

SUMMARY  
INTEGRATED  
REPORT

20

25

**BLUMAR**

The 2025 Integrated Report considers the consolidated financial results of Blumar S.A. and the sustainability performance of its main subsidiaries, covering 94% of the consolidated revenues.

Blumar is a Chilean company working at the sea with fishing and salmon farming operations, focused on efficiency, sustainability, and long-term value creation.

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## Resilience, adaptation, and commitment to excellence

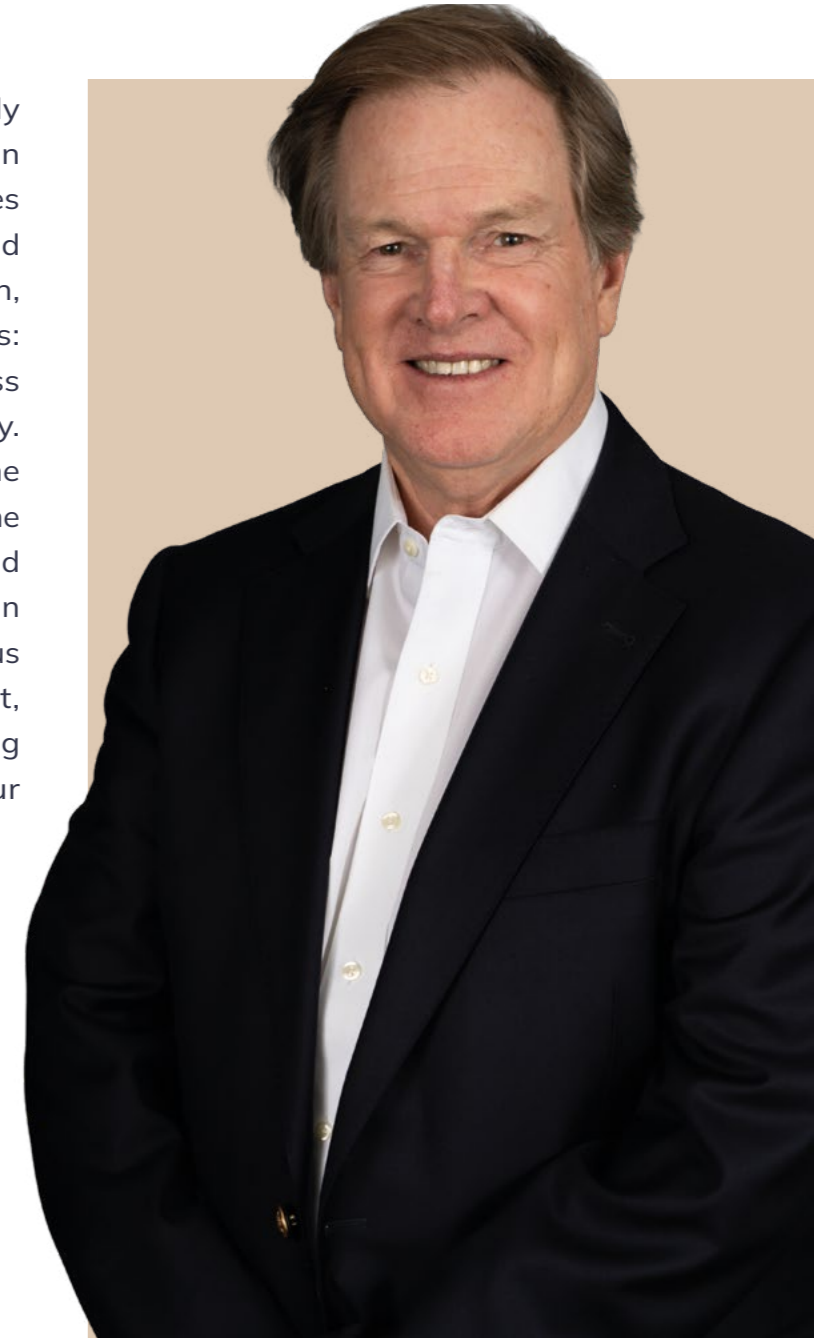


“ Looking ahead, following the recent election of a new government, we expect a return to a growth trajectory in the sectors in which we operate. For our fishing division, this entails stable and long-term regulations that provide legal certainty to investments and allow for a sustainable use of resources. We are also concerned about the implementation of the SBAP Law (which created the Biodiversity and Protected Areas Service) and its restrictive approach to salmon farming in various areas. We hope that the new government will promote a constructive dialog that reconciles conservation with the sustainable development of aquaculture, a key activity for local economies and Chile’s decentralization. The main challenge is to strike a balance between conserving these resources and producing seafood. ”

**Rodrigo Sarquis**  
*Chairman*

“ 2025 was a demanding and deeply transformative year for our company. In an environment shaped by regulatory changes in the fishing sector, rising cost pressures, and high international price volatility in salmon, management maintained a clear focus: advancing profitability across our business divisions with discipline and responsibility. Along with addressing the challenges of the present, we also made progress in building the company’s future during 2025. Looking ahead to 2026, we expect a scenario that will remain challenging, yet full of opportunities. Our focus will be on continuing to drive investment, innovation and efficiency, deepening ongoing transformations and strengthening our competitive position. ”

**Gerardo Balbontín**  
*Chief Executive Officer*



PURPOSE

# We nurture people by embracing the ocean

Blumar is the pride of a hard-working and resilient community who has navigated the southerly seas of the Pacific Ocean and made progress thanks to its high-quality seafood products.

We are grateful for what the sea provides and its endless possibilities, such as healthy, safe and sustainable food. And we have affirmed our commitment to safeguarding its survival and legacy for future generations.

The ocean provides us with a great opportunity.

### 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.

# Principles of Conduct

Blumar has developed eight Principles of Conduct to support its commitment to nurturing people by embracing the ocean. These 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.



## Teamwork is the way

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



## Seek excellence in everything you do

Work with excellence and promote quality.



## Lead by example

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



## Enjoy the path and the process

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



## Stay alert and open to change

Proactively seek change and challenge yourself to improve.



## Speak up and take action, always respecting others

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



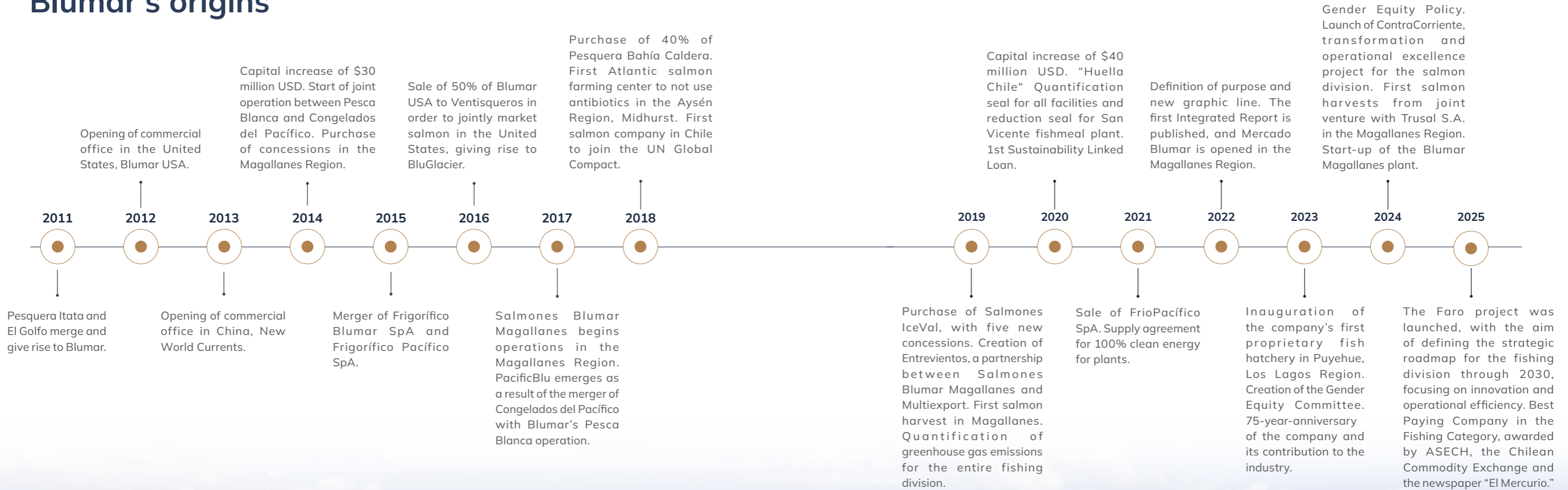
## Keep it simple

Act with humility, beyond your position.



OUR HISTORY

# Blumar's origins



BLUMAR  
At a glance

 **712.814**  
million USD revenue

 **79.694**  
million USD EBIDTA

 **18.115**  
million USD net profit

 **72/100**  
Score CSA 2025  
Sustainability Yearbook  
Member


 **2,628**  
Employees

 **18,659**  
Beneficiaries of community  
projects

 **65,570**  
Tons WFE harvested  
salmon

 **4,117,742**  
Units of self-produced  
smolts

 **140,370**  
Tons of produced  
Frozen Jack Mackerel

 **43,511**  
Tons of produced  
fishmeal

 **12,317**  
Tons of produced  
fish oil

Industrial quota central-south area

**20.3%**  
Jack Mackerel

**21.3%**  
Sardine

**20%**  
Anchovy

Production Assets

 **55** Aquaculture  
concessions

 **29** Farming centers  
in use

 **8** Operating ships

 **4** Fishmeal and Fish  
Oil Plants

 **5** Final Product  
Plants

 **1** Hatchery

Nationwide personnel

 Fishing  Salmon

**110**  Caldera

**6**  Santiago

**1,412**  Talcahuano

**104**  Corral

**23**  Puyehue

**166**  Puerto Montt

**12**  Chiloé Island

**174**  Aysén

**621**  Punta Arenas

Nationwide personnel: 2,628

2025

# Milestones

## 77 years of history

In October 2025, Blumar celebrated its 77th anniversary, building a legacy that drives us to continue innovating, faithful to our company purpose of nurturing people by embracing the ocean. On this anniversary, we face a challenging context that tests our ability to adapt. Regulatory changes and projects affecting the aquaculture sector recall the importance of taking care of the business and strengthening the commitment to sustainability.



## 3rd anniversary of Mercado Blumar

Mercado Blumar, the company's first sales room and experience center in Chile celebrated its third anniversary. The market is located in the Magallanes Region, and its objective is to bring salmon to the community there and organize culinary events.



Mercado Blumar stands out as a pioneering space to sell salmon at affordable prices in the Region, becoming a gathering point for local communities, educational centers, authorities, and neighbors.

## 25 points for the salmon plant for Operational Excellence

The salmon processing plant improved its Operational Excellence Index (OEI) by 9 points compared to 2024, reaching an OEI of 25 points. This improvement was driven by the implementation of best practices and the conviction to transform daily tasks.



# Recognitions

## Sustainability Yearbook 2025 by S&P Global

Blumar was recognized as the first Chilean fishing company and the second Chilean salmon farming company for its sustainability. The yearbook assessed more than 7,690 companies globally, selecting only 780, including 26 in the food product sector. To be included, companies had to rank in the top 15% of their industry and at least in the top 30% of all assessed companies.



## Best Paying Company in the Fishing Category

The Chilean Entrepreneurs Association (ASECH), the Chilean Commodity Exchange and the newspaper "El Mercurio" recognized Blumar for their commitment to timely payment to their suppliers, especially small and medium-sized enterprises.



# Recognitions



## Food & Service 2025 recognized Blumar employees

Three Blumar employees were recognized for their trajectory, commitment and contribution to the sustainable development of the fishing sector, at the Food & Service 2025 fair (Pabellón del Mar), organized by Sonapesca and Propescado to publicize products and services coming from the sea with gastronomic presentations and live cooking.

## Recognition for the “Innovative Product” at the São Paulo fair

Blumar’s tempura salmon strips won third place at the Seafood Innovation Show in São Paulo, a fair with more than 100 Brazilian exhibitors and representatives from countries around the world.



## Recognition for Corporate Social Impact

Blumar was awarded the 2nd place in the 2025 Corporate Social Impact Index in Aquaculture, prepared by BSponsor, which quantifies the positive social impact of leading companies through an in-depth analysis of their social and community initiatives. 75 companies from various productive sectors were analyzed based on sustainability reports and reports published in 2024.



## Recognition of the HuellaChile program

The HuellaChile National Carbon Management Program, of the Ministry of the Environment, recognized all Blumar subsidiaries for their commitment to the measurement, management, and reduction of greenhouse gases (GHG).

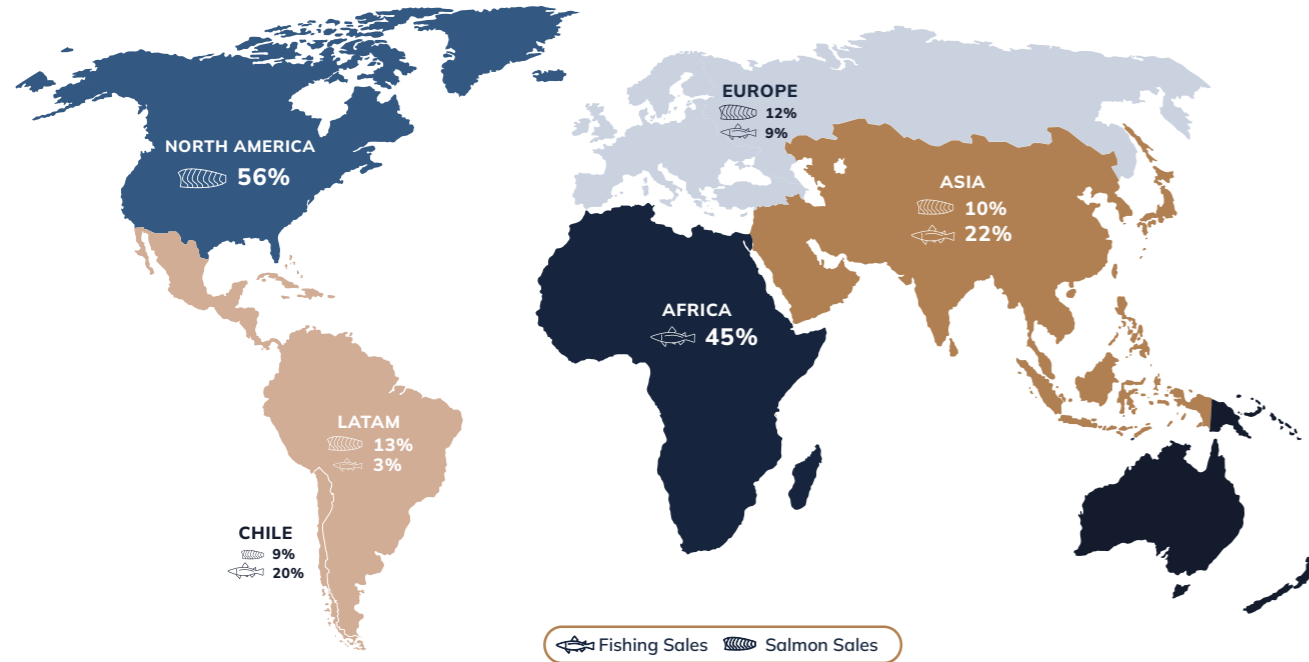
## Global Compact Chile recognizes “Banco de Alimentos del Mar (BAM)”

The food bank BAM is a joint initiative of Camanchaca, Landes, Blumar, PacificBlu, Nutrisco and FoodCorp, and won the second place in the Alliances category, in the fifth version of Conecta 2025 Business Recognitions, organized by Global Compact Chile. 150 projects submitted by 64 companies were evaluated.



# Markets, products, and clients

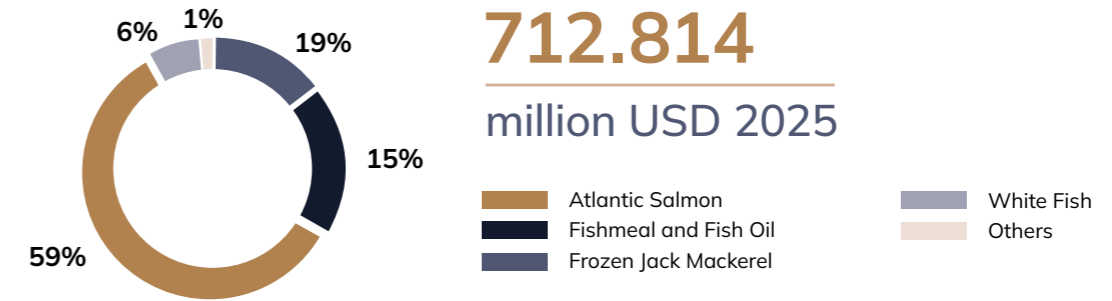
Sales Distribution 2025 by Destination (% USD)



## Certifications



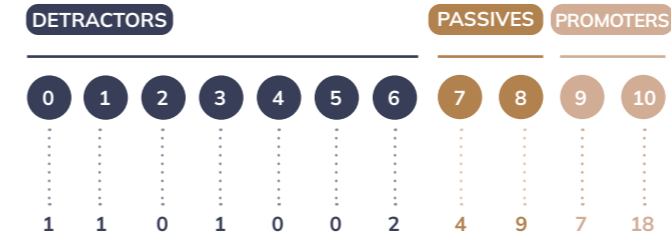
## Revenue composition by product



**712.814**  
million USD 2025

## Net Promoter Score (NPS)

The company measures the level of client satisfaction with Blumar's products and services once per year, based on asking clients if they would recommend the brand (NPS). Clients are then divided into three groups:



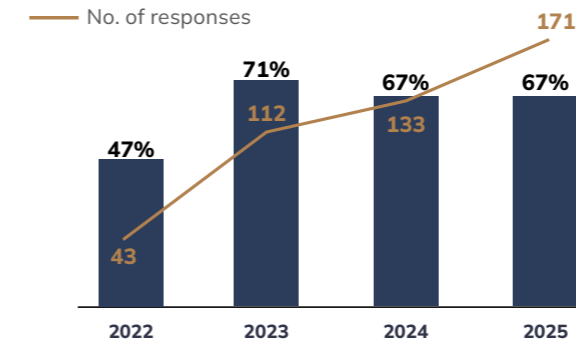
**DETRACTORS:** These are dissatisfied clients who have a high likelihood of changing brands and even encourage others to do the same.

**PASSIVES:** These are satisfied but not loyal clients, so they are likely to buy competitor products.

**PROMOTERS:** These are very satisfied and therefore loyal clients willing to repeat purchases and recommend the brand.

This measurement aims to identify opportunities to improve and strengthen clients' connection with the brand, thus ensuring an exceptional service experience and reinforcing Blumar's position as their preferred choice in the market.

## Client satisfaction | NPS methodology



In 2025, based on the responses of 171 clients (response rate of 55%), a 67% client satisfaction was obtained for another year in the Blumar NPS Index. This result is extraordinary and confirms Blumar as a benchmark in the industry, highlighting the trust and preference of its customers.

# Sustainability Strategy

Blumar incorporated the value of growing in harmony with the natural and social environment and ensures to develop its business with a focus on sustainability and

creating meaningful relationships. The company's strategy is directly linked to each of its stakeholders, to whom we are connected through the following four pillars:



**Efficiency and Creation of Value**



**Environmental Commitment**



**Innovation and Adaptability**



**Relationships of Trust and Collaboration**

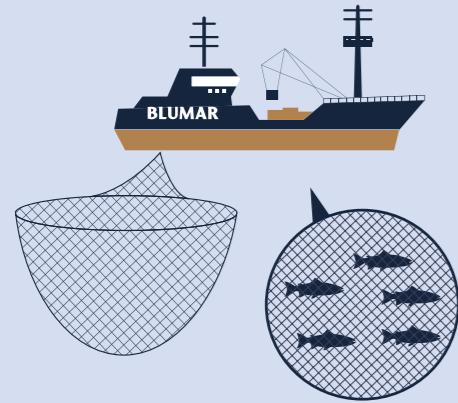


Team at Puyehue Hatchery

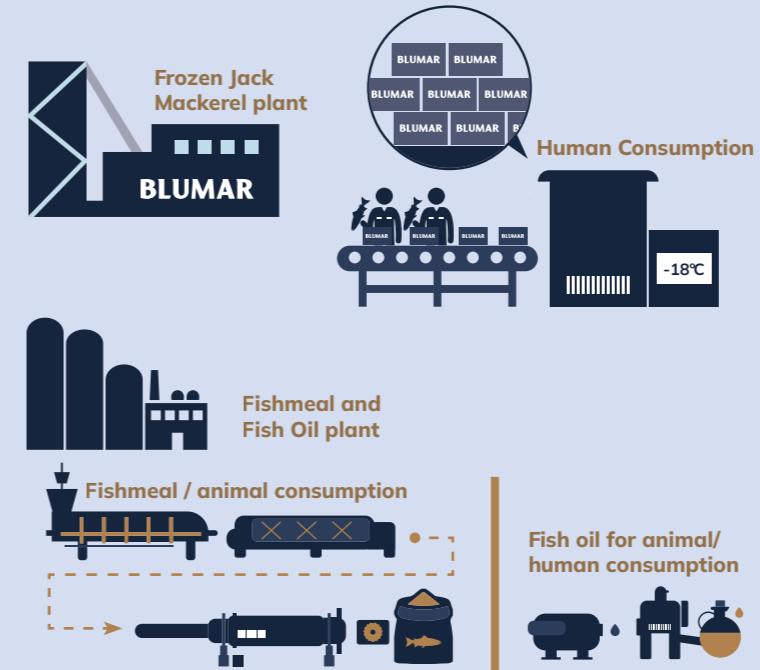


VALUE CHAIN  
Fishing division

In the fishing sector, every link in this chain plays a crucial role in creating high-quality, sustainable products that meet market demands. Blumar's value chain in the fishing division includes:



The fishing is discharged by pressure-vacuum pumping systems from the refrigerated holds of the boats, through pontoons located in the bay. The product is transported via underwater pipes directly to the processing plant, thus ensuring a continuous and efficient transfer. During this process, we use chilled sea water inside the holds, which allows us to maintain the quality of the raw material throughout the discharge operation.

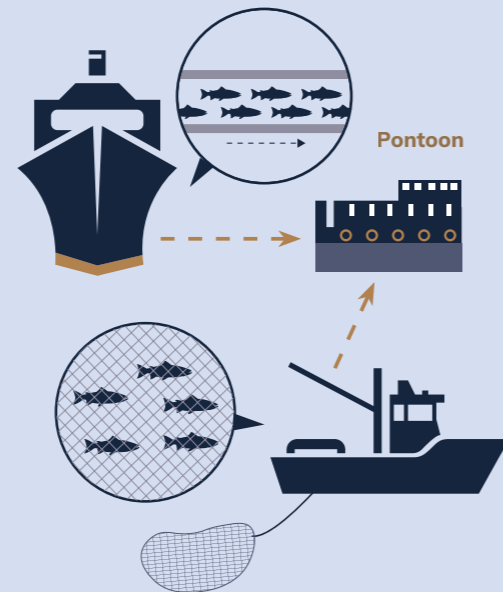


We sell our fishing products globally, focusing on frozen jack mackerel, fishmeal and fish oils. We have sales teams in Chile, Europe and Asia, which complements our international coverage and allows us to adapt to the different destination markets, especially Africa and Peru for jack mackerel, and the domestic and Asian market for fishmeal and fish oils.

1.A DEEP-SEA FISHING  
1 to 7 days

The company has a fleet of eight high seas fishing vessels for selective purse-seine fishing. Advanced equipment is used for detection, location, and transport of shoal. The fish is stored in cooled holds in optimal conditions until its unloading and distribution to the plants.

1.B DISCHARGE  
Ships: 8- 10 hours / Speedboats: 1- 3 hours

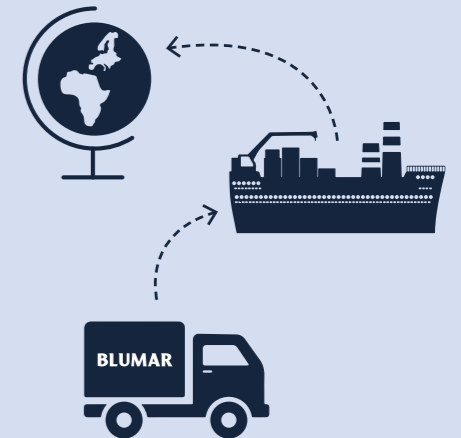


2. PROCESSING PLANTS  
Fishmeal and Fish Oil Plants

- 1. Frozen Jack Mackerel plants:** these plants process products intended for human consumption. The fish is received and classified by size, then sent to automatic lines that weigh and package the product, which is then sent to tunnel freezers at -18°C (0°F) for 21 hours.
- 2. Fishmeal and Fish Oil plants:** The plants are mainly supplied with raw material provided by artisanal fishers and our fleet that does not qualify for human consumption. The process consists of different physical-chemical stages to obtain fishmeal and fish oil. These products are Marine Trust, HALAL, and HACCP certified.

The fishing products are certified to guarantee their highest quality. Our frozen jack mackerel is HACCP and MSC certified. Fishmeal and fish oil are HALAL, HACCP, and Marine Trust certified.

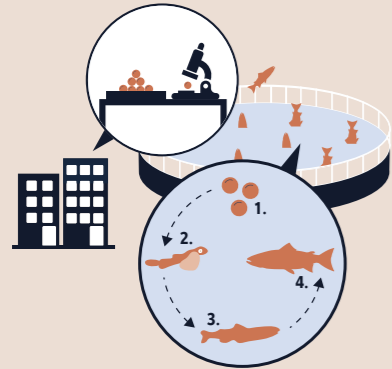
3. COMMERCIALIZATION



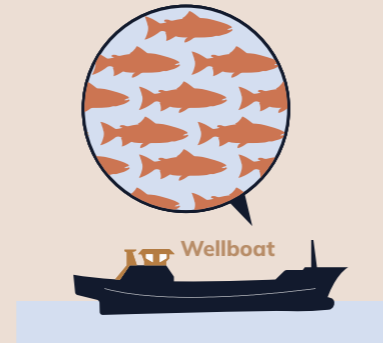
VALUE CHAIN

# Aquaculture division

Blumar's salmon production cycle starts with the purchase of eggs and ends with the marketing of its products in international markets, under high standards of quality, efficiency, and environmental care. This production cycle consists of:

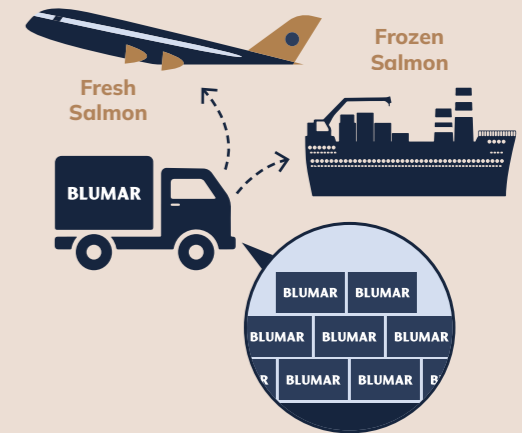


Blumar has 55 sea concessions distributed across three regions, of which 27 were active during 2025. Each operating concession has farming centers equipped with modern facilities and safety protocols. These farming centers oversee the fattening process, which lasts between 12 and 20 months, starting from smolts, until the salmon reaches an average weight between 4.0 and 5.5 kg. Between 3,000 and 8,000 tons of salmon are harvested per center in each production cycle (every 2 or 3 years).



After the harvest, the salmon are processed in the primary plant (collection, slaughter, bleeding, evisceration and quality classification) and 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.

The whole process is executed under international quality and safety standards, backed by recognized certifications, thus ensuring consistency and confidence in the final product.



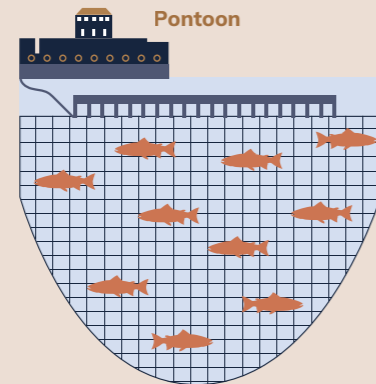
## 1. SMOLT PRODUCTION Duration: 12 months

This stage is divided into two parts.

### Genetics and production of eggs:

We have a contract with a leading supplier in genetic development, thus ensuring a consistent base with high selection of key attributes, to obtain more robust smolts with better performance at sea.

**Smolt production:** Blumar has its own hatchery and is supplied by third parties, under homogeneous biosafety and handling standards. The focus lies on environmental control and physiological monitoring in freshwater, to obtain robust smolts, with adequate smoltification and an efficient adaptation to the marine environment.

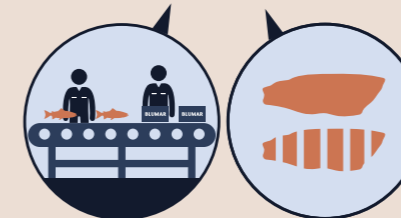
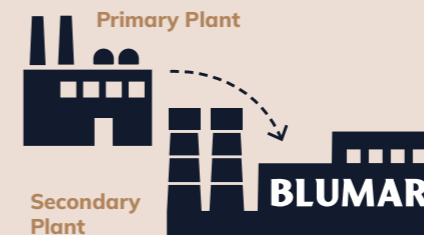


## 2. FARMING CENTERS Duration: 16 - 20 months

## 3. HARVEST Duration: 12- 24 hours

When the salmon reach their optimal weight, they 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



## 5. COMMERCIALIZATION

We sell our products globally, maintaining a close relationship with our customers and a deep understanding of demand. Our sales network in key markets such as the United States, Europe and Asia complements our international coverage and allows us to actively manage product placement, adapt to different formats and requirements, and ensure consistent quality and service.

# Nutritional value of products

## FROZEN JACK MACKEREL

**Benefits:**

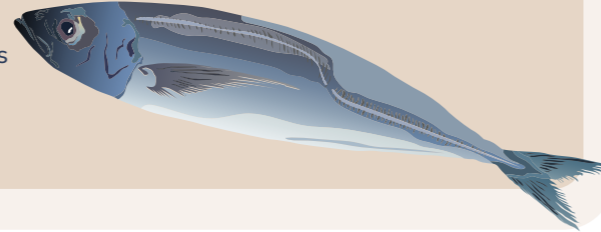
- ✓ Multiple nutritional properties
- ✓ Reduces the risk of atherosclerosis and heart problems
- ✓ Supports red blood cell production
- ✓ Enhances nervous and immune system function



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



Iron, magnesium  
and iodine



## FISHMEAL

**Benefits:**

- ✓ Raw material for fish and animal feed

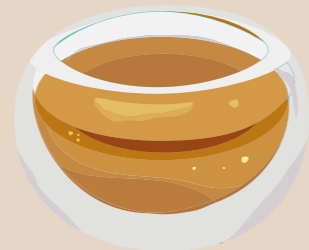


△ Replacement for vegetables

## RAW FISH OIL

**Benefits:**

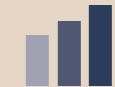
- ✓ Raw material for fish and animal feed
- ✓ Food fortification
- ✓ Dietary supplement for human nutrition
- ✓ Fish and pet feed



## ATLANTIC SALMON

**Benefits:**

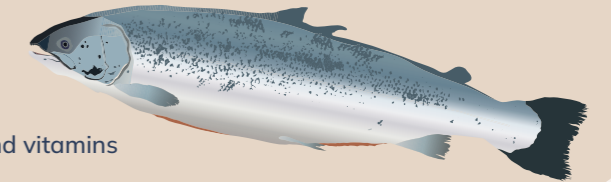
- ✓ Positive impact on health
- ✓ Reduces the risk of cardiovascular disease
- ✓ Improves nutrition
- ✓ Improves brain health
- ✓ Excellent nutritional value: Proteins, minerals, and vitamins



Fighting obesity  
with salmon  
consumption

**237g**

Weekly recommendation for  
salmon intake in the USA



## HAKE AND OTHER WHITE FISH

**Benefits:**

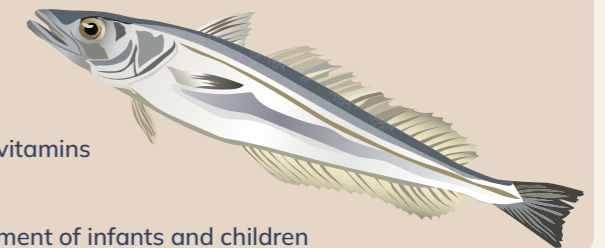
- ✓ Positive impact on health
- ✓ Reduces the risk of cardiovascular disease
- ✓ Reduces the risk of prostate cancer, immune disorders, and osteoporosis
- ✓ Excellent nutritional value: Proteins, minerals, and vitamins
- ✓ Supports healthy pregnancy
- ✓ Supports neurological and cardiovascular development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



Phosphorus,  
magnesium, selenium  
and iodine



A Y D



## MUSSELS

**Benefits:**

- ✓ Positive impact on health
- ✓ Promotes health and cognitive function
- ✓ Improves nutrition
- ✓ Excellent nutritional value: Proteins, minerals, and vitamins



B / B2  
y B12



Iron, magnesium,  
zinc and selenium



PROGRESS  
**ESG Commitments**



**Commitment:**

Maintain over 60% reduction in use of antibiotics by 2030. Baseline year 2017.

Recover at least 90% of waste by 2030.

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

achieve the advanced level in the WEP tool by 2030.

**Progress:**

**-16%**

Since 2017  
 (333 gr API/ton)

**90.5%**

Waste recovery  
 (27,662 tons recovered)

**-23%**

Intensity scope 1 and 2 since 2020 and adherence to SBTi (0.30 ton CO2eq/ton product)

**35%**

WEP business tool (intermediate level)



# Corporate Governance

## Board of Directors

Our Board promotes transparency, proper decision-making and long-term value creation, and oversees the main business risks and opportunities, including ESG topics.



**Rodrigo Sarquis Said**

**Chairman**

*Dependent Director  
Business Administrator*



**Juan Ignacio Vinagre Tagle**

**First Vice-Chairman**

*Dependent Director  
Attorney*



**Andrés Santa Cruz López**

**Second Vice-Chairman**

*Dependent Director  
Entrepreneur*



**Cristóbal Santa Cruz Campaña**

*Dependent Director  
Business Administrator*



**Armando Valdivieso Montes**

*Independent Director  
Civil Engineer*



**Patricio Rojas Ramos**

*Independent Director  
Business Administrator*



**Gonzalo Sarquis Said**

*Dependent Director  
Attorney*

## Board Committees

- Directors' Committee
- Strategy Committee
- Committee on Corporate Affairs, Ethics, and Sustainability
- Crisis Committee – K1
- Compensation and Leadership Committee



## Crime Prevention Model

The company has a Crime Prevention Model and a Free Competition Program, which establish guidelines to prevent risks, promote regulatory compliance and strengthen an organizational culture based on ethics and integrity.



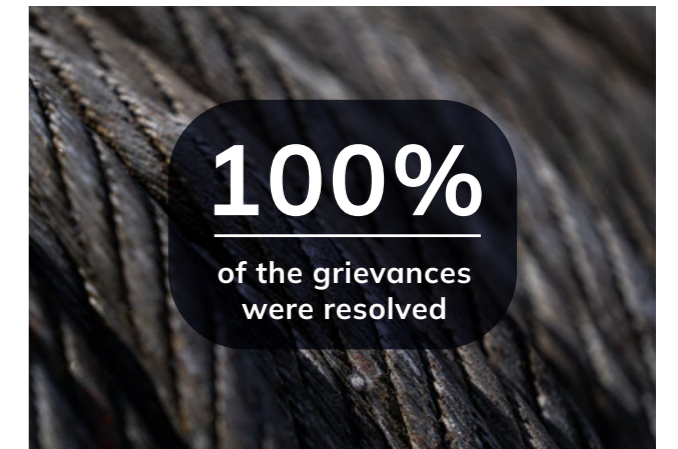
## Ethical conduct

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

The company has a confidential grievance channel, accessible to all its stakeholders, which allows reporting of conduct contrary to ethical standards and current regulations, safeguarding confidentiality and promoting a culture of integrity, with appropriate case management and follow-up.





# Financial Performance



Fishing  
**283.868**  
million USD

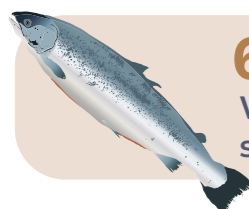


Salmon  
**428.946**  
million USD

**712.814**  
million USD revenue

**79.694**  
million USD Ebitda

**18.115**  
million USD Net profit



**65,570** Tons.  
WFE harvested  
salmon

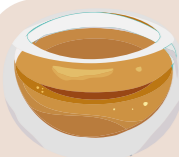
**4,117,742** units  
of self-produced smolts



**140,370** Tons.  
of produced Frozen  
Jack Mackerel

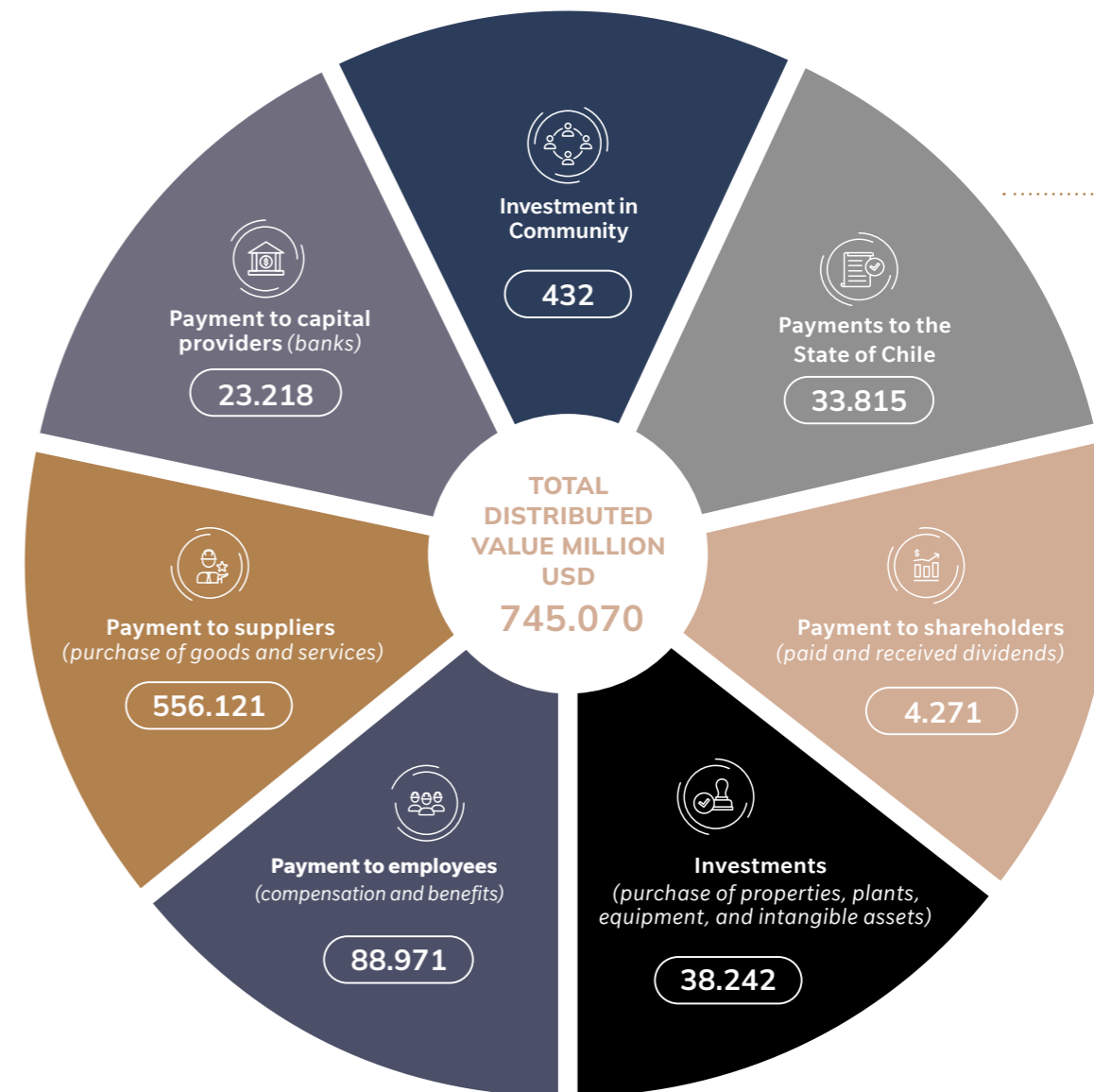


**43,511** Tons.  
of produced  
fishmeal



**12,317** Tons.  
of produced fish oil

Maritime Concessions _____ US\$ 388 million	Permits and Specific Tax on Fishing__US\$ 15.979 million
Municipal Permits _____ US\$1.032 million	Property Tax _____ US\$ 697 million
Aquaculture Permits _____ US\$ 1.166 million	Income Tax _____ US\$ 14.553 million





# Climate change

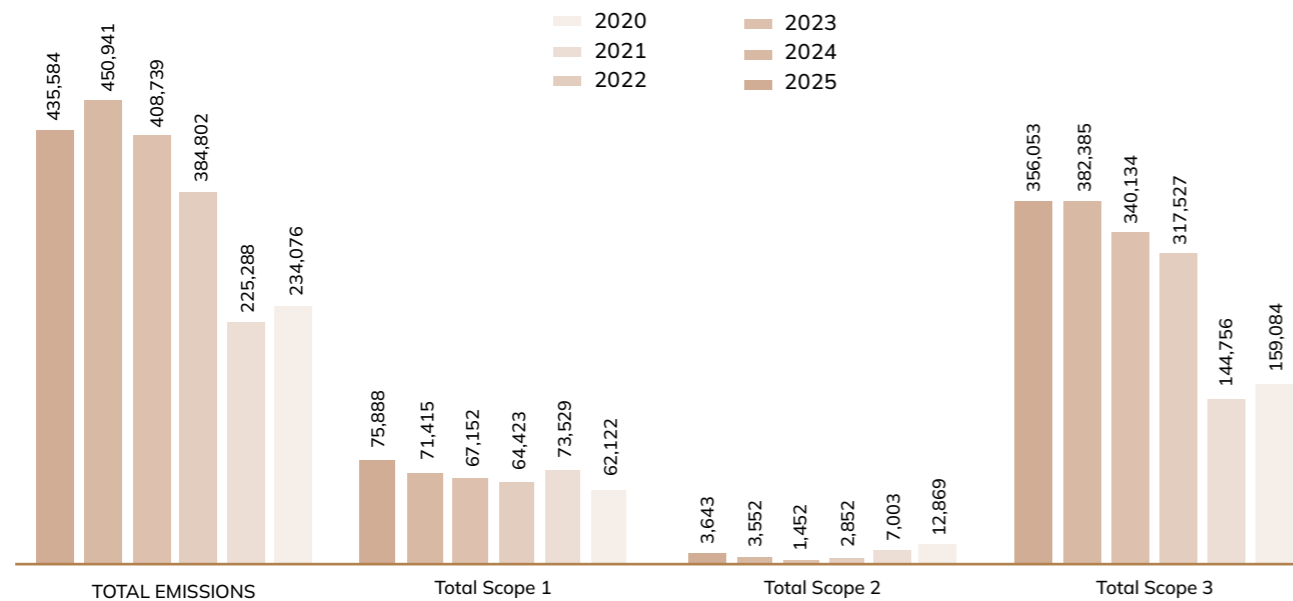
The climate change strategy is based on optimizing energy consumption, increasing the use of renewable energy and continuous improvement of our production processes, including the replacement of fuels with lower emission alternatives.

The carbon footprint was measured according to the GHG Protocol, using the operational control approach, which means that the company accounts for 100% of its GHG emissions from operations under its control.

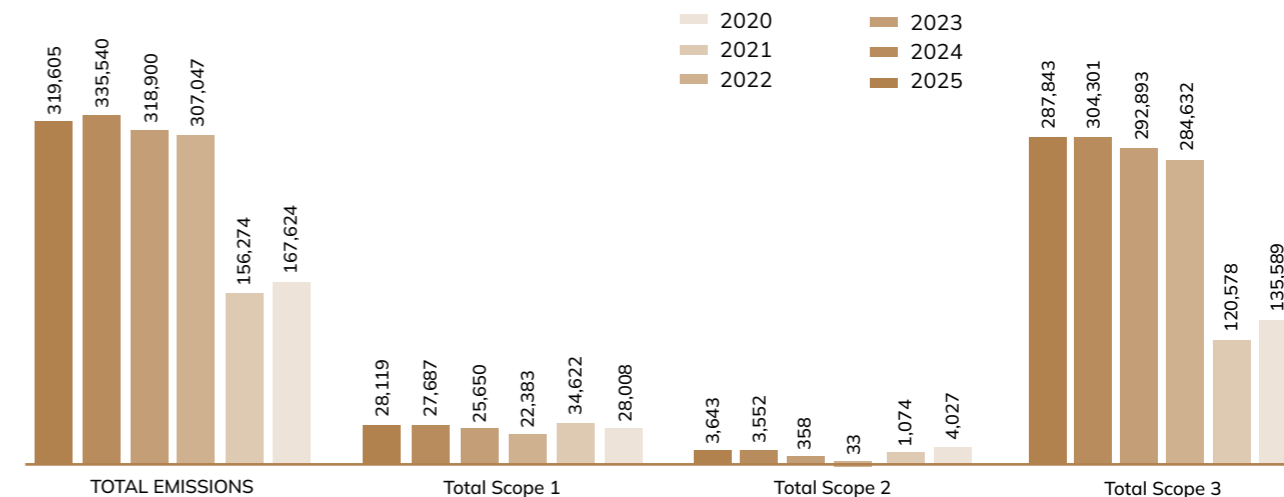
INTENSITY INDICATOR:  
TON Scope 1 and 2 tons of  
CO2-eq / ton of product



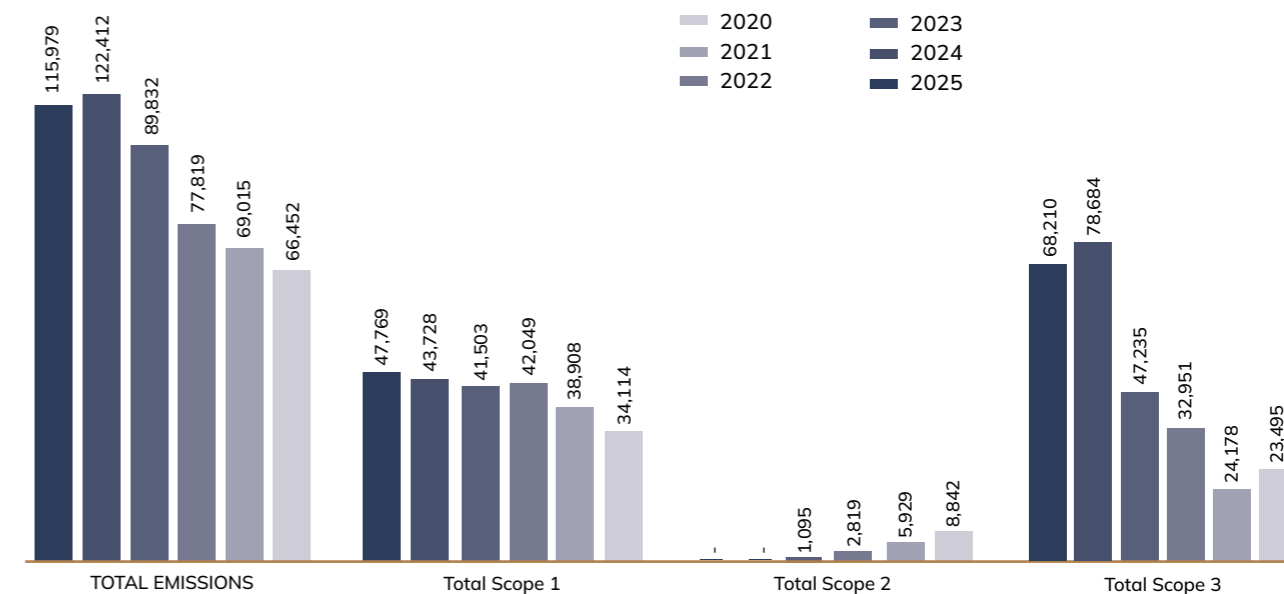
## Blumar Carbon Footprint (Ton CO<sub>2</sub>e)



## Salmon Carbon Footprint (Ton CO<sub>2</sub>e)



## Fishing Carbon Footprint (Ton CO<sub>2</sub>e)





# Energy management

The energy consumption in the fishing division amounted to 231,888 MWh. In the salmon division, it was 182,389 MWh.

**358,094**

MWh Fuels

**56,183**

MWh Electricity

**414,277**

Total energy consumption in MWh

## Energy Management System

The company has Energy Management Systems in both business divisions, aligned with its Energy Efficiency policy, which allows to integrate energy management into daily operation, aligning it with Blumar's environmental and strategic commitments.

Through methodologies and action plans, energy performance is monitored, opportunities for improvement are identified and optimization measures are implemented in production processes, contributing to emissions reduction and strengthening operational efficiency.



## Renewable energy

The company has made progress regarding the use of renewable energy by using electricity from the grid backed by renewable energy certificates

(I-REC and Renova), contributing to emission reduction and a cleaner energy matrix.

**80%**

Renewable energy in plants and fish farming

**44,603**

MWh total renewable energy

**369,673**

MWh total non-renewable energy

**11%**

Total renewable energy



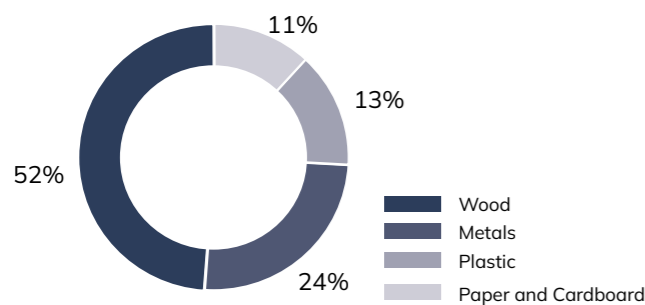


# Waste management

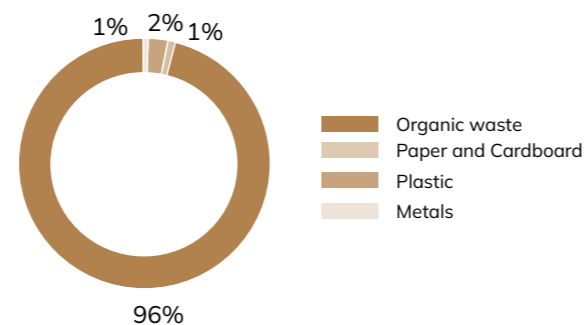
Blumar promotes a circular economy strategy that seeks to minimize waste generation and maximize waste recovery throughout the production chain. Through specialized committees, audits and continuous improvement processes, the company has strengthened traceability, separation and waste management, reaching a recovery of more than 90% in 2025.

Waste management is based on a systematic approach that combines innovation, operational control and collaboration with external waste management companies, thus making progress toward the medium-term zero waste goal and consolidating a more efficient and sustainable production model.

Waste recovery fishing by waste type 2025



Waste recovery salmon by waste type 2025



55%

recovery of fleet waste



61%

of waste from fishing processing plants



91.5%

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



90.5%  
of total waste was recovered



27,662  
tons recovered waste

Beach cleanup day in Puerto Montt



# Water Management


Blumar manages water efficiently and sustainably, promoting reuse and recirculation in its production 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.


**48,412,000**

m<sup>3</sup> total withdrawal

**4,571,000**

 m<sup>3</sup> seawater withdrawal


**43,841,000**

 m<sup>3</sup> freshwater withdrawal


**96,000**

m<sup>3</sup> total consumption

**0**

 m<sup>3</sup> seawater consumption

**96,000**

 m<sup>3</sup> freshwater consumption

Blumar promotes the responsible use of resources and the care of marine ecosystems, participating in local initiatives such as Clean Production Agreements and

applying best practices in its operations, including the Best Practices Manual for Fishery of Jack Mackerel in South-Central Chile.



Puyehue Hatchery



# Animal health and welfare

Our approach to fish health and welfare is based on prevention, innovation, best practices, and certifications such as ASC. We optimize the use of antibiotics and promote a more sustainable production.

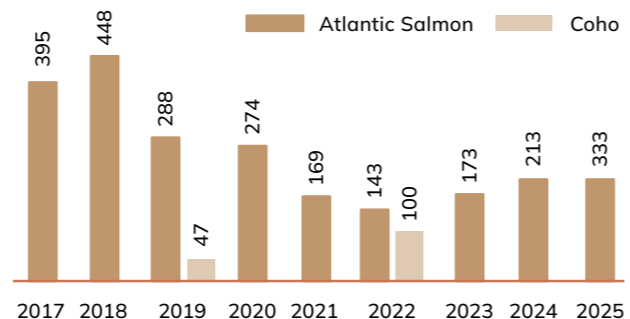
Antibiotics are used under strict supervision and in accordance with the guidelines of a veterinarian.

**-16%**  
Antibiotics use since 2017

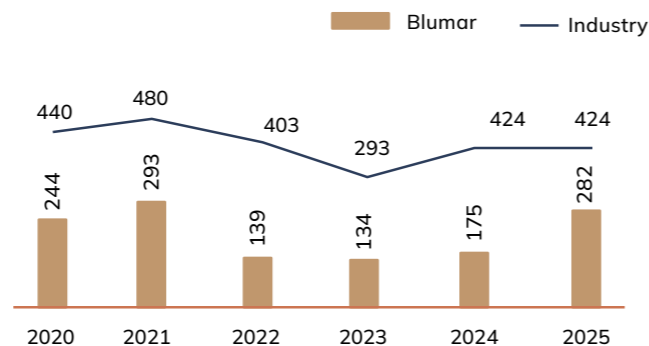
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**-33%**  
Below industry average regarding grams of antibiotics used in closed harvest cycles

Use of antibiotics by calendar year



Use of antibiotics closed harvest cycle



## ASC certification

**80%**  
Of the 2025 salmon production is ASC certified

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.

## Innovation

Innovation is a key pillar of the company's strategy, embodied in initiatives such as the Faro Project in the fishing division and ContraCorriente in the salmon division, which drive transformation and operational excellence, contributing to process optimization, impact reduction, and progress toward a more sustainable operation.

**22**  
Innovation projects



# Employees

Blumar has 2,628 employees, of which 29% are women and 71% are men. 5% are foreigners.

**67%** of employees in labor unions

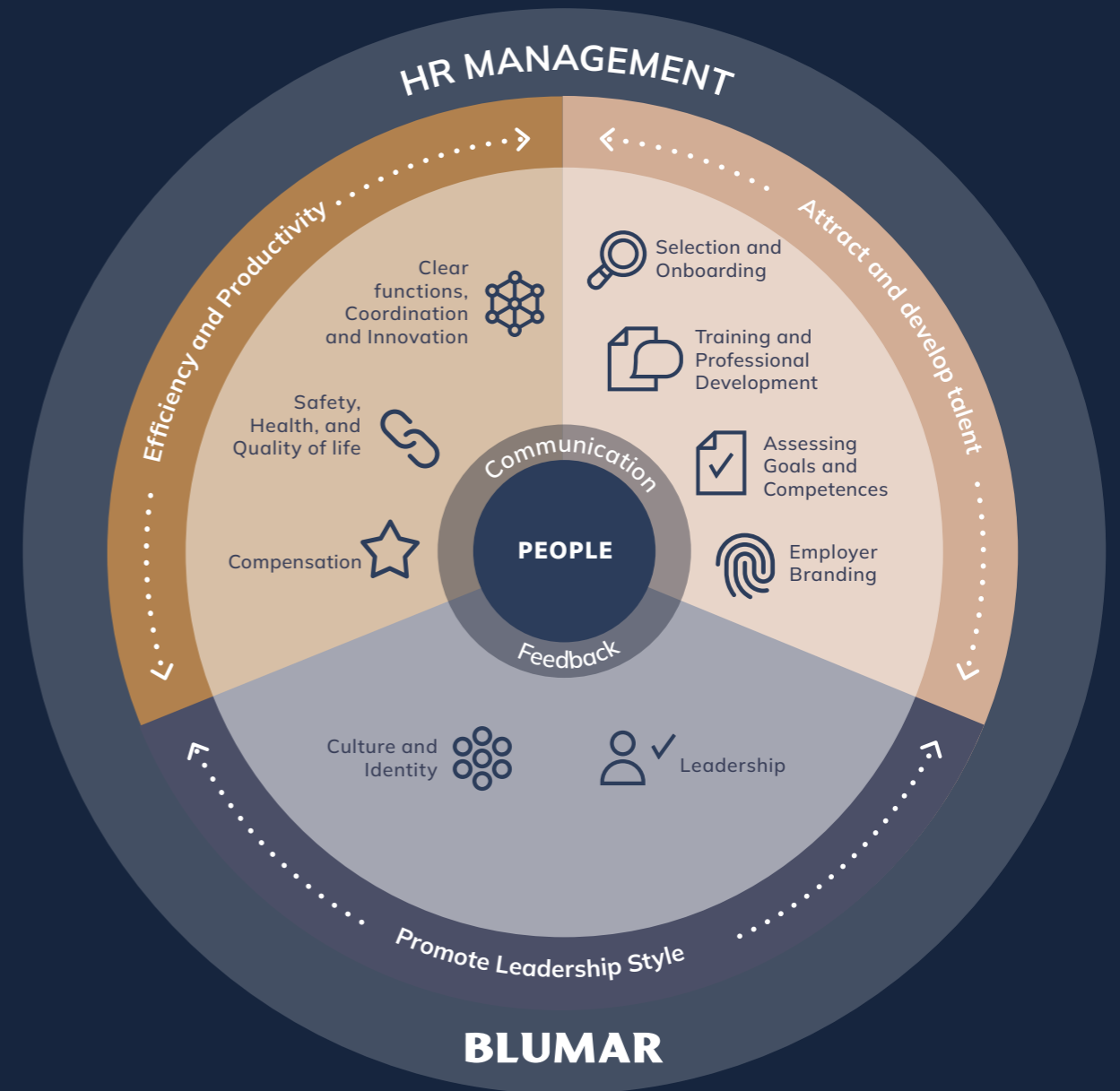
**17** Labor unions

EMPLOYEES	
Fishing	1,031
Salmon	1,591
<b>Total</b>	<b>2,628</b>



Team at Frozen Jack Mackerel Plant, San Vicente

# HR Management Strategy





# Gender equity

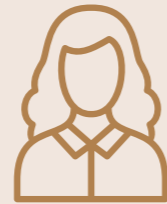
 **1,876**  
Men

 **752**  
Women

 **2,628**  
 Total

**29.0%**  
of employees

**5.0%**  
Senior  
Management



**18.2%**  
Management  
positions

**18.1%**  
Junior  
Management

## Highlights for the period

1 Provision of infrastructure in fishing facilities.

4 Third measurement of the WEPs business tool.

2 Presentation of the gender equity policy and prizes in the fishing division.

5 Follow-up of local commitments in coordination with trade associations.

3 Blind CV for recruitment processes for professionals and technicians.

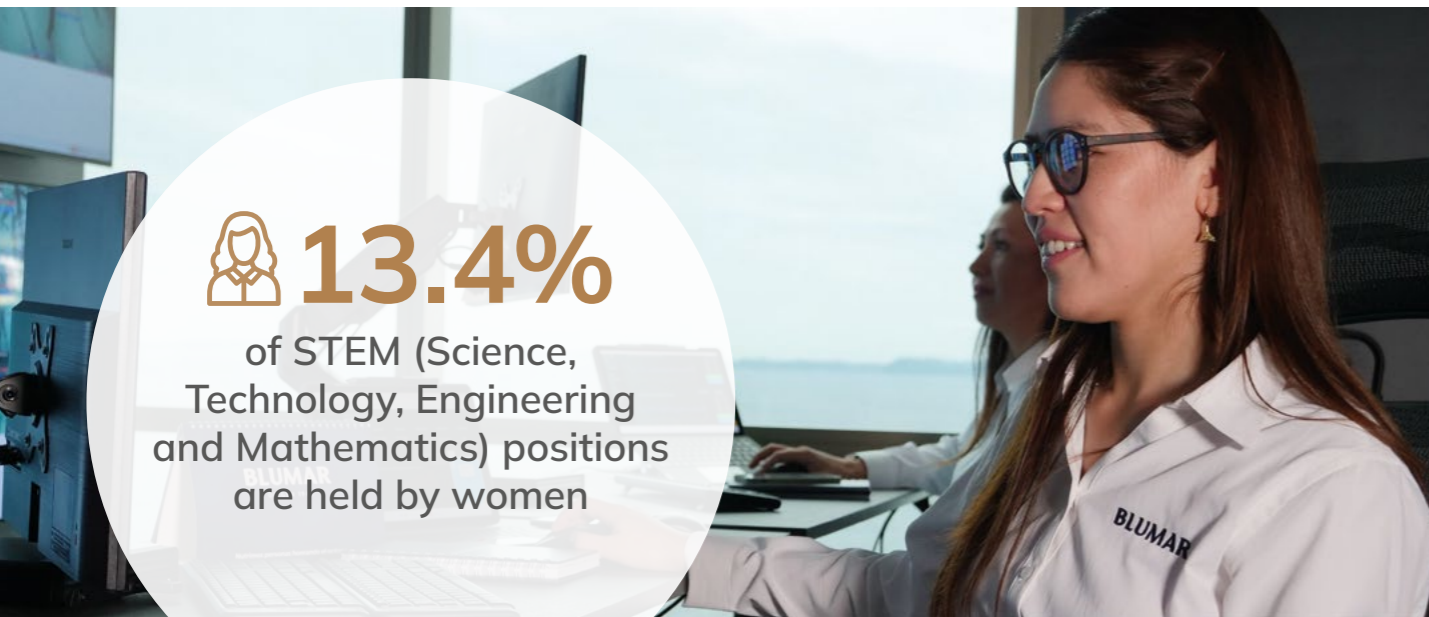
6 Training program on "Karin Act" with preventive approach.



Women's meeting in the aquaculture and fishing industry

 **13.4%**

of STEM (Science, Technology, Engineering and Mathematics) positions are held by women





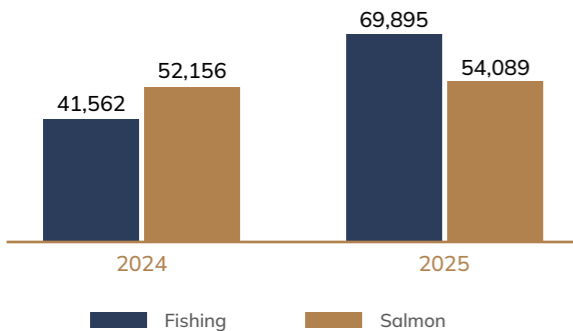
# Talent development and attraction

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

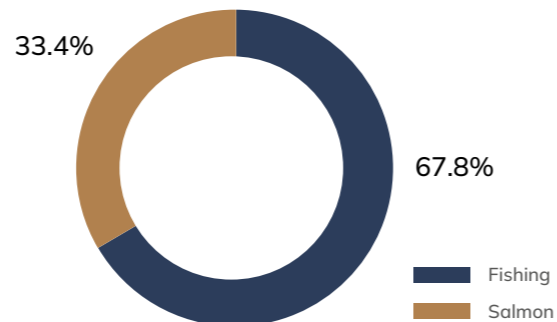
In 2025, 9% of our employees received training, thus ensuring cross-sectional access to formation opportunities.



Training hours 2025



Average Training hours 2025



Participants in Trainings 2025



In 2025, a total of \$443,298 USD was invested in employee training, with an average expenditure of \$184 USD per employee.



Workshop "Seguimos" in Rocuant Bay



# Occupational Health and Safety

## Occupational Health and Safety Policy

The guiding principles of this policy are:

- 1 Active participation of management, area heads and supervisors in preventive management, through joint committees and other formal instances, promoting inclusive and safe work environments.
- 2 To create joint construction spaces for prevention through continuous training.
- 3 To strengthen a safety culture based on prevention, self-care and mutual care.
- 4 To promote a management system that fosters continuous improvement and ongoing review of regulatory compliance.
- 5 To send safety standards to contractors and service providers, thus promoting a preventive management, aligned with Blumar's culture of occupational health and safety.

12

Joint committees  
7 Fishing, 5 Salmon

100%

of the facilities  
have a certified OHS  
Management System.

79

Number of  
accidents

3.03%

Accident Rate

49.5%

Lost Workday  
Rate

0

Fatality  
Rate

\* Consolidated data of company employees in all business divisions.

## Occupational Health and Safety Model



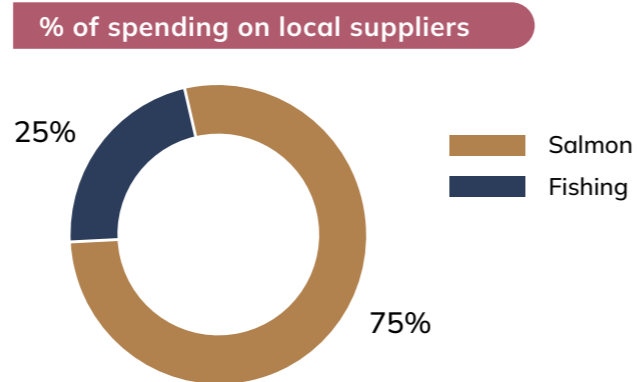


# Sustainable relationship with suppliers

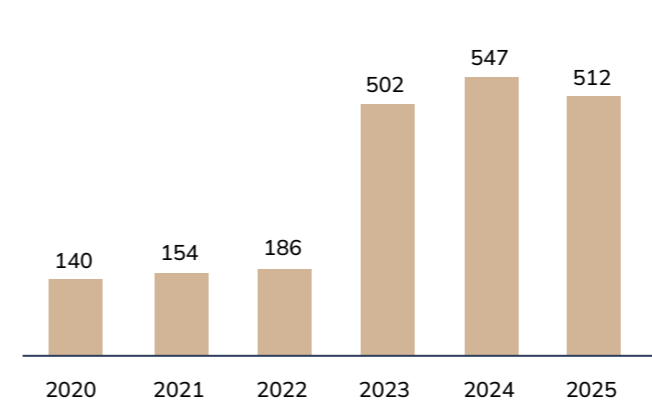
## Development of local suppliers

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

- 1 Purchase from suppliers of goods: \$275.150 million USD
- 2 Purchase from service providers: \$205.959 million USD
- 3 Purchase from artisanal fishers: \$41.914 million USD



## Total number of evaluated critical suppliers



Blumar evaluated 100% of its critical suppliers, 512 in total, of which none were evaluated as non-sufficient. Therefore, no corrective action plans were applied.

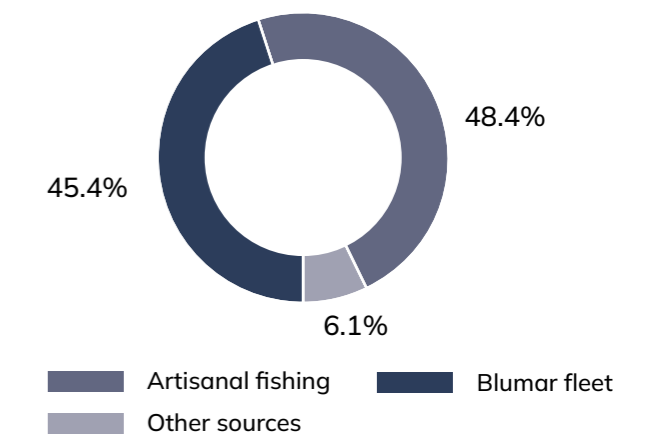
**2,390**  
Suppliers

**5,391**  
Contractors

## Relationship with artisanal fishers

Blumar sources pelagic fishing through duly authorized artisanal suppliers, who account for 45% of the total raw material tonnage, evidencing its relevance in the company's value chain.

## Sourcing of raw materials by origin





# Community outreach

Blumar's community outreach model defines four cross-cutting pillars that guide the work to generate positive social impact in the territories where the company

operates. Community outreach initiatives are planned and implemented based on these pillars:



### Build lively and trusting relationships

We make great efforts to create close and long-lasting bonds, we value participation and we care about providing direct, timely, and accessible information.



### Contribute to the education of the future

We promote education and strengthening of competencies through human capital support, fostering the development of new professionals and employment opportunities in the fishing and aquaculture sectors.



### Act with a local seal

We implement programs and initiatives that contribute to community development with a local seal, always respecting the identity and uniqueness of the territories where we operate.



### Promote environmental culture

We are aware of our responsibility to the environment. Therefore, we contribute to the environmental culture of the communities, providing tools and projects that promote environmental protection.

7

Regions

13

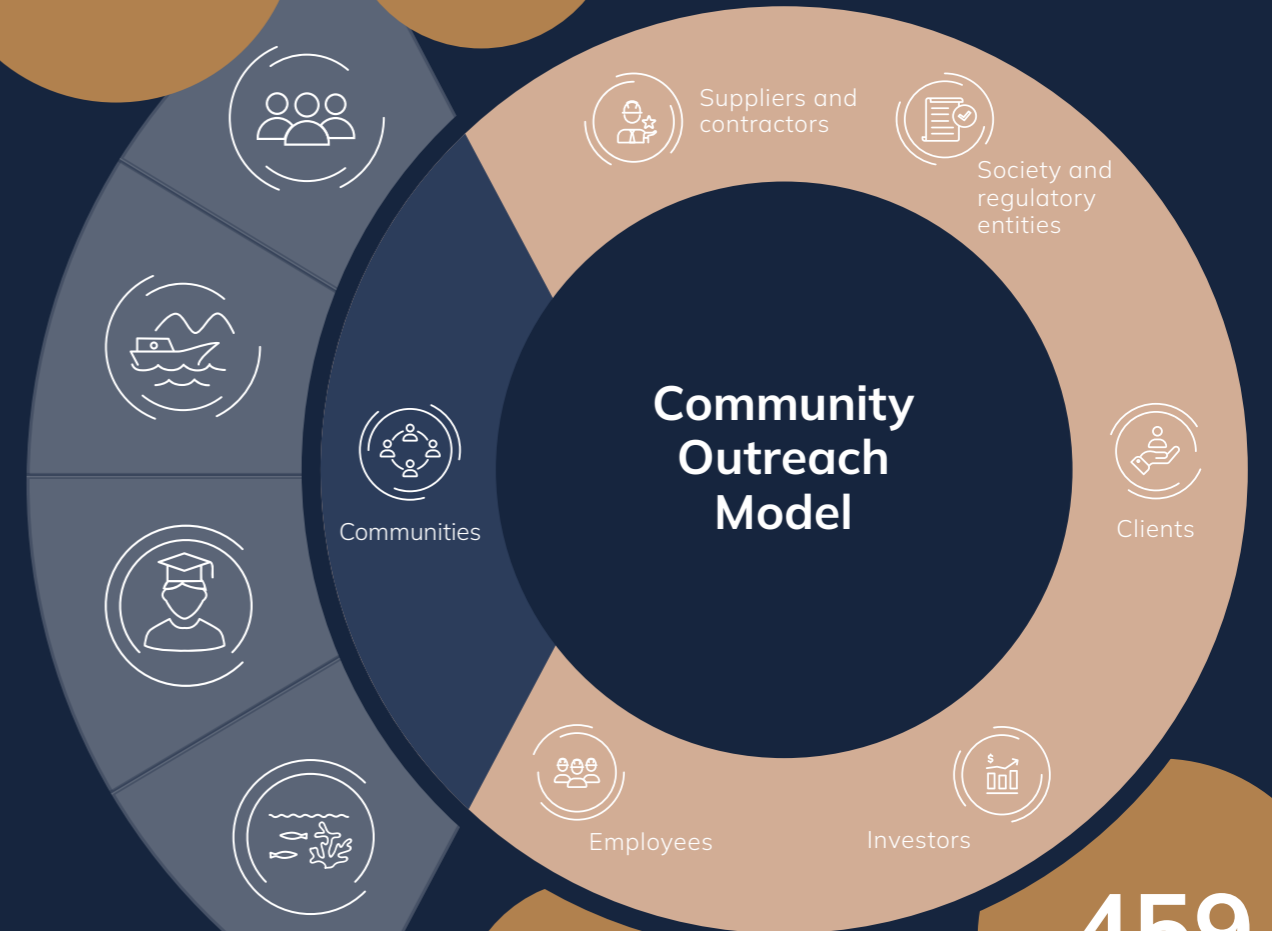
Districts

+26

Locations

18,659 beneficiaries

432 USD of social investment



93 Projects

459 visits at our facilities



# Notable community outreach projects



## Build lively and trusting relationships

- Roundtables, meetings with neighbors, academics, authorities and regional companies, visits to all facilities.
- Signing of an agreement between Río Verde and Mercado Blumar.
- Agreement with the Huella Local foundation for Libertad-Gaete in Talcahuano.
- Commemoration of the 23rd anniversary of the Libertad-Gaete round table.



## Act with a local seal

- Participation in community health care programs.
- Support for the 205-year-anniversary of Fuerte de Corral, Chapuzón Kids and Chapuzón in the Strait of Magellan.
- Promotion of local entrepreneurs of Puerto Aysén, Coyhaique and Puerto Cisne, and local providers from Libertad-Gaete.
- Celebration of the first Jack Mackerel Day in Talcahuano.
- Support to Talcahuano Naval Sports Club and activities for the elderly from neighboring sectors.
- Trip to the Kawésqar Community in Punta Arenas.



Visit to facilities in the Magallanes Region



Visit by students from Liceo de Corral



Agreement with Huella Local foundation



Labor insertion program in Corral



Food safety training



## Contribute to the education of the future

- Work insertion program in Corral, agreement with the Liceo Bicentenario People Help People of Pilmaiquén (Puyehue) and school meal program with salmon.
- Support for training of young artists in Talcahuano.
- Maritime English Certificates, food safety training, and certifications in ROV operation for students of technical high schools.



## Promote environmental culture

- Coastal cleanup and shoreline stewardship initiatives (Aysén, Magallanes and Talcahuano). Meeting "Awareness and Best Practices with the Environment" in Seno Skyring.
- Environmental education workshops of the "Blumar At your school" program.
- Installation of trilingual educational signs in La Olla de Pilmaiquén Park (Puyehue).

# Alliances and partnerships

Blumar maintains alliances and partnerships with the following institutions:



## Other Alliances



**BLUMAR**





Read  
Blumar's 2025  
Integrated  
Report here

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SUMMARY  
2025  
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