2025 SUSTAINABILITY REPORT





(GRI 2-3)

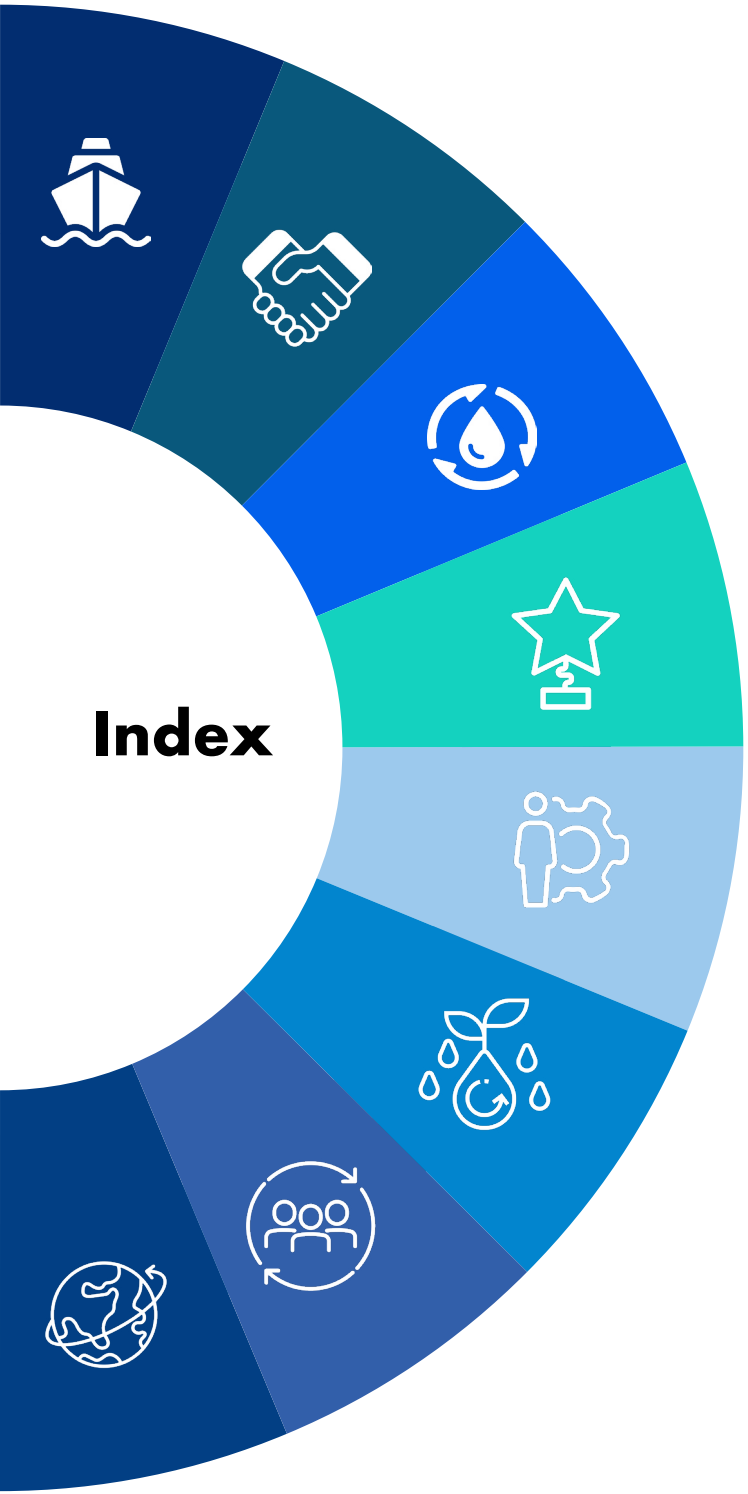
About this report

This Sustainability Report has been prepared based on the 2021 update of the Global Reporting Initiative (GRI) standard. This report presents the main economic and non-economic results of our 2025 management.

For any questions or concerns about the information consolidated in this report, please contact us through our social media channels or by email at comunicaciones@austral.com.pe

/Austral Group S.A.A.





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2025: RESULTS THAT GENERATE VALUE

Catch Volume
493,383 TM

+18% 2024

CHI: 478,370 TM
CHD: 15,014 TM

Investment
>US$10 million

Addition of the vessel Adriana

Capacity 508 m³

Main Export Destinations

Fishmeal		Fish Oil		Frozen	
53%	China	48%	Norway	71%	Ivory Coast
15%	Germany	20%	Belgium	24%	Sri Lanka
10%	Japan	12%	China		
8%	Ecuador				



Recognitions & Awards

ESG · ANALYSIS SSINDEX 2025

90% Employees
91% Clients
91% Suppliers

Empresa con Gestión Sostenible 2024

Distinction obtained

lukap Transforming the future. Today.

89% Work Climate Satisfaction score.



Silver Category for the Chancay and Pisco Plants.

Social

1,557 corporate-level employees

↳ ***US$ 397*** *thousand invested in training and 49,975 man-hours.*

0.289 *point reduction in corporate*

+50 ***Tons*** of fish delivered to vulnerable families.

27
Beach Cleanup days

39.95 tn
of waste collected, together with residents of fishing communities.

Capacity Building & Formalization:

+300
participating entrepreneurs, fishermen, and youth.

Grow with Austral:

+160
suppliers and vessel owners strengthened their ESG management and business maturity.

100 **Scholarships for capacity building for NEET youth (Not in Education, Employment, or Training).**

Environmental

175,106 tCO_2eq

reported under ISO 14064-1:2018 and GHG Protocol.

308,830 kg

of decommissioned fishing nets recovered through circular economy initiatives.

146,961 m^3

of natural gas saved thanks to 5 energy efficiency projects

42.3 tCO_2eq

avoided through a renewable energy project.

Governance

Projects driven by the Sustainability Committee:

- **Carbon footprint management and LCA (Life Cycle Assessment).**
- **Grow with Austral Program.**
- **Signing of the second Clean Production Agreement.**
- **Incorporation of physical and transition climate risks.**

https://www.australcanaldeintegridad.com

Integrity Channel:
New integrity channel managed by an independent third party

Dear Readers,

I am pleased to present our 2025 Sustainability Report, which contains relevant information about our economic, social, and environmental performance.

In terms of anchovy landing volumes for Indirect Human Consumption 2025 was remarkably similar to 2024. Nationwide, landings totalled 4,611,970 MT, a figure slightly lower (1%) than the recorded in the previous year. Austral recorded landings of 478,370 MT, 18% higher than in 2024. With this landing volume, we achieved a 10.4% share at the national level.
At the national level, the industry continues to underutilize the fishing resources available in the southern coastal zone, as fishing regulations still fail to adequately consider the characteristics of this region, leading to the closure of most processing plants. Austral recorded landings of 100,049 MT at its Ilo plant in 2025, a figure 204% higher than the previous year. It is important to note that all these landings came from third-party shipowners from whom we purchased raw materials and, to a lesser extent, through quota-sharing arrangements.

Super Prime and Prime fishmeal accounted for 70% of our production in 2025, up from 61% in the previous year. The fishing seasons differed in terms of catch distribution, allowing raw material processing at Coishco, Chancay, and Pisco during the first season, while fishing activity concentrated further north during the second season, with Coishco as the plant with the highest processing volume. In addition, the favourable fat and protein content of the raw material, combined with strong operational performance, resulted in improved fat extraction and effective moisture control, enabling the production of fishmeal with significantly higher protein levels.

On the commercial side, there was a significant impact by the decline in fishmeal and fish oil selling prices. Our average selling price for fishmeal was US$1,513 per MT (13% lower than the previous year), while fish oil averaged US$3,127 per MT (50% lower than the previous year). This decline was partially offset due to higher sales volumes. Despite these challenges, we achieved first place in the national ranking for the highest average FOB export prices for fishmeal and fish oil.
Regarding the Direct Human Consumption business, we recorded landing volumes of 15,014 MT, representing a 15% increase compared to the previous year. This growth was driven by higher jack mackerel catches. Average prices for frozen products declined by 15% compared to the previous year, while prices for fresh products remained stable.

An important milestone in our fleet renewal process was the addition of the new Norwegian-built vessel Adriana, which required an investment of more than US$10 million and has a hold capacity of 508 m . This vessel features state-of-the-art technology and high safety standards that will undoubtedly contribute to our responsible and sustainable fishing operations.
During 2025, we maintained our commitment to the development of the communities where we operate. At Austral, through coordinated efforts with the Producer Associations (APROs)—organizations that bring together fishing companies within the same territory—we promote the decentralized development of local communities through initiatives in education, health, nutrition, environmental stewardship, and capacity building.

In this context, it is worth highlighting that, through the Armada de Hierro program and in partnership with the National Fisheries Society, we delivered more than fifty tons of fish to vulnerable families along the coast. We also strengthened community capabilities through training workshops and scholarship programs, promoted the growth of local businesses, encouraged sector formalization, and created opportunities for healthy recreation for children and young people.

These efforts have helped maintain a positive social environment, allowing us to continue our operations while creating shared value for our stakeholders.

As part of our commitment to the circular economy, in March 2025 we signed our second Clean Production Agreement (APL) with the Ministry of the Environment, PRODUCE, and the National Fisheries Society. Since then, we have steadily advanced the commitments established in the agreement, which promote voluntary environmental actions focused on circularity and operational efficiency. During 2025, we completed all scheduled initiatives and continued implementing them through the agreement's closing phase.

In recognition of our strong ESG performance, we once again received the Sustainable Management Company Distinction from Peru Sostenible, the country's leading organization for sustainable and responsible development. We also earned the Sustainability Seal – SSINDEX 2025, with stakeholder satisfaction levels of 90% among employees, 91% among customers, and 91% among suppliers. Including local communities, Austral achieved an overall stakeholder satisfaction level of 83%.

As part of our Operational Excellence journey, Austral received the National 5S Kaizen Award – Silver Category for Chancay and Pisco production plants. Granted by AOTS Peru–Japan, this award recognizes our commitment to the 5S System, which promotes safer, more organized, and more efficient workplaces while contributing to productivity and sustainability.

Finally, I invite you to read this report, which presents detailed information on our management efforts, reflects our corporate vision, and supports our shared commitment to building a more sustainable future for our country.



Adriana Giudice

General Manager





Chapter 1

GET TO KNOW AUSTRAL GROUP

With more than 20 years of history in Peru, Austral Group has established itself as a leading company in the capture, processing, and commercialization of high-quality marine ingredients. Our shares are listed on the Lima Stock Exchange, reflecting our commitment to transparency, corporate governance, and the creation of sustainable value for our stakeholders.

We are part of the Norwegian group Austevoll Seafood ASA, a company with experience in the global fishing industry and operations in Chile, Norway, and Peru. Austevoll Seafood ASA is listed on the Oslo Stock Exchange. This integration enables us to operate according to international standards of excellence, sustainability, and efficiency.

Vision

To be recognized as Peru's leading fishing company in sustainability.

Key Success Factors

- Being prepared
- Working efficiently
- Leading responsibly

Mission

To create sustainable value by promoting the responsible stewardship of marine resources and the development of communities.

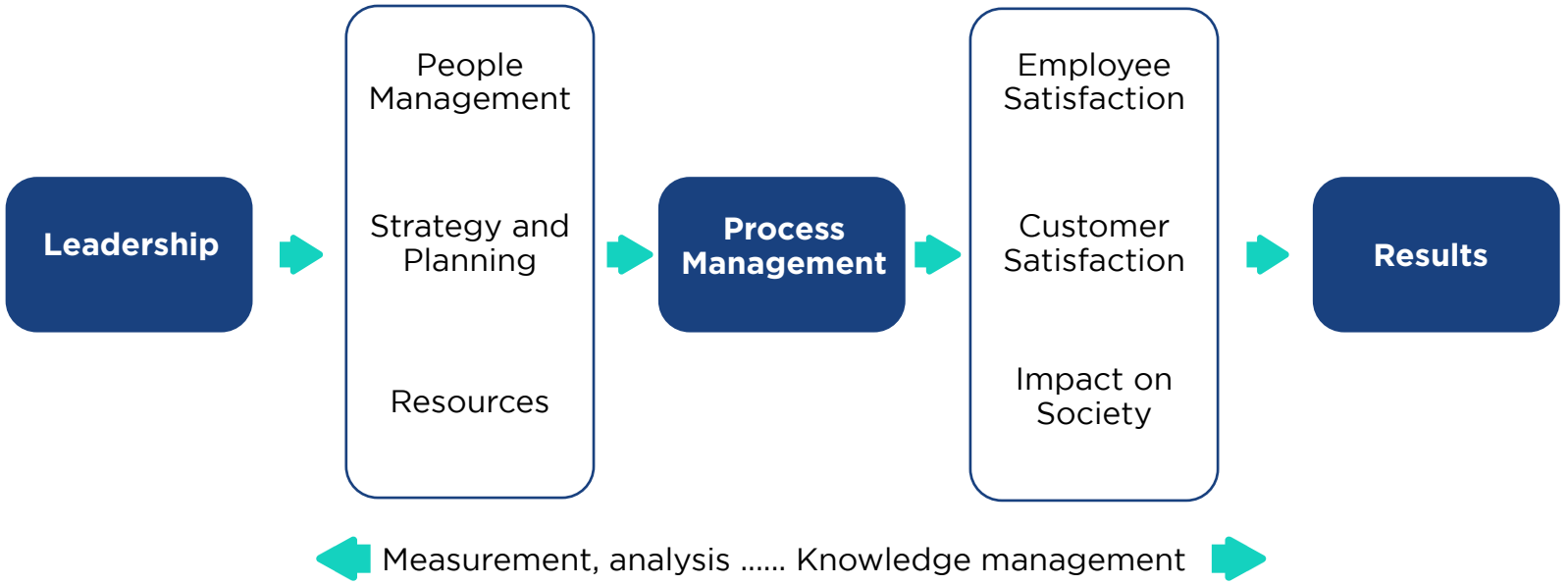
Values

- We act with integrity
- We treat everyone with respect
- We promote learning and continuous improvement
- We achieve more by working together.

EXCELLENCE MODEL

Our Quality Management Excellence Model is based on the principles and guidelines of the European Foundation for Quality Management (EFQM). This framework enables us to continuously strengthen our processes, foster a culture of continuous improvement, and ensure management practices focused on delivering sustainable results.

Through this approach, we enhance organizational performance, promote innovation and operational efficiency, and create long-term value for our stakeholders while advancing toward excellence in all areas of our business.



Our pillars are: Quality, continuous improvement, eco-efficiency, and innovation

Operations map

Direct Human Consumption	Plant/Site	Indirect Human Consumption
Frozen 600 MT per day	Coishco Plant	Fishmeal 160 MT per hour
	Chancay Plant	Fishmeal 130 MT per hour
	Pisco Plant	Fishmeal 120 MT per hour
	Ilo Plant	Fishmeal 100 MT per hour



Our operations span the Peruvian coastline, supported by four (4) production plants strategically located in the regions of Ancash, Lima, Ica, and Moquegua. We also maintain our corporate headquarters in San Isidro and a central warehouse in the Callao region. This geographic presence allows us to optimize our supply chain, ensure operational efficiency, and maintain strategic proximity to key fishing grounds, production facilities, customers, and other stakeholders throughout the country.

Vessels

Our fishing fleet consists of nineteen vessels with a combined hold capacity of 10,645.76 m . Thirteen of these vessels are equipped with refrigerated seawater (RSW) recirculation systems, helping maintain the cold chain from the moment of capture through unloading and ensuring the quality of the raw material delivered to our plants.

This year, we added Adriana fishing vessel to our fleet. This steel purse seiner has a hold capacity of more than 500 m , accommodation for sixteen crewmembers, and a design that eliminates the need for a panga, thereby improving both operational efficiency and safety during fishing activities.

E/P Adriana

Matrícula: CO-71353-PM
Capacidad de Bodega: 508.49 m^3
R.S.W: Si
Licencia: Anchoveta





For further information on our fishing fleet, please click here.

Products

We are committed to developing high-quality products by sourcing raw materials that meet the highest standards and ensuring full traceability throughout every stage of the production process. We comply with national regulations issued by authorities such as the National Fisheries and Aquaculture Health Authority (SANIPES), as well as the guidelines of the Codex Alimentarius and other applicable legal, technical, and metrological requirements. In addition, we adhere to the specific quality and safety standards established by our customers.

To ensure product safety, we implement control systems such as HACCP (Hazard Analysis and Critical Control Points), which enable us to identify, monitor, and manage risks throughout the entire value chain, from capture to delivery of the final product, in accordance with customer requirements and international market standards.

The quality and safety of our products are supported by a range of nationally and internationally recognized certifications.

(GRI 3-3) (GRI 416-1)

Fishmeal

Our anchovy fishmeal *(Engraulis ringens),* available in Prime and Super Prime grades, provides exceptional nutritional value through its high concentration of proteins, vitamins, and essential minerals. Widely used in livestock production and aquaculture, it is a key ingredient in the formulation of high-performance animal feed. The incorporation of the antioxidant BHT allows us to meet the stringent requirements of specialized markets, including the European salmon industry and the Ecuadorian shrimp industry.

Fish Oil

We produce anchovy oil *(Engraulis ringens)*, valued for its high concentration of EPA, DHA, and Omega-3 fatty acids. Its outstanding nutritional profile makes it a strategic ingredient for nutraceutical supplements and specialized applications in the pharmaceutical industry.

Frozen Fish

Our freezing operations include the processing of species such as jack mackerel *(Trachurus murphyi)* and chub mackerel *(Scomber japonicus),* among others, under strict standards that ensure product quality is preserved throughout the entire logistics chain. This process is supported by state-of-the-art infrastructure, particularly our Coishco plant, one of the most modern facilities in the country, with an installed processing capacity of up to 600 metric tons per day.

Fresh Fish

For the domestic market, we supply fresh seafood products that meet high standards of quality and safety, primarily jack mackerel *(Trachurus murphyi)* and chub mackerel *(Scomber japonicus).* Our operations in Coishco incorporate chilled and treated water systems that help maintain optimal conditions throughout the production process.

For IHC processing:

MarinTrust
FEMAS
Friend of the Sea
ISO 9001
ISO 14001
ISO 45001
BASC
Authorized Economic Operator (AEO)
ISO 20400

For DHC processing:

ISO 45001
BASC
Authorized Economic Operator (AEO)
ISO 20400

Responsible Fishing

The Peruvian marine ecosystem is worldwide recognized for its extraordinary biodiversity, resulting from the interaction of ocean currents that create highly favorable conditions for marine life. Within this ecosystem, anchovy plays a strategic role, with its availability linked to oceanographic conditions and plankton dynamics. Its importance extends beyond the fishing sector, serving as a key resource for industries such as aquaculture, animal nutrition, and pharmaceuticals.

At Austral, the sustainability of marine resources is a cornerstone of our management approach. Through our Integrated Sustainable Management Policy, we promote a responsible fishing model focused on biodiversity conservation and the efficient use of hydrobiological resources, in line with current regulations and industry best practices.

Quota System

The Maximum Catch Limits per Vessel (LMCE) system, implemented by the Ministry of Production in 2009, established a fisheries management framework focused on sustainability and operational efficiency. Under this system, seasonal catch quotas are assigned to each company and its vessels, optimizing resource utilization and eliminating overfishing practices such as the so-called "Olympic race."

The FAO, OECD, ECLAC, and the World Bank recognised this model as a benchmark for the sustainable management of pelagic fisheries.

Protection of Juveniles and Voluntary Closures

Preserving fish stocks requires safeguarding their ability to reproduce and regenerate. To this end, the regulatory framework overseen by PRODUCE and the Peruvian Marine Research Institute (IMARPE) restricts the capture of juvenile anchovies measuring less than 12 cm, thereby protecting the species' reproductive cycle.

In addition, information collected through PRODUCE's electronic logbook system and monitoring tools managed by the National Fisheries Society (NFS) enables the implementation of temporary fishing-area closures, known as voluntary closures, whenever a high concentration of juveniles is detected. This measure reinforces a precautionary and responsible fisheries management approach.

Salvamares Program

As part of our commitment to marine ecosystem conservation, we participate in the Salvamares Program, an initiative promoted by the National Fisheries Society (NFS). The program focuses on monitoring and releasing marine wildlife that may interact with fishing operations, thereby contributing to biodiversity conservation.

The initiative also supports the collection of valuable information on marine ecosystems. To this end, vessel crew members—particularly those designated as Salvamares representatives on board—receive annual training in species identification and appropriate wildlife release techniques.

(GRI 2-28)

Customers

Our commercial strategy is focused on building long-term relationships based on quality, reliability, and trust. We serve highly demanding international markets, ensuring compliance with the regulatory frameworks and specific requirements of each destination country, which supports responsible and transparent business practices. We currently have a presence in more than 19 countries across five continents:

- Germany
- Australia
- Belgium
- Chile
- China
- Congo
- Côte d'Ivoire
- Denmark
- Ecuador
- France
- Ghana
- Guinea
- Japan
- Nigeria
- Norway
- Peru
- Taiwan
- Togo
- Vietnam

According to the SSINDEX study, we achieved a customer satisfaction level of 91%, reflecting a highly positive assessment of our performance, particularly in areas related to environmental management and the responsible management of our human capital.

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SSINDEX
2025
CLIENTS

Partnerships

We actively participate in associations and organizations that contribute to the development of the fishing sector and the country. Through these partnerships, we foster collaboration and promote initiatives that support sustainable development while creating long-term value for our stakeholders.

Sociedad Nacional de Pesquería
APRO Pisco
Acciones sostenibles para el bienestar común
AANEP
APRO Chancay
Acciones sostenibles para el bienestar común
IPAE
ASOCIACIÓN EMPRESARIAL
PERÚ SOSTENIBLE
THE GLOBAL COMPACT
APOYAMOS EL PACTO GLOBAL
CONFIEP
AMCHAM
CCL CÁMARA DE COMERCIO LIMA
La Fuerza de los Empresarios
cámara de comercio PERUANO NÓRDICA
ADEX
ASOCIACIÓN DE EXPORTADORES



Chapter 2

Good Corporate Governance and Compliance Management

Corporate governance and the implementation of a robust compliance management system are fundamental to ensuring responsible leadership, ethical conduct, and sound decision-making throughout the organization. Austral's governance structure is led by the General Shareholders' Meeting, the Board of Directors, and the Management Team. In addition, we have a Compliance Officer who, together with the governing bodies, promotes and oversees initiatives related to ethics, anti-corruption, regulatory compliance, and other key integrity matters.

(GRI 2-9) (GRI 2-10) (GRI 2-11)

Board of Directors:

Austral Group's Board of Directors is made up of five members, with 40% female representation. Its members have outstanding experience and extensive knowledge of the fishing industry. Its operation is governed by internal bylaws that establish, among other matters, the guidelines for the appointment of directors, their term of office, as well as their responsibilities, powers, and evaluation mechanisms.



Arne Møgster
Chairman of the Board



Britt Kathrine Drivenes
Regular Director



Gianfranco Castagnola
Regular Director



Helge Singelstad
Regular Director



María Jesús Hume
Regular Director

Management Team:

The management team is made up of five professionals, with female participation equivalent to 40%. This team is responsible for ensuring that operations are carried out in strict compliance with the Integrated Sustainable Management Policy. General management is led by Dr. Adriana Giudice, a lawyer with more than 25 years of experience in the fishing sector.



Adriana Giudice
General Manager



Cynthia Jimenez
Human Resources Manager



Juan de Dios Arce
Fleet Manager



Didier Saplana
Chief Operations Officer



Andrew Dark
Chief Financial Officer

Governance Committes

Good Corporate Governance Committee

Responsible for the adoption, implementation, and compliance with Good Corporate Governance Practices, with the main objective of providing the Board of Directors with the judgment elements and proposals necessary for the establishment, oversight, and continuous improvement of such practices.

Members: 3
Meetings held in 2025: 1

Audit Committee

The Audit Committee is a body that assists Board members in fulfilling their oversight functions over financial processes, the internal control system, audit processes, the risk management system, and company processes related to compliance with laws, regulations, and the Code of Ethics

Number of members: 4
Meetings held in 2025: 4

Corporate Committes

Sustainability Committee

Made up of the management team and heads of the company's main areas. It is responsible for leading the main strategic actions related to sustainability. It oversees compliance with the Integrated Sustainable Management Policy and the identification of new initiatives aligned with current market trends.

Date established: 2021
Members: 13
Meetings held in 2025: 5

Equity and Diversity Committee

Leads compliance with the Gender Equity and Diversity Policy, a document that details Austral's commitment to promoting a fair, safe, inclusive, and equitable work environment that promotes respect for diversity. The committee is also responsible for carrying out awareness-raising actions and overseeing compliance with the goals and rules established for selection, internal and external communication campaigns, professional development, and other matters.

Date established: 2021
Members: 6
Meetings held in 2025: 2

Sexual Harassment Response Committee

Manages complaints of sexual harassment at the corporate level, from receiving them through investigation and preparation of the final report, which includes the corresponding recommendations. It also carries out its functions in accordance with the provisions of the Sexual Harassment Prevention and Sanctions Law and its supplementary regulations.

Date established: 2020
Total members: 4 (2 worker representatives and 2 employer representatives).
Complaints in 2025: 1
Meetings held in 2025: 4

Cybersecurity Committee

Assists Management in protecting the organization's information and technology assets. Oversees the detection of security events and the adoption of response and recovery measures for cybersecurity incidents. It also evaluates the security controls implemented by third parties and technology service providers, ensuring their effectiveness and reliability.

Date established: 2024
Number of members: 7
Meetings held in 2025: 4

Ethics Committee

Responsible for ensuring the confidentiality and independence of the Integrity Channel. Manages complaints and possible cases that violate the provisions of the Code of Ethics within the Crime Prevention Model. In situations contrary to the organization's ethical guidelines, the Committee orders the adoption of corrective measures. It also monitors compliance indicators, which are tracked by the Audit Committee.

Date established: 2019
Number of members: 3
Meetings held in 2025: 2

Digital Transformation Committee

Responsible for the strategic planning of projects; ensures resources, design, scope, and prioritization to guarantee consistency and coherence. It also aims to maintain a digital vision across the entire business, in order to maximize opportunities and benefits for the company. During 2025, the committee led the implementation of the SAP S/4HANA project.

Date established: 2023
Number of members: 8
Meetings held in 2025: 3

Risk Management Committee

Responsible for ensuring, from Senior Management, the promotion and dissemination of comprehensive risk management at all levels (strategic, operational, financial, regulatory, legal, compliance, reputational, free competition, climate change, and cybersecurity), as well as in the organization's critical processes. It also defines, formalizes, and communicates the processes and tools for monitoring, reviewing, and addressing prioritized risks, taking into account the organizational context, cost-benefit analysis, and risk appetite

Date established: 2023
Members: 9
Meetings held in 2025: 1

(GRI 2-16) (GRI 2-25)(GRI 2-26)

Ethics and Compliance Management

Solid ethical management is the foundation for ensuring the success of our operations. To this end, we maintain the highest standards of integrity and transparency, promoting good governance practices and respect for human rights. We adopt a zero-tolerance policy toward acts of corruption, bribery, facilitation payments, and human rights violations.

We do not make donations to political parties, campaigns, candidates, or elected government officials.

Corporate Compliance and Crime Prevention Program

Our Corporate Compliance Program and Crime Prevention Model, based on the ISO 37001:2016 standard, establishes clear guidelines on the conduct expected of our employees and stakeholders. Through this program, we foster a culture of transparency and integrity throughout the organization, ensuring ethical behavior and compliance with applicable laws and regulations.

During 2025, we updated this model to align it with Law No. 31740, which regulates the administrative liability of legal entities. This strengthened our anti-corruption framework and promoted Good Corporate Governance.

Update of the Conflict of Interest Policy

We reviewed and updated our Conflict of Interest Policy to provide employees with greater clarity on the mechanisms for declaring and managing potential conflicts. This update strengthens our Crime Prevention Model, incorporates specific provisions on the procurement of goods and services, and establishes prohibitions and sanctions for failure to comply with ethical guidelines.

Human Rights risk management

Reaffirming our commitment to human rights and decent working conditions, we updated our risk matrix in compliance with Norway's Transparency Act. This process included the preparation of mitigation plans and the corresponding report. All identified risks have specific control measures, which are subject to periodic internal and external audits throughout the year.

Strengthening the Compliance and Data Protection System

We carried out a comprehensive update of our Personal Data Protection Policy. The new document not only aligns with current legislation in Peru but also incorporates international best practices in privacy risk management, reinforcing our commitment to information security and the trust of our stakeholders.

Code of Ethics

Documents that are part of the Corporate Compliance Program (*)

- Code of Ethics
- Code of Ethics and Conduct for Suppliers
- Compliance Policy
- Anti-Corruption and Anti-Money Laundering/Counter-Terrorism Financing Policy
- Free Competition Policy
- Conflict of Interest Policy
- Complaint Management and Whistleblower Protection Procedure
- Donations Procedure
- Gifts, Invitations, and Travel Directive

The Code of Ethics is an important part of our Corporate Compliance Program and expresses the values and ethical principles that govern the conduct of our employees, third parties in our value chain, and stakeholders. It also includes compliance with applicable laws and the current regulatory framework.

The approval and updating of the Code of Ethics guidelines is responsibility of Austral's Board of Directors, and it is disseminated through various training and communication programs, ensuring that the ethical guidelines are understood throughout the organization.

Training and communication

During 2025, we maintained a constant effort to train our workforce:

- 100% of our vessel captains actively participated in the ethics and compliance programs.
- 98% participation among our employees and workers.
- 100% of new hires received an induction on the Ethics, Compliance, Anti-Corruption, and Code of Ethics programs.
- 100% of our workers signed the ethical compliance commitment.

This training focused especially on areas with greater exposure to operational and regulatory risks, in order to prevent acts of corruption and bribery, ensuring responsible and sustainable management in each of our activities.

Value chain

We conducted virtual training sessions for our strategic suppliers and fishing shipowners on the guidelines of the Code of Ethics and Conduct for Suppliers.

- Strategic suppliers: 94% participation in and adherence to the Code of Ethics and Conduct for Suppliers.
- ü Fishing shipowners under agreement: 100% participation and satisfactory completion of the training workshops in our ethics, compliance, and human rights programs.

(*) All documents that are part of the Compliance Program are approved by Austral's Board of Directors and are reviewed annually to ensure they are duly updated.

Integrity Channel

Our Integrity Channel is available to our employees, suppliers, customers, and the community at large. It is a secure, professional, and strictly confidential means of reporting any potential breach of the Code of Ethics or the Crime Prevention Model, as well as practices contrary to Human Rights.

In order to maximize objectivity and trust in this system, since 2025 the administration of the Integrity Channel has been managed by Ernst & Young (EY) as an independent third party. This external management guarantees complete anonymity for whistleblowers and ensures that the handling of information is free from conflicts of interest or retaliation. This channel is not only a control tool but also a fundamental pillar that reaffirms our unwavering commitment to the highest ethical standards and corporate integrity.

- In 2025, 46 complaints were received, 39% more than the previous year.
- 54% of the complaints received were declared unfounded.
- 46% of the complaints received were declared well-founded, and sanctions were applied according to the relevance of the cases and Austral's internal guidelines.
- 78% of complaints were filed by employees and 22% by third parties.

During 2025, no complaints were recorded for Unfair Competition or non-compliance with the Personal Data Protection Law. Nor were any cases identified in which Austral or its employees were involved in judicial investigations or criminal proceedings for possible involvement in acts of corruption.

This channel is available to employees, suppliers, customers, communities in the areas of influence, and the public.

Types of complaints	Number of complaints in 2024
Occupational health and safety	1
Human rights	7
Fraud	2
Non-compliance with procedures	10
Supplier non-compliance	1
Unfounded	25

(IPN*1)

Human Rights

During 2025, we trained to our employees and suppliers to ensure the proper use of our reporting channel, thereby reinforcing our commitment to ethics and transparency.



https://www.australcanaldeintegridad.com/

Austral's Human Rights Policy

Our corporate policy establishes guidelines to prevent and mitigate risks that could violate people's fundamental rights. It has been prepared in accordance with the International Bill of Human Rights and the Fundamental Conventions of the International Labour Organization (ILO), and it is aligned with the United Nations Guiding Principles on Business and Human Rights. It also takes into account Norway's Transparency Act, based on the OECD Guidelines for Multinational Enterprises.

Our commitment includes:

- Rejection of all forms of forced labor, child labor, or labor performed under conditions of violence.
- Respect for freedom of association and the right to collective bargaining.
- Prohibition of any form of discrimination based on gender, race, religion, age, marital status, or any other personal attribute.
- Zero tolerance for sexual, coercive, threatening, or exploitative behavior, acts, or language, including sexual harassment and workplace harassment.
- Hent autem qui aut am dipsani ut de et latibusam que volutas maximil incipsum voluptusam fugiat re re, iusamendit int inum quatium fugit

This commitment applies to our operations and employees. We also extend it to our suppliers, whom we require to comply with the same ethical and human rights standards attributable to our own organization.

Due diligence

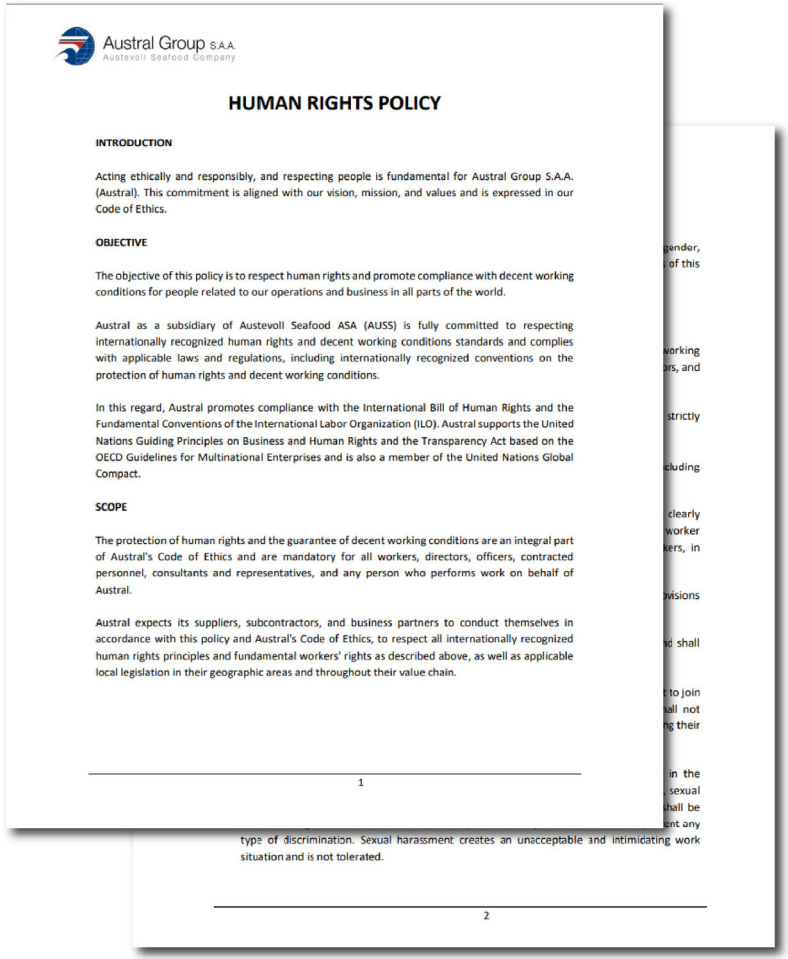
As part of the Austevoll Seafood ASA Group, we follow the guidelines established in the "Human Rights Due Diligence Guide," in accordance with Norway's Transparency Act.

During 2025, we carried out the human rights due diligence process with the aim of identifying, preventing, and mitigating risks associated with aspects such as child and forced labor, non-discrimination, freedom of association, occupational health and safety, as well as impacts on communities and the environment.

The risk assessment incorporated Austral's enterprise risk management processes, covering our operations, suppliers, and communities. Tools were used to identify potentially affected stakeholders, analyze the likelihood of risks occurring, and establish management measures aimed at their prevention and mitigation.

As part of the Supplier Development Program, training sessions were implemented to strengthen human rights management, contributing to the awareness and capacity building of suppliers and fishing shipowners on due diligence matters.

Likewise, adherence to the Code of Ethics and Conduct for Suppliers continued to be promoted, reinforcing the principles of responsible action in the value chain.



Austral Group S.A.A.
Austevoll Seafood Company

HUMAN RIGHTS POLICY

INTRODUCTION

Acting ethically and responsibly, and respecting people is fundamental for Austral Group S.A.A. (Austral). This commitment is aligned with our vision, mission, and values and is expressed in our Code of Ethics.

OBJECTIVE

The objective of this policy is to respect human rights and promote compliance with decent working conditions for people related to our operations and business in all parts of the world.

Austral as a subsidiary of Austevoll Seafood ASA (AUSS) is fully committed to respecting internationally recognized human rights and decent working conditions standards and complies with applicable laws and regulations, including internationally recognized conventions on the protection of human rights and decent working conditions.

In this regard, Austral promotes compliance with the International Bill of Human Rights and the Fundamental Conventions of the International Labor Organization (ILO). Austral supports the United Nations Guiding Principles on Business and Human Rights and the Transparency Act based on the OECD Guidelines for Multinational Enterprises and is also a member of the United Nations Global Compact.

SCOPE

The protection of human rights and the guarantee of decent working conditions are an integral part of Austral's Code of Ethics and are mandatory for all workers, directors, officers, contracted personnel, consultants and representatives, and any person who performs work on behalf of Austral.

Austral expects its suppliers, subcontractors, and business partners to conduct themselves in accordance with this policy and Austral's Code of Ethics, to respect all internationally recognized human rights principles and fundamental workers' rights as described above, as well as applicable local legislation in their geographic areas and throughout their value chain.

1

type of discrimination. Sexual harassment creates an unacceptable and intimidating work situation and is not tolerated.

2

Training

In 2025, we conducted Human Rights training with the following results:

- 92% of employees, 97% of workers, and 61% of crew members trained in person.
- 94% of our strategic suppliers and 100% of our fishing shipowners under agreement trained virtually.







Cybersecurity and Information Protection

Protecting information is essential to guarantee the integrity of our operations and the security of Austral's personal, sensitive, and critical data.

During 2025, we updated our cybersecurity risk assessment, identifying vulnerabilities, likelihood of occurrence, and operational impacts. This process allowed us to strengthen preventive controls and mitigation plans against potential threats to our information systems.

2025 Actions

- Training and campaigns to raise awareness among all Austral employees about the importance of information security and their role in protecting personal data and digital assets.
- Conducted three (03) phishing simulation campaigns aimed at all Austral employees.
- Reviews conducted to prevent cybersecurity risks:

- Internal cybersecurity audits: 4
- Cybersecurity reviews in digital transformation projects: 7
- Special cybersecurity risk reviews: 3

During 2025:

- No information security breaches were recorded.
- No employee or stakeholder was affected by cybersecurity incidents at Austral.





Chapter 3

Sustainable Peruvian Fisheries

(GRI 2-1) (GRI 2-22) (GRI 2-23) (GRI 2-24)

Integrated Sustainable Management Policy

Our Integrated Sustainable Management Policy is the framework that articulates and gives coherence to our business strategy. In effect since 2021, it consolidates commitments in quality, environmental management, human rights, biodiversity protection, community relations, employee well-being, and regulatory compliance, among other pillars essential to the sustainability of the business.

It also incorporates the United Nations Sustainable Development Goals (SDGs) as a reference, prioritizing 9 of the 17 SDGs according to our contribution and impact through corporate management.

Global Compact

Our membership in the United Nations Global Compact since 2012 reaffirms the integration of universal principles into our management. The pillars of human rights, labor standards, environmental protection, and anti-corruption are part of our operations and internal

processes. In line with this commitment, we present our Communication on Progress (COP) annually, a document that shows the progress made regarding the Compact's 10 Principles, strengthening transparency and accountability to our stakeholders.


Política Integrada de Gestión Sostenible

Austral Group

Austral Group S.A.A. es una empresa líder en la extracción, procesamiento y comercialización de nutrientes del mar peruano que realiza sus operaciones siguiendo un modelo de gestión sostenible enfocado en la mejora continua, la ecoeficiencia y la innovación. Somos signatarios del Pacto Mundial y estamos alineados con los Objetivos de Desarrollo Sostenible (ODS).

Promovemos la excelencia operacional a través del Sistema 5S que favorece un entorno de trabajo cada vez más seguro, ordenado y eficiente con un impacto positivo en nuestra productividad.

Realizamos nuestras operaciones a través de una pesca responsable, cuidando la biodiversidad marina y nuestros recursos hidrobiológicos. Protegemos el medio ambiente bajo enfoques de producción limpia y economía circular, reduciendo el impacto ambiental de nuestras actividades y operaciones frente al cambio climático.

Estamos comprometidos con el respeto y la promoción de los derechos humanos y condiciones dignas de trabajo, impulsando el trabajo decente y formal, rechazando toda forma de trabajo forzoso, infantil o en condición de violencia, evitando cualquier práctica que atente contra la dignidad de las personas entre todos nuestros grupos de interés.

Nuestros colaboradores son el eslabón más importante en nuestra cadena de valor, nos preocupamos por su desarrollo, capacitación y crecimiento, así como el fomento del equilibrio laboral y familiar. No toleramos ninguna forma de discriminación ni acoso u hostigamiento. Creemos firmemente en la igualdad y equidad de oportunidades sin distinción de género, y en el respeto a la diversidad. Promovemos la consulta y participación activa de los colaboradores y el trabajo en equipo, generando un grupo humano altamente comprometido con los objetivos y valores de la empresa. Impulsamos el cumplimiento del Código de Ética como base de nuestra cultura organizacional.

La seguridad y salud ocupacional es un pilar fundamental, por ello proporcionamos condiciones de trabajo seguras y saludables, previniendo lesiones, dolencias y enfermedades; buscando siempre eliminar los peligros y reducir los riesgos con el involucramiento de los colaboradores en los planes de acción, prevención y simulacros orientados a "cero" accidentes e incidentes.

Reconocemos a nuestros proveedores como socios estratégicos del negocio y valoramos el desarrollo de la economía local a través de sus actividades. Promovemos las compras sostenibles, el desarrollo de proveedores y el alineamiento a altos estándares ambientales, sociales y de buen gobierno corporativo.

Promovemos condiciones favorables para el desarrollo socioeconómico de las comunidades ubicadas en nuestras zonas de influencia, a través de proyectos que respondan a sus necesidades, creando iniciativas de valor compartido para aportar a la mejora de la calidad de vida. Promovemos un diálogo abierto con nuestros grupos de interés y fomentamos el intercambio de conocimiento y experiencia a través de alianzas estratégicas en favor del desarrollo sostenible.

Construimos relaciones de confianza con nuestros clientes proporcionándoles productos auténticos, trazables, seguros y de alta calidad, cubriendo sus expectativas con un servicio de excelencia. Nos desenvolvemos bajo los principios de una libre y leal competencia en nuestro actuar diario.

Nuestra conducta se ciñe a los principios de buen gobierno corporativo. Contamos con un modelo de gestión de cumplimiento supervisado permanentemente por el Oficial de Cumplimiento a fin de mitigar y prevenir los riesgos de coerción, corrupción, soborno, lavado de activos, financiamiento del terrorismo, otras actividades ilícitas y prácticas deshonestas, así como el uso inseguro de las tecnologías de la información. Cumplimos con nuestras obligaciones legales, laborales, contractuales y aquellas a las que nos sometemos voluntariamente, incluidos los compromisos sociales. Garantizamos de forma constante la revisión y actualización de nuevas obligaciones y confirmamos nuestro compromiso por cumplir y mantener vigentes nuestras certificaciones nacionales e internacionales.

El Comité de Sostenibilidad confirma su compromiso por la implementación y supervisión de esta política en toda la organización, así como el establecimiento de objetivos y metas apropiados para reducir los efectos negativos de nuestras actividades y fortalecer los positivos, determinando los roles, responsabilidades y recursos necesarios para su cumplimiento en todos los niveles pertinentes. Asimismo, promueve la sensibilización en nuestros grupos de interés sobre su alcance y contenido.

Comité de Sostenibilidad de Austral Group S.A.A.
Versión 3. Diciembre 2025

"Click here for more information"

2025 Milestones



- Reached level 2 of MINAM's Clean Production Agreement (APL).
- Obtained the Sustainable Management Company Distinction from Peru Sostenible.
- Obtained the National 5S Award
- Our General Manager among the Top 100 leaders in the Merco Ranking
- Our company in the Top 2 of the Merco Company Ranking for the fishing sector.

(GRI 2-29)

STAKEHOLDERS

Sustainable management requires understanding and managing our key relationships. For this reason, we identify our main stakeholders, with whom we interact in the course of our operations, assessing both the impacts we generate and those that may affect our activity.

We currently have ten defined stakeholder groups, with whom we maintain formal communication channels that enable a continuous exchange of information, as well as timely attention to their inquiries and requirements.

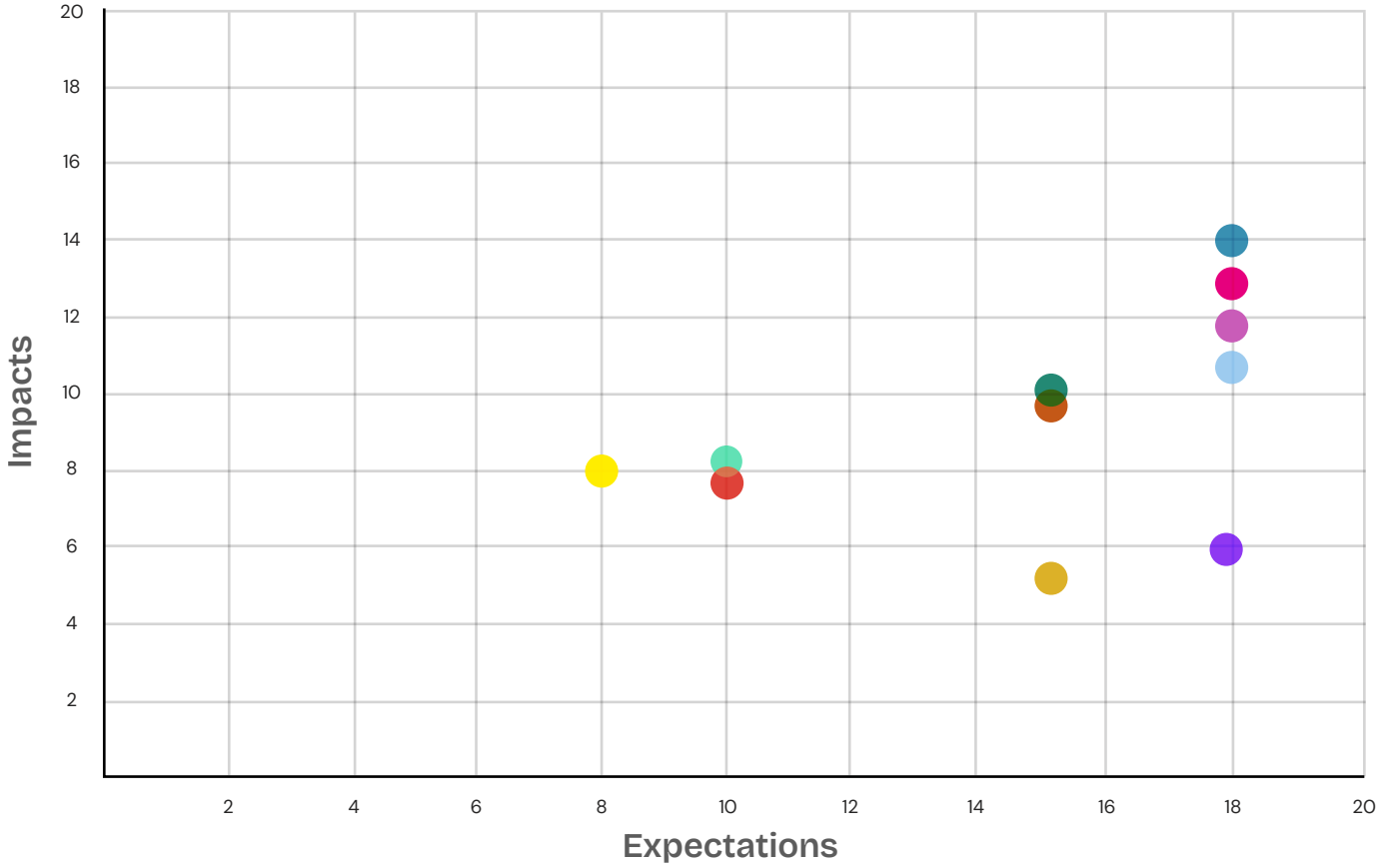
Stakeholder	Relationship	Communication Channels
Clients	Companies that purchase the products we commercialize.	• Sustainability Report • SINDEX Survey • Social Media • E-mailing • Web
Employees	Individuals under contractual agreement performing duties within the company.	• Sustainability Report• Internal Communication Materials • Social Media • Web
Supplier	Providers of products and services required for operational functionality.	• Sustainability Report • SINDEX Survey • Social Media • Redes Sociales • Talleres • E-mailing • Web
Community	Individuals and organizations located within our areas of influence: Coishco, Chancay, Pisco, and Ilo.	• Sustainability Report • SINDEX Survey • Social Media • Redes Sociales • Talleres/Charlas • Web
Government	The legally organized Peruvian State, characterized by a unitary, representative, and decentralized government, structured under the principle of separation of powers.	• Sustainability Report • SINDEX Survey • Social Media • Redes Sociales • Web
Shareholders	Natural or legal persons holding one or more shares in the company.	• Sustainability Report • Web • Social Media
Industry Associations	National and local media outlets with whom press releases, interviews, and briefing sessions are developed.	• Sustainability Report • External Communication Materials • Working Groups
Media	National and local media outlets with whom press releases, interviews, and briefing sessions are developed.	• Sustainability Report • External Communication Materials • Social Media • Web
NGOs	Non-profit civil society organizations.	• Sustainability Report • Redes Sociales • Web

Materiality

Identifying strategic priorities is a fundamental part of our management. Through a materiality analysis, we determine and prioritize the topics with the greatest economic, environmental, and social impact, both for the company and for our stakeholders. During 2025, the material topics for the 2025-2026 period were updated by the Sustainability Committee.

Below, we present the list of topics:

- Environmental Management
- Sustainability of Hydrobiological Resources
- Climate Change
- Occupational Health and Safety
- Local Communities
- Sustainable Supply Chain Management
- Product Quality and Safety
- Corporate Governance and Compliance Management System
- Human Rights
- Talent Management and Well-being
- Diversity, Gender Equity and Inclusion



Digital Transformation

At Austral Group, we recognize the strategic role of technology in optimizing our processes, integrating and ensuring the traceability of information, and generating sustainable value. In this context, during 2025 we prioritized the implementation of the SAP S/4HANA system as part of our digital transformation roadmap.

The TRIDENTIS Project enabled the integration of the main business processes into a single digital platform, improving efficiency, traceability, and quality of information, and optimizing decision-making.

The project also drives an evolution in asset management, incorporating more advanced management models aimed at maximizing operational availability, reducing unplanned failures, and optimizing resource use.

The project ran from April 2025 through its go-live on January 1, 2026. It involved a multidisciplinary team of key users, IT specialists, and external consultants. This initiative is projected to generate operational productivity improvements of between 15% and 25%, a reduction in administrative costs of between 10% and 20%, as well as a decrease in operational and compliance risk.





Innovation

“Hazte una Pez” and “Hazte una Pez Plus” Suggestion Program

In line with our commitment to continuous improvement and to fostering the active participation of our employees, we have implemented the “Hazte Una Pez (HUP)” suggestion program and the “Hazte Una Pez Plus (HUP+)” quick-improvement program. Both platforms seek to channel and recognize innovative ideas, optimization opportunities, and initiatives from those who know our processes best: our employees.

Since 2015, HUP has become a key platform for driving suggestions that optimize our operations and generate economic benefits. In 2025, 31 new proposals were received, generating savings of US$342 thousand. In total, the program has accumulated 227 suggestions and more than US$1.5 million in benefits.

For its part, HUP+ has made it possible to recognize quick improvements that, without major investment, have optimized processes, reduced waste, strengthened safety, and improved the work environment. In 2025 alone, 112 initiatives were recorded, reaching 172 since its launch in 2023, with immediate results in our operations.

Through HUP and HUP+, we foster a high-performance culture where innovation, continuous improvement, and operational excellence drive safer and more sustainable operations.

5S SYSTEM

The 5S System is a continuous improvement tool that, when effectively implemented, generates a cultural shift in the company by fostering discipline, commitment, and continuous improvement in our day-to-day operations. Its main benefits include:



- Increased productivity through process optimization and waste elimination.
- Improved work environment through a safer, cleaner, and more orderly setting.
- Ensures the quality of our products in an organized environment that facilitates quality control and the timely identification of potential failures.
- Consolidates an organizational culture oriented toward Operational Excellence that promotes the emergence of improvement initiatives and better use of resources.

Regarding compliance with our Master Plan, during 2025 we achieved 100% coverage at our Chancay and Pisco plants, and 62% at our Ilo plant. In 2026, implementation will begin at our Coishco plant, thereby covering all of our production plants.

Finally, Austral was recognized with the “National 5S Kaizen Award, Silver Category” for its implementation at the production plants located in Chancay and Pisco. This recognition, awarded by AOTS Peru – Japan, highlights the progress made in 5S implementation and its contribution to an increasingly safe, orderly, and efficient work environment, with a positive impact on our productivity.



Operator Manual

Since 2018, we have had the Operator Manual (MOP), a training platform designed to train our operators on good production process practices. We distribute these manuals in order to encourage interaction with other areas and employees to generate improvement and innovation proposals. During 2025, the following manuals were updated by plant:



Manuals	Coishco	Chancay	Pisco	Ilo
Reception and storage	X			X
Cooking and pressing				X
Oil room				X
Effluent treatment	X		X	
Environmental separator	X			
Evaporator plant	X	X		
Hot air dryer and milling				
Steam dryer		X	X	
Steam plant			X	X
Bagging room		X	X	

Stakeholders Sustainability INDEX (SSINDEX)

As we do every year, we assess our sustainable management by analyzing the main ESG risks of our four main stakeholders through the SSINDEX study, which evaluates the dimensions of environment, internal social, external social, and governance. The stakeholders assessed are employees, suppliers, customers, and communities (including local authorities).

For the 2025 measurement, we obtained an average score of 83%, reflecting that our stakeholders view our risk and sustainability management favorably, representing a one-percentage-point improvement over 2024. This year, we obtained the SSINDEX Seal for employees, suppliers, and customers.

Regarding specific results, the employee assessment reached 90%, one percentage point above 2024. Customers scored 91%, an improvement of three percentage points over the previous year, while suppliers remained at 91%.

In addition, the 2025 supplier measurement included, for the first time, the assessment of the group of third-party shipowners, raw material suppliers, which achieved an 86% satisfaction level.



Certifications

At Austral, we hold 11 current certifications in quality, occupational health and safety, food safety, environmental management, sustainability, and logistics chain security, which form part of and support our Integrated Sustainable Management System (SIGS).

ISO 9001 Quality Management System

Aimed at controlling and continuously improving processes in order to meet the needs and expectations of our customers. Applies to the fishmeal and fish oil plants, as well as the head office.

FEMAS Food Quality and Safety.

Certifies that the IHC fishmeal and fish oil we produce meet the quality and safety levels required by major markets such as Europe. Covers the fishmeal and fish oil plants and the head office.

Good Labor Practices - Good Employer Association.

Certification granted by the American Chamber of Commerce that demonstrates the good practices Austral applies with its employees.

ISO 45001 Occupational Health and Safety Management System

Certifies that we maintain adequate working conditions by managing and reducing occupational risk levels. Covers the fishmeal and fish oil plants, the frozen fish plant, and the fishing fleet.

ISO 14001 Environmental Management System.

Certifies our environmental performance by verifying the impacts of our activities, products, and services. Covers the fishmeal and fish oil plants, the fishing fleet, and the head office.

Global Standard for Responsible Supply – MarinTrust.

Certifies our environmental performance by verifying the impacts of our activities, products, and services. Covers the fishmeal and fish oil plants, the fishing fleet, and the head office.

Sustainable Fisheries Management and Chain of Custody - Friend of the Sea.

Certifies that we carry out the capture, processing, and chain of custody of products derived from anchovy under a sustainable approach, using fishing methods that do not negatively impact the Peruvian sea. Covers the fishmeal and fish oil plants and the fishing fleet.

Stakeholder Sustainability Index - SSINDEX.

Assesses the perception of our main stakeholders regarding our sustainable management. Covers customers, suppliers, employees, authorities, and the local community.

Logistics Chain Security Management System. BASC.

Certifies the security of the logistics chain in order to prevent our operations from being used in illicit activities related to international trade. Covers all of our facilities.

Authorized Economic Operator (AEO) Certification – SUNAT.

Guarantees that our financial and tax track record, as well as our compliance model and logistics chain security system, are reliable in the eyes of the customs authority, which simplifies controls and procedures in foreign trade. Covers all plants and the head office, in export and import operations.

Sustainable Procurement Strategy based on ISO 20400

Obtained in 2024, this certifies that our procurement and service contracting processes generate the greatest possible positive environmental, social, and economic impact throughout the entire life cycle of the service or product, within the framework of sustainable development.



Chapter 4

Economic and Operational Performance

(GRI 2-2)

Economic Results

In 2025, we consolidated our financial resilience and strengthened the banking sector's trust in our company, securing optimal financing conditions that support our operational continuity. Our business model generates value from the processing of raw material sourced from both our own fleet and third parties, ensuring transparency through the publication of our financial statements with the Superintendencia del Mercado de Valores (SMV).

Economic Risk Management: We identify and manage three critical pillars that impact our stability:

- Oceanographic Factors: Availability of raw material subject to climatic and biological changes.
- Regulation and Supply: Impacts on extraction capacity due to the issuance of legal regulations, disruptions in the logistics chain, or changes in human talent management.
- Market Volatility: Fluctuations in domestic and international consumption arising from financial, climatic, geopolitical, or health-related contexts.

Economic value generated and distributed:

Direct economic value generated	**US$ 278,717M**
Economic value distributed	**US$ 264,494M**
• **Suppliers**	US$196,428M
• **Employees**	US$ 28,539M
• **Capital providers**	US$ 31,547M
• **Government**	US$ 7,980M
Economic value retained	**US$ 14,223M**

Sea Conditions and Biomass Status

According to the report prepared by IMARPE prior to the start of the first fishing season in the north-central zone, oceanographic conditions in early 2025 were transitioning from a weak warm event to neutral to neutral-cool conditions, with signs of gradual cooling associated with the presence of cold Kelvin waves at the end of April.

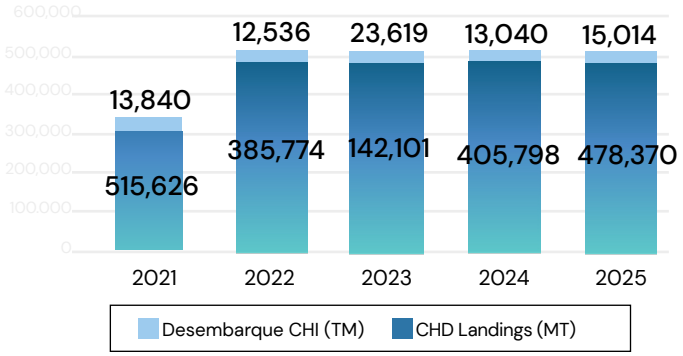
In addition, 2025 saw a significant increase in anchovy biomass compared to 2024: 40% higher than the biomass observed in the winter-spring survey and 10% higher than in the summer survey. These conditions were key to the opening of the first fishing season, held between April 22 and June 24, reaching 83% progress nationally and 82% for Austral.

For the second fishing season, IMARPE reported neutral to slightly cool oceanographic conditions, which showed a continuous distribution of biomass along the coast. PRODUCE authorized the opening of this season from November 7 through February 1, 2026. Nationally, 98% of the quota was reached, while Austral did achieve 100%.

Landing

In 2025, Austral recorded total landings of 493,383 MT for the DHC and IHC businesses, including catches by both its own and third-party fleets. These landings were 18% higher than those achieved in 2024.

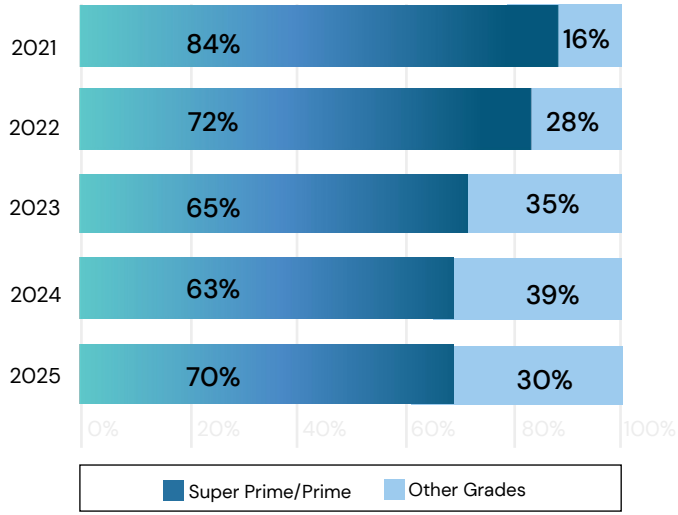
Landings of Hydrobiological Resources by Destination (MT)



Fishmeal and Fish Oil Profuction

The strong landing results led to strong production results as well. In the case of fishmeal, we exceeded the previous year's results by 16%, producing 112,645 MT, 70% of which was Prime and Super Prime quality. It is worth noting that, throughout the year, the raw material showed very good fat and protein levels, which was reflected in the quality of the fishmeal produced.

Fishmeal by Sales Quality

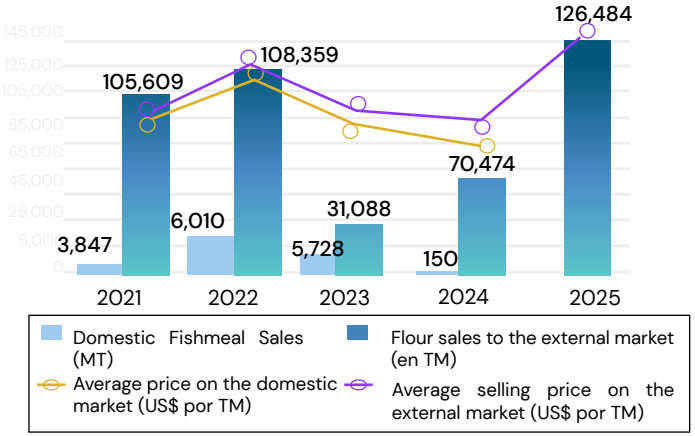


Regarding oil, we recorded 19% growth compared to the previous year, reaching 15,490 MT of oil produced.

Fishmeal and Fish Oil Sales

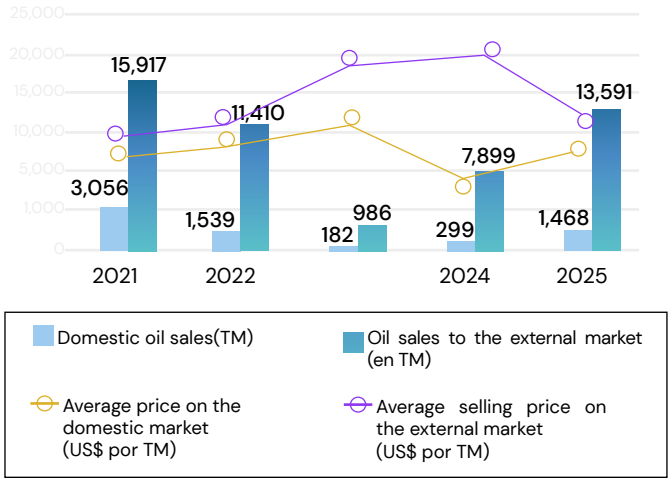
During 2025, national export levels increased, reaching 1,273,468 MT; however, the average fishmeal price fell to US$1,460.06 per MT. At Austral, fishmeal exports represented 100% of its sales volume, totaling 126,484 MT. The average price per ton of fishmeal was US$1,513.43, and the main export destinations were China (53%), Germany (15%), Japan (10%), and Ecuador (8%).

Fishmeal Sales by Destination



Regarding fish oil sales, 128,135 MT were exported nationwide at an average price per MT of US$2,985.21. In Austral's case, 13,591 MT were exported (90% of sales) at an average price of US$3,127.13. The main destinations for this product were Norway (48%), Belgium (20%), and China (12%).

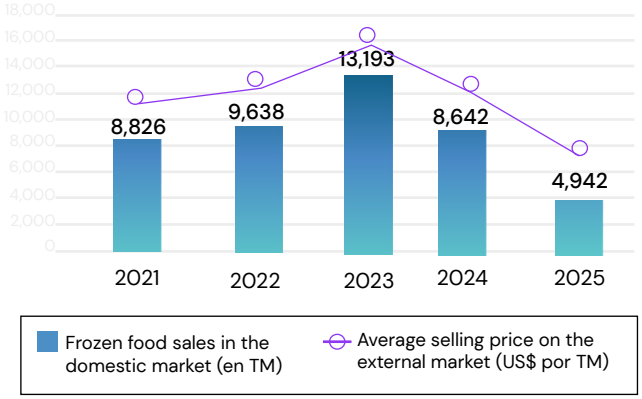
Fishmeal Exports



Fresh an Frozen Fish Sales:

Regarding frozen product results, total sales reached 5,166 MT, with the international market as the main destination, accounting for 96% of sales, led by countries such as Ivory Coast (71%) and Sri Lanka (24%). The main species sold were jack mackerel, chub mackerel, and bonito.

Exports of frozen fish



In the case of fresh fish, sales reached 9,733 MT of jack mackerel and chub mackerel. The main customers were the freezing plants in Tambo de Mora and Callao, as well as customers in the canning industry in Chimbote.



Chapter 5

Talent Management and Well-being

(GRI 2-7) (GRI 2-8)

Team Composition:

We recognize our employees as fundamental to the development of our operations. For this reason, we promote appropriate working conditions for each of them. We ensure compliance with current labor regulations and strive to ensure they carry out their duties under safe and dignified conditions. We foster professional and personal development, as well as work-life balance, and we ensure respect for Human Rights by promoting gender equity, the right to association, and respect for diversity.

We evaluate our management through various external institutions, such as the American Chamber of Commerce (AMCHAM), which has granted us the ABE (Good Employer Association) certification, as well as the SSINDEX study, in which 90% of employees rate our management favorably, a 1% increase over the previous assessment. We also conducted, for the second consecutive year, an employee satisfaction survey using the Lukap survey, reaching 89%.

	Employees		Temporary employees		Permanent Worker		Temporary Worker		Interns	
	F	M	F	M	F	M	F	M	F	M
Callao	0	16	0	0	–	–	–	–	0	2
Chancay	9	29	6	18	0	44	1	98	6	4
Coishco	19	83	6	17	1	92	3	116	9	5
Ilo	7	23	8	8	1	41	0	68	3	6
Lima	67	86	4	7	–	–	0	0	24	21
Pisco	11	28	8	9	2	50	0	96	6	2
TOTAL	113	265	32	59	4	227	4	378	48	40

ESG · CERTIFIED
SSINDEX
2025
EMPLOYEES

	Crew Members Permanent	Crew Members Temporary
Fleet	M	M
	352	35

(GRI 401-1)

Attraction and retention

Our retention approach is based on identifying and selecting suitable talent, prioritizing proper alignment between job functions, individual competencies, and organizational culture. This model is complemented by a value proposition that includes competitive compensation schemes and professional development opportunities aligned with our employees' expectations and goals.

The model is structured around five fundamental pillars: effective communication, leadership, talent selection and development, compensation management, and work-life integration.

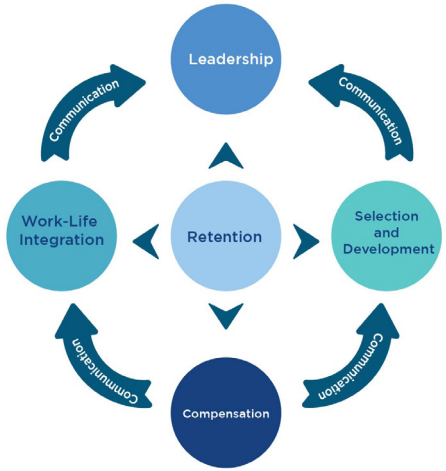
Selection processes:

Our selection process is aimed at bringing in qualified talent that contributes to achieving high levels of efficiency and performance. To this end, we apply rigorous methodologies that ensure the proper assessment of profiles, considering both technical competencies and compatibility with the organizational culture. These include technical assessments, reliability tests, and multidisciplinary. interviews. In line with our commitment to professional development, we prioritize filling vacancies through internal talent processes, promoting the growth of our employees and strengthening their commitment to the organization. In addition, we carry out external recruitment processes with the aim of attracting suitable profiles and contributing to job creation in the areas where we operate.

We also promote the development of future generations through strategic alliances, such as the programs implemented with UTEC and the agreement with the SNP, aimed at strengthening the training of young professionals. Along the same lines, we drive initiatives that reinforce our commitment to our employees by offering their children pre-professional internship opportunities for periods of up to six months, thereby contributing to their learning and employability.

In 2025, there were a total of 49 new hires, 24% of whom were women, as well as 35 terminations. In addition, 72 people joined as interns and SENATI students, 58% of whom were women.





Development Programs

We are committed to the growth and development of our employees, and to that end we have designed strategies and programs to achieve these goals.

Leaders Program

Through this program, the company seeks to strengthen the capabilities of employees who hold leadership roles in different areas, providing them with tools and methodologies that enable them to effectively perform their duties and support their teams in achieving established goals.

The leadership assessment is carried out in three stages:

- First, employees assess their leaders based on behaviors directly linked to the competencies defined in the Austral leadership model.
- Next, an individual feedback process is carried out in an environment of trust, where the results obtained are communicated, highlighting identified strengths and pointing out opportunities for improvement.
- Finally, a training plan is designed and implemented based on the assessment results, with the aim of strengthening the competencies that showed lower performance levels.

During 2025, 116 leaders from the head office and plants were assessed, achieving a satisfaction level of 82.87% regarding their leadership management. In addition, 43 captains and first mates took part in this assessment, reaching 71.54% satisfaction.

Internal Talent Program

The company recognizes and promotes the internal talent of its employees, offering opportunities to strengthen and expand their skills and knowledge through participation in internal selection processes, in accordance with the current Recruitment and Selection Procedure. To apply for these openings, employees must have a minimum of two years of experience in their current position and must inform their supervisor of their interest in participating in the process in a timely manner.

During 2025, no internal talent processes were recorded. However, 22 temporary workers and 8 interns were hired as permanent employees.

Remando Juntos Program:

Through this program, the company seeks to identify the main gaps and level of vulnerability of its employees and their families, with the aim of designing and implementing actions aimed at improving their quality of life. In 2022, a comprehensive survey was conducted among all staff, which made it possible to gather information across five key dimensions: education, support networks, health, housing, and work.

The results obtained have served as the basis for the design and implementation of the Remando Juntos program, which has been carried out since 2023, with the following activities:

(GRI 404-1) (GRI 404-2)

Training

- Psychological first aid talk.
- Emotional intelligence and impulse control talk.
- Medical and life insurance talk.
- Healthy eating talk.
- Vision health campaign.
- Personal finance advisory.
- Psychological therapy for employees
- Speech therapy for children of employees with disabilities

In addition, some of the company's benefits are aligned with the needs identified. These include:

- Austral Scholarship (employees' children)
- Austral Plus Scholarship (employees' children)
- Support for English language studies for employees' children

At Austral, we promote talent development as a key pillar for strengthening the motivation and retention of our employees, aligning their competencies with organizational goals. To this end, we have a comprehensive training program, structured around an annual plan that identifies the main training needs according to business requirements.

Through this plan, we provide tools aimed at strengthening knowledge, skills, attitudes, and behaviors, both personally and professionally, helping to improve the performance and commitment of our employees.

During 2025, training was conducted in virtual, hybrid, and in-person formats, taking into account the needs of each area and staff availability. In addition, since we belong to the fishing sector, we take advantage of closed fishing seasons to intensify training activities.

In this context, 932 employees were trained, representing 97% of permanent staff, with a total investment of USD 397,064. Key results include:

- Courses with the most man-hours: Specialized Fishing Deckhand; Emergency Control Training Program for Fishing Vessels; Applied Mechanics courses (Mechanics and Metrology, Hydraulics and Pneumatics, Transmission and Lubrication Systems).

- Courses with the most participants: Ethics, Compliance, Human Rights, and the Integrity Channel; Emergency Control Program for Fishing Vessels; Mental Health Care Workshop; Diversity and Equity Workshop.

Training results:		
Employees trained 2025	2025 Investment	Total training man-hours 2025
932	US$ 397,064	49,975

Training programs

In addition to the annual plan, we develop programs that strengthen continuous learning, professional development, and the well-being of our employees and their families.

Multi-skilling:

This program aims to expand employees' capabilities, allowing them to perform different functions, in different areas or at different levels within the organization. This helps improve operational efficiency and flexibility in the production process, promoting a greater diversity of skills within teams.

The program currently includes five types of multi-skilling:

- Type 1: Support in specific tasks
- Type 2: Same band or level in the same area
- Type 3: Same band or level in other areas
- Type 4: Higher band or level in the same or other areas
- Type 5: Lower band or level in the same or other areas

At the end of 2025, 14 employees were certified as multi-skilled, reaching a cumulative total of 207 certified employees since the program began.

Training benefits

Continuous training is a fundamental pillar of our management. For this reason, we have agreements with various educational institutions that allow our employees to access discounts on specialization courses and programs.

As a company that contributes to SENATI, we offer access to a wide variety of courses through its virtual platform, including technical and operational specialties — such as maintenance mechanics, forklift operation, welding, and quality— as well as leadership and management programs.

We also provide support to employees who wish to pursue undergraduate and graduate studies, depending on business requirements.

During 2025, 4 employees pursued undergraduate studies at national universities, while 5 employees pursued graduate studies at national and international institutions.



(GRI 405-1)

Diversity, equility, and equal opporunity

We foster workplaces free of discrimination and promote an organizational culture based on respect for diversity, equity, and gender equality. In accordance with the Gender Equity and Diversity Policy, as well as the Integrated Sustainable Management Policy, we watch over the well-being of vulnerable groups such as women, older adults, people with disabilities, etc. We firmly reject any form of prejudice, discrimination, or harassment, promoting equality and equal opportunity. We are also signatories to the United Nations Global Compact and the Lima Declaration.

In order to consolidate these commitments from senior management, we have an Equity and Diversity Committee responsible for managing various initiatives, recognizing the major challenges the fishing sector still faces in terms of equity and diversity. During 2025, 12 women were hired. In addition, the IV Equity Week was held, which for the first time was carried out in person at all our plants and head office. During the training sessions, participants examined everyday practices, biases, and beliefs that can undermine the promotion of equity in workplace and family settings, all through playful and participatory activities. During this week, Sexual Harassment training was also conducted for all staff.

We maintain our agreement with UTEC university for the "Real Life Experience" program, which seeks to include female students in operational areas. During 2025, 4 young engineering students carried out improvement projects in the maintenance and quality areas.

Distribution of collaborators by gender and age:

Género:

Employees	Female	Male
Employees	30%	70%
Workers	2%	98%
Crew Members	0%	100%
Temporary staff	8%	92%

Edad:

Employees	<30 years	30 – 50	>50 years
Employees	46	226	106
Workers	21	127	83
Crew Members	8	247	192
Temporary staff	195	187	31

Regarding the inclusion of people with disabilities, in 2025 the company had six employees in this situation, five men and one woman. While there are challenges associated with including people with disabilities in the industrial sector, the company evaluates and promotes initiatives aimed at increasing their participation within the workforce.

Benefits

At Austral, we promote the overall well-being of our employees and their families through a benefits offering focused on their health, development, and quality of life.

Health plans

To ensure access to quality health services, we offer the following insurance:

- EPS Insurance: 75% coverage for workers and employees, and 55% for spouses and children.
- Oncology insurance: 100% coverage for all employees.
- AMC Insurance: implemented during the COVID-19 pandemic for employees without private insurance and which remains available free of charge.

Loans

We offer our employees financing alternatives that contribute to their economic stability and development:

- Administrative loan: granted annually in February to cover education expenses (school or university). Can amount to up to half a month's salary, interest-free, and repaid in flexible installments (2 to 10).
- Training loans: aimed at financing undergraduate and graduate studies aligned with the employee's career path, in accordance with the Training Policy.

Austral Scholarships

In order to recognize academic performance and support the development of our employees' children, we offer a scholarship program that funds higher education at public and private universities and institutes.

- Austral Plus Scholarship: covers 100% of tuition up to 2 UIT per semester, for students who achieve first place among 3rd to 5th year of secondary school.
- Austral Scholarship: covers 50% of tuition up to 1 UIT per semester, for students who achieve one of the top three places in the same period.

In 2025, 3 new young people were awarded this scholarship, bringing the total to 06 beneficiaries for the year.

Language classes

We support the academic development of our employees' children by financing language programs (basic and intermediate levels), including educational materials. This benefit is aimed at those who need to certify a foreign language in order to obtain their bachelor's degree. In 2025, 7 sponsorships were granted (6 in Pisco and 1 in Ilo).

SENATI Sponsorship

As part of our commitment to technical training, we offer our employees' children the opportunity to study a program at SENATI with 100% financing. This benefit also includes the opportunity to complete an internship at the company, strengthening their entry into the workforce.

In 2025, 12 beneficiaries took part in this program.

Back to School Program

We support employees with school-age children by providing educational vouchers and holding workshops before the start of the school year, reinforcing their connection with the organization and highlighting the impact of their parents' work on the company and the country.



Bonuses

We have a variable compensation scheme tied to company performance, based on indicators such as sales and profits. We also provide a support bonus for workers who voluntarily help out at plants other

Transportation

We facilitate the commute of our employees through transport services from the production plants to areas near their homes.

Meals

At our production plants, employees receive 100% covered meals both during production seasons and during closed fishing seasons.



Climate and Culture

We seek to create the most favorable environment for the full development of our employees. To this end, we carry out various integration and celebration activities, as well as guidelines that allow each of our workers to perform their duties in a warm and respectful environment.

Every year we conduct the IMEX survey to measure our employees' experience across various stages within the company. The survey covers stages from the selection process and day-to-day work with colleagues to intention to leave. For 2025, the study showed an 89% employee satisfaction level

Among other activities, at the beginning of the year we hold Kick-Off meetings with all our employees, where we share the results of the previous year's management and review this year's goals. We also hold the OlimpiAustral event, where we promote healthy competition, respect, and teamwork through sports and recreational activities.

For certain special dates such as Labor Day, National Holidays, Criollo Music Day, and Christmas, we carry out activities that promote integration and fun. We also celebrate all of our employees' birthdays through announcements and honor mothers and fathers on their special dates.







(GRI 404-3)

Performance evaluations and recognition

At Austral, we promote a culture of high performance and recognition, valuing the commitment and achievements of our employees. In this context, we conduct annual performance evaluations that help identify development opportunities and highlight those who make a positive impact on the organization.

As part of this effort, we have implemented a recognition program at our various sites, aimed at showcasing outstanding performance at both the individual and group levels:

- **Outstanding achievement:** recognition for employees with outstanding performance in each department, based on their results, achievements, and feedback from their leaders
- **Best work team:** recognition for the team that has driven process improvements and effectively met the objectives set during the year.
- **Best suggestion:** as part of the Hazte Una Pez program, recognizes employees who propose initiatives that contribute to continuous process improvement.
- **Outstanding leader:** recognition for those who, in leadership roles, have demonstrated outstanding management, fostering the development of their teams and contributing to business results.
- **Best fishing vessel:** recognition for the vessels with the best performance in occupational health and safety, quota compliance, and quality standards
- **Best engine room management:** recognition for engine room operators who stand out for their operational efficiency, ensuring the continuity of operations through proper equipment maintenance and care.
- **TÚ ERES:** recognition for employees who reflect the organization's values and culture, promoting the commitment and active participation of their colleagues.
- **Best OHS management:** recognition for the plant with the best performance in the Accident Rate Index, demonstrating its commitment to occupational health and safety.
- **Best 5S management:** recognition for the teams and managers with the best results in implementing the 5S system at the plants.

Dale Like Program:

This program aims to strengthen corporate values among employees and recognize those who consistently put them into practice in their daily work, through behaviors aligned with these principles. Each value is addressed through various initiatives that deepen its meaning, such as audiovisual materials, graphic content, and training workshops. All employees can nominate a colleague from their own site, and a winner is then selected from among the nominees with the most votes.

During 2025, the value "We accomplish more as a team" was worked on for the plants and administrative office, as well as the value "We have a passion for excellence" for the Fleet, recognizing 6 employees for showing high levels of alignment with the values being promoted.

(GRI 2-30)

Performance evaluation

In 2025, 564 permanent employees and workers were evaluated, as well as 313 crew members, considering two main approaches:

Competencies: related to the employee's abilities to perform in a given area and level, including both skills and attitudes.

Objectives: focused on fulfilling the specific duties of the position.

Collective Bargaining

We uphold the right of all our employees to unionize and engage in collective bargaining, in accordance with the Collective Labor Relations Law and its Regulations, and in line with our commitment to the United Nations Global Compact. We also ensure timely attention to all requests and inquiries from our employees through constant and transparent communication. The company currently has 3 unions:

- Sindicato Único de Pescadores de Nuevas Embarcaciones del Perú (SUPNEP): brings together 99.22% of the crew and also includes members from other fishing companies.

- Sindicato Único de Trabajadores de la Empresa Pesquera Austral Group (SUTEAG): brings together employees from our plant in Ilo.

- Sindicato Nacional de Trabajadores de Austral Group – SINTAGROUP (formerly SITRAPEAGROCSAA): brings together employees from the Coishco, Pisco, and Chancay plants.

We have a current collective bargaining agreement with SUPNEP and SUTEAG; we are also in collective bargaining with SINTAGROUP. As of December 31, 2025, 64 employees (6.1% of permanent employees and workers) were union members, and among crew members, 384 (equivalent to 99.22% of crew members). At the close of 2025, a total of 447 employees were unionized, representing 42.7% of total permanent employees. con

Occupational Health and Safety

At Austral, occupational health and safety (OHS) is a fundamental pillar. That is why we provide safe and healthy working conditions, preventing injuries, ailments, and illnesses, and promoting hazard elimination and risk reduction, with the involvement of our employees.

We have a solid OHS system, which applies to both internal and external staff, and whose compliance is backed by senior management. This system is aligned with current legislation such as the General OHS Law No. 29783, its regulations approved under D.S. No. 005-2012-TR, and all current Peruvian regulations. It also complies with international standards such as NIOSH, ANSI, UL, OSHA, SOLAS, and UNE. Our OHS system is certified under the international ISO 45001 standard.

The commitments of the OHS system are focused on increasing active staff participation in OHS matters, aiming to strengthen active staff involvement, promote safe behaviors, ensure the compliance and effectiveness of training, implement contingency plans, manage contractors, and more.

We also ensure the health and disease prevention of our employees through monitoring and preventive health programs.

We ensure communication and active participation through:

- Ethics hotline
- 5 Safe Steps Card
- National OHS Committee
- OHS meetings
- Online supervision groups.

Programs and actions:

We have safety standards for our plant and fleet operations. We have also rolled out specific programs, including:

- Annual safety program
- Annual training program
- Annual drills program
- Quality of life program
- Ergonomics program
- Sun protection program
- Hearing protection program
- Internal and external audits rogram
- COVID-19 surveillance plan
- Legal compliance matrix.

OHS achievements:

Best accident rate index in the fishing sector.

Plant Accidents	Own	Third-party	Total
Entrapment	1	0	1
Fall to lower level	2	0	2
Same-level fall	2	2	4
Cut	2	1	3
Struck by object	3	1	4
Particle projection	1	0	1
Chemical splash	1	0	1
Amputation	0	1	1
Total	12	5	17

Injuries	Employee injuries	Contractor injuries
N° of fatalities	0	0
Fatality rate	0	0

Coishco	Chancay	Pisco	San Isidro/ Callao	Lost Time Injury Man-Hours Index for Plants and Head Office
0,837	0,007	0,009	0,0	0,004

Lost Time Injury Man-Hours Index for the fleet	Lost man-hours index for plants and fleet (corporate)
0,837	0,004

During 2025, no fatalities were recorded among either in-house staff or contractors, maintaining a fatality rate of 0.

Safety performance is also reflected in the lost-time injury frequency rates (IF), which reached 14.45 for employees and 2.56 for contractors, in line with the results reported in the Sustainable Management Company Distinction (EGS).

These indicators provide comprehensive monitoring of Occupational Health and Safety performance and the implementation of continuous improvement actions.



Chapter 6

Environmental Management

Environment

Sustainable management in the fishing sector prioritizes the conservation of marine ecosystems and biodiversity. Accordingly, we carry out our operations under a preventive, continuous-improvement environmental management approach, promoting eco-efficient and circular practices that help reduce our impacts. We comply with national environmental regulations and international standards, and we take on voluntary commitments as an organization. We also remain alert to any situation that could adversely affect the environment through:

- Environmental inspections, including unannounced inspections by OEFA, ANA, DICAPI, and others.
- Monitoring of environmental noise, air quality, atmospheric emissions, effluent treatment, and the receiving body, carried out in compliance with current environmental regulations and our environmental commitments.

Our operations are carried out in accordance with the Integrated Sustainable Management Policy, working closely with employees, suppliers, neighbors, and other stakeholders to promote a strong environmental culture.

We also conduct environmental impact assessments to identify the aspects and impacts arising from our activities. Based on these results, we implement environmental management programs, operational controls, and emergency response procedures aimed at properly managing significant environmental impacts.

In addition, in March we received confirmation from MINAM to begin implementing the second Clean Production Agreement (APL). Through this agreement, the company takes on voluntary commitments focused on incorporating circularity actions into its production process, as well as developing environmental education and awareness initiatives in the coastal communities where it operates.

(GRI 302-1)

Energy

Reconocemos que una gestión energética We recognize that effective energy management within the organization is a relevant aspect of the responsible use of resources and of addressing the challenges associated with growing global energy demand. We understand that energy consumption in Peruvian industrial fishing is a key factor for operations, given its close relationship with fishing fleet activities, the processing of hydrobiological resources, and product preservation. This consumption has direct implications for greenhouse gas emissions, operating costs, and the organization's environmental performance.

In this context, we have various management indicators that allow us to identify, monitor, and analyze energy and fuel consumption, both in our fishing fleet and at each of our production plants. At our facilities, we mainly use non-renewable fuel sources to generate the electricity and steam needed for production processes, which forms the basis for managing energy performance and making informed decisions in our operations.

Energy efficiency

As part of our commitment to continuously improving environmental performance, during 2025 we strengthened the implementation of initiatives aimed at energy efficiency and the responsible use of resources in our operations.

In this context, the Energy Efficiency Committee led the execution of five strategic projects at the Coishco plant, focused on optimizing energy consumption and improving the operational efficiency of our production processes:

- Calibration of energy measurement equipment.
- Technological replacement of a steam boiler (2000
- BHP).
- Installation of a residual energy recovery system (economizer).
- Automation of a boiler burner (900 BHP).
- Operational optimization of steam systems

As a result of these initiatives, natural gas consumption was reduced by 146,961 m during 2025 compared to 2024. This performance represents a 1.86% improvement in energy efficiency, measured through the ratio of natural gas consumption per ton of fishmeal produced.

In addition, the energy efficiency projects implemented in 2024 remain in operation and have made it possible to avoid more than 780 tons of CO2 eq during 2025, which have been quantified within that year's greenhouse gas inventory.

This progress reflects the positive impact of technological modernization and process optimization, enabling not only more efficient operations but also a reduction in the energy intensity of our activities.

Finally, the reduction in natural gas consumption directly contributes to lowering greenhouse gas (GHG) emissions, reinforcing our commitment to climate change mitigation and the transition to more sustainable operations.

Fuel Consumption 2025

	Residual - 500	BÚNKER 6	B5 DIESEL	NATURAL GAS
SITE	(In gallons)	(In gallons)	(In gallons)	(STM m^3)
Coishco	0	0	13,436	6,143,476
Pisco	0	0	0	5,148,915
Chancay	0	0	243,079	2,335,915
Ilo	0.000	1,204,963	0	0
TOTAL	**0**	**1,204,963**	**256,079**	**13,628,342**

2025 Electricity Consumption fleet

SITE	Purchased energy consumpation (En KWh)	Self-generated energy (En KWh)
Coishco	9,134,000	9,134,000
Pisco	5,018,000	5,018,000
Chancay	2,397,000	2,397,000
Ilo	4,094,003	4,094,003
TOTAL	**20,643,003**	**20,643,003**

(GRI 303-1) (GRI 303-2) (GRI 303-3) (GRI 303-4) (GRI 303-5)

Water and effluents

2025 Fuel Consumption for the fleet

Fleet	B5 Diesel (gal)
Own	3,950,000
Third-party	1,334,937.4
Total	5,284,937.4

Renewable energy:

Regarding the use of renewable energy, during 2025 a solar photovoltaic system was implemented for lighting and video surveillance cameras at the security posts of the Coishco plant, as a pilot project aimed at strengthening energy autonomy and reducing grid energy consumption. The system

generates approximately 258.39 kWh/ day (94,312.35 kWh/year), avoiding the emission of 42.3 tCO annually. The project investment amounted to USD 130,000. This
initiative contributes to emission reductions and operational continuity, with progressive implementation planned at the other plants.

- We maintain constant interaction with various water sources throughout our operations. For this reason, we prioritize the management of this increasingly scarce resource in certain parts of the country and the world. We ensure compliance with current regulations and maximum permissible limits through the monitoring and supervision of our processes.

- We currently interact with 3 main water sources:

- Seawater: The main water resource used in our operations. It is mainly used in the operation of the Evaporator Plant, as well as in the transport, preservation, and storage of raw material.

- Public network water: Used in various operational and support processes, such as steam generation, staff consumption, laundry, facility cleaning, and the operation of restrooms, among others.

- Well water (groundwater): At some of our plants, this water resource is used for steam generation, facility cleaning, restrooms, and laundry. Its use is managed in accordance with Law No. 29338 – Water Resources Law, and is reported monthly to the National Water Authority (ANA).

Regarding effluents, the largest volume corresponds to discharged seawater. During this stage, the use of water for pumping produces effluents with organic content, characterized by the presence of fats and solids. These effluents are managed in accordance with the maximum permissible limits established for the direct and indirect human consumption fishing industry, in compliance with Supreme Decree No. 010-2018-MINAM.

In 2025, a total of 1,051,288 m of water was discharged, complying with the maximum permissible limits established.

Water management

During 2025, water management at the Coishco plant continued to focus on optimizing the use of the resource through technological solutions that promote operational efficiency and water reuse, contributing to lower dependence on external sources.

In this context, the Reverse Osmosis Plant processed 83,146 m of water, managing to make use of between 67% and 70% of the treated volume. This performance made it possible to optimize the use of water resources in production processes, strengthening operational efficiency.

The Stickwater Evaporator Plant (PAC), for its part, reduced water consumption by 107,081 m during the year by recovering water as condensate from the evaporation process. This resource is reincorporated at different stages of the production process, promoting a circular economy approach.

In addition, the Domestic Wastewater Treatment Plant (PTARD) contributed to sustainable water management, allowing between 48.6 and 50 m to be recycled daily, which is reused to irrigate green areas.

In this way, Austral reaffirms its commitment to efficient water resource management, driving initiatives aimed at reducing consumption, promoting reuse, and ensuring the sustainability of its operations.

Pant	SST* (In Parts per Million)	AyG* (In Parts per Million)	PH* ...
Coishco	220	15	5.6
Pisco	422	6	5.9
Chancay	320	17	5.8
Ilo	161	12	5.6

*O&G (Oils and Greases)
* TSS (Total Suspended Solids)
* PH (Hydrogen Potential)

Site	Seawater	Well Water	Public or Purchased Mains Water	Total per Plant
	m^3	m^3	m^3	m^3
Coischo	238,364	41,403	42,877	322,644
Pisco	356,931	95,664.00	0	356,931
Chancay	171,431	58,307	1,054	230,792
Ilo	284,562	0	25,440	310,002
Total	1,051,288	99,710	69,371	1,220,369

(GRI 306-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5)

Solid Waste

Proper solid waste management is a relevant aspect of the environmental performance of the fishing industry, given the diversity and volume of waste generated in fleet operations and processing plants. In this context, we promote management aimed at the proper segregation, storage, recovery, and final disposal of solid waste, in accordance with current environmental regulations and industry best practices, contributing to the protection of the marine and terrestrial environment and to the development of responsible operations throughout our production chain.

Solid waste management is carried out in accordance with Legislative Decree No. 1278 – Comprehensive Solid Waste Management Law. During 2025, we continued to recover certain waste, notably the recovery of discarded fishing nets in partnership with the company Bureo, as well as paper and cardboard recycling.

In total, 1,430.4 tons of waste were recovered this year.

SITE	Non-Hazardous Non-Recoverable	Non-Hazardous	Hazardous Non-Recoverable	Hazardous Recoverable
	TM	TM	TM	TM
Coishco	310,67	1,030.95	70,39	40,90
Pisco	170,31	90,82	15,99	5,54
Chancay	150,18	116,49	13,31	0,06
Ilo	77,05	139,92	11,40	6,50
TOTAL	**642,12**	**1,377.38**	**111,09**	**53,01**



Climate Change

Climate change is one of the main challenges facing the fishing sector, given its direct influence on marine ecosystems, the availability of hydrobiological resources, and the continuity of operations. Phenomena such as rising sea temperatures, oceanographic variability, and the increasing frequency of extreme weather events highlight the need to responsibly manage climate-related risks and effects.

In order to gain a deeper understanding of the impacts of climate change on our operations, in 2025 the Sustainability Committee led the development of a climate change risk matrix. This document identified 24 transition climate risks and 11 physical risks for each of the company's facilities. The company also has a corporate risk matrix that has prioritized environmental and climate change risks.

In accordance with our Integrated Sustainable Management Policy, we maintain an active commitment to combating climate change. In this context, we have prioritized Sustainable Development Goal 13: Climate Action, guiding our decisions and actions toward managing the effects associated with our operations. Our main initiatives include measuring our corporate carbon footprint, monitoring air quality, applying circularity approaches in our production processes, and implementing environmentally focused campaigns and interventions in the areas where we operate.

Quallity

As part of our operations, we ensure efficient air quality management. To this end, we carry out periodic monitoring to verify compliance with the parameters required by current regulations, as well as to identify any risks to people's well-being, both within our operations and in the surrounding areas. This monitoring is carried out both during fishing seasons and closed seasons, and is governed by DS No. 003-2017-MINAM.

Plant	Particulate Matter	H_2S
	mg/m³	mg/m³
Coishco	8.34	<0.07
Pisco	7.31	<0.07
Chancay	8.00	<0.07
Ilo	9.12	<0.07

Average values in the period 2025

(GRI 305-1) (GRI 305-2) (GRI 305-3)

Emissions

One of the key actions for managing climate change is identifying the stages of the production process that generate the most emissions. This analysis allows us to define and implement measures aimed at carrying out our activities more efficiently in terms of resource use. In this context, through the preparation of our greenhouse gas (GHG) inventory, in accordance with the ISO 14064-1:2018 standard, we identify the critical points of the production process, which forms the basis for developing and implementing emission mitigation projects.

In 2025, the GHG Report calculated a Corporate Carbon Footprint of 175,106.44 tCO2eq.

The breakdown of emissions by category is presented below:

Category 1	87,670.78 tCO_2 eq
Category 2	4,205.08 tCo_2 eq
Category 3	83,230.58 tCo_2 eq

At Austral, we have been measuring our GHG emissions since 2018.

Circularity approach:

As part of our commitment to climate change, we promote a circularity approach throughout our production process. In 2025, we launched the development of our second Clean Production Agreement (APL), through which the company takes on voluntary commitments aimed at reducing waste generation, both operationally and in the communities near our production plants.

During 2025, actions carried out included:

- Recovery of sludge from effluent treatment: equipment cleaning generates effluents with a high organic load, which are sent to the treatment plant for reuse and incorporation into the fishmeal production process. This action was carried out during the fishing seasons at the Pisco and Chancay plants.

- Recovery of discarded fishing nets: together with the company BUREO, we developed a partnership to recover discarded fishing nets from the central net warehouse located at the Coishco plant. In 2025, a total of 308,830 kg of discarded nets were recovered, contributing to the funding of socio-environmental activities in the districts of Coishco and Chancay.

- Reducing hazard levels and subsequent recovery of epoxy paint cans: we remove hardened paint residue from metal cans so they can then be recovered as metal waste. This activity is carried out at all 4 plants.

- Waste management awareness for plant employees: through eco-talks, plant employees receive interactive talks on topics related to the segregation and disposal of solid waste.

- Strengthening the EDUCCA program: we work together with the municipality of Coishco to strengthen the EDUCCA program, a MINAM initiative that promotes good environmental practices among the public. During 2025, projects carried out in the district of Coishco included painting a mural, installing a playground made from recycled fishing net material at a local school, opening a school garden, beach clean-up days, and awareness campaigns; all of these initiatives were developed together with neighbors, the school community, and district authorities.

- Support for the Recicla program of the municipalities of Coishco and Chancay: working with both municipalities, training sessions were held during 2025 for environmental promoters from local educational institutions

as well as the municipality itself. These sessions reinforced current waste management regulations and disseminated good practices. In addition, segregation points were installed in public spaces in these districts, helping to maintain order and cleanliness in high-traffic areas.

Others environmental actions

Beach clean-ups

As part of its sustainable management, Austral is committed to caring for the sea, beaches, and the biodiversity these ecosystems support. In this regard, it actively promotes the involvement and participation of its employees, as well as other stakeholders, in initiatives that reinforce this commitment.

These actions include beach clean-up days carried out in the areas of influence of its plants. These activities seek to raise awareness of coastal pollution issues and foster a culture of environmental care.

During 2025, a total of 27 beach clean-up days were held, collecting 39.95 tons of waste.

Site	N° of Clean-ups	Tons collected
Coishco	4	14
Chancay	4	5.15
Pisco	18	20
Ilo	1	0.8





Chapter 7

Supplier Management

(GRI 204-1)

Supplier management is a strategic pillar for Austral, ensuring operational continuity and strengthening the sustainability of the supply chain. In this context, the company has consolidated a sustainable procurement model based on continuous improvement, the incorporation of technological tools, and the integration of environmental, social, and governance (ESG) criteria into procurement and contracting processes.

This approach is aligned with the Sustainable Procurement Policy, in effect since 2023, which establishes clear, measurable guidelines consistent with international standards, aimed at ensuring efficient, transparent, and responsible procurement management.

As a result of this strategy, in 2024 Austral obtained the Sustainable Procurement Strategy certification granted by AENOR, in accordance with the ISO 20400 standard, becoming the first organization in Latin America to achieve this recognition. In 2025, the company achieved recertification, reaffirming the effective integration of ESG criteria into its supply chain.

In the 2025 SSINDEX study, 91% of the suppliers assessed expressed a high level of satisfaction with the company's sustainable management, which helps mitigate logistics chain risks, optimize costs, and enhance operational security.



Our strategic partners

During 2025, supplier management maintained a territorial and inclusive approach. 95% of suppliers were of national origin and 86% were located in the regions where the company operates, contributing to local economic development.

In addition, 46% of suppliers are micro and small enterprises (MYPE), while 23% of supplier companies are led by women, reflecting progress in promoting diversity and inclusion in the supply chain.

Fishing shipowners are part of our supply chain, strategic partners at sea. During 2025, there were 26 strategic partners for raw material supply, located mainly in the northern part of the country.

2025 Management

During the period, supplier control, monitoring, and evaluation mechanisms were strengthened. On-site visits were conducted to strategic suppliers to verify compliance with ESG criteria, and the approval process was strengthened by incorporating these criteria into the supplier portal.

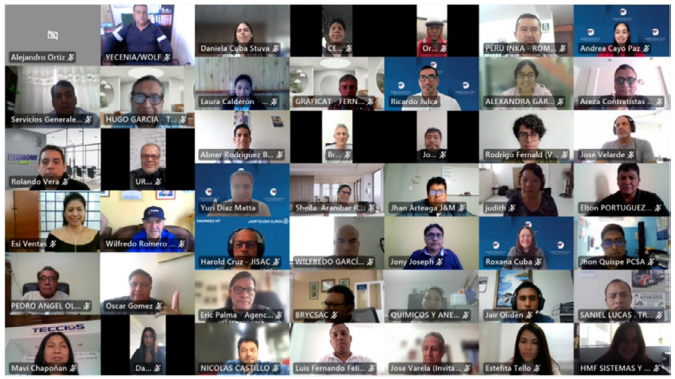
In addition, the monitoring ecosystem was consolidated through management indicators implemented in Power BI, improving traceability and data-driven decision-making. In this context, the “Crece con Austral” program was concluded as part of the comprehensive supplier development strategy.

PDP: Crece con Austral (Grow

As part of the sustainable procurement strategy, in 2025 the “Crece con Austral!” Supplier Development Program, aimed at suppliers and shipowners, was completed. This initiative focused on transferring capabilities through personalized virtual advisory sessions on ESG criteria, facilitating their incorporation into business management.

The program included the participation of 136 supplier companies and 26 shipowners, approximately 79% of which are micro and small enterprises. Over the course of more than a year, participants were trained in key areas such as environmental management, occupational health and safety, business management, community relations, working conditions, human rights, and ethics and transparency.

The program concluded with results showing significant progress among the supplier group, with business maturity and ESG criteria indicators rising to a projected level of 3.08, an increase of 1.5 points over their initial assessment. Fishing shipowners, meanwhile, reached a level of 1.60 on ESG criteria. These results are measured on a scale of 0 to 5, in accordance with the Positive Impact CRIS methodology.







Chapter 8

Social Management

At Austral, we understand the generation of social value as a fundamental component of our operations. In line with this commitment, we develop and implement planned programs and actions that seek to generate a positive and lasting impact on the communities where we are present. To this end, we work closely with various stakeholders, maintaining a close and collaborative relationship with the residents of the districts of Coishco, Chancay, Callao, Pisco, and Ilo.

Our Social Responsibility Plan is structured around four strategic pillars: Nutrition and Health, Education and Employment, Social Development, and the Environment. Through these pillars, we prioritize interventions aimed at promoting sustainability and social well-being, helping to improve the quality of life of people in our areas of influence. Under Nutrition and Health, we promote healthy lifestyle habits and facilitate timely access to healthcare services. Under Education and Employment, we promote job and training opportunities aimed at strengthening skills and fostering a sustainable future. Under Social Development, we support community and cultural initiatives that strengthen social cohesion and inclusion.

Finally, under the Environment, we incorporate actions aimed at protecting and conserving the environment.

Through the implementation of these programs, we reaffirm our commitment to generating a positive social impact in the communities where we operate.

We use the SSINDEX tool to measure our stakeholders' perceptions regarding the company's sustainability management, the quality of our relationships with stakeholders, the impact of our programs, and business conduct. For 2025, the study identified a satisfaction level of 59%.

Investment in social programs at the various ports where we operate, in partnership with the APROs we participate in, and in donations totaled $210,907.38.

Programs and activities	$63,626.08
Donations	$ 46,110.97
AproChancay	$ 66, 272.33
AproPisco	$ 34,898.00
Total	$ 210, 907.38





Our programs:

Tu Futuro (Your Future):

In partnership with the Forge Foundation, we implement the "Tu Futuro" program, through which we award scholarships to *NiNi youth between the ages of 18 and 24 in our areas of influence. This initiative is aimed at strengthening soft and technical skills, complemented by support focused on their entry into the job market. During 2025, the program benefited 100 young people, 80 of whom completed the training process.

Creciendo Juntos (Growing Together):

With the aim of promoting the formalization of artisanal fishermen and dock workers in our operating areas, we implement the "Creciendo Juntos" program. Through this initiative, we provide support with obtaining the licenses and permits that allow them to carry out their activities in accordance with current regulations.

During 2025, in Coishco, 8 artisanal fishermen from the ASUPACC association began their formalization process. In Callao, 21 dock workers from the Asociación de Chalaneros obtained their licenses and 3 are in process. In Pisco, 20 fishermen from the APAMACHIP association obtained their licenses and another 20 remain in the formalization process.

Muévete (Get Moving):

We implement the "Muévete" program with the aim of promoting recreational spaces and healthy living for children and young people in our areas of influence. The initiative includes two annual editions featuring sports and cultural workshops, such as soccer, volleyball, and dance (modern and traditional). During 2025, the summer edition ran from February to March in the district of Coishco, with 254 participants. The winter edition, held between September and December in the same district, had 168 participants.

Armada de Hierro (Iron Fleet):

We take part in the "Armada de Hierro" program, an initiative of the National Fisheries Society aimed at helping reduce childhood anemia through early detection and the promotion of an iron-rich diet. During 2025, in the district of Coishco, 38 children were screened, identifying 3 cases of anemia, 2 of which were successfully resolved after nutritional follow-up.

Participants and their families also took part in informational talks and hands-on workshops on healthy eating. Regarding the campaign aimed at employees' children, 38 minors were evaluated, identifying 1 case of anemia, which was addressed through a nutritional follow-up program, achieving full recovery. This intervention also included educational and demonstration sessions aimed at promoting healthy eating habits.

Net Positiva

Through the recovery of discarded fishing nets, we run the “Net Positiva” program, which generates a fund for socio-environmental projects in our communities of influence. During 2025, 308.83 tons of discarded nets were collected for recycling as raw material.

As part of this program, various initiatives were implemented in the district of Coishco and other intervention areas, including installing a play area made of recycled material at the Eduardo Ferrick school, running environmental awareness campaigns, holding beach clean-up days, and conducting waste segregation workshops for recyclers and environmental promoters. Actions were also carried out to strengthen educational capacity, such as installing a school garden and providing training at the Ramón Castilla school.





Tiendita Austral (Austral Little Store):

This initiative aims to provide financial support to employees and their families going through difficult situations, such as cancer treatment, funeral expenses, or other special needs. The fund is financed through the sale of solidarity products offered exclusively to our employees, as well as internal activities such as the “Kioskos Solidarios,” organized by different areas.

During 2025, Tiendita Austral benefited a total of 15 employees, 5 of whom received cancer-related support, 6 funeral expense support, and 4 special assistance. These actions reflect our ongoing commitment to the overall well-being of our employees and to strengthening a culture of solidarity within the organization.

Our social management actions as a fishing sector:

Through coordinated work with companies affiliated with the National Fisheries Society, the fishing sector continues to strengthen its social management initiatives at the various ports where it operates. This collaborative approach makes it possible to implement broader-reaching actions aimed at driving local development, strengthening stakeholder relationships, and generating sustainable value in the areas of influence.



APROPisco

APRO Pisco, an entity made up of Austral Group and Tecnológica de Alimentos S.A. (TASA), coordinates social management initiatives in the districts of Pisco, San Andrés, and Paracas, focused on health, the environment, capacity building, and community relations.

During 2025, under the health and nutrition pillar, the Armada de Hierro program was strengthened through the delivery of 7 tons of fresh fish to 28 soup kitchens, contributing to food security and promoting the consumption of hydrobiological products. Screening campaigns were also conducted for children under 3 years of age, evaluating 170 children, of whom 3 cases of anemia were identified and are being monitored for recovery.

In addition, comprehensive health campaigns were carried out in coordination with health centers and local organizations, providing care to vulnerable populations, including children, adults, and fishermen's social organizations (OSPAs).

Under the environmental pillar, beach clean-up days and awareness activities were carried out, such as environmental fairs, eco-swaps, and contests, promoting active community participation in the conservation of the marine-coastal environment. In addition, through the Escuelas Ecoeficientes program, 3 educational institutions were engaged, benefiting 413 people, including students, teachers, and parents, through environmental education activities and the installation of school gardens, promoting sustainable practices and the responsible use of resources.

Under the capacity-building pillar, actions were carried out aimed at the formalization and training of OSPAs, contributing to the formalization of the fishing sector and strengthening their production capabilities. Baking workshops and first-aid training sessions were also held, benefiting around 90 people among fishermen and their families.

In addition, gender equity initiatives were implemented together with employees of the fishing plants. In coordination with

the Centro de Emergencia Mujer, topics such as violence prevention, communication, and the promotion of equality were addressed. Finally, under the community relations pillar, ties with local authorities, institutions, and communities were strengthened through social and cultural activities, as well as support for artisanal fishermen's organizations and local institutions.

APROChancay

APRO Chancay is an association made up of fishing companies operating in the Chancay bay, focused on implementing social management programs under a sustainable development approach in its area of influence. During 2025, initiatives were carried out across five lines of action: health and nutrition, environmental care, education, capacity building, and community relations.

Under the health and nutrition pillar, the Armada de Hierro program was strengthened, screening 300 children, of whom 54 were diagnosed with anemia and 48 recovered. Healthy eating demonstration sessions and comprehensive health campaigns were also carried out, benefiting more than 1,000 people in the district. In addition, food security measures were implemented, including the donation of approximately 9 tons of fresh fish to soup kitchens and older adults, as well as the distribution of non-perishable food to vulnerable populations.

Under the environmental care pillar, initiatives aimed at conserving the environment were carried out, such as beach clean-up days, World Wetlands Day activities, tree-planting campaigns, and the implementation of the Escuelas Ecoeficientes program, through which 9 school gardens and composting systems were installed at educational institutions.

Under the capacity-building component, local economic development programs were implemented, notably including:

- The Fondo Semilla program, aimed at local entrepreneurship.
- The Diploma in Port Logistics Operations, which contributed to the employability of young people in the area.
- Cooking and baking workshops and entrepreneurship programs aimed at vulnerable populations, with an emphasis on women and community leaders.

Under the education pillar, recreational, sports, and training programs were carried out, benefiting children and adolescents, as well as violence prevention initiatives and family skills strengthening.

Coishco Decentralized Social Responsibility Committee:

Finally, under the community relations pillar, active participation was maintained in local coordination forums with authorities and institutions, strengthening territorial governance and the coordination of actions for the benefit of the community





In Coishco, we strengthen our social outreach through a strategic partnership with the companies Hayduk and Cantabria, through the Decentralized Social Responsibility Committee. This partnership makes it possible to develop joint initiatives aimed at generating value in our communities of influence.

Under the health pillar, in response to the dengue health emergency, the Committee, in coordination with the Red de Salud Pacífico Norte and the Municipality of Coishco, carried out mass fumigation throughout the district. To this end, 744 gallons of gasoline and diesel were contributed, essential for operating the fumigation machines. Preventive supplies such as repellents and sunblock were also distributed.

Under the environmental pillar, a clean-up day was held at the Caleta de Coishco beach, with the participation of company employees, artisanal fishermen and their families, and local authorities. As a result, 4.2 tons of solid waste were collected.

In line with strengthening health infrastructure, and in response to a request from the Ministry of Health (MINSA), the Committee contributed to installing a metal roof at the Coishco Health Center, intended to house an X-ray machine. This work was co-financed by Austral, Hayduk, and Cantabria, with a total contribution of S/4,800.

In addition, in July, the Committee installed a roof over the storage area of the Coishco Health Center, helping to improve the facility's operating conditions.

*NiNi (Young people who neither study nor work)



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Austral Group
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