

**BLUMAR**

SUMMARY  
Integrated Report

2023

**BLUMAR** | SUMMARY  
Integrated Report



# BLUMAR

## Our purpose

# We nurture people by embracing the ocean

We are proud of our community of hard-working resilient people, who have sailed the southern seas of the Pacific Ocean for generations to provide and make progress for the community. We are grateful for what the sea provides and its endless

possibilities, thus we have declared our commitment to safeguard its survival and legacy for future generations. The ocean provides us with a giant opportunity: healthy, safe and sustainable food.

### Mission

To be a leading company in the fishing and aquaculture industry, while managing our resources sustainably, protecting the environment and creating value for our shareholders, clients and employees. At the same time, we want to provide products and services with quality standards that are recognized in the markets where we operate.

### Vision

To become the leader in fishing and aquaculture in Chile, meeting our clients' expectations and innovating through continuous improvement in our management, in our empowering relationship with our employees, communities, and authorities, as well as in environmental care.

## Our Principles of Conduct

Blumar has developed 8 Principles of Conduct to support its commitment to nurturing people by embracing the ocean. These principles act as a guide

for all members of the company, promoting a common standard of conduct among all areas that reinforces the organizational culture.



### Honor and take care of the environment

Do your job while caring for and honoring the community, environment, society, and the people who work with you.



### Enjoy the path and the process

Enjoy and make the best out of every step of the process, inspiring others.



### Teamwork is the way

Collaborate with your team, across areas and outside the organization, to achieve common goals, building from differences.



### Stay alert and open to change

Proactively seek change and challenge yourself to improve.



### Seek excellence in everything you do

Work with excellence and promote quality.



### Speak up and take action, always respecting others

Dare to disagree, express your ideas, and promote the industry.



### Lead by example

Act with integrity and ethics, maintaining coherence between your speech and your actions.

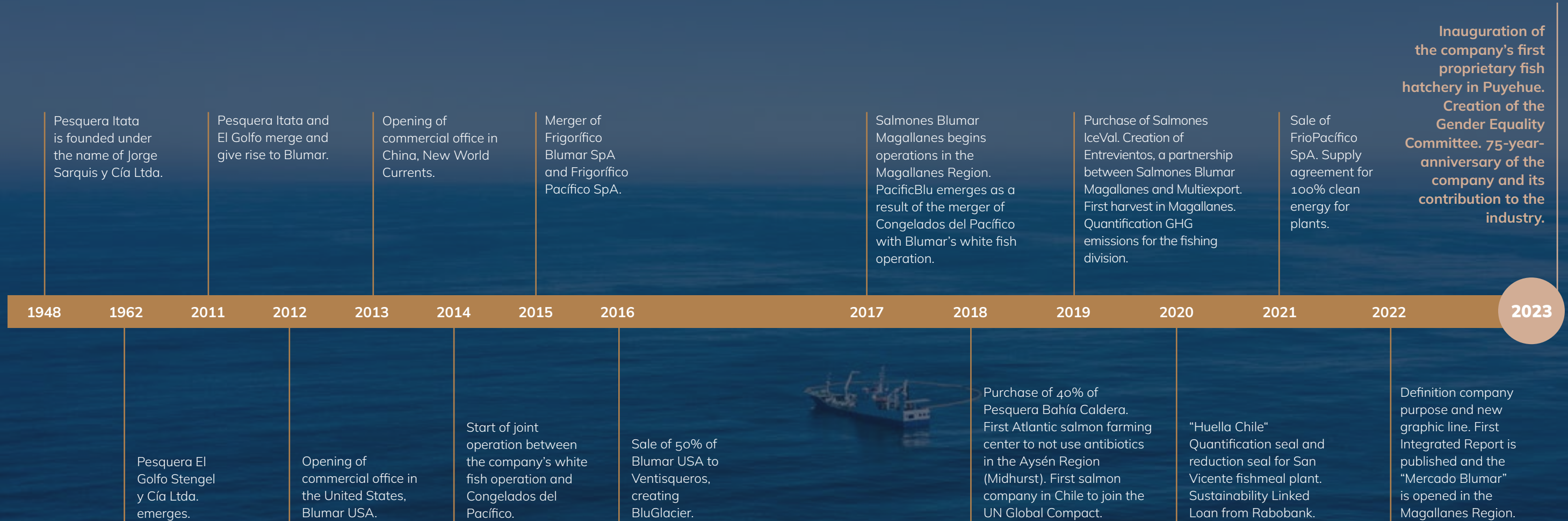


### Keep it simple

Act with humility, beyond your position.



# HISTORY OF THE COMPANY




## | HIGHLIGHTS FOR THE PERIOD

- 1 75th anniversary celebration
- 2 Creation of the Executive Gender Equality Committee
- 3 Hatchery Puyehue: Our first proprietary hatchery
- 4 Second Integrated Report prepared according to CMF General Standard 461
- 5 Reaffirming our commitment to UN's Sustainable Ocean Principles
- 6 Participation in international trade fairs and congresses with a focus on sustainability
- 7 2023 Dow Jones Sustainability Index Results
- 8 First water footprint measurement for salmon production
- 9 First-year anniversary of Mercado Blumar
- 10 Energy Management System focused on energy efficiency
- 11 Production of more than 100 thousand tons of jack mackerel for human consumption
- 12 Remote salmon feeding room
- 13 Blumar Handbook of Best Circular Practices for Farming
- 14 "Salmon Pledge": first monthly donation of salmon



# MAIN AWARDS AND RECOGNITIONS

**01**  CEO Gerardo Balbontín ranked on IntraFish Media’s Seafood Power 100 list

**04**  Aquaforum Salmon Awards: “Professional achievement Award” for the Chairman of the Board

**02**  Recognition for cultural contributions to the city of Punta Arenas

**05**  2023 Sustainable Salmon Award in “Community Commitment” category for the Potable Water Project on Huar Island

**03**  Recognition for contributions to technical-professional education at INACAP

**06**  Two Blumar employees are recognized at Food & Service trade fair

Salmon Sustainability Award for “Professional achievement”



Salmon Sustainability Award for “Community Commitment”



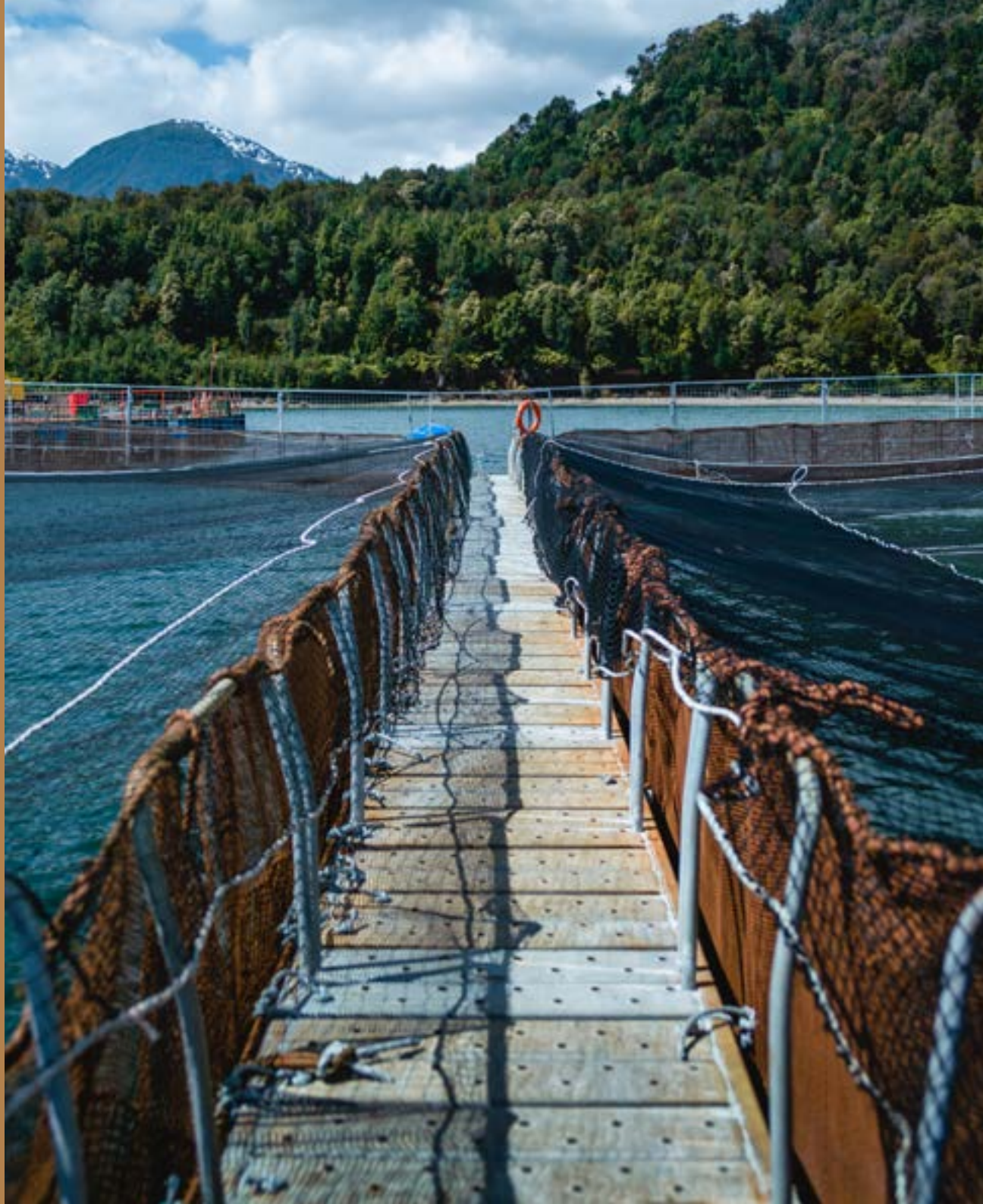
Recognition for Blumar employees at Food & Service trade fair





# MAJOR NUMBERS

## Employees and first-level assets throughout Chile



**20%** Industrial quota of Jack Mackerel central-south area

**21%** Industrial quota of Sardine central-south area

**20%** Industrial quota of Anchovy center-south area

**55** aquaculture concessions

**33** centers in use during 2023

**8** Operating Ships

**4** Fishmeal Plants

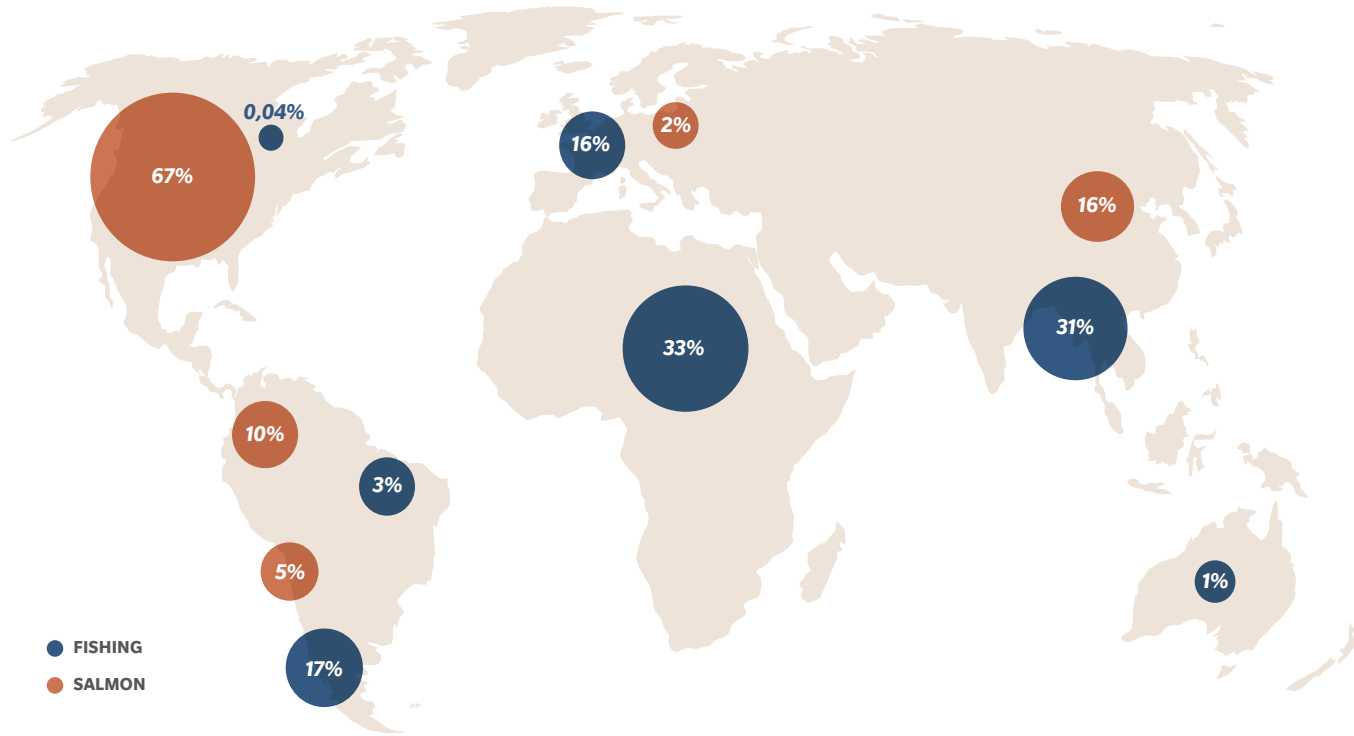
**6** Final Product Plants

**1** Refrigerated Warehouse

**1** Hatchery



## Sales Distribution 2023 by Destination

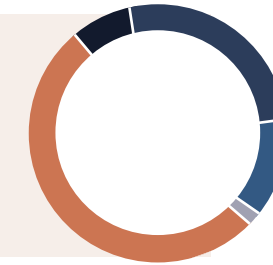


## Certifications



## Revenue composition by product

**\$674,447**  
million USD 2023



- Atlantic Salmon 54%
- Coho Salmon 0%
- Fishmeal and Fish Oil 23%
- Frozen Jack Mackerel 15%
- Others 1%
- White Fish 7%

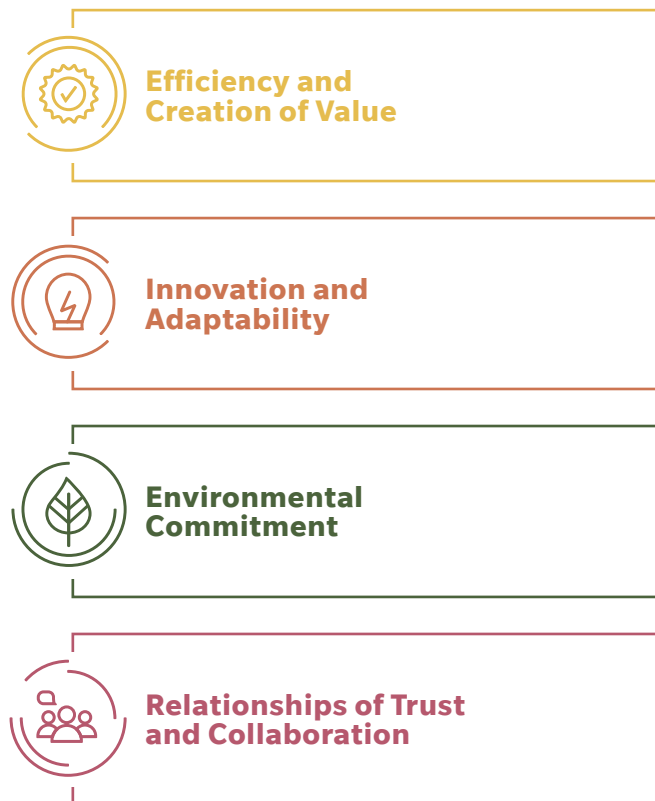




# BLUMAR'S STRATEGY

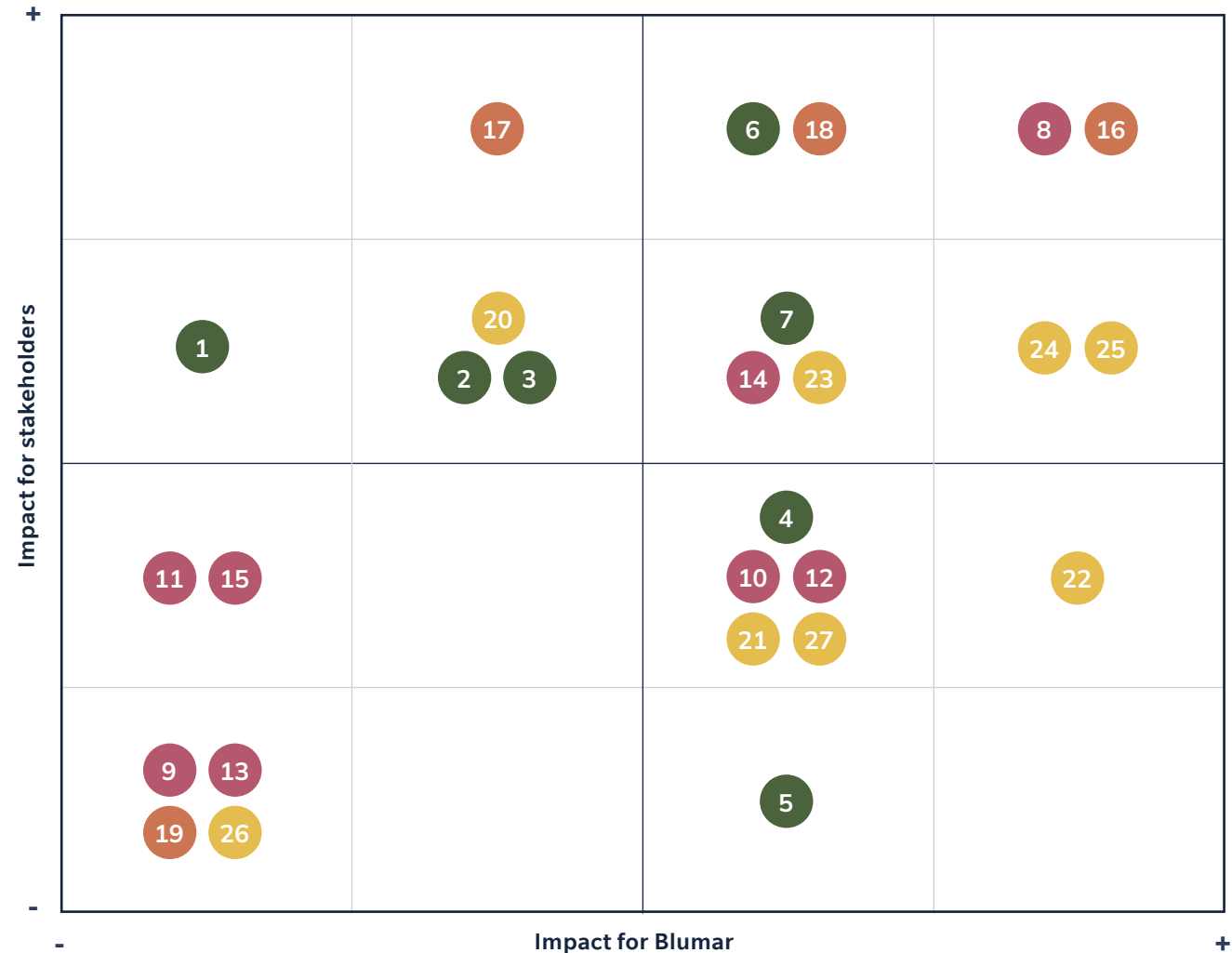
Blumar understands the value of growing in harmony with the natural and social environment, and seeks to develop its business by incorporating sustainability and creating significant relationships.

The company's strategy is directly linked to its stakeholders, to whom we are connected through the following pillars:



## Materiality Matrix

The materiality study identifies material topics for Blumar, as well as for its stakeholders, regarding the economic, social, and environmental impact that the company's activities have throughout the value chain.



### Environmental Commitment

- 1 Carbon footprint
- 2 Energy management
- 3 Water management
- 4 Circular economy and waste management
- 5 Odor management
- 6 Biodiversity protection
- 7 Environmental compliance and sustainable management of natural resources



### Relationships of Trust and Collaboration

- 8 Workforce health and safety
- 9 Talent attraction and development
- 10 Well-being of the employees and work climate
- 11 Human rights management
- 12 Labor relations based on trust
- 13 Diversity, equality, and inclusion
- 14 Relationship with the community and indigenous peoples
- 15 Partnerships for sustainability



### Innovation and Adaptability

- 16 Consumer Health and Safety
- 17 Animal care and welfare
- 18 Use of antibiotics (maximize ABF production)
- 19 Digital transformation and technology



### Efficiency and Creation of Value

- 20 Supply chain management
- 21 Risk and crisis management
- 22 Economic performance, financial strength, and shareholder return
- 23 Good corporate governance
- 24 Ethics, anti-corruption and transparency
- 25 Commitment to our clients
- 26 Climate risk and governance
- 27 Information security and cybersecurity





# VALUE CHAIN: SALMON DIVISION

**1) Smolt production:** The cycle starts with the purchase of eggs. Then, we use annual stocking plans for our own fish hatchery and external ones to grow smolt, ensuring the highest safety and biosafety standards at these facilities.

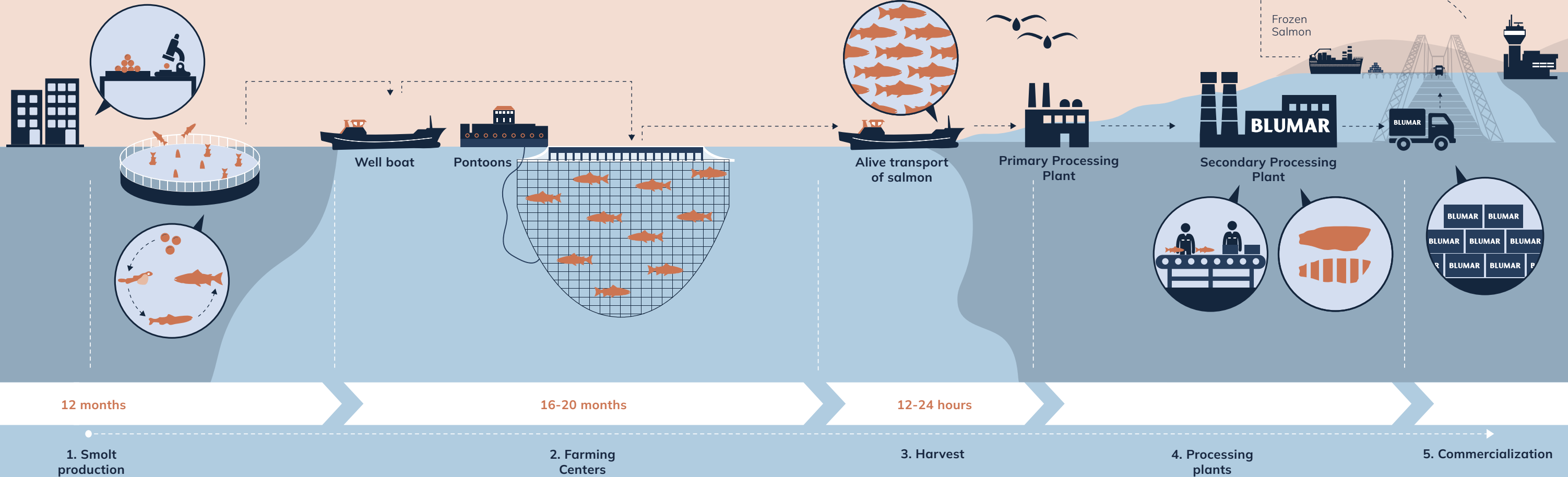
**2) Farming centers:** Blumar owns 55 concessions distributed across three regions. Each farming center is equipped with modern facilities and safety protocols.

These farming centers oversee the fattening process, which lasts between 16 and 20 months until the salmon reaches an average weight between 4.5 and 5 kilograms

**3) Harvest:** The salmon are transported alive on well boats, which are specialized boats designed to safeguard the quality and welfare of the fish during the trip to the primary processing plant. This process takes between 12 and 24 hours.

**4) Processing plants:** The salmon is processed in the primary plant, to be then dispatched to secondary value-added plants. There, the raw material is transformed into various fresh or frozen products (fillets, portions, whole fish) under strict sanitary controls. Blumar products are HACCP, BRC, IFS, BAP and ASC certified.

**5) Commercialization:** Blumar sells fresh and frozen products to both domestic and international clients in more than 30 countries. The company has sales offices in the USA (BluGlacier in Miami), Europe (Vigo, Spain), and Shanghai (Blumar Asia Ltd.)





# NUTRITIONAL VALUE OF PRODUCTS

## FISHMEAL

### Benefits



Raw material for fish and animal feed



Replacement for vegetables

## RAW FISH OIL

### Benefits



Raw material for fish and animal feed  
Food fortification



Dietary supplement for human nutrition  
Fish and pet feed

## MUSSELS

### Benefits



Positive impact on health  
Promotes health and cognitive function

Improves nutrition  
Excellent nutritional value: proteins, minerals, and vitamins

Such as iron, magnesium, zinc, and selenium  
B, B2, AND B12



## ATLANTIC SALMON



### Benefits



Fighting obesity with salmon consumption

237g  
Weekly recommendation for salmon intake in the USA

Positive impact on health  
Improves nutrition  
Improves brain health  
Reduces the risk of cardiovascular disease  
Excellent nutritional value: proteins, minerals, and vitamins

## FROZEN JACK MACKEREL



### Benefits



A, B and D  
B1, B2, B3 and B12

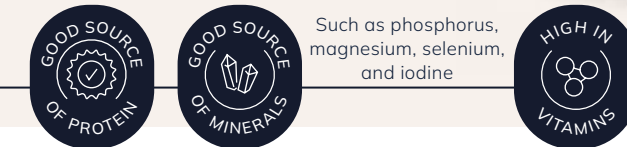
Such as iron, magnesium, and iodine

Multiple nutritional properties  
Reduces the risk of atherosclerosis and heart problems  
Supports red blood cell production  
Enhances nervous and immune system function

## HAKE and other white fish



### Benefits



Such as phosphorus, magnesium, selenium, and iodine

A and D

Positive impact on health  
Reduces the risk of cardiovascular disease  
Reduces the risk of prostate cancer, immune disorders, and osteoporosis  
Excellent nutritional value: proteins, minerals, and vitamins  
Supports healthy pregnancy  
Supports neurological and cardiovascular development of infants and children



# | PROGRESS ESG COMMITMENTS



Use of antibiotics

**-56%**

since 2017



ASC certification

**72%**

in the 2022-2023 period



Waste management

**86%**

waste recovery



Carbon footprint

**-28%**

scope 1 and 2 emissions since 2020



Renewable energy

**89%**

renewable electricity in plants

## PROGRESS

## COMMITMENT

Reduce use of antibiotics by 58% by 2027. Baseline year 2017.

ASC certification for 60% of salmon farming centers between 2026 and 2027.

80% waste recovery by 2027.

Reduce corporate carbon footprint of scope 1 and 2 by 30% by 2030 and carbon neutrality by 2050. Baseline year 2020.

100% renewable electricity in plants by 2027.





## | NEW ESG COMMITMENTS BY 2030



### Use of antibiotics



### Waste management



### Carbon footprint



### Gender Equality

#### COMMITMENT

Maintain the reduction of antibiotic use above 60% by 2030, considering the year 2017 as a baseline.

Recover at least 90% of waste by 2030.

Reduce the company's scope 1 and 2 carbon footprint by 30% by 2030, considering the year 2020 as a baseline, and join the Science Based Target Initiative (SBTi).

Achieve the advanced level in the Women's Empowerment Principles, founded by UN Women and led by Global Compact, by 2030.





## EFFICIENCY AND CREATION OF VALUE

### CORPORATE GOVERNANCE



#### Crime Prevention Model

Within the framework of Law 20,393 and Decree Law No. 211, a Crime Prevention Model and a Free Competition Program were developed. These seek proper and law-abiding behavior, focusing on prevention of bribery of public officials, corruption among private individuals, money laundering, financing terrorism, pollution of bodies of water, use of restricted hydrobiological resources (among others specified in Law 20,393) and the promotion of free competition.



#### Ethical conduct

Provides a set of internal rules that guide the conduct of directors, executives and workers, both concerning employees and contractor companies. Regulates how company representatives should interact with shareholders, employees, authorities, communities, customers, suppliers, and partners.



#### Grievance channel

All stakeholders can file grievances about violations of the Code of Ethics through the confidential grievance channel available on the company's website [www.blumar.com](http://www.blumar.com)

*Employees are trained in the Crime Prevention Model, Information Security, Free Competition and Phishing.*

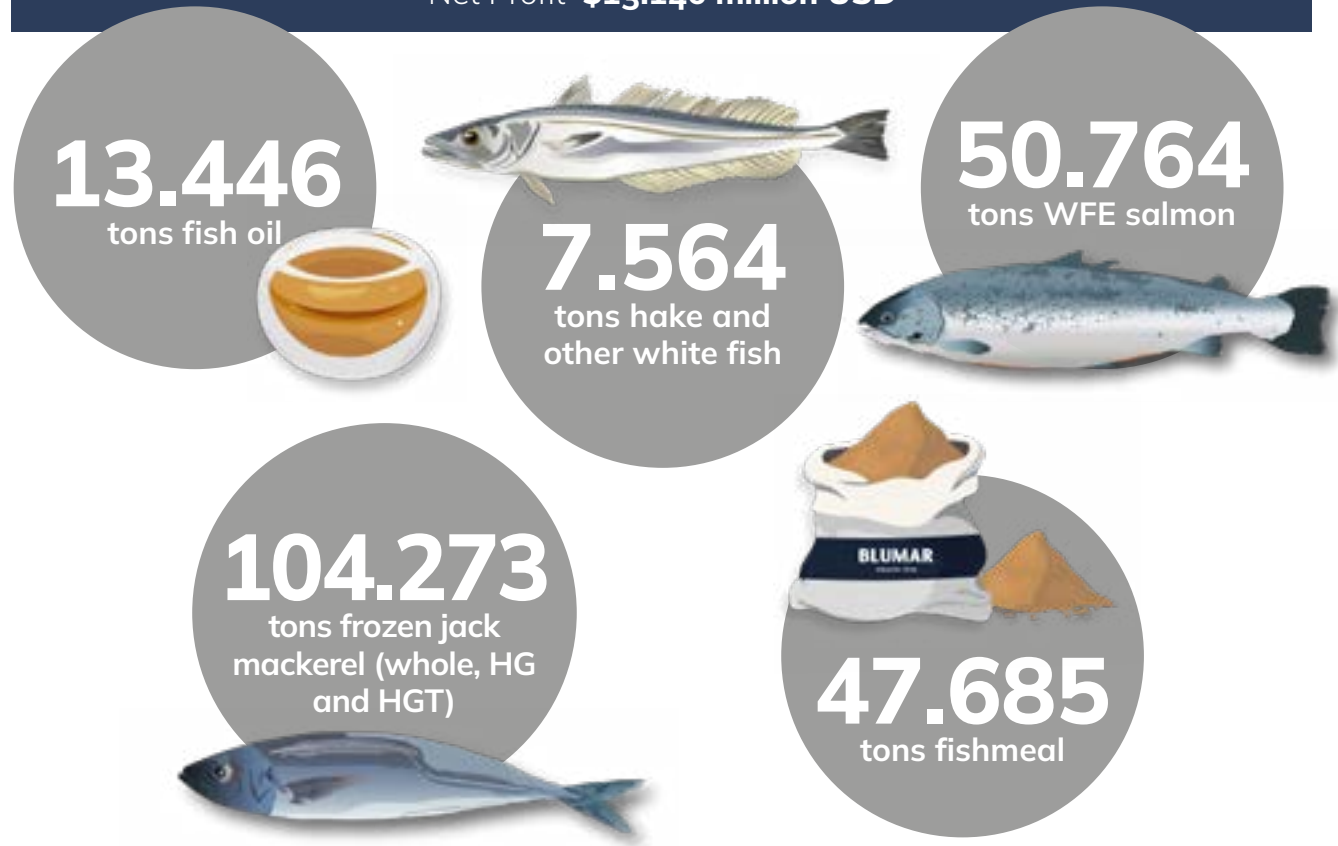
**100%**  
of the grievances  
were resolved



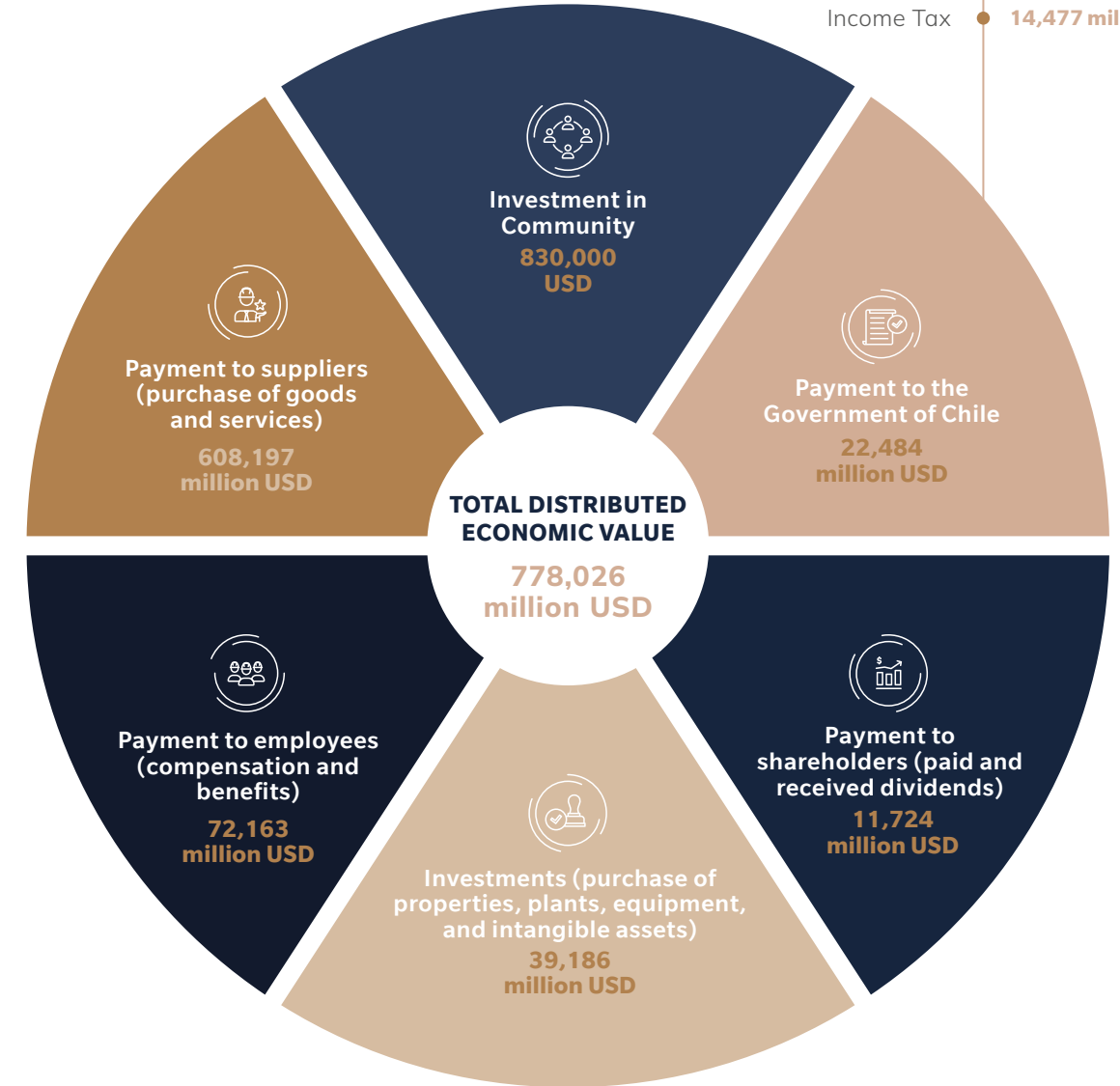


# EFFICIENCY AND CREATION OF VALUE

Fishing <b>\$308.578 million USD</b>	Salmon <b>\$365.869 million USD</b>
Total revenue <b>\$674.447 million USD</b>	
EBITDA <b>\$91.170 million USD</b>	
Net Profit <b>\$13.146 million USD</b>	



- Maritime Concessions **463,000 USD**
- Municipal Permits **1,013 million USD**
- Aquaculture Permits **1,149 million USD**
- Permits and Specific Tax on Fishing **4,716 million USD**
- Property Tax **665,000 USD**
- Income Tax **14,477 million USD**





# ENVIRONMENTAL COMMITMENT



## Energy management

The energy consumption in the fishing division amounted to 821,087 GJ. In the salmon division, it was 559,218 GJ.

**340,344**

MWh Fuels

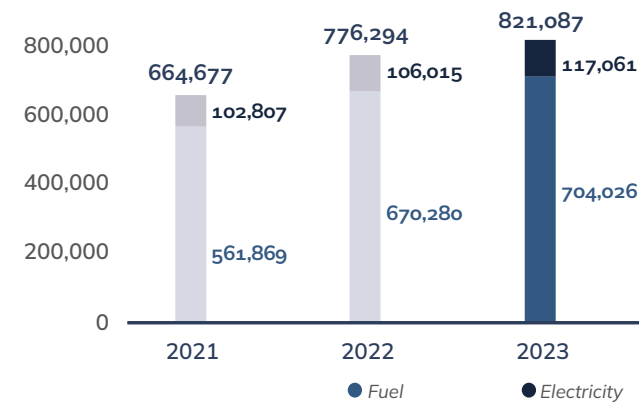
**43,074**

MWh Electricity

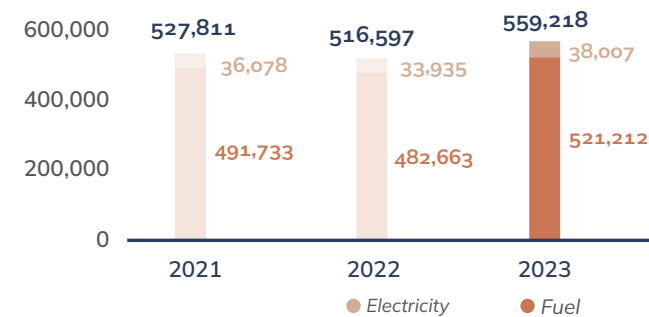
**1,380,306**

Total energy consumption in GJ

Energy Consumption Fishing (Gigajoules)



Energy Consumption Salmon (Gigajoules)



## Renewable energy

International renewable energy certificate (I-REC) for all plants and subsidiaries for the supply contract with Enel Generación for 100% renewable energy.

**89%**  
Renewable electric energy

**37,161**  
MWh renewable electrical energy

## Energy Management System

In 2023, the new Energy Efficiency Policy was published, which includes the implementation of the Energy Management System for Blumar and Salmones Blumar. This system establishes goals, methodologies, action plans, and changes in production processes to optimize energy efficiency.





# ENVIRONMENTAL COMMITMENT



## Water consumption and withdrawal

Water is managed efficiently and sustainably, promoting reuse and recirculation processes. Seawater is used for the majority of industrial processes and potable water is supplied by the municipal network.

Saltwater from fishing processes is reused in fishmeal plants for odor mitigation processes and plants for treatment of industrial liquid waste.

This year, our first proprietary hatchery started its operation, which increased the withdrawal of freshwater.

**30,605,963**

m<sup>3</sup> total withdrawal

**486,101**

m<sup>3</sup> seawater withdrawal

**30,119,593**

m<sup>3</sup> freshwater withdrawal

**393,512**

m<sup>3</sup> total consumption

**298,261**

m<sup>3</sup> seawater consumption

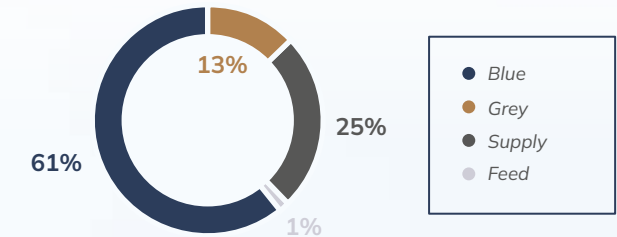
**95,251**

m<sup>3</sup> freshwater consumption

## Water footprint measurement for salmon production

The 2023 water footprint (Water Footprint Network) corresponds to 2,262 m<sup>3</sup>/ton of salmon, which translates into 2.26 m<sup>3</sup>/kilogram of salmon.

2023 water footprint distribution



The 2023 water footprint according to ISO 14,046 was 3.21 m<sup>3</sup>/kilogram of salmon, which is broken down as follows:

CATEGORY	UNIT	FRESHWATER	SEAWATER	FEED	PROCESSING
Water use	m <sup>3</sup>	0.0176	1.37	1.11	3.21



# ENVIRONMENTAL COMMITMENT



## Waste management

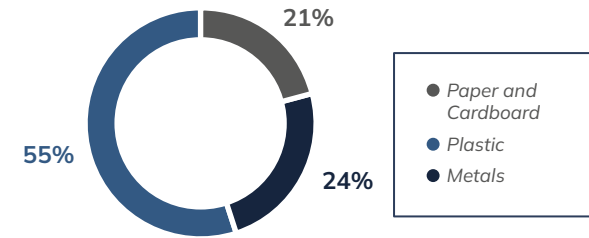
New elements were included to optimize waste management, improve the relationship with the environment and the communities near the operations.

**86%**  
of total waste  
were recovered

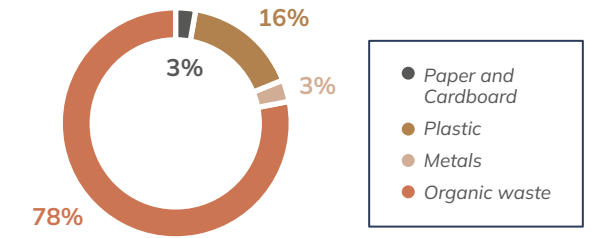
**14,286**  
tons recovered  
waste

**89%**  
of waste from farming  
centers and the salmon  
processing plant were  
recovered.

Waste recovery fishing by waste type 2023



Waste recovery salmon by waste type 2023



**59%**  
recovery of  
fleet waste



**42%**  
waste recovery from  
fishing processing plants





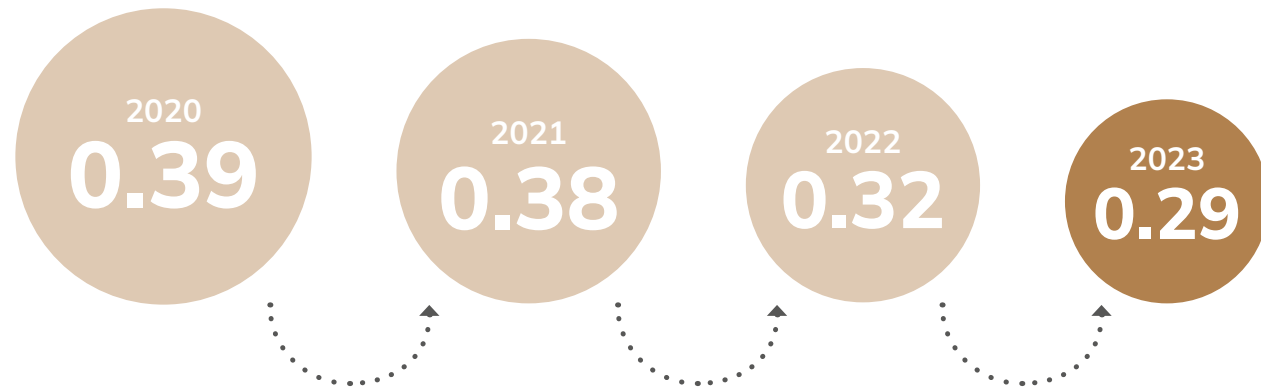
# ENVIRONMENTAL COMMITMENT



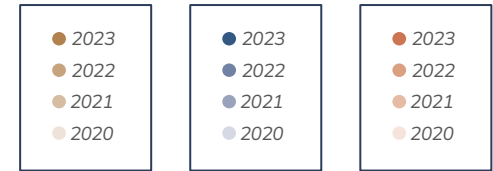
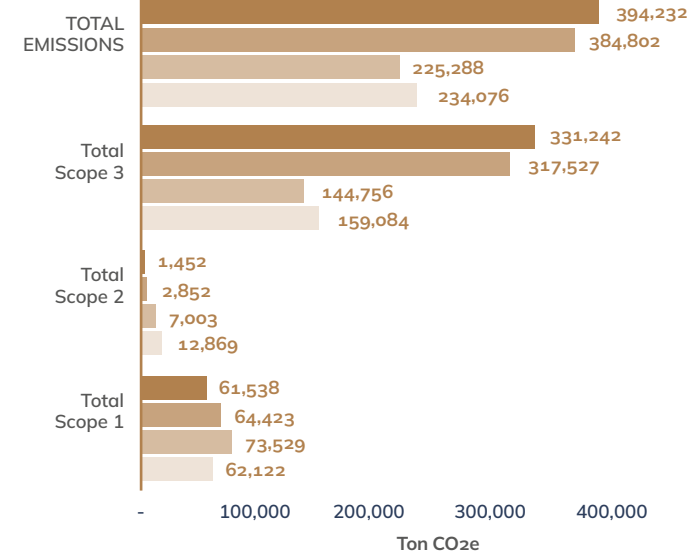
## Carbon footprint

The measurement was made according to GHG Protocol guidelines using the boundaries of the "operational control approach," which accounts for 100% of GHG emissions of operations under the company's control.

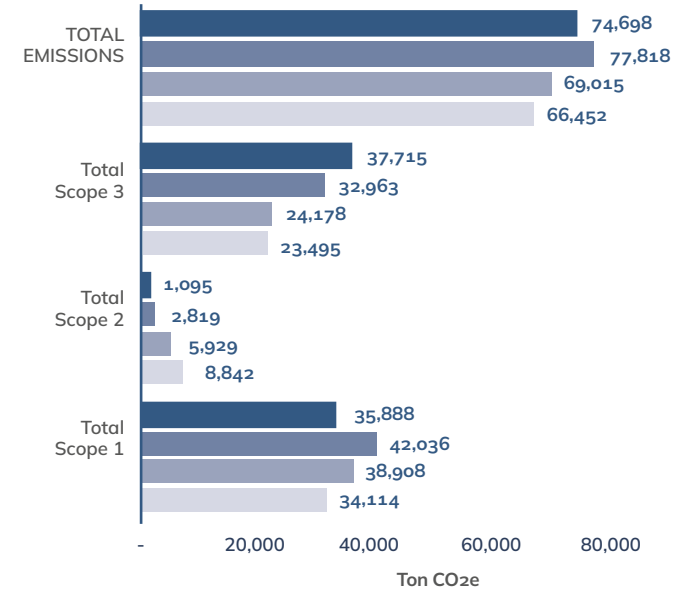
### Intensity Indicator: Scope 1 and 2 tons of CO2-eq / ton of product



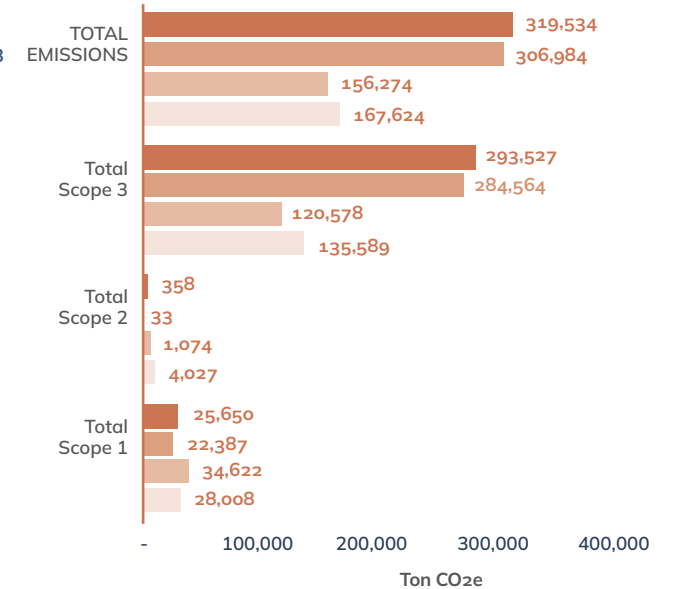
### Carbon Footprint Blumar



### Carbon Footprint Fishing



### Carbon Footprint Salmon





# INNOVATION AND ADAPTABILITY



## Use of antibiotics

The progressive reduction of antibiotic use is a priority topic for the industry. Antibiotics are used to ensure the health and welfare of fish. They are only used following prescription guidelines of a veterinarian and under strict supervision of certified health professionals for the species.

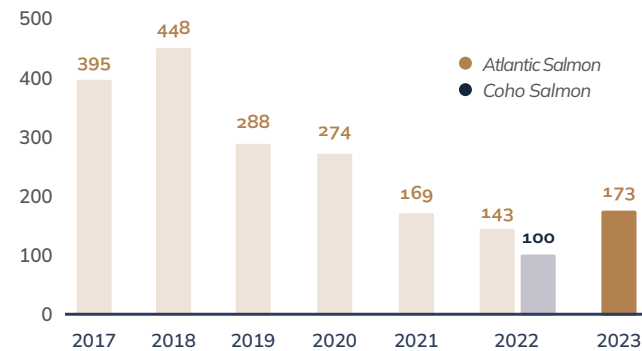
**-56%**

Antibiotics use since 2017

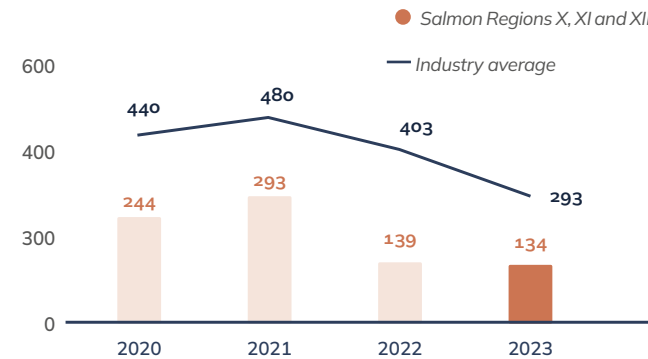
**-46%**

Below industry average regarding grams of antibiotics used in closed harvest cycles

Use of antibiotics per calendar year (g API/ton)



Use of antibiotics - closed harvest cycles (g AB/ton)



**3** ATB category (no use of antibiotics)

**9** UEAB category (efficient use of antibiotics)



## ASC Certification

Requires continuous management of the following aspects: compliance with laws and regulations, conservation of natural habitat, local biodiversity and ecosystem, protection of health and genetic integrity of wild populations, environmentally responsible and efficient use of resources, control of diseases and parasites, socially responsible management of farming centers, being a good neighbor aware of civic obligations, and requirements for smolt providers.

**72%**  
ASC-certified centers 2022-2023 period

**20**  
innovation projects

## Innovation

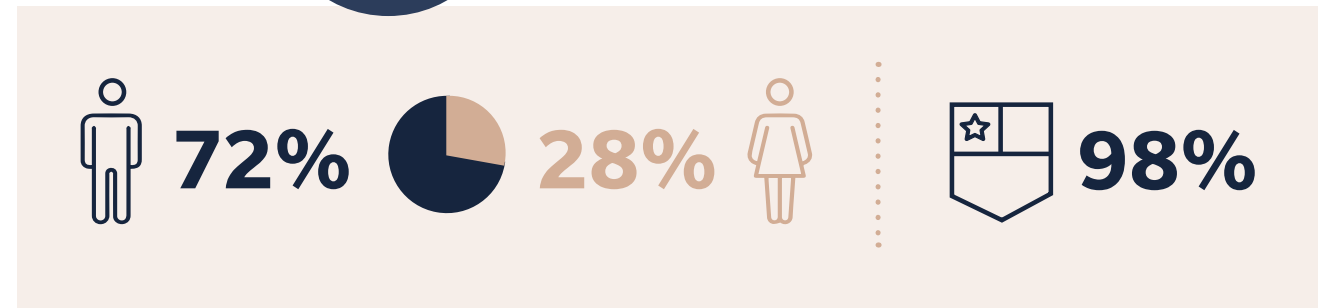
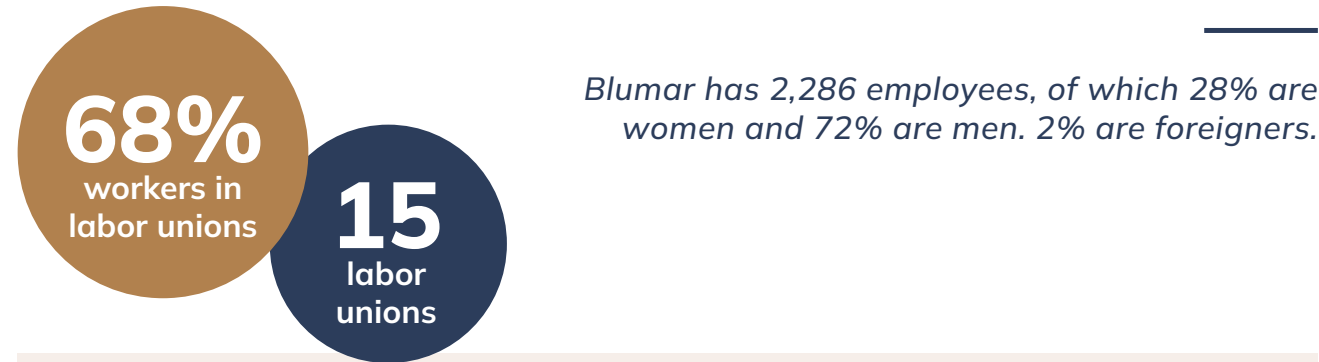
The Innovation Unit at the Universidad de Concepción analyzed the company and developed an innovation training program consisting of 6 sessions, in which 32 people participated in person and 70 people online.





# RELATIONSHIPS OF TRUST AND COLLABORATION

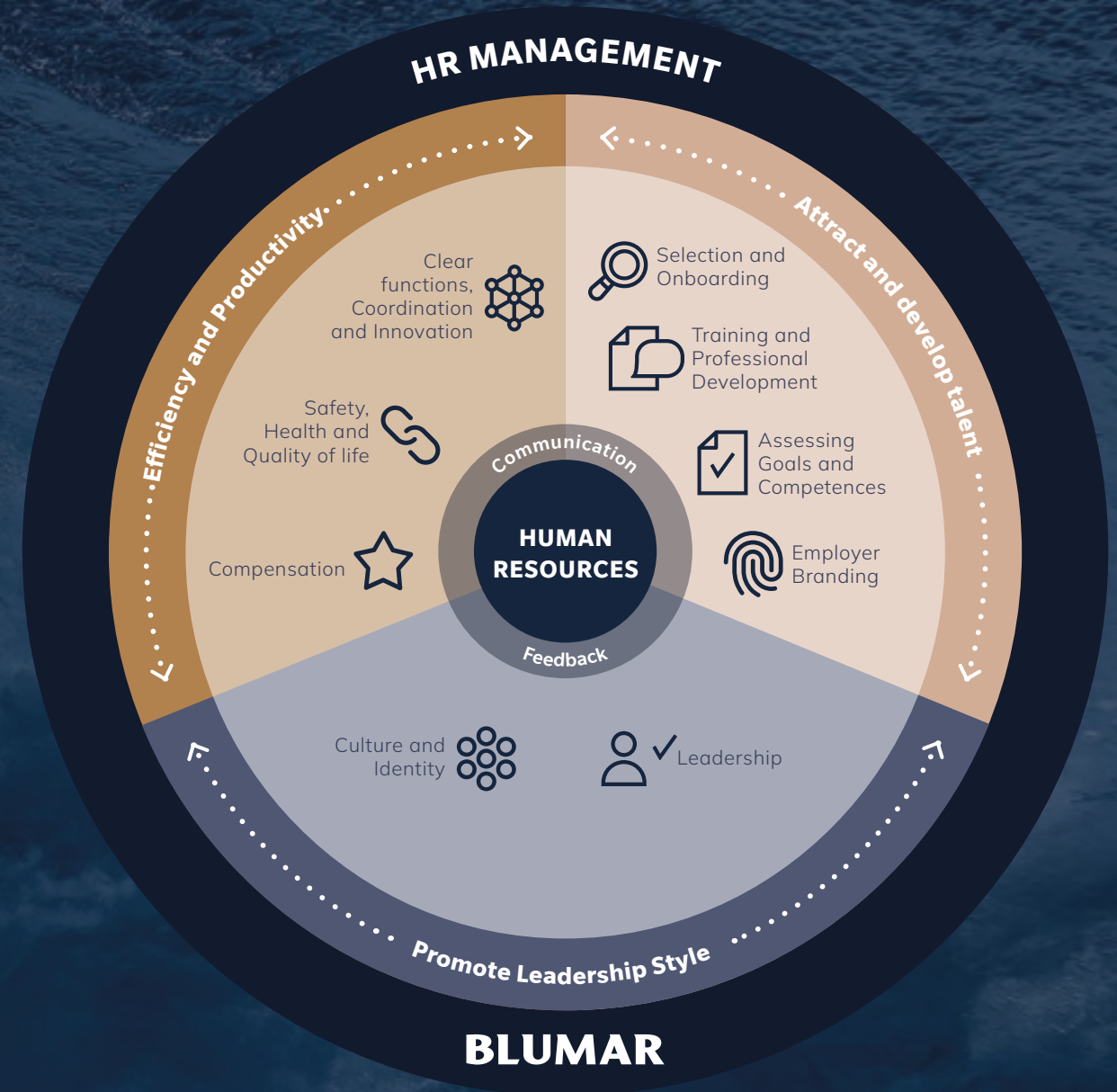
## EMPLOYEES



### Employees 2023

Fishing	997
Salmon	1,289
Total	2,286

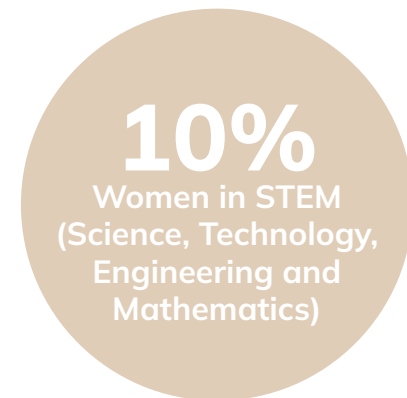
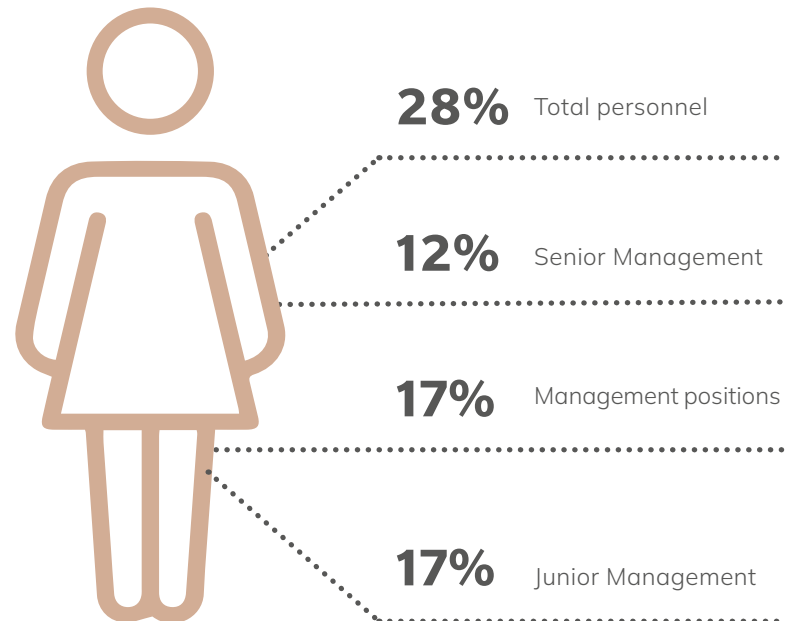
## HR Management Strategy





# RELATIONSHIPS OF TRUST AND COLLABORATION

## GENDER EQUALITY



## Highlights for the period

- 1 Creation of the Gender Equality Committee
- 2 4 regional gender equality roundtables
- 3 Workshops on leadership in gender equality
- 4 Workshops on bias in gender equality
- 5 Principles and commitments on gender equality and diversity
- 6 Participation in the programs Target Gender Equality by Global Compact and Best Labor Practices for Gender Equality by the Ministry of Women and Gender Equality.
- 7 Progress on the gender equality commitments with trade associations.
- 8 First measurement with the business tool Women's Empowerment Principles created by UN Women and Global Compact.
- 9 Leadership and methodology workshops for regional roundtables.
- 10 Intervention in the hiring and selection process through the implementation of blind CVs for professional and technical positions.



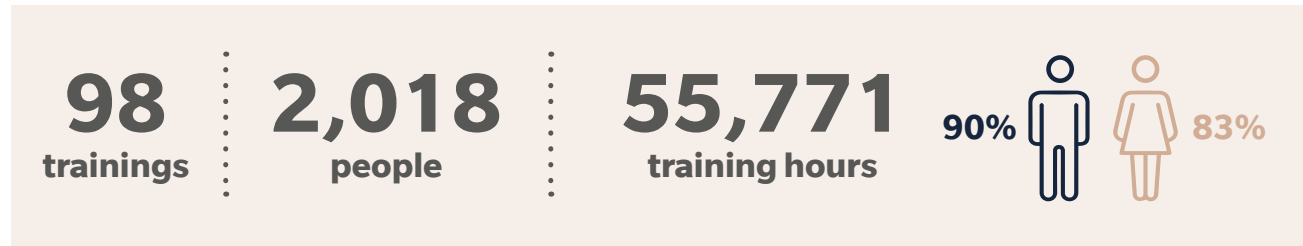




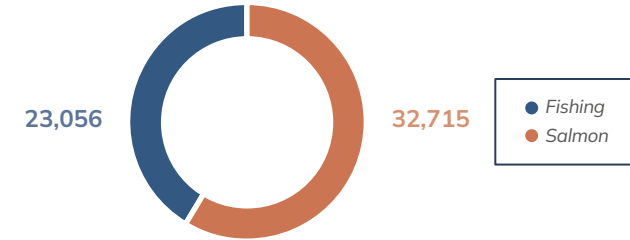
# RELATIONSHIPS OF TRUST AND COLLABORATION

## TALENT DEVELOPMENT AND ATTRACTION

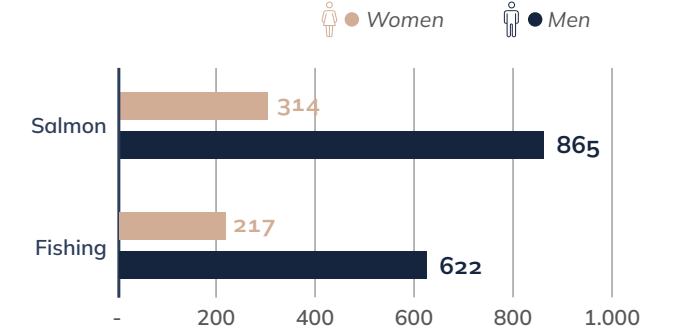
Blumar caters to the company's operational needs and the technical and personal development requirements of its employees.



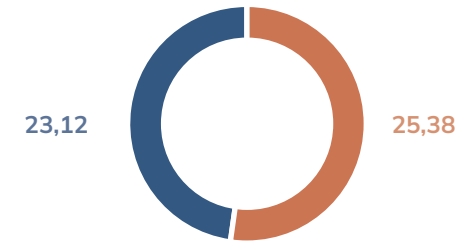
Training hours 2023



Participants Trainings 2023



Average Training Hours 2023



In 2023, a total of \$522,982,182 CLP was invested in employee training, a 194% increase compared to 2022.





# RELATIONSHIPS OF TRUST AND COLLABORATION

## OCCUPATIONAL HEALTH AND SAFETY

### Occupational Health and Safety Policy

The policy considers the following specific objectives:

- 1 Encourage management, area managers and supervisors to participate actively in the management of occupational health and safety through our joint committees and internal organizations, creating inclusive environments.
- 2 Create spaces to collaboratively develop prevention, through training and motivation of employees. Foster a culture of safety based on self-care and
- 3 mutual care among our employees, in order to strengthen safe and participatory work environments.
- 4 Promote an occupational health and safety management system that makes it possible to continuously improve our operations.
- 5 Develop, together with suppliers and contractors, a preventive management aligned with our culture of occupational health and safety.

Accident Rate				
Company	2020	2021	2022	2023
Blumar	4.4	3.80	6.47	5.44
Pesquera Bahía Caldera	1.0	5.84	3.51	1.64
Salmones Blumar	1.7	1.18	1.63	1.46
Salmones Blumar Magallanes	3.7	1.93	3.20	3.33

Lost Workday Rate				
Company	2020	2021	2022	2023
Blumar	85.5	90.7	91.54	84.88
Pesquera Bahía Caldera	3.1	77.9	50.07	12.33
Salmones Blumar	110.2	60.3	44.82	87.31
Salmones Blumar Magallanes	62.4	29.3	41.62	63.96



**11**  
joint committees  
(7 fishing 4 salmon)

**Certification**  
OHS Management System based  
on ILO guidelines





# RELATIONSHIPS OF TRUST AND COLLABORATION

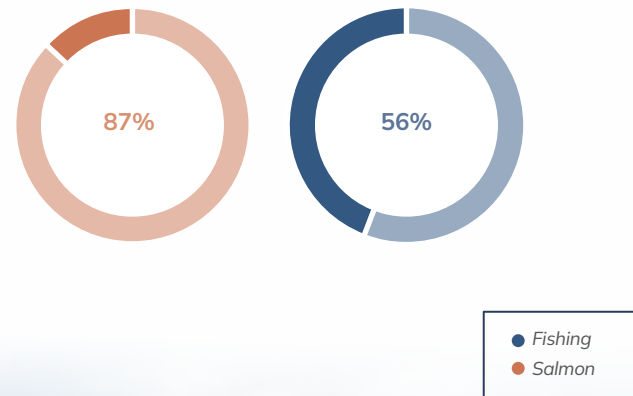
## SUSTAINABLE RELATIONSHIP WITH SUPPLIERS

### Development of local suppliers:

We prefer agreements with suppliers in areas where the company operates.

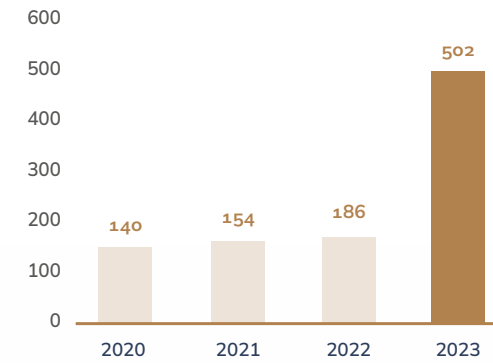
- 1 Purchase from suppliers of goods: \$204.498 million USD
- 2 Purchase from service providers: \$252.771 million USD
- 3 Purchase from artisanal fishers: \$58 million USD

% of spending on local suppliers 2023



**80%**  
local suppliers

N° of evaluated critical suppliers



Blumar evaluated 100% of its critical suppliers, 502 in total, of which none were evaluated as non-sufficient. Therefore, no corrective action plans were applied.

**2,763**  
suppliers

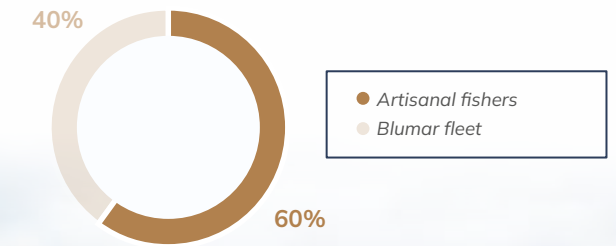


**4,078**  
contractors



### Relationship with artisanal fishers

Blumar is supplied with pelagic fish from its own fleet and by purchasing from duly authorized artisanal suppliers, thus highlighting the importance of artisanal fishing in the company's value chain.





## RELATIONSHIPS OF TRUST AND COLLABORATION

### COMMUNITIES

7 Regions | 13 Districts | 26 Localities



#### Relationships

Participation in the roundtables of Gaete, San Vicente and Coronel with representatives from municipalities, companies, and communities. Relationship with indigenous communities.



#### Open Doors

Our open door policy allows neighboring communities and different institutions to visit our facilities in an accessible and transparent manner.



#### Local Development

Projects and activities to improve the quality of life of communities. This includes initiatives to support neighborhood infrastructure, culture, tourism and a healthy lifestyle (diet and exercise).



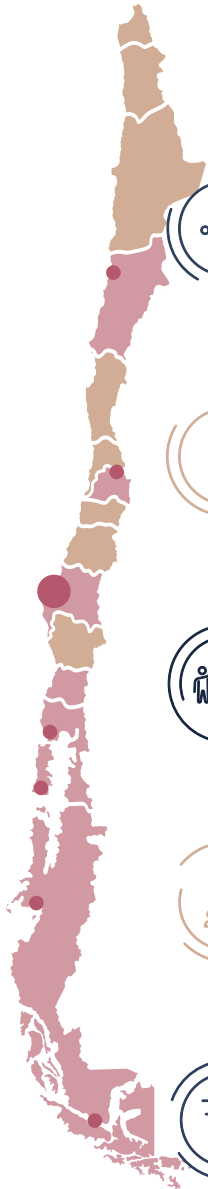
#### Education and Training

Training and education for communities. "Blumar at your School" Program in all areas where we operate. Support for technical-professional schools.



#### Donations and contributions

We make corporate contributions to charities, educational institutions, and NGOs. We support community organizations, depending on the relevance of their request.



21,145  
beneficiaries

603  
visits at our  
facilities

125  
projects

830  
USD of social  
investment





## RELATIONSHIPS OF TRUST AND COLLABORATION

### FEATURED PROJECTS

---



**Integrated Multi-trophic Aquaculture Project**



**Project “Blumar Rural Potable Water School” on Isla Huar**



**Speech Therapy and Blumar for the community**



**“Blumar at your school” Program**



**Recycling Point in Coronel**



**Project “More Parks”**



**Program “My Startup 2023”**



Program “My Startup 2023”  
in Libertad - Gaete



Inauguration Recycling  
Point in Coronel



Program “Blumar Rural Potable  
Water School” on Isla Huar

# ALLIANCES AND PARTNERSHIPS



## Other Alliances



**BLUMAR** | SUMMARY  
Integrated Report



Design by Pezglobo.cl



Follow us  
Blumar Seafoods







**BLUMAR**  
ORIGEN 1948