



SUSTAINABILITY REPORT **2021**



MESSAGE FROM CHAIRMAN



Mario
Brescia Moreyra

We proudly present our fourteenth Sustainability Report. A document developed under the standards of the Global Reporting Initiative (GRI) and which aims to clearly reflect the efforts of the entire TASA team during this year, and demonstrate our environmental and social commitment, as well as economic and development for all our stakeholder; executing within a framework of management and ethical leadership.

We started the year 2021 maintaining our role as a key economic engine for the country, still on the way to recovery as a result of the limitations imposed by the health crisis, a consequence of Covid-19. In 2021 we achieved an anchovy unloading volume of 1,109,295 T, an amount 23% higher than the previous year.

Our fishmeal production was 23% higher than in 2020 with an average yield of 4.01 (number of kilos of anchovy needed to produce one kilo of meal). However, due to oceanographic factors, this season the anchovy presented a lower degree of fat concentration and, therefore, a reduction in oil yield was perceived, which meant that, for each metric ton (T) of anchovy, 3.42% of oil would be extracted- a lower figure compared to last year where it was possible to extract 4.25% of oil per T.

At the sales level, 2021 was an extremely positive year, explained by good demand from China, our main market, due to the recovery of the pig market from the ASF

virus; to the upturn in the Aquaculture market due to fewer covid-19 restrictions and the performance of our sales team, which demonstrated great performance in developing and maintaining relationships in this complex covid-19 scenario. TASA was able to export 264,126 T of fishmeal at an average price of US\$ 1,487 per T; and 39,474 T of crude oil at an average price of US\$ 2,067 per T.

On the other hand, thanks to the growth in demand for refined and concentrated oil at the international level, we were able to close sales of refined oil at 5,208 T at an average price of US\$ 4,074 per T and in the case of concentrate, 328 T at a price average of US\$ 11,202 per T.

It is worth mentioning that, for another consecutive year, we maintained the leadership of the ranking of companies exporting crude oil and flour with a market share of 22% and 21%, respectively.

Regarding human consumption, we obtained a discharge of 22,452 T between the horse mackerel and mackerel species. This represented 23.27% of the national download.

From this, 68% was destined for the frozen fish division with an average price of US\$ 1,022 per T and 32% for fresh at US\$ 262 per T.



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The positive economic results would not have been possible without sustainable management of resources and stakeholders. Our actions were guided by two pillars of sustainability "development of our environment", aimed at promoting the progress of employees and communities; and "create a sustainable value chain", focused on caring for the resource and the ecosystems.

To generate a positive impact on our environment and forge conditions for growth and well-being among our stakeholders, we had to start with our own workers. Regarding our work in the face of the health crisis resulting from covid-19, we maintained high standards in prevention protocols, with 10-day quarantines in hotels for crew members before embarkation at the beginning of the season, in addition to keeping the team of doctors at the plants and encourage internal vaccination campaigns. In total, we invested US\$ 5,000,000 to protect all workers, particularly the team entrusted with carrying out the fishing and production tasks in the processing plants, which are essential on-site positions for business continuity.

In addition, we continue with the Healthy Families and Homes program, aimed at improving the quality of life of our workers. This began two years ago from a census and internal diagnosis of the state of our collaborators' homes. Among the lines of action in 2021, the highlight was the creation of a solidarity fund of \$150,000, with which improvements were made in critical infrastructure of the homes of crew members and workers. As a complement, we enabled virtual financial education workshops for employees and their families, achieving a total of 199 graduates and more than 220 hours of virtual advice on entrepreneurship and business issues.

For the communities where we operate, a fundamental milestone was the inauguration of the first sustainable primary processing plant in the country for artisanal fishing. A plant that is destined for the La Red project. This is based on

a model of sustainable artisanal fishing implemented by TASA, through which various actors of the artisanal fishing value chain in Chimbote were trained, so that they can develop an offer of marine products with health protocols and which have an added value since their fishing comes from fishermen sensitized in good fishing practices. The plant, made up of 5 MSE'S from the area, came into operation at the end of 2021

Regarding the Supplier Development program, 97 of our suppliers were trained by TASA to publish their sustainability report under the Global Reporting Initiative standards. Likewise, thanks to the support of the PRODUCE Supplier Development Program, the participants who met the necessary requirements were able to obtain additional benefits such as ISO 9001 certifications, grow their businesses by obtaining preferential lines of credit thanks to an alliance with the BBVA bank, and reduce their dependence on TASA by being able to develop a client portfolio.

Another aspect to highlight this year, is the greater involvement in our corporate volunteering I learn with TASA which we developed hand in hand with Volar, an Aporta project and Breca's social impact platform, and for which our volunteer staff, through video calls, advised our worker's children in subjects associated with mathematics and communication. In 2021, the number of volunteers doubled to 48 participants, who dedicated more than 20 hours of dedication to each of the 54 participating students.

In addition, we maintained initiatives to support the most vulnerable human groups and along with municipalities, allocated more than US\$169,000 in donations. In recognition of this work, we were awarded by the Shoulder to Shoulder program, of the NGO Business Solutions against Poverty, and the National Institute of Civil Defense (INDECI) for the actions carried out and contributions in the fight against covid-19.

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Regarding the pillar of creating a sustainable value chain, focused on caring for the resource and the ecosystems, it is remarkable what has been achieved in relation to the goals proposed for the Clean Production Agreement that we signed with the Ministry of the Environment and the Ministry of Production in 2020, where we were the first fishing company in the country to sign this agreement. The fulfillment of the goals allowed us to obtain a record in waste recovery equivalent to double, compared to the base year that was 2019. In addition, 80% of our operators and crew members were trained in issues related to Circular Economy, as well as the execution of a series of workshops aimed at children in the communities where we operate.

We obtained international recognition from the Green Latin America Awards, which reward the best social and environmental projects, thanks to our sustainable fishing model, Cuidamar. This was recognized with the award in the Biodiversity-Oceans category, managing to stand out above other proposals from across the continent. Without a doubt, one of the most important recognitions that we have received in recent years and that motivates us to continue betting on sustainability in our industry.

Based on the performance of this program, we were able to double the number of Cuidamar staff per vessel, thus going from 48 to 96 crew members. In addition, thanks to the continuous improvement of release techniques, we closed the year with 97.4% of species released alive.

Likewise, we decided to be spokespersons for the urgency of generating waste reuse solutions in the country's production chains. This is how we joined the renowned national contest "Kunan Challenge", which rewards national enterprises with a social and environmental focus, and where we sponsored a category that did not exist until before our intervention, the Circular Economy category. It is worth mentioning that TASA, since 2019, has been developing circular economy projects to reuse oil from disused vessels and nets, cleaning water, metal, mineral and vegetable oil, WWTP sludge and batteries.

I conclude this message by sharing the great expectations we have about the future of the company and the sector, and for the responsible and sustainable management of the anchovy fishery, which allows us to think of a promising future. Let's continue to guarantee the nutrition of tomorrow.



Mario Brescia Moreyra

CHAPTER 1: OUR COMPANY



Archive photo (2020 sample)



GENERAL DATA

According to its statute, **Tecnológica de Alimentos SA (TASA)** aims to engage in fishing activities for the extraction, transformation and commercialization of hydro biological resources for direct, indirect and non-food human consumption, under the conditions established by the General Fisheries Law, its regulations and other complementary regulations.

Similarly, it can be dedicated to industrializing, transforming, manufacturing, distributing, exporting, importing and marketing (i) derived oils and fatty acids (including their refining, processing and sale); (ii) products derived from raw materials, inputs and mass consumption, mainly for the food industry or for human or animal consumption, in its most varied forms (including processing and sale); (iii) nutraceutical, pharmaceutical or vitamin supplement products. Additionally, the company is authorized to (i) provide shipyard, anchorage and slipway services, aimed at the construction, modification, maintenance and repair of vessels, naval artifacts, among others; (ii) provide metalworking services; (iii) provide provisioning

services; (iv) provide passenger transportation services; (v) provide towing services; (vi) provide port services; (vii) provide dock services; and (viii) provide services as a consultant, supervisor or executor of site works, among other activities.

In order to carry out its functions and carry out the activities related to it, the company may carry out all the acts and enter into all the contracts that the laws allow for corporations. The company started its fishmeal and fish oil processing activities in October 2002 and products for human consumption in January 2003. TASA is a company that has been consolidated over the years with the merger of companies such as Sipesa, Epesca , Pesquera Fátima SAC, Empresa Pesquera Oboll SRL, as well as with the acquisition of Pesca Perú Callao Sur SA. On January 1st, 2016, TASA also absorbed TASA Omega SA, a company dedicated to the refining of fish oil, concentration of EPA and DHA, and the marketing of these products. TASA Omega SA was dissolved without being liquidated.

The shareholding composition of TASA is detailed below, as of December 2021

SHAREHOLD	N° OF SHARES	VALUE OF SHARES	%
Breca Fisheries SAC	971,373,379	S/ 971'373,379.00	99.9962
Others	37,374	S/ 37,374	0,0038
Total	971,410,753	S/ 971,410,753.00	100

Nominal value = S/ 1.00

This page conforms to GRI 102-1, 102-2, 102-5

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ABOUT US

We are a leading Peruvian company in the fishing sector, specialized in producing food and marine ingredients of high quality and added value. We have become the world's leading producer and exporter of fishmeal and fish oil.

EXTERNALLY WE ARE PART OF:

At the national level

We are members of the National Fisheries Society (SNP) and the Producers Associations (APRO), non-profit civil organizations created to strengthen the relationship of fishing companies with the communities where they operate. In addition, we belong to the Peruvian Foreign Trade Society (COMEX) and the Peruvian Exporters Association (ADEX), unions that promote foreign trade in the country; the Sustainable Peru Association, a union that promotes social responsibility and business sustainability in the country; and Kunan, the main platform for social and environmental entrepreneurship.

Since 2015, we have participated in the Biodiversity & Business Initiative promoted by the Ministry of the Environment of Peru (Minam), as a space for interaction and exchange of information, knowledge, and

experiences between the business sector and the State. Finally, we have working agreements with the Geophysical Institute of Peru (IGP) and the Peruvian Sea Institute (Imarpe), both with which aim to promote scientific research on the Peruvian sea and its biodiversity.

On an international level

We are members of The Marine Ingredients Organization (IFFO), an organization dedicated to promoting the marine ingredients industry worldwide, and the Global Organization for EPA and DHA Omega-3S (GOED Omega 3), dedicated to promoting the benefits and consumption of this type of fatty acids . In 2021, we celebrate 13 years as members of the United Nations Compact. This link has driven us to defend human and labor rights, promote respect for the environment and ethics in our operations and value chain.

Along the same lines, since 2015, we have joined the arduous and important task of achieving the United Nations Sustainable Development Goals (SDGs), and establishing a commitment to directly contribute to SDGs 14 (Life Below Water), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure).

WE ARE PART OF THE GROUP



BRECA is a diversified business conglomerate with more than 130 years of history. Its founders, Fortunato Brescia Tassano and his wife, Maria Catalina Cafferata, established a culture of values including integrity, passion for learning, innovation and commitment to the development **of the countries in which they operate.**

The surnames Brescia and Cafferata give rise to the name BRECA, which symbolizes the pride and memory of its founders.

The purpose of BRECA is **"Inspire to Transcend"**. This purpose materializes through the commitment to innovation, sustainability and talent development.

BRECA is currently led by the members of the third generation, its co-presidents Alex Fort Brescia and Pedro Brescia Moreyra, the members of its board of directors, Mrs. Rosa Brescia Cafferata, Mrs. Ana Maria Brescia Cafferata, Fortunato Brescia Moreyra, Mario Brescia Moreyra, and its CEO. Jaime Araoz

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NATIONWIDE PRESENCE

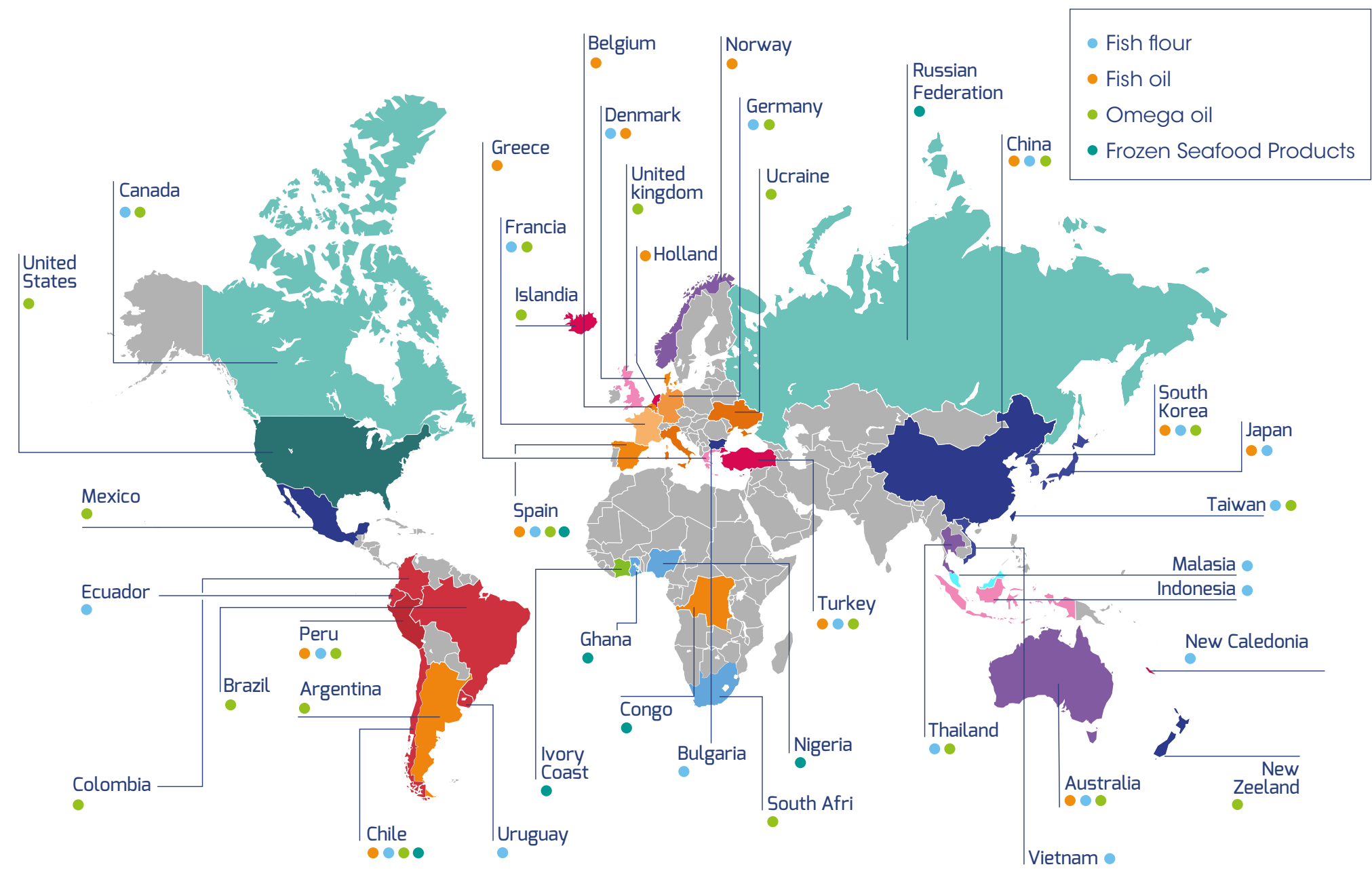
Our production plants are located along the Peruvian coast.



T / hour indicates the production capacity of metric ton per hour.
This page conforms to GRI 102-4,102-7

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OUR INTERNATIONAL DESTINATIONS



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BUSINESS LEADERSHIP

In 2021, the Board of Directors was made up of ten directors, eight directors and two alternates, who establish and control compliance with the guidelines for the management and operation of TASA, such as values, ethical principles, standards and corporate policies. The board of directors is also in charge of analyzing the company's performance, risk management and the management of human talent through the direct report of senior management, to whom they delegate the management of the operation and administration of the organization.

BOARD MEMBERS

Mario Brescia Moreyra	> Chair man
Rosa Brescia de Fort	> Director
Fortunato Brescia Moreyra	> Director
Pedro Brescia Moreyra	> Director
Álex Fort Brescia	> Director
Jaime Aráoz Medanic	> Director
Robert Priday	> Independent director
Sacha Andres Ilic Huerta	> Independent director
Claudia Valdivia	> Alternate
Miguel Angel Salmon	> Alternate

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MANAGEMENT PLAN

As of December 31st, the management team was made up of 15 managers.

Seated order from left to right:

- Juan Carlos Galdos > Central and Finance Manager
- Sonia Torres > Comptroller Manager
- Gonzalo De Romaña > General Manager
- Ángel Martínez > Human Resources Manager
- Ernesto Montagne > Legal and Corporate Affairs Manager

Order from left to right standing:

- Ernesto Buenaño > Fishing Operations Manager
- Derek Forsyth > Quality manager
- Juan Luis Laghi > Supply Chain Manager
- Julio Yzaguirre > Information Technology Manager
- Humberto Moreno > OHS Manager
- Ernesto De Las Casas > Maintenance manager
- Gonzalo Cáceres > Commercial manager
- Rubén Namihás > Audit Manager
- Luis Marsano > Industrial Operations Manager

OUR PURPOSE

The presence of our company aims to guarantee the nutrition of tomorrow through the production of protein. We nurture the food chain, but we also seek to ensure that tomorrow we continue to nurture the development of people, the well-being of the planet, and the growth of our industry:



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OUR VALUES



SAFETY AND SUSTAINABILITY

Act thinking about the future and caring for oneself and others.



FOCUS ON PEOPLE

Ask for feedback, act with respect and communicate transparently.



EXTRAORDINARY RESULTS

Comply with what is proposed and learn from mistakes to improve.



OPERATIONAL EXCELLENCE

Act thinking about the collective good and being proactive in the face of the needs of the area and of others.



TEAMWORK

Seek continuous improvement to enhance quality and efficiency and carry out our activities planning properly.

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OUR STORY

2002

We start operations on August 14, with 279 collaborators, 6 boats and 2 plants.



2003



We started fishing horse mackerel and mackerel for human consumption. We acquired a flour plant in Supe and Samanco.

2004

We inaugurated the Malabrigo plant.



2005



We started an innovation process so that our plants operate with the steam dried system. We started the construction of one of the largest frozen plants in South America.

2006

We acquired Grupo Sipesa, and became the largest producer of fishmeal and fish oil. We inaugurated in Callao one of the largest frozen plants in South America.



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2007



We acquired the Chancay, Ilo and Parachique plants. We started the change of energy matrix in plants of Callao and Paíta.

2008

We opened the first three distribution centers in Juliaca, Andahuaylas and Abancay. We launched our first product under the Kontiki brand: the AnchoveTASA.



2009



We opened a new frozen fish distribution center in Cusco.

2010

We inaugurated our new fishmeal and fish oil plant in Chimbote.



2011



We achieved record production of fishmeal (430,176 T) and fish oil (93,541 T). We obtained the Business Creativity award from UPC university and the Business Eco-efficiency award from the Ministry of Environment Minam.

2012

We were the first company to comply three years in advance with the maximum permissible limits of fishing effluents established by Ministry of Environment (Minam). We won the National Award for Quality and gold medal 2012 from the National Intelligence Service (SIN), and Business Creativity from the UPC University.



2013



We managed to get all our plants to operate under the steam dried system. We won the UPC Business Creativity Award again.

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2014

We started building the new omega plant in Pucusana for the refining and concentration of fish oil. We also started the change of energy matrix in our Pisco plant. We applied the international Friend of the Sea certification in favor of the conservation of Marine ecosystem.



2015



We started operations in the new omega unit in Pucusana for the refining and concentration of fish oil.

2016/2017

We inaugurated our first Work for Tax (OxI): The improvement of the road network in Atico, Arequipa; and the sports complex of the Inmaculada de la Merced school located in Chimbote.



2018



We carried out the TASA Challenge, the first data analytics challenge ('hackathon') held in Peru using real data from industrial fishing processes.

2019

We delivered the third Work for Tax: reconstruction of the Carlos Noriega Jiménez school (Pisco). We acquired the Cuidamar probe, an unmanned aquatic drone that will help to better understand biomass and make fishing operations more efficient.



2020



We were the first fishing company to sign the Clean Production Agreement (APL), promoted by the Ministries of Environment and Production, which will allow us to develop action plans for the efficient use of disused goods and solid waste management.

2021

We were internationally awarded the Green Latin America Award for our Cuidamar model. We inaugurated the primary processing plant for our model of sustainable artisanal fishing, La Red.



OUR STRATEGY TO 2022

Committed to our purpose of **Guaranteeing the nutrition of tomorrow**, we maintain our customer-focused business strategy, which seeks to innovate to offer solutions that stand out in the market for their high quality, with sustainable resource management for our stakeholders and environment.

For this, our processes have focused on:



Ensure the excellence of our operations by seeking efficiency in all our processes through their digital (Technology, agility and data analytics) and cultural (Lean) transformation.



Optimize the product portfolio according to customer needs and develop new business.



Promote sustainability in the industry to continue being world leaders in the control and monitoring of the resource.

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SAFETY PROTOCOL AGAINST THE RISKS OF COVID-19

Since April 2020 we have a safe maintenance and operation protocol. This document was approved by the Ministries of Health and Production. The precautions that we take as a company for the development of our activities are aimed at reaffirming our commitment to the well-being of our employees and our desire to abide by the standards proposed by the Peruvian authorities.

It was decided to create the San Pedro multidisciplinary committee, whose main

objective is to maintain the highest level of health to guarantee the well-being of our collaborators.

In addition, this committee was in charge of evaluating and reviewing our operations, solving problems and proposing the necessary adjustments in the protocol.

Currently, the San Pedro multidisciplinary committee continues to operate and became a standard committee for our work during 2021. It is made up of representatives from all areas, as well as other members who may be invited occasionally

to participate in its sessions, depending on the topic to be discussed:

- Industrial Operations
- Quality
- Administration
- Fishing
- Maintenance
- Safety, occupational health and the environment (SSOMA)
- Logistics
- Legal
- Communications
- Human management
- Representatives of plants



Together, these areas seek three objectives. In the first place, guarantee the delivery of personal protective equipment to be able to guarantee their health during the development of their activities, in addition to facilitating and keeping these implements in stock and visible in different spaces of the plants so that the collaborators can have them when consider it necessary in their working day. Second, it seeks the correct implementation of controls through the safe operation and maintenance protocol, which seeks to ensure that our collaborators make correct use of the safety equipment available in our plants. Finally, the staff who have been infected with COVID-19 are closely monitored by telephone, in addition to providing the necessary medications so that their recovery is optimal and in the shortest possible time.

As part of our improvement process, at the beginning and end of each season, we carry out surveys of our staff in order to assess their perception of safety during the development of their activities, validate the efficiency of the measures adopted and identify opportunities for improvement.

EFFORTS IN HEALTH

During 2021, the "Induction to the COVID Protocol" course was designed and carried out, in which we trained our collaborators through the Virtual

Classroom platform and they were evaluated regarding the importance of maintaining good practices inside and outside the workplace to face to the pandemic.

On the other hand, the awareness activities involved: the promotion of the correct use of safety equipment, capacity control in reduced spaces and the realization of webinars in virtual mode with infectologists, who sought to raise awareness regarding the vaccination process.

In this sense, an investment was made to adapt the dining rooms and make them safer with acrylic panels, control points with disinfectant gel and alcohol. In addition, surface disinfection protocols were implemented. Thus, we closed 2021 by investing more than 5 million dollars to prevent and address situations related to COVID-19 as a priority.

In the year 2022, our efforts will be aimed at maintaining the COVID audits carried out by an external company. Likewise, we will maintain the statuses with the TASA medical staff to carry out a daily follow-up of the positive cases. Also, we will strengthen the course "Induction to the COVID protocol", which will be focused on encouraging the placement of booster doses that are approved by the country's health authorities. Finally, equipment, such as KN-95 masks, will continue to be handed on all our vessels.

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SUSTAINABILITY AT TASA

We know that our business strategy must consider not only favorable financial results, but also socially and environmentally responsible results.

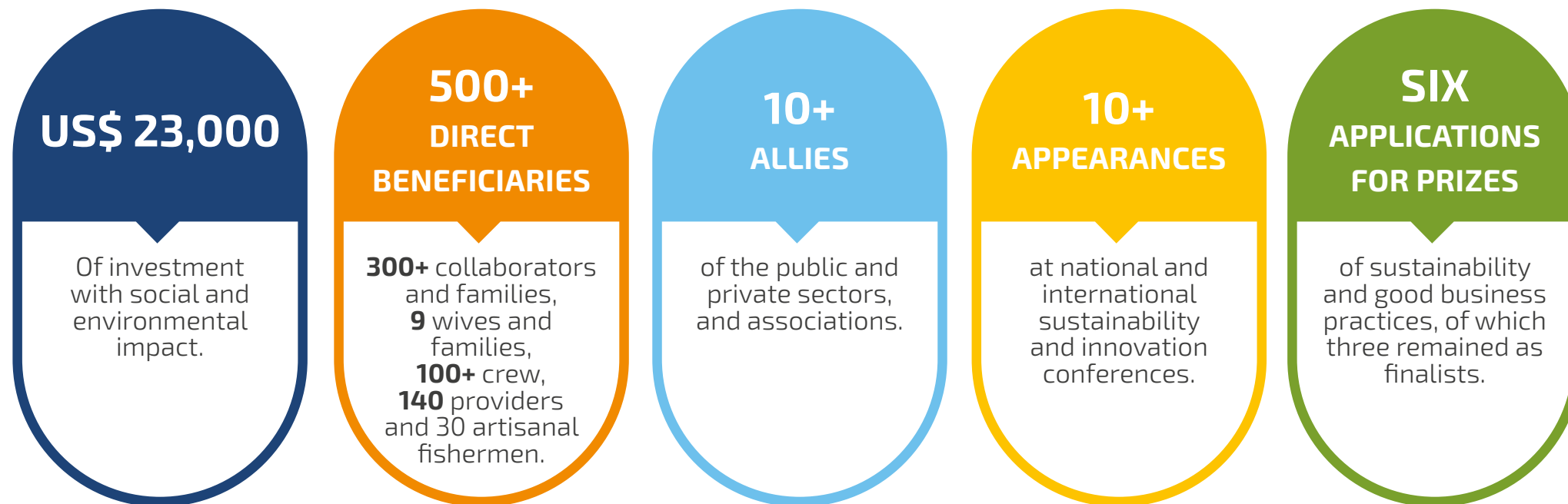
Hence, since 2019, our business strategy has incorporated social and environmental management as part of the generation of value for shareholders, customers and others.

Our pillars of sustainability	We ensure a sustainable value chain		We develop our environment	
Our contribution to the SDGs	<div>9</div> <div>INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA</div>	<div>14</div> <div>VIDA SUBMARINA</div>	<div>8</div> <div>TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</div>	
Our strategic projects of social and environmental sustainability	Cuidamar sustainable fishing model		Healthy families and homes	Development of critical suppliers
	Circular economy		Entrepreneurial families	Sustainable artisanal fishing model
			Volunteering	

In 2021, for the third consecutive year, we continue to develop strategic sustainability projects, under the leadership of various areas of the organization: human management, logistics, social management, environment, oceanography and fishing sustainability. This work strategy has allowed us to strengthen the culture of sustainability in a transversal manner, ensuring that this value is lived in each process of the organization.

Likewise, we continue to implement our Sustainability Committee on a quarterly basis. This space fulfills the objective of keeping the sustainability proposal aligned with the business vision, and of promoting innovation and the search for shared value.

We closed the year with the following results:



Project	Objective	Achievements 2021
Cuidamar sustainable fishing model	Consolidate a culture of sustainable fishing in TASA, and extend good practices among artisanal fishermen and third-party shipowners.	<ul style="list-style-type: none"> ➤ We closed the year 2021, increasing the number of Cuidamar staff per vessel, going from 1 to 2 and, with it, adding 96 in total. ➤ 97.4% species released alive. Year after year, our Cuidamar staff improve their handling techniques. ➤ Thanks to the Cuidamar digital application, in 2021 we achieved more than 37,000 records, of which 25% report the presence of superior predators and schools. ➤ In 2021, Cuidamar was the winner of the Green Latin America Awards in the Biodiversity – Oceans category
Circular economy	Optimize and value the waste from our operations, extending its useful life cycle through new activities inside and/or outside the company.	<ul style="list-style-type: none"> ➤ The 6 goals of the Clean Production Agreement were met. ➤ Compared to 2020, the valuation of non-hazardous RRSS increased by 5% and that of dangerous RRSS by 13% ➤ Training in waste management and circular economy, reaching 87% of employees and 62% of workers
Healthy families and homes	Contribute to employees and their families living together in healthy environments and generating capacities to improve the family economy.	<ul style="list-style-type: none"> ➤ Investment of US\$150,000 in the Solidarity Fund for the care of critical cases in the homes of our collaborators. ➤ 1,338 registered workers (80% of workers and crew members). ➤ 3 Student Communities implemented with 199 graduates and more than 220 hours of virtual consulting. ➤ Launch of the 1st Community of Entrepreneurs, with 24 businesses running.

Project	Objective	Achievements 2021
Entrepreneurial families	Develop sustainable and high-impact businesses led by the wives of employees to contribute to the financial health of the household.	<ul style="list-style-type: none"> ➤ 3 new ventures established: Ecomarea, Quinti and Vida Mar. ➤ 15 new entrepreneurs, groups of collaborators from Pisco and Matarani. ➤ In 2021, more than 110 k in production was invoiced between the three ventures. ➤ Through Ecomarea, more than 3 T of TASA fishing nets reused.
Sustainable artisanal fishing model	Design an artisanal fishing model that improves the quality of life of artisanal fishermen through entrepreneurship, formalization and improvement of their production standards.	<ul style="list-style-type: none"> ➤ We inaugurated the first artisanal fishing plant in the country, hand in hand with strategic allies. This plant has sanitary authorization and COVID-19 protocol. ➤ More than 1 T of raw material was supplied to the "La Red" Plant through a national supply chain (10 coves). ➤ S/.24k was billed through the 3 commercial channels of the commercial pilot. ➤ New alliances were activated with Produce (A Comer Pescado) and Shellcath (consultant in technology for artisanal fishing)
Development of critical suppliers	Contribute to improving the management and operation standard of TASA providers.	<ul style="list-style-type: none"> ➤ 97 suppliers published their GRI report with the support of TASA. ➤ 19 suppliers strengthened their labor, safety and commercial management thanks to the Supplier Development Program (PDP), managing to reduce their commercial dependency on TASA by 10%. ➤ After 2 years, the PDP has obtained a positive return: \$6.5 for every dollar invested. ➤ In order to implement our own Development Platform, 2 innovation pilots were implemented at low cost, virtual and in accordance to TASA's good practices.



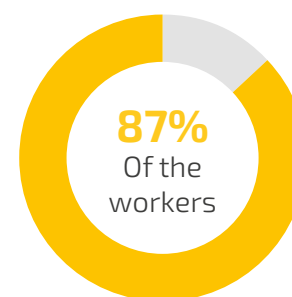
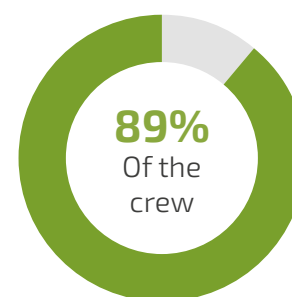
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ETHICS MANAGEMENT

CODE OF CONDUCT

Our code of ethics and conduct was updated during 2021 in order to reflect our core values and beliefs; as well as those of the Breca Group. Some of the modifications include the incorporation of the relatives of our collaborators as part of our interest groups and the reinforcement of our rejection and condemnation of acts related to terrorism.

During 2021, we trained 92% of our staff on the content of our code of ethics and conduct through the "Virtual Classroom" platform and virtual sessions via Microsoft Teams. In both cases, the collaborators received the updated Code of Ethics in a downloadable digital format. By job category, the results were:



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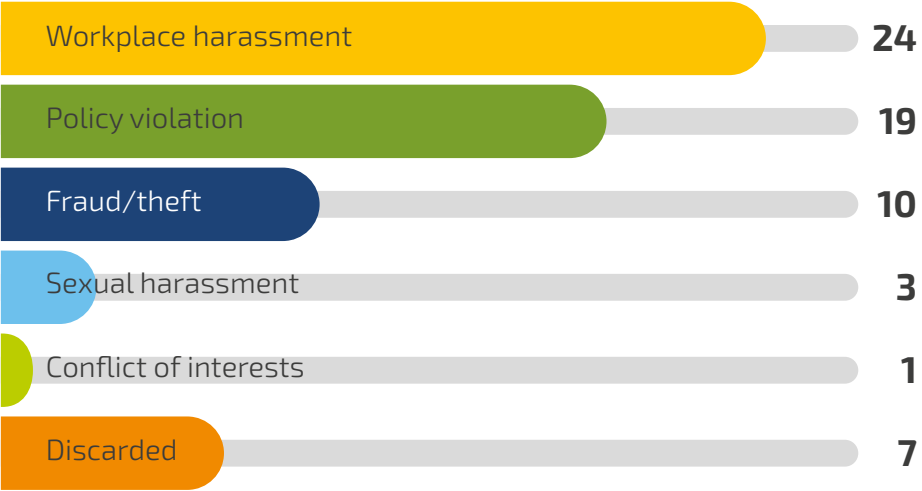
INTEGRITY CHANNEL

Additionally, we have an integrity channel, which allows our stakeholders to formally report any act that violates TASA's code of ethics and conduct. This reporting instrument updated its guidelines for use in 2021, including specifications for the rapid identification of unethical behavior.

To ensure the impartiality and confidentiality of the reporting process, the Integrity channel is managed by a third party. This action allows us to encourage its use, as it provides security to the complainants and facilitates the timely identification of improper conduct.

In 2021, 64 complaints were received for alleged breaches of the code of conduct and ethics, a reduction of 4% compared to the previous year. Of all of these, 59 were related to collaborators and 5 to suppliers. It should be noted that no complaints related to discrimination based on gender, ability or other were reported.

The types of complaints received were classified as follows:



All complaints received during the year were investigated by the internal audit area or, depending on the type, by the related area. In cases of fraud and willful misconduct, these complaints are referred to Audit, while cases related to sexual harassment are handled by Human Management.

These reviews are carried out considering the guidelines defined by the Code of Ethics and Conduct Compliance Committee, a body that is responsible for analyzing and proposing preventive and corrective measures. This Committee is made up of:

- General Manager
- Human Resources Manager
- Manager of Legal and Corporate Affairs
- Central Administration and Finance Manager
- Internal Audit Management

In order to strengthen our culture of good labor practices, in 2021 we continued with the "Tiburón y Lorna" information campaign. The purpose of this initiative was to demonstrate, through playful and everyday examples, acts that are considered ethical and those that go against the Code. With a view to achieving this objective, the campaign was disseminated through the comic format and informative videos.

As part of the strategy for disseminating the Code of Ethics and Conduct, in 2022, a QR code will be incorporated into all materials generated within the framework of the aforementioned activity. This code will be used to facilitate the entry of our collaborators to the integrity channel.

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COMPLIANCE MANAGEMENT

The compliance strategy is based on our Compliance Policy, which is constantly being reviewed and establishes the main guidelines to control risks related to criminal acts such as corruption, money laundering, financing of terrorism and anti-competitive conduct in the organization.

As part of the dissemination strategy of these guidelines, training was given to all personnel, prioritizing the areas with the greatest exposure to risks. Taking into account the needs of each public, the training was carried out through virtual tools (virtual course, Whatsapp and email) and face-to-face (presentations at the plant).

Capacitaciones Compliance 2021				
Goal	Personal Goal	Trained staff	Compliance	Training media
Administratives	6	6	100%	<ul style="list-style-type: none"> Vía teams Elearning
Administrative assistants	13	13	100%	<ul style="list-style-type: none"> Vía teams Elearning
Superintendent	9	9	100%	<ul style="list-style-type: none"> Vía teams Elearning
Skippers and bay skippers	142	142	100%	<ul style="list-style-type: none"> Vía teams (3 dates) Video through Whatsapp

Likewise, we have a Guide for relations with public officials, which provides the necessary guidelines to prevent improper interactions with public officials. Because it is considered a high-impact risk, control is carried out across the organization and is available to all employees.

In 2021, we extended specialized training for employees who continually have relationships with public officials. We also used the Microsoft Forms tool to formally record visits or meetings with public officials.

Year after year, Compliance management becomes stronger, with control and monitoring being the strongest pillar of the system. During 2021, 68 risks have been monitored, unlike the 179 reported in 2020, associated with corruption, money laundering, influence peddling, corruption of officials, among others.

Currently, we have 104 action plans, which are followed up through quarterly audits that verify their control or implementation progress in all the organization's managements.

In addition, as part of the company's audit plan, Compliance management is audited annually, by the audit management or an external organization. To date, we have not been exposed to any case of corruption, as reported to the compliance officer through the Code of Ethics and Conduct Compliance Committee.

Finally, by 2022, the Compliance area aims to constantly update its risk matrix and strengthen its training system.

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CHAPTER 2: ECONOMIC PERFORMANCE





OUR BUSINESS UNITS

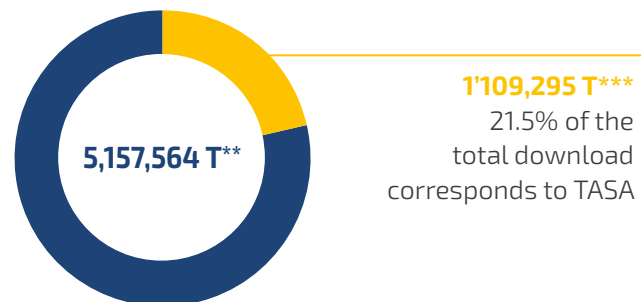
FISHING

The landing volume (1,109,295 T) represented 23% more metric tons than those obtained in 2020, the year in which 901,521 T were unloaded. With great effort we achieved our CN* quota of 99.9% in the first season and 100% in the second.

As a result, in the central-north season our fleet caught 711,915 tons of anchovy and we bought an additional 342,359 tons from other ship-owners. In the southern season, our fleet caught 17,224 tons of anchovy and we bought an additional 37,796 tons from third parties, which represented 29% of the national landing.

Regarding human consumption operations, the volume discharged was 21,488 T, which represented 26% of the national discharge.

NATIONAL LANDING VOLUME



* Central-north season, exclusive for anchovy fishing

** First season national advance: 2,461,568 (98.1%) and second season national advance: 1,992,721 (97.3%) until December 31.

***Progress 2020 –II until January 22nd, 2021 85.2%; in addition, 2021 – I 99.9% and 2021 – II 98.8% until December 31st, 2021

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CLIMATE CONDITIONS OF THE PERUVIAN SEA DURING 2021

ANCHOVY FISHING

For the 1st fishing season of 2021, The Institute of the Peruvian Sea (IMARPE) estimated that the biomass of anchovy was 9,881 T, which was lower than the previous year (2020-2), and presented concentrations and focus points displaced towards the south and, longitudinally, closer to the coast.

In addition, the anchovy stock was composed of 77% juveniles in number and 47% in weight. The biomass volume and the balance between juveniles and adults show a healthy biomass. From the oceanographic point of view, the season developed under a neutral to cold range, and with an alternate arrival of warm and cold Kelvin waves.

Under this scenario, IMARPE recommended a Total Maximum Permissible Catch Limit (LMCTP) of 2,509,000 T for the 1st fishing season. In general, this season presented good levels of daily catch (in May, 42 thousand tons landed, on average). In total, 2,461,568 T were unloaded, a figure that represented 98.1% of the established LMCTO.

For the 2nd season of 2021, the acoustic biomass of the anchovy CN (Center North) stock was 7,007 T, a figure 29% lower than the biomass observed during the summer of 2021. Normally, the biomass of the 2nd season with the acoustic method is lower due to cold sea that generates displacement and dispersion of the anchovy.

Regarding juveniles, 72% in number and 50% in weight were recorded. The cruise showed very good spawning on its part, the oceanographic conditions at that time were characterized by being cold, due to the arrival of cold Kelvin waves, so it was expected that the fishing season would take place under a slightly cold scenario, with a maximum peak in December 2021.

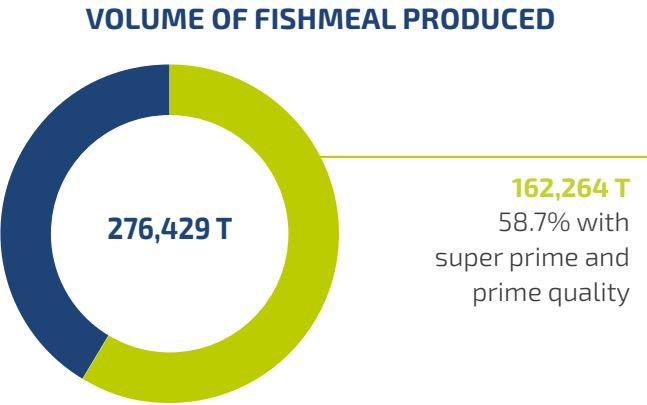
Under these conditions, IMARPE recommended a fishing quota of 2,047,000 T, which began on November 15th, 2021, with an exploratory fishing between 12° degrees and 16°LS. In total, as of December 2021, 1,992,721 were landed, a figure that represented 97.3% of the established LMCTO.



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FISHMEAL

The volume of fishmeal produced (276,429 T) represented 23% more than in 2020, due to the increase in the volume of landings.





CONVERSION RATIO

		2020	2021
Fishmeal Produced	Anchovy Landing T	901,521	1,109,295
	T	225,153	276,429
	Conversion Ratio	3,99	4,01

Source: Own Elaboration

For every kilo of anchovy, between 3 and 4.5 kg of farmed fish for direct human consumption can be produced, which will depend on the species. For this reason, the Food and Agriculture Organization of the United Nations (FAO) considers that aquaculture is essential to feed a world population that in 2050 will reach 9.6 billion people.

				
Protein Retention	31%	21%	18%	15%
Energy Retention	23%	10%	14%	27%
Edible Yield	68%	46%	52%	41%
Feed conversion ratio (FCR)	0.8	2.2	3.0	4 - 10
Meat Yield per 100kg of feed	61 kg	21 kg	17 kg	4 - 10 kg

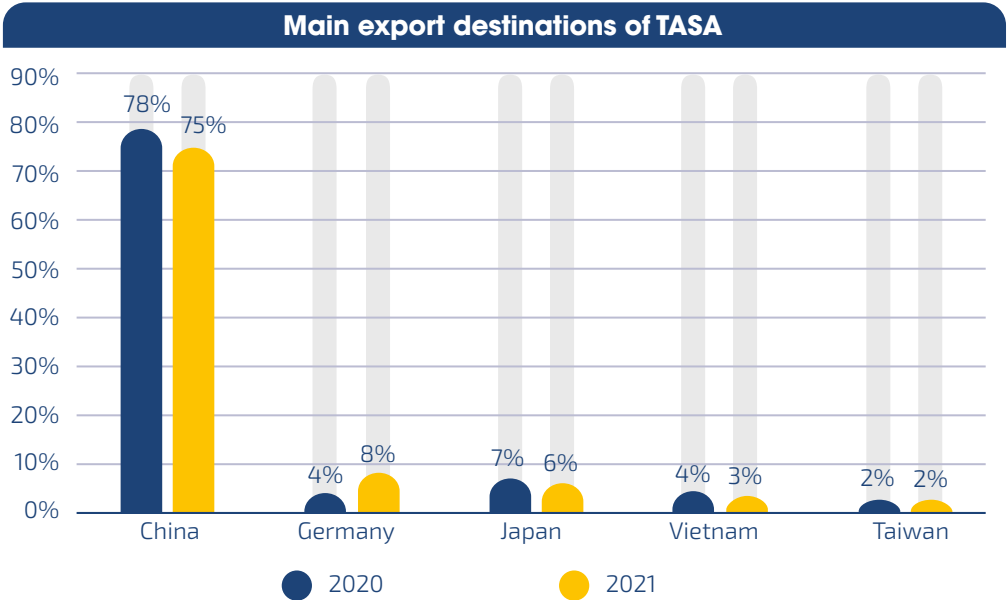
Eficiencia de la producción del salmón atlántico con respecto al pollo, cerdo y vacuno. Fuente: Ytrestøyl T., Aas T.S., Åsgård T. (2014) Resource utilisation of Norwegian salmon farming in 2012 and 2013. Nofima report 36/2014 pp. 35., Volden, H and N. I. Nielsen, (2011) NorFor-The Nordic feed evaluation system. Wageningen Academic Publishers. Energy and metabolizable protein supply, www.journalofanimalscience.org, Skretting (2012) Delivering SUSTAINABLE FEED SOLUTIONS for aquaculture, SINTEF Report (2009) Carbon Footprint and energy use of Norwegian seafood products

COMMERCIALIZATION OF FISHMEAL

In China, the main destination for our exports, 2021 was a record year for fishmeal imports from Peru (+55% vs 2020) and from other origins (+2% vs 2020).

The consumption of fishmeal in China also showed dynamism and grew almost 3% compared to 2020. This expansion occurred in a context of growth of the Chinese economy (+6%), despite the rigorous restrictions imposed by COVID-19. Along the same lines, industrial feed production grew compared to 2020, by ~45% for pigs and ~14% for aquaculture.

Within this context, we invoiced 264,126 T of fishmeal at an average price of US\$ 1,487 per metric ton.



Source: TASA

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FISH OIL

The total volume of fish oil obtained in 2021 was 37,952 TN, a slightly lower figure compared to 2020, due to the lower percentage of fat in the raw material, notwithstanding the increase in the volume of landings.

CONVERSION RATIO

		2020	2021
Anchovy Landing T		901,502	1,109,564
Produced oil	T	38,151	37,952
	Performance %	4.25	3.42

COMMERCIALIZATION OF OIL

Due to the good production of the 2020-II and 2021-I seasons, we closed the year with crude oil sales of 39,474 T (including by-products) at an average price of US\$ 2,067 per metric ton.

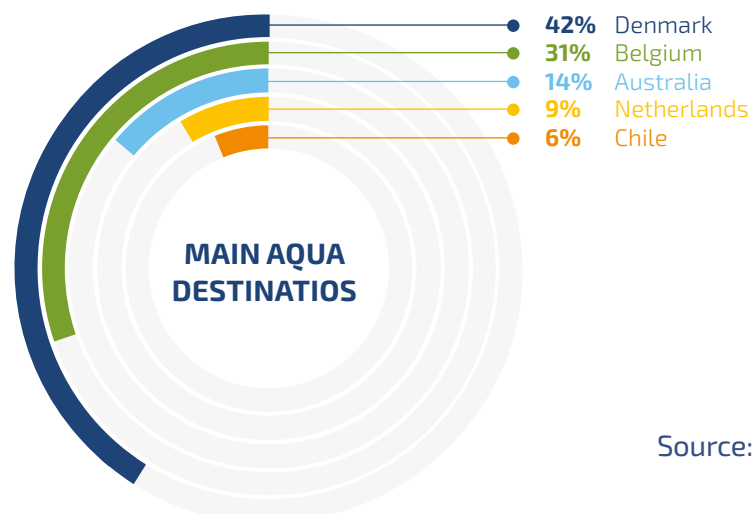
The proportion of sales to the omega oil market (aimed at human consumption) represented 47% of total oil sales, which met the demand for EPA/DHA profiles required for this market. The difference was allocated to the water market (for use in aquaculture).

In the case of omega oil, a clear market growth trend was observed, being the main product of Peruvian oil exports.

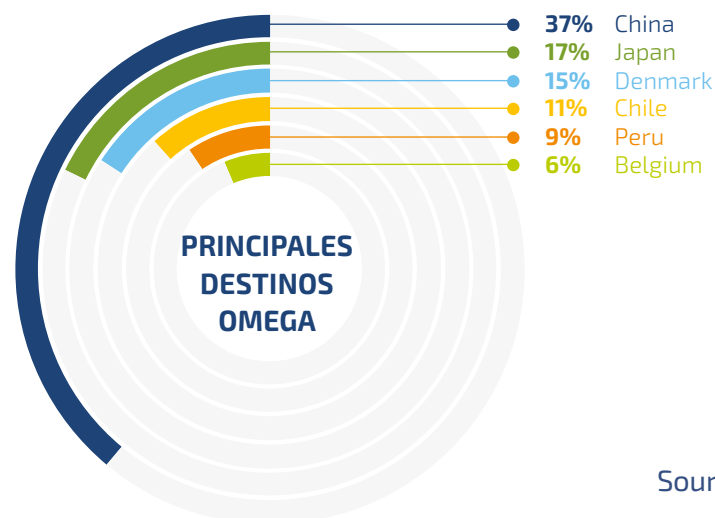
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Additionally, the omega market was very active in all destinations, such as Europe, South America and Asia with a large share of China.



Source: TASA



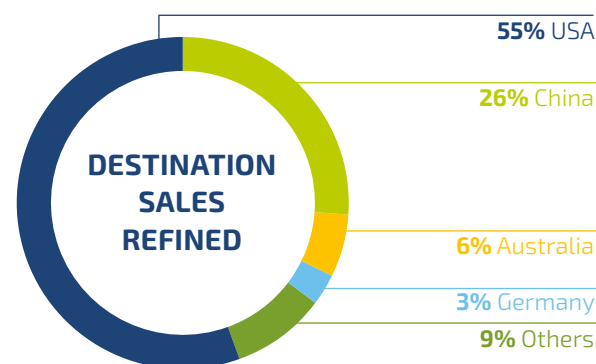
Source: TASA

REFINED AND CONCENTRATED OMEGA OILS

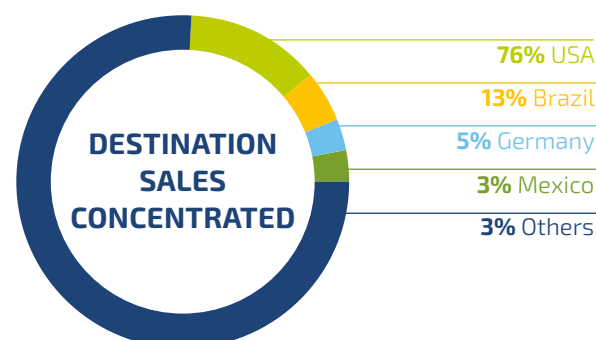
During 2021, a high demand for refined oils and Omega 3 was generated by North American, European, Asian and Oceania's markets. These results confirmed our commitment to Omega 3 as an essential product to strengthen the immune system.

The period closed with sales of refined oil for 5,208 T, and an average price of 4,074 \$/T; and, in the case of concentrated oil, for 328 Tn, with an average price of 11,202 \$/T.

The main destinations for refined oil were the United States, followed by countries in Oceania, such as New Zealand and Australia; while for concentrated oil the main country was the United States, followed by Brazil.



Source: TASA



Source: TASA

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RANKING OF EXPORTING COMPANIES OF FISH MEAL AND CRUDE OIL

According to Customs figures, TASA leads the ranking of exporters of fishmeal and crude oil in Peru, with a share of 22% and 21%, respectively.

FISHMEAL EXPORTS 2021

N.º	Exporter	Net Weight T	FOB \$	%
1	TECNOLOGICA DE ALIMENTOS S.A.	263,297	391,887,274	22%
2	CFG - COPEINCA	244,344	365,604,621	20%
3	PESQUERA EXALMAR SA	185,423	277,640,151	15%
4	PESQUERA DIAMANTE S.A.	143,310	214,799,526	12%
5	PESQUERA HAYDUK S.A.	126,401	188,955,199	10%
6	AUSTRAL GROUP S.A.A	104,591	160,849,181	9%
7	Others	141,585	205,643,581	12%
	Total	1,208,952	1,805,379,533	100%

FISH OIL EXPORTS 2021

N.º	Exporter	Net Weight T	FOB\$	%
1	TECNOLOGICA DE ALIMENTOS S.A.	47,540*	113,306,733	21%
2	CFG - COPE INCA	41,510	82,106,780	18%
3	DSM	27,566	102,269,860	12%
4	PESQUERA EXALMAR SA	25,601	56,066,190	11%
5	PESQUERA HAYDUK S.A.	19,841	41,388,326	9%
6	PESQUERA DIAMANTE S.A.	17,131	35,255,598	8%
7	AUSTRAL GROUP S.A.A	16,034	34,841,882	7%
8	DOIL INTERNATIONAL	9,095	18,190,000	4%
9	CAMARTRADE	6,748 1	13,840,148	3%
10	Others	16,857	39,880,900	7%
	Total	227,923	537,146,417	100%

* Includes export volume of crude oil and omega
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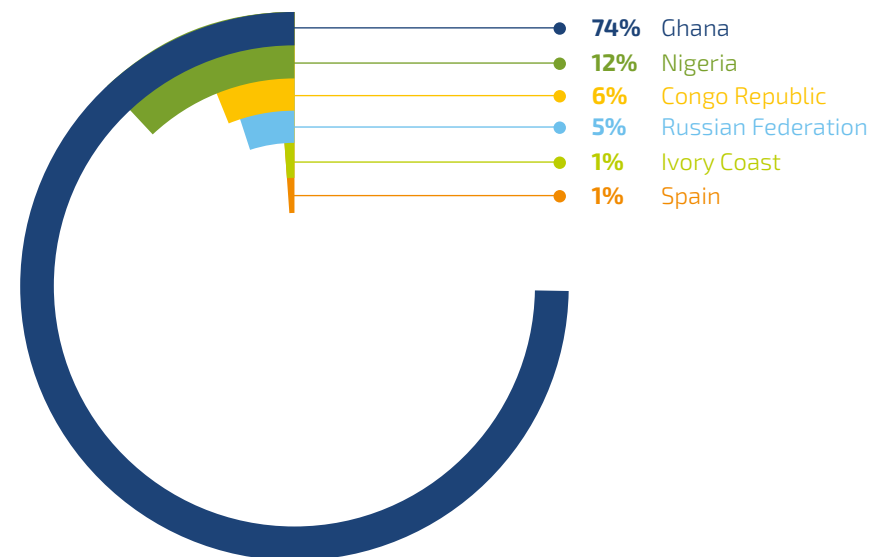
HUMAN CONSUMPTION

In 2021, a total of 22,452 T were unloaded, of which 21,488 T came from our own fleet and 964 T purchased from third parties.

Of the total unloading, 17,619 T of jack mackerel, 4,756 T of mackerel and 77 T of other species (albacore tuna and squid) were obtained; this represents 23.27% of the national unloading.

Sixty eight percent of our production was destined for the frozen fish division and 32% toward fresh. Of the 14,461 frozen tons, 66% was exported to Africa. The average price of frozen was \$1,022 per T, and its demand was mainly local.

FROZEN EXPORT DESTINATIONS



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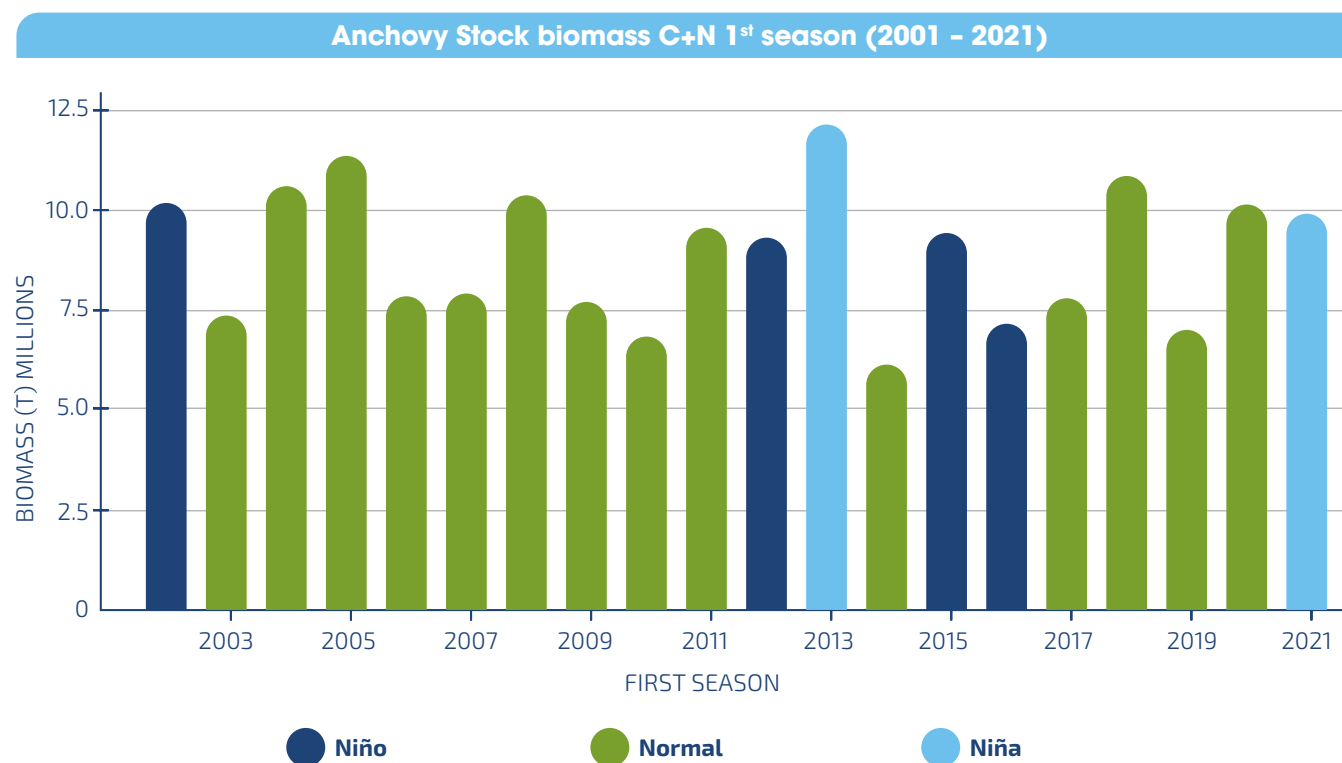
Archive photo (2020 sample)

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SUSTAINABLE VALUE CHAIN

SUSTAINABILITY OF THE MARINE RESOURCE

Our country is internationally recognized for its great industrial fishing activity based on anchovy and also for its sustainable fishing management, which with the correct monitoring and compliance, has allowed maintaining a stable biomass. Also, in the last 20 years, it has exceeded eight million tons- a figure above the average.



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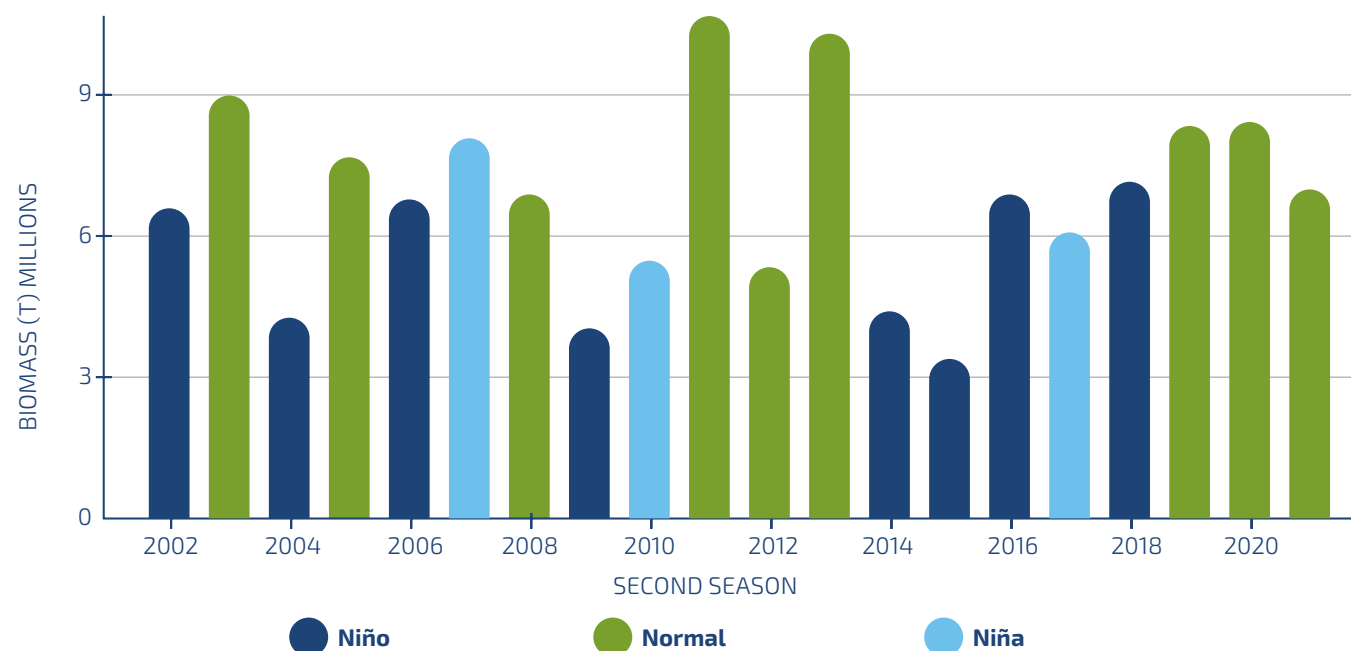
OUR CONTRIBUTION TO IMARPE

During the prospecting stage and the seasons of direct and indirect human consumption, we provide Imarpe with various indicators such as the biological sampling of the resource, recorded data from the Simrad echo sounders, oceanographic profile information, and information on sea conditions, which considers its temperature, salinity and oxygen.

At the end of 2020, we signed a work agreement so that Imarpe, through its crew, validates the functionality of our Cuidamar application and provides us with recommendations for its improvement. In 2021 the report on the use of the application was received and during 2022 these recommendations will be incorporated.



Anchovy Stock biomass C+N 2nd season (2001 - 2021)



Statistically, the Ministry of Production (Produce) sets the anchovy industrial fishing quota below 35% of its total biomass to guarantee its sustainability. This figure is established on the basis of the scientific recommendation made by the Institute of the Peruvian Sea (Imarpe).

This institution has a strict protocol for estimating the total permissible catch of anchovy, which ensures that at the end of the fishing season, there is a level of biomass of four million that can spawn and guarantee the adequate renewal of the stock.

The estimation includes variables, such as the natural mortality of the anchovy (approximately three years), the calculation of the individual growth rate, the consumption of predators and the maximum tolerable incidence of juveniles.

Anchovy fishing in Peru is supervised and audited periodically by international organizations that recognize and praise the scientific work carried out by Imarpe, whose purpose is to guarantee the preservation of marine species and, in particular, the anchovy.



**CUIDAMAR:
CARE AND PROTECTION OF MARINE BIODIVERSITY**

Cuidamar© is the sustainable fishing model that we have developed and implemented since 2008 to contribute to the principles of the ecosystem approach and, especially, to the Ecosystem Approach to Fisheries (EAF).

Much of the success of this model is due to the involvement of the very protagonists of the fishing work, our crew members, in monitoring and conservation activities of the marine ecosystem, which makes them agents of change: **Cuidamares**.

In 2021, Cuidamar was the winner of the Green Latin America Awards in the Biodiversity – Oceans category, standing out as the best conservation practice for the marine ecosystem, at the regional level.



1. GENERATION OF CAPABILITIES AND CULTURE

Since its implementation in 2008, the program has incorporated new tools, materials and training in order to reinforce knowledge and make all our crew members aware of good conservation practices.

In 2020, adapting to the situation generated by the COVID-19 pandemic, we carried out our annual training virtually, where we retrained our crew members in the correct techniques for handling and releasing marine fauna, and in the identification of these by their conservation status according to IUCN (International Union for Conservation of Nature),

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Cites (Center for Productive Innovation and Technology Transfer) and Peruvian regulations. To this space was added the training for the use of the new Cuidamar application, whose purpose is to speed up the records of releases, sightings, fishing logs, and their subsequent processing.

In 2021, the training increased its level of complexity and thanks to the contribution of specialists; a new, more advanced training was developed for more experienced Cuidamares.

Basic Level
70%
Participation of second Cuidamar staff

- Identification techniques, handling and release of marine megafauna.
- Cuidamar application registration

Intermediate Level
75%
Participation of second Cuidamar staff and skippers

- We closed the year 2021, increasing the number of Cuidamar staff per vessel, going from 1 to 2 and, with this, adding 96 in total. All of them receive constant accompaniment and feedback from the Oceanography and Fisheries

We closed the year 2021, increasing the number of Cuidamares per vessel, going from 1 to 2 and, with this, adding 96 in total. All of them receive constant mentoring and feedback from the Oceanography and Fisheries Sustainability area.

Archive photo (2020 sample)
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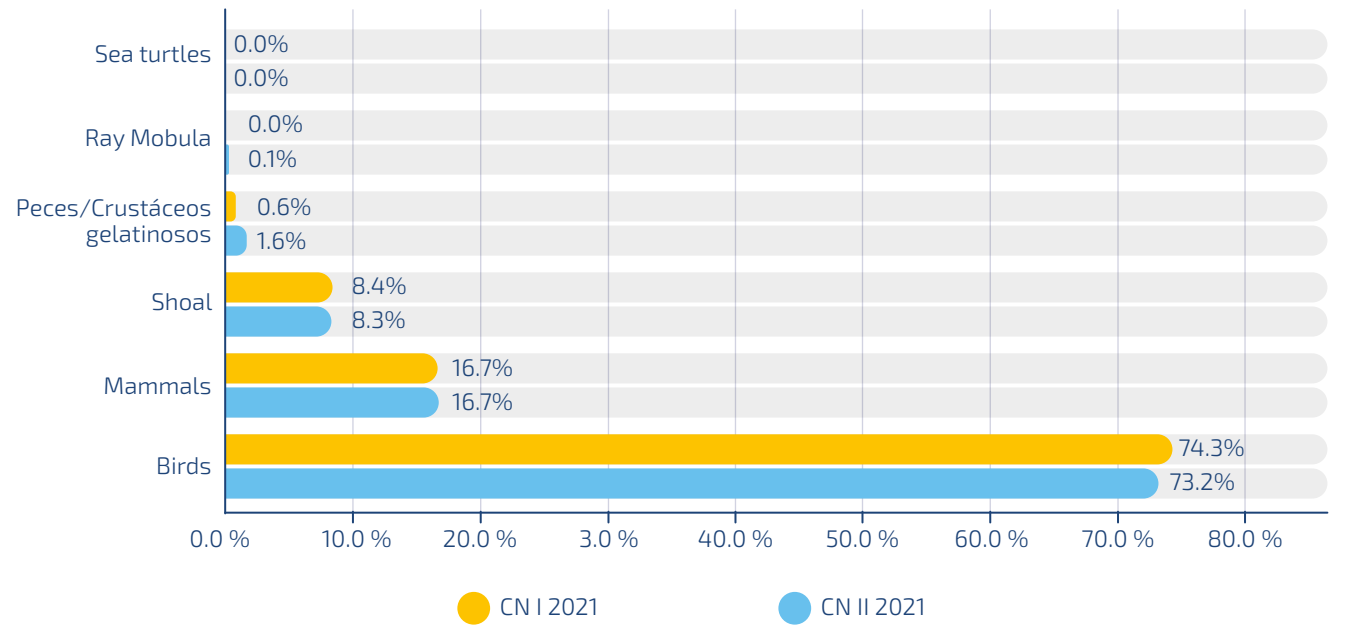
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2. CONTINUOUS MONITORING OF THE MARINE ECOSYSTEM

In 2021 we were able to carry out pilot tests of the Cuidamar application obtaining positive results, which encouraged us to expand its implementation in more vessels.

Currently, the application has been implemented in 45 vessels (out of a total of 48), which has generated a significant increase in registrations, as well as a timely display of information in real time. This has been contributing to decision-making and rapid transfer to other institutions, such as the National Fisheries Society, for its integration into the database of the "Salvamares" Program, in which other fishing companies in the industry also participate.

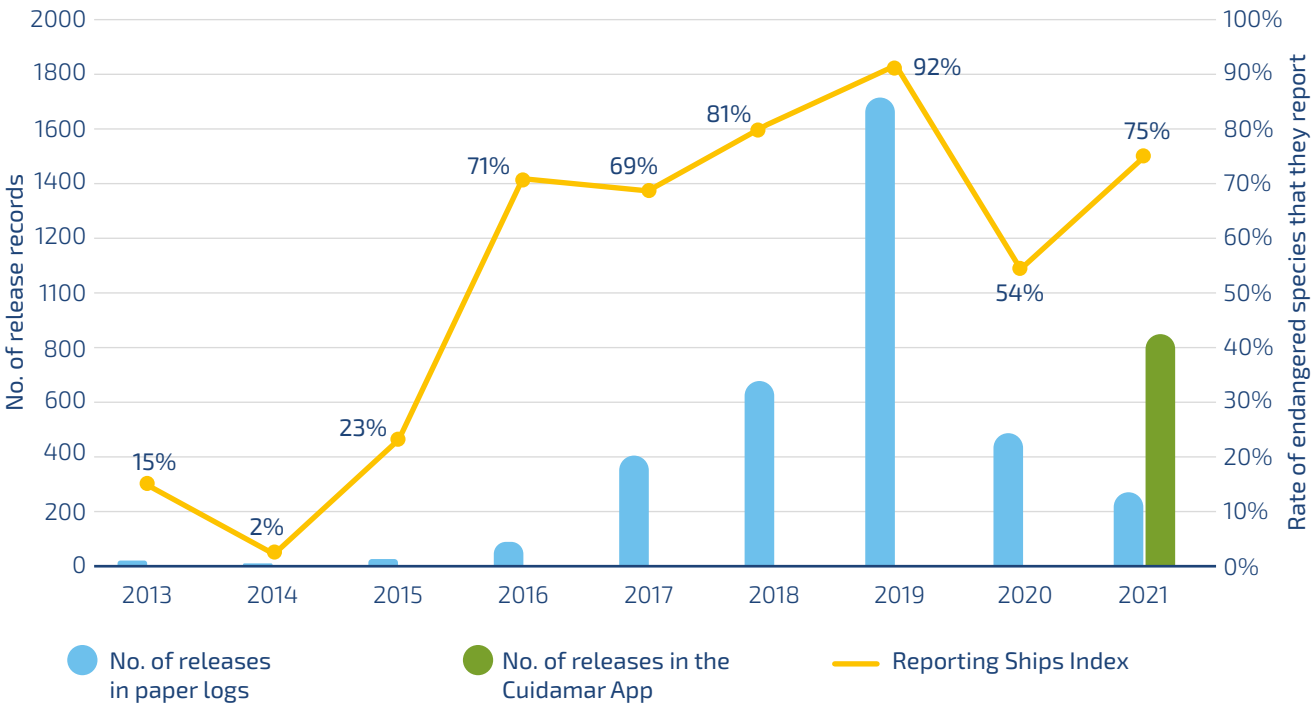
Records of sightings App Cuidamar - CN 2021 *		
	CNI 2021	CN II 2021
Birds	4735	2249
Mammals	1062	499
Shoal	534	194
Gelatinous fish/ crustaceans	39	63
Ray mobula (Mobula Mobular?)	2	2
Sea turtles	1	4
Total sightings with the presence of top predators	6373	3011



* Information as of December 31, 2021
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In addition, the application allowed us to increase the number of vessels that report species releases by more than 20%, which means that 40% of our total fleet registers this good conservation practice. At the end of 2021, 4,503 records were obtained, which added to previous years, since 2016, have obtained more than 50,000 releases carried out by our crew.



Archive Photo (2020 sample)
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3. CONSERVATION AND MANAGEMENT OF MARINE BIODIVERSITY

Preventively, we have developed our own list in which we detail the main species of top predators that are most common on our coastline and that are also linked to our activities (birds, turtles, dolphins, whales, sea lions,

among others), from the IUCN Red List, as well as the species cataloged in Supreme Decree No. 004-2014-MINAM. This tool is used by our Cuidamar staff to recognize species and their level of conservation status.

Species and conservation status

MINOR CONCERN	NEAR THREATENED	VULNERABLE	IN DANGER	CRITICALLY ENDANGERED
<div> <div> Seabirds: black-browed albatross, peruvian gull, peruvian booby, blue-footed booby and northern tern </div> <div> Marine mammals: humpback whale, bottlenose dolphin, common dolphin, fur seal and seal. </div> </div>	<div> <div> Seabirds: dusky shearwater, tendril, cormorants, Peruvian pelican, guanay, gray petrel and Peruvian boobies </div> </div>	<div> <div> Seabirds: bouller's albatross, white-fronted albatross, Chatham albatross, cook's petrel, masatierra petrel, white-chinned petrel, pink-footed shearwater, Humboldt penguin </div> <div> Sea turtles: leatherback or Galapagos, parrot beak and loggerhead </div> <div> Sea mammals: sperm whale </div> </div>	<div> <div> Seabirds: Grey-headed Albatross and Peruvian Tern </div> <div> Sea turtles: Green turtle. </div> <div> Marine mammals: Blue whale. Loggerhead whale and otter. </div> </div>	<div> <div> Seabirds: Albatross and Galapagos Petrel </div> <div> Sea turtles: Hawksbill turtle </div> </div>

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In order to prevent our vessels from carrying out fishing activities within the restricted areas (five nautical miles) or others delimited by Produce, an additional forecast of one nautical mile has been incorporated. During the first CN (central north) season, 98.8% of the fishing activities were made outside of 6 nm; and, during the second, 98.3%. In both cases, the rest was between 5 and 6 nm.

This measure also allows us to take care of the natural protected areas (islands, islets and points) established by the Ministry of Environment) Minam and the National Service of Natural Areas Protected by the State (Sernanp). As an assurance, all vessels have a guide to all these areas and are implemented in our NobeltecTimezero digital navigation system, which reduces the risk of entry. In its last update, the system included the Dorsal de Nazca National Reserve, as part of the preventive management of our organization

Since 2013 we have restricted the entry of our vessels to areas where a high presence of by-catch or juvenile fishing has been observed. These self-restricted areas, which are generated

thanks to the key contribution of the skippers, leaders of the fishing operations, prevent our boats from affecting the biomass.

With the evolution of the technology available in our vessels, the updating of the supervision regulations and the correct control of the Produce, the sending of reports and the generation of suspensions have been more effective. During the last years, the areas of preventive suspensions and TASA self – restricted areas have coincided, for which the number has been decreasing

Self-restricted TASA areas and closed areas by PRODUCE



In 2021, the daily monitoring of juvenile fishing by area and vessel was automated, seeking to maintain exact control of its capture and take preventive measures in time. This good practice was shared with the National Fisheries Society so that other fisheries also report their incidents and we act together, at the national level.

4. INFORMATION MANAGEMENT

Continuing with the dissemination of our Cuidamar Fisheries Management Model, we presented ourselves before the National Chamber of Fisheries of Ecuador, who has been promoting a new conservation program in the region. For this, we invited our Cuidamar employee Héctor Ramírez, second skipper of TASA 56, to share the beginnings of our program, his experience implementing it along with his crewmates and the main lessons learned during these 12 years.

The possibility of sharing our model to institutions in other countries, motivates us to maintain our efforts in order to improve and strengthen them for the future.



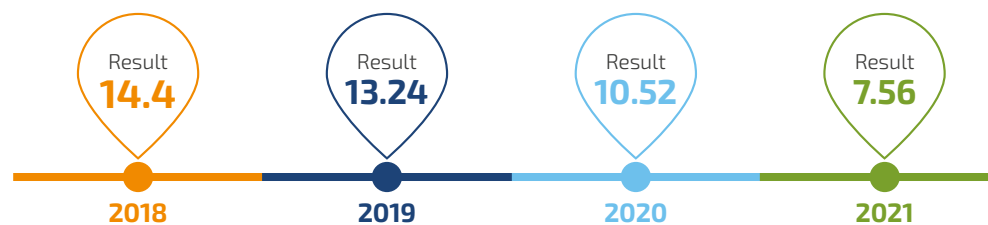
ENVIRONMENTAL MANAGEMENT

At TASA we seek to guarantee that our operations are carried out in harmony with the environment. In this sense, we have an environmental management system, certified with ISO 14001- version 2015 in all our fishmeal and fish oil units, which allows us to maintain a focus on continuous improvement and maximum operating efficiency, as well as a strict compliance with Peruvian environmental regulations.

In 2021, we maintained our internal audits, focusing on the verification of legal-environmental records; and, we also implemented external audits, obtaining zero "non-conformities" for the third consecutive year. As the next challenge, we will seek to extend this scope to the Fishing and Human Consumption units.

Regarding monitoring in operations, we continue to work with the Environmental Impact Index (EIR)*, which we have been progressively reducing since 2018. In 2021 we modified our indicators within this classification tool. Although we were working with three scales (low, medium and high); we understood that the best way to monitor our impact on the environment was to expand this classification to have more accurate readings and improve our procedures. That same year we set ourselves the goal of achieving an EIR of 9.24 under the new standards, but exceeded our expectations by ending 2021 with an EIR of 7.56.

Evolution of the environmental impact index



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Based on the results of the IIA, we concentrate our efforts on improving our work in preventive aspects and rapid response to situations that could cause damage to the environment, be it land, sea or air. Some of the actions implemented have been:

- Calibration of turbid meters in all the fishmeal and oil units to obtain a better and faster reading of the parameters of the effluent treatment systems.
- System for the derivation of cleaning water, which meets the Maximum Permissible Limits, to the emitter, to reduce the volumes of water to be treated and keep the sanitary standard of the plants under control.
- Installation of cyclones to capture particulate material produced by boilers, avoiding

air pollution. Based on the results obtained in the Malabrigo plant pilot, the categorization of said waste as "non-hazardous" is being coordinated for its reuse in other industries, such as rubber.

On the environmental culture side, we update the dynamics and contents of the "TASA Moments" on a weekly basis (previously, "5-minute talks"), where we provide information more adapted to the day-to-day of the operators and crew members, which encouraged their involvement in the search for improvements and solutions. Also, training in waste management and circular economy was carried out, reaching 80% of our operators and crew members; and, for the first time, we involved the children of our collaborators in the TASA Kids program, environmental workshops that sought to encourage them to develop sustainable practices focused on caring for nature

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ENVIRONMENTAL PERFORMANCE

EFFLUENTS

At the national level, during 2021, the amount of effluents generated and discharged reached 2,211,020 m3, which comply with the LMP parameters established by the national authority.

Level of compliance with the maximum permissible limits of fishing effluents		
	Average values 2021 (ppm)	LPM (ppm)
Oils and fat:	8.5	350
Total Suspended Solids	151.83	700

Our main effluent is treated pumping water, which results from mixing seawater used to transport raw material and anchovy remains, so it contains a high level of traces, solids and fats. This effluent is treated through filtration, flotation and solids recovery systems, which allows us to ensure compliance with the LMP for fishing effluents. Then, these effluents are evacuated by a submarine emitter at a distance that ensures the minimum impact on the marine ecosystem.

As every year, in 2021 we improved the treatment system, with the acquisition of new turbid meters for the evacuation lines which, added to the bubblers in all the units, have allowed us to obtain a better reading of the parameters. In addition, in order to generate direct measurements by operators and take faster actions, we have equipment to measure other variables associated with compliance with the LMP: phimeter, solid meter, jar-test and density meters.



Archive photo (2020 sample)
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A fundamental part of the excellence of this process is the training of our staff, so in 2021, coagulation-flocculation and system operation issues were reinforced among the operators responsible for the pumping water and cleaning water treatment system: shift managers and plant environmental engineers.

As part of the LMP compliance assurance, we have a consistent monitoring system, which includes unexpected tests from the quality area, online readings of our automated equipment, official tests from the Ministry of Production and unexpected tests from an external certifier. The latter help us to guarantee strict compliance with the regulations, since they follow the protocols of the competent authorities and provide us with the information to compare it with our own results. In 2021, these simulations have been carried out 60% more than in 2020 (331 monitorings), obtaining compliance results of 100% for cleaning waters, 100% for displacement waters and 99% for pumping waters.



ENERGY

Our main sources of energy are natural gas, R 500 oil and B5 diesel, used in fishing and production operations. We have the vision of continuing to transform our energy matrix and seek increasingly efficient solutions that reduce our energy consumption and, therefore, CO2 emissions. Proof of this was the change of electricity supplier that we made in 2021, seeking a supply from renewable sources.

Energy consumption by type of source

Source type	Average values 2021 (ppm)	LPM (ppm)
Diesel B5 (gal)	547,492	681,400.78
R 500 (gal)	7'190,818	8,768,504.78
Natural Gas (m³)	9'394,593	2,305,314.00
Electrical energy acquired from the network (KWh)	42'852,123	42,181,471.40

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In the case of fishmeal and fish oil production, the ratios for 2021 were as follows:

Energy ratio by type of source		
Source type	2021	Parámetros
Diesel B5 (gal)	2.47	HYAP units only
R 500 (gal)	31.77	HYAP units only
Natural gas (m³)	8.35	HYAP units only
Electrical energy acquired from the network (KWh)	152.85	HYAP units only

*Fishmeal production 2021 = T

In 2021, there were three plants that operated with cleaner energy (Pisco Sur, Callao and Pucusana) and during the year the permits were processed and the engineering plan was drawn up for the change of the energy matrix of Chimbote, our plant with the highest production of HyAP.

Additionally, we continue with the Sustainable Industrial Zones project, sponsored by the Ministry of Production with the support of the United Nations Industrial Development Organization (UNIDO), with the aim of providing technical support to industrial companies in their commitment to the reduction of greenhouse gas emissions (CO2eq). In 2021, after a study carried out at

the Callao unit, the Resource Efficiency and Cleaner Production Report was presented, prioritizing projects with great potential for reducing emissions. Throughout 2022 and in the following years, we will seek to operationalize this Plan, and even replicate it in other plants.

For the 3rd consecutive year, we obtained the Peru Carbon Footprint certification, obtaining three stars, which represents recognition of the reduction in the TASA footprint in recent years.

Carbon footprint 2021 (CO2 eq)	
Category 1: Direct emissions	169,812.96
Category 2: Indirect emissions from the purchase of electricity	6,700.76
Category 3: Indirect emissions caused by transportation	85,441.81
Category 4: Indirect emissions from products/services used by the organization	1,561.04
Total	263,516.57

Finally, responding to the guidelines of the Breca Group and TASA's environmental commitment, in 2022 we will present our Climate Action Plan to reduce the carbon footprint with goals for 2025 and 2030.



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WATER CONSUMPTION

Our main sources of water consumption are from public supply networks and wells. The latter due to the lack of public infrastructure in some localities, as is the case of Atico.

Water consumption by type of source

Source type	2020	2021
Public networks (m³)	20,621	29,716.00
Wells (m³)	696,234	614,644.31

In the case of fishmeal and fish oil production, the 2021 ratios were as follows:

- 0.10 m³ of water consumed from public network / T produced
- 2.22 m³ of water consumed well / T produced



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SOLID WASTE

Following the efforts initiated in 2020 to update the waste management procedure based on Peruvian regulations, in which the new flows for revaluation, recycling and composting were included, we published our Waste Policy, which contains the following commitments and actions:

COMMITMENTS

- Manage the waste generated in the operation protecting the environment.
- Provide the conditions and competencies to our collaborators, third parties and visitors for proper waste management that they generate.
- Continuous training, adequate infrastructure and materials necessary for the staff to carry out a correct waste segregation.
- Reduce and value waste, thus achieving a lower environmental impact through the improvements proposed in the solid waste minimization plan.

ACCIONES

- Minimizing waste generation is a primary consideration at all plants.
- The recovery and recycling of waste will be considered before the disposal of hazardous and non-hazardous waste.
- Disseminate the results of waste management based on progress indicators.

Under this framework of action, we achieved important results in the recovery of waste through circular solutions for the third consecutive year, exceeding the proposed goals for a total of 16 T of waste, of which 95% was non-hazardous and 5% hazardous.

Total weight of hazardous and non-hazardous waste

Typee	2020	2021
Dangerous	329	790
Not dangerous	7,027	15,561

% of waste recovery		
% residue	2020	2021
% of recovery of non-hazardous waste	38%	46%
% of recovery of hazardous waste	15%	33%

This result was possible thanks to the change of destination of a large part of the waste from our operations, such as solids from cleaning water, metal, mineral and vegetable oil, WWTP sludge, used batteries, among others. We ended 2021, obtaining not only environmental benefits, but also economic ones, exceeding US\$335,000 per sale (67% of the total) and disposal savings (33% of the total).

* Electrical and Electronic Equipment Waste Management Regime (Supreme Decree No. 009-2019-MINAM), Peruvian Technical Standard for Colors NTP 900.058.2019, Comprehensive Solid Waste Management Law (DL No. 1278) and Regulations of the Waste Law (Supreme Decree No. 014-2017-MINAM).

306 -2 WASTE BY TYPE AND DISPOSAL METHOD

% according to disposal method

Removal medium	Municipal (dumps)	Landfill	Security landfill (hazardous)	Sold	Donated	Compost
Volume 2020	20.02	41.08	85.09	8.68	3.23	26.99
Volume 2021	5.17	42.76	3.30	18.27	0.23	30.27

CIRCULAR ECONOMY: CLEAN PRODUCTION AGREEMENT

In November 2020 we signed our 1st Clean Production Agreement (CPA), along with the Ministry of the Environment, the Ministry of Production and the National Fisheries Society, being the first fishing company to voluntarily sign this agreement, which reaffirmed our circular economy approach in the industry.

This environmental commitment included six ambitious goals, related to the search for better alternatives for the final disposal of our main waste, the

collaboration with local municipalities to strengthen their recycling programs and the awareness of our collaborators in waste management.

During 2021, the Environment, Social Management and Sustainable Development areas worked together to successfully comply with the CPA, and surpassing the goals set.

GOAL 01 Reuse land from bleachers used by TASA Omega as an input in other processes.	2019 0 T	GOAL 2 T	2021 8.1 T	Accomplished
GOAL 02 Solid waste from the treatment of cleaning water through composting.	2019 34,74%	GOAL 45%	2021 53.59%	Accomplished
GOAL 03 Have personnel trained in solid waste management and good eco-efficiency practices.	2019 59%	GOAL 65%	2021 80%	Accomplished
GOAL 04 Triple the use of fishing nets for their transformation into new products as part of the ECOMAREA project	2019 200 kg	GOAL 600 kg	2021 900 kg	Accomplished
GOAL 05 Development of environmental education projects in institutions through the EDUCA program.	2019 10	GOAL 11	2021 23	Accomplished
GOAL 06 Provide support and encouragement to the program of segregation at the source and collection of municipal solid waste.	2019 0	GOAL 03	2021 03	Accomplished



QUALITY

Being a company dedicated mainly to the production of raw materials and products intended to feed the world, our fundamental axis is quality management, whose objective is to ensure the quality and safety of our products for our clients and society, as well as as the complete traceability, from its origin to its final destination.

To achieve this, we are committed to permanent compliance with the health regulations of the country of origin and destination, the requirements of our clients and international quality management standards in the production of fishmeal and fish oil, as well as in products for human consumption: frozen, fresh and refined/ concentrated oil.

For us, the quality of our products is based on four pillars:

- 1. Safety, to guarantee that they are free of contamination.** To do this, we continually update the dangers and risks throughout our value chain and seek to be up-to-date with global health alerts.
- 2. Traceability, to collect all possible information upstream and downstream** of the production process of our products, offering it in a timely and complete manner. In the case of the control of our critical suppliers of goods, we maintain a strict protocol, which consists of on-site audits,

safety evaluations and laboratory tests. These guidelines allow us to address queries from our clients and, at the same time, monitor possible deviations from the process.

- 3. Compliance, to stay fully aligned with current regulations and standards.** For this, we submit to internal and external audits of competent entities, which, to date, have not registered any type of observation at the health level. In this regard, since 2020 we have voluntarily presented ourselves for the Sanipes certification under its most demanding standard of quality protocols. To date, there are three plants that have successfully obtained recognition: Chimbote, Callao and Vegueta. In 2022 we will seek to replicate the same result in the Malabrigo and Pisco plants.
- 4. Zero defects, to continuously avoid quality losses,** which is why since 2020 we have been working hand in hand with the Operations area and accompanying each unit in the cultural transformation.

In 2021 we updated our Quality Policy and continued to reinforce the good manufacturing practices (GMP) retraining plan at all levels, also aligned with the Lean culture, with the aim of developing a proactive system, where we are all responsible for identifying defects and reducing quality losses.












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For this, the BPM standards and decalogue have been developed, which will help detect risky activities and recognize positive behaviors, which have been reinforced through audiovisual materials and workshops with specialized consultants. In addition, to verify compliance, we have expanded the Behavioral Observation System (BOS) from 4 to 17.

At the end of 2021 we carried out the annual survey to measure the level of quality maturity in TASA, obtaining 37%, which represents an increase of 17% compared to 2020. This result still does not maintain a "silver" level, but gets us closer to the goal of a "diamond" level.

Additionally, we have the following certifications and information on the labels of our products:

TASA Certifications 2021		Fishing Plants	HyAP* Plant	Omega Plant	Frozen Food Plant	Shipyard	Main Office San Borja	Commercial Management
	ISO 14001 Environmental Management System		✓	✓		✓	✓	
	Occupational Health and Safety Management System ISO45001		✓	✓	✓	✓	✓	
	Business Alliance for Secure Commerce BASC	✓	✓	✓	✓	✓	✓	
	Good Manufacturing Practices GMP + B2		✓					
	Hazard Analysis and Critical Control Points HACCP			✓	✓			
	Good Practices in Commerce and Distribution GMP+ B3							✓
	Global Standard for Responsible Sourcing of Raw Material IFFO - RS		✓					
	HALAL Certification of Guarantee for the Muslim Market		✓	✓				
	Quality Management System ISO 9001					✓		
	FOS Sustainable Fishing and Aquaculture Product Certification	✓	✓	✓				
	GMP Good Manufacturing Practices			✓				

Source: Own Elaboration

* Fishmeal and fish oil plants.

Information on product labeling



Fishmeal



Fish Oil


Refined oils
and omega 3
concentrates

Frozen
Food

Preserved/
Canned

Origin of the components (raw materials, country of origin)	✓	✓	✓	✓	✓
Substances that could generate environmental or health impacts	✓	✓	✓		
Intended use of the product	✓	✓	✓		
Batch number and expiration date	✓	✓	✓	✓	✓

RESEARCH AND DEVELOPMENT (R&D)

The R&D area restructured its strategic plan in order to revalidate the needs of the business and develop proposals that generate added value.

As part of its objectives, are the following:

- Develop new products: coordinated hand in hand with the commercial area, the search, identification and development of commercially viable products that generate added value for our clients.
- In 2021, through the Go to Market project, we have obtained new products for niche markets and, for this reason, we have been carrying out tests with partners and potential clients.
- Improve processes: Throughout the entire business chain, the implemented processes are evaluated to introduce adjustments that will allow us to improve the quality of our products. We focus on the continuous optimization of processes through the search for innovative solutions and on technological transformation in process control of NIR technology (laboratory and online)*.

In 2021 we had several initiatives along these lines:

- a. Online NIR technology was implemented to optimize the classification of qualities by sling in Chimbote.
- b. Tests were performed to validate ethoxyquin reductions at doses lower than 700 ppm.
- c. Tests were conducted to validate better alternative antioxidant products (BHT).

* Near-infrared spectroscopy (NIRS). This technique, which is based on the interaction of electromagnetic radiation with the product's constituents (fats, proteins, ash and moisture), generates a spectrum that is unique to each sample. This spectral information allows us to build quantitative prediction models to determine the quality of a product.



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INNOVATION AND TRANSFORMATION

In 2021 we maintained our focus on innovation, and focused our efforts on optimizing standards and operating processes.

VALUE CREATION

Under the leadership of the Value Creation team, we seek to develop strategic projects for the organization and data analytics initiatives assigned to high-performance teams from various areas of the organization. In some cases, we have the support of external allies and educational institutions.

- **Strategic projects:** They are the product of annual strategic planning and aim to generate sustainable economic value for the organization.

- **Data analytics projects:** Through data analysis and the creation of IT solutions, we provide support to operations to optimize processes. We have been developing projects hand in hand with our ally Brein, a consulting firm specializing in innovation and change management.

As part of our strategy for the year 2022, the unification of the data analytics team with the agility team has been planned. This union corresponds to our goal of continuing to improve our model for delivering sustainable solutions.

During the first quarter of 2022, awareness activities related to the area of data analytics and agility have been planned, aimed at our employees in entry level positions. Through this initiative, the aim is to encourage teams to search for new opportunities.

BUSINESS AGILITY

The business agility area aims to support other teams to accelerate value capture and achieve better performance through planning initiatives. For this reason, since 2020, we have been working with a data agility model divided into three levels: Strategic, Portfolio and Execution. The level of Strategic Agility refers to working closely with leaders to promote the agile mentality, the creation of the management model and the formation of multifunctional teams. Secondly, the Portfolio Agility level consists of supporting teams to discover new initiatives and incorporate management models that facilitate short-term planning.

STRATEGIC AGILITY

- Agile management and governance model
- Organization and roles

PORTFOLIO AGILITY

- Discovery of opportunities and new initiatives
- OKRs and QBRs management model
- Planning and interdependencies

EXECUTION AGILITY

- Agile immersion
- Ceremonies/ events and agile frameworks
- Agile execution cycle

Finally, Agility Execution is linked to the facilitation of agile frameworks, which complete an execution cycle in the initiatives proposed by the teams.

The model is based on two transversal processes. In the first place, technology, processes and data, based on the importance of rapid learning and data processing at the service of generating value and improving decision-making. Second, change management and capacity development, which contributes to establishing the guidelines of our model.

Since 2020, various activities and training spaces have been deployed in order to strengthen cultural transformation and increase the number of members of the agile community in TASA. As part of our capabilities plan, we focus on three aspects: training, hosting events, and assessing the agile mindset.

Regarding training, the goal for 2021 was to increase the number of members of the agile community at TASA. To achieve this goal, a total of 158 people were trained. From this total, 117 of the participants belong to the sensitized category, 31 to the category of early adopters and 10 to the category of practitioners. As for the events, the Activaton stands out, for which we invite internal and external speakers to exchange learning about business agility.

Finally, the evaluation process was carried out in collaboration with the Human Resources team and aimed to monitor the development of skills and measure the incorporation of agility processes in the initiatives of our collaborators. In this process, approximately 100 people were evaluated and it was determined that the vast majority of collaborators are in an early adopter stage, that is, they incorporate agility in a first phase.

CHAPTER 4: WE DEVELOP OUR PEOPLE AND ENVIRONMENT

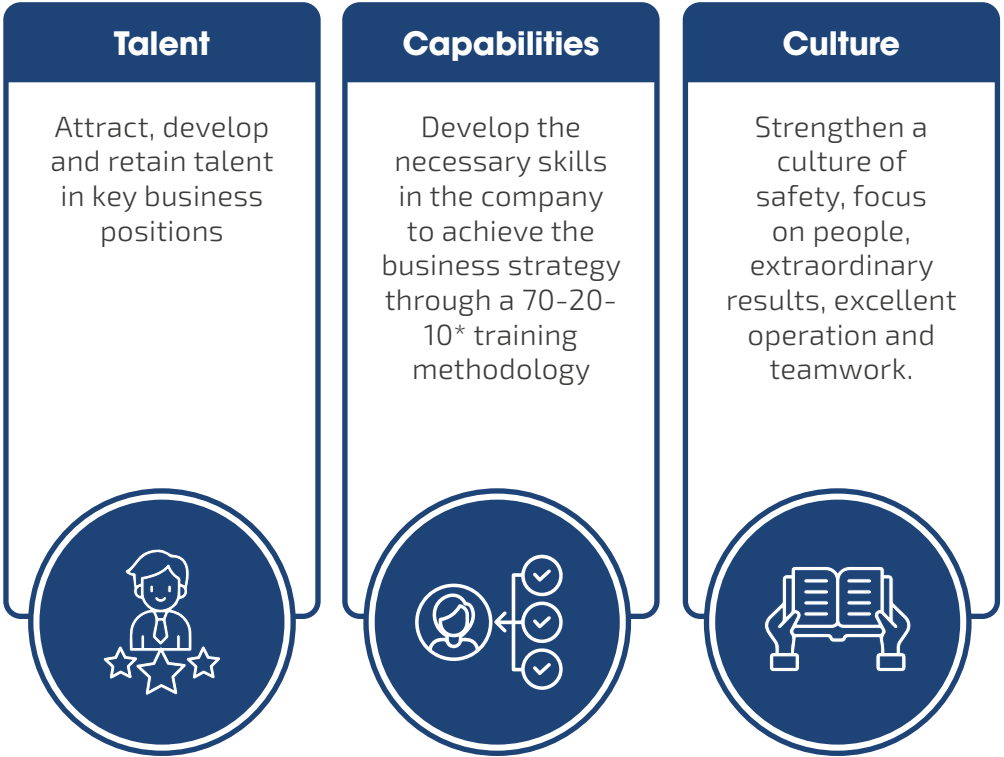


Archive photo (2020 sample)



HUMAN RESOURCES MANAGEMENT

Since 2019 we have maintained three axes of human management, aligned with the proposals of our Breca corporate center and the needs of the business:



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* Training methodology: 70 based on experience, 20 based on feedback and 10 based on training
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TALENT

In 2021 we continue to focus on identifying the best tools and means to attract the best talent in the market, as well as developing internal talent with the aim of filling strategic positions

ATTRACTION

Following the guidelines of the Breca corporate center, we are rigorous in the selection process to have the best talent in the right position. The procedure we develop varies according to the job category, as well as the criticality or leadership level of the position.

Labor categories	
Administrative	Employees / Executives / Interns
Operators	Fixed / Temporary
Crew	

At TASA we seek that our search for talent does not have any type of gender bias; On the contrary, we guarantee that our processes are fair in all their stages.

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In 2021, 513 new collaborators entered nationwide, of which 77% were men and 23% women.

	Position	# of new hires 2020	# of new hires 2021
Employment category	Officials	2	0
	Employees	135	155
	Workers	366	322
	Crew	113	36

Likewise, growth opportunities were generated through TASA calls in the different occupational groups of the organization.

	Position	N° of promotions 2020	N° of promotions 2021
Employment category	Employees	35	53
	Workers	11	7



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TRAINEE PROGRAM

During 2021, the Trainee Program continued with a group of eight professionals (six men and two women), of which six were hired at the end of their training.

Currently, the goal is for the trainees to have transversal growth, not only in the operational areas. For this we have enhanced their training plan, so that they obtain a comprehensive knowledge of the business and can occupy positions in various areas of the company. Through this program we will continue to provide development and career opportunities to young people nationwide.

EXECUTIVE TRAINEE

During 2021, the Executive Trainee Program continued, which seeks to identify and develop the next plant leaders through a year of education and training.

In 2021, we worked with two professionals through formal training, temporary internal rotations, mentoring with the superintendents of each plant, continuous evaluations, and the design and implementation of a plant project.



CAPABILITIES

Our training and development strategy is based on the 70-20-10 methodology. This model maintains that 70% of a collaborator's learning comes from experience and practice in the workplace, such as participation in cross-functional and strategic projects. The other 20% is acquired through conversations and daily feedback from people who contribute to their professional and personal development, as well as the performance evaluation process by the direct superior. The remaining 10% comes from structured courses and training programs.

In relation to 10%, the objective is to enhance the skills of our collaborators, as well as develop their abilities to achieve excellent results. To do this, continuing with the strategy proposed in 2020, we continue to reinforce the use of the virtual classroom to make it an increasingly friendly platform and provide a satisfactory experience to our collaborators. In 2021, two projects were worked on to enhance the functionality of said tool. In this way, a dashboard was added so that the leaders of each area can constantly monitor the members of their team on the development of courses. On the other hand, the access of workers and crew members to the platform was enabled to facilitate their access to the different courses offered.

In 2021 we recorded 34,074 hours of training. These hours are distributed in the following groups:

Laboral category	Training hours 2020	Training hours 2021
Officials	204	240
Employees	8379	4362
Workers	11245	12565
Crew	15482	16907

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EMPLOYEE DEVELOPMENT

In 2021, having TASA's Virtual Classroom platform as educational support, 727 employees were trained and a 92% compliance with the annual training plan for this segment was achieved. Likewise, they were trained in the law of: prevention of sexual harassment, relationship with officials, code of ethics and conduct, health and safety at work.

On the other hand, due to the teleworking modality, it was considered pertinent to train employees in the use of digital signature application, information security, data encryption and Service Now. Finally, in the environmental aspect, our employees received training in waste management and circular economy.

WORKERS DEVELOPMENT

Due to the context of the health crisis, we faced the challenge of constantly readjusting our training plan, so that it could guarantee the well-being of our operating personnel and minimize the risk of contagion. As part of the adaptation strategy, the Cape Thursday initiative was created, which consisted of face-to-face training with limited capacity and remote training with the instructor.

Under this scenario, we were able to train 807 workers and achieve 95% compliance with the training plan. Likewise, we complied with the occupational health and safety training required by law, and we reinforced our code of ethics and conduct, as well as the procedure against sexual harassment.

Due to the criticality of operations in quality assurance, as in 2020, we trained operators of fishmeal and fish oil, and human consumption to deepen the quality guidelines in accordance with the regulations and our system of management.

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CREW DEVELOPMENT

In 2021, we managed to train 989 crew members and achieved 92% compliance with our training plan. Despite the context of the health crisis, we managed to train our personnel in maintenance, security, prevention of sexual harassment, code of ethics and conduct, maritime regulations, safety in navigation, and specialized training for boat drivers (critical positions on the vessel).

In addition, we reinforced the COVID protocol induction training, with emphasis on the practices that must be followed inside and outside the units to avoid infection.

Additionally, environmental issues were reinforced through training: spills into the sea, autonomous maintenance, reliability and fishing sustainability through our Cuidamar program.



CULTURE

The cultural transformation at TASA, which has been promoted since 2019, focuses on generating an organization based on five values: safety and sustainability, focus on people, extraordinary results, excellent operation and teamwork. To do this, different actions are deployed, with the purpose of sharing ways of living culture inside and outside of TASA.

During 2021, the area's strategy was focused on constantly working with leaders to ensure that this culture is deployed from the top down, and to achieve this, two activities continue to be carried out:

1. THE TASA LEADER PROGRAM:

During 2019 we started the TASA Leader Program, which aims to develop behaviors aligned with the company culture. This initiative is based on strengthening the figure of the leader as culture-forming agents, who teach by example.

Regarding administrative leaders, the TASA Leader Program had 14 modules, which were developed through live workshops. These workshops were complemented by short activities in the virtual classroom of TASA, for a period of 30 days. During 2021, we reached a total of 172 who achieved an average rating of 17.8/20 and an average participation of 92%.

By 2022, the Talent and Culture area aims to increase the number of graduate leaders.

On the other hand, the operational leaders program had a 10-module curriculum. In 2021, the participation of 191 operational leaders was achieved, reaching a participation of 91% and an average rating of 17.5/20.

In response to the situation generated by COVID-19, it was decided together with the SSOMA team, to include, in the case of administrative leaders, the course on tolerance of uncertainty and ambiguity in change. Additionally, for operator leaders, the safety leadership course was included. In 2022, information gathering work will continue in the operating units to determine the adjustments and modifications that must be made to the program plan.

In 2021, the TASA Leader Program was adapted to a virtual and safe environment for our workers. Similarly, the accompaniment and follow-up of the leaders was carried out through the company's virtual classroom and WhatsApp, according to the public. In sum, the TASA Leader Program trained 363 leaders, who obtained an average score of 17/20 and 92% participation.

2. CULTURAL PROFILE OF THE LEADER:

The leadership evaluation allows us to measure how much the behaviors of the leaders adjust with the culture that we promote at TASA, identifying their level of development. Direct reports participate in this evaluation and it is measured through six dimensions:



In 2021, 98% of leaders participated and the result of the evaluations showed 86% cultural fit. Regarding the dimensions, the results of the Safety and Sustainability leader stand out, which are above 90%.

Among other actions to promote the TASA culture, we developed: Coffee with TASA, TASA Inspires You and the campaign I learn from my mistakes and improve.

- **Coffee with TASA:** Virtual and face-to-face Coffee with TASA continued to be scheduled, the main objective of which is to establish dialogue between managers and collaborators regarding the company's strategy and its culture. In 2021, 21 Coffee with TASA were held, of which 17 were executed virtually. Likewise, 154 collaborators were invited to participate in these spaces, and showed a degree of satisfaction above 96%.
- **TASA Inspires You:** this space aims to promote the relationship between employees and leaders, by exposing stories of growth and learning in the company. In 2021, 4 events were held with a participation of 80 to 120 people for each session.
- **I learn from my mistakes and improve:** this campaign was carried out throughout 2021, with the purpose of disseminating information on the actions that must be carried out in the event of an error being made in the performance of work functions. This with the purpose of encouraging a climate of continuous improvement.

Finally, in 2021 we designed the diversity, equity and inclusion strategy to promote a fair, diverse and inclusive environment where we all have the same opportunities. Said strategy will be presented in the year 2022, and will be worked through key actions during that same year.

OCCUPATIONAL HEALTH AND SAFETY

At TASA, the main value that guides our corporate culture is safety, which is why we strive daily to ensure that the safety and health of all our employees and contractors is preserved in each of their jobs.

We have a robust occupational health and safety system, which is in perfect compliance with the Occupational Health and Safety Law No. 29783, in addition to being aligned with the requirements of ISO 45001, certified in 2020 in all units of fishmeal and fish oil, omega, shipyard, human consumption and administration*. Through this management framework, we maintain a system aimed at continuous improvement, with the participation of all stakeholders, from senior management to our employees.

During 2021, we successfully passed the first ISO 45001 follow-up audits, without any non-compliance.

This exercise was carried out at the Malabrigo, Supe, and Pucusana plants, in addition to our Shipyard headquarters and central administrative offices in San Borja (Lima). In 2022 we aim to pass the second stage, which will include our remaining plants, with which we would obtain recertification on occupational safety issues.

As a fundamental tool, we develop the IPER matrix for each job. This allows us to identify hazards, assess risks, and implement controls so that the activities carried out by our collaborators are safe. This matrix is worked on in a coordinated manner between the heads and the work teams, who comply with updating it every year or whenever it is considered appropriate in the event of incidents, accidents, the generation of new hazards and identified risks, or changes in the law.

To date, each job post has its IPER matrix, which is published in each work area for daily consultation

and support for preparing other safety documents, such as job safety analyzes (AST).

Our occupational health and safety system is dynamic. Proof of this is the study we carried out to find out the level of maturity of our culture, and the results that there is a high level of commitment and control of the rules. In relation to this, we have designed a work plan towards 2025 to increase the sense of responsibility of each collaborator and contractor, forming an increasingly independent safety culture.

A fundamental axis of this plan is the reinforcement of the safety behaviors expected of each job, which we know will also allow us to lay the foundations for a preventive approach. For this, in 2022 various campaigns will be coordinated with the areas of communication and culture, such as "Make it Safe", and specialized sessions with leaders and middle managers.

* In the case of the Fisheries Unit, there is a work plan for ISO 45001 certification. However, it remains in full regulatory compliance.
This page conforms to GRI 103-2,403-1,403-7,403-8

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SAFETY AND HEALTH COMMITTEE

In 2021, the new election of the members of the Committee was held, who by law are 12 regular members and 12 alternates. In both cases, 6 correspond to employer representatives and the other 6 to employee representatives. This ensures that 100% of our job categories are represented.

The committee meets monthly to review preventive management in all our units, in addition to raising the concerns of employees and proposing improvements in existing processes in terms of health and safety.

As part of the latest agreements, the safety training curriculum was validated for 2022 and the unification of a single Occupational Health and Safety Regulation, which in previous years was divided by each of our business units. In addition, at the end of 2021, the update of the Occupational Health and Safety Policy and the Work Suspension Policy were approved, strengthening our preventive approach.



SAFETY PERFORMANCE

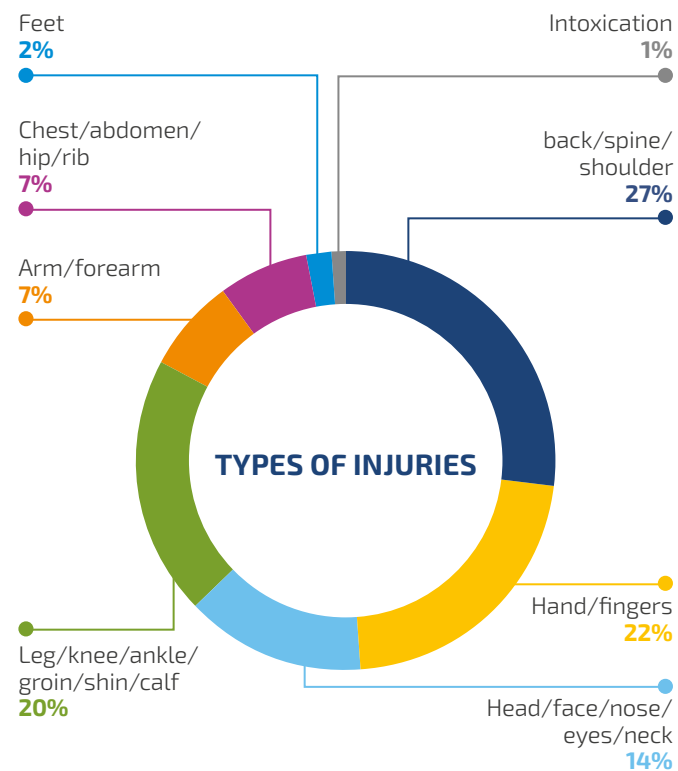
We closed the 2021 period without registering occupational fatalities, thanks to the exhaustive and permanent control of the high-risk work carried out by our personnel and contractors.

In relation to occupational accidents, we successfully managed to close the second fishing season with 0 accidents in the fishmeal and fish oil plants, which represents a 100% reduction compared to the second season of the previous year. Likewise, comparing the same period, in the fishing unit we reduced the number of accidents by 75%, closing the second season with 24 accidents.

Regarding our accident rate, which considers both the frequency of occurrence of accidents and their severity, we obtained 15.73. In the case of our contractors, this index reached 1.22.

For each of the occupational accidents that have occurred, an investigation process is developed, which begins with the report and continues with the formation of a multidisciplinary investigation

Accidents by type of injury 2021






team led by the responsible manager and the participation of the workers, including a member of the Occupational Health and Safety Committee. All improvements and lessons learned resulting from the process are communicated to prevent recurrence of the event and encourage continuous improvement.

Regarding the contractor companies, a positive evolution has been maintained, closing the month of December 2021 with 0 accidents, and annually, with 0 accidents, in the Samanco, Supe, Végueta, Atico plants, and in the unit of Direct Human Consumption. This is thanks to joint work with the Logistics area, as well as a personalized and permanent control, which included various activities, such as: check list for the start of activities, consequence management, field trips, among others. In addition, we have increased the level of security requirements, which currently considers at least 80% compliance with the requirements of our standard for starting commercial activities.

Safety Training

A total of 12,580 hours of training on safety issues were achieved, during which the four courses established by law were completed, in addition to other specific courses required for critical positions. As in the year 2020, we prioritized the strategy of virtual courses and reinforced the training plan on the health measures ordered by the Government.

Our training plan is developed under the 70-20-10 methodology, which emphasizes the verification of what is learned on a day-to-day basis. Thus, we achieved 99.9% compliance with the plan.

Population			
	Employees (includes manager)	Workers (CHD, CHI, omega and shipyard)	Crew members
Program	1. IPERC Matrix 2. Preventive Observation 3. Emergency Response 4. Ergonomics	1. IPERC Matrix 100% 2. High-risk jobs 3. AST/PTS formats 4. Blocking Dangerous Energies	1. IPERC Matrix 100% 2. High Risk Jobs 3. Manuuvering 4. First Aid
Compliance	99%	100%	100%

Health System at TASA

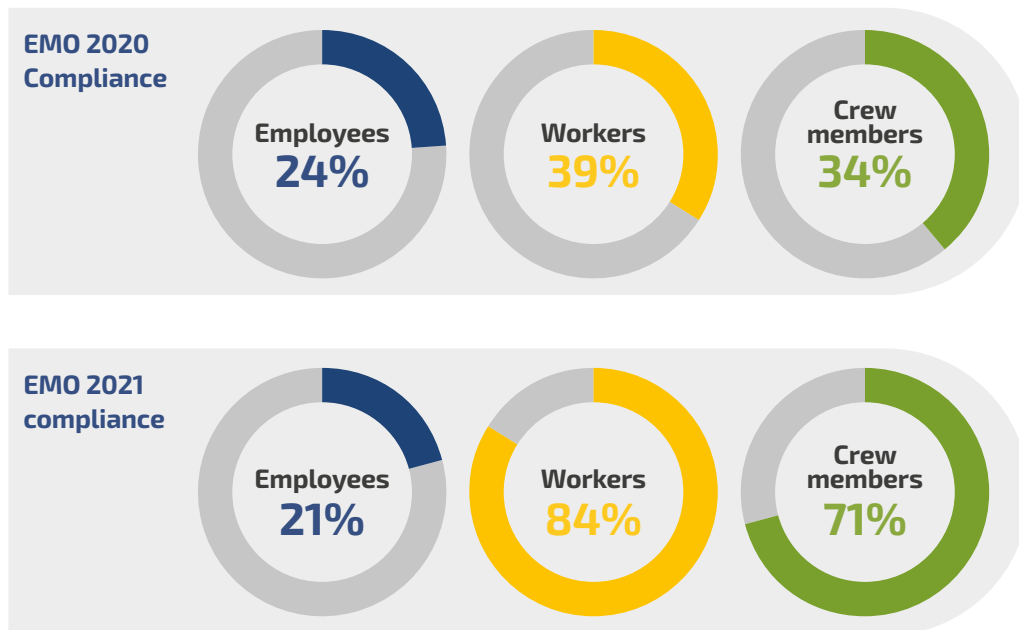
Our health system at TASA, in accordance with the Occupational Health and Safety Law No. 29783 and ISO 45001, establishes constant occupational medical surveillance of our employees as a priority, based on a physical and biological evaluation of the occupational hazards that could affect their health.

At TASA, the occupational health area develops medical surveillance according to job positions, mainly under the auditory, musculoskeletal, ergonomics and quality of life surveillance programs. The objective is to avoid damage to the health of the collaborator, for which periodic medical follow-up and evaluations are provided, as well as engineering solutions that minimize or avoid exposure to risk.

In 2021, occupational medical surveillance achieved a coverage of 55%, which represents a considerable increase compared to 2020, where surveillance reached 26%. Similar to last year, the focus was on staff with respiratory symptoms and positive COVID-19. In addition to this, within the framework of the health emergency established by the Government of Peru, Legislative Decree No. 1499 (DL) was published in 2020, which granted temporary measures in relation to occupational medical examinations. These measures remain in force to this day and include the following indications:

- the suspension of pre-employment medical examinations, with the exception of those employees who have not been evaluated in the last year
- the suspension of periodic medical examinations

Despite the fact that the DS temporarily suspended the performance of occupational medical examinations, TASA made efforts to implement them, obtaining the following results:



In addition, occupational hygiene monitoring was carried out, in which the risks were quantitatively evaluated to determine the controls that protect the health of the collaborators.

The risks evaluated were: noise, lighting, metal fumes, breathable and inhalable particles, ergonomic conditions, among others. This process was 100% fulfilled in Plants (Pucusana, Atico, Matarani, Callao, Malabrigo, Supe, Chimbote, Pisco, Samanco, Shipyard) and Ships.

A total of 27 health professionals offered care during working hours throughout the year and, during production, 24 hours a day at the plants in Callao, Chimbote, Malabrigo and Pisco. In 2021, the delivery of preventive kits and COVID-19 to the staff continued. Likewise, quantitative antigen tests and oxygen balloons were acquired for all the operating units.

On the other hand, as part of the monitoring and follow-up, the cost of hospitalization of workers infected with COVID-19 in private clinics continues to be covered, if necessary.



As in 2020, this year the mental health care of our employees was strengthened through the Employee Assistance Program (EAP), a telephone line for consultation on psychological, nutritional, financial and legal issues. In addition, positive COVID-19 cases sent to quarantine for 14 days were given baskets with essential supplies to ensure compliance with isolation without affecting household needs.

In addition to the measures indicated to take care of the health of the collaborators in a situation of health crisis, it was decided to continue with the following indications:

Managers and employees:

- 100% worked remotely, with the exception of the warehouse and export areas, which continued to work regularly with the appropriate protocols.
- Medical support was provided by telephone 24 hours a day in case of queries or emergencies.
- Daily medical follow-up was provided to COVID-19 cases.
- A COVID-19 preventive kit was provided.

Workers and crew:

- Leave of absence was granted to those employees who were classified as a risk group against COVID-19.
- The weight of the collaborators was constantly monitored and they were asked to commit to weight self-care.

- A balanced diet was promoted in plants and boats.
- Pulse oximeter stations were implemented in checkpoints and strategic locations so that collaborators could measure oxygen saturation.
- Daily medical follow-up was provided to COVID-19 cases.
- COVID-19 tests were carried out constantly.
- The culture of self-care was reinforced through daily 5-minute talks prior to the start of operations.
- VisiTASA software was used to regulate entrances to the plant for personnel at risk from COVID-19.



APP "TASA TAKES CARE OF YOU"

Created exclusively for TASA collaborators, where they report their health status on a daily basis (stable, with symptoms, in quarantine) and their location in order to go to them in the event of an emergency. In addition, it offers active collaborators in the operation the necessary documentation to travel safely, in accordance with regulations and in compliance with our Safe Operation protocols.

Communication campaigns focused on raising awareness on how to prevent COVID-19 infection were proactively developed, from the work spaces within the operation, as well as in the family environment and in public spaces.

From these campaigns emerged issues associated with:

- Basic hygiene and cleanliness of facilities
- Good behaviors to prevent infections
- Symptomatology of COVID-19 and methods of propagation
- Immediate actions against signs of spread in the plant and at home
- Vaccination process against COVID-19

For each of the topics worked on, there was the validation of the OHS area; and information published by official sources, such as the World Health Organization and the Peruvian State, was used. Additionally, campaigns were carried out to deny myths about COVID-19, for which pieces of information were prepared internally and also for each of the communities where we operate.



SOCIAL MANAGEMENT

We seek that our presence in the communities where we operate fulfills the following purpose: to have a positive impact on local development and the quality of life of its inhabitants, many of whom are our collaborators, their families or local suppliers who support the continuity of our operations.

Through our social management axes, we maintain a long-term vision that has a goal to develop projects and initiatives:

- **Self-sustainable**, in which their beneficiaries have strengthened self-management capacities that allow them to ensure the continuity of the initiatives over time.
- **Social impact**, in which the projects demonstrate that they have contributed to positive and sustainable changes for the benefit of society.
- **Scalable and replicable**, so that our success stories transcend from the private to the public sector.
- **Participatory**, in which alliances for development are established that convene the work of public and private actors, in addition to including the civil society of each locality.

This page conforms to GRI 103-2,413-1

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Axes of Social Management	Reach	Activities 2021	Linked SDG
Environmental Citizenship Generate actions and changes to strengthen the environmental culture, applying innovative and participatory solutions within the framework of citizen rights and duties.	Central and local government, fishermen's associations, educational institutions, community and collaborators	<div> <div></div> Beach cleanups </div> <div> <div></div> Waste separation programs at the source with municipalities </div> <div> <div></div> EDUCCA program with schools </div>	13 and 17
Entrepreneurship for economic growth Strengthen management, productive and commercial capacities, promote insertion in the local and national market, as well as in the financial system.	Central and local state, and fishermen's guilds	<div> <div></div> "La Red" project: model of sustainable artisanal fishing </div>	8, 14 and 17
Volunteering Generate a culture of solidarity and fraternity to help improve the quality of life of groups that are in a vulnerable situation.	Collaborators and community	<div> <div></div> I learn with TASA </div>	17
Nutrition for development Lead alliances with the State that promote and contribute to the nutrition of the country, mainly in early childhood.	Children under 5 years of age, pregnant mothers, populations with a high malnutrition rate		2 and 17



During 2021, our social and environmental investment was more than US\$ 1,076,624, mainly to meet the demands arising from the health emergency in 11 locations in the country. In addition, we continued promoting actions for entrepreneurship with artisanal fishermen through the La Red project in Chimbote and we initiated coordination to strengthen environmental education plans in Supe, Végueta and Malabrigo.



* Community Relation plans in 11 locations
** Aporte a Asociaciones de Productores de Harina y Aceite de Pescado (APRO)
This page conforms to GRI 203-2

COVID-19 CARE

In 2021, we remained alert to managing the health crisis due to the COVID-19 situation in our areas of influence, providing support to front-line personnel, and coordinating various health control actions with authorities and representatives. Fortunately, by the middle of the year, the risk of contagion and fatalities was reduced, which allowed us to attend to other matters of interest.

During this period, we attended to the health emergency through important donations of health kits, rapid discard tests and basic food baskets, valued at \$169,450.66.

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PRODUCTION AGREEMENT (CPA): GOAL 5 AND 6

Thanks to the Clean Production Agreement, signed in 2020, we interacted with different actors to achieve ambitious goals in relation to the ordering of waste management in three ports (Supe, Vegueta and Malabrigo) and the deployment of the National EDUCCA Program of the Ministry Environment in 22 schools, through the training of more than 200 teachers in environmental citizenship issues.

In the case of goal 5, that has as an objective to reinforce municipal segregation, more than US\$14,000 was invested and work was carried out closely with the authorities and technical teams to develop capacities that ensure efficient administration and management of the projects.

In the case of goal 6, this allowed us to approach more than 200 teachers and jointly build environmental training content for primary and secondary schools. Based on this experience, in 2022 an educational program for teachers will be deployed in our areas of influence.

	Goal	Activities
Razuri District Municipality	Implementation of a Pilot Plant for the Valorization of Organic Waste in Razuri	<ul style="list-style-type: none"> ➤ Implementation of an organic waste recovery plant for the production of organic fertilizer. ➤ Technical support and training for the Municipality's personnel on waste and environmental awareness. ➤ Registration of 100 homes and 02 markets integrated into the source segregation program.
Supe Puerto District Municipality	Increase the capacity and collection of the Organic Waste Recovery Plant in Supe Puerto	<ul style="list-style-type: none"> ➤ Implementation of improvements in the infrastructure of the Organic Waste recovery plant in Supe Puerto. ➤ Van donation. ➤ Technical assistance and training for the staff of the Program Segregación en la Fuente.
Vegueta District Municipality	Strengthen the Plant for the Recovery of Organic Waste and Implement a Municipal Nursery in Vegueta	<ul style="list-style-type: none"> ➤ Implementation of a municipal nursery. ➤ The number of homes participating in the program was increased from 60 to 200. ➤ Labeling, painting and organization of recovery plant areas. ➤ Donation of 9 containers to be implemented in municipal markets. ➤ Collection of 72 tons of recovered organic waste.



LA RED: SUSTAINABLE ARTISANAL FISHING MODEL

The “La Red” project was born in 2019 as part of TASA's sustainability strategy, with the aim of increasing the competitiveness of the artisan sector through formalization, health care, innovation and respect for marine resources.

In this way, with the support of strategic allies, we have formed the Fishermen's Association “La Red”, who, to date, are ready to serve new local markets with products in various “ready-to-cook” and vacuum-packed presentations.

In 2021, after 2 years of development, we made important progress:

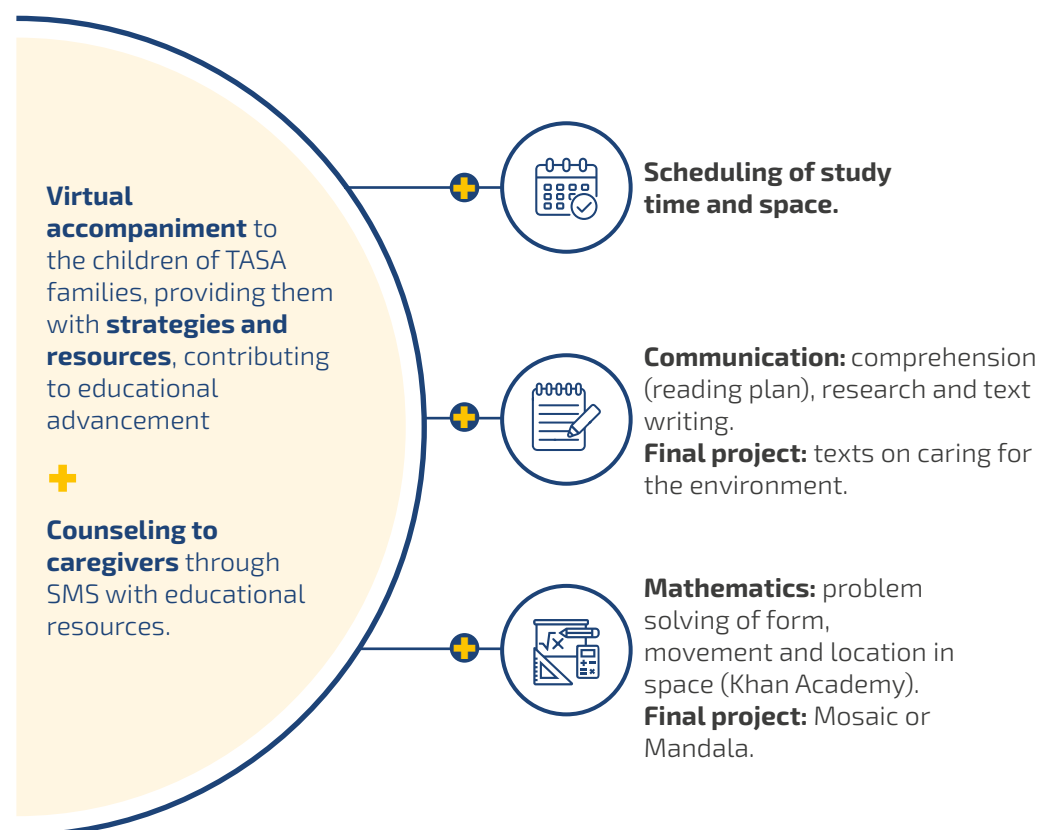
- More than 1 T of raw material was supplied to the “La Red” Plant through a national supply chain (10 coves).

- S/.24k was billed through the 3 commercial channels of the commercial pilot.
- New alliances were activated with Produce (A Comer Pescado) and Shellcath (technology consultant for artisanal fishing)
- We inaugurated the first artisanal fishing plant in the country, hand in hand with strategic allies. This plant has health clearance and COVID-19 protocol.

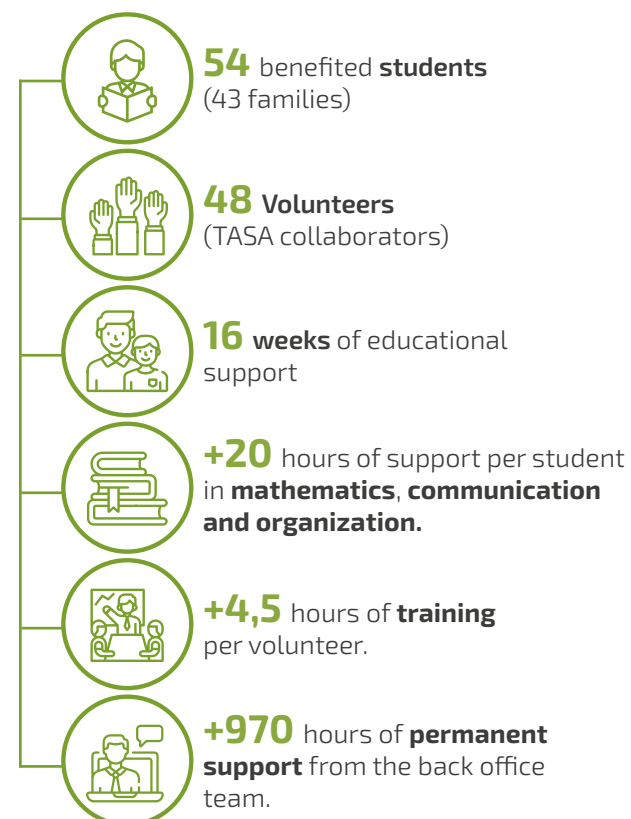
By 2022, our ambition is to summon more fishermen to become the main national supplier of high-quality marine products, from sustainable artisanal fishing, and to be able to connect them with a market that pays a fair price for the value of their catch.

VOLUNTEERING I LEARN WITH TASA

As a result of the COVID-19 situation, our corporate volunteering evolved and the "I learn with TASA" initiative was created in collaboration with the Volar program, a project of Aporta. In this program, our volunteers advise the school-age children of our workers through video calls in communication, mathematics, finance, among others.



In 2021, the number of volunteers doubled, whom we retain through internal challenges, calls, incentives, among others, and therefore reached more than 40 TASA families:





KATARI SYSTEM

Since 2019 we have the Katari application, which year after year has been strengthened to become a social management tool, which meets 3 objectives:

Identification and mapping of stakeholders	Attention and prevention of incidents	Repertoire for the audit system
Unique tool to assess the criticality of each of our stakeholders.	Monitoring of requests for the preparation of care plans. Monitoring of incidents so that all those responsible are informed and articulated. This, with a preventive approach.	Katari will allow our staff to have updated information on this.
1	2	3

In 2021, we worked on defining the criticality incident index to report them more precisely. In addition, at the beginning of the year, plant leaders (superintendents and administrators) were reinforced to use the tool for registering stakeholders.

In 2022, we will seek to encourage its use through plant leaders and the social management area

This page conforms to GRI 413-1

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MANAGEMENT WITH SUPPLIERS

SHIPOWNERS

Our supply chain is characterized by seasonality, the specialization of tasks and the extensive use of labor. In this sense, the shipowners assume a preponderant role as providers of the resource. These companies extract marine products and market them to fishing companies that are in charge of the entire production cycle, such as TASA.

For a better loyalty strategy, we have defined four ship owner categories: exclusive (eight), preferred (twelve), occasional (variable) and others (known as "golondrinos").

Due to their importance in our value chain, the shipowners are identified differently from the rest of the suppliers and have a responsible area within the fishing management, which evaluates their service based on the quality of the product. Due to the situation generated by the COVID-19 pandemic, we provide virtual training to crews to ensure health control.

GOODS AND SERVICE SUPPLIERS

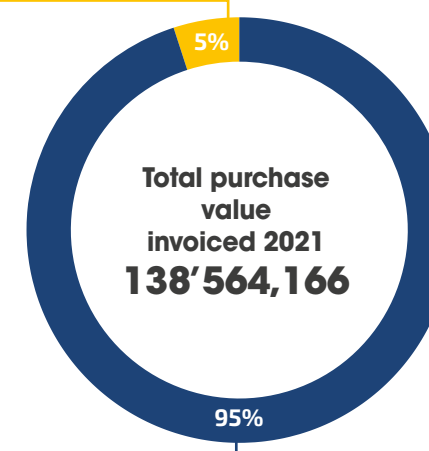
Additionally, for the rest of the operation, we have two types of providers: general or specialized services; and those of goods, which provide us with inputs, spare parts and assets. In 2021, this group was made up of 1,382 suppliers, of which 93% (1,290) are local.

Our Purchasing Policy encourages the acquisition of services and products through national suppliers. In this way, our purchasing process is simplified, we ensure a timely and efficient supply, in addition to allowing us to retain the suppliers that we consider strategic.

Region	Amount
Lima	1048
Áncash	101
La libertad	55
Arequipa	33
Ica	33
Moquegua	8
Piura	8
Otros	4
General Total	1290

International
Suppliers
7'308,051

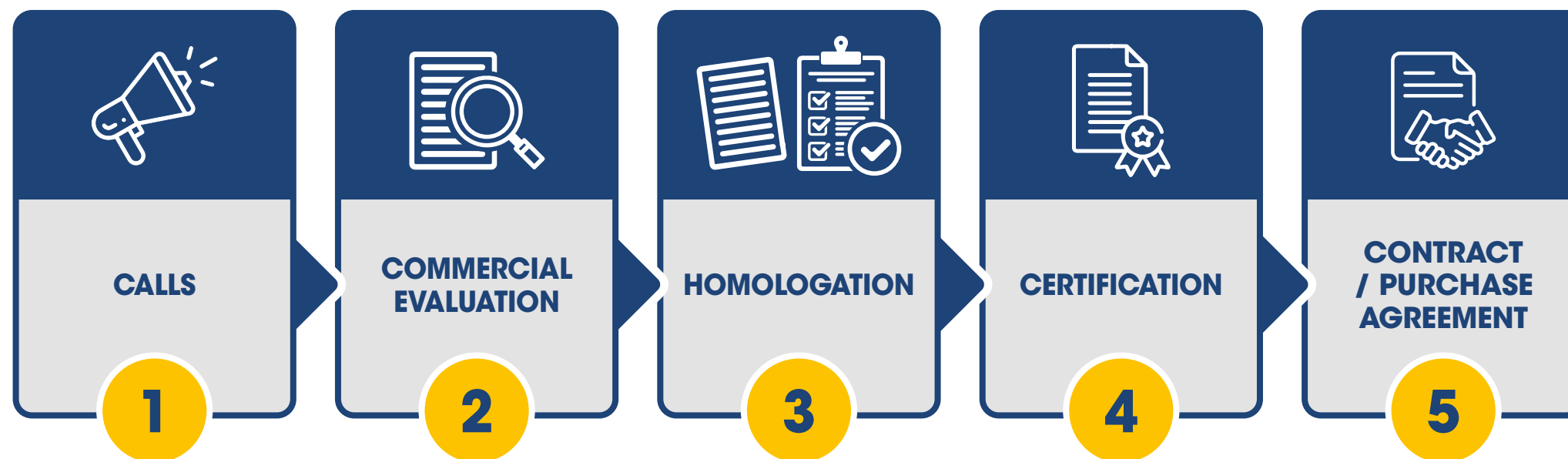
National
Suppliers
131'256,115





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In order to be able to contract with a supplier, it is necessary for the latter to pass stages prior to the signing of a contract or purchase agreement:



Both the homologations, carried out by an external company and the certifications, are processes that are carried out annually to maintain a quality standard in the products or services that it provides us, as well as compliance with safety, labor and environmental standards.



SUPPLIER DEVELOPMENT

Since 2012 we have promoted the improvement of our suppliers at the national level in financial, labor and operational matters; and since 2018, thanks to strategic alliances with public and private organizations, it has been possible to develop business improvement plans that raise the work standards of more than 130 strategic suppliers through various work methodologies, training and technical visits.

Thanks to this work and the commitment of the participating suppliers, risks of regulatory non-compliance and negative impacts on the environment are reduced, in addition, they have been raising their work standards, being increasingly competitive in the industry.

In 2021, we achieved the following:

- 97 suppliers published their GRI report with the support of TASA.
- 9 suppliers strengthened their labor, safety and commercial management thanks to the Supplier Development Program (SDP), managing to reduce their commercial dependency on TASA by 10%.
- 7 leading SDP vendors achieved ISO 9001 certification
- After 2 years, SDP has obtained a positive return: \$6.5 for every dollar invested
- In order to implement our own Development Platform, 2 innovation pilots were implemented at low cost, virtual and ad hoc to TASA's good practices

Archive photo (2020 sample)
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ANNEXES



Annex 1

STAKEHOLDERS

In 2021, through our mapping methodology of stakeholders and Katari platform (see page 82), we kept an updated record of the main actors in each area where we operate, and evaluated the type of relationship we maintain with them, determining their level of criticality. In turn, we collected perceptions about our management in social, environmental and labor issues, through our annual study of local reputation.

Based on the results obtained, we have been developing our Relationship Plan , which will allow us to have a more effective and personalized approach during 2022.

LIST OF STAKEHOLDERS

Macro stakeholders	Subgroups	
Shareholders	No subgroups	
Local	Media	
	National	
Shipowners	Preferred - iron fleet	
	Preferred - wooden fleet	
	Temporary	
Collaborators	Managers	
	Employees	
	Workers	
	Crew	
Community	Malabrigo	
	Chimbote	
	Samanco	
	Knew	
	Végueta	
	Callao	
	Pisco	
	Penthouse	
	Matarani	
	Pucusana	
	Associations of national artisanal fishermen	
Clients	Flour and oil	Importer
		Trader
		Formulator
	Frozen and fresh	Corporate
		Wholesalers
State	Shipyard	Corporate
	Oil with Omega profile	
	Local and regional governments	
	Central Government (Ministries)	
	Regulators	
Suppliers	Service Providers	
	Suppliers of goods	
Academy	National	
Scientific community	National	
ONG	National and International	
Guilds	National and International	

COMMUNICATION CHANNELS WITH OUR STAKEHOLDERS

The communication approach we maintain with our stakeholders is bidirectional and promotes a direct, timely and transparent link. Our communication channels seek to provide reliable information about the company and collect the expectations and interests of internal and external audiences.

	Media	Shareholder	Shipowners	Clients	Collaborators	Communities	State	Suppliers	Academia	Scientific Community	BEE	Guilds
Sustainability Report	×	×	×	×	×	×	×	×	×	×	×	×
Consultation panels of sustainability				×	×	×	×	×	×		×	
Web	×	×	×	×	×	×	×	×	×	×	×	×
Social Media	×	×	×	×	×	×	×	×	×	×	×	×
Broadcasting material & external communication	×			×		×	×	×			×	×
TASA Comunica	×		×			×	×	×				
Broadcasting material & external communication					×							
Intranet					×							
Whatsaap					×							
TV sets in dining rooms					×							
Integrity Channel		×	×	×	×	×		×				

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In addition to this usual communication, we develop communication spaces that allow us to know in depth the points of view of our different audiences. Within the framework of this report, we developed consultations with 6 stakeholders:

INTEREST GROUP	MEANS OF DIALOGUE	MAIN FINDINGS
Trade unions of artisanal fishermen (as part of the Community interest group)	Virtual dashboards	<ul style="list-style-type: none"> ➤ They identify sustainability with the conservation and availability of marine resources and highlight tasa's performance compared to the rest of the industry. ➤ As for other environmental issues, they consider that alliances can be developed to share good practices in waste management with other companies and authorities. ➤ They highlight working with local suppliers and investing in projects for the community (especially during the pandemic).
Mayors and authorities (as part of the State interest group)		<ul style="list-style-type: none"> ➤ They identify sustainability management with working with the community and highlight support during the pandemic. ➤ They recognize Tasa's good environmental performance, but request support to remedy the environmental impact of the industry as a whole. ➤ Although they do not know the products very well, they highlight the generation of local employment of the company, its good labour practices and SSO and regulatory compliance.
Collaborators and their families		<ul style="list-style-type: none"> ➤ They highlight the company's circular economy and marine resource care approach , as well as its concern for the community. ➤ Recognize Tasa's interest in providing very high quality products, backed by certifications. ➤ In labor issues, the company's interest in the employee, his family and his well-being stand out. They consider that there are labor requests still pending attention and that virtual training and psychological accompaniment can be strengthened after the pandemic.
Clients	Digital surveys	<ul style="list-style-type: none"> ➤ They consider that Tasa has a good performance in sustainability, reflected in its SMETA results, the measurement of its carbon footprint and its initiative for sustainable fishing. ➤ They believe that the progress of their Sustainability Program should be reported more frequently.
Suppliers	Digital and telephone surveys	<ul style="list-style-type: none"> ➤ They consider that Tasa has a good performance in sustainability and highlight the work they do together for its development. ➤ They know and value the company's support to the community in the face of the pandemic and the importance of its program for the care of the marine ecosystem.
Environmental specialists and authorities	Virtual interviews	<ul style="list-style-type: none"> ➤ They recognize the leadership of Tasa with the Cuidamar program and the standard they have set for the Peruvian fishing industry. ➤ They consider it necessary to have a greater dialogue and work with artisanal fishermen, as well as the possibility of integrating them into their value chain through a new inclusive line of business. ➤ While they consider that there is a good environmental performance in general, they consider it important to optimize waste management in ships.

The interests and opinions of the stakeholders consulted were incorporated in the updating of material topics.

ANNEX 2

MATERIALITY 2022

MATERIALITY UPDATE

From the processes of dialogue, we proceeded to carry out a new study of material issues. This process has allowed us to incorporate the main topics developed in the main international sustainability guidelines and standards, both those related to the fishing industry and those of general scope. We have also taken into account the best practices reported by other international fishing companies and the expectations gathered from our stakeholders.

¹ International Fishmeal and Fish Oil Organization

² Global Organization for EPA and DHA Omega-3s

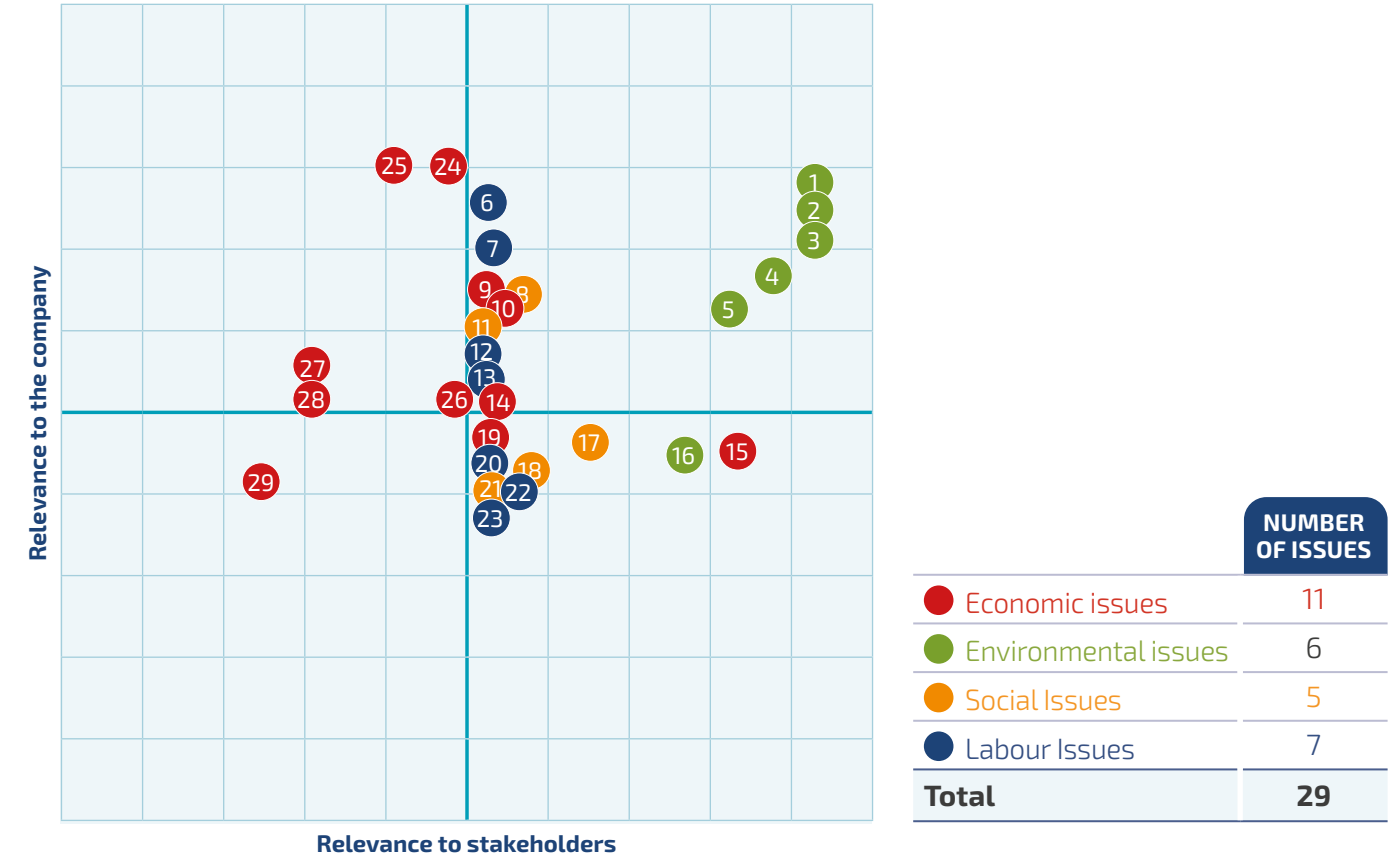
³ World Economic Forum

This page conforms to GRI 102-46,102-47,102-21

STAGES OF THE MATERIALITY PROCESS

Stage 1: Review of previous material topics

We review the material issues considered in the previous materiality processes, in order to verify the validity of these or update their scope.



¹ International Fishmeal and Fish Oil Organization

² Global Organization for EPA and DHA Omega-3s

³ World Economic Forum

This page conforms to GRI 102-46,102-47,102-21

LIST OF MATERIAL TOPICS

No.	CATEGORY	INITIAL TOPICS	COVERAGE
1	Environmental	Care for marine ecosystems and their biodiversity	External
2	Environmental	Prevention of pollution of bay and sea	External
3	Environmental	Impact of climate change and phenomena on the sustainability of the marine resource and measures to ensure its availability	External
4	Environmental	Effluent management, waste and prevention of spills	External / Internal
5	Environmental	Management of emissions and carbon footprint	External / Internal
6	Labor	Safety and health of employees	Internal
7	Labour	Human rights	External / Internal
8	Social	Safety, Health and Nutrition of the community	External
9	Economic	Regulatory compliance applicable to the activities of the company	Internal
10	Economic	Supplier Development	Internal
11	Social	Social investments in the community (education and infrastructure)	External
12	Labor	Development and retention of talent	Internal
13	Labor	Inclusion, equity and diversity	Internal
14	Economic	Fishing rights and other contributions	External
15	Economic	Circular economy and investments with environmental criteria	Internal
16	Environmental	Water Management	Internal
17	Social	Relationships with artisanal fishermen	External
18	Social	Adaptation to Climate Change in communities	External / Internal
19	Economic	Generation of employment opportunities	External
20	Labour	Work environment, culture and internal communication	Internal
21	Social	Community Economic Development	External
22	Labour	Welfare of employees' families	Internal
23	Labour	Labour relations	Internal
24	Economic	Prevention of corruption	Internal
25	Economic	Quality, safety and traceability of the product and certifications	External / Internal
26	Economic	Relationship with shipowners	External
27	Economic	Business intelligence, trends and new products	External / Internal
28	Economic	Innovation and scientific research	Internal
29	Economic	Product diversification	Internal

This page conforms to GRI 102-46,102-47,103-1

Stage 2: Identification of the sustainability context

We review various sources to evaluate the validity of the material themes of previous processes and the identification of new topics. This allowed us to establish the sustainability context of the company internally, locally and internationally:

- International and sectoral sustainability guides
 - Dow Jones Sustainability Index
 - Seafood Stewardship Index
 - The State of World Fisheries and Aquaculture 2020 (FAO)
 - IFFO Report 2020
 - GOED Report 2020
 - WEF Global Risks Report 2021
 - Global Risks Report 2021 de WEF
- Benchmarking with 9 leading companies in the sector.
- Local context of the regions where the company operates through the Regional Social Progress Index 2019.
- Internal context through the review of internal company policies and archiving of press impacts.

Stage 3: Prioritization

Establishing the sustainability context allowed us to get a list of topics to prioritize. For this prioritization we took into account the expectations of our stakeholders, obtained through the dialogues indicated in the "Dialogue with stakeholders" section, and the internal surveys carried out with the company's managers, where they evaluated the relevance of each topic.

Stage 4: Validation

The results of the prioritization of sustainability issues were validated by our Sustainable Development team. Thus, the material themes are developed in this report and will be incorporated into the company's sustainability management.

ANNEX 3

HUMAN RIGHTS MANAGEMENT

HUMAN RIGHTS STUDY

In 2021 we carried out the first study on our compliance with human rights with the aim of identifying possible gaps with respect to international standards and developing an improvement plan that allows us to consolidate our management.

This study included an in-depth research on the local and international industry, as well as interviews with various areas of the company (Legal, Patrimonial Security, Audit, Social Management, Third Party Management, Human Management, Safety, Occupational Health and Environment (SSOMA), Labor Relations, Strategic Planning and Logistics), to offer, as a final product, an action plan for the following years.

To ensure a comprehensive approach to human rights, the following aspects or dimensions were analyzed:

Commitment

- Public statement.
- Governance structure.
- Aligned incentives.

1

Risks and controls

- Assessment of risks and impacts to human rights in the activities of the company and its supply chain.
- Mitigation and monitoring plans.

2

Training

- Human Rights Training for employees, suppliers and key players.
- Internal and external dissemination of the company's commitments and standards.

3

Complaint mechanisms

- Formal processes for receiving complaints.
- Evaluation of non compliance cases with Human Rights among the complaints received and investigated.

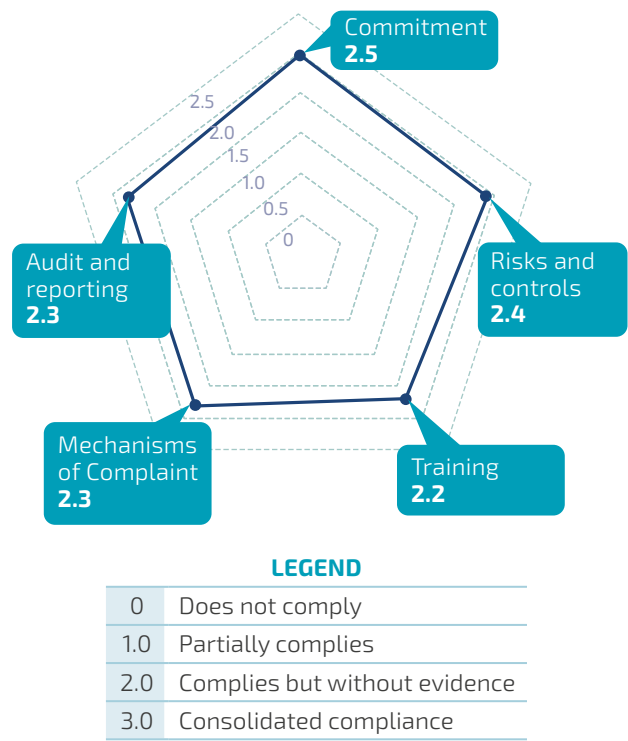
4

Remediation measures

- Remediation mechanisms to repair non compliance cases.
- Public report.

5

As a result, our good compliance was highlighted with the various issues evaluated, without leaving aside opportunities for improvement, such as generating a more comprehensive work approach that enhances internal synergies, includes stakeholders and allow us to lead the Human Rights agenda on a the business and Trade union level.



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GRI CONTENT INDEX



For the Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report. The service was performed on the Spanish version of the report.

GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 101: Fundamentals 2016			
General Contents			
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 6	
	102-2 Activities, brands, products and services	Pages 6,7 and corporate website https://bit.ly/ProductosyServiciosTASA	
	102-3 Location of the headquarters	The Central Administration office is located at Jiron Carpaccio #250, 11th floor - San Borja, Lima 41 - Peru	
	102-4 Location of the operations	Page 8	
	102-5 Ownership and legal form	Page 6	
	102-6 Markets served	Page 9 and corporate website https://bit.ly/PresenciaTASA	
	102-7 Organization Size	Pages 8,28-35 https://bit.ly/DatosGeneralesTASA	
	102-8 Información sobre empleados y otros trabajadores	<ul style="list-style-type: none">The company Tecnológica de Alimentos S.A. has three types of contracts: indeterminate, term modality and internships. The total number of employees in the category of indeterminate contract is 1411, of which 1290 are men and 121 are women. About the term category mode, the total number is 1576, of which 1314 are men and 262 are women. At last 20 employees work under the modality of internships, of which 12 are women and 8 are men.1411 employees work on a permanent employment contract, of which 321 belong to Zona Norte (Malabrigo, Samanco, Chimbote, Astillero), 1042 to the Zona Centro	

GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 102: General Disclosures 2016	102-8 Information about employees and other workers	(plants Supe, Vegueta, Centro (plants Supe, Vegueta, Callao, Pisco, Pucusana, San Borja) and 48 to Zona Sur (Atico and Matarani plants). On the other hand, 1596 collaborators by temporary employment contract, of which 220 belong to Zona Norte (Malabrigo, Samanco, Chimbote, Astillero plants), 1369 to Zona Centro (Supe, Vegueta, Callao, Pisco, Pucusana, San Borja plants) and 7 to the Zona Sur (Atico and Matarani plants). • 3001 employees have full-time employment contracts, of which 2616 are men and 391 are women.	
	102-9 Supply Chain	Page 82	
	102-10 Significant changes in the organization and its chain of supply	Pages 2-4	
	102-11 Principle or approach of precaution	Pages 20-23,37-46	
	102-12 External initiatives	Page 7	
	102-13 Membership of associations	Page 7	
	102-14 Statement of senior executives responsible for decision-making	Pages 2,4	
	102-16 Values, principles, standards and norms of conduct	Pages 12,13,17,24 y sitio web corporativo https://bit.ly/PolíticasTASA	
	102-17 Mechanisms of advice and concerns Ethical	Page 25	



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GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 102: General Disclosures 2016	102-18 Governance structure	Page 10 y sitio web corporativo https://bit.ly/PlanaGerencialTASA	
	102-20 Board-level responsibility for economic, environmental, and social issues	Pages 10,11 and corporate website https://bit.ly/PlanaGerencialTASA	
	102-21 Consultation with groups of interest in economic issues, environmental and social	Pages 88,89	
	102-22 Composition of the highest governance body and its committees	Page 10 and corporate website https://bit.ly/PlanaGerencialTASA	
	102-40 List of groups of interest	Page 86	
	102-41 Negotiation agreements collective	<ul style="list-style-type: none"> • SUPNEP: 99,9% • SYNTHETASE: 17% • SINTRATASE: 24% • C.DE SHIPYARD: 50% • SITPA: 44% 	
	102-42 Identification and selection of stakeholders	Page 86	
	102-43 Approach to participation of the groups of interest	Pages 87,88	
	102-44 Issues and key concerns mentioned	Pages 89,90	
	102-45 Entities included in the consolidated financial statements	Consolidated financial statements only include Tecnologia de Alimentos S.A. (TASA).	
	102-46 Definition of contents of the reports and Coverage of the topic	Pages 89,90	
	102-47 List of Material Topics	Page 89,90	
	102-48 Restatement of information	There are no restatements of information with respect to the previous sustainability report.	
	102-49 Changes in reporting	The materiality study has been updated for the preparation of the sustainability report - 2021 edition. It should be noted that while the themes remain mostly maintained, the following topics have been considered: focus on infrastructure and post-covid health and nutrition in communities.	

This page conforms to GRI 102-55

GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 102: General Disclosures 2016	102-50 Period subject to the report	2021	
	102-51 Date of last report	2020	
	102-52 Cycle of elaboration of Reports	Anual	
	102-53 Point of contact for questions about the report	Maria Pia Dyer Jacobs Deputy Legal Manager and Corporate Affairs myder@tasa.com.pe	
	102-54 Declaration on the preparation of the compliance with GRI standards	This report has been drawn up in compliance with the Essential option of GRI standards	
	102-55 Table of contents grey	Pages 92-96	
	102-56: External verification	The Sustainability Report does not have an external verification	
Material topics			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 17	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> • Ventas: 518 MM\$ • Planillas: 83.8 MM\$ • Proveedores: 351.3MM\$ • Gastos e ingresos financieros: 6.7MM\$ • Pago de tributos: 13.5MM\$ (incluye participaciones) 	
	201-2 Financial implications and other risks and temporary do this, derived from climate change	According to the matrix of strategic risks, the following risk linked to climate change has been identified: lower quotas for of resource variability (scarcity opportunities of anchovy). To we have planned to develop projects to compensate for long-term volume issues (biomass prospecting), aligned with our commitment to preserve the marine resource.	

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GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 201: Economic performance 2016	201-3 Obligations of the Defined Benefit Plan and Other Retirement Plans	At TASA we are interested in the well-being of our workers. Therefore, the Program was designed Exceptional Voluntary Retirement, which is totally voluntary and is aimed at two specific audiences. Staff in the groups can apply confidentially and reserved in front of an evaluation committee.	
	201-4 Financial assistance received from the government	As part of the financial assistance of the Supplier Development Program have been co-financed 5/778,211 since 2020. During 2021, a total of 5/251,284 was invested.	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 60	
GRI 202: Market presence 2016	202-2 Proportion of senior executives hired from the local community	100% of the senior executives, superintendents of fishmeal and fish oil plants, are hired from the local community. It is worth mentioning that the company defines "local community" as the location of our significant operations, such as our fish HyA plants.	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 20,21	
GRI 203: Indirect economic impacts 2016	203-1 Investments in infrastructure and supported services	Page 79	
	203-2 Significant indirect economic impacts	Pages 22,23,77,84	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 82,83	

GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 204: Procurement Practices 2016	204-1 Proportion of expenditure on local suppliers	Page 82	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 26	
GRI 205: Anti-corruption 2016	205-1 Operations evaluated for risks related to corruption	Quarterly monitoring of the action plans of 14 Operational Managements will be carried out: Legal and corporate affairs, Commercial, Human Management, IT, Operations, Maintenance, HSE, Logistics, Finance, Comptroller, Project, Quality, Shipyard and Fishing.	
	205-2 Communication and training on policies and procedures anti-corruption	Pages 24-26	
	205-3 Confirmed incidents of corruption and measures taken	The company Tecnológica de Alimentos S.A does not register cases of corruption during the period 2021	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 45,48,49	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 48	
	302-3 Energy intensity	Page 49	
	302-4 Reduction of energy consumption	Page 49	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 45,50	
GRI 303: Water and Effluent 2018	303-1 Interaction with water as a shared resource	Page 50	
	303-2 Management of impacts related to water discharges	Page 47	
	303-5 Water consumption	Page 50	

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GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 37-44	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Pages 37,38	
	304-3 Protected or restored habitats	Page 44	
	304-4 Species appearing on the UINC Red List and in national conservation listings whose habitats are in affected areas by operations	Page 43	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 45,49	
GRI 305: Emissions 2016	305-1 Direct GHG emissions (scope 1)	Page 49	
	305-2 Indirect emissions of GHG generating energy (scope 2)	Page 49	
	305-3 Other indirect GHG emissions (scope 3)	Page 49	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 47,51	
GRI 306: Effluents and waste 2016	306-1 Waste generation and significant waste-related impacts	Page 52	
	306-2 Management of significant waste-related impacts	Page 52	
	306-3 Waste generated	Page 52	
	306-4 Waste diverted from disposal	Page 52	
	306-5 Waste directed to disposal	Page 52	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	

GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 45	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental legislation and regulations	Tecnoogia de Alimentos S.A does not register non-monetary sanctions during the 2021 period	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 60	
GRI 401: Employment 2016	401-1 New employee hires and staff turnover	Page 61	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Regarding the benefits, the comany Tecnológica de Alimentos S.A. provides the same benefits to full-time and part-time employees	
	401-3 Parental leave	<ul style="list-style-type: none"> All employees have the right to parental leave. 89 employees who took parental leave, of whom 9 are women and 80 are men. 89 employees returned to work in the reporting period after the end of parental leave, of whom 9 are women and 80 are men. 89 employees returned to work after the end of parental leave and remained employed 12 months after returning to work, of which 9 are women and 80 are men. 	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 68	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pages 68,71	
	403-2 Hazard identification, risk assessment and research of incidents	Page 72	
	403-3 Occupational health services	Pages 73,74	

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GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultations and communication on occupational health and safety	Pages 18,69	
	403-5 Training of workers on occupational health and safety	Pages 19,71	
	403-6 Promotion of workers' health	Pages 18,19,71-74	
	403-7 Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	Pages 18,19,68,69,71	
	403-8 System Coverage health and safety management on the work	Page 68	
	403-9 Workplace Accident Injuries	Page 70	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 60,63	
GRI 404: Training and Education	404-1 Average training hours for year for employee	Page 63	
	404-2 Employee Skills Enhancement Programs and Transition Assistance Programs	Pages 64,65	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 91	
GRI 412: Human rights assessment	412-1 Operations subject to human rights reviews or impact assessments	Page 91	

GRI STANDARD	CONTENT	PAGE NUMBERS OR URL	OMISSION
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 75,76	
GRI 413: Local communities 2016	413-1 Operations with local community participation, assessments of the impact and programs of development	Pages 75-81	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Pages 82,83	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers who have passed selection filters according to social criteria	Pages 82,83	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 26	
GRI 415: Public policy 2016	415-1 Contribution to political parties and/or representatives during the 2021 period	The Company Tecnológica de Alimentos S.A. does not record any contributions to political parties and/or representatives during the 2021 period	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Coverage	Page 90	
	103-2 The management approach and its components	Page 54	
GRI 417: Marketing and labeling 2016	417-1 Requirements for product information and labelling and services	Page 56	



Jirón Carpaccio #250, piso 11 - San Borja, Lima 41 – Peru

Phone (+511) 611-1400

Fax (+511) 611-1401

www.tasa.com.pe