

## 1. Objective and scope

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Multi X bases its relationship with its suppliers on trust, respect and long-term mutual growth, in accordance with its objectives promoting the economies and entrepreneurship in the southern regions of Chile.

This is reflected in our stated practices of timely payment, care for working conditions and the implementation of innovative projects, among others.

A supplier shall be understood as any natural or legal person that provides services and/or supplies goods, under the prior agreement of both parties, to Multi X S.A. and its subsidiaries<sup>1</sup> and Multiexport Foods S.A., hereinafter referred to as the company or Multi X. This also includes natural or legal persons acting on behalf of a supplier.

The purpose of the code is to detail the principles and best practices that Multi X requires of its suppliers when working together, and compliance with them is mandatory. It also applies to all external collaborators that interact with the company, such as contractors, subcontractors, and others, henceforth third parties or others.

## 2. Code guidelines

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### 2.1. Sanctions for supplier non-compliance with the Code of Conduct

Failure to comply with the standards and provisions set out in our Supplier Code of Conduct may result in the suspension of services as a supplier to the company on a temporary or permanent basis.

The Code of Conduct begins at the shared principle of full compliance with the laws, rules and regulations in force in the country in which it operates, including but not limited to labor, social and environmental matters.

### 2.2. Law 20,393 Liability of legal entities

On 2 December 2009, Law No. 20,393 was published in the Official Journal, which established the criminal liability of legal entities for committing offences indicated in Article 1 of the above-mentioned law. On 17 August 2023, Law No. 21,595 on economic crimes was published, which establishes a systematization of offences for which natural and legal persons may be criminally punished and amends of Law No. 20,393 extensively. Therefore, all Multi X suppliers must declare that they have not been convicted of such conduct, guaranteeing, in addition, that they will take all necessary and effective measures to ensure that, in their capacity as suppliers of goods and/or services, their employees or dependents, and their subcontractors, comply with the Crime Prevention Model and the standards of probity, best practices, morality and ethics required by Multi X S.A. and its subsidiaries throughout the duration of their contractual relationship.

Likewise, the supplier shall guarantee that it has imposed the same obligation on all third parties that participate under its control or dependence in actions that involve the execution of its activities. Similarly, it guarantees that it will implement training which will be developed and/or required with respect to any other new employee or third party that joins or is involved in the provision of services and/or supply of goods in the future.

For such purposes, the supplier guarantees to the Company that:

1. It has taken cognizance of Law No. 20,393, which establishes the criminal liability of legal entities for the offences indicated in numerals 1 and 2 of the first article of the aforementioned legal text.

<sup>1</sup> Subsidiaries: Alimentos Multiexport S.A., Multiexport Patagonia S.A., Multiexport Pacific Farm S.A. and other subsidiaries.

2. That its directors, administrators, shareholders, employees or agents are not employees or public officials and shall notify the Company in the event that this situation changes.
3. It is obliged to inform Multi X S.A. and its subsidiaries, if applicable, if it has implemented a Crime Prevention Model in accordance with Law No. 20,393, and in the event that it has not implemented it, it shall not commit any of the offences referred to in article 1, paragraphs 1 and 2 of said law.
4. It shall take all necessary and effective measures to ensure that, in its capacity as Supplier, its collaborators or employees, and its subcontractors, respect the Company's Crime Prevention Model in all matters that concern it, the aforementioned regulations and the standards of probity, best practices and ethics required by the Company throughout the duration of the contractual relationship. In the event of a violation of the rules and principles defined in the Crime Prevention Model by any of the supplier's employees, the supplier shall inform the Company and take immediate action to prevent the violation of the rules and principles defined in the Crime Prevention Model.
5. It shall avoid conduct that may result in criminal liability for the Company. Likewise, it will be their obligation to be familiar with the internal whistleblowing channels and procedures implemented by Multi X.
6. It shall declare immediately, and in writing, any conflict of interest to which it may be subject and that may arise during the contractual relationship, which may compromise such relationship as a consequence of its non-compliance.

The company does not allow in any case, and expressly forbids its suppliers, to make any kind of undue payment to government officials of any type of public agency or institution on its behalf or for its benefit, as well as to pay gratuities or other types of gifts in money, in kind or in intangible benefits, other than the prices or rates contemplated in the Law.

## 2.3.Labor and Human Rights

### 2.3.1. Child Labor

Child labor is prohibited, as stated in the UN Convention on the Rights of the Child and by the International Labour Organization (ILO). Children aged 13 to 15 may perform some hours of light work (simple, limited tasks under appropriate adult supervision) or may work as part of an educational program or during school breaks. Employment must not affect attendance at primary education nor pose a risk to health or physical/psychological development.

No worker under the age of 18 should be engaged in hazardous work, night shift work or other forms of child labor as defined in ILO Convention No. 182.

The foregoing is without prejudice to the provisions of articles 13 and onwards of the Labour Code, on protected adolescent labor, provisions with which the Supplier declares to be familiar and to comply strictly.

### 2.3.2. Free choice of employment

No forced labor, indentured labor or involuntary prison labor shall be used. All work shall be voluntary. Workers shall not be required to surrender their government-issued identity cards, passports, or work permits as a condition of employment.

### 2.3.3. Occupational health and safety

Suppliers shall provide a safe and healthy work environment and shall take effective measures to prevent injuries and harm to workers' health. They shall comply with the legislation in effect in the country in which they operate and with the safety standards of Multi X, continuously identifying, evaluating and controlling the causes of risks inherent in the work

environment, and taking into account the prevailing knowledge of the industry and any specific hazards.

#### 2.3.4. Freedom of association

Suppliers shall respect the rights of workers to associate freely and communicate openly with management about working conditions without fear of retaliation, intimidation or harassment. The rights of workers to join unions, seek representation or join workers' councils must be recognized in accordance with applicable laws.

#### 2.3.5. Discrimination

Acts of discrimination are contrary to the principles of labor laws. Acts of discrimination are distinctions, exclusions or preferences based on race, color, sex, gender, maternity, breastfeeding, age, marital status, union membership, religion, political opinion, nationality, national extraction, socioeconomic status, language, beliefs, participation in labor organizations, sexual orientation, gender identity, affiliation, personal appearance, illness or disability, social origin or any other reason, which are intended to nullify or alter the equality of opportunity or treatment in employment and occupation.

However, distinctions, exclusions or preferences based on the qualifications required for a particular job will not be considered discrimination.

Likewise, the supplier may not make the hiring of workers conditional upon the absence of economic, financial, banking or commercial obligations that, in accordance with the law, may be communicated by those responsible for records or personal data banks; nor require any declaration or certificate for this purpose. Workers with disabilities shall be provided with reasonable job accommodations as necessary to perform their job duties.

#### 2.3.6. Harsh or inhumane treatment

There shall be no harsh and inhumane treatment, including sexual harassment, workplace harassment, sexual abuse, uncivil behavior, corporal punishment, mental or physical coercion or verbal abuse of workers, nor shall there be the threat of such treatment or any kind of violence at work.

#### 2.3.7. Minimum wage

Compensation paid to workers shall comply with all applicable laws, including those related to minimum wage, overtime and benefits that are stipulated by law. The basis of calculation used for the payment of compensation must be communicated in a clear and timely manner.

#### 2.3.8. Protection of Fundamental Labor Rights.

Under any conditions, the Supplier shall ensure that its labor relations are based on a treatment compatible with the dignity of the person, safeguarding, under any conditions, due compliance with all applicable labor and social security provisions, understanding and recognizing the fundamental rights of its workers and dependents, safeguarding their proper exercise.

For such purposes, the Supplier shall implement all necessary measures for the correct, complete and timely exercise by its workers of each and every one of the fundamental rights that are recognized in the framework of labor relations.

### 2.4.Environmental

#### 2.4.1. Greenhouse gas emissions

Applicable to suppliers that are directly related to the corporate footprint of Multi X, in any of its areas. Measurement and management of their emissions is expected. In addition, salmon feed suppliers will be required to reduce their greenhouse

gas emissions individually and/or collaboratively, as long as it is cost-efficient.

#### 2.4.2. Energy consumption

Multi X states in its energy policy that it will favor the acquisition of products, equipment and services that are energy efficient both in their design and operation to reduce energy consumption. Given the above, suppliers are requested to include relevant information on the energy performance of products for them to be considered in the company's decision.

#### 2.4.3. Resource efficiency

Multi X prefers structures, goods and services that are more efficient in their processes. Suppliers are requested to include relevant information and collaborate on this issue.

#### 2.4.4. Biodiversity

Services entering the productive areas of Multi X must respect the spaces set aside for fauna, and ensure the well-being of flora and fauna in the area. Suppliers are required to minimize the impact on marine ecosystems, ensuring the protection of local species and habitats.

#### 2.4.5. Water scarcity

Feed suppliers will be asked to provide information on water scarcity for their critical agricultural inputs in order to identify those at high risk. Mitigation plans can then be developed individually and/or jointly.

#### 2.4.6. Nutrient management plan

Feed suppliers related to agriculture are expected to encourage the responsible use of fertilizers to reduce contamination of soils and bodies of water.

#### 2.4.7. No deforestation

The company will publicly state its goals regarding no deforestation for salmon feed production, with the objective of protecting forests and biodiversity. Those targets will be linked to a cut-off date before 2020. The company will promote robust raw material traceability systems, and the use of certifications that guarantee no deforestation.

#### 2.4.8. Waste

The company requires compliance with legislation on hazardous waste management, ensuring disposal in authorized facilities. Waste generated at work sites must be disposed of in authorized locations, and it is forbidden to leave waste in the environment.

### 2.5. Food safety

The company requires that all suppliers of critical materials with food safety requirements, identified by the Procurement Area, be GFSI (Global Food Safety Initiatives) certified or undergo auditing processes by the company or by independent third parties.

### 2.6. Business Ethics

#### 2.6.1. Corruption

Without prejudice to the provisions of Article 2.2. of this Code, Multi X strictly prohibits offering, giving, soliciting or receiving any kind of bribe or undue payment to obtain business or undue advantages.

### 2.6.2. Competitiveness

Collusion, be it price agreements or exchange of sensitive information, is prohibited. Suppliers who fail to comply with this point are subject to possible termination of contracts, without prejudice to other actions that may be applicable in civil and/or criminal matters.

### 2.6.3. Free Competition

Multi X S.A. recognizes that free competition is an essential element in the functioning of a market economy, which encourages the participation and stability of the various economic agents, while protecting them from abuses that their competitors may commit. Thus, the Suppliers guarantee that, within their practices and activities, they will avoid any abuse or attack against Free Competition, safeguarding the principles, obligations, best practices and provisions regulated in Decree Law No. 211 of 1973 and other related provisions.

### 2.7. Contractors

All suppliers who perform work or services at their own risk for Multi X must be governed by the Special Regulations for Contractors and Subcontractors, by which, according to their activities, their criticality will be classified, establishing procedures for their entry and accreditation, in addition to legal labor, social security, occupational health and safety, as well as environmental and community compliance.

### 2.8. Long-term relationship

Multi X seeks long-term cooperation agreements with our suppliers because we believe this strengthens the focus on product quality, delivery performance, sustainability and ethical business.

### 2.9. Supplier approval

Multi X approves suppliers according to strict review processes prior to entry and thereafter through periodic reviews, based on economic-financial, occupational health and safety parameters, in addition to strict compliance with legal requirements in the respective areas in which they operate.

### 2.10. Supplier audits

Multi X can perform audits based on risk evaluations that cover the aforementioned areas and that allow us to evaluate the behavior of the supplier during its performance for the duration of the commercial relationship.

### 2.11. Complaints channel

Means by which workers associated with third parties can make their complaints, queries and/or suggestions about irregularities, abuses and situations of non-compliance with the Crime Prevention Model, Code of Conduct and Internal Health and Safety Regulations, among others. The official channels defined by the company are:

- a) Corporate platform for queries and complaints: <https://lineaetica.multi-xsalmon.com/>
- b) E-mails can be addressed to: [encargadopreenciondeldelito@multi-xsalmon.com](mailto:encargadopreenciondeldelito@multi-xsalmon.com)
- c) QR code available at the points designated by the company.

## 2.12. Use of trademarks, advertising and distinctive signs

The Supplier shall refrain from making publications in mass distribution media, social networks and media in general in which it mentions or refers to Multi X S.A. and its subsidiaries without the written approval of the latter.

Likewise, the Supplier acknowledges that all logos, expressions, distinctive signs, packages, containers, products, packaging, trademark registrations and images of Multi X S.A. and its subsidiaries are the exclusive property of the latter and may not be used, reproduced or disseminated without its authorization.

## 2.13. Acceptance of the Code of Conduct

Multi X will keep the Code of Conduct current for its suppliers. To access it, the supplier will find a link in each purchase order issued by the Company. Thus, once the purchase order has been sent to the supplier and the invoice associated with that purchase order has been issued, it is understood that the supplier has irrevocably accepted this Code of Conduct. Notwithstanding the above, the Code is sent upon incorporation of the supplier to render services and/or supply goods to the Company.

### **Document Approved by:**

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**Chief Financial Officer:** José Ramón Gutiérrez Del Pedregal