

SUSTAINABILITY REPORT
2022

MULTI 



CONTENTS

This report has been prepared in accordance with Global Reporting Initiative (GRI) 2016.

This report has been prepared in accordance Sustainability Accounting Standard Board (SASB) 2018 version.

The information contained in this process encompasses Multiexport Foods S.A., hereinafter Multi X, and to all its subsidiaries.

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CEO LETTER

Dear stakeholders:

I am very pleased to address you to submit Multi X's Sustainability Report, pertaining to the fiscal year 2022, a year in which we made significant progress in terms of our corporate objectives.

In 2022 Cargill Incorporated joined Multi X acquiring 24.5% of the shares and Mitsui increased its ownership reaching 24.5% of the shares. Cargill and Mitsui, as strategic partners with a recognized background, make important contributions to the company in terms of policies, technologies, markets, and sustainability, contributing to the governance led by a Sustainability Committee composed by representatives of Multiexport Foods, Mitsui, Cargill and the management team of Multi X.

Multi X was once again recognized in the main ESG (Environmental, Social, and Governance) rankings in the world, obtaining an outstanding position in the Dow Jones Sustainability Index, Food Category. For the third consecutive year, Multi X achieved an outstanding position in ninth place in the FAIRR Coller Protein Producer Index among protein-producing companies open to the stock market.

Thanks to the collaborative work within the company, we achieved the first product in the Chilean salmon industry certified by a third party, CarbonNeutral®. It is a frozen salmon fillet, which is already available in the United States market. The development of this product involves the reduction and mitigation of emissions throughout its entire value chain, or as we say in the world of salmon, from egg to the table of the final consumer, also offsetting residual carbon.

Along the same lines and on the path towards carbon neutrality, which is one of our commitments, we made an exhaustive analysis by the means of the framework of the Task Force on Climate-Related Financial Disclosures (TCFD), through which we evaluated the possible risks of the effects of climate change in our operations and value chain, in order to mitigate effects.

Additionally, and with the objective of designing strategies that allow us an adequate relationship with our main stakeholders, based on joint work, and knowledge of their needs, opinions, and desires; We carried out the First Sustainability Perception Study, the results of which were openly presented to the company and well received during the first months of 2023.

Another of our corporate commitments declared in 2021 is the implementation of a new way of connecting with communities that surround us, making our people, the Multi X Citizens, protagonists, and faithful representatives of our values and principles. As a result, today we have close to 200 Multi X ambassadors, and our outreach programs have impacted hundreds of people, who have had the opportunity to get to know our value chain and dozens of organizations in the localities in which we are present.

In environmental terms, I would like to highlight the incorporation of technologies that make possible the minimization of the impacts of the activity. This is the case of NewDepomod, a software developed by the

Scottish Association for Marine Science (SAMS) and the Dunstaffnage Marine Laboratory, designed to help model conditions and configurations of marine concessions to obtain the necessary information to minimize the deposition of particles on the seabed, and/or organic matter, estimating both the total solids and organic carbon loads at the local scale.

In addition, I would like to highlight the support that both the Environment and Supply areas have given to local people and entities for the companies' constitution that provides services to the industry, related to the circular economy and beach cleanups, generating, at the same time, new alternatives for entrepreneurship and job retraining.

Derived from our People pillar, in 2022 we began various initiatives to deepen the Organization Health and Safety culture of our company in its different facilities. This is how we present the Five Key Rules to Save Your Life, five easy-to-memorize maxims that review the main safety actions in Multi X operations and allow a simple and immediate reminder of the personal and collective care relevance in the teamwork.

In this same sense, we launched an ambitious project that aims to reduce and control the dangers related to one of the highest-risk activities that take place

around aquaculture: diving labor. Our Diving X program considers the incorporation of a professional diver's crew and the investment in state-of-the-art equipment. As part of the pilot plan, Diving X currently operates at the Pilolcura and Abtao sites, gradually extending to the other seawater centers of the company.

Last year we started our corporate training program, called Forja, which aims to be a training entity for the salmon industry specialist, supporting the people's development of talents and skills, and designing learning and training routes for all families. position within our organizational structure. Through Forja, we seek to generate the necessary instances for the career's development, facilitate labor mobility within the company, and be a true promoter of our employees and their families dreams and desires in professional terms.

During 2022 and one year after its launch, Forja has trained 2.239 people, with 99.613 effective hours of training.

In the same way, and as part of the company's declared commitment to the employees and professional development, during 2022 we held contest encouraging 349 positions internal mobility, managing to fill 39.8% under this modality of the contest position.

2,239

During 2022 and one year after its launch, Forja has trained **2.239** people, with **99.613** effective hours of training.

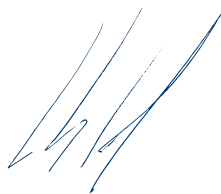
Taraba / Magallanes



This means that in 2022, 139 people obtained promotions in their jobs.

In gender equity terms, during 2022 we continued our Mujeres Multi X program work, complying with the commitments declared in this same Report in its 2021 version. This is how we began a joint collaboration with the Comunidad Mujer organization, in order to generate guidelines and training for our teams on issues such as co-responsibility, and the female talent development.

Finally, I want to take the opportunity to thank our employees for their excellent contributions to the fulfillment of our corporate objectives. Also thank the members of our director boards, our shareholders, suppliers, and communities, for accompanying us in the development of the company that we are today throughout our years of history. I also invite you to continue walking together on the path toward sustainable and safe salmon farming. An activity that continues to contribute to, as our purpose guides us, nourishing the world, caring for the future.



Cristián Swett Plá
CEO

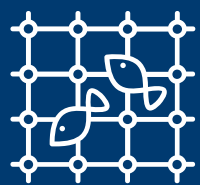
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0

MULTI X AT
A GLANCE

Operated Farming Centers



50

Harvested Volume



87,4

THOUSAND TONNES

Volume Processed



88,4

THOUSAND TONNES

Including Own and External Plants, without transfers

We are part of the sustainability DJSI & FAIRR ranking:

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

FAIRR
A COLLER INITIATIVE

DJSI MILA

DJSI MILA & Chile in the
96% (1% than 2020 version)
best evaluated in the Food
Products Category.

FAIRR

FAIRR 2nd Chilean salmon company,
4th salmon company in the world
and 9th in protein globally.

Volume Sold:



83,2

THOUSAND TONNES

Total Sales



643

MMUSD

TOP 1

Exporter of Smoked
Products in Chile



TOP 3

Exporter of Atlantic Salmon
in Chile

TOP 4

Exporter of all species
in Chile

TOP 2

Exporter of all salmon species
to United States (USD)

Carbon Footprint,

Scope 1

66,022 tCO₂

Scope 2

1,416 tCO₂

I+D+i 2022 expenses:
2,384 USD Million
I+D+i Alternative
Ingredients:
45,507 USD.

Profitability Index

EBITDA:

120

MMUSD

EBIT per kilogram

1,15

USD/kg de WFE

During 2022 the company only produced Atlantic Salmon.
Multi X operation is carried out in the southern region of Chile.

OUR SALMON

<div>OMEGA 3</div> <div>1,6</div> <div>g/100g</div>	<div>OMEGA 6</div> <div>2,32</div> <div>g/100g</div>	<div>EPA + DHA</div> <div>0,84</div> <div>g/100g</div>	<div>% PROTEIN</div> <div>20,71%</div>	<div>NO</div> <div>identified</div> <div>GLUTEN</div> <div>ARSENIC</div> <div>MERCURY</div> <div>CAMDUM</div> <div>LEAS</div>
<div>% FAT</div> <div>14,10%</div>	<div>W6/W3 RATIO</div> <div>1,46</div> <div>g/100g</div>	<div>VITAMIN D3</div> <div>0.287</div> <div>mg/kg</div>	<div>PHOSPHORUS</div> <div>0,24</div> <div>g/100g</div>	

Determined values of our products sample were done by an independent laboratory.

HEALTH BENEFITS

1.

CONSUMING 0.45 TO 4.5 GRAMS OF OMEGA-3 FATTY ACIDS CAN SIGNIFICANTLY IMPROVE HEART HEALTH:

- Lowers cholesterol levels
- Regulates blood pressure
- Reduces inflammation

2.

A GOOD SOURCE OF PROTEIN, SUPPORTING:

- The building and repair of tissues after an injury
- Protects bone health
- Helps maintain muscle mass during weight loss

3.

GOOD SOURCE OF B VITAMIN COMPLEX

- B6
Improves brains' health
- B12
Helps to maintain a hormonal balance
- B12
Helps to maintain the brain and nervous system's functions

4.

DHA PRESENCE HELPS TO THE COGNITIVE HEALTH OF OUR BRAIN.

5.






HAS ANTIOXIDANTS PROPERTIES AND PROMOTES SKIN'S HEALTH.

*Some effects seem reduced depending on the salmon diet.

OUR INDUSTRY

In a constantly changing world that faces the challenge of feeding a growing population in the context of climate change, which limits cultivable land and makes activities such as agriculture difficult, salmon emerges as a nutritious, rich, and sustainable alternative to meet people’s food needs.

Below are the advantages of farmed fish in terms of land use, percentage of edible portion, and carbon footprint, as compared to other meat sources:

	 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	–

Reference

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. The use of land is the surface used in (m2) to produce 100 g of protein, for each specie, taking into account the land use for farming feed. Land use is calculated in function to the surface on land multiplied by years of occupation, Data are average values. Full details available on: sciencemag.org
Edible meat protein for terrestrial animal protein, without fat and edible offal. For farmed fish: edible fish. Full details are available on: 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, you can Access on <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 progeny cost.

3. A carbon footprint measures the total greenhouse gas emission caused directly 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 carbon equivalent (kgCO2e) por porción normal (40 g) de proteína comestible del producto. Los datos son valores medianos.

GEOGRAPHIC LOCATION

The company has a presence in 25 neighborhoods or Salmonid Concession Groups (ACS), with a total of 106 sea water concessions from Los Lagos to Magallanes. This allows us to guarantee and optimize the continuity and efficiency of our production operations.

In mid-2022, Multi X began operations at the Seaflavors Plant, located in Cardonal 2022, in order to increase value-added production in a secondary plant. The Seaflavors facilities were completely renovated to fully comply with the production, occupational health, and food safety standards that Multi X declares.

HATCHERIES

1

La Araucanía region

4

Los Lagos region

MARINE CONCESSIONS

21

Los Lagos region

78

Aysén region

7

Magallanes region

PROCESSING

2

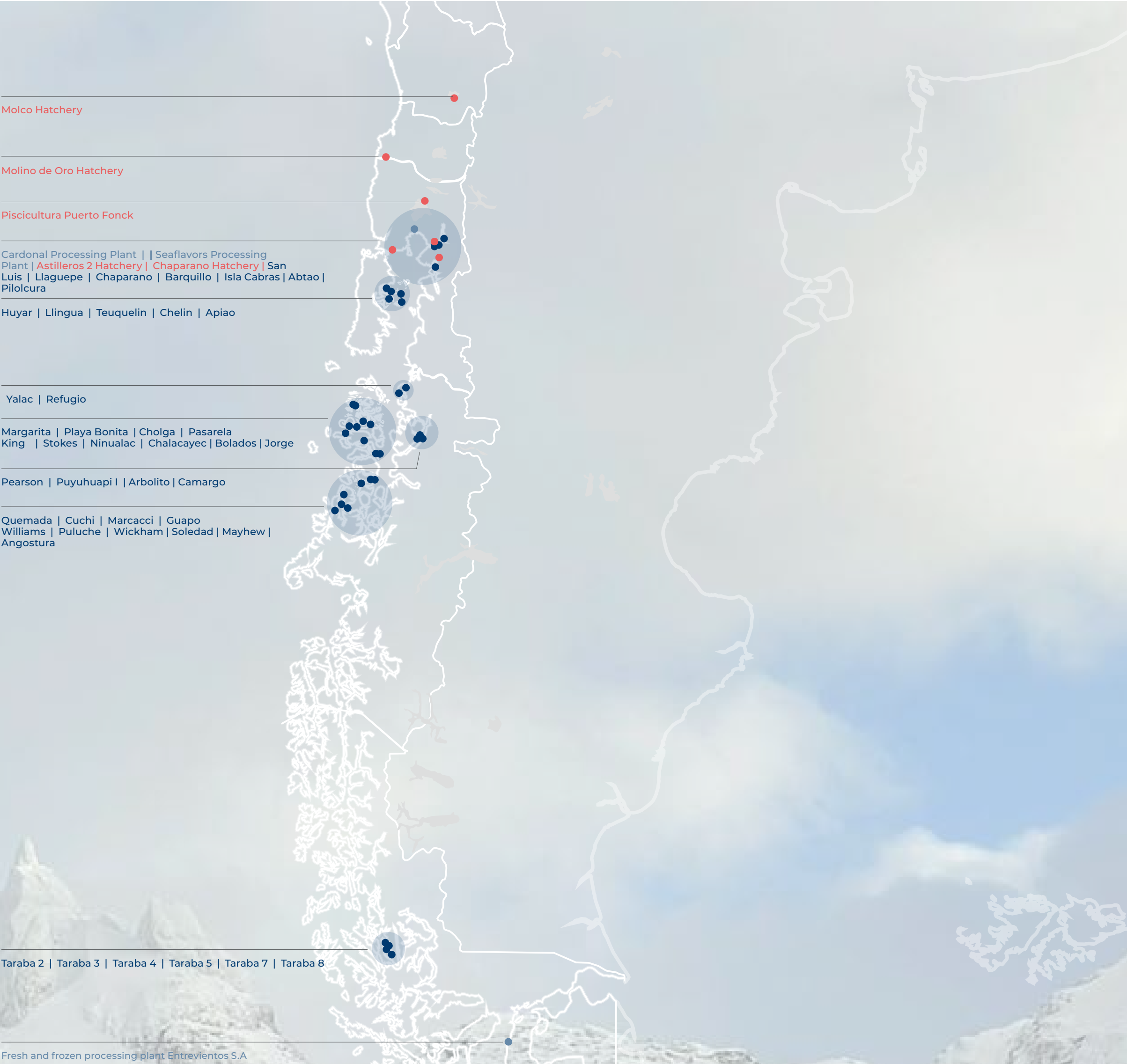
F&F PLANT

Los Lagos region

1

SMOKING PLANT

Los Lagos region



MARKETS

Main destinations in millions USD

56%
USA

14%
BRAZIL

8%
CHILE

3%
EUROPE

3%
CHINA

5%
ASIA
(EXCLUDING CHINA)

11%
OTHERS



MAIN MARKETS ARE USA, BRAZIL AND CHILE. BESIDES, ADDED VALUE PRODUCTS REPRESENT 68% OF SALES.

2022 MILESTONES



- E- commerce “El mejor salmón” was launched in Llanquihue Province.

FEBRUARY

- New intranet platform and corporate app “Somos Multi X” was presented.
- Pilot plan started with Starlink to illuminate Multi X centers and hatcheries with high-speed internet.
- Measure and verification of 2021 carbon footprint process started.

APRIL

- New Sustainability Committee started its first session.

JULY

JANUARY

- Official Ciudadano Multi X program launching.
- Botadura de Pontón Canal Unión, el primero de una serie de cinco innovadores pontones. àlaunch /pontoon

MARCH

- Safety Culture first Recognition Award.

MAY

- Cargill fulfils its entrance to the company with 24.5% of Salmones Multiexport property (current Multi X).
- Mitsui increases its participation percentage to 24.5% of Salmones Multiexport (current Multi X).
- 2021 Multi X Sustainability Report was launch.
- Water Footprint Measure process started.

- Project “Cumbres 2” started, with the aim of addressing efficiency opportunities in the value chain.
- Telemedicine Medismart collective agreement started, benefit that applies to collaborators and their families.
- GSI 2021 sustainability report launching.



AUGUST

- Life cycle analysis from cradle to grave.
- Third “Mujeres Multi X” encounter.
- Ideation workshops of Multi Xplora program started.



2022 MILESTONES

- 'Life balance" program launching, its objective is to bring major flexibility to the collaborators to make compatible different dimensions in daily life.

SEPTEMBER

- First call to "Banco de Proyectos" (competitive funds) of Multi X Citizen.

NOVEMBER

OCTOBER

- New corporate cellphone app "Somos Multi X" launching, in order to provide a new communication tool to every person not entitle of a corporate e-mail account.
- Multi Xplora program begins with its brainstorming campaign.
- First certified CarbonNeutral ® product, started its journey to the United States.
- 2021 SalmonChile sustainability report launching.



DECEMBER

- TCFD process started.
- Started the Sustainability perception study of 9 stakeholders.
- Multi X places in 9th global position in the Coller FAIRR Protein Producer Index.
- Multi X rises its evaluation score in the Dow Jones Sustainability Indices (DJSI) .



1

OUR
COMPANY

STRATEGY

PURPOSE

NOURISHING THE FUTURE BY
CARING FOR THE WORLD.

MISSION

WE PRODUCE PREMIUM SALMON IN SOUTHERN CHILE AND BRING IT TO THE TABLES OF THE WORLD, POSITIVELY IMPACTING PEOPLE'S LIVES AND OUR PLANET.



VISION

TO BE THE LEADER IN THE SECTOR,
RECOGNIZED FOR OUR SUSTAINABLE
OPERATION, FOCUS ON PEOPLE AND
EFFICIENCY, AND BRINGING THE BEST
SALMON TO THE TABLES OF CHILE AND
THE WORLD.

VALUES

In 2022 we presented a reformulation of our corporate values, to approach the organization culture and to make sense in our internal community.

WE ARE DRIVEN BY EXCELLENCE



At Multi X, we do things well. We aim for excellence through achieving objectives and tasks, always caring for the integrity and safety of people, and the safety and quality of our products. Our goal is always to do the job well.

- We deliver what we promise and within defined timelines.
- We act with professionalism and responsibility in every aspect of our lives.

PEOPLE FIRST



- The integrity and safety of people will always be our top priority.
- We work with honesty, courtesy, and tolerance.
- We take care in how we communicate and transmit our ideas.
- We show respect for all people, contributing to integration and inclusion.
- We participate in learning opportunities offered by the company and support the development of my own and my team's skills and knowledge.

WE LIVE INNOVATIVELY



- We welcome challenges, driving change from a flexible attitude and adapting to new scenarios. At Multi X, we make things happen.
- We always seek the best result. Innovation and continuous improvement lead us to excellence, and that is always our goal.
- We look for solutions to problems that may arise from my position and contribute to my team with ideas for improvements and efficiencies.

WE ARE SUSTAINABLE



- We understand the value of connecting with the communities in which we operate and support collaborative work.
- We always seek collective well-being, minimizing the impacts of our actions both within the company and in the areas where it operates.
- We take care to comply with our sustainability objectives, collaborating on measures whose purpose is the protection of the environment and cordial coexistence with those who make up our surroundings.

VALUE CHAIN



GENETICS AND
REPRODUCTION



FRESHWATER
BREEDING



FATTENING IN SEA
WATER



PROCESSING



ADDED
VALUE



SALES AND
DISTRIBUTION



2 MONTHS

40 million eggs associated with Genetic Programs

11 MONTHS

26 million smolts
5 own hatcheries

12-14 MONTHS

87.4 Mil Thousand WFE tons harvested in 27 farming sites.

93.8 thousand tons of WFE by 2022.

Concentrates 68% of Multi X income in products with added value.

83.2 thousand tons of WFE sold and distributed.

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.

The material issues related to the company and its business, have a five-steps methodology and its results are presented below:



SHAREHOLDERS

FOCUS ON THE COMPANY

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

INITIATIVES FROM THE COMPANY

Keeping a fluent relationship with controlling shareholders.

COMMUNICATION CHANNELS

- Board of Directors Meetings
- Memory and financial statements
- Sustainability report
- Shareholders' meetings
- Media events
- Web site



CLIENTS

FOCUS ON THE COMPANY

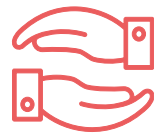
Special attention on quality, food safety, availability and food sustainability.

INITIATIVES FROM THE COMPANY

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

COMMUNICATION CHANNELS

- Assistance from commercial executives.
- Marketing campaigns
- Certifications
- Seafood exhibitions participation
- Sustainability report
- Web site www.elmejorsalmon.cl



SUPPLIERS

FOCUS ON THE COMPANY

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

INITIATIVES FROM THE COMPANY

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.

COMMUNICATION CHANNELS

- Bids
- Regular meetings
- Trainings
- Audits
- Sustainability report
- Press events
- Website www.multi-xsalmon.com



COLLABORATORS (EMPLOYEES)

FOCUS ON THE COMPANY

They are interested in knowing and achieving their objectives, to face productive challenges and to promote a good working environment.

INITIATIVES FROM THE COMPANY

The company seeks to understand collaborators' expectations and to support them in their development. There are many initiatives related to competences development and skills. Regularly, the Board of Directors analyses elements of organizational culture and proposes actions to promote it.

COMMUNICATION CHANNELS

- Emails
- Strategic alignments
- Collective Bargaining
- Intranet
- Corporate Screen System
- Complaints and suggestion Open System
- Internal and External social media
- Sustainability report
- Website (www.multi-xsalmon.com)



INVESTORS

FOCUS ON THE COMPANY

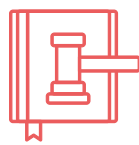
Interested in investments, returns and the company's sustainability.

INITIATIVES FROM THE COMPANY

The company makes efforts to keep a continuous and open dialogue with investors and fund managers.

COMMUNICATION CHANNELS

- Quarterly financial reports
- Direct channel to investors' attention
- Memory and financial statements
- Multi X annual conference
- Sustainability report
- Press release
- Legal disclosure
- Web site



AUTHORITIES

FOCUS ON THE COMPANY

Concerned about long-term sectors' stability and social environment.

INITIATIVES FROM THE COMPANY

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

COMMUNICATION CHANNELS

- Meetings with public utilities
- Public-Private roundtables
- Audits and visits
- Sustainability repor
- Press appearance
- Web site



ONG'S, LOCAL COMMUNITIES, GUILD AND ACADEMIA

FOCUS ON THE COMPANY

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




INITIATIVES FROM THE COMPANY

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.

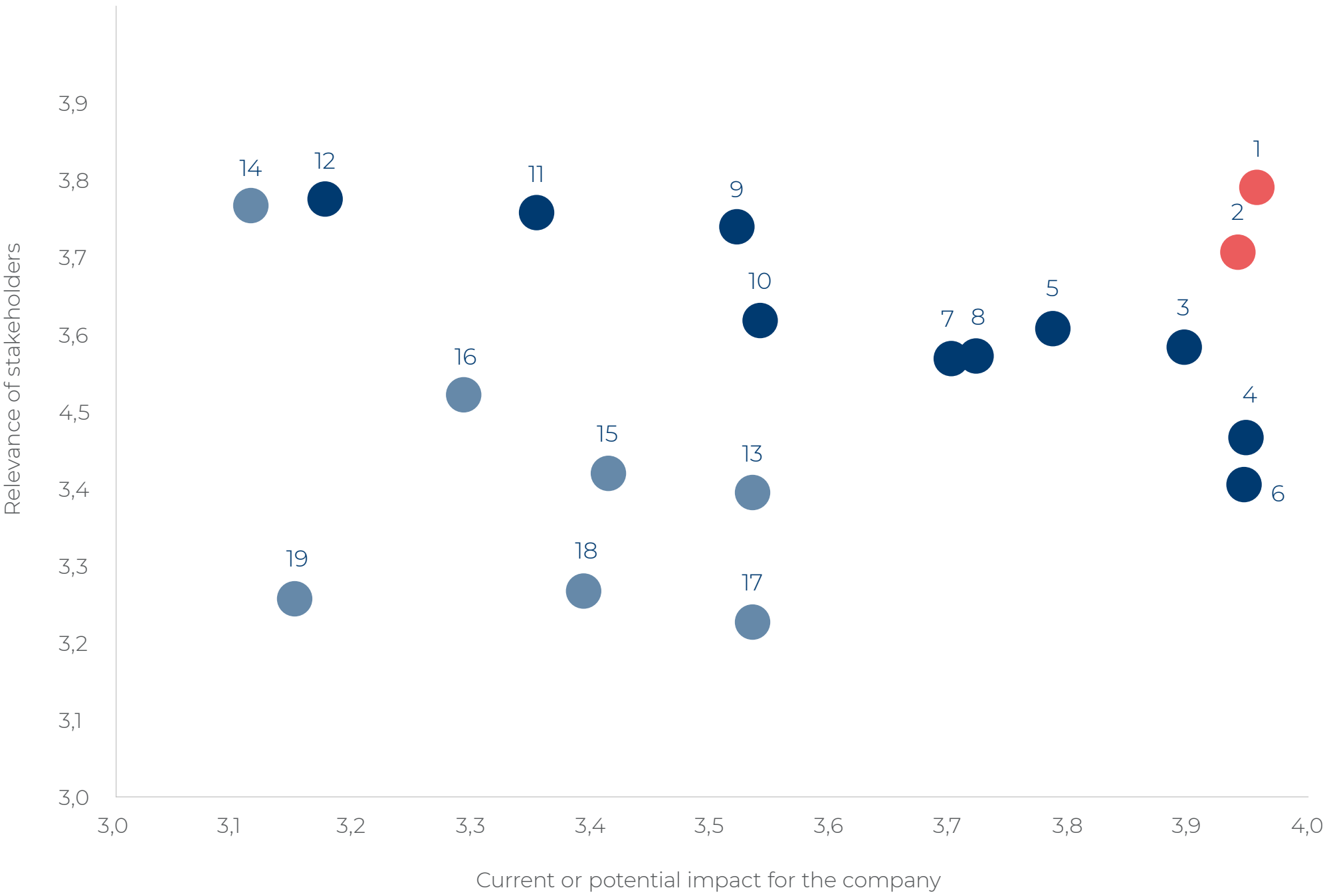
COMMUNICATION CHANNELS

- Meetings and visits
- Professionals dedicated to strength relationships
- Dialogue on Land Use Planning
- Local development projects
- Extension and Assistance Programs
- Agreement with educational institutions
- Social salmon initiative
- Press appearance
- Sustainability report
- Web site

MATERIAL TOPICS

GOVERNANCE	ECONOMIC	ENVIRONMENTAL	SOCIAL
			
Business ethics	Regulatory environment management	Fish health and welfare	Health & Safety
Reputation	Sustainable operation	Fish escape	Good labor practices
	Innovation and continuous improvement	Sustainable raw materials	Community relations and development
	Commercial management	Local ecosystems interaction	First nations
	Supplier commitment	Eco-efficiency	
	National/Global contingencies	Climate change	
	Product liability		

Canal Chefer / Región



MATERIALITY

- 1. Ethics
 - 2. Fish escapes
 - 3. Sustainability operations
 - 4. Product liability
 - 5. Reputation
 - 6. Commercial management
 - 7. Regulatory environment management
 - 8. Health and Safety environment
 - 9. Local ecosystems interaction
 - 10. Community relations and development
- 11. Innovation and continuous improvement
 - 12. Fish health and welfare
 - 13. National/Global contingencies
 - 14. Sustainable raw materials
 - 15. Supplier commitment
 - 16. Indigenous people
 - 17. Good labor practices
 - 18. Operational eco-efficiency
 - 19. Climate change

The materiality analysis will be updated in Q2 2023, based on the new GRI requirements.

STRATEGY
AND MATERIAL
TOPICS



1

ETHICS



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

GOALS AND PROJECTS RELATED

100% of new employees are trained in the Code of Ethics 0 infractions and fines.

PROGRESS

- Code of Ethics is available for all employees. Copies are distributed to all new employees joining Multi X.
- Awareness campaigns and regulatory knowledge on main gaps.

2

FISH ESCAPES



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

GOALS AND PROJECTS RELATED

0 escape events at our facilities.

PROGRESS

- 0 events registered during 2022.
- Multi X has a 0-escape plan where areas as Environmental, 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”.

GOALS AND PROJECTS RELATED

Efficient use of feed in our breeding centers.
100% of areas surrounding our operations under permanent surveillance program.

PROGRESS

- FCRb lower than last year (1.07).
- A permanent plan for coastal cleaning in addition to the actual normative program.

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”.

GOALS AND PROJECTS RELATED

100% de los productos terminado certificado bajo estándares de Food Safety y Cadena de Custodia.

PROGRESS

- BRC, IFS, ISO 9001, ISO 14001, ISO 45001, ASC, MSC, BAP, CarbonNeutral®, PROA, HALAL, Kosher.

5

REPUTATION



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

GOALS AND PROJECTS RELATED

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

PROGRESS

- New sustainability perception analysis to 9 stakeholders, to update medium-term proposal work plan.
- Materiality Will be updated in 2023 Q2.

6

COMMERCIAL MANAGEMENT



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

GOALS AND PROJECTS RELATED

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

PROGRESS

- Open to the national and other emergent markets.
- Developing and searching new ideal sizes for each one, and that way offer a product according to the different lifestyles.

7

REGULATORY ENVIRONMENT MANAGEMENT



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

GOALS AND PROJECTS RELATED

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

PROGRESS

- Open house policy for local and regional authorities visits, and other actors that represents the civil society.
- Multi X participates in the clean production agreement of the Sustainability and climate change agency, joined with the public and private sectors.

8

HEALTH AND SAFETY ENVIRONMENT



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

GOALS AND PROJECTS RELATED

0 Accidents.

PROGRESS

- 0 employees or third parties' fatalities.
- 13,03 accidents events per 1,000,000 of worked hours.

9

LOCAL ECOSYSTEMS INTERACTION



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

GOALS AND PROJECTS RELATED

Reduction in % of anaerobic INFAs Marine Mammal Interaction Registration Program

PROGRESS

- New systems for impact analysis at farming sites.
- 0 lethal incidents related to marine mammals and bird wildlife interaction.

10

COMMUNITY RELATIONS AND DEVELOPMENT



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

GOALS AND PROJECTS RELATED

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

PROGRESS

- Program focus in the relationship management and action between the company and the communities.
- 213 employees, leadership the community relationship.

11

INNOVATION AND CONTINUOUS IMPROVEMENT



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

GOALS AND PROJECTS RELATED

Strategic framework, leadership, and value proposition.

PROGRESS

- “MultiXplora” Corporate innovation program biggened, to incentive and promote employees to a culture of innovation in different stages of the value chain.

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”.

GOALS AND PROJECTS RELATED

60% reduction in antibiotic use (AB) by 2025. Progressive increase with ASC centers.

PROGRESS

- Animal welfare plan, training, and antibiotics use reduction.
- Disease’s prevention strategy was complemented.
- ASC certification in other farming sites besides the Magallanes region, and with cages differentiation.

13

NATIONAL/GLOBAL CONTINGENCIES



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

GOALS AND PROJECTS RELATED

Prioritizing employee health and ensuring operational continuity.

Keeping our supply chain active.

PROGRESS

- Maintenance of optional tests for our collaborators for COVID-19. In addition, vaccination campaigns for COVID-19 and Influenza were implemented.
- Evaluation and monitoring of those essential suppliers to keep the supply chain active.

14

SUSTAINABLE RAW MATERIALS



“Ensure that fish feed contains sustainable raw materials”.

GOALS AND PROJECTS RELATED

FIFO < 0,7.

100% RTRS certified soy by 2023.

100% Fishmeal by 2022.

100% Fish Oil by 2024.

PROGRESS

- FIFO: 0.45
- 100% RTRS certified soy.
- 90.1% fishmeal certified.
- 60.9% fish oil certified.
- Insect meal for salmon feeding escalated project.

15 SUPPLIERS COMMITMENT



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

GOALS AND PROJECTS RELATED
100% of suppliers, evaluated and with follow-up plan.

PROGRESS
• 23.6% of total suppliers evaluated and with following plan.

16 INDIGENOUS PEOPLE



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

GOALS AND PROJECTS RELATED
100% of indigenous peoples evaluated and with a follow-up plan.

PROGRESS
• Permanent relationship with indigenous people in the areas that Multi X operates.
• Cultural activities related to 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”.

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

PROGRESS
• 100% employees evaluated and with succession plan.
• 2 cultural transformation sessions.
• Corporate values update.

18 OPERATIONAL ECO-EFFICIENCY



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

GOALS AND PROJECTS RELATED
Annual Water Footprint.
Zero Waste to Landfill Processing.
Zero Waste to Landfill Farming 2024.

PROGRESS
• 5° water footprint measuring.
• Zero waste to landfill processing recovered.

19 CLIMATE CHANGE



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

GOALS AND PROJECTS RELATED
20% reduction in Carbon Footprint by 2023.
Carbon Neutral by 2030.

PROGRESS
• 6° Corporate carbon footprint measuring.
• Carbon neutrality plan to 2030.
• 1° CarbonNeutral® product.



SUSTAINABILITY STRATEGY AND CORPORATE REPUTATION

Multi X places sustainability at the core of the business, for which, and from the commitments taken at the new corporate image, keeps working for the value generation for the society, environmental, and economy.

In this sense, during 2022, the company followed the alignments from the sustainability strategy presented in 2021, with the aim of integrating the totality of the value chain under a sustainable view and guided by the common commitments.

The sustainability strategy is based in five pillars:



GOVERNANCE

Multi X aims for excellence in everything that it does. For this, it proposes several policies, norms, and corporate processes that structure the way we work. The purpose of this pillar is to have an intern normative consistent with its organizational culture and corporate story.

COMMITMENTS

- Sustainability committee
- ESG index
- Risk culture
- Strategic alliances



PEOPLE

As main asset of the company. From its corporate values, Multi X propose the unrestricted respect for people, their integrity and their personal and professional development.

COMMITMENTS

- Culture and organizational climate
- FORJA training program
- Career planning
- Gender equity
- Wellness labor
- Health and safety transformation
- Diving X corporate diving program



STANDARDS

Define as the pillar that seeks to constantly elevate the company standards in the value chain, generating goals according to the material issues for our stakeholders and the world.

COMMITMENTS

- Climate action
- Big Five
 - Fish escape
 - Massive mortalities
 - Antibiotic use
 - Seabed cleaning
 - Coastal cleaning
- Circular economy
 - Zero waste to landfill
- Certifications



COMMUNITIES

From Multi X Citizen program, has the aim to join different listeners from the company, as intern and external, in the construction of an equative development and shared value.

COMMITMENTS

- Multi X Citizen
 - Multi X Community
 - Linkage and action
 - Open house
 - Shared value
 - Foundations for the future



PRODUCTS

As part of our commitment to bring salmon to Chilean and the world consumers, demonstrating the product versability and promoting its frequency consume, the company presented a Brand strategy that adequate the needs of each market segment. Trespassing the value of the strategy to a Delicious and nutritive meal.

SDG

The United Nations (UN) has developed these global goals with a focus on three main areas: eradicating poverty, protecting the planet, and ensuring prosperity for all. These Sustainable Development Goals were declared in 2015, with the goal of achieving them by 2030.

Multi X has taken actions that align with achieving 10 out of the 17 defined goals. They work with strategic alliances to contribute to local development, improve the quality of life of people, and care for the world.

Here are some of the commitments that Multi X is advancing:

For more information about the goals: www.un.org



From our purpose of nourishing the future, caring for the world, we are committed to producing a healthy, nutritious, rich and safe protein, available in different markets and present on the table of millions of people around the world.



We produce a super food that supports a conscious diet that contributes to the well-being and health of people.



As part of our Citizen Multi X program, we contribute, through strategic alliances, to the education of thousands of young people of school age and above to achieve their complete training and become technicians and professionals who contribute to the progress of the southern south regions from Chile.



From the commitment of the administration and from the union to which it belongs, Multi X generates plans and actions that facilitate the participation of women throughout the value chain.



The safety and integrity of collaborators and third parties is a priority. Multi X provides both directly and indirectly a fair remuneration policy and compliance with high standards in terms of safety and dignity during the development of work. In this way, it positions itself as a promoter of local work in the regions where it is present, contributing to their social and economic progress.



Multi X declares innovation as one of its fundamental values. They demonstrate their commitment to implementing new technologies, research, and development of new practices that optimize different functions within their value chain.



Multi X produces nutritious, safe and sustainable food, respecting the lives of the people who participate in its manufacture and based on the generation of present and future value.



The company is committed to taking actions that contribute to reducing and mitigating impacts on climate change, increasing its standards in this area over the years.



The company is committed to caring for underwater life, an environment that also allows the breeding of our salmon.



Multi X sets ambitious goals aimed at generating value throughout its production chain to reach customers with a unique, sustainable, healthy, safe, and delicious product. To do this, it generates alliances with suppliers and third parties who contribute, from their knowledge and experience, to the fulfillment of plans and strategies that facilitate the achievement of the set results.

INNOVATION

Multi Xplora

Multi Xplora During 2022, Multi X’s Innovation and Development Area continued the implementation of the MultiXplora program, which began during the second half of 2021.

As a first step, the program’s governance was established, led by an Innovation Committee composed of representatives from the various productive and management areas of the company. Likewise, the work plan for the 2022-2023 period was established.

During the first months of the year, challenge workshops were held, whose purpose was to identify pains or needs within the value chain that could be solved through innovation. These workshops involved people in leadership, management, and supervisory roles. The defined challenges were focused on four major themes corresponding to farming, sustainability, commercial, and cross-cutting challenges.

Based on these definitions, an internal call was opened to all company employees, starting from operators, through which ideas were developed to help create solutions to the previously stated challenges. In this stage, 65 ideas were received, and ideation and project formulation workshops were conducted to support the cross-functional participation of employees. Finally, 10 finalist ideas were selected, which are in the process of acceleration to be presented at a Pitch Day to be held in May 2023.

Taraba / Magallanes



Innovation projects

On January 6th, Multi X launched the Salto Grande pontoon, the first of five next-generation pontoons built entirely in Chile, designed to support the work of the aquaculture centers with innovations that impact various areas of production, sustainability, and habitability. This new generation of pontoons has a habitable surface of 368 square meters and develops a concept of integrated spaces, achieving larger surfaces and promoting interaction among people and collaborative work. Additionally, as part of our commitment to equity and the inclusion of women at all stages of our value chain, Salto Grande has places specially enabled for the accommodation of women.

From a technical point of view, the vessel has important advances developed internally by Multi X teams, such as an automatic mortality extraction system, and more space for silage, among others.

Another milestone in the Innovation area was the opening of the new Remote Feeding Room, as a continuation of the pilot program initiated in 2019. The project increases from six to twenty centers fed

with this technology, with benefits such as permanent fish observation, online control of environmental parameters, and unification of feeding criteria by having the feeders organized within the same team.

None of these innovations would have been possible without the Starlink Connectivity Project led by the IT Management. Through this plan, Multi X facilities located in remote areas have a high-speed internet connection. This new service not only supports the sending of information in real-time but also improves the living conditions of people on duty, bringing them closer to their families, and giving them the possibility to communicate with them through video calls, among others. Innovation in numbers.



2

GOVERNANCE

COMPOSITION

Multi X (Multiexport Foods S.A.) is led by a seven members Board who are elected individually every three years, with the option of renewing the three-year period. This is all in agreement with the Shareholder Meeting and according to the internal statutes and the Limited Liability Companies N° 18.046.

José Ramón Gutierrez Arrivillaga, Alberto del Pedregal Labbé, Martín Borda Mingo, Carlos Pucci Labatut were elected as directors at the Special Session of 23rd of May 2022 and Elke Schwarz, Hernán Goyanes García, y José Miguel Barros van Hovell tot Westerflie as Independent Directors.

Multi X (Multiexport Foods S.A.) does not ask for some minimum attendance, nevertheless, in 2022 there was full attendance. Multi X (Multiexport Foods S.A.) does not restrict the directors to serve in other boards, however, none of our directors serve in more than four boards.



MULTIEXPORT FOODS S.A. BOARD



JOSÉ RAMÓN GUTIÉRREZ ARRIVILLAGA
EXECUTIVE CHAIRMAN

7.017.364-6
Civil Industrial Engineer
Universidad de Chile



ALBERTO DEL PEDREGAL LABBÉ
DIRECTOR

6.604.969-8
Commercial Engineer
Universidad de 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 national public accountant
U. de Buenos Aires
MBA de la Universidad de California (UCLA), USA



ELKE SCHWARZ KUSCH
INDEPENDENT DIRECTOR

8.858.781-2
Journalist
Pontificia Universidad Católica de Chile



**JOSÉ MIGUEL BARROS
VAN HOVELL TOT WESTERFLIER**
INDEPENDENT DIRECTOR

9.910.295-0
Commercial Engineer
Universidad Católica de Chile

DIVERSITY



BY GENDER

Number of women

1

2022



BY NATIONALITY

Number of foreigners

1

2022



BY AGE RANGE

< 40 years	-
40-60 years	3
61-70 years	4
> 70 years	-

2022

Average period duration of the directory of Multiexport Foods S.A. is 11 years.

DIRECTORS COMMITTEE

On 2022 the Directors Committee was composed by the independent directors Hernán Salvador Goyanes, Elke Schwarz Kusch y José Miguel Barros van Hovel tot Westerfliet, who were elected as directors at the Extraordinary Shareholder Meeting held on 23rd of May 2022.

On 26th of June the annual Directors meeting was held, and the Directors' Committee was elected.

At the Directors Meeting held on 26th of June 2022 Mr. Hernán Salvador Goyanes was elected as the president and Mr. Rubén Bascuñán Serrano was elected as the Record Secretary.

The main topics covered at these meetings were the following:

Quarterly Financial Statements presented by the administration.

Assess the external auditor's reports: balances, financial statements and the internal oversight charter presented by PwC. The directors expressed their views about the reports prior to the presentations.

A risk rate was proposed, as well as external auditors, prior to evaluation of proposals.

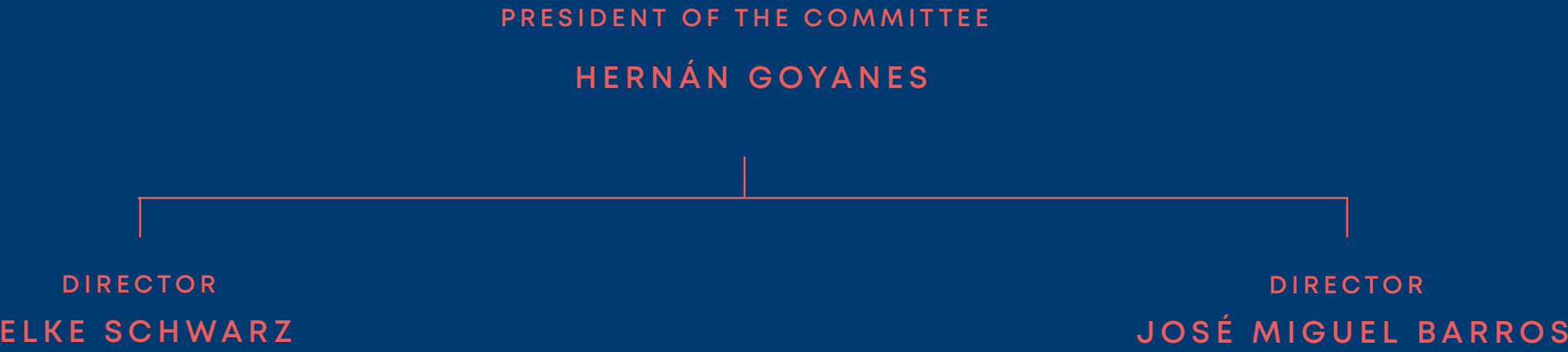
Assess operations with related parties transactions.

Assess remuneration policies and compensation plans for managers and executives.

In addition, the following topics are covered at the committee meetings:

- Risk management system status
- Corporate regulations
- Internal audits reports
- Other topics that may periodically arise according to different requirements.

The members of the Directors Committee receive a remuneration approved on the Shareholders Meeting held on 20th of April 2022.

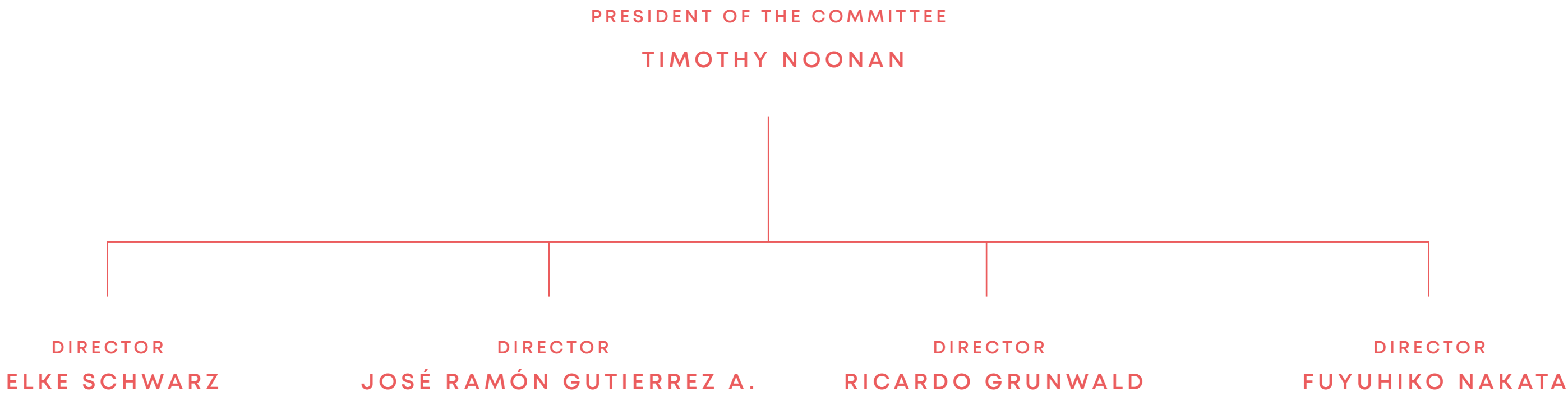


SUSTAINABILITY COMMITTEE

Multi X considers that Sustainability at the core of the business, that is why the sustainability area has its own strategy and defined governance. This area is led by a Sustainability Committee, which is composed of five directors who represent Multiexport Foods S.A., Cargill y Mitsui and Co. The CEO, the Chief of Human Resources, Sustainability and Corporate

Affairs, and the Sustainability Manager are permanent participators of the committee.

The Sustainability Committee met five times during 2022 with an average attendance of 92%



Lugar / Región

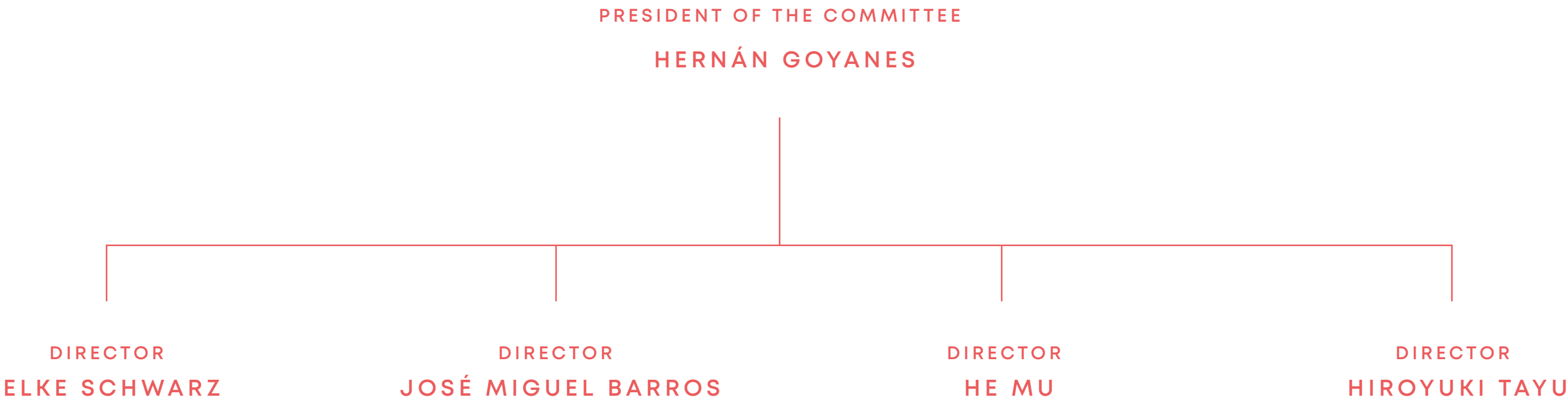


ARCE COMMITTEE

In 2022 Multi X constituted the Committee ARCE with the aim to engage in greater depth some topics related to Audits, Risks, Fulfillment and Ethics. The purpose is to establish management and control guidelines, in addition to monitoring the compliance of the management, risks and opportunities process.

This committee is composed of five members, three In-House Multiexport Foods S.A. Directors, one In-House Director of Cargill Chile Holding SpA and one In-House Director of Mitsui Salmon Chile SpA , who give reports to the Directory of Multi X. The Committee met monthly, since its creation, a total of six times.

Furthermore, a Work Ethic Committee is established, which function is to investigate complaints and accusations related to situations that fail in complying with the law and the company’s good practices policies. This Subcommittee is composed by the General Manager, Personnel Manager, a Controllershship Representative, and the Company Prosecutor, who give reports directly to the company.



MAIN EXECUTIVES



CRISTIÁN SWETT PLÁ
GENERAL CORPORATE MANAGER

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



MARTÍN HEPP VALENZUELA
FARMING MANAGER

RUT: 15.782.450-7
Industrial Civil Engineer
Pontificia Universidad Católica de Chile



FERNANDO PÉREZ SAAVEDRA
COMMERCIAL 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
International Master in Food Technology, Universidad de Buenos Aires.



FRANCISCO LOBOS FUENTES
HUMAN RESOURCES, SUSTAINABILITY AND CORPORATE AFFAIRS MANAGER

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



JOSÉ RAMÓN GUTIÉRREZ DEL PEDREGAL
ADMINISTRATION AND CORPORATE FINANCE MANAGER

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



RUBÉN BASCUÑÁN SERRANO
PROSECUTOR

RUT: 8.108.412-2
Attorney in Law, Pontificia Universidad Católica de Chile



MARÍA IRENE CAMPOS GONZÁLEZ
HUMAN RESOURCES MANAGER

RUT: 10.566.148-7
Accountant-Auditor, La Araucana
Magíster en Desarrollo Organizacional, Universidad Diego Portales

REMUNERATIONS

Multiexport Foods S.A is managed by a Directory, which received an allowance for a total amount of 186,017 USD in 2022. For the Directors Committee the amount is equal to 57,738 USD.

The amount of the remunerations received by the company Managers and Executives during 2022 was equal to MUS\$ 13,514 (MUS\$ 10,788 in 2021). Multi X has an incentive system which consists of an annual bonus for Chief Executives and entitled positions according to the company criteria.

The aim of the Compensation System is to motivate the Executives using a schema that establishes rewards to the individual and collective performances, and also to encourage them to meet key goals in every area and to guide the company towards the monitoring strategy. These goals are established in the short and long term.



POLITICAL INFLUENCE

IN LINE WITH THE NORMS AND INTERNAL REGULATIONS, MULTI X DOES NOT MAKE CONTRIBUTIONS TO POLITICAL CAMPAIGNS, POLITICAL ORGANIZATIONS, LOBBY ORGANIZATIONS, LOBBYISTS AND/OR TAX-EXEMPT GROUPS WITH POLITICAL INFLUENCES. THEREFORE, THE COMPANY DID NOT MAKE ANY CONTRIBUTION OF THIS NATURE DURING 2022.



ALLIANCES

The company understands that it is necessary to create strategic alliances in order to get involved with the world around it and also to generate value and significant impact on the lives of millions of people. These strategic alliances allow the company to maximize and optimize results through collaborative work.

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

CONTRIBUTION ASSOCIATIONS AND ALLIANCES

NAME	\$USD
SalmonChile	\$290,414
AG Magallanes	\$188,506
Intesal	\$185,816
GSI	\$52,518
Others	\$11,307
TOTAL	\$728,561



The company works closely alongside SalmonChile for thirty-five years now, association where

production companies and providers of Atlantic Salmon, Coho and Trout come together, always having a view to cope with the local and international challenges in terms of sanitary, environmental normative, social and economic challenges that are specific to every area. Sustainability and community engagement are key drivers of work.

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

www.salmonchile.cl



Union Organization that is present in Magallanes Region. Its aim is to turn the salmon industry into a driving force of local development and population's social welfare, always promoting sustainability and efficiency.

www.salmonicultoresmagallanes.cl



Global Salmon Initiative (GSI) is a leadership initiative established by distinguished general directors worldwide, who share the vision of offering the growing population a healthy and sustainable protein while minimizing the environmental footprint and continuously improving the social contribution. There are fourteen members in seven countries, which represent 40% of farmed salmon production.

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

www.globalsalmoninitiative.org



Through the partnership and articulation between the public, private and academic sectors, this institution plans to contribute to the productive and sustainable development, as well as facilitating actions to enhance the competitiveness in a cross-cutting and multisectoral manner.

CORPAYSEN is present in Aysén Region.

www.corpaysen.cl



Public-private association dedicated to processing sustainable sea products. With stakeholders' industry wide, GSSI gathers global efforts and resources to address the sustainability challenges related to the sea products. This association is ruled by a management board that covers the entire value chain of the sea products, companies, ONGs, governments and international associations, including FAO. This association promotes intersectorial collaborative actions in order to supply more sustainable sea products.

It is present in five continents, with more than ninety founding partners and members.

www.ourgssi.org

ETHICAL CONDUCT

In order to comply with Law N°20,393, Multi X holds a Management System for Prevention of Offences, which consists of different policies and procedures to mitigate the risk of penalties due to transgressions contemplated in the legislation, such as Asset Laundering, Financing of Terrorism, bribery, corruption, among others. In this context, Multi X expressly states that the company does not make contributions of political or benefit nature through bribery and/or corruption.

When it comes to values, we are driven by the highest standards. Multi X proposes a set of expected behaviours based on policies and procedures. Staff are periodically trained in the practice of corporate standards with a view to align everyone who is involved in organizational culture.

The company has a Work Ethics Committee, which is composed of the directors Hernán Goyanes y Elke Schwarz; the executives Cristián Swett, Rubén Bascuñán and Irene Campos. The aim of this committee is to check any offences to the internal regulations and keep up to date the Ethics Code and other regulations every year.

Every update or change in the Ethics Code is made public and shared with all of the collaborators through the available communication channels.

Additionally, the company has a complaints system that works through previously known communication channels. In this way, this platform provides online access on intranet and cooperative apps. Besides, complaint boxes are located in different places within the facilities. It is very important to highlight that confidentiality, responsibility and avoidance of reprisals are guaranteed in handling complaints. To comply with this end, there are clear protocols for the person who leads the investigation and also about notifications and deadlines.

Multi X reported four complaints during 2022 due to mistreatment. Through a subsequent investigation, it was verified that misconduct did indeed occur. As required by the Mistreatment and Employment and Sexual Harassment Policy the accused were warned and trained in awareness.

In case it is demonstrated through an investigation that there is no consistent evidence to support a complaint, people will receive training in conflict resolution and prevention of conducts or situations that may break the internal norms.

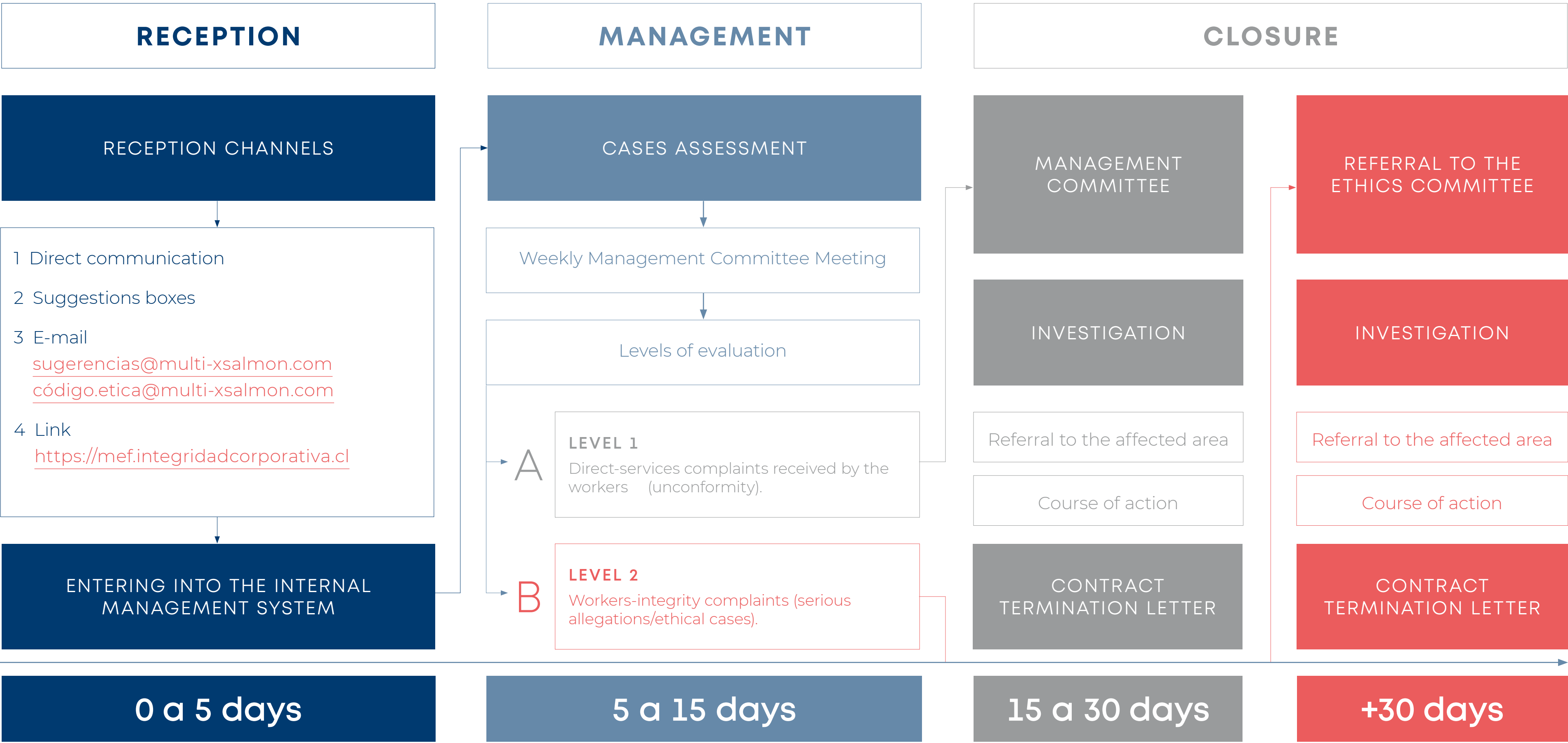
There were also three reported cases that directly violated the Code of Ethics which ended in the subsequent disengagement of the company. These are related to finished products and warehouse supplies theft at different stages of the value chain. To mitigate any possible corporate security violation, the company created the Centinela Category, which incorporates technologies and offense prevention measures at the different facilities.

The actions taken to prevent offenses aim to protect the integrity of both persons and the operations, always with the objective of guaranteeing the bio-safety of the product that will be consumed.



Conflict Resolution

The aim is to strengthen and keep confidence among the workers and the company.



RISKS IDENTIFICATION AND MANAGEMENT

The Comptrollership is the unit responsible for identifying and managing corporate risks. It reports directly to the Directory of Multiexport Foods S.A., to define work priorities in short, medium and long term.

Both processes and risks maps are continuously updated according to the progress of the audit plans, risks management and the internal organizational changes.

In 2022 operational risks were ranked upon their nature and cause to ensure a substantial improvement in their management.

In December 2022 we started the process of climate-related financial statements. The company will have the results in the second quarter of 2023.

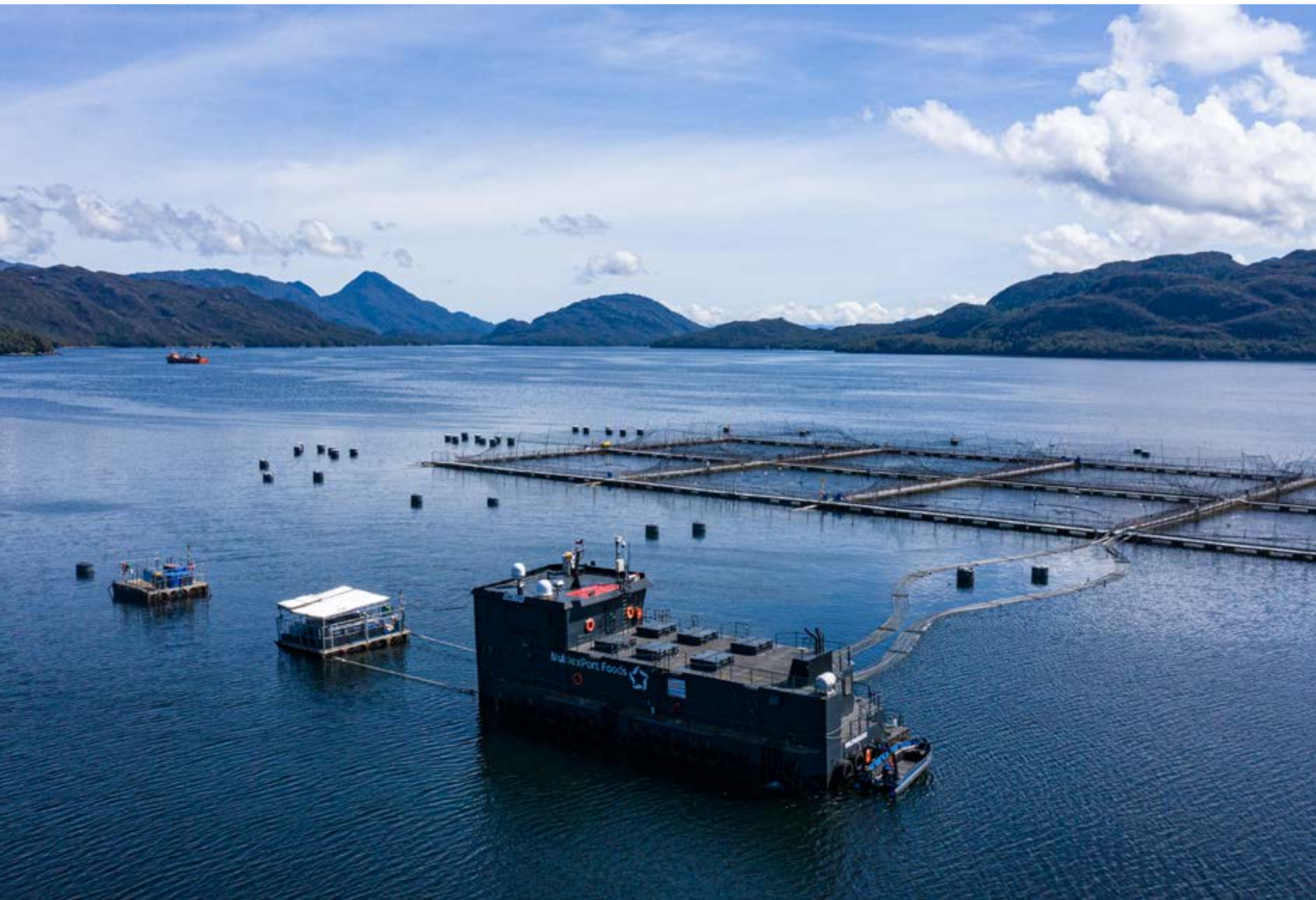
RISKS	
Operational Risks	374
Strategic Risks	17
PROCESSES MAP	
Macro Processes	32
Processes	94
Subprocesses	276
COMPLIANCE RISKS	
Conducted Audits	24
Managed Risks	65
Evaluated controls	15



EMERGING RISKS

Emerging risks are defined based on the analysis and definition of the company’s strategic risks. These ones correspond to recently identified risks and it is expected that they will have a long-term impact on the company business or the industry.

RISK	DESCRIPTION	IMPACT	MITIGATING ACTIONS	CATEGORY
Increase in the frequency of toxic algal blooms events	One of the consequences of global warming is the increase of the sea temperature. This leads to an increased algae photosynthesis and, subsequently, an increased likelihood of toxic algal bloom events (FAN).	<ul style="list-style-type: none">• Toxic algal bloom events (FAN) may deplete the oxygen, leading to deaths of farmed fish.• Besides, some algae may damage the grills of the fish with similar consequences. The sustained increase of the temperature of the oceanic waters will bring an increase in mortality of the fish, making a direct impact on the resources of the company.	<ul style="list-style-type: none">• The compliance with the protocols established on the “Prevention and mitigation of loss plan due to toxic algal bloom” consists of monitoring and taking samples in every farming center operated by Multi X. The protocol allows to collect information and track the microbiologic conditions of every center and take actions in a FAN event through operative actions, from food suspension to transferring of fish.	Environment
Water scarcity in the zone	The mega drought in the country is starting to affect the region due to the sharing of water with other industries (water scarcity) and also to a decrease in the oxygenation of the water columns. In the first case there is an existing reputational and operational risk, whereas in the second case the number of deaths of the fish may increase or the use of oxygenation equipment may be needed.	<ul style="list-style-type: none">• The water scarcity caused by the drop of rain, especially in the summer season, might affect the operations, both in the pisciculture and in the Multi X process plants. The company’s reputation might be negatively affected without improvements in some processes, such as recirculation or water use efficiency. On the other hand, due to the drought that affects the ground, a lower concentration of oxygen reaches the marine waters. As a consequence, there is less oxygen in those areas of the water columns that would normally receive a major amount of freshwater, which generates fish mortality risk, making an impact on the company resources.	<ul style="list-style-type: none">• Multi X has invested in water oxygenation systems for the farming centers and ensures the continuous monitoring of the environmental parameters through the development of predicting models.	Environment
Crimes against property during the different stages of the value chain	The increased sense of insecurity in the country has brought within a sustained robbery rise, directly affecting people, institutions and organizations. The robbery-related crimes have increased in the different stages of the value chain and are strongly associated with a bigger demand for salmon. This is an emerging risk for our operations and the salmon consumers.	<ul style="list-style-type: none">• The different thefts within the organization generate major losses to the company in monetary and reputational terms, and also compromise the processes and systems that guarantee the quality of the finished product.	<ul style="list-style-type: none">• “Centinela” corporate safety program aims to improve the safety and access control systems at the different facilities of the company, as well as to establish preventive measures and to train personnel for an active crime search within the organization and teaching procedures.	Security



SUPPLIERS

The relationship between Multi X and its suppliers is founded upon trust, respect and the long- term mutual growth in accordance with the Sustainable Development Goal N°12 from the United Nations of Production and Responsible Consumption. All of this is reflected in our on-time payment system, care of work conditions, participation in public-private alliances to strengthen the economic development of territories, joint implementation of innovation projects, among others.

Critical Suppliers

In the south of Chile, Multi X produces a one-of-a-kind salmon, offering millions of consumers a unique premium product experience. That is why both the quality and safety of the products are thoroughly monitored throughout the entire length of the value chain as a fundamental element. In that regard, the critical company suppliers, who come into direct contact with our finished products, maintain predefined procedures, certifications and/or programmes that guarantee the required standards during the operation and packaging of the products. These critical suppliers work with large volumes and are considered irreplaceable.

TOTAL NUMBER OF SUPPLIERS:

1,399

CRITICAL SUPPLIERS

46

% OF CRITICAL SUPPLIERS:

3.29%

% CORRESPONDS TO CRITICAL SUPPLIERS FROM THE TOTAL PURCHASE IN USD TO CRITICAL SUPPLIERS:

2.38% (14.978.571 USD)

Suppliers Assessment and Audit

The Suppliers Assessment process aims to find out about the performance of the suppliers who provide goods and services to Multi X.

Critical areas work collaboratively towards achieving a comprehensive assessment of each supplier.

KEY ELEMENTS

- OPERATIONS
- SUBCONTRACTING REGIME
- HEALTH ISSUES AND OCCUPATIONAL SAFETY
- QUALITY AND SAFETY INTERNATIONAL STANDARDS FOR PACKAGING MATERIALS AND ADDITIVES

In line with the strategy of the company, Food and Health Quality and Safety and Occupational Safety are key elements and should be enforced on the suppliers. It is expected that critical products suppliers hold a certification according to GFSI (Global Food Safety Initiative) requirements. In this way, the company designed and implemented periodical controls focused on the certification to reduce risk factors.

ASSESSMENT CRITERIA

• MATERIAL SUPPLIERS

They are evaluated annually. If the expected results are not met, an audit is conducted in the next period. Audit process is conducted by an external party.

- Service Quality
- Certification

• SERVICIOS PROCESSING

Those services that support the processing are evaluated on a semi-annual basis

- Documents Administration
- Service Quality
- Quality Risk Matrix

• FARMING SERVICES

Quarterly Assessment

- Document Administration
- Service Quality
- Risk Matrix

If the supplier does not meet the assessment requirements, both parties work collaboratively to create a Plan of Action that allows the supplier to amend the non-compliance with the regulations. The supplier will be reintegrated to the company supplier portfolio.

61% of our critical suppliers maintain GFSI certification

	# EVALUATED	# AUDITED	# SUSPENDED	# APPROVED
Material Suppliers	46	12	–	46
Processing Services	111	–	–	111
Farming Services	173	–	–	173

One supplier did not approve the evaluation process.

ENTRY OF NEW SUPPLIERS

As part of the Regulations Compliance that Multi X demands on all its processes, the entry of new suppliers at any stage of the company's value chain must comply with certain fundamental aspects to minimize potential reputational and operational risks. These requirements are:

Declaration of conflict of interest: Mandatory for both the supplier and the requesting area. Its purpose is to ensure a relationship of mutual value generation, based on trust and good practices.

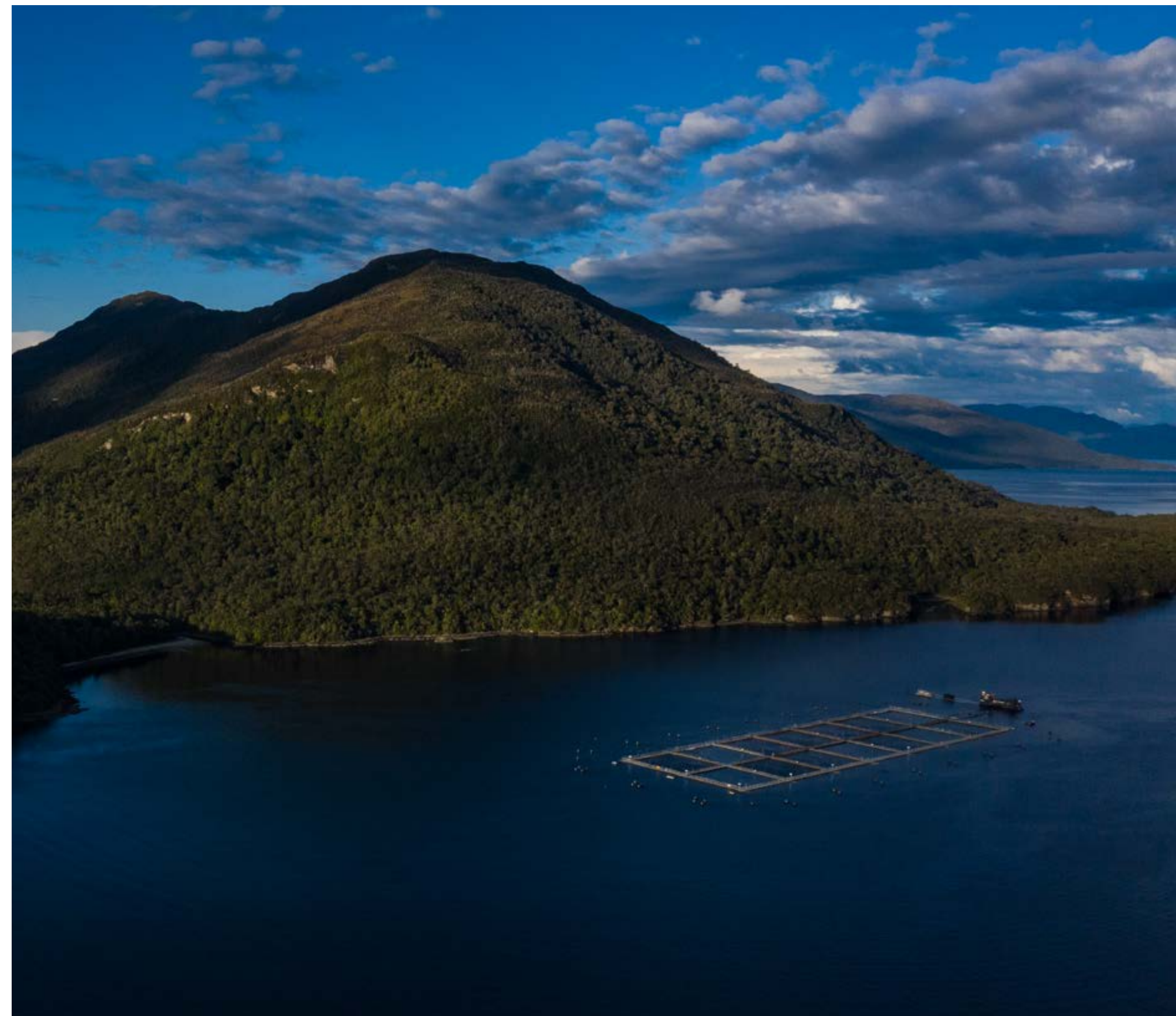
Investigations or processes: Related to crimes such as bribery, money laundering, financing of terrorism, receiving, bribery between private parties, unfair administration, misappropriation, incompatible negotiation, water pollution crime, crime related to the closure of marine products, illegal fishing and processing or storage of scarce marine products, and other crimes that may be incorporated into Chilean Law 20,933. This declaration includes the company applying for admission as well as its collaborators.

Politically exposed person: The requesting party must declare whether any of its collaborators has links with politically exposed persons, and the name of that political figure. By proceeding this way, labor relations are generated in a transparent manner and free of conflicts of interest.

On the other hand, the supplier is classified according to type of service and activity, time of execution, personnel entry and frequency of entry.

Accordingly, a company classified as a contractor and/or subcontractor, will have the obligation to enter in our Subcontracting platform the identification of hazards and risk assessment of the tasks, the COVID exposure statement, signing of the Safe Work procedure corresponding to all the tasks that the service performs; emergency plan, and the delivery of the Special Regulations for Contractors, validated by the legal representative.

The special regulations emphasize the obligations to be fulfilled as stipulated in the employment contracts, the use of rest days and the measures necessary to ensure the integrity of both your and our employees.



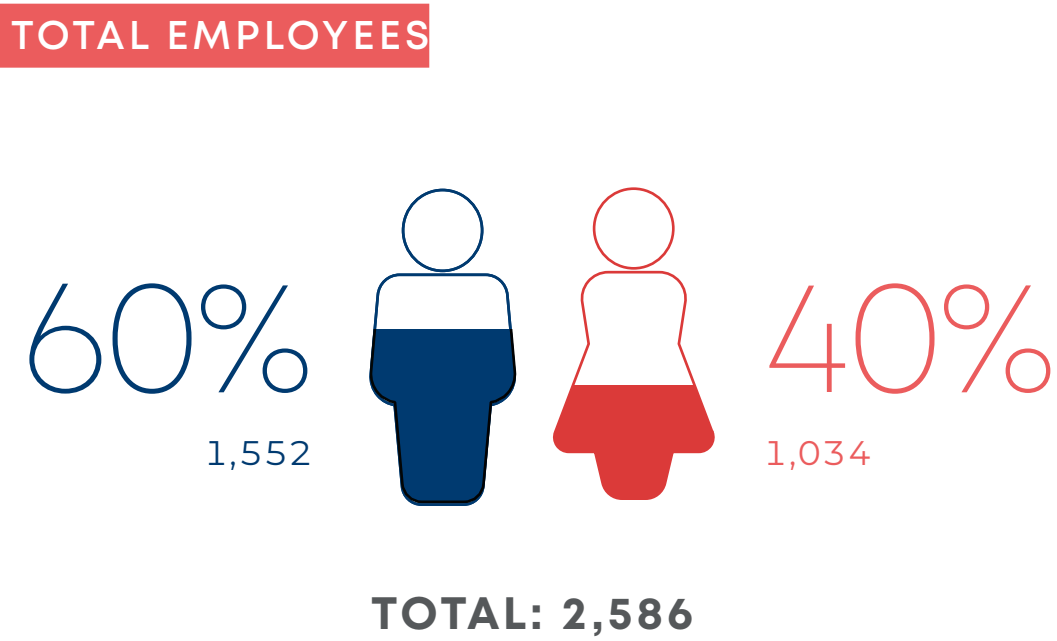
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PEOPLE







OUR EMPLOYEES

Multi X is a company formed by people who, through the union of efforts and talents, always aim for the highest, understanding that extraordinary results are achieved through collaboration and orientation towards collective goals. We have a distinctive hall-mark: We work according to shared values and the clear purpose of feeding the future, taking care of the world. From our collaborative efforts, we promote continuous improvement in our operations, aspiring to excellence in everything we do. That is what makes us unique.











BREAKDOWN BY POSITION			
MANAGEMENT	MUJERES	HOMBRES	TOTAL
Senior Management (up to 2 levels from CEO)	2 8%	24 91%	26
Middle Management (3 levels from CEO, Deputy Managers)	6 29%	15 78%	21
Junior Management (Management, Supervisors, Project Managers)	72 25%	213 75%	285
TOTAL JUNIOR, MIDDLE AND SENIOR MANAGEMENT	80 24%	252 76%	332
Administrative Technicians	245 33%	502 67%	747
Operators	709 47%	798 53%	1,507

MANAGERIAL POSITIONS WITH INCOME-GENERATING FUNCTIONS BY WOMEN AND MEN

	WOMEN		MEN		TOTAL
2 positions	 2	15%	 11	85%	13
STEM positions	 97	32%	 203	68%	300

Income Generating Function means that they are responsible for generating income for the company, in the case of Multi X they are in the sales area.
** STEM: acronym in English to describe executive, technical or other positions that work in the areas of science, technology, engineering and mathematics.

BREAKDOWN BY AGE

	WOMEN		MEN		TOTAL
Under 30 years	 190	41%	 332	59%	522
Between 30 and 50 years old	 611	39%	 959	61%	1,570
Over 50 years old	 233	47%	 261	55%	494
TOTAL EMPLOYEES	 1,034	41%	 1,552	59%	2,586

BREAKDOWN BY EMPLOYEES ACCORDING TO TYPE OF CONTRACT

Permanent contract	2,246
Fixed-term contract	340





BREAKDOWN BY NATIONALITY

NATIONALITY	WOMEN	MEN	TOTAL	TOTAL %	MANAGEMENT LEADERSHIP POSITION %
Chilean	978	1,503	2,481	95.9%	92.5%
Argentine	1	2	3	0.12%	0.0%
Colombian	4	2	6	0.23%	0.3%
Costa Rican	1	-	1	0.04%	0.2%
Spanish	1	1	2	0.08%	0.3%
Haitian	1	1	2	0.08%	0.0%
Japanese	-	1	1	0.04%	0.2%
Peruvian	1	1	2	0.08%	0.0%
South African	-	1	1	0.04%	0.2%
Venezuelan	31	30	61	2.36%	2.1%
American	16	10	26	1.01%	4.2%
Total Collaborators	1,034	1,552	2,586	100%	100%

GENDER EQUITY

Multi X Women

In August 2021, Multi X presented a new initiative, which was born from the conviction of the Board of Directors of the need to promote the development of women within the company. As a first action, the First Multi X Women’s Meeting was held, which addressed, from the opinion and experience of each of the attendees, the gaps that need to be overcome.

From this first meeting, led by Elke Schwarz, Director of Multiexport Foods S.A., different actions emerged and are now being implemented. Among them, the permanent participation of women in the Executive Committee and the creation of a Female Talent Committee integrated by five people representing the different areas of the company, whose responsibility is the elaboration of policies that support the development of women.

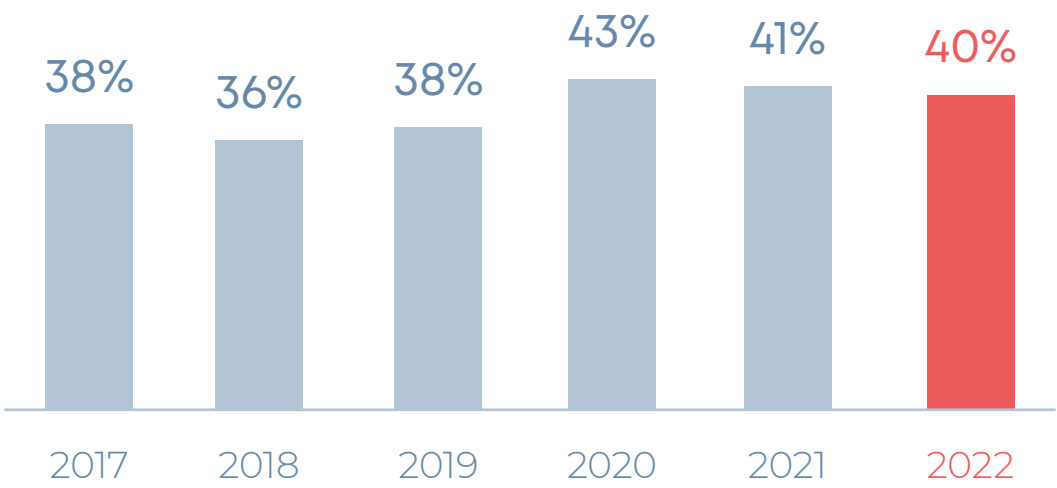
In 2022, Comunidad Mujer, a civil society organization that has been promoting social, cultural, regulatory and organizational transformation for gender equality in Chile for 20 years, began to advise the company.

With the support of Comunidad Mujer, the Multi X Women Program held two new Multi X Women Meetings, workshops on female leadership, co-responsibility, among others, which incorporated more than 300 people, men and women, from all over the organization.

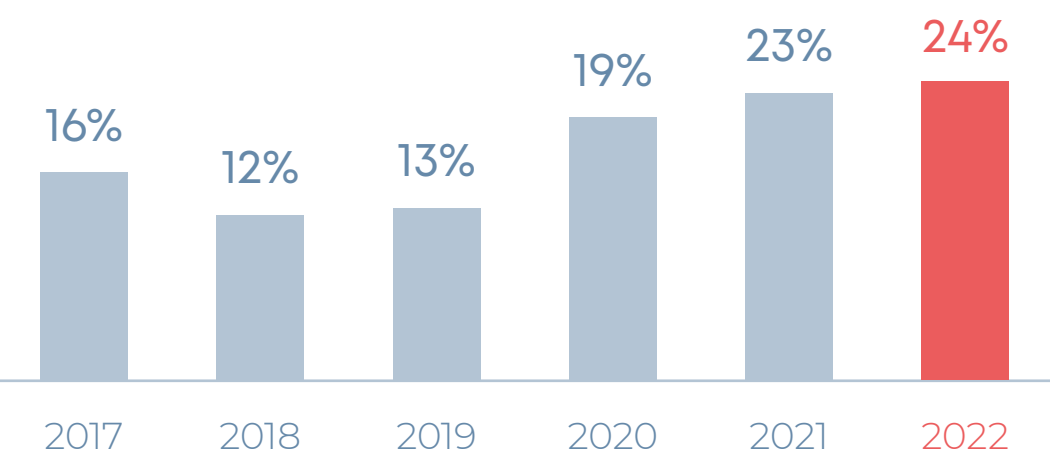
Likewise, the first Gender Equity Perception Study was carried out in the company, the results of which were shared by the organization in March 2023.

Additionally, in June 2022, the Commitment to Gender Equity, an initiative led by SalmonChile, was signed in Multi X's offices. Under this program, the company declares a work plan that aims to comply with the Decalogue for Gender Equity. Under this program, the company has participated in leadership workshops, and coaching for female talent, among others.

% OF WOMEN IN THE YEAR TOTAL NUMBER OF COLLABORATORS



% OF WOMEN IN POSITIONS OF SENIOR, MEDIUM AND JUNIOR MANAGEMENT



*Goal of 25% to 2025

In June of 2022, a Commitment for the Gender Equality was signed at Multi X. This is an initiative from SalmonChile

Diversity and Inclusion

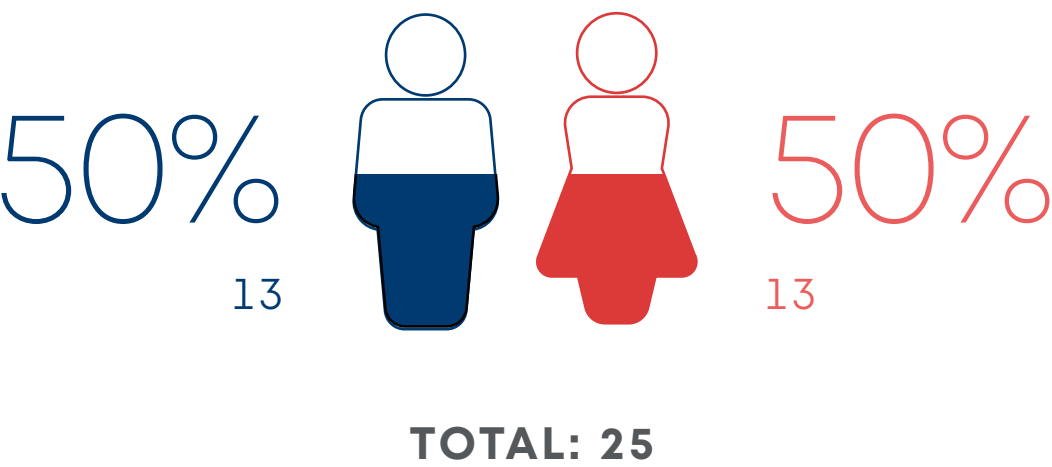
Multi X expresses its commitment to diversity and inclusion through the generation of opportunities in an equitable manner and free of prejudice, rejecting discrimination in all its forms and ensuring respect for all people.

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 a good coexistence and the promotion of workspaces based on mutual respect.

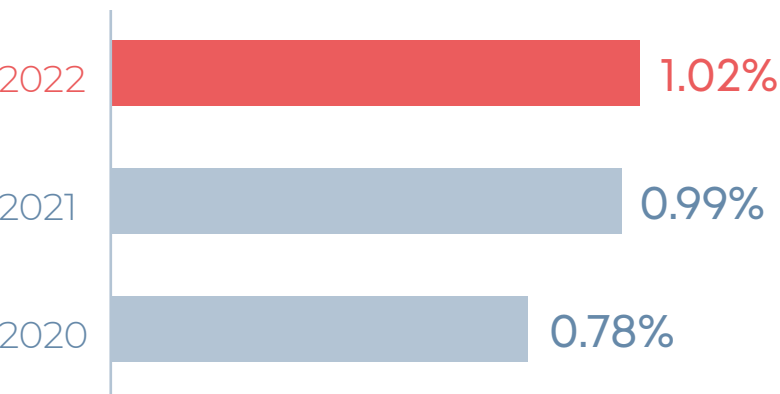
By 2022, 1.02% of our hired employees will have a disability.

Multi X achieves the national regulatory requirement, advancing diversity and inclusion.

DIVERSITY BREAKDOWN



COMPANY'S % OF INCLUSION



* Only subsidiaries in Chile













Performance Evaluation

In order to evaluate distinctive competencies, manage talent and generate the necessary conditions for career development, Multi X develops every year the Performance Evaluation process, which is applied to all its employees. As long-term results, the periodic application of these evaluations promotes internal mobility and the construction of an organization made up of people who advance towards excellence and who receive training and support in accordance with their own capabilities, attributes, talents and aspirations.

Periodic application of evaluations encourages internal mobility and the construction of a organization formed by people moving towards excellence.

PERCENTAGE OF EMPLOYEES WHO WERE PART OF THE LAST PERFORMANCE EVALUATION PROCESS

PERFORMANCE EVALUATION	WOMEN	MEN
Senior, Mid level and Junior Managers	 26.2%	 30.1%
Administrative Technitians	 9.0%	 21.0%
Operators	 3.3%	 10.4%
Total	 38.5%	 61.5%

Formal comparison within categories

92% of employees with permanent contracts or who have met the seniority requirement participated in the process. For evaluation purposes, employees were considered to have been with the company for 6 months or more.

Organizational Climate Survey

In 2022, Multi X applied the second version of the Organizational Climate Survey in conjunction with People First, a consulting firm specializing in people management. The study, which aims to determine the levels of organizational health, commitment and satisfaction of its employees, will be applied annually.

The instrument used guarantees the confidentiality of the answers and its application was done online, in order to facilitate access to all employees. It considered 54 questions with a scale from 1 to 5.

The methodology of the Organizational Climate Survey focuses on measuring three fundamental indicators: Commitment, Happiness and Trust, through management pillars such as Recognition, Competence, Training, Development, Support, Integrity, Human Sense, Equity, Fair Treatment, Innovation, Participation, Teamwork and Communication.

The commitment dimension is measured by means of two specific variables, which correspond to:

- If I had another job option, with equal conditions, I would not change.
- This organization motivates me to give more than expected

RESULT BREAKDOWN

GENERAL		60
GENDER		POINTS
Women		54
Men		62
BY AGE		POINTS
Under 30		56
Between 30 and 50		61
Over 50		62
BY POSITION		POINTS
Senior Management		83
Mid-level Management		83
Junior Management		68
Administrative Technicians		68
Operators		51

The survey had a coverage of 67% of employees with respect to the total number of employees in the company.

The goals for the year 2023 are: 70% coverage of participation in the data and to achieve a measurement equal to or higher than 75 points.



HIRING

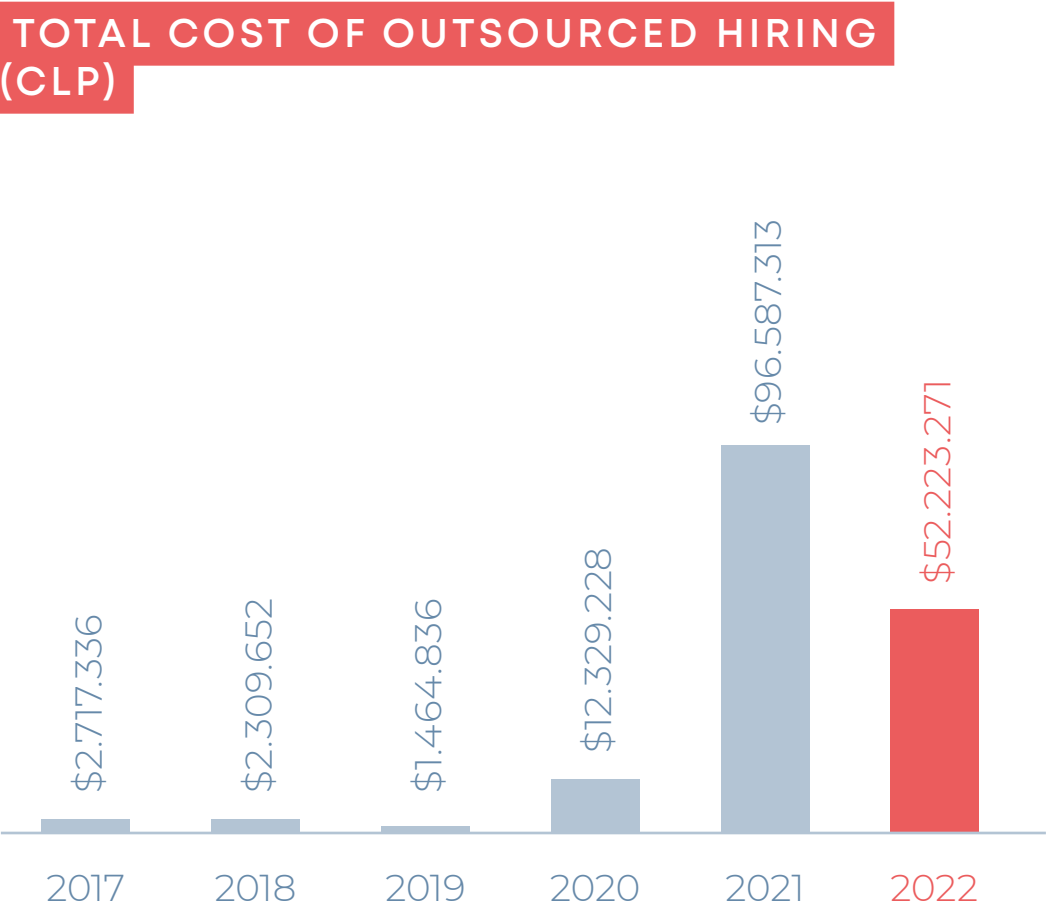
The normalization of the labor market after the pandemic and the full operation of educational and basic care establishments for minors, such as schools and kindergartens, allowed a decrease in the rates of labor turnover and absenteeism, especially among women, who socially tend to be the ones in charge of family care.

However, employment conditions in the southern regions of Chile, driven by a wide offer from salmon farming and other service-supplying activities, generate greater competition for talent retention, resulting in a constant turnover of people.

During 2022, People Management implemented several plans aimed at deepening the commitment and development of people. Thus, training hours were increased under the Forja program, a new onboarding process was implemented for new employees, and opportunities for conversation and interaction were generated to allow people to get to know their peers and bosses, as well as to understand the value of their work within the salmon industry value chain.

	2018	2019	2020	2021	2022
Voluntary Rotation	29.4%	19.3%	32.8%	11.5%	11.3%
Total Rotation	37.8%	24.7%	40.1%	46.6%	42.5%

More details on rotation in the Annex.



NEW EMPLOYEE HIRING

BY POSITION

Senior Management	3
Mid-level Management	3
Junior Management	73
Administrative Technitians	277
Operatives	718

AGE

Under 30	513
30 to 50	486
Over 50	75

GENDER

Women	412
Men	662

REGION OF RESIDENCE

Los Lagos	953
Magallanes	29
Aysén	27
La Araucanía	22
Metropolitana	8
Los Ríos	5
Others	30

1,036 employees hired during 2022 are domiciled in the regions where the company has operations, which means 96.5% local hiring.

NATIONALITY

Chilean	1,020
Venezuelan	32
United States	7
Colombian	6
Argentine	4
Dominican	2
Brasilian	1
Japanese	1
Peruvian	1

11% of the vacant positions were filled by internal company candidates.

OCCUPATIONAL HEALTH AND SAFETY

From the value People First, Multi X declares its commitment to Occupational Health and Safety, 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, the Occupational Health and Safety Area of Multi X in 2022 had changes in its personnel structure, creating the position of Assistant Manager of Occupational Health and Safety.

Under this new structure, the area developed a new internal regulation regarding Occupational Safety based on a defined policy and the declaration of Five Key Rules to Protect your Life, which seek to raise awareness in people, calling them to control risks in their daily lives. These new rules were shared with the organization through established dissemination channels.

We achieved compliance with the work programs focused on the critical activities of each of the operations, under ISO 45,001 standards.

A highlight of the area's management during 2022 is the creation and launch of the Diving X program, which aims to control and reduce the risk of accidents and incidents in diving operations.

The program includes the incorporation of professional divers, who will work in teams of four people. Each of them will work in defined shifts. In addition, the company has invested in state-of-the-art equipment, which in turn eliminates the use of fuel in diving operations and the possible presence of carbon monoxide, among other benefits.

The Diving X team is led by Christopher DuToit, Head of Diving in Operations Management, and after its development and start-up, it will report to Operations Management.

In the first stage, Diving X will be operating in the Abtao and Pilolcura centers. However, it will progress year by year until it covers 100% of the seawater operations.

In addition, Diving X will provide first-class living facilities for the diving shifts, ensuring optimal resting and eating conditions for the personnel.

EMPLOYEE AND CONTRACTOR FATALITIES

	2018	2019	2020	2021	2022
Employees	0	0	0	0	0
Contractors	1	1	0	0	0

WORK-RELATED ILLNESSES AND DISEASES, EMPLOYEES AND CONTRACTORS

	YEAR	2018	2019	2020	2021	2022
Number of cases of recordable ailments and diseases	Employees	0	1	7	12	12
	Contractors	3	4	1	0	9

OCCUPATIONAL ACCIDENT INJURY AND RATE, EMPLOYEES AND CONTRACTORS.

	2018		2019		2020		2021		2022	
Employees	N°	Rate	N°	Rate	N°	Rate	N°	Rate	N°	Rate
N° Hours Worked	5,037,120	-	5,353,380	-	5,608,440	-	5,632,020	-	5,450,220	-
Deaths resulting from an Occupational Accident/ injury	0	0	0	0	0	0	0	0	0	0
Work-related injuries with serious consequences (excluding fatalities)	1	0.20	2	0.37	1	0.18	3	0.53	5	0.92
Recordable occupational injuries	146	29.67	165	31.76	147	26.21	171	30.36	128	23.49

	2018		2019		2020		2021		2022	
Contractors	N°	Rate	N°	Rate	N°	Rate	N°	Rate	N°	Rate
N° Hours Worked	1,644,795	-	2,361,400	-	1,648,620	-	2,438,280	-	4,451,040	
Deaths resulting from an occupational accident/ injury	1	3.48	1	0.42	0	0	0	0	0	0
Work-related injuries with serious consequences (excluding fatalities)	2	6.97	1	0.42	2	1.23	1	0.41	2	0.45
Recordable occupational injuries	39	153.28	91	40.65	81	49.89	49	20.10	58	13.03

The number of recordable occupational injuries was reduced by **25%** with respect to the year 2021. Achieving a **23%** reduction in the rate.

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 ACCIDENT WITH MAJOR CONSEQUENCES:

Accidents that generate injury, due to or on the occasion of 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 ACCIDENT INJURY RATE:

Recordable accidents

Hours Worked

×

1,000,000

35% reduction in recordable workplace injury rate

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)

	2019			2020		2021		2022	
Collaborators (Annual Avg.-Jan. to Dec)	Rate	N° 2478	Rate	N° 2597	Rate	N° 2607	Rate	N° 2.534	
No. of hours worked in the fiscal year	14.74	5,352,480	18.50	5,609,520	15.33	5,632,020	15.27	5,450,220	13.03
Number of incidents resulting in time lost		99		86		86		71	
Data coverage	100%			100%		100%		100%	

ABSENTEEISM RATE

EMPLOYEES	2018	2019	2020	2021	2022
Absentee Rate	1.78%	0.24%	0.17%	0.16%	0.26%

15%

decrease in Lost Time Incident Frequency Lost Time Rate.

EMPLOYEE RELATIONS

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 the 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 provided to generate collective negotiations with workers' representatives, either in advance or within the deadlines indicated by law.

THE FOLLOWING COLLECTIVE BARGAINING NEGOTIATIONS WERE CARRIED OUT DURING 2022:

- Multi X Agua Mar Dalcahue.
- Multi X Agua Mar Cordillera.

The Collective Negotiations carried out during 2022 involved 300 employees grouped under the aforementioned unions. As of December 2022, the company has 9 unions and a Federation, which group 55% of the total number of employees.

TRADE UNIONS AND FEDERATIONS (#)

2022

 9 Trade Unions

 1 Federations

Year	Employees represented by a union or covered by collective bargaining agreements	Total Employees	%
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%
2022	1,435	2,586	55%

Figures include employees of the subsidiaries in Chile.

86.9% of our unionized employees have permanent contracts, while 13.1% have fixed-term contracts.

ORGANIZATIONAL CULTURE

During 2022, the company continued to generate actions to deepen the commitment of people to the culture of the organization. An example of this was the reformulation of corporate values, in order to bring them closer to the daily work and provide them with expected behaviors that guide the actions of people within the company.

In addition, the Balanced Life program was launched, whose objective is to give flexibility to the different lifestyles that coexist in the company, providing greater conditions for the development of recreational activities and generating spaces for family life.

In this way, a new Home Office policy was introduced, which allows people whose positions allow them to take one day a week to work remotely. In addition, working hours were shortened to 42 hours per week for administrative positions.

Under this same program, the Open Spaces modality was created, which eliminates the positions defined

in the administrative buildings and creates new collaborative work spaces, supporting team interaction and the generation of ideas and developments.

In May 2021 we started a new Corporate Recognition Program aimed at celebrating the trajectory of people and distinguishing those collaborators who live according to the values of our organization.

During 2022 we increased the number of people who are distinguished monthly, from one to three, achieving at the end of the year, 36 people from different areas of the company who have received the award that highlights their skills as positive leaders of the organization.



QUALITY OF LIFE

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	Indefinite-term contract staff
Marriage or Civil Union Bonus	Indefinite-term contract staff
Bono de Escolaridad (Schooling Bonus)	Indefinite-term contract staff
Vacation Bonus	Indefinite-term contract staff
Special Vacation Loan	Indefinite-term contract staff, Freshwater and Sea Partners
Christmas Bonus	All staff
Death Assignment	Indefinite-term contract staff
Christmas Giftcards	All staff
Christmas Gift	Indefinite-term contract staff
Permanency Bonus	Staff who have been with the company 5 yrs or longer
Nursery Bonus	All staff with a child up to 2 years of age
Complementary Health Insurance	Indefinite-term contract staff
Emergency loans	Indefinite-term contract staff
Heating Loan	Indefinite-term contract staff, Freshwater and Sea Partners
Special Salmon Sale	All staff
Food	All staff
Transport	All Staff with rotating shifts at the plant.
Kindergarten	All Staff
Maternity	All Staff
Paternity	All Staff
Third Party Agreements with different entities (For example: Pharmacies, Opticians, Automotive Repair Shops and others)	Indefinite Contract
Agreement with the Arturo López Pérez Foundation	Indefinite Contract
Salmon Sale	Indefinite Contract
Remote work	Staff in a position that allows teleworking.

Remunerations

In 2022, the minimum gross remuneration increased by 16.8% for our employees, with respect to their initial Multi X remuneration. **In this way, the elimination of the remuneration gap between women and men in relation to the starting salary is maintained.**

	2018		2019		2020		2021		2022	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Starting Salary at Multi X	\$373,010		\$459,256	\$475,528	\$480,349	\$482,105	\$625,000		\$729,688	
Minimum Wage	\$288,000		\$301,000		\$326,500		\$337,000		\$400,000	

Moreover, a worker who enters Multi X receives a salary **82.4%** higher than the minimum wage.

Living Wage

As part of its ongoing search for fairness and commitment to the talents of both the company and the industry, Multi X developed in 2022 a remuneration study with the support of a third party, in order to generate remuneration bands by position families. For this study, a benchmark was carried out with the salmon industry and others, and, subsequently, the deviations in remuneration between people in the same salary band were corrected.

In 2022, Multi X conducted an internal salary comparison analysis to determine the minimum salary required to cover basic needs in Chile. The conclusion of this study was that all of Multi X's employees receive a monthly remuneration higher than the current cost of living.

During the year and in agreement with the employees, the company initiated a plan to increase the fixed income and, consequently, decrease the percentage of variable income, of people in positions of operators in the Farming Area. In this way, greater stability in income is transferred throughout the year, facilitating family budget planning and income accreditation processes.

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 Human Rights Policy, published, disclosed and modified in 2022, which explains the commitment to respect the human rights established in the Universal Declaration of Human Rights adopted by the UN General Assembly, the International Bill of Human Rights proclaimed by the United Nations, and the ILO Declaration on Fundamental Principles and Rights at Work and its monitoring.

In 2021 Multi X initiated a first Human Rights Due Diligence survey. 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.

The mitigating actions implemented during 2022 included the modification of the policy and its extension, which was signed by both the company’s CEO and the General Manager. The document was also translated into English to make it available to people who speak languages other than Spanish.

Other measures taken after the Human Rights Due Diligence carried out in 2021, were the publication on the Multi X website of the Policy for the Prevention of Mistreatment and Labor or Sexual Harassment, the creation of instances of reflection on these issues and the implementation of measures to monitor indicators related to diversity in areas such as gender, nationality, disability, among others.

Additionally, an analysis of the salary gap that includes diversity factors is instructed to be carried out at least once a year. On unionization issues, collective bargaining agreements are reviewed with the unions.

COMMITMENTS TO HUMAN RIGHTS

CARE FOR THE NON-EXISTENCE OF HUMAN TRAFFICKING, FORCED LABOR, CHILD LABOR, AND DISCRIMINATORY PRACTICES.

RESPECT THE RIGHT TO FREE ASSOCIATION, FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING.

GUARANTEE ACCESS TO FAIR REMUNERATION.

EXECUTION PROCEDURE:

EDUCATION AND TRAINING.

IMPLEMENTATION AND CONTROL.

CONSULTATION AND NOTIFICATION.

For more information go to www.multi-xsalmon.com

Risks were evaluated from a corporate governance perspective, as well as potential risks, with the purpose of generating a robust mitigation and remediation system for employees and communities.

COLLABORATORS

GOVERNANCE

Political Commitment

Integrating respect for human rights.

POTENTIAL RISKS

Right to respect, inclusion and non-discrimination	Sexual harassment
	Mistreatment and discrimination among collaborators
	Discrimination in the employee life cycle
	Discriminación Salarial
Right to free association	Interference in unionization
Right to Decent Work	Decent working conditions
	Decent working day
	Decent salary
Right to a family life	Reconciliation of work, family and personal.
Right to health and safety	Physical and mental health
	Right to life
Right to privacy	Personal data privacy

COMMUNITY

POTENTIAL RISKS

Self-determination	Loss of self-determination
Health and Safety	Health impacts
Adequate standard of living	Water pollution
Cultural Expression	Extinction of traditions
Freedom of assembly	Restriction to demonstration
Freedom of movement	Relocation

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 individuals.

There are procedures in place in the company that establish the investigation mechanisms, which guarantee anonymity. They also provide clear guidelines to address complaints without conflicts of interest or pressure from interested parties. In addition, reinforcement actions on the subject are considered for all the people who belong to the area.

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

FORMALIZATION OF THE COMPLAINT.

INVESTIGATION OF THE COMPLAINT.

ACTION MEASURES.

APPEAL OF THE AFFECTED, IF APPLICABLE

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 and top quality products, 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 for the development of people, both professionally and personally.

In order to achieve our corporate objectives and move towards the excellence that characterizes us, in 2022 we plan to strengthen Forja, our corporate training and education program designed and directed in a special and careful way to each level within our 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 family of positions in our organizational structure.

The program generates instances of continuous learning, reinforces specific knowledge and trains in new competencies, in order to accompany people in the development of their careers and promote positive impacts on their lives, their environment and the organization.

Today, we can proudly say that in its second year of existence, Forja trained 2,239 people, completing 99,613 effective hours of training, which impacted both individuals within our organization.

Forja's achievements mean that on average, each Multi X employee received 44 hours of training.

Likewise, and as part of the company's stated commitment to the personal and professional development of people, during 2022 a total of 349 vacancies were offered as Internal Mobilities, managing to fill 39.8% of the positions advertised under this modality. This means that in 2022, 139 people obtained a promotion in their jobs.





TRAINING

EMPLOYMENT CATEGORY	TOTAL NUMBER OF EMPLOYEES(Nº)		TOTAL NUMBER OF TRAINING HOURS		AVERAGE NUMBER OF TRAINING HOURS PER FULL-TIME EMPLOYEES	
	Women	Men	Women	Men	Women	Man
Senior, Middle and Junior Managers	63	203	7,387	11,484	117	57
Administrative Technicians	156	442	18,272	28,208	117	64
Operators	527	848	12,442	21,820	24	26
Total	746	1,493	38,101	61,512	51	41

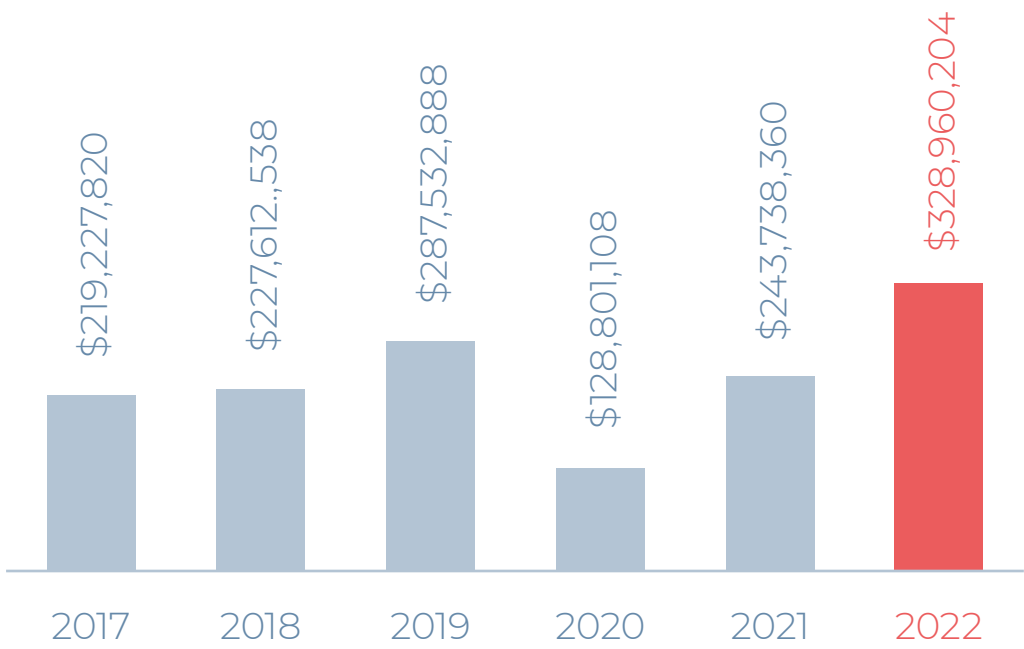
Thanks to Forja during 2022, training hours for full-time employees were increased by 38,488 hours, which were divided into an 80.8% increase in women and a 53.6% increase in men with respect to 2021.

Forja in the United States

During 2022, in Multi X's subsidiary in the United States, training was carried out under the Forja program, which impacted 19.2% of the staff, totaling 500 hours of training and with an investment of \$800,000 CLP.

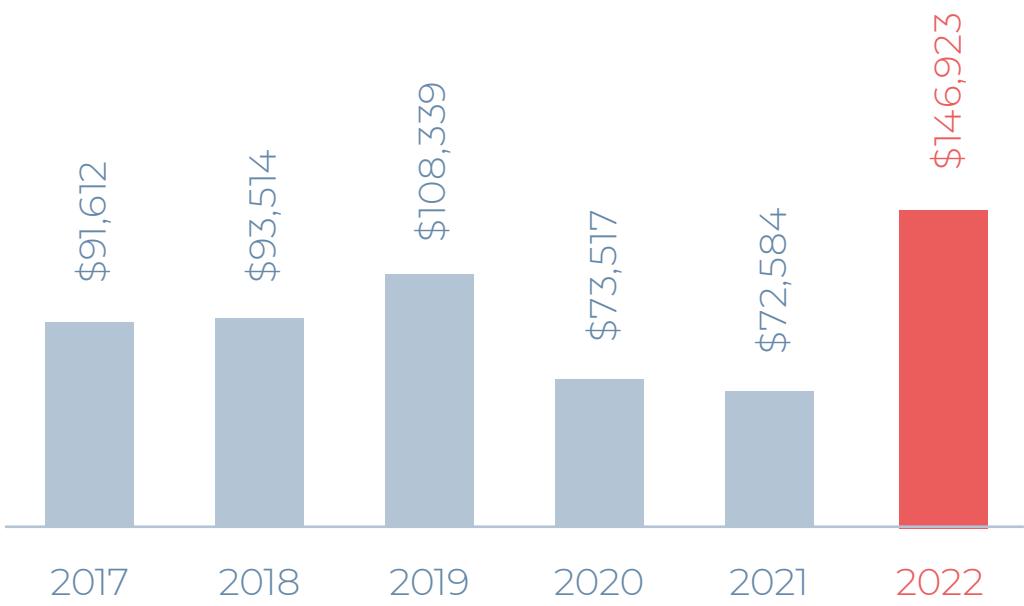
As a way to transfer Multi X's organizational culture to the U.S. subsidiary and share common values, experiences and purposes, in 2022 the company started an exchange initiative, called Multi X Experience, which includes a 4-week program touring the company's facilities and getting closer to its value chain.

DISBURSEMENTS IN TRAINING (CLP)



Resources invested per Full-Time Employee in Training (2017 to 2022 CLP)

RESOURCES INVESTED PER FULL-TIME EMPLOYEE IN TRAINING (CLP)



TRAINING EXPENDITURES PER EMPLOYEE

BY GENDER	AVERAGE \$ SPENT PER FULL-TIME EMPLOYEE ON TRAINING (CLP)
Woman	\$156,254
Man	\$142,260

TRAINING EXPENDITURE BY JOB FAMILY

BY POSITION	AVERAGE \$ SPENT PER FULL-TIME EMPLOYEE ON TRAINING (CLP)
Senior Management	\$194,571
Mid-Level Management	\$410,425
Junior Management	\$218,669
Administrative Technicians	\$274,789
Operators	\$75,012

EXPENSES IN TRAININGS PER AGE

BY AGE	AVERAGE \$ SPENT PER FULL-TIME EMPLOYEE ON TRAINING (CLP)
Under 30	\$126,691
30 To 50	\$171,492
Over 50	\$102,426

DISBURSEMENTS IN TRAINING PER NATIONALITY (CLP)

BY NATIONALITY	AVERAGE \$ SPENT PER FULL-TIME EMPLOYEE ON TRAINING (CLP)
Chile	\$145,757
Argentina	\$0
Colombia	\$96,000
Venezuela	\$219,206
Perú	\$0
Haití	\$38,000

One person with Argentinean and one Peruvian nationality was trained, with no associated costs.

CAREER DEVELOPMENT

Internal Mobility

Multi X, as part of its commitment to the development of people, has taken on the challenge of opening its recruitment processes to the internal community. In order to develop the careers of those collaborators, in search of challenges and new opportunities.

	2018	2019	2020	2021	2022
Number of open quotas by internal candidates	74	82	27	52	123
Total number of open quotas (hires*)	233	314	405	286	349
% of open seats for positions that were taken by internal candidates	32%	26%	7%	18%	35%

Table considers only administrative positions.





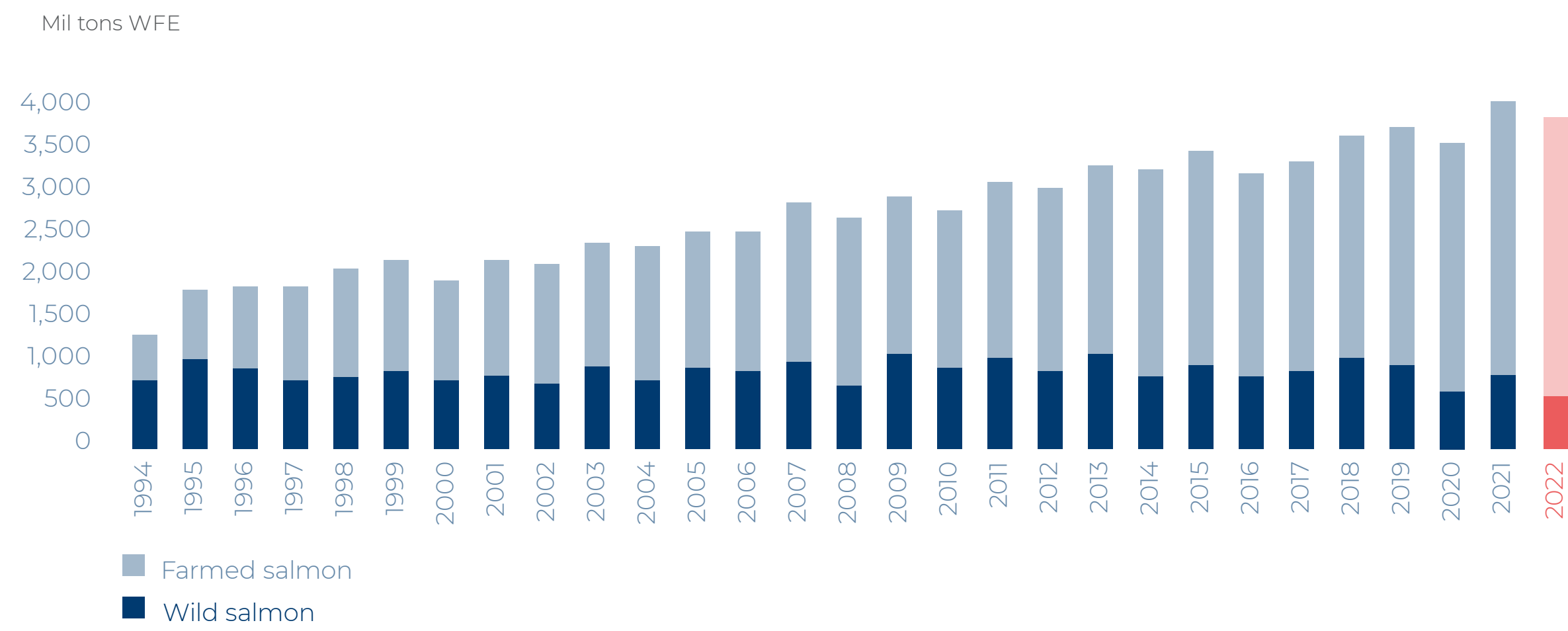
4

STANDARDS

PRODUCTION

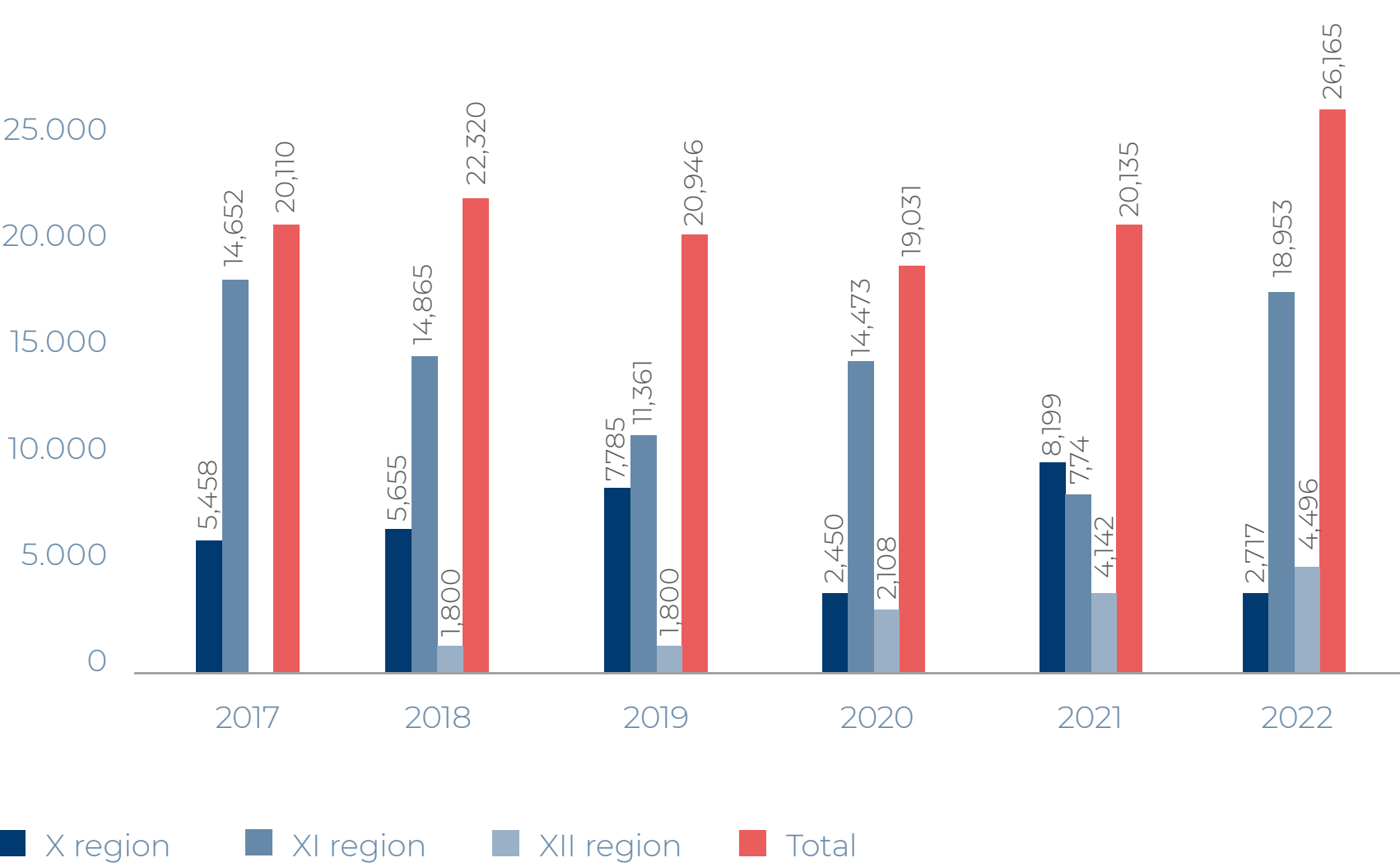
Production Performance

CATCH OF WILD SALMON AND PRODUCTION OF FARMED SALMON

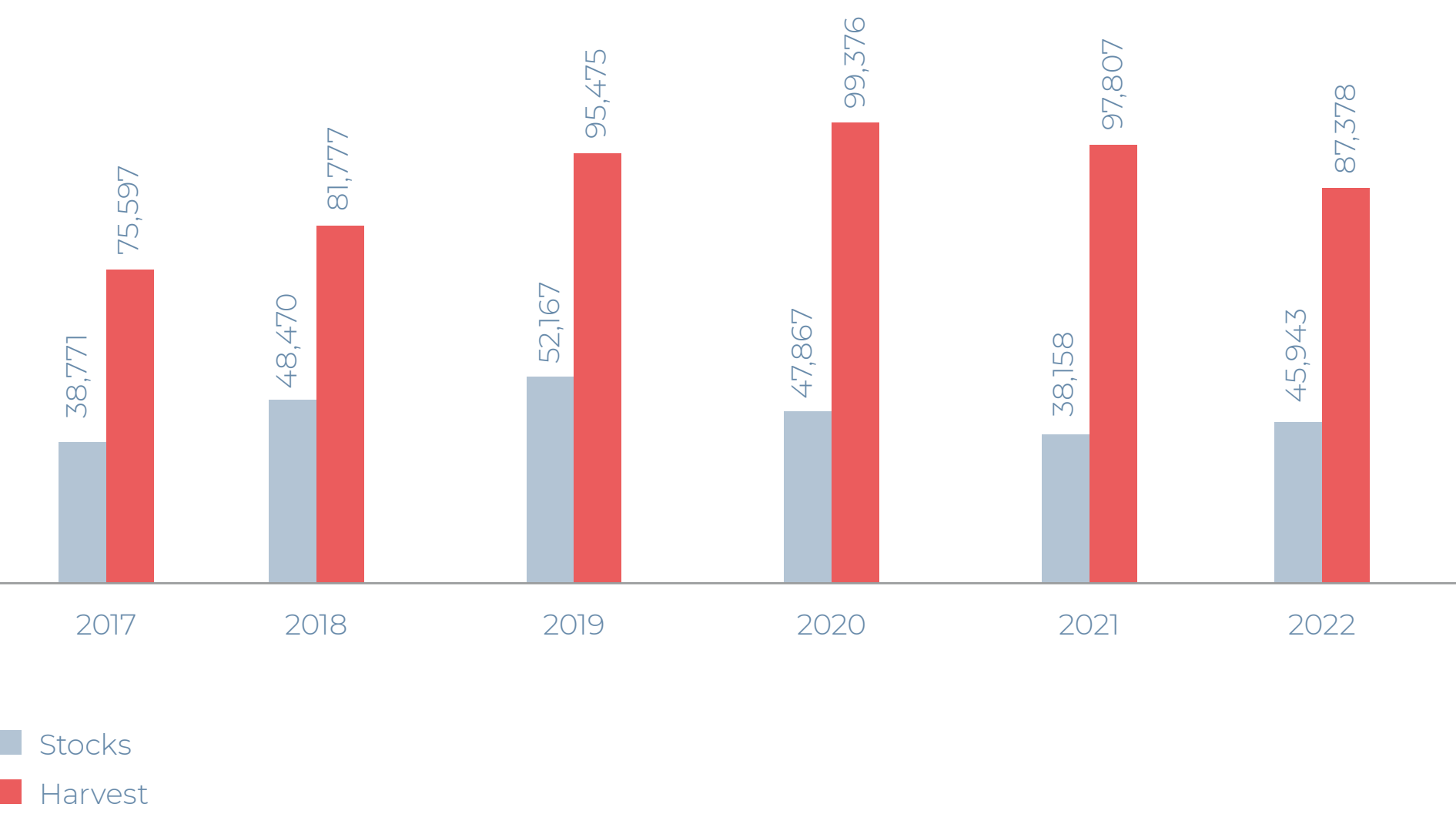


Multi X Production

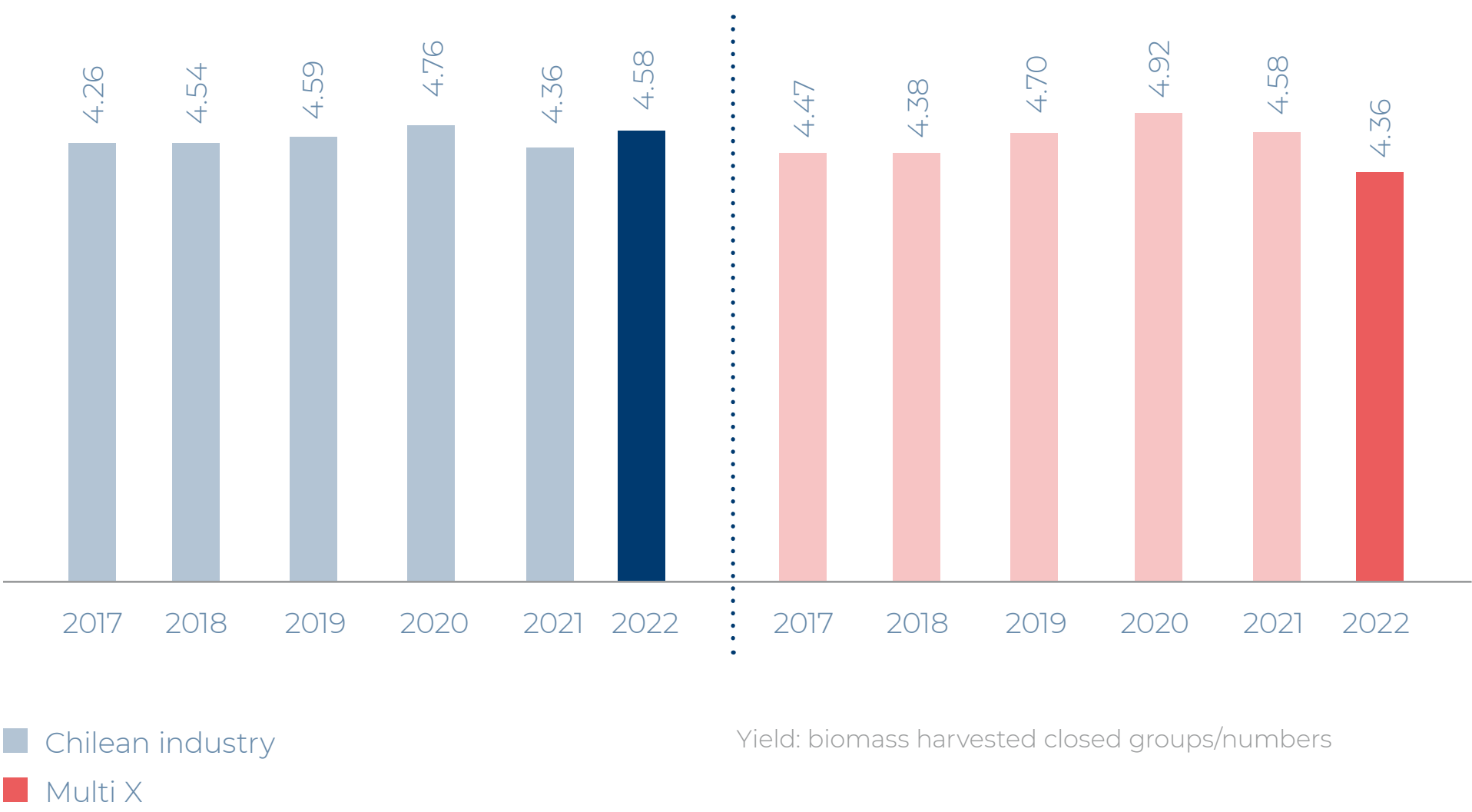
SMOLT STOCKING IN THOUSAND OF UNITS



EVOLUTION OF STOCKS AND HARVESTS



Atlantic salmon performance



ANIMAL WELFARE

Excellence, as a distinctive value of Multi X, implies care and respect for each stage within our value chain. In this sense, the concept of animal welfare is a priority at every stage of production.

The company understands the importance of good animal welfare practices and the link between fish health, welfare, food quality and safety; therefore, it generates policies, plans and strategies whose purpose is to provide fish with the necessary conditions, both in terms of environment and health, for their correct development.

Multi X bases the Animal Welfare or Welfare standard on the concept of the 5 freedoms, adopted from the Worldwide Agriculture Welfare Council.

1

STARVATION FREE

providing adequate nutrition at every 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 stock, acting promptly upon the discovery of any pathology. For the handling and examination of fish in which the use of anesthetics is required, there is a protocol that regulates the use of these substances so as not to compromise the survival and stress of the fish.

In line with this point, the Health and Nutrition Area works on vaccination strategies and functional diets focused on improving the immune system of our fish, directing its efforts to disease prevention.

Periodic training is provided to the personnel of the fish farms on animal welfare. In addition, the system for monitoring relevant parameters and fish behavior by means of high-resolution cameras monitors and ensures fish feeding.

3

FREE TO EXPRESS THEMSELVES

We use adequate culture densities, occupying only 1.6% of the volume of each cage with fish during the harvest period. In addition, there is an accompaniment in the seeding of the salmon, during the feeding process, so that they can adapt adequately.

4

FREE OF UNCOMFORTABLE CONDITIONS

We minimize the stress of the fish by reducing the number of handlings and having strict handling protocols. We take care to deliver optimal physical-chemical parameters in the culture centers, even in the face of natural low levels of these.

5

THREAT-FREE

We maintain and improve the protection barriers of our fish against predators, such as birds and sea lions, without taking harmful actions against them.

Veterinary Visits per Month	Crop Densities at seeding	Proportion of Fish at Sea with Injuries or Wounds	TON O2 delivered
4	$\leq 17 \text{ kg/m}^3$	2.1%	892,070

The company put into practice during 2022 an innovation it has been working on for a long time. These are cages for seawater culture in dimensions of 50x50 meters, adding 900 square meters to the traditional cages.

This innovation, developed by the Company’s Operations and Logistics Management, results in direct benefits for the concept of animal welfare. Among them, lower fish densities, which reduce the possibility of contagion and promote greater growth. By the end of 2022, three active centers had already implemented this technology.



Vaccines and antibiotics

Health of our salmon

From the commitment and responsibility declared as part of animal welfare, Multi X has developed a strategy for the use of vaccines and antibiotics that aims to prevent the spread of diseases and pain. In the event of a disease, to provide the fish with a scheme capable of recovering its condition and avoiding suffering.

In this context, the company's main strategy is to vaccinate 100% of its fish in the freshwater stage, providing them with protection against the threats of the environment they will face during their stay in seawater centers. In addition to the above, the use of diets fortified by strategic additives that improve the fish's immune system.

Recently, and taking advantage of advances in research and new technologies, the company has begun to use techniques such as the use of 50x50 meter cages, which allow a lower density of fish per cage; and the reduction in time of the fattening period in seawater, by means of post-smolt planting. In this way, the exposure time to pathogens present in the environment is limited.

ANTIBIOTIC USE

In line with the company's responsibility towards fish farming, strategies have been incorporated to monitor the health condition of the fish. These include daily observation of visual parameters by means of high-resolution cameras installed in each cage and controlled from a central control center; periodic visits by professional veterinarians, taking samples from the cages and observation of the collaborators working in each culture center.

In this way, the aim is to detect in time the presence of pathogens that could affect the health condition of the fish.

If the presence of a bacterial disease is detected, there are protocols that authorize the use of antibiotics as long as the defined stages of the disease are met. This is always done in the context of avoiding the suffering of the fish and guaranteeing their optimal development.

Since 2013, Multi X has sought to reduce 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 with 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).

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.

In 2022, Multi X adopted a policy to reduce the use of antibiotic treatments for both freshwater and seawater plants. To this end, deliveries of strategic additives are made to improve the fish's immune system. Likewise, the use of antibiotics is eliminated in salmon above a certain weight, limiting the amount of antibiotics used per production cycle

Thanks to these strategies, during 2022, three centers outside the Magallanes Region achieved partial antibiotic-free harvests.

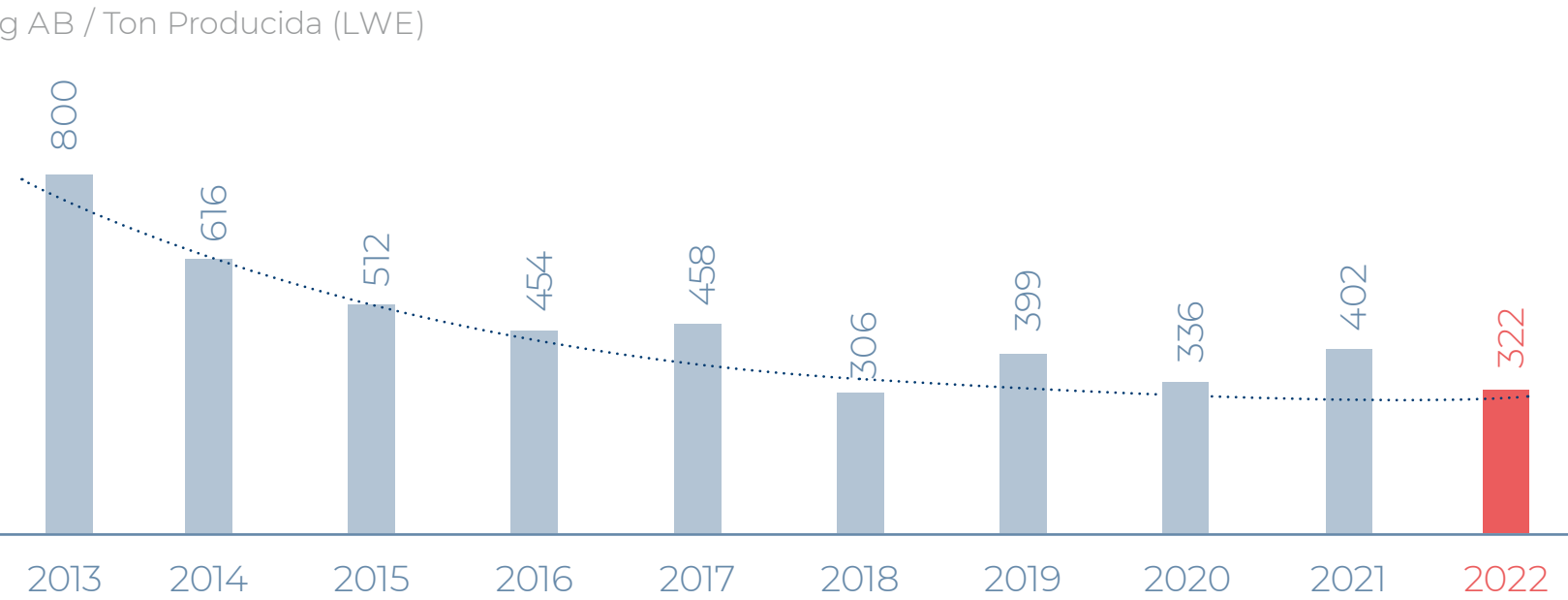


It is important to emphasize that if antibiotics are necessary, Multi X only uses Florfenicol and Oxytetracycline, which are always administered under veterinary prescription and control by the National Fisheries Service. Likewise, the company does not use antibiotics of critical importance to mankind,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

In order to make the application of antibiotic treatments transparent to the communities neighboring its operations and to comply with current regulations, Multi X uses a color-coded warning system, with red flags being used when the facility is undergoing antibiotic treatment.

22%
Production “AB
Never Ever” 2022

EVOLUTION OF ANTIBIOTIC USE



BREAKDOWN BY TYPE OF ANTIBIOTIC

ANTIBIOTICS		
YEAR	G-FLORFENICOL	G-OXITETRACICLINA
2017	40,546	406
2018	29,684	336
2019	44,260	170
2020	34,605	254
2021	39,154	64
2022	33,435	53



Antibiotics & Suppliers

Multi X's commitment to the control of antibiotics supplied to farmed fish extends to feed suppliers. Thus, the company requires the submission of traceability analyses in order to ensure the safety and quality of the final product. In the case of medicated feeds, the minimum requirement is the certification of the concentration present in each batch, a study that must be performed by an external laboratory.

Caligus

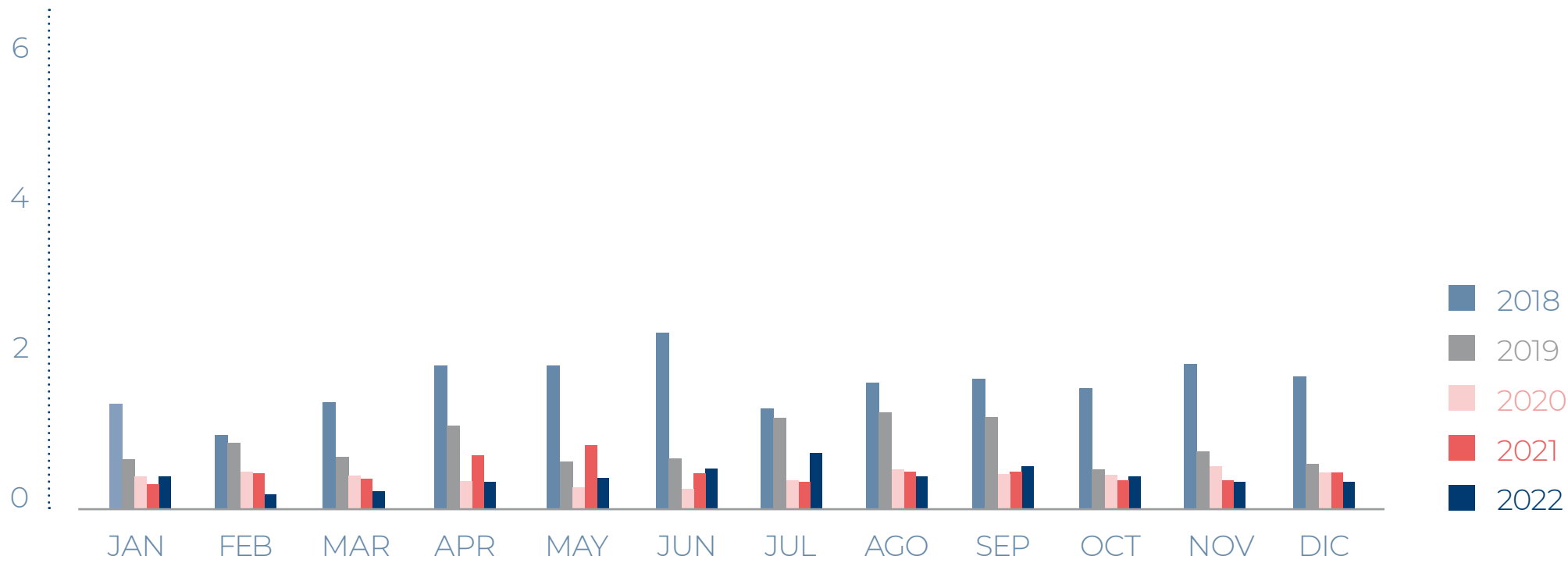
One of the threats to the health condition of farmed fish is the presence of caligus, a parasite endemic to Chile's marine waters. Multi X is permanently looking for sustainable strategies to address this type of infestation, working with the academic world and specialized third parties.

To address the caligus, different strategies are carried out, based on observation and weekly recording of counts by culture center. In cases where it is required, treatments are indicated for its elimination.

During 2022 at Multi X, non-medicinal treatments such as hydrogen peroxide baths and freshwater baths were carried out. In addition to medicinal treatments such as medicated baths. These treatments are carried out in the same centers through the use of impermeable tarpaulins. However, during the last year, the use of SalmoClinic® helix tank, wellboats adapted for baths, was incorporated into the company's operation.

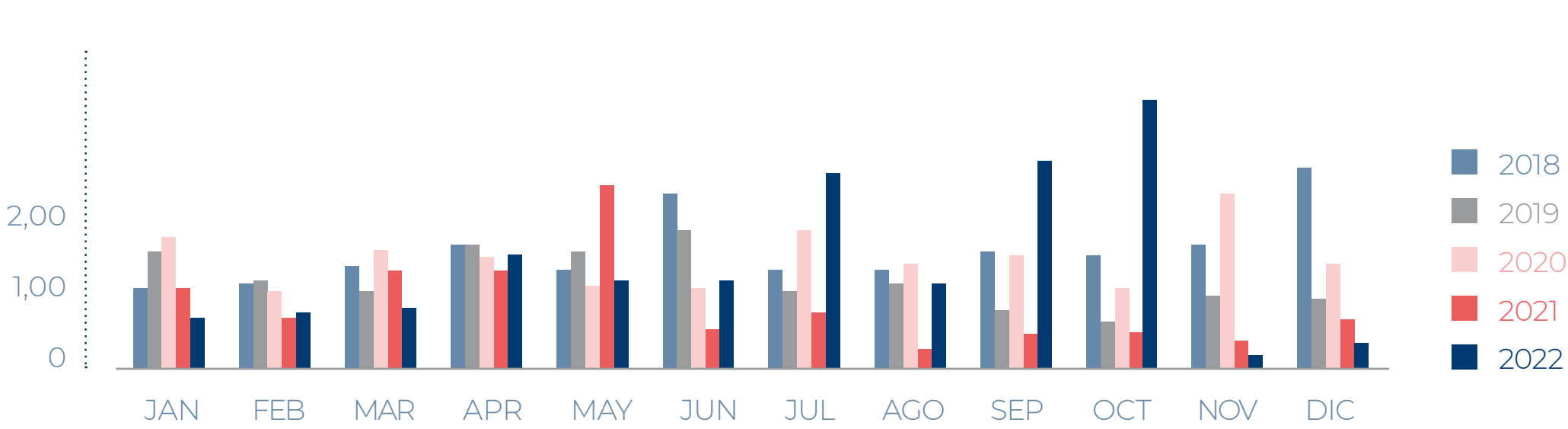
HISTORICAL COUNT CALIGUS

AVERAGE OVIGEROUS FEMALES – ATLANTIC SALMON



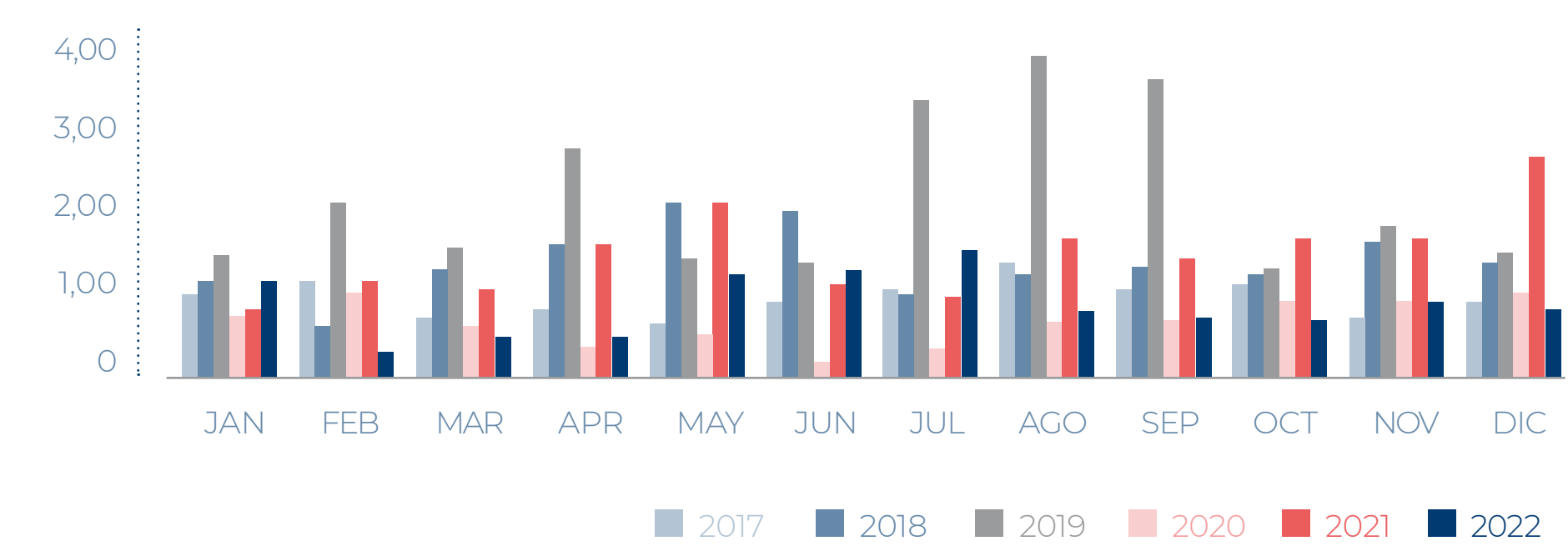
CALIGUS COUNT IN LOS LAGOS REGION

ATLANTIC AALMON AVERAGE OVIGEROUS FEMALES



CALIGUS COUNT IN AYSÉN REGION

ATLANTIC SALMON AVERAGE OVIGEROUS FEMALES

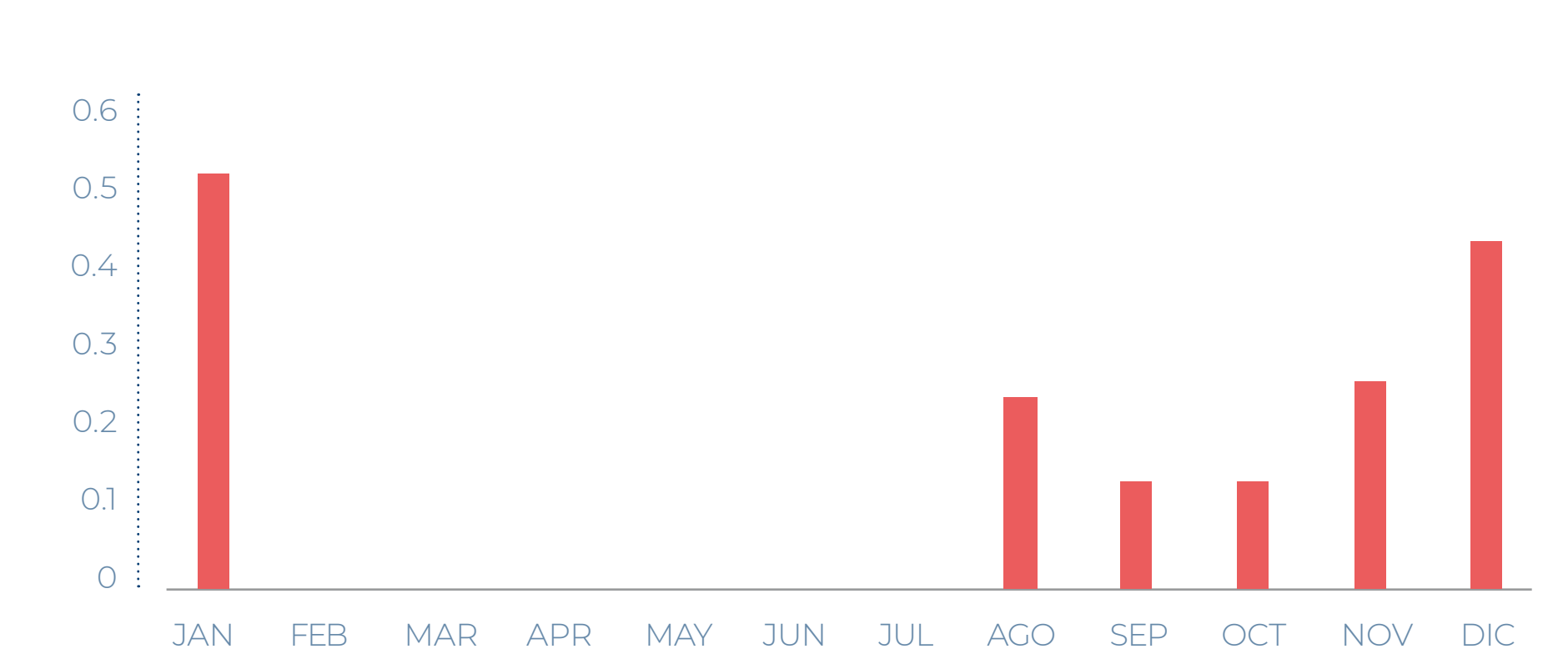


During the year 2022, the presence of calligus was found in the Magallanes Region, a situation that was treated by means of the freshwater bathing technique.

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 2022 the company was notified. In the case of notifications, the company must submit a caligus reduction plan.

CALIGUS COUNT IN MAGALLANES REGIÓN

ATLANTIC SALMON AVERAGE OVIGEROUS FEMALES



	2019	2020	2021	2022
N° Notified Crop Centers CAD	20	9	10	7
% of total operating centers	43.5%	19.5%	22.7%	13.2%

CALIGUS TREATMENTS

*G API PER TON	2017	2018	2019	2020	2021	2022
MEDICINAL BATH TREATMENTS (G API PER TON)						
Atlantic Salmon	10.70	12.15	11.75	5.35	6.18	7.12
MEDICINAL TREATMENTS IN FEED (G API PER TON)						
Atlantic Salmon	0.06	0.06	0.00	0.03	0.40	0.01
USAGE OF HYDROGEN PEROXIDE (KG API PER TON)						
Salmón del Atlantic Salmon	0.00	0.00	8.51	16.93	16.69	12.79

It is important to note that Multi X is part of the Caligus Project led by Aquabench and in which 12 companies of the salmon industry in Chile participate, representing 87% of the industry. In this instance, the coordination of treatments, effective treatment doses and the evaluation of non-medicinal methods are sought. In relation to these, quarterly reports are made regarding their progress, whether they are being tested or in use.

The results of this working group include the establishment of effective treatment doses, analysis of the seasonal behavior of caligus and the evaluation of non-pharmacological alternatives.

It is important to note that the company does not use the Cleaner Fish technique to combat caligus.

MORTALITY

ATLANTIC SALMON		
Year	Seawater	Freshwater
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%
2022	4.72%	25.78%

2022 goals is to have an 8% mortality in sea water and a 30% in freshwater for closed cycle.

FORMULAE

MORTALITY =

n° mortality

stock n° + n° mortality + °harvested + n° Culled

Calendar year.





MAIN CAUSES OF MORTALITY

FRESH WATER

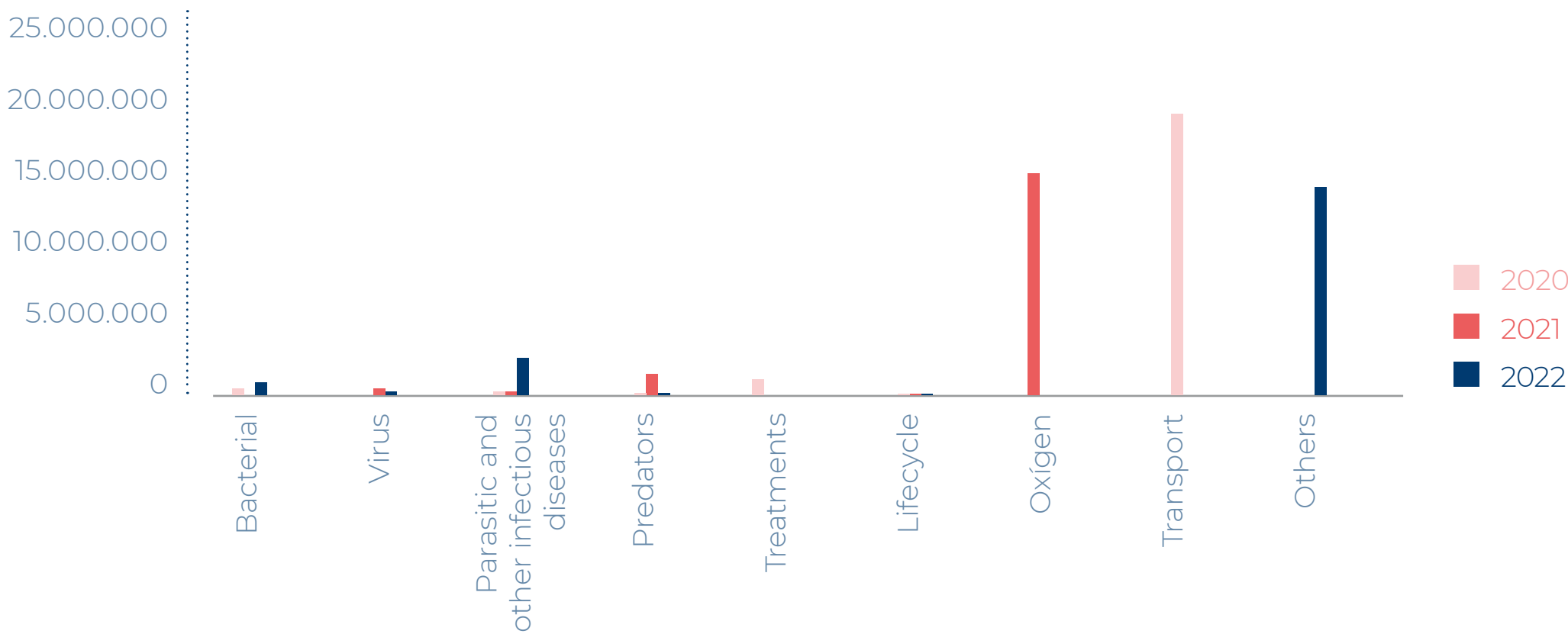
	Main Cause	Number of Fish	TON Fish
Infectious	Bacterial	466,876	10
	Virus	99,917	0.607
	Parasitic and other infectious diseases	3,469,490	194
Non Infectcious	Predators	1	0
	Treatments	0	0
	Lifecycle	12	0.001
	Oxigen	53,892	5
	Transport	95,475	10
	Others	16,983,978	141

SEA WATER

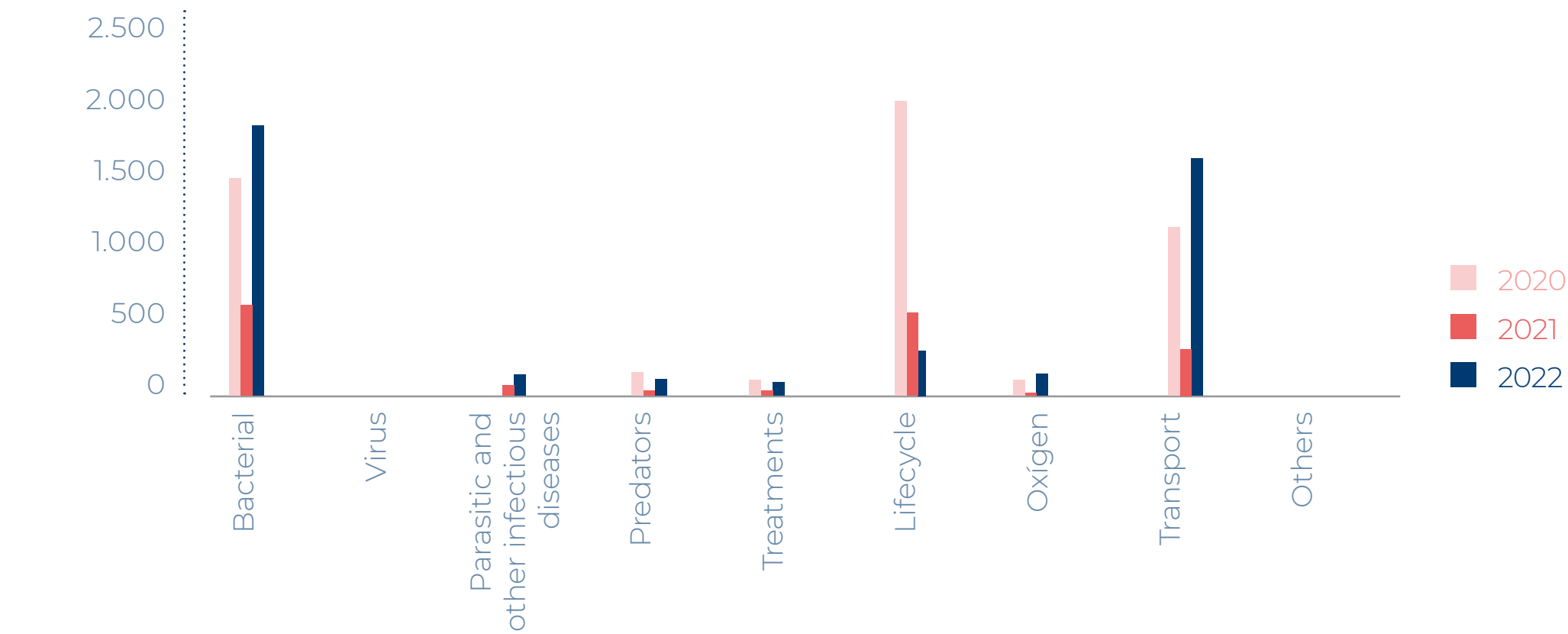
	Main Cause	Número Peces	TON Peces
Infectious	Bacterial	493,059	1,707
	Virus	151	0.397
	Parasitic and other infectious diseases	85,467	179
Non Infectcious	Predators	66,513	138
	Treatments	28,268	102
	Lifecycle	71,128	323
	Bloom	179,406	137
	Oxígen	388,850	1,555
	Transport	92,388	17
	Others	1,047,007	2,106

Evolution over other years

MORTALITY BY CAUSE IN N° OF FISH – FRESHWATER



MORTALITY BY CAUSE IN TON – FRESHWATER

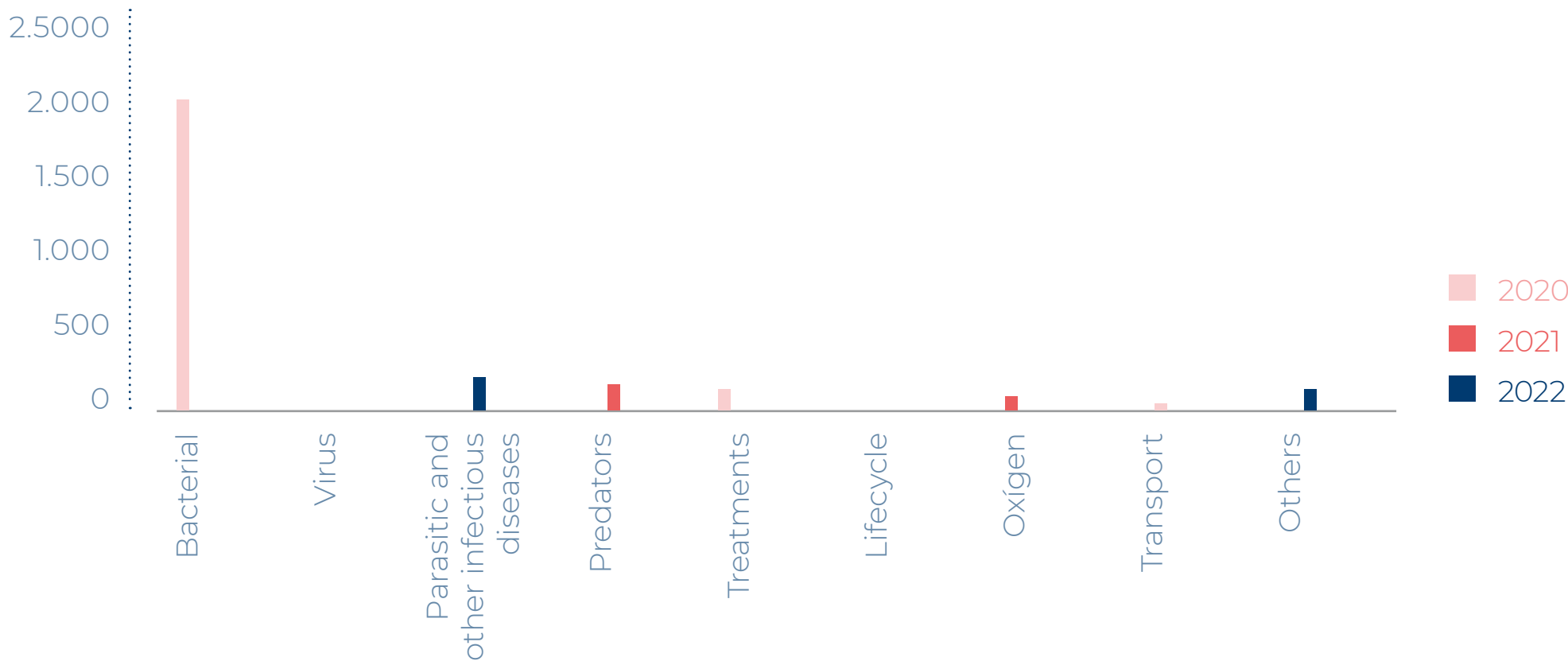


The 2022 incident-based mortality was:

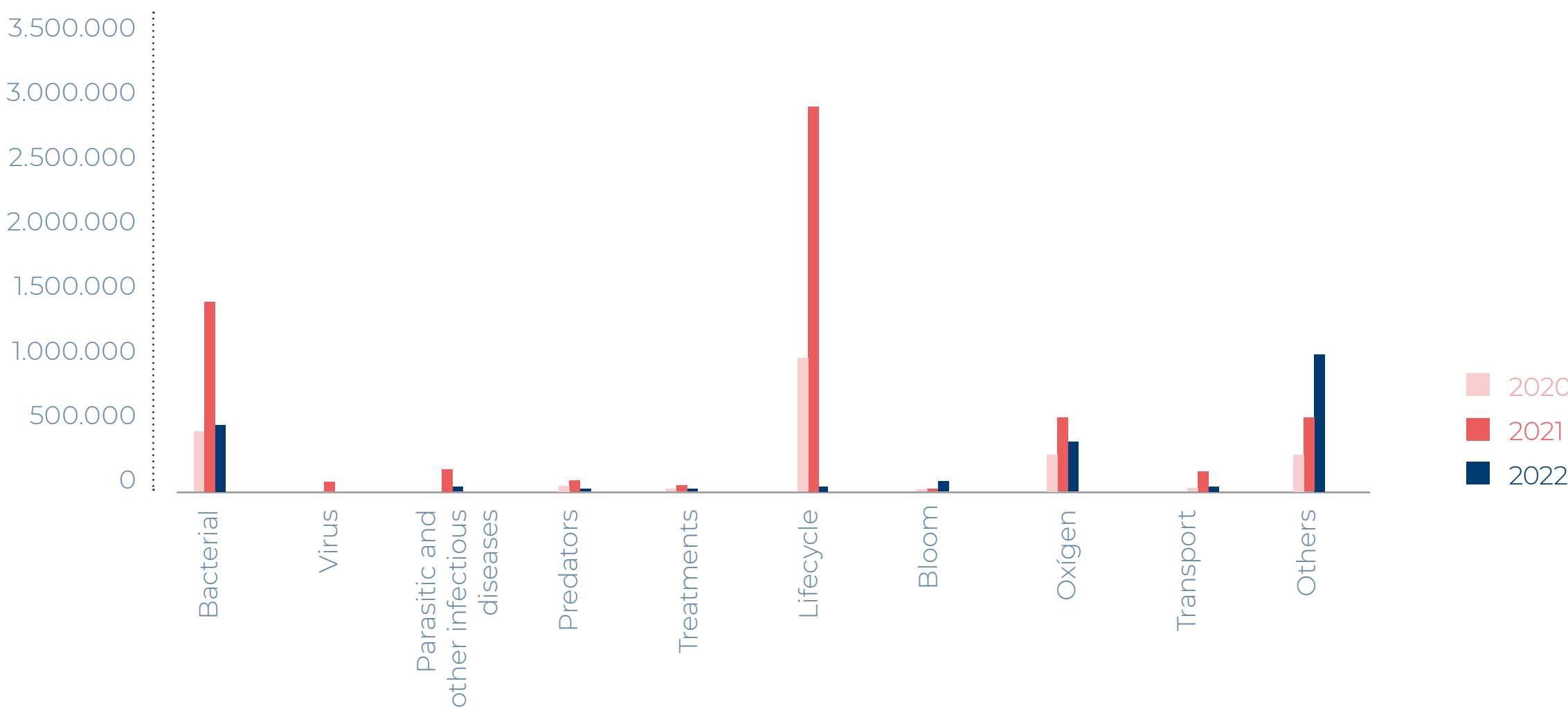
388,850 FISH DUE TO OXYGEN DEPLETIONS.

179,406 FISH DUE TO ALGAL BLOOMS.

MORTALITY BY CAUSE IN TON – SEA WATER



MORTALITY BY CAUSE IN N° OF FISH - SALT WATER



No GMO and Hormones

At multi X, fishes are raised with traditional production methods,

The fishes produced by Multi X, in all stages of their life cycle, are raised with traditional production methods, not being used in any case genetic modification techniques according to Directive 2001/18/EC, document concerning the deliberate release of genetically modified organisms (GMO).

Likewise, no hormones are used in any of the stages of the life cycle of our fish. Multi X only uses substances approved for aquaculture fish by the relevant health authority.

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

However, the concentrated feed used in the nutrition of farmed fish contains soy and, in some cases, corn, ingredients that could be genetically modified in some of their versions, depending on their origin. Soy and corn are the only components of the diets that could fall into this category. Even under this condition, the GMO portion contained in the salmon feed does not exceed 20% of the batch in any case.



BIODIVERSITY

Multi X has an Environmental Conservation Plan for the regions of Los Lagos, Aysén and Magallanes, the purpose of which is to establish actions to maintain the habitat and biodiversity in salmonid production areas.

THE SPECIFIC OBJECTIVES OF THE ENVIRONMENTAL CONSERVATION PLAN ARE:

- To periodically evaluate the environmental risks and impacts associated with our activities in farming centers and processing plants in order to incorporate control and prevention methods in those critical activities. The “no net loss” principle is incorporated for those activities that have an unavoidable and direct impact on biodiversity, applying prevention, mitigation, repair and/or compensation measures as appropriate.
- Ensure zero fish escapement. Multi X farms fish using high-quality, weather-resistant infrastructure to contain and protect the fish. During the production cycle, structures with high anchoring standards will be used to prevent fish escaping from our facilities.

- Avoid impact on the seabed by controlling the loss of uneaten feed through the use of technologies such as underwater cameras in the cages. Additionally, the Remote Feeding Program, present in most of our farming centers, contributes to a better efficiency in the process. In this same line of prevention, Multi X seeks to improve the efficiency of the feed conversion factor, which allows for greater utilization and less generation of feces that finally settle to the bottom.
- To ensure that the feed does not contain more than 1% of fines and split by periodically sampling the feed purchased from our suppliers, which is controlled through a sampling program.

In relation to the use of nutrients in the culture, Multi X ensures that the feed delivered by its suppliers does not contain more than 1% of fines and broken feed, and that it is highly digestible. It also uses underwater cameras in the cages to monitor fish feed consumption, 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.

Multi X understands that development is in conjunction with the community, science, and other related activities. For this, it permanently explores technologies and research lines that allow its own growth and that of its stakeholders in harmony with the environment.

RESEARCH AREAS IN WHICH MULTI X PARTICIPATES:

- “Impact of the exploitation of natural banks of mitílidos by the marble crab fishery in central-western Patagonia and evaluation of restoration measures through Biorock technology”, led by the Center for Research in Patagonian Ecosystems (CIEP), an institution that contributes to the sustainable development of the Aysén Region through scientific research of excellence and relevant to the interests of the community and productive sectors. For this project, the company contributes with materials, infrastructure, logistic operations and the knowledge of professionals in the Farming area.

- Implementation and operation of a prototype plant for sludge treatment. Project developed by the Universidad Católica del Norte at Piscicultura Molco de Multi X, located in the Araucanía Region. The research proposes the filtration of tailings by means of a system called Intelligence Passage, a highly efficient Japanese technology. For this project, Multi X contributes with the installation of the technology in the fish farm, logistical support and local knowledge. It is financed by the ANID program and Conicyt.
- “Allochthonous organic matter in benthic communities”, developed by CIEP, seeks to determine bioindicators as tracers of allochthonous organic matter in fjord ecosystems, in order to estimate the degradative capacity of autochthonous and allochthonous organic matter in the waters of the Puyuhuapi channel and project its response under future climate change scenarios (www.goreaysen.cl). Multi X participates in this project with logistical operations and the necessary space for sampling, which will allow the research

Preventive actions and responsibilities

Fish Escapes

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 adequate materials for the construction of cages and nets, adding designs, modeling calculations and special sizes of nets resistant to climatic threats and, at the same time, to avoid attacks by marine mammals, protecting them from entanglement risks.

Another risk that could lead to fish escapes is deliberate attacks by third parties to steal biomass and cause damage to the company and the general reputation of the industry.

 CULTIVATION CENTER	 NETS DEPARTMENT	 OPERATIONS MANAGEMENT	 ENVIRONMENT AND CONCESSIONS SUBMANAGEMENT
<ul style="list-style-type: none">• Permanent review of the tension and condition of the fish nets, fish tanks, aviaries and perimeter closures.• Coordination of maintenance.• Verification of the operations carried out in each center, ensuring that they are performed in accordance with the guidelines defined by the company. This is performed every six months on cages, anchorages, structures and maneuvering procedures.• Verify the number of fish planted and harvested.	<ul style="list-style-type: none">• Net maintenance and repair programs, using robotics and specialized vessels.• Preventive and corrective maintenance.	<ul style="list-style-type: none">• Previous study of anchorages and currents.• Necessary resources to maintain structures in good condition.	<ul style="list-style-type: none">• Identification of environmental aspects and evaluation of environmental impacts.• Training.
			 CORPORATE SECURITY SUB-MANAGEMENT
			<ul style="list-style-type: none">• Surveillance by means of high resolution cameras in cultivation centers.• Presence of security guards and deterrent alarms.

Environmental Variables Monitoring

ENVIRONMENTAL REPORTS

In order to ensure environmental conditions in accordance with the stress-free development of farmed fish, the company has a program for monitoring environmental variables that includes periodic sampling in culture centers. This program complies with the provisions of Article 22 bis of the General Law of Fisheries and Aquaculture.

MONITORING ENVIRONMENTAL VARIABLES INFAS		
#	AEROBIC	ANAEROBIC
2017	40	6
2018	31	6
2019	38	9
2020	29	8
2021	35	6
2022	28	14

There are two INFAs that are still under evaluation for the year 2022.

Likewise, prior to planting, all cultivation centers must certify to the National Fisheries Service that they have an Aerobic Environmental Report (INFAs), i.e. that there is dissolved oxygen in the water columns. These reports are carried out by a laboratory contracted by the Authority.

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

It is important to emphasize that the presence of oxygen in the water also depends on oceanographic parameters that are beyond the company's management, such as marine currents, salinity, among others.

In addition, Multi X, under the framework of online monitoring of environmental parameters of aquaculture concession groups published by SUBPESCA, installed the industry's first buoy in the Taraba sector,

which transmits oceanographic (temperature, conductivity/salinity, pressure, currents, fluorescence, turbidity, dissolved oxygen and pH) and meteorological (temperature, atmospheric pressure, wind, precipitation and solar radiation) information online and directly to the Institute for Fisheries Development (Instituto de Fomento Pesquero, IFOP).

ENVIRONMENTAL PARAMETERS

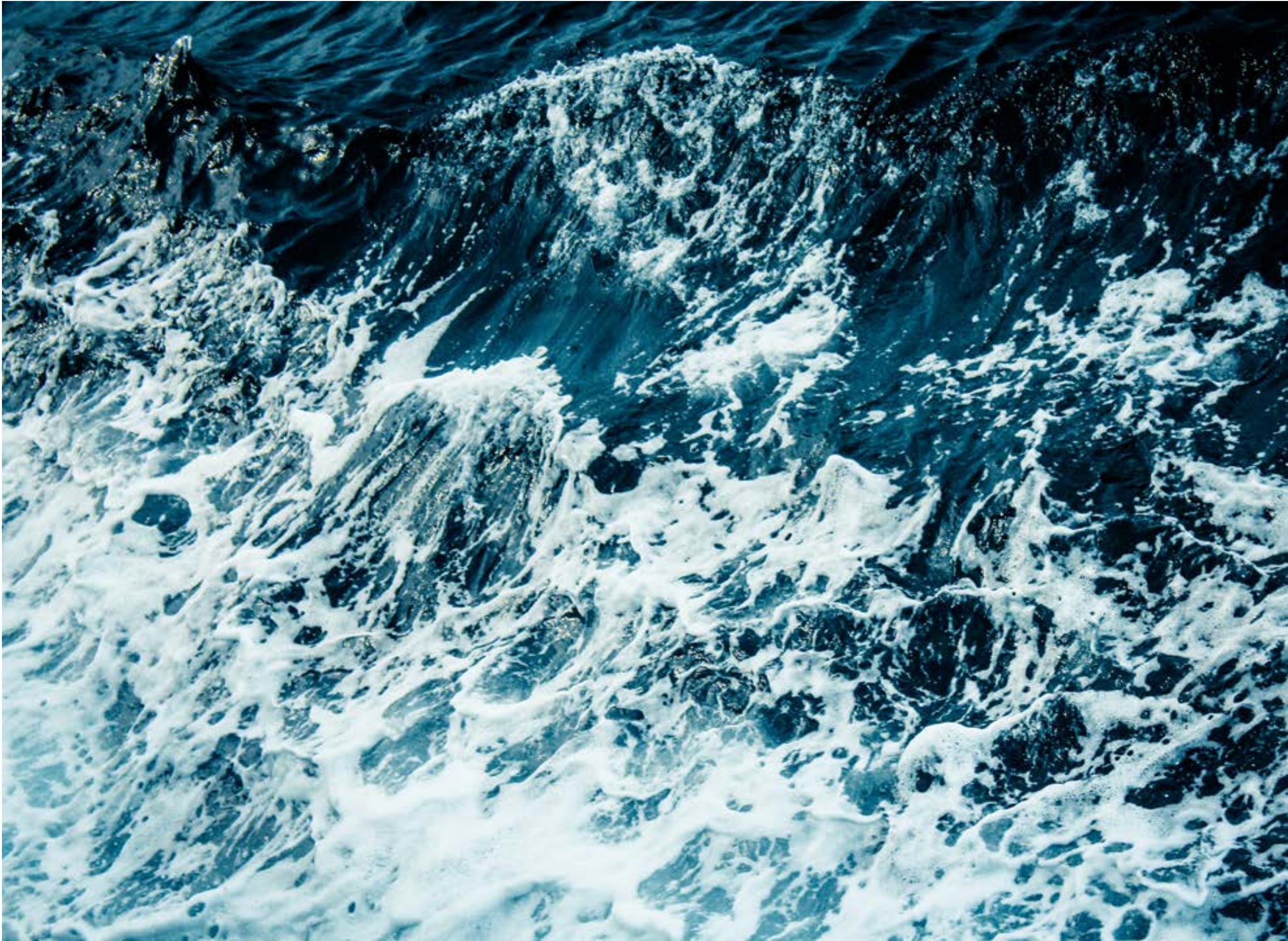
DIRECT

- REDOX
- PH
- Organic Matter
- Dissolved Oxygen
- Visual Logging

COMPLEMENTARY

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

In the year 2022, the Environment Sub-Management has inaugurated a new line specialized in the analysis of environmental variables, which provides information for adequate decision making. In addition, to support the technological transformation process, acquiring licenses for the “NewDepomod” software developed by the Scottish Association for Marine Science (SAMS) and the Dunstaffnage Marine Laboratory, which allows modeling culture conditions and configurations in order to have the necessary information to minimize the deposition of particles on the seabed, and/or organic matter, estimating both total solids and organic carbon loads at a local scale.



PHYTOPLANKTON

Corresponding to the number of phytoplankton samples taken in each year.

PHYTOPLANKTON MONITORING

2018	4,949
2019	7,357
2020	5,484
2021	7,341
2022	8,959

In order to have adequate information for decision-making and to avoid production mortalities in the event of harmful algal blooms, Multi X carries out phytoplankton sampling at all seawater centers. These studies are carried out in certified laboratories at least weekly. In addition, the company has microscopes in all production areas and the presence of professionals specialized in the analysis of micro-algae. On the other hand, if abnormal parameters are found, sampling is carried out on a daily basis, in order to have greater control and capacity to make appropriate decisions.



Under the collaborative spirit of Multi X, phytoplankton information has been systematized through the GTR software. In this way, risk maps are properly updated and shared among different areas of the company and other companies. Improving collaborative decision making and strategic planning.

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

ANIMAL CHARACTERIZATION



N° OF NEGATIVE INTERACTIONS WITH FAUNA

	2018	2019	2020	2021	2022
Birds	0	0	0	0	0
Mammals	0	0	1	0	0

SUSTAINABLE FOOD

Food Policy

Within the sustainable food policy, the company reports that in relation to the goals:

100%

RTRS AND/OR PROTERRA 100% SOYBEANS 2022.

Multi X, as a company dedicated to the production of a sustainable, nutritious and rich food that is present on the tables of millions of people in the world, has a responsibility on food safety and biosecurity, thus protecting the health condition of fish and, at the same time, the availability of food in the future.

In this way, and as a significant step in the search for alternatives for sustainable fish feed based on ingredients that reduce the percentage of traditional protein sources such as soy and fishmeal, Multi X implemented a pilot fish feed plan with a

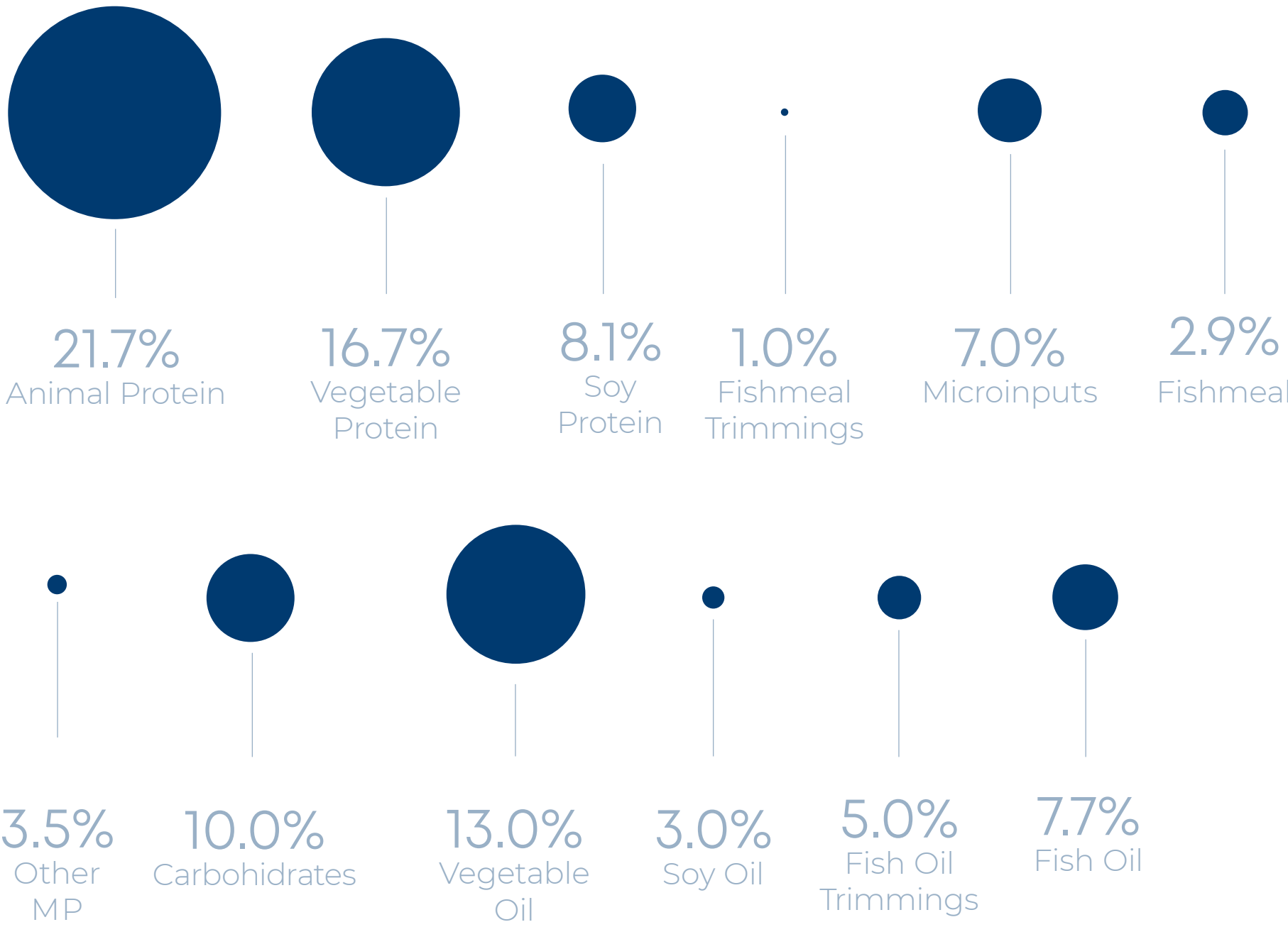
percentage of insect meal inclusion. As a first stage, in 2021, feeding with this type of inputs in freshwater began. In 2022, an escalation was made to seawater, feeding the centers in the Magallanes Region. In this way, fish fed throughout their lives with insect meal proteins will be harvested.

This is the first salmon farm in Chile to use this type of feed made from insect protein, which allows progress towards the availability of alternatives to the use of other widely used sources of nutrients, such as fishmeal.

This project is being carried out in alliance with Food for the Future (F4F) and Biomar with an investment of US\$49,507.

As part of the constant search for sustainable alternatives to fish oils for fish feed, during 2022 the company carried out tests with the company Nussed to replace these inputs with products of vegetable origin.

FEED COMPOSITION



REDUCTION IN FISHMEAL CONSUMPTION BY 62.3% WITH RESPECT TO THE YEAR 2021.

REDUCTION OF 3.4% OF SOY IN DIETS.

5,161% INCREASE IN TRIMMING FISH OIL CONSUMPTION WITH RESPECT TO THE COMPOSITION PERCENTAGE.

FEED CONSUMED

FRESH WATER

4,838,217
kilograms/year

SEA WATER

113,186,954
kilograms/year

TOTAL

118,025,171
kilograms/year

MARINE INGREDIENTS

DEPENDENCY RATIO

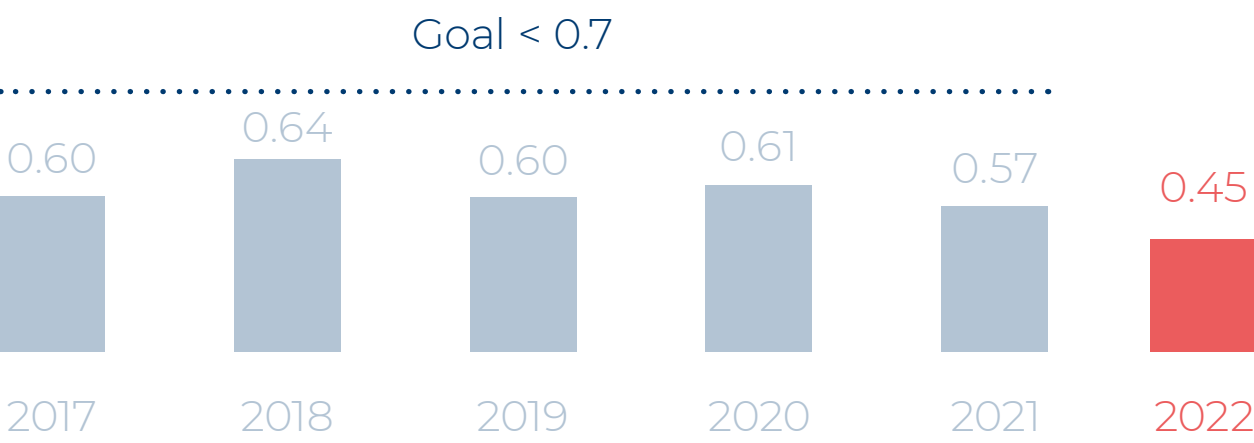
	2017	2018	2019	2020	2021
Fishmeal	0.46	0.32	0.33	0.33	0.22
Fish Oil	1.16	1.42	1.82	1.54	1.74

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 for the continued independent development of the supply and production of ingredients from fisheries, allowing a greater proportion of these resources to be used for direct human consumption and decreasing the focus on aquaculture production.

Although Multi X’s commitment is to reduce the use of fish for salmon production, its main objective is the correct feeding of its farmed fish, in a starvation-free condition and fulfilling the purpose of reaching the tables of the world with a sustainable, nutritious and accessible product. For this reason, it sets goals that allow a range of flexibility in their fulfillment. Notwithstanding, the company invests in the innovation of alternative ingredients that meet the requirements of the fish, but without affecting their full condition.

FIFO



FIFO = $\frac{\text{Fishmeal Level} + \text{Fish Oil Level}}{\text{Fishmeal Yield} + \text{Fish Oil Yield}}$ xFCR

Raw Material Certifications

Multi X in its commitment to guarantee a rich, nutritious and sustainable food, has developed together with its food suppliers lines of action, in which they can guarantee all these characteristics to the final consumer.

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

FISHMEAL	MSC	MARINE TRUST
P1 (SK)	11%	90%
P2 (SF)	0%	100%
P3 (BM)	24%	92%
P4 (CG)	8%	80%
TOTAL MULTI X	15%	93%

FISH OIL	MSC	MARINE TRUST
P1	8%	61%
P2	0%	64%
P3	24%	50%
P4	7%	82%
Total Multi X	7.40%	61%

SOY	RTRS
P1	100%
P2	100%
P3	100%
P4	100%
Total Multi X	100%

FORMULA % MULTI X CERTIFICATION

CERTIFICATION =
$$\frac{\text{Kilograms of Certified Ingredient}}{\text{Kilograms of Total Ingredient}} \times 100$$

In 2022 Multi X recorded a decrease in feed conversion ratio, given the use of high performance diets, a strategy initiated in 2021

FCR SALMÓN ATLÁNTICO



Biological FCR in the period.

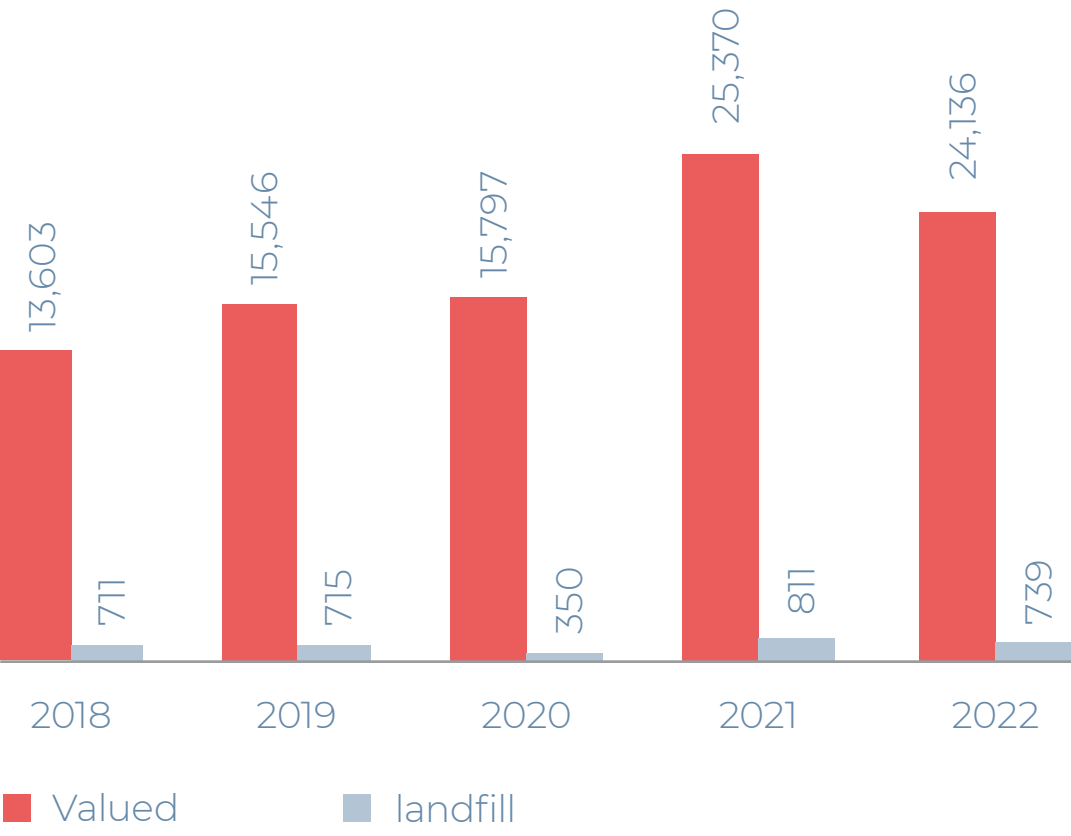
FORMULA FCR =
$$\frac{\text{Feed Supplied}}{\text{Final Biomass [kg]} - \text{Initial Biomass [kg]} + \text{Biomass Mortality}}$$

CLIMATE ACTION

Waste

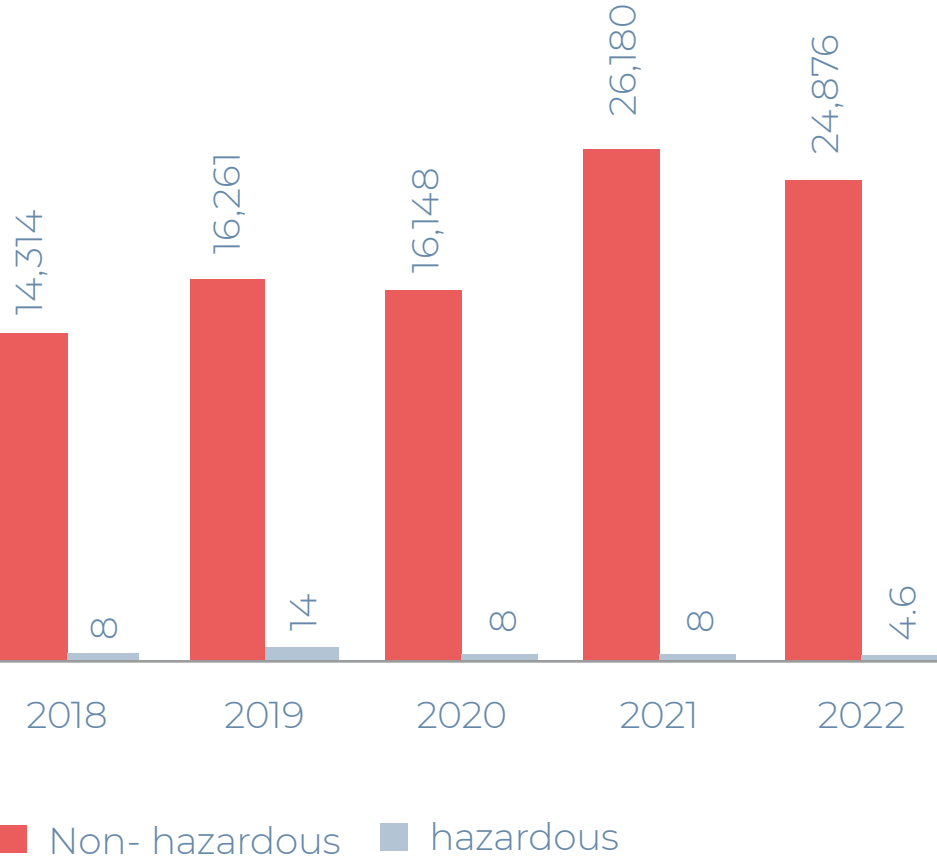
PROCESSING

NON-HAZAROUS WASTE FINAL DISPOSAL (TON)



Decrease **1,234** tons generated in non-hazardous waste.

INDUSTRIAL WASTE (TON)

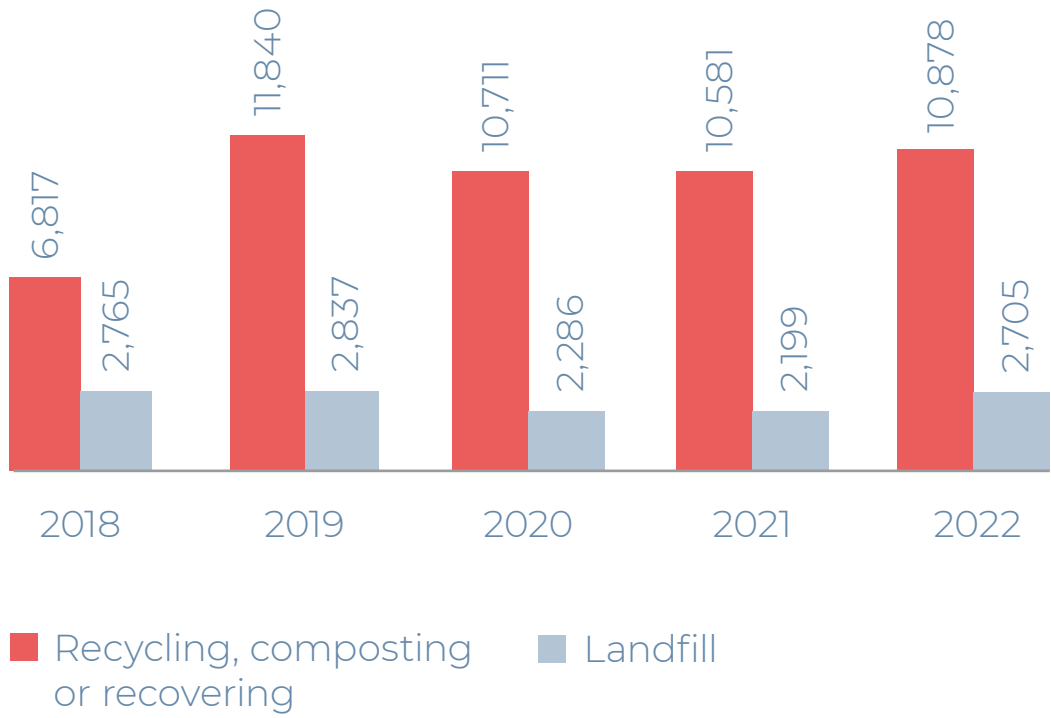


97% of the waste was valorized



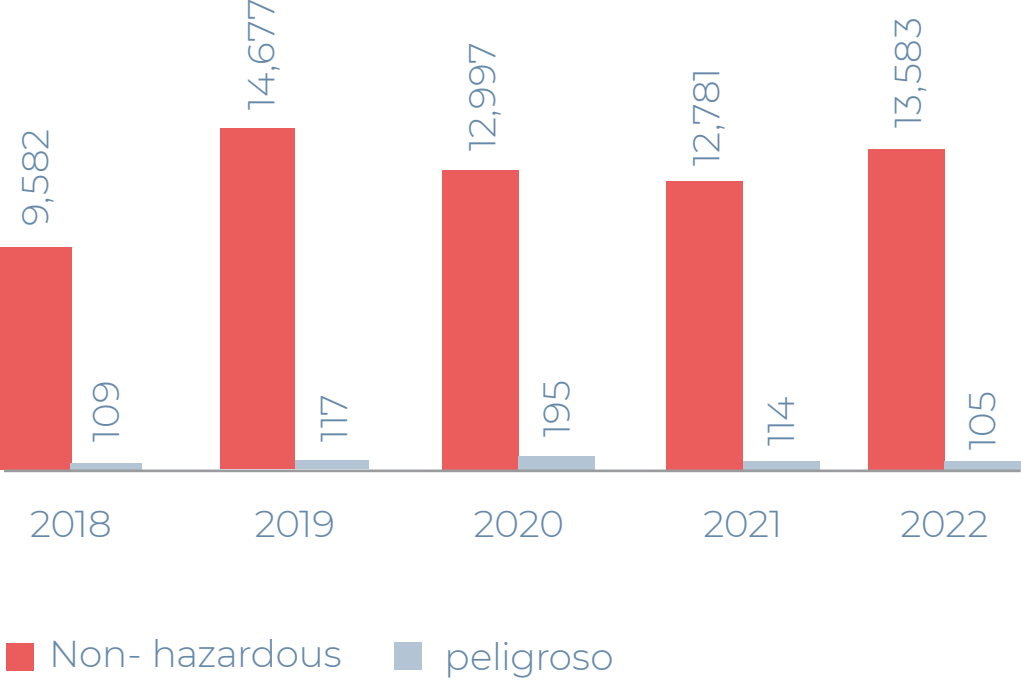
FARMING

NON-HAZARDOUS WASTE FINAL DISPOSAL (TON)



297 tons of non-hazardous waste were recovered in farming.

INDUSTRIAL WASTE (TON)



93% of Multi X's non-hazardous industrial waste was recovered. Increasing by 0.7% with respect to the year 2021.

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 it, using it 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 April 2022 we regained Zero Waste to Landfill status at the Cardonal Plant and at the Sea Flavors Plant it was achieved for the first time in September of the same year.

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 valorized, and the use of other elements that have different useful lives or conditions for recycling, composting or reuse.

Currently, part of Multi X's waste is recycled with strategic partners in southern Chile, generating raw material for different products such as trays for agriculture, and even supplies for circular fashion.

It is important to highlight that Multi X has a plan for the recovery of sludge from fish farming and RILES from processing plants, which are composted.

In addition, we began to purchase feed in bulk at Chaparano Fish Farm, to reduce the use of maxi-bags, and thus help reduce the waste generated by the operation.

Packaging

The company intends to replace packaging materials in order to move towards their reuse and recycling where appropriate. However, the company prioritizes the use of packaging materials that guarantee the quality, safety, and preservation of the products it manufactures.

RECYCLABLE AND NOT RECYCLABLE MATERIAL PERCENTAGE

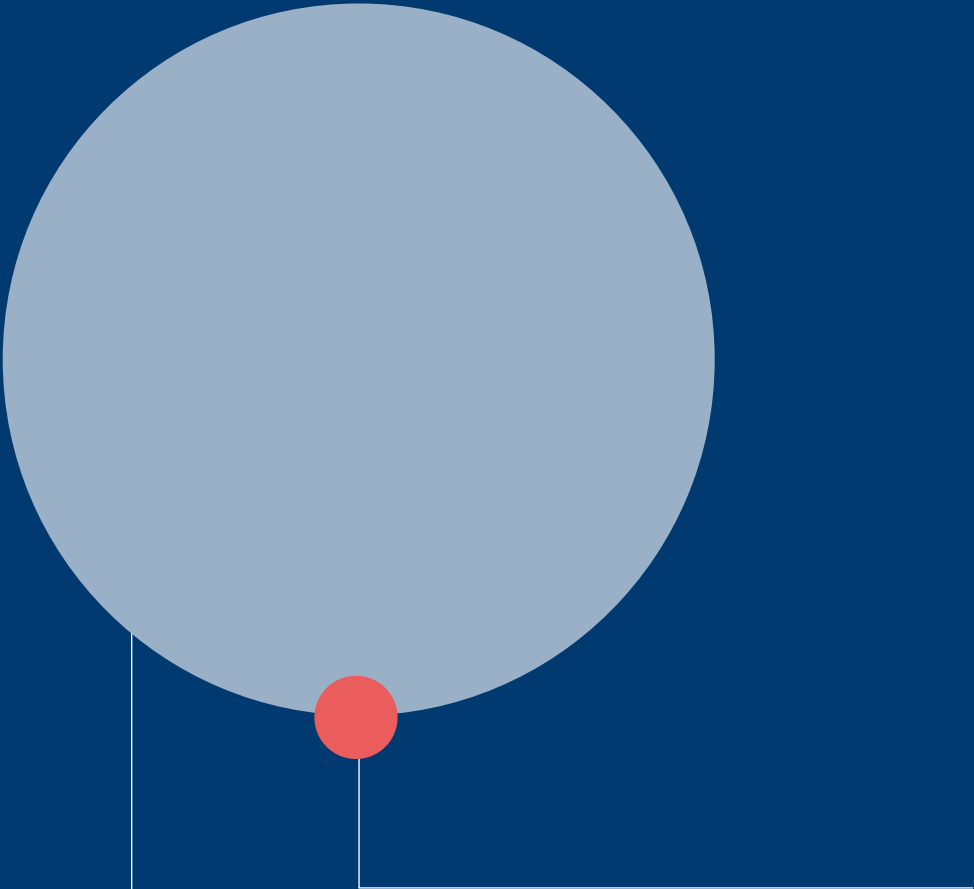
MATERIALS	KG	%PACKAGING
Cardboard	1577904	43%
Plumavit	1156358	31%
Film Barrier	254960	7%
Cardboard	208024	6%
Cardboard Tray	203847	6%
Poliethilene	156751	4%
Vacuum sealer bags	134611	4%
Self-adhesives	7453	0%

We increase the recyclability of our packaging materials to **78.5%** and **21.5%** cannot be recycled.

RECYCLABLE MATERIALS

78.5%

- Plumavit
- Cardboard
- Polyethylene
- Plastic Trays
- Cardboard



NON-RECYCLABLE MATERIALS

21.5%

- Film
- Vacuum Sealed
- Stickers
- Cardboard

74.3%

of the cardboard used in packaging comes from recycled material. Thus, 31.7% of our materials come from recycled materials.

Water Footprint

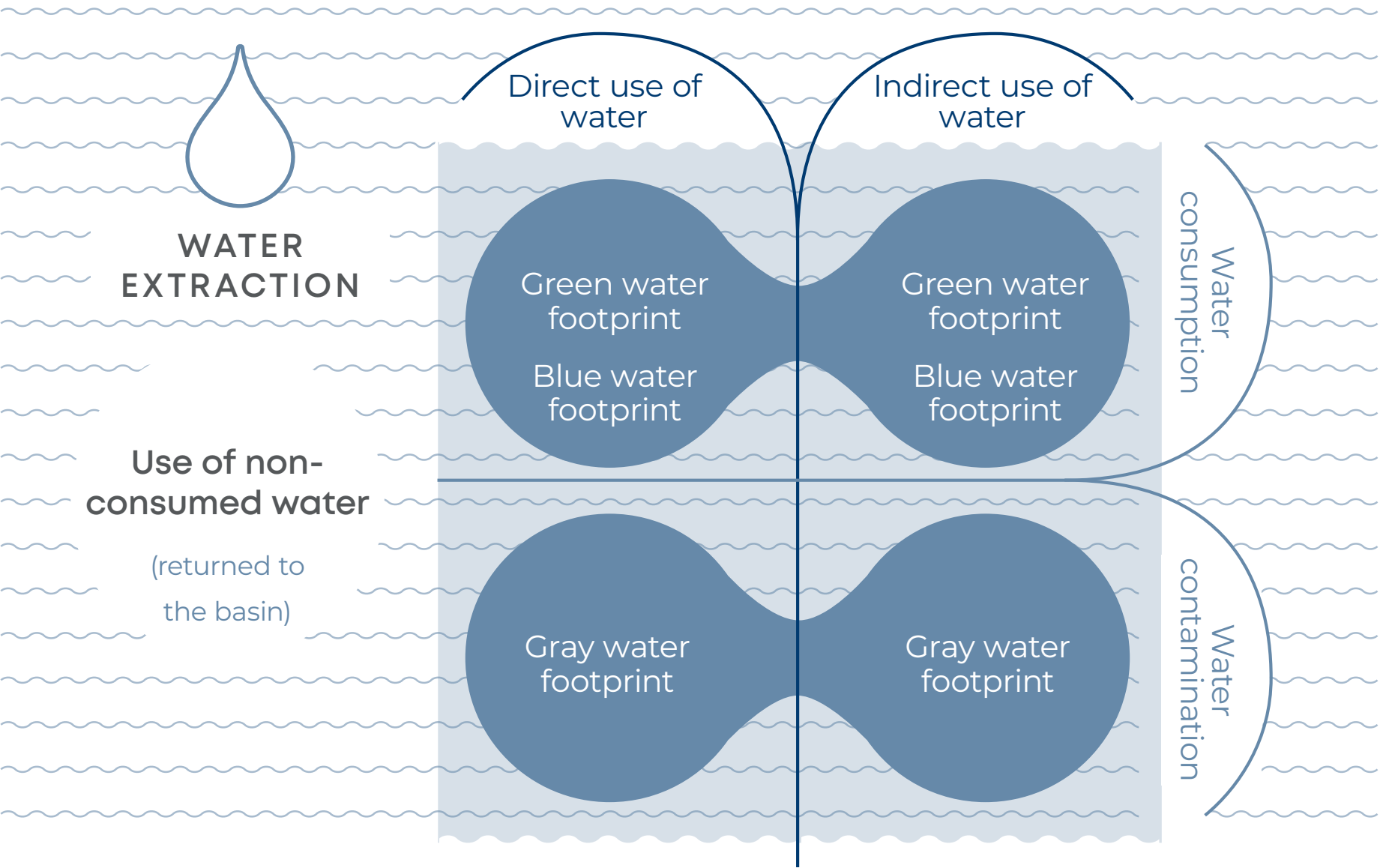
In order to measure, manage and optimize natural resources, the fourthwater footprint measurement is presented. Associated with Multi X’s Fish Farming, Fattening, Plant and Office processes for the year 2022.



DID YOU KNOW THAT...?

The water footprint is the total volume of freshwater used directly or indirectly for the operation of a business. It includes two components: the operational (or direct) water footprint of a company, which is the volume of freshwater consumed or polluted by the business activity; and the supply chain (or indirect) water footprint, which is the volume of freshwater consumed or polluted to produce all the goods and services involved in the production of the company.

SCHEMATIC REPRESENTATION OF THE WATER FOOTPRINT (“WF”)



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

BLUE WF

Consumptive consumption of water resources (freshwater), surface or groundwater, throughout the production chain of a product. This item considers evaporated water, water incorporated into the product, which does not return to the same catchment area, and which does not return in the same catchment period.

GREEN WF

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

GRAY WF

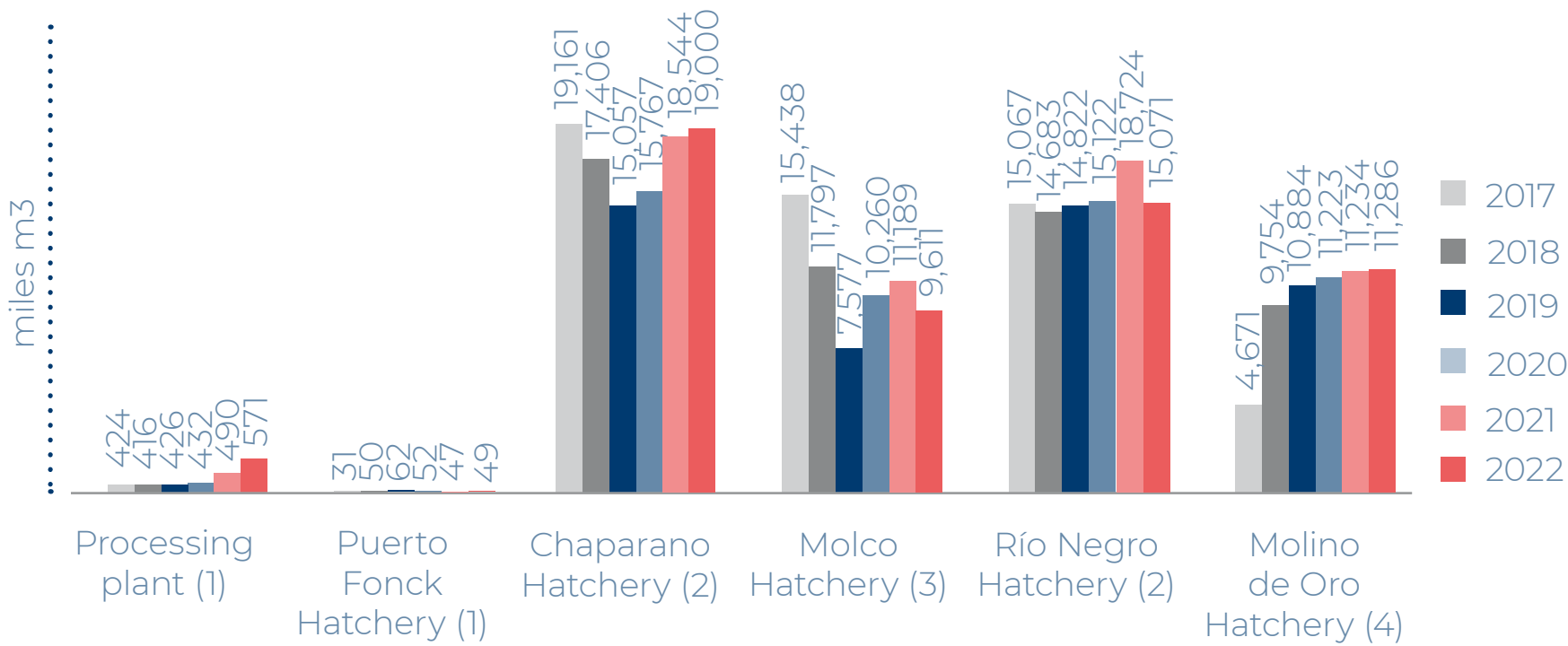
Water pollution is defined as the volume of freshwater required to assimilate a pollution load given natural concentrations and environmental water quality standards.

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

WATER CONSUMPTION OF DIRECT EXTRACTION FROM THE SOURCE IN THOUSANDS OF M3.



According to the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI), all our fish farms and processing plants are in a “Low Overall Water Risk” category, i.e. at low risk for the year 2022.

Seaflavors Plant consumption was added to Process Plants.

37 M3 was administration consumption, through the potable water network.

Water supply sources: Groundwater, River, Spring, Estero

4,460

In 2022, there was a decrease of 4,460 thousand M3 in water withdrawal from our facilities.

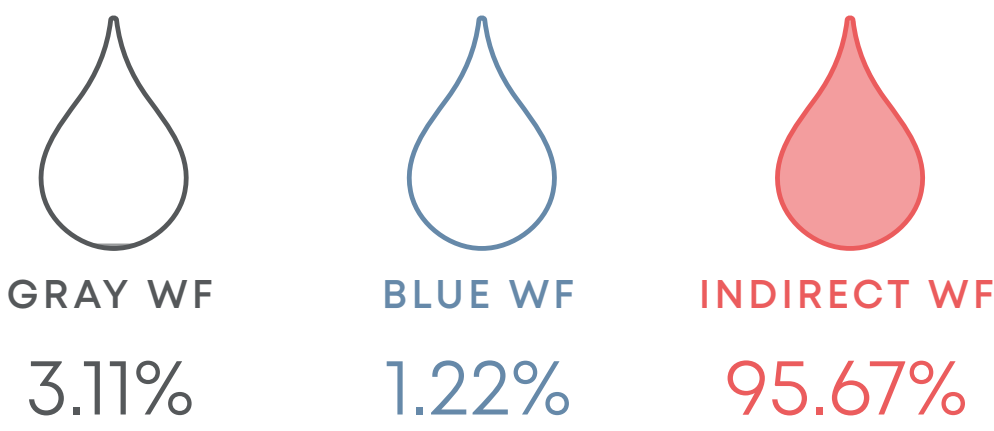
RESULTS

WATER FOOTPRINT	GREY	BLUE	INDIRECT	TOTAL GENERAL (M3/YEAR)
Fattening	-	-	144,557	144,557
Hatcheries	1,745,790	255,255	42,468	2,043,513
Processes	155,123	492,524	218,902	866,549
Feed	-	-	58,170,539	58,170,539
Offices	-	-	3.091	3.091
TOTAL GENERAL	1,900,913	747,779	58,579,557	61,228,249

The water footprint is not an indicator that measures the company's direct water withdrawal, but refers to consumptive consumption, green water consumption, and water pollution within the organization's operations.

WATER FOOTPRINT OF ONE 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: 700.7 m³/tWFE.



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 95.67%.

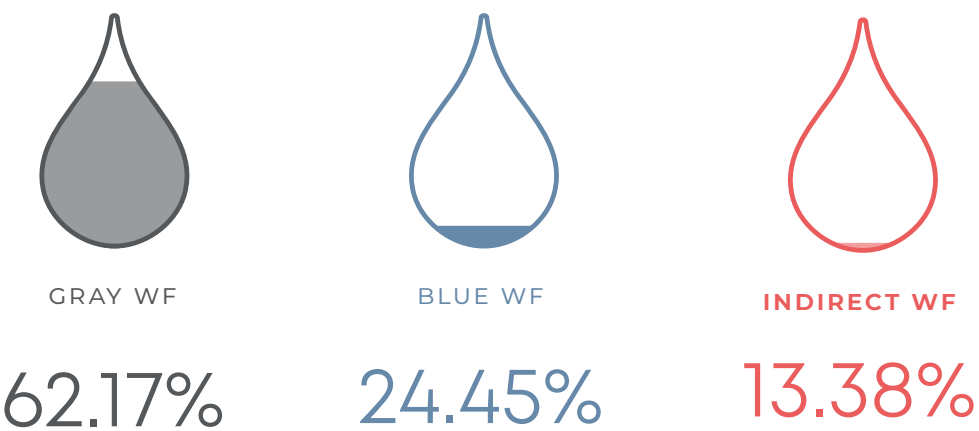
The water footprint intensity in feed is 665.7 m³/tWFE.

OPERATIONAL WATER FOOTPRINT OF A TON WFE OF SALMON (NO FEED):

The operational water footprint of a ton of Salmon is:



Applying 68% yield factor.



COMPARISON OF WATER FOOTPRINT IN PREVIOUS YEARS

Improvements made during the year 2022 were:

Sludge purification using highly efficient Japanese technology, which allows effluent treatment at a low cost. This is done through different aerobic and anaerobic processes that allow water purification. This is directly related to the Gray Footprint.

Multi X has two open flow fish farms, two fish farms with water reuse, and one recirculation fish farm. In addition, through its joint venture with Sealand Aquaculture, Multi X's Multisea fish farm has recirculation technology, further reducing water consumption in Multi X's value chain.

During 2022 the CAPEX associated with effluent parameter improvement is USD 133,498 and improvements related to efficient water use were USD 83,753.

For more information, please review the complete 2022 water footprint report at www.multi-xsalmon.com

	2019	2020	2021	2022
Operational WF m3/year	8,275,126	6,717,628	4,077,530	3,057,710
t WFE	95,475	99,240	97,807	87,378
Ratio m3 Water Footprint a/tWFE	86.7	67.7	41.7	34.99

The gases considered in the GHG emissions estimates by the protocol applied in this study are the same as those listed by the Kyoto Protocol:

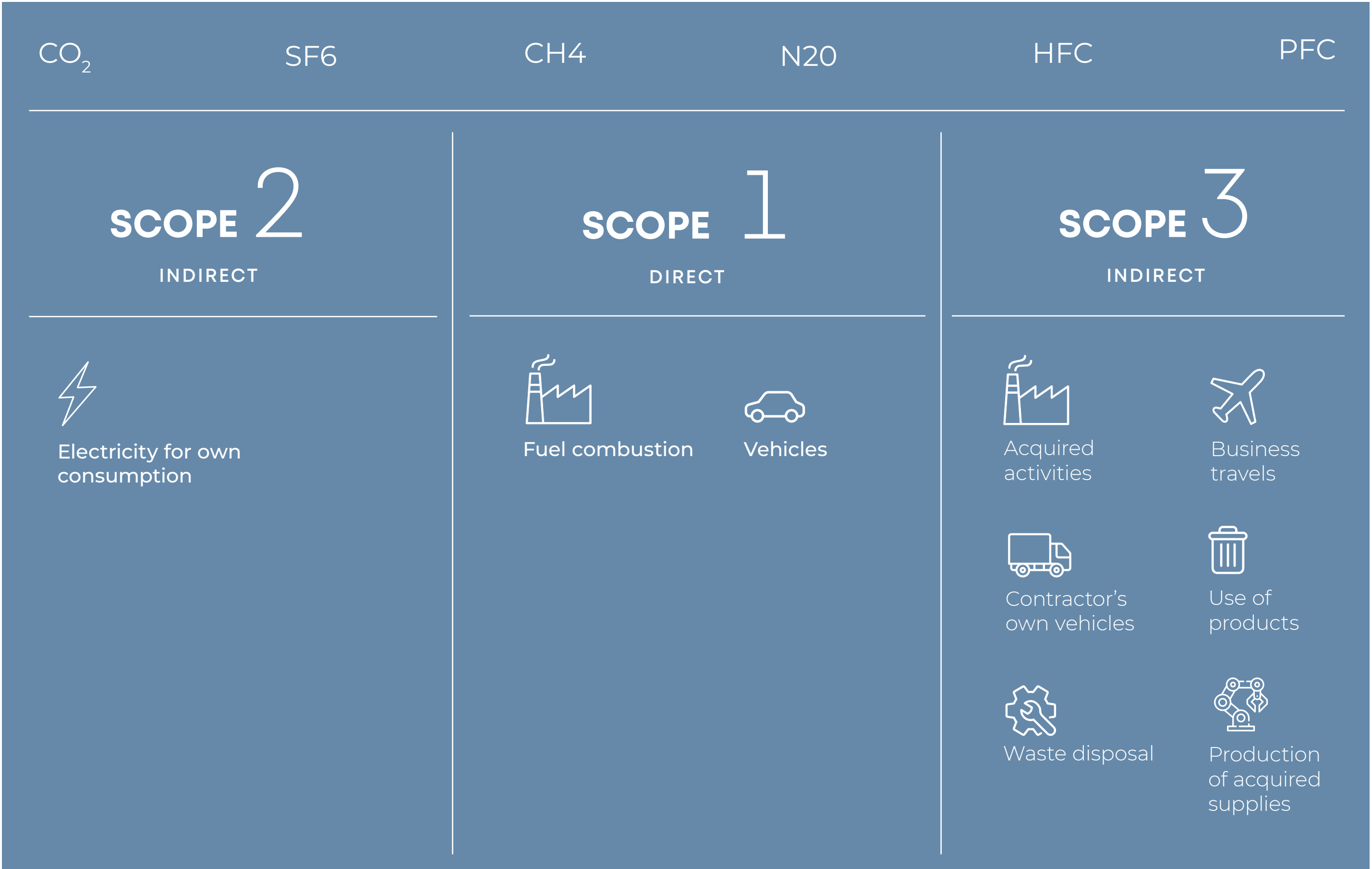
Carbon Footprint

The company presents in this report the fifth carbon footprint measurement for freshwater, seawater, processing, customer pathway and office activities.

Unlike previous years' measurements, Scope 3 expanded its range by considering the emissions generated by the transport of live fish during the freshwater phase, the transfer of raw materials between processing plants, and also expanded the impact of emissions generated by fish feed, through better information on raw materials.

SCOPE 1	Source of Emission DIRECT Combustible y Gases Refrigerantes	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 Feed, transfers between fish hatcheries and plants, packaging, waste, and corporate flights, on the way to the customer.	Indirect emissions from the supply chain, including land use of raw materials. Travel between the value chain, product sales, from packaging to transport route 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).



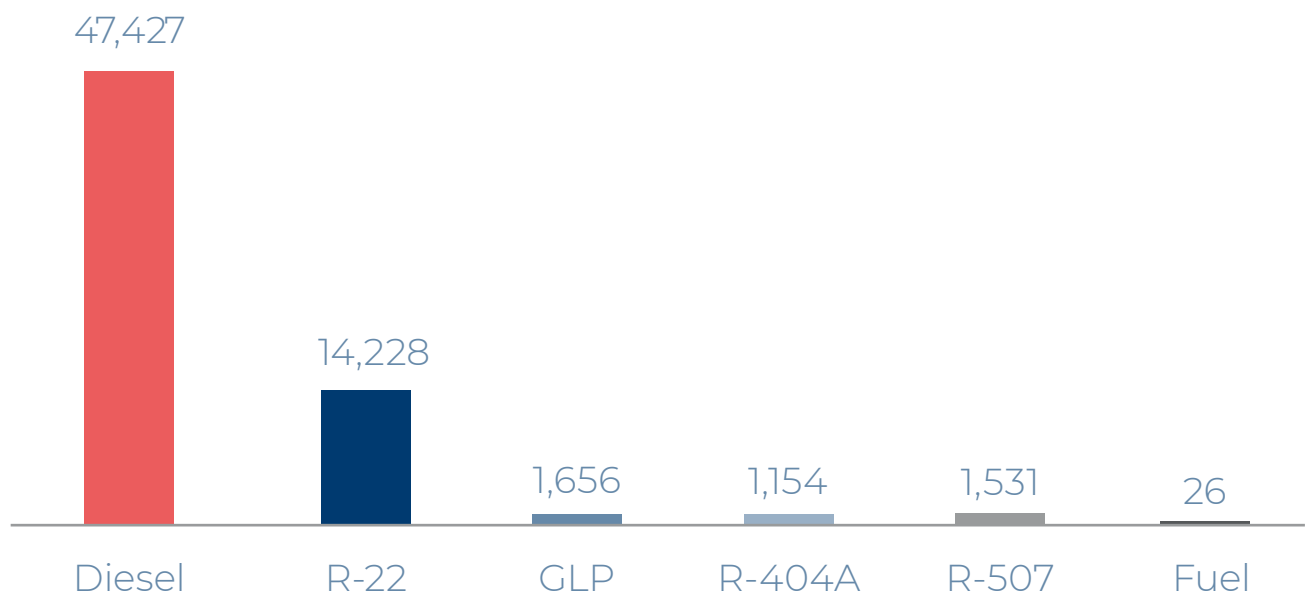
2022 Results

SCOPE	ACTIVITY	GHG EMISSIONS by Market Base[1] (tCO2e)	GHG EMISSIONS Location Based[2] (tCO2e)
1	Fuels and refrigerants consume	66,022	66,022
2	Electricity use	1,416	7,272
3	Waste, business travels, water, feed and product transportation	370,178	370,178
TOTAL		437,615	443,471

[1] Quantifies Scope 2 emissions under market, supplier, contract type and energy source considerations.
[2] Quantifies low-scope emissions based on company location, typically using factors from Chile's National Electric System in 2022.

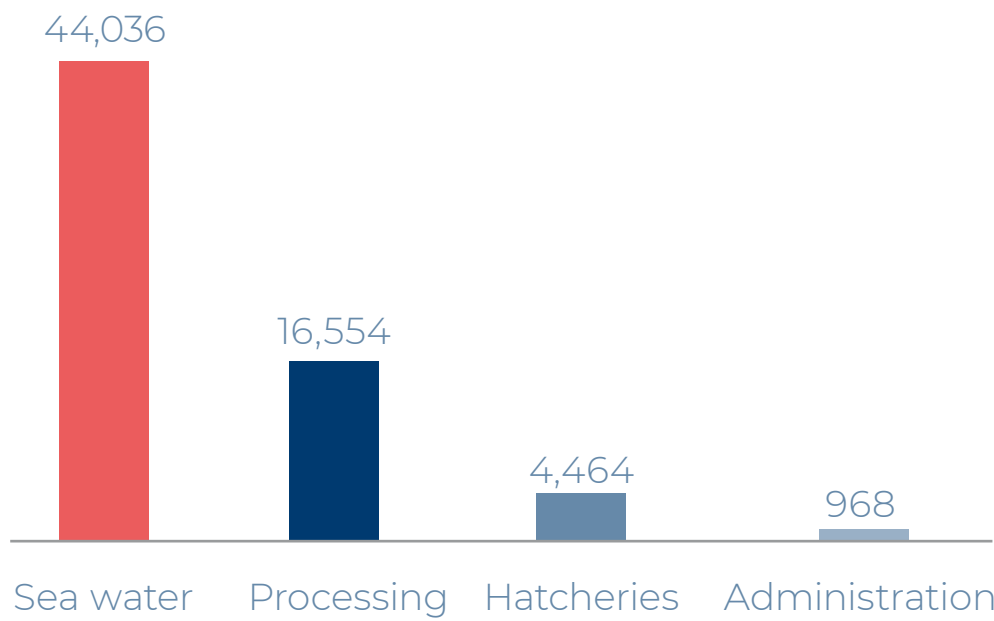
SCOPE 1

EMISSIONS BY SOURCE OF CONSUMPTION (TCO2)



The energy generation of Scope 1 & 2, a total of **203,732 MWh** is produced, of which **9.6%** comes from renewable energy, and **85.2%** from diesel oil.

CONSUMPTION AREA COMPARISON (TCO2E)



In 2022 we reduced the consumption of refrigerants in the process plant, which is reflected in the reduction of the carbon footprint in refrigerants and processing. On the other hand, we increased fuel consumption in farming, due to the incorporation of new oxygenation equipment, an increase in the number of centers in operation and the installation of new pontoons.

New objectives in scopes 1 and 2

SCOPE 2

SOURCE DETAIL	AREA	KWH	GEI EMISSIONS MARKET BASED (TCO2E)	GEI EMISSIONSLOCATION BASED (TCO2E)
ERNC	Hatchery	944,889	0	284
	Processes	18,535,656	0	5,572
Los Lagos	Administration	16,854	10	10
	Hatchery	1,230,761	770	770
	Fattening	12,721	8	8
SEA	Management	17,768	7	7
	Management	7,016	2	2
SIC	Hatchery	2,020,423	607	607
	Engorda	38,924	12	12
TOTAL GENERAL	Fattening	22,825,012	1,416	7,272

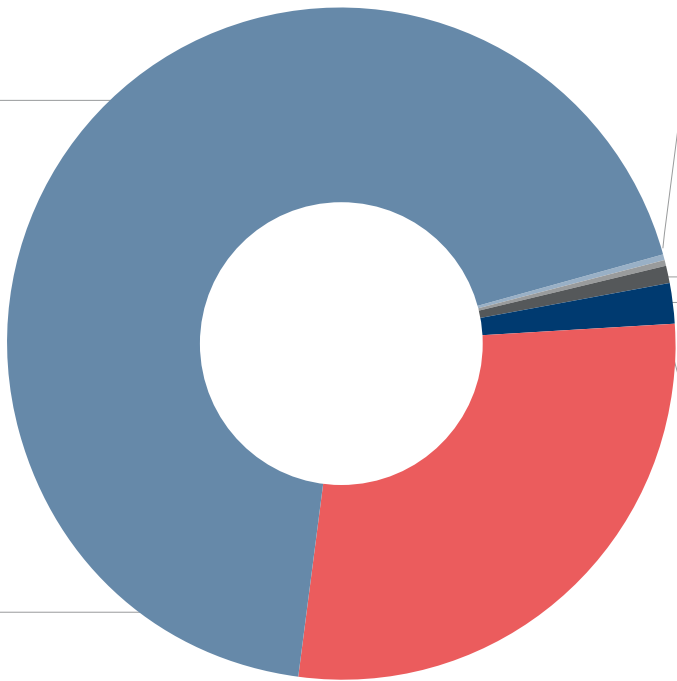
85% of Multi X’s electrical energy comes from Non-Conventional Renewable Energies.

SCOPE 3

DISCLOSE OF SCOPE 3 EMISSIONS BY SOURCE OF CONSUMPTION

Feed
68.66%

Transport to client
28.28%



Logistics
0.11%

Employees
transportation
0.40%

Residues
0.65%

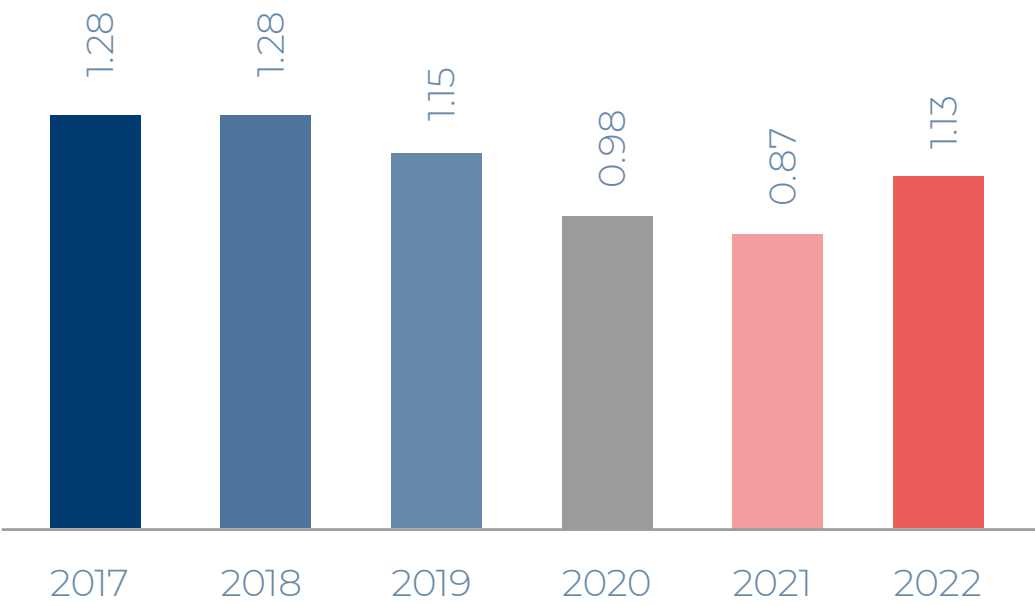
Packaging
1.90%



Comparison with other years

In 2020, Multi X committed to reduce 20% of CO2 tons in scopes 1 and 2 per ton of edible meat by 2025. In 2022, this target showed a setback due to the installation of equipment that allows us to guarantee the survival of our salmon, and future production planning. Although we have improved our carbon footprint in refrigerant and liquefied gas emissions.

INTENSITY S1 + S2



Since carbon footprint measurement began, Multi X has reduced its Scope 1 & 2 emissions per ton of edible meat by 11.71%.

New objectives in scopes 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	2022
Production (Ton WFE)	75,255	82,850	95,475	99,240	97,807	87,378
Yield	68%	68%	68%	68%	68%	68%
Intensity A1+A2	1.28	1.28	1.15	0.98	0.87	1.13
Intensity A1+A2+A3	1.30	1.29	1.46	6.31	6.02	7.37



Carbon Neutral Plan

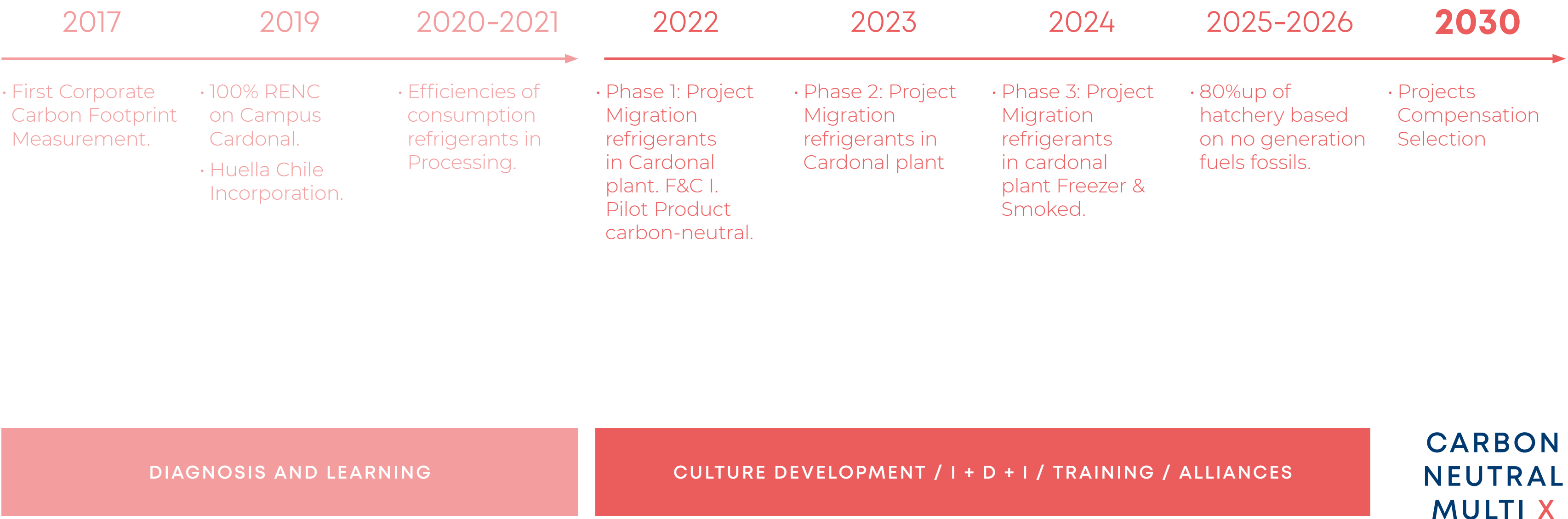
As part of the commitments acquired by Multi X during the presentation of its new corporate image, is to move towards Carbon Neutrality. This refers to the mitigation and/or compensation of the gases emitted in scope 1 & 2 of the corporate carbon footprint, that is, the direct emissions of the company,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

In 2022, the company advanced on the road to carbon neutrality, completing phase 1 of the refrigerant replacement project at the Cardonal Plant. In addition, Pisciculutura Molco and the Seaflavors Plant obtained their NCRE certification for their own consumption.

Next steps include the second phase of the refrigerant migration project at the Cardonal Plant, planned for 2024. In addition, in 2023 the energy efficiency system will begin throughout the value chain, with the objective of complying with the ISO 50,001 standard.



CERTIFICATION

Certifications

FARMING

 **100%**
TON WFE Harvested
2022 under BAP
Certification

 **100%**
TON WFE Harvested
2022 under ISOs
Certification

ASC	2018	2019	2020	2021	2022
% Total Certified Centers*	0.0%	7.8%	11.1%	13.0%	34.0%
% Total TON WFE	0.0%	4.8%	19.3%	9.0%	37.8%

* 27 closed cycle centers during 2022.
** The total amount of tonnes harvested was 87,378.



PROCESSING

OWN PLANTS



		2018	2019	2020	2021	2022
ASC	% Certificate of Total Processed	0.0%	4.7%	14.3%	3.4%	51%

Own plants: Of a total processed 66,193 TON WFE.

Audits

The certification system of our processes seeks to guarantee safety, environmental, social and chain of custody attributes. These have audit processes that are evaluated with a certain frequency, depending on the criticality of the regulatory item and the risk matrix.

This process is certified through external audits carried out by qualified auditors from certifying companies. In another line, we carry out audits requested by clients, to guarantee their standards.

Both internal and external audit corrective actions have a specific resolution period.

In 2022 we had:

- 249 Corrective Actions.
- 163 Non-conformities resolved favorably.

THIRD PARTY PLANTS

		2018	2019	2020	2021	2022
BRC	% Certificate of Total Processed	0%	66%	77%	76%	75%
IFS	% Certificate of Total Processed	0%	3%	11%	18%	61%
ASC	% Certificate of Total Processed	0%	8%	24%	20%	49%
BAP	% Certificate of Total Processed	15%	69%	66%	87%	100%

*Includes Entrevientos plant.
*Out of a total of 21,217 TON WFE processed in third party plants.

5

MULTI X CITIZEN



MULTI X CITIZEN

Thirty-six years ago, when salmon farming was just beginning to take shape in the southern part of Chile, a new way of life began to emerge in communes and towns in southern Chile, based on the employment and entrepreneurial opportunities that this incipient activity offered. As a result, Puerto Montt became, over the decades, an important urban center, as is happening with Coyhaique and Puerto Natales.

In this context, the company took the commitment to honor the environment in which our activities are developed, aiming at sustainability in every action and involving the surrounding communities in the benefits of an industry that has the merit of having become, in a few years, the second largest generator of income for the country.

The development of salmon farming in southern Chile has generated enormous impacts, both positive and negative, in the places where it operates. Among them, greater connectivity with urban centers, labor and entrepreneurial opportunities and greater independence from the center of the country. But it has also had a negative impact, such as the loss of local identity and the impacts of the establishment of new economies.

In this context, and in order to build collaboratively with the communities the development of the southern regions of Chile; Multi X presented in 2021 the Multi X Citizen program, generating pillars and initiatives capable of creating value for the benefit of all.

Multi X Citizen considers the following publics in its community relations

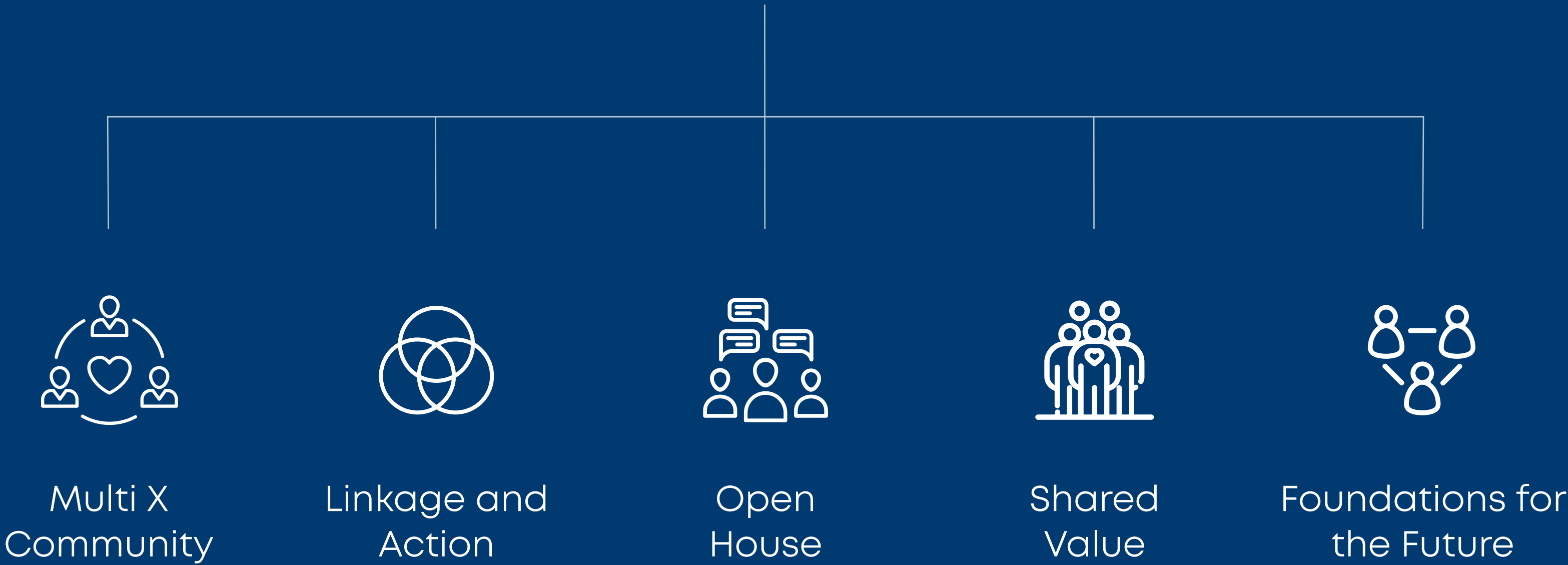
- Such as:
- NEIGHBORS
 - INDIGENOUS COMMUNITIES
 - CIVIL SOCIETY ORGANIZATIONS
 - AUTHORITIES
 - FISHERMEN
 - MITIGATORS
 - RURAL DRINKING WATER COMMITTEES
 - EDUCATIONAL AND HEALTH ESTABLISHMENTS
 - LOCAL SUPPLIERS
 - AMONG OTHERS.



- VILLARRICA
- LA UNIÓN
- SAN JUAN DE LA COSTA
- PUERTO OCTAY
- PUERTO VARAS
- PUERTO MONTT
- COCHAMÓ
- HUALAIHUÉ
- CALBUCO
- CASTRO
- DALCAHUE
- QUINCHAO
- CURACO DE VÉLEZ
- CHONCHI
- GUAITECAS
- PUERTO CISNES
- PUERTO AYSÉN
- PUERTO NATALES

Multi X Citizen is based on five fundamental program pillars

MULTI X CITIZEN



MULTI X COMMUNITY

Focused on employees and their families. Its purpose is to share the values that structure the organization, to build together a common history and to deepen their knowledge of salmon farming. With the purpose of transmitting and sharing the generation of value to our stakeholders. During 2022, 261 members of our team visited our facilities other than their place of work, and 160 family members, including children over 5 years of age, participated in programmed activities related to the value chain.



261

cross-visits

160

family visits



LINKAGE AND ACTION

Its purpose is to deepen the link and strengthen joint actions with the communities and the environment through a relationship of trust and in the mutual understanding that the purpose of the parties is and will always be the harmonious development of the south. Around 213 employees carried out 1,626 hours of direct engagement with the communities.

A milestone of great relevance in 2022 was the creation and implementation of the Community Project Bank, Multi X, which had its first pilot version in 2022. This first contest benefited 912 social groups and organizations from different communes in the southern part of Chile, who presented annual development projects.

In addition, among the actions that stood out in this program are:

- Reconstruction of 40 houses after the fire that affected the Camilo Henríquez de Castro population.
- Collaboration in the Cuchildeo wetland environmental protection project in Hornopirén, Cuchildeo.
- Crossing in Llingua Island. Participation in environmental, sports and cultural festival in Chiloé Island.

- Contribution in salmon for the Rehabilitation Days (Salmojornadas) in the Magallanes Region.

In terms of sports promotion, Multi X continued to support four high-performance athletes from the southern region. These sportsmen are Rodrigo Cárdenas, who is a national discus and hammer national team member; Lisa Montecinos, fencer and national team member, born in Coyhaique; Ricardo Rojas, marathon runner from Puerto Montt; and Agustín Infante from Puerto Varas, who practices archery. In 2022 a new athlete joined this program. She is Juana Tureunma, paracyclist from Curaco de Vélez, who has participated in important world competitions with excellent results

Under this pillar, 1,626 bonding hours equivalent to CLP 21,116,503, with an average hour value of CLP 14,217.

213

Multi X Ambassadors.

9

projects with funds earmarked from the project bank.



OPEN HOUSE

Multi X opens the doors of its facilities to its external stakeholders, including neighbors, social leaders, authorities and suppliers, in order to build a relationship of trust based on the knowledge of its operations and the transparency of information about them.

In the same line, Multi X receives students from technical high schools, universities and technical training centers in technical tours and training courses in aquaculture techniques to deepen and understand the stages of the salmon production process. This generates alliances for the creation of joint knowledge and supports the training of future marine science technicians and professionals, offering them experiences with modern, current and widely used technologies and techniques.

Based on the promise and commitment to bring salmon closer to national consumers and make it available to the families of Chile, Multi X in 2022 maintained its 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.

261

Total number of external visits



SHARED VALUE

From the conviction that the value generated by the company must also drive value in the surrounding communities, the company promotes integration in the supply chain, creating and working in different corporations, guilds and associations that work in the development of local suppliers and entrepreneurs in the area. In 2022, 34 suppliers were created in the Aysén and Magallanes region, where 31 are still in force, a figure that is 26% more than the previous year.

Once again, Multi X participated in the Mentoring Program carried out by SalmonChile in conjunction with Endeavor, an NGO dedicated to the promotion of high-impact entrepreneurship. In this version, as in previous ones, José Ramón Gutiérrez Arrivillaga, CEO of Multi X, participated as a mentor in the initiative.

In April 2022, in conjunction with SalmonChile and another partner company, Multi X offered the ROV Pilot training course to members of the indigenous communities of Huichas Islands, with the aim of developing new skills for job reconversion from fishing and diving to seafood extraction.

As part of Multi X’s commitment to the environment and the communities, in 2022 the company, from the Environment and Concessions Department, accompanied a group of fishermen from Calbuco in the creation of a new company that would provide services of great relevance to the aquaculture industry, such as beach cleaning. Thanks to the advice provided by the company, this group of fishermen now has a stable, secure and long-term economic activity, meeting all the requirements of the law for the provision of services to companies. This new company will start operations in 2023

8% increase in suppliers from Aysén and Magallanes, equivalent to 7 suppliers.



Aquaculture Patents

Multi X contributes directly to the local economy through the payment of aquaculture patents. These patents are resources that generate contributions to the municipalities, being an important part of the local contribution of the southern austral zone of Chile

AREA	PROVINCE	REGION	AMOUNT PAID (CLP)
La Union	Ranco	XIV	12,989,747
Calbuco	Llanquihue	X	97,423,101
Castro	Chiloe	X	12,384,293
Cochamó	Llanquihue	X	33,122,631
Curaco de velez	Chiloe	X	35,551,787
Dalcahue	Chiloe	X	611,570
Hualaihue	Palena	X	46,662,791
Puerto Montt	Llanquihue	X	5,247,271
Puerto Octay	Osorno	X	19,594,703
Quemchi	Chiloe	X	660,496
Quinchao	Chiloe	X	56,538,423
Puerto Aysen	Aysen	XI	185,513,644
Cisnes	Aysen	XI	585,230,606
Natales	Ultima Esperanza	XII	85,558,643

In the last five years, Multi X has paid the following amounts in aquaculture patents:

YEARS	AMOUNT PAID (CLP)
2017	\$940,280,521
2018	\$940,280,521
2019	\$983,979,221
2020	\$1,043,133,027
2021	\$1,177,089,706



Shared value from local sourcing with suppliers

The relationship with suppliers is based on mutual growth, trust and respect, framed in compliance with the United Nations Sustainable Development Goal No. 12 on Responsible Production and Consumption. Through responsible practices in the procurement and development of suppliers of inputs and services, the company favors actions such as prompt payment practices, care for 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 supplier companies.

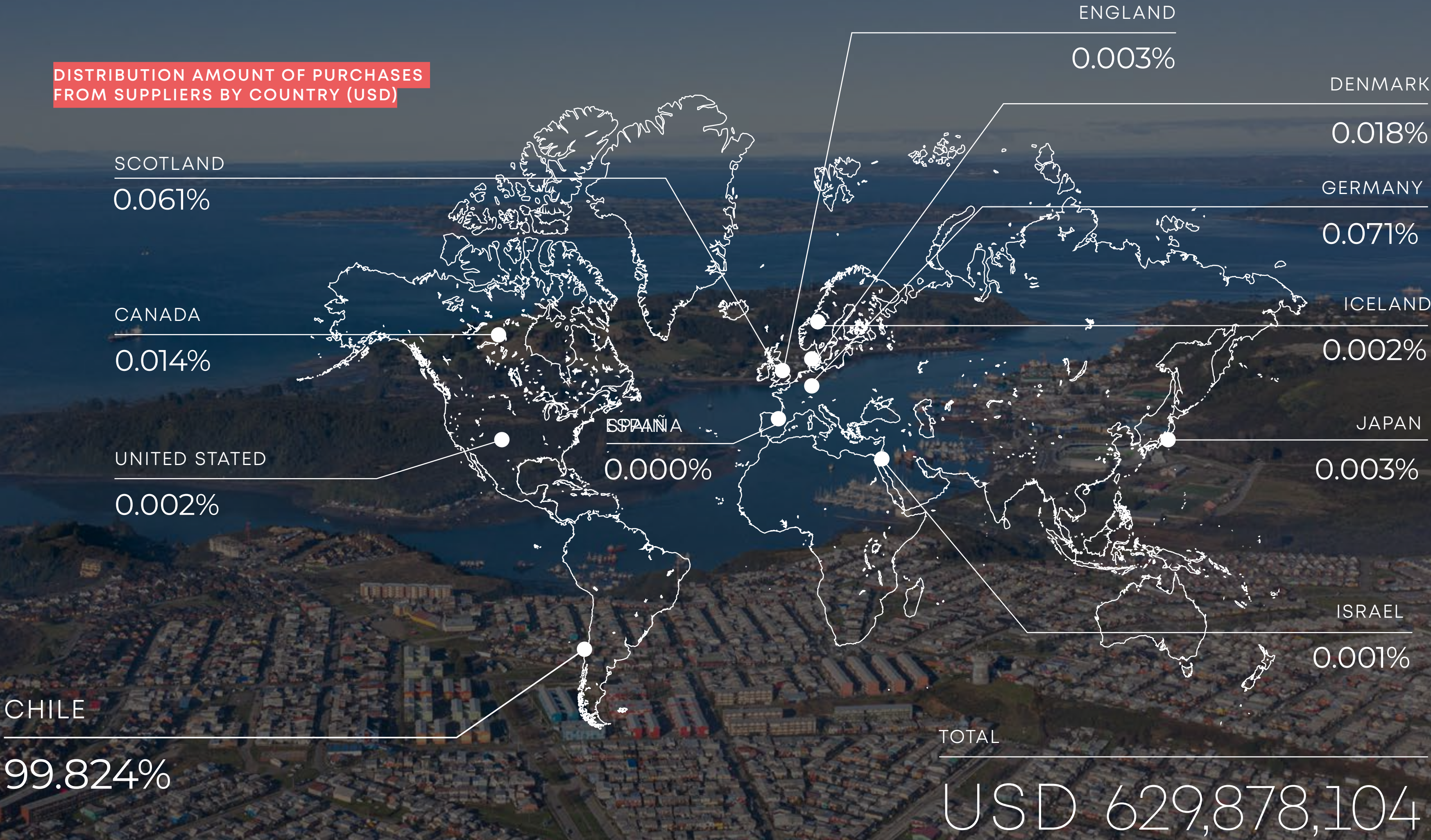


Contribution to the local economy

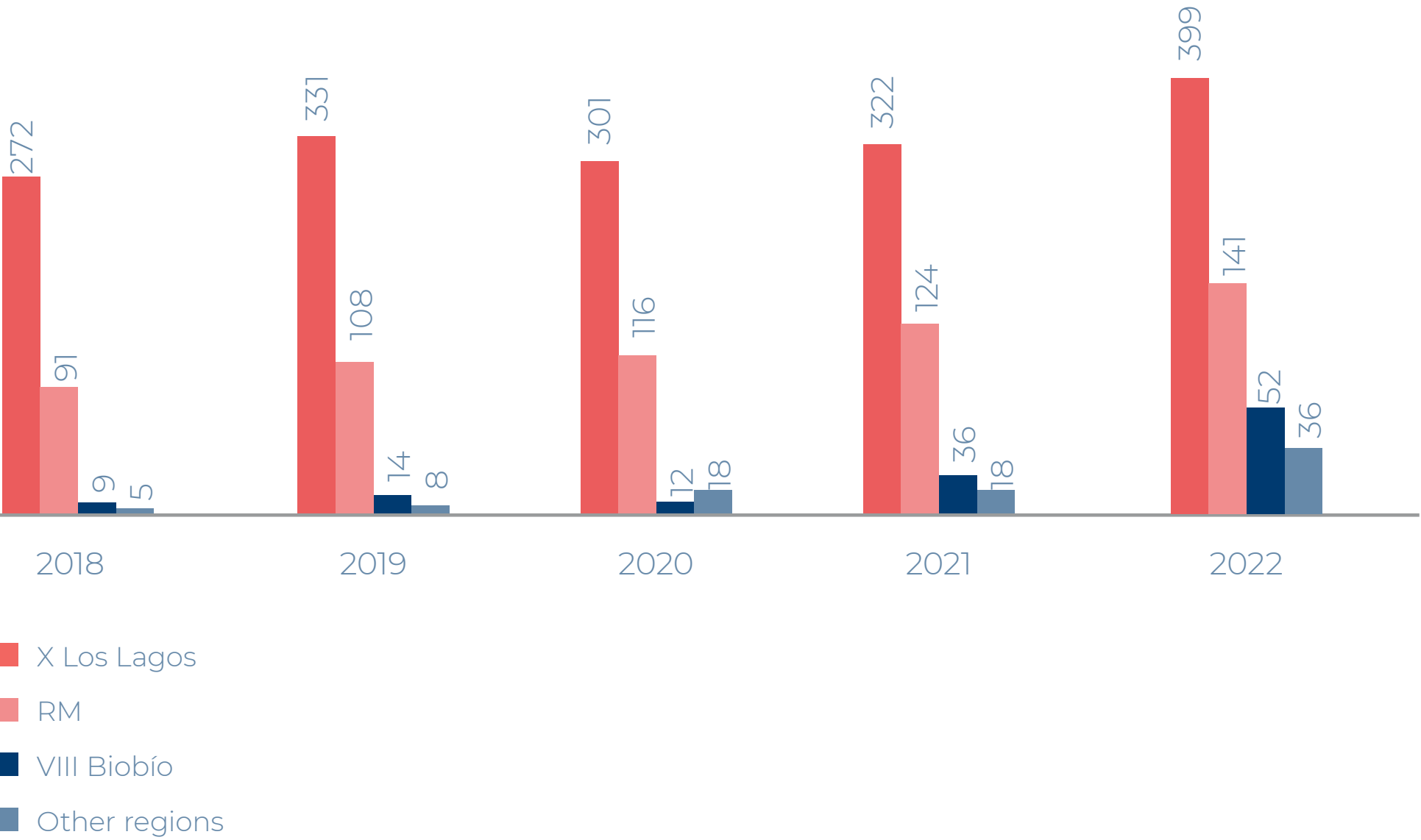
From the Araucanía region to Magallanes, Multi X is linked to its suppliers, from different services associated to the value chain, contributing directly to the national economy and to the regional and local society of the southern southern area of the country.

Chile accounts for more than 99.8% of the total purchases from our suppliers, with a total amount of more than USD \$629 MM.

DISTRIBUTION AMOUNT OF PURCHASES FROM SUPPLIERS BY COUNTRY (USD)



DISTRIBUTION AMOUNT INVESTED BY SUPPLIERS BY LOCATION (USD)



64%

of our suppliers are located in the Los Lagos Region.

18 ThUSD

distributed to suppliers in the Magallanes region

8 ThUSD

distributed to suppliers in the Aysén region.

130 MMUSD

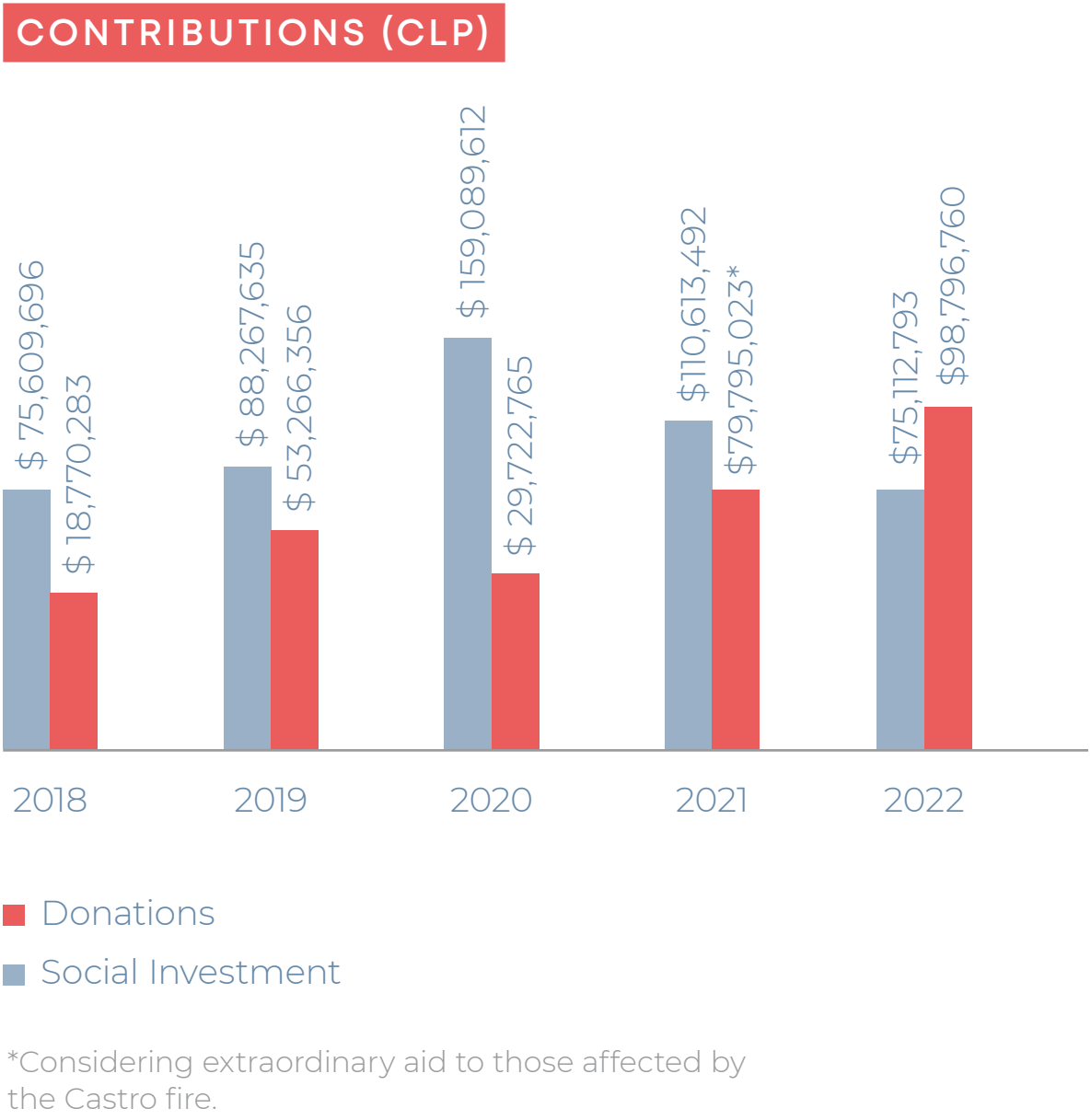
was the amount distributed among suppliers are for SMEs.

Social investment

During 2022, social investment projects were executed involving resources, available capacities, materials and the dedication of technical skills by Multi X employees. Some of these projects were carried out in partnership with NGOs, in response to the needs of the communities.

The company also contributes permanently to charitable foundations for the elderly, minors, street people and organizations that promote cultural events in the localities through the donation of salmon, delivering a total of 2,594 kilograms of salmon during the year, equivalent to the portions of 15.3 thousand people, with a total investment of \$29,338,501 CLP.

As for the management associated with the implementation of social programs, we generated an investment of \$75,112,793 CLP, in actions that were supported with 1,626 volunteer hours, with an estimated value of \$23,120,094 CLP, not accounted for as a donation or social investment.



FOUNDATIONS FOR THE FUTURE

Focused on the formative and environmental education of communities about their surroundings. It promotes technical knowledge through training, awareness-raising activities, visits to the facilities and lectures.

This pillar has carried out environmental projects such as greenhouses, garbage collection systems, workshops on the use of biostimulants produced from salmon waste in domestic agriculture, among others. In this way, the foundations are being built for future generations. Some of the activities and projects highlighted are:

- Lectures in 5 locations, on topics such as people, diving, veterinary medicine, among others.
- A veterinarian lecture led by the Health area.
- Trees & Seas Festival on Chiloé Island, where we participated with the community in reforestation initiatives, beach cleaning, cultural activities, among others.
- Science Fair Pumahue School

- Nutrition Fair Universidad Santo Tomás
- Good Living Fair Pedro Avelino Bravo Rotary School
- Christmas and national holiday activity at Los Eeucaliptus school.

Training with SalmonChile and NGO channels to different specialized technical high schools.

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 company supported the Hornopirén Technical High School, where it provided tools for graduates and training in the detection and treatment of Caligus.

In the same line, the alliance with Enseña Chile was strengthened, in addition to the accompaniment of

teachers by the Foundation. Regarding the promotion and care of the environment, the company participated in community beach cleanups, supported recycling points, and participated in environmental committees of schools and municipalities. Together with other companies in the area, the company conducted a study of household waste management in Guaitecas to plan a management plan with public and private support



A close-up photograph of a hand garnishing a plate of sashimi. The hand is positioned at the top left, with fingers delicately placing green herbs onto a piece of white fish sashimi. The plate also contains other pieces of sashimi, including salmon and tuna. The background is dark and out of focus, emphasizing the food and the hand. A large white number '6' is overlaid on the left side of the image, and a vertical line extends downwards from it to the word 'PRODUCTS' at the bottom left.

6

PRODUCTS

BRAND ARCHITECTURE

The COVID-19 pandemic made consumers see salmon as a versatile and easy-to-prepare product that, at the same time, brings enormous nutritional values to consumers' health.

In 2022 the position of salmon in market channels other than HORECA consolidated the trend it had been sustaining since 2021, so companies such as Multi X addressed the challenge of listening to the requirements of the end customer, with the aim of delighting them and earning a place at their tables.

In this line, Multi X's Product Development team worked in 2022 on product lines that fit the different lifestyles and beliefs of consumers. An example of this is the presentation of individual formats and developments such as the first CarbonNeutral® certified salmon fillet.

Likewise, during 2022, the company strengthened its distribution channels in the domestic market, with the purpose of offering products from Chile to Chile. Establishing itself through e-commerce sales (www.elmejorsalmon.cl) in the Metropolitan Region and in the Los Lagos Region. In addition, the sale in a supermarket in the region of Aysén.



ARKA

Super Premium brand with "Antibiotics Never ever Used" products, BAP and ASC certification.



MULTI X

Super Premium brand, with ASC and BAP certification.



LATITUDE 45

Premium Convenience brand, which is BAP certified..



Brand Awareness

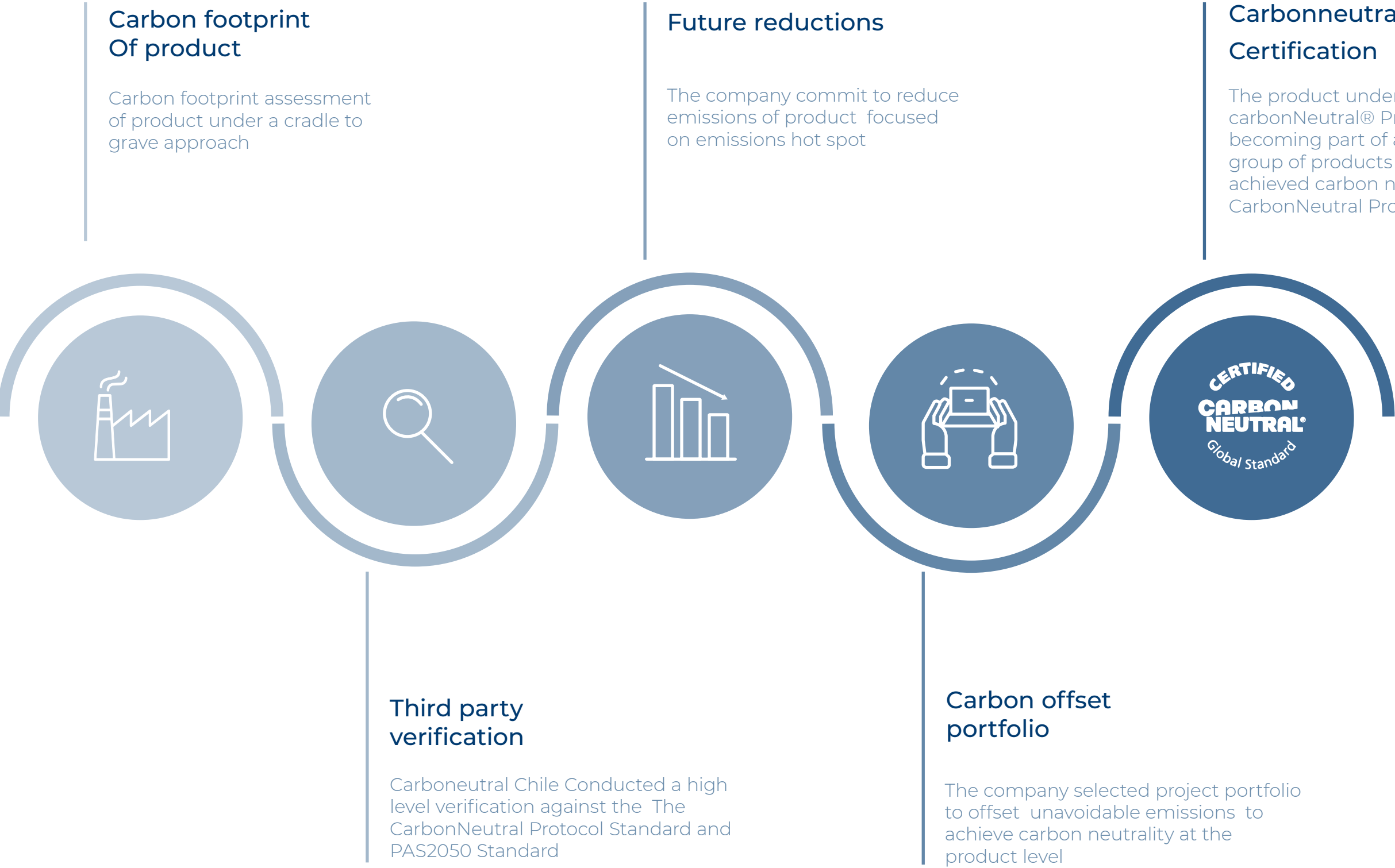


MY SALMON

Standard Convenience brand. Aimed at consumers who are looking to eat healthy and want to have the salmon experience at a low price.



CARBON NEUTRAL PRODUCT



Link: <https://www.environdec.com/library/epd6696>.

A Life Cycle Assessment (LCA) was performed to obtain the carbon footprint of the product, as well as other parameters that can be found in our recent Environmental Product Declaration.

Honoring its commitment to sustainability and innovation in service to generate initiatives to nourish the future Multi X citizen, Multi X developed the first Chilean salmon product as carbon neutral in 2022.

This new proposal seeks to offer retailers an opportunity to bring a sustainable option to consumers, following the new buying trends of those who prefer products that have considered the impact reduction in their processes.

To achieve the CarbonNeutral® Product Certification, Multi X works with Climate Impact Partners, a leader in the development and supply of high-quality solutions with a high impact on the carbon market and climate action, aligned with the CarbonNeutral® Protocol requirements.

In the same way, Multi X continues working on new lines of certified products, which also bring development to local communities and allow the development of infrastructures and renewable energy projects.

Traceability

The traceability of our products at each stage is controlled from the lot number or the unique case number. By means of both numbers, we trace the history of the product from its origin until it comes into contact with our customers and guarantee effective recall actions if necessary.

Nutrition

The Health & Nutrition Management, through the feeding of our salmon, seeks to strengthen parameters that are beneficial to the health of our consumers, such as EPA and DHA content.

All new products, and as a definition of the development procedure and compliance with our plant certifications, are subjected to nutritional studies in external laboratories, where nutritional indicators such as omega 3, protein percentage, vitamins, among others, are determined.

Our products developed under the Arka brand contain 10% more Omega 3 than products developed under other proprietary brands.

Emerging Markets

Implementation of Halal certification, to guarantee respect for Islamic law. Allowing us to develop business with markets such as Malaysia, Cambodia, Singapore and the Philippines.

Food Waste

Multi X seeks efficiency and maximization throughout the value chain. In the case of the in-plant process, we seek the maximum yield of salmon, to fulfill our purpose, to feed the future, taking care of the world. We achieve this through machines with Machine Vision software and artificial intelligence that seek the optimal cut of the salmon fillets, according to the size of each one, and the identification of the quality of the raw material. In the case of what is left over from the macro cuts, through a strategy, specialized cuts are generated with the remainder, flake-style products, among others, achieving a wide variety of by-products.

In addition, we seek to inform consumers about the benefits of brown fat and skin for cooking and vitamins. In order to take advantage of the maximum edible portion.

284,000 kg

were processed as a by-product of our salmon.

PRODUCT RECALL SYSTEM

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

During 2022, the company had no recalls and/or sales bans by market bans. No recalls due to illnesses or fatalities.



7

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	Description of water use risk mitigation and discussion of strategies and practices to mitigate those risks.	Use water policy	FB-MP-140a.2
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TOPIC	ACCOUNTING METRIC	PAGE	CODE
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	(1) Number of returns and (2) total weight of product returned	N/A	FB-MP-250.a.3
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STUFF TURNOVER SRATE

	2020		2021		2022	
	Voluntary Turnover Rate	Staff Turnover Rate	Voluntary Turnover Rate	Staff Turnover Rate	Voluntary Turnover Rate	Staff Turnover Rate
POSITION BREAKDOWN						
Senior Management	0	3,5	0	5	4,0	19,3
Mid-level Management	0	14,6	2,9	7,1	0,0	10,4
Junior Management	5,9	20,3	5,4	16,6	6,5	32,3
Administrative Technitians	5,4	17,4	8,7	26,5	9,2	46,6
Operators	8,3	53,3	13,6	59,1	12,3	79,7
AGE BREAKDOWN						
Under 30	14,4	75	29,3	111,7	27,6	96,3
Between 30 and 50	24,3	29,8	6,9	29,6	7,6	31,5
Over 50	17,5	19	3,3	15,8	4,3	18,5
BREAKDOWN BY GENDER						
Women	34,1	42,5	13,5	52,9	10,9	42,3
Men	31,9	38,4	10,1	41,9	11,3	42,4
BREAKDOWN BY NATIONALITY						
Argentina	-	-	0,0,	0,0	116,7	112,5
Chilean	-	-	11,3	46,2	44,2	42,3
Brasilean	-	-	0	0,0	100,0	100,0
Colombian	-	-	33,3	125,0	108,1	99,3
Costarican	-	-	0,0	0,0	0,0	0,0
Dominican	-	-	0,0	0,0	200,0	200,0
Spanish	-	-	0,0	0,0	33,3	16,7
Haitian	-	-	0,0	55,6	33,3	16,7
Japanese	-	-	0,0	0,0	0,0	0,0
Peruvian	-	-	100,0	100,0	0,0	25,0
Southafrican	-	-	0,0	100,0	0,0	0,0
Venezuelan	-	-	21,1	53,7	35,3	45,9

PARENTAL LEAVE

EMPLOYEE PARENTAL LEAVE	WOMEN	MEN	TOTAL
Entitlement to parental leave. Total number of employees who have had parental leave	48	20	68
Total number of employees who took parental leave (out of those who have parental rights)	12	0	12
Total no. of employees who returned to work in 2022 after completing parental leave (out of those who took parental leave)	24	0	24
Returned to work after parental leave ended and were still employed 12 months after returning to work (of those who took parental leave).	26	0	26

OCCUPATIONAL ILLNES

FREQUENCY RATE

(OOIFR: OCCUPATIONAL ILNESS FRECUENCY RATE)

2019		2020		2021		2022		
N°	Rate	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	5,450,220	2.20
N. of occupational diseases recorded (No. of events)	1		7		12		12	
Data coverage	100%	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	4,451,040	2.20
N. of occupational diseases recorded (No. of events)	4		1		0		9	
Data coverage	100%	100%		100%		100%		

JOINT COMMITEES

TOTAL N° OF UNITS		
Hatcheries	5	100%
Processing Plants	2	100%
Farming Centers	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. Therefore, we do not have such committees in our farms.

GSI VERIFICATION



DC C856500-GSI-01 2023
REGISTRO No: CU 856500

CONFORMANCE LETTER

To whom it may concern

Control Union Services SAC confirms that it has carried out the assessment of Sustainability Indicators of Global Salmon Initiative (GSI), with information of period **January – December 2022** of:

MULTI X S.A.

Avenida Cardonal #2501, Region de los Lagos, Chile

The results of the evaluation carried out on March, 13th and 14th 2023

Further details are provided overleaf

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

Declared by:
On behalf of the Managing Director
Authorized by:

Control Union Services SAC
Av. Petit Thouars 4653 Fl. 6 Of. 603, Miraflores
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Phone: +51-1-7190400
<https://cuperu.com/portal2/>
Date of decision: 05-April-2023
Printed on: 05-April-2023



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DC C856500-GSI-01 2023
REGISTRO No: CU 856500

Scope

In this report, you will find the outcomes of the revision of the Sustainability Report indicators of Global Salmon Initiative (GSI) 2022. This Report is the responsibility of and has been approved by the management of Multi X 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 2022 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 "GSI Sustainability Report 2022 – Metrics & Protocols" Version: v.2 - 2023, was used as a guide to evaluate the data and metrics reported by Multi X 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) 2022 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 Multi X S.A. in the period January – December 2022.

Fish escapes	0 fish escaped	
Fish mortality	Atlantic salmon: 4,72%	
Antibiotic use	Atlantic salmon (Production): 321,53 g API per tonne	
Sea lice count	Average number of total adults (gravid females)	
	Month	Atlantic salmon
	January	0,96
	February	0,41
	March	0,49
	April	0,67
	May	0,85
	June	1,00
	July	1,56
	August	0,81
	September	1,06
	October	1,02
	November	0,78
	December	0,77
Sea lice treatments – Medicinal in bath treatments	Atlantic salmon (Production): 7,12 g API per tonne	



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DC C856500-GSI-01 2023
REGISTRO No: CU 856500

Sea lice treatments – Medicinal in feed treatments	Atlantic salmon (Production): 0,01 g API per tonne
Sea lice treatments – Use of Hydrogen Peroxide	Atlantic salmon (Production): 12,79 kg 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	FFDR (meal): 0,22 FFDR (oil): 1,74
Certifications and environmental licenses	https://www.multi-xsalmon.com/sustentabilidad/
Compliance	- Environmental: 1 non-compliance – 14.691 USD – Fisheries Law and Maritime Law - Social: 7 non-compliances – 11.246 USD – Labor Law - Product: 1 non-compliance – 244 USD - National Customs Service
Occupational health	- Fatalities: 0 - Work related injuries The rate of recordable work-related injuries, for employees: 13.03 The rate of high consequence work-related injuries (excluding fatalities) for employees: 0,92 - Absence rate: 0,26 %
Direct labor	2.586 full-time employees.
ASC Certification	Percentage of total volume produced in 2021 (Jan - Dec) which was ASC certified at harvest (LWE): 37,85%

Table 1: Results for each metric evaluated for the 2022 GSI Sustainability Report, Multi X S.A.



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

Indicator	Objective evidence / comments
Fish escape	-FishTalk production reports (production management software) for farms fully harvested during 2022, 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 2022. (dated: March 14th, 2022)
Fish mortality	- FishTalk production report (production management software), it includes for each farm / cage that was operating during 2022 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. - Summary of treatments prepared by the Safety and Quality Coordinator of Multi X during 2022, 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 2022 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 Multi X S.A. calculates the LWE. GSI protocol defines Production as a function of closing biomass + biomass of harvested fish - opening biomass. Multi X 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.
Antibiotic use	- Summary of treatments prepared by the Safety and Quality Coordinator of Multi X during 2022, 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 2022 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 Multi X S.A. calculates the LWE. GSI protocol defines Production as a function of closing biomass + biomass of harvested fish - opening biomass. Multi X 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.
Sea lice	- Summary of sea lice count, by the Safety and Quality Coordinator of Multi X 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.
Sea lice treatments:	- Summary of treatments, prepared by the Safety and Quality Coordinator of Multi X S. A. in the period 2022 with the following information: farm, species, diseases, year, active principle of the therapeutic treatment, way of administration, amount in grams of the therapeutic used.
Medicinal in-bath treatments	- 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.
Medicinal in-feed treatments	- FishTalk production report from 2022 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.
Use of hydrogen peroxide	Note: there is a difference in the way that Multi X S.A. calculates the LWE. GSI protocol defines Production as a function of closing biomass + biomass of harvested fish - opening biomass. Multi X 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.



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Non-medicinal methods	- It is indicated by the Safety and Quality Coordinator of Multi X S.A, for the period 2022, indicates that non-medicinal treatments were used.
Wildlife Interactions	- Statement signed by Francisco Lobos (Human Resources, Sustainability and Corporate Affairs Manager), declaring that without considering the emergency informed above (dated March 14th, 2022) no other lethal incident occurred in the Company during 2022. - FishTalk production report (from January 1st to December 31st, 2022) to estimate total number of sea farms that were operative: 50 sea farms.
Use of marine ingredients in feed	- FishTalk production report (from January 1st to December 31st, 2022), with the following information: species, farm, month, feed supplier, diet, amount consumed and eFCR by farm. - Document "Forage Fish Dependency Ratio GSI 2022" presented by the Food Purchasing Officer of Multi X 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 (4,7%), Weighted Fish oil (7,8%) and eFCR (1,12) - Production and harvest projection figures for farms ASC certified for 2022. A cross check was done with the available information of certified farms in ASC website. - Document called "Multas Reporte de Sustentabilidad 2022 (30-01-2023) vñ" prepared by the Legal Assistant of the company. Non-compliance with regulations - 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 2022.
Fatalities	- Certificates sent by the Chilean Safety Association (Asociación Chilena de Seguridad ACHS), corresponding to the registration of rates and statistical information corresponding to Occupational Health and Safety of workers indicating that there were no work-related incidents resulting in the death of any worker during the 2022 period, dated March 14 th , 2023.
Lost time injury rate Absence rate	- Document "SSO" presented by the Occupational health and safety officer of Multi X S.A., and Certificates sent by the Chilean Safety Association (Asociación Chilena de Seguridad ACHS), corresponding to the registration of rates and statistical information corresponding to Occupational Health and Safety of workers, that include Lost time injury rate and Absense rate values
Direct Labor	- Information from Direct Labor provided by the Head of People Management, corresponding to the period January - December 2022.



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COUNTRIES WHERE THE SOYBEAN FOOD COMES FROM

Through the collaborative work between the company and the salmon feed suppliers, we managed to make the list of countries where the soybean used for the diets used in farming, comes from.

SOYBEAN IMPORTING COUNTRIES

Argentina

CÓRDOVA Y
BUENOS AIRES.

Brasil

MATO GROSSO,
RONDÔNIA Y PARÁ.

Paraguay



CARBON FOOT PRINT VERIFICATION

Deloitte. Carta de Verificación

Santiago, julio, 2023

Multi X 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 2022, de Multi X S.A.

Alcance

Multi X S.A. ha solicitado a Deloitte la verificación del Inventario de Emisiones de Gases de Efecto Invernadero, para el período 2022.

Dicho informe contempla la estimación de la Huella de Carbono Corporativa de las operaciones sobre las cuales Multi X S.A. ejerce total control para el período comprendido entre el 01 de enero de 2022 y 31 de diciembre de 2022. 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 2022 Multi X S.A. se presentan en la tabla 1.

Tabla 1: Resultados emisiones GEI verificadas período 2022 para Multi X S.A.

Método	Alcance 1 (tonCO ₂ e)	Alcance 2 (tonCO ₂ e)	Alcance 3 (tonCO ₂ e)	Total (tonCO ₂ e)
Mercado	66.022	1.416	370.178	437.615
Ubicación	66.022	7.272	370:178	443.471

Metodología

Nuestra revisión del Inventario de Emisiones de Gases de Efecto Invernadero, período 2022, 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 "HdC Multi X_2022", 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 2022.
- Revisión de la coherencia de información y datos del Inventario de Gases Efecto Invernadero de Multi X.

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 Multi X S.A. 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 Multi X S.A. y de Deloitte

- La preparación del Inventario de Emisiones de Gases Efecto Invernadero, período 2022, así como el contenido de este es responsabilidad de Multi X S.A., 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 Multi X S.A., 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 2022", período 2022 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 Multi X S.A. Período 2022.

Saluda atentamente a ustedes,

David Falcon
Socio

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