



SUSTAINABILITY REPORT **2022**



MESSAGE FROM CHAIRMAN



Mario
Brescia Moreyra

We proudly present our fifteenth Sustainability Report, a document that follows the general standards and, for the first time, the new fishing sector criteria of the Global Reporting Initiative (GRI). The objective of the report is to reflect the efforts of the entire TASA team during 2022 and demonstrate its environmental, social and economic development commitment. This same commitment is what makes us live our purpose in a meaningful way. We nourish the world with high quality products and in harmony with the environment and the communities with which we work.

TASA's strategy for 2022 continued to be focused on achieving operational excellence, prioritizing the search for efficiency in all our processes and optimizing our product portfolio according to customer needs, exploring new businesses and promoting sustainability, both inside and outside the organization, to continue building an industry prosperous and responsible.

The high environmental variability of the Humboldt Current generated prevailing cold water conditions throughout the year, which led to a dispersal of anchovy schools. As a result, we had to make a much greater effort in fishing operations, where the

enormous commitment of the more than 1,000 TASA crew members who participated in both seasons, stood out.

TASA reported 882,966 tons between its own unloading and that of third parties during 2022, an amount 20% lower than in 2021. These results are mainly due to two factors: the late start of the second fishing season that significantly impacted the ability of the entire sector to complete your quota; and, on the other hand, the decrease in the fat percentage of the anchovy, impacting the production and quality of the meal, especially the oil yield.

It should be noted that one of the main achievements in our operation has been the consolidation of the Lean management model for manufacturing, where all of our plants have already been implementing this model to obtain efficiencies in the operation and obtain the greatest value from each process. These improvements have contributed to significantly reduce the accident rate by half compared to the previous year.

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Although 2022 was a challenging year for the anchovy fishery with irregular fishing in both seasons, international conditions and prices allowed us to achieve similar results to the previous year. Thus, we lead the commercialization of fishmeal and fish oil for another year, reaching a market share of 22% and 21%, respectively.

For TASA, sustainability is a fundamental piece for the continuity of the business, taking into account that we operate with ecosystems to generate value and we work together with communities to carry out projects. For this reason, our focus on sustainability is part of the business strategy and is materialized in two pillars that guide our vision of sustainable development: "We are allies in the development of coastal communities" and "We are guardians of the sea and the environment", foundations that are evidenced in strategic sustainability projects for the benefit of the communities where we operate.

To promote the progress of collaborators and coastal communities, we are proud to highlight the work done by the Family Well-being program: during 2022 we improved the homes of our workers thanks to co-financing granted by TASA. More than 180 employees and families received training in financial education and 244 volunteers participated in programs focused on mental health. In recognition of the improvements in quality of life provided to workers and their families, this program was the winner of the Creativity award, awarded by the Peruvian University of Applied Sciences (UPC) in the Human Factor category.

With the aim of promoting and contributing to the improvement of education in the country, it is important to mention the achievements obtained in the third edition

of the volunteer program "I learn with TASA", which year after year brings together volunteers within the company to serve as mentors for the children of our workers who present challenges regarding the learning of language and mathematics. There were 105 children who benefited and 150 volunteers who participated, allocating close to 760 hours of accompaniment. As a complement, and for the benefit of students in the areas where we operate, the "Learning Networks" program trained 220 teachers in matters related to Environmental Education and Citizenship, strengthening the capacities of public school teachers and caregivers.

Likewise, we continue to promote our sustainable artisanal fishing program, La Red, for the benefit of the artisanal fishing community of our coast. This reached its first year of commercial activity through a primary processing plant located in Chimbote, processing more than 10 tons of artisanal fishing with a sustainable approach. Thanks to two competitive funds from PRODUCE's National Fisheries and Aquaculture Innovation Program, the plant expanded its cold capacity from one to six tons, and installed a system for the reuse of organic waste produced by the plant itself for its transformation into biol, an organic fertilizer free of toxicity.

In the case of the Supplier Development Program, efforts continued to involve more micro and small companies in the development of Sustainability Reports, thus reaching 106 reports generated and aligned with the company's sustainability culture.

Regarding the pillar of care for the sea and the environment, focused on guaranteeing an excellent operation based on the use of practices that ensure the sustainability

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of marine and natural resources, we continue to promote the "Cleaner Production" project. It leads the company's environmental management efforts and has the goal of achieving a 20% reduction in the carbon footprint and a 35% reduction in the water footprint by 2030. Thanks to these commitments, we were the first Peruvian fishing company to access a sustainable credit which links credit costs to environmental performance indicators in favor of Sustainable Development Goal 13: Climate Action. In addition, we received the Clean Peru Seal from the Ministries of Environment and Production, for compliance with the Clean Production Agreements where we were the first fishing company to report these results.

Our Cuidamar fishing model, which seeks to promote a sustainable fishing culture in TASA, demonstrated that crew members can be true agents of change and ambassadors of good practices in the industry, was invited for the second time to renew conservation commitments before the United Nations at the II Conference of the Oceans in Lisbon, where we were the only Peruvian company to assume this type of commitment. Likewise, the program defined expanding its scope to ship-owners and artisanal fishermen with components of awareness and training in monitoring

and conservation of the marine ecosystem. We currently have 93% of TASA crew members trained in the Cuidamar model.

I conclude by deeply thanking each of the workers of our beloved company. I am proud to lead an organization so committed to our country: Peru. A country full of wealth and opportunities. Let's keep working to make it better for all of us who are part of this great TASA family. We are here for a 2023 full of successes and opportunities!



Mario Brescia Moreyra

CHAPTER 1: OUR COMPANY



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GENERAL DATA

In accordance with its statute, **Tecnológica de Alimentos S.A. (TASA)** is dedicated to the fishing activities of extraction, transformation and commercialization of hydrobiological resources for direct, indirect and non-food human consumption, in the means, manner and conditions established by the General Fisheries Law, its regulations and other complementary regulations.

In the same way, it can dedicate itself to industrialize, transform, manufacture, distribute, export, import and commercialize (i) derived oils and fatty acids (including their refining, processing and sale); (ii) products derived from raw materials, supplies and products for mass consumption, mainly for the food industry or for human or animal consumption, in its most varied forms (including its processing and sale); and (iii) nutraceutical, pharmaceutical or vitamin supplement products.

In order to carry out its functions and carry out activities related to it, the company, which will be able to carry out all the acts and enter into all the contracts that the law allows for corporations, started its fishmeal and fish oil processing activities in October 2002 and of products for human consumption in January 2003. TASA is a company that has consolidated over the years with the merger of companies such as Sipesa, Epesca, Pesquera Fátima S.A.C., Empresa Pesquera Oboll S.R.L., as well as with the acquisition of Pesca Perú Callao South S.A. On January 1, 2016, TASA also absorbed TASA Omega S.A., a company dedicated to refining fish oil, EPA and DHA concentration, and marketing these products. RATE Omega S.A. was extinguished without being liquidated.

As of December 31, 2022, detailed below is the shareholding composition of TASA:

SHAREHOLDER	N° OF SHARES	VALUE OF SHARES	%
Breca Pesca SAC	971,373,379	S/ 971'373,379.00	99.9962
Succession of Domingo Julio Huamani Eliot and Carmen Modesta de la Cruz Ramos	16,720	S/ 16,720.00	0.0017
Odón Teves León	11,802	S/ 11,802.00	0.0012
Julio Nasaël Neyra Contreras	8,852	S/ 8,852.00	0.0009
TOTAL	971,410,753	S/ 971,410,753.00	100

This page conforms to GRI 2-1, 2-3

Nominal value: S/. 1.00

ABOUT US

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

Our purpose is to guarantee the nutrition of tomorrow. This is due to the production of protein with a sustainable approach. However, we not only nourish the food chain, but we also seek to “nourish” our collaborators, through their development or training, and the communities where we operate, in which we seek to promote practices focused on their well-being and the planet. In this way we collaborate with the sustainable growth of our industry.



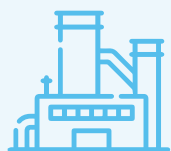
THE PEOPLE

Our people are the most valuable thing we have. That is why we develop their talent in plants, ships and offices, where we train change agents with a vision for innovation and sustainability. We promote ethics, professionalism and safety, above all. With the communities where we operate, we create opportunities for the development and integral well-being of the families of our collaborators and of society.



THE PLANET

Internally we practice operational excellence and sustainable processes to generate a low impact on the environment. We take care of the oceans by leading regulatory changes to comply with global standards. We will continue to be a management model that also seeks the sustainability of our products, thereby preserving our natural resources.



THE INDUSTRY

Our products play a vital role in the world's food security. We remain open to global innovations by offering value-added products that respond to the specific needs of different market niches. Thus, we transform the industry to transcend time.

WE ARE PART OF



Breca is a diversified business conglomerate with operations in Peru, Chile and Brazil, with more than 130 years of history. Its founders, Fortunato Brescia Tassano and Maria Catalina Cafferata, his wife, established a culture of values, among which are integrity, a passion for learning, innovation and a 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.

Breca's purpose is **“We inspire to transcend”**, which is materialized through the commitment to innovation, sustainability and talent development.

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OUR VALUES



At TASA, we know that the only constant is change and that our culture is the compass that defines our north to continue sailing successfully. For this reason, in 2022 we began updating our SEROT and transformed our values into 4 cultural principles: Safety and Sustainability; Focus on people; Results and Excellent Operation; Teamwork

In addition, we incorporate the value of "integrity" into our logo, not as another principle, but rather as a transversal guide to our entire culture.



The main objective of 2023 is to disseminate these updates to our collaborators so that each of them lives our cultural transformation in their day-to-day lives.



This page conforms to GRI 2-23

We are part of the following organizations

We maintain participation in union spaces and business representation that are aligned with our purpose and business objectives in order to support the development and skills of the sector, as well as contribute to the process of economic growth in our country.

 At the national level	➤ National Fisheries Society (SNP)
	➤ Producer Associations (APRO), non-profit civil organizations created to strengthen the relationship of fishing companies with the communities where they operate.
	➤ Peruvian Foreign Trade Society (Comex)
	➤ Association of Exporters of Peru (ADEX), union that promotes foreign trade in the country.
	➤ Sustainable Peru, a union that promotes social responsibility and business sustainability in the country.
	➤ Since 2015, we have participated in the Biodiversity and Business initiative, promoted by the Peruvian Ministry of the Environment (Minam), as a space for interaction and exchange of information, knowledge, and experiences between the business sector and the State.
 On an international level	➤ We maintain work agreements with the Geophysical Institute of Peru (IGP) and the Peruvian Sea Institute (Imarpe), both in order to promote scientific research on the Peruvian sea and its biodiversity.
	➤ From our role as exporters of marine products, we are members of the Peruvian China Chamber of Commerce CAPECHI to promote commercial operations and exchange between Peru and China.
	➤ We contribute with OANNES, who disseminate and promote a culture oriented to the development of the ocean, through the enhancement of projects related to the ocean.
	➤ The Marine Ingredients Organization (IFFO), an organization dedicated to promoting the marine ingredients industry worldwide.
	➤ Global Organization for EPA and DHA Omega -35 (GOED Omega 3), dedicated to promoting the benefits and consumption of this type of fatty acids.
	➤ 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 Underwater), 8 (Decent Work and Growth economy), 9 (Industry, innovation and infrastructure).

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BUSINESS LEADERSHIP

In 2022, the board of directors was made up of ten directors, eight regulars and two substitutes, who establish and control compliance with the guidelines for the management and operation of TASA, such as values, ethical principles, corporate standards and policies. The board of directors is also in charge of analyzing the performance of the company, risk management and human talent management through the direct report of senior management, to which they delegate the management of the operation and administration of the organization.

BOARD MEMBERS

Mario Augusto Miguel Brescia Moreyra	> Chairman
Fortunato Juan José Brescia Moreyra	> Director
Rosa Augusta Brescia Cafferata Vda. de Fort	> Directora
Pedro Manuel Juan Brescia Moreyra	> Director
Alex Paul Gastón Fort Brescia	> Director
Jaime Aráoz Medanic	> Director
Robert Damian Friday	> Independent Director
Sacha Andrés Ilic Huerta	> Independent Director
Miguel Ángel Salmón Jacobs	> Alternate Director
Pedro José Malo Rob	> Alternate Director

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MANAGEMENT PLAN

As of December 31, the management team was made up of 15 managers and as follows.

- Gonzalo De Romaña > General Manager
- Edward Sojo > Central Manager of Integrated Operations
- Juan Carlos Galdos > Central Administration and Finance Manager
- Ernesto Montagne > Legal and Corporate Affairs Manager
- Ángel Martínez > Human Management Manager
- Gonzalo Cáceres > Commercial Manager
- Rubén Namihas > Audit Manager

- Luis Marsano > Industrial Operations Manager
- Ernesto Buenaño > Fishing Operations Manager
- Derek Forsyth > Quality manager
- Juan Luis Laghi > Financial and Strategic Planning Manager
- Fabiola Thorne > Supply Chain Manager
- Sonia Torres > Controllership Manager
- Julio Yzaguirre > Information Technology Manager
- Humberto Moreno > EH&S Manager
- Ernesto De Las Casas > Maintenance manager

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TASA'S 20TH ANNIVERSARY

This 2022 we celebrate the first 20 years of foundation. Throughout these two decades we have been part of the development of the sector, leading many initiatives, which later became a standard.

We have been one of the main promoters of biomass conservation, with which we have seen its progressive growth, and we have even attended to the needs of our people and communities in the face of devastating scenarios such as the 2007 Pisco earthquake and the spread of covid-19 in 2020.

For each of these moments we had the support of talented teams that positioned us as the leaders in the production of fishmeal and fish oil. Some of the milestones that led us to this point were:



Acquisition of the Sipesa Group, and we became the largest producer of fishmeal and fish oil in the world. The Callao plant was also inaugurated, which, in addition to producing fishmeal and fish oil, has the largest frozen food plant in South America.



We completed the installation of the solids recovery system in the pumped water in all our plants considered in the Adaptation Program and Environmental Management (PAMA).



Launch of the Family Well-being initiative; We were awarded the Equilibrium, Balance, Life y Work award from the Ministry of Work and Employment Promotion; Launch of our SEROT values and culture.



Cuidamar, our sustainable fishing model, won the Latin America Green international award, the most important sustainability award on the continent.

2002

Start of operations with 6 boats, 279 collaborators and 2 plants



2006

2010

Inauguration of the Chimbote plant, which made it possible to achieve 99.99% efficiency in the use of fishing.



2011

2014

Investment of US\$ 60,000,000 in the construction of the Omega plant.



2019

2020

First fishing company to sign the Cleaner Production Agreement of the Ministry of the Environment (MINAM) and of Production for a better management of our waste.



2021

2022

We won the Business Creativity award in the category of human factor thank you to the efforts put in our Family Well-being project



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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 the environment.

To this end, our processes have focused on the following:



Ensure the excellence of our operations seeking efficiency in all our processes through its digital (technology, agility and data analytics) and cultural (Lean) transformation



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



Lead sustainability in the industry to continue being world leaders in the control and monitoring of hydrobiological resources

TRANSFORMATION FOR OPERATIONAL EXCELLENCE

In 2022 we maintained our focus on innovation and focused our efforts on optimizing standards and operating processes.

BUSINESS AGILITY

The business agility area leads the agile transformation at TASA. Its objective is to support multidisciplinary teams so that they anticipate the capture of value.

Since 2020 we have been working with an agility model divided into three levels: strategic, portfolio and execution. The level of strategic agility refers to working closely with leaders to promote an agile mentality, create the management model, and form multifunctional teams. Secondly, the portfolio agility level consists of supporting teams to discover new initiatives and incorporate management models that facilitate short-term planning. Finally, execution agility is linked to facilitating agile frameworks, which complete an execution cycle in the initiatives proposed by the teams.

We have a skills project that seeks to promote an agile mentality in the organization. For this, an agile community was created since 2020, to which collaborators voluntarily apply and enter to be part of it. We promote knowledge through activities, events and training throughout the year.

STRATEGIC AGILITY	PORTFOLIO AGILITY	AGILITY EXECUTION
<ul style="list-style-type: none">• Agile leadership• Agile management and governance model• Organization and roles	<ul style="list-style-type: none">• <i>Discovery of opportunities and new initiatives</i>• Management model OKRs and QBRs• Planning and interdependencies	<ul style="list-style-type: none">• Agile immersion• Ceremonies/ events and agile frameworks• Agile execution cycle



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DATA ANALYTICS

The purpose of the analytical data team is to turn TASA into a data driven organization, which implies that each leader has the necessary tools to find perspectives and take actions supported by data that maximize the value generated.

During 2022, through the Data & Analytics Capacities program, 50 people were trained to understand the use of data in the business, the main knowledge provided being descriptive analysis, predictive analysis, optimization and clustering.

Our collaborators, based on the knowledge acquired and the experience in their roles, worked on 10 different projects through the accompaniment of the data analytics team, in order to scale up and prioritize the solutions of greatest value for the organization.

LEAN

In 2019, an internal diagnosis was carried out to identify opportunities for improvement in production processes. According to this context, Lean emerges as a management model based on high performance systems, which seeks

to transform the operation in its key axes: safety and sustainability, quality, productivity, costs, capacities and culture. Specifically, Lean at TASA is a work path towards operational excellence, which pursues the following main objectives:

1. Systematize the eradication of losses.
2. Develop capacities to achieve a high performance culture

To achieve these objectives, there are 10 work pillars (leadership, education and training, autonomous management, progressive maintenance, safety and environment, focused improvement, initiative management and innovation, quality management, supply and organization), whose leaders work, through work processes, to promote Lean activities aligned to the business.

During 2022, the Lean model was implemented in all areas of the Callao, Pucusana, Malabrigo and Chimbote plants. In addition, we obtained phase 1 certification at the Samanco, Supe, Vegueta and Pisco plants. As the next challenges, we hope to advance by consolidating the model in plants, and continue with the training and development of facilitators and internal auditors. In the same way, we will seek to implement a self-development pilot in plants.



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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 other stakeholders.

In 2022, we updated our sustainability strategy, which includes the following points:

Our sustainability pillars	We are guardians of the sea and the environment	We are allies in the development of coastal communities	
Our contribution to the SDGs	<div><div>14 LIFE BELOW WATER</div><div>6 CLEAN WATER AND SANITATION</div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>13 CLIMATE ACTION</div></div>	<div><div>4 QUALITY EDUCATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>	
Our strategic social and environmental sustainability projects	Cuidamar Model	Family Wellness	Artisanal fishing model-La RED
	Cuidamar artisanal	Supplier Development Program (PDP)	I learn with TASA
	Cleaner Production	Diversity, Equity and Inclusion (DEI)	Learning networks

This page conforms to GRI 3-3

► Click on the project name to see more information ◀

We closed the year with the following results

In 2022, for the fourth 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 fisheries sustainability. This work strategy has allowed us to strengthen the culture of sustainability in a transversal way and ensure 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 meets the objective of keeping the sustainability proposal aligned with the business vision, and promoting innovation and the search for shared value.

US\$ 1,210,699

Investment in strategic projects with social and environmental impact.

WE OBTAINED FOR TENTH YEAR

The "Socially Responsible Company" distinction granted by Perú Sostenible. Our results allowed us to lead the ranking in the industry, in this social, labor and environmental evaluation.

WE ARE THE FIRST PERUVIAN FISHERY

In subscribing a sustainable credit, which allows us to continue working in favor of actions that reduce climate change.

WE DRAW UP A PLAN TO 2030

to reduce our carbon footprints and water, and boost our focus on circular economy. We obtained the Perú Limpio seal and we are renewing a second agreement.

WE ARE THE ONLY COMPANY

which renewed its commitments to SDG 14 Life below water at the United Nations Ocean Conference.

WE ARE WINNERS

in the Human Factor category of the business Creativity award with the Family Well-being project.



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Project	Objective	Achievements 2020	Achievements 2021	Achievements 2022	Link with SDG	Ambition
Cuidamar Model	Contribute to the management of the Peruvian fishery with an ecosystem approach and conservation of the marine ecosystem, through the development of a model of good sustainable fishing practices, whose main agent of change is fish.	<ul style="list-style-type: none"> ➤ 65% of the TASA crew trained in the Cuidamar application. ➤ More than 9,000 records of sightings with 1,800 of the presence of marine fauna. ➤ Development of the Cuidamar index. ➤ Design of the plan: Cuidamar Bahía and cultural strengthening. 	<ul style="list-style-type: none"> ➤ We increased the number of Cuidamares to 96. ➤ 97.4% of species were released alive. ➤ Thanks to the Cuidamar digital application, we achieved more than 37,000 records, of which 25% report the presence of superior predators and schools. 	<ul style="list-style-type: none"> ➤ 89% of crew members trained in the Cuidamar Model. ➤ More than 24,000 sightings of marine fauna and 988 records of releases to guarantee the care of marine species. 	➤ SDG 13: Climate action	➤ By 2025, expand the Cuidamar culture to third-party shipowners and artisanal fishermen
Desarrollo de proveedores	Contribute to the development and improvement of the standard of our critical suppliers through a training program that trains and advises them on management issues to increase their productivity, profitability and the improvement of their working conditions.	<ul style="list-style-type: none"> ➤ 140 suppliers publish their sustainability reports. ➤ 43 suppliers complete Score Short (blocks 1 and 2). ➤ 19 strategic suppliers participate in PDP. ➤ Approval of evaluation methodology based on reliability. ➤ BBVA (Bank) sustainable factoring line for the exclusive use of suppliers part of the program. 	<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 dependence on TASA by 10%. ➤ 7 outstanding PDP suppliers achieved ISO 9001 certification. ➤ After 2 years, PDP has obtained a positive return: US\$6.5 for every US\$1 invested. ➤ With the objective of implementing our own Development Platform, 2 innovation pilots were implemented at low cost, virtual and ad hoc to the good practices of TASA. 	<ul style="list-style-type: none"> ➤ Development of an exclusive training platform for TASA providers. ➤ 176 suppliers trained in good business practices and corporate ethics. ➤ 56 suppliers developed their first code of ethics. ➤ 106 suppliers developed their sustainability report under the GRI standards. 	➤ SDG 8: Decent work and economic growth.	➤ By 2025, consolidate a purchasing model with the ESG standard, which efficiently meets the needs of our operation.

Project	Objective	Achievements 2020	Achievements 2021	Achievements 2022	Link with SDG	Ambition
Family Well-being	Contribute to employees and their families living in healthy environments and generate skills to improve family finances.	<ul style="list-style-type: none"> ➤ Diagnosis of entrepreneurship in Atico, Pisco and Matarani ➤ Formalization of Ecomarea, the first company with nine partners. ➤ Second pilot in Pisco, Ica, with the participation of the wives of collaborators in the area. 	<ul style="list-style-type: none"> ➤ 3 new ventures established: Ecomarea, Quinti and Vida mar. Between the three businesses, more than 110 thousand soles were billed. ➤ Through Ecomarea, more than 3 tons of TASA fishing nets were reused. ➤ Investment of US\$ 150,000 in the Solidarity Fund to attend 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 first community of entrepreneurs, with 24 businesses underway. 	<ul style="list-style-type: none"> ➤ More than 180 employees and families received training in financial education. ➤ 9 improved workers' houses thanks to co-financing to adapt household services (bathrooms or kitchens). ➤ 244 volunteers participated in programs focused on mental health. ➤ UPC Business Creativity Award in the Human Factor category 	➤ SDG 10: Reduction of inequalities	➤ By 2030, 100% of TASA lives without gaps in housing, financial education, and mental health.
Artisanal fishing model-La RED	Design an artisanal fishing model that improves the quality of life of artisanal fishermen through entrepreneurship.	<ul style="list-style-type: none"> ➤ First sustainable fishing fair in Chimbote, Ancash. ➤ Commercialization pilot in Chimbote, Ancash. ➤ Commercial agreement with Pesco. ➤ Formalization of the La Red Fishermen's Association. 	<ul style="list-style-type: none"> ➤ More than 1 TN of raw material was supplied to the La Red plant through a nationwide supply chain (10 coves). ➤ 5/ 24 k were invoiced through the three commercial channels of the commercial pilot. ➤ New alliances were activated with Produce ("A comer pescado") and Shellcath (a technology consultant for artisanal fishing). ➤ We inaugurated the first artisanal fishing plant in the country along with with strategic allies. This plant has sanitary authorization and covid-19 protocol. 	<ul style="list-style-type: none"> ➤ More than 10 TN of products sold. ➤ More than US\$ 37,000 invoiced, with which the proposed goal was exceeded. ➤ Five artisanal fisheries formalized as SMEs. ➤ The Network became a creditor of the financing of the Program National Institute for Innovation in Fisheries and Aquaculture (PRODUCE) for more than S/. 490,000 to implement two projects. ➤ Two new sales channels were managed, such as Pesco Empresa (11%) and the National Fisheries Society (34%). 	➤ SDG 8: Decent work and economic growth	➤ By 2025, make La Red the main supplier at the national level of high-quality marine products from sustainable artisanal fishing.



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Project	Objective	Achievements 2020	Achievements 2021	Achievements 2022	Link with SDG	Ambition
Cleaner production	Work to reduce Greenhouse Gas (GHG) emissions in our operations, be efficient in using water and prioritize waste recovery to mitigate the effects of climate change by 2030.	<ul style="list-style-type: none"> ➤ US\$ 50,000 of benefit (valuation and savings by disposal). ➤ Signing of clean production agreement between Minam and Produce. ➤ New waste management policy. 	<ul style="list-style-type: none"> ➤ The six goals of the Clean Production Agreement were met. ➤ Regarding 2020, a 5% increase in the recovery of non-hazardous solid waste and 13% of hazardous. ➤ Compared to 2020, a 338% increase in profits for valuation, which reached more than S/ 335,000. 	<ul style="list-style-type: none"> ➤ We audit our carbon and water footprint. ➤ We implemented a condensate reuse pilot to reduce the water footprint in our production. ➤ 100% of workers and employees trained in waste management and climate action. ➤ We recovered 35% of our hazardous and non-hazardous waste. 	<ul style="list-style-type: none"> ➤ SDG 6: Clean water and sanitation. ➤ SDG 7: Affordable and clean energy. ➤ SDG 9: Industry, innovation and infrastructure. ➤ SDG 13: Climate action. 	<ul style="list-style-type: none"> ➤ By 2030, achieve a 20% reduction in carbon footprint (ratio CO2/hna), a 35% water footprint (m3/hna ratio) and by 2030 a 60% recovery of solid waste; and drive the industry towards the same goal.



ETHICAL MANAGEMENT

CODE OF CONDUCT

Our code of ethics and conduct is reviewed and updated every year. For this reason, in 2022, ratifying the objective of reflecting our fundamental values and beliefs, as well as those of the Breca Group, some modifications were included. Among the main ones, we can mention guaranteeing meritocracy in all our collaborators and ensuring that our suppliers comply with the current legal framework, and adopt equally demanding standards as TASA.

During 2022, we disseminated the content of our code of ethics and conduct 100% among our staff, through the Virtual Classroom platform and through audiovisual materials. In both cases, employees received the updated code of ethics in a downloadable digital format. Some results achieved were:

100%
compliance in
employees

100%
compliance in
workers

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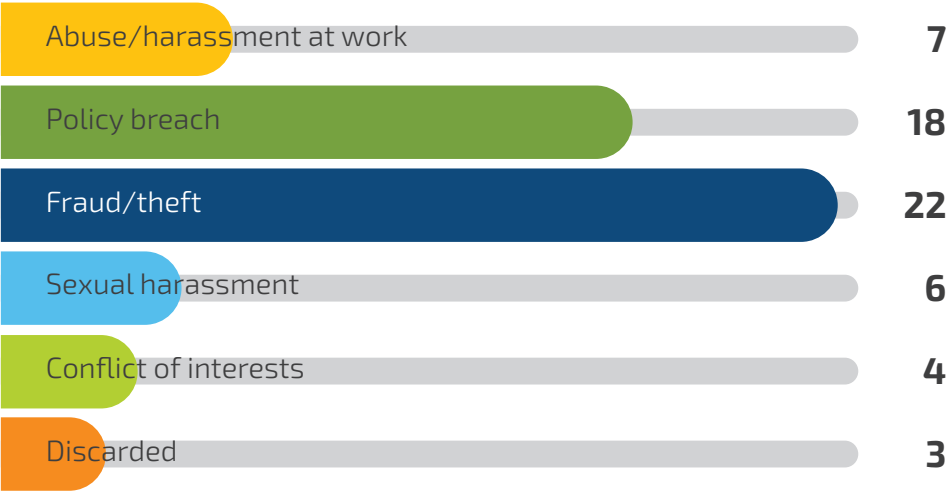
INTEGRITY CHANNEL

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, which updated its guidelines for use in 2021, included specifications for 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 whistleblowers and facilitates the timely identification of improper conduct.

In 2022, 60 complaints have been received for alleged breaches of the code of conduct and ethics, a reduction of 6% compared to the previous year. Of all these, 52 were related to collaborators and 8 to suppliers. It should be noted that no complaints related to gender, capacity or other discrimination were reported.

The types of complaints received were classified as follows:



The complaints received during the year are sent directly to the Audit Management and, depending on their type, they are referred to the corresponding area to start the investigation process. For fraud and fraud cases, these complaints are evaluated by Audit, while cases related to sexual harassment are in charge of the Intervention Committee Against Sexual Harassment.

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

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

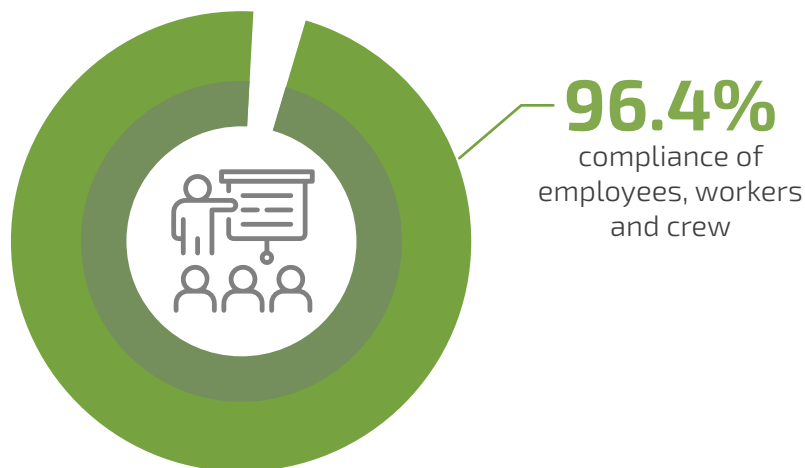
As part of the Code and Ethics dissemination strategy, in 2022, all information flyers located in plants and vessels were updated, placing updated information. In turn, videos were made with real characters, simulating different actions of learning the Code of Ethics (segmented by public).

PREVENTION MODEL MANAGEMENT

The compliance strategy is based on our Prevention Model Policy, which is under constant review and establishes the main guidelines to control risks related to criminal acts, such as corruption, money laundering, terrorist financing, influence peddling and anti-competitive behavior in the organization.

As part of the dissemination strategy for these guidelines, all personnel were trained, prioritizing the areas with the highest risk exposure. Taking into account the needs of each public, the trainings were carried out in person and through virtual tools, such as the ELearning platform, Microsoft Teams, WhatsApp and email. At the end of 2022, it was possible to train 96.4% of the target audience: employees, workers and crew.

Compliance Training 2022



Likewise, we have a Policy for Relations with Public Officials, which is available to all collaborators. The purpose of this policy is to guide behavior towards a non-tolerance approach to corruption in any of its forms; likewise, it 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 monitored quarterly.

In 2022, a new relationship reporting space was created within the Gestionat application, in order to facilitate the registration of visits or meetings made with public officials.

Likewise, during 2022, a communications plan was established with the purpose of disseminating internally, through emails, the scope of our prevention model and recommendations that allow directing the actions of our collaborators towards ethical, upright, honest conduct. and transparent.

Year after year, the management of the prevention model is further strengthened, with control and monitoring being the strongest pillar of the system. During 2022, 51 risks associated with corruption, money laundering, influence peddling, terrorist financing, among other activities, have been monitored.

Currently, we have 121 action plans, which are monitored through periodic audits that verify their control or implementation progress in all departments of the organization.

In addition, as part of TASA's audit plan, the management of the prevention model is audited annually, by the Audit Management or by an external organization. To date, we have not found ourselves exposed to any case of corruption, as reported by the person in charge of prevention, through the Ethics and Compliance Committee.

CHAPTER 2: ECONOMIC PERFORMANCE



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FISHING CONDITIONS 2022

Between February and April 2022, the Institute of the Sea of Peru (Imarpe) implemented the evaluation process of the north-central stock of Peruvian anchovy corresponding to the summer of 2022. As part of this process, the Hydroacoustic Evaluation Cruise of the Anchovy and other pelagic resources was carried out, which concluded that the stock maintained an important level of biomass (9,780,000 tons) and that it was widely distributed. However, the evaluation also concluded that the stock contained a significant presence of juvenile individuals (82% in number and 57% in weight), for which reason it recommended carrying out a new survey, Eureka type, in order to update the information on oceanographic conditions, the distribution of the resource and its sizes.

Based on the information, the Ministry of Production (Produce) determined to carry out an exploratory fishing of 15 calendar days, starting on May 4, for which it established a Maximum Total Permissible Catch Limit (LMTCP) of 2,792,000 tons for the first fishing season, including exploratory fishing.

The season ended on July 24, 2022, after the deployment of a fishing effort greater than that observed in the previous season, which allowed 83.5% of the LMTCP to be met.

For the second season of 2021, the acoustic biomass of the CN stock of anchovy was 6,826,839 TN, a figure 30% lower than the biomass observed during the summer of 2022, similar to that observed

in the winter of 2021 and the average of the biomass of winter-spring observed during the period 1996-2021. Normally, the biomass of the second season with the acoustic method, lower due to cold seas, generates displacement and dispersal of the anchovy. Regarding juveniles, 51% in number and 33% in biomass were recorded.

From the oceanographic point of view, between April and May, as well as between August and October, only cold Kelvin waves arrived and propagated in the Peruvian sea. This caused and maintained intense anomalous cooling off the coast, which, in turn, defined the La Niña conditions, for which reason the second fishing season was expected to take place under a cold scenario until the end of 2022.

Under these conditions, Imarpe recommended a fishing quota of 2,283 tons, which began on November 28, 2022, with exploratory fishing for five days, outside five nautical miles of the coastline, at the extreme north of the Peruvian sea and 15°59'59.9"S. In this way, as of December 2022, 1,345,519 TN were unloaded, a figure that represented 59% of the established LMCTP. The second season closed on February 4, 2023 and 1,918,636 TN were unloaded, which represented 84% of the LMCTP



OUR BUSINESS UNITS

ANCHOVY FISHING

We started the first days of 2022 with the last coves of the second north central season 2021 (CN II-2021).

In what corresponds to the 2022 period, our marine ecosystem, predominantly cold, allowed us to develop two anchovy fishing seasons: the first (CN I-2022) between May and July, with a national quota of 2,792,000 MT; and the second (CN II-2022) between November and February 2023, with a national quota of 2,283,000 MT.

	2021	2022
Unload TN CN	1,054,274 ¹	811,704 ²
Season CN-1	521,039	511,614
% compliance with own quota	99.9	84.1
Season CN-2	418,008	296,726
% compliance with own quota	98.8	49.5 ³

Additionally, the first southern season took place between January and June, with a national quota of 486,500 MT; and the second between July and December, both in 2022, with a national quota of 486,500 MT.

This page conforms to GRI 2-6

In both seasons, despite the lack of strength of the resource in the area, we maintained the best participation in the market.

	2021	2022
Unloading TN	55,021 ⁴	71,262 ⁵
Season South-1	47,930	51,434
% compliance with own quota	24.6	10
Season South -2	7,091	19,828
% compliance with own quota	0.0	5.7 ³

¹ Our fleet caught 711,915 MT of anchovy and we purchased an additional 342,359 MT from third parties. Includes the catch from the 2020-2 season, which was unloaded in the first days of January 2021 (89,775 MT from the own fleet and 25,452 MT purchased from third parties).

² Our fleet caught 475,642 MT of anchovy and we purchased an additional 336,062 MT from third parties. Includes the catch from the 2021-2 season, which was unloaded in the first days of January 2022 (4,210 MT from the own fleet and 398 MT purchased from third parties).

³ The season closed in February 2023 and TASA reached 78.71% of its quota.

⁴ Our fleet caught 17,224 MT of anchovy and we purchased an additional 37,797 MT from third parties.

⁵ Our fleet caught 10,847 MT of anchovy and we purchased an additional 60,415 MT from third parties.

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FISHING FOR HUMAN CONSUMPTION

Regarding operations for human consumption, which took place between January and February, 54,293 MT was granted as a national quota for the capture of horse mackerel and 37,000 MT for mackerel.

	2021	2022
Unload TN TASA	22, 452 ⁶	17,271 ⁷
Mackerel	17,619 TN	14,728 TN
Horse Mackerel	4,756 TN	2,471 TN
Others (bonito + squid)	77 TN	72 TN

⁶ Our fleet caught 22,452 MT of horse mackerel and mackerel, and we purchased an additional 964 MT from third parties.

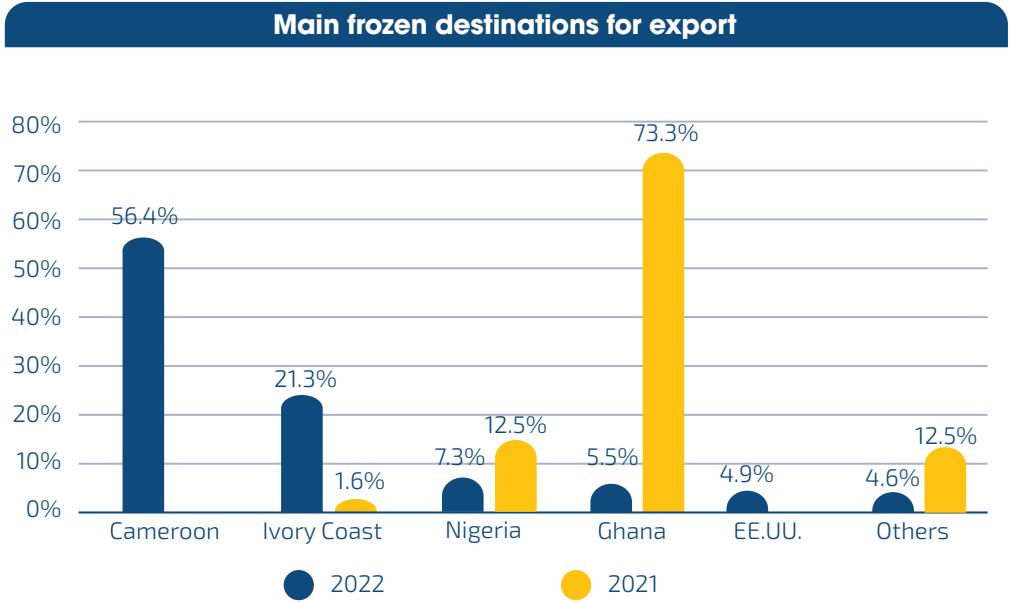
⁷ Our fleet caught 16,897 MT of horse mackerel and mackerel, and we purchased an additional 374 MT from third parties.

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MARKETING OF PRODUCTS FOR HUMAN CONSUMPTION

Market conditions	90% of our exports of frozen fish are destined for the African continent. Sales in Africa are made through the participation of traders who ensure that we reach the countries with the highest demand and best prices.
Sales Volume	12,077 MT of frozen fish 4,598 MT of fresh fish



Source: TASA

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FISH MEAL PRODUCTION

		2021	2022
Unloading anchovy MT (CN and south)		1'109,295	882,966
Fishmeal produced	MT	276,429	219,159
	Conversion rate	4.0	4.0
Quality ⁸	Prime	41.5%	40%
	Super-prime	19.6%	16.4%

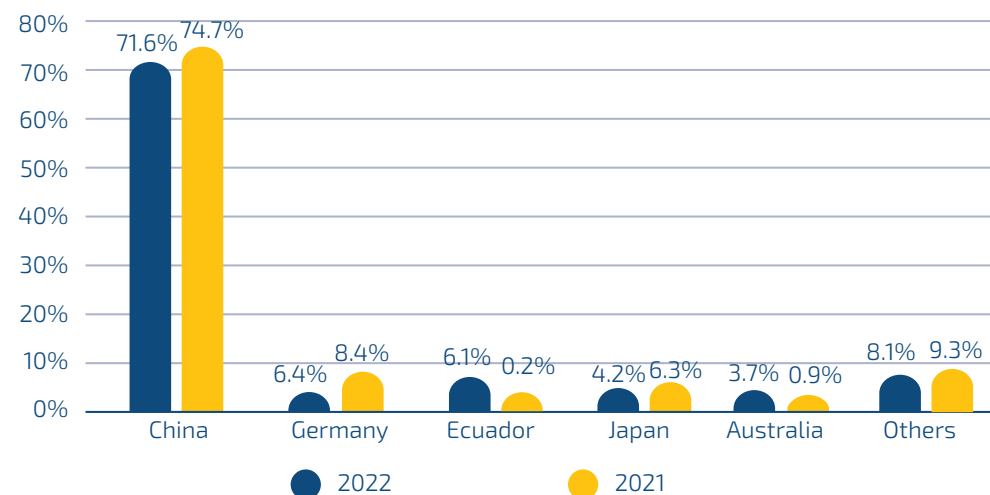
MARKETING OF FISH MEAL

Market conditions	China remains the first destination market with a 71.6% share, demand sustained mainly by the aquaculture industry, despite the restrictions due to the "0 COVID" policy used in that country.
	In 2022, Ecuador appears as the second destination market with a 6% (+346% vs. 2021) share, which slightly exceeds Europe (5%). Both the growth of the shrimp industry and the reduction in the availability of fishmeal in this country have increased the demand for our fishmeal.
Sales Volume	245,757 MT (49% prime quality and 14% super-prime quality).

⁸ Quality establish by SGS.
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Main export destinations for fishmeal

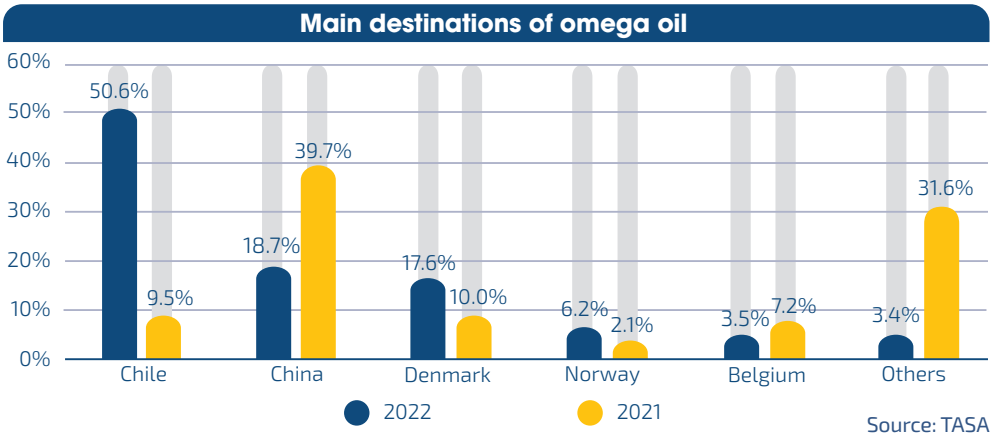
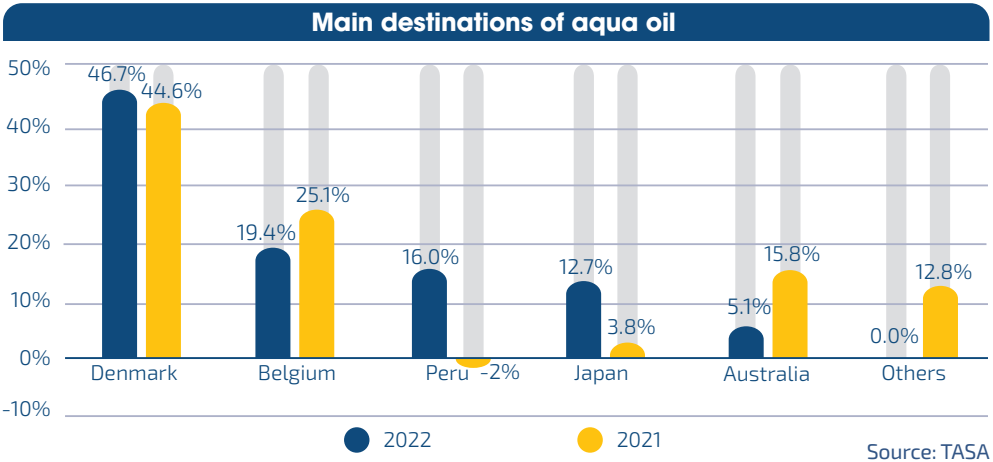


Source: TASA



MARKETING OF CRUDE FISH OIL

Market conditions	Thanks to the global market demand for omega 3, higher prices per ton for crude oil were achieved, both for the omega market and for aquaculture
Sales volume	26,758 MT of crude oil (19% aqua crude oil, 69% omega crude oil and 12% others)



FISH OIL PRODUCTION

In 2022, the conversion ratio of oil produced was reduced by 0.98, due to the fact that the captured anchovy biomass contained less fat, as a consequence, a smaller amount of oil was obtained compared to 2021.

		2021	2022
Anchovy upload MT		1'109,295	882,966
Oil produced	MT	39,953	20,538
	Conversion rate	3.1	2.1
Quality	Aqua oil	14%	19%
	Omega oil	86%	81%

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- 3 ASEGURAMOS UNA CADENA DE VALOR SOSTENIBLE
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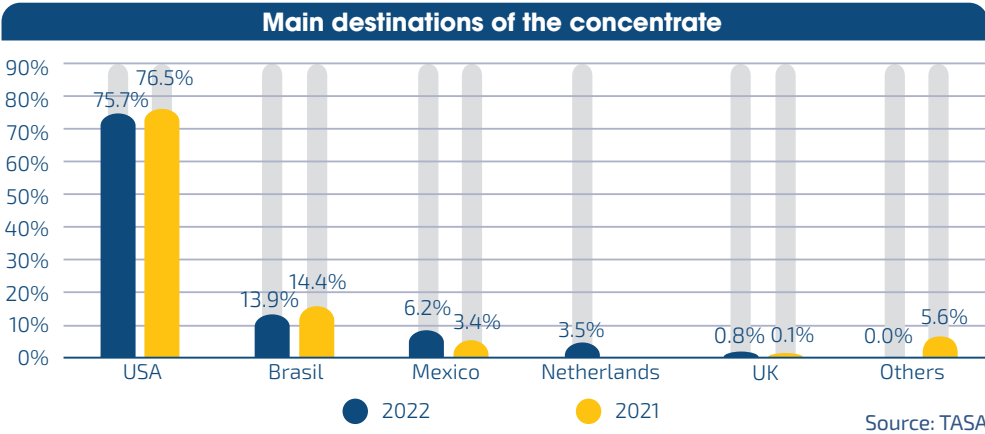
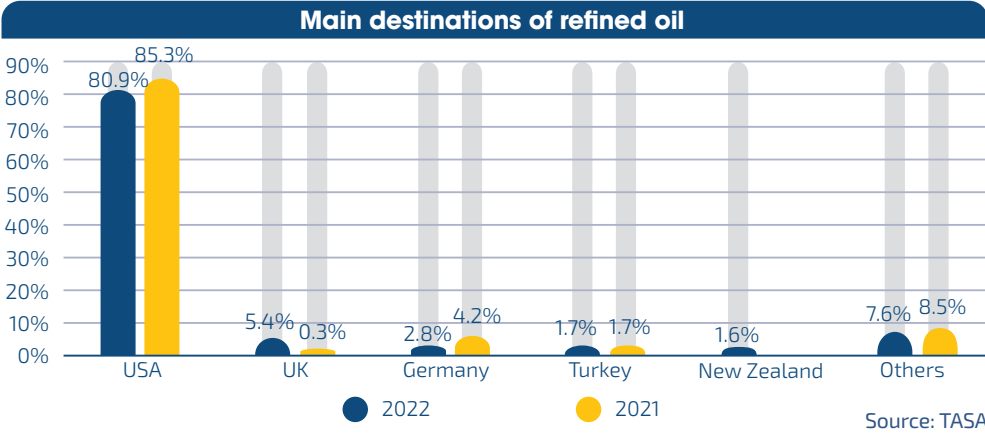
MARKETING OF OMEGA REFINED AND CONCENTRATED OILS

Market conditions

As with crude oil, the high demand for omega 3 oils maximized the mill's use of refined and concentrated oils, but above all it met the needs of our customers in North America, Europe, Asia and Oceania.

Sales Volume

7,475 MT of refined oil
214 TN of concentrated oil



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RANKING OF FISH MEAL AND CRUDE OIL EXPORTING COMPANIES

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

EXPORTS OF FISH MEAL 2022

N.º	Exporter	Net Weight TN	FOB US\$	%
1	TASA	244,218	399,869	22%
2	CFG	223,089	364,522	20%
3	Pesquera Exalmar S.A	183,863	301,641	17%
4	Pesquera Diamante S.A.	110,070	185,126	10%
5	Austral Group S.A.A.	106,189	180,011	10%
6	Pesquera Hayduk S.A.	99,628	160,967	9%
7	Others	130,555	208,412	12%
	Total	1,097,612	1,800,54	100%

EXPORT OF FISH OIL 2022

N.º	Exporter	Net Weight TN	FOB US\$	%
1	TASA	29,125	116,838,845	21%
2	DSM	25,021	109,301,692	18%
3	CFG-Copeinca	15,679	57,416,330	11%
4	Pesquera Exalmar S.A.A.	14,167	55,597,563	10%
5	Austral Group S.A.A.	10,320	40,140,084	7%
6	Doil International S.A.C.	8,694	30,095,462	6%
7	Pesquera Hayduk S.A.	6,712	25,116,583	5%
8	Pesquera Diamante S.A.	6,658	23,395,287	5%
9	Nippon Suisan America Latina Peru S.A.	5,836	18,235,077	4%
10	Others	18,991	69,602,085	13%
	Total	141,203	545,739,008	100%

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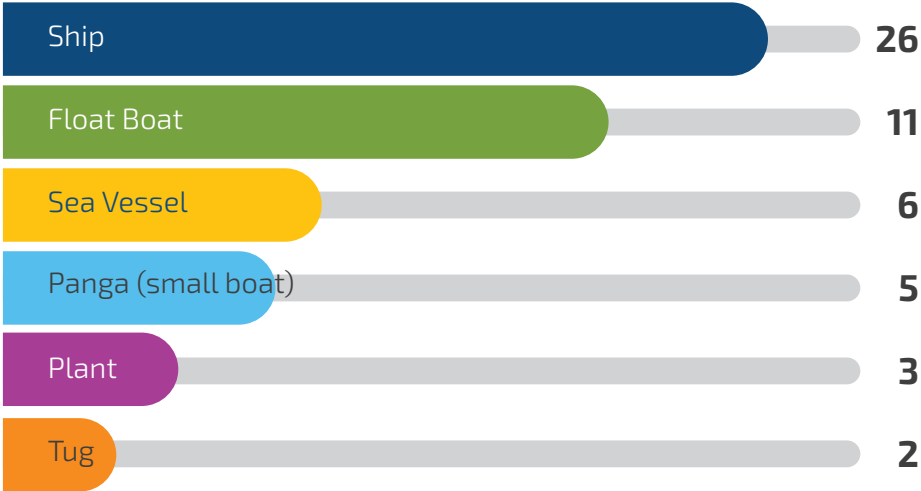


SHIPYARD

Through our shipyard business unit, we provide design, construction, repair, maintenance, structural modification of ships or naval artifacts, and metalworking services.

Market conditions	<p>During 2022, our sales as a shipyard increased by 10% compared to 2021, as a result of greater attention in maintenance services to the company's fleet and execution of metal-mechanic manufacturing works for the company's plants.</p> <p>Likewise, the attention to services to private clients increased, as a result of more work services to naval vessels attended.</p>
Main projects	<p>In 2022, the construction of the EP Modesto 8 for Pesquera Niroci began, a vessel that will be delivered in March 2023.</p>

SERVICE NUMBER ACCORDING TO TYPE OF VESSEL



Source: TASA

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2022 MARKETING SUMMARY

During 2022, our total sales in dollars increased by 6.5% compared to 2021. The business lines with a higher-than-average increase were crude oil and omega oil, due to price increases supported by strong market demand for Omega 3.

Products	Sales US\$ 2022 vs. 2021
Fish flour	2.3%
Oil	-8.4%
Refined oil	94.2%
Concentrated oil	-2.9%
Omega Byproduct	105.9%
Frozen fish	-15.3%
Fresh fish	-51.3%
Shipyard	30.1%
TOTAL	6.6%

Source: Aduana

**CHAPTER 3:
WE ENSURE
A SUSTAINABLE
VALUE CHAIN**

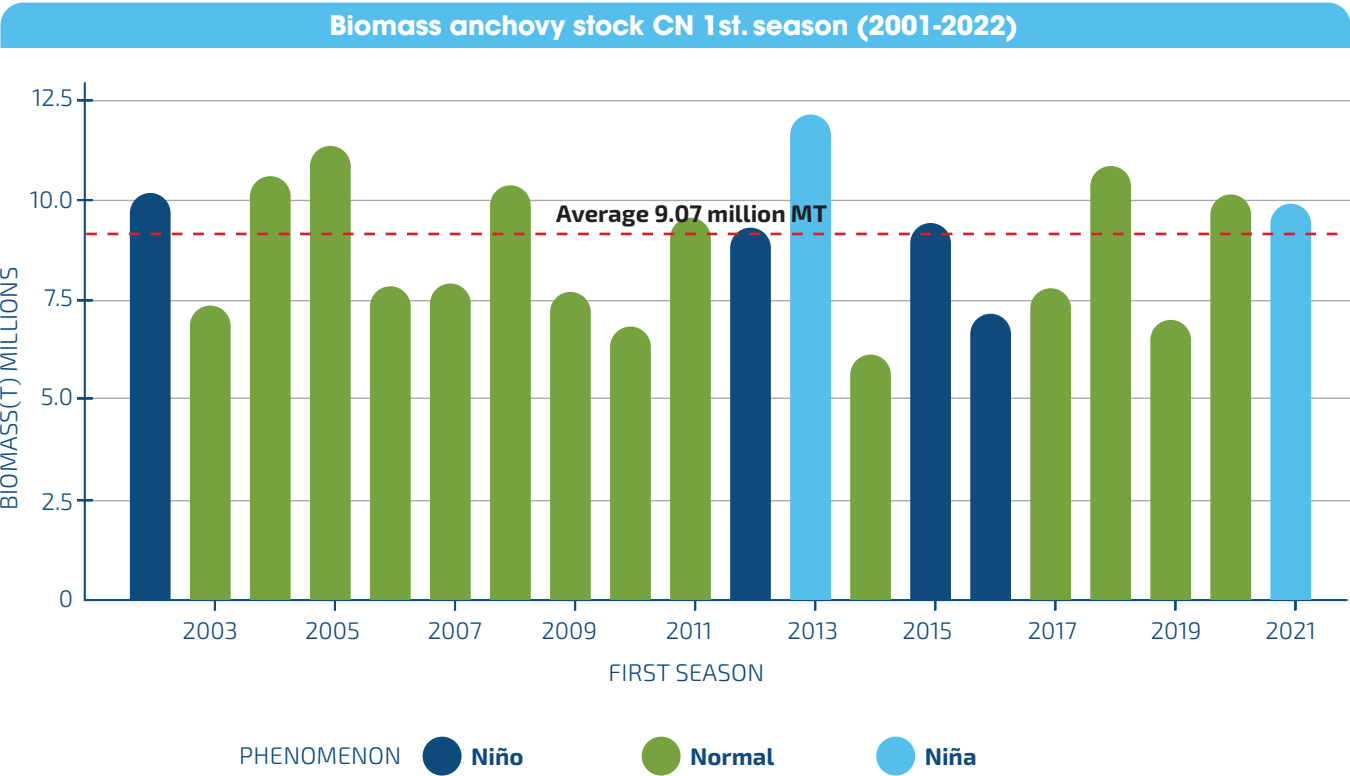




SUSTAINABLE VALUE CHAIN

SUSTAINABILITY OF THE MARINE RESOURCE

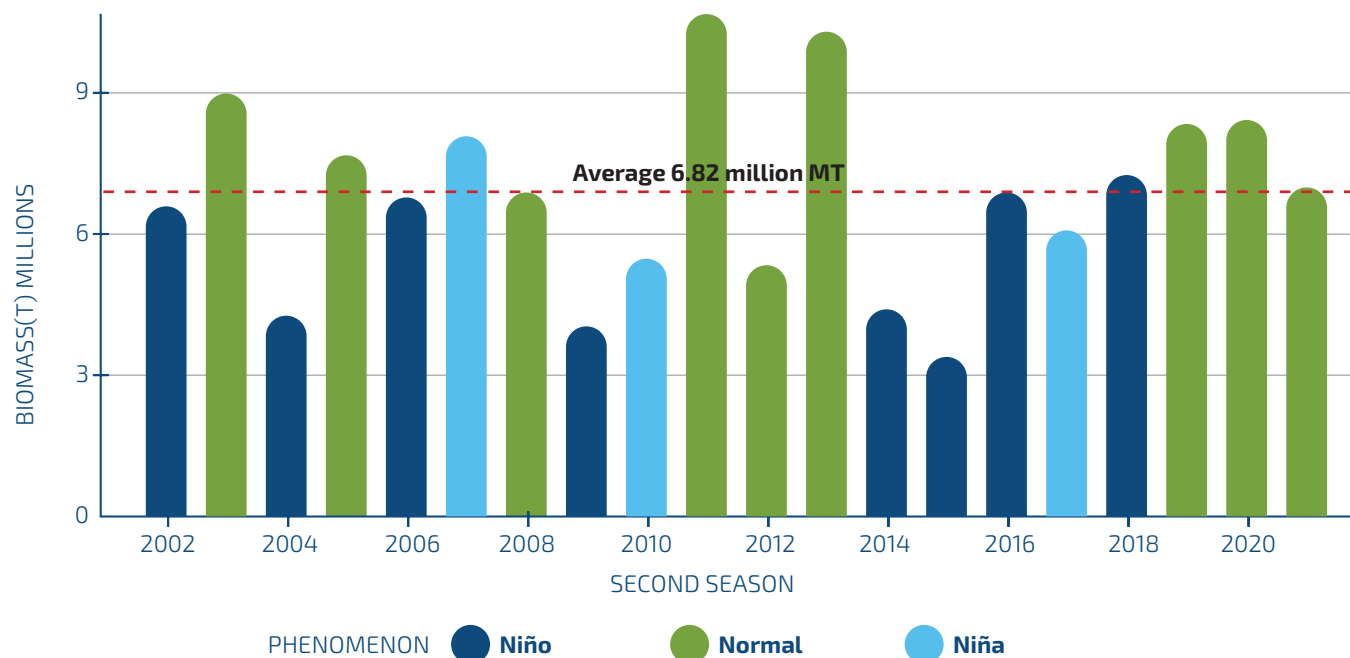
Our country is internationally recognized for its large industrial fishing activity based on anchovy and also for its sustainable fishing management, whose correct monitoring and compliance has allowed it to maintain a stable biomass, and, in the last 20 years, exceed 9,000,000 TN, a figure per above average.



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Anchovy stock biomass CN 2nd season (2001-2022)



Statistically, Produce sets the industrial anchovy 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 Imarpe.

This institution has a strict protocol for estimating the total allowable catch of anchovy, which ensures that, at the end of the fishing season, there is a biomass level of 4,000,000, which can spawn and guarantee the adequate renewal of the stock.

The estimation includes variables such as the natural mortality of the anchoveta (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 periodically supervised and audited by international organizations that recognize the scientific work carried out by Imarpe, whose purpose is to guarantee the preservation of marine species and, in particular, anchovy.

In 2022, Peru was praised as a world benchmark in marine resource management, an activity in which it ranked fourth in the state of fish populations and eleventh in sustainable performance in the fishing sector. , within the 2022 environmental performance index (EPI), prepared by Yale University. This study measures the state of sustainability of 180 countries, with the objective of evaluating national environmental performance and developing a tool for political decision-making, in support of the achievement of the United Nations Objectives.



CUIDAMAR: CARE AND PROTECTION OF MARINE BIODIVERSITY

Cuidamar is the sustainable fishing model that we have been developing and implementing since 2008, to contribute to the principles of the ecosystem approach and, especially, with the fisheries ecosystem approach (EEP). This allows us to organize and manage, according to priority, our fishing activity with an approach not only based on the resource, but on the entire ecosystem.

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**.

Thanks to its progress, Cuidamar allowed us to report compliance with the commitments assumed at the United Nations First Conference on the Oceans in 2017, and set new goals for 2025 at the Second Conference, held in June 2022.

Commitment 2017	Details of compliance	Year of compliance
Prepare a manual to disseminate the program in the Peruvian industrial fishing sector in order to achieve its replicability.	We publish our "Sustainable Fishing Manual", which includes the objectives, components, results and upcoming challenges of the model. This document is aligned with the standard of the code of conduct for responsible fishing of the United Nations Food Organization (FAO).	2019
Increase the availability and use of data collected on the ecosystem for academic and scientific research.	<p>We launched a digital application (Cuidamar application) to facilitate the recording of the actions of our crew and a virtual platform that allows the general public to disseminate and view the information recorded on board.</p> <p>The master's thesis "Distribution of marine predators as potential indicators of environmental changes in the northern region of the Humboldt current system based on fishermen's records" was started.</p>	2019
Increase the dissemination of the Cuidamar program.	<p>In 2019 we obtained financing from the Program National Innovation in Fisheries and Aquaculture to strengthen the dissemination of the program among our crew members and Cuidamares.</p> <p>We participated in various seminars: 8th International Aquaculture and Fisheries Forum, organized by the Association of Exporters (ADEX), 26th meeting of the GTTE of Protected Marine Species, organized by Minam, Sustainable Peru 2020, 2021 and 2022.</p>	2019-2022

- Extend our Cuidamar culture to resource providers to consolidate a responsible value chain.
- Adapt the Cuidamar model to the practices of the artisanal fishing sector, to start their awareness and training.



COMMITMENT
2022



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1. BUILDING CAPACITIES AND CULTURE

Since its implementation in 2008, the Cuidamar program has incorporated new tools, materials and training in order to reinforce knowledge and sensitize all our collaborators in good conservation practices. In 2022 we extended our target audience, including bay personnel, plant and shipyard operators, to train them in correct handling practices and response to a stranding or mortality of marine fauna that occurs in areas surrounding the TASA units. Thus, we established Cuidamar Bahía, with which we reached 95 new collaborators.

- Cuidamar Bahía-Module I: Stranding
 - Definition and types of stranding.
 - Causes of strandings and mortality of marine fauna.
 - Importance of attention and investigation of stranding events and mortality of marine fauna.

Regarding our regular program aimed at crew members, in 2022 we maintained the virtual training strategy, prior to the start of each season, in which we divided our Cuidamares into two groups, according to their level of knowledge and experience in the program. In this sense, compared to 2021, we increased the percentage of participation by 6% at the basic level and 28% at the intermediate level. In total, we developed 24 hours of specialized training in the Cuidamar program.

- Basic level: 76% participation of second Cuidamares
 - Techniques for the identification, manipulation and release of marine megafauna.
 - Cuidamar application registration
- Intermediate level: 93% participation of first Cuidamares and skippers
 - Ecology, marine conservation, counting methodology, behavior and reinforcement of identification techniques.

The segmentation proposed for training since 2021 raised its level of complexity, which allowed us to obtain more accurate records of sightings and releases, and with a higher quality of information.

In addition to virtual training, during the closed season, prior to the start of the second CN 2022 season, the Oceanography team visited close to 30 vessels, to reinforce the use of the Cuidamar application and the Timezero navigation software in person with our crew, and thus optimize the records that help us monitor the Peruvian marine ecosystem

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CUIDAMAR
DEFINITIONS



During the training we teach our Cuidamares that every half hour we must record the presence or absence of some species that we observe during their navigation, this action is called **sighting**.



When we are in the process of fishing, some species may accidentally get caught in the seine nets. As a consequence, from the moment the Cuidamar, with the support of the crew, intervenes so that they are released by applying good handling practices, it is what we call **release**.



In recent years, we have begun to record not only when a species is released, but also the contact we have with the ecosystem during our operation. It is completely natural for birds, mammals, etc. to be close to the boats when they are fishing. It is important to emphasize that these species are not affected at any time by the operation. This contact with these species called **interaction**.

2. MONITORING OF
THE MARINE ECOSYSTEM

Since 2020, from the implementation of the Cuidamar application, we have managed to expedite the registration of sightings and releases by our Cuidamares, as well as a timely display of the information in real time by the Oceanography team. This has been contributing to decision-making and rapid transfer to other institutions, such as the SNP, for its integration into the database of the Salvamares program, in which other fishing companies in the industry also participate.

In 2022, 40 vessels recorded sightings from the application and 8 maintained the manual format from the fishing log, with which 24,273 information entries were obtained, of which 36% recorded the presence of fauna.

In short, since 2013, Cuidamar has generated 370,929 records of sightings, with 61,732 presences of predators and schools.

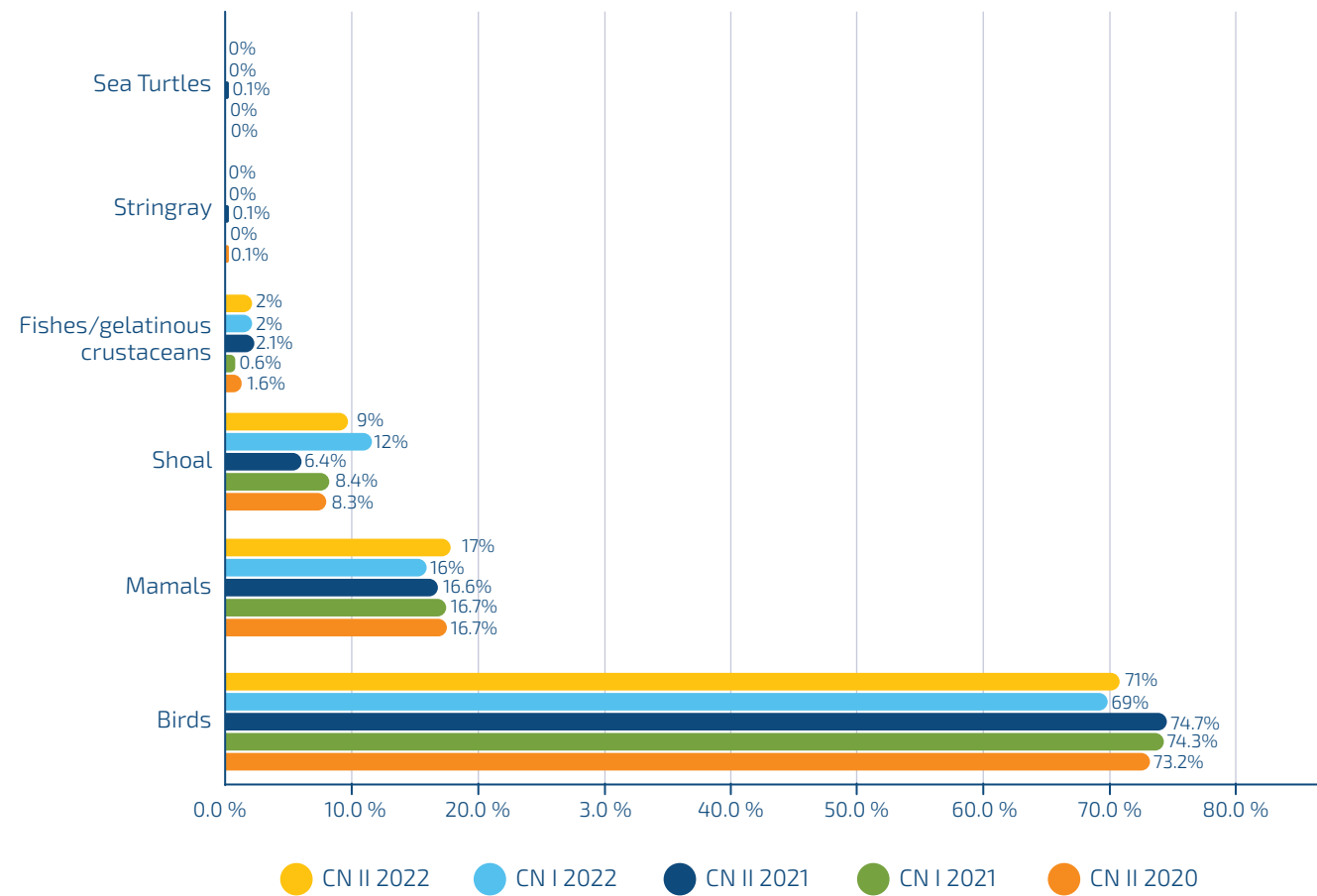
Records of sightings of the Cuidamar application - CN 2022

	CNI 2022	CN II 2022
Birds	2,084	2,581
Mamals	488	633
Shoal	376	322
Fishes/gelatinous crustaceans	69	85
Stingray	0	2
Sea Turtle	0	1
Total sightings with presence of top predators	3,017	3,623

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Records of sightings of the Cuidamar application 2020 - 2022



In addition, 35 vessels registered 953 releases of species, of which 97% were registered in a "live" state during the first season and 99% in the second. In this sense, since 2013, we have reached 5,096 release records, with which our crew released more than 50,000 individuals of different species.

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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 most common on our coast and which, in addition, are linked to our activities (birds, turtles, dolphins, whales, sea lions, among others),from the red list of the International Union for Conservation of Nature (IUCN) and the Convention on International Trade in Endangered Species of Wild Fauna and Flora (Cites), as well as the

species cataloged in D.S. No. 004-2014-MINAM. This tool is used by our Cuidamares to recognize species and their level of conservation status.

In 2022, two species (Buller's Albatross and White-fronted Albatross) moved from the "vulnerable" category to "near threatened", which means a recovery in their level of risk.

Species and conservation status

LESS CONCERNR	NEAR THREATENED	VULNERABLE	ENDANGARED	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 chusco </div> </div>	<div> <div> Seabirds: Dusky shearwater, tendril, chuita, Peruvian pelican, guanay, gray petrel and potoyunco, white-fronted albatross, buller albatross. </div> </div>	<div> <div> Seabirds: Chatham albatross, Cook petrel, Ground 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: Hawksbill turtle. </div> <div> Sea mammals: Blue whale. Loggerhead Whale and Otter. </div> </div>	<div> <div> Seabirds: Albatross and Galapagos Petrel </div> <div> Sea turtles: Hawksbill turtle </div> </div>

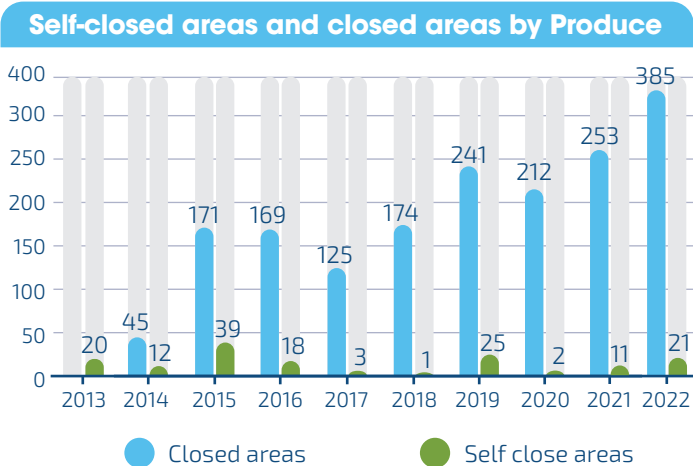
In order to prevent our vessels from carrying out fishing activities within the restricted zones (five nautical miles-mn) or others delimited by Produce, an additional provision of one nautical mile has been incorporated. During the first CN season, 99% of the calas were made outside of 6 nm; and, during the second, 95%. In both cases, the rest was between 5 and 6 mn. It is worth noting that the high dispersion of the resource meant that, unlike other seasons, our boats had to retreat beyond 50 nm.

This measure also allows us to take care of the natural protected areas (islands, islets and points) established by Minam and Sernanp. By way of assurance, all vessels have a guide to all these areas and are implemented in our Nobeltec Timezero digital navigation system, which reduces the risk of entry.

In addition to caring for endangered species and protected natural areas, there is a special control to prevent the capture of juveniles: closed seasons. Thanks to the evolution of the technology available in the vessels, the updating of the supervision regulations and the correct inspection of Produce, the sending of reports and the generation of suspensions have been more effective at the sector level, therefore the number of closed areas for

the benefit of biomass protection has been increasing significantly since 2021.

In our case, in line with the solid commitment to our Cuidamar culture, for more than 10 years we have restricted the entry of our boats to areas where a high presence of by-catch or juvenile fishing has been observed. Our self-limited seasons are generated thanks to the key contribution of the skippers, leaders of the fishing operations.



4. INFORMATION MANAGEMENT

Continuing with the dissemination and contribution to the academy from the experiences of our Cuidamar fishing management model, the master's thesis "Distribution of marine predators as potential indicators of environmental changes in the northern region of the Humboldt current system from fishermen's records". To this end, we have been providing information on our records of sightings and releases, with which we hope to determine the results and impacts of the program by 2023.

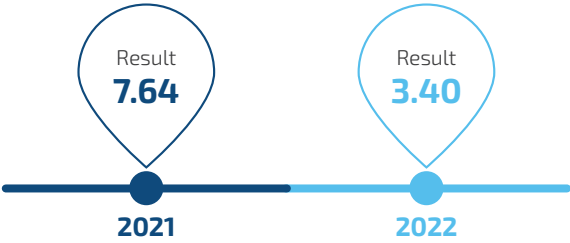
The possibility of disseminating our model to national academic and scientific institutions and those of other countries motivates us to maintain our efforts to improve it and strengthen it for the future.



ENVIRONMENTAL MANAGEMENT

At TASA we assume the commitment to carry out operations that are in harmony with the environment, for which we have an environmental management system certified with ISO 14001-version 2015, with scope to all our units to produce fishmeal and fish oil, the shipyard unit, and the omega unit for refining and concentrating oil. This has allowed us to maintain our focus on continuous improvement and compliance with national regulations. In 2022 we maintained our internal audits, focused on operational controls and document management; we continue with the execution of external audits; and we obtained zero non-conformities for the fourth consecutive year. As the next challenge, we will seek to expand the scope of certification to units for direct human consumption and eventually to fishing vessels.

Regarding the environmental performance in our operations, we maintain a sustained improvement, which is reflected in the environmental impact index (IIA)⁹, which we have been progressively reducing since 2018. In 2022, the improvement of the classification tool was maintained of incidents and environmental accidents. Additionally, we have been demanding with our environmental goals by business unit to achieve a more rigorous measurement. This year we also worked to strengthen the culture of reporting in our collaborators, both in plants and on ships through the SALVA platform. Thus, we set ourselves the goal of an IIA of 6.88 and we closed the year with 3.40 at the level of the entire organization, with which we largely met the proposed objective.



⁹ The index is calculated based on reported environmental incidents, with criteria of environmental impact, reputation, impact on interest groups and legal regulations
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These are the results thanks to a purely preventive approach and a rapid response by the team when incidents occur that could cause damage to the environment, be it land, sea or air. Some of the actions implemented have been the following:

- We improved the monitoring of the calibration of turbidimeters in all the units of meal and oil, to obtain greater reliability of the reading of the parameters of the effluent treatment systems, in the first days of production, and to greatly improve the calibration times with respect to from previous years. For this, an internal verification instruction was implemented in conjunction with the areas of Quality, Production, Maintenance and Environment.
- We implemented a system for the diversion of contributors to the gutter, such as seal water, boiler surface purge, excess condensate, which comply with the maximum permissible limits (LMP), to the emitter, to reduce the volumes of water to be treated and control the sanitary standard of the plants under control. This system was implemented in the Chimbote, Végueta and Malabrigo plants.

- We installed cyclones to capture particulate matter produced by boilers and prevent air pollution at the Malabrigo unit. In 2022, soot was categorized as non-hazardous waste and it has been disposed of as such since that year. This management is expected to be replicated for the other plants.
- We acquired 18" containment barriers for all our units, with the aim of installing them in the chatas¹⁰ or in strategic areas that allow us to have a quick action in the event of any contingency of our own or external diesel spill, in support of the Captaincy Department (Dicapi) in each zone.
- We reinforced the preventive inspection of submarine lines and hermetic tests, to avoid leaks or spills of diesel, sanguaza¹¹ or raw material during the operation.

Regarding environmental culture, we maintained the dynamics of Momentos TASA on a weekly basis during shift changes, in which we provide information more adapted to the day-to-day life of operators and crew members, which encouraged

their involvement in the search for improvements and solutions. Training was also provided in waste management and climate change, reaching 100% of employees and workers.

We must add that the implementation of LEAN Manufacturing has been a fundamental piece to improve environmental awareness, since it is part of one of the pillars of transformation, guaranteeing to increase the necessary capacities in each of the members of the PET's (small work teams) in order to reduce losses to zero from the environmental point of view, that is; environmental impacts and incidents.

In addition, the environmental awareness campaign that we call "ResQuatar Cup- heading towards waste classification" was carried out, in which behaviors/conducts were reinforced through various activities to promote the correct segregation and recovery of waste.

¹⁰ Floating platforms where the boats anchor to unload the raw material.

¹¹ Remains of raw material with sea water

This page conforms to GRI 3-3



Compliance with effluent discharge parameters per plant

Plant	Parameters	Avarange values 2021 (ppm)	Avarange values 2022 (ppm)
Malabrigo	Oil and grease (350 ppm)	8.5	350
	Total suspended solids (700 ppm)	277	370
Chimbote*	Oil and grease(350 ppm)	15	4
	Total suspended solids (700 ppm)	294	231
Samanco	Oil and grease (350 ppm)	128	7
	Total suspended solids (700 ppm)	222	324
Supe	Oil and grease (350 ppm)	13	4
	Total suspended solids (700 ppm)	188	297
Végueta	Oil and grease (350 ppm)	9	5
	Total suspended solids (700 ppm)	222	185
Callao	Oil and grease (350 ppm)	11	3
	Total suspended solids (700 ppm)	151	329
Pisco sur*	Oil and grease (350 ppm)	2	4
	Total suspended solids (700 ppm)	151	262
Atico	Oil and grease (350 ppm)	6	3
	Total suspended solids (700 ppm)	412	395
Matarani	Oil and grease (350 ppm)	8	4
	Total suspended solids (700 ppm)	169	256

ENVIRONMENTAL PERFORMANCE

EFFLUENTS

In 2022, the amount of effluents generated and discharged nationwide reached a volume of 3,570,806.53 m³, which complied with the LMP parameters established by the national authority in each of our units.

Our main effluent is treated pumping water, resulting from the mixture of seawater used to transport raw material and anchovy remains. In this sense, these waters contain a high level of traces of solids and oils, which is why we have implemented a treatment system made up of filtration, flotation and solids recovery systems, which allows us to ensure compliance with the LMP for

* Discharges that are disposed of to the receiving marine body through the APRO-Producer Associations (APROFERROL- Chimbote and APROPISCO- Pisco)
This page conforms to GRI 303-1, 303-2, 303-4

Source: Test reports entered into Produce

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effluents. fishing. These effluents are then evacuated by a submarine emitter at a distance that ensures the minimum impact on the marine ecosystem. Regarding the treatment system, we continue to use online measurement instruments (turbidimeters and pH meter) to avoid possible deviations that may occur during treatment and propose immediate corrections. According to this same objective, we have a preventive maintenance plan and manual cleaning instructions that are carried out in each batch¹² of treatment.

Year after year we develop training aimed at operators so that they update their knowledge regarding the treatment system, in which the following topics are addressed: use of portable pH meter and turbidimeter equipment, efficiency of treatment equipment, environmental monitoring, maintenance of dosing pumps and optimization of dosing in pumping water treatment. In addition, we have One Point Lessons (LUP), focused on compliance with LMPs, in line with our Lean culture.

As part of LMP compliance assurance, we have a consistent monitoring system, which includes unannounced tests from the quality area, online readings from our automated equipment, official Produce tests, and unannounced tests from an external certifier. The latter help us guarantee strict compliance with the regulations, as they follow the protocols of the competent authorities and provide us with the information to compare it with our own results. In 2022, these simulations have been carried out 11% less than in 2021, due to the fact that the fishing days were fewer than in 2021. As a result, we obtained 100% compliance for cleaning waters, 100% for displacement waters and 100% for pumping waters.

¹² Batch processing.
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ENERGY

Our main sources of energy are natural gas, R500 oil and B5 diesel, used in fishing and production operations. Among our main short and medium term objectives we hope to continue transforming our energy matrix and seek increasingly efficient solutions that reduce our energy consumption and, therefore, CO2eq emissions. Thanks to the implementation of the Lean Manufacturing philosophy, it is allowing us to improve and advance in the efficiency of our processes with respect to energy consumption in our operating units. Proof of this, in 2022, we have managed to significantly reduce energy consumption.

Energy consumption by type of source

Type of source	2021	Consumption in terajoules 2021	2022	Consumption in terajoules 2021	Amount of reduction
Diesel B5 (gal)	681,400.8	91.7	541,673.6	72.9	-18.8 ↓
* Residual oil (gal)	8,768,504.8	1,324.0	7,143,079.8	1,078.6	-245.4 ↓
Natural gas (m³)	2,305,314.0	83.0	1,748,946	63.0	-20.0 ↓
Electrical energy purchased from the grid (kWh)	42,181,471.4	0.0000422	33,962,592	0.000034	-0.0000082 ↓

Source: TASA

* In the residual oil, the fuel R500 and R6 are considered.
This page conforms to GRI 3-3

In the case of production of our business units (fishmeal, omega oil, human consumption and shipyard), the ratios for 2022 have been the following:

Energy ratio for fishmeal and fish oil plants				
Type of source	2021	2022	Unidad	Amount of reduction
Diesel B5 (gal)	2.5	1.3	Gal/TN HNA	-1.2 ↓
R500 (gal)	31.8	41.0	Gal/TN HNA	9.2 ↑
Natural gas (m³)	8.4	162.1	m3/TN HNA (Callao, Pisco)	153.8 ↑
Electric energy	152.9	117.3	kWh/TN HNA	-35.2 ↓

Source: TASA

It is worth mentioning that in 2022 we had higher production in the southern zone compared to 2021, so the energy ratios were increased in the case of R500 and natural gas.

Energy ratio for the omega unit				
Type of source	2021	2022	Unidad	Amount of reduction
Natural gas (m³)	79.9	65.8	m3/Tn of raw material	-14.2 ↓
Electric energy	571.4	476.3	kWh/Tn of raw material	-95.1 ↓

Source: TASA

This page conforms to GRI 3-3, 302-3, 302-5, 305-4, 305-5

Energy ratio for human consumption unit				
Type of source	2021	2022	Unit	Amount of reduction
Electric energy	212.30	278.82	kWh/TN per finished product*	66.2 ↑

* FF.PP: Finished products

Source: TASA

In the case of the human consumption unit, we had a lower discharge in 2021 compared to 2022, so the electricity consumption ratio increased.

Tipo de fuente	2021	2022	Unidad	Magnitud de reducción
Electric energy	17,974.8	61,093.4	kWh/TN processed steel	43,118.6 ↑

Source: TASA

In 2022 we will operate our fishmeal and fish oil plants located in Pisco Sur, Callao and Pucusana with cleaner energy. In addition, we obtained approval for the modification of the EIA of the Chimbote unit to change the energy matrix from R500 fuel to gas. This change is planned to be executed in the next few years. In addition, it has been considered to make the progressive change of the energy matrix of the other units according to the availability of the distribution infrastructure.

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For the fourth consecutive year, we participated in the Peru carbon footprint initiative, promoted by the Ministry of the Environment, which represents recognition of the organization's management and reduction of GHG. Likewise, responding to the guidelines of the Breca Group and the environmental commitment of TASA, in 2022 our Climate Action Plan was presented with actions to reduce the carbon footprint with goals for 2025 and 2030.

Part of the actions proposed for the carbon reduction goal was the result of the sustainable industrial zones (SIZ)¹³ project at the Callao unit, through which we received technical assistance in the efficient use of resources and cleaner production.

Carbon footprint 2021 vs. 2022 (CO₂eq)

	2021	2022
Category 1: Direct emissions	169,813.0	153,028.6
Category 2: Indirect emissions from the purchase of electricity	6,700.8	9,455.2
Total	176,513.8	162,483.8

Source: TASA

Energy consumption outside the organization

Upstream categories	2021	Consumption in terajoules 2021	2022	Consumption in terajoules 2022	Amount of reduction
Upstream transportation and distribution	1,963,434.1	264.1	1,792,988	241.2	-22.9 ↓

Source: TASA

¹³ This program began in 2021, promoted by the United Nations Industrial Development Organization (UNIDI), Produce and Minam.

This page conforms to GRI 3-3, 302-2, 302-4, 305-1, 305-2



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WATER CONSUMPTION

Our main sources of water consumption are the public network and the well. The latter because we only have public infrastructure in the Astillero, Matarani, Chimbote and Malabrigo units.

Water consumption by type of source

Type of source	2021	2022	Amount of reduction
Public network (m³)	29,716	43,221	21,164 ↑
Well (m³)	614,644.3	567,412.8	-39,163 ↓

Source: TASA

In the case of fishmeal and fish oil production, the 2022 ratios have been as follows:

- 0.40 m3 of water consumed network/TN produced
- 2.59 m3 of water consumed well/TN produced



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SOLID WASTE

In 2022 we published our Waste Policy¹⁴ with the aim of promoting recovery, recycling and composting actions, for which we assumed the following commitments and actions:

¹⁴ Waste management at TASA is based on national standards, mainly the following: Electrical and Electronic Equipment Waste Management Regime (D.S. No. 009-2019-MINAM), Peruvian Technical Standard for Colors NTP 900.058.2019, Law on Comprehensive Management of Solid Waste (D.L. No. 1278) and Regulation of the Waste Law (D.S. No. 014-2017- MINAM) and their respective amendments.

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 management of the waste they generate.
- Continuous training, adequate infrastructure, and materials necessary for the personnel to carry out a correct segregation of waste.
- Reduce and value waste, thus achieving a lower environmental impact through the improvements proposed in the solid waste minimization plan.

ACTIONS

- Minimizing the generation of waste is a primary consideration in 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.



Aligned with our policy, we have dedicated our efforts to continue strengthening our waste recovery actions by seeking strategic allies in the different areas where we operate. Of a total of 21,135 TN (755 hazardous TN and 20,560 non-hazardous), we have reached 26% recovery of hazardous waste and 38% recovery of non-hazardous waste.

This year we obtained a lower percentage of recovery due to the reduction in production at the Malabrigo unit, where we had greater availability of recovery infrastructure. In addition, we started the project to reduce the generation of solids from cleaning water at this same plant, thereby reducing the amount of waste to be recovered.

This page conforms to GRI 3-3, 306-1

Total weight of hazardous and non-hazardous waste

Type	2021	2022	Magnitude of the reduction
Hazardous	790	755	-35 ↓
Not hazardous	15,561	20,560	4,999 ↑

Source: TASA

% waste recovery

Valorization	2021	2022	Magnitude of the reduction
Recovery percentage of non-hazardous waste	46	38	-8 ↓
Recovery percentage of dangerous residues	30	26	-4 ↓

Source: TASA

Porcentaje de disposición de residuos

Final Disposal	2021	2022	Magnitude of the reduction
Percentage of disposal of hazardous waste in safety fillers	70	74	4 ↑
Non-hazardous waste disposal percentage in landfills	53	61	8 ↑
Non-hazardous waste disposal percentage in dumps	1	1	0 =

Source: TASA

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Among the main recovery actions that we carry out in 2022 are the reuse of materials within operations, recycling, composting, commercialization of reusable material, donation and treatment of hazardous and non-hazardous waste. In this way, we ended 2022 obtaining not only environmental benefits, but also economic ones, since we exceeded US\$ 500,000, both for sale and for savings in disposal.

Recovery of non-hazardous waste

Total	2021 (TN)	2022 (TN)	% REC2022
TN of reuse in operations	4.8	11.6	0.1
TN of compost	6,462.7	4,342.8	21
TN for sale	1,492.8	2,594.0	13
Donation TN	135.9	674.3	3
Treatment TN	18.7	126.0	1

Source: TASA

Recovery of hazardous waste

Total	2021 (TN)	2022 (TN)	% REC 2022
TN of reuse in operations	4.8	5.5	1
TN for sale	264.0	191.9	25

Source: TASA

This page conforms to GRI 306-1, 306-2, 306-4

We closed the year obtaining the Clean Peru distinction granted by Minam in recognition that we met the six goals proposed in our First Clean Production Agreement. Likewise, we renew our commitment by presenting the proposed goals for the Second Clean Production Agreement, which will enter into force in 2023.

GOALS OF THE FIRST CLEAN PRODUCTION AGREEMENT (2021)

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



QUALITY

We are a company dedicated mainly to producing marine ingredients for direct and indirect human consumption, so our commitment to our customers and society is focused on ensuring the quality and safety of our products, as well as their traceability. from its origin to its final destination.

The quality of our products responds to four pillars that make up our management system:

- 1. Safety, to guarantee that our processes and products are free of contamination.**To do this, we continually update the hazards and risks throughout our value chain, and we seek to be up-to-date with health alerts worldwide. We have an identification process, and evaluation according to severity and probability of the main risks and impacts, which has allowed us to establish critical control points (CCP) and the measures to control them throughout our production processes for each product category.
- 2. Traceability, to collect all possible information upstream and downstream of the production process of our products** and offer it in a timely and complete manner. Traceability involves information from the capture of the raw material to the delivery of the product at the final destination, including the control of our inputs and critical packaging¹⁵. For this we have the Program for Evaluation of Suppliers and Critical Supplies for

Safety, which consists of audits, safety evaluations and laboratory tests. In 2022, this program was evaluated by an external auditor under a process standard for human consumption, which meant greater requirements. As a result, we obtained zero nonconformities.

- 3. Compliance, to keep us fully aligned with current regulations and standards.** To this end, we submit to internal and external audits by competent entities that to date have not recorded any type of observation at the health level. In this regard, since 2020, we voluntarily submitted to the Sanipes certification under its most demanding standard of quality protocols. To date, five plants have successfully obtained recognition: Chimbote, Malabrigo, Supe, Callao and Végueta. In 2023 we will seek to obtain this certification for our Pisco unit.
- 4. Zero defects to seek to eradicate quality losses, so since 2020** we began a journey in search of continuous improvement hand in hand with the operational areas and accompanying each unit in the cultural transformation, aligned with the principles of the company. Thus, to date we have managed to maintain the best performance standard in the industry and be perceived as a benchmark in the fishing industry.

¹⁵ The critical inputs and containers identified were the following: antioxidants, antisalmoneals, coagulants, flocculants, chelants, preservatives, and polypropylene bags
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Regarding the control of our supplies and critical packaging, in 2022 we finalized the protocol for new suppliers and new formulations, which will be used for testing new products. In this process we evaluated 15 suppliers and renewed 35, who met the best quality and safety standards.

Likewise, we have continued to promote TASA's value levers, from the processes related to Lean implementation, through the alignment of tools, the strengthening of our policies and standards, and the promotion of quality maturity in the organization, based on good manufacturing practices (GMP). In this way, we work to develop staff capabilities, enhancing the skills of quality shift managers with the skills matrix at plant level, with the dissemination of health risk micro learning, which, at the same time, we have managed for the purposes of reinforce the evaluation of suppliers of raw materials and critical services for safety.












To generate culture in the staff, we rely on our Behavior Observation System (SOC) tool, which we reformulated, in August 2022, as SOC-Quality Maturity and we deploy its use to all areas. Currently, our collaborators can use the tool to record positive and negative behaviors related to personal hygiene, cross contamination, reporting process deviations, reporting reliable information, and other actions that may impact the quality and safety of the product.

At the end of 2022 we carried out the annual survey for the level of quality maturity in TASA, and we obtained 43%, which represents an increase of 6% compared to 2021. This result has allowed us to remain at the gold level. In this way, we experience quality in the operation based on leadership, correct operation and the decisions made by the units for the benefit of quality. For this study, we had the participation of around 15% of our workers, crew members and employees, who evaluated the organization in leadership, correct operation and in the decisions made by the units for the benefit of quality. The intention is to continue growing year after year.

STANDARDS AND CERTIFICATIONS

We dedicate our efforts to comply with local health regulations and those of the country of destination, as well as the highest international standards of quality management for all our products.

International Standards

Certifications		Fishing	Plants	Plant HyAP	Frozen plant	Shipyard	Main Office San Borja	Commercial Management
	ISO 14001 Environmental Management System		✓	✓		✓	✓	
	Occupational Health and Safety Management System ISO 45001		✓			✓	✓	
	Business Alliance for Safe Trade	✓	✓	✓	✓	✓	✓	
	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 Materials IFFO - RS		✓					
	Guarantee Certification for the Muslim Market HALAL		✓	✓				
	Sistema de Gestión de Calidad ISO 9001					✓		
	IFisheries and Aquaculture Product Certification Sustainable FOS	✓	✓	✓				
	Marin Trust Chain of Custody							✓

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We pay special attention to the traceability of our products throughout the supply chain to guarantee sustainable fishing practices, which guide our way of operating under selective fishing methods, and with a focus on the care and conservation of our oceans. Thus, in 2022, we obtained the Marin Trust certification for the chain of custody in the Commercial Management processes. This standard is based on three pillars: responsible sourcing of seafood, responsible traceability of marine ingredients, and safe production, including the workplace as the product.

In this sense, the Marin Trust certification constitutes a strong indicator of the efficiency of our quality management system, as well as the traceability of our products, since it guarantees the absence of potentially dangerous and illegal fishing materials throughout the our production process and supply chain. Likewise, we maintained our certification as a sustainable fishing and aquaculture product (FOS), thanks to the fact that we continuously ensure compliance with its principles. This standard ensures sustainable seafood production throughout the supply chain, from fishing to distribution.





In this way we have dedicated our efforts to comply with a series of selective fishing requirements, operational efficiency that generates the minimum environmental impact and traceability. We permanently evaluate both certifications, and thanks to our Cuidamar program and other good practices within our operations we can account for this.



PRODUCT LABELING

We respond to the labeling requirements of our clients, with the aim of complying with the labeling regulations of the destination countries and keeping them correctly informed about the traceability of our products. This has allowed us to ensure that we close 2022 without any observations.

Information present on product labeling

	 Fish flour	 Fish oil	 Refined and concentrated omega 3 oils	 Frozen
Origin of components (raw materials, country of origin)	✓	✓	✓	✓
Intended use of the product	✓	✓	✓	✓
Lot number and expiration date	✓	✓	✓	✓

Local and international regulations for labeling products

Country	Fishmeal	Fish oil	Aceites refinados y concentrados omega 3	Congelados
China	According to Chinese National Standard - GACC Labeling Standard	According to Chinese National Standard - GACC Labeling Standard	Según Standard Nacional Chino GACC	
Vietnam	According to minimum requirements of Vietnam	According to minimum requirements of Vietnam		
Brazil	According to MAP requirement	According to MAP requirement	According to Dipoa requirement	According to Dipoa requirement
Peru	Minimum requirements established by Sanipes	Minimum requirements established by Sanipes	Minimum requirements established by Sanipes	Minimum requirements established by Sanipes

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RESEARCH AND DEVELOPMENT (R&D)

The R&D area restructured its strategic plan with the aim of developing proposals that generate added value according to business needs.

As part of its objectives, there are the following:

- **Develop new products:** Together with the commercial area, we coordinate 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.

Now, in this past 2022, we are focused on testing the industrialization of new products, as well as their continuation in tests with partners, and evaluating new opportunities.

- **Improve processes:** Throughout the entire business chain, the implemented processes are evaluated to introduce adjustments that allow us to improve quality or reduce costs. We focus on the continuous optimization of processes, seeking innovative solutions and technological transformation in NIR technology process control (laboratory, plant and online)*.

En el 2022 tuvimos varias iniciativas en esta línea:

- Online NIR technology was implemented to optimize quality.
- Protocols were executed to reduce the dose of ethoxyquin and save costs.
- Tests continue to validate new alternative antioxidants (BHT) with opportunities in cost and dose reduction.
- Se ejecutaron mejoras para reducir anisidina en nuestra producción de aceite en Chimbote.

* Near Infrared (NIR) technology. This technique, which is based on the interaction of electromagnetic radiation with the constituents of the product (fat, protein, 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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HUMAN MANAGEMENT

We maintain three axes of human management, aligned with the proposals of our Breca corporate center and the needs of the business.

Talent

Attract, develop and retain talent in key business positions



Capabilities

Develop the necessary skills in the company to achieve the business strategy through a 70-20-10 training methodology*



Culture

Strengthen a culture of safety, focus on people, extraordinary results, excellent operation and teamwork



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

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TALENT

In 2022 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 covering 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 that we develop varies according to the labor category, as well as according to the criticality or the level of leadership of the position.

In 2022, 657 new employees entered nationwide in the categories of employees, workers and crew members.

	Position	No. of new hires 2020	No. of new hires 2021	No. of new hires 2022
Job category	Administrative	2	0	0
	Employees	135	140	224
	Staff	366	127	431
	Crew members	113	24	2

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

	Cargo	No. of promotions 2020	No. of promotions 2021	No. of promotions 2022
Job category	Employees	35	53	59
	Workers	11	7	11

Job categories	
Administratives	Employees/executives/practitioners
Operators	Permanent/temporal
Crew members	



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TRAINEE PROGRAM

During 2022, the Trainee program was executed. Its objective is to attract external talent, and develop it through internships and challenging experiences in different areas of TASA. In this edition, we have strengthened the program through a training plan that is not only focused on technical knowledge of the business and its key areas, but also on the development of management and leadership skills. In this way, at the end of the program, our participants will be able to occupy different positions in the organization.

In 2022, unlike past editions, 100% of the trainees were women. Through this program, we will continue to provide development and career opportunities to young people nationwide.

SENIOR LEADERSHIP PROGRAM

During 2022 we executed the Senior Leadership Program initiative, which sought to identify and develop profiles of leaders with management knowledge and experience implementing the Lean system, through a year of training and preparation in the company.

This work was carried out with the purpose that these profiles manage to develop the necessary skills and competencies aligned with TASA's talent strategy and to be able to have a talent portfolio to occupy leadership positions in the core of the business.



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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; 20% is acquired through daily feedback and conversations with people who contribute to their professional and personal development, as well as the performance evaluation process carried out by the direct manager; while 10% comes from structured training courses and programs.

In 2022 we recorded 119,694.5 hours of training. These hours are distributed in the following groups:

Job category	Training hours 2020	Training hours 2021	Training hours 2022
Officials	204	240	136
Employees	8,379	4,362	8,551
Workers	11,245	12,565	61,845
Crew members	15,482	16,907	49,162

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EMPLOYEE DEVELOPMENT

Using TASA's Virtual Classroom platform as educational support, in 2022, 1,022 employees were trained and 100% compliance with the annual training plan for this labor category was achieved. We continue to teach our courses required by law: prevention of sexual harassment, relationship with officials, code of ethics and conduct, health and safety at work. Additionally, we incorporated the Diversity, Equity and Inclusion (DEI) course for leaders aimed at identifying unconscious biases and inclusive leadership. On the other hand, given the permanence of hybrid work, we strengthen the knowledge of our employees in information security, and also in first aid, ergonomics and emergencies. Finally, in the environmental aspect, our employees received training in waste management and climate change.

WORKER DEVELOPMENT

In 2022 we trained 1,767 workers and achieved 100% compliance with the training plan. Likewise, we comply with the training in occupational safety and health required by law, and we reinforce our code of ethics and conduct, as well as the procedure for sexual harassment.

In addition, to ensure quality in our operations, they received training on quality and safety issues, as well as quality guidelines in accordance with our management system and certifications.

CREW DEVELOPMENT

In 2022 we managed to train 1,035 crew members and we reached 100% compliance with our training plan. In this way, our personnel received training in 17 courses, which were on security issues in facilities, prevention of sexual harassment, code of ethics and conduct, maritime regulations, navigation safety and specialized training for wincheros and pangueros (critical positions on the boat).

In addition, more technical issues were addressed, such as fuel optimization, network repair and biometric sampling. Additionally, environmental issues were reinforced through training in reliability and fishing sustainability through our Cuidamar program.

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STRATEGIC PROJECTS: CAPABILITIES

We implemented four projects that allow us to develop the necessary skills in our human team, to continue with our business strategy in the long term: Data Analytics, Agility, Multi-skill and Maintenance.

Project	Objective	Target audience	Resultados
Data Analytics	Generate a data-driven culture, which allows the company to create value and transform processes through data analysis and project identification.	TASA Employees	<ul style="list-style-type: none">➤ 5 events held➤ 18 new data citizens➤ 18 graduates of the program (C-level positions & heads/ assistant managers)➤ 50 people trained in the use of data in business
Agility	Increase the agility mindset by developing capabilities in collaborators that will help generate and anticipate value from their day-to-day role as well as in initiatives and projects they lead.	TASA key collaborators	<ul style="list-style-type: none">➤ 4 events executed➤ 125 people were part of the agile community
Multiskill	Develop standardized technical knowledge by defining and improving the skill matrix level of the operators and ensuring the continuity of the operation through the training of potential successors of critical positions.	TASA operators	<ul style="list-style-type: none">➤ 2 people participated in the mentoring program.➤ 14 people participated in the specialist program.
Maintenance	Develop technical skills that make it possible to ensure correct execution of equipment maintenance and operation, as well as guarantee the transfer from the Progressive Maintenance pillar to Autonomous Management.	TASA plant maintenance personnel	<ul style="list-style-type: none">➤ 100% compliance with the training plan➤ 117 technicians and operators trained in lubrication➤ 3 mentor technicians trained in separation equipment

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CULTURE

The cultural transformation in 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 this end, different actions are deployed, with the purpose of publicizing ways of living culture inside and outside of TASA.

During 2022, the area's strategy was focused on working constantly with leaders to ensure that this culture is deployed from top to bottom, and to achieve this, three key activities were carried out:

1. LEADER TASA PROGRAM:

During 2019 we started the TASA Leader program, whose purpose is to develop behaviors aligned with the company's culture. This initiative is based on strengthening the figure of the leader as a culture-forming agent, who teaches by example.

Regarding administrative leaders, the TASA Leader program had 14 modules, complemented by short activities in the TASA virtual classroom. During 2022, 384 leaders, who achieved an average rating of 17.9/20 and an average participation of 92%, were achieved.

In 2023, a new module aimed at company managers on conscious leadership will be incorporated, which will consist of reviewing their personal experiences to identify key lessons that contribute to and strengthen their leadership style and the management of their teams.

On the other hand, the operational leaders program had a curriculum of 10 modules. In 2022, the participation of 206 operational leaders was achieved, who reached a participation of 91% and an average rating of 17.4.

Additionally, in 2022 a LíderTASA Next Gen pilot was executed, which was focused on 31 professionals under 30 years of age and without personnel in charge; in order to begin the development of their leadership skills and are prepare them to assume more challenging positions in the following years.

2. FIT CULTURAL DE LÍDER

The leadership evaluation allows us to measure the alignment of our leaders with the culture of the organization, as well as to identify their level of development with respect to the six dimensions evaluated. For this evaluation, leaders are evaluated by their teams.

AS STRATEGIST-LEADER	Role of the leader in developing or implementing a strategy that guarantee and maximize results for a sustainable organization over time. Additionally, it is vital that you see the organization as a whole and look for synergies between areas. Includes 7 items	
AS A MANAGER-LEADER	Role of the leader to plan, organize and efficiently assign the available resources (budgets, equipment, people, among others) to achieve successful results. This helps the results to be achieved to be predictable. Includes 7 items	
AS AN INNOVATIVE-LEADER	Role of the leader who adapts and facilitates change by taking the initiative to contribute different ideas to the needs and problems that arise. Listen and look for various creative ways or continuous improvements to processes or situations. Includes 6 items	
AS AN INSPIRING-LEADER	This area refers to the role of the people-oriented leader, shows genuine concern for them, identifies their strengths and opportunities for improvement, developing and promoting their development and motivating them to perform optimally. Includes 9 items	
AS PERSON-LEADER	This area refers to the role of the leader with personal qualities and values, referring to being honest, consistent and acting with respect and integrity. Includes 10 items	
AS A SECURITY AND SUSTAINABILITY LEADER	This area refers to the relevance given to caring for yourself and those in your work environment, as well as managing your responsibility by following safety and environmental guidelines. Includes 2 items	

In 2022, 96% of leaders participated, and the results of the evaluations showed an 86% cultural fit. To promote the TASA culture, we develop, among other actions, the following:

- **Coffee with TASA:** The purpose of this dynamic is to establish a dialogue between managers and collaborators regarding the company's strategy and its culture. In 2022, 43 Coffee with TASA were carried out in person in all the plant units and a degree of satisfaction above 96% was obtained.
- **TASA inspires you:** This space aims to promote the relationship between collaborators and leaders by presenting stories of growth and learning in the company. In 2022, 3 events were held with a participation of 180 to 250 people for each session, with 90% satisfaction.
- **Rutasa:** This initiative seeks to strengthen ties with the team and bring C-level employees of the company closer to the operation, through face-to-face visits to plants. In 2022, 61 Rutasa were executed, in which 26 leaders participated.
- **Your leader listens to you:** The objective of this pilot was to generate a close and frequent communication space with leaders with teams of crew members and workers, in order to collect comments and concerns. The main achievements include the participation of 72 leaders and the execution of 4 routines in 11 units and 14 ships.
- **SEROT Awards:** we launched the recognition program where we seek to celebrate the best results that our collaborators and work teams achieve in order to strengthen the TASA Culture and promote good performance and capacity development. We awarded two categories: "I live the TASA culture", aimed at the people who are benchmarks of our values in each unit, and "Team of Excellence", a category aimed at recognizing the unit/plant that has achieved the best results.

➤ **New communication strategy:** new internal communication channels were created, focusing on collaborators as protagonists of the news and generating adhoc content for the different target audiences. With this, an average engagement of 60.6% was achieved, content satisfaction of 94% and a communication effectiveness indicator of 71.4%.

➤ **Basic services plan:** we carry out plans focused on reinforcing the critical points in the main services such as food, social services and the bay. Actions such as the standardization of the menu in the units, mystery customer, standardization and renovation of furniture, scheduling of visits by social workers and greater outreach to employees were implemented. With this, we achieved a satisfaction of +4%, going from 77% of the initial evaluation to 82% after execution.

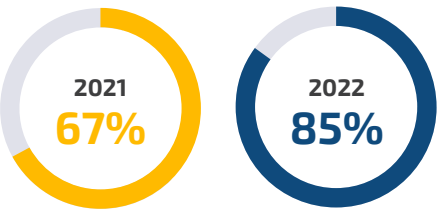
3. CHAMPIONS OF CHANGE

During 2022, the first Champions of Change pilot was carried out, focused on accompanying leaders and their teams in the change management of the projects they implement, through the clear definition of their progress, the metrics for measuring success and the management of the backlog of initiatives that build change. Through this program, it was possible to train 17 champions, who work in administrative positions.

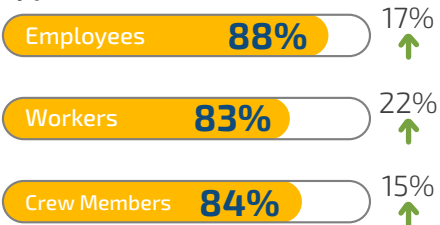
As a result of the work aligned with our value Focus on people, we were able to increase the work environment survey by 18% compared to the last measurement carried out in 2021. In turn, all job categories reflected a good perception, especially in the dimensions of Well-being, Recognition and Satisfaction.

WORK ENVIRONMENT SURVEY 2022

Result TASA



By public



EVALUATED DIMENSIONS	
Dimension	What does it evaluate?
Relationship with colleagues	Collaboration, trust and communication
Pride	Brand ambassadors and sense of belonging
Alignment to culture	Values, purpose, ethics and social responsibility
Personal growth	Autonomy, opportunity, purpose
Happiness	Work-life balance, enjoyment at work
Feedback	Quality and frequency of feedback received
Satisfaction	With the role, compensation, work environment
Well-being	Stress, health at work
Relationship with the boss	Collaboration, trust, communication
Recognition	Quality and frequency of recognition

DIVERSITY, EQUITY AND INCLUSION (DEI)

As part of the diversity, equity and inclusion (DEI) strategy, in 2022 the DEI policy at TASA was renewed, the objective of which is to establish the principles, criteria and guidelines that ensure an inclusive work culture, without discrimination for any reason; and provide equal career opportunities to all people. Likewise, it intends to guide the implementation of action plans that value differences and diversity in all its dimensions.

In addition, with the purpose of ensuring compliance with the policy, the TASA DEI Committee was created, managed by the Human Resources Management. This committee is made up of a diverse and equal team, which has been sensitized and trained on gender and diversity issues. The team is responsible for leading, driving, executing, and monitoring the organization's DEI action plan.

Our DEI action plan last year was made up of three axes:



As part of the strategic actions that were developed in the axes, we highlight the following:

- **Basics:**
 - Updating and dissemination of TASA's DEI policy
 - Awareness talks on the value of differences with leaders
 - Implementation of the awareness campaign We are different
- **Gender:**
 - Execution of the Mig-Score Gender Equality Model pilot in our headquarters Callao
 - Talks to encourage leadership and female empowerment
- **Disability:**
 - Evaluation of administrative profiles for people with disabilities
 - Training for leaders and administrators

During 2023 we will continue working under the same lines of action with the aim of strengthening the awareness and training of our TASA collaborators (employees, workers and crew) on issues of diversity, equity and inclusion.

SEXUAL HARASSMENT

As of 2019, we installed our first intervention committee against sexual harassment, which is made up of four regular members and each one has two substitutes. As for the holders, two of them are representatives of the employer and two of the workers. The committee is in charge of investigating the complaints of sexual harassment that it generally reports to the Human Resources area.

In 2022, in coordination with the Human Resources team, the dissemination of the reporting channels and manifestations of sexual harassment was reinforced in order to facilitate the identification of cases of sexual harassment in TASA. In addition, the Sexual Harassment course, mandatory for all employees, was updated in the TASA virtual classroom.

As next steps, it is expected to solve the observations of the internal audit carried out during 2022 by the legal team, with the purpose of promoting prevention and action against workplace sexual harassment. Likewise, training on this subject has been mapped.

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OCCUPATIONAL HEALTH AND SAFETY

At TASA we guide our corporate culture by the value of Safety and Sustainability, which is why one of our main commitments is to guarantee safe and healthy environments and workplaces for all our collaborators and personnel of the contractor companies in each of their areas.

Our occupational health and safety management system is governed by the Occupational Safety and Health Law No. 29783 and its associated regulation, as well as the ISO 450001 standard, a certification that we obtained in 2020 and maintains in force in all units of fishmeal and fish oil, omega , shipyard, human consumption and administration. In this sense, 2021 served as the basis for our first audits, while, in 2022, we dedicated our efforts to continuous improvement and monitoring. With this, we passed the audits at the plants in Pucusana, Chimbote, Matarani, Astillero and the central administrative offices in San Borja (Lima) without any non-conformity, thanks to the participation of all areas, from senior management to our collaborators. For 2023 our commitment remains intact, to strengthen our culture with a 100% preventive approach.

One of the main tools to manage our hazards, risks and implementation of controls is the IPER matrix, which allows us to ensure that our workers carry out safe activities. On an annual basis, or when necessary, for example: in case of incidents, accidents, generation of new dangers, hazards or before modifications of the law, each boss and/or work team coordinate to update the IPER matrix. This exercise has allowed each job post to have its updated IPER matrix, before any daily consultation or support to prepare other security documents, such as work safety analyzes (AST).

We have consolidated a dynamic occupational health and safety system that is transversal to our organizational culture through a 100% preventive approach. In this sense, 2022 served to strengthen a safety culture based on a more lively communication and awareness methodology, and with recognition activities that allow our leaders to be empowered and made owners of safety and health management and involve them in a role more active to our collaborators and workers of the contractor companies in matters of safety and health at work.

Seeking to establish a preventive approach sustained by transversal fronts to TASA's culture, we have reinforced our actions and safety behaviors in each job. For this, in 2021, we launched the SALVA tool, which through an application registers reports of unsafe behavior and conditions. In 2022 we strengthened the use and interaction of our collaborators with the tool, through behavior reports. Thus, we were able to record more than 11,000 behavior reports, which represents 45% of the company's total reports. This means; that we had more than 11,000 opportunities to address and positively reinforce safe behavior among our employees. Now, the challenge for 2023 is to extend the use of SALVA to the workers of the contractor companies, as we have been doing in the Astillero, Ático and Matarani units, and to transfer to a new system (use of cards) the reporting of unsafe conditions, to ensure timely management and correction by the progressive maintenance team and other areas involved in the units.

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JOINT SAFETY AND HEALTH COMMITTEE

The purpose of the committee is to propose improvements in existing health and safety processes, as well as follow up on preventive management in all our business units, and raise concerns that arise from our collaborators regarding health and safety processes in the organization. In this way, among its main functions are to follow up on the actions and agreements embodied by the committee, present and approve the plans and programs regarding health and safety at work, carry out audits and inspections in our operations, and develop training of mandatory courses according to law, as well as others that may arise due to an identified need.

In compliance with the law, the committee is made up of twelve (12) people, of which six (6) correspond to the employer's representatives and the other six (6) to the workers' representatives. This ensures that they have a fully equal committee and that they have representation among the workers and employees. In 2022, the committee stood out for its efficient management: it reached 100% compliance with its scheduled activities and resumed on-site inspections.

As part of the latest agreements, the new training program, the Annual Occupational Health and Safety Plan (SST), and the Occupational Health and Safety Program (PASST), which will be executed in 2023, were presented and validated. In addition, the preventive approach of the Occupational Health and Safety Policy was strengthened, which will allow the integration of health and safety issues into the organization's culture. It is worth mentioning that, in December 2021, the update of the Occupational Health and Safety Policy was approved, as well as the Task Suspension Policy. While 2022 served us to socialize and sensitize the staff about these updates together with the Communications area, the main change in the policies was that it went from considering only accidents to also including incidents, to reinforce our preventive approach.



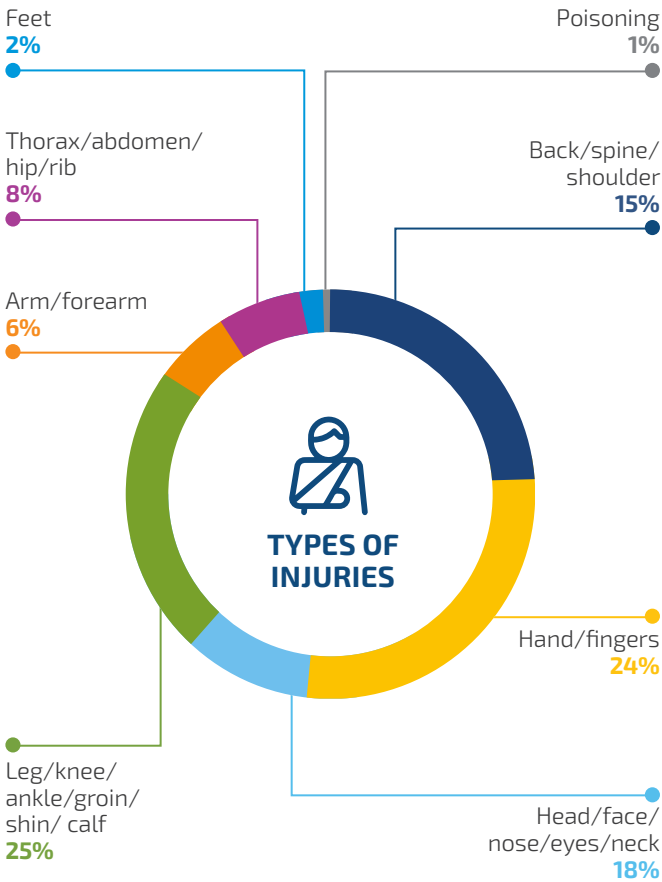
PERFORMANCE IN THE CULTURE OF OCCUPATIONAL SAFETY AND HEALTH

One of the main milestones of 2022 was closing the year without registering work fatalities, thanks to the exhaustive and permanent control of high-risk work carried out by our personnel and contractors.

In 2022, our accident rate index (AI) reached a result of 7.38, reducing a little more than 8 points compared to 2021. These results were mainly due to the prevention approach that we have been incorporating in the last two (2) years, this means; that today leaders carry out preventive activities, for example: GembaWalk or tour of all areas, recreational training, audits of AST (safe work analysis) and PTS (safe work procedures), leadership visits, identification and correction of unsafe conditions. In addition, we must add the important contribution that the implementation of LEAN Manufacturing has had in health and safety management. Besides; We must highlight that our main achievement is that today the leaders of the units have taken responsibility for presenting the results of their health and safety management on a quarterly basis; This means that every three (3) months the leaders present to the management team the results of the main KPI's, action plans executed in the quarter, good practices applied and the plans for the following quarter.

While, in the case of our contractors, the index was 0.59, reaching a reduction of 0.56 compared

Accidents 2022 by type of injury



to 2021. It is worth mentioning that one of the main milestones in safety performance in 2022 was reaching the lowest accident rate among contractors in the entire history of the company. The good results were the result of the efforts made together with the Logistics area when developing a series of control measures, such as disseminating a manual for contractors, strengthening the approval processes and verifying the checklists in the field.

Finally, we closed 2022 with 71 fewer accidents than in 2021. It should be noted that these results implied a 44% reduction in accidents in the Fishing unit. While, in the case of contractors, there were 9 fewer accidents compared to the previous year, which represented a 39% reduction in accidents at contractor companies compared to 2021.

Accidents/incidents at work are managed under a monitoring and investigation process, which begins with a report, continues with the formation of a multidisciplinary investigation team made up of the leader of the responsible department, the workers, and a member of the Safety and Health Committee. Finally, all the lessons learned, as well as the improvements identified in the process, are communicated preventively to avoid the occurrence of a similar event and encourage continuous improvement in the organization.




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TRAINING IN OCCUPATIONAL SAFETY AND HEALTH

13,873 hours during which the preventive training courses established by law were completed, 100% compliance with the plan was achieved. In addition, other specific topics required for critical positions were addressed. Although virtual courses were prioritized in 2022, we also had some that were developed face to face, aimed mainly at employees and workers.

Our training plan is developed under the 70-20-10 methodology, which emphasizes the verification of what has been learned on a day-to-day basis. Thus, we achieved 100% compliance with the plan.

Population	 Employees (includes managers and interns)	 Workers (CHD, CHI, Omega and Shipyard)	 Crew members
Program	<ol style="list-style-type: none">1. Blocking of dangerous energies2. Preventive observation3. Hazardous materials4. Security in facilities5. Hand and power tools6. Ergonomics7. Preventive observation8. Security on the premises9. Emergency response10. IPER11. Preventive save-operation12. Emergencies	<ol style="list-style-type: none">1. Blocking of dangerous energies2. Preventive observation3. Hazardous materials4. Security in facilities5. Hand and power tools6. Safety in the operation with forklifts7. Evacuation and rescue/firefighting/hazardous materials/first aid	<ol style="list-style-type: none">1. Preventive observation Salva2. TAR (confined spaces)3. TAR (work at height)4. Hand and power tools5. Security in facilities6. Loading and unloading of materials7. Embarkation and disembarkation in the bay8. Hazardous materials
Compliance	100%	100%	100%

This page conforms to GRI 403-5

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HEALTH MANAGEMENT & OCCUPATIONAL HYGIENE

Occupational Health and Hygiene management is carried out in accordance with the Occupational Health and Safety Law No. 29783 and ISO 45001, which establishes constant occupational medical surveillance of our collaborators as a priority, based on an evaluation of Comprehensive health associated with occupational risks that could affect their health.

Additionally, Occupational Health and Hygiene develops medical surveillance according to the jobs, mainly under the programs of auditory surveillance, musculoskeletal, ergonomics and quality of life. The objective is to prevent damage to the health of the collaborator. Therefore; Occupational monitors are carried out to identify occupational risks and provide follow-up and/or periodic medical evaluations, as well as solutions at all levels in the risk control hierarchy.

Despite the fact that current regulations freed us from the obligation to carry out periodic medical examinations (COVID context), at TASA, proactively and thinking about the care and well-being of our collaborators, we have executed periodic EMOs, with which we managed to achieve 96% progress, which represents a considerable increase compared to 2021, when surveillance reached 55%.

These measures include the following indications:

- The suspension of preoccupational medical examinations, with the exception of those collaborators who have not been evaluated in the last year.
- The suspension of periodic medical examinations.

Similar to last year, the focus was on staff with respiratory symptoms and COVID-19.

Therefore, in compliance with the aforementioned decree law, the scope of EMO was as follows:

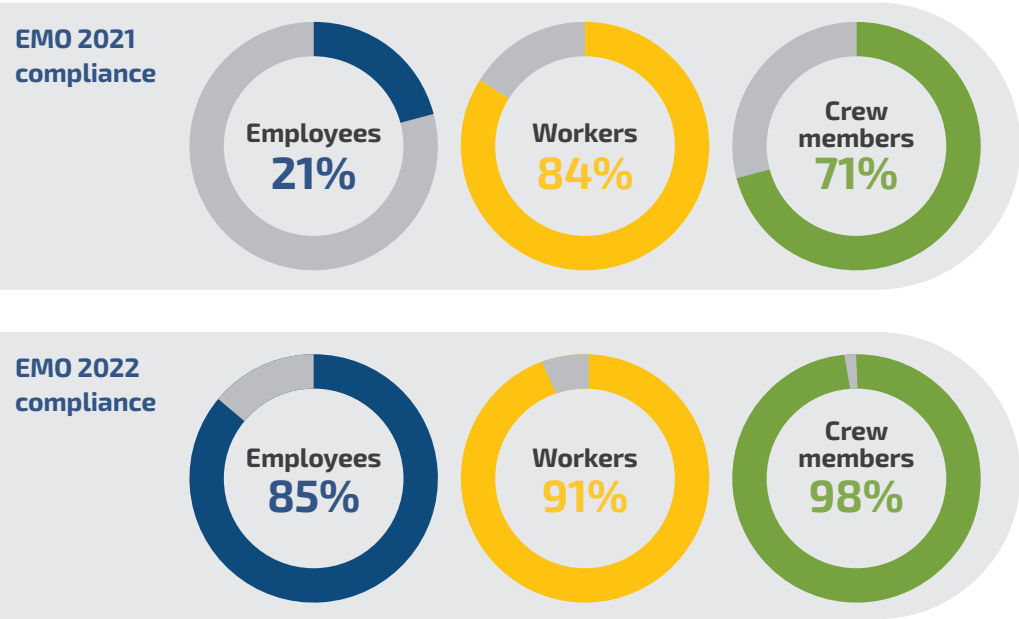


Table 1: Compliance with medical-occupational exams at Tecnológica de Alimentos S.A. Source: Department of Occupational Health and Hygiene TASA. 2022.
Source: Department of Occupational Health and Hygiene of TASA.



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

The risks evaluated were the following: noise, lighting, metal fumes, particles breathable and inhalable, ergonomic conditions, among others. This process was 100% fulfilled in plants (Malabrigo, Végueta, Supe, Chimbote, Samanco, Shipyard, Maestranza Callao and Pisco) and boats.

Risks / Occupational hazards	Dissemination of results, update of IPERC matrix
Noise	Implementation of acoustic booths, standardization of the use of double hearing protection
Lightning	Lighting projects have been prepared and executed at the Malabrigo, Chimbote, Callao CHI and Pisco Sur plants with a budget
Metallic fumes	A metal fume control program is being developed.
Respirable particles	Tests have been conducted for use with 3M HF 800 respirators.
Ergonomic conditions	The Ergovisor application has been implemented so that the administrative collaborators can assess their level of ergonomic comfort.

Table 2: Controls implemented against occupational risks and hazards in Tecnológica de Alimentos S.A. 2022.
Source: Department of Occupational Health and Hygiene of TASA.

On the other hand, we report that we have not identified occupational diseases.

During 2022, the Occupational Health area was distributed as follows in all operating units:

A total of 30 health professionals attended during working hours throughout the year and, during the production season, 24 hours a day at the Callao, Chimbote, Malabrigo, Pucusana and Pisco plants. In 2022, work on the delivery of preventive kits and COVID-19 to staff continued; likewise, quantitative antigen tests were acquired for all employees with respiratory symptoms in all operating units.

In 2022 we concentrated on providing greater attention to the mental health of our collaborators, for which we work in coordination with the Social Welfare area, with which we are increasingly closer to the worker and their families. A clear example is the home visits to our collaborators when they suffered from a complex disease, which enabled us to clear up doubts and myths to make better decisions.

Aligned with the scientific information and the current national COVID regulations, it was decided to continue with the following indications:

- Isolation between 7 and 14 days from the onset of symptoms for confirmed cases
- Rule out COVID-19 with antigen test on the third day of symptom onset.
- Promote vaccination with the complete scheme against COVID-19.
- Medical support was provided via telephone 24 hours a day in case of queries or emergencies.
- Daily medical monitoring of COVID-19 cases was carried out.
- A COVID-19 preventive kit was distributed.
- Leave with pay was granted to those collaborators considered part of the risk group against COVID-19.
- The VisiTASA software was reinforced to regulate entrances to all floors of all collaborators who had some type of health commitment against COVID-19.

Following the start of the third wave of COVID-19, we relaunched all the awareness of past years against this disease. The difference was that we carried out vaccination campaigns against COVID 19 in plants, with which we reached 99.8% of those vaccinated with the third dose and 28% with the fourth dose.

19 COVID-19 VACCINATION PROGRESS

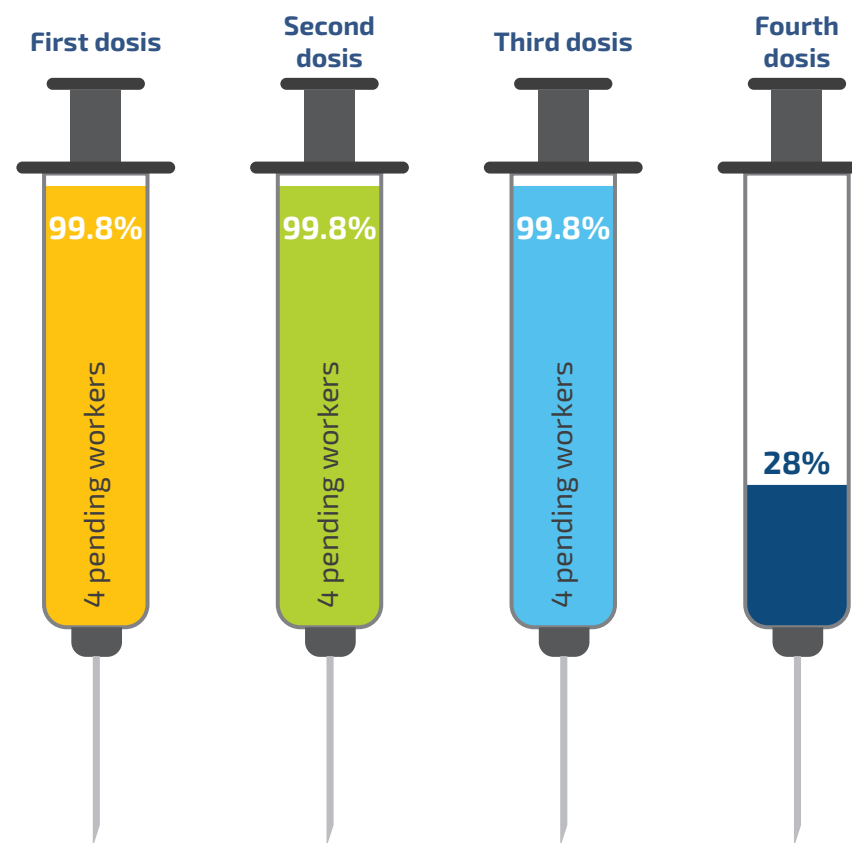


Figure 2:
Progress of vaccination against COVID-19 in Tecnológica de Alimentos S.A. 2022.
Source: Department of Occupational Health and Hygiene of TASA.



SOCIAL MANAGEMENT

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

Through our social management axes, we maintain a long-term vision, which aims to develop the following projects and initiatives:

- **Self-sustaining**, 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 include civil society in each locality.

This page conforms to GRI 3-3

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Social management axes	Scope	Activities 2022	Linked SDG
Environmental citizenship Generate actions and changes to strengthen environmental culture by applying innovative and participatory solutions within the framework of citizen rights and duties.	Central and local government, fishermen's unions, educational institutions, community and collaborators	<ul style="list-style-type: none"> ➤ Beach cleaning: activities carried out with collaborators and local government actors to clean beaches in the areas surrounding TASA. ➤ Source segregation program and solid waste collection with municipalities: consolidate the modernization of recovery plants with environmental management in Supe, Végueta and Malabrigo. In addition, an agreement was signed with Supe and Végueta for the delivery of waste for treatment at the municipal plant. ➤ Learning networks: TASA educational strengthening program. The main objective of this program is to strengthen the capacities of teachers and caregivers to respond to the challenges of blended learning in the classroom. 	4, 14, 17
Community relations Development of initiatives that respond to the main challenges of the communities, identified from dialogue and transparency activities.	Central and local government, artisanal fishermen's unions, educational institutions and community	<ul style="list-style-type: none"> ➤ Guided tours: TASA opens its doors every year to report on its management (environmental and social practices, sustainability model) and to dialogue with stakeholders in each of the communities in which we operate. ➤ Bulletin: every three months the activities carried out in communities are disseminated through WhatsApp ➤ Donations: we carry out specific actions that are carried out in support of vulnerable interest groups in situations of risk or emergency. ➤ Community support: in partnership with local authorities, vulnerability and emergency situations are identified to leverage resources and address them. ➤ Relationship with artisanal fishermen: as part of our culture of sustainability, we support training or activities that benefit artisanal fishing. Artisanal fishermen and TASA, together, generate spaces for information and action to improve sanitary practices, sustainable fishing gear and mitigation of the impact on the environment. 	8, 14, 17
Volunteering Generate a culture of solidarity and fraternity to contribute to improve the quality of life of groups that are in a vulnerable situation.	Collaborators and community	<ul style="list-style-type: none"> ➤ I learn with TASA: advice to school-age children of our workers through video calls on topics of communication, mathematics, finance, among others ➤ Volunteering in communities: workshops for plant workers in order to address local problems or support populations or institutions that require improvements in infrastructure and training, leveraging resources with local authorities is promoted. 	4, 17

As part of the 2023 management, we will focus on establishing sustainable relationships with our stakeholders and generating favorable conditions for the social, economic and environmental development of the communities where we operate.

During 2022, our social investment was more than US\$ 492,000,000. In addition, we continue to promote actions for the sustainable development of artisanal fishing, through the La Red project in Chimbote, and we promote the segregation program at the source and selective collection of municipal solid waste, with the district municipalities of Rázuri, Supe Puerto and Végueta.

Social investment 2022	US\$ thousands
Strategic sustainability projects*	206,632
Environmental citizenship	24,649
Community relations	32,877
Volunteering	227,878.4
Total	492,036.4

LEARNING NETWORKS

With the purpose of contributing to the education of our communities, in 2022 Redes de Aprendizaje began, TASA's educational strengthening program. This program's main objective is to strengthen the capacities of teachers and caregivers, so that they respond to the challenges of the blended modality in the classroom, strengthening the issues of citizenship and environmental care.

With this objective, three components were proposed: training, virtual counseling and inter-learning groups. As results, we favored more than 100 teachers and 43 educational institutions.


In 2023, it is expected to improve the capacities for educational and socio-emotional support of teachers and caregivers, through workshops and digital resources.

*Includes expenses from the Family Welfare, Cleaner Production and La Red projects


**Contribution to Associations of Fishmeal and Fish Oil Producers (APRO)

This page conforms to GRI 203-2, 413-1


In 2020 we strengthened our corporate volunteering and developed, together with Aporta, the Aprendo con TASA program. This program was born with the purpose of accompanying the sons and daughters of our collaborators to contribute to their educational advancement.



2022 Edition




Virtual accompaniment to TASA families with children between 5th grade of primary school and last year of high school with **strategies, resources and support on key issues** that contribute to their educational progress.




Phase 1: May to September

Phase 2: September to November

Goal: 100 benefited students in total



Counseling for caregivers:
SMS with resources to strengthen education and upbringing



Support for students:
Accompaniment of volunteers focused on skills aligned to what is taught in schools while developing digital skills.

Organization + Socio-emotional support

Continuous support and follow-up

In 2022 we exceeded our goals, as we favored 105 TASA families and 107 volunteers in both phases of volunteering. This represents more than 1,000 hours of continuous accompaniment for students and 200 hours of training for volunteers.

- 100% of families consider that they have contributed to the academic performance of their children.
- 93% of caregivers feel satisfied and very satisfied with the entire program.
- 100% of students mention that Aprendo con TASA helped them a lot to learn about caring for the sea.
- 94% consider that the digital tools taught by their volunteer have been very useful.

This page conforms to a GRI 413-1



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 artisanal sector through formalization, health care, innovation and respect for the marine resource.

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

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

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

- S/.24k was invoiced through the 3 commercial channels of the commercial pilot.
- New alliances were activated with Produce (A Comer Pescado) and shellcatch (technology consultant for artisanal fishing)
- 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

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 fishing.



KATARI SYSTEM

Since 2019 we have had the Katari application, which year after year has been strengthened to become a social management tool that meets three 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 interest groups.	Monitoring of requests for the development of care plans. Incident monitoring so that all those responsible are informed and articulated. This, with a preventive approach.	Katari will let our staff have updated information on this.
1	2	3

In 2022, 25 incidents were registered (13 of a communication nature, 6 social and 6 environmental)¹⁶, all of which were attended to. In addition, with the purpose of guaranteeing the pertinent registration and consolidating the use of Katari, modifications were made to the tool and the leaders of the units that represent TASA in the communities were trained.

¹⁶ The environmental incidents registered in Katari refer only to events that directly impact the stakeholders prioritized by the Social Management area
This page conforms to GRI 2-29, 413-1

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SUPPLIER MANAGEMENT

SHIPOWNERS

Our supply chain is characterized by seasonality, task specialization, and extensive use of labor. In this sense, shipowners assume a preponderant role as resource providers. They extract marine products and sell 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 categories of shipowners: exclusive (8), preferred (12), eventual (variable) and others (known as "swallows").

Due to their importance in our value chain, shipowners are identified differently from other suppliers and have a responsible area within the fishing management, which evaluates their service based on the quality of the product.

In 2022 we launched the Yuntas program, through which we seek to strengthen our win-win relationship, in order to guarantee good communication and various benefits that will contribute to your business management. One of them will be training in good sustainable fishing practices, as part of our commitment to extend the Cuidamar culture throughout our value chain. In 2023 we will start a pilot with 5 strategic shipowners, which consists of raising awareness, activating the basic module of the program, and testing records of sightings and releases of marine resources.



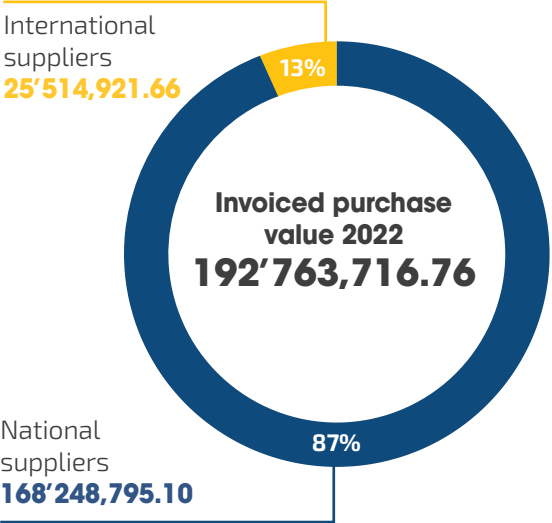
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GOODS AND SERVICE SUPPLIERS

Additionally, for the rest of the operation, we have two types of providers: those of general or specialized services; and those of goods, which provide us with inputs, spare parts and assets. In 2022, this group was made up of 1,679 suppliers, of which 92% (1,541) are national. It is worth mentioning that, since 2022, we include a new category within this segmentation called critical suppliers, who are all those suppliers that have a significant impact on TASA in the following aspects: environment, quality of maintenance, safety and health at work, and security of the distribution chain and innocuousness. To determine this criticality, an approval evaluation is carried out and then an audit carried out by a third-party company. In this way, with the grade obtained, we determine if a supplier is suitable or not to work with TASA. Finally, we have identified the operations in the north-central zone as significant areas: Callao, Supe, Végueta, Chimbote and Malabrigo, and in the south zone: Pisco, Matarani and Atico.

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, and we also retain the suppliers that we consider strategic.

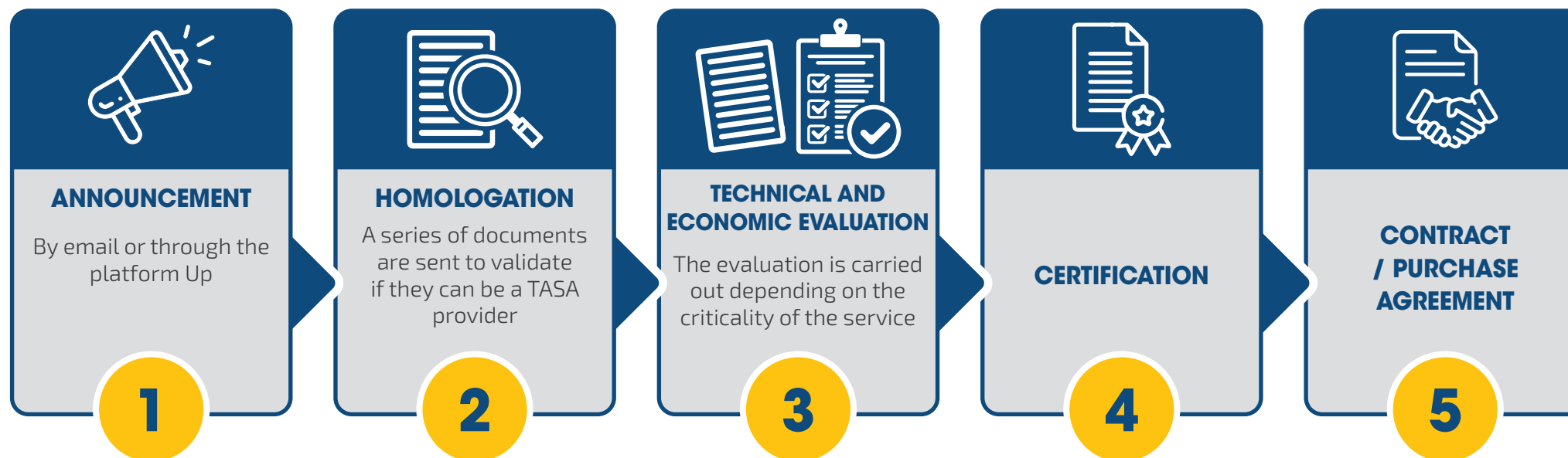
Region	Region account
LIMA	1,269
ÁNCASH	116
LA LIBERTAD	55
AREQUIPA	42
ICA	36
PIURA	11
MOQUEGUA	6
LAMBAYEQUE	3
CHIMBOTE	2
CUSCO	1
Total	1,541





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To contract with a supplier, we follow a process with different stages from the call to contracting or the purchase agreement.



SUPPLIER DEVELOPMENT PROGRAM

In order to promote the development of our suppliers, we have been promoting improvement actions in financial, labor and operational issues, since 2012, among our national suppliers. In this way, in 2018, we consolidated our efforts and formed strategic alliances with organizations from the public and private sectors, which have allowed us to develop business improvement plans that have raised work standards in more than 130 strategic suppliers through work methodologies, training and technical visits.

In 2022, thanks to the work and commitment of participating suppliers, we have managed to reduce risks of regulatory non-compliance and negative impacts on the environment. In fact, our suppliers have managed to add greater value to their businesses and operations, thereby becoming more competitive in the industry. As a consequence we obtained the following achievements:

- The virtual platform was consolidated as a means of communication, collaboration and training for suppliers.
- 120 suppliers successfully completed the Good Business Practices course, which carried out their compliance plan through the implemented platform.
- 56 suppliers developed their code of ethics, as a result of the Corporate Ethics training.
- 106 suppliers made their sustainability report under the GRI standards, with which they exceeded the established goal.
- A new supplier evaluation methodology was implemented that includes six pillars linked to compliance with labor and safety standards, compliance with sustainability practices and the performance of their service quality.

By 2023 we are focused on increasing the number of suppliers aligned with the business, ensuring the attention and satisfaction of our internal customers during the operation, optimizing the supplier's life cycle from the moment they start working with us. And for those who have already been working with us, we will focus on working on action plans that make it possible to impact the following aspects:

- Service level
- Technical and economic efficiency
- Administrative management
- Sustainability
- After sales services

With regard to Sustainability, for the following year we have set ourselves the following goals: accompany suppliers in the development of quality sustainability reports, implement training courses on the new supplier platform in order to extend our good practices throughout the supply chain, strengthen its business management, and reinforce its certifications in accordance with the standards required by TASA.

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GRI TABLE OF CONTENTS

Statement of use	Tecnológica de Alimentos S.A. has reported in accordance with the GRI Standards for the period January 1, 2022, to December 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	<div> 13.1 Emissions 13.2 Climate adaptation and resilience 13.3 Biodiversity 13.7 Water and effluents 13.8 Waste 13.10 Food safety 13.12 Local communities 13.15 Non-discrimination and equal opportunity 13.16 Forced or compulsory labor 13.17 Child labor 13.18 Freedom of association and collective bargaining 13.19 Occupational health and safety 13.20 Employment practices 13.22 Economic inclusion 13.24 Public policy 13.25 Anti-competitive behavior 13.26 Anti-corruption </div>



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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
General disclosures			
GRI 2: General Disclosure 2021	2-1 Organizational details	Page 6-7, the Central Administration office is located at Jirón Carpaccio #250, 11th floor - San Borja, Lima 41 - Peru and https://bit.ly/PaisesdeOperaciónTASA	
	2-3 Reporting period, frequency, and contact point	Page 6. This sustainability report covers the period from January 1 to December 31, 2022, and maintains an annual reporting frequency. For any questions or information about the sustainability report, please contact: Maria Pia Dyer Jacobs Assistant Manager Legal and Corporate Affairs myder@tasa.com.pe	
	2-4 Restatements of information	No update has been registered	
	2-6 Activities, value chain and other business relationships	Page 25-34	
	2-7 Employees	• Tecnológica de Alimentos S.A. has three types of contracts: permanent, temporary and internship. The total number of employees in the permanent contract category is 1300, of which 1112 are men and 188 are women. In the temporary category, the total number of employees is 328, of whom 286 are men and 42 are women. Finally, 22 employees work as trainees, of which 13 are women and 9 are men.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
General disclosures			
GRI 2: General Disclosure 2021	2-7 Employees	•1411 employees work under permanent employment contracts, of whom 385 are from the North Zone (Malabrigo, Malabrigo, Malabrigo, Malabrigo and Malabrigo plants). North Zone (Malabrigo, Samanco, Chimbote, Astillero plants), 862 in the Central Zone (Supe, Vegueta, Callao, Pisco, Pucusana, San Borja plants) and 53 in the South Zone (Atico and Matarani plants). On the other hand, 328 employees have temporary labor contracts, of which 159 belong to the North Zone (Malabrigo, Samanco, Chimbote, Astillero plants), 164 to the Central Zone (Supe, Vegueta, Callao, Pisco, Pucusana, San Borja plants) and 5 to the South Zone (Atico and Matarani plants). •2770 employees have full-time contracts, of which 2,521 are men and 249 are women.	
	2-9 Governance structure and composition	Page 10-11 and corporate website https://bit.ly/PlanaGerencialTASA	
	2-10 Nomination and selection of the highest governance body	Page 10, 11	
	2-11 Chair of the highest governance body	Page 10, 11	
	2-12 Role of the highest governance body in overseeing the management of impacts	In Tecnológica de Alimentos S.A., the governing body establishes guidelines for the treatment of the most critical risks. It also performs risk supervision functions, with an integral function, including the prioritization of resources for the solution of top risk alerts and watchlist.	



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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
General disclosures			
GRI 2: General Disclosure 2021	2-14 Role of the highest governance body in sustainability reporting	The Sustainability Report of Tecnológica de Alimentos S.A. is reviewed and approved at the shareholders' meeting.	
	2-22 Statement on sustainable development strategy	Page 2-4	
	2-23 Policy commitments	Page 7, 8, 13, 17-23	
	2-27 Compliance with laws and regulations	In 2022, Tecnológica de Alimentos S.A. did not record any fines or sanctions for non-compliance with laws or regulations.	
	2-28 Membership associations	Page 9	
	2-29 Approach to stakeholders engagement	Page 81, 85	
	2-30 Collective bargaining agreements	Tecnológica de Alimentos S.A. has collective bargaining agreements with unions to promote safe dialogue and collective understanding. The composition of union membership is distributed as follows: •SINTETASA: 109 •SINTRATASA: 46 •C. DE ASTILLERO:11 •SITPA: 11 •SUPNEP: 836	
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	Annex 2 of TASA's 2021 Sustainability Report (pp. 89) https://bit.ly/ReportedeSostenibilidad2021_TASA	
	3-2 List of material topics	Annex 2 of TASA's 2021 Sustainability Report (pp. 89) https://bit.ly/ReportedeSostenibilidad2021_TASA	
GRI 201: Economic performance 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 13	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> • Sales: \$554 million • Payroll: \$81.3 MM • Suppliers: \$412 MM • Interest expense and income: \$8.4 billion • Payment of taxes: \$60.7 billion • Social and environmental investments: \$1.2 billion 	13.22.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 201: Economic performance 2016	201-4 Financial implications and other risks and opportunities due to climate change	In 2022, Tecnológica de Alimentos S.A. received funding from the National Innovation Program for Fisheries and Aquaculture (PNIPA) for the development of two projects: • Proyector 1: Cold Storage Plant with a freezing tunnel of 02 TN and storage of 06 TN (S/. 395,738.40). • Proyector 2: Production of biol from organic waste from La Red plant (S/. 101,132.40).	
GRI 202: Market presence 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 63	
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	100% of senior executives, fishmeal, and fish oil plant superintendents, are recruited from the local community. It is worth mentioning that the company defines "local community" as the location of our significant operations, such as our HyA fish plants.	
GRI 203: Indirect economic impacts 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 16,17	13.22.1
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Page 84	13.22.3
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	Page 18,19, 82	13.22.4
GRI 204: Procurement practices 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 87, 88	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Page 87	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 205 Anti-corruption 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 23	13.26.1
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Quarterly monitoring of the action plans of 14 operational departments: Legal and corporate affairs, Commercial, Human Resources, IT, Operations, Maintenance, SSOMA, Logistics, Finance, Controllershship, Project, Quality, Shipyard and Fishing.	13.26.2
	205-2 Communication and training about anti-corruption policies and procedures	Page 21-23	13.26.3
	205-3 Confirmed incidents of corruption and actions taken	Tecnológica de Alimentos S.A. has not recorded any cases of corruption during the period 2022.	13.26.4
GRI 206: Anti-competitive behavior 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 21-23	13.25.1
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Within its Compliance Policy, Tecnológica de Alimentos S.A. establishes a series of guidelines to prevent monopolistic and anti-competitive practices in relation to its customers, suppliers, competitors, alliances, unions and authorities https://bit.ly/PoliticadeCumplimiento_TASA	13.25.2
GRI 207: Tax 2019			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 21-23	
GRI 207: Tax 2019	207-1 Approach to tax	with the Peruvian regulations in force that allow us to manage our tax resources adequately and efficiently. In this sense, the General Sales Tax and Selective Consumption Tax Law, the Income Tax Law and the Tax Code are the main rules that govern our tax operations.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	The Company develops tax planning to mitigate risks and tax contingencies that may exist. In line with this, we are committed to comply with good practices of responsible and transparent taxation, which is why we have external reviews that allow us to always be sure.	
GRI 302: Energy 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 44, 48-50	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 48	
	302-2 Energy consumption outside of the organization	Page 50	
	302-3 Energy intensity	Page 49	
	302-4 Reduction of energy consumption	Page 48, 50	
	302-5 Reductions in energy requirements of products and services	Page 49	
GRI 303: Water and efluents 2018			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 44, 51	13.7.1
GRI 303: Water and efluents 2018	303-1 Interactions with water as a shared resource	Page 46	13.7.2
	303-2 Management of water discharge-related impacts	Page 46-47	13.7.3
	303-4 Water withdrawal	Page 46	13.7.4
	303-5 Water consumption	Page 51	13.7.5
GRI 304: Biodiversity 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 36-43	13.3.1
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 42, 43	13.3.2

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Page 36-37	13.3.3
	304-3 Habitats protected or restored	Page 43	13.3.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 42	13.3.5
GRI 305: Emissions 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 44, 50	13.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 50	13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	Page 50	13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	In 2022, Tecnológica de Alimentos S.A. emitted 103,050.92 tCO ₂ e from transportation.	13.1.4
	305-4 GHG emissions intensity	Page 49	13.1.5
	305-5 Reduction of GHG emissions	Page 49	13.1.6
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	In accordance with Tecnológica de Alimentos S.A.'s environmental commitments established in the Environmental Management Instruments, NO _x and SO _x emissions are monitored once each fishing season in the fishmeal units to ensure compliance with the LMPs.	
GRI 306: Waste 2020			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 45, 51-53	13.8.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 53, 54	13.8.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Page 53, 54, 55	13.8.3
	306-3 Waste generated	Page 53	
	306-4 Waste diverted from disposal	Page 54	13.8.5
	306-5 Waste directed to disposal	Page 53	13.8.6
GRI 308: Supplier environmental assessment 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 87	
GRI 308: Supplier environment assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 87, 88	
	308-2 Negative environmental impacts in the supply chain and actions taken	In 2022, there were no negative environmental impacts in the Tecnológica de Alimentos S.A. supply chain.	
GRI 401: Employment 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 63	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 64	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	In terms of benefits, Tecnológica de Alimentos S.A. provides the same benefits to full-time and part-time employees.	
GRI 403: Occupational health and safety 2018			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 73	13.19.1
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Page 73, 74	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	Page 78	13.19.3
	403-3 Occupational health services	Page 77-79	13.19.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 74	13.19.5
	403-5 Worker training on occupational health and safety	Page 76	13.19.6
	403-6 Promotion of worker health	Page 77-79	13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 73, 74, 76, 77, 78	13.19.8
	403-8 Workers covered by an occupational health and safety management system	Page 77	13.19.9
	403-9 Work-related injuries	Page 75	13.19.10
	403-10 Work-related ill health	Page 77	13.19.11
GRI 404: Training and education 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 63, 66	13.1.1
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Page 66	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 67, 68	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 67	
GRI 405: Diversity and equal opportunity 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 69-72	13.15.1
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Page 72	13.15.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 406: Non discrimination 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 72	13.15.1
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 22. In 2022, no cases of discrimination were reported in the company's integrity channel.	13.14.4
GRI 407: Freedom of association and collective bargaining 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Corporate website: Code of Ethics https://bit.ly/CodigodeEtica_TASA https://bit.ly/CodigodeEticadeProveedores_TASA	13.18.1
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Tecnológica de Alimentos S.A. has not registered operations and suppliers where cases of violation of the right to freedom of association and collective bargaining have been identified. Within its internal code of ethics and for suppliers, its commitment to this right is reinforced: https://bit.ly/CodigodeEtica_TASA https://bit.ly/CodigodeEticadeProveedores_TASA	13.17.2
GRI 408: Child labor 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 21-23	13.16.1
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No significant risks of forced or compulsory labor have been identified. In fact, the company rejects any practice of child labor, and it is established in the Human Rights Policy: https://bit.ly/PoliticadeDerechosHumanos_TASA .	13.16.2
GRI 409: Forced or compulsory labor 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 21-23	13.16.1
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risks of forced or compulsory labor have been identified. In fact, the company rejects any practice of forced or compulsory labor, and it is established in the Human Rights Policy: https://bit.ly/PoliticadeDerechosHumanos_TASA .	13.16.2

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 413: Local communities 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 80, 81	13.12.1
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 80-85	13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities	There have been no significant negative impacts on local communities within Tecnológica de Alimentos S.A.'s operations.	
GRI 414: Supplier social assessment 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 86-88	13.15.1
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Page 86-88	
	414-2 Negative social impacts in the supply chain and actions taken	Page 89 Tecnológica de Alimentos S.A. has not identified any negative social impacts in the supply chain.	
GRI 415: Public policy 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Corporate website: Compliance Policy https://bit.ly/PoliticadeCumplimiento_TASA	13.24.1
GRI 415: Public policy 2016	415-1 Political contributions	Tecnológica de Alimentos S.A. does not register any contribution to political parties and/or representatives during the period 2022, as established in the company's Compliance Policy: https://bit.ly/PoliticadeCumplimiento_TASA	13.24.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 416: Customer Health and safety 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 57, 58, 59	13.10.1
GRI 416: Customer Health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 59	13.10.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There have been no non-compliances in relation to the health and safety impacts of our products.	
GRI 417: Marketing and labeling 2016			
GRI 3: Material topics 2021	3-3 Management of material topics	Page 56, 60	
GRI 417: Marketing y etiquetado 2016	417-1 Requirements for product and service information and labeling	Page 56, 60, 61	
	417-2 Incidents of non-compliance concerning product and service information and labeling	There have been no cases of non-compliance related to the labeling of our products.	
	417-3 Incidents of non-compliance concerning marketing communications	There have been no cases of noncompliance related to marketing communications.	

SECTORAL ANNEXES

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL

Topics	Explanation
13.4 Natural ecosystem conversion	Tecnológica de Alimentos S.A. keeps this indicator under development evaluation.
13.5 Soil health	Not applicable to Tecnológica de Alimentos S.A. processes.
13.6 Pesticides use	Not applicable to Tecnológica de Alimentos S.A. processes.
13.9 Food security	Tecnológica de Alimentos S.A. keeps this indicator under development evaluation.
13.11 Animal health and welfare	Tecnológica de Alimentos S.A. obtained the Sustainable Fisheries and Aquaculture Product (FOS) certification to ensure responsible practices in the fishing sector and with an emphasis on the protection of marine biodiversity. However, we are still in the process of developing policies and commitments on this issue.
13.13 Land and resource rights	Page 25, 43
13.14 Rights of indigenous people	Not applicable to Tecnológica de Alimentos S.A. processes.
13.21 Living income and living wage	At Tecnológica de Alimentos S.A. we take as a reference the indicator of (basic family basket), which is well above this salary threshold.
13.23 Supply chain traceability	Page 57-59



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For TASA, the sustainability report represents a key means to tell its story, progress and challenges regarding its environmental, social and economic performance, to be shared with all its stakeholders. Under this objective, it is aware that a good story needs its protagonists. Therefore, it extends a special thanks to the entire team that made it possible to generate a document that details all the efforts to contribute to our sustainability principle throughout 2022.

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