

**2021
Sustainability
Report**

MULTI X 



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This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards.

The information provided in this report covers Multiexport Foods S.A., hereinafter Multi X, and all its subsidiaries.

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ART DIRECTION AND DESIGN

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LETTER FROM THE CEO

Dear stakeholders:

I am very pleased to address you to present Multi X's Sustainability Report, pertaining to the 2021 fiscal year, a year in which we experienced major milestones and took important steps in sustainability, staying true to our vision of harmonious production with the environment and the communities that are located where we develop our operations.

In September 2021, we presented our new corporate image, Multi X, a name that represents the evolution of our company, taking the best of our more than thirty years of history into the future, while at the same time taking on the challenges presented by a constantly changing world.

Our new name retains the word Multi because that is how we are known, it is part of our identity. But we added the X as a distinctive element that summarizes the way we do things: the eXcellence in our processes, the eXperience of our people, the eXquisiteness of our products, and the eXtraordinary of producing the best salmon from the south of Chile.

On the same occasion, we unveiled our new purpose: nurturing the future and caring for the world. This phrase sums up the place and time in which we find ourselves. We live in a world challenged by climate change and in which the population is increasing exponentially, requiring nutritious, healthy, and sustainable food.

This is where salmon farming plays an essential role, due to its broad nutritional benefits and its low water and carbon footprint, positioning itself as one of the most efficient and sustainable animal proteins.

Based on this vision, we undertook essential commitments to move into the future: we laid out the path towards carbon neutrality, developed a strategy to reach the end consumer directly under our own brands, designed a new modality for community relations, and made progress in terms of sustainability, reiterating the location of this concept at the center of our business.

With respect to the first point, we set ourselves the goal of being carbon neutral in the first scope by the year 2030. This is an ambitious goal and, in order to achieve it, we have defined a roadmap that we present in the following pages of this report, which sets out the objectives to be met on an annual basis.

Nevertheless, to date, and thanks to the collaborative efforts of our people and teams, we have made extraordinary achievements in the area of sustainability. We are part of an organization that has been working on ESG (Environmental, Social, and Governance) aspects for years, and proof of this is the progress we have made in terms of certifications, efficiency, and optimization; plans that have continued over the years, despite the changes in the markets.



Thus, as a company, we are very proud to announce that, for the third consecutive year, Multi X was included as part of the Dow Jones Sustainability Index, a prestigious ranking that recognizes the company's performance in environmental, social, and corporate governance areas. On this occasion, our company improved its position with respect to the previous year, ranking in the top percentile of 92% and being one of the world's leading companies in sustainability management in the industrial sector of Food Products.

For the second consecutive year, the company was also part of the Collier FAIRR Protein Producer Index, an initiative of The Farm Animal Investment Risk and Return, which analyzes the performance of the main listed protein producers. The result obtained in 2021 shows an improvement of seven points with respect to the previous measurement, which allowed us to move from the 15th position to the 8th place. Multi X is also the best placed Chilean company in this version of the ranking.

In these pages I would also like to refer to the presentation of our renewed brand strategy, through which we intend to reach different markets and customers, adapting to the particular needs of each group. We are convinced that we are part of the solution to a world challenged by climate change and the demand for more food of the highest quality, so we intend to reach every table with a unique product.

This is how in 2021 we introduced ARKA, the first line of ultra-premium salmon farmed in the Magallanes Region. An ABF product in both freshwater and seawater and farmed without the use of any treatment for caligus. It is certified by the Aquaculture Stewardship Council (ASC) and Best Aquaculture Practices (BAP). Arka is currently available in B2B, Food Service, and Retail channels in the United States.

As part of this strategy, we have set out to place our country in a special place and we have assumed the responsibility of bringing salmon closer to Chilean families. In the first stage, we implemented the e-commerce modality for the sale of products in the Metropolitan and Los Lagos regions, to later grow with face-to-face sales in defined points in each of the regions where the company is present.

The third fundamental pillar of our new corporate image is the renewal of our Community Relations Strategy, which aims to incorporate elements of greater participation of our internal community in the actions of engagement with our environment.

Thus Multi X Citizen was born, a plan that proposes an integrative view of the company with those around it, committing 1,800 hours of direct and participatory work. This new strategy provides those who are part of the company with the necessary tools and knowledge to represent it and contribute to society, being positive agents of change in the places where we are present.

We have the responsibility to contribute to the care of the people who participate in this activity, which is why we have initiated a robust program of zero tolerance toward occupational accidents, doing occupational safety work in each of the areas where the company operates.

In this same line, in 2021 we launched Forja, our corporate training program, which, under three fundamental pillars: Processing, Farming, and Administration, aims to professionalize actions and positions, generating development opportunities for our employees that impact both the professional and personal dimension.

Letter from the CEO

We are convinced that innovation is the path that leads us to excellence. It is, in fact, part of our corporate values, so from the Department of Innovation and Development Management, we started a plan, whose purpose is to generate the conditions to enhance and manage closed and open innovation projects in Multi X, promoting a participatory culture and implementing a working model that is projected over time.

Finally, I would like to take the opportunity to extend my thanks to our collaborators, since without their commitment and dedicated work none of these important achievements would be possible today. I would also like to thank the members of our board of directors, our shareholders, suppliers, communities, and all the people and companies that have accompanied us in the mission of building the company and with whom we will surely continue to nurture the future, taking care of the world.

Cristián Swett Plá
CEO





| Multi X at a glance


PERFORMANCE

Operated Farming Centers




44

Harvested Volume



97.8
THOUSAND TONS

Volume Processed




101.1
THOUSAND TONS

Including Own and External Plants

We are part of the DJSI & FAIRR sustainability rankings:

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

DJSI MILA
DJSI MILA & Chile in the 92% (+9% than the 2020 version) best evaluated, in the Food Products category.



FAIRR
A COLLER INITIATIVE

FAIRR
FAIRR 1st Chilean salmon company, 4th salmon company in the world and 8th in protein globally.

Volume Sold



101.2
THOUSAND TON

Total Sales



633.6
USD MILLION

<p>TOP 1</p> <p>Exporter of Smoked Products in Chile</p> 	<p>TOP 2</p> <p>Exporter of Atlantic Salmon in Chile</p>
<p>TOP 3</p> <p>Exporter of all species in Chile</p>	<p>TOP 6</p> <p>Worldwide exporter of final product volume</p>

Carbon Footprint:

Scope 1 56,350 tCO ₂	Scope 2 1,256 tCO ₂	I+D+i 2021 expenses 6,497 USD Projected I+D+i 210,000 USD For the development of feedings ingredients.
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Profitability Index

EBITDA: 95.6 USD Thousands	EBIT per kilogram: 0.72 USD/kg of WFE
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During 2021 the company only produced Atlantic Salmon.. Multi X's operation is located in the southern region of Chile.

OUR SALMON

OMEGA 3

X-XI Region

XII Region

1.51

g/100g of salmon

2.26

g/100g of salmon

OMEGA 6

X-XI Region

XII Region

2.29

g/100g of salmon

3.08

g/100g of salmon

EPA + DHA

X-XI Region

XII Region

0,79

g/100g of salmon

1.16

g/100g of salmon

% PROTEIN

X-XI Region

XII Region

20.31%

22.30%

% FAT

X-XI Region

XII Region

11.58%

17.70%

W6/W3 RATIO

X-XI Region

XII Region

1.51

g/100g of salmon

1.36






g/100g of salmon



OUR INDUSTRY

In a world challenged by climate change and with an ever-growing population, salmon presents itself as a nutritious, rich and sustainable alternative to meet people's growing needs.

The following highlights the advantages of farming fish in terms of land use, edible portion percentage and carbon footprint.

	 FARMED FISH	 POULTRY	 PORK	 BEEF	 SHEEP
Land Use ¹	3.7	7.1	11	102	185
Edible Portion ²	68%	46%	52%	–	38%
Carbon Footprint ³	0.60	0.88	1.30	5.92	–

These data were prepared by the Global Salmon Initiative, of which Multi X is a member. For more information, please contact www.globalsalmoninitiative.com.

¹ Land use is the area occupied (in m²) to produce 100 g of protein, for each species, also taking into account the land use for farming the feed. Land use is calculated as a function of land area multiplied by years of occupancy. Data are average values. Full details available at: sciencemag.org

Edible meat protein for terrestrial animal protein: meat without fat and bones and edible offal. For farmed fish: edible fish. Full details available at: sciencemag.org

Beef data are weighted between beef and dairy cattle protein obtained on the assumption that, overall, 56% of beef protein comes from beef cattle and 44% from dairy cattle.

Farmed fish include all species included in the FAO FishStatJ database which can be accessed here: <http://www.fao.org/fishery/statistics/software/FishStatJ/en>

² These calculations take into account differences in the FCR index, differences in edible portions and in the cost of progeny.

³ A carbon footprint measures the total greenhouse gas emissions caused directly and indirectly by the production of a product. The carbon footprint is measured in kilograms of carbon dioxide equivalent (kgCO₂e) per normal portion (40 g) of edible protein of the product. Data are median values

GEOGRAPHIC LOCATION

Multi X is located in 5 regions, 22 communities and 38 areas in which its participates by the link with the different steps of the value chain.

The company is present in 25 Salmonid Concession Groups (ACS), with a total of 106 seawater concessions from Los Lagos to Magallanes. This allows us to guarantee and optimize the continuity and efficiency of our productive operations.

In 2021, through the subsidiary Multisea S.A., a joint venture between Salmones Multiexport S.A. and Sealand Aquaculture, the new Recirculating Fish Farm Astilleros II began operations, the most modern in Latin America, which will allow the company to produce Atlantic Salmon post-smolt, reducing the farming cycles in seawater by up to 4 months.

HATCHERIES

1
La Araucanía Region

4
Los Lagos Region

MARINE CONCESSIONS

21
Los Lagos Region

78
Aysén Region

7
Magallanes Region

PROCESSING

1 F&C PLANT
Los Lagos Region

1 SMOKING PLANT
Los Lagos Region

Molco Hatchery

Molino de Oro Hatchery

Puerto Fonck Hatchery

Cardonal Plant | Astilleros II Hatchery
San Luis | Llaguepe | Chaparano | Barquillo | Isla Cabras

Huyar | Llingua | Teuquelin | Chelin | Apiao

Yelen | Yalac | Refugio

Margarita | Playa Bonita | May | Cholga | Pasarela
King | Izaza | Stokes | Ninualac | Chalacayec

Pearson | Ganso | Puyuhuapi I | Puyuhuapi II

Quemada | Cuchi | Marcacci | Guapo
Williams | Pulucho | Wickham

Taraba 2 | Taraba 3 | Taraba 4 | Taraba 5 | Taraba 7 | Taraba 8

Fresh and Frozen Plant (Entrevientos S.A.)

MARKETS

Main export destinations
in Millions USD

57%
USA

19%
BRAZIL

7%
CHILE

2%
EUROPE

9%
OTHERS

2%
CHINA

4%
ASIA
(EXCLUDING CHINA)

Sales Office
Miami

Santiago Office
Metropolitan Region

Campus Cardonal
Puerto Montt
Los Lagos Region

Total sales
in 2021 were

633,595

MMUSD

MILESTONES 2021

APRIL

- Presentation of the People, Sustainability and Corporate Affairs Management.

MAY

- Launch and presentation of the Monthly Employee Recognition Program.



JUNE

- 2020 Water Footprint Measurement.
- 2020 Carbon Footprint Measurement.
- Publication of Sustainability Report 2020.
- Publication of GSI 2020 Sustainability Report.

JULY

- Centro Soledad receives Farmer of the Year award from Biomar.
- Launching of the Corporate Training and People Development Program, FORJA.



AUGUST

- The First Multi X Women's Meeting is held.



- The Multi X Women's Committee meets for the first time.

SEPTEMBER

- Presentation of the new Multi X Corporate Image.



- Launching of the community relations program, Ciudadano Multi X.

OCTOBER

- Signing of Clean Production Agreement.
- VI Sustainability Report SalmonChile.
- Presentation of the MultiXplora corporate innovation program.



NOVEMBER

- Multi X achieves results that place it in the top 90% of the Dow Jones Sustainability Index.



- Launch of Arka, Multi X's first super-premium brand.



- The Second Multi X Women's Summit takes place.

DECEMBER

- Multi X achieves results that place it 8th in sustainable protein production worldwide FAIRR.



- First session of the Council for Cultural Transformation.
- Salmon production in the Magallanes Region achieves "Good Alternative" status, awarded by Seafood Watch of the Monterey Bay Aquarium.



| Our Company

STRATEGY

PURPOSE

Feeding the future,
caring for the world

MISSION

We produce premium salmon in the south of Chile and bring it to the tables of the world, positively impacting people's lives and the planet

VISION

To be the industry leader, recognized for its sustainable operation, focused on people and efficiency, bringing the best salmon to the tables of Chile and the world

VALUES

Social
Responsibility

Ethical
conduct

Innovation

Market orientation

Quality

Commitment
to our people

VALUE CHAIN



MATERIALITY ANALYSIS

Materiality Analysis is a process that gathers the opinions of different stakeholders in order to prioritize Environmental, Social and Governance (ESG) issues in companies. In this way, its objective is to cooperate in making informed decisions, which translate into action plans connected to their environment.

By recognizing the relationship between stakeholders and the company, as well as the means by which they communicate, it is possible to know the issues that concern and/or concern the former, generating an opportunity to identify the material issues that the company should focus on, and generate work plans for the long term.

As an update for the 2021 report, Customers were added as a new stakeholder group, considering the launching of the e-commerce sales system in the national market, through the website www.elmejorsalmon.cl.

Stakeholders

The evaluation of material aspects related to the company and its business, has a five-step methodology and its results are presented below:



Shareholders

BUSINESS FOCUS

Interested in production results and long-term performance, focusing on strategy, corporate image and risk management.

COMPANY INITIATIVES

Maintain a fluid relationship with controlling shareholders through periodic meetings and reports.

CHANNELS OF COMMUNICATION

- Board Sessions.
- Annual Report and Financial Statements.
- Sustainability Report.
- Shareholders Meeting.
- Press Events.
- Website www.multi-xsalmon.com



Clients

BUSINESS FOCUS

Primary focus on food quality, safety and sustainability.

COMPANY INITIATIVES

The company works to exceed customer expectations and to evaluate customer satisfaction through various tools.

CHANNELS OF COMMUNICATION

- Assistance from commercial executives.
- Marketing Campaigns.
- Certification.
- Participation in Seafood Fairs.
- Sustainability Report.
- Website www.elmejorsalmon.cl



Suppliers

BUSINESS FOCUS

Attentive to meet the company's expectations at all stages, to meet objectives and to achieve long-term relationships.

COMPANY INITIATIVES

We seek to generate a commitment with suppliers and promote compliance with the highest operational standards.

We are committed to the timely payment of services and supplies, favoring a fair and healthy relationship with our suppliers.

CHANNELS OF COMMUNICATION

- Bids.
- Regular Meetings.
- Training.
- Audits.
- Sustainability Report.
- Press events.
- Website www.multi-xsalmon.com



Collaborators

BUSINESS FOCUS

Interested in meeting and achieving their objectives, facing productive challenges and generating a good working environment.

COMPANY INITIATIVES

The company seeks to understand employees' expectations and support them in their development. There are several initiatives related to training and development of competencies and skills. On a regular basis, the Board of Directors analyzes elements of the organizational culture and proposes actions to promote it.

CHANNELS OF COMMUNICATION

- Emails.
- Strategic Alignments.
- Collective bargaining.
- Intranet.
- Corporate Display System.
- Open Suggestions and Complaints System.
- Internal and External Social Networks.
- Sustainability Report.
- Website www.multi-xsalmon.com



Investors

BUSINESS FOCUS

Interested in returns on investment and sustainability of the company.

COMPANY INITIATIVES

The company strives to maintain a continuous and open dialogue with investors and fund managers.

CHANNELS OF COMMUNICATION

- Quarterly financial reports.
- A direct channel of assistance to Investors.
- Annual Report and Financial Statements.
- Annual Multi X Conference.
- Sustainability Report.
- Press Releases.
- Legal Publications.
- Website www.multi-xsalmon.com



Authorities

BUSINESS FOCUS

Concerned about the long-term stability of the sector and social environment.

COMPANY INITIATIVES

Open and transparent dialogue with the authorities is encouraged. The company participates in the discussion of sector-specific issues.

CHANNELS OF COMMUNICATION

- Meetings with Public Services.
- Public-Private Working Groups.
- Audits and Visits.
- Sustainability Report.
- Press Appearance.
- Website www.multi-xsalmon.com



NGOs, Local Communities, Trade Unions and Academia

BUSINESS FOCUS

Groups focused on ecosystem care and quality of life around operations, sustainable fish production, animal welfare, public health and food safety.

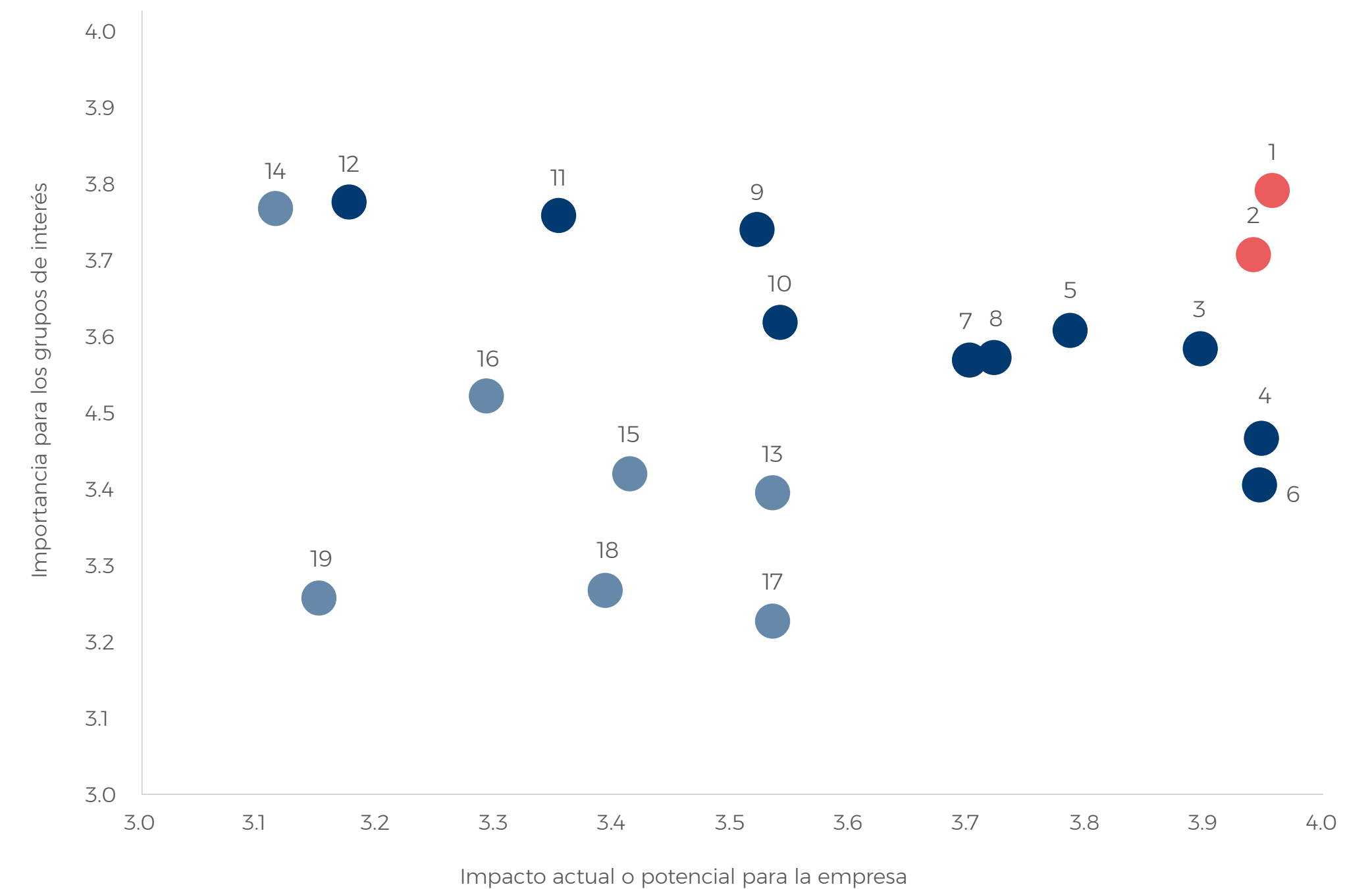
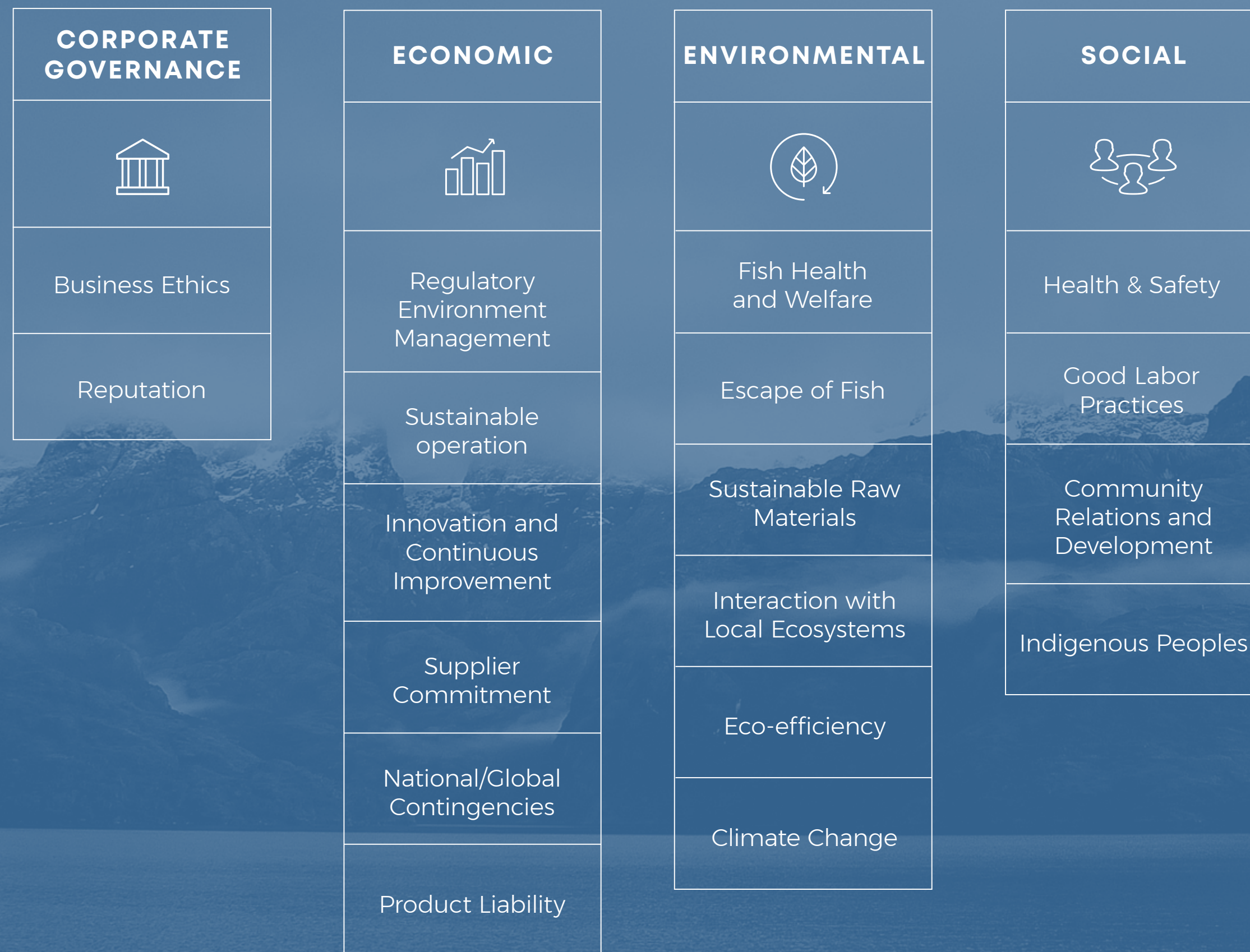
COMPANY INITIATIVES

The company bases its work on trusting relationships with organizations that seek to improve and contribute to the construction of the industry, participating in the dialogue of territorial planning in different sectors, and in local development projects.

CHANNELS OF COMMUNICATION

- Meetings and Visits.
- Professionals dedicated to Liaison.
- Dialogue on Land Use Planning.
- Local development projects.
- Extension and Assistance Programs.
- Agreements with Educational Institutions .
- Social Salmon Initiative.
- Press Appearance.
- Sustainability Report.
- Website www.multi-xsalmon.com

MATERIAL ISSUES



MATERIALITY

- | | |
|--|---|
| 1. Ethics | 11. Innovation and continuous improvement |
| 2. Fish escapement | 12. Fish health and welfare |
| 3. Sustainable operations | 13. National and global contingencies |
| 4. Product liability | 14. Sustainable raw materials |
| 5. Reputation | 15. Commitment to suppliers |
| 6. Commercial management | 16. Indigenous Peoples |
| 7. Regulatory environment management | 17. Good labor practices |
| 8. Health and safety | 18. Operational eco-efficiency |
| 9. Interaction with local ecosystems | 19. Climate change |
| 10. Relationship and community development | |

STRATEGY AND MATERIAL ISSUES

1 Ethics



“To have a business behavior based on ethical and moral principles promoting higher levels of accountability and transparency”.

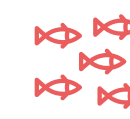
RELATED GOALS AND PROJECTS

100% of new employees are trained in the code of conduct. 0 infractions and fines.

PROGRESS

- Code of Ethics available to all employees. Copies are distributed to all new employees joining Multi X.
- Mapping of main causes of complaints and design of a plan for their management and solution.

2 Fish escapes



“Work to prevent fish escapes and improve measures/plans to deal with potential contingencies.”

RELATED GOALS AND PROJECTS

0 escape events at our facilities.

PROGRESS

- 0 events registered during 2021.
- Multi X has a Zero Leakage Plan in which areas such as Environment, Operations and Innovation participate.

3 Sustainable operations



“Optimal and efficient production in the use of resources (human, natural and financial capital), trying to have the least possible impact on the environment.”

RELATED GOALS AND PROJECTS

Efficient use of feed in our breeding centers.

100% of areas surrounding our operations under permanent surveillance program.

PROGRESS

- FCR lower than the previous period (1,10)
- Permanent beach cleanup plan in addition to the program required by current regulations.

4 Product liability



“To guarantee that the products have passed through the strictest quality, safety and innocuousness controls, through a robust traceability system, and to adequately communicate to the final consumer the characteristics of our products.”

RELATED GOALS AND PROJECTS

100% of finished products certified under Food Safety and Chain of Custody standards.

PROGRESS

- BRC, IFS, ISO 9001, ISO 14001, ISO 45001, ASC, MSC, BAP Y GLOBAL GAP.

5 Reputation



“Proactive management of stakeholder perception and appreciation of the company.”

RELATED GOALS AND PROJECTS

100% of our stakeholders identified, evaluated and with a follow-up plan.

PROGRESS

- Open House and Shared Value chapters of the Multi X Citizen program, whose purpose is to incorporate communities into the salmon value chain from different perspectives.
- National salmon e-commerce launch in the Metropolitan and Los Lagos regions.

6 Commercial management



“Strengthen the competitive position, through product and market diversification, delivering the best service to customers.”

RELATED GOALS AND PROJECTS

100% of our clients, evaluated and with a follow-up plan.

PROGRESS

- Launch of a brand strategy aimed at bringing salmon to the end customer in formats that suit different lifestyles.



7 Regulatory environment management



“Actively participate in the development of the industry and anticipate possible national and international regulatory changes.”

RELATED GOALS AND PROJECTS

100% of authorities identified and timely response plans in place.

PROGRESS

- Participation in open meetings with conventional constituents of the regions where Multi X is present.
- Ongoing work with communities and public and private institutions for development
- Multi X participates in the Clean Production Agreement of the Sustainability and Climate Change Agency, together with SalmonChile and other companies related to the sector.

10 Relationship and community development



“To be responsible corporate citizens, building lasting relationships with the community and fostering local economic development.”

RELATED GOALS AND PROJECTS

100% of our stakeholders identified, evaluated and with a follow-up plan.

PROGRESS

- Chapter Active Link Management in Citizen Multi X.
- Engagement of 200 Multi X ambassadors with direct links to communities.

8 Occupational health and safety



“Company initiatives and measures to foster a zero accident culture and ensure the highest levels of occupational health & safety for all workers”.

RELATED GOALS AND PROJECTS

0 Accidents.

PROGRESS

- 0 employee and contractor fatalities.
- 15.27 accident events per 1,000,000 hours worked.

11 Innovation and continuous improvement



“To seek innovation and technologies that help promote greater efficiency and sustainability within the company.”

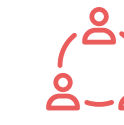
RELATED GOALS AND PROJECTS

Strategic framework, leadership and value proposition.

PROGRESS

- The Innovation and Development Management started a plan whose purpose is to generate the conditions to promote and manage closed and open innovation projects in Multi X, create its own governance and implement a working model that is projected over time.

9 Interaction with local ecosystems



“Care and monitoring of local ecosystems by managing potential impacts caused by the company’s activities.”

RELATED GOALS AND PROJECTS

Reduction in % of anaerobic INFAs.

Marine Mammal Interaction Registration Program

PROGRESS

- 7% reduction in anaerobic INFAs compared to the same figure for the previous year.
- 0 incidents involving interaction with marine mammals.

12 Fish health and welfare



“To ensure fish welfare and health by ensuring responsible use of medicines and respecting the 5 freedoms of animal welfare”.

RELATED GOALS AND PROJECTS

60% reduction in antibiotic use (AB) by 2025.

Progressive increase with ASC centers.

PROGRESS

- Animal Welfare Plan and reduction of antibiotic use.
- Implementation of new disease prevention strategy.
- ASC Certification in regions other than Magallanes.

13 National and global contingencies



“Plans and mechanism for responses to national contingencies and interactions (natural disasters, pandemics, political situations, etc.)”

RELATED GOALS AND PROJECTS

Prioritizing employee health and ensuring operational continuity.
Keeping our supply chain active.

PROGRESS

- Maintain Covid-19 protocols through weekly testing and internal traceability program with special regulations and own governance.
- Recovery of absenteeism rate through temporary replacement programs to ensure operational continuity.

14 Sustainable raw materials



“Ensure that fish feed contains sustainable raw materials.”

RELATED GOALS AND PROJECTS

FIFO < 0,7.
100% RTRS certified soybeans by 2023.
100% Fishmeal by 2022.
100% Fish Oil by 2024.

PROGRESS

- FIFO: 0,57
- 100% RTRS certified soybeans.
- Pilot plan for feeding fish in fish farms with feed based on insect meal.

15 Commitment to suppliers



“Build trusting and mutually beneficial relationships with suppliers and integrate the relevance of ESG factors within the supply chain.”

RELATED GOALS AND PROJECTS

100% of suppliers, evaluated and with follow-up plan.

PROGRESS

- 21.2%, equivalent to 277 suppliers evaluated and with a follow-up plan.

16 Indigenous Peoples



“Build and maintain a good relationship with native peoples.”

METAS RELACIONADAS Y PROYECTOS

100% of indigenous peoples evaluated and with a follow-up plan.

PROGRESS

- Ongoing relations with indigenous communities in the areas in which we interact.
- Five working groups were established with indigenous communities.

17 Good labor practices



“To respect the fundamental principles and rights at work, ensuring the fair treatment of our employees, guaranteeing their well-being and a work environment that fosters learning and ensuring a sense of job stability.”

RELATED GOALS AND PROJECTS

100% of our employees evaluated and with a follow-up plan.
Model of cultural transformation.
Internal Communication Policies.

PROGRESS

- 100% of employees evaluated and with a succession plan.
- Creation of the Council for Cultural Transformation.
- Internal Communications Policy Update.

18 Operational eco-efficiency



“Actions that allow us to be more efficient in the use of natural resources and consequently reduce environmental impact.”

RELATED GOALS AND PROJECTS

Annual Water Footprint.
Zero Waste to Landfill Processing.
Zero Waste to Landfill Farming 2024.

PROGRESS

- 3° Water Footprint Measurement.
- Corporate Zero Waste to Landfill Plan.

19 Climate change



“Identify opportunities and risks arising from climate change that have the potential to generate impacts on business operations.”

RELATED GOALS AND PROJECTS

20% reduction in Carbon Footprint by 2023.
Carbon Neutral by 2030.

PROGRESS

- 5th Corporate Carbon Footprint Measurement.
- Carbon Neutrality Plan 2030.



SUSTAINABILITY AND CORPORATE REPUTATION STRATEGY

Multi X places sustainability at the center of the business, for which, and since the commitments made during the launch of its new corporate image, continues to work under a constant concern for environmental care, the connection with local communities and the generation of value in the business.

In this sense, during 2021, the company presented a new Sustainability Strategy, whose purpose is to integrate the entire value chain under a sustainable perspective and guided by common commitments.



Governance

- Lead by a Sustainability and Corporate Reputation Directors Committee.
- To advance in ESG Indexes.
- Strategic risks
- identified and managed.



People

- Delve into Culture and Organizational Climate.
- Development in Human Resources by Forja, our program of corporate trainings.
- Support and incentives to Career Development into the company.
- To continue with Women Multi X program as a Gender Equality Policy.
- Wellness and happiness at the workplace.
- Zero Tolerance to Accidents.



Standards

- Achievement of goals related to Big 5:
 - Fish escapes.
 - Massive mortalities.
 - AB use.
 - Clean seabed.
 - Clean beaches.
- Climate change.
 - Carbon neutral 2030.
- Circular economy.
- Certifications.



Communities

- Multi X Citizen Program:
 - Multi X Community.
 - Link and Action.
 - Open House.
 - Shared value.
 - Foundations for the future.



Products

- National market
- Added value



SDG

The United Nations (UN) has developed the Global Goals for Sustainable Development, focusing on three axes: eradicating poverty, protecting the planet and ensuring prosperity for all. These Sustainable Development Goals were declared in 2015, defining 2030 as the target year for their fulfillment.

Multi X has developed actions that are in line with achieving 10 of the 17 defined goals, for which it works with strategic alliances, which aim to contribute to local development, improve the quality of life of people and take care of the world.

For more information on the objectives: www.un.org



A close-up photograph of several slices of orange, showing the textured, porous surface of the fruit. The slices are arranged in a slightly overlapping pattern. On the left side, there is a decorative graphic consisting of a light orange semi-circle at the top, a diagonal line extending downwards from the left edge of the semi-circle, and a horizontal line at the bottom. The word "Governance" is written in white, bold, sans-serif font on the right side of the image, positioned over the orange slices. A small vertical red line is located to the left of the text.

Governance

COMPOSITION

Multi X is headed by a seven-member Board of Directors, individually elected every 3 years by the Ordinary Shareholders' Meeting, for an equal and renewable term. All this in accordance with the internal bylaws and compliance with the Corporations Law No. 18,046.

At the Ordinary Meeting of April 28, 2021, the independent director Rodrigo Pérez Mackenna resigned. In his replacement, at the Ordinary Meeting held on May 27, 2021, José Miguel Barros van Hovell tot Westerfliet was appointed.

Multi X (Multiexport Foods S.A.) does not request a minimum attendance to its directors, however, in 2021 it had an attendance of 92.87%.

Multi X (Multiexport Foods S.A.) and its subsidiaries do not restrict the number of boards on which their directors may serve. However, none of our directors participate in more than 4 additional directories

The independent directors contribute to the exercise a fair, objective and impartial, without conflict of interest. some of their functions are to examine external auditors reports, balance sheet and financial statements.



BOARD OF DIRECTORS



JOSÉ RAMÓN GUTIÉRREZ ARRIVILLAGA

CHAIRMAN

7.017.364-6
Civil Industrial Engineer
University of Chile



ALBERTO DEL PEDREGAL LABBÉ

DIRECTOR

6.604.969-8
Commercial Engineer
University of Chile



MARTÍN JOSÉ BORDA MINGO

DIRECTOR

7.010.555-1
Economist
Roosevelt University of Chicago, USA



CARLOS PUCCI LABATUT

DIRECTOR

6.474.225-6
Civil Engineer
Pontificia Universidad Católica de Chile



HERNÁN SALVADOR GOYANES GARCÍA

INDEPENDENT DIRECTOR

48.082.143-2
Certified Public Accountant, U. de Buenos Aires.
MBA from the University of California (UCLA), USA



ELKE SCHWARZ KUSCH

INDEPENDENT DIRECTOR

8.858.781-2
Journalist
Pontificia Universidad Católica de Chile



**JOSÉ MIGUEL BARROS
VAN HOVELL TOT WESTERFLIET**

INDEPENDENT DIRECTOR

9.910.295-0
Commercial Engineer
Universidad Católica de Chile

DIVERSITY



BY GENDER

Number of Women

-	1	1	1
2018	2019	2020	2021



BY NATIONALITY

Number of Foreigners

1	1	1	1
2018	2019	2020	2021



BY AGE RANGE

< 35 years

35-50 years

51-70 years

> 70 years

2018	2019	2020	2021
-	-	-	-
-	-	-	-
6	7	7	7
1	-	-	-

The average length of service (tenure) of Multiexport Foods S.A.'s Board of Directors is ten years.



BOARD OF DIRECTORS

In 2021 the Directors' Committee was composed of independent directors Hernán Salvador Goyanes (Chairman), Elke Schwarz Kusch and José Miguel Barros van Hovel tot Westerflie.

During the period, the Board of Directors' Committee devoted itself to fulfilling its duties and exercising the powers established in Article 50 bis of Law 18,046, on corporations, meeting regularly 12 times during the year.

The remuneration of the members of the Directors' Committee was approved at the Ordinary Shareholders' Meeting of April 21, 2021, amounting to \$65,555 USD for the year.

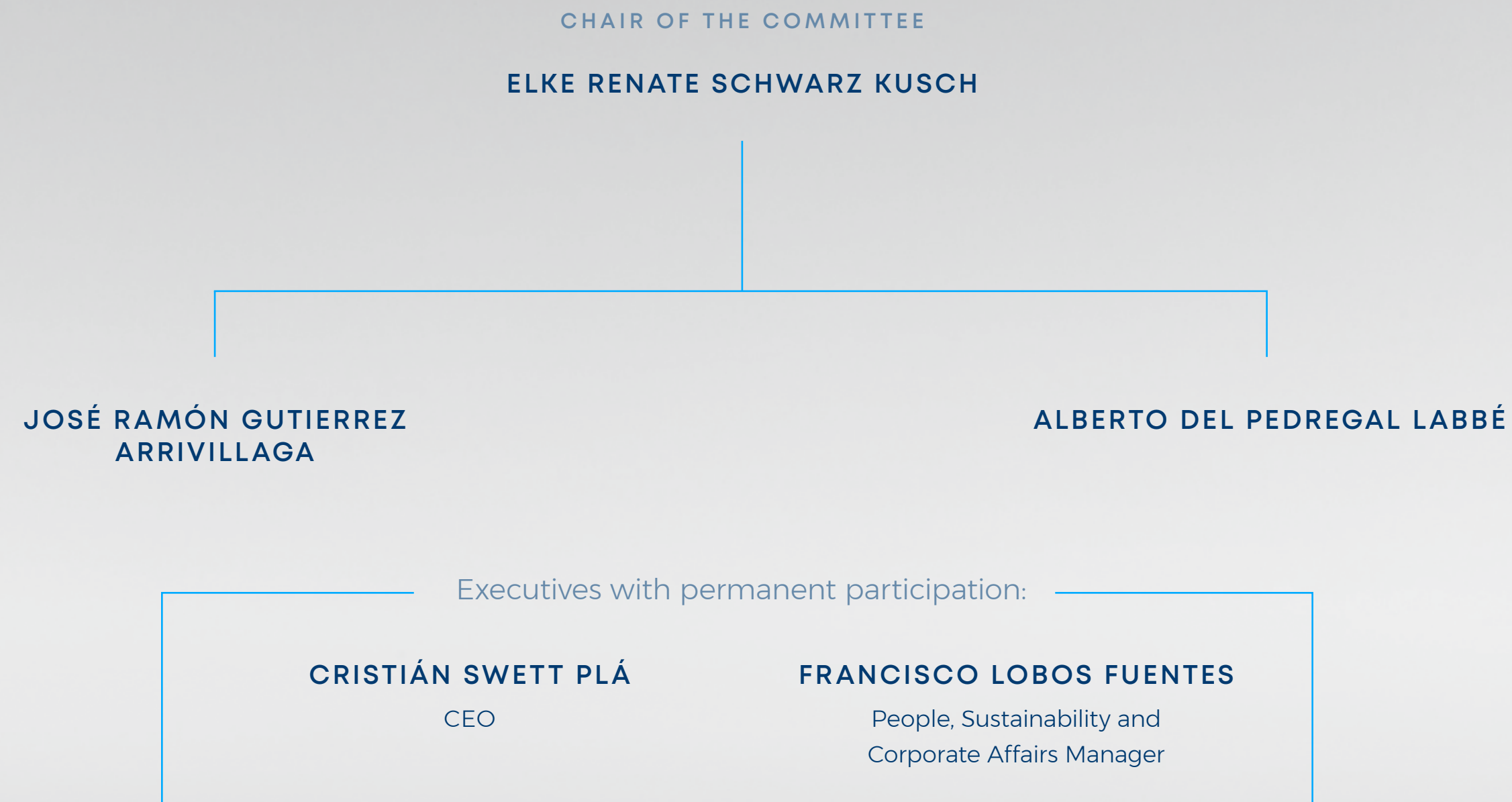


SUSTAINABILITY AND CORPORATE REPUTATION COMMITTEE

In order to lead the company's sustainability and reputation strategy, Multi X formed a Sustainability Committee during 2019, with the participation of three directors, whose purpose is to guide and advise the General Management and the People, Sustainability and Corporate Affairs Management regarding these matters.

The Committee is currently composed of directors Elke Schwarz (chairman), José Ramón Gutiérrez and Alberto del Pedregal Labbé. With respect to the executives who will have permanent participation in the committee's meetings, these are the Chief Executive Officer and the Manager of People, Sustainability and Corporate Affairs.

The Sustainability Committee met four times during the year, with an average attendance of 92% of its members.



CHIEF EXECUTIVES



CRISTIÁN SWETT PLÁ

GENERAL CORPORATE MANAGER

RUT: 10.268.133-9
Commercial Engineer, Pontificia Universidad Católica de Chile
MBA, ESE Business School Chile



MARTÍN HEPP VALENZUELA

FARMING MANAGER

RUT: 15.639.645-1
Industrial Engineer, Pontificia Universidad Católica de Chile



FERNANDO PÉREZ SAAVEDRA

SALES AND MARKETING MANAGER

RUT: 15.639.645-1
Civil Engineer, Universidad de Los Andes



CLAUDIO VERA

PROCESS MANAGER

RUT: 12.713.575-4
Food Engineer, Universidad de los Lagos
Master Internacional en Tecnología de Alimentos, Universidad de Buenos Aires.



FRANCISCO LOBOS FUENTES

PEOPLE, SUSTAINABILITY AND CORPORATE AFFAIRS MANAGER

RUT: 13.623.808-6
Marine Biologist, Universidad de Concepción
Industrial Engineer, Universidad San Sebastián
MBA, Universidad Mayor



JOSÉ RAMÓN GUTIÉRREZ DEL PEDREGAL

ADMINISTRATION, FINANCE AND IT MANAGER

Rut: 15.638.418-6
Commercial Engineer, Adolfo Ibáñez University
MBA, Pontificia University of Columbia



RUBÉN BASCUÑÁN SERRANO

LEGAL PROSECUTOR

RUT: 8.108.412-2
Lawyer, Pontificia Universidad Católica de Chile



JOSEFINA LYON FUENTES

INNOVATION AND DEVELOPMENT MANAGER

RUT: 13.831.732-3
Commercial Engineer, Pontificia Universidad Católica de Chile



SEBASTIÁN ORTEGA

COMPROLLER

RUT: 13.551.832-8
Industrial Civil Engineer, Pontificia Universidad Católica de Chile



YOICHIRO YAGIHASHI

NEW BUSINESS DEVELOPMENT ASIA

RUT: 26.842.838-0
Commercial Engineer, Kaio University, Japan



JASON R. PAINE

GENERAL MANAGER USA

Graduate of Aquaculture Technology, Florida Institute of Technology, Florida, USA
MBA from the University of Miami, USA



CECILIA ROJAS ORTIZ

NATIONAL MARKET MANAGER

RUT: 10.140.450-1
Journalist, Universidad Diego Portales
MBA, Universidad Adolfo Ibáñez



PATRICIA ZUÑIGA LAGOS

ADMINISTRATION MANAGER

RUT: 12.778.602-K
Civil Industrial Engineer, Universidad Católica de Valparaíso.
MBA from Universidad San Sebastián

REMUNERATIONS

Multiexport Foods S.A. is managed by its Board of Directors, which received in 2021, per diems amounting to ThUS\$230,862.

In relation to the remuneration received by the chief executives and managers of the company during the year, it amounted to ThUS\$10,788. Multi X has an incentive system that consists of an annual bonus, applicable to the chief executives and positions that according to the company's criteria are eligible for their participation.

The compensation system seeks to motivate executives through a formal scheme that rewards both individual and collective performance. In addition, it promotes the fulfillment of essential objectives in each area and guides the company in following its strategy. These objectives are established in the short and medium term.

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POLITICAL INFLUENCE

In line with its internal rules and regulations, Multi X, does not make contributions to political campaigns, political organizations, lobbying organizations, lobbyists and/or any other tax-exempt group with political influence during 2021.

STANDARDS AND TRANSPARENCY

Multi X is part of a collaborative network created from the world of salmon, which involves trade associations, non-governmental organizations, educational and training institutions, entrepreneurship promoters, among others. The purpose of this network is to build a more sustainable industry that offers opportunities to the inhabitants of the areas where it is present.

NAME	\$USD
SalmonChile	360,277
AG Magallanes	123,780
Intesal	103,910
GSI	66,872
Others	37,866
TOTAL	686,604



ALLIANCES



For 35 years, the company has been working with SalmonChile, a body that unites the main producers and suppliers of Atlantic Salmon, Coho and Trout, with a focus on the health, environmental, regulatory, social and economic challenges of the sector, both nationally and internationally, placing sustainability and the link with communities as the fundamental drivers of the work.

SalmonChile is present in the regions of La Araucanía, Los Lagos and Aysén.

www.salmonchile.cl



Trade organization present in the Magallanes Region, whose objective is to turn salmon into an engine for local development and the wellbeing of the region's inhabitants, promoting sustainability and efficiency.

www.salmonicultoresmagallanes.cl



The Global Salmon Initiative (GSI) is a leadership initiative established by leading CEOs from around the world who share the vision of providing a healthy and sustainable source of protein to feed a growing population, while minimizing their environmental footprint and continuing to improve their social contribution.

GSI is present in Australia, Canada, Chile, Faroe Islands, Ireland, New Zealand, Norway and Scotland.

www.globalsalmoninitiative.org



Through the articulation and associativity between the public, private and academic sectors, the institution aims to contribute to sustainable productive development and promote actions to improve competitiveness in a cross-cutting and multi-sectoral manner.

CORPAYSEN is present in the Aysén region.

www.corpaysen.cl



Public-private partnership for sustainable seafood. With more than 90 stakeholders across the industry, GSSI aligns global efforts and resources to address seafood sustainability challenges. Governed by a Board of Directors representing the entire seafood value chain, companies, NGOs, governments and international organizations, including FAO. Promotes the collaboration of all sectors, to bring more sustainable seafood products to all.

Present in 4 continents, with more than 80 members.

www.ourgssi.org

CODE OF ETHICAL CONDUCT

Multi X has a Crime Prevention Model for the management of compliance with Law No. 20,393, which consists of different policies and procedures, whose objective is to mitigate the risks of sanctions for crimes contemplated in the Law, such as, for example, Money Laundering, Financing of Terrorism, bribery, Bribery, among others. In this context, Multi X expressly declares that the company does not make political or charitable contributions as a means of bribery and corruption.

From the Ethical Conduct viewpoint, Multi X proposes a system of expected behaviors, supported by policies and procedures. In order to align those who are part of the company in the organizational culture, people are periodically trained in the system of corporate standards.

The company has a corporate Code of Ethics that is available on different platforms. It also has an Ethics Committee, made up of directors Hernán Goyanes

and Elke Schwarz; executives Cristián Swett and Rubén Bascuñán; and the vice-president of Salmex S.A., Andrés Lyon. This committee's mission is to review breaches of internal regulations and annually update the Code of Ethics and other standards.

Whenever updates are made to the Code of Ethics, these are shared with all employees through the available communication channels.

In addition, the company has a whistleblower system, which considers different channels duly informed to those who are part of the company. It is possible to access an online platform for employees who have access to a computer. In the Process Plant there are different complaint repositories in different mailboxes, which are located in visible places within the facilities. It is important to note that in both modalities, confidentiality, responsibility and non-retaliation are guaranteed in the handling of complaints.

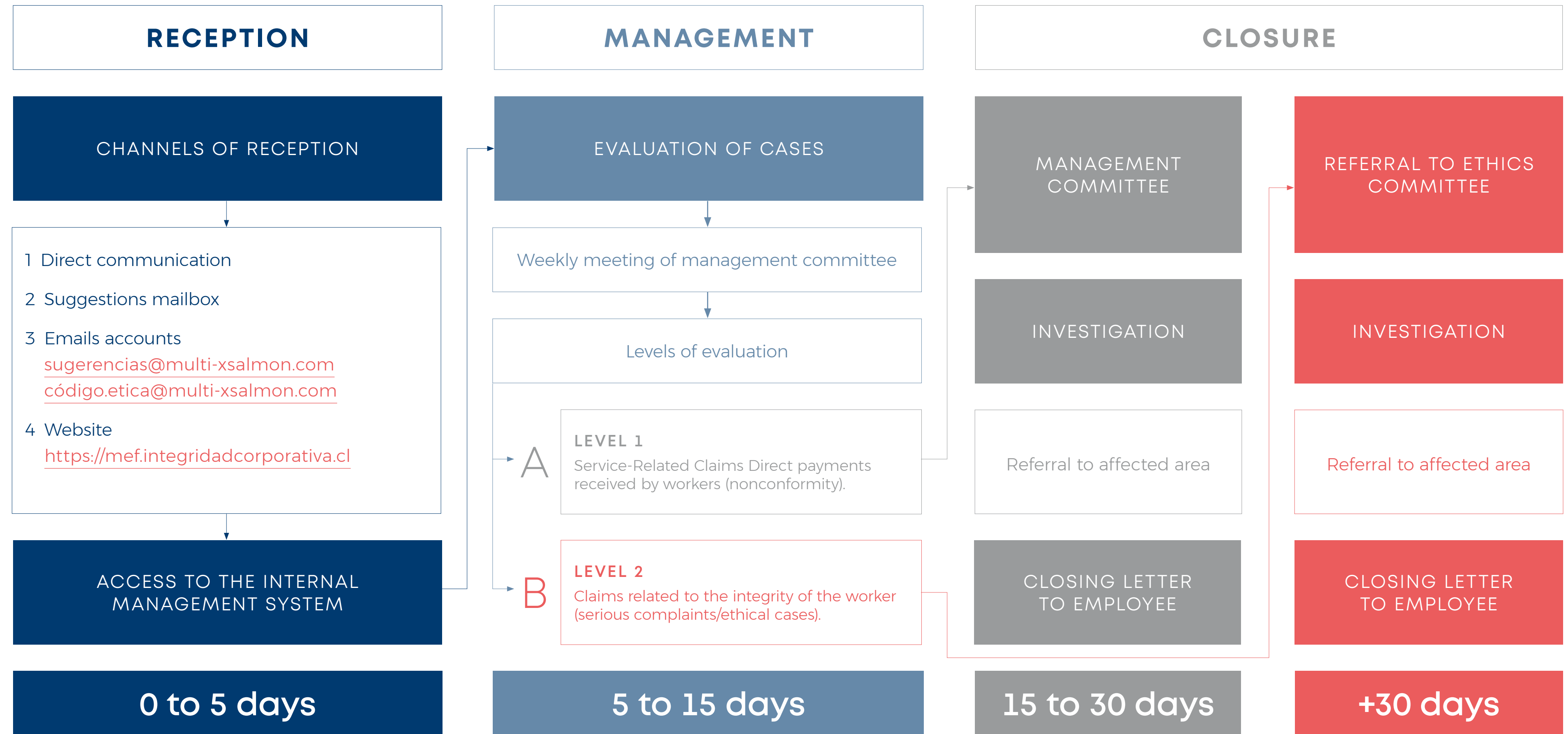
During the year 2021, Multi X reports that there were two cases of violation of the Code of Ethics that concluded in a serious reprimand, and a case of dismissal. In the event that facts are reported and the investigation determines that there is insufficient evidence, technical training is conducted on topics that contribute to conflict resolution and prevention of situations that could mean a breach of internal rules.

Whenever updates are made to the Code of Ethics, these are shared with all employees through the available communication channels.



Conflict Resolution

Seeks to strengthen and maintain trust between the employee and the company.



RISK IDENTIFICATION AND MANAGEMENT

The Comptroller’s Office is the unit in charge of identifying and managing corporate risks. It reports directly to the Board of Directors, in order to define work priorities for the short, medium and long term.

Both process and risk maps are continuously updated according to the progress of the audit plan, risk management and internal organizational changes.

The risk categories are divided into Operational and Strategic.

Operational risks are those that cause losses derived from activities, products, systems or processes. Strategic risks are those that affect the fulfillment of the objectives of the company and that come from of the environment, of the organization’s own conditions or unexpected changes that may affect the company reputation.

RISKS	
Operational Risks	1,659
Strategic Risks	17

MAP OF PROCESSES	
Macro Processes	32
Processes	95
Subprocesses	292

Within Compliance, we specifically applied to environmental and covid-19 regulations.

RISKS OF COMPLIANCE	
Audits carried out	23
Risks	73
Controls assessed	74



DUE DILIGENCE IN HUMAN RIGHTS

As part of the Company's commitment to the Guiding Principles on Business and Human Rights, Multi X initiated its first Human Rights Due Diligence in 2021. This study was conducted in conjunction with a third party.

Multi X's Human Rights Assessment was conducted in accordance with the Ruggie Framework.



The Due Diligence included the following aspects:

- **IDENTIFYING AND CATEGORIZING** potential human rights risks.
- **DESCRIBING THE POTENTIAL** human rights risks and their impacts.
- **ASSESSING IMPACTS** in two dimensions: Severity and Likelihood.
- **EVALUATING** the company's current management systems and practices for each of the potential impacts.
- **SCOPE OF OPERATIONS:** Own operations.
- **TARGET GROUPS CONSIDERED:** Workers, contractors and communities. Additionally, it took carried out a deep diving in women, immigrants and indigenous peoples.

Starting from a pool of 32 human rights listed in the UNGP framework, we arrived at a short list of 16 human rights grouped into 6 categories of potential impacts for the company's workers and contractors. The analysis included an in-depth analysis of women and migrant workers.

- 1 RIGHT TO HEALTH AND SAFETY
- 2 RIGHT TO RESPECT, INCLUSION AND NON-DISCRIMINATION:
- 3 RIGHT TO FREEDOM OF ASSOCIATION
- 4 RIGHT TO DECENT WORK
- 5 RIGHT TO FAMILY LIFE
- 6 RIGHT TO PRIVACY

Likewise, the Due Diligence commissioned by Multi X included an analysis of Human Rights with potential impacts for the communities, also considering an in-depth analysis of indigenous peoples. The aspects evaluated in this area were:

- 1 Loss of self-determination
- 2 Sanitary Impacts
- 3 Water pollution
- 4 Extinction of Traditions
- 5 Restriction of protests
- 6 Relocation

EMERGING RISKS

Based on the analysis and definition of the company's strategic risks, emerging risks are defined, which correspond to newly identified risks that are expected to have a long-term impact on the company's business or the industry.

YEAR	RISK	DESCRIPTION	IMPACT	MITIGATION	CATEGORY
2021	New Covid-19 Variants	The emergence of new variants of Covid-19 has meant a delay in overcoming the pandemic. In addition, in terms of production, it generates an increase in logistic costs and changes in customer portfolios, among others.	<ul style="list-style-type: none"> Fewer personnel, both in the supply chain and in the company, generating difficulties in maintaining the operation active. Difficulty in moving people between cities and between regions. In addition, hiring of hotels as a sanitary residence, generates an economic impact and interruption in the continuity of the different functions. Closure of commercial spaces such as HORECA, which had an impact on sales volume and customer distribution. 	<ul style="list-style-type: none"> Implementation of Covid-19 prevention and detection systems in the different regions in which the company operates. Search for and contracting of new services and means of transportation of people. Development of local suppliers with the capacity to react quickly in the context of quarantines and interregional sanitary barriers. Product development focused on customer segmentation. 	Health
2021	Cultural changes and the way of approaching work	New technologies have pushed cultural changes in how people place work in their lives. Modalities such as teleworking and labor independence make it difficult for companies to retain talent. Likewise, in Latin America, the percentage of people who choose to leave paid jobs to take up informal occupations is increasing.	<ul style="list-style-type: none"> Greater difficulty in developing talent, in addition to less availability of people willing to work in operational positions. Increased labor turnover and absenteeism. 	<ul style="list-style-type: none"> Increase in operational headcount. Outsourcing of certain processes and services that are not critical to the operation, such as recruitment and selection. Increased budgets for relocation logistics, due to Covid-19's own difficulties. For example, having aircraft and ships available simultaneously in the same area. 	Talent and Collaborators
2021	Process of political changes in the national and international context.	In recent years, both in Chile and in the world, social and political changes have begun to develop that could affect the economic models and conception of a globalized world. An example of this is the polarization in world politics and the emergence of new non-traditional forces.	<ul style="list-style-type: none"> Ability to adapt the business to new global political, legislative and economic conditions. Potential impacts on the value chain and availability of imported elements, such as fuel. 	<ul style="list-style-type: none"> Monitoring of national and global political and economic situations, opening of new markets and adaptation of the operation to possible future legislation. 	Policies
2021	Climate change	Sustained increase in the temperature of ocean waters.	<ul style="list-style-type: none"> Greater frequency in flowering episodes of harmful algae and reduced availability of oxygen in the water columns. Potential loss of biomass. 	<ul style="list-style-type: none"> Water oxygenation systems in cultivation centers, constant monitoring of environmental parameters and construction of predictive models. 	Environmental

SUPPLIERS

Multi X's relationship with its suppliers is based on trust, respect and mutual growth in the long term, in accordance with the fulfillment of the United Nations Sustainable Development Goal No. 12 of Responsible Consumption and Production. This is reflected in our practice of timely payment, care for labor conditions, participation in public-private alliances for the economic development of the territories and the joint execution of innovation projects, among others.

Critical Providers

Multi X produces salmon like no other from the south of Chile, offering its millions of consumers around the world a unique experience with a superior product. This is why the quality and safety of its products is guarded throughout the value chain as a fundamental element. In this sense, the company's critical suppliers, which correspond to those who have direct contact with our finished products, maintain predefined procedures, certifications and/or programs that guarantee the required standard in the operation and packaging of products.

TOTAL N° OF SUPPLIERS:

1,307

CRITICAL SUPPLIERS:

55

% OF CRITICAL SUPPLIERS:

4.21%

OF TOTAL PURCHASES IN USD FROM CRITICAL SUPPLIERS:

3.95%

Evaluation and Audit of Suppliers

The purpose of the Supplier Evaluation process strategy is to know the performance of suppliers who provide goods and services to Multi X. In order to have an integral evaluation, a collaboration between different critical areas is generated.

Evaluation Pillars:

- Operations
- Outsourcing Regime
- Occupational Health and Safety
- International Quality and Safety Standards for packaging materials and additives.

As mentioned in the pillars, safety and quality are fundamental in the company, so there are expectations that suppliers of critical products have some type of GFSI (Global Food Safety Initiative) certification. Periodic controls focused on certification were designed and implemented to mitigate a risk factor.

Critical suppliers refers to those supplies that have direct contact with Final product.



Evaluation Criteria

• SUPPLIERS OF MATERIALS

Evaluated annually, if a good result is not obtained, it is audited in the next period. The audit process is performed by an external entity.

- Quality of Service
- Certification

• PROCESSING SERVICES

On a six-monthly basis, those services that support processing are evaluated..

- Administrative Documentation
- Quality of Service
- Risk Matrix

• FARMING SERVICES

Quarterly assessment.

- Administrative Documentation
- Quality of Service
- Risk Matrix

In the event that an evaluation is not approved, a joint work is generated to generate an action plan with the purpose of remaining part of our supplier portfolio in the long term.

31%
OF OUR CRITICAL SUPPLIERS
MAINTAIN GFSI CERTIFICATIONS.

	# ASSESSED	# AUDIT	# SUSPENSION	# APPROVED
Suppliers of Materials	55	7	-	54*
Processing Services	98	-	-	98
Farming Services	124	-	-	124

*One supplier did not pass the evaluation.



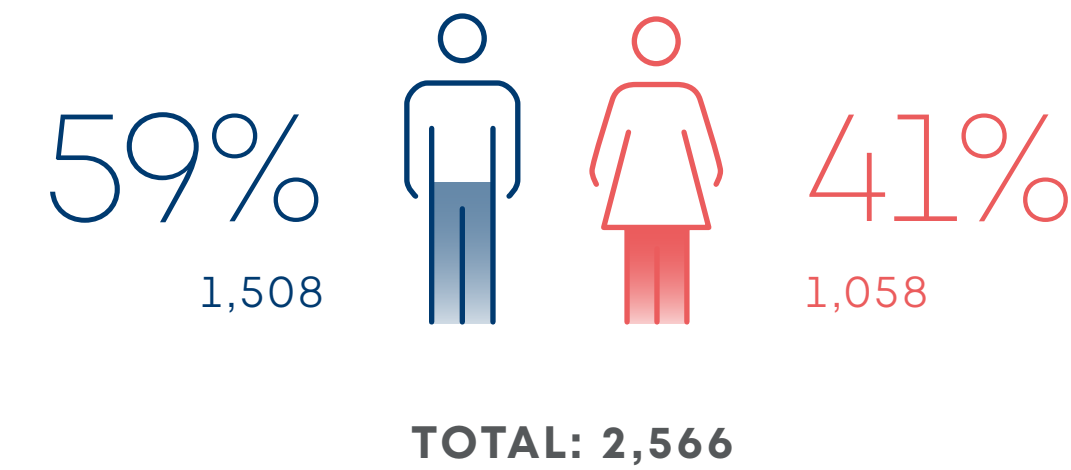


OUR PARTNERS

Multi X is a company formed by people who, through the union of efforts and talents, always aim for the highest, understanding that, in collaboration and orientation to collective objectives, extraordinary results are achieved.

We have a hallmark that distinguishes us: We work according to shared values and the clear purpose of nurturing the future while caring for the world. From our collaborative efforts, we drive continuous improvement in our operations, aspiring to excellence in everything we do. That is what makes us unique.

Total Employees







Breakdown By Position

TYPE OF MANAGEMENT	WOMEN	MEN	TOTAL
Senior Management (up to 2 levels from the CEO)	5 16%	26 84%	31
Middle Management (3 Levels from CEO, Assistant Managers)	5 28%	13 72%	18
Junior Management (Heads, Managers, Supervisors or Project Managers)	52 24%	169 76%	221
TOTAL JUNIOR, MIDDLE AND SENIOR MANAGEMENT	62 23%	208 77%	270
Administrative Technicians	226 32%	483 68%	709
Operators	770 49%	817 51%	1587











Management positions with income-generating functions by Women and Men

	WOMEN	MEN	TOTAL
Management positions with revenue-generating functions	 1 8%	 12 92%	13
STEM Positions*	 79 31%	 173 69%	252

*Revenue Generator function means that they are in charge of generating revenue for the company, in the case of Multi X who are in sales.

*STEM: an acronym to describe executive, technical or other positions in the areas of science, technology, engineering and mathematics.

Age Breakdown

	WOMEN	MEN	TOTAL
Under 30 years of age	 223 42%	 311 58%	534
Between 30 and 50 years old	 604 39%	 939 61%	1,543
Over 50 years old	 231 48%	 258 54%	489
TOTAL COLLABORATORS	 1,058 41%	 1,508 59%	2,566

Breakdown by nationality

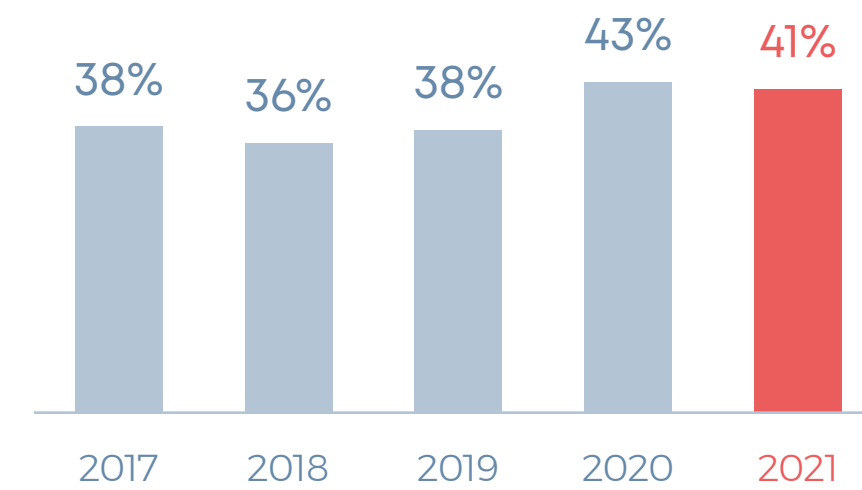
NATIONALITY	WOMEN	MEN	TOTAL	%
Chilean	1,010	1,464	2,474	96.41%
Argentine	1	1	2	0.08%
Colombian	5	2	7	0.27%
Costa Rica	1	-	1	0.04%
Spanish	1	2	3	0.12%
Haitian	1	2	3	0.12%
Japanese	-	1	1	0.04%
Peruvian	1	-	1	0.04%
South African	-	1	1	0.04%
Venezuelan	27	24	51	1.99%
United States	11	11	22	0.86%
TOTAL COLLABORATORS	1,058	1,508	2,566	100%

Gender equity

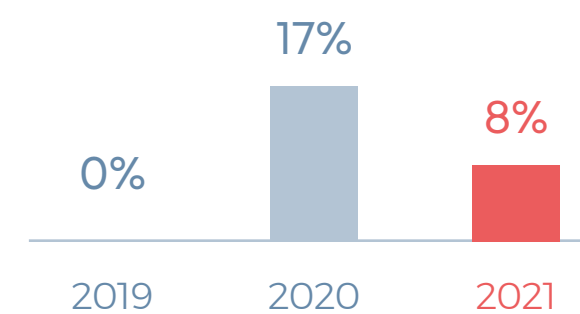
In August 2021, Multi X presented a new initiative that aims to advance in terms of equity within the company. Multi X Women was born from the conviction of the Board of Directors on the need to promote the development of women. As a first action, they established the Multi X Women's Meetings, in which the opinion and experience of the attendees, the gaps to be overcome and the strategies necessary to achieve it are addressed.

In 2021, two Multi X Women's Meetings were held, led by Elke Schwarz, Multi X's director. These resulted in different actions that are now being implemented, such as, for example, the permanent participation of women in the Executive Committee and the creation of a Women's Talent Committee, made up of five people representing the different areas of the company, who are responsible for developing internal policies that promote the development of women.

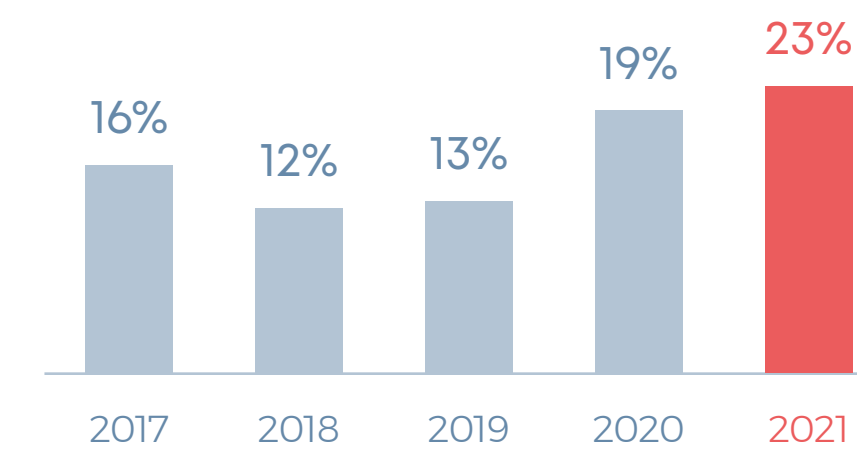
% of Women in the Annual Total of Collaborators



% Women in Management Positions with Revenue Generating Features



% of Women in Management Positions Junior, Middle and Senior



*Goal of 25% by 2025.

Under the initiative Women Multi X, the company has spawned innovations like the creation of a committee of female talent and the participation of at least two women permanently in the Executive Committee.

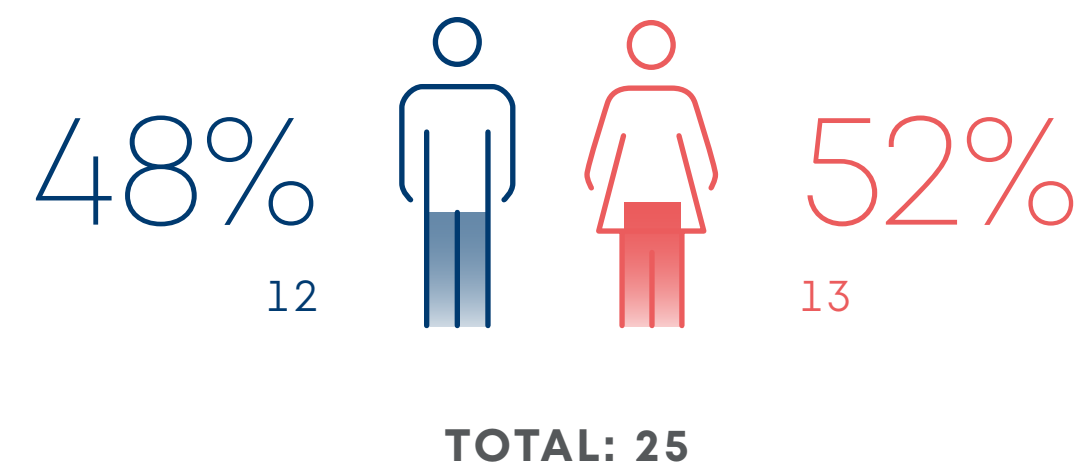


Diversity and Inclusion

Multi X expresses its commitment to diversity and inclusion through the generation of opportunities in an equitable manner and free of prejudice, rejecting discrimination in all its forms and ensuring respect for all people.

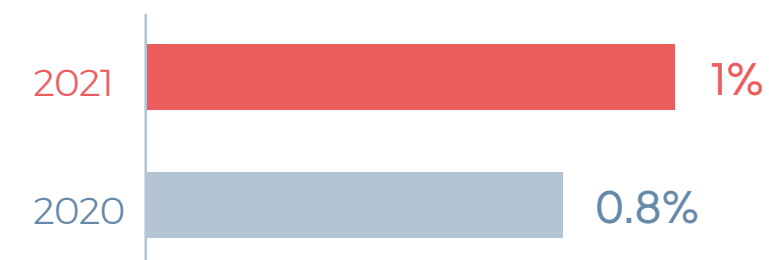
To this end, Multi X has a Diversity and Inclusion Policy that establishes guidelines for the development of inclusive spaces and the foundations for a modern, flexible culture that values the contribution of all people, through training, the provision of tools for good coexistence and the promotion of work spaces based on mutual respect..

Diversity Breakdown



*Only subsidiaries in Chile and not including trainees.

% of company inclusion





Performance Assessment

Every year, Multi X develops the Performance Evaluation process, which is applied to all its employees from the perspective of distinctive competencies according to job families. The purpose of this process is to manage talent, generate the necessary conditions for career development, promote internal mobility and thus build an organization of happy and fulfilled people in their work.

For the purposes of the evaluation, employees were considered to have been with the company for 6 months or more.

84%

OF EMPLOYEES PARTICIPATED IN THE PROCESS.

Number of employees that were part of the last Performance Evaluation Process

PERFORMANCE ASSESSMENT	WOMEN	MEN
Senior, Middle and Junior Managers	57	181
Administrative Technicians	189	388
Operators	543	601
TOTAL	789	1,170

Formal comparison of collaborators within a category.

Climate Survey

During 2021, Multi X resumed the annual application of an Organizational Climate Survey, expressing the commitment to maintain the agreed periodicity. The purpose of this study is to determine the levels of organizational health, commitment and satisfaction of its employees.

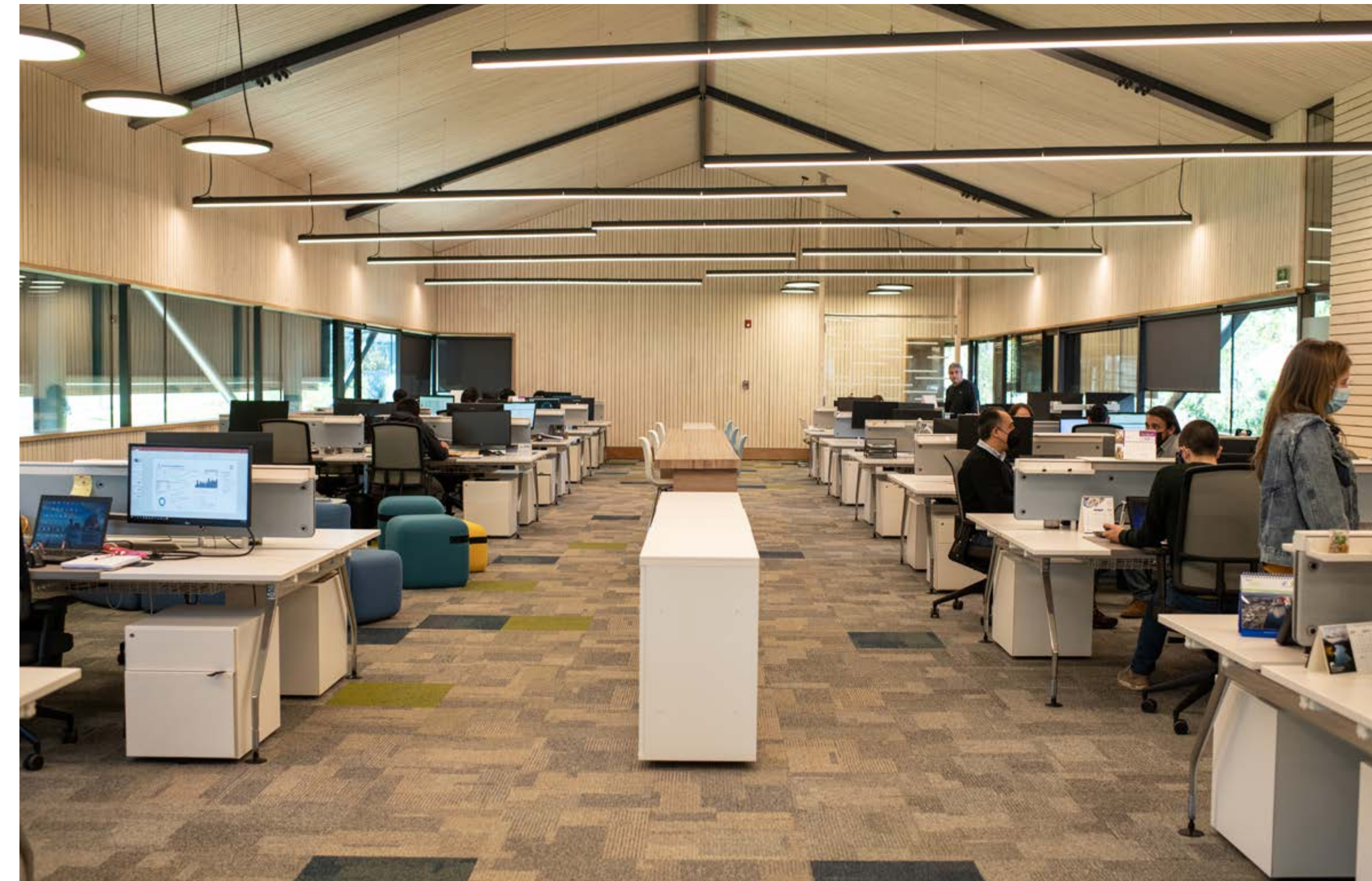
In this way, it was carried out in conjunction with an external company specialized in people management, in order to guarantee the confidentiality of the answers. The application of the instrument was done online, in order to facilitate access to all employees and considered 54 questions with a scale of 1 to 5.

The Organizational Climate Survey focused on three fundamental indicators for measuring and comparing progress: Commitment, Happiness and Trust. The results could also be appreciated by the following management pillars: Recognition, Competence, Training, Development, Support, Integrity, Human Sense, Equity, Fair Treatment, Innovation, Participation, Teamwork and Communication.

Breakdown

GENERAL	58.5
GENDER	POINTS
Women	51.7
Men	62.3
BY AGE	POINTS
Under 30 years old	54.3
Between 30 and 50 years old	58.2
Over 50 years old	62.6
BY POSITION	POINTS
Senior Management	77.9
Middle Management	77.9
Junior Management	68.8
Administrative Technicians	64.4
Operators	50.3

The survey had a coverage of 60% of employees with respect to the total number of employees in the company. The goals for the year 2022 are: 70% coverage of participation in the data and a 10-point increase in the climate results. For the 2022 measurement, a 10% increase in total participation was set.



HIRING

Rotation of people

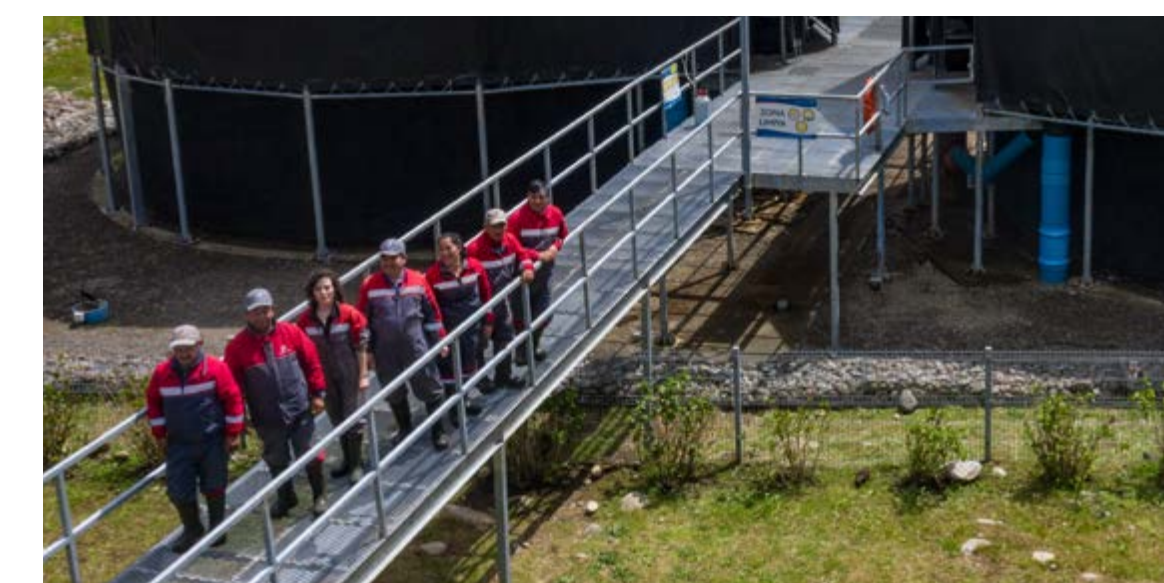
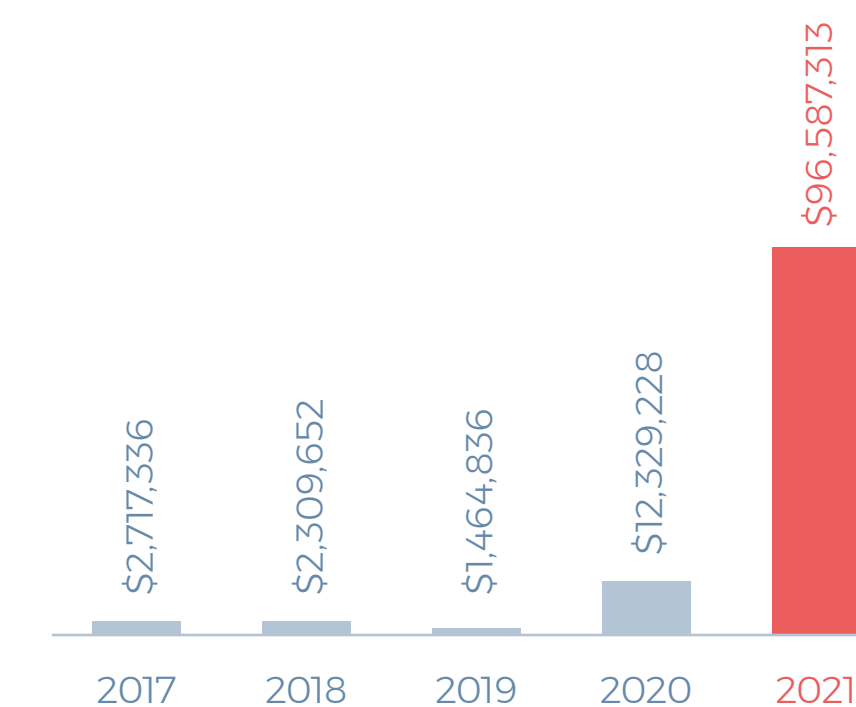
The Covid-19 pandemic has changed the way people view work. According to data from the National Institute of Statistics, the pandemic had relevant consequences, for example, in the participation of women in the labor market, since they are traditionally in charge of taking care of children and the elderly and, during the months of confinement, services such as schools, day care centers, among others, remained closed. In addition, labor informality increased, given the flexible working hours offered to those who work in this modality.

For its part, the State generated certain aid to vulnerable families in the country, whose purpose was to encourage the prevention of contagion, facilitating confinement by means of bonuses that replaced the remuneration received from formal work. These elements, which were maintained throughout the year 2021, reduced the labor force available to work in industries of primary need, such as food processing.

	2017	2018	2019	2020	2021
Voluntary Rotation	36.8%	29.4%	19.3%	32.8%	11.5%
TOTAL ROTATION	45.9%	37.8%	24.7%	40.1%	46.6%

More details on rotation in the Annex 2.

Total hiring cost outsourced in the company





New Hires

BY POSITION	NEW EMPLOYEE HIRING
Senior Management	1
Middle Management	4
Junior Management	40
Administrative Technicians	225
Operators	1,047

AGE	
Under 30 years old	748
Between 30 and 50 years old	508
Over 50 years old	61

GENDER	
Women	606
Men	711

HOME REGION	
Metropolitan	1
Los Lagos	1,311
Magallanes	5

1,316 employees hired in 2021 are domiciled in the regions where the company has operations, which means 99.9% local hiring.

NACIONALITY	
Chilean	1,274
Chinese	1
Colombian	8
Dominican	1
Haitian	1
Peruvian	1
South African	1
Venezuelan	30

OCCUPATIONAL HEALTH AND SAFETY

Multi X declares its commitment to Occupational Safety and Health, taking as a priority to gradually raise the required standards, in order to ensure safe operations to all people - direct and indirect collaborators - involved in the value chain.

In this context, Multi X's Occupational Health and Safety Area developed during 2021 a strategy based on accident prevention from the point of view of self-care. In addition, compliance with the work programs focused on the critical activities of each of the operations was achieved, reaching over 90% of the activities carried out. All this under ISO 45.001 standards.

During the year 2021, Multi X implemented a new policy called Zero Tolerance Accidents, through which he deepens cultural aspects in the management of Occupational Safety.

Employee and contractor fatalities

Fatalities: Number of worker fatalities at the company's facilities

	2017	2018	2019	2020	2021
Collaborators	0	0	0	0	0
Contractors	0	1	1	0	0

Occupational Disease and Illness, employees and contractors

	YEAR	2017	2018	2019	2020	2021
Number of cases of recordable ailments and diseases	Collaborators	27	0	1	7	12
	Contractors	0	3	4	1	0



Occupational Accident Injury and Rate, employees and contractors

	2018		2019		2020		2021	
	N°	Rate	N°	Rate	N°	Rate	N°	Rate
Collaborators								
N° Hours Worked	5,037,120	-	5,353,380	-	5,608,440	-	5,632,020	-
Deaths resulting from an occupational accident injury	0	0	0	0	0	0	0	0
Work-related injuries with major consequences (excluding fatalities)	1	0.20	2	0.37	1	0.18	3	0.53
Recordable occupational injuries	146	28.98	165	30.82	147	26.21	171	30.36
Contractors								
N° Hours Worked	1,644,795	-	2,361,400	-	1,648,620	-	2,438,280	-
Deaths resulting from an occupational accident injury	1	3.48	1	0.42	0	0	0	0
Work-related injuries with major consequences (excluding fatalities)	2	6.97	1	0.42	2	1.23	1	0.41
Recordable occupational injuries	39	153.28	91	40.65	81	49.89	49	20.10

1

DEATHS RESULTING FROM AN OCCUPATIONAL ACCIDENT INJURY:

This corresponds to the accident that causes the death of the worker immediately or as a direct consequence of the accident.

2

INJURIES DUE TO OCCUPATIONAL ACCIDENTS WITH MAJOR CONSEQUENCES:

Accidents that generate injury, caused by or in connection with work classified as serious (Res. 156 SUSESO).

3

RECORDABLE OCCUPATIONAL ACCIDENT INJURIES:

Events that result in injury (framed in the concept of occupational accident, Art. N° 5 Law 16.744) for which a worker requires medical attention.

4

OCCUPATIONAL INJURY RATE:

$$\frac{\text{Recordable accidents}}{\text{Hours Worked}} \times 1,000,000$$

LOST TIME INJURY FREQUENCY RATE (LTIFR)

Number of on-the-job and work-related injuries, including fatalities, that resulted in inability to work and absence from the next workday or work shift.

Lost Time Injury Frequency Rate (LTIFR)

	2018		2019			2020		2021	
Collaborators (Annual Avg.- Jan. to Dec)	Rate	N° 2325	Rate	N° 2478	Rate	N° 2597	Rate	N° 2607	Rate
No. of hours worked in fiscal year	22.83	5,022,000	14.74	5,352,480	18.50	5,609,520	15.33	5,632,020	15.27
Number of incidents resulting in lost time		74		99		86		86	
Data Coverage	100%		100%			100%		100%	

Absentee rate

EMPLOYEES	2017	2018	2019	2020	2021
Absentee rate	0.54%	1.78%	0.24%	0.17%	0.16%



WORKING RELATIONSHIPS

Unions

The company respects and recognizes the importance of the representation of our employees, through the formation and exercise of unions and their respective processes, including collective bargaining.

This is why Multi X has a Policy of Free Association and Right to Collective Bargaining that aims to guarantee, recognize and respect the right of workers to associate freely and to bargain collectively without suffering reprisals for this.

To this end, appropriate facilities are made available to workers' representatives to facilitate the development of collective instruments and the necessary instances are facilitated to generate collective negotiations with workers' representatives, either in advance or within the deadlines indicated by law.

DURING 2021 THE FOLLOWING BARGAINING WERE CARRIED OUT:

- Collective Bargaining with Union N°1 Process Plant.
- Collective Bargaining with Union N°2 Process Plant.
- Collective Bargaining with Freshwater Unions.

Unions and Federations (#)

2021



Year	Workers represented by a union or covered by collective bargaining agreements	TOTAL WORKERS	%
2017	699	2,393	29%
2018	1,300	2,434	53%
2019	1,539	2,635	58%
2020	1,480	2,695	55%
2021	1,547	2,529	61%

Figures include employees of the subsidiaries in Chile.

ORGANIZATIONAL CULTURE

During 2021, and on the occasion of the presentation of the new corporate image of the company, Multi X began a process of cultural transformation, with the aim of defining, in a collaborative manner, those elements and actions that differentiate the company and make it unique.

Thus, a Council for Cultural Transformation was defined, made up of volunteers from different areas within the company, who will meet for a year, with the mission of gathering proposals and desires to make Multi X the best place to work.

However, there is consensus on the company's achievements and those aspects that make it unique:

A sustainable and innovative company that develops its business responsibly and in harmony with the world around it. It shares a deep respect for its environment, basing its relationship on transparency, honesty and shared value.

WELLNESS

The Department of Labor Relations and Quality of Life supports the people who belong to the company and their families, through the management of benefits in both personal and professional areas, with the purpose of taking care of the balance and promoting the happiness at work of those who are part of Multi X.

BENEFITS	COVERAGE
Birth Bonus	Staff with Indefinite contract
Wedding Bonus	Staff with Indefinite contract
School Bonus	Staff with Indefinite contract
Vacation Bonus	Staff with Indefinite contract
Special Holiday Bonus	Staff with Indefinite contract, Freshwater and Sea Water agreement partners
Christmas Bonus	All staff
Death Allocation	Staff with Indefinite contract
Christmas Gift Cards	All Staff
Christmas Gift	Staff with Indefinite contract
Permanence Bonus	Staff with over 5 years of tenure
Nursery Bonus	Any staff child under two years of age
Complementary Health Insurance	Staff with Indefinite contract
Special Loans	Staff with Indefinite contract
Loan for Heating	Staff with Indefinite contract
Sale of Salmon	All Staff
Food	All Staff
Transport	All staff on rotating shifts at the plant
Kindergarten	All Staff
Maternity Leave	All Staff
Paternity Leave	All Staff
Third Party Agreements with different entities (For example: Pharmacies, Opticians, Bookstores and others).	Staff with Indefinite contract
Remote Working	Staff in a position that allows remote work.



Remuneration

In 2021, gross remuneration increased by 29.6% for men and 30.1% for women, compared to their initial remuneration Multi X, compared to 2020. In this way, the pay gap between women and men in relation to starting salaries is also eliminated.

In addition, a worker who enters Multi X receives a salary 85.5% higher than the minimum wage in Chile.

	2018		2019		2020		2021	
	Woman	Man	Woman	Man	Woman	Man	Woman	Man
Starting Salary Multi X	\$373,010		\$459,256	\$475,528	\$480,349	\$482,105	\$625,000	
Minimum Wage	\$288,000		\$301,000		\$326,500		\$337,000	

Living Wage

In 2021, Multi X conducted a salary comparison consultancy, the purpose of which was to determine the minimum salary required to cover basic needs in Chile. The conclusion of this study was that all Multi X employees receive a monthly remuneration higher than the current cost of living.

It is important to note that in 2021 Multi X surpassed the proposed goal in terms of remuneration: 100% of its employees receive a monthly remuneration equal to or greater than

CLP \$500,000

(in net amount).

HUMAN RIGHTS

Multi X’s commitment to Human Rights goes beyond the people who are part of the company, involving also those who collaborate along the production chain and the communities surrounding its facilities and activity centers.

To this end, the company has a formal Human Rights Policy, published and disclosed, in which the commitment to respect the human rights established in the UN Universal Declaration is made explicit, in accordance with the mechanisms that allow verifying its commitment.

In 2021 Multi X initiated a first survey on Human Rights Due Diligence. The assessment was conducted under the Ruggie Framework and was carried out in conjunction with a third party. The results of this study were presented to the company in order to generate mitigation and improvement plans, which were included in the work plan for 2022.

COMMITMENTS TO HUMAN RIGHTS

AVOID DISCRIMINATORY PRACTICES

DO NOT ALLOW CHILD LABOR

PROTECT PEOPLE’S HEALTH

OFFER DECENT EMPLOYMENT

FACILITATE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GUARANTEE THAT EMPLOYEES OF CONTRACTORS AND SUBCONTRACTORS ARE RESPECTED IN ALL THEIR LABOR AND SOCIAL RIGHTS

COMMITMENT TO THE RIGHTS OF THE SURROUNDING COMMUNITY RESPECT THE INDIGENOUS COMMUNITIES

AVOID FORCED OR WITHOUT CONSENT LABOR PRACTICES

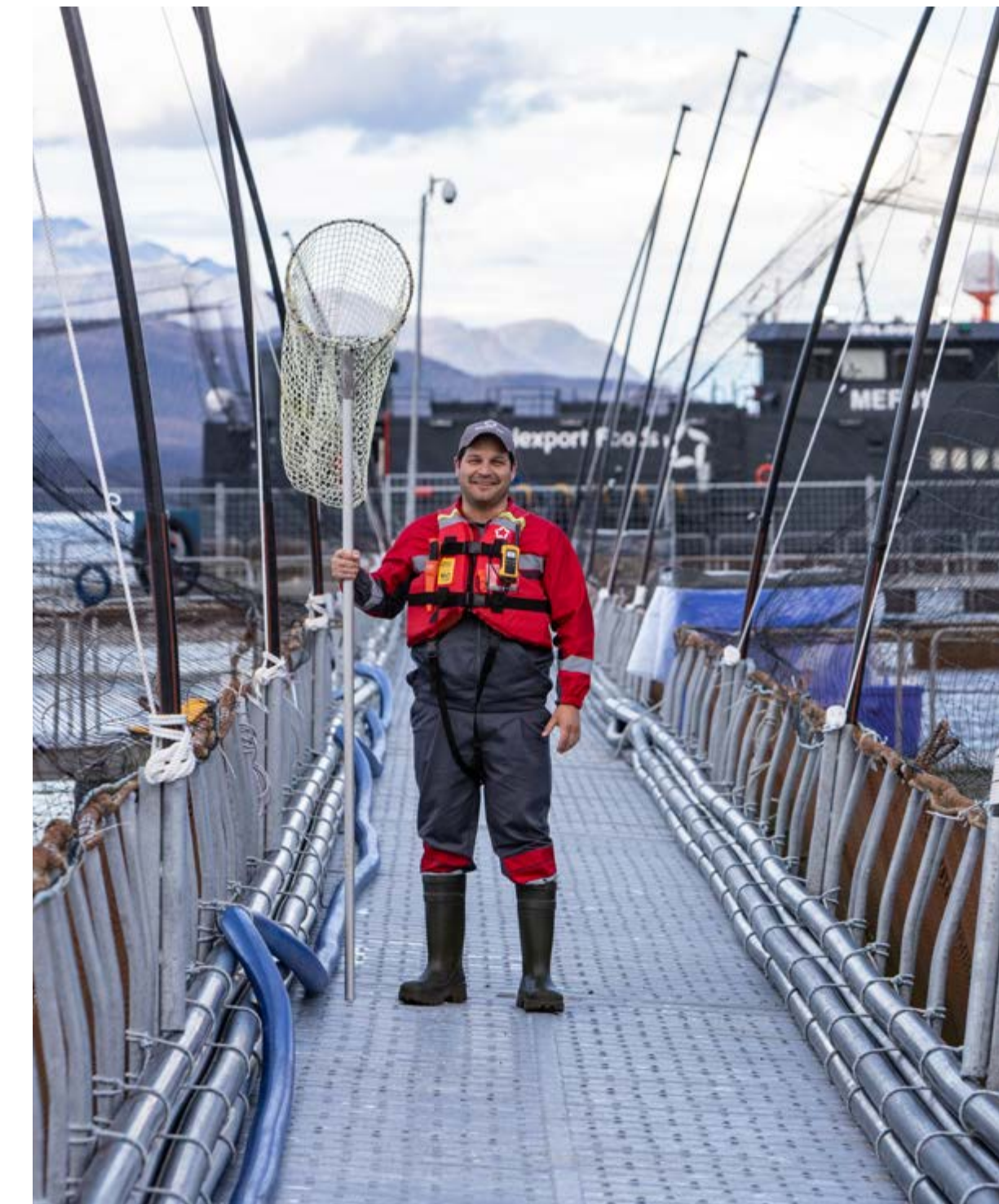
PROCEDURE OF EXECUTION

EDUCATION AND TRAINING

IMPLEMENTATION AND CONTROL

CONSULTATION AND NOTIFICATION

For more information visit: www.multi-xsalmon.com



Discrimination and Harassment

Multi X declares a zero tolerance policy to behaviors that threaten the physical or moral integrity of its employees. Therefore, it has mechanisms to prevent, control, eradicate and punish any action arising from mistreatment, labor and/or sexual harassment, or any other action that may pose a risk to the dignity of people.

The procedure, which can be found in the Policy for the Prevention of Mistreatment and Labor or Sexual Harassment, includes the following components:

FORMALIZING THE COMPLAINT

INVESTIGATION OF THE COMPLAINT

MEASURES

APPEAL OF AFFECTED PERSONS

In order to ensure compliance with this policy, the company defines the following methods.

IMPLEMENTATION AND CONTROL

CONSULTATION AND NOTIFICATION



HUMAN CAPITAL DEVELOPMENT

To fulfill its purpose of feeding the future while caring for the world, Multi X works on the basis of excellence, developing exquisite, safe products of the highest quality, which are present on the tables of millions of people around the world.

This important work requires people committed to each stage of our value chain, who enhance their talents and develop skills and knowledge in order to achieve professional goals and achieve maximum results. It is in this context that Forja is born, the training program designed for each level within the organizational structure.

Forja is based on educational models aimed at accrediting specific competencies, promoting motivation in people, developing talents and defining training routes for each position family.

This training and talent development program is divided into three areas of action: Processing, Farming and Administration. For each of them, it offers specific programs with methodologies and training agreements defined for the needs of each stage of the value chain. In this way, Forja is a permanent support to the development of people, both professionally and personally.

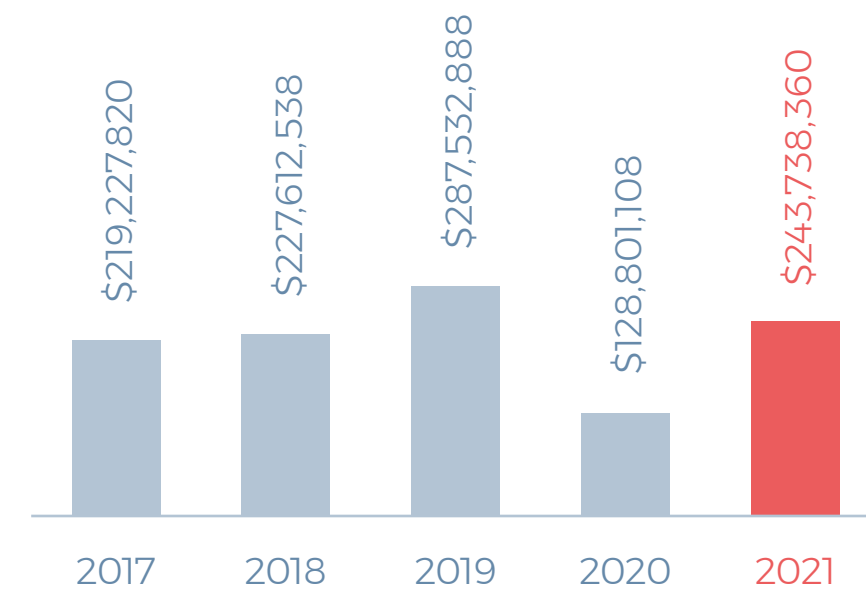
Thanks to Forja, during 2021, training hours for full-time employees increased by 30,656 hours, which were divided into a 33.3% increase for women and a 50% increase for men.



Training

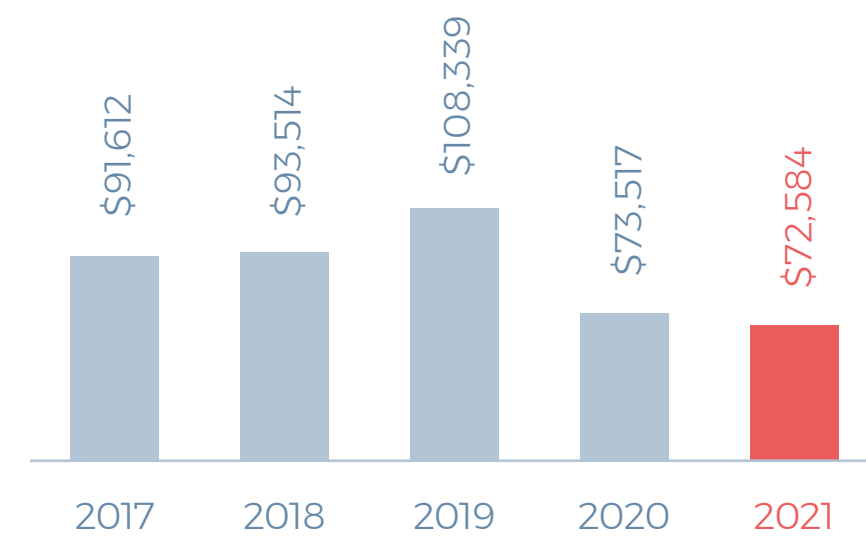
EMPLOYMENT CATEGORY	TOTAL NUMBER OF EMPLOYEES (N°)		NUMBER OF TOTAL TRAINING HOURS (HOURS)		AVERAGE HOURS OF TRAINING PER FULL-TIME EMPLOYEES	
	Women	Men	Women	Men	Women	Men
Senior, Middle and Junior Managers	60	205	694	1,554	12	8
Administrative Technicians	208	469	17,565	34,712	84	74
Operators	770	817	2,820	3,780	4	5
TOTAL	1,038	1,491	21,079	40,046	20	27

Disbursements in Training (CLP)



Resources invested per full time employees in training (2017 to 2021 CLP).

Resources invested per Full-Time Employee in Training (CLP)



Spending on training by job type

BY POSITION	AVERAGE \$ SPENT PER FULL-TIME EMPLOYEE ON TRAINING (CLP)
Senior Management	—
Middle Management	\$92,500
Junior Management	\$107,384
Administrative Technicians	\$105,928
Operators	\$10,010

Training expenditure per employee

BY GENDER	AVERAGE \$ SPENT PER FULL-TIME EMPLOYEE ON TRAINING (CLP)
Woman	\$66,071
Man	\$76,063



CAREER DEVELOPMENT

Internal Mobility

Multi X, as part of its commitment to the development of people, takes on the challenge of opening recruitment processes to the internal community.

	2019	2020	2021
Number of positions opened for internal candidates	82	27	52
% of open positions that were taken by internal candidates	26%	7%	18%
Total number of open positions (hires*)	314	405	286

*Table considers only administrative positions.
25% Goal for 2022 regarding positions filled by internal candidates.





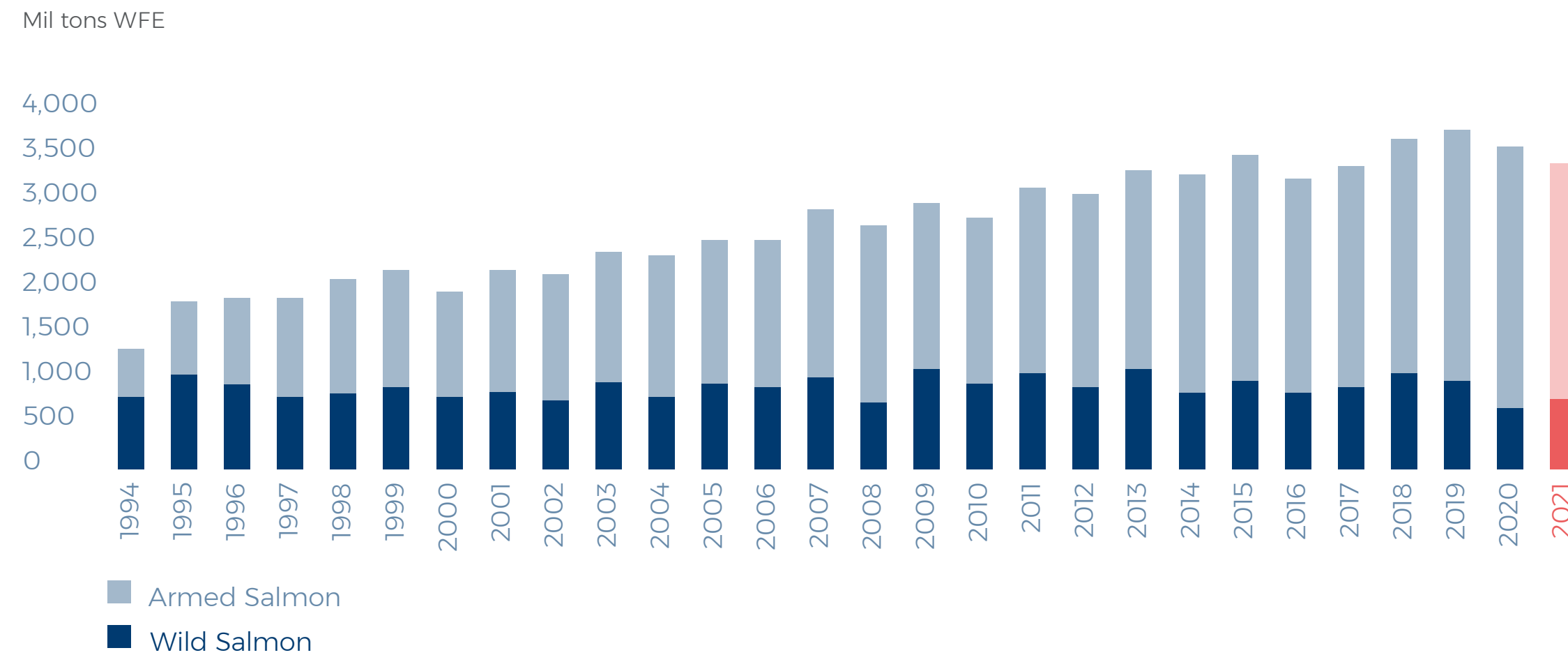
| Standards

PRODUCTION

Global context

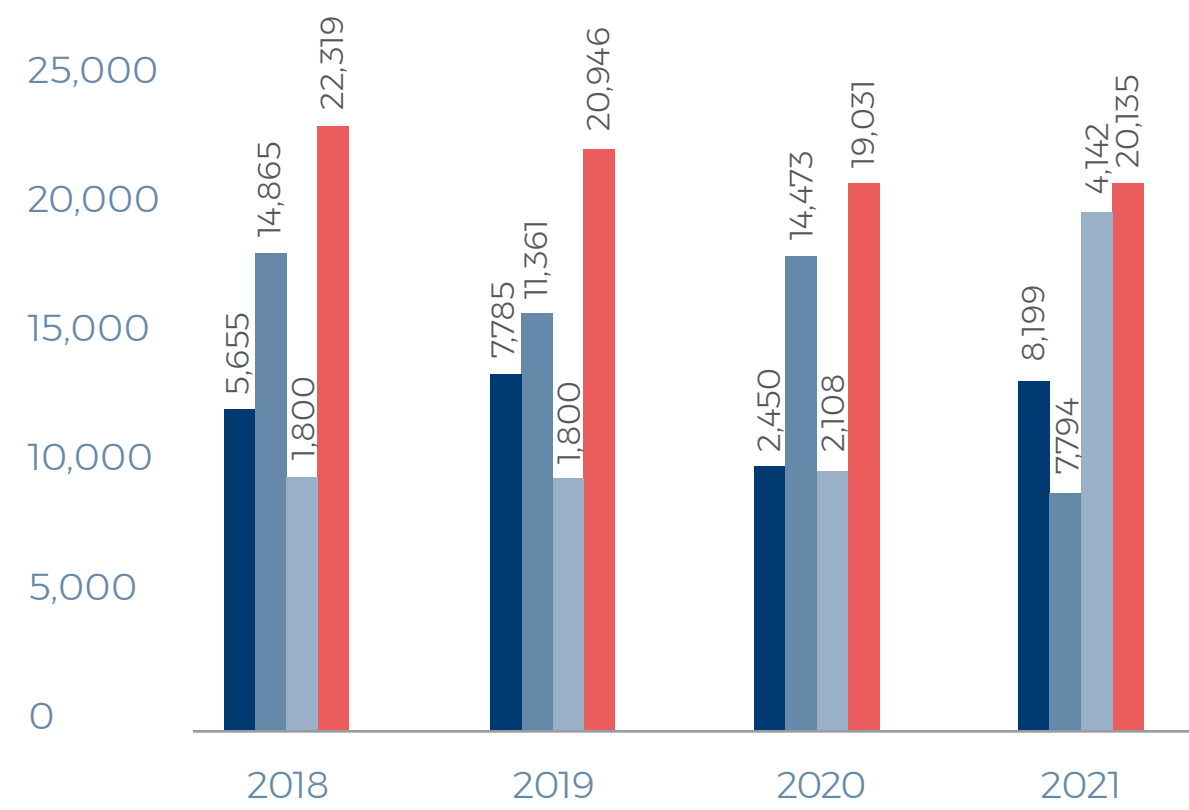
In a world that grows and demands food in order to meet the nutritional needs, aquaculture is presented as a sustainable activity that raises the possibility of increasing the availability of protein from excellent quality in a sustainable way, while wild fishing has reached its catch quotas.

Evolution of stocks and harvests TONS WFE



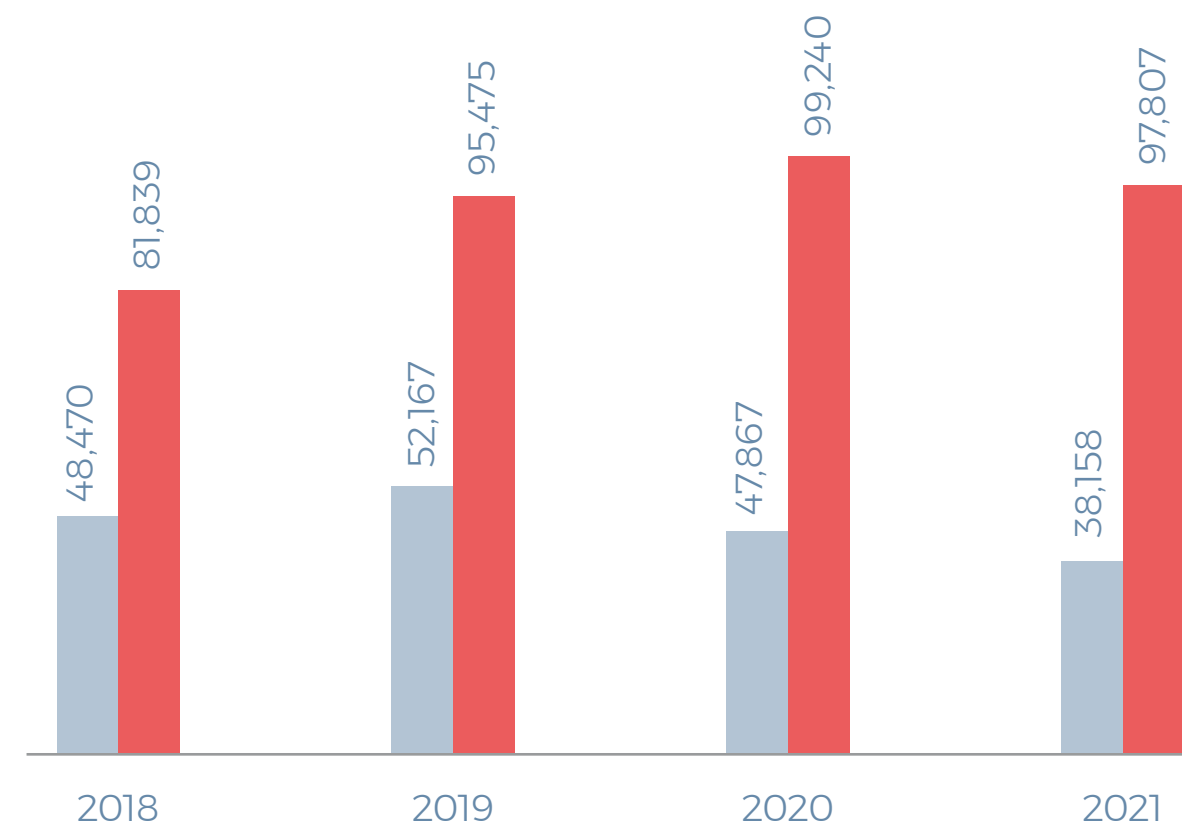
Multi X production

Smolt stocking en thousand of units



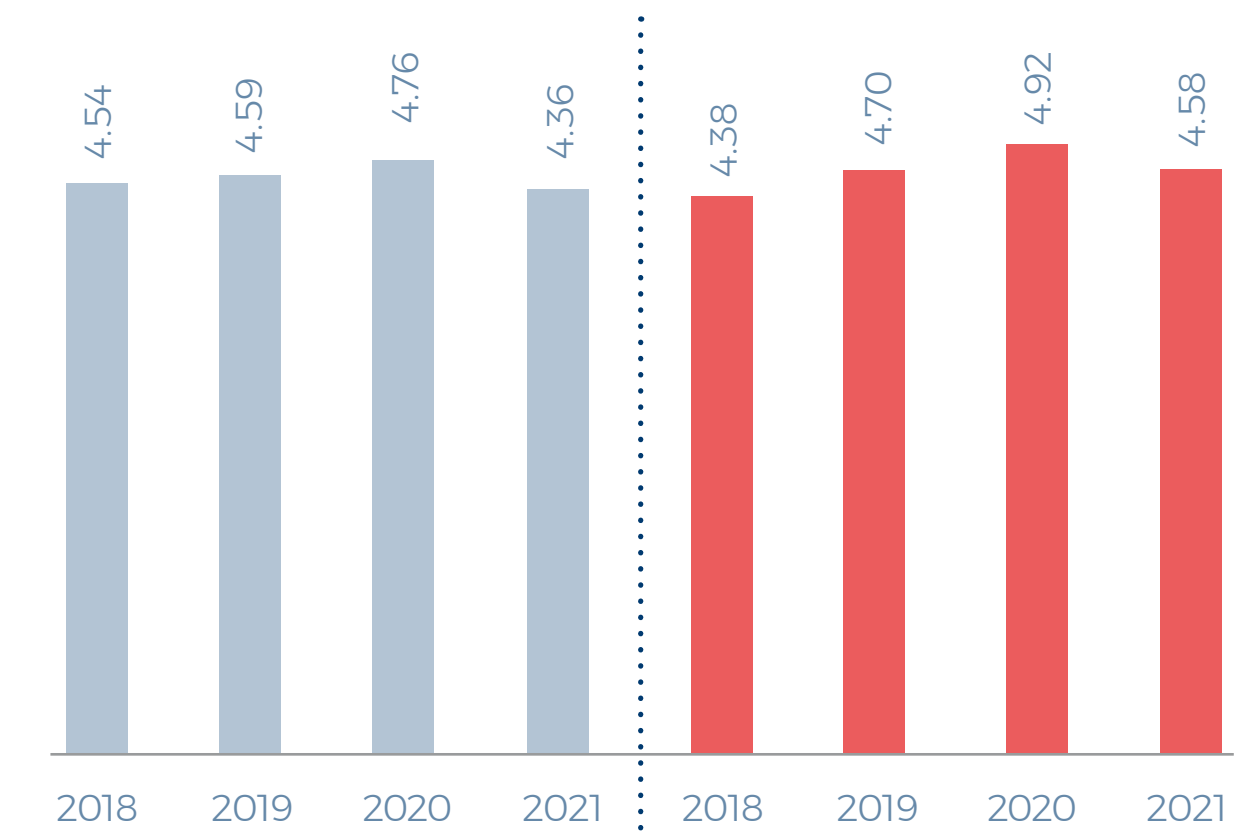
■ X Region ■ XI Region ■ XII Region ■ Total

Evolution of stocks and harvests TONS WFE



■ Stock (TON WFE) ■ Farming (TON WFE)

Atlantic salmon yield (kg WFE/smolt)



■ Chilean industry ■ Multi X

*Yield: biomass harvested in closed groups/number of smolts planted in closed groups.

ANIMAL WELFARE

Living beings, as open systems that require interaction with the world around them to survive, are exposed to threats from the environment that prevent the correct functioning of their organs or systems, and can even cause death.

Under the concept of Animal Welfare, the animal protein industries have the responsibility to explore techniques that allow animals to overcome diseases and prevent the spread of diseases. This is a problem that becomes particularly sensitive when it comes to animals for human consumption.

Multi X understands the importance of good animal welfare practices and the link between fish health, fish welfare and food quality and safety. Therefore, we have based our Animal Welfare standard on the concept of the 5 Freedoms, adapted from the Worldwide Agriculture Welfare Council.

- 1 **STARVATION FREE**
Providing adequate nutrition at each stage of development and constant monitoring of the activity of our fish.
- 2 **DISEASE AND PAIN FREE**
Our experienced team of veterinarians is constantly monitoring the health status of our productive livestock, acting promptly upon the discovery of any pathology.
- 3 **FREE TO EXPRESS**
We use adequate culture densities, occupying only 1.6% of the volume of each cage with fish during the harvesting period.
- 4 **FREE OF UNCOMFORTABLE CONDITIONS**
We minimize fish stress by reducing the number of handlings and having strict management protocols. We take care to deliver optimal physical-chemical parameters in the culture centers, even in the event of natural low levels of these parameters.
- 5 **THREAT-FREE**
We maintain and improve the protection barriers of our fish against predators, such as birds and sea lions, without taking harmful action against them.

Veterinary Visits per Month	Farming Density	Proportion of Fish at Sea with Injuries or Wounds	Oxygen Supplied Fish Transportation
4	17 kg/m ³ *	7.7%**	972,904 kgO ₂

*Menor o igual al 2% del volumen de la jaula a máxima biomasa.
**Esto corresponde a lesiones o heridas sanitarias identificadas en plantas de proceso. Excluye daño mecánico (2%).

In line with animal welfare, the health and nutrition area works with a vaccination strategy and functional diets focused on improving the immune system of our fish, directing its efforts to disease prevention. Through underwater cameras and a remote feeding system, the efficiency of fish feeding is ensured.



**Vaccines and antibiotics
Health of our salmon**

ANTIBIOTICS

Since 2013, Multi X has been developing strategies aimed at reducing the use of antibiotics, having as main axes the prevention of diseases, ensuring stress-free culture conditions, and constant veterinary observation for early diagnosis of bacterial diseases.

These strategies begin in freshwater culture, in order to ensure sanitary performance in seawater. The positive results have been sustained over time, bringing the company closer to the proposed goal of achieving a 60% reduction by 2025. In the same way, the work achieved by the Farming, Health and Nutrition areas has been decisive in keeping the harvests in the Magallanes Region free of antibiotics and antiparasitics throughout the salmon cycle (never ever used).

Thanks to achievements such as these, all the Multi X centers located in Region XII have PROA certification, and in 2021 the Seafood Watch of the Monterrey Bay Aquarium upgraded Magallanes to Good Alternative.

Notwithstanding the above, it is important to note that the use of antibiotics is based on the control of endemic diseases of bacterial origin, such as SRS and BKD, which have not been 100% controlled through the use of vaccines.

During 2021, a new plan for the use of antibiotics was added, which addresses outbreaks of bacterial diseases by cages, considering factors that may facilitate contagion, such as number of fish per cage, direction of ocean currents, among others. In this way, the goal is to achieve harvests under the condition of antibiotics never used in regions other than Magallanes.

It is important to emphasize that, in case the use of antibiotics is necessary, Multi X only uses Florfenicol and Oxytetracycline, which are always administered under veterinary prescription and control of the National Fisheries Service. Likewise, the company does not use antibiotics of critical importance to mankind, according to WHO classification, and will never use them as growth promoters.

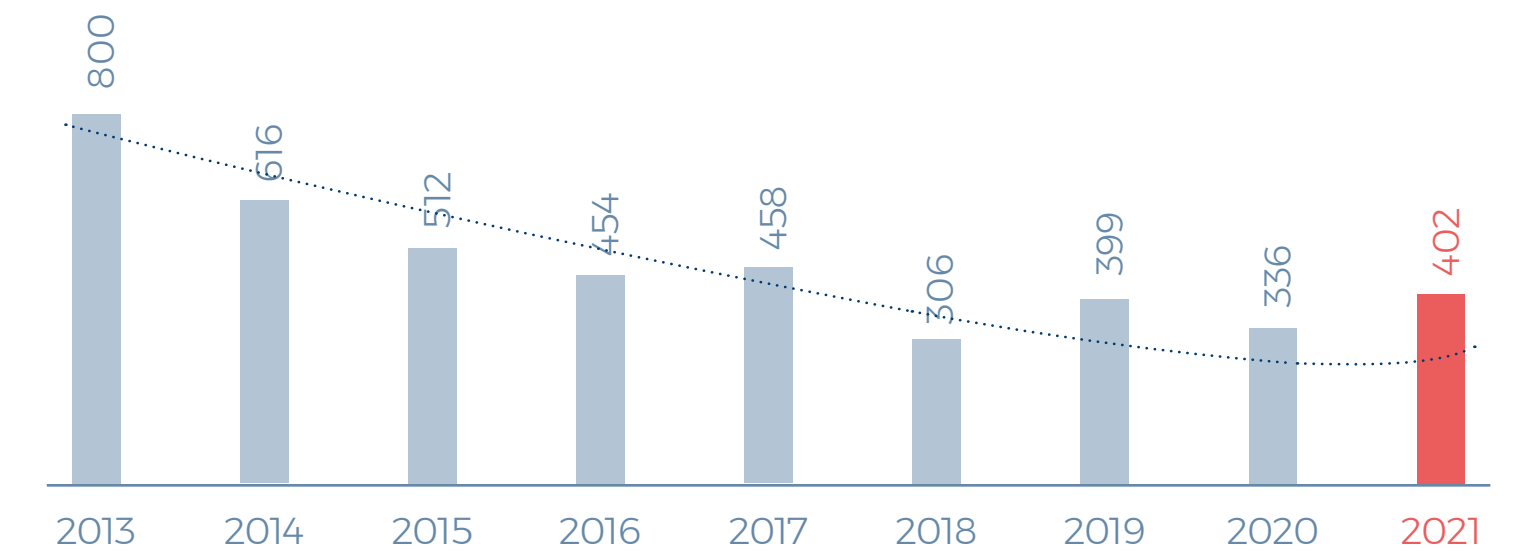
The company does not use antibiotics critically important to the humanity, according to classification of WHO and will never use them as growth promoters.

6.4%

Of what was harvested during 2021 had category of AB never used.

Evolution Antibiotic Use

g AB/ Produced TON



The goal is to reduce the use of antibiotics by 60% to 2025, setting 2013 as baseline year.

Breakdown by type of antibiotic:

YEAR	ANTIBIOTICS	
	G-PHLORFENICOL	G-OXYTETRACYCLINE
2017	40,546	406
2018	29,684	336
2019	44,260	170
2020	34,605	254
2021	39,154	64

Antibiotics & Suppliers

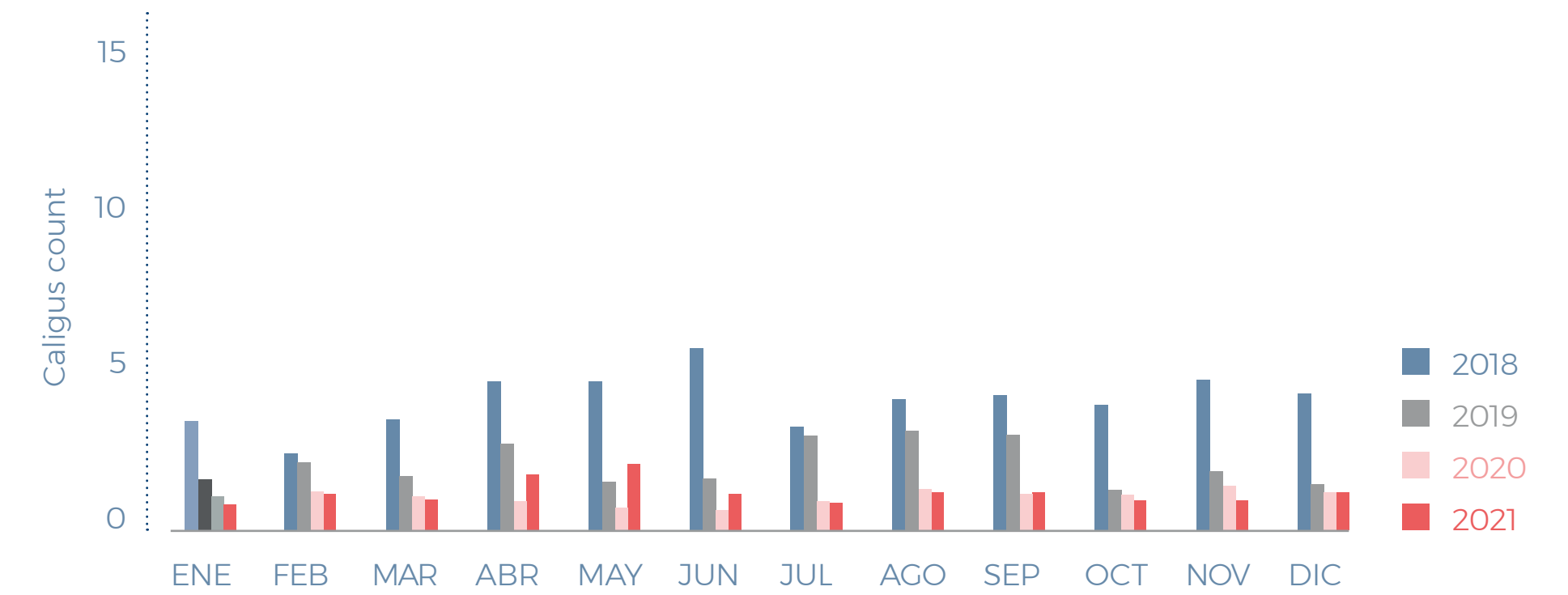
Multi X's food suppliers present traceability analysis certificates of their studies, in order to ensure the quality and safety of the final product. Thus, for the manufacture of medicated foods, the company requires the manufacturing plants to have certificates from external laboratories indicating the concentration packed in each batch.

Caligus

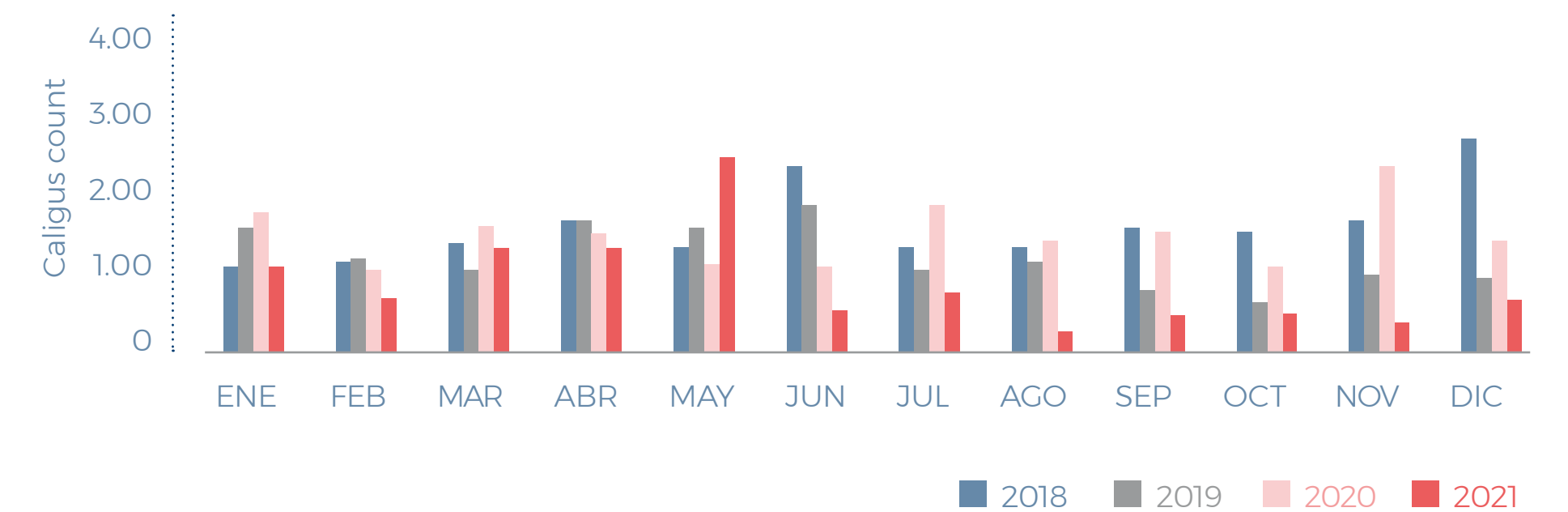
Multi X is committed to finding sustainable, long-term solutions to address the industry's health challenges. For this reason, it invests heavily in caligus management, working closely with academia and other industry stakeholders.

Our production in the XII Region of Magallanes is caligus-free.

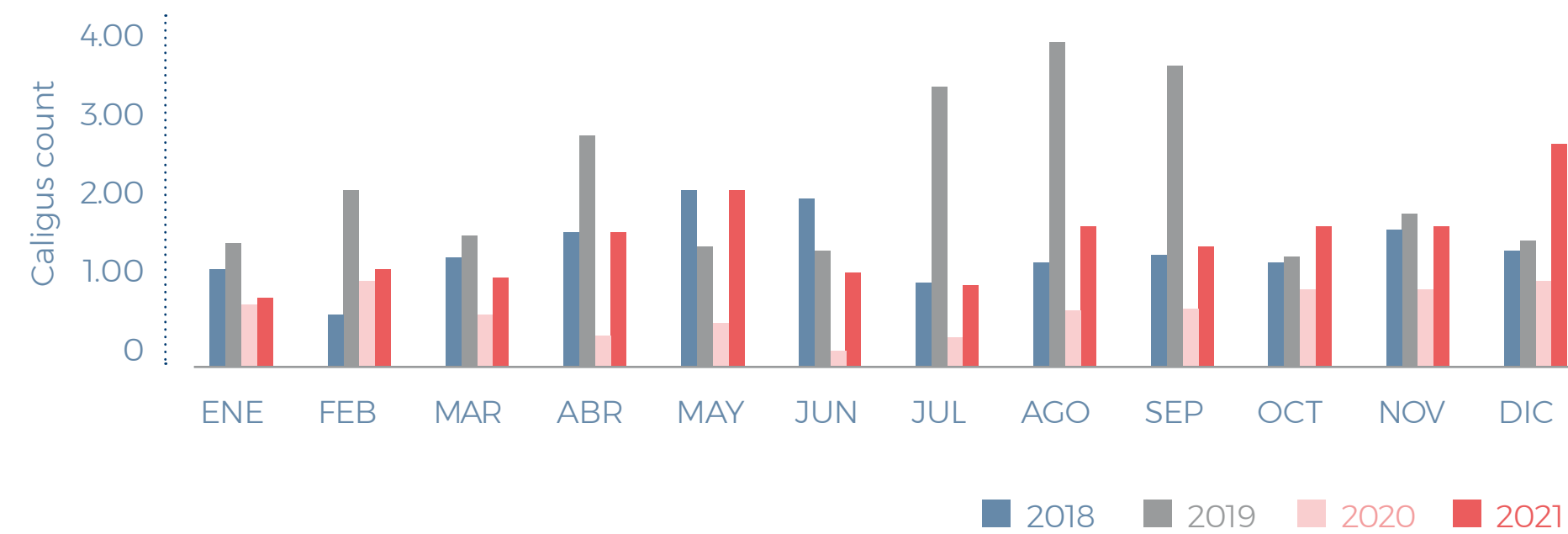
Historical count caligus
Average ovigerous females – atlantic salmon



Caligus count in Los Lagos Region
atlantic aalmon average ovigerous females



**Caligus count in Aysén Region
atlantic salmon average ovigerous females**



In Chile, parasitic loads are regulated in the Sanitary Program for Surveillance and Control of Caligidosis (Res. Ex. N°13/2015 and its modifications) which defines a High Dissemination Center (CAD) as a farming center that, in the first sampling after the end of the official treatment window established for that grouping of concessions, presents parasitic loads greater than or equal to 3 ovigerous females in the average of the 4 cages sampled. During the year 2021, the company was notified 10 times (CAD), maintaining the same number of notifications as in 2020.

	2019	2020	2021
N° Notified Crop Centers CAD	20	9	10
% of total operating centers	43.5%	19.5%	22.7%



Caligus Treatments

*G API PER TON	2017	2018	2019	2020	2021
MEDICINAL BATH TREATMENTS					
Atlantic Salmon	10.70	12.15	11.75	5.35	6.18
MEDICINAL TREATMENTS IN FOOD					
Atlantic salmon	0.06	0.06	0.00	0.03	0.40
USE OF HYDROGEN PEROXIDE					
Atlantic Salmon	0.00	0.00	8.51	16.93	16.69

As part of its commitment to animal welfare, the company is constantly researching new forms of non-medicinal treatment for its salmon. This year we highlight the use of the non-medicinal method Lyptus Plus, which is a mixture of essential oils for the prevention of Caligus infestation. The application method is by immersion bath.

On the other hand, Multi X was part of the Caligus Coordinating Control Project led by Aquabench and in which 12 companies of the salmon industry in Chile participate. In this instance, the coordination of treatments, effective treatment doses and the evaluation of non-medicinal methods are sought. In relation to them, quarterly reports are made regarding their progress, whether they are being tested or in use.

Mortality

ATLANTIC SALMON		
Year	Sea Water	Sweet Water
2017	2.99%	30.66%
2018	2.69%	25.14%
2019	4.73%	31.92%
2020	3.68%	35.80%
2021	4.70%	30.77%

The goals for the year 2022 are to achieve 8% mortality in seawater and 30% in freshwater. The seawater mortality target was met, and freshwater mortality decreased by 1.22%.

Formulas

This year the mortality formula has been changed, because it does not consider the salmon that are eliminated due to a productive decision. This formula corresponds to the number of salmon in the different categories in the 12 months corresponding to 2021. In addition, it is calculated in a differentiated way in freshwater and seawater.

$$\text{MORTALITY} = \frac{\text{n}^\circ \text{ of mortality}}{\text{n}^\circ \text{ stock} + \text{n}^\circ \text{ mortality} + \text{n}^\circ \text{ harvesting} + \text{n}^\circ \text{ eliminated}}$$

In calendar year.



Main Causes of Mortality

SWEET WATER

	Main Cause	Number of fish	TON Fish
Infectious	Bacterial	386,535	9
	Virus	310,800	16
	Parasite and Other Infectious	2,509,814	175
Non-infectious	Predators	0	0
	Treatments	100,326	6
	Life Cycle	17,113,299	78
	Oxygen	72,782	3
	Transport	83,031	0
Others	792,940	24	

SEA WATER

	Main Cause	Number of fish	TON Fish
Infectious	Bacterial	1,353,031	550
	Virus	107,493	4
	Parasite and Other Infectious	362,390	130
Non-infectious	Predators	180,761	60
	Treatments	123,506	52
	Life Cycle	2,909,780	691
	Bloom	49,232	11
	Oxygen	618,901	284
Transport	177,902	4	
Others	598,721	229	

No GMO and Hormones

The fish produced by Multi X, at all stages of their life cycle, are reared life cycle, are raised using traditional production methods, not being used in any case genetic modification techniques in accordance with the provisions of Directive 2001/18/EC, document on the on the deliberate release of genetically modified organisms (GMO).

Likewise, during all stages of the life cycle of our fish, no hormones are used. of our fish, no hormones are used. Multi X only uses approved substances for aquaculture fish.

The company's Health Management declares its compliance with these provisions These provisions are endorsed by certifications such as ISO 9001, ISO 14.001 and OHSAS 18001 and BAP, BRC, IFS, Global Gap systems for processing plants.

On the other hand, the fish feed contains soy, which could be genetically modified in one of the which could be genetically modified in some of its versions. This is the only ingredient in the diets with this characteristic. Notwithstanding the above, the GMO portion contained in the feed is too small to be significant and tends to be too small to be significant and tends to be in the range of 5-10% at most.

BIODIVERSITY

Multi X has an Environmental Conservation Plan for the X, XI and XII regions, which aims to establish actions to maintain the habitat and biodiversity in salmonid production areas.

In relation to the use of nutrients in farming, Multi X ensures that the feed provided by its suppliers has no more than 1% fines and broken feed, and that it is highly digestible, and also uses underwater cameras in the cages to monitor the consumption of fish feed, avoid losses, and cooperate in the efficiency of the process.

In another line, all fish farms and sea centers use silage systems for mortality, facilitating the extraction and study of this, avoiding the accumulation of nutrients in the environment.

In addition, Multi X works under the biodiversity monitoring program prioritized in Marine Parks and Marine Reserves, which has 5 objectives categorized by:

During 2021, Multi X did not record events fish escapes.

Escape of Fish

Although salmon escapes are not recurrent and the industry has advanced in the development of inputs and materials that prevent these events, it is not possible to ensure that they will not occur in the future.

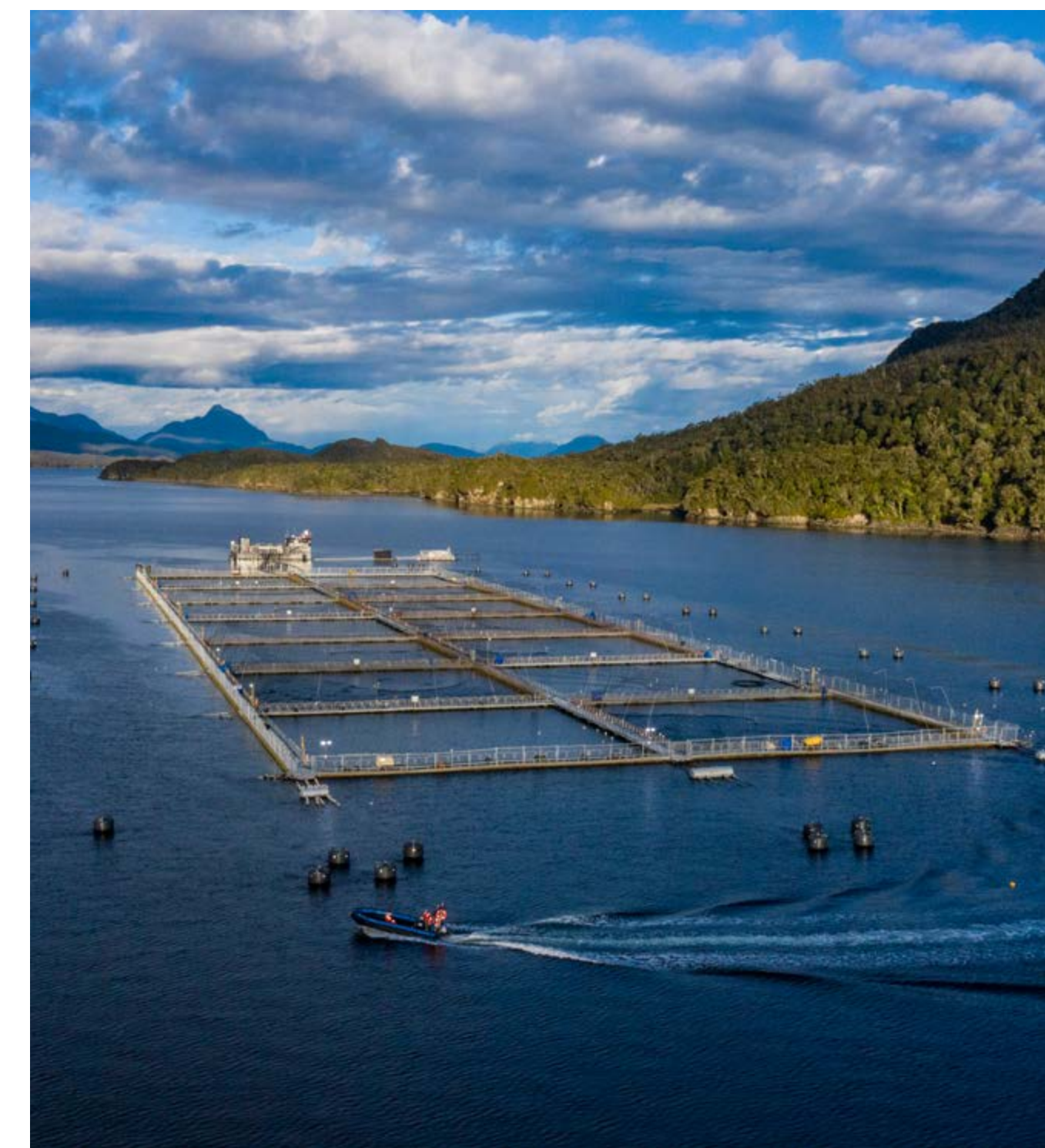
However, both the legal regulations and the industry have advanced in controlling the factors that affect salmon escapes. The companies have invested in the use of appropriate materials for the construction of cages and nets, adding special designs and sizes of nets that are resistant to climatic threats and, at the same time, prevent attacks by marine mammals, protecting them from entanglement risks.

In line with its sustainability strategy, the company works constantly to prevent fish escapes. To this end, it regularly trains its workers on the prevention plan and contingency plan for fish escapes.

In relation to extreme weather events, the company has a strict protocol to ensure the resistance of the infrastructure of its centers, which are reviewed by Sernapesca at defined intervals.

In line with the above, the company works with anchorage models designed for the worst possible conditions. If, for example, the largest waves are recorded in October, we multiply that condition by a safety factor of 20%. In addition, a risk factor of 1.4 is incorporated, which is required by insurance companies. In other words, Multi X crops are developed under an extra 68% in terms of total safety.

Based on its own research and in conjunction with specialized suppliers, it has developed reinforced cages. In fact, Multi X was one of the first salmon farms to change from using 30X30 cages, which have a lighter structure, to 40X40 cages, which are characterized by a higher level of safety in the climatic conditions and currents typical of southern Chile.

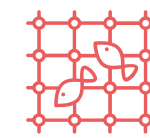


Preventive actions and responsibilities:



CULTIVATION CENTER

- Permanent review of the tension and condition of fish nets, fish tanks, aviaries and perimeter enclosures.
- Maintenance coordination.
- Verification of operations carried out in plants, ensuring that they are performed in accordance with the company's definition.
- Verify the number of fish planted and harvested.



NETTING DEPARTMENT

- Net maintenance and repair program.
- Preventive and corrective maintenance.



OPERATIONS MANAGEMENT

- Preliminary study of anchorages and currents.
- Resources needed to maintain structures in good condition.



ENVIRONMENT AND CONCESSIONS DEPUTY MANAGER

- Identification of environmental aspects and evaluation of environmental impacts.
- Training.

Monitoring Environmental Variables

ENVIRONMENTAL REPORTS

These are samplings that are carried out in salmon farming centers, in order to comply with the provisions of Article 22 bis of the General Law of Fisheries and Aquaculture.

MONITORING ENVIRONMENTAL VARIABLES INFAS

#	AEROBIC	ANAEROBIC
2019	38	9
2020	29	8
2021	35	6

Pueden existir variaciones en lo informado con anterioridad, debido a las fechas de recepción de algunos reportes.

Prior to planting, all our cultivation centers must certify to the National Fisheries Service that they have an Aerobic Environmental Report (INFA). These reports are carried out by a laboratory hired by the Authority and their objective is to establish the presence or absence of dissolved oxygen in the sedimentation area or water column of our concessions.

National regulations establish different categories according to depth, production level, production system and type of substrate to define the sampling guidelines. If the concession has the adequate capacities to be seeded, the process can be carried out as follows

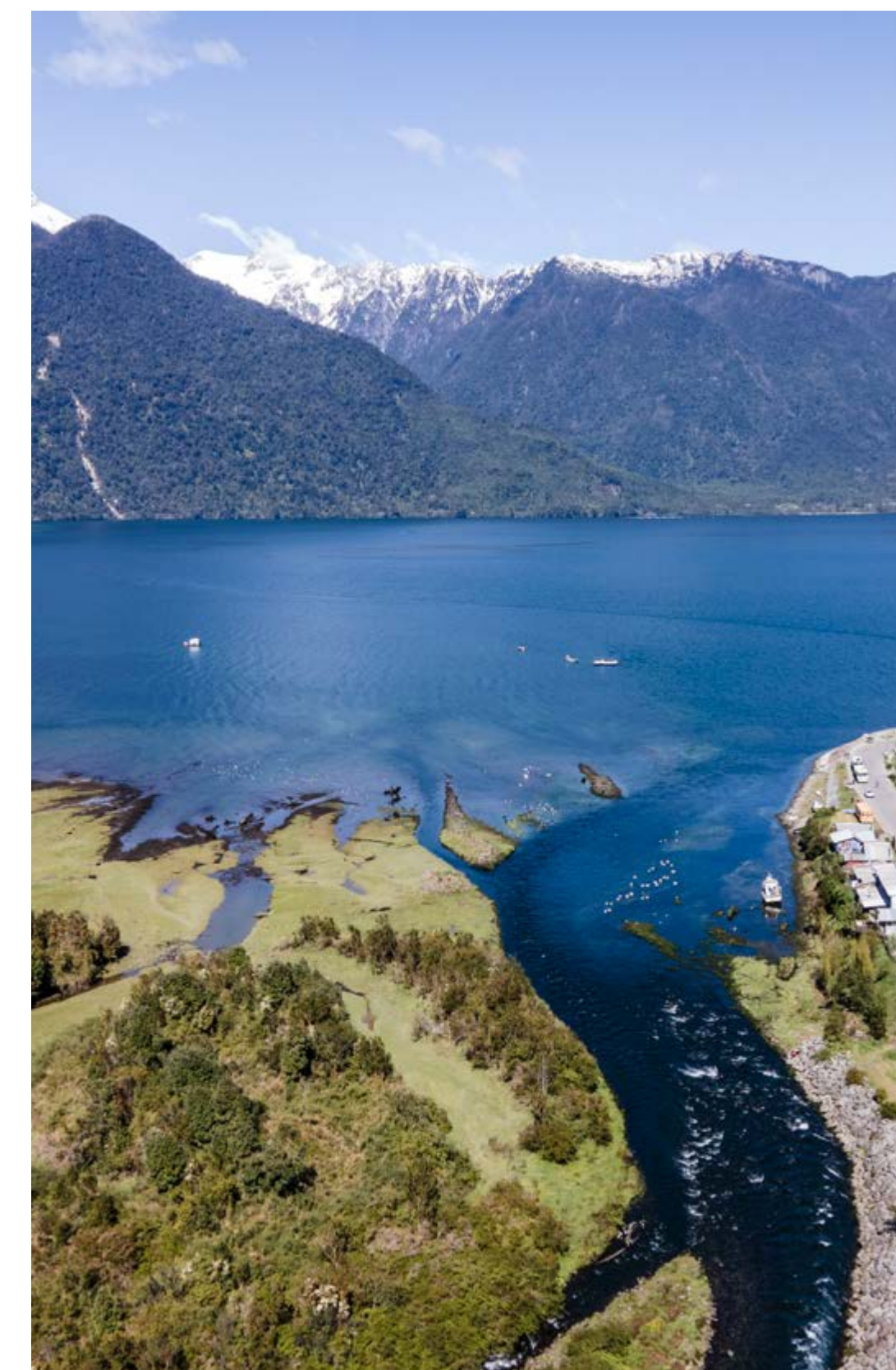
ENVIRONMENTAL PARAMETERS

DIRECT

- REDOX
- PH
- Organic Matter
- Dissolved oxygen
- Visual Record

COMPLEMENTARY

- Granulometry
- Currentometry
- Bathymetry
- Temperature
- Salinity/Conductivity
- Benthic Macrofauna



Biodiversity

The company's operations are carried out close to different environmental protection sites, according to the Registro Nacional of protected areas of the Environment Ministry. In Aysén, some concessions are inserted in the Coastal Marine Area of Multiple Uses Pitipalena-Añihue. In the line of Multi X's declared commitment to the protection of biodiversity, has participated together with the environment SEREMI and the Pitipalena-Añihue Foundation in meetings on the management plan and programming cleaning campaign. In Magallanes, the company has been part of instances of citizen participation for the management plan of the Reserve Kawésqar National.



PHYTOPLANKTON

Corresponding to the number of phytoplankton samplings carried out in each year.

PHYTOPLANKTON MONITORING

2017	3,500
2018	4,949
2019	7,357
2020	5,484
2021	7,341

All Multi X centers send water samples to certified laboratories at least weekly. In addition, the company has microscopes in all production areas and professionals specialized in microalgae analysis.

? DID YOU KNOW THAT...?

Phytoplankton are of plant origin and are mostly cyanobacteria and unicellular algae of autotrophic character, i.e. they produce their own food through the process of photosynthesis.

COASTS AND MARINE SEABEDS

In line with the biodiversity protection, and a responsible production, Multi X promotes and works for the maintenance of the seabed free of inorganic debris that could be generated from the facilities in the farming centers, thanks to rigorous systems and regular inspections that are carried out by specialized services and its cutting-edge technology.

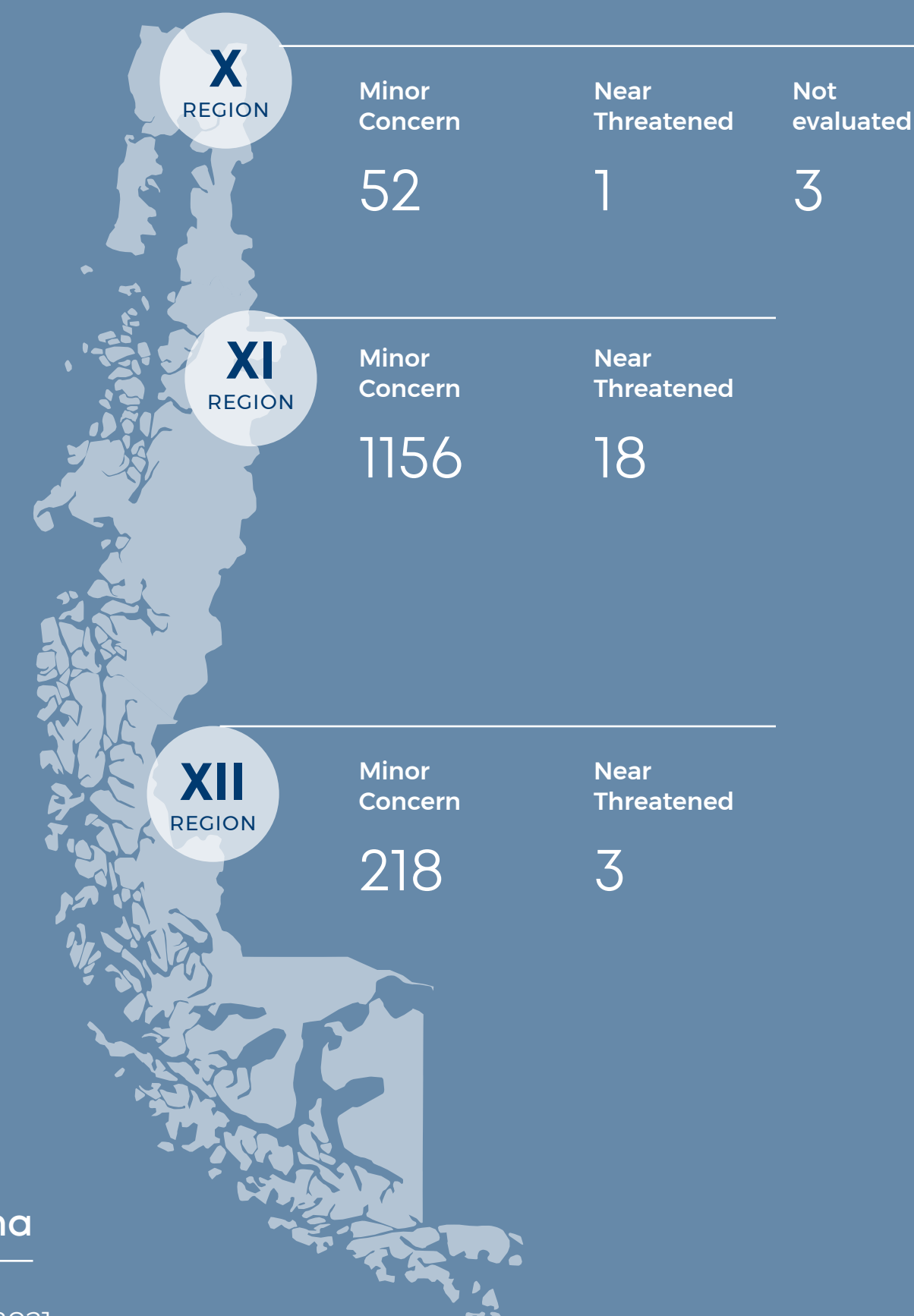
In addition, the company carries out shoreline cleanup regulations programs and other instances that are generated in collaboration with entities of the sector, to guarantee a clean environment, for fauna, flora and communities.

For more information on algae bloom contingency management, please review the Bloom Contingency Plan at www.multi-xsalmon.com.

The commitment acquired by the company is to have 100% of the seabed free of inorganic waste undersurface concessions and the coasts surrounding the operations, as well as sinks clear of waste.

ANIMAL CHARACTERIZATION

This animal characterization is different from that represented in the 2020 sustainability report, since the previous year's report corresponds to all the species identified in each region. This year, however, it is based on the biodiversity reports carried out in the company's farming centers.



N° of Negative Interactions with Fauna

	2017	2018	2019	2020	2021
Birds	0	0	0	0	0
Mammals	0	0	1	0	0

SUSTAINABLE FEED

Food Policy

As part of its sustainable feed policy, the company reports that in relation to the goals of:

RTRS and/or ProTerra certified soybeans, we have reached

100%

by 2021.

Although this goal was set for 2023, thanks to the collaborative efforts of the Multi X Food team and suppliers, it was achieved two years earlier, highlighting the importance of ensuring that the soybean used in food manufacturing does not come from deforested areas.

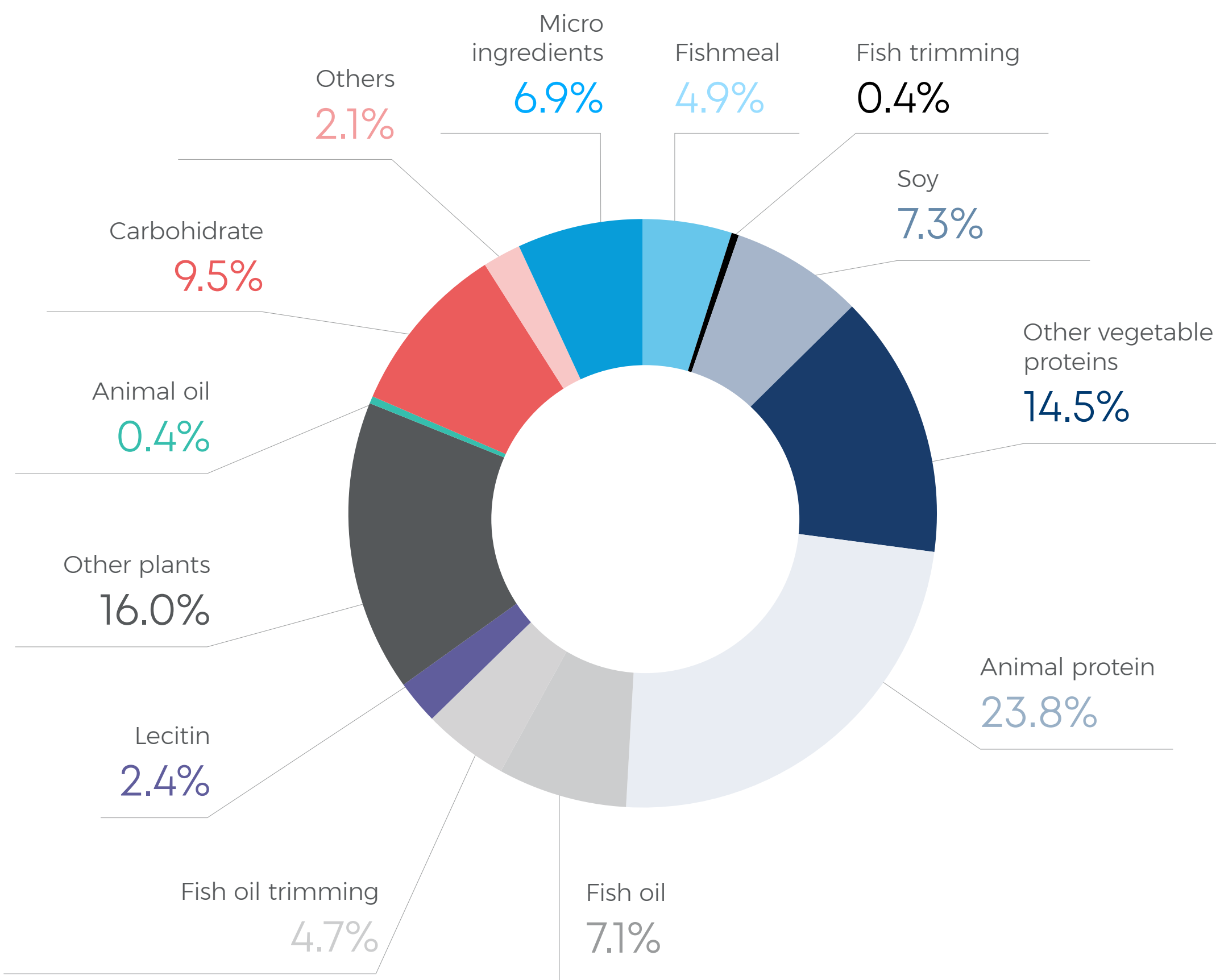
Multi X Commitment

In a significant step towards exploring other sustainable food alternatives that cooperate towards reducing the carbon footprint of the final product, and a way to look for an alternative to traditional proteins such as soy and fish, Multi X implemented in 2021 an innovative pilot feeding plan with products made from insect protein, which, in a first phase, involves the rearing of 1.4 million fish in early stages of development. These will be harvested in March 2023 at Multi X's sea centers in the Magallanes Region.

This is the first salmon farm in Chile to use this type of feed made from insect protein, which makes it possible to move towards the availability of alternatives to the use of other widely used nutrient sources, such as fishmeal.



Feed Composition



Food Consumed

SWEET WATER

3,723,386 kilograms/year

SEA WATER

107,269,782 kilograms/year

TOTAL

110,993,168 kilograms/year

Marine Ingredients

RELATIONSHIP OF DEPENDENCY

	2017	2018	2019	2020	2021
Fishmeal	0.51	0.46	0.32	0.33	0.33
Fish Oil	1.69	1.16	1.42	1.82	1.54

FIFO

Fish In Fish Out (FIFO) is a term used to determine how many units of wild fish are needed to make one unit of farmed fish. Controlling this indicator is important to continue the independent development of the supply and production of ingredients that come from fisheries, allowing a greater proportion of these resources to be used for direct human consumption and decreasing the fishery focused on aquaculture production.

FIFO



$$\text{FIFO} = \frac{\text{Fishmeal level} + \text{Fishoil level}}{\text{Fishmeal performance} + \text{Fishoil performance}} \times \text{FCR}$$

Raw Material Certifications

As part of Multi x's commitment to sustainability, the company has defined the farming and manufacturing characteristics of the main ingredients used in the salmon diet, regardless of the stage of growth in which they are. To this end, it requires its suppliers to certify the origin of each of the components used.

As part of this commitment and in order to contribute to initiatives against deforestation and the indiscriminate use of marine resources, the company encourages the use of ingredients such as soy and its derivatives and fishmeal with ProTerra and/or RTRS and ISEAL certifications, respectively.



DID YOU KNOW THAT...?

Did you know that Multi X is two years ahead of the goal of having 100% certified soybeans used. The goal had been set for 2023 and was achieved in 2021.

FISHMEAL	MSC	MARINE TRUST
P1	0.0%	87.0%
P2	14.0%	57.0%
P3	0.8%	95.2%
P4	1.4%	88.0%
TOTAL MULTI X	1.9%	86.1%

FISH OIL	MSC	ALASKA RFM	MARINE TRUST
P1	7.1%	0.0%	51.0%
P2	14.0%	0.0%	57.0%
P3	4.2%	0.0%	83.3%
P4	7.2%	0.5%	82.0%
TOTAL MULTI X	7.4%	0.4%	77.6%

SOY	RTRS
P1	100%
P2	100%
P3	100%
P4	100%
TOTAL MULTI X	100%

During 2021 Multi X recorded a decrease in conversion rate of food, given the use of high performance diets.

FORMULA % MULTI X CERTIFICATION

$$\text{CERTIFICATION} = \frac{\text{Kilograms of CERTIFIED Ingredient}}{\text{Kilograms of TOTAL Ingredient}} \times 100$$

FCR ATLANTIC SALMON



$$\text{FORMULA FCR} = \frac{\text{Feed supplied}}{\text{FINAL Biomass [Kg]} - \text{INITIAL Biomass [Kg]} + \text{BIOMASS Mortality [Kg]}}$$

CLIMATE ACTION

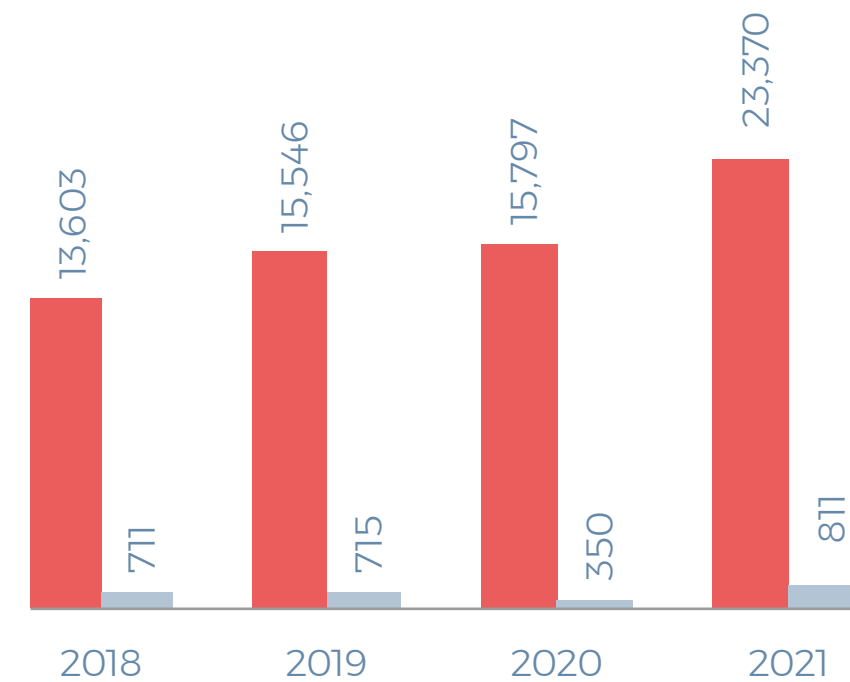
Waste

PROCESSING

Corresponds to the increase in non-hazardous waste valued. In 2016 Multi X presented the Zero Waste to Landfill initiative for process stage, whose purpose is to reduce, recycle and reuse waste, changing the paradigm of producing, using and throwing it away, in line with the Responsible Consumption required by the Sustainable Development Goals established by the UN for 2030. The target was achieved in October 2020.

In 2021, the company presented a new stage of this plan, implementing Zero Waste to Landfill at the corporate level. This means, among other strategies, the development of local suppliers that allow the revaluation of these wastes, innovation so that new materials can be valued, and the use of other elements that have different useful lives or conditions for recycling, composting or reuse.

Non-hazardous waste final disposal (t)

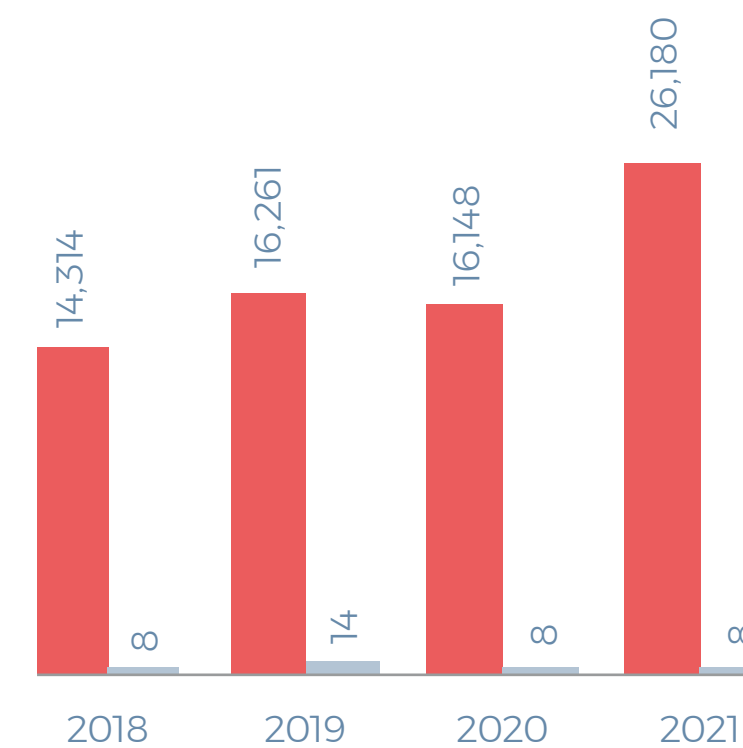


- recycling, composting or recovery
- landfill

96.9%

of Multi X's non-hazardous industrial wastes were valorized.

Industrial Waste (t)



- non-hazardous
- hazardous

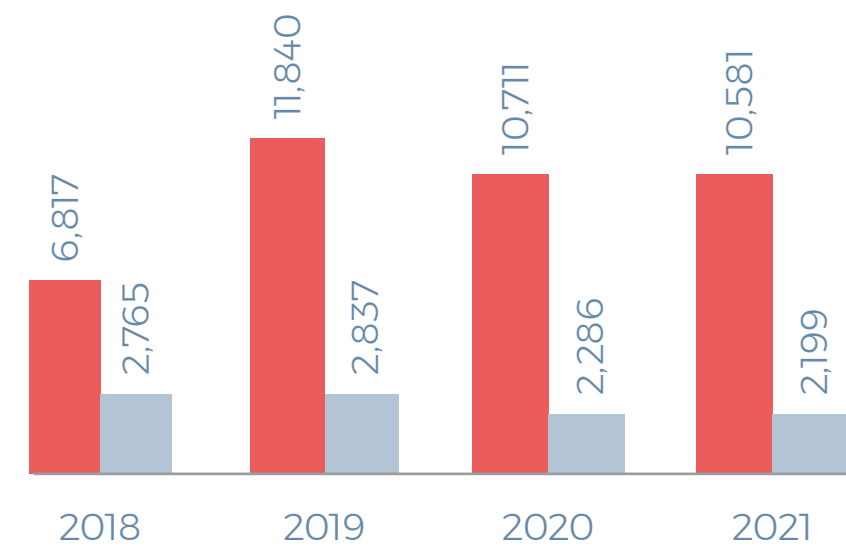
9,573

Tons corresponds to the increase in non-hazardous waste valued.



FARMING

Final disposal distribution of waste (t)

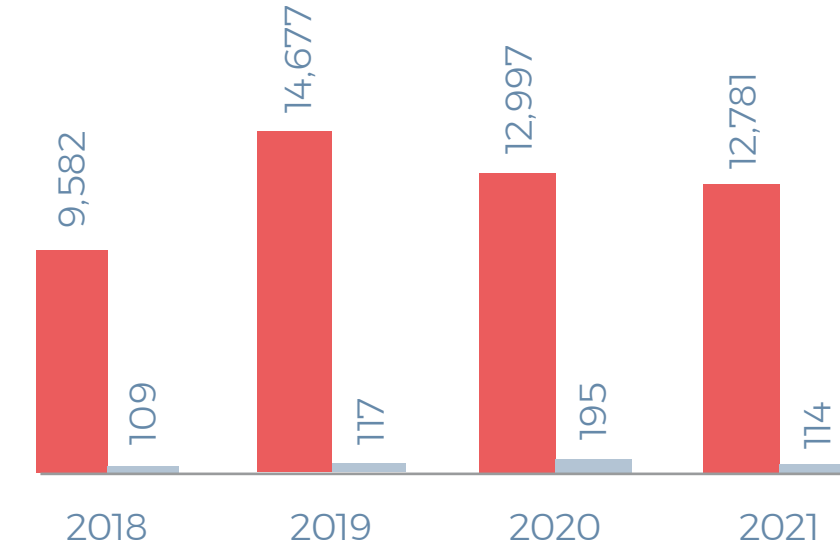


■ recycle, reuse and composting
■ landfill

82.8%

of non dangerous farming waste were valued.

Industrial waste



■ no dangerous
■ dangerous

86.9 tON

correspond to the decrease of waste sent to landfill in comparison with previous year.



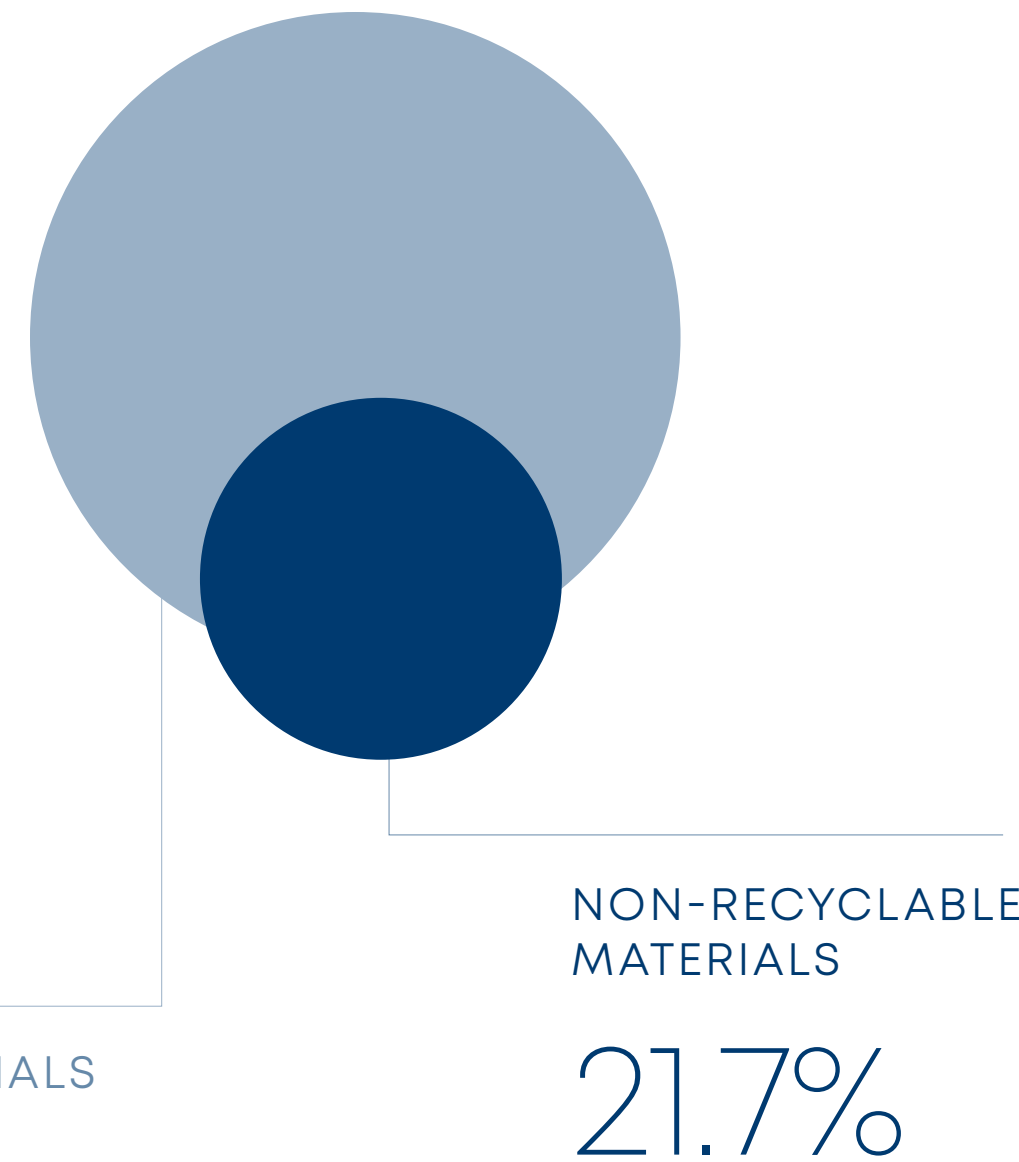
Packaging

Based on its commitment to the end customer and consumers, Multi X prioritizes the use of packaging materials that guarantee the quality, safety and preservation of the products it manufactures. However, the company intends to replace packaging materials and recycle them when appropriate.

Recyclable material percentage and not recyclable

PACKAGING MATERIALS	KG	% PACKAGING
Styrofoam	1,534,498	40.4%
Cardboard	1,472,339	38.8%
Film	217,111	5.7%
Card	188,754	5.0%
Vacuum sealing	174,508	4.6%
Poliethylene	168,932	4.5%
Plastic Trays	34,235	0.9%
Stickers	4,386	0.1%

Un 57% of cardboard used in packaging comes from recycled material.



Un 78.3% of the materials used in our packaging are recyclable, and 10,4% cannot be recycled.



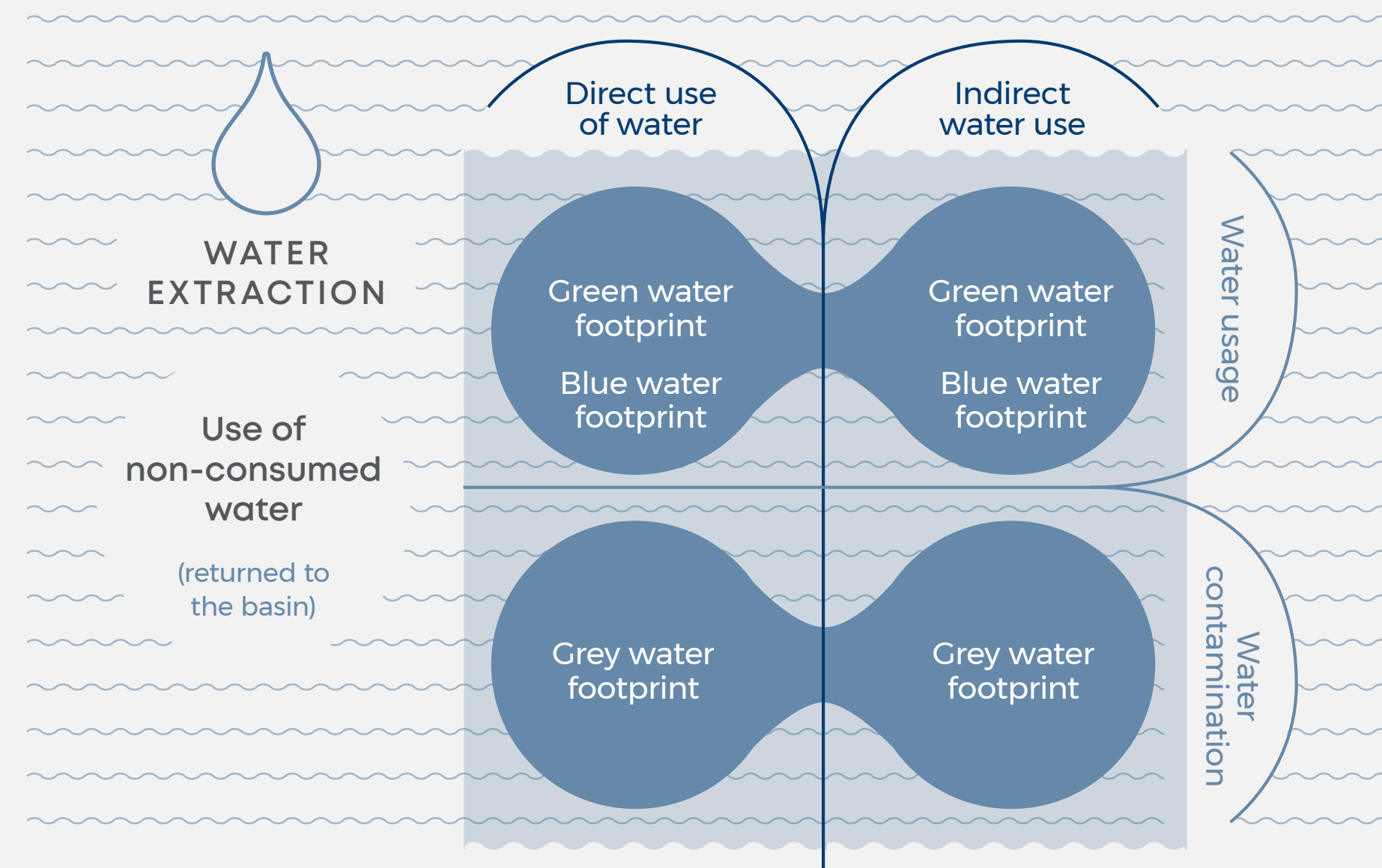
Water Footprint

In order to measure, manage and optimize natural resources, the third water footprint measurement is presented. Associated to the processes of Fish Farming, Fattening, Plant and Office for the year 2021 of Multi X.

? DID YOU KNOW THAT...?

The water footprint of a producer is defined as the total freshwater used directly and indirectly in operations to produce the goods and services consumed by an entity. It includes both direct and indirect use, and considers both consumption and pollution.

Schematic Representation of the Water Footprint (WF)



The methodology applied in the analysis corresponds to the process analysis detailed by the Water Footprint Network according to Arjen Hoekstra's guidelines.

BLUE WF

Consumption of water resources (freshwater), surface or groundwater, throughout the production chain of a product.

GREEN WF

Consumption of green water resources (rainwater that does not become runoff, but is incorporated into agricultural products).

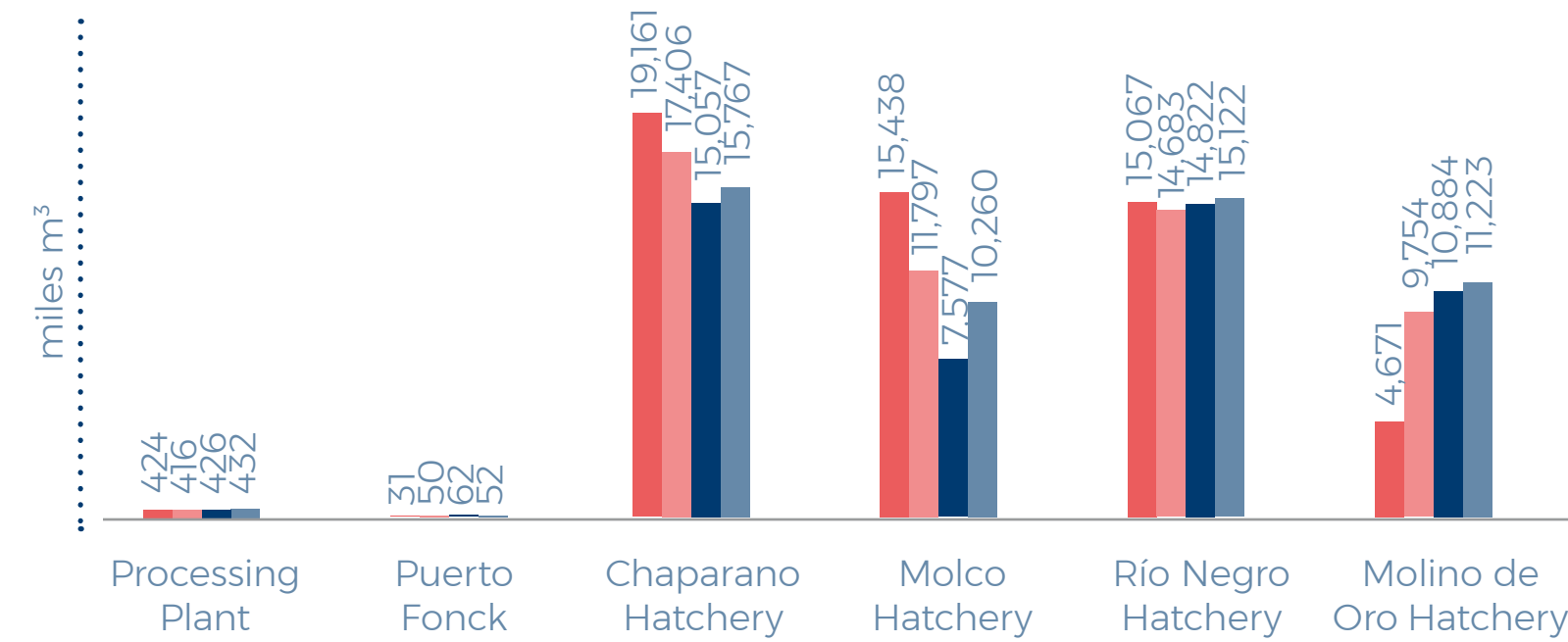
GRAY WF

Water pollution defined as the volume of freshwater required to assimilate a pollution load given natural concentrations and environmental water quality standards.

INDIRECT WF

Includes Blue WF, Gray WF, and Green WF within its assessment. It refers to the volume of water incorporated or contaminated in the entire supply chain of a product.

Consumption

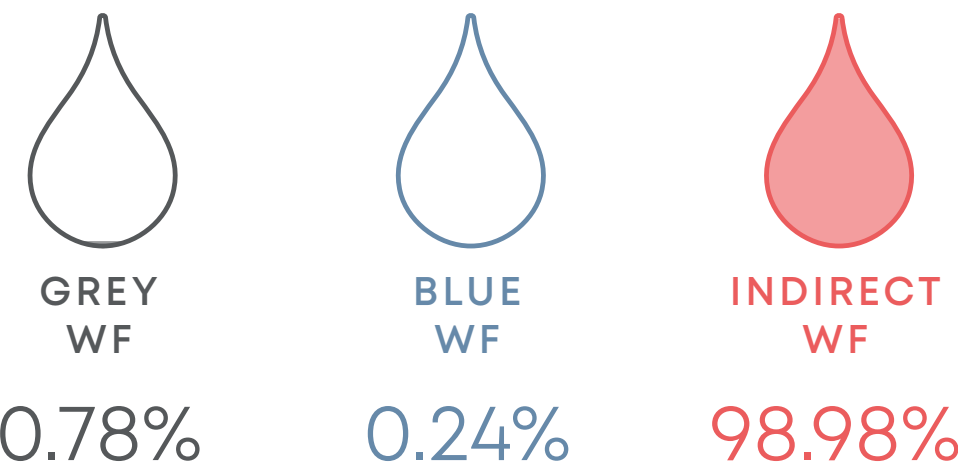
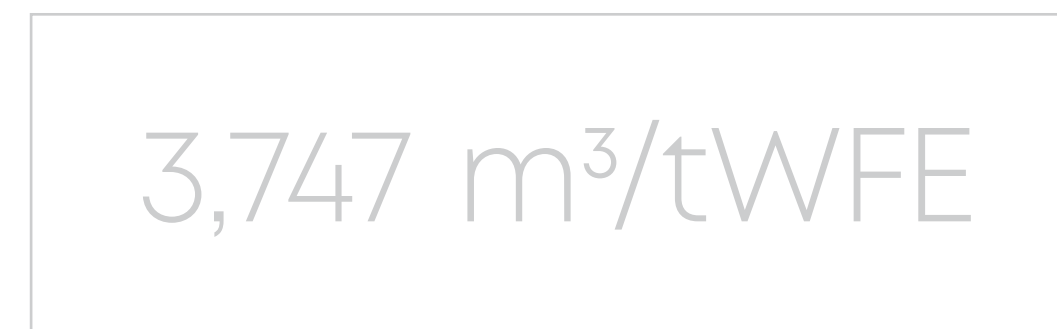


Results

WATER FOOTPRINT	GREY	BLUE	INDIRECT	TOTAL GENERAL (M³/YEAR)
Fattening	-	-	106,315	106,315
Pisciculture	5,743,574	240,948	56,833	6,041,355
Processes	114,393	453,784	1,782	569,958
Feed	-	-	400,877,446	400,877,446
TOTAL GENERAL	5,857,967	694,732	401,042,375	407,595,074

Water Footprint of 1 ton WFE of Salmon

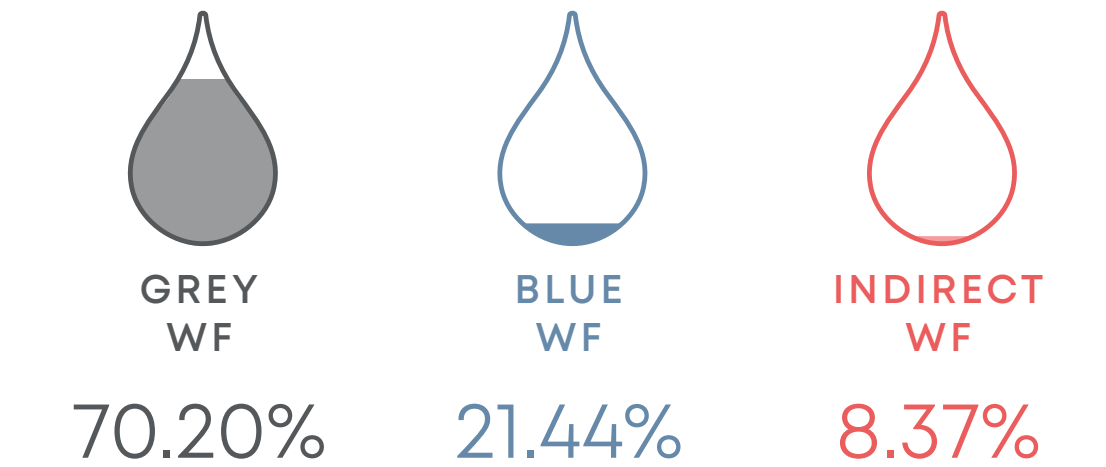
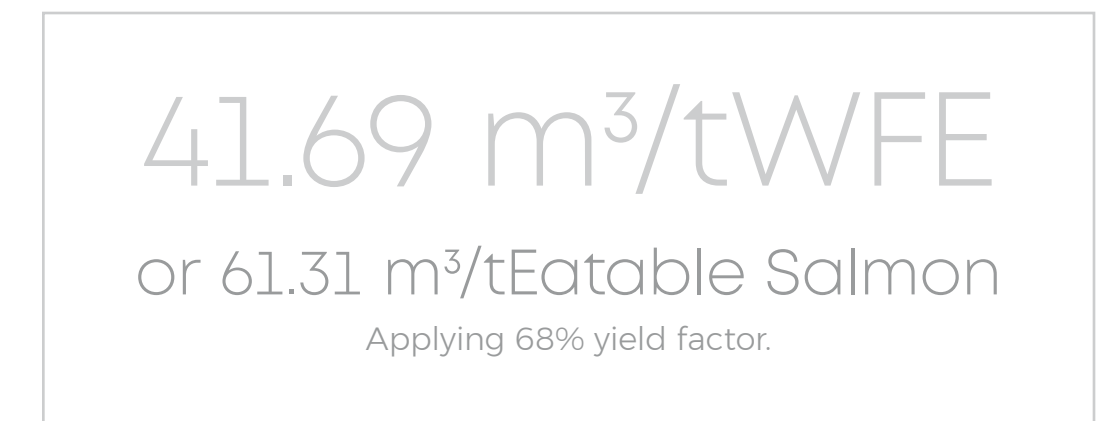
The total water footprint of 1 ton of Salmon considering direct and indirect components in freshwater, seawater, feed, transport and processing corresponds to:



The results presented considering the water footprint contribution from indirect factors such as energy and feed supply, is significantly higher than the operational footprint, which increases the indirect water footprint component to 98.98%.

Operational Water Footprint of a Ton of Salmon WFE (No Feed):

The operational water footprint of a ton of Salmon is:



The sources of water consumption are not declared with the water scarcity decree in force by the Dirección General de Aguas de Chile.

Comparison with Previous Years

The difference in the operational water footprint between 2020 and 2021 is due to the fact that in 2021 better conversion factors and water quality information from basins closer to Piscicultures and the Processing Plant were used. In other words, in 2021 more accurate and real information was used, resulting in a lower operational water footprint.

For more information review the complete 2021 water footprint report at www.multi-xsalmon.com

	2019	2020	2021
Operational WF m ³ /year	8,275,126	6,717,628	3,203,413
t WFE	95,475	99,240	97,807
Ratio m ³ /tWFE	86.7	67.7	32.8

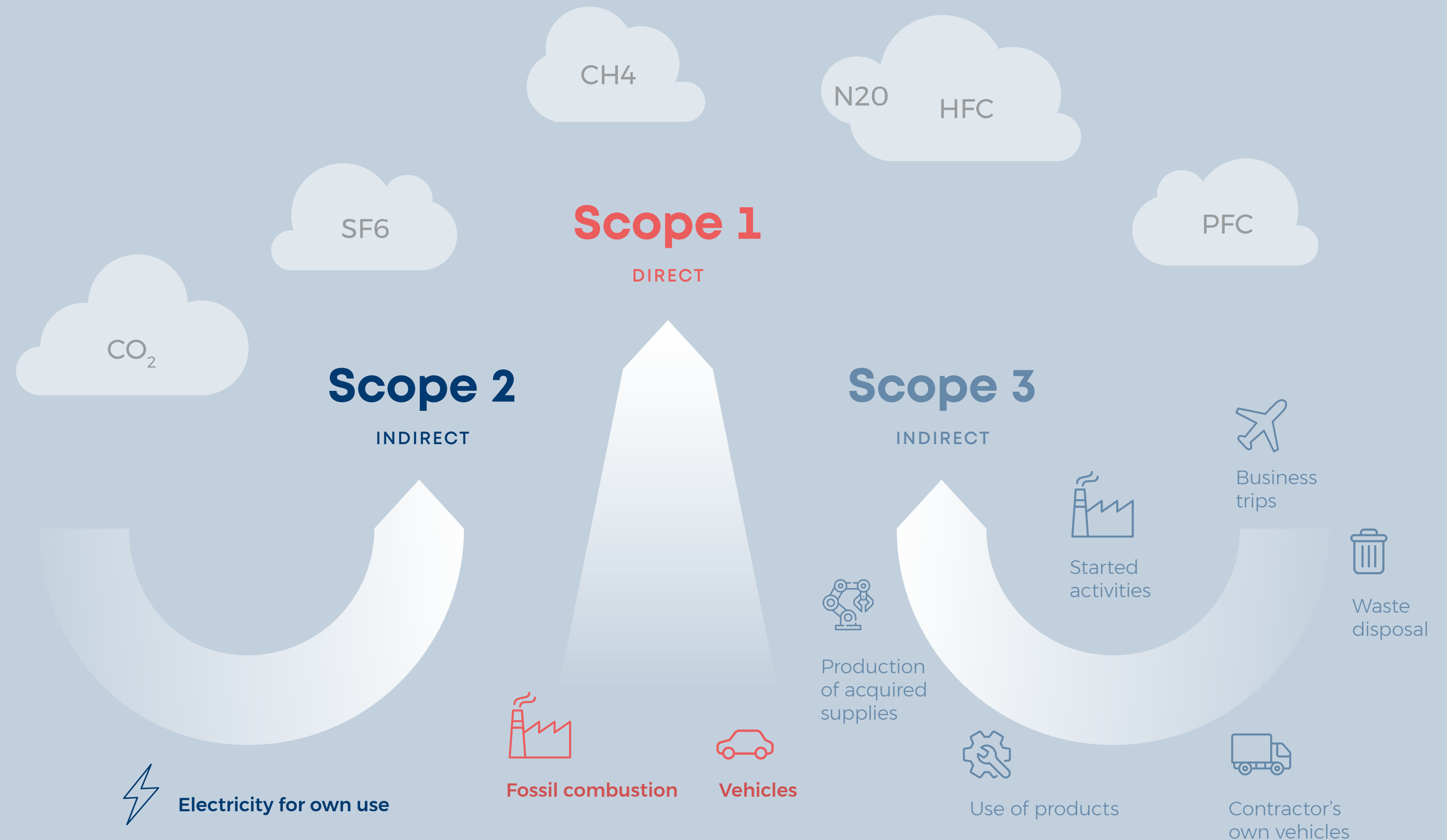


Carbon Footprint

In this report, the company presents the fifth carbon footprint measurement for freshwater, seawater, processing, customer journey and office activities.

Unlike previous years' measurements, Scope 3 expanded its range by considering the emissions generated by the transportation of finished products to consumer markets by air, land and sea, for each of the product formats exported by the company, in addition to the impact on emissions generated by the consumption of food in the supply chain.

SCOPE 1	Source of Emission DIRECT Fuel and Coolant Gases.	Direct emissions from fuel combustion at the facilities and the use of refrigerant gases in company-owned equipment.
SCOPE 2	Source of Emission INDIRECT Electricity.	Indirect emissions from the burning of fossil fuels in electricity generators and renewable sources of non-conventional renewable energy suppliers.
SCOPE 3	Source of Emission INDIRECT Food, product sales, packaging, waste and corporate flights.	Indirect emissions from the supply chain, product sales via transport and corporate flights.



This carried study was in accordance with the Greenhouse Gas Protocol (GHG Protocol). Widely carbon footprint estimation tool used which is supported by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

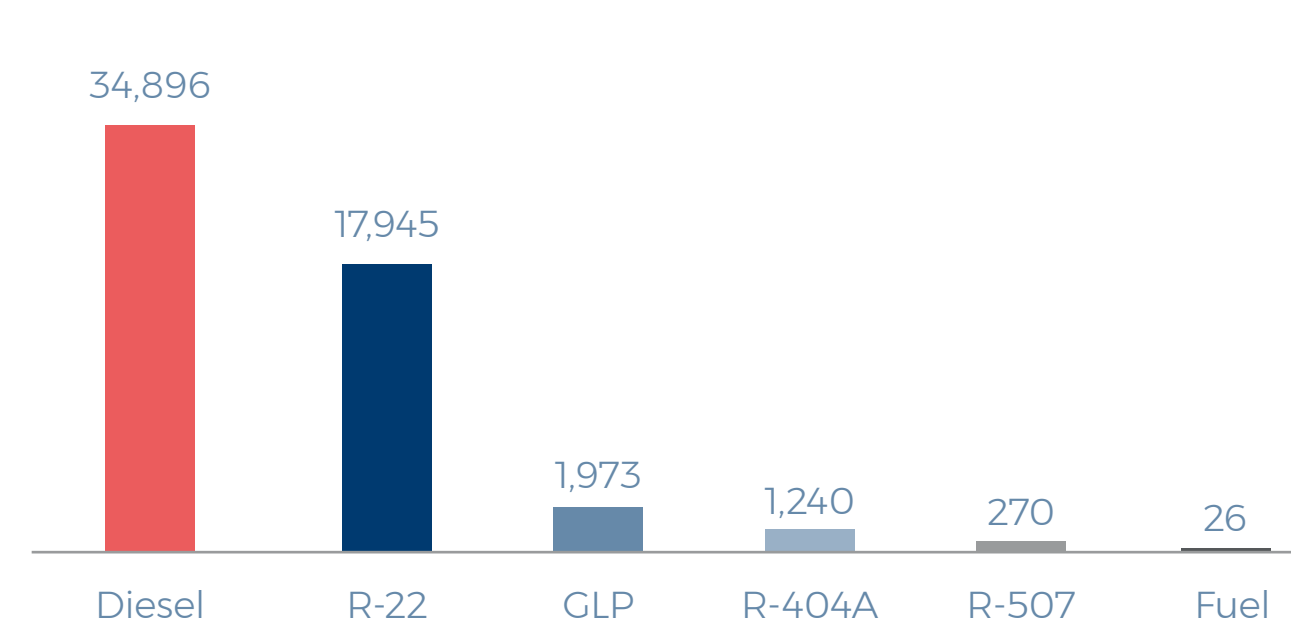
2021 Results

SCOPE	ACTIVITY	GHG EMISSIONS according to Market Based[1] (tCO ₂ e)	GHG EMISSIONS according to Location Based[2] (tCO ₂ e)
1	Fuels and refrigerants consume	56,350	56,350
2	Electricity Use	1,256	7,585
3	Waste, business travels, water, feed and prodcut transportation	342,822	342,822
TOTAL		400,428	406,758

* Quantifies Scope 2 emissions under market, supplier, contract type and energy source considerations.
 ** Quantifies low range emissions by company location, typically using factors from Chile's National Electric System in 2021.

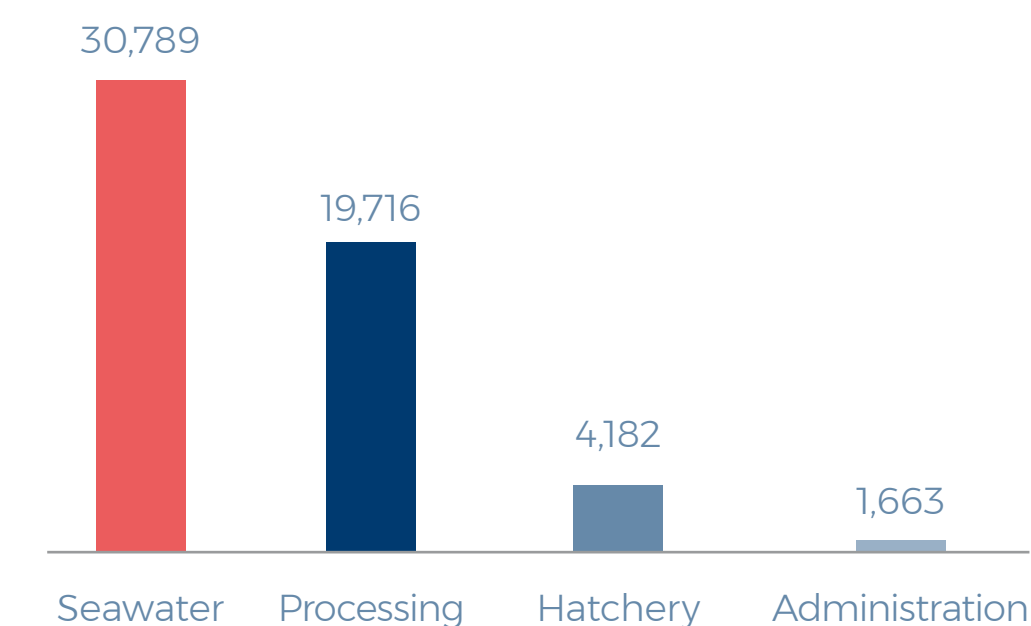
SCOPE 1

GHG emissions by source of consumption (tCO₂e)



The power generation of Scope 1 & 2, corresponds to 155,807 MWh, of which 10.4% comes from renewable energy.

Consumption area comparison (tCO₂e)



In 2021, we reduced the consumption of refrigerants in the process plant, which is reflected in the reduction of the carbon footprint of refrigerants. On the other hand, we increased fuel consumption in farming, due to the use of new oxygenation equipment.

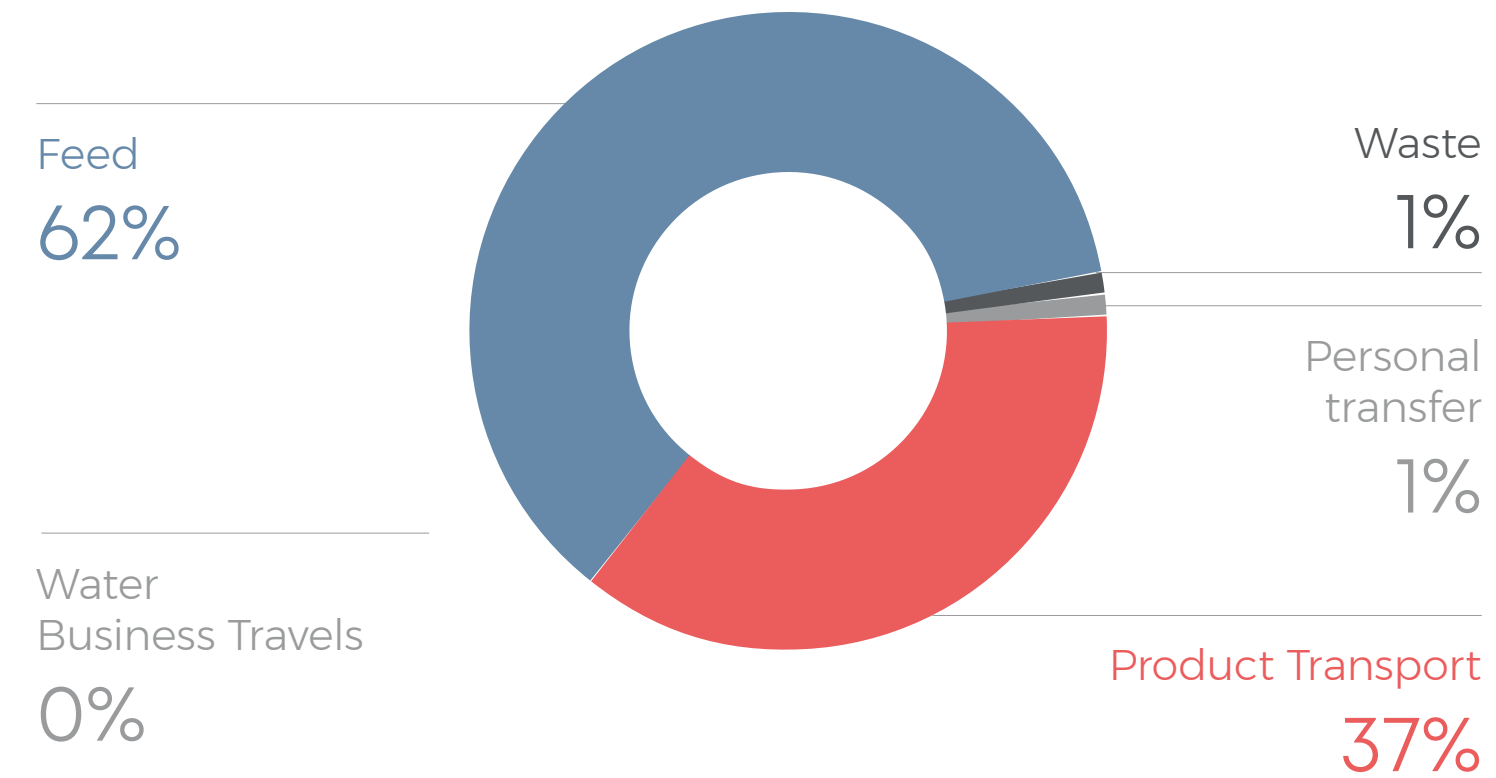
SCOPE 2

SOURCE DETAIL	AREA	KWH	MARKET-BASED GHG EMIS- SIONS (TCO ₂ E)	LOCATION-BASED GHG EMIS- SIONS (TCO ₂ E)
NCRE	Processes	16,200,206	0	6,329
Los Lagos	Administration	28,760	17	17
	Fattening	11,921	7	7
SEA	Administration	1,560	1	1
	Pisciculture	3,126,128	1,221	1,221
SEN	Fattening	20,435	8	8
	Administration	3,123	1	1
TOTAL GENERAL		19,392,133	1,256	7,585

Scope 1 & 2 power generation, a total of 155,807 MWh is produced, of which 10.4% comes from renewable energy.

SCOPE 3

Disclose of Scope 3 emissions
by source of consumption



83.5%

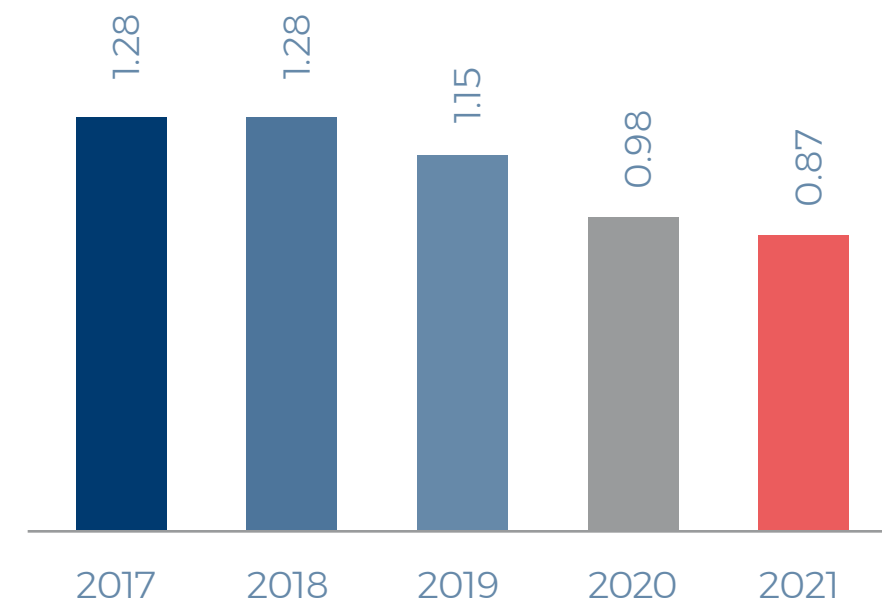
of Multi X's electrical energy comes from
Non-Conventional Renewable Energies.



Comparison with other years

In 2020, Multi X committed to reduce by 20% the tons of CO2 in scopes 1 and 2 per ton of edible meat. By 2021, this objective is 11.22% ahead, which is explained by innovations in the efficient use of refrigerants at the Cardonal Plant.

Carbon Footprint KPI S1 + S2 in tCO₂/tEdible Meat



Since carbon footprint measurement began, Multi X has reduced its Scope 1 & 2 emissions by **32.03%** with respect to tons of edible meat..

New Objectives Scope 1 and 2

Scope 1 + Scope 2

Reduce intensity by **20%**
of our Carbon Footprint.
(tCO₂e/t Edible Meat)

Goal to 2025 with baseline 2020.

	2017	2018	2019	2020	2021
Production (WFE Ton)	75,255	82,850	95,475	99,240	97,807
Yield	68%	68%	68%	68%	68%
Intensity A1+A2	1.28	1.28	1.15	0.98	0.87
Intensity A1+A2+A3	1.30	1.29	1.46	6.31	6.02



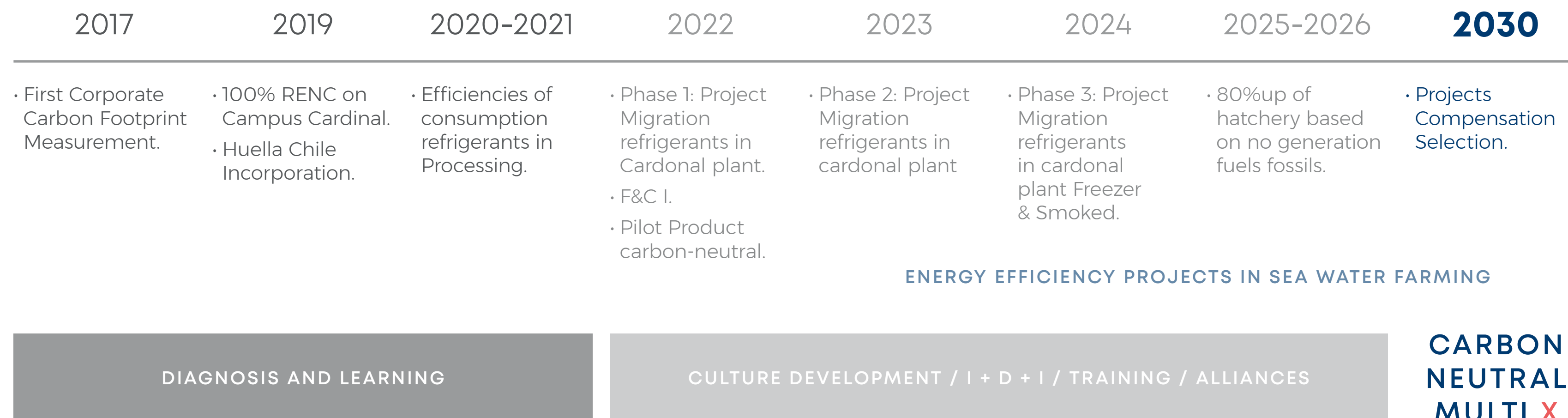
Carbon Neutral Plan

As part of the commitments made by Multi X during the presentation of its new corporate image, is to move towards Carbon Neutrality. This refers to the mitigation and/or compensation of the gases emitted in scope 1 & 2 of the corporate carbon footprint, that is, the direct emissions of the company, and the electricity acquired by the processes of the value chain.

The importance of being part of these initiatives is based on the need to adapt to the consequences that climate change brings to people, the environment and future life.

To this end, Multi X has designed a carbon neutrality plan that brings together two fundamental pillars of our strategy: innovation and sustainability.

Multi X Carbon Neutral Roadmap



CERTIFICATION

Certifications

FARMING

ASC	2017	2018	2019	2020	2021
Harvested sites N°	3	0	2	3	3
%Total Certified Centers*	14.3%	0.0%	7.8%	11.1%	13.0%
% Total TON WFE	6,170	0	4,565	19,190	8,809
% TOTAL TON WFE	8.2%	0.0%	4.8%	19.3%	9.0%

100% TON WFE
HARVESTED 2021
UNDER
BAP
CERTIFICATION

100% TON WFE
HARVESTED 2021
UNDER
ISOs
CERTIFICATION



PROCESSING

Plants of our own

		2017	2018	2019	2020	2021
ASC	TON WFE Processed	5,470	0	3,602	9,445	2,643
	% Total Processed Certificate	8.5%	0.0%	4.7%	14.3%	3.4%
BAP	TON WFE Processed	42,403	66,255	72,473	65,005	76,760
	% Total Processed Certificate	65.1%	94.8%	95.1%	98.6%	99.6%

Third Party Plants

		2017	2018	2019	2020	2021
Global Gap CoC	TON WFE Processed	0	0	3,062	12,803	0%
	% Total Processed Certificate	0%	0%	32%	48%	0%
BRC	TON WFE Processed	0	0	6,389	20,310	16,717
	% Total Processed Certificate	0%	0%	66%	77%	76%
IFS	TON WFE Processed	0	0	297	2,977	4,012
	% Total Processed Certificate	0%	0%	3%	11%	18%
ASC	TON WFE Processed	0	0	755	6,291	4,428
	% Total Processed Certificate	0.0%	0.0%	8%	24%	20%
BAP	TON WFE Processed	0	209	6,686	17,348	19,077
	% Total Processed Certificate	0%	15%	69%	66%	87%

Includes Entrevientos Plant.

100% TON WFE PROCESSED 2021
Global GAP CoC

100% TON WFE PROCESSED 2021
BRC

100% TON WFE PROCESSED 2021
IFS



| Multi X Citizen

CIUDADANO MULTI X

Multi X is present in

5 REGIONS

22 COMMUNES

38 LOCALITIES

We interact with interest groups in all of them, with whom we build long-term relationships, contributing to improving the quality of life based on shared values.

Such as:

NEIGHBORS

INDIGENOUS COMMUNITIES

CIVIL SOCIETY ORGANIZATIONS

AUTHORITIES

FISHING COMMUNITIES

MITILICULTURISTS

RURAL POTABLE WATER COMMITTEES

EDUCATIONAL AND HEALTH FACILITIES

LOCAL SUPPLIERS

AMONG OTHERS



The company generates instances of permanent engagement in which it makes known its purpose of feeding the future while caring for the world. In this way, it presents its operations and equipment, meets its neighbors, and develops projects that are linked to each link in the supply chain.

Each employee is a key player, who has the responsibility to represent the company, contributing through commitment and operational excellence to a better society. This is how Multi X Citizen was born.

Multi X Citizen was created with the purpose of linking the company with the environment and society under an integrative perspective and thus generating shared value. In this sense, five programs were developed.

MULTI X CITIZEN PROGRAMS



MULTI X COMMUNITY

Seeks to instill corporate values in employees and thus build a common culture. This initiative was born in 2021 when more than 150 people from different areas of the value chain worked together to outline the way Multi X presents itself to the world. In these instances, people had the opportunity to share their vision of the future and their own experiences, in order to ensure that each one is a contribution to the world around us.

150

people participated in the collaborative creation of Citizen Multi X.



LIAISON AND ACTION

Multi X enhances the positive impact it can generate in communities and the environment through a direct relationship. The activities defined in the program aim to establish a relationship of trust between Multi X Citizens and communities. As of the second half of the year, 54 employees dedicated over 279 hours of engagement with 51 social organizations, interacting with a total of 801 people.

In 2021, active relationship management focused on the promotion of social investment projects was maintained, as well as accompanying the challenges raised by the pandemic. Thus, the actions carried out continue to strengthen partnerships with technical high schools, local governments, and social organizations.

In terms of social investment projects, the delivery of internet connection points for all the students of the Llingua School, to enable continuity of education, stands out. Promoting access to better health care, Multi X provided a container as a rural health post on Isla Teuquelin. In connectivity, the company

donated walkways to the marina tourism project on the Aysén River. Also noteworthy is the support to the indigenous community of Llanccacura - Cofalmo, with the road improvement of the embarkation point to cross the river.

In 2021, the commitment to the promotion of art, culture, and sports is strengthened, continuing the work developed with the Bosque Nativo Gallery in Puerto Varas, and incorporating the Centro Cultura Molino Machmar. In terms of support for sports, for the eighth consecutive year, we supported the athlete Rodrigo Cárdenas, who is a national discus and hammer national team member. For the second year, Lisa Montecinos, fencer and national selection from Coyhaique. In 2021, Ricardo Rojas, marathon runner from Puerto Montt, and Agustín Infante from Puerto Varas, who does archery, were added.

As for the actions associated with the pandemic, under Salmon Chile's Committed to the South program, an X-Ray machine was delivered to the commune of Guaitecas, as well as personal protection items for

educational establishments and other communities. In addition, we accompanied families affected by the pandemic with the delivery of food boxes, cleaning supplies, and salmon, highlighting the support given to the elderly from Melinka.

200

Linked Multi X Ambassadors to the development of communities, corresponds to the goal proposed for 2022.

1,800

BONDING HOURS DIRECT TO THE YEAR.



OPEN DOOR POLICY

Building an open, sustainable, and close company. Social leaders and authorities are invited to learn about the value chain and its operations. The open-door policy offers visits to the company's facilities where people can resolve doubts about the different processes and bring the community closer to the salmon farming activity. In Araucanía, the Ministry of Labor visited the Molco fish farm, and in Puerto Montt, neighbors visited the processing plant.

Reinforcing the commitment to contribute to the local development of the territories and their communities, Multi X participated in instances of citizen participation with local and regional authorities.

Based on the promise of bringing salmon closer to national consumers and making Chilean salmon available to Chilean families, In 2021, Multi X started a plan to sell products at preferential prices to the neighbors of the Molco Fish Farm. This model is replicated in other regions where the company has operations.

200

people will visit the company's operations annually.



SHARED VALUES

Actions that positively influence communities and people through their integration into the supply chain. A Supplier Development program is carried out in Aysén and Magallanes, which, alongside the alliance with unions and government programs, allows adding new local entrepreneurs as suppliers of the company.

Company leaders participated as trainers for topics related to business management and marketing, contributing to the formation of new suppliers for the industry. In the same line, company executives participated in the Mentoring Network, in conjunction with SalmonChile, Endeavor, and CORFO.

Multi X strengthened the development of local suppliers in 2021, incorporating 23 new suppliers in the Magallanes region and 13 in Aysén into its supply chain.

In addition, the company, together with SalmonChile and another partner company, offered the ROV Pilot training course to members of the indigenous communities of Huichas Islands. It also provided the Ship's Skipper training to members of a Kawésqar community in Puerto Natales. Both instances were carried out through Sence and were aimed at providing tools

to the communities to become service providers to the salmon farming industry.

As in previous years, Multi X participated in the boards of CORPAYSEN and the PTI for the Development of Suppliers of Fjords and Channels of the Aysén Region, contributing to seminars, business rounds, diagnostic surveys, and other actions related to the purpose of the program.

Finally, in line with strengthening shared value, the company signed an agreement for greater integration of the supply chain of Magallanes Artisanal Fishing, together with Salmon Farmers of Magallanes and other member companies.

10%

annual increase in number of local suppliers in Aysén and Magallanes.



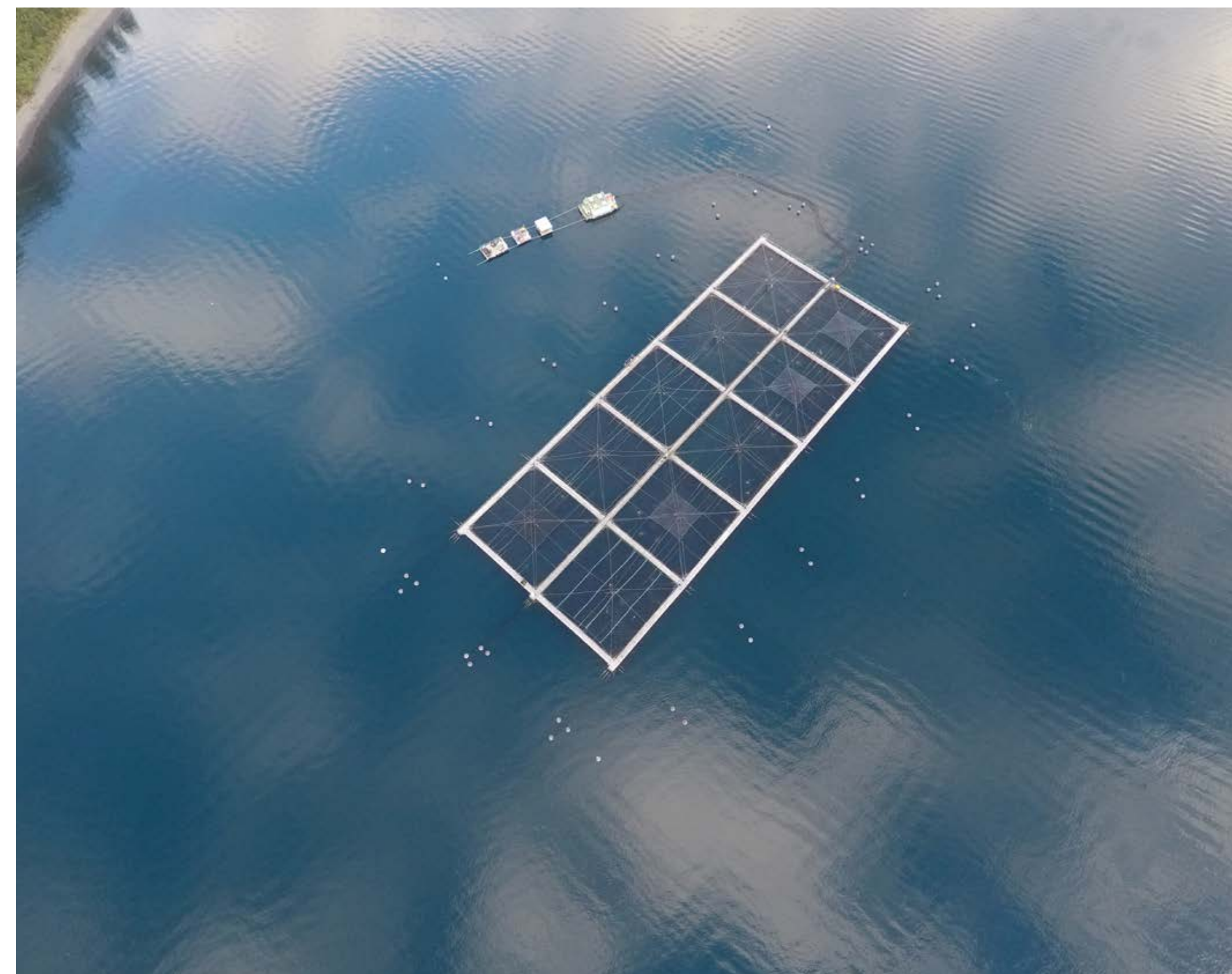
Aquaculture Patents

Multi X contributes directly to the local economy through the payment of aquaculture patents

COMUNE	PROVINCE	REGION	AMOUNT (\$)
La Unión	Ranco	XIV	11,505,920
Calbuco	Llanquihue	X	86,294,403
Castro	Chiloé	X	10,969,628
Cochamó	Llanquihue	X	29,339,014
Curaco de Vélez	Chiloé	X	31,490,686
Dalcahue	Chiloé	X	541,710
Hualaihué	Palena	X	41,332,473
Puerto Montt	Llanquihue	X	4,647,872
Puerto Octay	Osorno	X	17,356,388
Quemchi	Chiloé	X	585,047
Quinchao	Chiloé	X	50,080,006
Puerto Aysén	Aysén	XI	164,322,311
Cisnes	Aysén	XI	518,882,341
Natales	Última Esperanza	XII	75,785,229

In years, Multi X has paid out in aquaculture patents:

YEARS	AMOUNT IN CLP
2017	\$915,193,608
2018	\$940,280,521
2019	\$940,280,521
2020	\$983,979,221
2021	\$1,043,133,027



Shared value from local sourcing with suppliers

The relationship with suppliers is based on mutual growth, trust and respect, framed in compliance with Sustainable Development Goal No. 12 of the United Nations, of Responsible Production and Consumption, through responsible practices in procurement processes and development of suppliers of inputs and services, which is reflected in our practice of prompt payment, the care of labor conditions, participation in public-private partnerships for the economic development of the territories, and the joint implementation of innovation projects, among others, which seek sustainable growth of the companies.

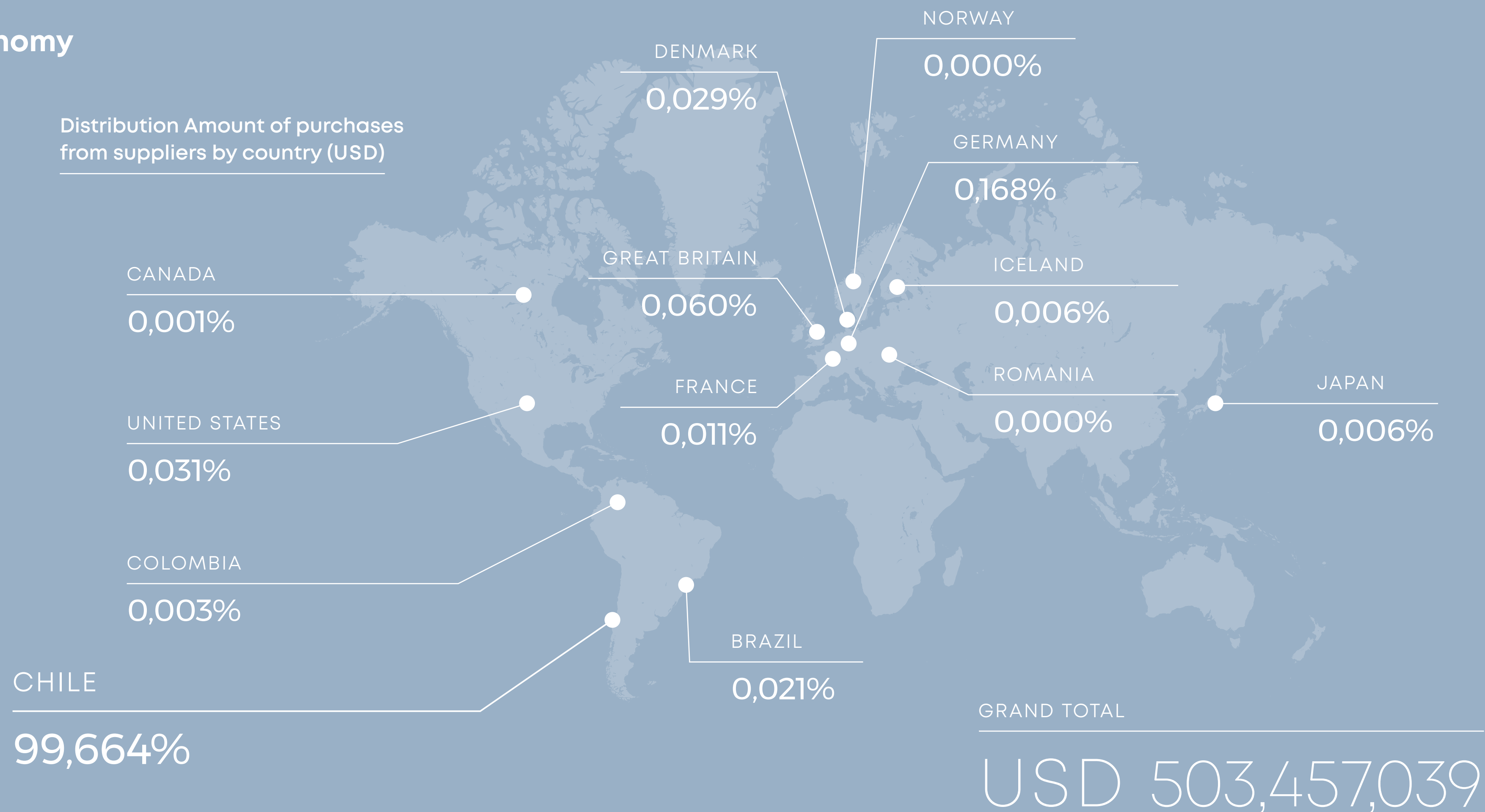


Contribution to the local economy

From the Araucanía region to Magallanes, Multi X is linked to its suppliers, from different services associated with the value chain, contributing directly to the national, regional, and local economy of the southernmost area of the country.

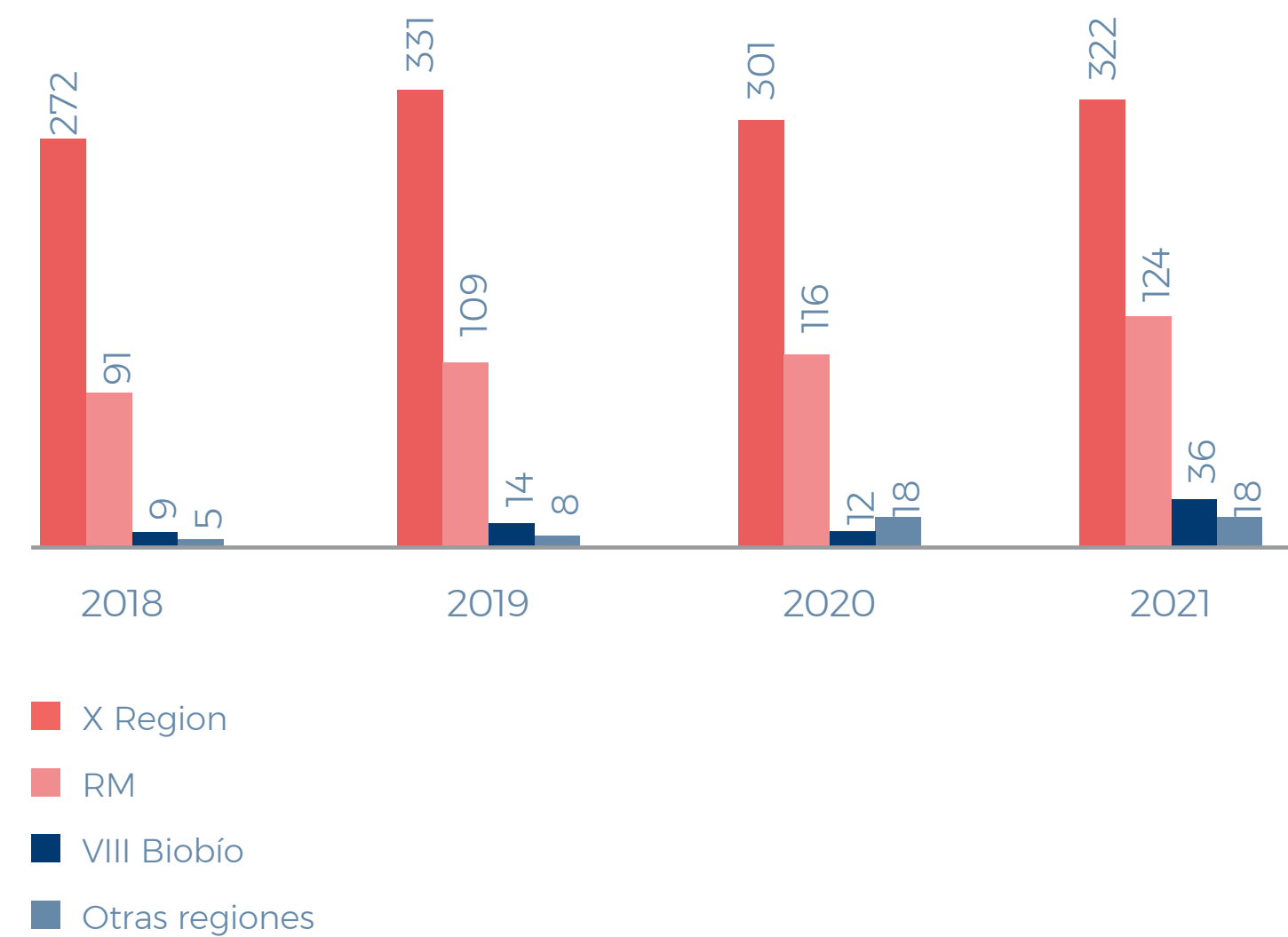
Over 99.7% of the total purchases from our suppliers are concentrated in Chile, with a total amount of more than USD \$503 MM.

Distribution Amount of purchases from suppliers by country (USD)





Distribution of Amount Invested Suppliers by Location (USD)



64%

of our suppliers are located in the Los Lagos Region.

62.5%

of our suppliers are micro, small and medium-sized enterprises (SMEs).

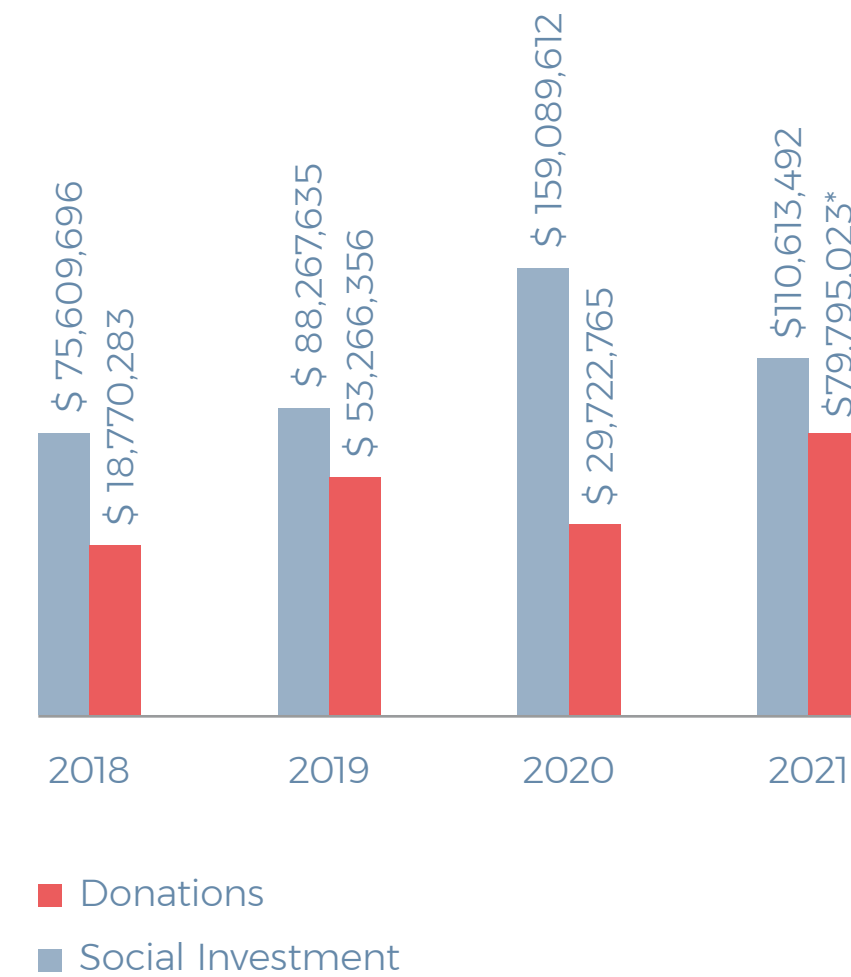
Social investment

During the year 2021, social investment projects were executed involving resources, available capacities, materials and the dedication of technical skills. Some of these projects were carried out in partnership with NGOs, in response to the needs of the communities.

In addition, the company permanently supports charitable foundations for the elderly, minors and homeless people, through the periodic delivery of salmon, feeding around 11 thousand people (equivalent to 11.4 MM CLP).

As for the management associated with the implementation of social programs, we generated an investment of 50 million pesos, in actions that were supported with more than 1,750 volunteer hours, with an estimated value of three million pesos.

Contributions (CLP)



*Considering extraordinary aid to Castro fire victims.



FOUNDATIONS FOR THE FUTURE

Projects that contribute to the training of people and the promotion of care for the environment through community actions.

For the second consecutive year, a training program was carried out for the Arturo Prat Chacón High School in Cisnes to introduce third and fourth grade students to the world of work by teaching them about salmon farming. Fifteen Multi X rapporteurs participated. This project was executed together with Biomar, CORPAYSEN, SalmonChile and ONG Canales, strengthening the curriculum and technical knowledge. Along the same lines, and also for the second time, a training program was carried out for 88 aquaculture and food processing students from the Province of Llanquihue and Cisnes, through the Sence Franchise.

Alliances with NGOs

Together with ONG Canales, the company promotes the training of future aquaculture technicians, implementing training opportunities for technical education in the southern part of the country. It also offers lectures, internships and prepares students for their next work experience. The support provided to the Aysén Polytechnic High School, where tools were provided to graduating students, as well as the analysis of new careers related to the salmon industry.

In the same line, the alliance with Enseña Chile was strengthened, generating a training course for students of the Quellón High School, in addition to the accompaniment of teachers by the Foundation. Together with CORPAYSEN, we provided scholarships to students from Guaitecas, so that they can pursue higher education.

In terms of environmental promotion and care, the company participated in community beach cleanups, supported recycling points, and participated in environmental committees in schools and municipalities. Together with other companies in the area, a study

of household waste management in Guaitecas was carried out to plan management with public and private support.

A joint work agreement was signed with the Municipality of Hornopirén focusing on recycling and the transfer of waste to recovery points outside the commune, plus actions that promote a culture of care for the environment by the citizens.

We donated Eco greenhouses, built from pallets from the Multi X operation, to the Eucaliptus School in Puerto Montt and the Sagrada Familia School in Hornopirén, in order to develop experiential training activities.

These are some of the actions that demonstrate the commitment and the construction of a good relationship with the communities, based on trust and transparency. Multi X's objective in this sense is to improve the quality of life through collaborative, permanent work and open dialogue, always seeking to be good news.





Products

BRAND ARCHITECTURE

From its new corporate image, Multi X, the company is committed to bringing salmon closer to the world's consumers, demonstrating the multiple options it offers and encouraging its frequent consumption, through a brand strategy that reaches consumers directly through B2C and B2B channels, and satisfies the needs of each market.

In this plan, Chile plays a leading role, under the responsibility of bringing salmon farming closer to Chilean families, offering the best salmon, from Chile to Chile. Thus, in 2021, a strategy for the domestic market was presented. In a first stage, the sale is made through e-commerce (www.elmejorsalmon.cl) in the regions of Los Lagos and Metropolitan and intends to continue growing to new locations.

During 2021 Multi X presented ARKA, the first line of ultra-premium salmon farmed in the Magallanes Region with ABF, Aquaculture Stewardship Council (ASC) and Best Aquaculture Practices (BAP) certifications. Arka is currently available in B2B, Food Service and Retail channels in the United States.



DID YOU KNOW?

B2C (Business to Client) refers to when products are oriented to reach the end consumer as a customer, while B2B (Business to Business), is oriented to the HORECA, HOTELS, RESTAURANTS and Caterings food service sector.



ARKA

Super Premium brand.



MULTI X

Super Premium brand.



MY SALMON

Standard Convenience brand.



LATITUDE 45

Premium Convenience brand.



PRODUCT RECALL SYSTEM

Multi X has a strict recall procedure consisting of different stages, which can be found at www.multi-xsalmon.com.

During the year 2021, the company had no recalls and no market bans. There were also no recalls due to illnesses or fatalities.

1 FORMATION OF RECALL COMMITTEE
Definition of roles and responsibilities.

2 RECALL CLASSIFICATION
or product recovery.

3 COMMUNICATION
to interested parties.

4 DEVELOPMENT OF TRACEABILITY
of the product that allows determine its location.

5 BLOCKING PROCESSES OR RETENTION
of products in warehouses or areas port primaries to avoid distribution or sale.

6 DESTRUCTION PROCESSES OF THE PRODUCT
or return to plant warehouses of process.

7 DEVELOPMENT AND IMPLEMENTATION
of corrective actions.

8 VERIFICATION PROCESSES
of corrective actions executed.

9 EVALUATION PROCESSES PERIODIC
of recall processes or recovered from product through of 2 annual exercises.



Annex

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205-2	Communication and training on anti-corruption policies and procedures	Omit	
205-3	Confirmed cases of corruption and actions taken		35
GRI 206	UNFAIR COMPETITION		
GRI 207	TAXATION		
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103-2	The management approach and its components		Financial Report
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419-1	Non-compliance with laws and regulations in the social and economic fields		GSI Report

ÍNDICE SASB

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Greenhouse Gases	Scope 1 gross global emissions.	89	FB-MP-110a.1
	Discussion of short- and long-term strategy for Scope 1 emissions management, emission reduction targets, and analysis of target results.	24 - 25 - 89 - 92	FB-MP-110a.2
Energy Management	(1) Energía total consumida, (2) porcentaje de electricidad conectada a la red, (3) porcentaje renovable.	89 - 90	FB-MP-130a.1
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each region with high or extreme reference water stress.	86	FB-MP-140a.1
	Description of water use risk mitigation and discussion of strategies and practices to mitigate those risks.	Política Uso de Aguas	FB-MP-140a.2
Land Use & Ecological Impacts	Production of animal protein from concentrated animal feeding operations (CAFOs).	7	FB-MP-160a.3

TOPIC	METRICS	PAGE	CODE
Food Security	La Iniciativa Mundial de Seguridad Alimentaria (GFSI) audita (1) los ratios de no conformidad y (2) las acciones correctivas asociadas al ratio para (a) las no conformidades mayores y (b) las menores.	93	FB-MP-250.a.1
	Percentage of Global Food Safety Initiative (GFSI) certified supplier facilities under a food safety certification program.	93	FB-MP-250.a.2
	(1) Number of returns and (2) total weight of product returned..	NA	FB-MP-250.a.3
	Discussion of the markets that blocked the entity's products.	NA	FB-MP-250.a.4
Use of Antibiotics in Animal Production	Percentage of animal production that received (1) medically important antibiotics and (2) non-medically important antibiotics, by animal type.	68	FB-MP-260a.1
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality ratio.	53	FB-MP-320a.1
Animal Source & Feed	Discussion of strategy for managing feed supply opportunities and risks, and livestock supply due to climate change.	Sustainable Food Policy	FB-MP-440a.3
ACTIVITY METRICS			
	Number of process and manufacturing facilities.	10	FB-MP-000.A
	Protein animal production, by category; percentage outsourced.	7	FB-MP-000.B

STAFF TURNOVER RATE

	2019		2020		2021	
	Voluntary Turnover Rate	Staff Turnover Rate	Voluntary Turnover Rate	Staff Turnover Rate	Voluntary Turnover Rate	Staff Turnover Rate
CHARGE BREAKDOWN						
Senior Management	3.9	11.8	0	3.5	0	5
Middle Management	9.8	14.6	0	14.6	2.9	7.1
Junior Management	0	3.4	5.9	20.3	5.4	16.6
Administrative Technicians	5.7	17.6	5.4	17.4	8.7	26.5
Operators	5.6	30.3	8.3	53.3	13.6	59.1
AGE BREAKDOWN						
Under 30 years old	9.1	43.3	14.4	75	29.3	111.7
Between 30 and 50 years old	14.6	19	24.3	29.8	6.9	29.6
Over 50 years old	11.6	14	17.5	19	3.3	15.8
BREAKDOWN BY GENDER						
Women	17.5	22.5	34.1	42.5	13.5	52.9
Men	20.3	26	31.9	38.4	10.1	41.9
BREAKDOWN BY NATIONALITY						
Argentine	-	-	-	-	0.0	0.0
Chilean	-	-	-	-	11.3	46.2
Chinese	-	-	-	-	0	0.0
Colombian	-	-	-	-	33.3	125.0
Costa Rican	-	-	-	-	0.0	0.0
Dominican	-	-	-	-	0.0	0.0
Spanish	-	-	-	-	0.0	0.0
Haitian	-	-	-	-	0.0	55.6
Japanese	-	-	-	-	0.0	0.0
Peruvian	-	-	-	-	100.0	100.0
South African	-	-	-	-	0.0	100.0
Venezuelan	-	-	-	-	21.1	53.7

PARENTAL LEAVE

PARENTAL LEAVE FOR EMPLOYEES	WOMEN		MEN		TOTAL
Entitlement to parental leave. Total number of employees who have had parental leave	67	98.5%	1	1.5%	68
Total no. of employees who took parental leave (out of those who took parental leave)	67	95%	1	1.5%	68
Total no. of employees who returned to work in 2020 after the end of parental leave (out of those who took parental leave)	30	96.8%	1	3.2%	31
Returned to work after parental leave ended and were still employed 12 months after returning to work (of those on parental leave).	30	96.8%	1	3.2%	31

OCCUPATIONAL ILLNESS FREQUENCY RATE

(OOIFR: OCCUPATIONAL ILLNESS FREQUENCY RATE)

	2019		2020		2021	
	N°	Rate	N°	Rate	N°	Rate
EMPLOYEES						
No. of hours worked in fiscal year	5,352,480	0.19	5,609,520	1.25	5,632,020	2.13
No. of occupational diseases recorded (No. of events)	1		7		12	
Data coverage	100%		100%		100%	
CONTRACTORS						
No. of hours worked in fiscal year	2,361,400	1.69	1,648,620	0.61	2,438,280	0
No. of occupational diseases recorded (No. of events)	4		1		0	
Data coverage	100%		100%		100%	

JOINT COMMITTEES

	TOTAL NO. OF UNITS	N° OF UNITS WITH A HEALTH AND SAFETY COMMITTEE	%
Piscicultures	5	5	100%
Processing Plants	1	1	100%

Only units with more than 25 workers are required to form joint hygiene and safety committees (D.S. 54) in accordance with Chilean law. For this reason, we do not have such committees on our farms.

COUNTRIES FROM WHICH THE FOOD SOYBEAN ORIGINATES

Through the collaborative work between the company and the salmon feed suppliers, we were able to list the countries where the soybeans are used for the diets used in farming come from.

Soybean importing countries:

- Argentina
- Brazil
- United States

GSI LETTER OF COMPLIANCE



DC C856500-GSI-012022
REGISTRO No: CU 856500

CONFORMANCE LETTER

To whom it may concern

Control Union Peru S.A.C. confirms that it has carried out the assessment of Sustainability Indicators of Global Salmon Initiative (GSI), with information of period **January – December 2021** of:

SALMONES MULTIEXPORT S.A.

Avenida Cardonal #2501, Region de los Lagos, Chile

The results of the evaluation carried out on March, 04th, 14th and 16th 2022

Further details are provided overleaf

The evaluation has been performed under the supervision of Jonathan De la Cruz, Lead Assessor of CU Peru.

Declared by:
On behalf of the Managing Director
Authorized by:
Francy Garcia Tacza

Control Union Peru S.A.C.
Av. Petit Thouars N° 4653 Piso 6 Ofic. 603 –
Miraflores, Lima, Peru
<http://www.cuperu.com>
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Date of decision: 30-March-2022
Printed on: 31-March-2022

Scope

In this report, you will find the outcomes of the revision of the Sustainability Report indicators of Global Salmon Initiative (GSI) 2021. This Report is the responsibility of and has been approved by the management of Salmones Multiexport S.A. The responsibility of Control Union is to draw a conclusion based on our review.

Evaluation process

The revision consisted on requesting data from different management areas, which have been involved in the development of the 2021 GSI Sustainability Report, as well as in the application of audit procedures which are described below:

- Face-to-face meetings with professionals representing the areas related to the implementation of each of the Indicators of the Sustainability Report of the GSI.
- Receipt of the consolidated indicators and metrics for each of these and evidence about the data that were considered for each indicator.
- Review of consistency and coherence of metrics for each indicator.
- Establishment of conclusions associated with the audit process.


For more details about the evidence that was verified could be reviewed on Appendix 2. The "GSI Sustainability Report – Metrics & Protocols - 2021" v.3 -2021, was used as a guide to evaluate the data and metrics reported by Salmones Multiexport S.A. for each indicator.

Conclusions

With all the information obtained from face-to-face meetings and the cross-check process with the database used to validate each indicator, there is no evidence to suggest that the information provided about the Global Salmon Initiative (GSI) 2021 Sustainability Report Indicators contains significant errors.

Table 1 below shows the results for metrics defined for each indicator related to environmental and social topics of Salmones Multiexport S.A. in the period January – December 2021.

Fish escapes	0 fish escaped	
Fish mortality	Atlantic salmon: 4,70%	
Antibiotic use	Atlantic salmon (Production): 402,08 g API per tonne	
Sea lice count	Average number of total adults (gravid females)	
	Month	Atlantic salmon
	January	0,68
	February	0,97
	March	0,87
	April	1,40
	May	1,84
	June	0,88
	July	0,74
	August	0,86
	September	0,82
	October	0,87
	November	0,80
December	1,04	
Sea lice treatments – Medicinal in bath treatments	Atlantic salmon (Production): 6,18 g API per tonne	
Sea lice treatments – Medicinal in feed treatments	Atlantic salmon (Production): 0,0 g API per tonne	
Sea lice treatments – Use of Hydrogen Peroxide	Atlantic salmon (Production): 16,69 kg API per tonne Coho salmon (Production): 0 g API per tonne	
Non-medicinal methods	Yes, used	
Wildlife interactions	Birds / sites: 0 accidental – 0 intentional mortalities Mammals / sites: 0 accidental – 0 intentional mortalities	
Use of marine ingredients	EFDR (meal): 0,33	
	EFDR (oil): 1,54	



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Certifications and environmental licenses	https://www.multi-xsalmon.com/en/sustainability/																										
Compliance	- Environmental: 4 non-compliances – 28.224 USD – Fisheries Law and Maritime Law - Social: 6 non-compliances – 20.967 USD – Labor Law - Product: 3 non-compliances – 329 USD – National Customs Service																										
Occupational health	0 fatalities 15,27 Lost time injury rate 0,16 Absence rate																										
Direct labor	2.566 full-time employees.																										
ASC Certification	Percentage of total volume produced in 2021 (Jan - Dec) which was ASC certified at harvest (LWE): 9,01%																										
	<table border="1"> <thead> <tr> <th>Month</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>11%</td> </tr> <tr> <td>February</td> <td>5%</td> </tr> <tr> <td>March</td> <td>7%</td> </tr> <tr> <td>April</td> <td>0%</td> </tr> <tr> <td>May</td> <td>0%</td> </tr> <tr> <td>June</td> <td>0%</td> </tr> <tr> <td>July</td> <td>0%</td> </tr> <tr> <td>August</td> <td>0%</td> </tr> <tr> <td>September</td> <td>2%</td> </tr> <tr> <td>October</td> <td>13%</td> </tr> <tr> <td>November</td> <td>15%</td> </tr> <tr> <td>December</td> <td>46%</td> </tr> </tbody> </table>	Month	Total	January	11%	February	5%	March	7%	April	0%	May	0%	June	0%	July	0%	August	0%	September	2%	October	13%	November	15%	December	46%
Month	Total																										
January	11%																										
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August	0%																										
September	2%																										
October	13%																										
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December	46%																										

Table 1: Results for each metric evaluated for the 2021 GSI Sustainability Report, Salmones Multiexport S.A.

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Appendix 2: Details of evidence verified during the validation assessment.

Indicator	Objective evidence / comments
<i>Fish escape</i>	- FishTalk production reports (production management software) for farms fully harvested during 2021, related to inventory deviations. Randomly, the deviations for different farms were verified and the information provided does not show information that may suggest an escape. - Statement signed by Francisco Lobos (Human Resources, Sustainability and Corporate Affairs Manager), declaring that no fish escapes occurred in 2021. (dated: March 04th, 2022)
<i>Fish mortality</i>	- FishTalk production report (production management software), it includes for each farm / cage that was operating during 2021 mortality count, culling count, closing count, harvesting count, escapes count. Randomly, were selected farms to verified manually the numbers declared and the formula was applied for farms and as is required by the Sustainability report, by species. No difference was detected.
<i>Antibiotic use</i>	- Summary of treatments prepared by Veterinarian of the Health & Nutrition Department of Salmones Multiexport during 2021, with the following information: farm, species, diseases, year, active principle of the therapeutic, way of administration, amount in grams of the therapeutic treatment used. - Random veterinary medical prescriptions (PMV) were reviewed, as well as the information declared by the Company in the official website "Information System for Control in Aquaculture" (SIFA) of Sernapesca. - FishTalk production report 2021 to estimate the LWE per year, which includes: Species, farm, cages, opening biomass, closing biomass, harvested biomass, mortality biomass, culled biomass. A random verification of data was done to estimate manually the LWE from year and species. Note: there is a difference in the way that Salmones Multiexport S.A. calculates the LWE. GSI protocol defines Production as a function of closing biomass + biomass of harvested fish - opening biomass. Salmones Multiexport S.A. has added the mortality biomass in the equation, because they justify that also mortality is part of the biomass produced and also it may have received therapeutics treatment.
<i>Sea lice</i>	- Summary of sea lice count, by Veterinarian of the Health & Nutrition Department of Salmones Multiexport S.A, with the following information: year, week, month, species, farm, gravid females and source of information. Randomly, was verify the correct count of gravid females using official sources to declare this information on the website of Technological Institute of Salmon (Intesal). There were no detected deviations from the verified data.
<i>Sea lice treatments:</i>	- Summary of treatments, prepared by Veterinarian of the Health & Nutrition Department of Salmones Multiexport S.A in the period 2021 with the following information: farm, species, diseases, year, active principle of the therapeutic treatment, way of administration, amount in grams of the therapeutic used.
<i>Medicinal in-bath treatments</i>	- Random veterinary medical prescriptions (PMV) were requested, as well as the information declared by the Company in the website "Information System for Control in Aquaculture" (SIFA) of Sernapesca.
<i>Medicinal in-feed treatments</i>	- FishTalk production report from 2021 to estimate the LWE per year, it includes for each year: Species, farm, cages, opening biomass, closing biomass, harvested biomass, mortality biomass, culled biomass. A random verification of data was done to estimate manually the LWE from year and species.
<i>Use of hydrogen peroxide</i>	Note: there is a difference in the way that Salmones Multiexport S.A. calculates the LWE. GSI protocol defines Production as a function of closing biomass + biomass of harvested fish - opening biomass. Salmones Multiexport S.A. has added the mortality biomass in the equation, because they justify that also mortality is part of the biomass produced and also it may have received therapeutics treatment.
<i>Non-medicinal methods</i>	- It is indicated by Veterinarian of the Health & Nutrition Department of Salmones Multiexport S.A, for the period 2021, indicates that non-medicinal treatments were used.

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<i>Wildlife Interactions</i>	- Statement signed by Francisco Lobos (Human Resources, Sustainability and Corporate Affairs Manager), declaring that without considering the emergency informed above (dated March 04th, 2022) no other lethal incident occurred in the Company during 2021. - FishTalk production report (from January 1st to December 31st, 2021) to estimate total number of sea farms that were operative: 44 sea farms.
<i>Use of marine ingredients in feed</i>	- FishTalk production report (from January 1st to December 31st, 2021), with the following information: species, farm, month, feed supplier, diet, amount consumed and eFCR by farm. - Document " Forage Fish Dependency Ratio GSI 2021 final" presented by the Head of Food, Health & Nutrition Department of Salmones Multiexport S.A., that include the feed consumed by feed supplier and kind of diet, the inclusion level of fishmeal and fish oil for each diet and the FFDRm and FFDRo values. A random cross check was done, using the information from the FishTalk report and the feed supplier's statements. The verified values were: Weighted Fishmeal (6,9%), Weighted Fish oil (6,6%) and eFCR (1,17)
<i>Certifications & Environmental Licenses</i>	- Production and harvest projection figures for farms ASC certified for 2021. A cross check was done with the available information of certified farms in ASC website.
<i>Non-compliance with regulations</i>	- Document called "Multas Reporte de Sustentabilidad 2021" (Fines Sustainability Report 2021) prepared by the Tax Department of the company. - Payment receipt from "Tesorería General de la República de Chile" (General Treasury of the Republic) for each fine declared. According with interviews and cross-check verification, no other fines were paid during 2021.
<i>Fatalities</i>	- A letter signed by Christian Caceres, Risk Prevention Expert, Chilean Security Association (Asociación Chilena de Seguridad ACHS) indicating that there were no work-related incidents resulting in the death of any worker during the 2021 period, dated March 03 rd , 2022.
<i>Lost time injury rate</i>	- Document "Libro2" presented by Occupational Safety and Health Department of Salmones Multiexport S.A., and letter signed by Christian Caceres, Risk Prevention Expert, Chilean Security Association (ACHS), that include Lost time injury rate and Absense rate values
<i>Absence rate</i>	
<i>Direct Labor</i>	- Information of Direct Labor obtained from the document "Estados financieros consolidados al 31 de diciembre de 2021" (Consolidated financial statements as of December 31st, 2021).

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CARBON FOOTPRINT VERIFICATION LETTER



Carta de Verificación

Santiago, Abril, 2022

Salmones Multiexport S.A.
Presente

De nuestra consideración:

Hemos realizado la revisión de los siguientes aspectos del Inventario de Emisiones de Gases de Efecto Invernadero para el período 2021, de Salmones Multiexport.

Alcance

Salmones Multiexport ha solicitado a Deloitte la verificación del Inventario de Emisiones de Gases de Efecto Invernadero, para el período 2021.

Dicho informe contempla la estimación de la Huella de Carbono Corporativa de las operaciones sobre las cuales Salmones Multiexport ejerce total control para el período comprendido entre el 01 de enero de 2021 y 31 de diciembre de 2021. El proceso fue realizado considerando las emisiones GEI de consumo de combustible y gases refrigerantes, electricidad, alimento, venta de producto, packaging, residuos y vuelos corporativos.

Las emisiones totales declaradas en el Inventario de Emisiones de Gases de Efecto Invernadero 2021 Salmones Multiexport se presentan en la tabla 1.

Tabla 1: Resultados emisiones GEI verificadas período 2021 para Salmones Multiexport.

Método	Alcance 1	Alcance 2	Alcance 3	Total
Mercado	56.350	1.256	342.822	400.428
Ubicación	56.350	7.585	342.822	406.758

Metodología

Nuestra revisión del Inventario de Emisiones de Gases de Efecto Invernadero, período 2021, fue realizada de acuerdo con las directrices de la norma ISO 14064 Parte 3. Cabe destacar que esta verificación no constituye una auditoría y, en consecuencia, no expresamos una opinión de auditoría sobre esta declaración.

El proceso de revisión consideró la recepción oficial de información, además de las actividades de verificación realizadas a través de procedimientos analíticos y pruebas de revisión que se describen a continuación:

- Recepción de "HC_Consolidado_Multix_2021_14Abril", además de información y evidencia para cada uno de los alcances.
- Revisión de la consistencia y coherencia de los cálculos para cada uno de los alcances del Inventario de Emisiones de Gases de Efecto Invernadero. Estos fueron verificados mediante muestras aleatorias, presentando las inconsistencias por correos electrónicos.

- Petición y recepción de evidencia no cubierta por el proceso de cálculo del Inventario de Emisiones de Gases de Efecto Invernadero 2021.
- Revisión de la coherencia de información y datos del Inventario de Gases Efecto Invernadero de Salmones Multiexport.

Conclusiones

- No se ha puesto de manifiesto ningún aspecto que nos haga creer que el Inventario de Emisiones de Gases de Efecto Invernadero realizado por Salmones Multiexport no ha sido preparada de acuerdo a los estándares internacionales de aplicación.
- Todas las inconsistencias encontradas fueron aclaradas y mejoradas, por ende, no se ha puesto de manifiesto ningún aspecto que nos haga creer que la información proporcionada acerca del Inventario de Emisiones de Gases de Efecto Invernadero contenga errores significativos.

Responsabilidades de Salmones Multiexport y de Deloitte

- La preparación del Inventario de Emisiones de Gases Efecto Invernadero, período 2021, así como el contenido de este es responsabilidad de Salmones Multiexport, la que además es responsable de definir, adaptar y mantener los sistemas de gestión y control interno de los que se obtiene la información.
- Nuestra responsabilidad es emitir un informe independiente basado en los procedimientos aplicados en nuestra revisión.
- Este informe ha sido preparado exclusivamente en interés de Salmones Multiexport, de acuerdo con los términos establecidos en la Carta de Compromiso.
- Las conclusiones de la verificación realizadas por Deloitte son válidas para el Inventario de Emisiones de Gases de Efecto Invernadero de Multi "Reporte GEI Multi X 2021", período 2021 recibido con fecha 26 de abril.
- El alcance de una revisión de seguridad limitada es sustancialmente inferior al de una auditoría o revisión de seguridad razonable. Por lo tanto, no proporcionamos opinión de auditoría sobre el Inventario de Emisiones de Gases Efecto Invernadero de Salmones Multiexport Período 2021.

Saluda atentamente a ustedes,

David Falcon
Director



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MULTI X