the forefront of sustainable practices. Our purpose is to provide the world with the best salmon and our mission is to deliver a product committed to sustainability that, together with excellent service, makes it the salmon of choice for chefs.



Our purpose is to feed the world in a tasty and healthy way, while respecting our environment. Our guiding mission is to be the most reliable strategic partner, delivering quality salmon year-round, with superior service.

Aqua reaches more than 150 million people around the world.





# Products and new formats

**1,380**  
total products.

**1,265**  
Meat Segment

**115**  
Aquaculture Segment

In 2023 our product innovation focus was primarily on convenient tickets, lower weights and creative products in line with current trends.

**15.3%**  
new products 2023.

**15.6%**  
Meat Segment

**12.2%**  
Aquaculture Segment

Learn more about our products and brands in Chapter 12.



Meat Segment



**Extraordinary Cold Cuts**  
Ham mortadella, *arrollado de huaso* (marinated pork roll) with chili pepper and sliced ham under the concept of a premium mass product.



Format: Bulk, pieces.



**Practical Line**  
Thinly sliced chicken breast, freshly ground and pre-packaged ground chicken breast presented in low ticket and convenient formats.



Format: Packaged.



**Lower Weight Line 400g.**  
Rose meat, pork leg, butcher roast, rib cap (traditional or seasoned) in convenient formats.



Format: Packaged.



**Christmas turkey breast**  
This innovative and tasty product complements our line of turkey breasts, especially for the Christmas season.



Format: Packaged.



Aquaculture Segment



**Fillet Verlasso Trim C 4-5Lb Frozen**  
Developed for the premium Asian cuisine segment in the USA.

Format: Box 15kg



**Portions of Pacific Salmon**  
Portioned bags developed for the Mexican retail market.

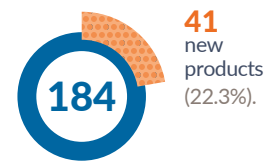
Format: Bag 500g.



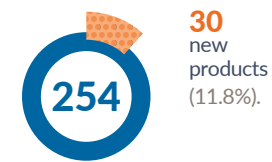
## Total Agrosuper products

### • Meat Segment

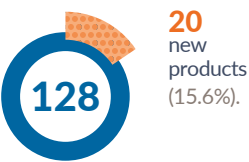
#### Super Pollo



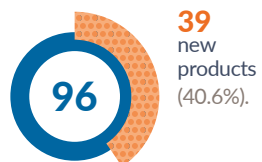
#### Super Cerdo



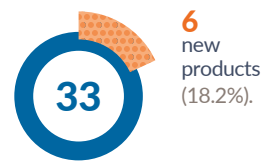
#### Sopraval



#### La Crianza



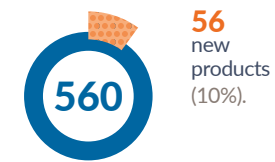
#### King



#### Super Beef



#### Agrosuper Internacional



### • Aquaculture Segment

#### Verlasso



#### Aqua





# Customer segmentation

56,660

total clients 2023



Meat Segment

55,647



Aquaculture Segment

1,013



54,622  
Chilean clients 2023.



2,038  
International clients 2023.

Meat Segment

54,578

Aquaculture Segment

44

Meat Segment

1,069

Aquaculture Segment

969

*We build close relationships of trust with our customers. That is why we offer products according to the latest trends and needs, with the highest quality standards.*



## International Presence

In the Meat Segment, we focused on international growth in new markets, establishing work plans that allowed us to export to countries such as Bulgaria and Georgia. In addition, we resumed and boosted sales in Croatia, Estonia and Poland, expanding and diversifying the pork business.

Regarding the Aquaculture Segment, we worked on making our brands visible to consumers in the retail channel, which allowed us to increase our presence with Aqua brand portions in markets such as China, Colombia, Peru and Uruguay. We also grew with value-added products in Japan, reaching more than 200 stores and reinforced our presence in the Supermarket channel with products and brand visibility in more than 700 stores in the United States.

## Secondary distribution planning: Drivin

We strive for greater efficiency and effectiveness in the delivery of final products. Drivin, an advanced route optimization software, was implemented to allow for a more efficient planning and execution of the distribution process. This project not only benefits carriers in their daily activities, but also improves customer satisfaction and operational sustainability.





### Traditional

Small customers such as convenience stores, mini-marts, and butcher shops.

**40,082** total customers.

#### Meat Segment

Domestic	International
<b>39,763</b> 2023	<b>319</b> 2023



### Supermarkets and retail

With national and regional presence.

**1,352** total customers.

#### Meat Segment

Domestic	International
<b>1,096</b> 2023	<b>83</b> 2023

#### Aquaculture Segment

Domestic	International
<b>8</b> 2023	<b>165</b> 2023



### Foodservice

Restaurants, hotels, diners, rotisseries, and cafeterias.

**13,957** total customers.

#### Meat Segment

Domestic	International
<b>13,361</b> 2023	<b>293</b> 2023

#### Aquaculture Segment

Domestic	International
<b>1</b> 2023	<b>302</b> 2023



### Industrial

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

**639** total customers.

#### Meat Segment

Domestic	International
<b>358</b> 2023	<b>218</b> 2023



### Reprocessing companies and smokers

They reprocess fish to create products with special formats.

**277** total customers.

#### Aquaculture Segment

Domestic	International
<b>27</b> 2023	<b>250</b> 2023



### Distributors

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

**353** total customers.

#### Meat Segment

Domestic	International
<b>0</b> 2023	<b>93</b> 2023

#### Aquaculture Segment

Domestic	International
<b>8</b> 2023	<b>252</b> 2023

\*Hotels, restaurants and casinos.

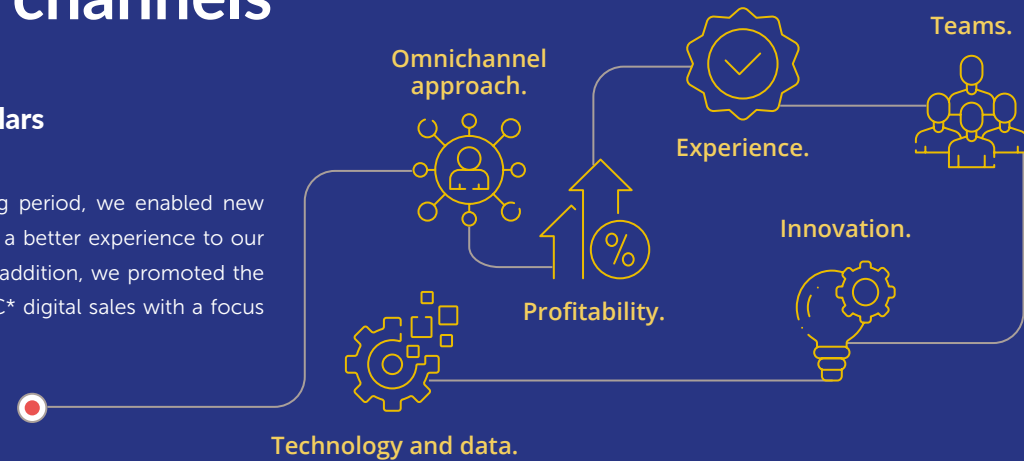


## → Digital channels

### Digital sales pillars

• Meat Segment

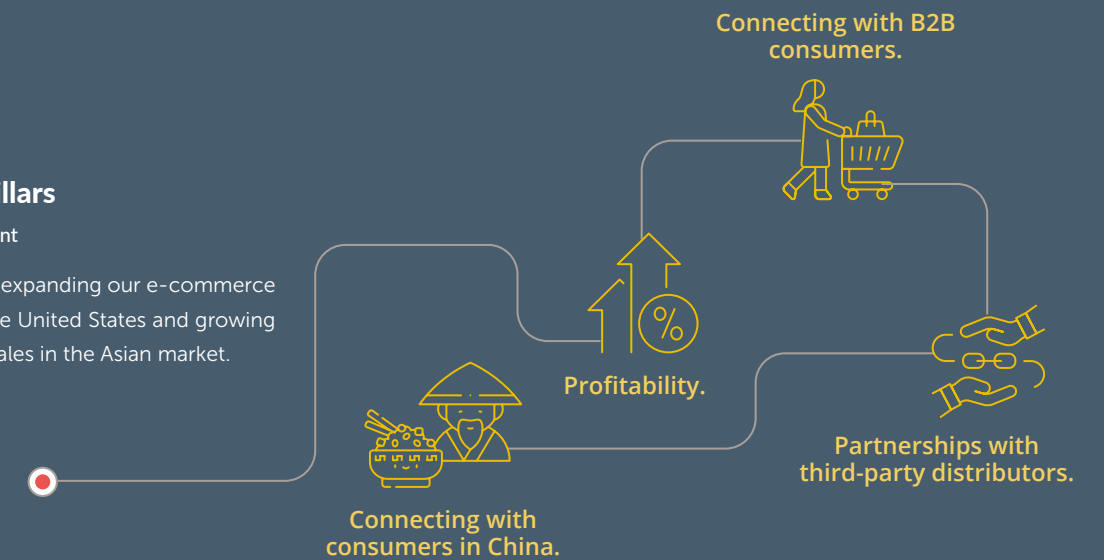
During the reporting period, we enabled new digital tools to offer a better experience to our B2B customers\*. In addition, we promoted the development of B2C\* digital sales with a focus on e-retailers.



### Digital sales pillars

• Aquaculture Segment

We are focused on expanding our e-commerce sales platform in the United States and growing third-party digital sales in the Asian market.

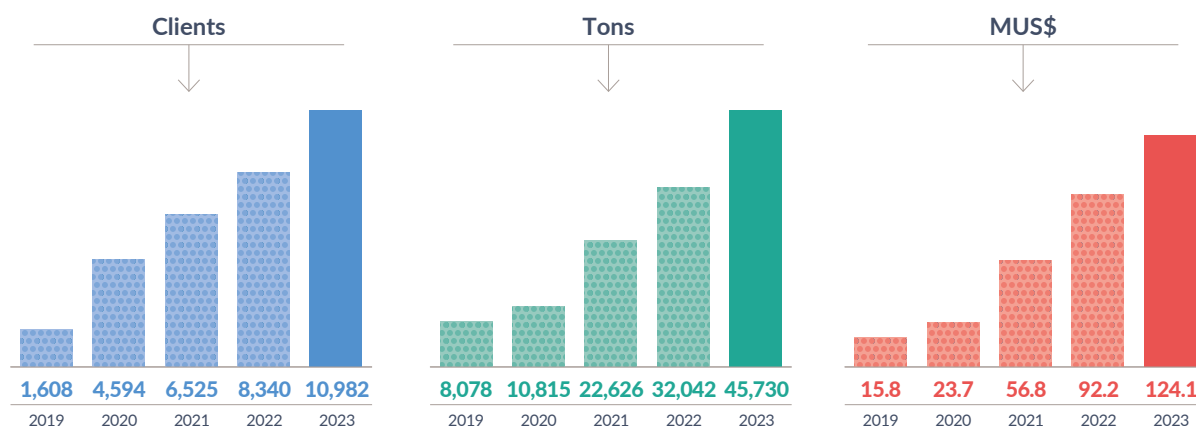


10,982

customers purchased through digital platforms in 2023.

### Evolution of B2B digital sales

• Meat Segment



### Milestones for 2023

• Meat Segment

**C-Commerce\***

Principal results for 2023: **The proportion of sales through WhatsApp increased from 3% to 20% of total digital sales.**

We are pioneers in Chile in terms of digital sales through WhatsApp with the implementation of an automated shopping cart and with attention flows based on artificial intelligence.

• Aquaculture Segment

**The Salmon Store: e-commerce United States**

Principal results for 2023: **Growth in B2B customer acquisition in the state of Florida.**

Official AquaChile electronic commerce platform in the United States. It is growing year by year and is part of our global business strategy.

**Smart Service Model (Modelo de Atención Inteligente, MAI)**

We incorporated digital sales through the Smart Service Model (MAI), aiming to improve efficiency and offer a more convenient shopping experience, as well as to reach - potentially - new customer segments that prefer online shopping, thereby increasing competitiveness and customer satisfaction.

**Digital communication channels for our brands**

We have intensified our proximity to B2B and B2C customers through the development of social networks with our brands in the main markets.

We use Instagram, LinkedIn, Youtube, Facebook, Tik Tok and We Chat in the main markets (United States, China and Brazil) and develop global platforms for the rest of the markets.

\* Business-To-Consumer: business model in which a company sells directly to the end consumer.

\* Business-To-Business: business model in which one company sells to another.

\*C-commerce: conversational commerce.



# Customer satisfaction

At Agrosuper we are aware that the customer occupies a central place in our value chain, being the main point of contact with our consumers.

Our strategic priorities include efforts to improve the product delivery process and last-mile service. And also to incorporate feedback into product launches and evaluate the quality of over-the-phone transactions.

o Meat Segment

**71.9** points recommendation by Chilean customers\*.

**17,365** Chilean customers surveyed\*.

o Meat Segment

**84** points recommendation by international customers\*.

**1,040** International customers surveyed\*.

o Aquaculture Segment

**68%** satisfaction of international customers.

**112** international customers surveyed.

\* NPS Indicator 2023



## → Net Promoter Score (NPS): Measuring customer recommendation

In order to measure and improve customer satisfaction, we use the NPS indicator, which allows us to determine their degree of fidelity through the recommendations they give us.







## → Awards and accolades from our international customers

o Meat Segment

### Best supplier for 2023 PMI Food Service Limited

Award presented to the China office, naming Agrosuper as the best supplier 2023.

### Premium Cooperative Partner Linking Fresh (Unifood)

Award presented to the China office, naming Agrosuper as a Premium Cooperative Partner.

## → Responsible marketing and labeling of our products

In the Aquaculture Segment, we focus on complying with the four principles of responsible marketing: ethical communication, consumer sensitivity, transparency and sustainability. To do so, we focus on informing our customers about the origin of the salmon and the sustainable practices used in production.

We also provide clear and accurate information on product labeling, including details of species, harvest date and nutritional information, among others. We also educate customers and consumers about the differences between the species, their nutritional advantages and reinforce that our products are free of "high in" warning labels.

### Procedure for product labeling

In this same segment, we have a Design and Development area, made up of experts who receive ongoing training to ensure that the products we sell in each market are aligned with the regulations of each country.

Total number of cases of non-compliance with regulations, standards or voluntary codes related to product information and labeling:

o Meat Segment

0%  
2023

o Aquaculture Segment

0%  
2023



# 06



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

## Focused on people

- Our people.
- Diversity, inclusion and non-discrimination.
- Occupational health and safety.
- Training and development.
- Performance management.
- New talent.
- Working environment and benefits.
- Connection and alignment.



# Our people

# 19,302

Total employees.

Meat Segment

13,477

Aquaculture Segment

5,825



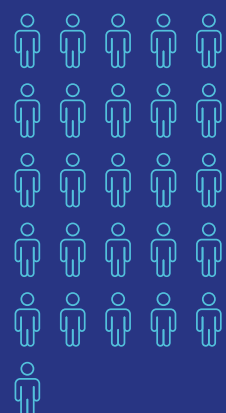
5,306  
Women

Meat Segment

3,018

Aquaculture Segment

2,288



13,996  
Men

Meat Segment

10,459

Aquaculture Segment

3,537

\*Includes senior management, management and department head job categories.



Diversity

20.1%

women in leadership positions\*.



Talent attraction

30.8%

employees under 30 years old.

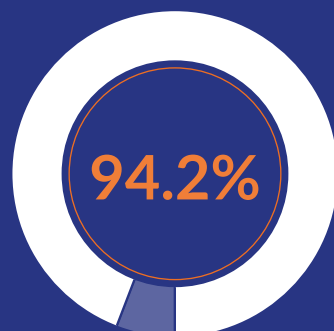


Talent retention

33.5%

more than six years in the company.

Nationality



chilean employees.



Working environment

85%

employee satisfaction/commitment.

52%

Average eNPS for 2023.



Local jobs

89.7%

Local employment rate.



Training and Development

94.5%

employees trained.



Inclusion

1.1%

employees with disabilities.



Internal mobility

495

employees with horizontal and/or vertical mobility.

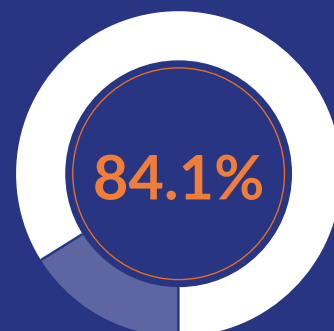


Performance

76.6%

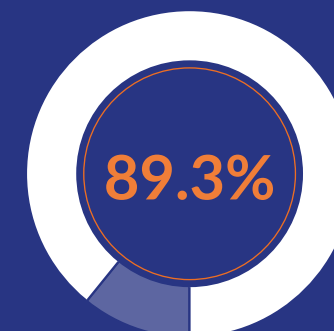
employees assessed.

Types of contracts



employees with indefinite contracts.

Freedom of association



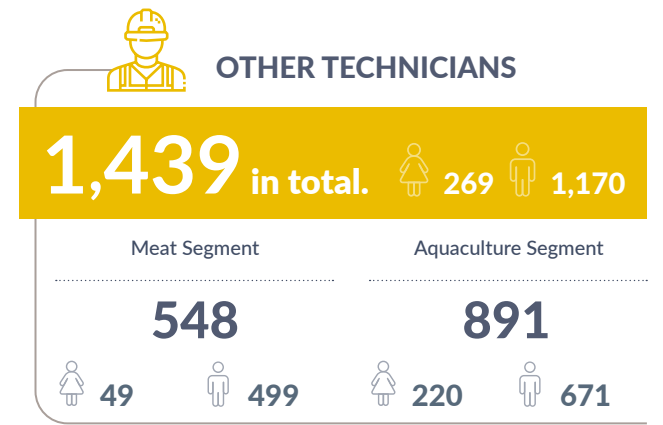
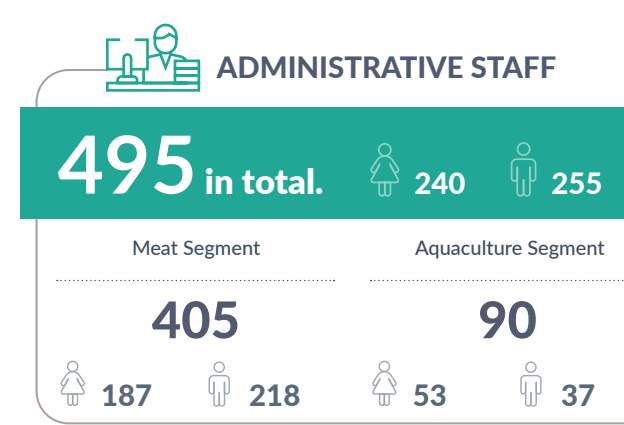
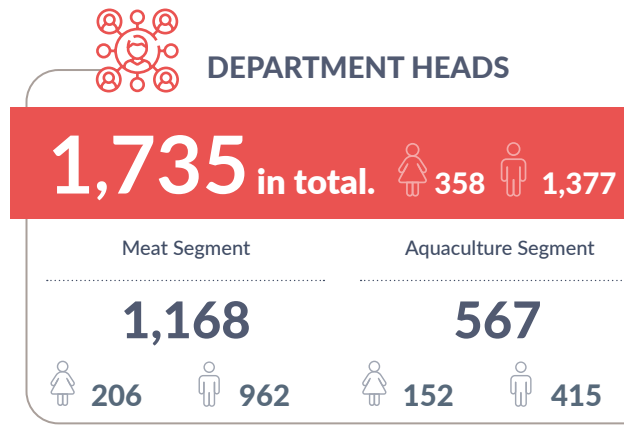
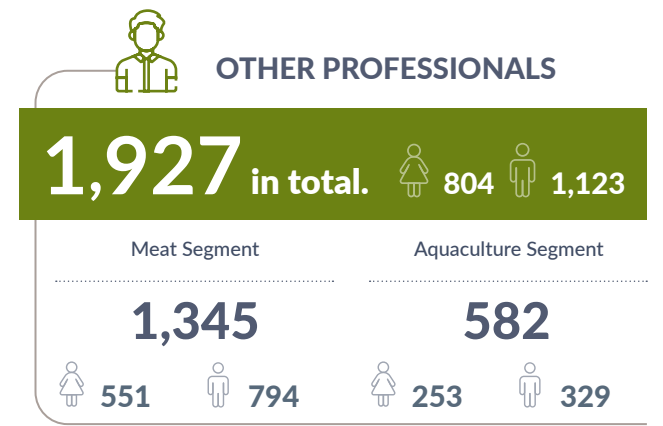
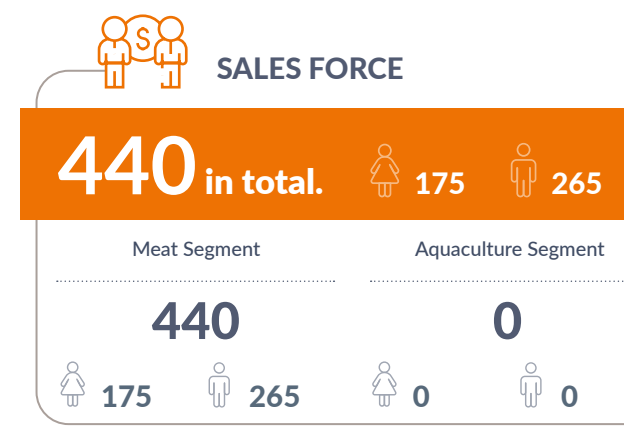
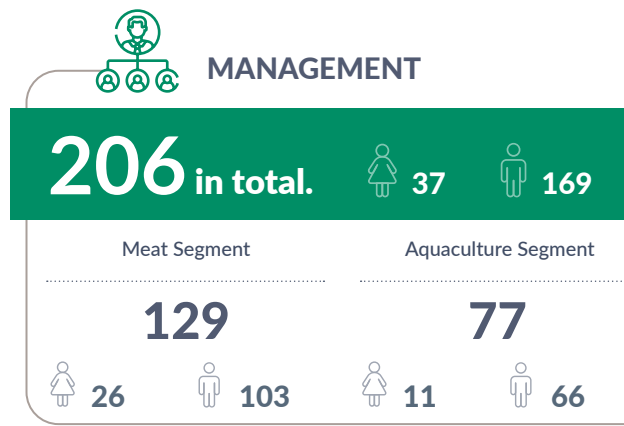
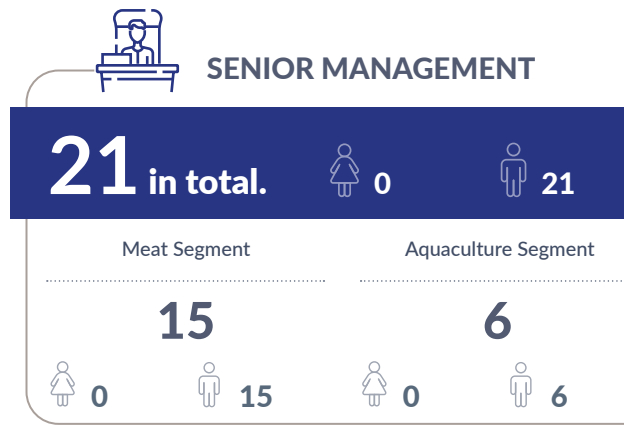
employees covered by collective bargaining agreements.



# → Employees by job category

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

Learn more about our workforce indicators in chapter 12.



\*There are no employees in the job categories Assistant and Other technicians.





# ➤ Diversity, equity and non-discrimination indicators

**20.1%**

Women in leadership positions.

We are committed to a collaborative, safe and diverse workplace, where equity and non-discrimination is a priority for maintaining an optimal working environment.



**1.1%**

employees with disabilities.

● Meat Segment

**1.2%**

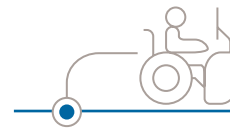
● Aquaculture Segment

**0.9%**

Learn more about our workforce indicators in chapter 12.

## Main Initiatives

● Meat Segment

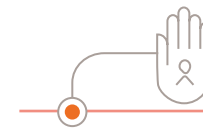


**1,239** participants

### Strengthening an Inclusive Culture

We launched the Strengthening an Inclusive Culture program, which aims to promote training towards a more inclusive culture, comply with Law 21.275 on the Inclusion of Persons with Disabilities, and generate a cultural impact aligned with our values.

● Aquaculture Segment



### Alliance with Descúbreme Foundation

This new agreement provides us with ongoing support through specialists in inclusion and non-discrimination. We are working with them to develop best practices in training, recruitment and selection processes.

## Active participation to promote diversity, inclusion and/or gender equity

**Coordinators:**  
ACHS, IST and other institutions.

**Course on diversity and inclusion.**

**Coordinators:**  
Social Security Superintendency (SUSESO).

**Presentation on employment inclusion for people with disabilities:** "Challenges in the field of occupational health and safety."

## Workplace or sexual harassment

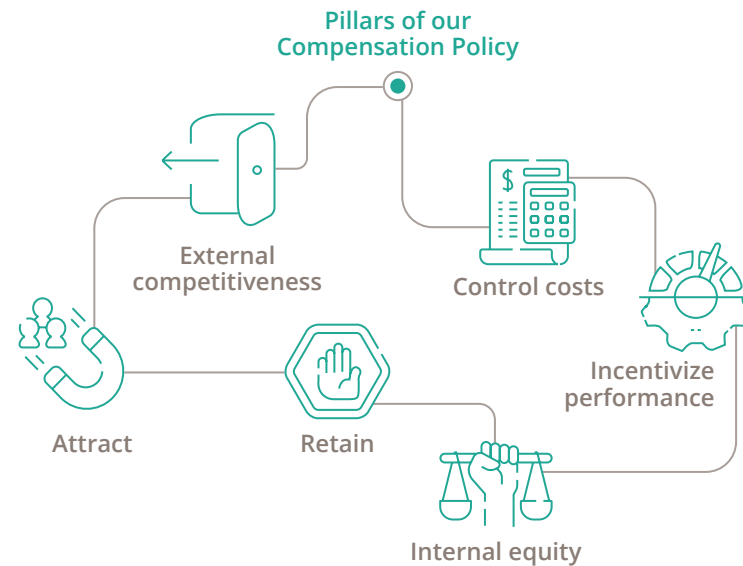
There is a training plan in place for all team leaders, which reinforces respect for fundamental rights at work, with special emphasis on the prevention, detection and scope of action in cases of workplace and/or sexual harassment.



## → Salary equity

The Compensation Policy establishes a strategy to define equitable and competitive compensation, capable of attracting and retaining talent and incentivizing performance. It also allows the organization to effectively control and manage labor costs.

Internal equity seeks to ensure that positions of responsibility or equivalent level share the same salary range and, at the same time, that income is related to the individual's contribution.



### Main Initiatives

**Living wage**

We use market income research for each type of business to define competitive compensation, with objective criteria and in accordance with the responsibilities of each position.

**Wages of subcontracted employees**

We require all contractors to comply with labor legislation. Therefore, from the beginning of the business relationship, we request that in the bidding conditions and/or commercial contract, the base salary of each outsourced worker is detailed, which must be equal to or higher than the minimum legal income in force.

Equal pay not only reflects our core values, but also improvement, talent retention and productivity, contributing to a strong and sustainable corporate culture. At Agrosuper, we promote equitable salaries and a collaborative and participatory working environment.

### Unions and working groups

At Agrosuper we place special emphasis on promoting relationships of trust, listening and collaboration, maintaining an open and close dialogue with our employees and the organizations that represent them, in order to foster spaces for understanding and development.

Our labor relations model is based on three key areas:

#### Union relationship

We have an automated platform that allows us to follow up on agreements and measure compliance with the commitments acquired in collective bargaining.

#### Union knowledge

We promote spaces for ongoing dialogue and we seek to establish long-term relationships with the trade unions at Agrosuper, so we can include their concerns in the development of the company.

#### Collective bargaining

We are in permanent dialogue with our employees, which allows us to anticipate agreements with them.



# 17,171

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



• Meat Segment

**12,709**

• Aquaculture Segment

**4,462**

See more details about our indicators in Chapter 12.



# Occupational health and safety

We promote a culture of care throughout the organization with teams committed to caring for each other and safe environments.

This allows us to enhance collaboration and achieving business objectives.

## Work pillars

### Connection

We mobilize our Occupational Health and Safety strategy through a robust liaison between our employees and strategic partners.

### Preventive management

We guarantee safe operations for our employees through risk identification and management.

### Health management

We ensure compliance and management of health protocols.

### Culture and leadership

We foster a culture of mutual care through teams that are conscious of collective well-being.

## Principal indicators (direct employees)



0

Fatalities

Meat Segment

0

2023 target: 0

Aquaculture Segment

0

2023 target: 0



0.96

Accident rate (per 100 employees).

Meat Segment

0.83

2023 target: 0.83

Aquaculture Segment

1.29

2023 target: 1.16



42

Average number of days lost due to work-related accidents.

Meat Segment

56

Aquaculture Segment

20



0.06

Occupational illness rate (per 100 employees).

Meat Segment

0.04

2023 target: 0.03

Aquaculture Segment

0.09

2023 target: 0.04

Learn more about our Occupational health and safety indicators in chapter 12.



## Health and Safety Policy

As part of our core values, we are committed to protecting the life and integrity of the people who work in our facilities every day.

Therefore, we identify, evaluate and control the risks present in the activities carried out. This is done through participative, systematic, programmed and ongoing actions in compliance with the current occupational health and safety legislation and regulations.

To achieve this, we have a team of people who have been trained in an environment of continuous education and improvement.



## → Occupational Health and Safety Management System

Agrosuper has an Occupational Health and Safety Management System -based on the ISO 45.001 standard- which includes the legal requirements related to the care of people and other issues related to production processes.

This system is implemented across all operations and covers all our employees, contractors and suppliers.



### SIGAS-based programs

(Agrosuper Management System - Sistema de Gestión de Agrosuper)

- Meat Segment

Our Management System is assessed annually through internal and external audits, which measure the following criteria:

- 1 Proactive assessment of occupational health and safety hazards and risks.
- 2 Effective health and safety program that seeks to prevent accidents and illnesses.
- 3 Effective operational controls for OHS hazards and risks.
- 4 Joint Committee implementation.
- 5 System for reporting OHS incidents, hazards, risks and opportunities.
- 6 Control of changes in processes that affect OHS performance.

To ensure basic conditions in the workplace and efficiently manage emergency situations, we have the Agrosuper Daily Management (Gestión Diaria de Agrosuper - GDA) and meetings at the beginning of each shift to address and resolve situations related to health and safety, quality and productivity that may have arisen during the workday.



### Pillars that promote a safe work environment

- Aquaculture Segment

Our main objective is to foster awareness and practices that promote a safe working environment.

- 1 Active prevention.
- 2 Efficient response.
- 3 Ongoing training.
- 4 Evaluation and continuous improvement.

To measure our progress and the effectiveness of our initiatives, we rely on two key indicators: accidents and incidents.



## → Preventing health and safety risks at work

### Main initiatives to prevent health risks at work

#### Occupational health for workers on offshore farms

At our offshore farming facilities, we have specialized occupational health and safety teams. They conduct periodic visits to address the risks associated with these locations. Preventive activities are part of a corporate work plan and include risk assessments, development of procedures, safety training, inspections and observations, vessel audits, as well as verification of emergency devices.



#### Health care in the work place

The role of the ergonomics teams in the Meat Segment is key to the people care strategy. Teams trained in identifying and assessing the relationship that exists between the individual, the work activity and the organizational system components. Analyzing this relationship allows us to work together towards creating healthy work environments, safeguarding the quality and efficiency of our production processes. In the Aquaculture Segment, we have a corporate-level subdivision with production and industrial managers, and technical leaders. In regional operations, there are area managers and direct work teams with process owners who lead occupational health and safety by providing advice and activities to create safe work environments.



#### Identification, assessment, monitoring and mitigation of operational risks

In the Meat Segment we have a process to identify sources and/or situations that may be present in our operations and that could cause accidents or occupational illnesses. We use identification techniques and qualitative and quantitative evaluations of exposure, according to each case, generating provisions that allow us to mitigate or eliminate these potential risks to ensure the overall health of our employees. In the Aquaculture Segment, we conduct environmental assessments and use monitoring devices to manage respiratory risks.



#### Formal channels for communicating occupational hazards

In both sectors we have Joint Hygiene and Safety Committees who identify and channel possible hazards. We also have notification inboxes, dialogue tables and meetings to review hazardous situations and propose improvements, as well as digital platforms that receive anonymous reports.



In addition to this, employees can report through unions and internal protocols, ensuring effective and participatory communication on occupational health and safety issues.

#### Joint Hygiene and Safety Committee

In both segments this committee is in charge of guaranteeing the use of protective equipment, supervising compliance with prevention, hygiene and safety measures, and investigating the causes of occupational accidents and illnesses, among other matters.

This Committee is based on Supreme Decree 54 of the Labor Ministry, which details its functions, responsibilities and characteristics, serving as a reference for the work programs.

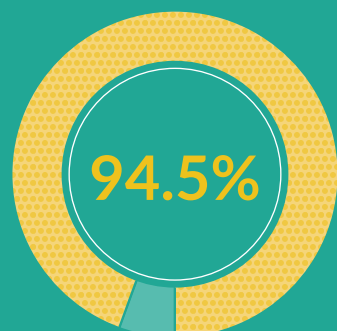
**57** Joint Hygiene and Safety Committees in total.





# Training and Development

**1,097,554** hours of training.



of the workforce trained.

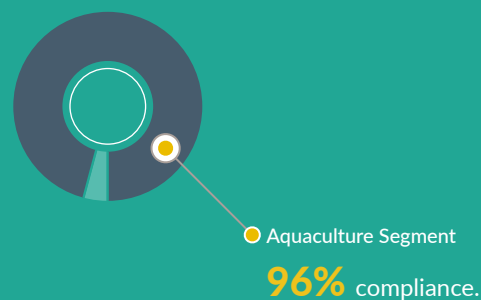
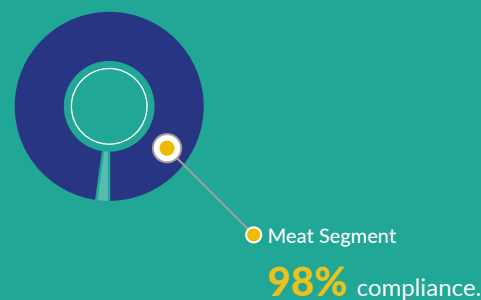
Meat Segment: 607,342 hours  
Aquaculture Segment: 490,212 hours

Meat Segment: 94.9%  
Aquaculture Segment: 93.6%

**US\$ 3,380,595**  
Investment in training.  
0.1% of income in 2023.

Meat Segment: **US\$ 2,010,848**  
Aquaculture Segment: **US\$ 1,369,747**

## Progress with training goals 2023 Training program coverage



Learn more about our training and education indicators in chapter 12.

We promote continuous learning so that our employees can develop the necessary skills to perform their work and grow in the company.



## Strategic priorities



Leadership.



Operational excellence.



Digital transformation.



Training programs are designed according to the employee's life cycle. They address issues related to technical skills, behavior and overall well-being and follow the development and career path of our employees enhancing self-management and promoting team development leaders.

Additionally, in 2023 we focused on leadership roles playing the part of mentors in order to transmit technical and cultural knowledge specific to the business.



## → Main training courses 2023

• Meat Segment

• Aquaculture Segment

78%

participation  
(2,694 participants).

92%

satisfaction.

78% approval  
rate on digital  
survey.

joining in with Digital Transformation

524

number of people who  
participated in the  
program.

Training program for operators

1,292

number of  
people who  
participated in  
the program.

98%

satisfaction.

Moving towards a more inclusive  
culture

555

number of people who  
participated in the  
program.

Career Development Program - Aysén  
Region

67%

participation  
(856 participants).

Agrosuper Leadership Program





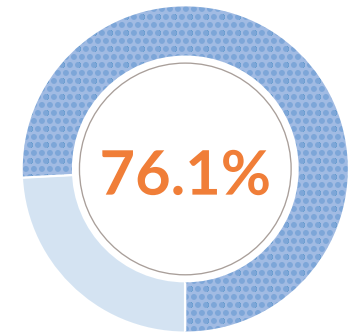
# Performance management

At Agrosuper we promote a culture that fosters the holistic development of people and teams in order to contribute to the strategic challenges of the organization.

To achieve this, we have developed an Integrated People Management Model that aims to maximize the performance of our employees, ensuring identification, development, projection and loyalty, while promoting a favorable experience and good working environments.

Learn more about our performance assessment indicators in chapter 12.

**14,697** employees received performance assessments.



of the workforce had their performance assessed.

• Meat Segment	• Aquaculture Segment
<b>11,408</b>	<b>3,289</b>

• Meat Segment	• Aquaculture Segment
<b>100%</b>	<b>56.5%</b>



## Areas of management

### Business objectives

Aligned to the company's strategy and linked to the challenges of the employee's role and business area.

### Competencies model

For the non-operating segment, we have a model of 18 competencies derived from our three pillars: always do things better, spirit of growth and development, and enjoy life. For the operating segment, we assess two types of competencies: behavioral and functional, according to the type of position and the production process.

### Enabling goals

This includes challenges related to the company, innovation and sustainability which are only defined for the leaders of the organization.



## Assessment models

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

Maximizes employee performance by defining objectives and identifying development and deployment levels of competencies in the non-operating segment.

### Individual Performance Management (Retroalimentación del Desempeño Individual, RDI)

Measures the development and deployment levels of functional and behavioral competencies.

### Grow-out Performance Management (Gestión del Desempeño en Engorda -GDE)\*

Evaluates the performance of the workers at the farming center, according to the opening and closing of the center, applicable to the employees in these areas.

\*Only applies to the Aquaculture Segment.

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







### Milestones for 2023:

#### • Meat Segment



Principal results for 2023:  
**77** eNPS  
**26%**  
Internal mobility of the mentoring program participants.

#### Mentoring Program 2023

Its purpose is to contribute to the strengthening of our culture in the new generation of leaders, seeking to enhance their professional careers through internal mentors transferring their experience and the seal of our leadership.

Our culture and values are transferred through close and practical experiences, generating networks with the new generation of leaders.



#### Development plans

These allow for the mobilization of an individual's ongoing performance through the development of competencies and preparing for current and future challenges. The latter are associated with the quality of the process and seek to impact employees' performance, moving them towards the path to self-management.

#### • Aquaculture Segment



Principal results for 2023:  
**100%**  
Implemented in RDI and GDI assessments.

#### Mentoring Program 2023

We implemented an internal system for assessing performance on our Mi Mundo Aqua platform.

All eligible employees were assessed through this system.



Principal results for 2023:  
**100%**  
Implemented in our selection processes.

#### AquaChile's updated Competencies Model

This is the core component of our people management and directly impacts the business through recruitment and selection processes, performance management and leadership.

There are 30 competencies that are grouped into four categories: soft skills, interpersonal skills, business skills and leadership skills.





## → Internal mobility

We want Agrosuper's talent to take on new challenges within our company, which is why we contribute to talent attraction and retention, as well as to the development of a good working environment.

This is why we have our Internal Mobility Process that seeks to improve the visibility of the opportunities for growth and development that exist within the company.

The feedback to internal employees who were not chosen in a selection process and the strengthening of the role of leaders as developers of people and work teams are among the accomplishments of 2023.

### People promoted in 2023

**495**

total employees with internal mobility.

• Meat Segment

**369**

• Aquaculture Segment

**126**



#### Horizontal mobility

**55** employees.

• Meat Segment

**11**

• Aquaculture Segment

**44**



#### Vertical mobility

**440** employees.

• Meat Segment

**358**

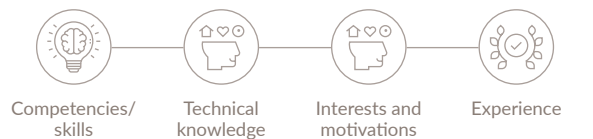
• Aquaculture Segment

**82**

### Succession Plans

We are convinced that having a robust succession plan is a key strategy to ensure continuity and stability in our organization, especially in leadership roles.

#### Factors we take into consideration upon identifying the nominee



#### Talent identification

We use 9Box\* to assess and classify our employees based on their performance and potential. This method involves a matrix that considers current and potential performance, supported by predictive tools that allow us to make objective decisions.

#### Talent pool

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

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

We identify areas of interest during the performance management process in order to have the relevant information to execute internal mobility.

\*Methodology that measures employee performance, based on their objectives, goals and competencies.



# New talent

Our goal is to continue to nurture Agrosuper with talent that wants to grow and develop in the company. We seek to ensure a process of excellence that allows future collaborators to get closer to the company through memorable experiences that reflects our culture and values.

In line with the digital transformation, in 2023 we fostered the use of predictive tools that allowed us to strengthen the recruitment and selection process as well as to identify motivational and behavioral tendencies. This allowed us to more rapidly validate candidates' fit to the positions to be filled and have concrete elements to work with from the beginning of the working relationship, thereby maximizing employee skills together with enhancing their performance and development.

 **2,825**  
rate of new hires 2023.

 **19.2%**  
turnover rate 2023.

Learn more about our attracting talent and new hires indicators in chapter 12.



## Attraction Model Pillars

• Meat Segment

### Discover

Activities aimed at connecting with young talent in the final stage of their studies, introducing them to the organization and its distinctive attributes in order to identify their real interest in growing and developing in Agrosuper.

### Alimentamos tu Talento (We feed your talent)

Programs that seek to bring real work experiences from Agrosuper to students in target hiring segments. Among these programs are the Professional Internships Program for university students and the Coop Internship Program where we work with technical high schools.

### Come join us

Communication initiatives that allow us to approach candidates from target segments and connect with them from our culture and values.



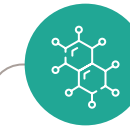
## Milestones for 2023



• Meat Segment

### Escuela Process

The objective is to ensure the timely incorporation of an operator, facilitating their early integration and adaptation. This also helps to foster their commitment and sense of belonging, developing initial competencies to perform adequately, therefore increasing productivity and permanence.



• Aquaculture Segment

### Engagement Plan 2023

This includes attracting talent through planning and carrying out of diverse activities with each entity relevant to our communities and our business.

We carried out more than 130 activities with over 30 institutions that impact attraction in all our segments.



• Meat Segment • Aquaculture Segment

### CPC-INACAP collaboration in Cauce Program Fostering the development of technical high school education

This seeks to promote the comprehensive education of students in technical-professional high schools through the connection with our attributes and the creation of opportunities promoted by companies for high schools in their areas.

In 2023 we worked with local institutions where we developed outreach activities in which students, teachers and board members had the opportunity to connect with the business world.

## Awards and accolades

• Meat Segment

### Universidad de Chile HR network

We were recognized for creating initiatives that seek to improve the experience of attracting, selecting and retaining talent. We were also honored for using highly predictive scientific methodologies in the different people management processes.

• Aquaculture Segment

### FirstJob Best Internship Experiences

Out of a total of 115 organizations, we were recognized as one of the top 40 companies rated nationally by interns, and the only one in the industry and in the south of Chile to occupy this position.



# Workplace environments and benefits

At Agrosuper, the management of collaborative and safe work environments is essential to guarantee a positive and productive experience for our employees.

That is why we implement a comprehensive listening model that includes surveys and organizational pulses to constantly assess and improve the work environment.

Our commitment to transparency and continuous action is reflected in our collaboration with team leaders to implement focused plans, ensuring a collaborative, committed environment aligned with our values.

**85%**  
employee satisfaction.



- Meat Segment **84%**
- Aquaculture Segment **86%**



average eNPS in 2023 vs. 2022.

- Meat Segment **+50 points**
- Aquaculture Segment **+54 points**

*This indicator is measured on a scale from -100 to +100 points.*

**94.1%**  
of employees surveyed.



- Meat Segment **94.9%**
- Aquaculture Segment **92.4%**

*Learn more about our working environment indicators in chapter 12.*





# → Initiatives to promote good working environments

## • Meat Segment



### Listening Model

This gathers employees perceptions at the different stages of their work life cycle.



### Organizational pulse (thermometer)

Every November we carry out an organizational pulse (thermometer), which allows us to identify the progress of the Work Environment Plan addressed through different fronts. The 2023 results reveal that the main employee experience indicator, measured by the Employee Net Promoter Score (eNPS), remained unchanged at 50 points overall.



### Working Environment Survey

At the beginning of the year we carry out this survey of 100% of our employees. This allows us to promote the timely management of results with a focus on strengthening, enhancing and/or improving those relevant factors identified, seeking to ensure collaborative and productive work environments, with high levels of commitment and leadership aligned with our culture and values.

### Management lines 2023



## • Aquaculture Segment



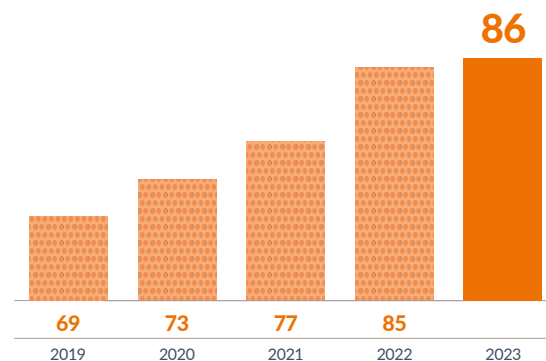
### Climate management: Great Place to Work

Between July and August we applied a pulse to obtain information on our progress in these matters, and in November we carried out a second company-wide survey. Both are performed by the external company Great Place to Work.

Following the results, each segment owner leader must create an action plan focused on improvement opportunities, within the scope of the team, which will be followed up and monitored throughout the year.

Given the results of climate 2022, we defined a cross-cutting company-wide goal of 85%.

### Great Place to Work results



## Work-family balance

# 7.7%

Employees who have opted for teleworking or flexible working agreements.



• Meat Segment

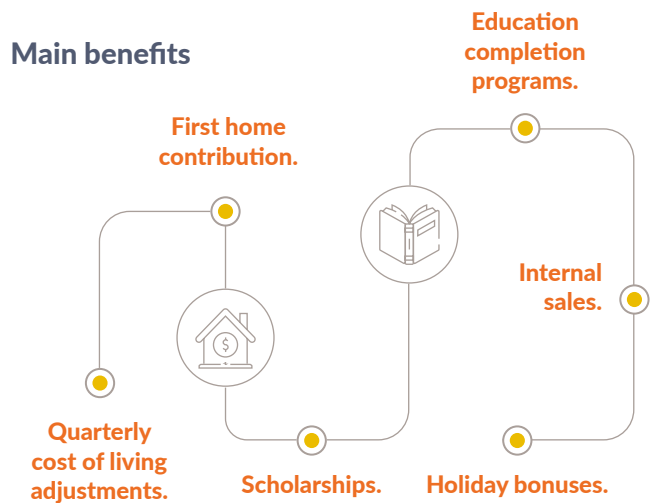
## 8.7%

• Aquaculture Segment

## 5.3%

Learn more about our flexible working indicators in chapter 12.

## Main benefits



Learn more about our benefits indicators in chapter 12.

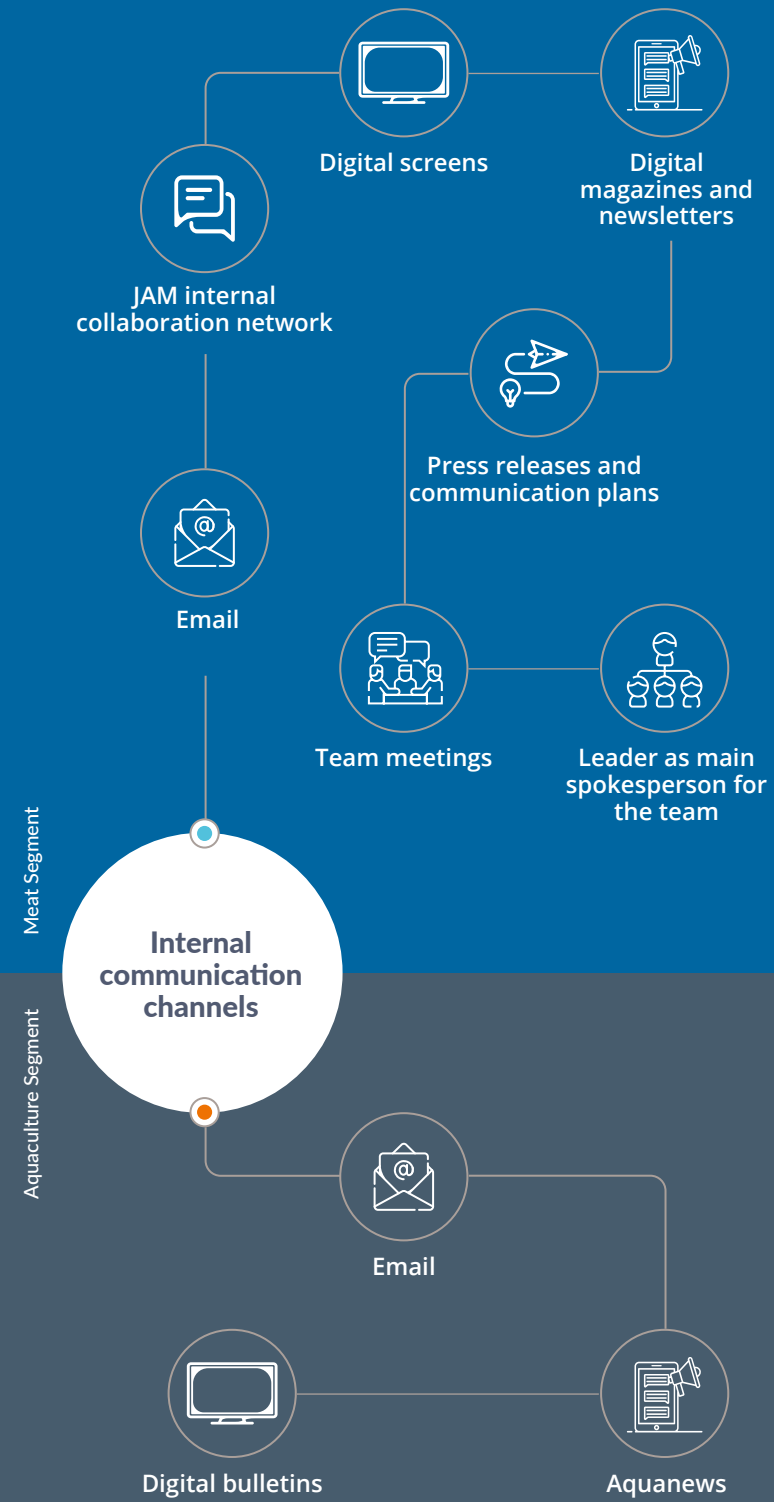
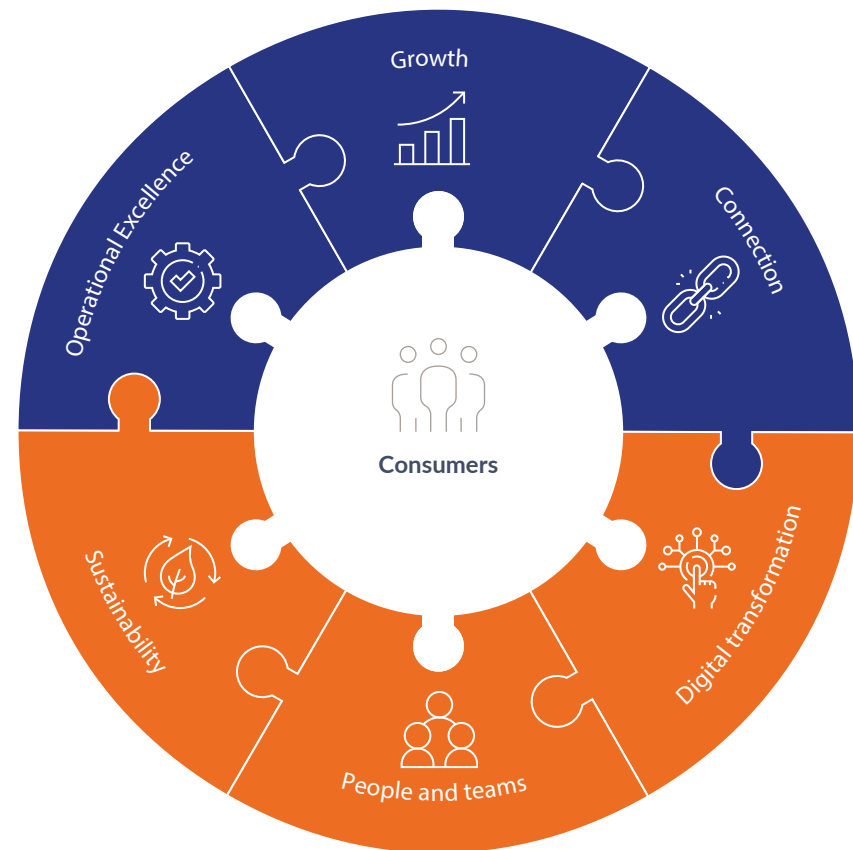




# Connection and alignment

Our internal communications are aligned with our strategic challenges, reinforcing our focus on the consumer as well as employee commitment and experience.

## Communication focus areas







# 5,258

Monthly average number of employees logging in to digital internal communications platforms.



• Meat Segment

**6,516** logins to JAM.

• Aquaculture Segment

**4,000**

# 130,450

Average monthly number of digital magazine visualizations.



• Meat Segment

**260,000**

• Aquaculture Segment

**900**

# 68

Total number of digital magazines published in the year.



• Meat Segment

**45**

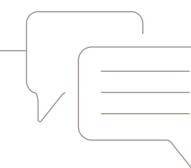
• Aquaculture Segment

**23**

Learn more about our internal communication indicators in chapter 12.

### Initiatives to improve communication and coordination between areas

- Meat Segment
  - Informative in-person meetings**  
Teams meet periodically to enhance active listening and connection between people.
  - Informative videos**  
Communication of the focus areas and challenges of each business unit and of the company.
  - Talks**  
Each unit meets in person to raise relevant issues and promote improvements. By doing so, we encourage active listening within the teams.
  - Communications plans**  
The objective is to respond to the challenge of keeping our employees informed about the important issues of the company.
  - Quarterly alignment connection**  
Messages from the CEO on the company's main areas of focus.
- Aquaculture Segment
  - Informative meetings**  
The CEO's half year analysis and main challenges for the company and the industry.





# 07



## Committed to our neighbors

Community  
engagement.

Projects with  
communities and  
impact on local  
growth.

Local  
jobs.

Our support  
in emergency  
situations.

Committed to  
caring for our  
environment.



# Community engagement

Learn more about our community engagement indicators in chapter 12.

**47**  
districts where Agrosuper operates.

*Since our company was founded we have sought to generate ties based on listening and trust with the neighboring communities where we have production facilities, in order to incorporate their perspective into our daily work.*



**307,048**

social program beneficiaries.



Meat Segment

**231,013**

Aquaculture Segment

**76,035**

We develop community relations with a highly qualified and committed team that has a holistic vision of the company and seeks to generate genuine ties with the community.

**909**

social program beneficiary organizations.



Meat Segment

**488**

Aquaculture Segment

**421**



**US\$ 3,744,562**

contribution to social programs.

**US\$ 2,063,479**

social contribution.



# Projects with communities and impact on local growth

We have four pillars for carrying out this task: Entrepreneurship, Local Development, Education and Healthy Lifestyles.

These four pillars are the basis for the relationships we establish with communities, allowing us to connect with our neighbors and create partnerships with organizations, institutions and local governments to benefit the inhabitants of the 47 municipal districts where we are present.



## Entrepreneurship

Contribution  
**US\$ 639,005**

Beneficiaries  
**154,979**

• Meat Segment 153,617  
• Aquaculture Segment 1,362

Organizations benefiting  
**268**

• Meat Segment 251  
• Aquaculture Segment 17



## Local development

Contribution  
**US\$ 713,869**

• Meat Segment US\$ 356,994  
• Aquaculture Segment US\$ 356,875

Beneficiaries  
**108,111**

• Meat Segment 60,093  
• Aquaculture Segment 48,018

Organizations benefiting  
**277**

• Meat Segment 89  
• Aquaculture Segment 188



## Education

Contribution  
**US\$ 2,146,923**

Beneficiaries  
**10,464**

• Meat Segment 2,425  
• Aquaculture Segment 8,039

Organizations benefiting  
**105**

• Meat Segment 12  
• Aquaculture Segment 93



## Healthy lifestyles

Contribution  
**US\$ 244,765**

• Meat Segment US\$ 113,067  
• Aquaculture Segment US\$ 131,698

Beneficiaries  
**33,494**

• Meat Segment 14,878  
• Aquaculture Segment 18,616

Organizations benefiting  
**259**

• Meat Segment 136  
• Aquaculture Segment 123



## → Partnerships

Through ties with different institutions and organizations, we are able to carry out programs, initiatives and projects to promote the development of our neighboring communities.

### • Meat Segment



The Amulén Foundation



Emprende tu mente



Fútbol Más



The La Semilla Foundation



Huella Local Foundation

### • Leveraging public funds

Together with Fundación Huella Local and the Municipality of San Pedro, we participated in a local development roundtable Convergencia para el Desarrollo Local, a collaborative event where we designed different infrastructure and equipment projects to be implemented through public funding awards. This initiative has made it possible to multiply -by almost 13 times- the economic contributions for the execution of these projects, thanks to a system of leverage from the Metropolitan Regional Government, which in the last four years has approved the financing of a total of ThUS\$ 1,124.

Principal achievements in 2023

Donation of **US\$ 86,640**

### • Aquaculture Segment

#### • Partnership with Huella Local Foundation

We participated in local development roundtables in underdeveloped zones in the Los Lagos and Cisnes municipal districts. Contributions to the foundation allow us to accelerate public investment projects for infrastructure that is important to the communities.

**US\$ 30,780**  
investment in 2023.

**8,160**  
beneficiaries.

**2**  
municipal districts benefiting.

**11**  
organizations benefiting.

#### • Partnership with América Solidaria

In 2023, we contributed to the implementation of programs by América Solidaria to support children and adolescents from schools in the Puerto Natales municipal district. In addition, we requested a diagnosis of the situation of minors in the town of Puerto Edén, located in the same municipality.

**Actuator Program**

**3**  
schools.

**256**  
participating students.

**53**  
actions for change identified.

**Youth Dialogue Program**

**43**  
participating youth.

**Local diagnosis of children and adolescents in Puerto Edén**

**55**  
interviewees.

**28**  
initiatives to improve quality of life.



## → Entrepreneurship

We want to strengthen social organizations and businesses so they can drive development in their local areas.



### ★ SUCCESS STORY

Alliance with



## Capital Emprendedor

• Meat Segment

Through this initiative, we seek to enhance the skills of entrepreneurs through training, mentoring and the provision of capital for their businesses. Thanks to an integrated approach, we provide continuous support and follow up on business development.

**US\$ 294,449**  
investment in 2023.

**350**  
beneficiaries.

### Recognition of Agrosuper by Sercotec

In 2023, the Sercotec Business Center in Rancagua highlighted the work carried out at Agrosuper through our Entrepreneurial Capital program. The latter was recognized as one of the main public-private strategic alliances allowing for optimal entrepreneurial management in the O'Higgins Region.

### ★ SUCCESS STORY

Alliance with



## Fondo Vecino ("Neighbor fund")

• Meat Segment

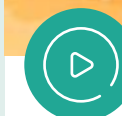
This competitive funding grant is aimed at strengthening the operational conditions and management of social and educational organizations.

**US\$ 242,963**  
investment in 2023.

**25**  
municipal districts.

**152,949**  
beneficiaries.

**152**  
projects benefited from the program.



Click here to see the testimonial of one of the winners.







• Meat Segment



**Wanaku.**

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

During 2023, we implemented a pilot program so that 30% of the female students could take a basic course in entrepreneurship, business and the use of social networks.

**US\$ 13,680**  
investment in 2023.

**38**  
beneficiaries.

**95%**  
women graduated.

• Aquaculture Segment



**Impulsa AquaChile**

In 2023, we launched this program that seeks to bring together professionals and technicians from AquaChile with local entrepreneurs in order to design a work plan aimed at improving the outcome of the business and execute an investment plan financed by the company.

**36** professionals from AquaChile supported **14** local entrepreneurs.

**US\$ 21,090**  
invested.

• Aquaculture Segment



**Suppliers and Entrepreneurs Fair Aysén and Magallanes**

In May and November, we held two events for suppliers and entrepreneurs in Puerto Aysén and Puerto Natales in order to stimulate local economies and increase the participation of regional companies in our value chain.

**1,500**  
participants.

• Aquaculture Segment



**Training Program**

In order to contribute to the development and training of our neighbors, we offered several courses based on the needs observed in the areas.

**US\$ 62,995**  
invested.

**16**  
training in 2023.

**250**  
people benefiting.

**16**  
organizations benefiting.





## → Local development

We carry out initiatives to promote social, economic, cultural and environmental development, contributing to the progress and growth of neighboring communities.

**US\$ 713,869**  
contribution to local development programs.

**108,111**  
beneficiaries.

**277**  
organizations benefiting.



★ SUCCESS STORY

Alliance with  
**amulén**

### Impulsa Agua

• Meat Segment

Competitive funding grant that seeks to provide water solutions to neighbors in rural communities. This is achieved through the implementation of improvements in the operation of the Rural Health Services (Servicios Sanitarios Rurales- SSR) and training for their administrative staff, allowing us to ensure the quality, quantity and continuity of water.

**US\$ 205,613**  
Investment in 2023.

**42,122**  
beneficiaries.

**39**  
improved Rural Health Services (SSR).

Benefits for Rural Health Services (SSR).

- Change of water mains.
- Change of water tanks.
- Coating and protection for the well.
- Delivery and installation of a generator.



Click here to learn more about the impact of this program.





• Aquaculture Segment



**Internet Starlink in isolated areas**

We installed a Starlink antenna offering free, public, highspeed internet in Puerto Edén, Magallanes Region. This action is part of our project to "illuminate" remote areas, providing quality connectivity to communities that until now were isolated.

Towns benefited

- Melimoyu - Cisnes.
- Puerto Gala - Cisnes.
- Puerto Aguirre - Aysén.
- Repollal - Melinka.
- Puerto Edén - Natales.

• Meat Segment



**Inauguration of the San Pedro Sur water well project**

We contributed to the construction of a well in the Corneche sector for the San Pedro Sur project, an initiative that will supply drinking water to five rural health services in the San Pedro municipality.

**US\$ 74,100**  
invested.

• Meat Segment



**Recovery of public spaces**

By applying for competitive funds, neighboring communities can improve the infrastructure of their surroundings and recover unused common spaces.

**US\$ 29,640**  
investment in 2023.

**7,500**  
beneficiaries.

**7**  
organizations  
benefiting.

In alliance with **La Semilla Foundation**.

• Aquaculture Segment



**AquaChile competitive funds**

Through this program, we provide funding of up to US\$1,140 to social organizations that wish to carry out community initiatives related to sustainability, healthy living, equipment and infrastructure, among others.

**US\$ 44,253**  
investment in 2023.

**9,338**  
beneficiaries.

**460**  
applications.

**36**  
winning projects.

• Meat Segment



**Circular Economy Program Biofertilizer**

We support local agriculture through the provision of biofertilizer, a soil enhancer with great nutritional value, made from the treatment of pig slurry, which enables our neighbors to have higher crop yields.

In alliance with the **San Pedro, Las Cabras** and **La Estrella** municipalities; and **Indap's Local Development Program**.

• Meat Segment



**Circular Economy Program Biofeed**

We contribute to the circular economy of the livestock sector by providing, free of charge, biofeed: processed turkey guano that serves as a feed supplement for the animals, allowing farmers to save more than 60% on the cost of rations.

In alliance with the **Zapallar, Putaendo**, and **Cabildo** Municipalities.

• Aquaculture Segment



**Inauguration of the Río Maullín educational park**

Together with the Puerto Varas Municipality, we opened to the local community the first stage of the new Maullín River educational park. The park is located in the Maullín River Nature Sanctuary. This area features improvements to part of the riverbank, with areas set aside for fishing, observation and nature walks.

**US\$ 18,878**  
investment in 2023.

**3,290**  
beneficiaries.

**20**  
organizations  
benefiting.





# → Education

We are firmly committed to the education of children and youth in the towns where we operate.

**US\$**  
**2,146,923**  
Contribution to educational programs.

**10,464**  
beneficiaries.

**105**  
organizations benefiting.



## ★ SUCCESS STORY

### Los Cipreses school

• Meat Segment

Since 2002, the Agrosuper Foundation has provided free quality education to more than 1,000 students at Los Cipreses School, located in the town of Lo Miranda.

With 22 years of experience and 12 graduating classes, more than 95% of its alumni are currently studying or have a degree.

**ThUS\$ 1,835**

Investment in 2023.

**1,040**

students benefiting.

**21 years.**

delivering quality education to children and youth in the O'Higgins Region.



#### Four students from Los Cipreses school achieved the maximum score in the Higher Education Access Test (Prueba de Acceso a la Educación Superior)

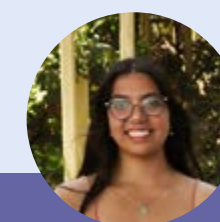
Four students obtained 1,000 points in the Higher Education Access Test (PAES), maths I test, double the number achieving the maximum score in 2022.

Tamara Gaona, Vicente Viera, Leandro Garrido and Franco Rojas were among the more than 40 students from the O'Higgins Region who achieved this score.



“ It was a joy I had hoped for. I have to thank all the teachers at the school for doing their part to help me achieve this, not only from the point of view of the subjects, but also in terms of personal support.”

**Leandro Garrido León**  
Maximum score in Mathematics 1



“ I've been at Los Cipreses since pre-kindergarten, which means I've been at the school practically my entire lifetime and it's exciting to achieve a score that I've been hoping to get ever since I became aware of the importance of this test.”

**Tamara Gaona López**  
Maximum score in Mathematics 1



“ This achievement brings enormous joy to the school, as it's proof of the work that we're building up and also, of a level of expectation that goes hand in hand with a lot of love.”

**Érika Pino**  
Vice Principal  
Los Cipreses school



Watch the testimonials of the outstanding students in the following video.

Our best wishes for their future success go to all the students of the school as they enter this new stage in their lives!





• Meat Segment



**Fútbol Más**

The purpose of this program is to promote healthy scholastic relations and enhance the socio-emotional development of children and youth through games and sports.

**US\$ 177,358**  
investment in 2023.

**1,366**  
beneficiaries.

**11**  
organizations  
benefiting.

In alliance with **Grandes Valores Foundation**.

• Aquaculture Segment



**Scholarships program**

We implemented initiatives that support the continuation of the studies of students living in Hornopirén (Los Lagos), Melinka (Aysén) and the Magallanes Region.

**US\$ 36,765**  
investment in 2023.

**119**  
beneficiaries.

**13**  
organizations  
benefiting.

• Meat Segment



**Niños Power**

With this program we seek to contribute to the social development of preschool children in rural communities, through personalized classes for each participating family in order to enhance their cognitive and emotional development.

**US\$ 13,680**  
Investment in 2023.

**19**  
beneficiaries.

**95%**  
of the participating families completed the program and their children graduated.

In alliance with **Familias Power Foundation**.

• Aquaculture Segment



**Ecological Train**

In order to promote the circular economy, we work together with the local company Reciclajes Martino so that students from the schools of Puerto Aysén and Puerto Chacabuco recycle waste from their homes and it is collected by the well-known "Ecological Train".

**US\$ 20,520**  
investment in 2023.

**6,000**  
beneficiaries.

**24**  
organizations  
benefiting.

• Meat Segment



**La Estrella School**

Thanks to a collaboration agreement between Agrosuper and La Estrella Municipality, La Estrella was able to offer high school classes for the first time with the construction of a new building at the Mónica Silva Gómez School.

With this agreement, 41 young people began their high school education without having to migrate to another municipality to continue their education.

**US\$ 228,000**  
investment in 2023.



SUCCESS STORY

**Starlink:**  
**Connecting rural schools**

• Aquaculture Segment

Since 2021, we have boosted educational equity in rural communities by providing free high-speed internet access in schools. This initiative is fundamental to overcoming geographic barriers and reflects our ongoing commitment to community development. By doing so, we reduce the digital divide, generating a positive impact on students and teachers, creating new opportunities for learning in remote environments.

**US\$ 2,670**  
investment in 2023.

**581**  
beneficiaries.

**5**  
towns benefited.

We continue to reaffirm our commitment to education development and to our neighbors.



Click here to read testimonials from the communities that have benefited.





→ **Healthy lifestyles**

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

**US\$**  
**244,765**  
Contribution to healthy lifestyle social programs.

**33,494**  
beneficiaries.  
**259**  
organizations benefiting.



★ SUCCESS STORY

**Super Sano Program**

- Meat Segment

Designed under the guidelines of the Ministry of Education, this program is aimed at forming healthy lifestyle habits and balanced nutrition in children from 1st to 4th grade. Through interactive and entertaining classes, it instills responsibility and awareness of self-care and self-regulation.

**US\$93,176**  
investment in 2023.

**116**  
educational establishments benefiting.

**12,008**  
students benefiting.

Program validated by the Nutrition and Dietetics career of the Faculty of Medicine of the Pontificia Universidad Católica de Chile.

Since its creation in 2002, Súper Sano has benefited more than **70,000 students** from **18 municipal districts** in the O'Higgins, Metropolitan and Valparaíso regions.



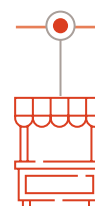
Click here to learn more about this initiative.







• Aquaculture Segment



**Curarrehue neighborhood point of sale**

Because we know that salmon is a protein rich in Omega 3 and, therefore, important for people's diet, we seek to bring our products to neighbors, communities, and collaborators at a preferential price.

Profits from the point of sale are reinvested in social projects in the communities that are part of the commercial partnership.

**US\$ 1,478**  
invested.

**7,489**  
people  
benefiting.

**6**  
organizations  
benefiting.

• Aquaculture Segment



**Children's Soccer Academy**

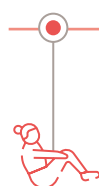
For over 20 years, we have supported this soccer academy—where children between the ages of 5 and 13 participate in twice-weekly training sessions—by providing resources.

**US\$ 9,006**  
invested.

**45**  
children  
benefiting.

**1**  
organization  
benefiting.

• Meat Segment



**Activamente.**

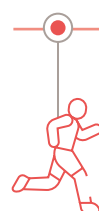
Initiative that seeks to contribute to good physical, mental, and nutritional health in seniors through workshops led by health professionals.

**US\$ 12,539**  
investment in 2023.

**1,870**  
beneficiaries.

**20**  
organizations  
benefiting.

• Meat Segment



**Sopraval Runs**

Together with the districts of La Calera, Nogales, and La Ligua, we organized three sports days to promote physical activity as a family.

**+400**  
participants in La Calera.

**+300**  
participants in Nogales.

**+250**  
participants in La Ligua.

• Aquaculture Segment



**Curarrehue Triathlon Club**

We support children between 6 and 14 years old who participate in the Curarrehue Triathlon Club's competitions by providing them with clothing and sports equipment.

**US\$ 3,334**  
invested.

**11**  
children  
benefited.

**1**  
Organizations  
benefiting.

• Aquaculture Segment



**Mini Salmón Championship**

After a three-year hiatus due to Covid-19, we have resumed this traditional baby soccer school championship that takes place during winter break.

**12**  
clubs.

**36**  
equipment.

**400**  
participants.

**2,000**  
attendees.



# Local jobs

At Agrosuper we are committed to local hiring and the creation of shared value. We therefore prioritize people who live in the locations where we operate, seeking to position ourselves as an employer brand.

**89.7%**  
local employment\*



○ Meat Segment

**91%**

○ Aquaculture Segment

**86.5%**

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

## → Contribution to local employment

### • Meat Segment

According to the results of the SSINDEX 2023, 86% of our neighbors consider us a key player in local procurement, exceeding the average by 16 points.

### • Aquaculture Segment

We have a strong commitment to local hiring and development in the areas where we operate.

We also seek to contribute to the development of these local areas by paying our commercial and aquaculture licenses in those same districts.

Learn more about our local talent attraction indicators in Chapter 12.





# Our contribution during emergency situations

• Meat Segment

## Wildfires in South-Central Chile

In the midst of the forest fires that occurred between the Maule and Los Lagos regions, we delivered food to employees of the National Forestry Corporation (CONAF), supporting those who worked to combat the catastrophe.

**139**  
food boxes delivered in the Ñuble, BíoBío, and La Araucanía regions.

## Flooding in the Central Zone

During the emergency that affected most of the O'Higgins Region during the winter of 2023, we supported our employees and more than 5,000 affected neighbors by providing food and machinery services in direct coordination with the Regional Delegation and the various districts.

**1,678**  
kilos of food delivered.

**5,270**  
people benefiting from food.

We delivered foodstuffs to:  
**19** food kitchens.

## 1+1 campaigns

We invited our employees to show their solidarity with those affected by the natural disasters that occurred during the winter and summer seasons. Through this campaign, Agrosuper matched every peso donated by a person, thus doubling the monetary contribution.

We replicated this initiative for the 2023 Telethon.

**5** initiatives.



## Partnership with Red de Alimentos (food network)

Since 2018, we have contributed chicken, pork, turkey, and processed products to thousands of people in vulnerable situations through the first food bank in Chile.

**+6 tons**  
of foodstuffs delivered in 2023.





# Committed to caring for our environment



● Aquaculture Segment

## Lake Llanquihue Monitoring and Modeling Program

We are implementing this initiative for the third consecutive year, in conjunction with Fundación Chile Lagos Limpios, Innovex, and the Tahoe Environmental Center at the University of California, Davis.

This program, which aims to make environmental and scientific information available in real time, seeks to know and project the condition of the lake and support the discussion of public policies to help manage its ecosystem.

This scientific information was key to launching the Lake Llanquihue Roadmap program in 2023.



Implementation of a hydrodynamic model to understand the behavior of pollutants in Lake Llanquihue.



Coordination of public-private governance to define management actions for the Lake Llanquihue basin.

## → Liaison with indigenous communities

● Aquaculture Segment

### Cuenca del Cabedeña Lof Roundtable

Consisting of AquaChile and six Mapuche communities of Curarrehue, this body seeks, through consultation and collaboration, to carry out local development projects, training, and care for the environment for the direct benefit of 350 families.

An environmental commission operates under the auspices of this committee, which in 2023 visited the Curarrehue fish farm to inform neighbors about the sanitary and environmental management of the facilities.

**US\$ 3,334**  
Investment in 2023.  
**1,750**  
participants.

**6**  
indigenous organizations benefiting.

### Kawésqar cultural rescue

This initiative seeks, among other things, to draw the community of Puerto Natales closer to Kawésqar handicrafts through training and educational workshops.

In addition, in 2023, we supported the participation of Kawésqar communities in the exhibition "Ko Aswál, the Next Day" in Zurich, Switzerland.

**US\$ 8,482**  
Investment in 2023.  
**63**  
participants.

**9**  
indigenous group organizations benefiting.

In southern Chile, we have facilities close to indigenous communities, with whom we seek to build relationships of trust and, at the same time, strengthen ties. This, while being respectful of the native peoples of the area, always ensuring good-faith dialogue.

Along these lines, we ensure that our communities team is highly trained and has a thorough knowledge of the Mapuche, Huilliche, and Kawésqar cultures, which inhabit the four regions where we operate.

We also create spaces for them to participate in our production chain, developing cultural rescue and local development initiatives.

### Kawésqar excellence scholarships

For the third consecutive year, we awarded education scholarships for elementary, middle, and high school students, as well as training courses for children and members of Kawésqar communities.

**US\$ 1,020**  
Investment in 2023.  
**32**  
beneficiaries.

**10**  
indigenous group organizations benefiting.

### Training Program

In order to contribute to the development and training of our neighbors, we offer courses on different topics, trades, and knowledge based on the needs observed in the territories.

**US\$ 62,995**  
Investment in 2023.  
**250**  
people benefiting.

**16**  
Training  
**16**  
organizations benefiting.



# 08



## In harmony with the environment

- Climate action and climate change mitigation.
- Environmental investments in odor management.
- Energy management.
- Water management.
- Circular economy.
- Biodiversity impact management.



We have developed a production model that includes responsible environmental management. To this end, we are constantly innovating, incorporating technology into each of our processes.

As a company, we have set three objectives for ourselves:



Reducing our carbon footprint.



Optimizing our management and efficiently using natural resources.



Promoting the circular economy.

ThUS\$  
**108,335**  
investment in environmental management.

Odor management



Cumulative reduction of nuisance odors:

- Meat Segment  
**-92.8%**  
Rapel Lake basin 2013-2023.
- **-47.2%**  
33, 2015-2023.
- Aquaculture Segment  
**-95%**  
Pargua 2023.

Water management



**-6%**  
variation in water consumption  
2022-2023.

**2,015.3 ML**  
total reclaimed or reused water.

Packaging and packing



**86.7%**  
of renewable or recyclable material  
in our 2023 containers.

**62.8%**  
products with renewable  
or recyclable packaging.

Energy management.



**45%**  
of our energy comes from  
renewable sources.

**1.8%**  
variation in energy consumption  
2022-2023.

Carbon footprint



**-20,606 ton CO<sub>2</sub> eq**  
Scope 1 and 2 compared to 2022.

- Meat Segment  
**-9.1%**
- Aquaculture Segment  
**+10.8%**

Waste management



**-3.9%**  
variation in waste generation  
2022-2023.

**59%**  
recycled or recovered  
waste 2023.

Circular economy and biodiversity



**1,078,347 m<sup>3</sup>**  
total guano and biofertilizer  
shipped in 2023.

**17,460**  
total hectares (ha) fertilized  
with guano and biofertilizer.

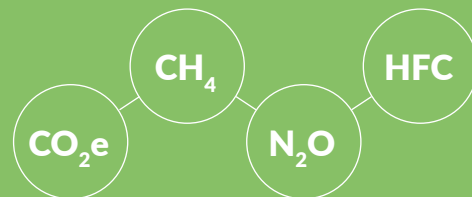
- Aquaculture Segment  
**7 years**  
with no fish escapes (2016-2023).



# Climate and climate change action

In line with our sustainability model, we measure our carbon footprint with a firm commitment to continue working to reduce this footprint and thereby contribute to the protection of our environment.

**5<sup>th</sup>** year in a row measuring our carbon footprint.



gases that apply to our carbon footprint.

Find out more about our environmental indicators in Chapter 12.

**1,865,487** ton CO<sub>2</sub> eq total emissions.

Meat Segment	Aquaculture Segment
<b>696,113</b> tons CO <sub>2</sub> eq	<b>1,169,374</b> ton CO <sub>2</sub> eq

**279,177** tons CO<sub>2</sub> eq Scope 1.

Meat Segment	Aquaculture Segment
<b>214,240</b> ton CO <sub>2</sub> eq	<b>64,937</b> ton CO <sub>2</sub> eq

**110,625** tons CO<sub>2</sub> eq Scope 2.

Meat Segment	Aquaculture Segment
<b>82,829</b> ton CO <sub>2</sub> eq	<b>27,796</b> ton CO <sub>2</sub> eq

## How do we measure our carbon footprint?



## Milestones for 2023

● Meat Segment

**Eliminating coal from our energy matrix**

In May 2023, we ended the use of coal in our energy matrix, eliminating the last coal-fired boiler, located at the Lo Miranda Plant. In its place, we installed a high-efficiency boiler that uses natural gas, which reduced CO<sub>2</sub> emissions and, at the same time, reduced the number of trips made by trucks transporting this fuel.

**-11.5%**  
year-over-year reduction in thermal consumption associated with steam generation in the last quarter of the year.

● Aquaculture Segment

**Increase of Smart M Platform monitoring stations**

This system allows us to monitor critical processes through remote viewing of electricity and diesel consumption at the sea centers, contributing to the reduction of CO<sub>2</sub> emissions.

**52** new stations installed in 2023.

**2.5%** GHG emissions intensity ratio\*.

Meat Segment	Aquaculture Segment
<b>0.26%</b>	<b>4.73%</b>

\* Specific parameter (denominator) selected to calculate the ratio: Scope 1 and 2 emissions per ton processed.

Find out more about our environmental indicators in Chapter 12.





# Environmental investments in odor management

As an integral part of our commitment to sustainability, we evaluate and monitor the externalities of our operations, with a particular focus on nuisance odor emissions.

At Agrosuper, we implement measures to reduce and mitigate impacts on communities by adopting control technologies and integrating sustainable practices into our production processes.

In 2023, in the Meat Segment, we focused on compliance with the Pork Industry Odor Standard. To this end, we made technical, analytical, and economic efforts to calculate the Odor Emission Rate (OER), considering the worst condition of the productive cycles and the slurry treatment systems.

The Aquaculture Segment Feed Plant has a biofilter that reduces the odors generated by the pellet production process by 95%.

## Pond capping

• Meat Segment

In anticipation of the Pig Industry Odor Standard, which will come into force in 2027, we developed and implemented a plan to cover our ponds located in pig production sectors in the Metropolitan and O'Higgins regions.

**-80%**

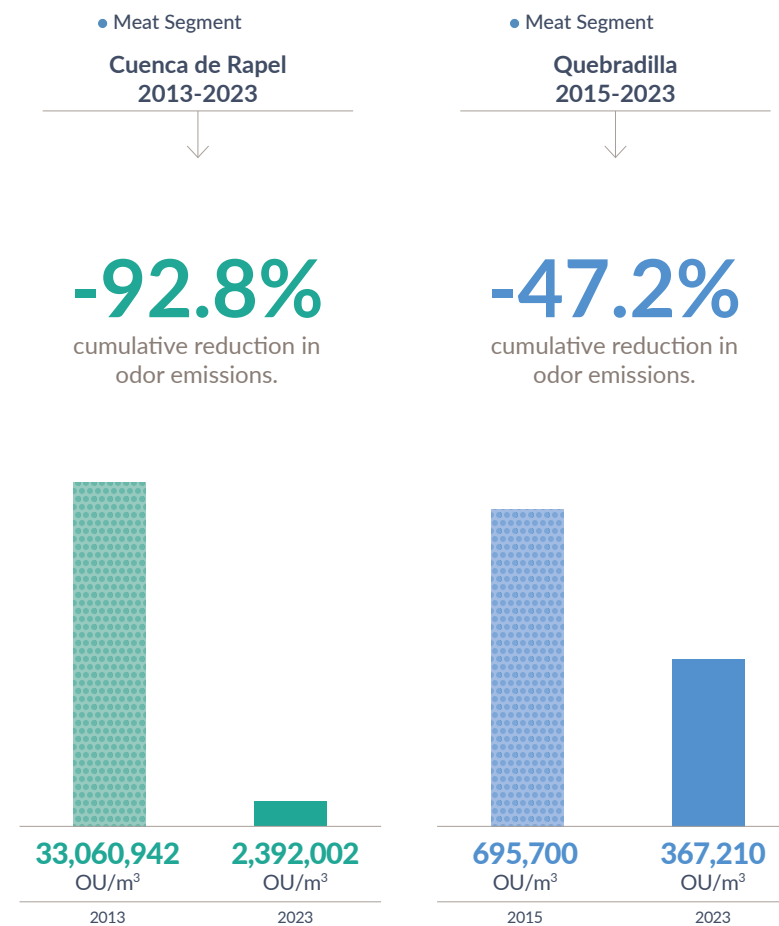
of odor abatement in neighboring sectors.

## Cumulative reduction in odor emissions

• Meat Segment

**US\$ 2,605,582**

total investment in pond capping in 2023.



• Aquaculture Segment

**-95%**

cumulative odor reduction Pargua Feed Plant 2023.

At our Pargua feed plant, we conduct an annual evaluation of odor levels before and after they pass through the biofilter. This instantaneous measurement is performed to ensure that the value exceeds 95% reduction, and thus complies with the established regulations. This practice allows us to demonstrate our commitment to environmental control and odor reduction.



# Energy management

**5,859,228 GJ**

Total energy consumption.



• Meat Segment  
**4,504,420 GJ**

• Aquaculture Segment  
**1,354,808 GJ**

## Feed plants

**878,383 GJ**

total energy consumed.

• Meat Segment **673,141 GJ**      • Aquaculture Segment **205,242 GJ**

## Breeding and farming centers

**2,384,636 GJ**

total energy consumed.

• Meat Segment **1,496,581 GJ**      • Aquaculture Segment **888,055 GJ**

## Industrial

**2,596,209 GJ**

total energy consumed.

• Meat Segment **2,334,698 GJ**      • Aquaculture Segment **261,511 GJ**



At Agrosuper, we continuously explore alternatives to improve energy efficiency in all our process stages. This includes implementing technologies and practices that help us optimize our energy consumption and reduce our environmental impact.

**45%**  
Electric energy from NCRE sources\*.



• Meat Segment      • Aquaculture Segment

**36.1%**  
Energy consumed from the power grid



• Meat Segment      • Aquaculture Segment

\*Non-conventional renewable energy.

Find out more about our environmental indicators in Chapter 12.

In 2023, we implemented the Energy Management System (EMS) to identify and review our consumption in the Animal Production area. The latter is based on the ISO50001 standard and complies with the Energy Efficiency Law, which allows us to contribute to the National Energy Efficiency Plan 2026.

In this line, all our facilities in the Industrial area of the Meat Segment have Energy Management Systems certified under the ISO 50001 standard, as required by Law 21,305, which mandates the implementation of similar systems for all companies with consumption equal to or greater than 50 TCal/year.

We also began a survey and characterization of electricity consumption in the Aquaculture Segment's processing plants.

### Milestones for 2023:

• Meat Segment



#### Rosario Plant heat pump replacement

We replaced the heat pump at the Rosario Plant, which is used to heat water using the heat rejected by the ammonia compression refrigeration system.

**Increased safety** in ammonia facilities and elimination of the use of steam to heat water to 52°C.

**-4.9%**

of specific energy consumption in the plant with respect to the baseline during the last quarter of the year.



# Water management

At Agrosuper, we are committed to responsible water management, focusing on its correct and rational use. To achieve this, we strive to ensure efficiency by implementing innovative technologies that allow us to reduce our consumption and promote the reuse of this natural resource in our facilities.

**8,482.6 ML**  
total water consumption.

**-6%**  
change in total water consumption 2022- 2023.

○ Meat Segment **-1%**      ○ Aquaculture Segment **-54%**

**8,132.6 ML**  
○ Meat Segment  
**350 ML**  
○ Aquaculture Segment

**0.7%**  
total reclaimed or reused water.

○ Meat Segment **12.1%**      ○ Aquaculture Segment **0.03%**

Find out more about our environmental indicators in Chapter 12.

● Meat Segment



**232.2 ML**  
Total water consumption.  
**Feed plants**



**7,378.4 ML**  
total water consumption.  
**Farms**



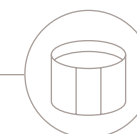
**522 ML**  
total water consumption.  
**Industrial**

In 2023, we enhanced the monitoring of consumption indicators in the different units, targeting initiatives for self-monitoring of consumption and reuse to reduce deep well water withdrawals.

● Aquaculture Segment



**81.7 ML**  
total water consumption.  
**Feed plants**



**0 ML**  
total water consumption.  
**Breeding, fish farming, and farming**



**268.3 ML**  
total water consumption.  
**Industrial**

All the water used in our production processes on land is treated and returned to the respective water courses, thus complying with applicable regulations.

In the case of process plants, we focus water management on minimizing water consumption.





### Milestones for 2023

• Meat Segment



#### Reuse of treated water at the San Vicente Plant

We installed water reuse circuits for washing roads, trucks, waste management areas, and gas scrubbing in abatement systems. This initiative is in addition to those already implemented in this area.

**-6.7%**

reduction in water consumption at the San Vicente Plant (liters/kilo live weight received).

• Aquaculture Segment



#### Desalination system

We implemented a desalination system at the Holleberg fish farm that supplies it with fresh water without using water from the Holleberg River.

In addition, the water desalination plant at the Pargua transfer center for fish farming has been operating since December 2022 and during 2023.

• Meat Segment

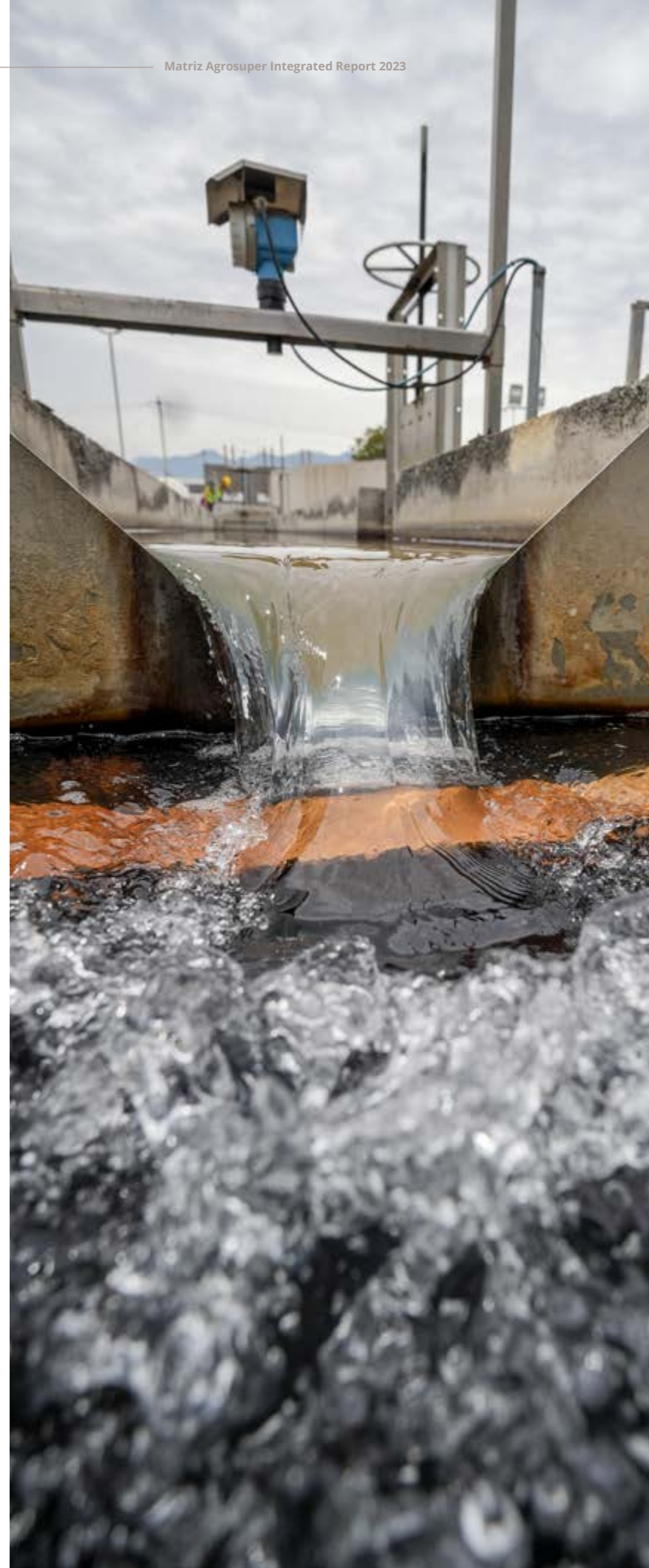


#### Water consumption reduction in process plants

In 2023, we promoted various actions aimed at making a conscious use of water in our process plants. This was achieved through initiatives such as installing a pressure regulating station, creating a working group, and reusing water.

**-10%**

water consumption reduction in process plants.



### Water targets in water-stressed areas

**7,879.3 ML**

total water consumption.

92.9%  
(in relation to total consumption).

• Meat Segment

**7,797.6 ML**

95.9%  
(in relation to total consumption).

• Aquaculture Segment

**81.7 ML**

23.3%  
(in relation to total consumption).

### Total water reused in all zones and those under water stress

**2,015.3 ML**

total water consumption.

24.2%  
(in relation to total consumption).

• Meat Segments

**1,951.5 ML**

24.5%  
(in relation to total consumption).

• Aquaculture Segment

**63.6 ML**

18.2%  
(in relation to total consumption).



# Circular economy

**239,131 tons**  
total waste generated.



• Meat Segment  
**135,262 tons**

• Aquaculture Segment  
**103,869 tons**

Feed plants  
**17,113 tons**  
total waste generated.

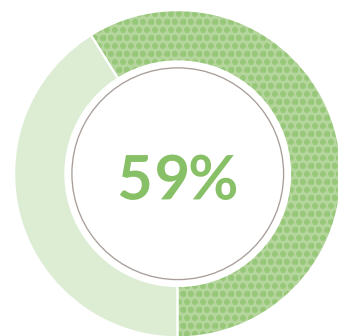
• Meat Segment **12,778 tons**      • Aquaculture Segment **4,334 tons**

Breeding and farming centers  
**81,742 tons**  
total waste generated.

• Meat Segment **50,167 tons**      • Aquaculture Segment **31,575 tons**

Industrial  
**67,960 tons**  
total waste generated.

• Meat Segment **72,316 tons**      • Aquaculture Segment **67,960 tons**



of recycled, recovered, or reused waste.

• Meat Segment **54%**      • Aquaculture Segment **65%**

We ensure that waste is handled properly, from generation to final disposal, applying a strict traceability system throughout the process.

We strictly comply with all regulations related to temporary storage, transportation, final disposal, and declarations as required by the Ministry of the Environment.

Moreover, we raise awareness among our employees about recyclable waste and promote an environmentally conscious culture.



## Processes and/or mechanisms in place to collect and control waste data

• Meat Segment

In Animal Production, we have an environmental management team that maintains full traceability of the waste generated in each facility. They are also in charge of coordinating collections for final disposal by authorized carriers.

Meanwhile, in the Industrial area we regularly weigh the waste generated by category, monitoring behavior through each business unit's sustainability areas.

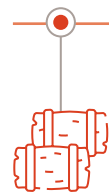
• Aquaculture Segment

At our fish farms, we comprehensively manage various types of waste to ensure responsible environmental practices. In addition, we collect and remove both domestic and industrial solid waste, following established protocols.



Milestones for 2023

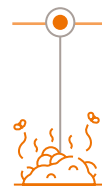
• Meat Segment - Food



**Sustainable use of waste and raw materials in Feed Plants**

We installed baling machines that compact maxisacks and cartons for recycling. In addition, we used the raw materials and organic waste resulting from cleaning the machines and plants as composting material.

• Industrial Meat Segment



**Biomass boiler in Lo Miranda Plant**

We transformed the waste from our process plants into fuel for the operation of this boiler, whose main task is to generate steam.

Along with the project implemented in San Vicente in 2015, this is one of the most important initiatives to reduce the final disposal of slurry from the treatment of ILW from our plants.

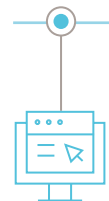
**-55%**

in total waste disposed at Lo Miranda and -95% in slurry (compared to 2022).

**1.57 kg**

of slurry disposed of per ton slaughtered.

• Aquaculture Segment - Farming centers



**Implementation of GTR waste management platform**

In 2023, we implemented the GTR Management platform in all our farming centers, optimizing waste storage, control, and traceability in an intuitive and efficient manner.

**100%**

of salmon fattening centers have implemented the GTR Management.



**Actions taken to prevent the generation of waste and manage its impacts.**

• Meat Segment

**Feed and breeding**

We implemented temporary segregated waste storage areas with the respective sanitary permits. We also carried out environmental training and audits.

**Industrial**

We included returnable containers for the distribution of products in supermarkets.

• Aquaculture Segment

**Feed Plant**

We recycled 100% of the maxisacks from the transfer of raw materials, as well as part of the boiler slag and cardboard. We also reused the pallets used to bring raw materials to the plant.

**Fish farms**

We recycled part of the styrofoam and plastics used in the fish farms in La Araucanía and Los Lagos. We also managed slurry and mortalities to generate compost.

**Farming**

We recycled maxi-bags—used mainly for transporting feed—and some of the tubes, cardboard and plastic bottles, among other materials.

**Industrial**

We have green points in the plants to promote the recycling of cardboard, polystyrene, and plastic bags.





## → Biofertilizer

We produce a soil improver with a high nutritional value from our slurry treatment process, which allows us to increase the productive yields of our neighbors' crops.

**1,078,347 m<sup>3</sup>**

total guano and biofertilizer shipped in 2023.



707.174 m<sup>3</sup>



230.596 m<sup>3</sup>



140.577 m<sup>3</sup>

**17,460**

No. of hectares (ha) fertilized with biofertilizer.

**400**

total number of farmers using guano and biofertilizer.

### Biofertilizer characteristics

#### Physical properties

- Provides organic matter to the soil, improving structure, drainage, aeration, and water retention.
- Prevents soil erosion.
- Recovers degraded soils.

#### Biological properties

- Substance rich in microorganisms, favoring the control of nematodes in the soil.

#### Chemical properties

- Contributes nutrients.
- Improves the capacity for regulation in the face of changes in acidity.
- Helps stabilize changes in soil structure.

#### Environmental advantages

- Valuable for its high organic matter content.
- Circular nutrient economy.
- Improved water use efficiency due to its retention capacity.







# → Sustainable packaging

In line with our sustainability model, we seek to reduce the tons of waste going to landfill. We do this through initiatives such as producing recyclable packaging.

**28,630 tons**

of recyclable or reusable material used for containers and packaging.

86.7%

Meat Segments

Aquaculture Segment

**23,115 tons**

92.9%

**5,515 tons**

67.7%

**62.8%**

of products with renewable or recyclable packaging.

Meat Segments

**95%**

Aquaculture Segment

**30.6%**

### Percentage of products with renewable or recyclable packaging by brand

Meat Segment

**91%**

Super Pollo

**90%**

Super Cerdo

**94%**

Sopraval

**98%**

La Crianza

**94%**

King

**100%**

Super Beef

Aquaculture Segment

**28.3%**

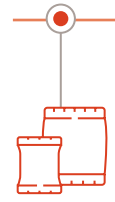
Aqua

**36.6%**

Verlasso

### Milestones for 2023

Meat Segment



#### Decrease in the size of pork containers

We adjusted the packaging to the optimal size of the products, eliminating excess plastic from the Súper Cerdo packaging.

**36 tons** of material removed.

Meat Segment



#### Pilot changeover from cardboard boxes to returnable trays

We developed a pilot project in the north of the country, which seeks to use returnable boxes instead of cardboard in order to promote effective reverse logistics.

In 2023, we achieved a **90% recovery rate**.

**744 tons** of material removed.

Aquaculture Segment

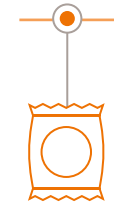


#### Evaluation of eco-designed packaging alternatives

We analyzed improvements in technical, economic, and environmental terms of the cardboard box versus the EPS box and evaluated the implementation of an absorbent pad of lower weight and lower cellulose content, which optimizes storage and transport space, improving its presentation. Finally, we analyzed regulatory compliance and verified the eco-design characteristics of biodegradable bags and covers.

**-24%** of waste generated by changing from the EPS box to cardboard.

Aquaculture Segment



#### Replacement of individual bag with inner pouches in part of fresh produce products

We replaced the single bag with individual "master" pouches, making the packaging process more efficient and reducing product handling and, at the same time, the amount of waste generated.

**5** markets receive the product without a unit bag.

**-63%** of plastic waste generation in direct contact with the product per case.

### REP Law

The Extended Producer Responsibility and Recycling Promotion Law, known as the REP Law, aims to reduce waste generation and promote its reuse, recycling, and other types of recovery by establishing extended producer responsibility and other waste management instruments to protect people's health and the environment.

In line with this, we work together with ReSimple to collect and recover the waste introduced into the market.





# Biodiversity impact management

In our daily operations we strive to be responsible with biodiversity and the environment that surrounds us.

Our ecosystem care management is in line with the indications of each project's environmental assessment.

To date, we have not recorded any cases of failure to comply with national or international biodiversity legislation.

We have had no **fish escapes** for seven years.

## Milestones for 2023

### • Aquaculture Segment



#### Commitment with the government to relocate concessions in national parks

In December 2023, we were part of a public-private agreement to move forward with the exit of aquaculture concessions located in the Isla Magdalena, Laguna San Rafael, and Bernardo O'Higgins national parks and adjacent areas.

Furthermore, as part of the agreement, a roadmap was established to address this and other specific issues, with the aim of continuing to promote the sustainable development and growth of the industry.

#### Management and mitigation of potential significant impacts on biodiversity

##### Construction or use of manufacturing plants

We conduct an assessment of the impact on flora and fauna every time we have to perform an intervention. When necessary, we request permits from the environmental authorities, respecting the measures indicated in such permits.

##### Habitat or protected area restoration programs

In projects that have been submitted to the Environmental Assessment System, we have taken actions to preserve fauna and relocate flora. These interventions have been conducted by external specialists.

Management and monitoring reports are submitted to the Environmental Superintendency.

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

### Critically Endangered

- Sei whale
- Fin whale
- Eskimo curlew
- Leatherback turtle
- Red-yellow basilisk

### Endangered

- Huemul (South Andean deer)
- Darwin's fox
- Southern right whale
- Blue whale
- Rhea
- Marine otter
- Southern river otter
- Darwin's frog
- Aplochiton taeniatus
- Andean goose
- Northern royal albatross
- Antipodean albatross
- Red knot
- Chilean lamprey
- Sea whip
- Common galaxias
- Pink-footed shearwater
- Westland petrel
- Bottlenose dolphin

### Vulnerable

- Humpback whale
- Basilichthys australis
- Helmeted water toad
- Chilean dolphin
- Elephant seal
- Sperm whale
- Olive ridley turtle
- Pudú
- Humboldt penguin
- Kodkod
- Basking shark
- Dusky catshark
- Rufous-tailed hawk
- Kelp goose
- Southern royal albatross
- Snowy albatross
- Grey-headed albatross
- Salvin's albatross
- Austral rail
- Southern giant petrel
- Pouched lamprey
- Catfish
- Hydrocoral
- Odontesthes brevianalis
- Odontesthes mauleanum
- Cheirodon australe
- Common galaxias
- Snowy plover
- Grey gull
- Hudsonian godwit

### Near threatened

- Southern fur seal
- Monito del monte
- Pampas cat

### Least concern

- Guanaco
- Andean fox





# 09



## Biosecurity, quality and safety throughout the production chain

○  
Animal  
welfare.

○  
Biosecurity and health  
in production.

○  
Quality and safety  
throughout the chain.



## → Agrosuper Integral Quality and Food Safety Model

The quality and safety of the food we produce is a fundamental pillar throughout our entire production chain, including every stage, from the preparation of animal feed to the distribution and marketing of the final product.

This commitment allows us to bring products of the highest quality and safety to dinner tables in Chile and around the world, complying with strict international standards, thus guaranteeing the satisfaction of our customers at all times.





# Animal Welfare

At Agrosuper we strongly believe that to guarantee healthy production it is essential to have a responsible attitude towards animals. Thus, we safeguard health, safety and care at every stage of our value chain.

We have a veterinary team that gets involved during the entire production process, always looking after the health of our animals.

We also have a person exclusively dedicated to animal welfare, with the purpose of ensuring compliance with our policy.

During 2023, we focused on reinforcing good animal welfare practices, with the aim of providing and ensuring good animal rearing.

## Work pillars

- Biosecurity.
- Sanitary surveillance.
- Contingency plans.
- Prevention and control.
- Animal welfare.
- Food safety.
- Traceability.



## Animal Welfare Policy

Based on the five freedoms proposed by the World Organization for Animal Health (WOAH) and the regulations laid down by Chile's Agriculture and Livestock Service (SAG), our Animal Welfare Policy provides guidelines on the proper handling and care of our poultry, pigs and salmon.

In this way, we confirm our commitment to animal welfare and zero tolerance of mistreatment, always ensuring responsible production. Compliance with these standards is the responsibility of all our employees, suppliers and contractors, and governs each and every one of our facilities.

This policy is available on our website, internal health and safety regulations, and also in our internal communication channels.



Agrosuper Animal Welfare Policy.

## Five freedoms according to the World Organization for Animal Health (WOAH)

- Freedom from hunger and thirst.
- Freedom from pain or disease.
- Freedom from discomfort.
- Freedom from fear.
- Freedom to express normal behavior.







● Aquaculture Segment

**Transportation**

We prioritize animal welfare by using safe materials and advanced technology during transport and harvesting.

For this purpose, we use CO2 extractors, oxygen control and respected density limits.

In addition, harvests are conducted using high-tech wellboats\*, monitoring key parameters such as pH, oxygen and temperature to ensure a living crop.

**Growing**

We apply specific densities at each stage of the growing process to guarantee optimal feeding and behavioral conditions, avoiding stress due to overcrowding.

In fresh water, allowed density is limited to 40 kg/m<sup>3</sup> in the first stage and 60 kg/m<sup>3</sup> in the second stage. In the sea, the density is 17 kg/m<sup>3</sup> in accordance with the Fisheries Undersecretary's office (Subpesca's) calculation formula.

We have feeding systems that ensure equitable access to reduce competition among fish.

**Slaughter**

We have desensitization systems prior to slaughter.

\*Vessel for transporting live fish at sea.



● Work approach at every stage of production

● Meat Segment

**Transportation**

We have a robust monitoring system for our truck fleet to monitor their route, speed and location.

The travel time for our animals does not exceed six hours.

**Farm**

Our Integrated Management System allows us to standardize each of our processes. In this way, we make sure that every action carried out on our farms is in line with our policy.

In addition, we reinforce the signage and training for the proper handling and care of our animals.

**Slaughter**

All our animals are desensitized prior to slaughter.

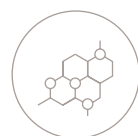
We also have personnel from the Agriculture and Livestock Service (SAG) at each of our processing plants to oversee the transport, unloading and slaughter of animals.





### Our non-negotiables

- Meat Segment
- Zero tolerance of animal abuse.
- Continuous availability of water and food.
- Permanent compliance with the five freedoms proposed by the WOAHP.
- Severe sanctions for employees and contractors who may be involved in cases of animal abuse.



We do not use hormones or growth promoters in any of our species.



No animal is cloned.



At no time during the poultry production cycle do we use cages.



### Sustainable practices in our species

- Chickens**
- To avoid stress, we catch them in silence.
  - In Lo Miranda Hatchery, we implemented the In-ovo vaccination process, which allows us to generate immunity in the hatching chicks before they are born, that is, through the eggshell without harming the embryo, reducing stress and providing a series of benefits for their health.

- Hogs**
- We do not clip their tusks.
  - We use trucks with elevators to facilitate their entry.
  - We enrich the pigs' environment with toys and other elements that encourage their natural behaviors.
  - We work in a pilot gestation pen, where we have cameras that allow us to monitor the females and learn from their behavior, so we can make the best decisions regarding their management and welfare.
  - For piglet immunization, we use intradermal vaccination technology, which minimizes stress as it is needle-free.

- Turkeys**
- Together with the Cloverleaf team, we conduct diagnostic evaluation audits regarding animal welfare. In this way, we can identify improvement opportunities and implement new procedures across our facilities.

- Salmon**
- We can only achieve healthy and sustainable production if our salmon are comfortable, free from diseases, and well fed, thereby able to behave normally.

### Sea lion control

- Aquaculture Segment

To protect our salmon, we implemented HDPE nets to prevent their exposure to sea lions. This has significantly contributed to reducing mortality.

**-53%**  
decrease in mortality caused by sea lions compared to 2022.



## → Animal welfare 360°

At Agrosuper we aim to ensure that all our employees, contractors and suppliers complete training on animal welfare. This not only allows us to comply with the required standards, but also helps us to foster a corporate culture focused on respect, ethics and care for our animals.



### Service providers

We require our contractors to train their employees in animal welfare issues.



### Transportation providers

A contract appendix is included to exclusively cover animal welfare to ensure compliance with our animal welfare requirements.



### Employees

Through our internal communication channels and training, we keep our employees informed about animal welfare issues, campaigns and policies.

## Animal Welfare Certifications

### Chickens

The Las Cornizas farm, the Lo Miranda and San Vicente processing plants, as well as the Lo Miranda and Las Arañas hatcheries are American Humane certified.



### Hogs

100% of our pig farms and processing plants are Welfcert certified.



### Turkeys

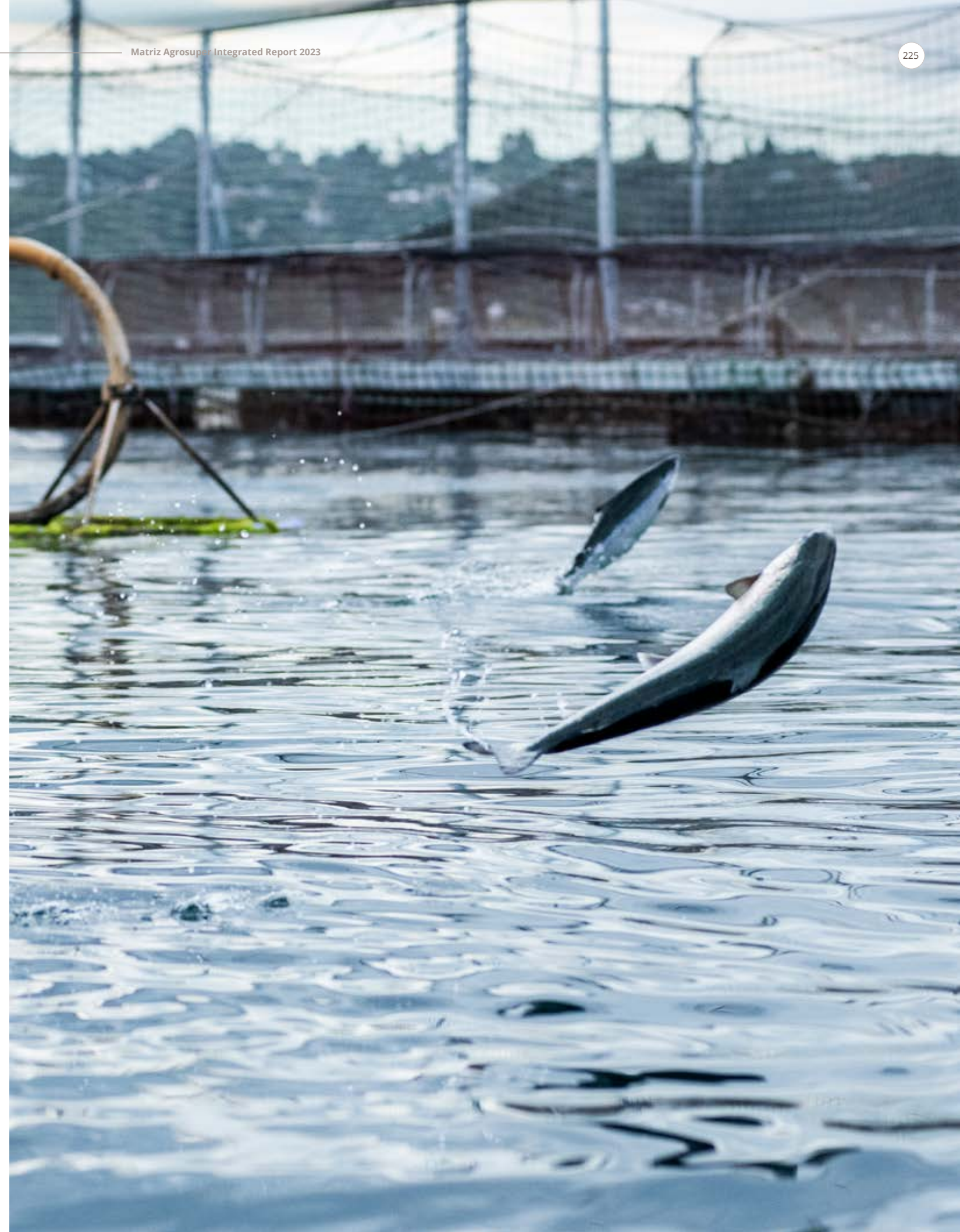
We have one hatchery and four farms with Cloverleaf certification.



### Salmon

100% of our Atlantic and Pacific Salmon production has animal welfare certification. We also have ACS, BAP, Global GAP and PROA accreditations.

In addition, for the first time, we participated in the Salmon Welfare Scorecard, published by the Compassion In Food Business, and implemented the measurement of fish health and welfare evolution, following the guidelines of the Global Salmon Initiative (GSI).





## → Animal feeding

Good feeding has a direct impact on the welfare of our animals. Therefore, each diet is designed by specialized veterinarians who adjust them based on the different needs, thus complying with the nutritional standards required at each stage of the production cycle.

### Antibiotics

#### • Meat Segment

In order to maintain the health and welfare of our animals, we use antibiotics only for specific medical situations, under the prescription and strict control of an authorized veterinarian.

In addition, we confirmed our commitment to animal welfare by means of a voluntary agreement with the Agriculture and Livestock Service (SAG) under which we are committed to use medicines in a prudent and responsible manner.

#### ○ Aquaculture Segment

We use antibiotics only in cases where the health of the fish is at risk and if prescribed by one of our veterinarians, who identify the group of fish to be treated, the medication to be used, the dosage, frequency and duration of treatment. All prescribed treatment is recorded and reported to the authorities, respecting the safeguard periods.

We do not use antibiotics classified as highly critical for their use in humans by the World Health Organization.

We are constantly looking for tools to reduce the use of antibiotics, focusing mainly on prevention.

#### ○ Meat Segment

We purchase raw materials in the domestic and international market, mainly corn and soybeans, to produce feed for our animals.

The supplies acquired arrive at our four feed plants located in Lo Miranda, Longovilo, Casablanca and La Calera.

#### ○ Aquaculture Segment

Since 2022, we have ourselves produced 100% of our seafood to ensure that our fish consume food with high nutritional and organoleptic quality standards.

The diets are based on biological growth and nutrient deposition models, depending on the growth stage of the fish.

### Vaccines

#### ● Meat Segment



We vaccinate the chicks in-ovo (inside the eggshell), thus reducing stress.

We use intradermal needle-free vaccination technology in pigs.

#### ○ Aquaculture Segment



We vaccinate 100% of the fish when they are young to strengthen their immune system and make them more robust when they enter the sea.

#### Implementation of Live Vaccine for Piscirickettsiosis Prevention

##### • Aquaculture Segment

In 2023, a live vaccine system against Piscirickettsiosis was implemented for 100% of the fish in the fattening stage. In view of the high prevalence of this disease in marine waters, the measure is intended to reduce the high level of fish mortality and to reduce the consumption of antibiotics.

**-75%**

decrease in mortality due to SRS compared to 2022.

**-163 tons**

decrease in antibiotic consumption.





# Biosecurity and health in production

At Agrosuper we have established prevention, mitigation and action mechanisms to address exposure to diseases at every stage of the production cycle. Along these lines, we work in direct coordination with the Chilean Agriculture and Livestock Service (SAG) and have internal surveillance programs, which include permanent monitoring of the sanitary status and daily review of our production parameters.

When a disease enters the country, we reinforce biosecurity measures. If an outbreak is detected in any of our production facilities, we immediately trigger the emergency protocols, which have already been established and coordinated with the SAG.

## Milestones for 2023

• Meat Segment



### Superbiosecurity Manual

The purpose of this document is to reinforce the set of good practices when entering and moving within a productive sector. In this regard, and to ensure compliance, the Animal Production area carries out biosecurity audits of 100% of the farms on a regular basis.

**100%**

of area heads trained.



o Meat Segment

## → Actions against Avian Influenza

In March 2023, through the official sanitary surveillance program, which is permanently carried out at our facilities along with the Agriculture and Livestock Service (SAG), an outbreak of Avian Influenza was detected at one of our commercial plants. All the established emergency protocols were quickly activated to contain and control the sanitary situation.

In view of this situation, the Chilean authorities reached zoning agreements that allowed us, at the industry level, to resume exports to most of our markets and to continue operating normally.

### Measures for employees

- Control and total mobility restriction between facilities for our employees.
- Suspension of internal and external 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 that could be at risk. In case of finding poultry with abnormal behavior, notify the SAG.

### Measures for external personnel

- Total restriction of external visits to industrial plants.
- Prohibition to visits from customers 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.

## Superbiosecurity Program

In order to safeguard the health and welfare of our poultry and, at the same time, maintain the operational continuity of our business, we implemented different measures, actions, protocols and investments that resulted in improvements to our facilities and training for our internal and external personnel.

**+2,000**  
trained employees  
and contractors.

**+150**  
area heads trained  
to ensure that the  
measures were applied.



Verification and digital access control to farms.



Implementation of a second sanitary filter inside the pavilion that included the installation of Danish booths and the mandatory use of shoe covers, masks and alcohol gel.



Continuous auditing of procedures by the Animal Production team.



Continuous training in Biosecurity.



• Aquaculture Segment

## → Biosecurity

During 2023, we maintained the immunization system and increased the use of live vaccines against piscirickettsiosis. At the genetic level, we are working on the selection of families with the best performance at sea.

In terms of nutrition, we always work with high-quality raw materials and, in 2023, we increased the histidine and omega-3 content.

We also focused on strengthening the sea lion control plan, as sea lions cause high stress to the fish.

In addition, we have a biosecurity protocol that is available to stakeholders on the EQDZ platform and is distributed in training sessions.

### ISA Virus

The sanitary strategy includes vaccinating 100% of the Atlantic salmon (susceptible species) against ISA prior to their entry into the sea.

Once in the sea, a permanent fish health surveillance program is implemented, which includes weekly medical-veterinary visits and the collection of samples for PCRs, in order to check the populations.

In case of suspicion of contagion, the protocol establishes isolation of the growing center and increased monitoring. If the contagion is confirmed, positive cages are harvested or eliminated. In addition, we notify the authorities and we jointly define the mitigation and control measures for the disease.

### Milestones for 2023:



#### Validation of vaccines against piscirickettsiosis (SRS)

This is the main disease affecting fish in the sea stage and one of those with the greatest economic impact.

**100%**

vaccine challenge test and obtaining RPS.

**100%**

implementation of production strategy.



#### Yelcho Project

Initiative to develop new technologies against piscirickettsiosis (SRS) with a three-year horizon.

**Compliance stage 1:** Meeting with pharmaceutical laboratories.

**100%**

obtaining panel of vaccine strategies from laboratories.

**10%**

stage 2 results: implementation of validation tests.



#### Testing of vaccines and antiparasitic products for caligus

We continually search the market for alternatives that help prevent or control caligus. Once the products have been defined, we run fish safety tests and, subsequently, effectiveness tests against the parasite.

**100%**

fish safety test.

**100%**

effectiveness test in caligus.





# Quality and food safety throughout the chain



For this purpose, we focus on the following actions:

- Designing strategies and implementing actions to guarantee and standardize quality in all processes and products.
- Consolidating quality as a cultural element based on the characteristics and attributes that are valued by customers and consumers.
- Integrating quality into the business from its origin, conception, design, production and distribution.
- Incorporating quality as an essential factor in decision making.

We foster a culture of quality throughout our value chain, ensuring compliance with strict standards to exceed the expectations of our customers and consumers.

We identify, evaluate, manage and communicate the risks existing in the different processes in a timely manner. At the same time, we develop and strengthen a culture of food safety in the work teams and employees at each process plant.

## Pillars of the Quality Management Model



Product management.



Customer and consumer management.



Sustainable management.



Cultural management.



Management of processes, continuous improvement and innovation.

## Agrosuper's Integrated Management System policy

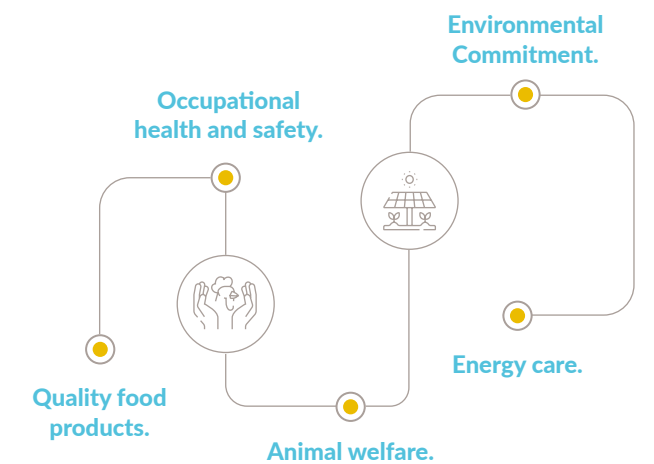
At Agrosuper we work to demanding standards with the objective of bringing the highest quality products to dinner tables in Chile and around the world.

We have extensive experience in food processing and marketing, which is why we focus on meeting the requirements of our customers, consumers, authorities, communities, associations and other stakeholders.

This policy acts as a framework for defining our objectives with the aim of aligning the team and maintaining an ongoing focus on continuous improvement.

We are committed to ensuring the availability of the information and resources necessary for developing a strong

organizational culture. We also proactively manage the potential risks in all areas to achieve our objectives within the Integrated Management System (SIGAS), focusing on five pillars:





## Health and food safety certifications

### • Meat Segment



Agrosuper Integrated Management System (SIGAS). Cross-cutting Quality Management Model.



Scheme designed to consolidate food safety standards throughout the supply chain.



Certification belonging to the Chilean Animal Welfare Association (ACBA), which certifies compliance with animal welfare standards.



A system that addresses food safety through the identification, analysis and control of physical, chemical, biological and radiological hazards.



The continuous improvement certification in energy management, ensuring compliance with relevant legal and regulatory requirements.

### • Aquaculture Segment



It helps companies and organizations to promote and identify responsibly produced aquaculture fish.



A system that addresses food safety through the identification, analysis and control of physical, chemical, biological and radiological hazards.



The Global Aquaculture Alliance (GAA) developed the BAP standards, a voluntary certification program for aquaculture facilities that addresses social and environmental responsibility, animal welfare, food safety and traceability.



This groups together a set of best practice protocols managed by Food Plus GmbH, a non-profit organization responsible for developing standards for the certification of processes for the production of primary sector products worldwide, including aquaculture.



International standard applied to Quality Management Systems (QMS) that focuses on all the elements that make it possible to manage and improve the quality of products.



International Standard for Environmental Management Systems (EMS). This helps to identify, prioritize and manage the company's environmental risks.



This defines the requirements for establishing, implementing and operating an effective Occupational Health and Safety Management System.



This certificate states that the company has established appropriate processes to ensure the security and safety of the products it manufactures.



The word "kosher" means "suitable" and determines which foods can be consumed by members of the Jewish community.



Certification that attests that a product or process complies with the provisions of Islamic Law for consumption.



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

## Production certified in food safety and security standards

100%

of the products developed come from plants certified for food safety and security.

100%  
Chickens

100%  
Hogs

100%  
Turkeys

100%  
Atlantic salmon

100%  
Pacific salmon

### Global Food Safety Initiative (GFSI) Audits

• Meat Segment  
**-66.67%**  
decrease in GFSI minor non-compliances.

• Aquaculture Segment  
**-92.59%**  
decrease in GFSI significant non-compliances.



# 10



## Corporate Governance

- Corporate Governance.
- Board of Directors.
- Senior executives.
- Risk management.
- Supplier relations.



# Corporate Governance

Management focuses on compliance with the laws that regulate the company's corporate governance, such as Law 18.046, Law 18.045, Law 20.393, Decree Law 211 and the regulations issued by the Financial Market Commission (CMF).

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

We are continuously reviewing and updating policies related to compliance models.

Although Agrosuper adheres to good governance practices governed by current standards and takes other companies with similar characteristics as a reference, it does not specifically adhere to a national or international code. We also monitor the SASB and GRI indicators, and voluntarily comply with the General Standard 461 of the Financial Market Commission (CMF).





# Board of Directors

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

The Board holds ordinary meetings each month to analyze and resolve matters that fall within its purview. Extraordinary sessions are scheduled when required by the business.

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

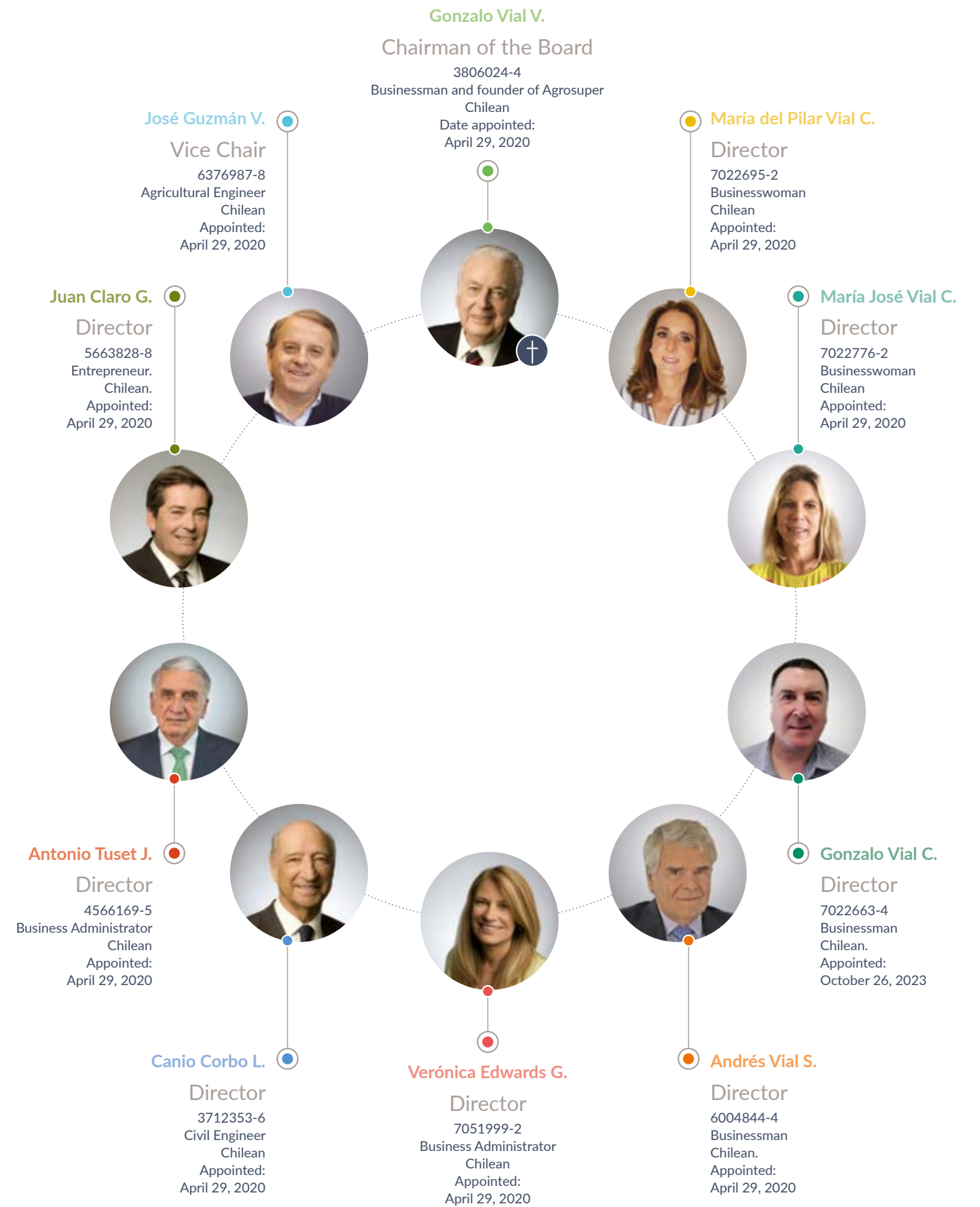
At an extraordinary Board meeting held on October 26, 2023, the Board of Directors of Agrosuper and AquaChile received the resignation of director Fernando Barros Tocornal, who had held the position since 2020 in both companies. Both Boards appointed Mr. Gonzalo Vial Concha as his replacement.

**10** members of the Board of Directors.

**7** Men

**3** Women

All board members are Chilean nationals.







### Age range of board members

	Women	Men	Total
Under 30	0	0	0
Between 30 and 40 years	0	0	0
Between 41 and 50 years	0	0	0
Between 51 and 60 years	0	1	1
Between 61 and 70 years	3	1	4
Over 70	0	5	5

### Length of service on the Board

	Women	Men	Total
Less than 3 years	3	7	10
Between 3 and 6 years	0	0	0
Between 6 and 9 years	0	0	0
Between 9 and 12 years	0	0	0
More than 12 years	0	0	0

### Board members' income

Name	Position	Amount for 2022 (ThUS\$) Accumulated from January 1 to December 31, 2022		Amount for 2023 (ThUS\$) Accumulated from January 1 to December 31, 2023	
		Directors' Compensation	Profit Sharing	Directors' Compensation	Profit Sharing
Gonzalo Vial Vial	Chairman	161	263	186	64
José Guzmán Vial	Vice Chair	121	197	139	46
María del Pilar Vial Concha	Director	80	133	93	31
María José Vial Concha	Director	80	133	93	31
Gonzalo Vial Concha	Director			15	5
Andrés Vial Sánchez	Director	80	133	93	31
Verónica Edwards Guzmán	Director	80	133	93	31
Canio Corbo Lioi	Director	80	133	93	31
Antonio Tuset Jorratt	Director	80	133	93	31
Juan Claro González	Director	80	133	93	31
Fernando Barros Tocornal	Former Director	80	133	78	26
<b>Total</b>		<b>922</b>	<b>1,524</b>	<b>1,069</b>	<b>358</b>

### Board and board committees selection and appointment processes.

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

### Board and board committees performance assessment

The Board of Directors does not have a formal procedure to detect and implement possible improvements in its organization and operation. However, every member is committed to perform their responsibilities in accordance with the standards of diligence required by law and the company's bylaws.

During meetings and when appropriate, the Board of Directors and members of the committees are provided with information and updates on defined topics that enable them to strengthen and continue enhancing their skills.

Meeting activities, topics to be discussed, guests, among others, are evaluated continuously and at least once a year.

### Hiring of experts in accounting, tax, financial, legal or other matters

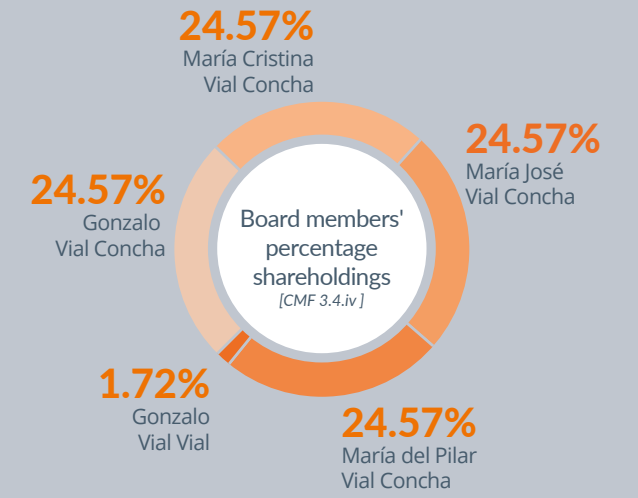
Currently there is no formal policy for the hiring of experts. The Board of Directors encourages management to present different alternatives and budgets for these hires. To date, decisions have been made unanimously.





### Induction of new hires

Agrosuper S.A. has a general procedure to provide new directors with the information necessary to understand the business value chain and the general operation of the main units, risks, policies, mechanisms and controls applied in the company. This is intended to facilitate their integration into the company and the decision-making process.



As of December 31, 2023, the Chairman of the Board of Directors did not perform executive duties in the company.

### Frequency of Board meetings with the risk management, internal audit and sustainability areas.

Units	Issues addressed	Senior executives participating in these meetings
<b>Risk management</b>		
Bimonthly meetings	Risk areas and internal control policies.	Chief Executive Officer and Corporate Affairs and Sustainability Manager.
<b>Sustainability</b>		
Monthly meetings	Environmental, social and governance indicators.	Chief Executive Officer, Animal Production, Industrial, Commercial, Innovation, People, Corporate Affairs and Sustainability, Administration and Finance Managers.
<b>Internal and external audit</b>		
Bimonthly meetings	Review and compliance with the audit plan and financial statements.	Chief Executive Officer, Corporate Accounting Manager.

### Operation of the Board of Directors in the event of contingencies and crises

Agrosuper has an operational continuity plan approved by the Board of Directors and a Risk Committee that holds ordinary bimonthly meetings and extraordinary meetings if required.

### Access to information systems 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. Likewise, if a director requests a minute or a specific presentation, these documents are sent through the Board of Directors' secretary as soon as possible.

Before the meeting, the secretary sends the agenda with the topics to be discussed. Directors may access the background information to be presented at the meetings through the electronic mechanism.

The Whistleblower Channel is managed by the Audit and Compliance area.

### Identifying and managing conflicts of interest

Possible conflicts of interest are defined in our Code of Business Conduct. This document is continuously reviewed and updated to comply with current legislation.

Where a director or executive has a conflict of interest in relation to a particular matter and/or agreement, they must abstain from commenting or voting on the matter.

To address possible conflicts of interest, directors and senior executives are required to complete a declaration of interest on an annual basis. This document addresses issues such as: serving as a director on another board; holding shares in a supplier company or other stakeholder group; existence of controlling interests, related parties (type of relation and transactions), among others.

Our General Policy on Related Party Transactions - approved by the Board of Directors on November 5, 2020 and published on the company's website - also includes guidelines related to conflicts of interest.



# Senior executives

## Corporate Agrosuper

## Meat Segment

## Aquaculture Segment



# Committees

The Board of Directors has six working committees that hold regular meetings to address issues related to financial auditing, corporate risk, investments, finance, sustainability, and talent and succession.

The performance of these committees is constantly evaluated with the aim of improving and updating the knowledge of their members.

## Audit Committee

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

### Members in 2023:

José Guzmán, Canio Corbo and Antonio Tuset.

*\*There are no independent directors.*

- Frequency of reporting to the Board of Directors: bimonthly.
- Main activities conducted in 2023: Review of the external and internal audit plan and financial statements.
- The members of this committee do not receive any compensation for their membership.
- This committee does not record any expenses for advisory services.

## Risk Committee

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

### Members in 2023:

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

*\*There are no independent directors.*

- There were no changes in committee members during the reporting period.
- Frequency of reporting to the Board of Directors: Bimonthly.
- Main activities conducted in 2023: Six meetings to review risk reports and regulatory matters and make recommendations.
- There are no policies for the hiring of advisory services.
- This committee does not record any expenses for advisory services.

## Sustainability Committee

This committee monitors and ensures compliance with environmental, social and governance (ESG) indicators.

### Members in 2023:

José Guzmán, Guillermo Díaz del Río, Felipe Ortiz, Álvaro Ortiz, Juan Pablo Uriarte, Facundo Porolli, Fernando Morelli, Rafael Prieto and Cristián Meyer.

*\* None of the members is or has been an independent director.*

- Frequency of reporting to the Board of Directors: Monthly.
- The members of this committee do not receive any compensation for their membership.
- This committee does not record any expenses for advisory services.

● **Internal control unit**  
Audit Corporate Manager.

● **Risk Management**  
Corporate Affairs and Sustainability Management.

● **Sustainable Development**  
Corporate Affairs and Sustainability Management.

● **Relationships with shareholders**  
Legal Management (Board of Directors).

● **Investor relations**  
Corporate Administration and Finance Management and Finance Management (Parent)

● **Media relations**  
Corporate Affairs and Sustainability Management through the External Communications Subdivision



### Finance Committee

This committee identifies, evaluates and manages the different risks associated with financial activities.

#### Members in 2023:

José Guzmán, Canio Corbo and Antonio Tuset.

*\* None of the members is or has been an independent director.*

- Frequency of reporting to the Board of Directors: Monthly.
- Main activities conducted in 2023:
- Debt refinancing, change in the minimum available cash balance, fixing of variable debt rates, management of the change in perspectives considered by risk rating agencies, and optimization of grain 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.

### Investment Committee

The objective of this committee is to review the financial feasibility and strategic rationale of investment projects and merger and acquisition opportunities that contribute to Agrosuper's growth.

#### Members in 2023:

All directors are invited.

*\* None of the members is or has been an independent director.*

- Frequency of reporting to the Board of Directors: Monthly.
- 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.

### Talent and Succession Committee

This committee reviews the talent identification process, identifies employees with the potential to assume positions with higher responsibility, looks for risks associated with the retention and attraction of the company's workforce, and reviews the compensation policy.

#### Members in 2023:

All directors are invited.

*\* None of the members is or has been an independent director.*

- Frequency of reporting to the Board of Directors: Annual.
- There were no changes compared to 2022.
- There were no expenses for committee compensation.
- This committee does not record any expenses for advisory services.





## → Ownership

The Company is controlled by the Vial Concha Family, specifically 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, and Gonzalo Vial Concha, ID Number 7.022.663-4, all children of Mr. Gonzalo Vial Vial, the founder of Agrosuper, who participate indirectly in the Company.

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

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

It should be noted that the Company experienced no major changes in ownership or control during the reporting period.

### Promotora Doñihue Limitada

Ownership percentage

**98.48%**

Chilean tax I.D. (RUT)

**78407260-6**

### Agrocomercial El Paso S.A.

Ownership percentage

**1.52%**

Chilean tax I.D. (RUT)

**96733090-6**

### Dividend payments

The Company's bylaws, as well as Article No. 79 of the Corporations Law, establish the annual payment of dividends, provided that companies do 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 Company's Board of Directors agreed to accrue on a quarterly basis a provision for a dividend equivalent to 30% of the Company's net profit for the year, subject to the Company's final net profit, calculated in accordance with Circular No. 1945 dated September 29, 2009.





## → Ethics and Compliance

Our approach to managing ethics, transparency and anti-corruption focuses on strengthening our Integrity Model, which is comprised of a set of internal rules, principles, policies, practices and values that the company has developed and designed to ensure compliance with the applicable laws, regulations and standards.

The Integrity Model contains different programs such as Crime Prevention and Antitrust. This model reaches all of the company's stakeholders through training, communication, internal consulting on regulatory issues and continuous improvement projects with the different business units.

### Recognition of commitment to integrity

○ Meat Segment   ○ Aquaculture Segment

Fundación Generación Empresarial highlighted our work in the areas of best practices, ethics and compliance.

### Business Code of Conduct

At Agrosuper we strive to work in a correct and transparent manner. To serve as a guide, we have developed the Code of Business Conduct, a document that establishes the essential ethical principles and values to be respected by the directors, executives and employees of Agrosuper and its subsidiaries, without exception.

In this document we explicitly emphasize our commitment against all forms of corruption. In this regard, we have a training and communication plan that aims to communicate the Code of Business Conduct to the different stakeholders.

Check our Code of Business Conduct here.



### Whistleblower Channel

The Whistleblower Channel, which is managed by the Compliance area, is a means for reporting possible irregular situations, guaranteeing the confidentiality of the whistleblowers and constantly following up on the complaints registered.

The existence of this channel is communicated internally through corporate mail, training and internal company screens. Those not belonging to the company can access the same mechanism through our corporate website.

Learn more about Agrosuper's Whistleblower Channel here.



\* No feedback has been received from users and/or stakeholders on the operation of the Whistleblower Channel.

\* Complaints received through the channel are reported to the Board of Directors.



**185** Complaints reported and communicated to the Board of Directors.

Integrity issues

[compliance@agrosuper.com](mailto:compliance@agrosuper.com)

Agrosuper Prosecution:

[fiscalia@agrosuper.com](mailto:fiscalia@agrosuper.com)

Direct head

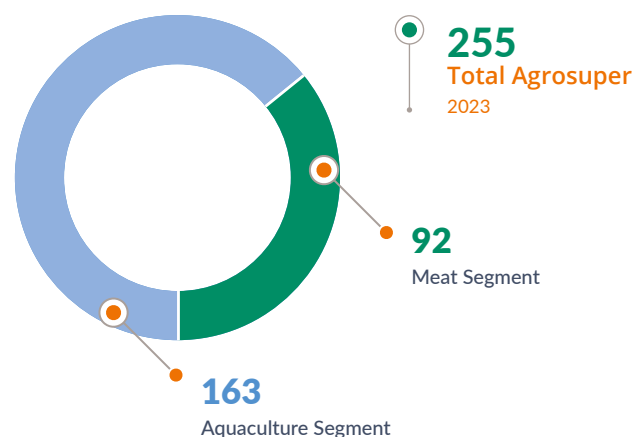




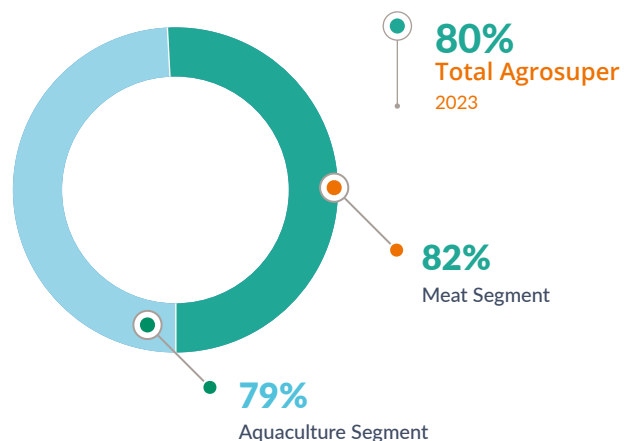
### Conflicts of interest

We have implemented our conflict of interest policy and procedure, which includes requesting conflict of interest declarations for both employees and suppliers, in addition to performing due diligence with third parties.

Total number of transactions over which corruption risk assessments were conducted



Percentage of transactions over which corruption risk assessments were conducted



### Employees who have received anti-corruption training

**8,460**  
hours of training.

• Meat Segment	• Aquaculture Segment
<b>6,352</b>	<b>2,180</b>

**4,153**  
people trained.

• Meat Segment	• Aquaculture Segment
<b>2,987</b>	<b>1,166</b>

During the reporting period there were no confirmed incidents of corruption.



## → Crime Prevention Model

In line with the Integrity Model, this mechanism includes systems for preventing, detecting and reacting to the risks associated with the crimes defined in Law 20.393.

The tools comprising the model are as follows:

- Commitment by senior management.
- Policies and procedures.
- Risk matrix.
- Whistleblower channel.
- Training and communication plan.

The plan to provide training on and communicate this model provides tools to each employee depending on their role in the company, aiming at risk mitigation and crime prevention. One of the controls strengthened during 2023 was the due diligence of third parties, which was implemented in the Procurement Management, Commercial Management and Community Relations subdivision.

During this period, there were no significant cases of non-compliance with laws and regulations.

### Training on the 2023 Crime Prevention Model

# 4,232

Number of employees trained in Crime Prevention.

● Meat Segment      ● Aquaculture Segment

**3,066**      **1,166**

# 8,460

Total training hours.

● Meat Segment      ● Aquaculture Segment

**6,352**      **2,108**







## → Legal and regulatory compliance

### Consumer rights protection

Although we do not sell directly to the final consumer, we have a highly trained Customer Service area that focuses on answering possible doubts and complaints.

In the event of a complaint filed through the National Consumer Service (SERNAC), we act on priority, responding in a short period of time.

If necessary, we obtain advice from external professionals.

During the reporting period, there were no sanctions imposed on the company.

### Detection of non-compliance with regulations concerning employee rights

We give presentations and training on fundamental rights focused on the different area leaders: supervisors, line managers, area managers, assistant managers and managers.

In addition, there are formal procedures in place to deal with situations of harassment, sexual harassment and discrimination in the workplace. In addition, there is the Whistleblower Channel, through which any employee can make an anonymous accusation. In this regard, there have been sanctions imposed on the company.

### Environmental compliance

The Animal Production Management has a procedure for identifying and evaluating environmental legal requirements, which is certified under the ISO 14001 standard.

The Sustainability Subdivision is responsible for monitoring, controlling and complying with the environmental obligations related to Animal Production, whether they are regulations applicable to all the facilities or specific commitments set forth in Environmental Qualification Resolutions (EQR).

On a monthly basis, we receive information from an external service on changes in the applicable regulations and/or publications of new regulations in order to be always up to date and ensure compliance within the deadlines established by the authorities.

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.

### Free Competition Program

The Free Competition Program is part of the Integrity Model and its objective is to protect free competition from the perspective of the relationship with other companies, suppliers and customers.

One of its main focal areas is to ensure that all employees exposed to associated risks maintain and reinforce the knowledge that will allow them to detect behaviors that could affect free competition. This is done by putting into operation the necessary mechanisms, such as controls and protocols to mitigate the impact that could be caused by the occurrence of an anti-competitive practice.

In this regard, there were no sanctions imposed on the company in 2023.



# Risk management

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

At Agrosuper we have implemented a risk management process that focuses mainly on identifying, controlling and mitigating strategic exposures that could affect our business.

For this purpose, we have a Corporate Risk Leader whose task is to detect and identify together with the different areas the factors that could possibly impact the company. This person is also responsible for preparing a risk report for the committee, updating the risk matrix, executing the monthly audit plan (testing of controls) and following up on the action plans defined to remedy the mitigation gaps.



## → Main Corporate Risks



### Strategic Risks

#### Global economic conditions

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

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

#### Labor

As of December 31, 2023, we have more than 19,000 employees; therefore, a possible stoppage of activities by employees could affect production and, accordingly, the results of the business. As a result, we implement best practices to contribute to developing people and relationships with employee representatives, etc.



### Financial Risk

#### Credit and liquidity risk

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

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

#### Dividend payments

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



### Compliance Risks

#### Contamination risk, product recalls, and civil liability

To avoid problems related to quality and safety, we have a vertical integration model that allows us to have control and traceability of every stage of our production process, thus reducing the likelihood of diseases or pathogens.

#### Changes in the environmental or health regulatory framework

We have the best practices and technologies in all of our facilities, complying not only with current legislation but also with the highest environmental standards.

We have a Public Affairs area, which reports to the Corporate Affairs and Sustainability Management, and is in charge of detecting and reporting to the different managements the changes in regulations and/or standards that may represent a risk or impact for the operation of the business. It is also involved in the preparation the bimonthly report submitted to the Risk Committee.





### Operating Risks

#### Diseases or natural events affecting animal health

As a company, we are exposed to the risk of contagion of animal and/or human diseases, which may force the temporary closure of the facilities and, possibly, of export markets. In view of this scenario, we have reinforced biosecurity measures and signed zoning agreements that will allow us to continue to bring products of the highest quality to dinner tables in more than 60 countries around the world.

#### Natural disasters

In the event of significant damage to property, infrastructure and/or the environment, we have insurance policies to cover the impact of natural disasters on our property, plant and equipment. Only chicken, pig, and turkey feedlots are excluded from these policies, due to their wide geographic dispersion.

#### Cybersecurity

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

In this respect, we have paid special attention to the systems that contain the personal data of our employees and customers, and to the systems that are critical to our operations. In developing these security controls we used international standards for privacy, security and security incident response, such as GDPR, ISO 27001, ISO 27035, NIST and CIS18.

There are no cases of data breaches or leaks for the reporting period.

### Progress on information security and cybersecurity goals for 2023

#### Meat Segment

#### Unavailability of systems due to cyber-attacks

**0 hours**

Target defined for 2023.

**0**

KPI value for 2023.

**100%**

Percentage of progress in the KPI for 2023.

#### OT network segmentation progress

**100%**

Target defined for 2024.

**25**

KPI value for 2023.

**100%**

Percentage of progress in the KPI for 2023.

#### Control of privileged accounts

**100%**

Target defined for 2023.

**90%**

KPI value for 2023.

**90%**

Percentage of progress in the KPI for 2023.

#### Aquaculture Segment

#### OT network segmentation progress

**100%**

Target defined for 2025.

**25%**

KPI value for 2023.

**23%**

Percentage of progress in the KPI for 2023.

#### Unavailability of systems due to cyber-attacks

**0 hours**

Target defined for 2023.

**0 hours**

KPI value for 2023.

**100%**

Percentage of progress in the KPI for 2023.

#### Implementation project: Centralized Microsoft patching

**100%**

Target defined for 2023.

**100%**

hours

KPI value for 2023.

**100%**

Percentage of progress in the KPI for 2023.



A cyber attack on the operational continuity of critical systems and equipment in the production chain can materially affect the company's performance or financial condition. For this reason, security and operational controls are aimed at safeguarding operational continuity, identifying any security anomaly at an early stage.

In addition, response capabilities have focused on rapidly isolating threats to contain them with the least possible operational impact.



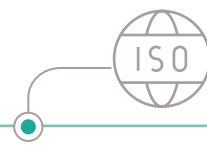
## Milestones for 2023



### Industrial Cybersecurity Program

Meat and Aquaculture Segments

It is essential that all industrial sectors are operational. In line with this objective, it is necessary to address cybersecurity risks that could jeopardize the operational continuity of the systems. The purpose of the Industrial Cybersecurity Program is to correctly segment administrative and industrial networks, to control the external access of suppliers to the network in a secure manner, and to analyze the vulnerabilities existing in this environment.



### ISO 27001 certification

Meat and Aquaculture Segments

Project that regulates, orders and standardizes the operation of the information security management system, to ensure that the controls operate in an orderly and measured manner.



### Security of privileged accounts

Meat and Aquaculture Segments

Special care must be taken with accounts that have privileges over the systems, since their theft can materially affect the operation. To mitigate this risk, these accounts need to be controlled and monitored in a technological manner, which is why we acquired world-class technology that was implemented in both segments.



## Risks and opportunities related to climate change, physical and transition risks in the short, medium and long term.

We have a Sustainability Committee made up of Agrosuper's vice-chairman and the area managers of the Meat Segment. Its main function is to monitor and ensure compliance with environmental, social and governance (ESG) indicators.

With respect to the externalities generated by our operation, we have made investments to minimize greenhouse gas emissions, especially by replacing coal-fired boilers with natural gas-fired boilers. In May 2023, the use of coal in the energy matrix of the Meat Segment was completely eliminated.

Currently, 44.1% of our energy matrix comes from renewable energy sources, thanks to contracts with Statkraft and the inauguration of the first sustainable branch in the municipal district of Hijuelas, which is self-sufficient in solar energy during the day.

## Main risks related to free competition

The Free Competition Program allows us to manage the main risks related to this matter, both from the perspective of customers and suppliers. These risks are documented in a risk matrix along with their respective mitigations, which are evaluated on an annual basis by the Compliance team.

## How we manage other business risks

Another task of the Corporate Risk Committee is to monitor new regulations that could have an impact on the business. To this end, we have a Public Affairs area, which reports to the Corporate Affairs and Sustainability Management, which continuously monitors new initiatives and changes to existing legislation.

In this regard, we have identified risks associated with our operations that need to be mitigated. An example is the emission of odors for which we have made significant investments in activated sludge treatment plants that reduce odors by more than 94%. In addition, after the pig slurry treatment process, we produce biofertilizer that is used as an agricultural soil improver, thus helping the development of more than 1,000 small-scale farmers in 2023. Furthermore, we have a lagoon capping plan that will allow us to reduce the emission of odors from our operations by up to 80%. All these initiatives are monitored by the Sustainable Development Board and the Sustainability Committee.



# Supplier Relations

Our suppliers are key strategic allies for conducting our operations. Accordingly, we carry out an exhaustive internal follow-up to ensure that payment times are within the agreed-upon schedule, so as to maintain a relationship of trust with our suppliers.

We are also committed to hiring local suppliers, which allows us to contribute to their development and that of their environment.



## → Milestones for 2023

### Meat Segment

#### P2P: Indicator Procure to Pay

This indicator measures the payment process from the time a purchase order is generated until payment is made to the supplier. This allows us to monitor compliance with deadlines and identify opportunities to improve processes.

#### Agrosuper Supplier Chat

Self-service channel for suppliers via Whatsapp, where they can review the payment details of their invoices, request a HES for invoicing services and review the details of the payment received.

#### Automation of

**15%**  
of total queries.

#### Innovation Route 2021

In 2023, we held the first version of the Agrosuper Suppliers Innovation Route, an event in which suppliers from a specific area of our value chain are invited to propose ideas and innovation projects that generate a real and measurable impact.

**172**  
suppliers invited in a closed call.

**64** projects submitted.

**3** winners.

### Aquaculture Segment

#### Magallanes Local Supplier Development Project

We have organized meetings with local suppliers, where we explain the registration procedures, certifications, payment policies, invoicing and purchasing procedures. In addition, we provide them with a contact directory of the people in charge of the areas involved in the process of recording suppliers, purchases and payments.

#### Suppliers Fair in Puerto Aysén

In order to generate meeting points and connect with potential local suppliers of AquaChile, we held a fair in Puerto Aysén, which was attended by more than 500 entrepreneurs and more than 100 students who were able to visit the stands representing the different areas of the company and talk about the future and cooperation opportunities.



## → Supplier payment

We have a formal supplier payment policy through which we promote compliance with timely payment terms, without any distinction.

MUS\$  
2,689

Total payments to suppliers.



8,585  
total suppliers.

o Meat Segment  
5,664

o Aquaculture Segment  
2,921

7,932  
domestic suppliers.

o Meat Segment  
5,130

o Aquaculture Segment  
2,802

653  
international suppliers.

o Meat Segment  
534

o Aquaculture Segment  
119

### ASECH and Product Exchange Best Payers Award

o Meat Segment

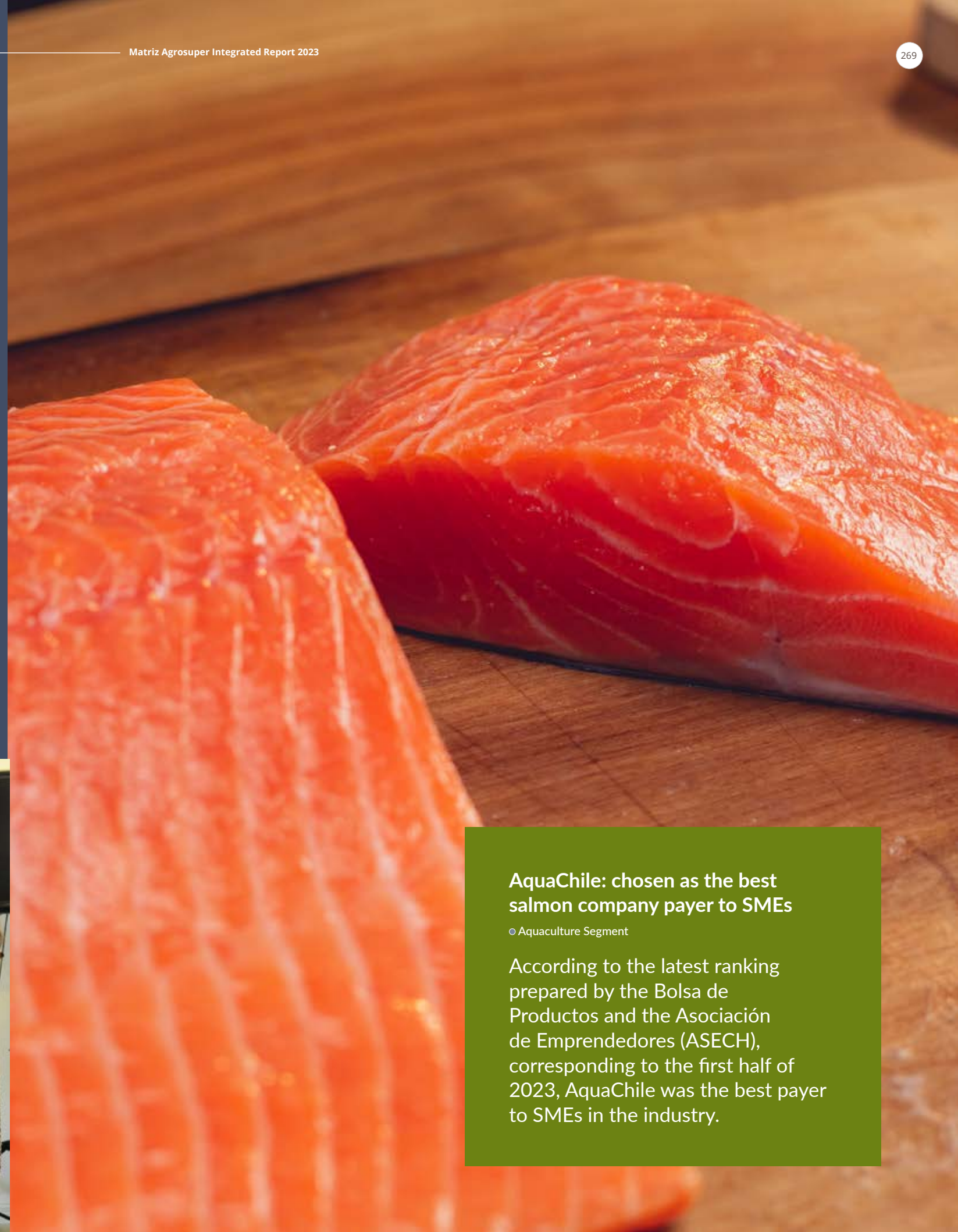
We were recognized for making timely payments to the company's small and medium-sized suppliers.



### AquaChile: chosen as the best salmon company payer to SMEs

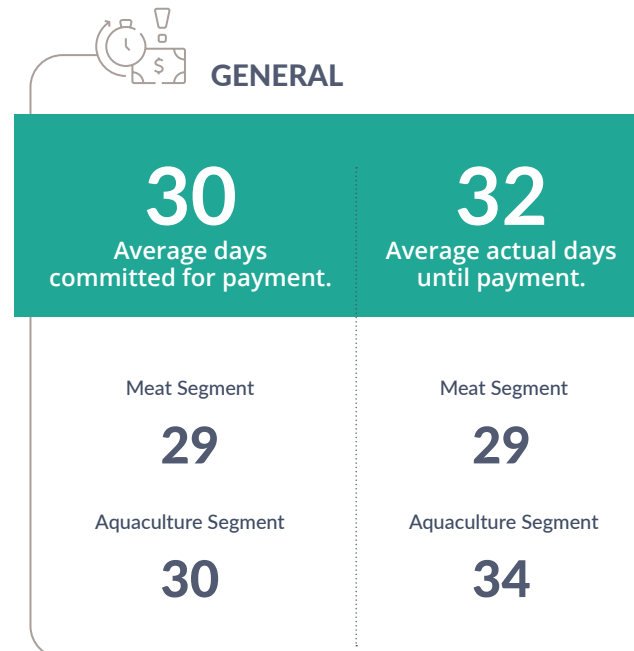
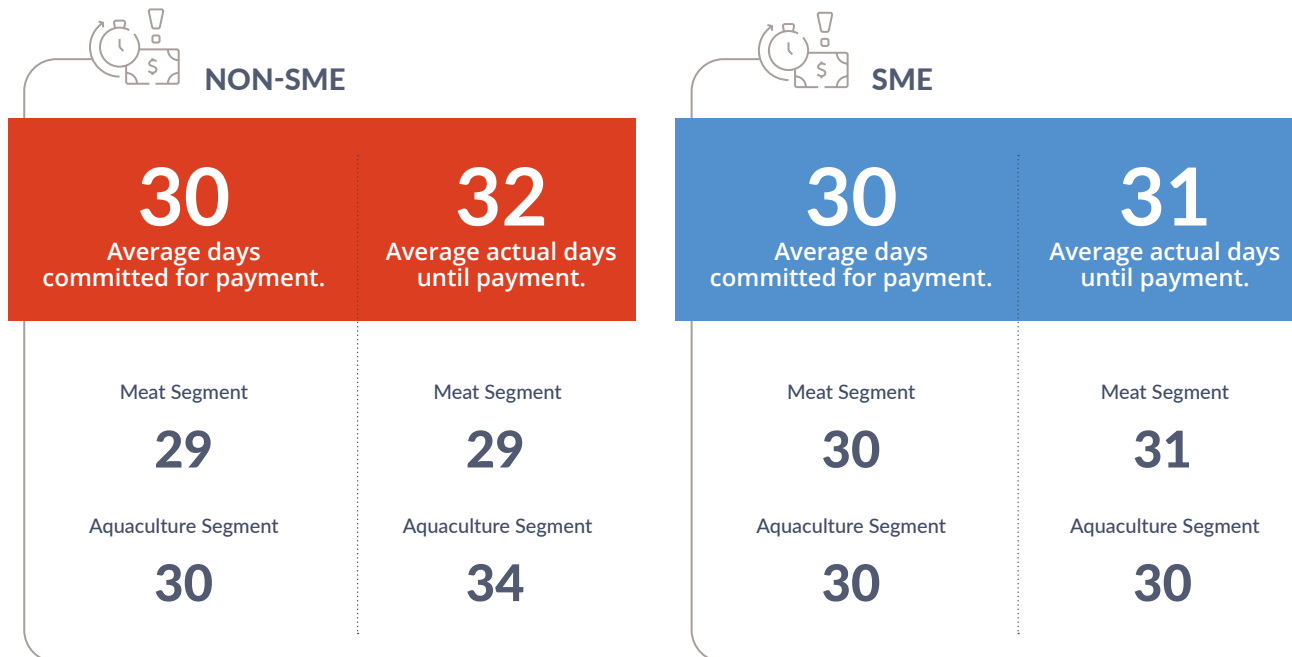
o Aquaculture Segment

According to the latest ranking prepared by the Bolsa de Productos and the Asociación de Emprendedores (ASECH), corresponding to the first half of 2023, AquaChile was the best payer to SMEs in the industry.





Payment days average for 2023



Supplier Portal

To strengthen our best practices, we have a platform that contains the information needed to keep our suppliers informed.

**4,298**  
total suppliers.

o Meat Segment

**3,352**  
total suppliers connected to the portal in 2023.

o Aquaculture Segment

**946**  
total suppliers connected to the portal in 2023.

o Meat Segment

**17**  
average response time to queries on the portal.

o Aquaculture Segment

**51**  
average response time to queries on the portal.



Policy establishing guidelines for subcontracting

We have the Agrosuper Policy and Manual of Good Practices for Suppliers. The contractor companies adopt Agrosuper's Policy through guidelines described in the Manual of Good Practices for Suppliers, which seeks to promote good organizational and commercial practices among suppliers to comply with the legal provisions that provide for the sustainability of the business in a transparent and integral manner.

The policy establishes labor standards, whereby contractors must comply with all applicable labor obligations and conditions related to social security and the health and safety of their workers.

To verify the contractor's compliance with these standards, we have the Manual of Good Practices for Suppliers, the Special Regulations for Contractors, and we also conduct labor audits.



# 11



To review the Financial Statements, scan or click on the QR code.



You can also find the Financial Statements in the following link of the Financial Market Commission (CMF).



## Financial management

- Material events.
- Corporate purpose.
- Commercial relations.
- Company structure chart.
- Related parties.



# Material events

The material events reported by Agrosuper S.A. (the "Company") to the Financial Market Commission between January 1, 2023 and December 31, 2023 are as follows:

1

On March 15, 2023, the Company reported a positive case of Avian Influenza in a broiler breeder production sector in the O'Higgins Region, thus triggering the activation of contingency plans and regulatory protocols. The economic impact of this situation was estimated at US\$435,000 for the slaughter of the poultry and US\$800,000 for mitigation measures.

2

In a material event dated April 13, 2023, the Company reported that in an extraordinary Board of Directors' meeting held on the same date, it was agreed to call an Ordinary Shareholders' Meeting for April 28, 2023 at the Company's premises.

3

On April 28, 2023, the Company reported that the Ordinary Shareholders' Meeting was held on the same date, and provided a summary of the resolutions adopted at that meeting.

4

Through a material event informed on September 14, 2023, the Company reported that the World Organization for Animal Health officially acknowledged receipt and published the self-declaration issued by Chile as a country free of Highly Pathogenic Avian Influenza, enabling Chilean producers to export poultry products worldwide.

5

On October 26, 2023, Agrosuper S.A. reported that at an extraordinary Board of Directors' meeting held on that date, the resignation of Mr. Fernando Barros Tocornal as a director was acknowledged. The Board of Directors appointed Mr. Gonzalo Vial Concha as his replacement.





# 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.

## Controllers

The Company is controlled by the Vial Concha Family, specifically 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, all children of Mr. Gonzalo Vial Vial, the founder of Agrosuper, who participate indirectly in the Company.

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

## Regulatory Framework

Agrosuper S.A. is a privately held corporation registered in the Registry of Securities of the Chilean Securities and Insurance Superintendent with the number 1,084 as issuer of public securities other than shares (bonds), regulated by Law 18.045 on Stock Market and Law 18.046 on Corporations. Additionally, Agrosuper S.A. and its subsidiaries must comply with applicable Regulations for its activities and business, among them: Decree 977 on Sanitary Regulation on Food, Decree 725 Health Code; Law 18.892 General Fishing & Aquaculture Law; compliance with the regulatory framework on animal welfare, sanitary control, plagues and epidemics and other standards issued by the Agricultural and Livestock Service. The Company must also comply with environmental regulations concerning its environmental qualification resolutions and other industry standards applicable to its productive and industrial projects.

## Information about the entity

**Name:** Agrosuper S.A.

**Address:** Camino La Estrella 401, Of.56, Sector Punta de Cortés, Rancagua

**Tax ID Number:** 76.129.263-3

**Type of company:** Privately held corporation

## Legalization

**Publication Date in the Official Journal:** December 24, 2010

**Registration in the Register of Commerce:** 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, telephones and others

**Main address:** Camino La Estrella 401, of. 56, Sector Punta de Cortés, Rancagua

**Telephone:** 72 2356000

**Website:** www.agrosuper.com

## Company shareholders

**Promotora Doñihue Ltda.**

**Tax ID Number:** 78407260-6

**Share:** 98.48%

**Agrocomercial El Paso S.A.**

**Tax ID Number:** 96733090-6

**Share:** 1.52%







## Commercial relations

Agrosuper is composed of companies or groups of companies that represent different parts of the value chain.

The breeding and production of chicken and pork proteins is carried out by Agrícola Súper Limitada. In addition, the purchase of raw materials and supplies for food processing is also carried out by Agrícola Super Limitada.

Agro Tantehue Limitada only provides labor services to Agrícola Super Limitada. Agrocomercial AS Ltda. buys chicken and pork and sends them to processing to subsequently produce finished products. In the next stage, the following processing plants operate: Faenadora Lo Miranda Limitada, Faenadora San Vicente Limitada and Procesadora de Alimentos del Sur Limitada, from which finished products are obtained. The company itself is responsible for the breeding and production of the turkey protein. In addition, the purchase of raw materials and supplies and food processing is carried out at all stages by Sopraval SpA. The commercialization and distribution of all products (chicken, pork and turkey) is carried out directly by Agrosuper Comercializadora de Alimentos Limitada across the country.

International commercialization and distribution is carried out through the Agrosuper Comercializadora de Alimentos Limitada, Agrosuper S.A., and the companies related to the International Offices, which are: Productos Alimenticios Súper R.L., Agro America LLC, Inversiones Eurosuper SL., Agrosuper Asia Limited, Andes Asia Inc., Agrosuper Shanghai Limited Company, Agro Europa SpA.

For the Aquaculture Segment, Empresas Aquachile S.A. is the parent company. The purchase of raw materials, supplies, production and manufacturing of finished products is carried out by Empresas Aquachile S.A. and Exportadora Los Fiordos Limitada. Commercialization and distribution in Chile is carried out through Agrosuper Comercializadora de Alimentos Limitada and Empresas Aquachile S.A., and at the international level through the international offices Andes Asia Inc. and Aquachile Inc.

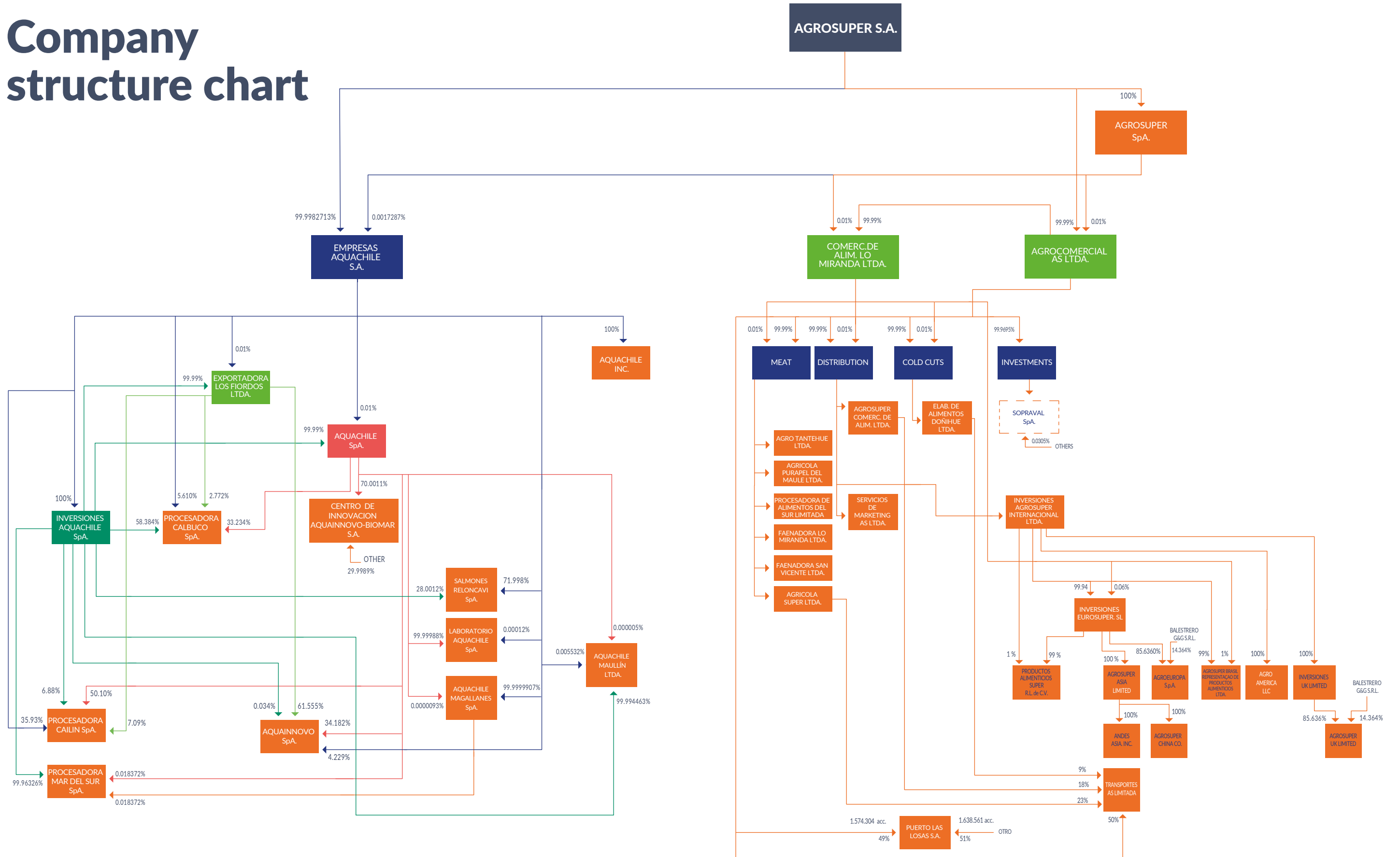
In the case of the Processed Products business, there are three companies engaged in the production: Elaboradora de Alimentos Doñihue Limitada, Faenadora San Vicente Limitada and Sopraval SpA. These companies are in charge of the purchase of raw materials, supplies, the production and manufacturing of finished products. Meat raw materials are purchased from Agrosuper Comercializadora de Alimentos Limitada, Sopraval SpA. and a portion from third parties

Domestic and international commercialization and distribution is carried out through Agrosuper Comercializadora de Alimentos Limitada and the related parties of the previously mentioned International Offices in the case of chicken, pork and turkey commercialization.

Comercializadora de Alimentos Lo Miranda Limitada, Agrosuper SpA, Agrícola Purapel del Maule Limitada and Transportes AS Limitada have no commercial relationship with the other companies in the current business.



# Company structure chart





# Related parties

## Subsidiaries

### AGROCOMERCIAL AS LIMITADA

**Name**  
Agrocomercial AS Limitada

**Type of company**  
Limited Liability Company

**Capital**  
US\$1,254,476,471.

**Administration**  
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**

- The acquisition, commercialization and sale of poultry, pigs and animals in general, as well as meat products of any kind;
- The acquisition, administration and exploitation of real estate owned by itself or by third parties;
- The exploitation of agro-industrial businesses;
- 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;
- 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

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Felipe Ortiz (production manager), Alejandro Montes (corporate procurement manager).

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 52.18%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** The company is managed by the parent.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.01%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The parent provides back office services.

### AGRICOLA SUPER LIMITADA

**Name**  
Agrícola Super Limitada

**Type of company**  
Limited Liability Company

**Capital**  
US\$338,511,882.

**Administration**  
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**

- 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;
- 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;
- the provision of services; and
- the performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 24, Sector Punta de Cortes, Rancagua.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Felipe Ortiz (production manager), Alejandro Montes (corporate procurement manager).

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 30.66%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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**

- 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;
- 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;
- 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;
- 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
- In general, the performance of any other activity agreed upon by the partners..

**Address:** Camino La Estrella N° 401, oficina 7, Sector Punta de Cortes, Rancagua

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Guillermo Diaz del Rio (CEO of Agrosuper meat) Facundo Porolli (commercial manager) Juan Pablo Uriarte Diez (finance and administration manager, meat segment).

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 24.60%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
The Board of Directors is comprised of Jose Guzman Vial, Luis Felipe Fuenzalida Bascunan and Guillermo Diaz del Rio Riesco.

**Total ownership % held by the parent**  
Indirect subsidiary 99.88%

**Country in which it operates**  
Chile

**Corporate purpose**

- 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 jerky;
- the manufacture of food and supplies necessary for the development of the same activities or other supplementary or related activities;
- 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
- 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.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Felipe Ortiz (production manager), Alejandro Montes (corporate procurement manager).

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 6.24%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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**

- 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;
- The exploitation of agro-industrial facilities, refrigerators for the slaughtering, processing and preservation of meat in general;
- Transformation of food and meat from fishing activities;
- 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;
- 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
- The provision of services; and
- any other activity agreed upon by the partners.

**Address:** Carretera H30, N° 3814, Lo Miranda

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Alvaro Ortiz (industrial manager) Felipe Fuenzalida (corporate finance and administration manager)

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 3.42%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## FAENADORA SAN VICENTE LIMITADA

**Name**  
Faenadora San Vicente Limitada  
**Type of company**  
Limited Liability Company

**Capital**  
US\$8,296,777.

**Administration**  
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**

- 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;
- The exploitation of agro-industrial facilities, refrigerators for the slaughtering, processing and preservation of meat in general;
- Transformation of food and meat from fishing activities, either on its own account or on behalf of third parties;
- 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;
- 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
- The provision of services; and
- any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 54, Sector Punta de Cortes, Rancagua

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Alvaro Ortiz (industrial manager) , Felipe Fuenzalida (corporate finance and administration manager).

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 2.34%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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**

- The slaughtering, cold storage of meat and supplementary products of poultry, livestock and animals in general, especially swine, sheep, cattle, and their by-products;
- The exploitation of agro-industrial facilities, refrigerators for the slaughtering, processing and preservation of meat in general, and its by-products;
- 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;
- 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
- The provision of services; and
- 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
- The performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 18, Sector Punta de Cortes, Rancagua

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Alvaro Ortiz (industrial manager) Felipe Fuenzalida (corporate finance and administration manager)

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 1.50%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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

- The production and manufacturing, directly or through third parties, on its own or on behalf of third parties, of all kinds of jerky, and in general, of all kinds of food products for human consumption, as well as their commercialization, distribution and export;
- The rendering of all kinds of services, whether directly or acting as an intermediary between third parties and the client.
- Any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 33, Sector Punta de Cortes, Rancagua

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:**

Alvaro Ortiz (commercial manager) Felipe Fuenzalida (corporate finance and administration manager).

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.63%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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

- 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;
- 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.
- The provision of services and
- The performance of any other activity agreed upon by the partners.

**Address:** Camino La Estrella N° 401, oficina 14, Sector Punta de Cortes, Rancagua

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:**

Felipe Ortiz (production manager) Alejandro Montes (corporate procurement manager)

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.45%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## AGRICOLA PURAPEL DEL MAULE LIMITADA

**Name**  
Agrícola Purapel del Maule Limitada

**Type of company**  
Limited Liability Company

**Capital**  
US\$19,752,862.

**Administration**  
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

- 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;
- 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;
- The provision of services and
- The performance of any other activity agreed upon by the partners.

**Address:** Antillanca Sur 586, Pudahuel

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:**

Felipe Ortiz (production manager) , Alejandro Montes (corporate procurement manager)

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.31%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

**Administration**  
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

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Facundo Porolli (commercial manager)

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.14%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

### Administration

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

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Not applicable.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.10%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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.

### Administration

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

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Not applicable.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.01%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.

## INVERSIONES AGROSUPER INTERNACIONAL LIMITADA

### Name

Inversiones Agrosuper Internacional Limitada

### Type of company

Limited Liability Company

### Capital

US\$3,877,940.

### Administration

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

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Not applicable.

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Facundo Porolli (commercial manager)

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.80%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.



## → Indirect associate

### INVERSIONES EUROSUPER SL (Spain)

**Name**  
Inversiones Eurosuper SL

**Type of company**  
Limited company

**Capital**  
US\$996,650.

**Administration**  
Alvaro 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 NUEMRO 211, 7 D, MADRID 28002-MADRID

**Name and surnames of the Directors:** Álvaro Redondo Pena (Chairman of the Board of Directors), Jose Guzman Vial, Guillermo Diaz del Rio Riesco and Luis Felipe Fuenzalida Bascunan (Directors), Karl Heinrich Lincke ( Non-director secretary)

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Jose Guzman Vial, Guillermo Diaz del Rio Riesco and Luis Felipe Fuenzalida Bascuña.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.53%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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\$760,000.

**Administration**  
Guillermo Diaz del Rio (Director), Jose Guzman (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.

**Name and surnames of the Directors:** Guillermo Diaz del Rio (Director), Jose Guzman (Director) and Luis Felipe Fuenzalida (Director).

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Guillermo Diaz del Rio, Jose Guzman Vial and Luis Felipe Fuenzalida Bascunan.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.32%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

### AGRO AMERICA LLC (United States)

**Name**  
Agro America LLC

**Type of company**  
Limited Liability Company

**Capital**  
US\$200,000.

**Administration**  
Jose Guzman Vial (Representative of the Sole Member) and Joaquín Vilajuana (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

**Name and surnames of the Directors:** N/A

**Name and surnames of the Chief Executive Officer:** Joaquín Vilajuana

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** N/A

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 1.06%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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\$71,000.

**Administration**  
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

**Name and surnames of the Directors:** Andreas Takamiya ( Chairman and Representative Director), Luis Felipe Fuenzalida (Director), Guillermo Diaz del Rio (Director) and Juan Pablo Uriarte (Statutory Auditor)

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Luis Felipe Fuenzalida, Guillermo Diaz del Rio and Juan Pablo Uriarte.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 2.64%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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\$1,105,950.

**Administration**  
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**

- Import and export of meat and fruit products;
- Holding interests in other companies as a partner or shareholder, and
- To carry out financial activities to comply with the corporate purpose.

**Address:** Via Senato 14, CAP 20121, Milano.

**Name and surnames of the Directors:** Cristian Alejandro Araya Aliaga (Chairman of the Board), Guido Balestrero (Delegate), John Luer and David Fordred (Board).

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** John Luer

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.28%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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\$179.

**Administration**  
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**

- 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.
- 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, Mexico City, C.P. 11700.

**Name and surnames of the Directors:** Luis Felipe Fuenzalida Bascunan (President), John Luer Barbieri (Member) and Juan Pablo Uriarte Diez (Treasurer).

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Luis Felipe Fuenzalida Bascunan, John Luer Barbieri and Juan Pablo Uriarte Diez.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.62%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

## AGROSUPER SHANGHAI LIMITED (China)

**Name**  
Agrosuper Shanghai Limited Company

**Type of company**  
Limited Company

**Capital**  
US\$702,000.

**Administration**  
Alejandro Cuevas

**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.

**Name and surnames of the Directors:** Jose Guzman Vial, Luis Felipe Fuenzalida Bascunan, Andreas Takamiya and Alejandro Cuevas.

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Jose Guzman Vial and Luis Felipe Fuenzalida Bascunan.

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.59%

**Description of the commercial relations with subsidiaries or associates during the year and future projected 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\$34,111.

**Administration**  
Liliam Santa Rosa Da Fonseca

**Total ownership % held by the parent**  
Foreign indirect subsidiary 100%

**Country in which it operates**  
Brazil

**Corporate purpose**

- Commercial representation of food products in general.
- Product disclosure advisors.
- Holding interests in other companies as a partner or shareholder.

**Address:** Rua Henri Dunant, 1031, sala 2, Chacara, San Antonio, Sao Paulo.

**Name and surnames of the Directors:** Liliam Santa Rosa Da Fonseca

**Name and surnames of the Chief Executive Officer:** N/A

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** N/A

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent:** 0.00%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is a non-operating subsidiary and the parent provides back office services.



## → Non-consolidated subsidiary

### PUERTO LAS LOSAS S.A.

**Name**

Puerto Las Losas S.A.

**Type of company**

Public company

**Capital**

US\$60,437,629.

**Administration**

The Board of Directors is comprised of Sergio Verdugo Aguirre, Luis Felipe Fuenzalida Bascunan, Roberto de Andraca Adriasola, Arturo Wenzel Alvarez 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, 3rd 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.

## → Related parties of Empresas AquaChile

### I. Production of Salmonids

#### EMPRESAS AQUACHILE S.A.

**Name**

Empresas Aquachile S.A.

**Address:**

Cardonal S/N, Lote B, Puerto Montt

**Type of company:**

Public Company

**Subscribed and paid-in capital**

US\$959,881,796.

**Corporate purpose and clear statement of activities**

The purpose of the company is to import, export, manufacture, produce, breed, fatten, process, transform, modify, commercialize, both in Chile and abroad, hydrobiological crop species, especially salmonids, provide all kinds of services related to the aquaculture, fishing and industrial industry, sell materials and supplies, and lease real estate and personal property.

**Name and surnames of the Directors:** Gonzalo Vial Vial, Jose Guzman Vial, Maria del Pilar Vial Concha, Maria Jose Vial Concha, Veronica Edwards Guzman, Canio Cobro Lioi, Antonio Tuset Jorrat, Andres Vial Sanchez, Juan Claro Gonzalez and Gonzalo Vial Concha.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Direct subsidiary 99.99%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent 51.58%**

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary and the parent provides back office services.

#### INVERSIONES AQUACHILE SpA.

**Name**

Inversiones Aquachile SpA.

**Address:**

Cardonal S/N, Lote B, Puerto Montt

**Type of company:**

Joint Stock Company

**Subscribed and paid-in capital**

US\$274,252,283.

**Corporate purpose and clear statement of activities**

Purpose: the cultivation, breeding, production, extraction, fishing or capture, freezing, refrigeration, preservation, exploitation, commercialization, industrialization, conditioning and distribution in any of its forms of all kinds of beings and organisms that live in water, including eggs; the manufacturing of canned food; the manufacturing of fish food, fish meal, fish oils and their derivatives; and, in general, the exploitation, industrialization, commercialization and use in all its forms of all kinds of products and derivatives of marine life and of any business that is directly or indirectly related to the aforementioned purposes.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Direct subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent 14.13%**

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** Subsidiary engaged in the holding of interests in all kinds of companies.



## PROCESADORA CAILIN SpA.

**Name**  
Procesadora Cailin SpA.

**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$7,858,964.

### Corporate purpose and clear statement of activities

Its main purpose is to engage in 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.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent 0.71%**

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the production, slaughtering and processing of all types of salmonid products.

## AQUAINNOVO SpA.

**Name**  
Aquinno SpA.

**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$3,956,752.

### Corporate purpose and clear statement of activities

The purpose of the Company is 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.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent 0.42%**

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in genetic and biotechnological research and development, based on the genetic improvement project.

## AQUACHILE SpA.

**Name**  
Aquachile SpA.

**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$57,187,447.

### Corporate purpose and clear statement of activities

The purpose of the Company is 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.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent 1.67%**

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is engaged in freshwater production of fry and smolt.



## AQUACHILE Inc.

**Name**  
Aquachile Inc.  
**Address:**  
5200 Blue Lagoon Drive, Suite 750

**Type of company:**  
Incorporated company

**Subscribed and paid-in capital:**  
US\$200,000.

### Corporate purpose and clear statement of activities

The purpose of the company is the commercialization and distribution of products abroad.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent** 1.75%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the commercialization of salmonid products.

## PROCESADORA MAR DEL SUR SpA.

**Name**  
Procesadora Mar del Sur SpA.  
**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$2,978,389.

### Corporate purpose and clear statement of activities

The company's purpose is the purchase, sale, import, export and brokerage of all types of agricultural, poultry, horticultural and other similar or supplementary products; the capture, exploitation, production, slaughtering, freezing, dehydration, commercialization and export of all types 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 of national or foreign firms or brands, related to these activities, the formation or incorporation of companies or the joining to already incorporated companies related to the same purposes. Finally, the lease of real estate and personal property.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent** 1.29%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the production, slaughtering and processing of all types of salmonid products.

## PROCESADORA CALBUCO SpA.

**Name**  
Procesadora Calbuco SpA.  
**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$4,400,012.

### Corporate purpose and clear statement of activities

The purposes of the company are as follows: a) the rendering of all kinds of services and advisory services in the aquaculture, fishing and industrial areas; b) 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; c) the breeding, fattening and commercialization in all its forms of other species of the animal kingdom; d) the manufacture of food; e) the production of canned food; f) the preparation of food for fish or other living beings; g) 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; h) other activities agreed upon by the partners; i) lease of movable and immovable property.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent**<sup>1</sup>: 0.48%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the production, slaughtering and processing of all types of salmonid products.

## LABORATORIO AQUACHILE SpA.

**Name**  
Laboratorio AquaChile SpA.  
**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$207,532.

### Corporate purpose and clear statement of activities

The purpose of the company is (i) 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, import, export, distribution 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, shareholder or take 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 area of biotechnology and scientific research in general, and in activities

clinical, diagnostic and veterinary areas, whether in research, development and innovation, financing, promotion, administration and investment, in order to promote research, development and experimentation in treatments of all kinds, which contribute to human and animal welfare. 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; and (ii) the performance of any other activities related or leading to the aforementioned objectives and other businesses related to the company's line of business.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent**<sup>1</sup>: 0.03%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in all types of investments in the biotechnology and scientific research industry.



## AQUACHILE MAULLÍN LIMITADA

**Name**  
AquaChile Maullin Limitada

**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Limited Liability Company

**Subscribed and paid-in capital:**  
US\$38,666,628.

### Corporate purpose and clear statement of activities

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.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent<sup>1</sup>:** 4.45%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the production and manufacturing of all types of salmonid products.

## CENTRO DE INNOVACIÓN AQUAINNOVO-BIOMAR S.A.

**Name**  
Centro de Innovación Aquainnovo-Biomar S.A.

**Address:**  
Lenca KM 30 camino interior S/N Comuna Puerto Montt Ciudad Puerto Montt

**Type of company:**  
Private Corporation

**Subscribed and paid-in capital:**  
US\$6,823,563.

### Corporate purpose and clear statement of activities

The purpose of the company is 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.

**Name and surnames of the Directors:** Sady Delgado Barrientos, Luis Felipe Fuenzalida Bascunan, Miguel Lavagnino Contreras, Michael Adler Eggers, Eduardo Hagedorn Hermostilla

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 70%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent<sup>1</sup>:** 0.08%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary that provides fish testing services and performs any other activities related or leading to the aforementioned objectives and other businesses that are related to the company's line of business.

## SALMONES RELONCAVÍ SpA.

**Name**  
Salmones Reloncavi SpA.

**Address:**  
Cardonal S/N, Lote B, Puerto Montt

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$17,294,783.

### Corporate purpose and clear statement of activities

The purpose of the company is the development of fish breeding programs either on its own or on behalf of third parties; b) research and development in aquaculture specifically regarding the genetics of salmon eggs, fry, smolts and their derivatives; c) breeding, development, cultivation, export, import, purchase, sale and distribution of by-products of marine and freshwater species; d) the provision of professional and technical services in connection with the aforementioned activities to fulfill its corporate purpose.

**Name and surnames of the Directors:** Sady Delgado Barrientos, Luis Felipe Fuenzalida Bascunan, Miguel Lavagnino Contreras, Michael Adler Eggers, Eduardo Hagedorn Hermostilla

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent<sup>1</sup>:** 1.93%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the development of fish breeding programs either on its own or on behalf of third parties.

## AQUACHILE MAGALLANES SpA.

**Name**  
AquaChile Magallanes SpA.

**Address:**  
Barros Arana 77 - 79 Comuna Natales

**Type of company:**  
Joint Stock Company

**Subscribed and paid-in capital:**  
US\$100,614,176.

### Corporate purpose and clear statement of activities

The corporate purpose of the company is: a) the provision of aquaculture services in general, on its own behalf or on behalf of third parties; (b) the reproduction in captivity or in the open environment of any marine species such as fish, crustaceans, etc.; (c) 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.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:** Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent<sup>1</sup>:** 11.65

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary that provides general aquaculture services.



## EXPORTADORA LOS FIORDOS LIMITADA

### Name

Exportadora Los Fiordos Limitada

### Address:

Camino La Estrella N°401 Dpto. 13 Punta de Cortes, Rancagua

### Type of company:

Limited Liability Company

### Subscribed and paid-in capital:

US\$357,821,895.

### Corporate purpose and clear statement of activities

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 either directly or through third parties, on its own behalf or on behalf of third parties, of meat and poultry, livestock and animal supplementary products in general, and their by-products. Holding interests in all kinds of companies, civil and commercial, regardless of their corporate purpose.

**Name and surnames of the Directors:** Not applicable.

**Name and surnames of the Chief Executive Officer:** Sady Delgado Barrientos

**Names and surnames of the director, CEO or senior executives of the parent who hold any of these positions in the subsidiary or associate:**

Sady Delgado Barrientos, Sebastian Trujillo Nunez, Miguel Angel Lavagnino Contreras, Juan Pablo Rodriguez Carrera, Jose Manuel Schwerter Gallardo, Vicente de la Cruz Weinstein, Alvaro Varela Walker.

**Current ownership percentage held by the parent or investor in the capital of the subsidiary or associate:** Indirect subsidiary 100%

**Change in the percentage of ownership compared to the prior period:** 0%

**Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent<sup>1</sup>:** 23.75%

**Description of the commercial relations with subsidiaries or associates during the year and future projected relations:** The subsidiary is an operating subsidiary engaged in the production, slaughtering and processing of all types of salmonid products.





## → Entities in the financial statements

Chilean tax I.D. (RUT)	Company	Relationship with the parent	Country	Functional currency	Share as of 12.31.2023			Share as of 12.31.2022		
					Direct share	Indirect share	Total	Direct share	Indirect share	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 SpA.	Indirect subsidiary	Chile	US\$	0%	100%	100%	0%	100%	100%
96.509.550-0	Inversiones AquaChile SpA.	Indirect subsidiary	Chile	US\$	0%	100%	100%	0%	100%	100%
76.794.910-3	Aquainnovo SpA.	Indirect subsidiary	Chile	US\$	0%	100%	100%	0%	100%	100%
76.452.811-5	Centro de Innovación Aquainnovo-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%
76.495.180-8	Procesadora Calbuco SpA.	Indirect subsidiary	Chile	USD	0.00%	100%	100%	0.00%	100%	100%



## → Foreign related parties

12.31.2023

Chilean tax I.D. (RUT)	Company	Country of origin	Relationship	Functional currency	% share		Current assets	Long-term assets	Current liabilities	Long-term liabilities	Equity	Operating revenue	Net profit (loss) for year	Income tax expense	Capital expenditure (Paid-in capital)	Profit (loss) before tax
					Direct	Indirect										
Foreign	Inversiones Eurosuper SL	Spain	Indirect subsidiary	EUR	0.00%	100.00%	58	24,867	2	-	24,923	-	3,212	-	953	3,212
Foreign	Agro Europa SpA.	Italy	Indirect subsidiary	EUR	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 Shanghai	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
Foreign	AquaChile Inc.	USA	Indirect subsidiary	US dollar	0.00%	100.00%	63,938	18,674	57,864	7,286	17,461	451,533	3,847	(1,790)	200	5,236

12.31.2022

Chilean tax I.D. (RUT)	Company	Country of origin	Customer	Functional currency	% share		Current assets	Long-term assets	Current liabilities	Long-term liabilities	Equity	Operating revenue	Net profit (loss) for year	Income tax expense	Capital expenditure (Paid-in capital)	Profit (loss) before tax
					Direct	Indirect										
Foreign	Inversiones Eurosuper SL	Spain	Indirect subsidiary	EUR	0.00%	100.00%	167	-	16	-	151	-	2,966	-	964	2,966
Foreign	Agro Europa SpA.	Italy	Indirect subsidiary	EUR	0.00%	85.64%	8,262	9	5,923	221	2,127	21,818	435	173	1,070	608
Foreign	Andes Asia INC	Japan	Indirect subsidiary	Yen	0.00%	100.00%	140,218	544	137,622	90	3,050	186,457	1,369	667	76	2,036
Foreign	Agro América LLC	USA	Indirect subsidiary	US dollar	0.00%	100.00%	73,264	4	66,740	41	6,487	395,305	(29)	19	200	(10)
Foreign	Agrosuper Shanghai	China	Indirect subsidiary	Chinese yuan	0.00%	100.00%	64,524	35	54,909	13	9,637	238,348	856	438	723	1,294
Foreign	Agrosuper Asia Limited	China	Indirect subsidiary	US dollar	0.00%	100.00%	1,053	-	711	-	342	2,592	2,258	-	760	2,258
Foreign	Agrosuper Brasil Representação de Productos Alimenticios Ltda.	Brazil	Indirect subsidiary	Actual	0.00%	100.00%	8	-	4	24	(20)	-	(10)	-	33	(10)
Foreign	Productos Alimenticios Súper R.L.	Mexico	Indirect subsidiary	Mexican peso	0.00%	100.00%	29,365	50	22,532	-	6,883	126,249	699	433	-	1,132
Foreign	AquaChile Inc.	USA	Indirect subsidiary	US dollar	0.00%	100.00%	61,559	13,421	53,189	8,084	13,707	546,491	5,145	1,445	200	6,590



## → 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.

## → Dividend policy

The Company's bylaws 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 Company's Board of Directors agreed to accrue on a quarterly basis a provision for a dividend equivalent to 30% of the Company's net profit for the year, subject to the Company's final net profit, calculated in accordance with Circular No. 1945 dated September 29, 2009. As stated in the Company's Board of Directors' meeting held on March 27, 2020 and then confirmed by the Ordinary Shareholders' Meeting held on April 29, 2020, distributable net profit shall be understood to be the net profit after deducting the following:

- The unrealized gains or losses related to the recognition at fair value of biological assets governed by IAS 41, adding them back to the net profit when realized. For these purposes, the portion understood to be realized shall be the portion of increases in the fair value of the assets sold or otherwise disposed of;
- Unrealized gains or losses arising from the acquisition of other entities and, in general, unrealized gains or losses arising from the application of paragraphs 24, 39, 42 and 58 of IFRS 3, Business Combinations.

Interim, contingent and final dividends are recorded as a decrease in "Total Equity" at the time they are approved by the relevant governing body, which in the first case usually is the Company's Board of Directors, while in the second and third cases, the Ordinary Shareholders' Meeting.

## → 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	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 #1464	Huechuraba	Metropolitano
Miraflores	Calle El Retiro #1270, sector Miraflores	Renca	Metropolitano
Lo Espejo	Aeropuerto #9671	Cerrillos	Metropolitano
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	Longitudinal Sur #980	Chillán	Ñuble
Concepción	Acceso Sur a Penco 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

The Group has 335 Salmon farming concessions in a total area of 3,441.31 hectares.

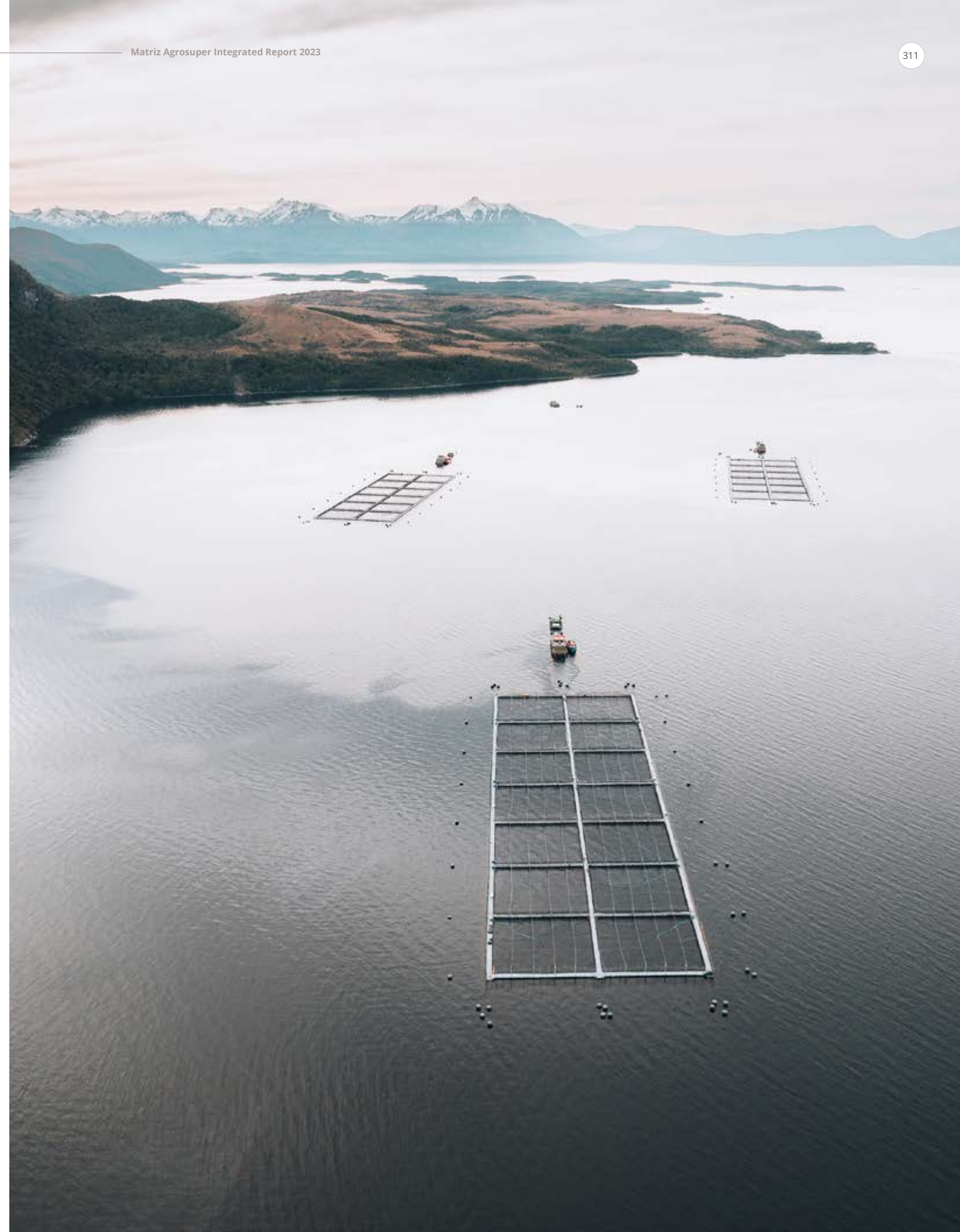
Number of concessions	Region	Macrozone	Type of concession*	Surface area (Ha.)	Status as of 12.31.2023		
					Operating	Moratorium period	Other**
23	X	X-1	Sea water	445.3	8	3	12
15	X	X-3	Sea water	204.84	6	-	9
14	X	X-4	Sea water	126.16	5	-	9
3	X	X-5	Sea water	6.5	-	3	-
22	XI	Corridor	Sea water	121.2	8	-	14
108	XI	XI-1(6)	Sea water	633.88	29	11	68
37	XI	XI-1(7)	Sea water	293.72	12	2	23
71	XI	XI-3(8)	Sea water	708.08	19	-	52
11	XII	Not defined	Sea water	435.65	4	-	7
3	XII	XII-1	Sea water	123.43	-	-	3
15	XII	XII-2	Sea water	259.64	6	-	9
1	XIV	Not defined	River	22.33	1	-	-
<b>Total 323</b>				<b>3380.73</b>	<b>98</b>	<b>19</b>	<b>206</b>

The aquaculture concessions in lakes total 59.45 hectares that are not operative at year end, detailed as follows:

### Details of aquaculture concessions in lakes:

Number of concessions	Region	Type of concession*	Surface area (Ha.)	Status as of 12.31.2023		
				Operating	Moratorium period	Other**
8	X	Portion of Water and Lake Bottom	25.48	-	-	8
4	XI	Portion of Water and Lake Bottom	33.97	-	-	4
<b>Total 12</b>			<b>59.45</b>			<b>12</b>

\*\* The "other" classification corresponds to breeding centers that did not have biomass as of December 31, 2023, as well as the centers subject to a "Moratorium period".





# 12

## About this report

Impact and materiality matrix.

Appendix: ESG metric tables.

Appendix 386.

CMF Index.

GRI Index.

SASB Index.

Statement of Responsibility.



# Impact and materiality matrix

This Integrated Report 2023 presents the challenges and results on sustainability issues for Agrosuper for the period comprised between January 1 and December 31, 2023.

The document was prepared in line with the following: the Global Reporting Initiative (GRI\_13) Standards, the Sustainability Accounting Standards Board (SASB), the Dow Jones Sustainability Index (DJSI), the World Economic Forum (WEF), Morgan Stanley Capital International (MSCI), the Food and Agriculture Organization (FAO), and the Global Salmon Initiative (GSI).

To define the material topics, the organization takes account of the following factors: those of our economic, environmental and/or social impacts that can be estimated; the interests and expectations of stakeholders (both internal and external to the organization); sustainability topics of importance to the sector and industry; and the values, policies, strategies, objectives and fundamental purposes of the organization.

To this end, the materiality sources are separated into 5 groups:

- **ESG Standards.**
- **Industry benchmarking.**
- **Stakeholders.**
- **Executive perspective.**
- **External communication.**

## Key materiality figures

### Business analysis



### Interview process



### Clippings – highlights from news review





## → Sources for defining key topics

The materiality sources are separated into 5 groups:



## → Material topics





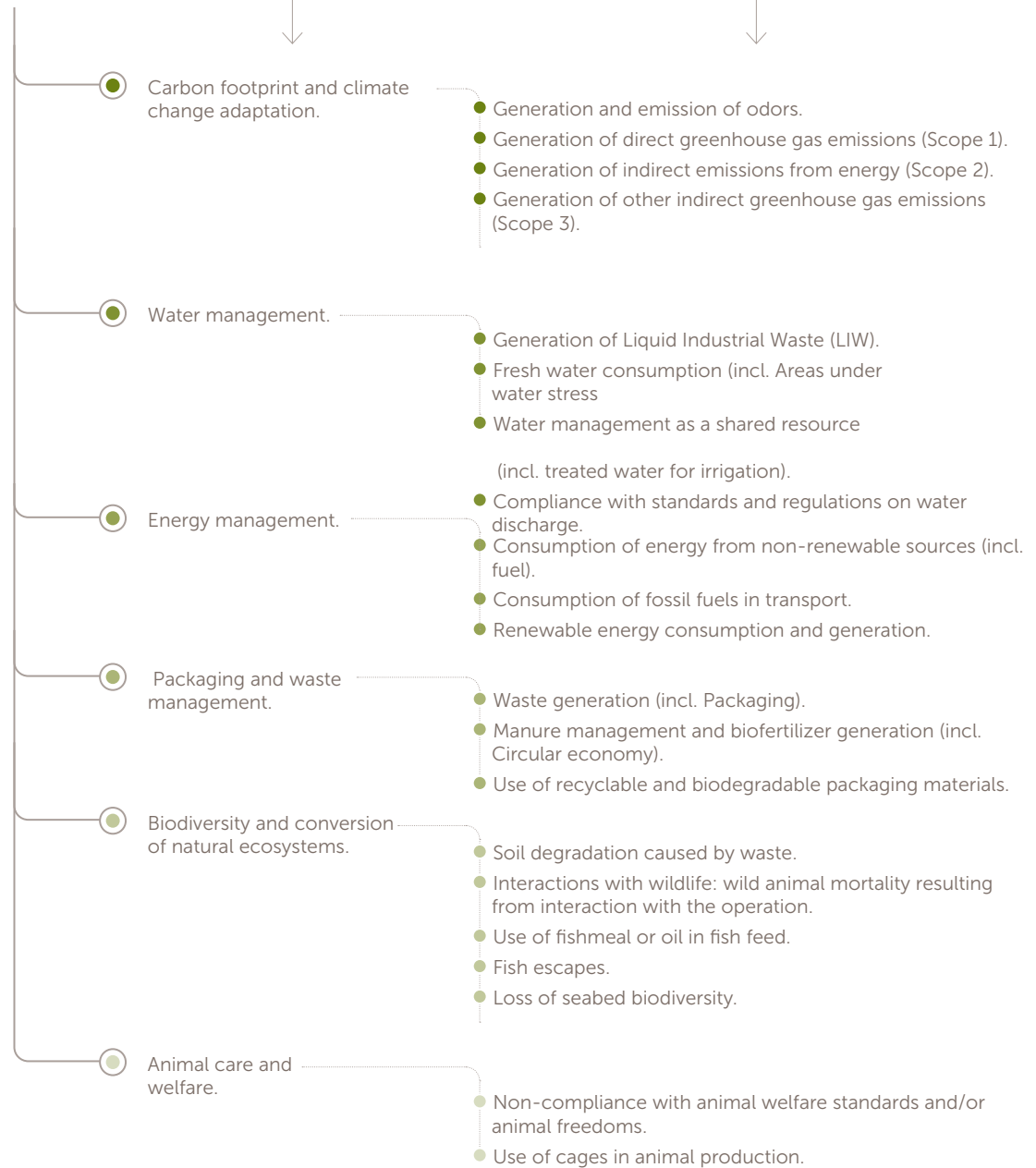
# → Impact matrix



## ENVIRONMENTAL

### Material topic

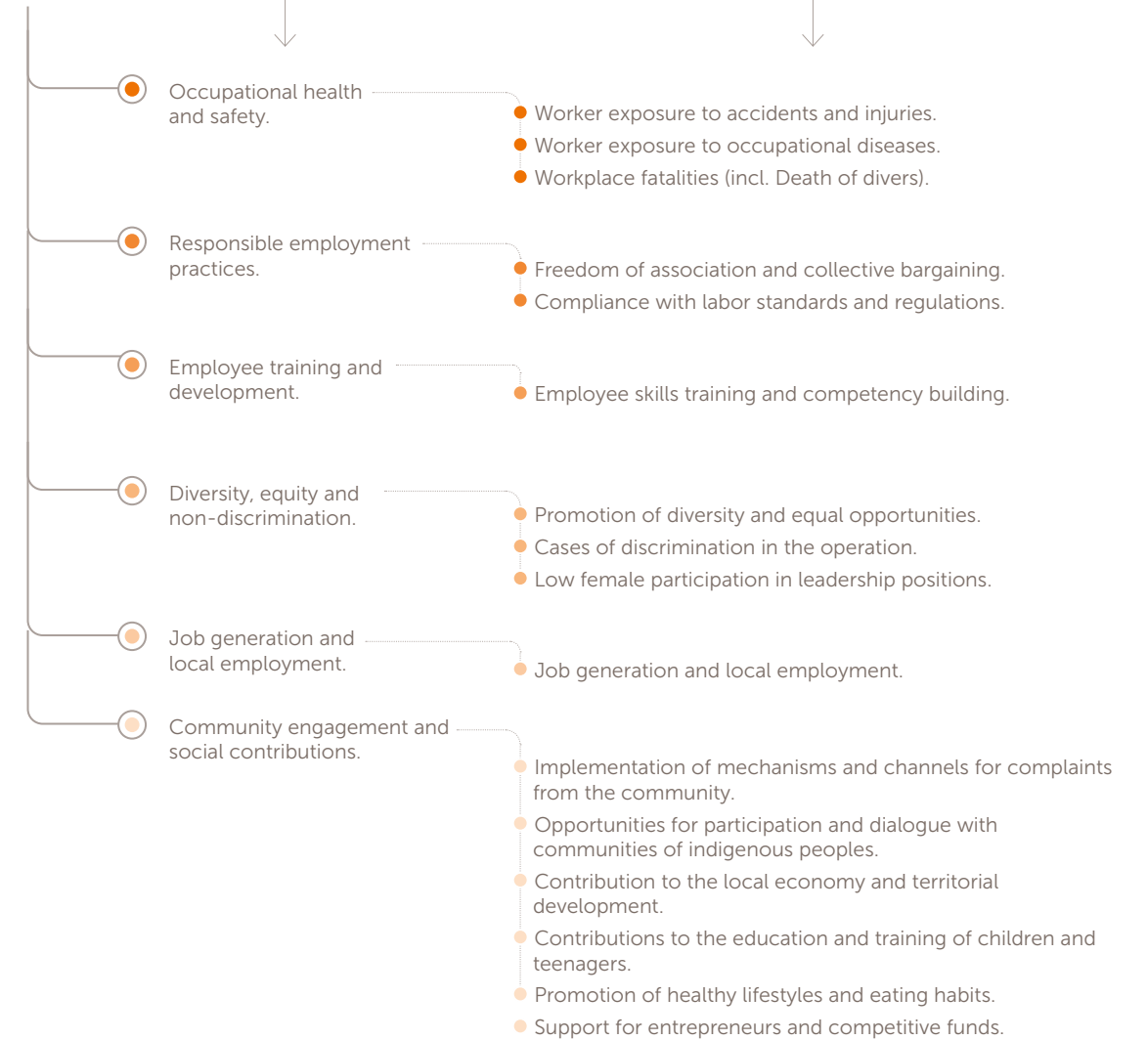
### Identified impacts



## SOCIAL

### Material topic

### Identified impacts







**GOVERNANCE**

**Material topic**

**Identified impacts**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>● Supply chain management and responsible supply.</li> <li>● Marketing and responsible labeling.</li> <li>● Customer satisfaction.</li> <li>● Opening and introduction into new markets.</li> <li>● Product quality, portfolio diversification and brand valuation.</li> <li>● Biosecurity and food safety.</li> <li>● Regulatory compliance and new regulations.</li> </ul> | <ul style="list-style-type: none"> <li>● Socio-environmental incidents in the supply chain (incl. Regulatory compliance).</li> <li>● Non-compliance with supplier commitments and payment timeframes.</li> <li>● Local supplier development.</li> <li>● Incidents related to product labeling and/or marketing.</li> <li>● Non-compliance with product commitments and delivery timeframes (Incl. Level of service).</li> <li>● Opening up of new markets and international consolidation.</li> <li>● Product control and traceability.</li> <li>● Non-compliance with food safety protocols.</li> <li>● Animal production losses due to contagion or outbreaks of diseases among the animals.</li> <li>● Product contamination through pathogens.</li> <li>● Use of growth hormones in production (incl. Use/non-use of antibiotics).</li> <li>● Non-compliance with regulations and standards (incl. Free competition).</li> <li>● Development of new regulations and standards that impact the business.</li> <li>● Cases of corruption and/or lack of business integrity.</li> <li>● Linking innovation and applied research in aquaculture.</li> <li>● Distributed value and contribution to the country (taxes, patents, suppliers, etc.).</li> </ul> |
|---|---|





# Appendix: ESG metric tables

## Focused on people

### Workforce

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total employees: women	3,145	3,018	2,276	2,288	5,421	5,306
Total employees: men	10,492	10,459	3,551	3,537	14,043	13,996
<b>Total employees</b>	<b>13,637</b>	<b>13,477</b>	<b>5,827</b>	<b>5,825</b>	<b>19,464</b>	<b>19,302</b>

### Workforce by types of contracts 2023

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	2,849	9,752	12,601	1,202	2,431	3,633	4,051	12,183	16,234
Employees on fixed-term or temporary employment contracts	169	707	876	1,028	1,029	2,057	1,197	1,736	2,933
Employees on contracts by work, project or work site	0	0	0	58	77	135	58	77	135

\*There are no records of employees on zero-hour contracts

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees on indefinite employment contracts	94.4%	93.2%	93.5%	52.6%	68.7%	62.4%	76.4%	87.1%	84.1%
Employees on fixed-term or temporary employment contracts	5.6%	6.8%	7.6%	44.9%	29.1%	35.3%	22.6%	12.4%	15.2%
Employees on contracts by work, project or work site	0%	0%	0%	2.5%	2.2%	2.3%	1.1%	0.6%	0.7%

### Workforce by type of working day 2023

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	3,015	10,456	13,471	2,288	3,537	5,825	5,303	13,993	19,296
Employees working part time	3	3	6	0	0	0	3	3	6

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees working full time	99.90%	99.97%	99.9%	100%	100%	100%	99.94%	99.98%	99.9%
Employees working part time	0.10%	0.03%	0.04%	0%	0%	0%	0.06%	0.02%	0.03%

### Workforce with workplace flexibility 2023

CMF 5.2 | GRI 2-7

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees who use teleworking or flexible working hours	569	609	1,178	140	170	310	709	779	1,488
Percentage of employees on telework or flexible working agreements.	18.9%	5.8%	8.7%	6.1%	4.8%	5.3%	13.4%	5.6%	7.7%

\*There are no records of employees with flexible working agreements for workers who have family responsibilities

### Workforce by job responsibility level 2023

CMF 5.1.1

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Senior Management	0	15	16	0	6	6	0	21	21
Management	26	102	128	11	66	77	37	168	205
Department Heads	206	962	1,168	152	415	567	358	1,377	1,735
Operators	1,824	7,603	9,427	1,599	2,013	3,612	3,423	9,616	13,039
Sales force	175	265	440	0	0	0	175	265	440
Administrative staff	187	218	405	53	37	90	240	255	495
Other professionals	551	794	1,345	253	329	582	804	1,123	1,927
Other technicians	49	499	548	220	671	891	269	1,170	1,439

\*There are no records of employees in the position of Assistant.



Workforce by nationality 2023

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	0	14	14	0	6	6	0	20	20
Argentine	0	1	1	0	0	0	0	1	1
<b>Management</b>									
Chilean	25	100	125	10	61	71	35	161	196
Brazilian	0	1	1	0	0	0	0	1	1
South Korean	0	1	1	0	0	0	0	1	1
Peruvian	1	1	2	0	0	0	1	1	2
American	0	0	0	0	3	3	0	3	3
Japanese	0	0	0	0	1	1	0	1	1
Ukrainian	0	0	0	1	0	1	1	0	1
Chinese	0	0	0	0	1	1	0	1	1
<b>Department Heads</b>									
Chilean	195	932	1,127	144	398	542	339	1,330	1,669
Argentine	0	1	1	1	1	2	1	2	3
Brazilian	0	2	2	0	0	0	0	2	2
Chinese	2	1	3	0	0	0	2	1	3
Colombian	0	1	1	2	5	7	2	6	8
Costa Rican	0	0	0	1	0	1	1	0	1
American	1	2	3	2	0	2	3	2	5
Italian	1	1	2	0	0	0	1	1	2
Japanese	2	1	3	0	0	0	2	1	3
Mexican	1	1	2	0	0	0	1	1	2
Venezuelan	4	17	21	2	11	13	6	28	34
Paraguayan	0	2	2	0	0	0	0	2	2
Dominican	0	1	1	0	0	0	0	1	1
<b>Operators</b>									
Chilean	1,734	7,113	8,847	1,553	1,901	3,454	3,287	9,014	12,301
Argentine	1	6	7	0	1	1	1	7	8
Bolivian	6	21	27	2	5	7	8	26	34
Colombian	20	59	79	23	36	59	43	95	138
Cuban	1	9	10	0	1	1	1	10	11
Dominican	1	4	5	2	1	3	3	5	8
Ecuadorian	3	32	35	0	0	0	3	32	35
American	0	0	0	2	3	5	2	3	5
Guatemalan	0	1	1	0	0	0	0	1	1
Haitian	3	124	127	8	46	54	11	170	181
Italian	0	1	1	0	0	0	0	1	1
Paraguayan	0	2	2	0	0	0	0	2	2
Peruvian	4	21	25	0	0	0	4	21	25
Salvadorian	0	1	1	0	0	0	0	1	1
Venezuelan	51	209	260	9	19	28	60	228	288

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Sales force</b>									
Chilean	154	239	393	0	0	0	154	239	393
Argentine	1	1	2	0	0	0	1	1	2
Bolivian	1	0	1	0	0	0	1	0	1
Colombian	3	0	3	0	0	0	3	0	3
Peruvian	1	4	5	0	0	0	1	4	5
Dominican	0	1	1	0	0	0	0	1	1
Venezuelan	15	20	35	0	0	0	15	20	35
<b>Administrative staff</b>									
Chilean	179	202	381	52	31	83	231	233	464
Colombian	2	1	3	0	1	1	2	2	4
Mexican	0	1	1	0	0	0	0	1	1
Venezuelan	6	14	20	1	5	6	7	19	26
<b>Other professionals</b>									
Chilean	510	752	1,262	214	294	508	724	1,046	1,770
German	0	0	0	1	0	1	1	0	1
Argentine	0	1	1	0	0	0	0	1	1
Bolivian	0	2	2	0	0	0	0	2	2
Brazilian	1	1	2	1	0	1	2	1	3
Canadian	0	1	1	0	0	0	0	1	1
Chinese	11	4	15	3	4	7	14	8	22
Colombian	1	1	2	2	3	5	3	4	7
Ecuadorian	0	0	0	1	0	1	1	0	1
Spanish	0	0	0	0	1	1	0	1	1
American	5	6	11	8	9	17	13	15	28
Guatemalan	0	1	1	0	0	0	0	1	1
Italian	3	0	3	0	0	0	3	0	3
Japanese	5	1	6	4	2	6	9	3	12
Malaysian	0	0	0	0	1	1	0	1	1
Mexican	4	3	7	0	2	2	4	5	9
Peruvian	1	1	2	3	1	4	4	2	6
South Korean	0	1	1	0	0	0	0	1	1
Venezuelan	10	19	29	14	12	26	24	31	55
Russian	0	0	0	2	0	0	2	0	2
<b>Other technicians</b>									
Chilean	48	484	532	210	630	840	258	1,114	1,372
Argentine	0	0	0	1	0	1	1	0	1
Brazilian	1	0	1	0	0	0	1	0	1
Colombian	0	1	1	3	5	8	3	6	9
Ecuadorian	0	0	0	0	1	1	0	1	1
Haitian	0	0	0	0	1	1	0	1	1
Peruvian	0	1	1	0	0	0	0	1	1
Venezuelan	0	13	13	6	34	40	6	47	53



Workforce by age range 2023

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	1	1	0	1	1
Age range: between 30 and 40	0	2	2	0	4	4	0	6	6
Age range: between 41 and 50	0	6	6	0	1	1	0	7	7
Age range: between 51 and 60	0	6	6	0	0	0	0	6	6
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	0	1	1	0	1	1	0	2	2
Age range: between 30 and 40	14	41	55	6	35	41	20	76	96
Age range: between 41 and 50	10	41	51	3	23	26	13	64	77
Age range: between 51 and 60	2	15	17	2	6	8	4	21	25
Age range: between 61 and 70	0	5	5	0	1	1	0	6	6
Age range: over 70	0	0	0	0	0	0	0	0	0
<b>Department Heads</b>									
Age range: below 30	35	119	154	14	28	42	49	147	196
Age range: between 30 and 40	98	401	499	78	187	265	176	588	764
Age range: between 41 and 50	57	290	347	53	150	203	110	440	550
Age range: between 51 and 60	15	132	147	6	48	54	21	180	201
Age range: between 61 and 70	1	20	21	1	2	3	2	22	24
Age range: over 70	0	0	0	0	0	0	0	0	0
<b>Operators</b>									
Age range: below 30	451	2,512	2,963	527	783	1,310	978	3,295	4,273
Age range: between 30 and 40	561	2,319	2,880	463	621	1,084	1,024	2,940	3,964
Age range: between 41 and 50	539	1,552	2,091	356	334	690	895	1,886	2,781
Age range: between 51 and 60	259	986	1,245	236	238	474	495	1,224	1,719
Age range: between 61 and 70	13	232	245	17	37	54	30	269	299
Age range: over 70	0	0	0	0	0	0	0	0	0
<b>Sales force</b>									
Age range: below 30	48	49	97	0	0	0	48	49	97
Age range: between 30 and 40	87	100	187	0	0	0	87	100	187
Age range: between 41 and 50	32	76	108	0	0	0	32	76	108
Age range: between 51 and 60	8	35	43	0	0	0	8	35	43
Age range: between 61 and 70	0	5	5	0	0	0	0	5	5
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 staff</b>									
Age range: below 30	73	56	129	26	18	44	99	74	173
Age range: between 30 and 40	59	81	140	18	14	32	77	95	172
Age range: between 41 and 50	39	44	83	8	2	10	47	46	93
Age range: between 51 and 60	13	31	44	1	2	3	14	33	47
Age range: between 61 and 70	3	6	9	0	1	1	3	7	10
Age range: over 70	0	0	0	0	0	0	0	0	0
<b>Other professionals</b>									
Age range: below 30	207	276	483	66	91	157	273	367	640
Age range: between 30 and 40	239	307	546	136	141	277	375	448	823
Age range: between 41 and 50	76	148	224	43	69	112	119	217	336
Age range: between 51 and 60	27	56	83	8	24	32	35	80	115
Age range: between 61 and 70	2	7	9	0	4	4	2	11	13
Age range: over 70	0	0	0	0	0	0	0	0	0
<b>Other technicians</b>									
Age range: below 30	22	214	236	102	217	319	124	431	555
Age range: between 30 and 40	23	161	184	81	259	340	104	420	524
Age range: between 41 and 50	2	67	69	32	140	172	34	207	241
Age range: between 51 and 60	2	44	46	5	49	54	7	93	100
Age range: between 61 and 70	0	12	12	0	6	6	0	18	18
Age range: over 70	0	1	1	0	0	0	0	1	1



### Workforce by range of length of service 2023

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	0	2	2	0	6	6	0	8	8
Range: more than 6 and less than 9 years	0	0	0	0	0	0	0	0	0
Range: between 9 and 12 years	0	1	1	0	0	0	0	1	1
Range: more than 12 years	0	10	10	0	0	0	0	10	10
<b>Management</b>									
Range: Less than 3 years	5	15	20	1	23	24	6	38	44
Range: between 3 and 6 years	4	24	28	5	21	26	9	45	54
Range: more than 6 and less than 9 years	4	10	14	2	9	11	6	19	25
Range: between 9 and 12 years	3	10	13	1	0	1	4	10	14
Range: more than 12 years	10	44	54	2	13	15	12	57	69
<b>Department Heads</b>									
Range: Less than 3 years	38	85	123	52	94	146	90	179	269
Range: between 3 and 6 years	33	135	168	56	117	173	89	252	341
Range: more than 6 and less than 9 years	47	129	176	8	24	32	55	153	208
Range: between 9 and 12 years	34	136	170	21	59	80	55	195	250
Range: more than 12 years	54	486	540	15	121	136	69	607	676
<b>Operators</b>									
Range: Less than 3 years	898	3,208	4,106	1,274	1,494	2,768	2,172	4,702	6,874
Range: between 3 and 6 years	249	1,602	1,851	205	284	489	454	1,886	2,340
Range: more than 6 and less than 9 years	267	825	1,092	45	79	124	312	904	1,216
Range: between 9 and 12 years	166	594	760	50	65	115	216	659	875
Range: more than 12 years	244	1,374	1,618	25	91	116	269	1,465	1,734
<b>Sales force</b>									
Range: Less than 3 years	82	121	203	0	0	0	82	121	203
Range: between 3 and 6 years	39	70	109	0	0	0	39	70	109
Range: more than 6 and less than 9 years	35	35	70	0	0	0	35	35	70
Range: between 9 and 12 years	11	13	24	0	0	0	11	13	24
Range: more than 12 years	8	26	34	0	0	0	8	26	34
<b>Administrative staff</b>									
Range: Less than 3 years	80	50	130	36	25	61	116	75	191
Range: between 3 and 6 years	38	59	97	10	8	18	48	67	115
Range: more than 6 and less than 9 years	23	23	46	2	1	3	25	24	49
Range: between 9 and 12 years	9	20	29	5	1	6	14	21	35
Range: more than 12 years	37	66	103	0	2	2	37	68	105
<b>Other professionals</b>									
Range: Less than 3 years	222	291	513	129	159	288	351	450	801
Range: between 3 and 6 years	122	145	267	70	90	160	192	235	427
Range: more than 6 and less than 9 years	66	99	165	15	18	33	81	117	198
Range: between 9 and 12 years	52	68	120	20	31	51	72	99	171
Range: more than 12 years	89	191	280	19	31	50	108	222	330
<b>Other technicians</b>									
Range: Less than 3 years	26	181	207	165	349	514	191	530	721
Range: between 3 and 6 years	10	126	136	33	181	214	43	307	350
Range: more than 6 and less than 9 years	6	58	64	7	33	40	13	91	104
Range: between 9 and 12 years	4	49	53	6	54	60	10	103	113
Range: more than 12 years	3	85	88	9	54	63	12	139	151

### Workforce with disabilities 2023

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	1	12	13	1	3	4	2	15	17
Operators	36	69	105	12	25	37	48	94	142
Sales force	4	1	5	0	0	0	4	1	5
Administrative staff	3	9	12	0	1	1	3	10	13
Other professionals	6	11	17	3	2	5	9	13	22
Other technicians	0	9	9	0	5	5	0	14	14

### Percentage of workforce with disabilities 2023

	Meat Segment	Aquaculture Segment	Total Agrosuper
Senior Management	0%	0%	0%
Management	0.8%	0%	0.5%
Department Heads	1.1%	0.7%	1%
Operators	1.1%	1%	1.1%
Sales force	1.1%	0%	1.1%
Administrative personnel	3%	1.1%	2.6%
Other professionals	1.3%	0.9%	1.1%
Other technicians	1.6%	0.6%	1%
<b>Total</b>	<b>1.2%</b>	<b>0.9%</b>	<b>1.1%</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	
	2022	2023	2022	2023	2022	2023
<b>Total contractors</b>	<b>9,791</b>	<b>10,494</b>	<b>3,182</b>	<b>4,097</b>	<b>12,973</b>	<b>14,591</b>



### Employees by the country they work in

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Chile	2,982	10,425	13,407	2,258	3,497	5,755	5,240	13,922	19,162
Brazil	0	0	0	1	0	1	1	0	1
China	14	7	21	2	6	8	16	13	29
Korea	0	2	2	0	0	0	0	2	2
United States	6	15	21	18	25	43	24	40	64
Italy	4	2	6	0	0	0	4	2	6
Japan	7	4	11	5	6	11	12	10	22
Mexico	5	4	9	0	3	3	5	7	12
Rest of Europe	0	0	0	4	0	4	4	0	4

### 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	4	7	11	0	0	0	4	7	11
Tarapacá	7	18	25	0	0	0	7	18	25
Antofagasta	12	67	79	0	0	0	12	67	79
Atacama	6	24	32	0	0	0	6	24	32
Coquimbo	8	45	54	0	0	0	9	45	54
Valparaíso	378	1,127	1,505	0	0	0	378	1,127	1,505
Metropolitan Region	366	1,361	1,727	0	0	0	366	1,361	1,727
Libertador General Bernardo O' Higgins	2,144	7,486	9,630	0	0	0	2,144	7,486	9,630
Maule	0	0	0	0	0	0	0	0	0
Ñuble	7	43	50	0	0	0	7	43	50
Biobío	18	84	102	0	0	0	18	84	102
La Araucanía	8	69	77	49	114	163	57	183	240
Los Ríos	2	16	18	0	1	1	2	17	19
Los Lagos	15	60	75	1,976	2,567	4,543	1,991	2,627	4,618
Aysén del General Carlos Ibáñez del Campo	0	0	0	91	519	610	91	519	610
Magallanes and Chilean Antarctic	6	18	24	142	296	438	148	314	462

### Diversity, equity and non-discrimination.

#### Sexual harassment complaints in line with Law 20.005

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total sexual harassment complaints in line with Law 20.005 made to the company during the year:	7	2	9
Total sexual harassment complaints in line with Law 20.005 made to the Labor Directorate or equivalent organism during the year:	0	0	0

#### Labor harassment complaints in line with Law 20.607

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total labor harassment complaints in line with Law 20.607 made to the company during the year:	16	2	18
Total labor harassment complaints in line with Law 20.607 made to the Labor Directorate or equivalent organism during the year:	0	1	1

#### Discrimination cases

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total discrimination cases	0	0	0

### Salary equity

#### Mean and median salary gap by job responsibility level

	Mean salary gap	Median salary gap
Senior Management	N.A.	N.A.
Management	83.8%	85.9%
Department Heads	96.6%	67.9%
Operators	95.2%	98.4%
Sales force	86.6%	75.4%
Administrative personnel	94%	92.9%
Other professionals	91.5%	92.4%
Other technicians	81.8%	80.8%
<b>Total</b>	<b>86.4%</b>	<b>91.2%</b>



## Health and safety

### Employees covered by the workplace health and safety management system 2023

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total own workers	13,397	5,269	18,666
Total third-party workers (contractors)	10,494	3,596	14,090
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%
Percentage of total workers covered by the workplace health and safety management system	100%	100%	100%

### Workers who were subject to an internal audit in 2023

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total own workers	12,281	3,406	15,687
Total third-party workers (contractors)	4,146	749	4,895
Percentage of own workers	91.7%	64.6%	84%
Percentage of third-party workers (contractors)	39.5%	20.8%	34.7%
Percentage of all workers	68.8%	46.9%	62.8%

### Workers who were subject to an external audit in 2023

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total own workers	0	3,406	3,406
Total third-party workers (contractors)	0	2,000	2,000
Percentage of own workers	0%	64.6%	18.2%
Percentage of third-party workers (contractors)	0%	55.6%	14.2%
Percentage of all workers	0%	61%	16.5%

### General occupational health and safety indicators

	Meat Segment	Aquaculture Segment	Total Agrosuper
Monthly average of workers hired	13,397	5,269	18,666
Total fatalities from workplace accidents	0	0	0
Total workplace accidents	111	68	179
Total days lost due to accidents	5,439	1,330	6,769
Total occupational illnesses	6	5	11
Fatality rate (per hundred thousand workers)	0	0	0
Accident rate (per hundred workers)	0.83	1.29	0.59
Average number of days lost due to accidents at work	49	19.6	37.8
Occupational disease rate (per hundred workers)	0.04	0.09	0.06

### Occupational health and safety targets

	Meat Segment	Aquaculture Segment
Target for 2023: Fatalities from workplace accidents	0	0
Target for 2023: Accidents at work	0.83	1.16
Target for 2023: Days lost due to accidents	22	21
Target for 2023: occupational diseases	5.00	0.04

### Other accident indicators for own workers

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total injuries from accidents at work with serious consequences	0	7	1	0	1	7
Total injuries from reportable accidents at work	141	111	68	68	209	179
Total hours worked	27,272,048	28,993,058	10,709,624	10,906,441	37,981,690	39,899,499
Rate of injuries from reportable accidents at work	1.03	0.77	1.27	1.25	1.10	0.90

Does not include deaths. Calculated based on 200,000 hours worked.

Main types of injuries from accidents at work: Superficial injuries and open wounds, dislocations, sprains and strains.

### Other accident indicators for third-party workers (contractors)

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total injuries from accidents at work with serious consequences	-	14	0	1	-	15
Total injuries from reportable accidents at work	-	140	58	68	-	208
Total hours worked	19,297,440	19,880,640	591,480	647,280	19,888,920	20,527,920
Rate of injuries from accidents at work with serious consequences	-	0.14	0	0.31	-	0.15
Rate of injuries from reportable accidents at work	-	1.41	19.61	21.01	-	2.03

Does not include deaths. Calculated based on 200,000 hours worked.

Main types of injuries from accidents at work: Superficial injuries and open wounds, dislocations, sprains and strains.

2022 figures not available.

### Other occupational disease indicators for own workers

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total deaths resulting from occupational diseases	0	0	0	0	0	0
Total cases of reportable occupational illnesses and diseases	0	6	6	5	6	11



## Training and Development

### Employee training

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
	Total employees (workforce)	13,637	13,477	5,827	5,825	19,464
Total employees trained	12,654	12,788	4,526	5,455	17,180	18,243
Total training hours	1,067,880	607,342	309,369	490,212	1,377,257	1,097,554
Percentage of workforce trained	92.8%	94.9%	77.7%	93.6%	88.3%	94.5%
Average training hours	84.4	47.5	68.4	89.9	80.2	60.2

### Training of employees by job responsibility level

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
	Senior Management	0	10	10	0	5	5	0	15
Management	25	107	132	10	53	63	35	160	195
Department Heads	200	946	1146	142	410	552	342	1,356	1,698
Operators	1,674	7,257	8,931	1,505	1,905	3,410	3,179	9,162	12,341
Sales force	144	232	376	0	0	0	144	232	376
Administrative staff	168	212	380	50	37	87	218	249	467
Other professionals	525	766	1,291	219	299	518	744	1,065	1,809
Other technicians	43	479	522	209	611	820	252	1,090	1,342
<b>Total employees</b>	<b>2,779</b>	<b>10,009</b>	<b>12,788</b>	<b>2,135</b>	<b>3,320</b>	<b>5,455</b>	<b>4,914</b>	<b>13,329</b>	<b>18,243</b>

### Total training hours for employees by job responsibility level

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
	Senior Management	0.0	515.0	515.0	0.0	72.0	72.0	0.0	587.0
Management	1,443.0	4,653.0	6,096.0	290.0	1,898.0	2,188.0	1,733.0	6,551.0	8,284.0
Department Heads	15,503.5	65,292.5	80,796	18,830	82,310	101,140	34,333.5	147,602.5	181,936
Operators	74,807.5	320,252.5	395,060.0	89,542.0	146,847.0	236,389.0	164,349.5	467,099.5	631,449.0
Sales force	5,000.5	6,566.5	11,567.0	0.0	0.0	0.0	5,000.5	6,566.5	11,567.0
Administrative staff	7,794.5	9,643.5	17,438.0	4,252.0	3,543.0	7,795.0	12,046.5	13,186.5	25,233.0
Other professionals	32,870.6	38,327.0	71,197.6	14,616.0	23,594.0	38,210.0	47,486.6	61,921.0	109,407.6
Other technicians	2,983.0	21,689.6	24,672.6	27,353.0	77,065.0	104,418.0	30,336.0	98,754.6	129,090.6
<b>Total employees</b>	<b>140,402.6</b>	<b>466,939.6</b>	<b>607,342.2</b>	<b>154,883.0</b>	<b>335,329.0</b>	<b>490,212.0</b>	<b>295,285.6</b>	<b>802,268.6</b>	<b>1,097,554.2</b>

### Average training hours for employees by job responsibility level

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
	Senior Management	0	51.5	51.5	0	14.4	14.4	0	39.1
Management	57.7	43.5	46.2	29.0	35.8	34.7	49.5	40.9	42.5
Department Heads	77.5	69	70.5	132.6	200.8	183.2	100.4	108.9	107.1
Operators	44.7	44.1	44.2	59.5	77.1	69.3	51.7	51.0	51.2
Sales force	34.7	28.3	30.8	0	0	0	34.7	28.3	30.8
Administrative staff	46.4	45.5	45.9	85.0	95.8	89.6	55.3	53.0	54.0
Other professionals	62.6	50.0	55.1	66.7	78.9	73.8	63.8	58.1	60.5
Other technicians	69.4	45.3	47.3	130.9	126.1	127.3	120.4	90.6	96.2
<b>Total employees</b>	<b>50.5</b>	<b>46.7</b>	<b>47.5</b>	<b>72.5</b>	<b>101.0</b>	<b>89.9</b>	<b>60.1</b>	<b>60.2</b>	<b>60.2</b>

### Total monetary resources invested in training

	Total Agrosuper
Total investment in training in 2023	US\$3,380,595
Percentage invested in training in relation to income	0.08%

### Employee training to prevent and manage workplace and sexual harassment

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total employees trained in these topics	509	583	23	66	532	649
Total hours of training in these topics	3,784	1,091	575	660	3,784	1,751
Percentage of workforce trained in these topics	3.4%	4.3%	0.4%	1.1%	2.7%	3.4%
Average training hours in these topics	7.4	1.9	25	10	8.2	2.7

## Performance assessment and internal mobility

### Employee performance assessment

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total employees (workforce)	13,637	13,477	5,827	5,825	19,464	19,302
Total employees assessed: Individual Performance Management (GDI)	2,781	2,690	1,058	1,102	3,839	3,792
Total employees assessed: Individual Performance Feedback (RDI)	8,586	8,718	1,813	2,187	10,399	10,905
Total employees assessed 2023	11,367	11,408	3,126	3,289	14,493	14,697
Percentage of the workforce assessed	83.4%	84.7%	53.7%	56.5%	74.5%	76.14%



### Average assessment

	Meat Segment		Aquaculture Segment	
	2022	2023	2022	2023
Individual Performance Management (GDI)	96	97	92	89
Individual Performance Feedback (RDI)	93	92	84	88

### Employees assessed through Individual Performance Management by job category

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total employees reviewed: Senior Management	0	0	6	5	6	5
Total employees reviewed: Management	137	132	63	79	200	211
Total employees assessed: Department Heads	1,099	1,077	420	355	1,519	1,432
Total employees assessed: Operators	0	0	22	21	22	21
Total employees assessed: Sales force	0	0	0	0	0	0
Total employees assessed: Administrative staff	306	299	61	49	367	348
Total employees assessed: Other professionals	1,239	1,182	441	509	1,680	1,691
Total employees assessed: Other technicians	0	0	45	84	45	84
<b>Total employees assessed.</b>	<b>2,781</b>	<b>2,690</b>	<b>1,058</b>	<b>1,102</b>	<b>3,839</b>	<b>3,792</b>

### Average assessment through Individual Performance Management (GDI) by job category

	Meat Segment		Aquaculture Segment	
	2022	2023	2022	2023
Total employees assessed: Senior Management	0	0	0	0
Total employees assessed: Management	96.4	101	94.9	87.4
Total employees assessed: Department Heads	95.8	96.4	92.6	89
Total employees assessed: Operators	0	0	92.9	91.6
Total employees assessed: Sales force	0	0	0	0
Total employees assessed: Administrative staff	87.4	95.7	90	88.1
Total employees assessed: Other professionals	95.1	97.4	91.6	89.5
Total employees assessed: Other technicians	0	0	90.4	90

### Employees assessed through Individual Performance Feedback (RDI) by job category

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total employees assessed: Senior Management	0	0	0	0	0	0
Total employees assessed: Management	0	0	0	0	0	0
Total employees assessed: Department Heads	0	0	0	0	0	0
Total employees assessed: Operators	7,683	7,883	1,262	1,575	8,945	9,458
Total employees assessed: Sales force	339	347	0	0	339	347
Total employees assessed: Administrative staff	0	0	38	17	38	17
Total employees assessed: Other professionals	0	0	78	25	78	25
Total employees assessed: Other technicians	564	488	352	490	916	978
<b>Total employees assessed.</b>	<b>8,586</b>	<b>8,718</b>	<b>1,813</b>	<b>2,187</b>	<b>10,399</b>	<b>10,905</b>

### Average assessment through Individual Performance Feedback (RDI) by job category

	Meat Segment		Aquaculture Segment	
	2022	2023	2022	2023
Total employees assessed: Senior Management	0	0	0	0
Total employees assessed: Management	0	0	0	0
Total employees assessed: Department Heads	0	0	89.1	93
Total employees assessed: Operators	92.8	91.7	82.7	88.6
Total employees assessed: Sales force	89.8	89.1	0	0
Total employees assessed: Administrative staff	0	0	90.4	92.7
Total employees assessed: Other professionals	0	0	95.7	98.5
Total employees assessed: Other technicians	93.4	93.5	84.8	92.1

### Internal Mobility

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Horizontal mobility: total employees	3	8	13	31	16	39
Vertical mobility: total employees	93	265	22	60	115	325
<b>Total employees with internal mobility</b>	<b>96</b>	<b>273</b>	<b>35</b>	<b>91</b>	<b>131</b>	<b>364</b>

### New talent

#### Indicators of hiring new workers

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total new workers hired: women	1,030	471	61	32	1,091	503
Total new workers hired: men	2,795	2,215	133	107	2,928	2,322
Total new workers hired	3,825	2,686	194	139	4,019	2,825
Hiring rate of new workers:	28.1%	19.9%	3.3%	2.4%	20.7%	14.6%

#### New hires by age range: women

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Under 30	466	222	29	15	495	237
Between 30 and 50 years	450	236	32	17	482	253
Over 50	114	13	0	0	114	13
<b>Total new workers hired: women</b>	<b>1,030</b>	<b>471</b>	<b>61</b>	<b>32</b>	<b>1,091</b>	<b>503</b>



### New hires by age range: men

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Under 30	1,470	1,172	50	41	1,520	1,213
Between 30 and 50 years	975	931	78	56	1,053	987
Over 50	350	112	5	10	355	122
<b>Total new workers hired: men</b>	<b>2,795</b>	<b>2,215</b>	<b>133</b>	<b>107</b>	<b>2,928</b>	<b>2,322</b>

### Total new workers hired by age range

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Under 30	1,936	1,394	79	56	2,015	1,450
Between 30 and 50 years	1,425	1,167	110	73	1,535	1,240
Over 50	464	125	5	10	469	135
<b>Total new workers hired: women</b>	<b>3,825</b>	<b>2,686</b>	<b>194</b>	<b>139</b>	<b>4,019</b>	<b>2,825</b>

### General turnover indicators

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total employees who left the company: women	799	596	341	306	1,140	902
Total employees who left the company: men	2,730	2,257	449	554	3,179	2,811
<b>Total employees who left the company</b>	<b>3,529</b>	<b>2,853</b>	<b>790</b>	<b>860</b>	<b>4,319</b>	<b>3,713</b>

### Turnover rate by age range: women

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Under 30	332	206	148	110	480	316
Between 30 and 50 years	413	347	171	171	584	518
Over 50	54	43	22	25	76	68
<b>Total employees who left the company: women</b>	<b>799</b>	<b>596</b>	<b>341</b>	<b>306</b>	<b>1,140</b>	<b>902</b>

### Turnover rate by age range: men

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Under 30	1,359	979	167	198	1,526	1,177
Between 30 and 50 years	1,184	1,083	257	303	1,441	1,386
Over 50	187	195	25	53	212	248
<b>Total employees who left the company: men</b>	<b>2,730</b>	<b>2,257</b>	<b>449</b>	<b>554</b>	<b>3,179</b>	<b>2,811</b>

### Total employees who left the company

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Under 30	1,691	1,185	315	308	2,006	1,493
Between 30 and 50 years	1,597	1,430	428	474	2,025	1,904
Over 50	241	238	47	78	288	316
<b>Total employees who left the company</b>	<b>3,529</b>	<b>2,853</b>	<b>790</b>	<b>860</b>	<b>4,319</b>	<b>3,713</b>

### Indicators of postnatal leave

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Employees eligible for postnatal leave: Chile	139	0	99	2	238	2
Employees eligible for postnatal leave: Other countries	0	0	0	0	0	0
Employees who made use of postnatal leave: Chile	139	0	99	2	238	2
Employees who made use of postnatal leave: Other countries	0	0	0	0	0	0
<b>Percentage of employees who made use of postnatal leave</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Employees who have returned to work after completing postnatal leave	82	0	90	2	172	2
<b>Percentage of employees who have returned to work after completing postnatal leave</b>	<b>59%</b>	<b>0%</b>	<b>90.9%</b>	<b>100%</b>	<b>72.3%</b>	<b>100%</b>

### Average days of postnatal leave by job category

	Meat Segment		Aquaculture Segment			Total Agrosuper			
	Postnatal leave: women	Paternal leave	Postnatal leave: men	Postnatal leave: women	Paternal leave	Postnatal leave: men	Postnatal leave: women	Paternal leave	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	0	0	0	0	0	0	0	0	0
Average days of postnatal leave: Department Heads	83	0	0	71	5	0	77	5	0
Average days of postnatal leave: Operators	161	0	0	70.9	5.2	13	115.9	5.2	13
Average days of postnatal leave: Sales force	74	0	0	0	0	0	74	0	0
Average days of postnatal leave: Administrative staff	84	0	0	72.4	7	0	78.2	7	0
Average days of postnatal leave: Other professionals	395	0	0	78.4	7.5	0	236.7	7.5	0
Average days of postnatal leave: Other technicians	63	0	0	70.3	5.8	14	66.7	5.8	14
<b>Average days of postnatal leave: Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>71.6</b>	<b>5.4</b>	<b>13.5</b>	<b>71.6</b>	<b>5.4</b>	<b>13.5</b>



## Community engagement

### Indicators of participation and dialogue initiatives

	Meat Segment	Aquaculture Segment	Total Agrosuper
Percentage of operations with local community engagement, impact assessments, and development programs implemented	100%	100%	100%
Total dialogue initiatives implemented	120	295	415
Total people who participated in dialogue initiatives	964	14,817	15,781

### Complaint indicators

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total complaints received	917	20	937
Total complaints managed	917	20	937
Total complaints resolved	917	20	937

## Programs and social contribution

### General program totals by pillar

	Meat Segment	Aquaculture Segment	Total Agrosuper
<b>ENTREPRENEURSHIP PILLAR</b>			
Total beneficiaries 2023	153,617	1,362	154,979
Total beneficiary organizations 2023	251	17	268
Total investment in 2023	US\$551,092	US\$87,913	US\$39,005
<b>LOCAL DEVELOPMENT PILLAR</b>			
Total beneficiaries 2023	60,093	48,018	108,111
Total beneficiary organizations 2023	89	188	277
Total investment in 2023	US\$356,994	US\$356,875	US\$713,869
<b>EDUCATION PILLAR</b>			
Total beneficiaries 2023	2,425	8,039	10,464
Total beneficiary organizations 2023	12	93	105
Total investment in 2023	US\$2,026,439	US\$120,484	US\$2,146,923
<b>HEALTHY LIFESTYLE PILLAR</b>			
Total beneficiaries 2023	14,878	18,616	33,494
Total beneficiary organizations 2023	136	123	259
Total investment in 2023	US\$113,067	US\$131,698	US\$244,765
<b>GENERAL TOTAL</b>			
Total beneficiaries 2023	231,013	76,035	307,048
Total beneficiary organizations 2023	488	421	909
Total investment in 2023	US\$3,047,594	US\$696,970	US\$3,744,562

### Social investment

	Meat Segment	Aquaculture Segment	Total Agrosuper
Total beneficiary organizations 2023	38	225	263
Total investment in 2023	US\$1,361,215	US\$702,264	US\$2,063,479

## Climate action and climate change mitigation

### Total emissions by scope in tons CO<sub>2</sub>eq

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	% var.	2022	2023	% var.	2022	2023	% var.
Total emissions: Scope 1	228,285	214,240	-6.2%	56,097	64,937	15.8%	284,382	279,177	-1.8%
Total emissions: Scope 2	98,443	82,829	-15.9%	27,583	27,796	0.8%	126,026	110,625	-12.2%
Total emissions: Scope 3	400,104	399,044	-0.3%	949,409	1,076,641	13.4%	1,349,513	1,475,685	9.4%
<b>Total GHG emissions</b>	<b>726,832</b>	<b>696,113</b>	<b>-4.2%</b>	<b>1,033,089</b>	<b>1,169,374</b>	<b>13.2%</b>	<b>1,759,921</b>	<b>1,865,487</b>	<b>6%</b>

### Biogenic emissions CO<sub>2</sub>eq

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	% var.	2022	2023	% var.	2022	2023	% var.
Biogenic emissions CO <sub>2</sub> eq	130,440	87,890	-32.6%	0	0	0%	130,440	87,890	-32.6%

### Greenhouse gas emission intensity ration

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	% var.	2022	2023	% var.	2022	2023	% var.
Emission intensity ratio	0.29	0.26	-10.3%	4.49	4.73	5.4%	284,382	278,979	-1.9%

Meat Segment: Scope 1 and 2 emissions per ton slaughtered

Aquaculture Segment: kg WFE/ kg CO<sub>2</sub>eq (scopes 1,2 and 3)

### Total consumption indicators

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total energy consumption (GJ) 2022	462,413	1,478,995	2,431,997	202,596	1,012,179	168,692	5,756,871
Total energy consumption (GJ) 2023	673,141	1,496,581	2,334,698	205,242	888,055	261,511	5,859,228
<b>Percentage var. 2022-2023</b>	<b>45.6%</b>	<b>1.2%</b>	<b>-4%</b>	<b>1.3%</b>	<b>-12.3%</b>	<b>55%</b>	<b>1.8%</b>
Consumption of energy from non-renewable sources (GJ) 2022	462,413	1,478,995	1,913,717	152,222	702,452	5,060	4,714,859
Consumption of energy from non-renewable sources (GJ) 2023	673,141	1,496,581	1,835,694	147,410	751,142	64,800	4,968,768
<b>Percentage var. 2022-2023</b>							<b>5.4%</b>
Consumption of energy from renewable sources (GJ) 2022	0	0	518,280	50,374	309,727	163,632	1,042,013
Consumption of energy from renewable sources (GJ) 2023	0	0	499,004	57,832	136,913	196,711	890,460
<b>Percentage var. 2022-2023</b>	<b>0%</b>	<b>0%</b>	<b>-3.7%</b>	<b>14.8%</b>	<b>-55.8%</b>	<b>20.2%</b>	<b>-14.5%</b>
<b>Percentage of energy from renewable sources 2022</b>	<b>0%</b>	<b>0%</b>	<b>21.3%</b>	<b>24.9%</b>	<b>30.6%</b>	<b>97%</b>	<b>18.1%</b>
<b>Percentage of energy from renewable sources 2023</b>	<b>0%</b>	<b>0%</b>	<b>21.4%</b>	<b>28.2%</b>	<b>15.4%</b>	<b>75.2%</b>	<b>15.2%</b>



Energy intensity ratio

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Energy intensity ratio 2022	0.18	1.31	1.79	0.74	4.29	0.78	0.98
Energy intensity ratio 2023	0.26	1.33	1.72	0.68	3.51	1.05	1.00
Percentage var. 2022-2023	47.5%	1.3%	-3.9%	-7.8%	-18.2%	35.9%	1.1%

Energy consumed from the power grid

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total energy consumed that comes from the power grid (GJ) 2022	195,314	629,131	826,283	50,374	309,727	163,632	2,174,461
Total energy consumed that comes from the power grid (GJ) 2023	187,229	730,996	800,789	57,832	142,618	196,711	2,116,175
Percentage var. 2022-2023	-4.1%	16.2%	-3.1%	14.8%	-54%	20.2%	-2.7%
Percentage energy consumed that comes from the power grid (GJ) 2022	42.2%	42.5%	34%	24.9%	30.6%	97%	37.8%
Percentage of the energy consumed that comes from the power grid (GJ) 2023	27.8%	48.8%	34.3%	24.9%	16.1%	84%	36.1%
Percentage var. 2022-2023	-34.2%	14.8%	1%	0%	-47.5%	-13.4%	-4.4%

Water management

Total water extraction by extraction source

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total surface water 2022 (l)	0	0	0	0	189,961,881,087	20,000,000	189,981,887
Total surface water 2023 (l)	0	0	0	0	239,348,612,000	44,422,000	239,393,034,000
Percentage var. 2022-2023	0%	0%	0%	0%	26%	122.1%	26%
Total underground water 2022 (l)	215,511,000	7,397,417,000	8,885,058,624	81,659,000	3,572,629,781	886,850,000	21,039,125,405
Total underground water 2023 (l)	228,177,000	7,360,590,000	8,516,474,049	81,659,000	5,378,246,000	872,003,000	22,437,149,049
Percentage var. 2022-2023	5.9%	-0.5%	-4.2%	0%	50.5%	-1.7%	6.6%
Total sea water 2022 (l)	0	0	0	0	224,246,760	661,170,000	885,416,760
Total sea water 2023 (l)	0	0	0	0	1,810,326,000	838,118,000	2,648,444,000
Percentage var. 2022-2023	0%	0%	0%	0%	707.3%	26.8%	199.1%
Total water produced 2022 (l)	0	0	0	0	0	0	0
Total water produced 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0	0	0
Total other water 2022 (l)	2,834,000	19,980,000	0	0	0	153,940,000	176,754,000
Total other water 2023 (l)	3,984,000	17,844,000	0	0	5,181,161,780	172,226,000	5,375,215,780
Percentage var. 2022-2023	40.6%	-10.7%	0%	0%	0%	11.9%	2941%
Total water extracted (l)	218,345,000	7,417,397,000	8,885,058,624	81,659,000	193,758,757,628	1,721,960,000	212,083,177,252
Total water extracted (l) 2023	232,161,000	7,378,434,000	8,516,474,049	81,659,000	251,718,345,780	1,926,769,000	269,853,842,829
Percentage var. 2022-2023	6.3%	-0.5%	-4.2%	0%	29.9%	11.9%	27.2%

Total water extraction by extraction source

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total surface water 2022 (l)	0	0	0	0	0	0	0
Total surface water 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total underground water 2022 (l)	215,511,000	7,397,417,000	8,885,058,624	81,659,000	0	0	8,580,220,000
Total underground water 2023 (l)	228,177,000	7,360,590,000	8,516,474,049	81,659,000	0	0	8,593,366,000
Percentage var. 2022-2023	5.9%	-0.5%	-4.2%	0%	0%	0%	0.2%
Total sea water 2022 (l)	0	0	0	0	0	0	0
Total sea water 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total water produced 2022 (l)	0	0	0	0	0	0	0
Total water produced 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0	0	0	0
Total other water 2022 (l)	0	0	0	0	0	0	0
Total other water 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total water extracted (l) 2022	215,511,000	7,397,417,000	8,885,058,624	81,659,000	0	0	8,580,220,000
Total water extracted (l) 2023	228,177,000	7,360,590,000	8,516,474,049	81,659,000	0	0	8,593,366,000
Percentage var. 2022-2023	5.9%	-0.5%	-4.2%	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 surface water 2022 (l)	0	63,910,000	8,352,666,729	0	204,589,265,940	0	213,005,842,669
Total surface water 2023 (l)	0	50,670,000	8,163,728,000	0	250,475,992,780	0	258,690,390,780
Percentage var. 2022-2023	0%	-20.7%	-2.3%	0%	22.4%	0%	21.5%
Total underground water 2022 (l)	0	0	0	0	0	265,400,000	265,400,000
Total underground water 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	-100%	-100%
Total sea water 2022 (l)	0	0	0	0	224,246,760	460,250,000	684,496,760
Total sea water 2023 (l)	0	0	0	0	1,242,353,000	1,139,995,000	2,382,348,000
Percentage var. 2022-2023	0%	0%	0%	0%	454%	147.7%	248%
Total other water 2022 (l)	0	1,817,034,000	0	0	0	311,190,000	2,128,224,000
Total other water 2023 (l)	0	1,900,997,000	0	0	0	582,023,600	2,483,020,600
Percentage var. 2022-2023	0%	4.6%	0%	0%	0%	87%	16.7%
Total water discharged 2022 (l)	0	1,880,944,000	8,352,666,729	0	204,813,512,700	1,036,840,000	216,083,963,429
Total water discharged 2023 (l)	0	1,951,667,000	8,163,728,000	0	251,718,345,780	1,722,018,600	263,555,759,380
Percentage var. 2022-2023	0%	3.8%	-2.3%	0%	22.9%	66.1%	22%



**Total water discharge in areas of hydric stress, by destination**

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total surface water 2022 (l)	0	63,910,000	730,911,000	0	0	0	0
Total surface water 2023 (l)	0	50,670,000	731,920,000	0	0	0	0
Percentage var. 2022-2023	0%	-20.7%	-0.1%	0%	0%	0%	0%
Total underground water 2022 (l)	0	0	0	0	0	0	0
Total underground water 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total sea water 2022 (l)	0	0	0	0	0	0	0
Total sea water 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total other water 2022 (l)	0	1,817,034,000	0	0	0	0	1,817,034,000
Total other water 2023 (l)	0	1,900,997,000	0	0	0	0	1,900,997,000
Percentage var. 2022-2023	0%	4.6%	0%	0%	0%	0%	4.6%
Total water discharged 2022 (l)	0	1,880,944,000	730,911,000	0	0	0	2,611,855,000
Total water discharged 2023 (l)	0	1,951,667,000	731,920,000	0	0	0	2,683,587,000
Percentage var. 2022-2023	0%	3.8%	-0.1%	0%	0%	0%	2.8%

**Total water discharge by treatment**

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total water discharged untreated 2022 (l)	0	0	0	0	0	0	0
Total water discharged untreated 2023 (l)	0	0	0	0	0	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total water discharged, treated, 2022 (l)	0	1,880,944,000	8,352,666,729	0	204,886,287,394	1,036,840,000	216,156,738,123
Total water discharged, treated, 2023 (l)	0	1,951,667,000	8,163,728,000	0	251,718,345,780	1,722,018,600	263,555,759,380
Percentage var. 2022-2023	0%	3.8%	-2.26%	0%	22.9%	66.1%	21.9%

**Total water consumption**

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total water consumed 2022 (l)	218,345,000	7,417,397,000	532,391,895	81,659,000	0	685,120,000	8,934,912,895
Total water consumed 2023 (l)	232,161,000	7,378,434,000	352,746,049	81,659,000	0	268,345,874	8,313,345,923
Percentage var. 2022-2023	6.3%	-0.5%	-33.7%	0%	0%	-60.8%	-7%
Total water consumed in areas of hydric stress (l) 2022	215,511,000	7,397,417,000	154,722,000	81,659,000	0	0	7,849,309,000
Total water consumed in areas of hydric stress (l) 2023	228,177,000	7,378,434,000	191,020,000	81,659,000	0	0	7,879,290,000
Percentage var. 2022-2023	5.9%	-0.3%	23.5%	0%	0%	0%	0.4%

**Total reclaimed or reused water**

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total reclaimed or reused water (l) 2022	0	1,880,944,000	0	0	0	81,883,000	1,962,827,000
Total reclaimed or reused water (l) 2023	0	1,951,667,000	0	0	0	63,595,474	2,015,262,474
Percentage var. 2022-2023	0%	3.8%	0%	0%	0%	-22.3%	2.7%
Percentage of water reclaimed or reused (l) 2023	0%	25.4%	0%	0%	0%	4.8%	0.9%
Percentage or reused water (l) 2023	0%	26.5%	0%	0%	0%	3.3%	0.7%
Percentage var. 2022-2023	0%	4.3%	0%	0%	0%	-30.6%	-1.2%

**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 incidents 2022	0	0	0	0	0	0	0
Total incidents 2023	0	0	1	0	1	0	2

**Waste management**

**Total waste**

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total waste for disposal (ton) 2022	15,748	4,827	51,899	1,294	5,198	5,160	84,126
Total waste for disposal (ton) 2023	2,336	16,209	43,221	1,823	5,033	29,388	98,010
Percentage var. 2022-2023	-85.2%	235.8%	-16.7%	40.9%	-3.2%	469.5%	16.5%
Total waste not destined for disposal (ton) 2022	4,054	35,046	31,018	1,717	30,247	62,525	164,607
Total waste not destined for disposal (ton) 2023	10,442	33,958	29,095	2,512	26,542	38,572	141,121
Percentage var. 2022-2023	157.6%	-3.1%	-6.2%	46.3%	-12.3%	-38.3%	-14.3%
Total waste generated (ton) 2022	19,803	39,873	82,917	3,011	35,445	67,685	248,733
Total waste generated (ton) 2023	12,778	50,167	72,316	4,334	31,575	67,960	239,131
Percentage var. 2022-2023	-35.5%	25.8%	-12.8%	44%	-10.9%	0.4%	-3.86%



Total hazardous waste not destined for disposal

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total waste in other recovery operations (ton) 2022	0	0	0	0	0	0	0
Total waste in other recovery operations (ton) 2023	0	0	0	0	29	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%
Total hazardous waste not destined for disposal (ton) 2022	0	0	0	0	0	0	0
Total hazardous waste not destined for disposal (ton) 2023	0	0	0	0	29	0	0
Percentage var. 2022-2023	0%	0%	0%	0%	0%	0%	0%

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 recycled waste (ton) 2022	1,407	35,046	0	364	3,131	981	40,929
Total recycled waste (ton) 2023	5,638	33,958	0	1,530	826	917	42,869
Percentage var. 2022-2023	300.6%	-3.1%	0%	320.3%	-73.6%	-6.5%	4.7%
Total waste in other recovery operations (ton) 2022	2,647	0	31,018	1,353	27,116	61,544	123,678
Total waste in other recovery operations (ton) 2023	4,805	0	29,095	982	25,687	37,655	98,224
Percentage var. 2022-2023	81.5%	0%	-6.2%	-27.5%	-5.3%	-38.8%	-20.6%
Total non-hazardous waste not destined for disposal (ton) 2022	4,054	35,046	31,018	1,717	30,247	62,525	164,607
Total non-hazardous waste not destined for disposal (ton) 2023	10,442	33,958	29,095	2,512	26,513	38,572	141,092
Percentage var. 2022-2023	157.6%	-3.1%	-6.2%	46.3%	-12.4%	-38.3%	-14.3%

Total hazardous waste for disposal

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total waste taken to landfill (ton) 2022	25	20	0	0	0	0	45
Total waste taken to landfill (ton) 2023	22	21	0	0	0	0	43
Percentage var. 2022-2023	-14.3%	5.3%	0%	0%	0%	0%	-5.5%
Total waste in other recovery operations (ton) 2022	0	0	140	4	177	9	330
Total waste in other recovery operations (ton) 2023	0	0	113	2	385	17	517
Percentage var. 2022-2023	0%	0%	-19.3%	-100%	117.5%	84.8%	56.5%
Total hazardous waste for disposal (ton) 2022	25	20	140	4	177	9	375
Total hazardous waste for disposal (ton) 2023	22	21	113	2	385	17	560
Percentage var. 2022-2023	-14.3%	5.3%	-19.3%	-100%	117.5%	84.8%	49%

Total non-hazardous waste for disposal

	Meat Segment			Aquaculture Segment			Total Agrosuper
	Feed plants	Farms	Processing Plant	Feed plants	Production	Processing Plant	
Total incinerated waste (without energy recovery) (ton) 2022	0	0	0	0	0	0	0
Total incinerated waste (without energy recovery) (ton) 2023	0	0	0	22	0	0	22
Percentage var. 2022-2023	0%	0%	0%	0%	0	0	0%
Total waste taken to landfill (ton) 2022	15,723	4,807	46,130	1,290	5,021	5,151	78,122
Total waste taken to landfill (ton) 2023	2,314	16,188	38,623	1,821	4,626	29,371	92,943
Percentage var. 2022-2023	-85.3%	236.8%	-16.3%	41.2%	-7.9%	470.2%	19%
Total waste in other recovery operations (ton) 2022	0	0	5,629	0	0	0	5,629
Total waste in other recovery operations (ton) 2023	0	0	4,485	0	0	0	4,485
Percentage var. 2022-2023	0%	0%	-20.3%	0%	0%	0%	-20.3%
Total non-hazardous waste for disposal (ton) 2022	15,723	4,807	51,759	1,290	5,021	5,151	83,751
Total non-hazardous waste for disposal (ton) 2023	2,314	16,188	43,108	1,821	4,648	29,371	97,450
Percentage var. 2022-2023	-85.3%	236.8%	-16.7%	41.2%	-7.4%	470.2%	16.4%



## Packaging and packing

### Total emissions by scope in ton CO<sub>2</sub>eq

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	% var.	2022	2023	% var.	2022	2023	% var.
Total renewable or recyclable materials (ton)	18,177	20,805	14.5%	4,285	5,515	28.7%	22,462	26,320	17.2%
Total non-renewable or non-recyclable materials (ton)	5,689	1,767	-68.9%	2,126	2,633	23.85%	7,815	4,400	-43.7%
Percentage of recovered products and packaging materials	2.1%	5%	135.7%	0%	0%	0%	1.1%	2.5%	135.7%
Percentage of renewable or recyclable material	76.2%	92.2%	21%	66.8%	67.7%	1.3%	74.2%	85.7%	15.5%

## Renewable products

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	% var.	2022	2023	% var.	2022	2023	% var.
Total products with renewable packaging	179	557	211.2%	12	42	250%	191	599	213.6%
Percentage of products with renewable packaging	59%	93%	57%	10%	37%	265%	69	43	-37.2%

## Biofertilizer

### Pork

	Meat Segment		
	2022	2023	Var.
Total animal excrement and manure generated (m3)	261,444	230,596	-11.8%
Total biostabilized pig slurry shipped (m3)	261,444	230,596	-11.8%
Total hectares fertilized with biostabilized pig slurry (ha)	20,063	17,460	-13%
Total farmers using biostabilized pig slurry	659	400	-39.3%
Total farmers benefiting from donations of biostabilized pig slurry	1,093	1,536	40.5%

### Chicken

	Meat Segment		
	2022	2023	Var.
Total animal excrement and manure generated (m3)	777,201	707,174	-9.1%
Total guano shipped (m3)	777,201	707,174	-9.1%

### Turkey

	Meat Segment		
	2022	2023	Var.
Total animal excrement and manure generated (m3)	108,944	88,373	-18.9%
Total guano shipped (m3)	108,944	88,373	-18.9%
Total stabilized product shipped	58,454	42,764	-26.8%

## Total animal

	Meat Segment		
	2022	2023	Var.
Total animal excrement and manure generated (m3)	1,147,589	1,026,143	-10.6%
Total stabilized product (m3)	1,206,043	1,068,907	-11.4%
Total hectares fertilized (ha)	20,063	17,460	-13%
Total farmers using biostabilized product	659	400	-39.3%
Total farmers benefiting from donations	1,093	1,536	40.5%

## Biosecurity and animal welfare

SASB FB-MP-260a.1

### Total animal production that received antibiotics

	Atlantic salmon		Pacific salmon	
	2022	2023	2022	2023
Percentage of animal production that received medically important antibiotics:	0%	0%	0%	0%
Percentage of animal production that received not medically important antibiotics:	100%	98.7%	28.7%	9.4%

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 416-2a; 416-2b; 13.10.3 | SASB FB-PF-250a.3

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
Total cases of regulatory non-compliance leading to fines or sanctions	0	0	0	0	0	0
Total cases of regulatory non-compliance leading to a warning	0	0	0	0	0	0
Total cases of non-compliance with voluntary codes	0	0	0	0	0	0

## GFSI non-conformity rate

GRI 416-2a; 416-2b; 13.10.3 | SASB FB-PF-250a.1

	Meat Segment		Aquaculture Segment		Total Agrosuper	
	2022	2023	2022	2023	2022	2023
No. of instances of GFSI non-conformity Significant	0	0	27	2	27	2
Total GFSI non-conformity rate Minor	21	7	38	52	59	59
GFSI corrective action rate. Significant	0	0	1	0	1	0
GFSI corrective action rate. Minor	47	12	1	0	48	12







### Total suppliers by payment period range

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	%Var	2022	2023	%Var	2022	2023	%Var
Average days committed for payment	28	30	7.1%	30	30	0%	29	30	3.5%
Average actual days until payment	28	31	10.7%	31	30	-3.2%	30	31	3.4%
Total amount of payments within the agreed date (ThUS\$)	182,984	182,610	-0.2%	295,75	201,525	-31.8%	239,229	192,068	-19.7%
Percentage of payments after the agreed date	1.6%	10.6%	563%	6%	6%	0%	3.8%	8.3%	118%

### Average payment days for non-SME suppliers

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	%Var	2022	2023	%Var	2022	2023	%Var
Average days committed for payment	30	29	-3.3%	30	30	0%	30	30	-1.7%
Average actual days until payment	31	20	-6.5%	36	34	-5.6%	34	32	-6%
Total amount of payments within the agreed date (ThUS\$)	289,889	272,962	-5.8%	700,968	1,108,156	58.1%	495,429	690,559	39.4%
Percentage of payments after the agreed date	4.4%	18.4%	318.2%	25%	13%	-48%	14.7%	15.7%	6.8%

### Total average supplier payment days

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	%Var	2022	2023	%Var	2022	2023	%Var
Average days committed for payment	29	29	0%	30	30	0%	30	30	0%
Average actual days until payment	29	29	0%	36	34	-5.6%	33	32	-3.1%
Total amount of payments within the agreed date (ThUS\$)	472,873	455,572	-3.7%	996,443	1,309,681	31.4%	734,658	882,627	20.1%
Percentage of payments after the agreed date	6%	29%	383%	20%	12%	-40%	13%	20.5%	57.7%

### Supplier portal indicators

	Meat Segment			Aquaculture Segment			Total Agrosuper		
	2022	2023	%Var	2022	2023	%Var	2022	2023	%Var
Number of suppliers connected to the portal	2,450	3,352	36.8%	767	946	23.3%	3,217	4,298	33.6%
Average response time (hours)	20	17	-15%	78	51	-34.6%	49	34	-30.6%

### Trade associations and memberships

- 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 Valparaiso (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 del Litoral de Aysén (CorpAysén).
- Cámara de Turismo de Última Esperanza.



# → Board of Directors Appendix 461

## 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.

### Gonzalo Vial Vial

**Chairman of the Board**  
3806024-4  
Businessman and founder of Agrosuper  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** Founder and Chair of the Board of Agrosuper since 2010. Mr. Vial started the business in 1955 with egg production and since then has led different operations and the development of the company. He is also a member of the Board of Directors of Aquachile S.A.

**Principal or alternate director:** Principal.  
**Independent director under law 18046:** No

### José Guzmán Vial

**Vice Chair**  
6376987-8  
Agricultural Engineer  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** He joined Agrosuper in 1989. In 1993, he was appointed to lead the operation of the industrial plants, and in 1997 he became the Business Manager. Three years later he became the Company's CEO, a role he occupied until 2020, when he was appointed as the vice-chairman of the Board of Directors.

In April 2021, he was elected a member of the Board of Directors of the Federation of Chilean Industry (SOFOFA) 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 under law 18046:** No

### María del Pilar Vial Concha

**Director**  
7022695-2  
Entrepreneur  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** : Director of Agrosuper since 2020. She has been attending Board Meetings since 2010. She has been a member of the Board of Directors of Empresas Aquachile S.A. since 2019.

**Principal or alternate director:** Principal.  
**Independent director under law 18046:** No

### María José Vial Concha

**Director**  
7022776-2  
Entrepreneur  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** Director of Agrosuper since 2020. She has been attending Board Meetings since 2010. She has been a member of the Board of Directors of Empresas Aquachile S.A. since 2019.

**Principal or alternate director:** Principal.  
**Independent director under law 18046:** No

### Gonzalo Vial Concha

**Director**  
7022663-4  
Entrepreneur  
Chilean  
**Date of latest appointment:** October 26, 2023

**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 under law 18046:** No

### Andrés Vial Sánchez

**Director**  
6004844-4  
Entrepreneur  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** 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 under law 18046:** No

### Verónica Edwards Guzmán

**Director**  
7051999-2  
Business Administrator  
Chilean  
**Date of latest appointment:** 4/29/2020

**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 under law 18046:** No

### Canio Corbo Lioi

**Director**  
3712353-6  
Civil Engineer  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** 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 under law 18046:** No

### Antonio Tuset Jorratt

**Director**  
4566169-5  
Business Administrator  
Chilean  
**Date of latest appointment:** 4/29/2020

**Experience:** Director of Agrosuper since 2010. He is also a Board member of Empresas AquaChile S.A., Inversiones Enaco SpA and SCL Terminal Aéreo Santiago S.A. Sociedad Concesionaria.

**Principal or alternate director:** Principal.  
**Independent director under law 18046:** No

### Juan Claro González

**Director**  
6.379.075-3  
Entrepreneur  
Chilean  
**Date of latest appointment:** 4/29/2020

**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 under law 18046:** No



# Appendix 386.

## Main executives notified to the Financial Market Commission (CMF) 2023.

Taxpayer ID Number:	Name	Type	Position	Year started in the role
13826440-8	Sebastián Trujillo Nuñez	Senior Executive	Aquaculture Segment Human Resources Manager	5/01/2020
10786211-0	Felipe Fuenzalida Bascañan	Chief Executive Officer	Corporate Administration and Finance Manager	4/29/2020
15094927-0	Miguel Angel Lavagnino Contreras	Senior Executive	Aquaculture Segment Administration & Finance Manager	12/02/2019
15.385.319-3	José Manuel Ovalle Vergara	Senior Executive	Corporate Development Manager	12/02/2019
13657083-8	Juan Pablo Rodríguez Carrera	Senior Executive	Aquaculture Segment Industrial Manager	3/01/2019
16.236.794-3	José Manuel Schwerter Gallardo	Senior Executive	Aquaculture Segment Production Manager	2/01/2019
14.122.961-3	Vicente De La Cruz Weinstein	Senior Executive	Aquaculture Segment Business Manager	9/01/2017
13.130.236-3	Alvaro Gustavo Ortiz Rodríguez	Senior Executive	Meat Segment Industrial Manager	5/01/2017
13829053-0	Felipe Silva Rivera	Senior Executive	Chief Corporate Counsel	8/20/2013
7.481.944-3	Julio Andrade Gorigoitia	Senior Executive	Corporate Accounting Manager	1/06/2013
21180782-2	Facundo Porolli Goransky	Senior Executive	Meat Segment Business Manager	8/02/2011
11471986-2	Rafael Prieto Castillo	Senior Executive	Meat Segment Corporate Affairs Manager	4/01/2011
12658905-0	Fernando Morelli Bravo	Senior Executive	Meat Segment Human Resource Manager	2/01/2009
8545803-5	Juan Pablo Uriarte Diez	Senior Executive	Administration and Finance Manager Meat Segment	7/01/2004
6582119-2	Felipe Ortiz Garcia	Senior Executive	Meat Segment Animal Production Manager	9/01/2002
8929166-6	Sady Delgado Barrientos	Senior Executive	CEO Aquaculture Segment	1/15/2001
10.581.977-3	Guillermo Díaz Del Río Riesco	Senior Executive	CEO Meat Segment	8/01/1999
7003548-0	Alejandro Montes Ortuzar	Senior Executive	Corporate Procurement Manager	2/01/1998
16359049-2	Vasco Grigolo Pizzi	Senior Executive	Corporate Finance Manager	1/03/2022
14196119-5	Oscar Durán Rabah	Senior Executive	Corporate Audit and Compliance Manager	11/02/2022
6017650-7	Álvaro Varela Walker	Senior Executive	Aquaculture Segment Legal Manager	11/01/1993

## Salaries of the main executives

	12.31.2023 ThUS\$	12.31.2022 ThUS\$
Wages and salaries	3,904	3,017
Social security and other social benefits	57	40
Employee severance benefits	-	25
Remuneration of key management personnel	3,961	3,082

## Number of workers by gender

Position	Men	Women	Total
Board Members*	7	3	10
Managers	21	0	21
Workers	13,975	5,306	19,281
<b>Total</b>	<b>14,003</b>	<b>5,309</b>	<b>19,312</b>

## Number of workers by nationality

Position	Chilean	Non-Chilean	Total
Board Members*	10	0	10
Managers	20	1	21
Workers	18,165	1,116	19,281
<b>Total</b>	<b>18,195</b>	<b>1,117</b>	<b>19,312</b>

## Total people by age range

Position	Less than 30 years	From 30 to 40	From 41 to 50	From 51 to 60	From 61 to 70	Over 70	Total
Board Members*	0	0	0	1	4	5	10
Managers	1	6	7	6	1	0	21
Workers	5,936	6,530	4,186	2,250	375	4	19,281
<b>Total</b>	<b>5,937</b>	<b>6,536</b>	<b>4,193</b>	<b>2,257</b>	<b>380</b>	<b>9</b>	<b>19,312</b>

## Number of people by years of service

Position	Less than 3 years	From 3 to 6	Served more than 6 and less than 9	From 9 to 12	Over 12	Total
Board Members*	10	0	0	0	0	10
Managers	2	8	0	1	10	21
Workers	9,103	3,736	1,861	1,482	3,099	19,281
<b>Total</b>	<b>9,115</b>	<b>3,739</b>	<b>1,862</b>	<b>1,487</b>	<b>3,109</b>	<b>19,312</b>

## Number of people with disabilities

Position	Men	Women	Total
Board Members*	0	0	0
Managers	0	0	0
Workers	148	66	214
<b>Total</b>	<b>148</b>	<b>66</b>	<b>214</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.

CODE NCG 461	PAGE	COMMENT
<b>1 CONTENTS</b>		
<b>2. ENTITY IDENTIFICATION</b>		
2.1. Mission, vision, purpose and values	12,13	
2.2. Historical information about the company	14,15	
2.3. Ownership		
2.3.1 Control structure	250, 276	
2.3.2 Significant changes in ownership or control	250	
2.3.3 Identification of partners or majority shareholders	250, 277	
2.3.4 Shares, their characteristics and rights		
2.3.4.i Description of the share series	-	There are no share series with different characteristics or terms.
2.3.4.ii Dividend policy	308	
2.3.4.iii Statistical information		
2.3.4.iii.a Dividends	250, 308	
2.3.4.iii.b Transactions on stock exchanges	-	The company is not traded on Chilean and/or foreign stock exchanges
2.3.4.iii.c Number of shareholders	277	
2.3.5 Other securities issued by the company	-	Information published and available in the Company's financial statements.
<b>3 CORPORATE GOVERNANCE</b>		
3.1 Governance framework		
3.1.i Governance assurance and evaluation	238	
3.1.ii Sustainability business approach	34-37	
3.1.iii Detection and management of conflicts of interest	245, 255	
3.1.iv Key stakeholder concerns	44-46, 245, 255	
3.1.v Promotion of innovation, research and development	86-97	
3.1.vi Detection and reduction of organizational, social or cultural barriers	130-132	
3.1.vii Identification of different skills, knowledge, conditions, experiences and visions.	130-132	
3.2 Board of Directors		
3.2.i Identification of members	240, 241	
3.2.ii Board members' income	242	
3.2.iii Policy for the hiring of experts by the Board of Directors	242	
3.2.iv Knowledge matrix	242	
3.2.v Induction of new hires	244	

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3.2.vi Frequency of meetings with risk management, internal audit and social responsibility areas.	244	
3.2.vii Reports on issues related to environmental and social matters	243	
3.2.viii On site visits	-	The Board did not make on-site visits during the period of this report.
3.2.ix Collective and/or individual performance	243	
3.2.ix.a Detection of areas in which the Board of Directors can receive training	-	The Board of Directors has not considered incorporating this practice
3.2.ix.b Detection and reduction of the Board's organizational, social or cultural barriers	-	The Board of Directors has not considered incorporating this practice
3.2.ix.c Hiring of external advisors to evaluate the performance and operation of the Board of Directors	-	The Board of Directors has not considered incorporating this practice
3.2.x Minimum number of ordinary meetings	240	
3.2.xi Change in the internal organization and operation in situations of contingency or crisis	244	
3.2.xii System of access to information by Board members		
3.2.xii.a System of access to information by Board members: minutes and documents	245	
3.2.xii.b System of access to information by Board members: minute	245	
3.2.xii.c System of access to information by Board members: complaints hotline	245	
3.2.xii.d System of access to information by Board members: final version of the minutes for each meeting	245	
3.2.xiii Composition of the Board of Directors	240 - 242, 355	
3.2.xiii.a Composition of the Board of Directors: men and women	240 - 242, 355	
3.2.xiii.b Composition of the Board of Directors: nationality	240 - 242, 355	
3.2.xiii.c Composition of the Board of Directors: age range	240 - 242, 355	
3.2.xiii.d Composition of the Board of Directors: seniority	240 - 242, 355	
3.2.xiii.e Composition of the Board of Directors: disability status	240 - 242, 355	
3.2.xiii.f Composition of the Board of Directors: salary gap	-	There are no differentiated remunerations, allowances or royalties, or other types of compensation for directors that are not applicable to all members of the Board of Directors.
3.3 Board Committees	247, 248	
3.3.i Description of the committees' role and main tasks	247, 248	
3.3.ii Identification of members	247, 248	
3.3.iii Committee members' income	247, 248	
3.3.iv Main activities conducted by the committee during the year	247, 248	



CODE NCG 461		PAGE	COMMENT
3.3.v	Hiring of advisory services and expenses	247, 248	
3.3.vi	Directors' Committee under Article 50 of Law No. 18046	-	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	247, 248	
3.4	Chief executives	246	
3.4.i	Position, name, Chilean tax I.D., profession, and date since holding office	246, 356	
3.4.ii	Amount of compensation received by senior executives	356	
3.4.iii	Special compensation or benefit plans for senior executives	-	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 national or international codes	-	Although Agrosuper adheres to good governance practices governed by current standards and, in turn, takes other companies with similar characteristics as a reference, it does not specifically adhere to a national or international Code. We monitor SASB and GRI indicators.
3.6	Risk management	260	
3.6.i	General guidelines established by the Board of Directors	260-263	
3.6.ii	Risks and opportunities that could materially affect business performance and financial condition		
3.6.ii.a	Risks and opportunities inherent to the company's activities	261-265	
3.6.ii.b	Information security risks	264	
3.6.ii.c	Risks related to free competition	265	
3.6.ii.d	Consumer health and security risks	265	
3.6.ii.e	Other risks and opportunities arising from impacts on the environment or on society, directly or indirectly generated	265	
3.6.iii	Detection of risks and determination of the most significant ones	260	
3.6.iv	Role of the Board of Directors, or administrative body, and senior management in risk detection, assessment, management and monitoring	249, 247, 260	
3.6.v	Risk management area	244, 247	
3.6.vi	Internal audit or equivalent area	244, 247	
3.6.vii	Code of Ethics or Code of Conduct or equivalent document	253	
3.6.viii	Information disclosure and training programs on the policies, procedures, controls and codes implemented for risk management	-	We have information disclosure and training programs on the policies, procedures, controls and codes implemented for risk management.
3.6.ix	Channel available to personnel, shareholders, customers, suppliers and/or third parties outside the entity, to report any irregularities or illegal acts.	253	
3.6.x	Succession plan for the CEO and other senior executives	149	

CODE NCG 461		PAGE	COMMENT
3.6.xi	Review of salary structures and compensation policies by the Board of Directors	-	Agrosuper has a single and cross-cutting compensation and indemnity policy for the entire organization, which is reviewed by the Board of Directors as deemed appropriate.
3.6.xii	Salary structures and compensation and indemnity policies for the CEO and other senior executives	-	The Board of Directors has not considered incorporating this practice
3.6.xiii	Crime prevention model implemented in accordance with Law No. 20393.	256	
3.7	Relationship with stakeholders and the public		
3.7.i	Stakeholder relationships and media relationships area	44-45	
3.7.ii	Continuous improvement procedure for the processes of preparation and distribution of disclosures made by the entity to the market.	-	Agrosuper has the permanent support of external expert advisors to, among others, recommend improvements in the disclosure of information to the market at least once a year.
3.7.iii	Procedure for shareholders to become informed about the characteristics, capabilities and visions of the nominees prior to the shareholders' meeting at which directors are to be elected.	-	The entity is a closely-held corporation and, therefore, this is not applicable.
3.7.iv	System or procedure that allows shareholders to participate and exercise their voting rights through remote means	-	The entity is a closely-held corporation and, therefore, this is not applicable.
<b>4. STRATEGY</b>			
4.1	Time horizons	-	Information published and available in the Company's financial statements.
4.2	Strategic objectives	16, 38-41	
4.3	Investment plans	-	The Company has not approved the implementation of an investment plan. However, we are permanently evaluating new investments which are approved based on their merit and financial capacity.
<b>5. PEOPLE</b>			
5.1	Employees		
5.1.1	Number of employees by gender	126, 128-129, 323	
5.1.2	Number of employees by nationality	324-325	
5.1.3	Number of employees by age range	326-327	
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5.1.5	Number of employees with disabilities	329	
5.2	Labor formality	322	
5.3	Labor adaptability	323	
5.4	Salary equity by gender		
5.4.1	Equity policy	132	
5.4.2	Salary gap (mean and median)	331	
5.5	Workplace and sexual harassment	131, 258, 331, 335	



CODE NCG 461		PAGE	COMMENT
5.6	Occupational safety	134-135, 332-333	
5.7	Maternity leave	339	Agrosuper grants its employees the postnatal leave required by law and special cases are revised
5.8	Training and benefits	140-141, 155	
5.8.i	Total amount of monetary resources and the percentage they represent of total revenue	140, 335	
5.8.ii	Total number of trained employees and the percentage they represent of the total number of employees	140, 334-335	
5.8.iii	Average annual training hours	334-335	
5.8.iv	Topics addressed in training sessions	142	
5.9	Subcontracting policy	271	
<b>6. BUSINESS MODEL</b>			
6.1	Industrial sector		
6.1.i	Nature of products and/or services	18-19, 54-69	
6.1.ii	Competitors in the industrial sector	50, 54-69	
6.1.iii	Legal or regulatory framework governing or affecting the industry in which it operates	238, 276	
6.1.iv	National or foreign regulatory entities that have oversight powers over the entity	276	Agriculture and Livestock Service, Ministerial Secretariat of Health, National Fishing and Aquaculture Service, Undersecretary of Fishing and Aquaculture, Financial Market Commission, Ministry of the Environment, Superintendency of the Environment. More information published and available in the Company's financial statements.
6.1.v	Main stakeholders	44-45	
6.1.vi	Membership in trade unions, associations or organizations	353	
6.2	Businesses		
6.2.i	Main products produced and/or services provided and main markets in which these products are traded	54-69	
6.2.ii	Sale channels and distribution methods	114-117	
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	-	There are no customers that individually represent at least 10% of the revenue for the period.
6.2.v	Main brands used to sell products and services	102-109	
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	310	
6.2.viii	Other external environmental factors significant to business development	50, 260-265	
6.3	Stakeholders	44-45	
6.4	Properties and facilities		

CODE NCG 461		PAGE	COMMENT
6.4.i	Most significant characteristics of the main properties	19, 22, 23	
6.4.ii	Natural resource extraction companies: Identification of the concession areas and/or land owned by the company	-	This is not applicable because the company is not a natural resource extraction company.
6.4.iii	Ownership status of the facilities or some other type of contract, such as finance or operating lease agreements	-	The main production facilities are owned by the company and are not subject to finance or operating lease agreements.
6.5	Subsidiaries, associates and investments in other companies		
6.5.1	Subsidiaries and associates		
6.5.1.i	Identification, domicile and type of legal entity.	280-307	
6.5.1.ii	Subscribed and paid-in capital	280-307	
6.5.1.iii	Corporate purpose and clear statement of activities	280-307	
6.5.1.iv	Name and surname(s) of the directors, administrators and CEO.	280-307	
6.5.1.v	Current ownership percentage held by the parent or investor	280-307	
6.5.1.vi	Percentage that the investment in each subsidiary or associate represents over the total individual assets of the parent	280-307	
6.5.1.vii	Names and surnames of the director, CEO or senior executives of the parent or investor who hold any of these positions in the subsidiary or associate	280-307	
6.5.1.viii	Clear and detailed description of business relationships with subsidiaries or associates	280-307	
6.5.1.ix	Summary statement of acts and contracts entered into with subsidiaries or associates	280-307	
6.5.1.x	Chart showing ownership relationships	280-307	
6.5.2	Investment in other companies		
6.5.2.i	Identification and type of legal entity.	280-307	
6.5.2.ii	Ownership percentage.	280-307	
6.5.2.iii	Description of their main activities.	280-307	
6.5.2.iv	Percentage that these investment represent over the total individual assets of the company.	280-307	
<b>7. SUPPLIER MANAGEMENT</b>			
7.1	Supplier payment		
7.1.i	Number of invoices paid	350-351	
7.1.ii	Total amount paid (in millions of Chilean pesos)	350-351	
7.1.iii	Total default interest for late payment of invoices (in millions of Chilean pesos)	350-351	
7.1.iv	Number of suppliers	350-351	
7.1.v	Number of agreements recorded in the Register of Agreements with Exceptional Payment Periods kept by the Ministry of Economy	350-351	



CODE NCG 461	PAGE	COMMENT
7.2 Supplier evaluation	-	We do not have a formal evaluation of suppliers in terms of sustainability, risk management system or quality of their governance, but in tenders we request information on these matters, which are considered prior to contracting them.
<b>8. INDICATORS</b>		
8.1 Legal and regulatory compliance		
8.1.1 Legal and regulatory compliance: in relation to customers	258	
8.1.2 Legal and regulatory compliance: in relation to employees	-	In 2023, in the Aquaculture Segment, \$67,268,831 was paid in 20 fines enforced for labor law violations, none of which were for labor tutelage.
8.1.3 Legal and regulatory compliance: Environmental	259	
8.1.4 Legal and regulatory compliance: Free competition	259	
8.1.5 Legal and regulatory compliance: Others	256	
8.2 Sustainability indicators by type of industry	372-374	
<b>9. MATERIAL EVENTS</b>		
Summary of material events disclosed by the company during the reporting period	274	
<b>10. SHAREHOLDER AND DIRECTORS' COMMITTEE COMMENTS</b>		
A faithful summary of the comments and proposals regarding the progress of the company's business, made by shareholders and the Directors' Committee.		The company does not have a directors' committee due to its ownership structure. The minutes of the shareholders' meetings are published in the CMF and contain the shareholders' comments on the company's performance.
<b>11. FINANCIAL REPORTING</b>		
Availability of the company's financial statements on the Financial Market Commission's website and on the company's own website.	70-75, 272-273	Chapter 11 - Financial Management



# GRI Index.

GRI STANDARD	INDICATOR	PAGE	COMMENT
<b>GENERAL CONTENT</b>			
2-1	Company details	277	
2-2	Entities included in the company's sustainability reporting	282-309	
2-3	Reporting period, frequency and contact point	1	
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	18, 19, 50, 115-279	
2-7	Employees	128-131, 322-330	
2-8	Workers who are not employees	329	
2-9	Governance structure and composition	240-248	
2-10	Nomination and selection of the highest governance body	243	
2-11	Chair of the highest governance body	245	
2-12	Role of the highest governance body in overseeing the management of impacts	247, 265	
2-13	Delegation of responsibility for managing impacts	247, 265	
2-14	Role of the highest governance body in sustainability reporting	247, 265	
2-15	Conflicts of interest	245, 255	
2-16	Communication of critical concerns	245	
2-17	Collective knowledge of the highest governance body	354, 355	
2-18	Evaluation of the performance of the highest governance body	243	
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.
2-22	Statement on sustainable development strategy	34	
2-23	Policy commitments	34-39	
2-24	Embedding policy commitments	34, 252, 253, 256, 258, 259	
2-25	Processes to remediate negative impacts	34, 252, 253, 256, 258, 259	

GRI 2: General Content 2021

## Statement of use:

Agrosuper S.A. has presented the information cited in this GRI index for the period between January 1 and December 31, 2023, with regard to the GRI Standards.

## GRI 1 Used

GRI 1: Foundation 2021

GRI STANDARD	INDICATOR	PAGE	COMMENT
2-26	Mechanisms for seeking advice and raising concerns	247, 258	
2-27	Compliance with laws and regulations	238, 252, 258, 259	
2-28	Membership and associations	353	
2-29	Approach to stakeholder engagement	44-46	
2-30	Collective bargaining agreements	133	
<b>AGRICULTURE, AQUACULTURE AND FISHING SECTORS</b>			
13.1	Emissions	194-195, 341	
13.2	Adaptation to climate and resilience	194-195, 341	
13.3	Biodiversity	212-213	
13.4	Conversion of natural ecosystems	212-213	
13.5	Soil health	-	does not apply to the meat and/or aquaculture industry
13.6	Pesticides use	-	does not apply to the meat and/or aquaculture industry
13.7	Water and effluents	200-203, 342-345	
13.8	Waste	204-211, 345-348	
13.9	Food security	232-235	
13.10	Food safety	232-235	
13.11	Animal health and welfare	217-227	
13.12	Local communities	162-189, 340	
13.13	Land and resource rights	212, 310	
13.14	Rights of indigenous peoples	189	
13.15	Non-discrimination and equal opportunity	130-132, 331	
13.16	Forced and compulsory labor	130-133, 258-271	
13.17	Child labor	130-133, 258-271	
13.18	Freedom of association and collective bargaining	133	
13.19	Workplace health and safety	134-137, 332-333	
13.20	Internships	184, 266-267, 350-352	
13.21	Living income and living wage	76-77, 184	
13.23	Supply chain traceability	-	No analysis is undertaken of the certification of products at origin.
13.25	Unfair competition	252-253, 258-259	
13.26	Anti-corruption	252, 253, 255	

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022



GRI STANDARD	INDICATOR	PAGE	COMMENT
<b>MATERIAL TOPICS</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	314-320	
	3-2 List of material topics	317	
<b>MATERIAL TOPIC: Economic Performance and Financial Solvency</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	71-77	
GRI 201: Economic Performance 2016	201-1 Economic value generated and distributed	76-77	
<b>MATERIAL TOPIC: Opening and introduction into new markets.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	50	
This material topic does not have an associated specific GRI Standard	INFORMATION MATERIAL TOPIC - Opening and introduction into new markets.	50	
<b>MATERIAL TOPIC: Control of costs, productivity and operational efficiency</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	26-27, 71-77	
This material topic does not have an associated specific GRI Standard	INFORMATION MATERIAL TOPIC - Control of costs, productivity and operational efficiency	26-27, 71-77	
<b>MATERIAL TOPIC: Job generation and local employment.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	184, 266-267, 350-352	
GRI 204: Procurement practices 2016	204-1 Spending rate on local suppliers	266-267, 350-352	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	150, 337-339	
	401-2 Benefits for full-time employees not provided to part-time or temporary employees	154-155	
	401-3 Parental leave	339	
<b>MATERIAL TOPIC: Corporate governance</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	238-248	
This material topic does not have an associated specific GRI Standard	INFORMATION MATERIAL TOPIC - Corporate governance	238-248	
<b>MATERIAL TOPIC: Corporate ethics and integrity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	252-259	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for corruption-related risks	252-259	
	205-2 Communication and training on anti-corruption policies and procedures	252-259	
	205-3 Confirmed incidents of corruption and actions taken	252-259	

GRI STANDARD	INDICATOR	PAGE	COMMENT
<b>MATERIAL TOPIC: Regulatory compliance and new regulations.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	252-253, 258-259	
GRI 206: Unfair competition 2016	206-1 Legal actions for anti-competitive behavior, antitrust and monopoly practices	259	
<b>MATERIAL TOPIC: Packaging and waste management.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	204-211, 345-348	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	210, 348	
	301-2 Recycled materials used	210, 348	
	301-3 Reused products and packaging	210, 348	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	204-209, 345-347	
	306-2 Management of significant waste-related impacts	204-209, 345-347	
	306-3 generated waste	204-209, 345-347	
	306-4 waste diverted for disposal	204-209, 345-347	
	306-5 waste for disposal	204-209, 345-347	
<b>MATERIAL TOPIC: Energy management.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	198-199, 341-342	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	341-342	
	302-2 Energy consumption outside the organization	341-342	
	302-3 Energy intensity	341-342	
	302-4 Reduction in energy consumption	341-342	
	302-5 Reductions in energy requirements of products and services	341-342	
<b>MATERIAL TOPIC: Water and hydric stress management</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	200-203	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	200-203	
	303-2 Management of water discharge-related impacts	200-203	
	303-3 Water withdrawal	200-203, 342-345	
	303-4 Water discharge	200-203, 342-345	
	303-5 Water consumption	200-203, 342-345	
<b>MATERIAL TOPIC: Biodiversity and conversion of natural ecosystems.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	212-213	



GRI STANDARD	INDICATOR	PAGE	COMMENT
GRI: 304: Biodiversity	304-1 Operational sites owned, leased or managed located within or adjacent to protected areas or areas with high biodiversity value outside protected areas	212-213	
	304-2 Significant impacts of activities, products and services on biodiversity	-	No impacts on biodiversity related to this area have been identified.
	304-3 Habitats protected or restored	212-213	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	213	
<b>MATERIAL TOPIC: Carbon footprint and climate change / Odor management</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	194-195, 341	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	341	
	305-2 Indirect energy (Scope 2) GHG emissions	341	
	305-3 Other indirect (Scope 3) GHG emissions	341	
	305-4 Intensity of GHG emissions	341	
	305-5 Reduction of GHG emissions	341	
<b>MATERIAL TOPIC: Supply chain management and responsible supply.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	266-271	
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 414: Supplier social assessment	414-1 New suppliers have gone through the selection filters according to social criteria	-	We do not have a formal assessment of suppliers regarding sustainability.
	414-2 Negative social impacts on the supply chain and actions taken	-	Our suppliers are not characterized by having a significant impact on the supply chain.
<b>MATERIAL TOPIC: Responsible employment practices.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	152-155	
GRI 402: labor-management relations 2016	402-1 Minimum notice periods regarding operational changes	152-155	
<b>MATERIAL TOPIC: Occupational Health and Safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	134-137, 332-333	

GRI STANDARD	INDICATOR	PAGE	COMMENT
GRI 403: Occupational Health and Safety 2018	403-1 Occupation health and safety management system	134-137	
	403-2 Risk identification, risk assessment and investigation of incidents	138	
	403-3 Occupational health services	134	
	403-4 employee participation, consultation and communication about occupational health and safety	137	
	403-5 Occupational health and safety training for employees	134-137	
	403-6 Promotion of employee health	134-137	
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	134-137	
	403-8 Employees covered by an occupation health and safety management system	332-333	
	403-9 Work-related injuries	332-333	
	403-10 Work-related disease	332-333	
<b>MATERIAL TOPIC: Talent attraction, retention and development</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	140-147, 334-337	
GRI 404: Training and Education 2016	404-1 Average yearly hours of training per employee	140, 334-335	
	404-2 Programs to upgrade employee skills and transition assistance programs	142	
	404-3 Percentage of employees receiving regular performance and professional development reviews	145, 335-337	
<b>MATERIAL TOPIC: Diversity, equity and non-discrimination.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	130-132, 324-329, 331	
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	324-329	
GRI 406: Non-discrimination 2016	406-1 Discrimination incidents and remedial actions taken	331	
<b>MATERIAL TOPIC: Community engagement and social contributions.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	162-189	
GRI 411: Indigenous people's rights	411-1 Incidents of violations involving rights of indigenous people	189	
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	162-189, 340	
	413-2 Operations with significant negative impacts, actual or potential, on local communities	162-189, 340	



GRI STANDARD	INDICATOR	PAGE	COMMENT
<b>MATERIAL TOPIC: Biosecurity and food safety.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	217, 228-230	
GRI 416: Customer Health and Safety 2016	416-1 Evaluation of the health and safety impacts of product and service categories	217, 228-230, 349	
	416-2 Non-compliances related to health and safety impacts of products and services	217, 228-230, 349	
<b>MATERIAL TOPIC: Animal care and welfare.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	217-227	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Animal care and welfare	217-227	
<b>MATERIAL TOPIC: Product quality, portfolio diversification and brand valuation.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	102-112, 217, 232-235	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Product quality, portfolio diversification and brand valuation.	102-112, 217, 232-235	
<b>MATERIAL TOPIC: Nutritional value of products.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	42-43	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Nutritional value of products.	42-43	
<b>MATERIAL TOPIC: Client management and satisfaction</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	114-123	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - Client management and satisfaction	114-123	
<b>MATERIAL TOPIC: Marketing and responsible labeling.</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	123	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for information and labeling of products and services	123	
	417-2 Non-compliances related to information and labeling of products and services	123	
	417-3 Non-compliances related to marketing communications	123	
<b>MATERIAL TOPIC: Digital transformation, technology and innovation</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	80-97	
This material topic does not have an associated specific GRI Standard	MATERIAL TOPIC INFORMATION - digital transformation, technology and innovation	80-97	



# SASB Index.

DISCLOSURE ISSUES ON SUSTAINABILITY AND ACCOUNTING PARAMETERS

Topic	Code	Activity parameter	Category	Unit of measurement	Page	Comment
GENERAL INDICATORS	FB-MP-000.A	Number of processing and manufacturing facilities	Quantitative	Number	19	
GENERAL INDICATORS	FB-MP-000.B	Animal protein production, by category	Quantitative	Tons of animal production	350	
GENERAL INDICATORS	FB-MP-000.B	Subcontracted percentage of animal protein production, by category	Quantitative	Percentage (%)	350	

Topic	Code	Accounting 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	194-195	
Greenhouse gas emissions	FB-MP-110a.2	Analysis of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Debate and analysis	N/A	194-195	
Energy management	FB-MP-130a.1	(1) Total energy consumption	Quantitative	Gigajoules (GJ)	198, 341	
Energy management	FB-MP-130a.1	(2) Percentage of energy consumed from the grid	Quantitative	Percentage (%)	198, 342	
Energy management	FB-MP-130a.1	(3) Percentage of renewable energy consumed	Quantitative	Percentage (%)	198, 341	
Water management	FB-MP-140a.1	(1) Total extracted water	Quantitative	One thousand cubic meters (m <sup>3</sup> )	342	
Water management	FB-MP-140a.1	(2) Total water consumed	Quantitative	One thousand cubic meters (m <sup>3</sup> )	200-201, 344	
Water management	FB-MP-140a.1	(3) Percentage of water extracted in regions of high or extremely high baseline water stress	Quantitative	Percentage (%)	343	
Water management	FB-MP-140a.1	(4) Percentage of water consumed in regions of high or extremely high baseline water stress	Quantitative	Percentage (%)	203, 343	
Water management	FB-MP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Debate and analysis	N/A	200-202	
Water management	FB-MP-140a.3	Number of incidents of non-compliance with water quality permits, standards, and regulations	Quantitative	Number	345	
Land use and ecological impacts	FB-MP-160a.1	Amount of animal litter and manure generated, managed according to a nutrient management plan	Quantitative	Metric tons (t)	208, 348	
Land use and ecological impacts	FB-MP-160a.1	Amount of animal litter and manure generated, managed according to a nutrient management plan	Quantitative	Percentage (%)	-	Not applicable due to the nature of the business

## Food and beverage industry:

Meat, poultry and dairy -FB- MP

## Industry code:

FB-MP

Topic	Code	Activity parameter	Category	Unit of measurement	Page	Comment
Land use and ecological effects	FB-MP-160a.2	Percentage of pasture and grazing land managed to Natural Resources Conservation Service (NRCS) conservation plan criteria	Quantitative	Percentage (%) by hectare	-	Not applicable due to the nature of the business
Land use and ecological effects	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
Food security	FB-MP-250a.1	(1) Global Food Safety Initiative (GFSI) audit: non-compliance rate for minor and significant non-compliances	Quantitative	Speed	235, 349	
Food security	FB-MP-250a.1	(3) Global Food Safety Initiative (GFSI) audit: rate of actions taken for minor and significant non-compliances	Quantitative	Speed	235, 349	
Food security	FB-MP-250a.2	Percentage of supplier facilities certified under a Global Food Safety Initiative (GFSI) food safety certification program	Quantitative	Percentage (%)	235	
Food Security	FB-MP-250a.3	(1) Number of recalls issued	Quantitative	Number, metric tons (t)	350	
Food Security	FB-MP-250a.3	(2) Total weight of recalled products	Quantitative	Number, metric tons (t)	350	
Food Security	FB-MP-250a.4	Analysis of markets that ban imports of the company's products	Debate and analysis	N/A	50	
Use of antibiotics in animal production	FB-MP-260a.1	(1) Percentage of animal production that received medically important antibiotics:	Quantitative	Percentage (%) by weight	349	
Workforce health and safety	FB-MP-320a.1	(1) Total recordable incident rate (TRIR)	Quantitative	Speed	333	
Workforce health and safety	FB-MP-320a.1	(2) fatality rate	Quantitative	Speed	333	
Workforce health and safety	FB-MP-320a.2	Description of activities to assess, monitor and mitigate acute and chronic respiratory conditions.	Debate and analysis	N/A	134-138	
Animal care and welfare.	FB-MP-410a.1	Percentage of pork produced without farrowing crates	Quantitative	Percentage (%) by weight	222	
Animal care and welfare.	FB-MP-410a.2	Percentage of sales of eggs from cage-free hens	Quantitative	Percentage (%)	222	
Animal care and welfare.	FB-MP-410a.3	Percentage of production certified to external animal welfare standards	Quantitative	Percentage (%) by weight	224	



Topic	Code	Activity parameter	Category	Unit of measurement	Page	Comment
Environmental and social impacts of the animal supply chain.	FB-MP-430a.1	Percentage of suppliers' livestock under Natural Resources Conservation Service (NRCS) conservation plan criteria or equivalent.	Quantitative	Percentage (%) by weight	-	Not applicable due to the nature of the business
Environmental and social impacts of the animal supply chain.	FB-MP-430a.2	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Quantitative	Percentage (%)	-	Not applicable due to the nature of the business
Acquisition of animal feed and animals	FB-MP-440a.1	Percentage of 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.
Acquisition of animal feed and animals	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
Acquisition of animal feed and animals	FB-MP-440a.3	Analysis of the strategy for managing the opportunities and risks to animal feed and livestock supply posed by climate change	Debate and analysis	N/A	-	Not applicable due to the nature of the business



# Statement of responsibility

The Directors and the Chief Executive Officer of Matriz Agrosuper S.A., who have signed this sworn statement, are liable for the authenticity of all information included in this Integrated Report.



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