



Austral Group S.A.A.
Austevoll Seafood Company

GUIDELINES ON GIFTS, HOSPITALITY, AND BUSINESS TRAVEL

These guidelines set forth the rules to be considered for the handling of gifts, hospitality, and travel that any supplier/customer or potential supplier/customer of Austral Group S.A.A. ("Austral") may offer to an employee by reason of the position or function they perform within the organization.

- All employees must refrain from directly or indirectly accepting any gifts, hospitality, or travel benefits.
- Promotional or advertising gifts shall not be accepted either.
- All invitations to attend training courses or trips paid for by suppliers/customers or potential suppliers/customers must first be reported to their relevant Management, which, in coordination with the General Management, shall evaluate their necessity and, if appropriate, their approval.
- It is strictly prohibited to accept any gifts or perks of any kind delivered during holiday seasons by suppliers/customers or potential suppliers/customers at any time of the year.
- It is forbidden to make arrangements for gifts to be delivered directly to the homes of Austral's employees.

Failure to comply with these guidelines constitutes a serious offense and will result in the appropriate disciplinary measures.

Approved by the General Management of Austral Group S.A.A.

V2. November 19, 2020