

MULTI X

Integrated Report Supplementary Document (FY 2023)

The information disclosed in this document corresponds to the 2023 period and is published as a supplementary document to the Integrated Report 2023.

The information contained in this report refers to Multiexport Foods S.A., hereinafter referred to as Multi X, and all its subsidiaries.

Just like the Integrated Report, this supporting document covers all activities consolidated for financial reporting purposes. If any information coverage is different, we will provide an explicit explanation note.

It is important to note that all entities included in Multi X organization's audited consolidated financial statements are resident in Chile for tax purposes. Therefore, Multi X does not need to report tax on a country-by-country basis.

	Taxes Consolidated (USD)	Taxes paid in Chile	Taxes paid abroad
Names of the Resident Entity	Multiexport Foods S.A.	Multiexport Foods S.A.	Multiexport Foods Inc
Primary Activities	Multiexport Foods S.A. is a Chilean company that, through its subsidiaries, is dedicated to the production and marketing of salmonids, covering the entire business, from reproduction to distribution, being a leader in Chilean exports of smoked products.	Multiexport Foods S.A. is a Chilean company that, through its subsidiaries, is dedicated to the production and marketing of salmonids, covering the entire business, from reproduction to distribution, being a leader in Chilean exports of smoked products.	Marketing company in the United States.
Number of employess	2'684	2'655	29
Earnings (Sales Revenue)	877'618'000	877'618'000	524'563'000
Profit (Loss) Before Taxes	8'699'000	8'699'000	745'000
Accrued Income Tax (Current Year)	1'004'000	572'000	432'000
Income Tax Paid	2'418'000	2'615'000	(197'000)

Note: Multiexport Foods S.A. it is a consolidated financial statement, that includes Multiexport Foods Inc. as a subsidiary.

Financial Incentives

The application of financial incentives to our senior executives varies depending on their specific responsibilities and roles within the organization. Employees engaged in revenue-generating activities may receive performance-based bonuses tied to their sales achievements and client acquisition metrics. For

example, our commercial team has a variable incentive related to achieving 30% of our sales in value-added products (portions and/or smoked).

Those in strategic roles, such as sustainability, are incentivized through milestone-based bonuses linked to "ensuring that marine fish feed raw materials come from certified sustainability sources." An evaluation of the fulfillment of these objectives is used as input for the incentive system, with indicators including certifications such as ISEAL, GFSI, etc.

For staff involved in assuring the health and safety of the company, the 2023 variable incentives were related to the company's Diving X program. The variable incentive was tied to reducing the number of hours of diving per diver in at least two centers.

Longer-term incentives (for non-senior executives) are related to the production cycles at seawater production centers. The bonus is applied to a productive area based on closed cycle averages. This phase usually lasts around 12 to 18 months (about 1 and a half years), depending on growth rates, environmental conditions, and target market size. The bonus includes variables such as Feed Conversion Rate (FCR) and mortality. The successful completion of these cycles is crucial, as it not only impacts the current incentive structure but also ensures the sustainability and efficiency of future operations. Given the duration of the cycles, bonuses are usually paid at the 2-year mark. 14.2% of employees working in seawater production centers receive these LTIs.

This tailored approach ensures that financial incentives are aligned with the distinct contributions and goals of each role, fostering a motivated and high-performing workforce.

Risk Appetite

Risk appetite is an integral part of corporate risk management as it defines the level and types of risks that the Company is willing to accept. To calculate risk tolerance, financial aspects, Multi X's history, public exposure, among other factors, are considered. This review is carried out by the Comptroller's Deputy Manager and is presented to the ARCE Committee.

The company identifies risks based on their level and appetite, focusing on those categorized as moderate to high risk. Risks with a probability of 4 out of 5 and a magnitude of 5 out of 5 falls into this category. Despite implementing various controls, these risks still pose significant challenges due to external variables for which acceptable mitigation measures do not yet exist. The company maintains a high-risk appetite, meaning it is willing to accept these risks within the framework of its risk matrix, acknowledging the need for ongoing monitoring and potential future interventions to manage these uncertainties effectively.

Risk appetite applied to two key risks

a. Fish Escapes (internal risk):

Description: 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.

- Risk level: Moderate/high risk (probability: 4/5 / magnitude: 5/5)
- Appetite: High (According to the risk matrix, even though controls have been implemented, there are still significant external variables for which acceptable mitigation measures do not yet exist.)
- Examples of mitigating actions (please read more in Multi X Integrated Report 2023, page 134):
 - o Maintenance and repair programs for nets, utilizing robotics and specialized vessels.
 - o Prior studies on anchorages and currents.

b. Mass Mortality (internal/external risk):

Description: Numerous factors can contribute to episodes of mass mortality in fish, including contagious diseases such as bacterial, viral, and parasitic infections like Caligus, as well as non-infectious factors like predators, oxygen depletion, transportation issues, and other stressors. Additionally, harmful algal blooms pose a significant threat to fish in open waters.

We are committed to constantly taking measures to protect the health of the fish we cultivate and diligently monitor each case to enhance our response to these challenges. Our ongoing efforts are focused on ensuring the well-being of the fish and implementing effective mitigation strategies to maintain a sustainable and healthy aquaculture environment. (Please read more about this risk in Multi X Sustainability Report page 78, 127-129)

- Risk level: Moderate/high risk (probability: 3/5 / magnitude: 4/5)
- Appetite: medium (The company considers that the controls implemented are adequate in case of the materialization of the mentioned risk. However, the final evaluation of the external variable drivers is still pending).
- Examples of mitigating actions:
 - o Management controls such as the Feeding Handbook, health veterinary plan for fattening, and environmental water quality monitoring plan, among others.
 - o Operational controls such as the alert system for low oxygen levels.

Internal audits:

The internal audit department at Multi X conducts thorough audit processes to investigate specific aspects of the overall risk matrix, in alignment with the requirements of the Board Committee or the General Manager.

During these audits, various departments are involved, and they are required to provide documentation, on-site evidence, and other necessary information. The audit process aims to assess the company's compliance with established standards and identify areas for improvement.

Following the audit, a detailed report is provided, outlining the percentage of progress with respect to compliance expectations. Additionally, the report includes actionable plans to address any identified gaps, and these plans are closely monitored for implementation and follow-up. This continuous auditing process allows the company to ensure that necessary measures are taken to enhance risk management and overall performance.

In addition, the department has progress monitoring panels that are presented to the Board of Directors and/or CEO. These panels provide detailed information on the percentage of progress, criticality evaluation, and specific items reviewed for each audited location or area. They also highlight the most critical points identified at a general level.

These progress monitoring panels allow the Board of Directors and the CEO to have a comprehensive view of the audit findings and the company's performance in terms of risk management and compliance. They enable informed decision-making and facilitate proactive measures to address any identified issues promptly. The transparency and clarity provided by these panels contribute to enhancing the overall effectiveness of the internal audit process and the company's risk management efforts.

Audit of the risk management process:

As part of Multi X’s compliance system, our crime prevention model is certified by ICR Clasificadora de Riesgo Ltda, which ensures that MultiX "has a crime prevention model, which has been implemented and includes all the requirements established in numerals 1), 2) and 3) of Article 4 of Law No. 20,393, in relation to the situation, size, level of income and complexity of the legal entity, in accordance with the provisions of letter b) of number 4) of said article.

Note that the CPM includes several of the risks in our risk matrix.

Information Security / Cybersecurity

Security /Cybersecurity Governance

Hernan Goyanes is the board member with the most relevant experience. As a high-level (ex-Mckinsey) consultant, Hernan Goyanes has deep knowledge of consulting, auditing, and information security aspects. Hernan Salvador is president of the ARCE Committee, which would receive any cybersecurity issue that is escalated from the executive committee.

Javier Muñoz is Chief Information Officer (CIO) in Multi X and reports directly to José Ramón Gutiérrez del Pedregal, CFO. He is responsible for overseeing cybersecurity within the company.

Reporting on cybersecurity breaches:

	Number of breaches
Total number of information security breaches	1
Total number of clients, customers and employees affected by the breaches	0

Environmental Dimension

Energy Management Programs

Energy audits to identify opportunities for improving energy performance: In 2023, Multi X initiated an Energy Efficiency System (EES) throughout our value chain, aiming to comply with the ISO 50.001 standard. Multi X's facilities are certified under the ISO 50.001 standard, by the certification body Control Union. This EES has allowed for the identification of energy opportunities at the company.

Quantified targets to address energy savings: Our objectives are aligned with the calculation of our carbon footprint, which is related to energy consumption, both fuel and electricity. These objectives are:

- 40% reduction in total consumption of diesel and biomass by 2030
- 40% reduction in electricity consumption per ton of packed products (fresh, smoked, frozen) by 2030
- 40% reduction in electricity consumption per ton of packed products (frozen) by 2030
- 40% reduction in electricity consumption per ton of packed products (fresh) by 2030

Actions to reduce the amount of energy use: The primary actions we have to reduce energy consumption include the certification of the ISO 50.001 standard for all our processes; the development of energy efficiency projects, which will focus on our major energy consumption (diesel); maintenance and monitoring of energy consumption KPIs; optimization of energy resources; and the availability of resources from Senior Management.

Evaluation of progress in reducing energy consumption: As a company, we report our energy consumption to the Ministry of Energy, expressed in Tcal. These consumptions are managed annually through our EES, aiming to be more efficient with a focus on reducing energy consumption throughout the value chain. The Ministry of Energy and the Superintendency of Electricity and Fuels annually evaluate our energy consumption through a standard report that we submit, indicating how we have managed the declared energy consumption. Additionally, with ISO 50.001 certification, the Company undergoes an annual follow-up audit to evaluate the continuous improvement of the system.

Use of clean or green energy: 90.3% of Multi X's electric energy comes from non-conventional renewable energies, in facilities such as the Multiexport Foods Processing Plant, Sea Flavors Plant, and Molco Hatchery.

Investments in innovation or R&D to decrease energy consumption: Investment associated with a hybrid pontoon: 384,000 USD.

Energy efficiency training provided to employees to raise awareness of energy consumption reduction: In 2023, training related to the implementation of ISO 50001 has been conducted, communicating the following topics:

- Context in which the organization is immersed
- Risks
- Competencies for energy review
- Communication
- Operational control and maintenance
- Design and procurement.

Energy consumption

Total energy consumption	Unit	FY2020	FY2021	FY2022	FY2023	Target
Total non-renewable energy consumption	MWh	91'146	155'807	184'173	251'442.8	170'360
Total renewable energy consumption	MWh	16'327	16'200	19'558	23'086.9	-

Data coverage	% of production volume (metric tonnes)	100	100	100	100	-
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Packaging Commitment

Today, we have three initiatives related to sustainability in our packaging materials. The initiatives are at different stages:

- Implementation: We are currently awaiting the arrival of our first order of biodegradable bags to start packaging fresh salmon fillets, which will later be exported to the United States.
- Validation: We have been piloting a biodegradable film for packaging frozen fillets for 19 out of 22 months. Based on the results of this pilot, its use could be promoted at the beginning of 2025.
- Research: We are in the research phase of an innovation for polystyrene boxes. It involves an accelerated biodegradation box (3 years), which is just emerging in industry, and therefore, we are evaluating its economic impact.

Based on the above, Multi X has a clear commitment to reducing single-use plastic in its packaging and to innovation. In fact, Multi X has a specific customer for whom portions are being packed in recyclable bags. It is estimated that 18,200,000 biodegradable bags will be used annually, equivalent to 84,812 kg of biodegradable plastic.

Moreover, as of today, both the cardboard and polystyrene boxes we use in our packaging are made of recyclable material.

Waste Management Program

Action plans to reduce waste generation: At Multi X, asset maintenance programs have been implemented to extend their useful life. As a result, all productive areas currently have a maintenance section. Additionally, Multi X has changed the materials used in its elements to achieve post-use valorization. An example of this is the switch from plastic to metal buoys, which have a longer lifespan, reducing the need to purchase this material.

Quantified targets to minimize waste: Multi X has declared that its goal is to decrease the percentage of waste sent to landfill, with a target of 3,500 tons. The indicator for this objective is kilograms of waste per ton harvested.

Investment in innovation or R&D to minimize waste: Our internal innovation program, launched in the second half of 2021, aims to promote the development of innovative technologies that incorporate efficiency into the value chain. The program has three purposes according to the company strategy:

1. Process more efficiently.
2. Be responsible for the environment and neighbors.
3. Develop new products. Regarding the second point, the company could be more responsible in our value chain. The aim is to use resources responsibly, protect the environment, and maintain good relationships with neighbors. To achieve these aims, we develop innovations to be carbon neutral, protect biodiversity and the environment, prevent seabed impact, minimize waste through a circular

economy, use water efficiently, and keep improving our link with local communities. The winners will receive company recognition and financial support for piloting their ideas.

Waste reduction training provided to employees: At Multi X, we have implemented green points at the farming centers, associated with training for our employees. Additionally, training is provided to the facilities on a closed-cycle or calendar-year basis on various environmental topics, with at least one training session focusing on waste segregation, to coordinate with the receiving logistics center.

Integration of recycling programs to reduce the waste sent to landfill: At Multi X, investments have been made to strengthen our valorization rate, whether through recycling or composting, along with the development of the following actions:

- Segregation by hopper (cardboard, plastic, scrap, garbage, debris, etc.)
- Exclusive personnel in the field for the segregation of waste that could not be segregated at the source
- Selection of final disposal companies according to our objectives. In this case, the selected company is REMAP, which segregates what we could not segregate, thus increasing our rate
- Improvements in our industrial liquid waste plant to send waste to compost
- Cardboard segregation process in dining rooms
- Development of a commitment by plant and field operations personnel to achieve the strategic objective.

Wastewater

Our targets for wastewater quality for wastewater that goes to surface waters:

BOD (mg/L) = up to 30

TP (mg/L) = up to 2

TN (mg/L) = up to 10

pH = 6-9

TSS (mg/L) = up to 50

Note: BOD – Biochemical Oxygen demand-, TP – Total Phosphorus-, TN – Total Nitrogen-, TSS – Total suspended solids-.

Surface wastewater for physical treatments that includes 2 hatcheries:

	2022	2023
BOD (mg/L)	5.68	6.20
TP (mg/L)	0.30	0.27
TN (mg/L)	1.47	1.46
pH	6.29	6.31
TSS (mg/L)	7.26	6.15
Water flow (m3/day)	72,212	86,491

Note: This are means of 72 measures per parameter a year.

Surface wastewater for physical-chemical treatments that includes 3 hatcheries:

	2022	2023
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BOD (mg/L)	6.35	8.47
TP (mg/L)	0.30	0.40
TN (mg/L)	5.85	7.56
pH	7.01	6.94
TSS (mg/L)	5.28	5.39
Water Flow (m3/day)	78,519	69,876

This are means of 84 measures per parameter a year.

Processing plants wastewater has a physical treatment, and then goes to a third-party water treatment supplier through city sewerage system.

Seabed Waste

The company has strategies to prevent higher organic load on the seabed, such as underwater cameras for efficient feed consumption, avoiding losses. Additionally, there are other measures that the company uses to eliminate organic load or fecal matter on the seabed:

1. Modeling of the farm to analyze the best deposition area according to environmental and oceanographic parameters.
2. Use of Feed (Diets) with high digestibility.
3. Mandatory rest periods between production cycles.
4. Environmental Assessment by site during maximum carrying capacity
5. Rest cycles if the environmental assessment exceeds parameters defined by regulation.
6. Seabed remediation (if apply), by injecting nanobubbles or rich oxygen water into the seabed (Authorization from Government is required).

Climate-Related Management Incentives

Description: Our internal innovation program launched in the second half of 2021, aims to promote the development of new technologies that incorporate efficiencies into the value chain. The program has three purposes according to the company strategy: process more efficiently, be responsible with the environment and neighbors and development of new products. Regarding the second point, the company has the opportunity to be more responsible in our value chain. The aim is to use resources responsibly, protect the environment, and maintain good relationships with neighbors. To achieve these aims, we develop innovations to be carbon neutral, protect biodiversity and the environment, prevent seabed impact, minimize waste through circular economy, use water efficiently, and keep improving our link with local communities. The winners will receive company recognition and financial support for piloting their ideas.

Who is entitled to benefit from this incentive?	Type of incentive	Incentivized KPIs
Employees	Recognition	<p>The innovation area aims to: Of the projects that will reduce the carbon footprint, 30% will be through innovation projects.</p> <p>The incentives are: Public recognition within the company for finalists and winners (three in total). Career development, learning from the experience of developing innovation ideas and creating</p>

		projects (in cases where participants do not work in project areas).
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Financial Risks of Climate Change

- **Risks driven by changes in regulation:**

Brief description of the most significant risk and methods used to manage this risk: If Law 20.780 extends its scope due to the reduction of particulate matter or carbon dioxide emissions, changes the current establishment format or includes mobile sources, a tax of 5 dollars per ton of carbon dioxide would apply.

Estimated financial implications of the risk before acting: 400,000 USD

Average estimated period (in number of years) for financial implications of this risk: Medium term (3 to 5 years).

Estimated costs of these actions: 15,645,000 USD

- **Risks driven by change in physical climate parameters or other climate-change related developments**

Brief description of the most significant risk and methods used to manage this risk: Dissolved oxygen is vital to be within optimal ranges for salmon to live. The sudden drop in oxygen levels in the farms over the years has been a risk that has materialized, with an upward trend of 200,000 kilograms per year until 2022.

Estimated financial implications of the risk before acting: USD 11,700,000

Average estimated period (in number of years) for financial implications of this risk: Short term (1 to 3 years)

Estimated costs of these actions: USD 10,800,000

Financial Opportunities Arising from Climate Change

Brief description: Financial opportunities are associated with eco-efficiency, consumer perception, and product innovation. There is an opportunity in several types of certifications that promote the consumption of salmon with a lower environmental impact. In 2021, we began the process to obtain our carbon-neutral frozen TRIM D product, which was launched in 2023.

Estimated annual financial positive implication of this opportunity: USD 2,100,000

Estimated period (in number of years) for positive financial implications of this opportunity: 1

Estimated current annual costs associated with developing this opportunity: USD 20,000

Physical Climate Risk Adaptation

The local drought could affect water supply for hatcheries and plants, requiring high investment in water efficiency technologies or deepening wells.

This would affect investment, and cost directly in the medium term.

The plan is to modify facilities under use (83%) and/or new (17%), and it is more than 5 years and less than 10 years. This plan may change according to external and internal variables in the company's planning.

- 2024: Evaluate feasibility of hatchery 1 to RAS.
- 2025: Room 4 Project to extend RAS hatchery, eliminating hatchery 2.
- 2026: Upgrade hatchery 1 to RAS.
- 2027: Build new hatchery RAS.
- 2029: Upgrade hatchery 3 to re-use.

Low-Carbon Products

Type & Description of product(s)	Level of aggregation	% of total revenues from "climate change" product(s) in the most recently completed fiscal year	Estimated total avoided emissions per year
Low carbon product: Trim D Frozen with Skin is one of Multi X's products that is carbon neutral certified.	Product	0.03%	86 ton CO ₂ eq

No Deforestation Commitment

The company commits to 75% zero deforestation by 2025, with a cut-off date before 2020, and 100% by 2030 for all agriculture commodities that are incorporated in salmon feed. This applies for all the regions, and 100% soy.

Certifications of Agricultural Crops

Cereal	Quantity (kg)
Corn Gluten North America	6,697,327
Wheat Gluten Europe	115,831
Wheat Starch	5,172,832
Total	11,985,990

	Certified quantity (kg)
Global GAP	437,401
Certified percentage	3.65%


Social Indicators

Workforce Breakdown by nationality


Nationality	Share in total workforce	Share in all management positions, including junior, middle and senior management
Chilean	96.01%	95.1%
Venezuelan	2.42%	1.9%
American	0.30%	0.9%
Colombian	0.15%	0
Argentine	0.7%	0
Spanish	0.7%	0.3%

Examples of two Employee Development Programs

Program 1	
Name and description	<ul style="list-style-type: none"> Supervisor Leadership Program: <i>We launched the "Supervisor Leadership Program" with an external organization to enhance our leaders' competencies. The program incorporates the HOGAN and LEEV methodologies, widely recognized in the industry. It aligns with our organizational strategy, mission, values, and the outcomes of our climate survey. The program consists of five workshops and four coaching sessions over six months. It was initially rolled out to 50 leaders in the Processing department, covering 95% of the target group. However, during 2023, this number increased to 91 leaders. The Supervisor Leadership Program aims to develop and align leaders' skills with our organizational goals. By providing training and personalized coaching, we empower leaders to drive positive change, enhance team performance, and contribute to our overall success.</i>
Description of program objective/business benefits	<p><i>This program is part of our FORJA training program, aiming to promote motivation, talent development, and personnel growth. Our model focuses on competencies such as responsibility, interpersonal skills, teamwork, problem-solving, team building, developing others, driving execution, and fostering change. Our leaders exemplify and drive talent within the organization, contributing to goal achievement and a positive organizational culture that strengthens retention and development.</i></p> <p><i>Business Benefits:</i></p> <ol style="list-style-type: none"> <i>Develop an Organizational Culture that is characterized by People-Centered Leadership.</i> <i>Develop and maintain an Organizational Climate that leverages business results and change management.</i> <i>Improve Attraction and Retention. Improve Employer Brand and Corporate Reputation</i>
Quantitative impact of business benefits (monetary or non-monetary)	<ol style="list-style-type: none"> <i>Increased productivity and revenue.</i> <i>Higher employee engagement and satisfaction, reducing turnover costs.</i>

	<ol style="list-style-type: none"> 3. <i>Improved team collaboration and efficiency.</i> 4. <i>Cost savings through better decision-making and process improvements.</i> 5. <i>Enhanced reputation, attracting top talent and reducing recruitment costs.</i>
% of FTEs participating in the program	3.1%
Evidence	 <p>The image shows a promotional graphic for the 'LIDER MULTI-X' program. It features a dark blue background with a large, stylized red 'X' on the right side. On the left, the text reads 'LIDER MULTI-X PROGRAMA DE LIDERAZGO PARA SUPERVISORES' in white. At the bottom left, there is a logo that says 'MULTI X' with a red arrow pointing to the right.</p>

<ul style="list-style-type: none"> ▪ Program 2 	
Name and description	<ul style="list-style-type: none"> • <i>Data Analysis (Excel and Power BI):</i> <i>It is a program developed for all Multi X and its subsidiary companies. The program includes content on applying data administration and management techniques with Power BI and using Microsoft Excel 365 office tools. Both are aligned with the functions and tools that people already use in their roles and responsibilities. Both programs aim to develop the ability to analyze and use data effectively for decision-making and operational efficiency through advanced data usage.</i>
Description of program objective/business benefits	<p><i>This program aims to enhance technical capabilities for analyzing and processing information across all company processes, adding value to informed business decision-making based on data management and interpretation. The main objectives of the program are to develop analytical skills, improve informed and strategic decision-making, optimize processes to identify areas for improvement in production and operations, and increase competitiveness derived from the use of data to maintain a competitive edge in the market.</i></p> <p>Benefits for the company:</p> <ol style="list-style-type: none"> 1. <i>Agility in processes by obtaining valuable information for strategic decision-making.</i> 2. <i>Increased innovation by fostering a culture of innovation based on data analysis.</i> 3. <i>Improved risk management by identifying and mitigating operational and environmental risks through data analysis.</i> 4. <i>Enhanced sustainability management by using data to monitor and improve sustainability practices.</i>

Quantitative impact of business benefits (monetary or non-monetary)	<ol style="list-style-type: none"> 1. <i>Improve productive efficiency by reducing time spent on analysis and reporting.</i> 2. <i>Competitive advantage and reputation, positioning ourselves as a data-driven company in the industry.</i> 3. <i>Operational efficiency through the optimization of the supply chain and production processes based on insights derived from data.</i>
% of FTEs participating in the program	7.4%
Evidence	

Type of Performance Appraisal

At Multi X, we conduct two types of performance evaluations: a semi-annual one, based on each worker's individual competencies and evaluated by the management, and another related to the objectives and tasks of each area, considering the percentage of achievement by division. The second evaluation aims to align short-term goals (OKRs) with the company's long-term goals. OKR are used to measure quarterly objectives designed to drive long-term goals. These quarterly objectives are defined through agile dialogues and quarterly reflections that can influence the performance evaluation results. Both evaluations are weighted and used to determine the application of bonuses, if applicable.

Occupational Health & Safety

OHS Programs

Prioritization and integration of action plans with quantified targets to address those risks

Multi X declare people's safety a NON-NEGOTIABLE principle and has a common OHS plan for the entire company based in its own health & safety management model "Cross Check", which is based on four pillars: authority, training, trust, and discipline, with its main lever being the leadership of the managers. We have shared indicators and common lines of work for different areas, such as farming and processing. However, there are also some differences in certain areas due to distinct processes.



We actively engage in performance dialogues and hold regular meetings with both farming and processing teams. In processing, we operate with two lines of management: 1) an incentive-based approach for behavioral improvements, and 2) the "EBS Program" (Exposure Based Safety) centered around behavior. We are currently implementing behavioral observers, where workers identify potential incidents and correct them collaboratively, fostering a bottom-up approach. This new perspective shifts our focus from accidents to identifying and mitigating exposure to risks.

Moreover, we use the "Zyght" platform, which highlights areas with higher exposure levels and helps us prioritize our actions effectively. We also manage incidents, investigations, and action plans on this platform.

Furthermore, to engage our teams, we have strived to convey the plan's priorities using more approachable and practical language. Based on a diagnostic conducted by our OHS team, common accident patterns were identified, leading to the establishment of 5 key rules applicable to all personnel: our Safety Golden Rules to Protect your Life.

Contractors

Regarding contractors, we conduct monthly meetings to review their compliance with our established standards. In both divisions, performance meetings are held to track various safety items, analyze incidents, review their work plans, and assess adherence to Multi's standards. For these sessions, we provide a dashboard for contractors to present their performance in one or two slides. In processing, we are also involving contractors in a comprehensive management approach. We place significant importance on the hierarchy of controls for critical exposures, where the potential for severe or fatal injuries is high.

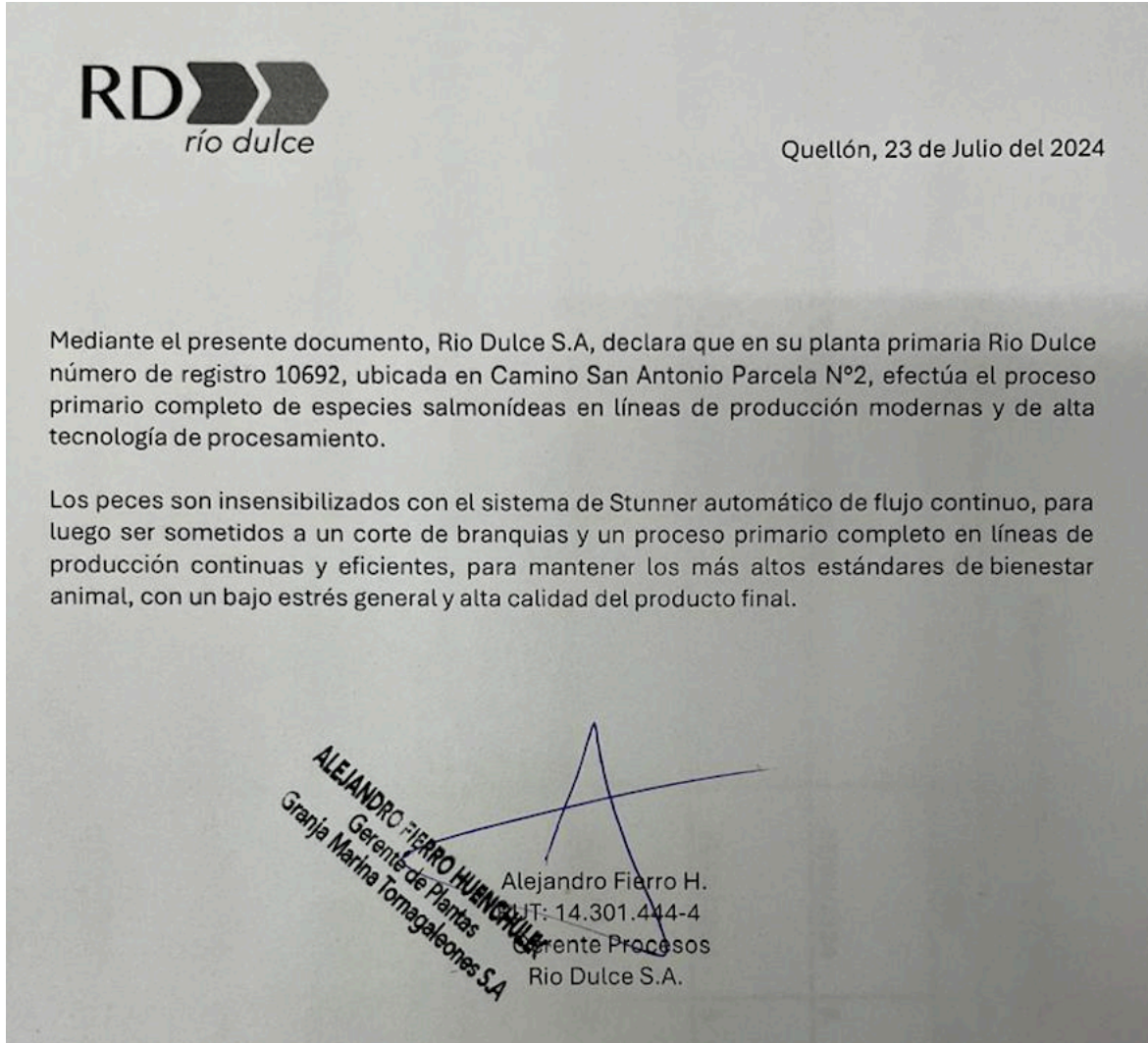
Performance Highlights on the Health & Safety Management Model

- Frequency Rate Reduction (accomplished)
- Severity Rate Reduction (accomplished)
- Zero SIF (Fatalities or permanent disabilities) (not achieved / 1 Fatality was recorded)

APPENDICES

Animal Welfare

Certificates of slaughter methods





Calbuco, 24 de Julio del 2024

Mediante el presente documento, Salmones Camanchaca S.A, declara que en su planta primaria San José, ubicada en la comuna de Calbuco, Isla Quihua, sector San José, efectúa el proceso primario completo de especies salmonídeas en líneas de producción modernas y de alta tecnología de procesamiento.

Los peces son insensibilizados con el sistema de Stunner automático de flujo continuo, para luego ser sometidos a un corte de branquias y posterior desangre en Chiller. El proceso se realiza en líneas de producción continuas y eficientes, para mantener los más altos estándares de bienestar animal, con un bajo estrés general y alta calidad del producto final.


KAROL BARON V
Subgerente
Planta San José
Salmones Camanchaca S.A

Karol Andrés Baron Vidal

RUT: 16.563.895-6

Sub Gerente de procesos

Salmones Camanchaca S.A



Quellon, 24 de Julio del 2024

Mediante el presente documento, Surproceso S.A, declara que en su planta primaria código SIEP 10788, ubicada en Camino San Antonio Km 4,9, Sector Oqueldan, Quellon efectúa el proceso primario completo de especies salmonídeas en líneas de producción modernas y de alta tecnología de procesamiento.

Los peces son insensibilizados con el sistema de Sacrificio Natural Asistido para los Salmonidos, para luego ser sometidos a un corte de branquias y un proceso primario completo en líneas de producción continuas y eficientes, para mantener los más altos estándares de bienestar animal, con un bajo estrés general y alta calidad del producto final.

Guillermo Vasquez Maldonado
RUT: 10.253.409-3
Gerente General
Surproceso S.A



Puerto Natales, 23 de Julio del 2024

Mediante el presente documento, Procesadora Natales S.A, declara que en su planta primaria Dumestre, ubicada en Ruta Y-340 Km 1.1 Comuna de Natales, efectúa el proceso primario completo de especies salmonídeas en líneas de producción modernas y de la más alta tecnología disponible en la actualidad.

Los peces son insensibilizados con el sistema de Stunner de flujo continuo, para luego ser sometidos a un corte de aorta, todo de forma automática y con el equipos de ultima generación, para mantener los más altos estándares de bienestar animal, con un bajo estrés general y alta calidad del producto final.

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Gerencia de Planta y Procesos

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