

2025



About our
Sustainability Report

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at a Glance

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1.1

2025 at a Glance

In 2025, we continued contributing through our commitment to people’s health, producing high-quality, high-purity Omega-3 fatty acid concentrates sourced from the South Pacific to promote well-being.

Below are the most relevant figures reflecting the achievements reached during this period.

74 US\$

million in annual revenue.

7,173

Tons sold

19%

Of total exports from the Arica and Parinacota Region

150

Manufacturers

280

Brands

42

Countries where we operate

198

Total employees

5,883

Total training hours

8

Globally patented processes

49

Contractor companies

+500

Individuals participated in community initiatives



1.2

2025 Milestones

01 Strengthening Our Presence in Key Markets

Our international presence continued to strengthen. Today, 280 brands across five continents use our Omega-3 concentrates, and 95 of them feature our logo on their packaging as a symbol of purity and quality. In North America, we reinforced our position alongside strategic partners such as Polaris, Zooca, and Benexia. In Asia, we expanded our distributor network, reaching new markets and further promoting our value proposition and leadership in the Omega-3 concentrates sector.

03 Operational Efficiency in Service of Our Customers

Our sustainable operation is the engine that enables us to deliver products aligned with global requirements. By optimizing production parameters, we achieved greater efficiency in the use of crude fish oil. We continued advancing initiatives to promote recycling, reduce emissions, and foster responsible resource management. These operational improvements ensure that our value proposition remains aligned with the environmental stewardship commitments our customers demand.

02 Raising Our Standards

In 2025, we achieved significant progress in compliance and quality assurance, guided by our commitment to continuous improvement. We obtained ISO 27001:2022 certification, validating our standards in information security and data protection and strengthening operational continuity safeguards. Additionally, the implementation of the myLIMS platform in our laboratory enabled us to digitalize and integrate analytical instruments, ensuring that each stage of the analysis is executed in accordance with established procedures. This reinforces result quality while optimizing data flow and transparency throughout every stage of our manufacturing process.

04 Arica: The Omega-3 Capital

The creation of the “Arica: The Omega-3 Capital” cluster represents more than a commercial alliance — it is a strategic step toward transforming the productive ecosystem of Northern Chile. By joining forces with companies such as Benexia, Condensa, and Newscience, we have designed a collaborative platform that leverages the comparative advantages of the Arica and Parinacota Region and transforms them into global competitive advantages. This cluster integrates diverse capabilities — from the extraction and refining of high-quality raw materials to the development of advanced packaging solutions and cutting-edge scientific research. Each member contributes a critical link within the value chain. This synergy enables us to accelerate innovation in Omega-3–derived products from both marine and plant-based sources, meeting the growing demands of global nutrition and nutraceutical supplement markets.



1.3

Managing Director's message 2025

Our roots are in the South Pacific, the source of the essential raw material to create a product of the highest quality and purity, proudly produced in Arica, home to our community.

It is an honor to present Golden Omega's 2025 Sustainability Report, a document that takes on a special meaning this year, as it is the final report of the sustainability strategy for the 2021-2025 period.

Looking back at the path traveled, we see with pride a trajectory that, in a short time, has allowed us to position ourselves as one of the most important companies in the demanding international nutraceutical market of Omega-3 concentrates. We understand that this achievement is not an isolated event, but is indissolubly linked to our sustainability strategy.

Since 2021, when we defined this strategic roadmap, we began with the conviction that growth is only sustainable if it is based on four pillars: environmental care, the integral development of our team, providing value to the community and, finally, business ethics. We set ambitious goals, many of which we have managed to achieve while always keeping our eyes on the future, and we will continue working in alignment with the challenges addressed by the Sustainable Development Goals.

Our roots are in the South Pacific, the source of the essential raw material to create a product of the highest quality and purity, proudly produced in Arica, home to our community. It is in this coastal city in northern Chile where a development hub has been generated around the Omega-3 industry and a successful example of how the connection between neighbors in the Southern Cone allows for increased efficiency and competitiveness.

It is in this place where our team, composed of people of different nationalities, seeks to deliver solutions and the best service to our customers. Our collaborators are the ones who are committed to a sustainable operation, materializing in the implementation of improvements to our processes to achieve greater productive efficiency, in maintaining high standards of regulatory compliance, and a robust quality assurance system.

At an international level, our presence has strengthened thanks to the efforts of our commercial team. Our logo is printed on the packaging of more than 95 brands that use

our product as a symbol of quality. In the North American market, today we offer lipid solutions together with our strategic partners Polaris, Zooca, and Benexia. Our network of distributors in Asia has allowed us to expand our business into new markets, and we see with interest how growth in the consumption of Omega-3 concentrates continues.

We see with optimism how our Company is consolidating and orienting itself toward its long-term purpose of contributing to human health, thanks to a product that is positioned in the nutraceutical world as the best ambassador of the South Pacific.

I invite you to read the milestones and results of 2025 in the following pages.

Jorge Brahm
Managing Director

1.4

About the Sustainability Report

GRI 2-2, 2-3, 2-5, 2-14

The following icons represent our stakeholder groups*:

Customers

Certifiers

Employees

Regulators

Suppliers

Industry associations

Contractors

The Arica community

Shareholders

The purpose of this Sustainability Report is to transparently communicate Golden Omega's commitments, actions, and progress toward a sustainable future. Golden Omega implements practices aimed at minimizing the environmental impacts of its operations and leverages state-of-the-art technology to ensure process efficiency, delivering solutions that go beyond regulatory requirements. All of this is supported by international certifications that position us as leaders in the Omega-3 fatty acids industry.

Our commitment to sustainability, reflected in this report, allows us to identify opportunities for further progress toward the objectives defined in our sustainability strategy.

This report has been prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards and covers the Company's production activities in the city of Arica, in the Arica and Parinacota Region of Chile, as well as consolidated corporate information. It also includes indicators from the relevant SASB Standards sectors, as defined by the Sustainable Industry Classification System® (SICS®), which most closely relate to the Company's activities — specifically, Agricultural Products and Processed Foods.

Finally, the Company reports that it adheres to the UN Global Compact Chile network and is committed to six United Nations Sustainable Development Goals (SDGs).

This report covers the period from January 1st to December 31st, 2025. It is published annually and reviewed and approved by the Company's Board of Directors. In addition, it has been reviewed by BDO Auditores Consultores Ltda. for compliance with GRI Standards 302-1, 302-3, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5, 305-1, 305-2, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, and 306-5.

The Board of Directors and senior executives of Golden Omega participate in this process through the validation of the verified content.

Additional information regarding this report may be obtained by contacting: sustainability@goldenomega.cl

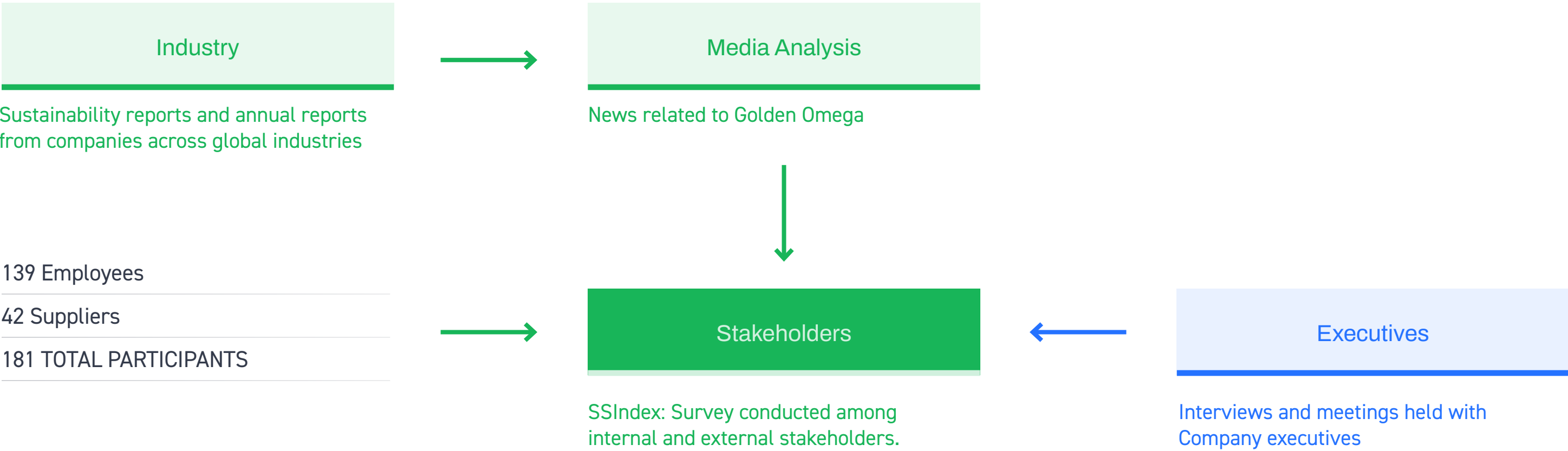
*See Chapter 4.1 Stakeholder Details

1 . 5

About the Materiality Process

GRI 3-1

The Sustainability Committee considered the following sources of information to identify the topics most relevant to our different stakeholder groups:



Stakeholder Perception

The SSIndex is an index that measures sustainability performance and the level of satisfaction among the Company's various stakeholder groups. For the fifth consecutive year, the Stakeholders Sustainable Index (SSIndex) methodology was applied — this time to employees and contractors. The indicator identifies and enables the management of risk areas, supporting the prioritization of environmental, social, and governance (ESG) variables, thereby strengthening engagement with our stakeholders.

In 2025, we achieved scores of 81% and 91% among employees and contractors, respectively. These results reflect stakeholders' positive assessment of the Company's performance across environmental, social, and governance (ESG) dimensions.





Material topics and their impact on our Sustainability Strategy

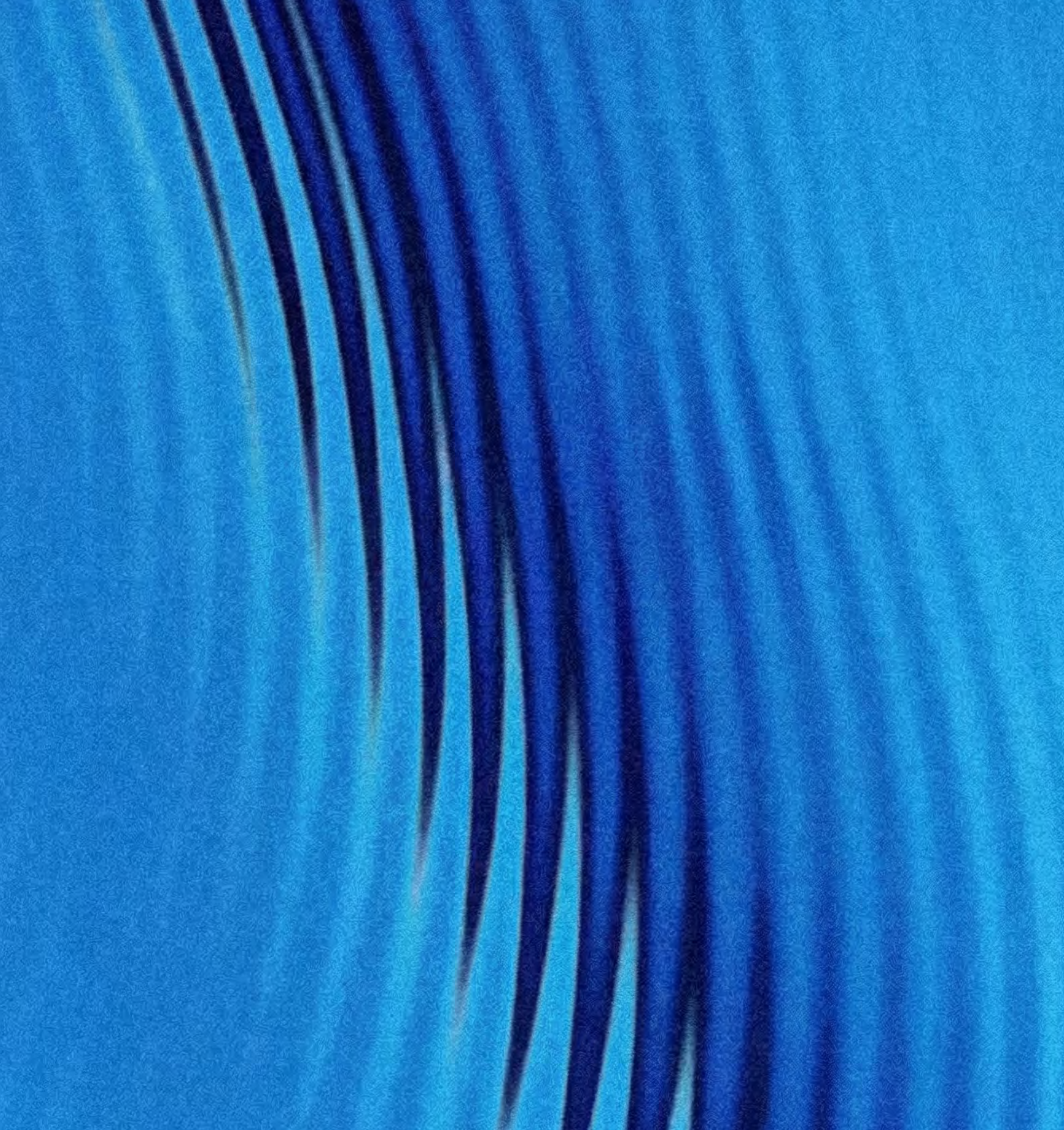
GRI 2-23, 2-24, 2-25, 2-29, 3-2, 3-3

To determine our material topics, the Sustainability Committee conducted a process that considered the issues raised by our key stakeholder groups through the SSINDEX survey, which was administered in 2024 and 2025.

Through this instrument — which measures sustainability performance and stakeholder satisfaction — risks and opportunities associated with the evaluated stakeholder groups were assessed. Four pillars were analyzed: environment, corporate governance, internal social, and external social dimensions. Based on these pillars, 37 dimensions were examined. No prioritization of material topics was carried out; therefore, all topics identified through the survey were considered and grouped into three categories: Environmental, Social, and Governance.

The material topics for 2025 are as follows:

- Water Resource and Effluent Management.
- Energy and Emissions Management.
- Waste Management.
- Occupational Health and Safety.
- Employee Well-Being.
- Diversity and Inclusion.
- Contractor Management.
- Shared Value Creation with the Community.
- Compliance Management.
- Supplier Management.
- Customer Management.
- Quality and Food Safety Management.
- Innovation Management.



02

Our Company

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2.1

Corporate Identification

GRI 2-1, 2-2

Legal Name:	Golden Omega S.A.
Tax ID (RUT):	76.044.336-0
Date of Incorporation:	December 26th, 2008
Entity Type:	Closely Held Corporation
Registered Address:	Av. Comandante San Martín 3460 Lote B2, Arica, Chile.
Phone:	+56 58 2203 001
Website:	www.goldenomega.cl

The organization is composed of Golden Omega S.A., Golden Omega USA LLC, and Golden Omega Norway AS. This report includes the Company's production activities in Arica, Chile, as well as its consolidated corporate information.

2.2

Company Overview

GRI 2-6

At Golden Omega, we produce high-quality, high-purity Omega-3 fatty acid concentrates made from the finest available raw material — 100% crude anchoveta oil sourced from sustainable fisheries in the South Pacific Ocean.

Our industrial complex is located in Arica and features a state-of-the-art facility dedicated to the production of premium Omega-3 concentrates.

Our products are marketed in 42 countries across five continents, serving the demanding global nutraceutical market, where sustainability and origin play a fundamental role.

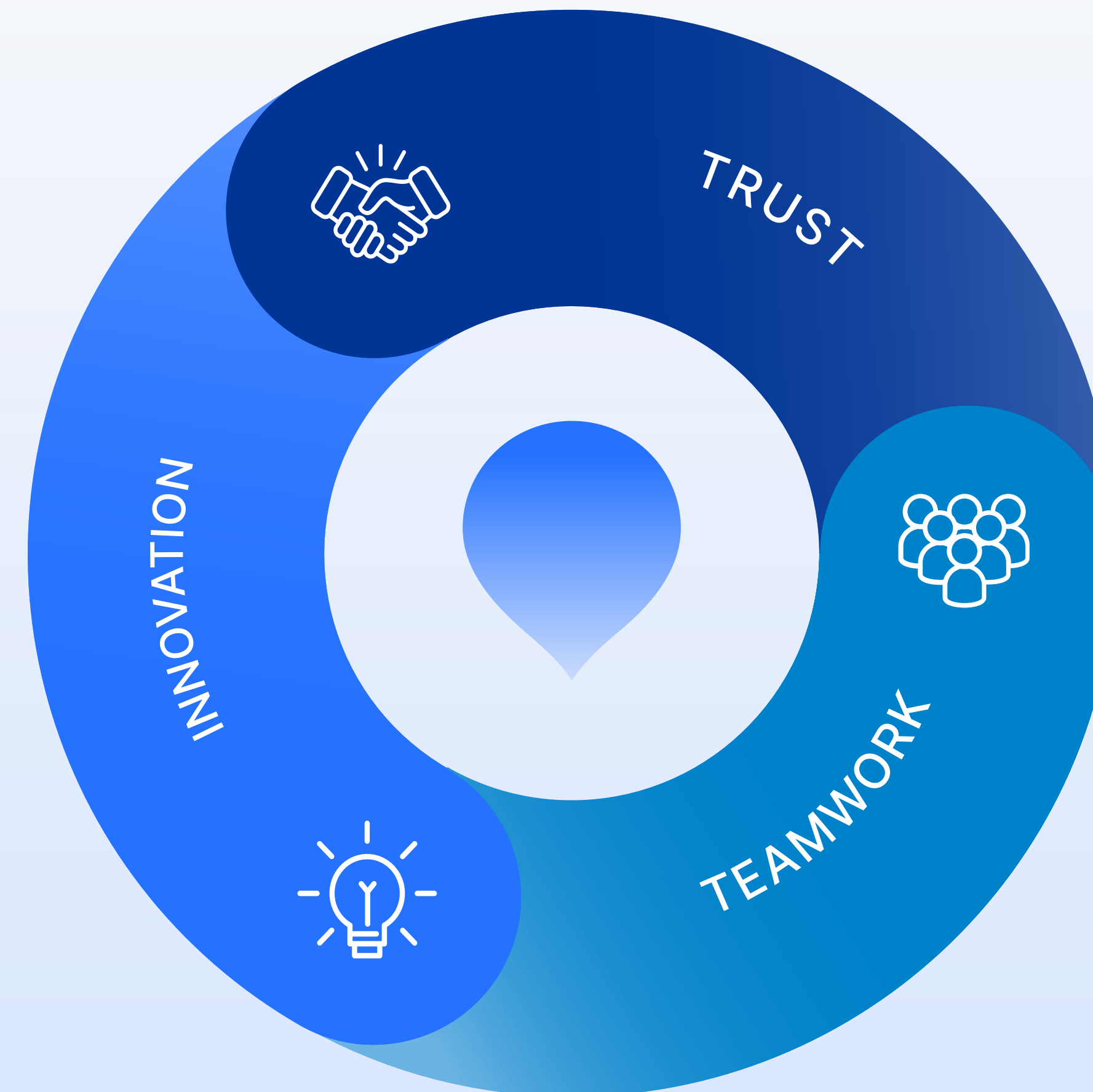


2.3

Purpose and Values

Leading the global Omega-3 fatty acids market in quality

Our purpose is to contribute to people's health through the development of a product of the highest quality and purity.



2.4

Value Creation Model

2.4.1

Our Value Chain

GRI 2-6

01.

Responsible Sourcing

02.

State-of-the-art production facilities.

03.

Product

04.

Customers

05.

Consumption



2.4.1.1

Responsible Sourcing

GRI 308-1

SASB FB-PF-430a.1, FB-PF-430a.2

The crude fish oil we process originates in the South Pacific Ocean and is sourced from fishing companies certified under MarInTrust, Friend of the Sea, and Dolphin Safe standards, which ensure sustainable fisheries practices.

Through ORIVO verification, we certify that 100% of the raw material used by Golden Omega comes from wild South Pacific anchovy. In this way, we provide customers and consumers with guaranteed, tested, and verified traceability of our raw material origin.

Our production facility, located along the South Pacific coast — the source of our raw material — enables an efficient logistics process. The oil is primarily transported by vessel, either in bulk or in flexibag containers, to the city of Iquique, where it is stored before being transported by tanker trucks to Golden Omega's production plant in Arica.

We currently hold Green-e™ certification, which confirms that 100% of the electricity consumed at our operating facility originates from non-conventional renewable energy sources with zero emissions.

We also maintain Halal certification, ensuring that our products meet Islamic requirements, as well as IFOS (International Fish Oil Standards) certification, which guarantees the quality, safety, and purity of fish oils.

Our main suppliers are located in the Andean region of the South Pacific – in Chile, Argentina, Bolivia, and Peru. This enables us to make a tangible contribution to SDG 10, specifically target 10.1, which promotes the progressive achievement and sustained growth of income for the bottom 40% of the global population.

2.4.1.2

Production Facility

The production process used to increase the concentration of EPA and DHA in fish oil is carried out at our industrial facility, which utilizes proprietary purification and concentration technologies that are part of the eight industrial patents registered by Golden Omega worldwide.

In addition, our production facilities are certified under NSF International's Good Manufacturing Practices (GMP) for dietary supplements. This certification ensures that our plants meet the highest standards in manufacturing, packaging, and distribution, guaranteeing that processes, equipment, and infrastructure operate under strict quality controls for the production of dietary supplements.



2.4.1.3

Production Process Stages

-  1. Purification: Impurities and unwanted compounds are removed from crude fish oil.
-  2. Concentration: Fatty acids are released from their natural form in order to subsequently concentrate EPA and DHA.
-  3. Refinement: The color, taste, and odor of the product are improved, achieving superior quality.

Purity and quality are key factors that enable our Omega-3 concentrates to be used in a wide range of applications.

2.4.1.4

Distribution

The distribution of our product is carried out in accordance with practices that ensure product quality and safety during transportation, in line with applicable regulations and safety standards, such as FDA 21 CFR Part 111.

- 1. Packaging: The Omega-3 concentrate is filled into stainless steel drums under an inert atmosphere. The drums are assembled at Golden Omega's facilities.
- 2. Labeling: The drums are labeled and coded with product information, including production date, batch number, and composition. They are then inspected to ensure proper condition and airtight sealing.
- 3. Loading and Transportation: Shipments are dispatched by sea from Arica and/or by air from Santiago. The drums are stored in a secure and controlled area to maintain temperature and humidity conditions. Maritime transport is carried out in containers, ensuring that they are properly secured and protected against movement during transit.
- 4. Receipt: In the United States, the drums are delivered directly to the manufacturer. In other regions, delivery is made through the designated distributor in each market.



2.4.1.5

Customers

Our customers include both distributors of Omega-3 concentrates and manufacturers. The latter incorporates our product into various consumer formats – primarily soft gel capsules – and subsequently sells them to branded companies that bring the final product to consumers.

We maintain commercial offices in the United States and have a presence in the world’s key markets through our distributor network.

We develop strategic partnerships with manufacturers, offering tailored solutions that enable the use of our Omega-3 concentrates in diverse formats adapted to their specific needs.

150

Manufacturers

280

Brands

42

Countries

95

Feature our logo on their packaging as a symbol of purity and quality

12

use ORIVO origin certification



Golden Omega USA is the exclusive distributor in North America of algae oils produced by Polaris® in France; *Calanus Finmarchicus* oils developed by Zooca® in Norway; and chia oils produced by the Chilean company Benexia.



2.4.2

Our Product

GRI 416-1, 416-2

a.Omega-3 Concentrates

At Golden Omega, we offer a broad portfolio of concentrates with EPA+DHA combinations ranging up to 750 mg/g, available in Ethyl Ester (EE) and Triglyceride (TG) forms. The latter are offered as standard TG (TG>80%) or premium TG (TG>90%). We also develop customized solutions tailored to brand-specific requirements.

Through our innovative technologies, we elevate the purity and quality of Omega-3 concentrates to the next level, delivering an exceptionally pure and virtually transparent product.

- Product with unique purity and quality characteristics.
- Superior sensory profile.
- Extremely clear, almost transparent appearance.
- Very low levels of oxidation, cholesterol, heavy metals, and contaminants.

b.Other Fatty Acids

Products for industrial applications and animal consumption.

[MORE INFO](#)



2.5

Quality Assurance System

GRI 416-1, 416-2

SASB FB-AG-250a.1, FB-PF-260a.2

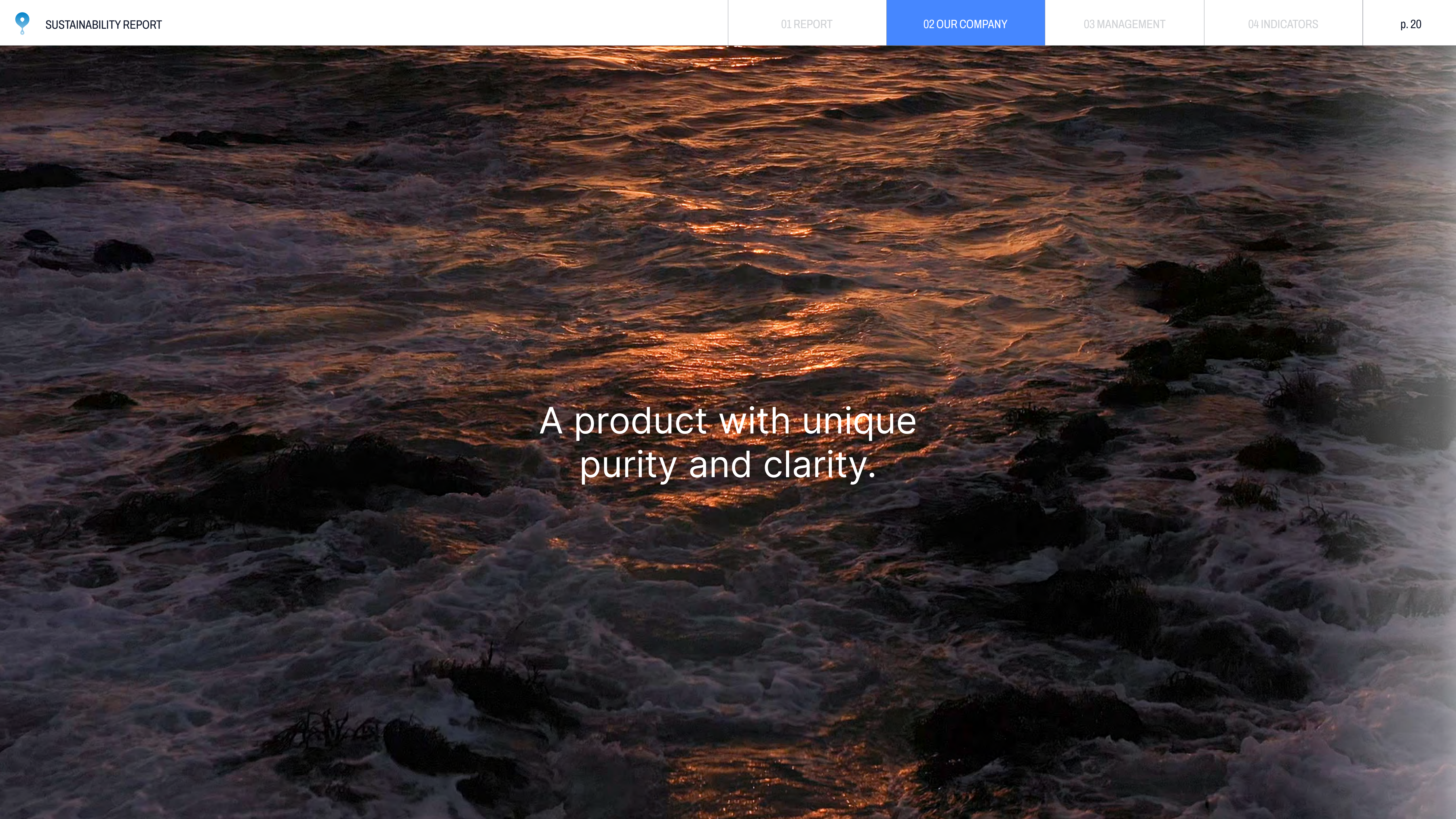
Product quality and assurance are a top priority for our customers and end consumers. Any contamination by pathogens, chemical substances, or adulteration resulting from improper practices at any stage of the supply chain represents a potential health risk.

Our commitment to quality is continuous and supported by adherence to the following standards:

- Quality Assurance Program of SERNAPESCA, based on Chilean Food Safety regulations and the Certification Manual Res. Ex. No. 5125/2016.
- HACCP System, in accordance with the seafood HACCP regulations under 21 CFR Part 123 and the U.S. Food and Drug Administration (FDA) Fish and Fishery Products Hazards and Controls Guidance.
- At Golden Omega, all manufacturing follows the principles of Good Manufacturing Practices (GMP) outlined in the WHO/FAO Codex Alimentarius, as well as the FDA regulations for Dietary Supplements and Current Good Manufacturing Practice for Human Food under 21 CFR Part 111 and 21 CFR Part 117, respectively. The application of GMP guidelines enables us to develop and maintain appropriate controls within our manufacturing processes to ensure that products are consistently produced and labeled in compliance with quality standards.



[MORE INFO](#)

A full-page background image showing a close-up of ocean waves breaking over dark, rocky terrain. The water is a mix of dark blue and white foam, with a strong golden-orange glow reflecting off the surface, suggesting a sunset or sunrise. The text is centered over this image.

A product with unique
purity and clarity.

2.6

Organizational Structure and Governance

GRI 2-1

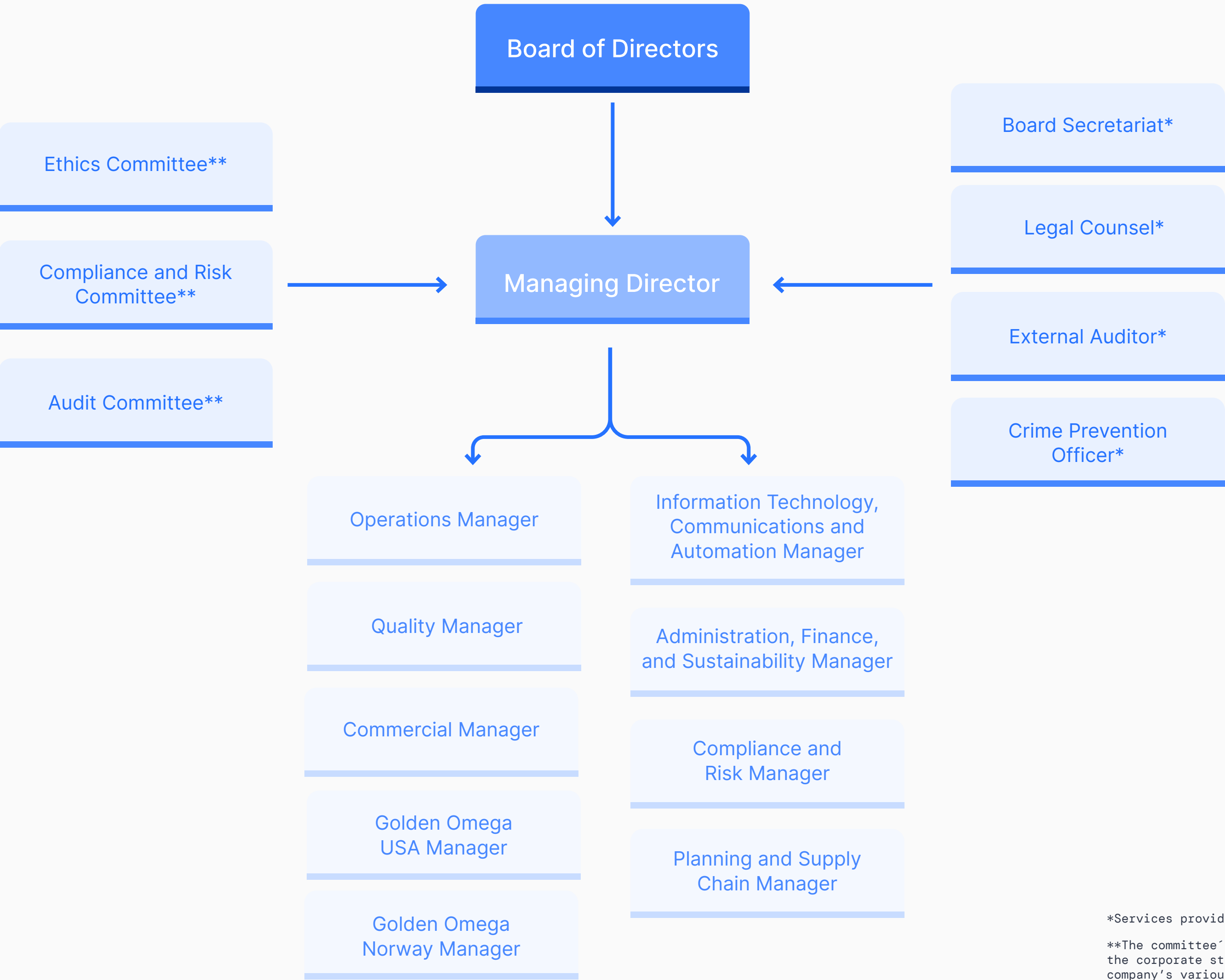
2.6.1

Shareholders

Golden Omega is a closely held corporation composed of two shareholders: Orizon S.A. (50.00%) and Corpesca S.A. (50.00%), both fishing companies that are part of the Chilean holding Empresas Copec S.A.

2.6.2

Organizational Structure



*Services provided by third parties.

**The committee’s objective is implementing the corporate strategy and addressing the company’s various environmental, social, and governance topics.

2.6.3

Boards of Directors

GRI 2-9, 2-10, 2-11, 2-12, 2-14, 2-17



Joaquín Cruz Sanfiel
Chairman
Regular Director
Non-Independent. Industrial Civil Engineer. Date of appointment: April 26th, 2016. Committee: Compliance and Risk.



Eduardo Navarro Beltrán
Vice Chairman
Regular Director
Non-Independent. Business Administration Engineer. Date of appointment: December 26th, 2008. Committee: Ethics.



Rodrigo Huidobro Alvarado
Regular Director
Non-Independent. Industrial Civil Engineer. Date of appointment: June 15th, 2023. Committee: Audit.



Patricio Tapia Costa
Regular Director
Non-Independent. Industrial Civil Engineer. Date of appointment: April 22nd, 2024. Committee: None.



Cristián Larraín Reyes
Regular Director
Non-Independent. Agricultural Administrator. Date of appointment: June 15th, 2023. Committees: Compliance and Risk; Audit.

Juan Pablo Guzmán Monge
Board Secretary
Attorney
Portaluppi, Guzmán y Bezanilla Ltda.

The committees in which the Board of Directors participates are responsible for implementing the corporate strategy and addressing the Company’s environmental, social, and governance (ESG) matters.

Golden Omega’s current Board of Directors was elected at the Annual General Shareholders’ Meeting held on April 22, 2024. It is composed of five directors, all male, who represent the shareholder companies and do not hold executive positions within the Company. Board members have extensive experience in the fishing industry and/or the food sector, either in executive management roles or as members of other boards. None of them has a disability. Board members are elected for three-year terms through voting at the Annual General Shareholders’ Meeting, and the Board meets on a monthly basis. Among its responsibilities,

the Board reviews and approves the information included in this Sustainability Report, ensuring the proper identification and management of the Company’s material topics. In 2021, the Board endorsed the Sustainability Policy defined by Golden Omega’s executive team. Although the Board did not directly participate in the stakeholder consultation process, it has been informed of its results.

Board Training Sessions in 2025:

- Board responsibilities: an updated perspective
- Current geopolitical risks and their impact on the Company
- New Personal Data Protection Law: A Cultural Challenge

11

In-person meetings held in 2025

93%

Average attendance



2.6.4

Management

GRI 2-12, 2-13, 2-14

The Company's corporate governance and organizational structures play a fundamental role in promoting ethical and professional values that ensure regulatory compliance and strengthen a culture of integrity throughout the organization, supporting a sustainable value proposition.

Oversight of the Company's due diligence processes is delegated by the Board of Directors to the Managing Director. The executive team supporting him — particularly the Administration, Finance, and Sustainability Manager — is responsible for identifying and managing the Company's impacts on the economy, the environment, and people, ensuring responsible management aligned with sustainability principles. Transparency and effective oversight are ensured

through the monthly reporting provided by the Managing Director to the Board regarding progress and management of these matters.

Golden Omega's Board of Directors is responsible for reviewing and approving the information contained in this Sustainability Report, including the Company's material topics. As part of this process, the report is submitted to the Board for evaluation. Observations are subsequently incorporated, and any additional required information is included, thereby ensuring accuracy and alignment with the Company's standards.

2.6.5

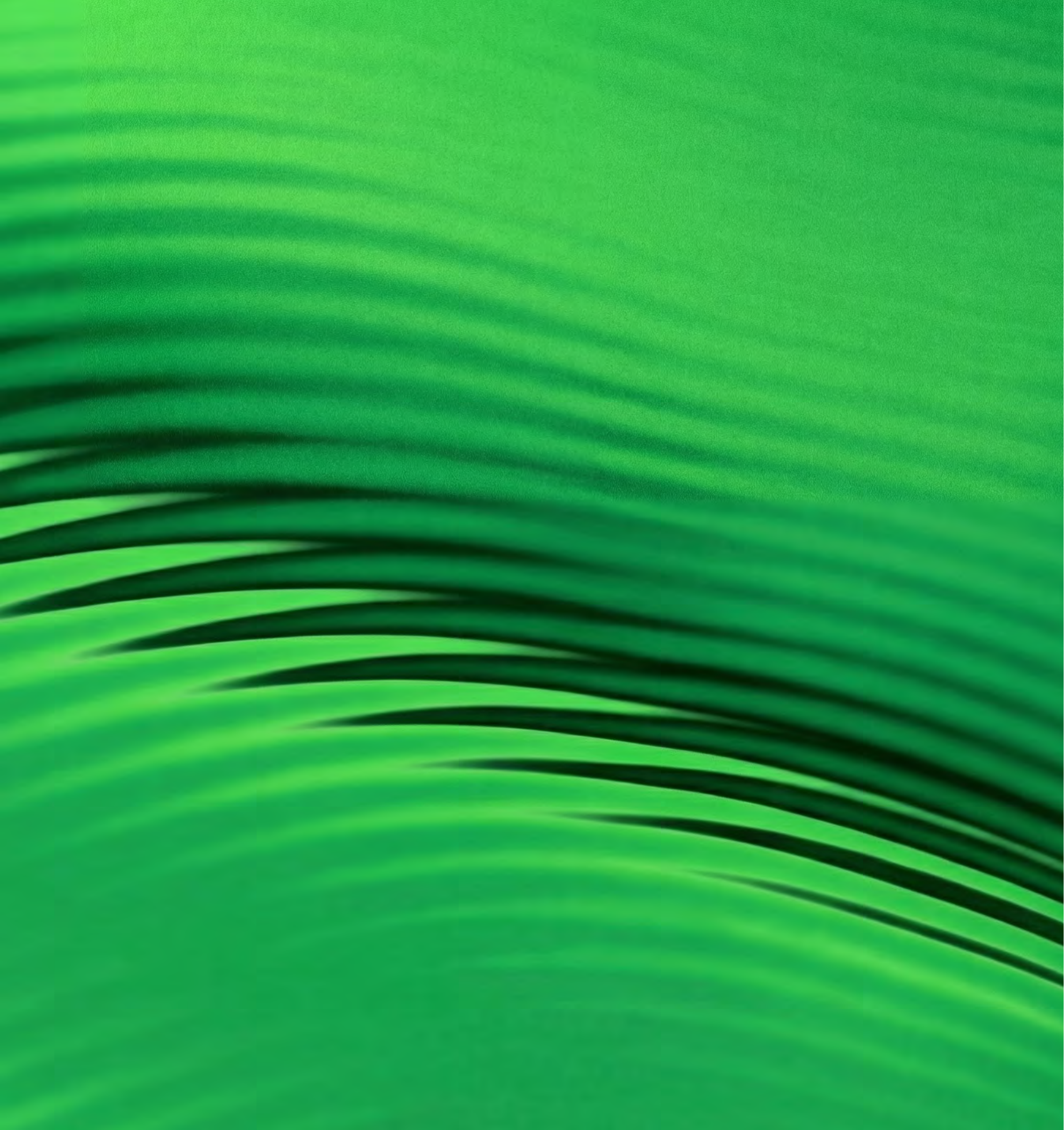
Committee

GRI 2-9, 2-10, 2-12

COMMITTEE	PURPOSE	MEMBERS
Ethics	Provides guidance to the Board of Directors on matters of ethics and organizational conduct, promoting principles and values aligned with the Company's culture.	Vice Chairman, Managing Director, and Legal Counsel.
Compliance and Risk	Supports the Board in overseeing compliance with the Crime Prevention Model and applicable regulations. It also contributes to the identification, assessment, control, and monitoring of risks that may affect the achievement of business objectives.	Chairman, Director, Managing Director, Compliance and Risk Manager, and Legal Counsel.
Audit	Assists the Board in overseeing the financial reporting process, ensuring transparency and accuracy. It also monitors the effectiveness of audit processes, internal control systems, and risk and crime prevention models.	Directors (2), Managing Director, and Legal Counsel.
Sustainability	Responsible for defining guidelines for the implementation, monitoring, and continuous improvement of the Company's sustainability strategy and initiatives.	Managing Director, Area Managers (6), Deputy Sustainability and Communications Manager, and Deputy Environmental and Regulatory Affairs Manager.
Crisis	Responsible for managing significant contingencies in a coordinated and effective manner.	Managing Director, Area Managers (7), Deputy Managers (10).
Information Security	Promotes policies and procedures related to information security, ensuring their proper implementation and compliance.	Managing Director, Information Security Officer, Area Managers (7), and IT Supervisor.

The committees support the implementation of the corporate strategy and the management of the Company's environmental, social, and governance (ESG) matters. Their composition is determined by the Board of Directors or the Managing Director and must be communicated transparently to all members of the organization.

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2.7							
Industry Collaboration							
GRI 2-28							
The Global Organization for EPA and DHA (GOED)			Sofofa (Sociedad de Fomento Fabril)				Asinda (Industrial Association of Arica)
GOED is an international organization representing more than 200 members across the Omega-3 industry value chain. Our Managing Director has served as a GOED Director since 2012 and has participated on the organization's Board from 2019 to 2024. He served as Vice Chair during the 2019–2020 term; then as Chair from 2021 to 2023; and as Past Chair in 2024. He currently serves as Director. Within the organization, we have actively promoted high standards of transparency in product traceability and quality, providing consumers with confidence regarding the origin of their supplements.			The Sociedad de Fomento Fabril is a federation composed of more than 160 member companies that seeks to connect businesses with society. Golden Omega participates in several of its initiatives, including the Business Network for Inclusion and the Technical and Vocational Education Network. Through the transfer of methodologies and technical support, these initiatives contribute to the development of local talent and the inclusion of persons with disabilities, strengthening the connection between our team and the community. SOFOFA also enables us to exchange experiences with other participating companies, allowing us to compare local realities and implemented solutions. In 2025, we received recognition for participating in SOFOFA's Sustainable Business Development Index (IDES), a tool that enables the Company to identify potential environmental, social, and governance (ESG) gaps and guide its sustainability strategy.				ASINDA is a business association that brings together companies from the Arica and Parinacota Region. We have been a member of its Board since 2017 and have served as Treasurer since 2020. We participate in three commissions: - Industrial Park: focused on defining a new location for an industrial free trade zone. - Industrial Free Trade Zone Autonomy: seeks to establish an exclusive and independent industrial free trade zone for the Arica and Parinacota Region. - Environment: promotes collaboration with public authorities to advance environmental stewardship and sustainable practices.
GOED			SOFIFA				Asinda
The Global Organization for EPA and DHA Omega-3s (GOED)			Sociedad de Fomento Fabril				Industrial Association of Arica
- Partner - Director			Partner				- Partner - Director
MORE INFO			MORE INFO				MORE INFO
							</



03

Management

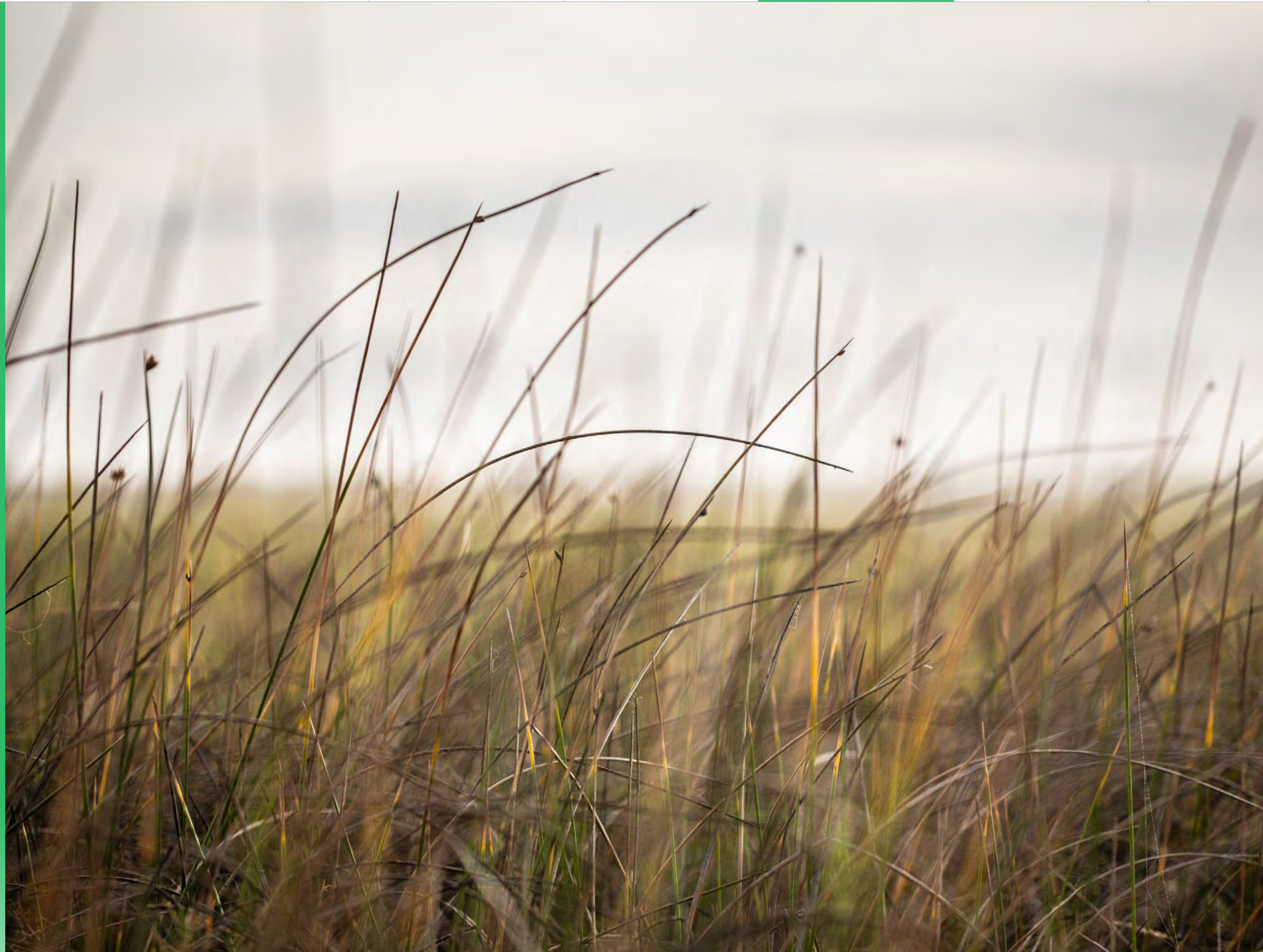
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A Sustainable Future

We firmly believe that a sustainable future in the long term can only be achieved through concrete daily actions at every stage of our value chain, integrating all our stakeholder groups under strict compliance with the standards required by the global nutraceutical market.

For Golden Omega, 2025 marked a turning point — closing one phase of our Sustainability Strategy while outlining the challenges ahead. In this context, during this final year of the cycle, we achieved significant milestones across different areas of business sustainability. The international positioning of our brand, our continued pursuit of process efficiency, the excellence in the quality of our products, and the recognition of our strategic location — Arica — as an industrial hub for the Omega-3 industry, make this period a starting point for continuing our development as a company committed to sustainability.





3.1

Sustainability Strategy

GRI 2-22, 2-23

We continue to strengthen our organization by integrating the progress achieved through our Sustainability Strategy.

We believe that sustainable development is a path of continuous improvement. By integrating innovation and technology, we contribute to people's health while generating a positive impact on our environment. Our challenge is to go one step beyond regulatory compliance through best practices and the implementation of efficient solutions aligned with the Sustainable Development Goals (SDGs).

For this reason, our Sustainability Strategy for the 2022–2025 period is built upon four fundamental pillars:

1. Environmental Stewardship

- Responsible use of water and energy.
- Emissions reduction and waste minimization.
- Implementation of renewable energy and energy efficiency initiatives.
- Development of practices that reduce our environmental impact.



2. Comprehensive Development of Our Team

- Creation of a safe and healthy work environment.
- Promotion of diversity, inclusion, and employee well-being.
- Continuous training and professional development.
- Policies that promote work-life balance.



3. Value Creation in the Community

- Strengthening ties with the local community.
- Education in nutrition and marine ecosystem sustainability.
- Promotion of our environmental, social, and governance (ESG) practices.
- Development of projects with a positive social impact.



4. Business Ethics

- Implementation of high standards of corporate governance.
- Promotion of a culture based on ethics and transparency.
- Continuous risk assessment and corruption prevention.
- Responsible and sustainable relationships with customers, suppliers, and contractors.





3.2

Sustainability Principles

GRI 2-25, 2-23

Our goal is not only to comply with applicable regulations but to continuously improve and go beyond established standards.

Golden Omega’s Sustainability Policy was approved by the Board of Directors at its session held on April 5th, 2022. This policy, of indefinite duration, will remain in effect as long as deemed appropriate by the Company’s highest corporate governance body. Through this policy, we commit to:

1. Protect the environment by operating our facilities efficiently and safely, taking the necessary actions to prevent environmental impacts arising from our activities and promoting environmental responsibility among our stakeholders.
2. Use fish oil sourced from suppliers certified as sustainable in their harvesting and production activities in our production processes.
3. Safeguard the occupational health and safety of both our employees and contractors.

4. Create the conditions necessary for the development of our employees and contractors, promoting work environments based on respect, integrity, professional excellence, training, and teamwork.
5. Build lasting and mutually collaborative relationships with the Arica community, fostering dialogue and supporting its development.
6. Maintain transparent and ongoing communication with our various stakeholder groups.
7. Uphold ethical principles and conduct, personal integrity, and strict compliance with applicable regulations.
8. Establish a continuous improvement process to ensure fulfillment of these commitments.
9. Promote, train, and actively engage our stakeholders in the fulfillment of these commitments.

[Learn more about our Sustainability Policy](#)

MORE INFO



3.3

Contribution to the United Nations Sustainable Development Goals

In 2023, we joined the UN Global Compact Chile Network, the world's largest corporate sustainability initiative, becoming part of more than 200 companies in our country that align their strategies and operations with fundamental principles in Human Rights, Labor, Environment, and Anti-Corruption, promoting responsible business practices that contribute to sustainable development.

As part of this commitment, in 2025, we submitted our Communication on Progress (CoP) for the second time, a report that reflects our progress in implementing the principles we have adopted. This process enables us to assess our performance, strengthen our strategies, and reaffirm our commitment to a sustainable future.



3.4

Engagement with our stakeholders

GRI 2-29, 3-1

We contribute to the well-being, growth, and development of our stakeholders, recognizing that our sustainability depends on the relationships we build with them. Since our inception, we have established trust-based relationships, fostering collaboration with each stakeholder group. For this reason, our Sustainability Strategy is grounded in open and transparent dialogue.

To learn more about our stakeholders and related material topics, we invite you to consult Chapter 4.1 of this report.

[MORE INFO](#)

Stakeholders

Customers: distributors, manufacturers, brands.	
Employees.	Suppliers.
Contractors.	Shareholders.
Certifiers.	Regulators.
	Industry associations.
Organizations operating in the surrounding area.	Arica Community



3.5

Material topics and progress on our Sustainability Strategy

GRI 2-23, 2-24, 2-25, 2-29, 3-2, 3-3

Golden Omega has identified its material topics as the key aspects influencing its environmental, social, and governance (ESG) performance, in alignment with its commitment to sustainability. To this end, the SSIndex survey has been a fundamental pillar in this process, providing substantive information regarding the perceptions and expectations of our stakeholders. In this way, we identify and prioritize the areas of greatest relevance, ensuring that our efforts create a positive impact.



3.5.1

Environmental stewardship

We are committed to preserving the environment, adopting the highest operational standards, and strengthening collaboration with the community, organizations, and national authorities.



3.5.1.1

Water resource and effluent management

GRI 303-1, 303-2, 303-3, 303-4, 303-5
SASB FB-AG-140a.1, FB-AG-140a.2

ESG Dimension

Environmental.

Pillar

Environmental Stewardship.

Refers to all risks and opportunities arising from water management. This includes water consumption, effluent discharge, as well as the number of non-compliance incidents related to water quantity or quality permits, standards, and regulations. The Company is expected to provide a description of water management risks and an analysis of the strategies and initiatives implemented to mitigate them.

Stakeholders

- Shareholders
- Regulators
- Organizations operating in the surrounding area
- Arica community

Related SDGs



Commitment

100% public availability of effluent information.

Timeline

Commitment fulfilled in 2022 and maintained on an ongoing basis.

Indicator

% of information available on the website.

Initiatives

Monthly publication of effluent analysis results.

2025 Progress

Achieved.

Published monthly on our website.

Commitment

75% reduction in potable water consumption compared to 2021.

Timeline

2025

Indicator

Volume of potable water consumed

Initiatives

Developing projects aimed at reducing consumption, such as a desalination plant.

2025 Progress

In progress.

48% reduction in potable water consumption compared to 2021. The established target will be maintained for the next period of our Sustainability Strategy.

Our production plant is located in Arica, in Chile’s far north, a region characterized by limited water availability due to an extremely arid climate, making it one of the most water-stressed areas in the country. In 2025, [the Chilean government declared](#) the Lluta River basin a water scarcity zone. This underscores the urgency of implementing sustainable water management strategies to ensure long-term availability.

98.07% of Golden Omega's total water demand is sourced from seawater. The remaining 1.93% corresponds to potable and industrial water purchased from third parties, sourced from regional underground aquifers, for which we have not formally assessed the specific impact of our consumption.

The company has established channels for dialogue regarding this matter with organizations operating in the surrounding area, maintaining an open-door policy. Furthermore, it collaborates with the inspection processes carried out by regulatory bodies

Water Consumption Reduction

At Golden Omega, during 2022, we set out to develop the first seawater desalination plant in the city of Arica, which was commissioned in December 2023. This initiative is aligned with the [Arica and Parinacota Regional Development Strategy](#) for the 2017–2030 period and the [National Water Resources Strategy](#) 2012–2025. It seeks to reduce the volume of water purchased from third parties, limiting its use to essential purposes only: human consumption, sanitation, and the cafeteria.

Although we have not yet reached the 75% reduction target for potable water consumption established for the term of this Sustainability Strategy, we have reduced our consumption of potable water from the public grid by 48% compared to 2021. This progress is due to the sustained increase in the capacity of our desalination plant, and we project that we will meet our consumption reduction goal by 2026.

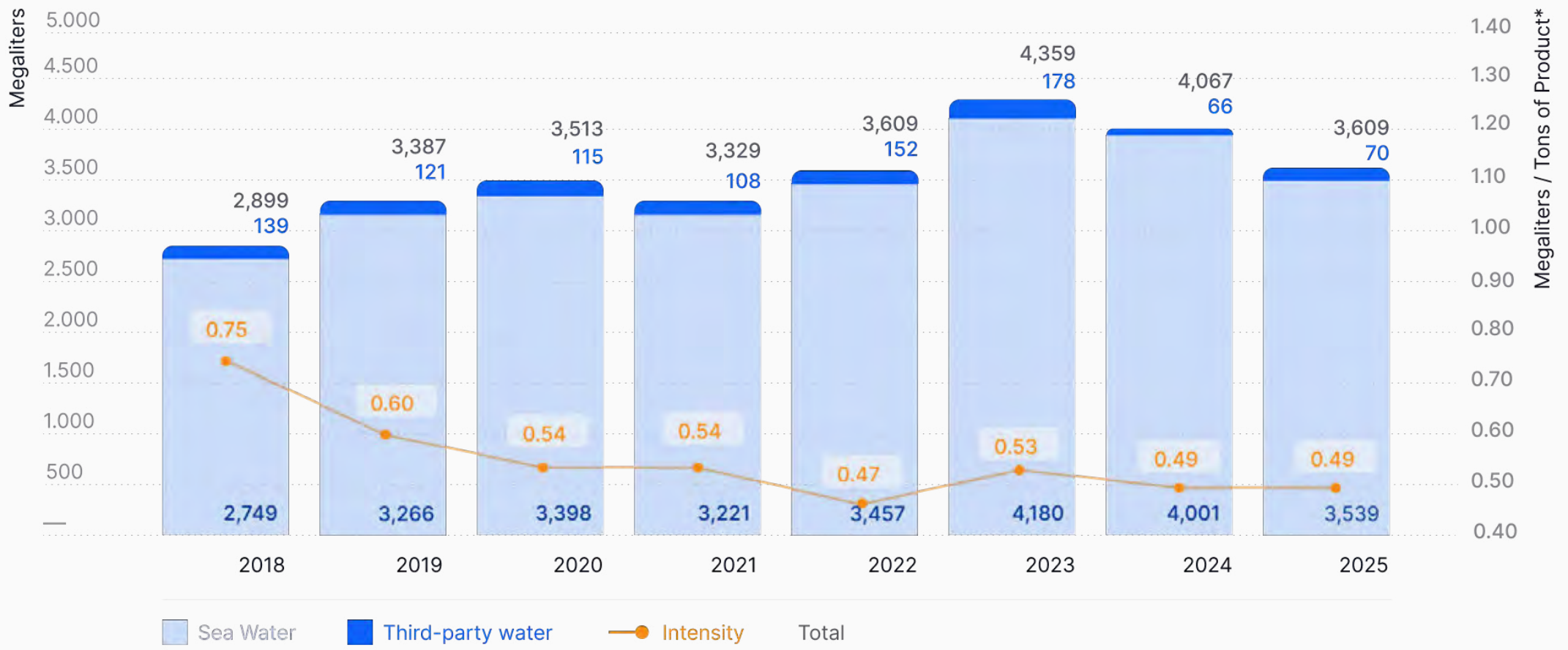
Water Footprint Measurement

For the second consecutive year, we measured the water footprint of our production facility in Arica in accordance with ISO 14046:2015. This has enabled us to develop a water inventory, assess measures to improve efficiency, and prepare to apply for the Blue Certificate (Certificado Azul) issued by Chile’s Agency for Sustainability and Climate Change — a voluntary instrument through which companies implement concrete resilience actions to address the adverse effects of climate change. All of the above demonstrates our commitment to responsible water resource management.

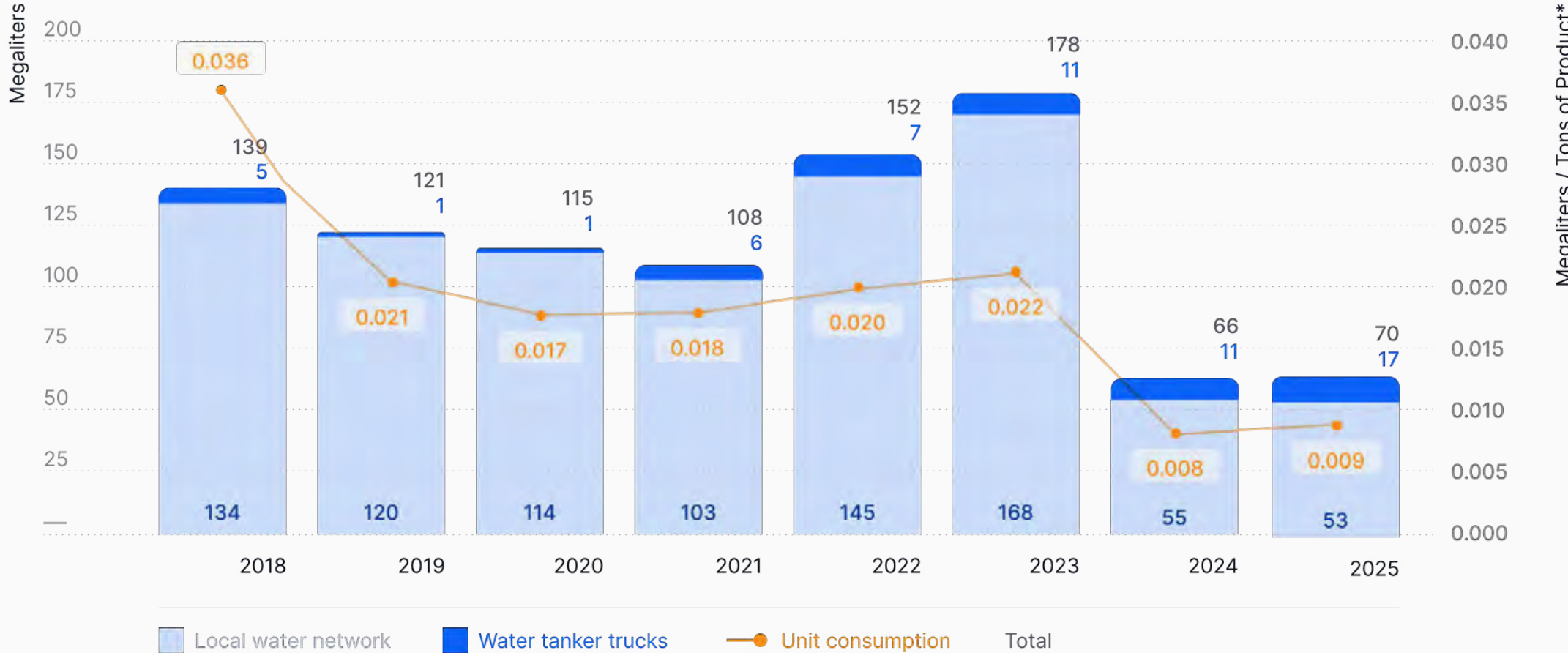
* Omega-3 concentrates and other fatty acids.

** The term “water withdrawal intensity” refers to the total volume of water withdrawn per ton of product. The term “unit potable water consumption” refers to the volume of potable water sourced from third parties per ton of product. In both cases, the calculation includes water that is subsequently returned to the environment. For further details, see Chapter 4.2.1 of this report.

Total water withdrawal



Total potable water consumption



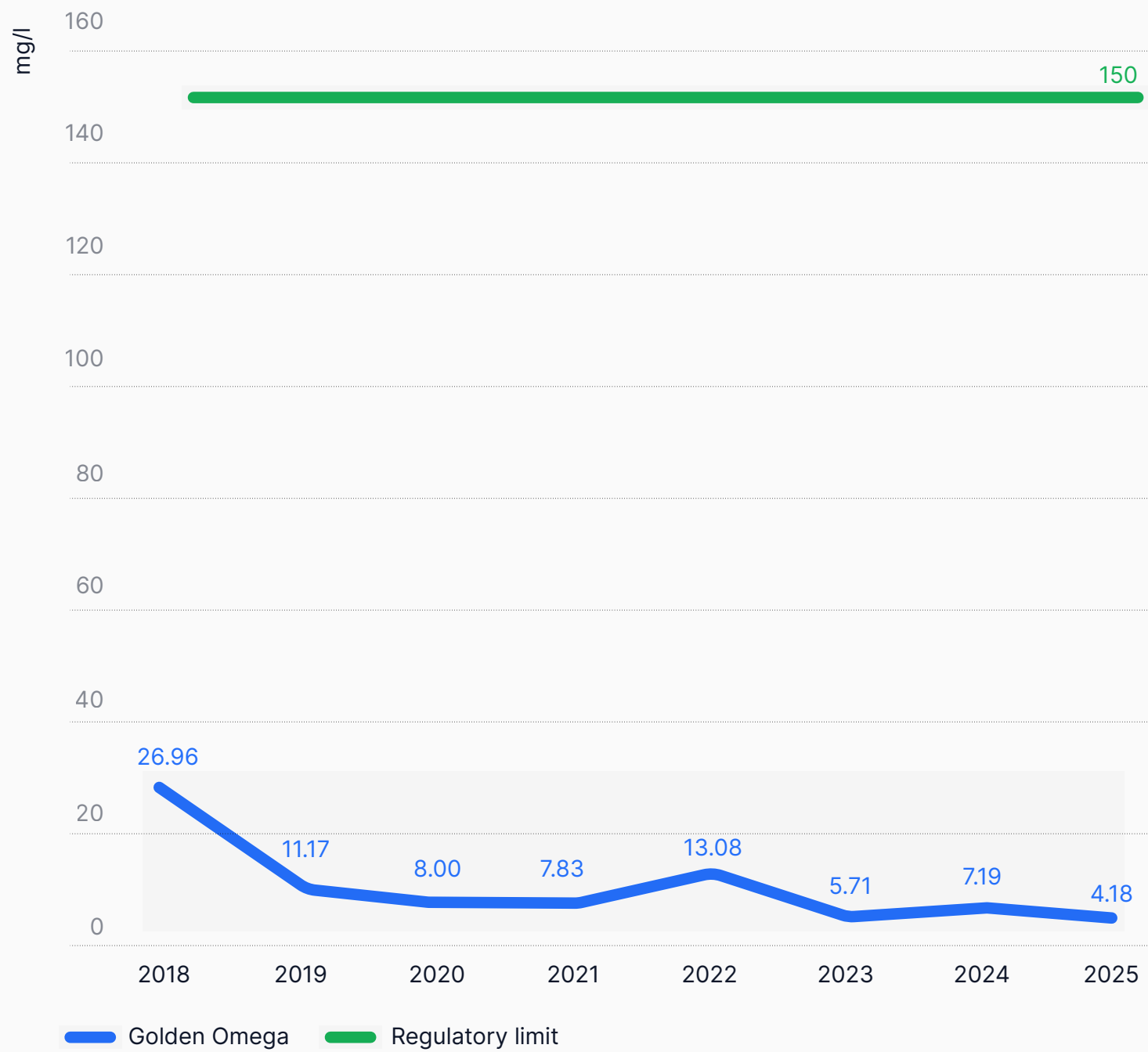
Effluents

We ensure strict compliance with Chilean regulations governing effluent discharge through our Industrial Liquid Waste Treatment Plant. Effluents are monitored and analyzed by a technical inspection entity authorized by the Superintendence of the Environment of the Government of Chile¹. In line with our commitment to transparency with the community, monitoring data are published monthly on the Company’s website.

We also maintain an “[Environmental Monitoring Program](#)”, which consists of semiannual monitoring of the industrial effluents discharge area and its zone of influence to determine whether our operations generate any environmental impact. This study evaluates physicochemical characteristics and biodiversity indicators and is conducted by the Fisheries Research Institute (INPESCA). Based on its assessments, INPESCA has concluded that the water body’s behavior remains within normal parameters, exhibiting only natural variability consistent with environmental conditions.

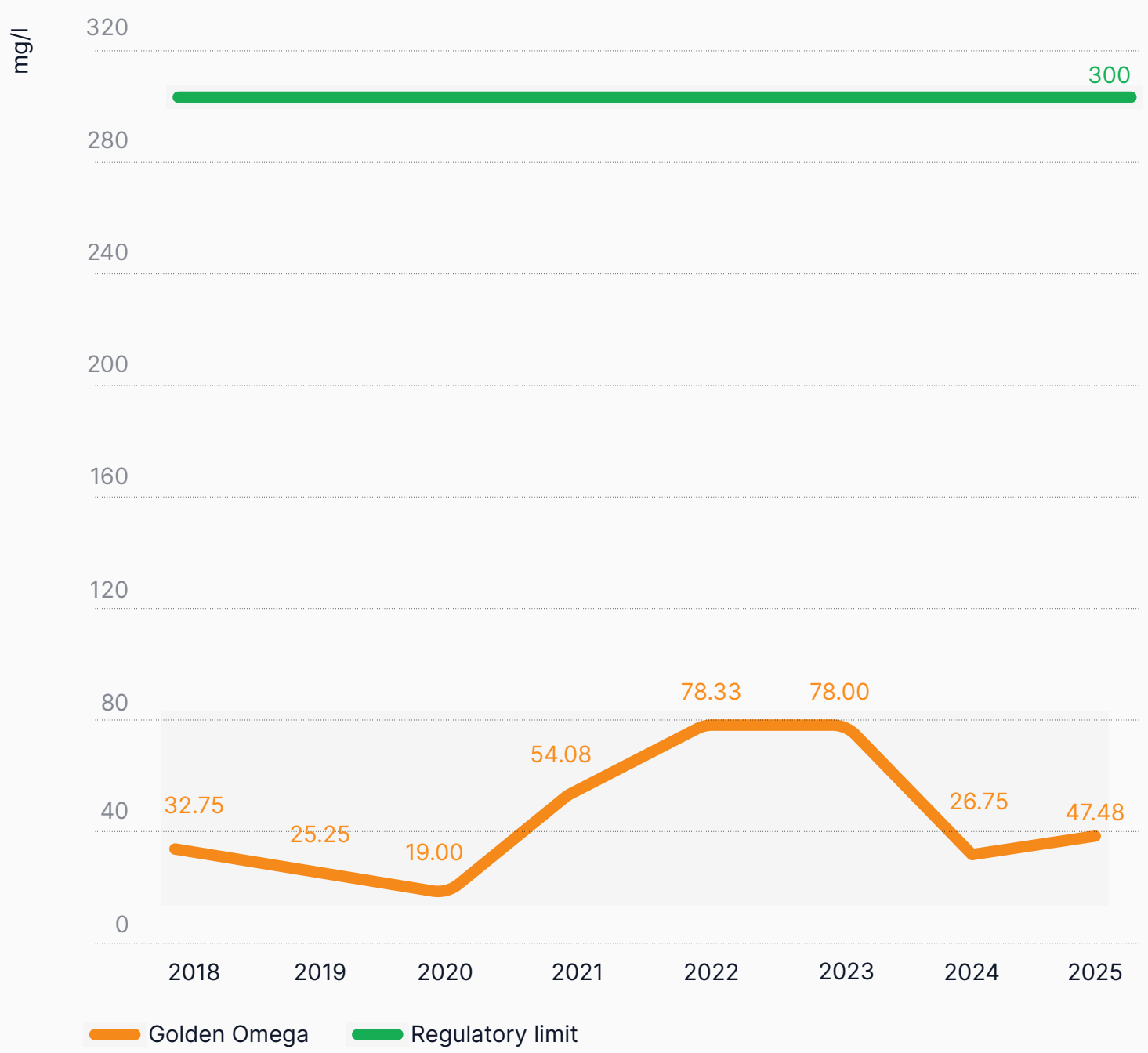
¹The regulation governing effluent discharge corresponds to [Supreme Decree No. 90](#) (Table 5) issued by Chile’s Ministry General Secretariat of the Presidency and Exempt Resolution No. DFZ/RPM 893 issued by the Environmental Superintendence. These regulatory instruments establish the maximum permissible limits for parameters, priority hazardous substances, and associated discharge flow rates. Chapter 4.2.1 of this report presents the annual average values of effluent measurements conducted by Golden Omega, compared with the maximum permitted limits.

Oils and Fats*



* Annual average values of effluent parameters

Total Suspended Solids*

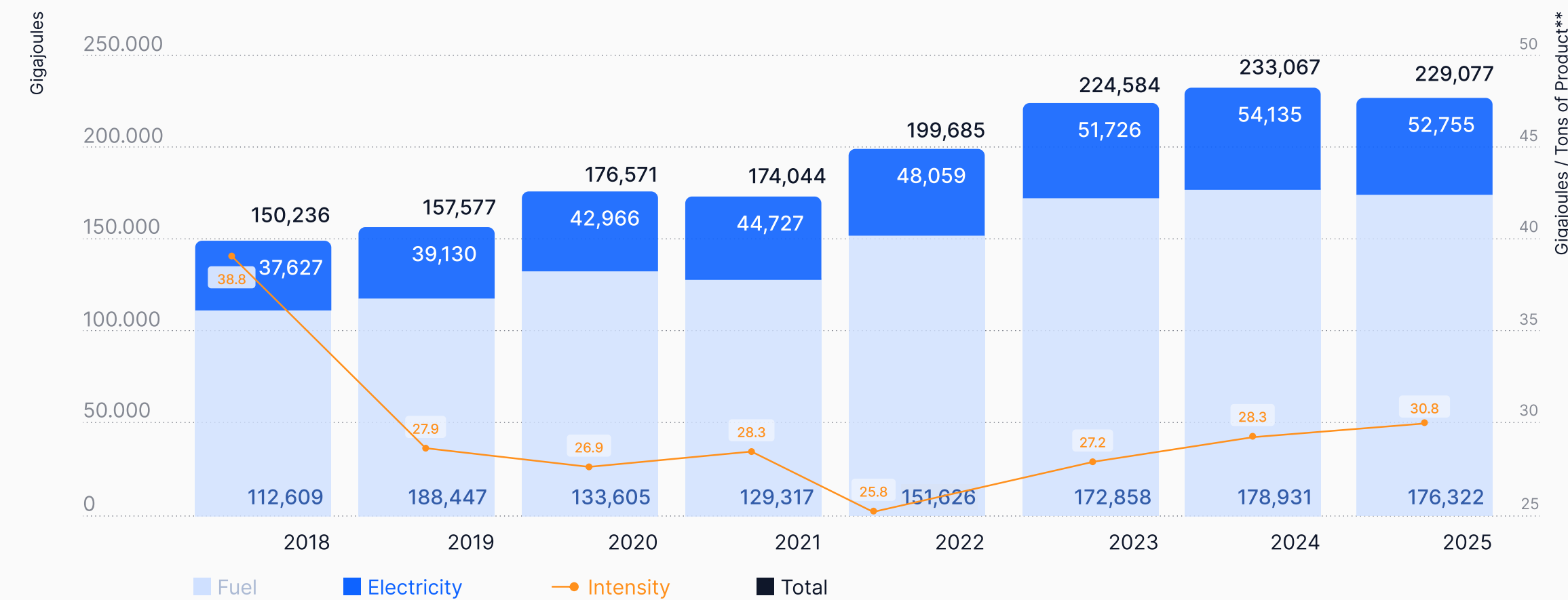


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3.5.1.2 Energy and emissions management GRI 302-1, 302-3, 302-4, 302-5, 305-1, 305-2, 305-4, 305-5, 305-6, 305-7 SASB FB-AG-110a.2, FB-AG-130a.1 ESG Dimension Environmental Pillar Environmental Stewardship Reducing energy consumption and measuring and lowering Greenhouse Gas (GHG) emissions are essential to addressing global temperature increases and tackling climate change. The Company is expected to provide a roadmap contributing to this objective. Stakeholders  Regulators  Suppliers  Certifiers  Arica community Related SDG 7 AFFORDABLE AND CLEAN ENERGY  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION 	Commitment 10% reduction in fuel energy consumption intensity compared to 2020. Timeline 2025 Indicator Fuel energy consumption intensity (Energy consumed / ton of product). Initiatives Development of new projects to improve boiler efficiency. 2025 Progress Delayed. This commitment will be redefined under our new Sustainability Strategy starting in 2026.	Commitment 30% reduction in GHG generation intensity compared to 2020. Timeline 2025 Indicator GHG generation intensity (tons CO●eq./ton of product). Initiatives Development of new projects to improve boiler efficiency. 2025 Progress Delayed. A 15% reduction in GHG generation intensity was achieved. This commitment will be redefined under our new Sustainability Strategy starting in 2026.	Commitment Measurement of the Scope 3 carbon footprint for critical suppliers. Timeline 2025 Indicator Progress in the scope of activities or processes being measured. Initiatives Development of consulting initiatives. 2025 Progress Achieved. Golden Omega's corporate carbon footprint was measured in accordance with ISO 14064, receiving recognition under the Huella Chile program.	Commitment Additional 15% reduction in GHG generation intensity compared to 2020. Timeline - Indicator GHG generation intensity (tons CO●eq./ton of product). Initiatives - 2025 Progress Delayed. This commitment will be redefined under our new Sustainability Strategy starting in 2026.	

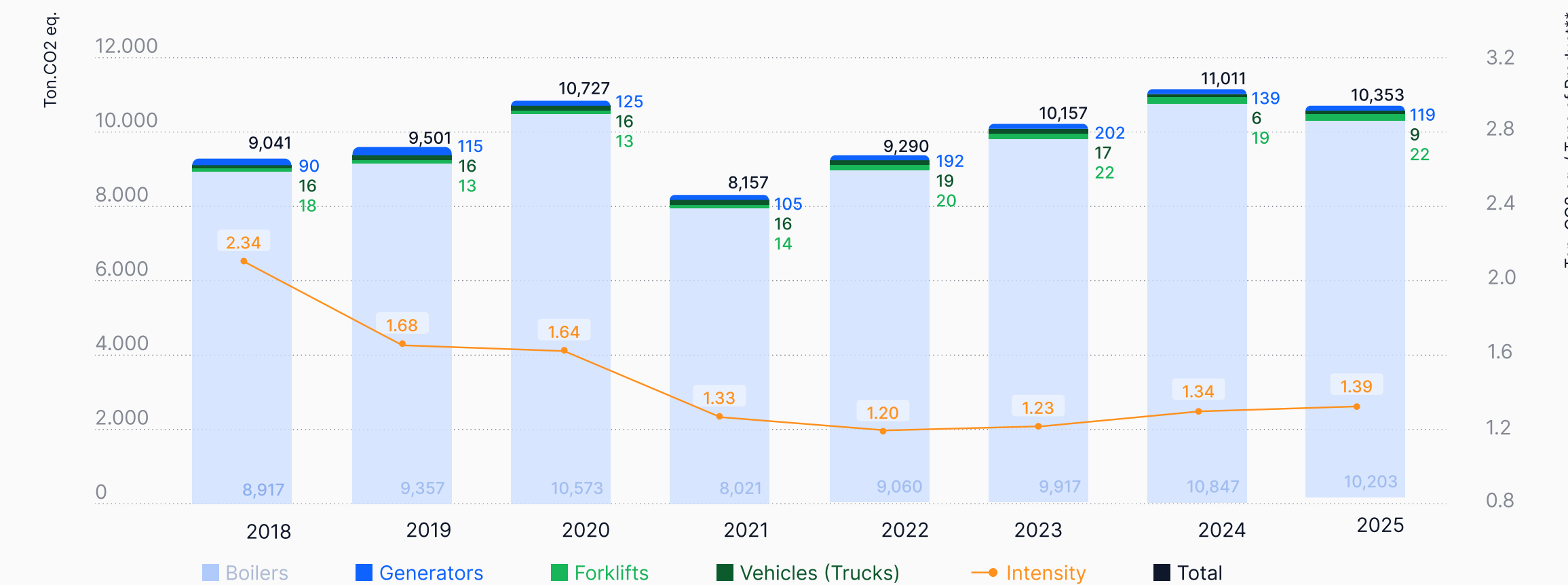


We highlight the transition toward renewable energy and the measurement of our carbon footprint as part of our Sustainability Strategy

Energy Consumption*



GHG Emissions



* Includes only direct energy consumption and emissions (Scope 1), as there is no indirect energy consumption or emissions from purchased electricity (Scope 2).

** Omega-3 concentrates and other fatty acids.



Improvement in Boiler Capacity and Efficiency

Electricity is required throughout our production process, as well as the consumption of non-renewable fuels to enable the boiler system to generate steam.

During 2025, we continued implementing improvements in the capacity and efficiency of our boilers, along with various efforts aimed at reducing the intensity of Greenhouse Gas (GHG) emissions. However, despite these efforts, it was not possible to achieve the targets established under our 2021–2025 Sustainability Strategy. This commitment will be reassessed as part of a new Sustainability Strategy to be defined in 2026.

Additionally, in 2025, we made progress in implementing our Energy Management System (EMS), with completion scheduled for 2026. This milestone will be fundamental to maximizing operational efficiency and ensuring a systematic reduction in our emissions.

100% Renewable and Emission-Free Electricity

One hundred percent of the electricity sourced from the grid and used in Golden Omega’s production process comes from Non-Conventional Renewable Energy (NCRE) sources. This is certified through both Green-e™ certification and the Renewable Energy Registry of Chile’s National Electric Coordinator (RENOVA).

Green-e™ is the leading independent program in the United States for the verification and certification of renewable energy and carbon offsets and is widely recognized in international markets.

Golden Omega corporate carbon footprint

In 2025, we measured Golden Omega’s corporate carbon footprint for the third consecutive year, using the ISO 14064-1:2019 standard. This initiative enabled us to identify improvements to achieve more accurate Scope 1 emissions quantification and to identify emission reduction opportunities within Scope 3.

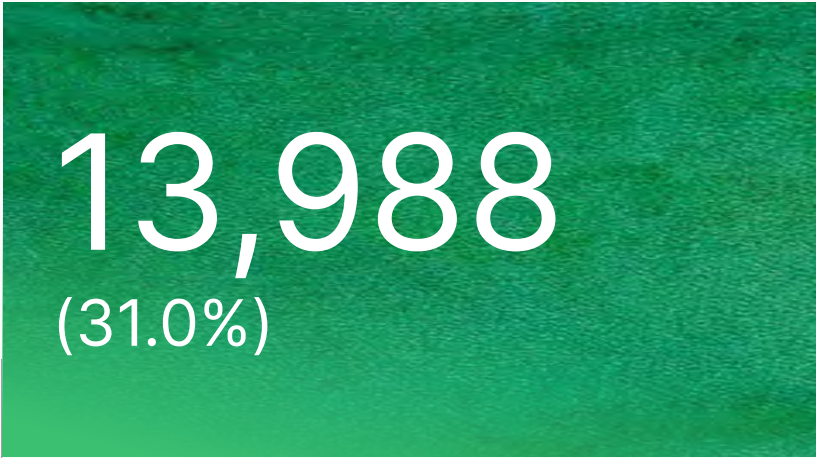
For this year’s measurement, we obtained recognition from the Huella Chile Program of the Ministry of the Environment, awarded to organizations that meet GHG measurement requirements.



Measuring the corporate carbon footprint is essential for identifying improvement opportunities and facilitating the adoption of effective mitigation solutions.

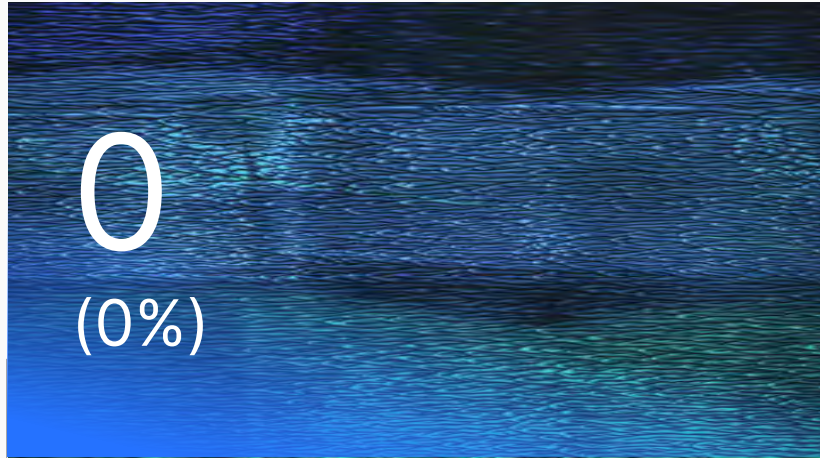
Total emissions for Golden Omega in 2025 amounted to 45,180 tons of CO₂ eq.

SCOPE 1 / DIRECT*



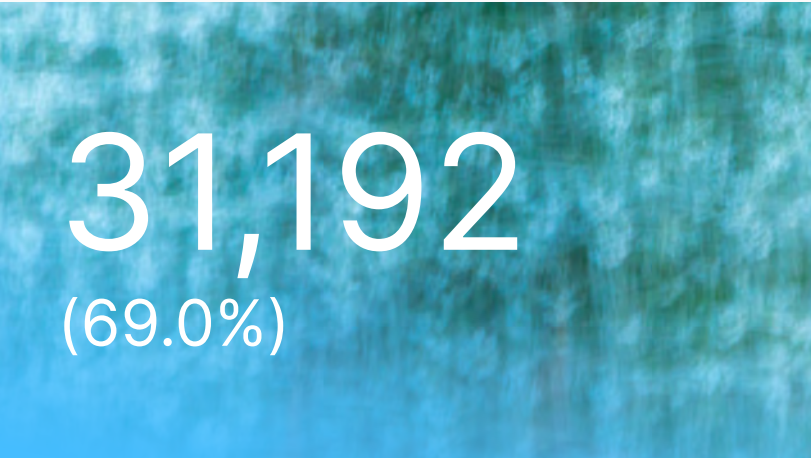
- Direct emissions occurring from sources owned or controlled by the Company.
- Stationary combustion: 10,576 (23.4%)
 - Fugitive emissions: 3,380 (7.5%)
 - Mobile combustion: 32 (0.1%)

SCOPE 2 / INDIRECT**



Emissions associated with the generation of purchased electricity consumed by the Company.

SCOPE 3 / INDIRECT*



- Other indirect emissions that are a consequence of the Company's activities but occur from sources not owned or controlled by the Company.
- Related to products used by the organization: 22,657 (50.1%)
 - Transportation-related emissions: 8,535 (18.9%)

* Figures in tons of CO₂ eq.
** Using the market-based methodology.

3.5.1.3

Waste management

GRI 306-1, 306-2, 306-3, 306-4, 306-5

ESG Dimension

Environmental

Pillar

Environmental Stewardship

Refers to the management of solid waste, classified as hazardous and non-hazardous. The Company seeks to implement initiatives to minimize the amount of waste generated and, wherever possible, promote value recovery or recycling initiatives.

Stakeholders

 Shareholders	 Employees
 Contractors	 Regulators
 Certifiers	 Arica community

Related SDG



Commitment

20% increase in waste sent to recycling compared to 2021.

Timeline

Commitment fulfilled in 2022 and maintained on an ongoing basis.

Indicator

Volume of waste sent to recycling.

Initiatives

- Expansion of the recycling program.
- Internal training on waste management and environmental best practices.

2025 Progress

Achieved.

306% increase in waste sent to recycling compared to 2021.

Commitment

Recovery of 15% in 2023 and 50% in 2025 of total non-hazardous waste compared to 2021.

Timeline

Commitment fulfilled in 2023 and maintained on an ongoing basis.

Indicator

Volume of non-hazardous waste disposed.

Initiatives

Development of value recovery projects.

2025 Progress

Achieved.

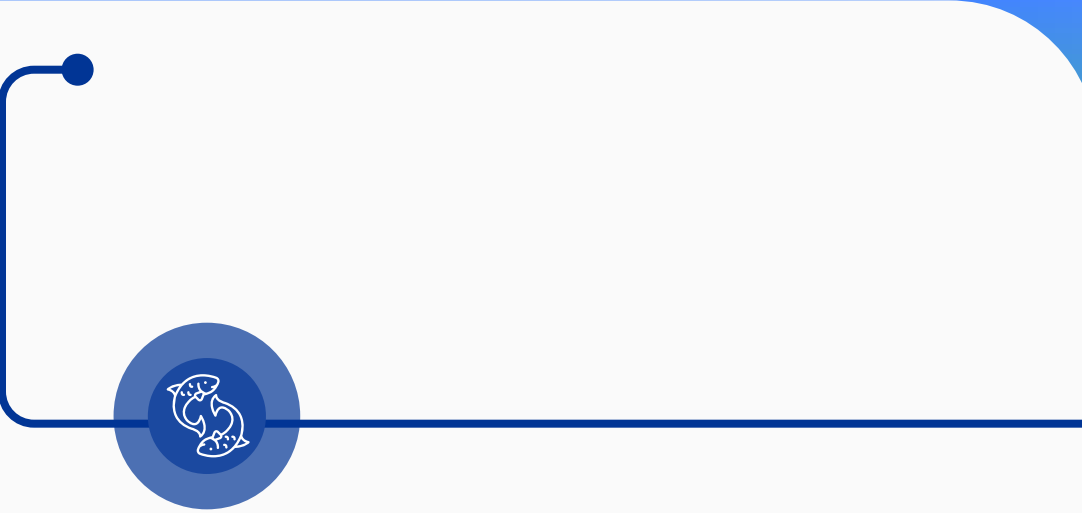
73% reduction in the volume of non-hazardous waste sent for disposal compared to 2021.

The waste generated by the production process is identified, weighed, and prepared for dispatch in accordance with current Chilean regulations. Non-hazardous waste is registered annually in the National Waste Declaration System ([SINADER](#)) and sent to secure landfills; meanwhile, hazardous waste is recorded in the Hazardous Waste Declaration System ([SIDREP](#)). The companies providing these services are frequently inspected and maintain full traceability of the waste they receive. Furthermore, Golden Omega maintains contracts with them that establish handling requirements and annually verifies that their sanitary authorizations remain valid.

During the 2025 period, the total amount of waste disposed of was reduced by 24% compared to 2024. This progress has been achieved through the optimization of our production processes—which has allowed us to reach greater efficiency in the use of our raw material, crude fish oil—as well as waste recovery and the development of our recycling program. We are proud to note that, of the total oil consumed in 2025, 99% ended up in some form of product.

Waste management flow diagram

Upstream



Materials and Inputs*

100% South Pacific anchovy crude oil and other inputs used in the development of our product.

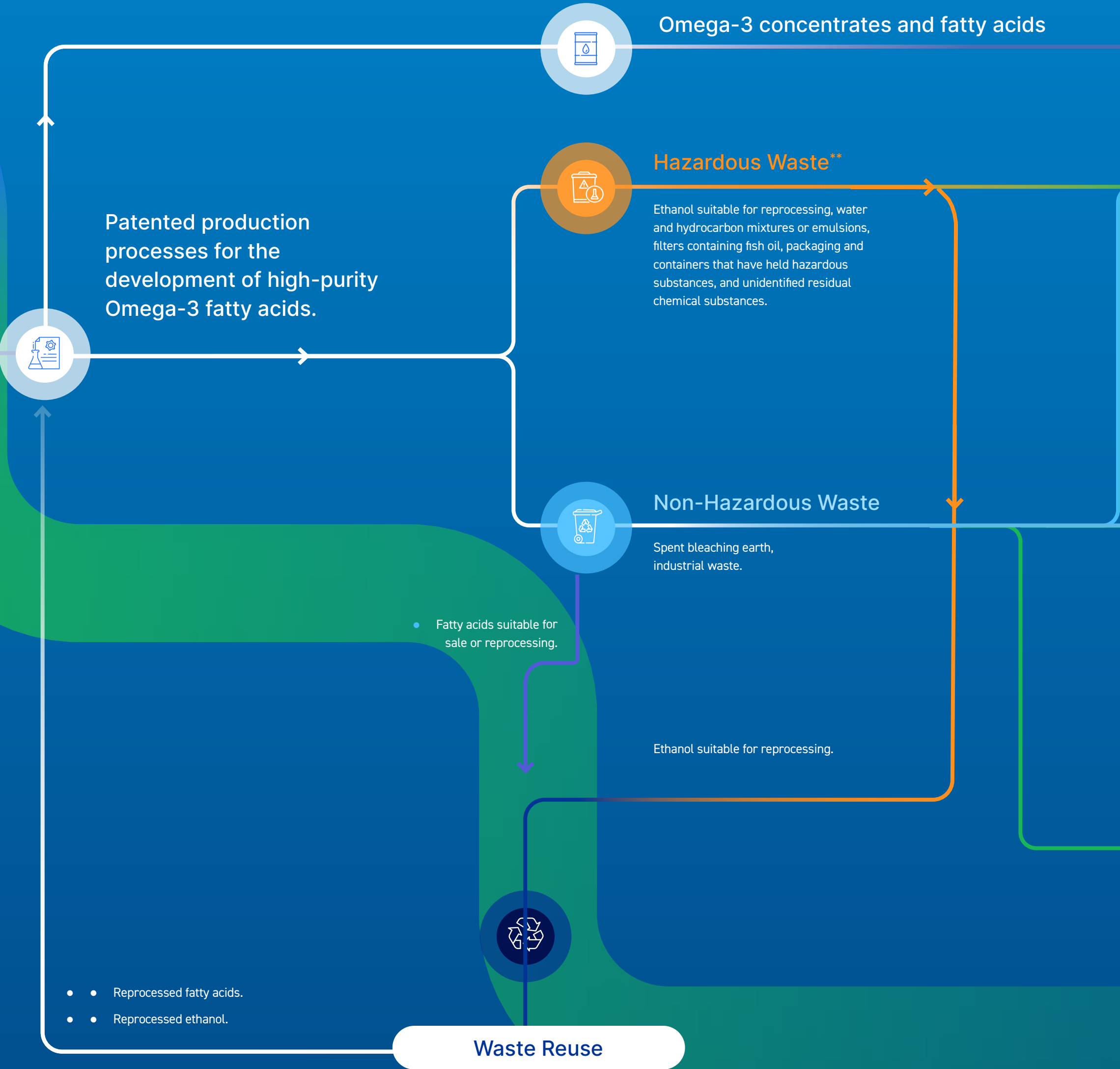
Fish oil, ethanol, sulfuric acid, sodium ethoxide, bleaching earth, caustic soda, glycerin, citric acid, and enzymes.

*Information regarding waste generated by suppliers is not available.

**The volume of hazardous waste generated suggests a limited and controlled potential impact; nevertheless, its management represents a priority preventive aspect due to the plant's location in the coastal zone of Arica. This management focuses on labeling and watertight storage, mitigating any potential threat to marine biodiversity and ensuring the integrity of the coastal environment against unforeseen events.

***Spent bleaching earth. represents a significant impact due to the volume generated. The company is currently exploring options that would allow for its recovery

Golden Omega In-House Activities | Experience The Difference



Distributors and Customers

Omega-3 concentrates in drums, fatty acids in bins and isotanks

Secure Disposal Facility

Water and hydrocarbon mixtures or emulsions, filters containing fish oil, packaging and containers that have held hazardous substances, and unidentified residual chemical substances.

Landfill

Industrial waste, spent bleaching earth***.

Recycling / Composting

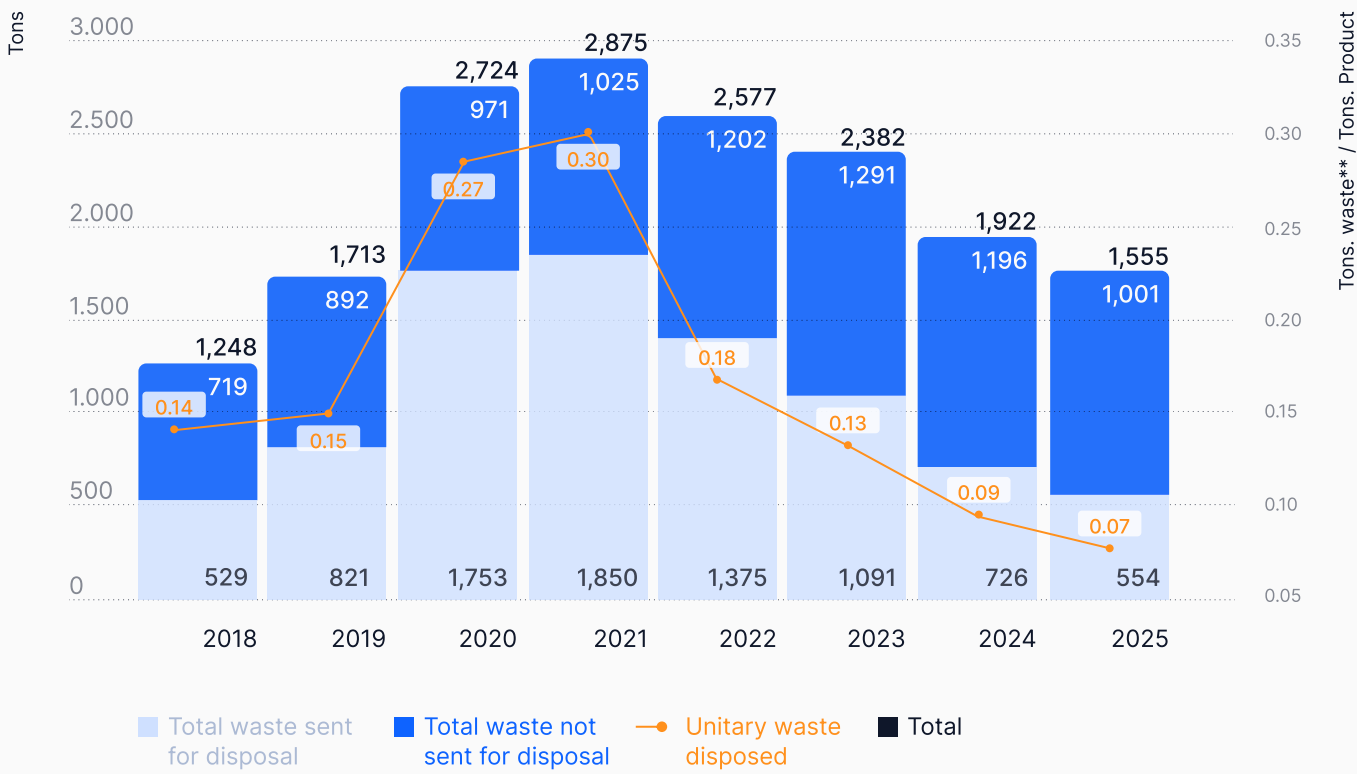
Plastic bottles, beverage cans, paper, wood, and organic waste

Downstream

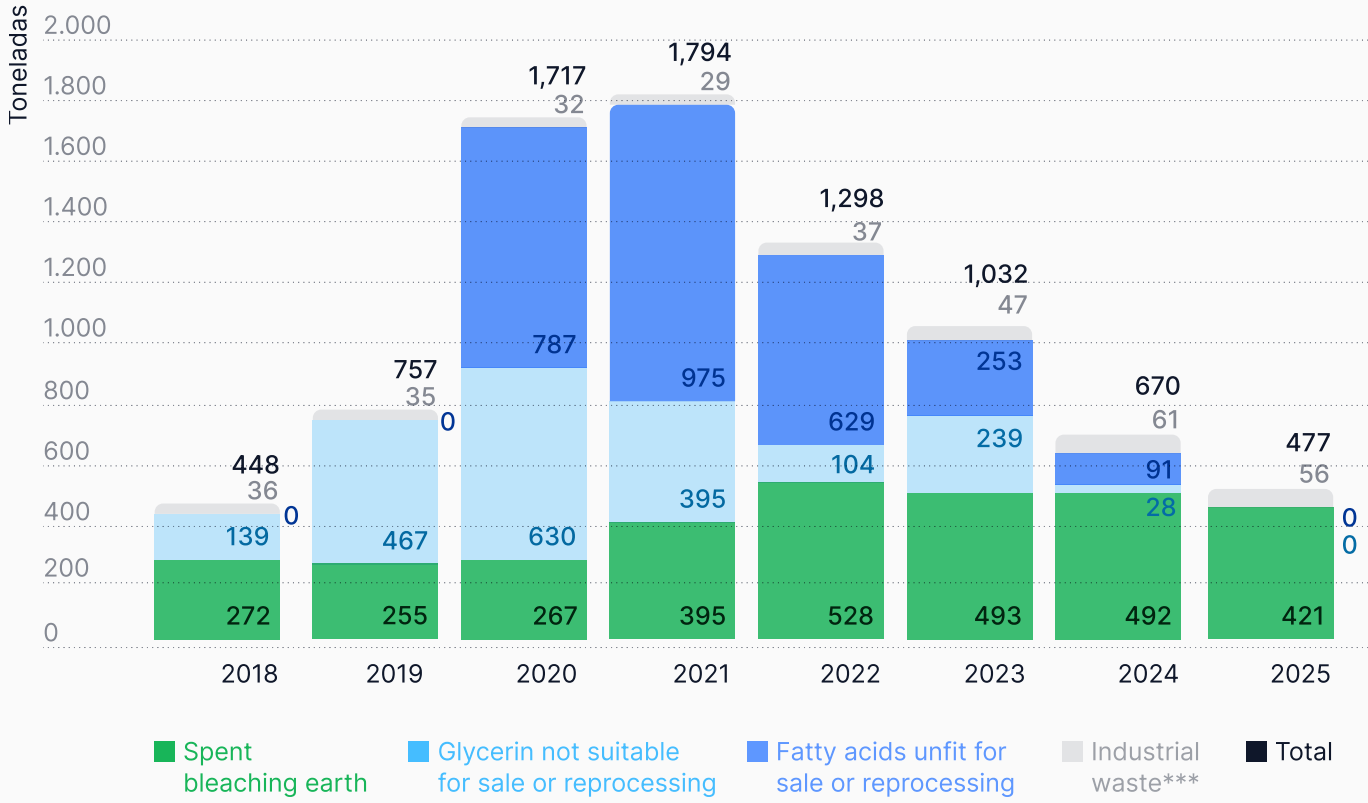
Waste valorization

In 2025, we achieved higher value recovery from waste generated in our production process, which was instrumental in reducing non-hazardous waste sent to final disposal by 73% compared to 2021.

Waste generated



Non-Hazardous Waste Disposed

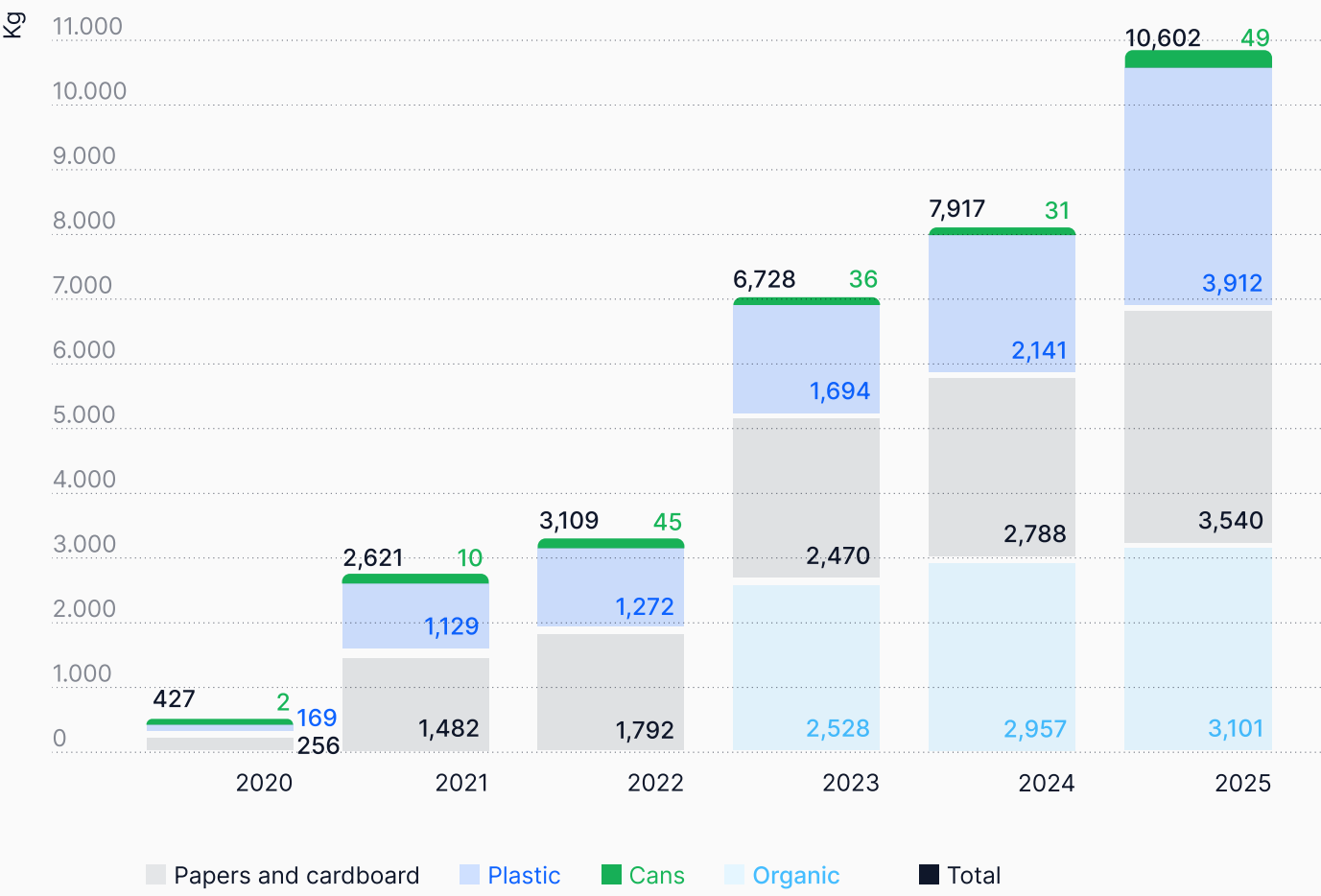


* Omega-3 concentrates and other fatty acids.
** Disposed: sent to secure disposal facilities or landfill / Not disposed: reused or sold.
***Industrial waste: Tonnage estimated based on transported load volume. Industrial waste has increased in recent years due to greater use of process inputs and the commissioning of the desalination plant.

Recycling

In line with our commitment to fostering a recycling culture within the Company, training sessions on waste management and environmental best practices were conducted in 2025. These initiatives increased awareness of the recycling program and highlighted opportunities for recovering value from certain types of waste. During the year, metal recycling was also implemented for materials that were previously sold to third parties.

Recycled Waste by Category





3.5.2

Comprehensive Development of Our Team

The well-being of our employees is one of our priorities. For this reason, we foster a safe and healthy environment, upholding practices that protect their integrity and promote their quality of life.



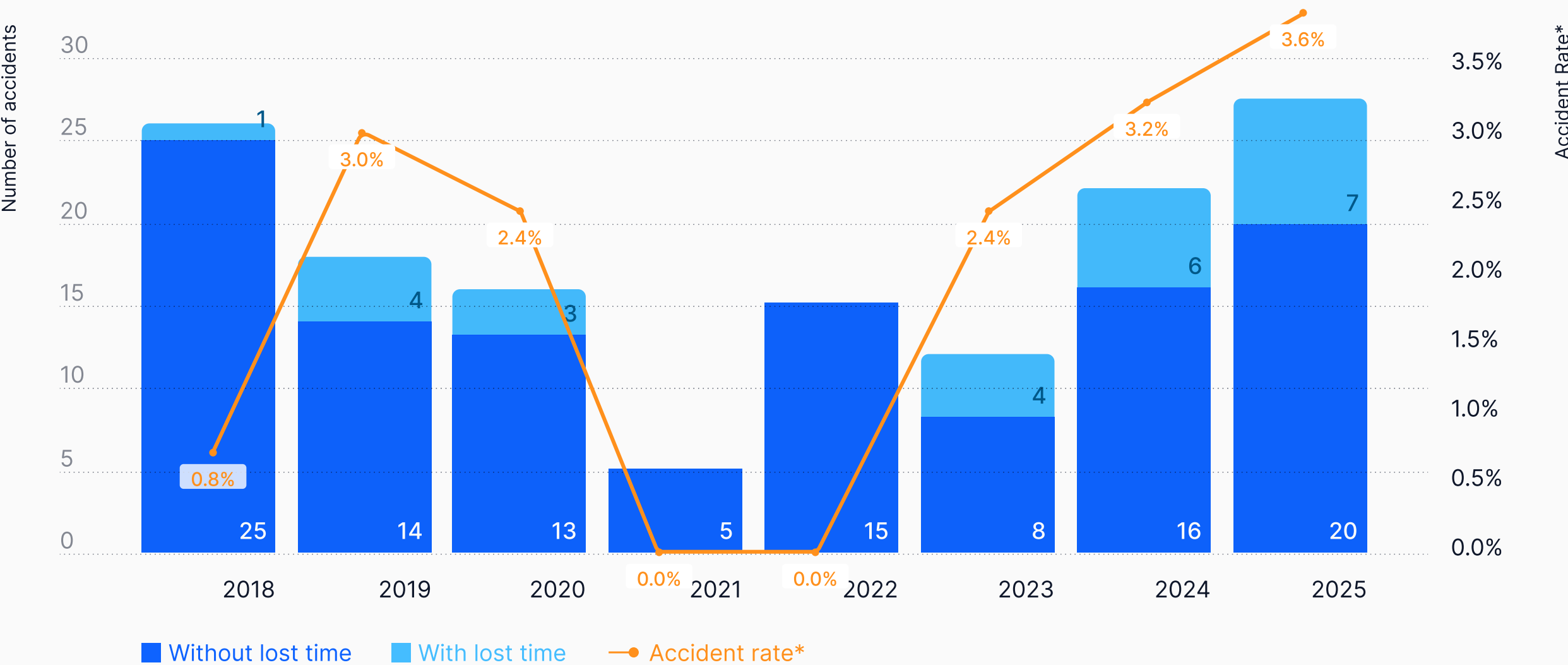
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3.5.2.1 Occupational health and safety GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10 ESG Dimension Social Pillar Comprehensive Development of Our Team Refers to the systems and strategies implemented by the Company to prevent, reduce, and mitigate risks associated with employee health and safety in the workplace. This includes monitoring key indicators related to accidents, fatalities, and occupational illnesses. Stakeholders Employees Contractors Regulators Related SDGs 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH 	Commitment Improve the occupational health and safety culture within the Company. Timeline 2025 Indicator % score in the health and safety dimension of the SSIndex. Initiatives • Risk prevention awareness campaigns. • Extension of safety best practices to contractors. • Expansion of the mental health program. 2025 Progress In progress. During 2025, training sessions were conducted and improvements were made in the communication of safety best practices.	At Golden Omega, health and safety are an ongoing commitment. We strive to ensure safe working environments through training, prevention, and the strategic management of risks.			



Training and Risk Prevention

To strengthen workplace safety within our Company, we provide continuous training to our employees regarding the risks associated with their activities, with a strong focus on accident prevention, following best practices recommended by the Chilean Safety Association (ACHS).

Total Accidents



* Number of work-related accidents with lost time / total workforce.
Fore more information see chapter 4.2.5 of this Report.

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3.5.2.2 Employee well-being GRI 2-7, 401-1, 401-2, 401-3, 404-1 ESG Dimension Social Pillar Comprehensive Development of Our Team Encompasses the set of programs and measures implemented by the Company to promote employee well-being. This includes talent development, managed through training, performance evaluations, and other benefits. Maintaining a reasonable work-life balance is recognized as beneficial for attracting and retaining talent. Stakeholders  Employees Related SDGs 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH 	Commitment 80% score in training evaluation in the SSIndex. Timeline 2025 Indicator % score in training evaluation in the SSIndex. Initiatives 1. Cross-functional training program aligned across departments. 2. Development of specialized courses in the Training Portal. 2025 Progress In progress. In the 2025 SSIndex, employees rated the “Training” dimension at 73%. Recently implemented initiatives are expected to enable us to meet this commitment in 2026.	Commitment 80% score in talent development evaluation in the SSIndex. Timeline 2025 Indicator % score in talent development evaluation in the SSIndex. Initiatives Talent development program. 2025 Progress In progress. In the 2025 SSIndex, the “Career Development” dimension showed a positive variation of 3% compared to the previous year, reaching a score of 74%. Recently implemented initiatives are expected to enable us to meet this commitment in 2026	Commitment Improvements in communication practices, team-building, and benefits offerings. Timeline Commitment fulfilled in 2023 and maintained on an ongoing basis. Indicator % score in benefits evaluation in the SSIndex. Initiatives 1. Team-building activities. 2. Agreements with companies or institutions. 3. Communication plan. 2025 Progress Achieved. In SSIndex 2025, employees rated the 'Benefits' dimension with a score of 68%.	Commitment 80% score in work-life balance evaluation in the SSIndex. Timeline 2025 Indicator % score in work-life balance evaluation in the SSIndex. Initiatives Optimization of work shifts and staffing levels. 2025 Progress In progress. In the 2025 SSIndex, employees rated the “Work-Life Balance” dimension at 71%, representing a 6% improvement over the previous period. This commitment will be redefined under our new Sustainability Strategy starting in 2026.	



In the 2025 SSIndex, the “Career Development” dimension obtained a score of 74%, and the “Training” dimension 73%.

Talent Development

The professional development of our teams is essential to our success. Our challenge is to continue implementing initiatives that foster professional growth while providing employees with the tools and knowledge necessary to strengthen their skills and shape their future.

During 2025, we achieved significant progress in this area:

1. Implementation of new tools in recruitment and hiring processes, enabling better alignment between candidate profiles and vacant positions.
2. Formalization of the performance evaluation process, applied consistently and in a standardized manner across the Company. This evaluation allows us to measure and manage employee performance based on the competencies defined in job descriptions, identifying strengths and areas for improvement.
3. Improvements in the training process. A standardized training needs assessment process was initiated, and in collaboration with higher education institutions, in-person courses were developed with content tailored specifically to Golden Omega. Our investment in continuous training during 2025 is reflected in a 63% increase in total training hours.
4. Enhancements in the internship program. During 2025, we welcomed 33 students, of whom 8 joined the Company as employees.



Benefits

Our benefits program, “Golden Omega Somos Todos” (Golden Omega Is All of Us), is structured around three pillars:

- 1. **Golden Omega Is Health:** Aims to strengthen existing health-related benefits available to employees by incorporating new services and partnership agreements.
- 2. **Golden Omega Is Future:** Seeks to promote the personal and professional growth of our employees by providing tools that support their development.
- 3. **Golden Omega Is Social Support:** Aims to help our employees' families access social programs that contribute to their overall well-being.

One of the year's key milestones is our Wellness Fair, a gathering space for our team where employees can learn about the wide range of benefits available to them. We complement this initiative by maintaining active communication channels to keep employees informed about our benefits and about the initiatives we develop as a Company and as a team. Our commitment to employee well-being was reflected in the 68% score obtained in the “Benefits” dimension of the 2025 SSIndex survey

Since 2020, Golden Omega and its client Newscience have been in an alliance to share high-purity, premium-quality Omega-3 capsules with our staff.





The “Work-Life Balance” dimension received a 71% rating in the 2025 SSIndex survey, representing a 6-percentage-point increase compared to the previous measurement.

Work-Life Balance

Employee well-being and satisfaction are directly linked to achieving a healthy balance between professional and personal life, which we consider a fundamental pillar. Achieving a sustainable balance between work responsibilities and personal needs requires commitment from both work teams and the Company, fostering a flexible and healthy environment.

Integration and well-being are essential and are promoted through various initiatives. The Golden Omega Sports Club once again organized its annual soccer championship, encouraging recreation, health, and teamwork. In addition, family members of our employees participated in recreational activities at our production facility. These initiatives contribute to strengthening the bond between the Company, our employees, and their families.

Organizational Climate Assessment

For the first time at Golden Omega, a survey was conducted to understand employees' perceptions of their daily interactions with their direct supervisor, colleagues, and the organization as a whole.

In a positive work environment, collaborative and trust-based relationships are fostered, aligned around a shared purpose. This promotes greater happiness and, collectively, strengthens overall engagement. These indicators were measured through a survey administered to all Company employees, achieving the following results:

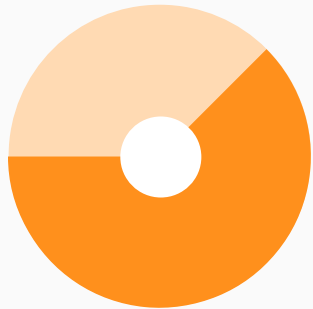
73%

Global



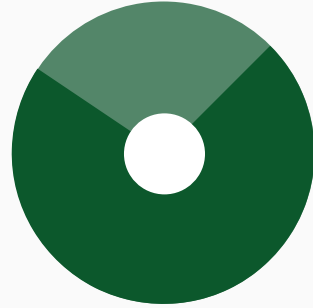
63%

Commitment



70%

Trust



75%

Happiness



SUSTAINABILITY REPORT		01 REPORT	02 OUR COMPANY	03 MANAGEMENT	04 INDICATORS	p. 51
3.5.2.3 Diversity and Inclusion GRI 405-1, 405-2, 406-1		Commitment Assess the Company's status regarding inclusion and incorporate best practices.				
ESG Dimension Social		Timeline 2025				
Pillar Value Creation in the Community. Comprehensive Development of Our Team.		Indicator % of employees trained in inclusion-related topics.				
Stakeholders Employees Regulators Arica community		Initiatives Membership in expert organizations on inclusion matters. Employee training on inclusion. Job position analysis for persons with disabilities.				
Related SDG 8 DECENT WORK AND ECONOMIC GROWTH		2025 Progress Achieved. In the 2025 SSIndex, employees rated the “Diversity and Inclusion” dimension at 86%, representing a 2-percentage-point increase compared to the previous measurement.			We believe that an inclusive work environment fosters innovation and collaboration for sustainable growth, contributing both to society and to the Company’s development. We have a Diversity and Inclusion Policy that guides our actions toward consolidating a workplace where every individual has equal opportunities and fair treatment, enabling them to fully develop their potential. Our commitment is reflected through various initiatives, including: 1. Monitoring equity and diversity indicators within our workforce to ensure equal opportunities across the Company. 2. Providing inclusion and diversity training, raising awareness among our teams about the importance of respect in the workplace. 3. Conducting job position analyses for persons with disabilities, with the objective of identifying roles that can be performed safely.	

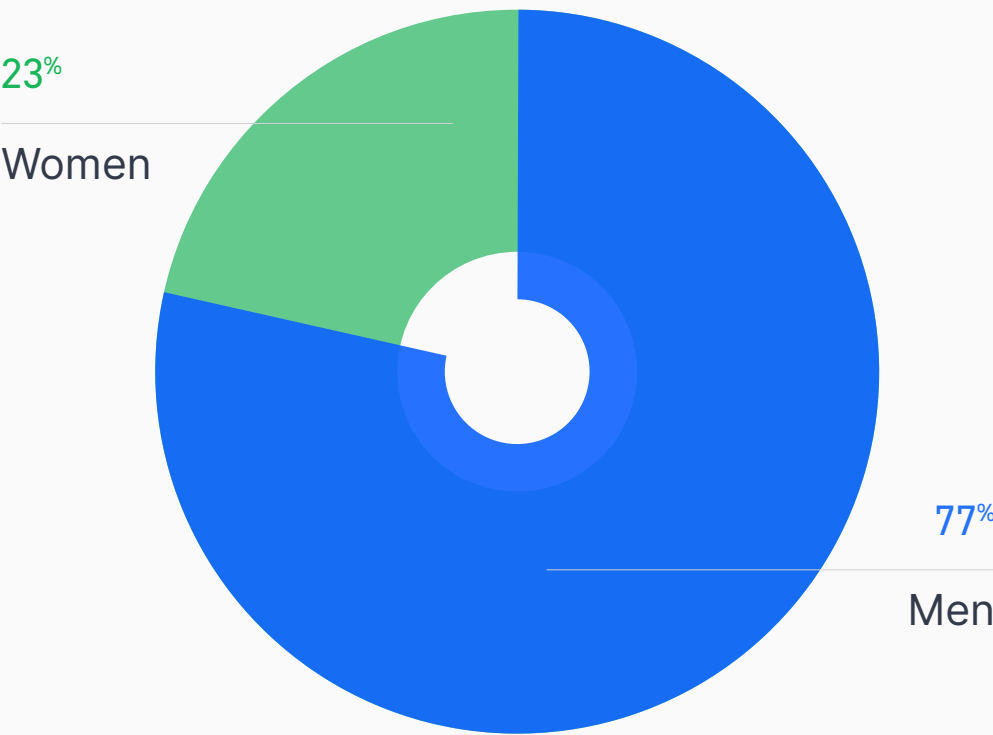


Workforce analysis



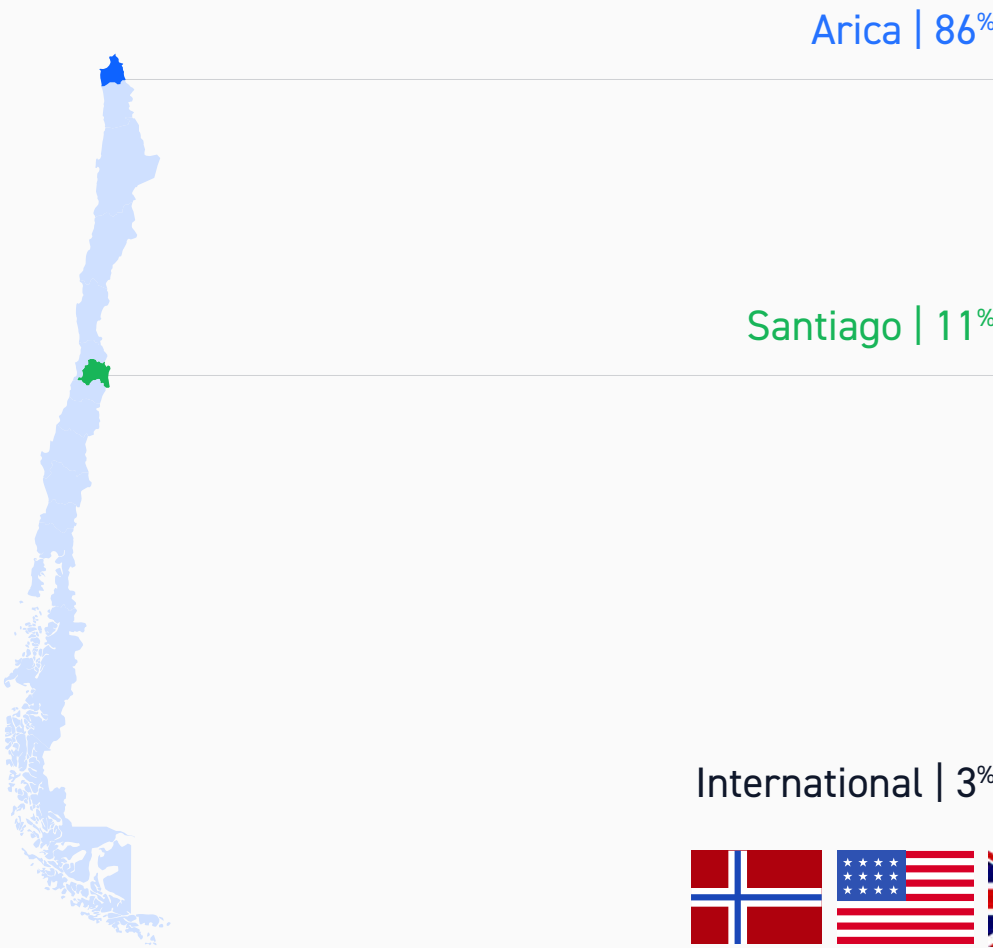
Gender Distribution

Female participation undoubtedly enriches our organization, bringing a diverse set of skills and leadership styles that strengthen our teams.



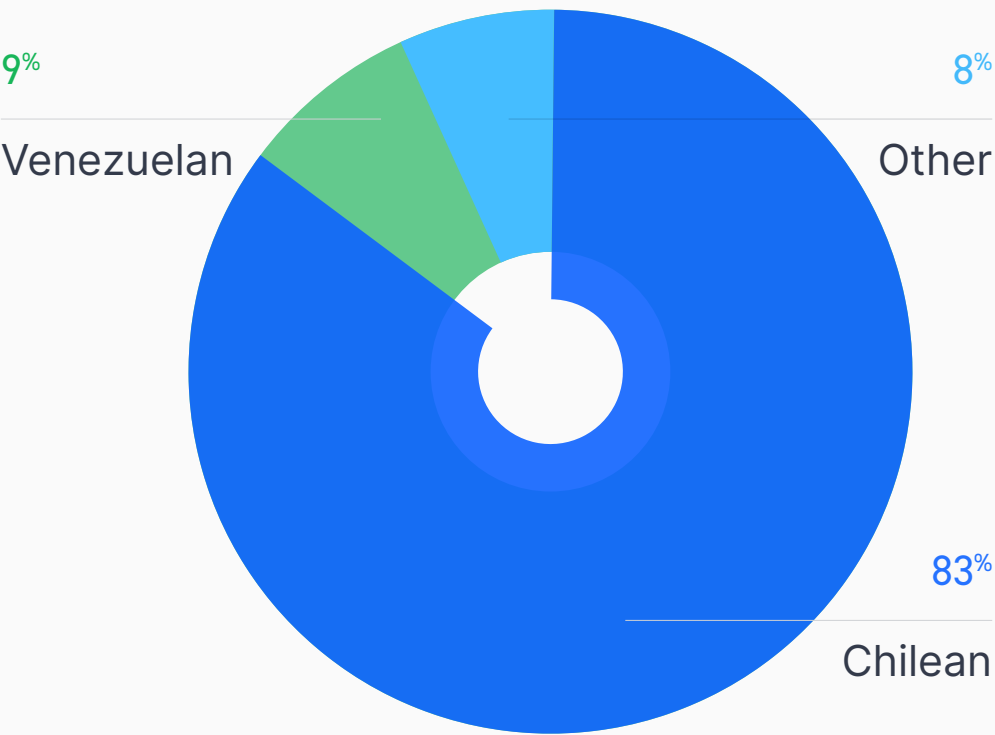
Location

Our operations are primarily concentrated in Arica, where we contribute to economic and social development through job creation.



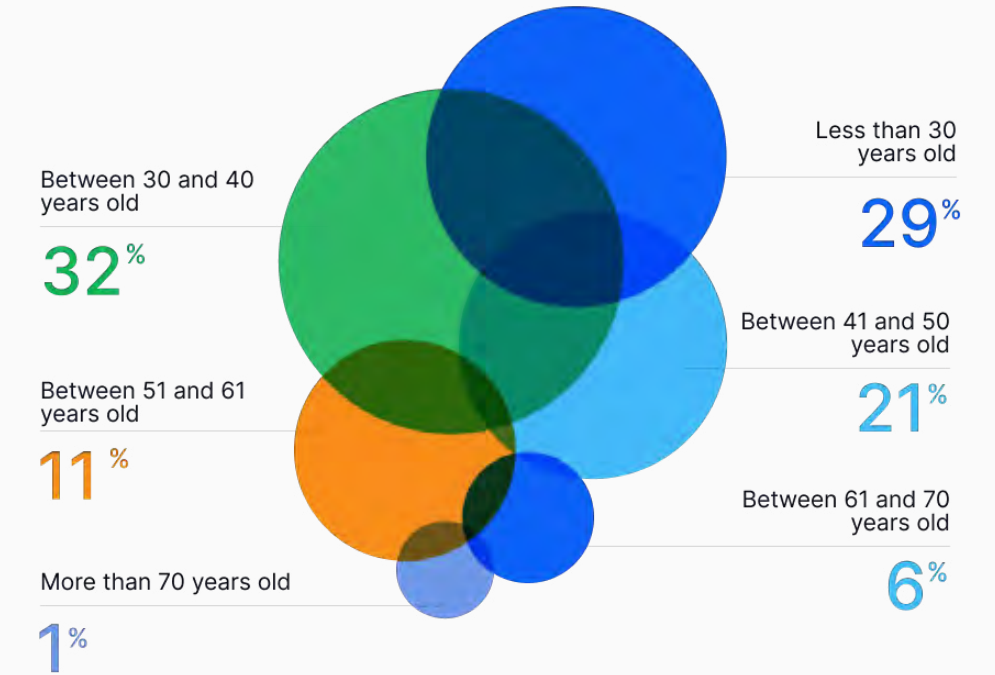
Nationality

Golden Omega is a multicultural company, with a team composed of different nationalities, integrating talent and a global perspective that strengthens the organization.



Age Distribution

Our workforce reflects a balance between young professionals and employees with extensive experience, allowing us to combine dynamism with consolidated knowledge.



3.5.2.4

Contractor management

GRI 2-8, 414-1

ESG Dimension

Social

Pillar

Comprehensive development of our team

Covers the management of relationships with external companies that provide services to the Company, including the stages of selection, contracting, and evaluation.

Stakeholders



Contractors



Arica community

Related SDG



Commitment

75% score in the evaluation of the service selection and contracting process in the SSIndex.

Timeline

Commitment fulfilled in 2022 and maintained on an ongoing basis.

Indicator

% score in the evaluation of the service selection and contracting process in the SSIndex.

Initiatives

Strengthen selection criteria and communication of results.

2025 Progress

Achieved.

86% score in the 2025 SSIndex contractor evaluation regarding the service selection process.

Commitment

Enrollment of the most recurrent contractors in the contractor development program.

Timeline

2025

Indicator

% of recurrent contractors enrolled.

Initiatives

Contractor development program focused on ESG aspects.

2025 Progress

In progress.

Although it was not possible to implement a formal contractor development program, higher standards were established for contractors in safety and labor matters. This commitment will be redefined under the new Sustainability Strategy beginning in 2026.

The work performed by contractors is essential across the different stages of the production process, from mechanical and electrical maintenance to catering, security services, and transportation, among others. Engagement with contractors is based on professional excellence, adherence to high safety standards, and the development of strong, long-term relationships.

Development and Training

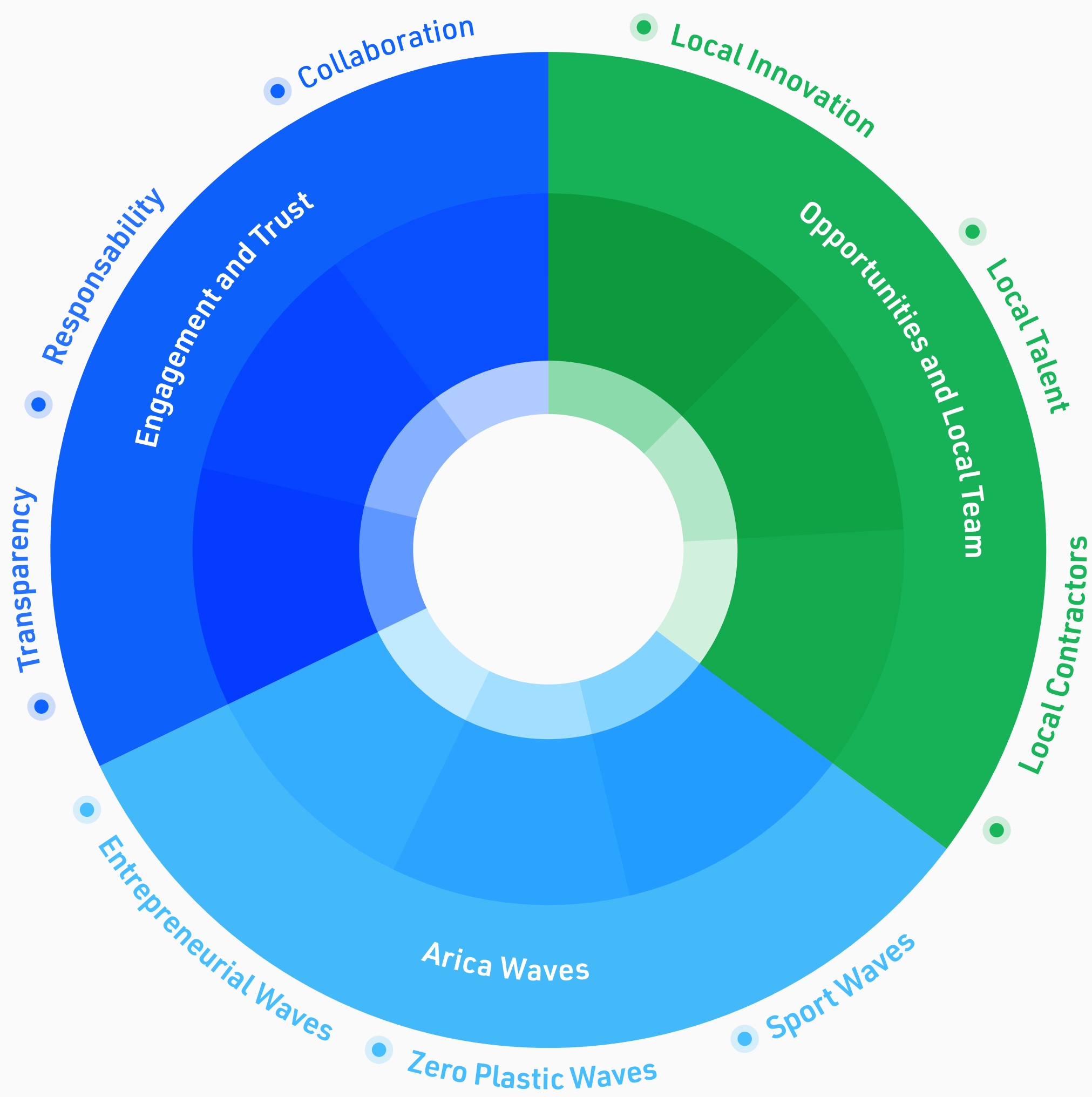
The development of contractors strengthens the competitiveness of the industry. For this reason, collaboration focuses on enhancing technical and management capabilities. During 2025, administrative processes were further strengthened to raise compliance standards for service providers.

For the second consecutive year, Contractor Day was held, with participation from regional representatives of the National Training and Employment Service (SENCE) and the Technical Cooperation Service of the Government of Chile (SERCOTEC). During the event, subsidies and benefits were presented, and opportunities for continued collaboration were discussed, supporting the growth of small and medium-sized enterprises in Arica.

 SUSTAINABILITY REPORT	01 REPORT	02 OUR COMPANY	03 MANAGEMENT	04 INDICATORS	p. 54
3.5.3 Value creation in the community GRI 203-1, 204-1, 413-1 ESG Dimension Social Pillar Value Creation in the Community Encompasses various types of economic and social contributions to the community in which the Company operates. This includes direct and indirect economic impact, as well as communication processes with stakeholder groups located in the local community. Stakeholders Industry associations Arica community Organizations operating in the surrounding area. Related SDG  	Commitment Contribute to education in nutrition and marine ecosystem sustainability. Timeline Commitment fulfilled in 2023 and maintained on an ongoing basis. Indicator Effectiveness of activities carried out. Initiatives - Olas Zero Plástico Program. - Collaboration with educational institutions. - Design of social value initiatives aligned with the business. 2025 Progress Achieved. In 2025, sponsorship of the “Carnaval Andino con la Fuerza del Sol” enabled the management of 6 tons of waste, which were directed to recycling.	Commitment High level of awareness regarding ESG aspects at Golden Omega. Timeline Commitment fulfilled in 2023 and maintained on an ongoing basis. Indicator % score of community evaluation of the communication item in the SSIndex. Initiatives - Communication plan targeting stakeholder groups. - Production facility visit program. 2025 Progress Achieved. During 2025, the communication plan aimed at the community continued, promoting ESG policies and programs.	Commitment Increase the level of engagement with the community. Timeline 2025 Indicator % score of community evaluation in the SSIndex. Initiatives - Community study. - Dialogue forums. - Implementation of social value initiatives aligned with the business. 2025 Progress Achieved. During 2025, relationships with the community were further strengthened through support of sports and cultural activities in the region.		



Community Engagement Strategy



Positive and constructive relationships are maintained with the local community to foster sustainable development.

19%

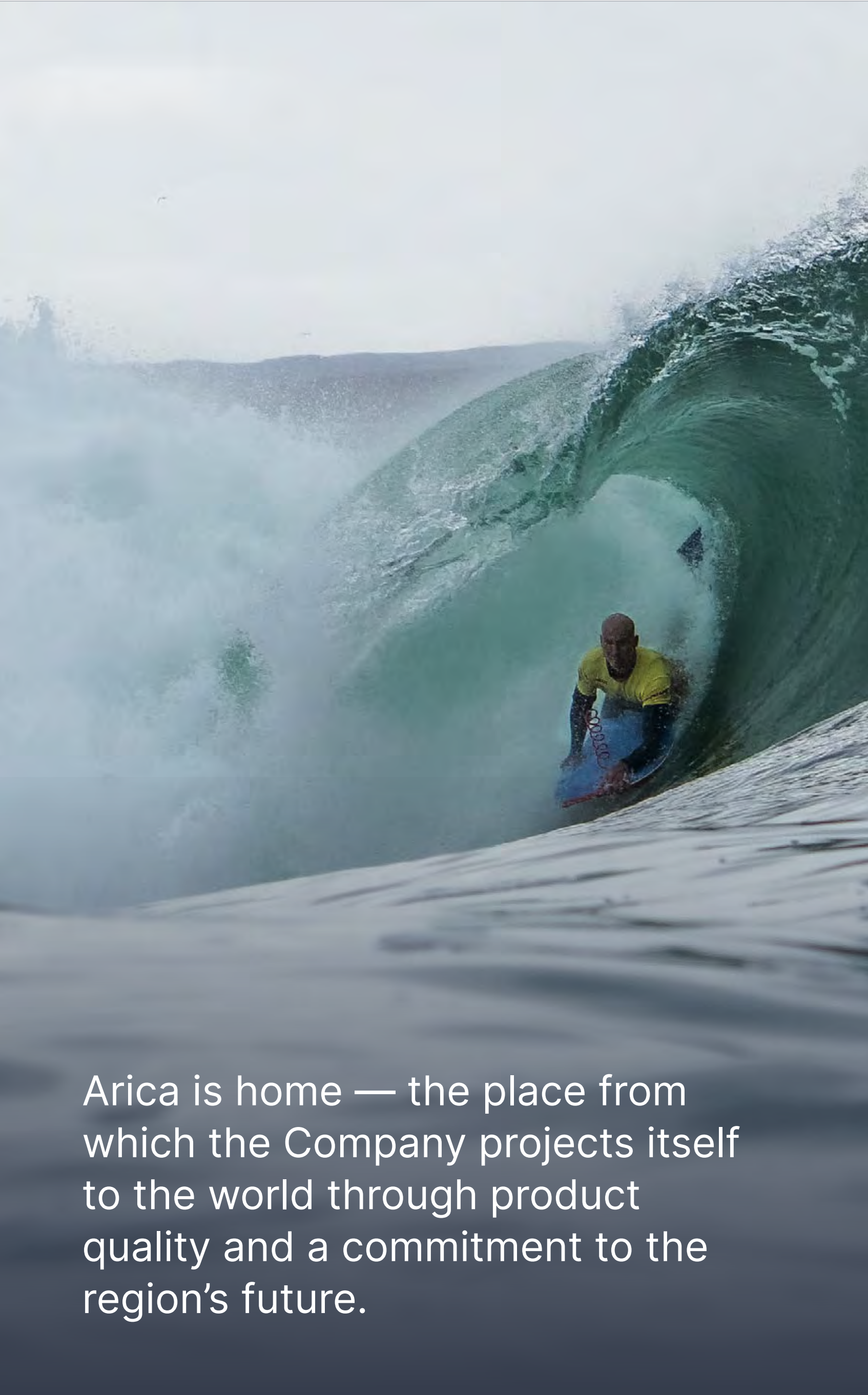
of exports from the Arica and Parinacota Region in 2025.

US\$2,27

million in projects and services carried out by local companies

86%

of the workforce resides in Arica.



Arica is home — the place from which the Company projects itself to the world through product quality and a commitment to the region’s future.

Arica is more than a geographic location; it is the essence of the Company's identity. From the far north of Chile, facing the South Pacific Ocean, high-purity, high-quality Omega-3 concentrates are produced. This location provides access to exceptional raw materials of unparalleled freshness, which are essential to production processes and business operations. A positive impact on the surrounding environment is actively pursued, with a strong commitment to the economic growth and development of the Arica and Parinacota Region. This includes promoting employment, strengthening technical and higher education, encouraging sound environmental practices, and collaborating closely with the local community.

Within the framework of the Community Engagement Strategy, active participation in community life is maintained. This is reflected in involvement in sports, social, and cultural activities that position the Company as a present and committed neighbor aligned with the region's identity. During 2025, the following partnerships and initiatives were developed:

1. Engagement and Trust

- Sponsorship of the Andean Carnival “Con la Fuerza del Sol.”
- Sponsorship of Fundación Altiplano during the 20th edition of the “Arica Nativa” Film Festival.
- Clean-up initiative in the Miramar neighborhood together with the Miramar II Neighborhood Association.
- As part of the numerous visits received in 2025 at the operations facility, students, and teachers from 14 educational institutions in the Arica and Parinacota Region participated in the XVII Regional Explora Congress on School Research and Innovation, promoted by the Ministry of Science, Technology, Knowledge, and Innovation.

2. Opportunities and Local Talent

- Agreement with the University of Tarapacá, through which 29 students completed professional internships.
- Participation in the 2025 Job Fair organized by the National Training and Employment Service (SENCE) in Arica.
- Implementation of the dual education program with the Arica Polytechnic High School through the SOFOFA Technical-Professional Education Network (RedTP).
- Agreement with Liceo Bicentenario Antonio Varas de la Barra as part of the SOFOFA Technical-Professional Education Network (RedTP) program.

3. Arica Waves

- Sponsorship of the first Bodyboard “Open Rancio” tournament.
- Support for the Independent Deep-Sea Fishermen's Union of Arica during the celebration of Saint Peter's Day.
- Contribution to the Social, Cultural and Sports Association Boy Scouts Comandante Manuel Thomson Arica.
- Sponsorship of the Arica Triathlon 2025.
- Signing of a collaboration agreement with the Independent Shore Fishermen, Gatherers and Related Trades Union.



Andean Carnival “Con la Fuerza del Sol”

Year after year, the 'Con la Fuerza del Sol' Andean Carnival attracts thousands of people—including dance troupes, families, and tourists—who bring the city of Arica to life to the beat of Andean bands. Through our 'Olas Zero Plástico' (Waves Zero Plastic) initiative, in partnership with the Iquique Free Trade Zone (ZOFRI) and grassroots recyclers, and with the support of the Municipality of Arica and the Regional Ministry of the Environment, we managed to collect 6 tons of waste generated during the festival. These materials were sorted, weighed, and sent for final disposal and recycling.

Commitment to Technical-Professional Education

Membership in SOFOFA's Technical-Professional Education Network (RedTP) involves developing initiatives that strengthen the link between industry and technical education institutions. In 2024, an agreement was signed with the Arica Polytechnic High School to implement a strategic partnership aimed at developing competencies and skills required under the Multiple Industrial Alternation (AMI) model. In 2025, the first cohort of students was certified after successfully completing the courses “Application of Industrial Safety Techniques” and “5S Methodology” under the RedTP program. During their final year of secondary education, students completed an alternation process in various areas of the Company before continuing with their professional internships.

Arica Nativa Film Festival

The Arica Nativa Festival, established in 2006, is a cultural gathering dedicated to preserving the natural and cultural heritage of rural communities.

Support was provided as a sponsor during its twentieth edition. The festival has become one of the most important events in the Andean southern region, promoting regional development and environmental protection under the concept of regenerative conservation.

Through cinema, the festival seeks to connect new generations with their roots, emphasizing sustainability, Indigenous identity, and the preservation of the Andean landscape.

Its community-based and traveling format — with screenings in colonial churches and highland villages — makes it unique. Beyond a film competition, it is a platform that integrates workshops, music, and gastronomy to showcase stories and traditions.

Arica Capital of Omega-3

In 2025, together with strategic partners Benexia, Condensa, and Newscience, the “Arica Capital of Omega-3” cluster was launched. This development hub aims to position the city as the world's leading reference point for this supplement, combining efforts to export high value-added products derived from both marine and plant-based sources.

This ecosystem prioritizes innovation and sustainability in addition to industrial production. By locally processing Omega-3 using advanced technology, the cluster generates skilled employment and strengthens the regional economy.

The initiative positions Arica as a major export platform to demanding markets such as Europe, Asia, and North America, demonstrating that northern Chile can lead an industry that integrates health, technology, and respect for the local community.

Community Contributions Policy: establishes guidelines to ensure that Company contributions are granted in alignment with defined principles and values.
[Learn more:](#)

[MORE INFO](#)

3.5.4

Business Ethics

3.5.4.1

Compliance Management

GRI 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27

ESG Dimension

Governance

Pillar

Promoting Business Ethics

Encompasses all processes implemented by the Company to ensure legal compliance in matters related to ethics, anti-corruption, and the prevention of anti-competitive practices.

Stakeholders



Customers



Employees



Shareholders



Certifiers



Regulators

Related SDG



Commitment

90% of employees and 50% of contractors trained in business ethics topics.

Timeline

2025

Indicator

% of individuals trained.

Initiatives

- Extension of the Crime Prevention / Anti-Corruption Model to contractors.
- Training on Free Competition and Human Rights.

2025 Progress

Achieved.

During 2025, 95% of employees received training on regulatory compliance. In addition, mandatory training in these matters was incorporated for contractor personnel.

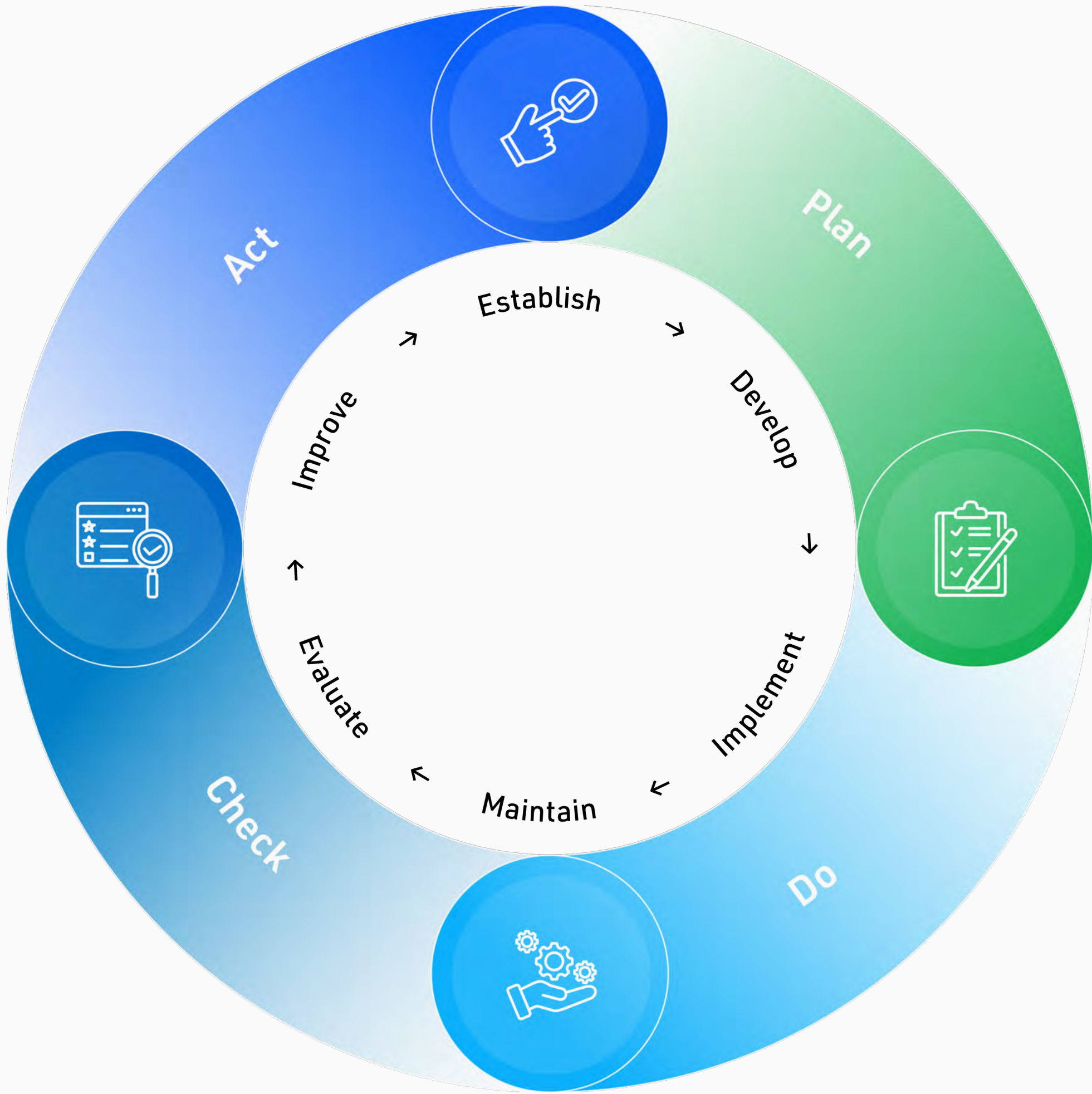


Developing a culture of compliance

Integrity is supported by a dynamic and proactive compliance model aimed at mitigating legal risks and strengthening an ethical culture. Rigorous internal controls and training processes have been implemented across all areas of the organization. Through the operation of the whistleblowing channel, an environment of transparency is fostered where the prevention and sanctioning of irregularities are treated as key priorities, ensuring responsible corporate conduct aligned with applicable laws.

In 2025, implementation began of a Compliance Management System based on ISO 37301. This system integrates mandatory regulatory compliance across all areas of the Company, transforming legal obligations into a central element of daily operations and ensuring governance aligned with the highest international standards of ethics and compliance.

At Golden Omega, we foster a culture of compliance based on ethics, transparency, and a commitment to best practices.



95% of employees received training in the following areas:

- Integrity in Action: Your Role in the Culture of Compliance
- Information Security Awareness

During 2025, the following courses were incorporated as mandatory components of contractor onboarding:

- Human Rights
- Crime Prevention Model – Law 20.393

Compliance Management Policy

The Compliance Management Policy is based on two fundamental pillars: Regulatory Compliance and Ethics and the Crime Prevention Model, with the objective of fostering a culture of compliance that permeates the entire organization. The conceptual framework applied is ISO 37301:2021 “Compliance Management Systems – Requirements with Guidance for Use.”

[Download](#)

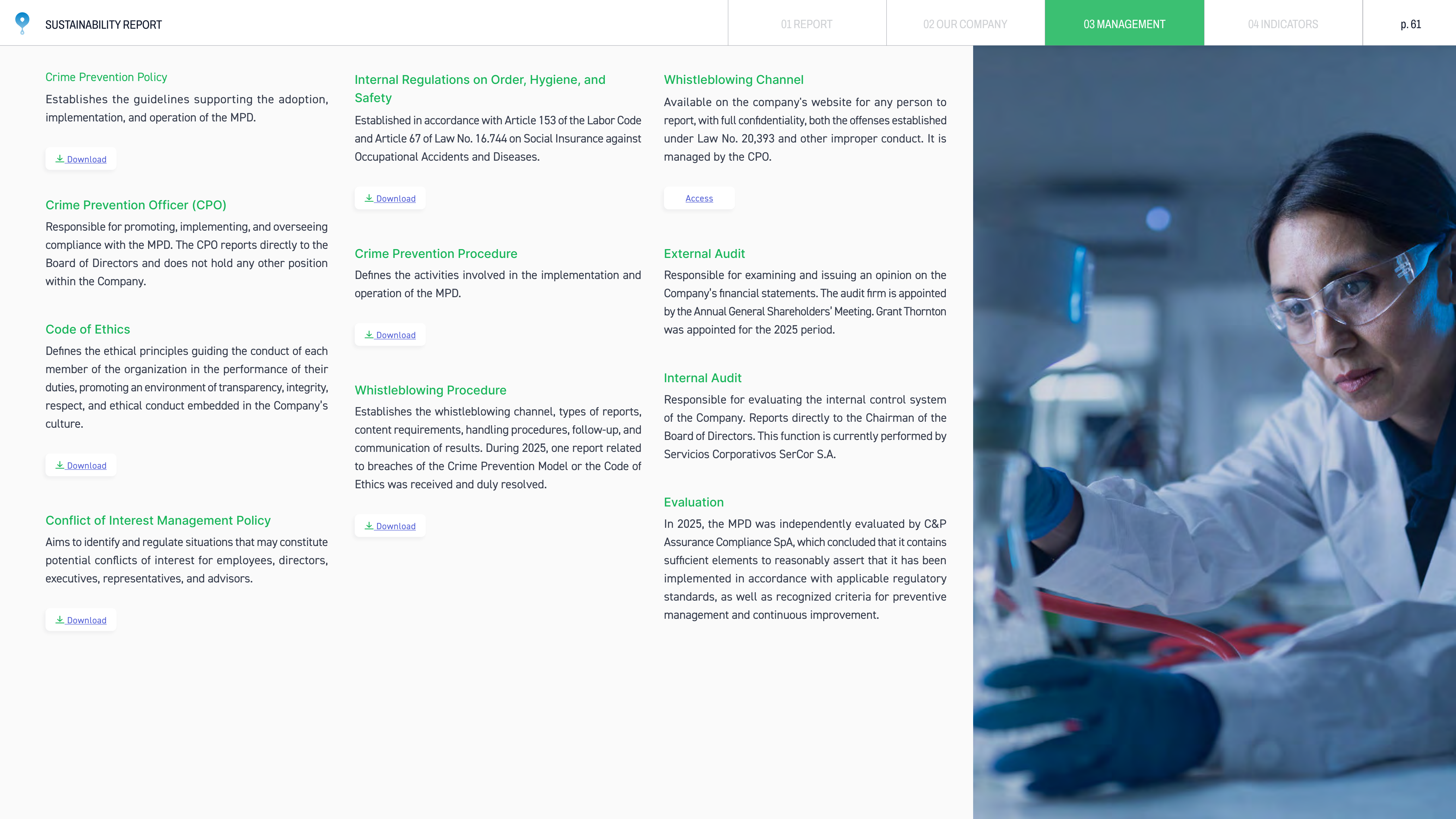
Crime Prevention Model (MPD) / Anti-Corruption

GRI 205-1, 205-2

To strengthen the commitment to integrity, a Crime Prevention Model (MPD) has been implemented in alignment with Law No. 20.393, which establishes the criminal liability of legal entities in Chile. This model not only enables the identification and mitigation of risks associated with economic crimes, but also promotes an organizational culture grounded in regulatory compliance and best governance practices.

Components and Participating Areas of the MPD





Crime Prevention Policy

Establishes the guidelines supporting the adoption, implementation, and operation of the MPD.

[Download](#)

Crime Prevention Officer (CPO)

Responsible for promoting, implementing, and overseeing compliance with the MPD. The CPO reports directly to the Board of Directors and does not hold any other position within the Company.

Code of Ethics

Defines the ethical principles guiding the conduct of each member of the organization in the performance of their duties, promoting an environment of transparency, integrity, respect, and ethical conduct embedded in the Company's culture.

[Download](#)

Conflict of Interest Management Policy

Aims to identify and regulate situations that may constitute potential conflicts of interest for employees, directors, executives, representatives, and advisors.

[Download](#)

Internal Regulations on Order, Hygiene, and Safety

Established in accordance with Article 153 of the Labor Code and Article 67 of Law No. 16.744 on Social Insurance against Occupational Accidents and Diseases.

[Download](#)

Crime Prevention Procedure

Defines the activities involved in the implementation and operation of the MPD.

[Download](#)

Whistleblowing Procedure

Establishes the whistleblowing channel, types of reports, content requirements, handling procedures, follow-up, and communication of results. During 2025, one report related to breaches of the Crime Prevention Model or the Code of Ethics was received and duly resolved.

[Download](#)

Whistleblowing Channel

Available on the company's website for any person to report, with full confidentiality, both the offenses established under Law No. 20,393 and other improper conduct. It is managed by the CPO.

[Access](#)

External Audit

Responsible for examining and issuing an opinion on the Company's financial statements. The audit firm is appointed by the Annual General Shareholders' Meeting. Grant Thornton was appointed for the 2025 period.

Internal Audit

Responsible for evaluating the internal control system of the Company. Reports directly to the Chairman of the Board of Directors. This function is currently performed by Servicios Corporativos SerCor S.A.

Evaluation

In 2025, the MPD was independently evaluated by C&P Assurance Compliance SpA, which concluded that it contains sufficient elements to reasonably assert that it has been implemented in accordance with applicable regulatory standards, as well as recognized criteria for preventive management and continuous improvement.



Risk Management

The evolution of the corporate governance structure has strengthened risk and compliance management, consolidating ethics and transparency as cross-cutting values throughout the organization. In this process, the work of internal committees has been instrumental in building a solid governance and sustainability framework.

During 2025, significant progress was made in strengthening the control framework through the update of the Operational Risk Matrix, which expanded its scope from 63 to 200 specific controls. This growth reflects a higher level of maturity in compliance management across all business areas.

[Download](#)

Enterprise Risk Management Policy

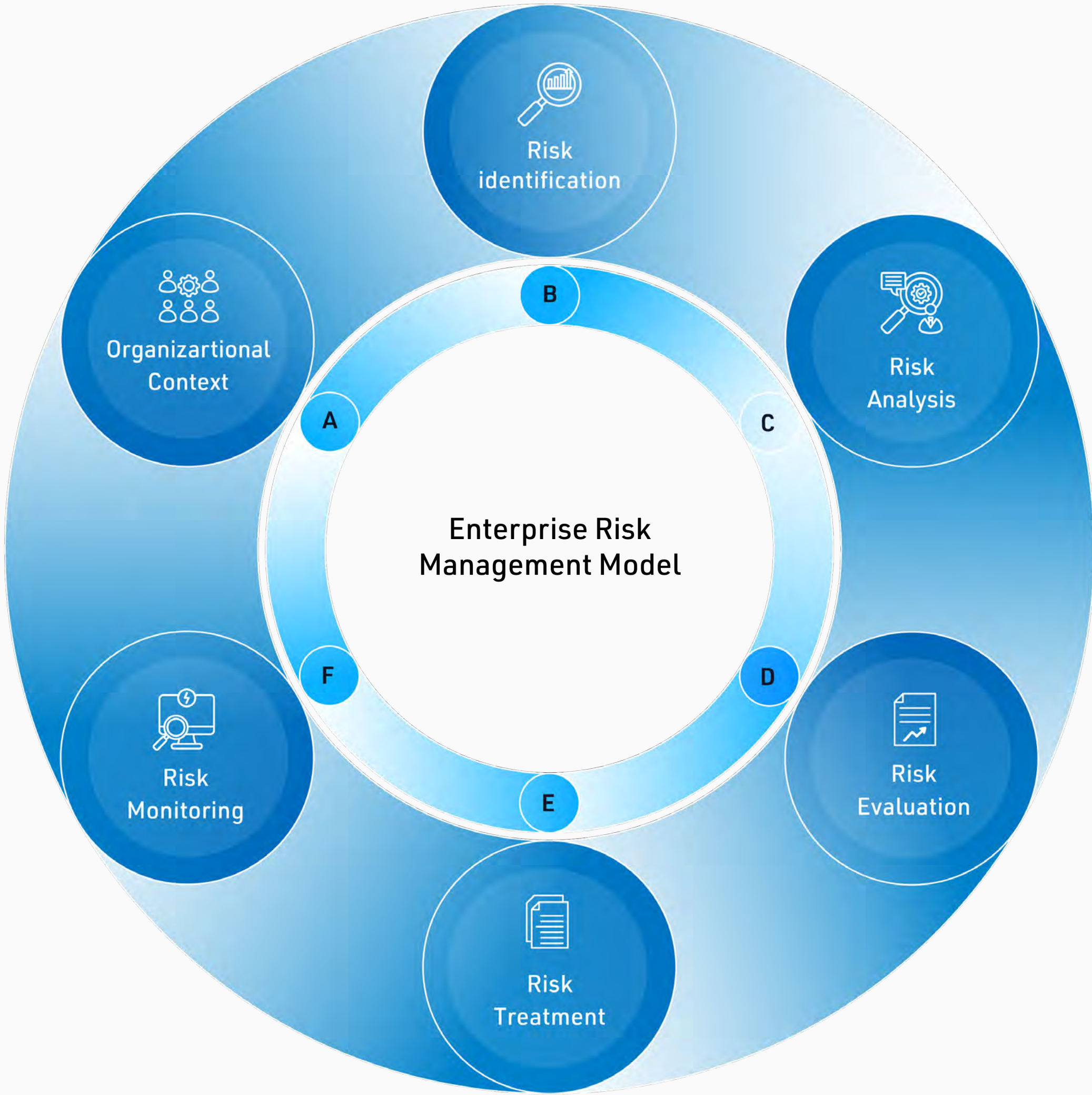
The Enterprise Risk Management Policy establishes the principles and guidelines that enable the structured identification of internal and external factors that could affect the achievement of the Company’s strategic objectives. It also incorporates tools to consistently assess these risks, analyze their potential impacts, and develop effective detection, prevention, and mitigation actions, ensuring that risks remain within controlled and acceptable levels for the organization.

Enterprise Risk Management Model

The Enterprise Risk Management Model establishes a structured approach to identifying, classifying, and evaluating risks associated with business processes. Through specific tools and procedures, control measures are defined and implemented to mitigate risks, ensuring continuous monitoring and communication of results to the Board of Directors. The model is based on the conceptual framework of ISO 31000, ensuring effective risk management aligned with international standards.

Committees

The Company has a Compliance and Risk Committee responsible for defining the strategic direction of risk management, approving resources and the work plan, and reviewing progress in risk control and treatment. In addition, an Executive Risk Management Committee oversees the implementation of the Risk Management Policy and the Enterprise Risk Management Model described above.





Human Rights

GRI 2-23, 2-24

The Human Rights Policy serves as the guiding framework that defines corporate conduct, grounded in ethics, respect, and integrity. Throughout its trajectory, the Company has maintained an unwavering commitment to the applicable legal framework and the most demanding international standards. This commitment translates into active oversight to ensure that all operations safeguard the dignity and fundamental rights of employees, suppliers, customers, and other stakeholders.

Review the Human Rights Policy [here](#):

[MORE INFO](#)

Information Security

Ensuring the confidentiality, integrity, and availability of data across all operations is essential. The commitment is to protect information related to the Company, employees, customers, and suppliers, in alignment with high international cybersecurity standards. During 2025, a significant milestone was achieved for the Information Security Management System (ISMS), as Golden Omega obtained certification under ISO 27001:2022 for Information Security, Cybersecurity, and Privacy Protection, valid for a three-year period. This achievement validates the work carried out in recent years and strengthens the Compliance Management System by incorporating industry best practices.

Review the Information Security Policy [here](#):

[MORE INFO](#)

Personal Data Protection

Recognizing the strategic importance of privacy, in 2025 the formal design and development of a Compliance Model for Personal Data Processing began. This initiative represents a proactive response to the amendments to Chilean Law No. 19.628, which will enter into force in December 2026. The preventive model includes the implementation of a personal data processing system designed to safeguard data subjects' rights and ensure operational continuity under the new regulatory framework. The project is currently in the information-gathering phase, with internal processes being assessed to ensure that future implementation is robust, efficient, and aligned with the Company's culture of corporate responsibility.

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3.5.4.2 Supplier Management GRI 308 SASB FB-PF-430a.1, FB-PF-430a.2, FB-AG-250a.2						
ESG Dimension Environmental and Social						
Pillar Environmental Stewardship Creating Value for the Community						
Encompasses the management of relationships with external companies that supply goods or services to the Company, including the stages of selection, evaluation, and traceability. It also considers compliance with environmental and social standards established by the Company.						
Stakeholders Customers Suppliers						
Related SDG 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER						



3.5.4.3

Customer Management

SASB FB-PF-250a.4, FB-PF-410a.1, FB-PF-410a.2

ESG Dimension

Environmental and Social

Pillar

- Environmental Stewardship
- Business Ethics

Refers to relationships with external companies that purchase the Company's products, considering aspects such as satisfaction and product valuation, the sales experience, and complaint management.

Stakeholders



Customers

Related SDG



Commitment

Conduct the SSIndex perception survey regularly.

Timeline

Ongoing commitment.

Indicator

% evaluation in the SSIndex – Customers.

Initiatives

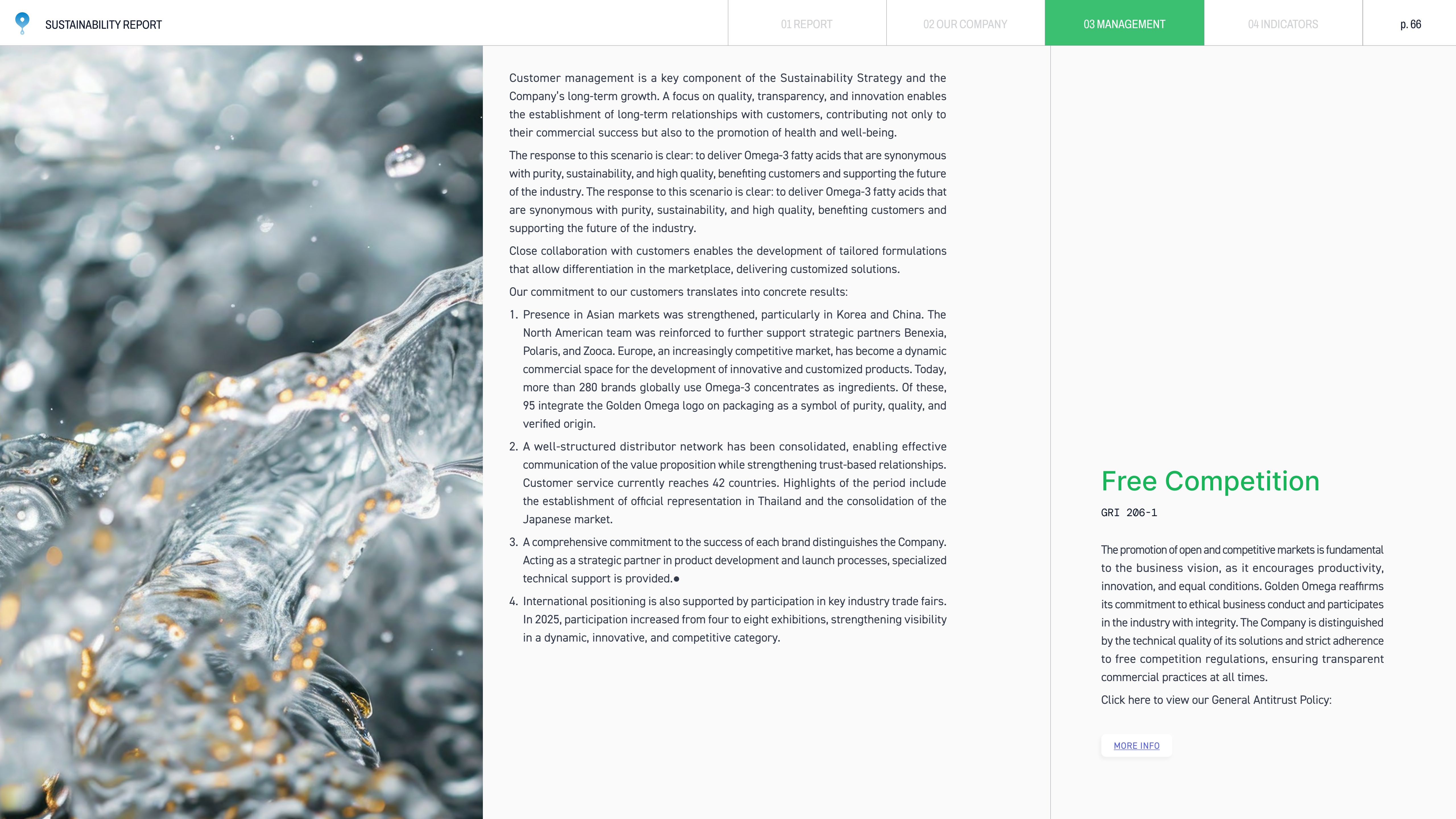
Communication of SSIndex results.

2025 Progress

In Progress.

The SSIndex – Customers survey will resume during 2026.





Customer management is a key component of the Sustainability Strategy and the Company's long-term growth. A focus on quality, transparency, and innovation enables the establishment of long-term relationships with customers, contributing not only to their commercial success but also to the promotion of health and well-being.

The response to this scenario is clear: to deliver Omega-3 fatty acids that are synonymous with purity, sustainability, and high quality, benefiting customers and supporting the future of the industry. The response to this scenario is clear: to deliver Omega-3 fatty acids that are synonymous with purity, sustainability, and high quality, benefiting customers and supporting the future of the industry.

Close collaboration with customers enables the development of tailored formulations that allow differentiation in the marketplace, delivering customized solutions.

Our commitment to our customers translates into concrete results:

1. Presence in Asian markets was strengthened, particularly in Korea and China. The North American team was reinforced to further support strategic partners Benexia, Polaris, and Zooca. Europe, an increasingly competitive market, has become a dynamic commercial space for the development of innovative and customized products. Today, more than 280 brands globally use Omega-3 concentrates as ingredients. Of these, 95 integrate the Golden Omega logo on packaging as a symbol of purity, quality, and verified origin.
2. A well-structured distributor network has been consolidated, enabling effective communication of the value proposition while strengthening trust-based relationships. Customer service currently reaches 42 countries. Highlights of the period include the establishment of official representation in Thailand and the consolidation of the Japanese market.
3. A comprehensive commitment to the success of each brand distinguishes the Company. Acting as a strategic partner in product development and launch processes, specialized technical support is provided.●
4. International positioning is also supported by participation in key industry trade fairs. In 2025, participation increased from four to eight exhibitions, strengthening visibility in a dynamic, innovative, and competitive category.

Free Competition

GRI 206-1

The promotion of open and competitive markets is fundamental to the business vision, as it encourages productivity, innovation, and equal conditions. Golden Omega reaffirms its commitment to ethical business conduct and participates in the industry with integrity. The Company is distinguished by the technical quality of its solutions and strict adherence to free competition regulations, ensuring transparent commercial practices at all times.

Click here to view our General Antitrust Policy:

[MORE INFO](#)

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3.5.4.4 Quality and Food Safety Management GRI 416-1, 416-2 SASB FB-AG-250a.1, FB-PF-260a.2, FB-AG-250a.4				Quality at Golden Omega is managed under a comprehensive excellence framework, ensuring the safety of Omega-3 concentrates through rigorous controls across the entire value chain — from raw material sourcing to final product delivery. Continuous improvement serves as the driving force behind the strategy, enabling process optimization and strengthening proactive risk management. Supported by technological innovation, workforce development, and compliance with the most demanding global regulations, food safety remains a fundamental pillar of competitiveness within the industry. During fiscal year 2025, a key milestone in the digital transformation journey was achieved with the implementation of the myLIMS platform in the laboratory. This system enhances data integrity and reliability through the digitalization and integration of analytical instruments, optimizing data flow and ensuring regulatory traceability at every stage of the process. This operational robustness not only reinforces excellence standards but also positions the Company to provide specialized analytical services to the global industry. In addition, the Quality Department installed the necessary equipment and developed analytical methods for measuring Mineral Oil Saturated Hydrocarbons (MOSH) and Mineral Oil Aromatic Hydrocarbons (MOAH) in fish oil, achieving a limit of quantification of 1.7 ppm — the regulatory threshold anticipated for 2029. This advancement places the Company at the forefront of the industry, ensuring early compliance with upcoming international requirements.		
ESG Dimension Product		Commitment Maintain NSF Quality Assurance certification with a minimum Level B rating.				
Pillar Purpose and Values		Timeline Ongoing commitment.				
Stakeholders Customers Employees Shareholders Certifiers Regulators		Indicator NSF Quality Assurance certification rating.				
Related SDG 3GOOD HEALTH AND WELL-BEING		Initiatives Continuous improvement of the Quality Assurance System.				
		2025 Progress Achieved. NSF certification was obtained with a Level A rating.				

3.5.4.5

Innovation Management

ESG Dimension

Governance

Pillar

Purpose and Values

Refers to the management of research and development of new solutions and products aimed at generating future business opportunities

Stakeholders



Customers



Employees



Shareholders

Related SDG



Commitment

Introduce new internally developed solutions, products, businesses, and processes to the market.

Timeline

Ongoing commitment.

Indicator

Number of new solutions, products, businesses, and processes successfully introduced to the market.

Initiatives

Use of the pilot plant for new product development. productos.

2025 Progress

Achieved.

During 2025, new laboratory technologies and analytical methods were implemented, enabling the provision of third-party analytical services. In addition, a Company-wide Digital Transformation process was initiated.

Innovation represents a strategic pillar for Golden Omega, driving the development of advanced solutions that enhance production efficiency and elevate excellence standards within the Omega-3 industry. This proactive approach has strengthened global positioning, enabling market leadership through differentiation and technical quality.

In addition to the laboratory advancements described above, progress continued during 2025 in developing systems that will serve as the foundational architecture for data intelligence. This step is essential to enable technologies such as Edge Computing — processing information in real time — and Artificial Intelligence, facilitating the transition from reactive processes to predictive strategies.

Both the implementation of myLIMS and the Fiix maintenance software support this objective.

A digital transformation roadmap has been defined to redefine operational models. This process seeks to automate transactional tasks and develop predictive capabilities for critical variables, consolidating a technological engine that enhances internal talent and strengthens market competitiveness.



04

Indicators

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4.5	SASB Content Index	99

4.1

Stakeholder details

Name	Definition	Why is this group relevant?	How does the Company's operation impact this group?	How does the Company engage with this group?	Related Material Topics	Responsible Area
Clients	Companies that purchase the Company's products, including distributors of Omega-3 concentrates and/or manufacturers of high Omega-3 products, as well as their respective customers that sell branded nutraceutical products for individual consumption.	Understanding client perception and satisfaction is essential for business growth.	They benefit from the products manufactured by the Company.	Commercial relationship managed by the commercial team in Chile, Europe, USA, or through the distributor network.	- Compliance management - Food safety	Commercial Management
Employees	Individuals who perform a role within the Company and maintain an employment relationship in accordance with applicable legislation.	Proper human capital management is key to attracting, developing, and retaining the talent required to achieve the organization's objectives.	Talent management drives sustainable business development by strengthening skills, providing continuous training, and promoting a safe and inclusive work environment. The implementation of equitable benefits and fulfillment of expectations strengthens engagement, productivity, and organizational culture.	- Communication through the leadership and management of each area, with the support of the Deputy Manager of People. - The Company has a certified safety engineer who communicates with employees on occupational health and safety matters. Additionally, there is a Joint Health and Safety Committee. - The Company provides the services of a social worker and maintains an agreement for mental health support with specialized professionals. - During 2025, this group was included in the SSINDEX stakeholder perception study.	- Waste management - Occupational health and safety - Employee well-being - Diversity and inclusion - Compliance management - Food safety - Innovation management	- All management and deputy management areas - Deputy Management of People - Deputy Management of Occupational Health and Safety
Suppliers	Companies or individuals that perform a role within the Company and/or provide a specific good used in the Company's production process, or a service delivered outside the production plant facilities.	Contractual compliance with suppliers ensures the supply of goods and the quality of the Company's products.	Proper supplier management involves a transparent selection process, effective communication, and timely receipt and payment of the goods and services acquired.	- In the case of material suppliers, communication is carried out through the Deputy Management of Procurement. - In the case of service suppliers, communication is carried out through the requesting area.	- Energy and emissions management - Supplier management	- Goods: Deputy Management of Procurement - Services: All management and deputy management areas
Contractors	Companies or individuals that provide services within the production plant facilities.	Contractual compliance with contractors is essential to ensure operational continuity and to prevent operational or occupational health and safety risks.	Contractor management involves a transparent selection process, effective communication, training in occupational health and safety matters, and timely payment for services rendered.	- Communication through the requested area. - During 2025, this group was included in the SSINDEX stakeholder perception study.	- Waste management - Occupational health and safety - Contractor management	All management and deputy management areas at the plant
Shareholders	A natural or legal person that owns one or more shares issued by the Company.	Providing accurate, timely and relevant information fosters trust and capital stability.	The Company's operational performance has a direct impact on the value generated for its shareholders.	- Communication through the Board of Directors. - The Company issues semi-annual financial statements and an annual Sustainability Report.	- Water resource and effluent management - Waste management - Compliance management - Food safety - Innovation management	Board of Directors



Name	Definition	Why is this group relevant?	How does the Company’s operation impact this group?	How does the Company engage with this group?	Related Material Topics	Responsible Area
Certifiers	Entities recognized by the market or by regulators that grant certifications in quality or ESG matters.	Holding certifications is key to demonstrating the quality of the Company’s products, ensuring that processes comply with regulatory standards, and confirming responsible operations with respect to environmental stewardship.	Timely and transparent responses to certification audits enhance process efficiency and strengthen trust between the parties.	• Communication through the area responsible for the respective certification process.	• Energy and emissions management • Waste management • Compliance management • Food safety	• Quality Management • Administration, Finance and Sustainability Management
Regulators	Regulatory entities at both national and international levels. At the national level, these include the National Fisheries and Aquaculture Service (SER-NAPESCA), the Agricultural and Livestock Service (SAG), the Superintendence of the Environment, and the Ministry of Health. At the international level, these include the United States Food and Drug Administration (FDA) and the European Food Safety Authority (EFSA), among other institutions.	Regulatory compliance is essential to ensure environmental protection, product safety, and alignment with the Company’s corporate purpose.	Responsible operations aligned with sustainability standards not only ensure regulatory compliance, but also contribute to the transparency and efficiency of regulatory authorities and strengthen trust with public institutions.	• Communication through the area responsible for the process associated with each regulatory body.	• Water resource and effluent management • Energy and emissions management • Waste management • Occupational health and safety • Diversity and inclusion • Compliance management • Food safety	• Quality Management • Commercial Management • Operations Management • Administration, Finance and Sustainability Management • Deputy Management of Environment • Deputy Management of Occupational Health and Safety
Industry Associations	Business associations that represent a specific sector or economic activity.	The Company’s participation in business and industry groups contributes to the definition of common objectives aimed at achieving the sustainability of the industry.	Acting with social and environmental responsibility strengthens the public perception of the sector and promotes a sustainable development model within society.	• GOED: Past President of the Board, Director • IFFO: Member • Pacto Global Chile: Member • SOFOFA: Member • ASINDA: Member • TP: Member	• Contributing value to the community through our purpose	• General Management • Administration, Finance and Sustainability Management • Deputy Management of Sustainability and Communications • Deputy Management of Environment- Deputy Management of People
Organizations Operating in the Surrounding Area	Individuals or organizations that carry out activities in the vicinity of the production plant in Arica.	Maintaining a positive relationship with these groups enables the Company to properly manage potential operational impacts and ensure business continuity.	Environmentally and socially responsible operations are essential to enhancing the Company’s positive impact on local economic and social activities, while minimizing environmental impacts in its area of operation.	• Ongoing communication and community contributions.	• Contributing value to the community through our purpose • Water resource and effluent management	• Deputy Management of Sustainability and Communications • Deputy Management of Environment and Regulatory Affairs
Community of Arica	Individuals or organizations that reside in or primarily carry out their activities in the city of Arica.	The community’s perception of the Company not only influences its reputation, but also directly impacts employee engagement, regulatory trust, and the level of scrutiny to which the organization is subject. A positive community environment can help reduce conflict risks and improve productivity.	Contributing value to the community has a direct impact on local contractors and employees. The Company’s contribution to the community directly benefits the residents of the city of Arica.	• Participation in public or private entities that promote local community development.	• Water resource and effluent management • Energy and emissions management • Waste management • Diversity and inclusion • Contractor management • Contributing value to the community through our purpose	• Deputy Management of Sustainability and Communications • Deputy Management of Environment and Regulatory Affairs

4.2

Sustainability Metrics and Indicators

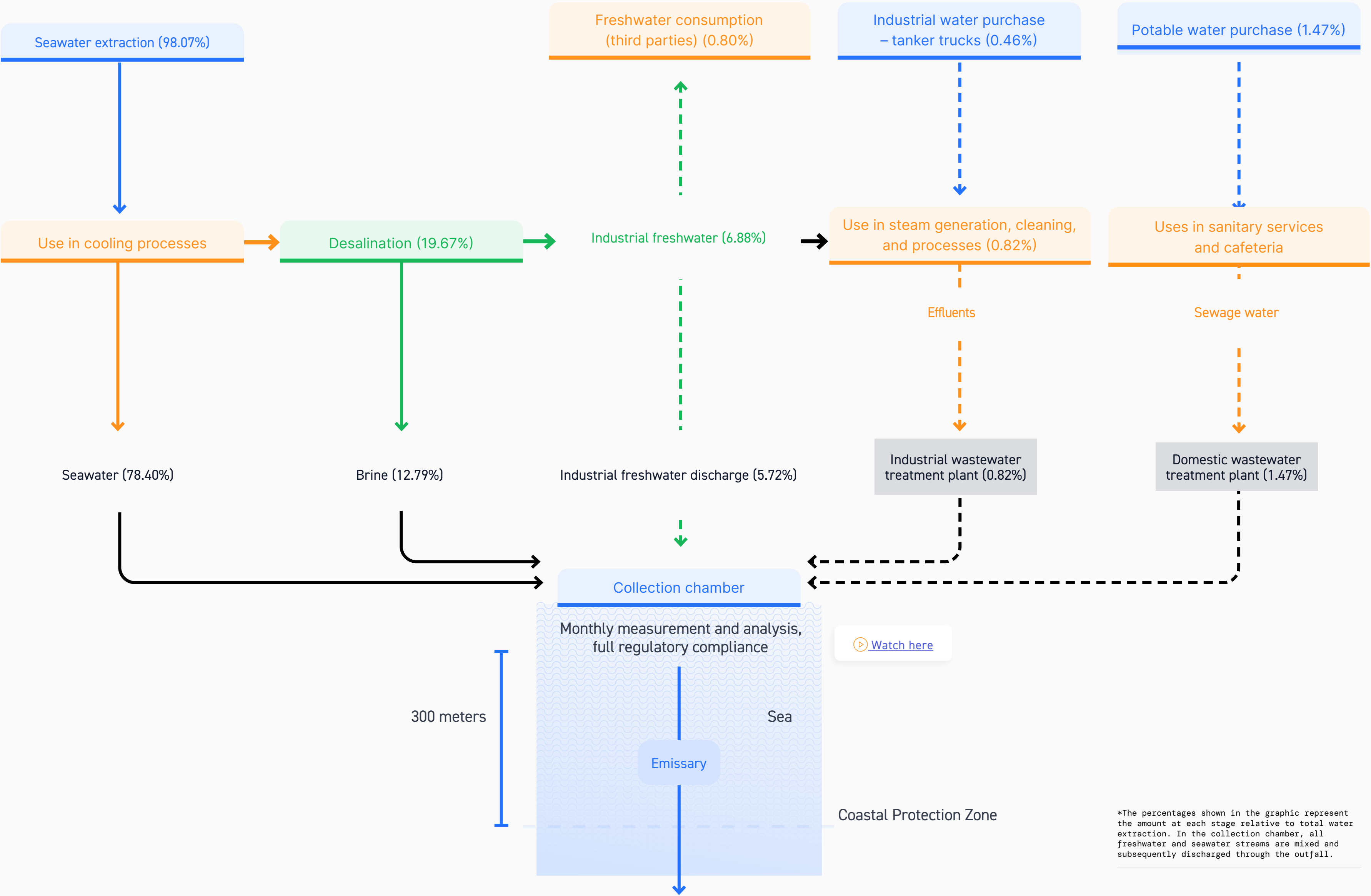
4.2.1

Water Resource and Effluent Management

GRI 303-1, 303-2, 303-3, 303-4, 303-5

- Extraction processes
- Consumption in processes and/or sales Treatment
- Desalination
- Treatment
- Freshwater
- Saltwater

**The percentages in the graph reflect the amount at each stage relative to the total water extraction. In the collection chamber, all the freshwater and saltwater streams are mixed and subsequently discharged through the outfall.



*The percentages shown in the graphic represent the amount at each stage relative to total water extraction. In the collection chamber, all freshwater and seawater streams are mixed and subsequently discharged through the outfall.



GRI 303-3

Water Withdrawal and Discharge Composition	2021	2022	2023	2024	2025
Water Withdrawal (Megaliters)					
a. Water withdrawal in all areas (megaliters)					
i. Surface water			-	-	-
ii. Groundwater		-	-	-	-
iii. Seawater	3,221	3,457	4,180	4,001	3,539
iv. Produced water		-	-	-	-
v. Third-party water	108	152	178	66	70
Total	3,329	3,609	4,359	4,067	3,609
b. Water withdrawal from water-stressed areas (megaliters)					
i. Surface water		-	-	-	-
ii. Groundwater		-	-	-	-
iii. Seawater	3,221	3,457	4,180	4,001	3,539
iv. Produced water		-	-	-	-
v. Third-party water	108	152	178	66	70
Total	3,329	3,609	4,359	4,067	3,609
c. Breakdown of total water withdrawal by source (megaliters)					
i. Surface water					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)				-	
ii. Other water (total dissolved solids > 1,000 mg/L)				-	
Total					
ii. Groundwater					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)				-	
ii. Other water (total dissolved solids > 1,000 mg/L)				-	
Total					
iii. Seawater					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)				-	
ii. Other water (total dissolved solids > 1,000 mg/L)	3,221	3,457	4,180	4,001	3,539
Total	3,221	3,457	4,180	4,001	3,539
iv. Produced water					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)				-	
ii. Other water (total dissolved solids > 1,000 mg/L)				-	
Total					
v. Third-Party Water*					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)	108	152	178	66	70
ii. Other water (total dissolved solids > 1,000 mg/L)				-	
Total	108	152	178	66	70
Total					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)	108	152	178	66	70
ii. Other water (total dissolved solids > 1,000 mg/L)	3,221	3,457	4,180	4,001	3,539
Total	3,329	3,609	4,359	4,067	3,609

GRI 303-4

Water Withdrawal and Discharge Composition	2021	2022	2023	2024	2025
Water Discharge** (megaliters)					
a. Total water discharge in all areas					
i. Surface water					
ii. Groundwater					
iii. Seawater	3,305	3,568	4,310	3,993	3,550
iv. Produced water					
v. Third-party water					-
Total	3,305	3,568	4,310	3,993	3,550
b. Breakdown of total water discharge					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)	85	111	129	34	40
ii. Other water (total dissolved solids > 1,000 mg/L)	3,221	3,457	4,180	4,001	3,539
Total	3,305	3,568	4,310	4,036	3,579
c. Total water discharge in water-stressed areas					
i. Freshwater (total dissolved solids ≤ 1,000 mg/L)	85	111	129	34	40
ii. Other water (total dissolved solids > 1,000 mg/L)	3,221	3,457	4,180	4,001	3,539
Total	3,305	3,568	4,310	4,036	3,579

GRI 303-5

Water Withdrawal and Discharge Composition	2021	2022	2023	2024	2025
Water Consumption*** (megaliters)					
a. All areas	24	41	49	75	58
b. Water-stressed areas	24	41	49	75	58
Water consumption within the organization	24	41	49	32	29
Water sold to third parties				43	29

* Purchase of potable water from the public network and industrial freshwater delivered by tanker trucks, both sourced from groundwater within the region.

**Golden Omega discharges its effluents outside the Coastal Protection Zone through an outfall located more than 300 meters from the shoreline, with flow measurement systems in place. No incidents of non-compliance with discharge limits were reported during the reporting period.

*** Only freshwater consumption used in steam processes (evaporation) is reported, as it represents the most significant water consumption. Seawater is used in cooling processes and subsequently discharged as effluent. Total seawater withdrawal is determined as the sum of total water discharge and reported water consumption, minus total third-party water.



Effluent Analysis*

Parameter	Unit	2021	2022	2023	2024	2025	Regulatory Limit***
Oils and Fats	mg/l	7.83	13.08	5.71	7.19	4.18	150
Aluminum	mg/l	0.05	0.03	0.01	0.14	0.04	10
SAAM Detergents**	mg/l	0.07	0.00	0.00	0.00	0.14	15
Settleable Solids	ml/l/h	0.00	0.00	0.00	0.00	0.00	20
Total Suspended Solids	mg/l	54.08	78.33	78.00	26.75	47.48	300

* According to DFZ/RPM 893.

** Substances Active to Methylene Blue (SAAM).

*** Supreme Decree No. 90 (Chilean discharge regulation).



4.2.2

Energy and Emissions Management

GRI 302-1, 302-3, 302-4, 302-5, 305-1, 305-2, 305-4, 305-5, 305-6, 305-7

SASB FB-AG-110a.2, FB-AG-130a.1

Energy Consumption Breakdown*		2020	2021	2022	2023	2024	2025
GRI 302-1	Energy Consumption						
	a. Non-renewable sources						
	Bunker fuel oil (kg)	3,087,071	710,462				
	Bunker fuel oil (megajoules)	131,077,043	30,166,203				
	Diesel fuel (kg)	47,193	42,523	78,212	68 999	46,229	40,683
	Diesel fuel (megajoules)	2,150,590	1,937,769	3,564,121	3,144,283	2,106,643	1,853,933
	Liquefied petroleum gas (kg)	7,861	2,025,278	3,084,626	3,535,708	3,683,848	3,634,747
	Liquefied petroleum gas (megajoules)	377,328	97,213,337	148,062,041	169,713,973	176,824,706	174,467,857
	Total energy consumption from non-renewable sources (megajoules)	133,604,961	129,317,310	151,626,162	172,858,256	178,931,349	176,321,790
	b. Renewable sources	-	-	-	-	-	-
	c.i) Electricity consumption						
	Electricity (kWh)	11,935,116	12,424,126	13,349,613	14,368,351	15,037,604	14,654,292
	Electricity (megajoules)	42,966,419	44,726,854	48,058,608	51,726,062	54,135,376	52,755,451
	c.ii) Heating consumption	-					
	c.iii) Cooling consumption	-					
	c.iv) Steam consumption	-					
	d. Energy sold	-					-
	e. Total energy consumption (megajoules)	176,571,380	174,044,163	199,684,770	224,584,318	233,066,725	229,077,240
GRI 302-3	Energy intensity*** (gigajoules consumed per ton of product****)	26.9	28.3	25.8	27.2	28.3	30.8

* The energy inventory consumed (Scopes 1 and 2) was calculated in accordance with the GHG Protocol guidelines, under a financial control consolidation approach. This table includes total purchases of bunker fuel oil, diesel fuel, electricity, and actual liquefied petroleum gas consumption during each reporting period. The conversion factors used (heating values) are available at: <https://www.recope.go.cr/productos/calidad-y-seguridad-de-productos/poder-calorico/>

** No fuels from renewable sources are used

*** The energy intensity ratio includes total energy consumption within the organization.

**** Omega-3 concentrates and other fatty acids.



Emissions Breakdown		2020	2021	2022	2023	2024	2025
GRI 305-1	Direct GHG Emissions – Scope 1* (metric tons CO2e)						
	Boilers	10,573	8,021	9,060	9,917	10,847	10,459
	Generators	125	105	192	202	139	118
	Forklifts	13	14	20	22	19	22
	Vehicles (pickup trucks)	16	16	19	17	6	10
	Fugitive emissions	-	-	-	449	1,917	3,380
	Total	10,727	8,157	9,290	10,606	12,928	13,988
GRI 305-2	Indirect GHG emissions associated with energy – Scope 2 (tonnes CO2 eq)						
	Market-based approach	-	-	-	-	-	-
	Location-based approach	-	-	-	3,484	3,053	3,576
GRI 305-3	Energy Indirect GHG Emissions – Scope 2** (metric tons CO2e)	-	-	-	39,215	45,445	31,192
GRI 305-4	GHG Emissions Intensity*** (metric tons CO2e per ton of product****)	1.64	1.33	1.20	1.23	1.34	1.43
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions*****						
i.	NOx	21.59	11.77	13.54	14.96	13.26	12.26
ii.	SOx	0.21	0.18	0.10	0.12	0.27	0.24
iii.	POPs	-	-	-	-	-	-
iv.	VOCs	-	-	-	-	-	-
v.	HAPs	-	-	-	-	-	-
vi.	PM	1.44	0.62	0.26	0.28	0.56	0.53
vii.	Others	-	-	-	-	-	-

* The inventory of direct and indirect GHG emissions (Scopes 1, 2, and 3) as of the 2023 period has been calculated under the ISO 14064-1:2018 standard and following the GHG Protocol guidelines, using a financial control consolidation approach. Fuel consumption is reported to the Pollutant Release and Transfer Register (PRTR) of the Chilean Ministry of the Environment, the entity that estimates gas emissions for each type of fuel based on the information provided. For Scopes 1 and 3, available conversion factors determined by the UK government are used to determine the CO2 equivalence for GHG emissions (www.gov.uk/government/collections/government-conversion-factors-for-company-reporting). For Scope 2, emission factors provided by the Government of Chile at www.energiabierta.cl are used. The greenhouse gases included in the calculation are as follows: Carbon dioxide (CO2), Methane (CH4), and Nitrous oxide (N2O). In 2021, significant investments were made in the steam generation system to achieve greater fuel consumption efficiency and reduce emission levels. For this reason, the 2021-2025 sustainability strategy established 2020 as the base year for this material topic. The increase in fugitive emissions in 2025 is related to higher refrigerant consumption. At Golden Omega, there are no Scope 1 or 3 biogenic CO2 emissions. Golden Omega does not purchase, produce, or emit ozone-depleting substances.** Since 2020, the company has maintained a contract with Colbún S.A. for the supply of emission-free renewable energy, which is certified by the National Electric Coordinator of the State of Chile's Renewable Energy Registry (RENOVA). Scope 2 emissions under a location-based approach began to be measured in 2023, which then became the base year for this indicator.

** Since 2020, the company has maintained a contract with Colbún S.A. for the supply of emission-free renewable energy, which is certified by the National Electric Coordinator of the State of Chile's Renewable Energy Registry (RENOVA). Scope 2 emissions under a location-based approach began to be measured in 2023, which then became the base year for this indicator.

*** The intensity ratio covers Scope 1 GHG emissions, with the exception of fugitive emissions, in order to allow for comparison with the 2020 base year.

**** Omega-3 concentrates and others fatty acids.

***** Calculated based on Scope 1 emissions and using the emission factors from the Methodological Guide for the Estimation of Atmospheric Emissions from Fixed and Mobile Sources in the Pollutant Release and Transfer Register (PRTR) of the Chilean Ministry of the Environment, Table 2-2..

Global Warming Potential (GWP) of Greenhouse Gases (Relative to CO2)	
Greenhouse Gas	Global Warming Potential
Carbon Dioxide (CO ₂)	1
Methane (CH ₄)	25
Nitrous Oxide (N ₂ O)	298
Hydrofluorocarbons (HFCs)	124 – 14,800
Perfluorocarbons (PFCs)	7,390 – 12,200
Sulfur Hexafluoride (SF ₆)	22,800



4.2.3

Waste Management

GRI 306-1, 306-2, 306-3, 306-4, 306-5

GRI 306-3	2021	2022	2023	2024	2025
Waste Generated (tons)					
Hazardous Waste					
Ethanol suitable for sale or reprocessing	80.03	129.87	97.69	82.97	93.28
Water and hydrocarbon mixtures or emulsions	14.98	10.81	3.13	2.07	4.17
Filters containing fish oils	30.60	48.03	25.65	27.88	36.43
Containers and packaging that held hazardous substances	7.88	11.77	25.13	17.86	30.24
Unidentified residual chemical substances	2.60		3.50	5.38	5.17
Other	0.75	6.37	1.35	2.90	0.92
Total hazardous waste	136.84	206.85	156.45	139.05	170.21
Non-Hazardous Waste					
Fatty acids suitable for sale or reprocessing	942.00	1,068.94	1,186.73	1,105.13	867.74
Fatty acids not suitable for sale or reprocessing	974.59	629.04	253.08	90.53	
Spent bleaching earth	395.06	528.29	493.21	491.52	420.73
Glycerin not suitable for sale or reprocessing	394.93	103.71	238.80	27.51	
Industrial waste*	31.68	40.25	53.94	68.50	96.75
Total non-hazardous waste	2,738.26	2,370.23	2,225.76	1,783.19	1,385.22
Total waste generated	2,875.10	2,577.08	2,382.21	1,922.24	1,555.43

GRI 306-4	2021	2022	2023	2024	2025
Waste Diverted from Disposal (tons)**					
Hazardous Waste					
Ethanol suitable for sale or reprocessing	80.03	129.87	97.69	82.97	93.28
Total hazardous waste diverted from disposal	80.03	129.87	97.69	82.97	93.28
Non-Hazardous Waste					
Fatty acids suitable for sale or reprocessing	942.00	1,068.94	1,186.73	1,105.13	867.74
Waste sent to recycling (plastics, cans, paper & cardboard, wood)	2.62	3.11	6.73	7.92	10.65
Metals sold	-	-	-	-	29.84
Total non-hazardous waste diverted from disposal	944.62	1,072.05	1,193.46	1,113.05	908.23
Total waste diverted from disposal	1,024.65	1,201.92	1,291.15	1,196.02	1,001.51

* Each waste stream is weighed at the plant prior to shipment, except for industrial waste, whose tonnage is estimated based on transported load volume.

** Waste diverted from disposal is recovered and valorized within Golden Omega’s facilities, except for waste sent to recycling, which is processed by third parties.

*** Hazardous waste destined for disposal (77 tons in 2025) is handed over to Gestión de Residuos Industriales Ltda. for disposal in secure landfills in accordance with current Chilean regulations. To date, we do not have information from the waste manager regarding the proportion of this waste subjected to incineration versus direct confinement, nor the proportion, if applicable, corresponding to incineration with energy recovery.

GRI 306-5	2021	2022	2023	2024	2025
Waste Directed to Disposal (tons)***					
Hazardous Waste					
Water and hydrocarbon mixtures or emulsions	14.98	10.81	3.13	2.07	4.17
Filters containing fish oils	30.60	48.03	25.65	27.88	36.43
Containers and packaging that held hazardous substances	7.88	11.77	25.13	17.86	30.24
Unidentified residual chemical substances	2.60		3.50	5.38	5.17
Other	0.75	6.37	1.35	2.90	0.92
Total hazardous waste directed to disposal	56.81	76.98	58.76	56.08	76.93
Non-Hazardous Waste					
Fatty acids not suitable for sale or reprocessing	974.59	629.04	253.08	90.53	-
Spent bleaching earth	395.06	528.29	493.21	491.52	420.73
Glycerin not suitable for sale or reprocessing	394.93	103.71	238.80	27.51	-
Industrial waste*	29.06	37.14	47.21	60.58	56.26
Total non-hazardous waste directed to disposal	1,793.64	1,298.19	1,032.30	670.14	476.99
Total waste directed to disposal	1,850.45	1,375.17	1,091.06	726.22	553.92



4.2.4

Employee Well-being

GRI 2-7, 401-1, 401-2, 401-3, 404-1

Headcount by job category, gender, and work location

	Total			Arica			Santiago			Abroad		
Job Category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Management	9	1	10	1	-	1	7	-	7	1	1	2
Management	10	-	10	3	-	3	7	-	7	-	-	-
Supervisors	13	7	20	13	7	20	-	-	-	-	-	-
Other Professionals	12	13	25	12	11	23	-	2	2	-	-	-
Other Technicians	33	5	38	32	5	37	1	-	1	-	-	-
Operators	54	-	54	54	-	54	-	-	-	-	-	-
Sales Force	1	1	2	-	-	-	-	-	-	1	1	2
Administrative	13	13	26	11	9	20	2	2	4	-	2	2
Support Staff	8	5	13	8	5	13	-	-	-	-	-	-
Total	153	45	198	134	37	171	17	4	21	2	4	6



Headcount by nationality, job category, and gender

Men	CL	VEN	USA	COL	BOL	PER	ARG	NOR	Total
Senior Management	7	-	1	1	-	-	-	-	9
Management	10	-	-	-	-	-	-	-	10
Supervisors	13	-	-	-	-	-	-	-	13
Other Professionals	12	-	-	-	-	-	-	-	12
Other Technicians	26	4	-	-	2	-	1	-	33
Operators	43	7	-	2	1	1	-	-	54
Sales Force	-	-	1	-	-	-	-	-	1
Administrative	11	1	-	-	-	1	-	-	13
Support Staff	7	1	-	-	-	-	-	-	8
Total	129	13	2	3	3	2	1	-	153

Women	CL	VEN	USA	COL	BOL	PER	ARG	NOR	Total
Senior Management	-	-	-	-	-	-	-	1	1
Management	-	-	-	-	-	-	-	-	-
Supervisors	6	-	-	1	-	-	-	-	7
Other Professionals	13	-	-	-	-	-	-	-	13
Other Technicians	5	-	-	-	-	-	-	-	5
Operators	-	-	-	-	-	-	-	-	-
Sales Force	-	-	1	-	-	-	-	-	1
Administrative	8	3	2	-	-	-	-	-	13
Support Staff	4	1	-	-	-	-	-	-	5
Total	36	4	3	1	-	-	-	1	45

Total	CL	VEN	USA	COL	BOL	PER	ARG	NOR	Total
TOTAL	7	-	1	1	-	-	-	1	10
Senior Management	10	-	-	-	-	-	-	-	10
Management	19	-	-	1	-	-	-	-	20
Supervisors	25	-	-	-	-	-	-	-	25
Other Professionals	31	4	-	-	2	-	1	-	38
Other Technicians	43	7	-	2	1	1	-	-	54
Operators	-	-	2	-	-	-	-	-	2
Sales Force	19	4	2	-	-	1	-	-	26
Administrative	11	2	-	-	-	-	-	-	13
Support Staff	165	17	5	4	3	2	1	1	198



Headcount by age range, job category, and gender

Men	Under 30	30–40	41–50	51–60	61–70	Over 70	Total
Senior Management	-	-	4	4	1	-	9
Management	-	3	3	1	2	1	10
Supervisors	1	8	2	-	2	-	13
Other Professionals	7	4	-	1	-	-	12
Other Technicians	16	8	4	4	1	-	33
Operators	19	18	11	5	1	-	54
Sales Force	-	1	-	-	-	-	1
Administrative	3	5	1	2	2	-	13
Support Staff	5	-	1	1	1	-	8
Total	51	47	26	18	10	1	153

Women	Under 30	30–40	41–50	51–60	61–70	Over 70	Total
Senior Management	-	-	1	-	-	-	1
Management	-	-	-	-	-	-	-
Supervisors	-	2	5	-	-	-	7
Other Professionals	6	5	2	-	-	-	13
Other Technicians	-	3	2	-	-	-	5
Operators	-	-	-	-	-	-	-
Sales Force	-	-	1	-	-	-	1
Administrative	1	5	4	2	1	-	13
Support Staff	-	1	1	2	1	-	5
Total	7	16	16	4	2	-	45

Total	Under 30	30–40	41–50	51–60	61–70	Over 70	Total
Senior Management	-	-	5	4	1	-	10
Management	-	3	3	1	2	1	10
Supervisors	1	10	7	-	2	-	20
Other Professionals	19	18	11	5	1	-	54
Other Technicians	-	1	1	-	-	-	2
Operators	4	10	5	4	3	-	26
Sales Force	5	1	2	3	2	-	13
Administrative	13	9	2	1	-	-	25
Support Staff	16	11	6	4	1	-	38
Total	58	63	42	22	12	1	198



Headcount by length of service, job category, and gender (based on employee tenure within the company)

Men	Under 3 Years	3–6 Years	Over 6 and Under 9 Years	9–12 Years	Over 12 Years	Total
Senior Management	-	1	-	5	3	9
Management	4	-	1	2	3	10
Supervisors	-	3	2	2	6	13
Other Professionals	10	-	-	1	1	12
Other Technicians	24	6	1	2	-	33
Operators	35	6	5	3	5	54
Sales Force	1	-	-	-	-	1
Administrative	6	4	2	1	-	13
Support Staff	6	-	0	1	1	8
Total	86	20	11	17	19	153

Women	Under 3 Years	3–6 Years	Over 6 and Under 9 Years	9–12 Years	Over 12 Years	Total
Senior Management	-	-	1	-	-	1
Management	-	-	-	-	-	-
Supervisors	2	2	1	-	2	7
Other Professionals	11	1	-	1	-	13
Other Technicians	1	2	-	1	1	5
Operators	-	-	-	-	-	-
Sales Force	-	-	1	-	-	1
Administrative	9	-	3	-	1	13
Support Staff	3	-	1	1	-	5
Total	26	5	7	3	4	45

Total	Under 3 Years	3–6 Years	Over 6 and Under 9 Years	9–12 Years	Over 12 Years	Total
Senior Management	-	1	1	5	3	10
Management	4	-	1	2	3	10
Supervisors	2	5	3	2	8	20
Other Professionals	21	1	-	2	1	25
Other Technicians	25	8	1	3	1	38
Operators	35	6	5	3	5	54
Sales Force	1	-	1	-	-	2
Administrative	15	4	5	1	1	26
Support Staff	9	-	1	2	1	13
Total	112	25	18	20	23	198



Number of Employees with Disabilities

	Men	Women	Total
Senior Management	-	-	-
Management	-	-	-
Supervisors	-	-	-
Other Professionals	-	-	-
Other Technicians	-	-	-
Operators	1	-	1
Sales Force	-	-	-
Administrative	-	-	-
Support Staff	-	1	1
Total	1	1	2

Employment Type

	Men	Women	Total
Employees with indefinite-term contracts	137	41	178
Employees with fixed-term contracts	16	4	20
Employees under project-based contracts	-	-	-
Independent service providers (fee-based)	-	-	-
Total	153	45	198

Work Arrangements

	Men	Women	Total
Employees with standard working hours*	153	45	198
Employees working part-time	-	-	-
Employees under work adaptability agreements for workers with family responsibilities	-	-	-
Total	153	45	198

* Workweek exceeding 30 hours.

Work Adaptability - Remote Work

	Men	Women	Total
Employees participating in remote work or work adaptability agreements*.	14	4	18

* Agreements that allow employees to request adjustments to their working hours.



Breakdown of female workforce representation

	Women	Men	%
Proportion of women in the total workforce (as a percentage of total employees)	45	153	23%
Proportion of women in all leadership positions, including supervisory, management, and senior management roles (as a percentage of total leadership positions)	8	32	20%
Proportion of women in supervisory roles (first-level management) as a percentage of total junior management positions	7	13	35%
Proportion of women in senior executive roles (up to two levels below the CEO or equivalent) as a percentage of total senior executive positions	-	-	-
Proportion of women in revenue-generating management roles (e.g., sales) as a percentage of total managers in those roles (excluding support functions such as Human Resources, IT, Legal, etc.)	8	12	40%
Proportion of women in STEM-related roles (Science, Technology, Engineering, and Mathematics) as a percentage of total STEM positions	11	45	20%

Gender Pay Gap 2025*

GRI 405-2	Mean	Median
Senior Management	86%	84%
Management	-	-
Supervisors	104%	90%
Other Professionals	87%	108%
Other Technicians	102%	78%
Operators	-	-
Sales Force	100%	100%
Administrative	121%	87%
Support Staff	117%	124%
Total	109%	116%

* Calculated as the percentage that women's gross salary represents relative to men's gross salary.

Ratio of lowest gross salary to local minimum wage

	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Lowest gross salary **	\$488,806	\$488,806	\$499,120	\$488,806	\$500,000	\$500,000	\$555,450	\$544,540
Minimum wage	\$400,000	\$400,000	\$460,000	\$460,000	\$500,000	\$500,000	\$529,000	\$529,000
Ratio	1,22	1,22	1,09	1,06	1,00	1,00	1,05	1,05
Statutory profit-sharing bonus	\$158,333	\$158,333	\$182,083	\$182,083	\$197,917	\$197,917	\$209,396	\$209,396
Adjusted ratio	1.62	1.62	1.48	1.46	1.40	1.40	1.45	1.45

** Includes base salary only, excluding statutory profit-sharing bonus, overtime, incentives, allowances, and other compensation components. Values in Chilean pesos.



Employee Benefits

GRI 401-2

Category	Allowances and Benefits	Description	Indefinite-Term	Fixed-Term
Birth	Paid parental leave	Entitlement to 5 days of paid leave upon the birth of a child. The leave may be taken continuously from the date of birth (excluding weekly rest days) or distributed within the first month following the birth.		
	Newborn kit	Provision of a newborn care package including essential clothing items for the baby.		
	Childcare benefit (daycare)	Direct payment of daycare expenses to the childcare center for employees with children up to two years of age.		
	Childcare compensatory allowance	Non-taxable monetary compensation granted when, due to medical reasons certified by a physician, the employee cannot enroll their child in daycare		
	Nursing leave	Entitlement for female employees to breastfeed their children up to two years of age during the workday, consisting of one paid hour per day, excluding commuting time.		
Education Support	Preschool, primary, secondary and university education allowance	Financial support provided to employees to assist with their own educational expenses or those of their children.		
Annual Outing & Vacation	Annual team outing contribution	Financial contribution per employee to support the organization of a team-building outing with their work team.		
	Vacation bonus	Monetary benefit granted to employees in connection with their statutory annual leave.		
National Holidays (Independence Day)	Independence Day bonus	Monetary benefit granted in celebration of the national Independence Day holiday		
	Independence Day food package	Food basket provided to employees and their families in celebration of Independence Day.		
Christmas	Christmas bonus	Monetary benefit granted in celebration of Christmas.		
	Christmas food package	Food basket provided to employees and their families in celebration of Christmas.		

Category	Allowances and Benefits	w	Indefinite-Term	Fixed-Term
Agreements & Partnerships	Supplemental health, dental, catastrophic and life insurance	Supplemental insurance policy for employees and their family members, co-financed by the Company and the employee.		
	Oncology care	Preferential rates for employees and their family members for comprehensive cancer treatment at partner clinics.		
	Clinical care	Preferential rates and priority emergency care access for employees and their family members at partner clinics.		
	Medical and dental care	Preferential rates and priority care access for employees and their family members at partner clinics.		
	Mental health care	Free psychological counseling services available to employees and their family members.		
	Physical therapy services	Preferential rates for employees and their family members for physical therapy, sports rehabilitation, and related treatments.		
	Banking agreements	Access to checking accounts, consumer loans, and mortgage loans at preferential rates.		
	Gym memberships	Preferential pricing and plans for employees.		
	Compensation Fund membership	Access to a range of benefits and agreements offered through a Compensation Fund, available to affiliated employees and their recognized dependents.		
	Omega-3 supplementation program	Cardiovascular risk assessments and free Omega-3 supplementation for employees.		
Transportation	Influenza vaccination campaigns	Free influenza vaccination for employees.		
	Shuttle transportation service	Company-provided shuttle buses for employee transportation to and from work shifts.		
	Meal service	On-site cafeteria providing meal services.		
Food Services	Meal service	On-site cafeteria providing meal services.		
	Sale of nutritional supplements and food products	Preferential pricing on Nutrisco and Newscience products for employees.		
Other Benefits	Financial education and salary advance program	Financial education courses and permanent access to salary advances proportional to days worked, processed immediately and automatically.		



Unionization

GRI 407-1

	Women	Men	%
Number of unionized employees	22	78	51%
Number of unions	1		

* The collective bargaining agreement with the Golden Omega Workers’ Union is in effect from January 1st, 2024 to December 31st, 2026.

Number of employees who took parental leave

GRI 401-3

	Men	Women	Total
Senior Management	-	-	-
Management	-	-	-
Supervisors	-	-	-
Other Professionals	-	1	1
Other Technicians	-	-	-
Operators	-	-	-
Sales Force	-	-	-
Administrative	-	-	-
Support Staff	-	-	-
Total	-	1	1

Average of days used during the year, legal and non-legal

GRI 405-2

	Men	Women	Total
Senior Management	-	-	-
Management	-	-	-
Supervisors	-	-	-
Other Professionals	-	150	150
Other Technicians	-	-	-
Operators	-	-	-
Sales Force	-	-	-
Administrative	-	-	-
Support Staff	-	-	-
Total	-	150	150



Average training hours per employee per year*

GRI 401-1	Men	Women	Total
Senior Management	14.3		12.9
Management	13.3	-	13.3
Supervisors	21.6	20.9	21.4
Other Professionals	33.9	31.6	32.7
Other Technicians	41.4	45.0	41.9
Operators	23.6	-	23.6
Sales Force		-	
Administrative	42.3	24.0	33.2
Support Staff	43.3	61.0	50.1
Total	29.3	31.1	

Total training hours*

GRI 401-1	Men	Women	Total
Senior Management	129	-	129
Management	133	-	133
Supervisors	281	146	427
Other Professionals	407	411	818
Other Technicians	1,366	225	1,591
Operators	1,272	-	1,272
Sales Force			
Administrative	550	312	862
Support Staff	346	305	651
Total	4,484	1,399	5,883

* Data based on active employees as of 12/31/2025.

Hiring

GRI 401-1	Men	Women	Total
Number of new hires	81	14	95
Hiring rate*	53%	31%	48%

*Number of new hires / total workforce.

Internal Mobility

GRI 404-3	Men	Women	Total
Positions filled internally (promotion or lateral move)	19	10	29
Internal mobility rate*	19%	42%	23%

*Positions filled internally / (positions filled internally + number of new hires)

Terminations

	Men	Women	Total
Total number of terminations (voluntary and involuntary) *	76	10	86
Turnover rate**	50%	22%	43%

Number of employees who resigned, took early retirement (voluntary), or passed away	18	2	20
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*The main reasons for employment termination were company needs (primarily associated with changes in job profiles) and voluntary resignations, mainly related to job changes.

** Total terminations / total workforce.



Turnover Index

GRI 401-1, 404-3

	Men	Women	Total
Workforce at beginning of year	148	41	189
New hires	81	14	95
Terminations	76	10	86
Workforce at year-end	153	45	198
Turnover rate*	50%	23%	44%
Net turnover rate**	3%	9%	5%

*Terminations / ((beginning workforce + ending workforce) / 2).

** (New hires - terminations) / ((beginning workforce + ending workforce) / 2).



4.2.5

Occupational Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10

Structure

The support structure for occupational health and safety management consists of:

- An external administrator that provides training and advisory services. During 2025, the Chilean Safety Association (ACHS) performed this role.
- A certified risk prevention engineer who provides training, conducts inspections, and ensures worker safety, serving as the official channel for reporting any hazardous situation.
- A Joint Health and Safety Committee composed of three employee representatives and three Company-appointed representatives. Its responsibilities include: Investigating the causes of workplace accidents and occupational illnesses occurring within the Company; Recommending the adoption of all necessary health and safety measures to prevent occupational risks and monitoring compliance with such measures; Advising and instructing employees on the proper use of personal protective equipment ; Promoting professional training courses for employees in occupational health and safety matters.

Training

All employees who join Golden Omega receive:

- Basic instruction on occupational risk prevention from their direct supervisor.
- Comprehensive information regarding the materials, products and substances used in production processes or in their work, including identification, permissible exposure limits, associated health hazards, and the control and preventive measures required to mitigate such risks.
- Information regarding accidents or occupational diseases present within the production processes, highlighting the preventive measures that must be strictly followed to maintain control over situations that could generate workplace accidents or occupational illnesses. This information, like the aforementioned, is provided by both the Joint Health and Safety Committee and the expert Risk Prevention engineer.

Number of workplace accidents

GRI 403-9

	2021	2022	2023	2024	2025
Workforce considered for health and safety indicators	134	146	169	188	192
Number of hours worked	278,372	298,075	364,468	384,027	387,563
Number of days lost due to workplace accidents	0	0	41	177	136
Total number of workplace accidents (with and without lost time)	5	15	12	22	27
Number of lost-time workplace accidents	0	0	4	6	7
Number of high-consequence workplace accidents	0	0	0	0	0
Number of recordable occupational illnesses and diseases	17 (COVID)	38 (COVID)	0	0	0
Accident frequency rate*	0,0%	0,0%	2,4%	3,2%	3,6%
Incident rate**	3,7%	10,3%	7,1%	11,7%	14,1%

* Number of lost-time workplace accidents / workforce.

** Total number of workplace accidents (with and without lost time) / workforce.

*** Detailed information related to third-party contracted workers is not reported for 2025. However, all contractors are required to comply with Chilean Law 16,744 on Workplace Accidents and Occupational Diseases.



Occupational Health and Safety Training

GRI 403-5, 410-1

Course	Area
Risk prevention orientation	Members of the Joint Health and Safety Committee
Accident investigation	Members of the Joint Health and Safety Committee
Working at heights, ladders, and rooftops	Production, Maintenance, General Services, Quality Control, Materials Warehouse
Fire extinguisher handling (in-person with the local Fire Department and online via ACHS platform)	Administration, Quality Assurance, Materials Warehouse, Finished Goods Warehouse, Management, Maintenance, Occupational Health & Safety, Planning, Pilot Plant, General Services, Production
Handling of hazardous chemical substances	Materials Warehouse, Finished Goods Warehouse, Quality Control, Maintenance, Production, General Services
Manual material handling	Boiler operations, Quality Control, Production, General Services
Health and safety measures for remote work	Administration, Management, Planning, and employees working remotely
Prevention of upper limb musculoskeletal disorders (TMERT)	Formulation and Packaging, General Services
Safe work in confined spaces	Maintenance, General Services
Preventive measures for UV radiation exposure	Employees identified as exposed to UV radiation across various areas
Implementation Committee training	Members of the Implementation Committee
Dekra training	Area Managers
Hazard identification and risk assessment in the workplace	New members of the Joint Health and Safety Committee



4.3

Policies and Procedures

GRI 2-23, 206-1

The policies and guidelines that define Golden Omega's Corporate Governance framework are described in the following documents, which are available on the Company's website:

Sustainability Policy

[Download](#)

Risk Management Policy

[Download](#)

Community Contribution Policy

[Download](#)

Supply Chain Security Policy

[Download](#)

Human Rights Policy

[Download](#)

Information Security Policy

[Download](#)

Code of Ethics

[Download](#)

Internal Regulations on Order, Hygiene and Safety

[Download](#)

Compliance Management Policy

[Download](#)

Crime Prevention Policy

[Download](#)

Conflict of Interest Policy

[Download](#)

Free Competition Policy

[Download](#)

Diversity and Inclusion Policy

[Download](#)

Public Officials Engagement Policy

[Download](#)

Crime Prevention Procedure

[Download](#)

Whistleblowing Channel Procedure

[Download](#)



4.4

GRI Content Index

4.4.1

General Disclosures

Established in 1997, GRI is an independent international organization that helps businesses and other organizations take responsibility for their impacts by providing a common global language to communicate them. Today, more than 10,000 organizations worldwide use the GRI Standards for their sustainability reporting. GRI's Secretariat is headquartered in Amsterdam, the Netherlands, and is supported by a network of seven regional hubs that provide strategic support to organizations and stakeholders around the world.

Standard	Disclosure	Reference to chapter in this report / comments	Page
GRI 2 General Disclosures (2021)	2-1 Organizational details	2.1 Company identification	12
		2.6 Organizational structure and governance	21
	2-2 Entities included in the sustainability reporting	1.4 About this Sustainability Report	8
	2-3 Reporting period, frequency and contact point	1.4 About this Sustainability Report	8
	2-4 Restatements of information	Comment: No restatements of information presented in the 2024 Sustainability Report are included in the current report.	N/A
	2-5 External assurance	1.4 About this Sustainability Report	8
	2-6 Activities, value chain, and other business relationships	2.2 Company Overview	12
		3.5.2.4 Value creation model	14
	2-7 Employees	3.5.2.2 Employee well-being	47
		Comment: Data is presented as of the end of the reporting period.	
	2-8 Workers who are not employees	3.5.2.4 Contractor management	53
		Comment: The number of non-employee workers is not reported for 2025. Contractor personnel must comply with all applicable workplace health and safety regulations, codes, and obligations.	
	2-9 Governance structure and composition	2.6.3 Board of Directors	22
		2.6.5 Committees	24
	2-10 Nomination and selection of the highest governance body	2.6.3 Board of Directors	22
		2.6.5 Committees	24
	2-11 Chair of the highest governance body	2.6.3 Board of Directors	22
	2-12 Role of the highest governance body in overseeing impact management	2.6.4 Management	24
		Comment: The Board delegates to the Managing Director oversight of the organization's due diligence and other processes to identify and address impacts on the economy, environment, and people.	
		2.6.5 Committees	24
	2-13 Delegation of responsibility for impact management	2.6.4 Management	23
	2-14 Role of the highest governance body in sustainability reporting	1.4 About this Sustainability Report	8
	2-15 Conflicts of interest	3.5.4.1 Compliance management	58
		Comment: During 2025, stakeholders were not formally informed of any potential conflicts of interest under the requirements of this Standard.	
	2-16 Communication of critical concerns	3.5.4.1 Compliance management	58
		Comment: Critical concerns are communicated through the Whistleblowing Channel and handled by the Crime Prevention Officer, who may escalate the case to the Ethics Committee if appropriate. The Crime Prevention Officer reports semi-annually to the Board on submitted complaints.	
	2-17 Collective knowledge of the highest governance body	2.6.3 Board of Directors	22



Standard	Disclosure	Reference to chapter in this report / comments	Page
GRI 2 General Disclosures (2021)	2-18 Evaluation of the performance of the highest governance body	Comment: The Golden Omega Board of Directors has not deemed it necessary at this time to conduct performance evaluations, as all members meet the suitability criteria required for the effective performance of their duties and decision-making.	N/A
	2-19 Remuneration policies	Comment: At the Annual Shareholders' Meeting held on April 17th, 2025, it was resolved not to grant compensation to members of the Board. Therefore, no Board remuneration policy has been established. The Chair of the Board and the Managing Director determine compensation, severance payments, and incentives for senior management (fixed and variable compensation).	N/A
	2-20 Process to determine remuneration	Comment: The Chair of the Board and the Managing Director determine compensation, severance payments, and incentives for senior management. Compensation for other employees is determined by Management.	N/A
	2-21 Annual total compensation ratio	Not reported for the 2025 reporting period.	N/A
	2-22 Statement on sustainable development strategy	3.1 Sustainability Strategy	28
		3.2 Sustainability Principles	29
		3.5 Material topics and progress of our sustainability strategy	32
		3.5.4.1 Compliance management	58
		3.5.4.1 Compliance management – Human rights	63
	2-23 Policy commitments	4.3 Policies and Procedures	90
		3.5 Material topics and progress of our sustainability strategy	32
		3.5.4.1 Compliance management	58
	2-24 Embedding policy commitments	3.5.4.1 Compliance management – Human rights	63
		3.5 Material topics and progress of our sustainability strategy	32
	2-25 Processes to remediate negative impacts	3.5.4.1 Compliance management	58
		Comment: The Company has a Whistleblowing Channel available on its website and maintains ongoing communication with relevant stakeholders.	
	2-26 Mechanisms for seeking advice and raising concerns	3.5.4.1 Compliance management	58
	2-27 Compliance with laws and regulations	Comment: During the reporting period, there were no significant cases of non-compliance with laws and regulations. The Labor Directorate and the Internal Revenue Service totaling CLP 10,950,831 issued fines.	N/A
	2-28 Membership associations	2.8 Industry collaboration	25
	2-29 Approach to stakeholder engagement	3.4 Engagement with our stakeholders	31
		3.5 Material topics and progress of our sustainability strategy	32



4.4.2

Material Topics

Estándar	Contenidos	Referencia a Capítulo de este Informe / Comentarios	Page
GRI 3 Material Topics (2021)	3-1 Process to determine material topics	1.5 About the Materiality Process	9
	3-2 List of material topics	3.4 Engagement with our stakeholders	31
		3.5 Material topics and progress of our sustainability strategy	32
	3-3 Management of material topics	3.5 Material topics and progress of our sustainability strategy	32



4.4.3

Economic-Specific Disclosures

Standard	Related material topic	Disclosure	Reference to chapter in this report / comments	Page
GRI 201 Economic Performance 2016	Shared value creation with the community	201-1 Direct economic value generated and distributed	Comment: Not reported for the 2025 reporting period.	N/A
		201-4 Financial assistance received from government	Comment: Golden Omega received a total of CLP 100,205,731 under “Chilean Law No. 19,853, which grants employment incentives in Regions I, XV, XI, XII, and the provinces of Chiloé and Palena,” applicable to the 2025 period.	N/A
GRI 202 Market Presence 2016	Shared value creation with the community	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	4.2.4 Sustainability Metrics and Indicators – Employee Well-being	78
		202-2 Proportion of senior management hired from the local community	Comment: Six senior management and management executives reside in the city of Arica, Chile, representing 30% of senior executives.	N/A
GRI 203 Indirect Economic Impacts 2016	Shared value creation with the community	203-1 Infrastructure investments and services supported	3.5.3 Value creation in the community	54
		203-2 Significant indirect economic impacts	Comment: The Company does not currently measure indirect economic impacts generated.	N/A
GRI 204 Procurement Practices 2016	Supplier Management	204-1 Proportion of spending on local suppliers	3.5.3 Value Creation in the Community Comment: 56% of the total amount paid for contractor services corresponds to companies based in Arica, Chile.	54
GRI 205 Anti-corruption 2016	Compliance management	205-1 Operations assessed for risks related to corruption	3.5.4.1 Compliance Management – Crime Prevention Model (MPD) / Anti-corruption Comment: In 2025, we began implementing a Compliance Management System based on ISO 37301. In addition, mandatory Human Rights and Crime Prevention Model (Law 20,393) training was incorporated into contractor onboarding.	60
		205-2 Communication and training on anti-corruption policies and procedures	3.5.4.1 Compliance Management – Crime Prevention Model (MPD) / Anti-corruption Comment: During 2025, the Company conducted communications and training sessions for employees on key aspects of the MPD and Law No. 20,393. Awareness of the Whistleblowing Channel available on the Company's website was reinforced through mass email communication to employees and suppliers.	60
		205-3 Confirmed incidents of corruption and actions taken	Comment: No incidents of corruption were reported during the 2025 reporting period.	N/A
GRI 206 Anti-competitive Behavior 2016	Compliance management	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.5.4.3 Customer Management – Free Competition	65
			4.3. Policies and Procedures	90
GRI 207 Tax 2019	Compliance management	207-1 Approach to tax	Comment: Golden Omega S.A. does not have a formal tax policy approved by the Board of Directors. The Company has subsidiaries in the United States and Norway and complies with the tax regulations of each jurisdiction. Intercompany transactions are conducted at market value, in strict compliance with local regulations.	N/A
		207-2 Tax governance, control, and risk management	Comment: The Administration, Finance and Sustainability Management is responsible for implementing the tax strategy. The Company's tax matters are reviewed by an external tax advisor and through the annual external audit process, which includes tax review of Golden Omega S.A.	N/A



4.4.4

Specific Environmental Content

Standard	Related material topic	Disclosure	Reference to chapter in this report / comments	Page
GRI 301 Materials 2016	Materials management	301-1 Materials used by weight or volume	Comment: Not reported for the 2025 reporting period. The main materials used are fish oil, ethanol, sulfuric acid, sodium ethoxide, bleaching earth, caustic soda, glycerin, citric acid, and enzymes. The primary material, fish oil, is derived from a renewable resource.	N/A
		301-2 Recycled input materials used	Comment: 99% efficiency in the use of crude fish oil.	N/A
		301-3 Reclaimed products and their packaging materials	Comment: The total weight of product packaging sold during 2025 amounted to 179 tons, primarily consisting of steel drums, wooden pallets, and bins, all of which are recyclable. Estimated recycling rate is below 2%.	N/A
GRI 302 Energy 2016	Energy and emissions management	302-1 Energy consumption within the organization	3.5.1.2 Energy and emissions management	37
			4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
		302-2 Energy consumption outside the organization	Comment: No energy consumption outside the organization is reported for 2025.	N/A
		302-3 Energy intensity	3.5.1.2 Energy and emissions management	37
			4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
		302-4 Reduction of energy consumption	3.5.1.2 Energy and emissions management Comment: No reductions in energy consumption from new efficiency initiatives were reported during 2025. The baseline year remains 2020.	37
			4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
GRI 303 Water and Effluents 2018	Water resource and effluent management	302-5 Reductions in energy requirements of products and services	Comment: The Company's products do not require energy for use or consumption.	N/A
		303-1 Interactions with water as a shared resource	3.5.1.1 Water resource and effluent management	34
			4.2.1 Sustainability metrics and indicators – Water resource and effluent management	72
		303-2 Management of water discharge-related impacts	3.5.1.1 Water resource and effluent management	34
			4.2.1 Sustainability metrics and indicators – Water resource and effluent management	72
		303-3 Water withdrawal	3.5.1.1 Water resource and effluent management	34
			4.2.1 Sustainability metrics and indicators – Water resource and effluent management	72
		303-4 Water discharge	3.5.1.1 Water resource and effluent management	34
			4.2.1 Sustainability metrics and indicators – Water resource and effluent management Comment: The Company reported no incidents of non-compliance with discharge limits during the reporting period.	72
		303-5 Water consumption	3.5.1.1 Water resource and effluent management	34
			4.2.1 Sustainability metrics and indicators – Water resource and effluent management	72



GRI 305 Emissions 2016	Energy and emissions management	305-1 Direct GHG emissions (Scope 1)	3.5.1.2 Energy and emissions management 4.2.2 Sustainability metrics and indicators – Energy and emissions management	37 75
		305-2 Energy indirect GHG emissions (Scope 2)	3.5.1.2 Energy and emissions management 4.2.2 Sustainability metrics and indicators – Energy and emissions management	37 75
		305-3 Other indirect GHG emissions (Scope 3)	3.5.1.2 Energy and emissions management 4.2.2 Sustainability metrics and indicators – Energy and emissions management	37
		305-4 GHG emissions intensity	3.5.1.2 Energy and emissions management 4.2.2 Sustainability metrics and indicators – Energy and emissions management	37 75
		305-5 Reduction of GHG emissions	3.5.1.2 Energy and emissions management Comment: No reductions in GHG emissions from new efficiency initiatives were reported during 2025. The baseline year remains 2020.	37
			4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
		305-6 Emissions of ozone-depleting substances	Comment: Golden Omega does not purchase, produce, or emit ozone-depleting substances.	N/A
		305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.5.1.2 Energy and emissions management 4.2.2 Sustainability metrics and indicators – Energy and emissions management	37 75
GRI 306 Waste 2020	Waste management	306-1 Waste generation and significant waste-related impacts	3.5.1.3 Waste management Comment: Hazardous waste has significant environmental impact and is therefore sent to secure disposal facilities. Spent bleaching earth has a significant impact due to the volume generated and is sent to landfill.	41
			4.2.3 Sustainability metrics and indicators – Waste management	77
		306-2 Management of significant waste-related impacts	3.5.1.3 Waste management Comment: Transportation, final disposal, and recycling of waste are services provided by third parties.	41
			4.2.3 Sustainability metrics and indicators – Waste management	77
		306-3 Waste generated	3.5.1.3 Waste management 4.2.3 Sustainability metrics and indicators – Waste management	41 77
		306-4 Waste diverted from disposal	3.5.1.3 Waste management 4.2.3 Sustainability metrics and indicators – Waste management	41 77
GRI 308 Supplier Environmental Assessment 2016	Supplier management	308-1 New suppliers screened using environmental criteria	2.4.1.1 Responsible sourcing Comment: Only crude fish oil suppliers holding certifications that verify responsible fishing practices are selected.	15
		308-2 Negative environmental impacts in the supply chain and actions taken	Comment: Not reported for the 2025 reporting period.	N/A



4.4.5

Contenidos específicos sociales

Standard	Related material topic	Disclosure	Reference to chapter in this report / comments	Page
GRI 401 Employment 2016	Employee well-being	401-1 New employee hires and employee turnover	4.2.4 Sustainability metrics and indicators – Employee well-being	78
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2.4 Sustainability metrics and indicators – Employee well-being	78
		401-3 Parental leave	4.2.4 Sustainability metrics and indicators – Employee well-being	78
GRI 402 Labor/Management Relations 2016	Labor-management relations	402-Minimum notice periods regarding operational changes.	4.2.4 Sustainability metrics and indicators – Employee well-being Comment: Notice periods provided to employees and their representatives are those established under Chilean law.	78
GRI 403 Occupational Health and Safety 2018	Occupational health and safety	403-1 Occupational health and safety management system	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-2 Hazard identification, risk assessment, and incident investigation	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-3 Occupational health services	3.5.2.1 Occupational health and safety	45 88
		403-4 Worker participation, consultation, and communication on occupational health and safety	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-5 Worker training on occupational health and safety	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-6 Promotion of worker health	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Comment: Not reported for the 2025 reporting period.	No aplica
		403-8 Workers covered by an occupational health and safety management system	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-9 Work-related injuries	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
		403-10 Work-related ill health	3.5.2.1 Occupational health and safety 4.2.5 Sustainability metrics and indicators – Occupational health and safety	45 88
GRI 404 Training and Education 2016	Employee well-being	404-1 Average hours of training per year per employee	3.5.2.2 Employee well-being 4.2.4 Sustainability metrics and indicators – Employee well-being	47 78
		404-2 Programs for upgrading employee skills and transition assistance programs	3.5.2.2 Employee well-being Comment: The Company does not have formal transition assistance program.	47



GRI 405 Diversity and Equal Opportunity 2016	Diversity and inclusion	405-1 Diversity of governance bodies and employees	3.5.2.3 Diversity and inclusion	51
		405-2 Ratio of basic salary and remuneration of women to men	3.5.2.3 Diversity and inclusion	51
GRI 406 Non-discrimination 2016	Diversity and inclusion	406-1 Incidents of discrimination and corrective actions taken	3.5.2.3 Diversity and inclusion Comment: No incidents of discrimination were reported during the reporting period.	51
GRI 408 Child Labor 2016	Regulatory compliance	408-1 Operations and suppliers at significant risk for incidents of child labor	Comment: Golden Omega does not permit child labor.	N/A
GRI 409 Forced or Compulsory Labor 2016	Regulatory compliance	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Comment: Golden Omega does not engage in forced or compulsory labor.	N/A
GRI 413 Local Communities 2016	Shared value creation with the community	413-1 Operations with local community engagement, impact assessments, and development programs	3.5.3 Value creation in the community Comment: The percentage of operations with implemented local community engagement, impact assessment, and development programs is not reported for 2025.	54
		413-2 Operations with significant actual or potential negative impacts on local communities	Comment: There are no nearby communities that could be affected by significant actual or potential negative impacts from Golden Omega’s operations.	N/A
GRI 414 Supplier Social Assessment 2016	Supplier management	414-1 New suppliers screened using social criteria	3.5.2.4 Contractor management Comment: All Golden Omega suppliers are screened against exclusion lists. No additional social screening criteria are applied.	53
		414-2 Negative social impacts in the supply chain and actions taken	Comment: Not reported for the 2025 reporting period.	N/A
GRI 415 Public Policy 2016	Compliance	415-1 Political contributions	Comment: Golden Omega does not make contributions to political parties or representatives.	N/A
GRI 416 Customer Health and Safety 2016	Food safety	416-1 Assessment of the health and safety impacts of product and service categories	2.4.2 Our product	18
			2.5 Quality assurance system	19
		416-2 Incidents of non-compliance concerning the health and safety impacts of product and service categories	2.4.2 Our product	18
			2.5 Quality assurance system	19



4.5

SASB Content Index

The SASB Standards guide the disclosure of financially material sustainability information by companies to investors. The standards identify the subset of environmental, social, and governance issues most relevant to financial performance in each industry. As of August 1st, 2022, the Value Reporting Foundation, home of the SASB Standards, was consolidated into the IFRS Foundation, which established the International Sustainability Standards Board (ISSB). The SASB Standards are now under the oversight of the ISSB.

This report incorporates indicators from the following SASB Standard sectors, which, in accordance with the Sustainable Industry Classification System® (SICS®), are most closely aligned with the Company’s activities:

Agricultural Products

The Agricultural Products industry is engaged in the processing, trading, and distribution of vegetables and fruits, as well as the production and milling of agricultural commodities such as grains, sugar, edible oils, corn, soybeans, and animal feed. Agricultural products are sold directly to consumers and to businesses for use in consumer and industrial products. Companies in this industry typically purchase agricultural products from entities that cultivate them (directly or indirectly) and then carry out value-added activities (e.g., processing, trading, distribution, and milling). Agricultural products companies are also engaged in wholesale and distribution activities. Companies in this industry may source a substantial portion of agricultural commodities from third-party growers across multiple countries. Therefore, managing sustainability risks within the supply chain is critical to ensuring a reliable supply of raw materials and reducing the risk of long-term price increases and volatility.

Processed Foods

The Processed Foods industry includes companies that process and package foods for retail consumption. These products are prepared for consumption, marketed to retail consumers, and may be found on grocery store shelves. The industry is characterized by large and complex ingredient supply chains, as many companies source ingredients from around the world. Large companies operate globally, and international opportunities are driving growth.



4.5.1

Sustainability disclosure topics and accounting metrics

Topic	Code	Accounting metric	Reference to chapter in this report / comments	Page
Greenhouse Gas Emissions	FB-AG-110a.1	Gross global Scope 1 emissions	4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
	FB-AG-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and performance against those targets	3.5.1.2 Energy and emissions management	37
	FB-AG-110a.3	Fleet fuel consumed, percentage renewable	4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
Energy Management	FB-AG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	3.5.1.2 Energy and emissions management Comment: 99% of electricity consumed comes from the grid and corresponds to Non-Conventional Renewable Energy (NCRE).	37
			4.2.2 Sustainability metrics and indicators – Energy and emissions management	75
Water Management	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	3.5.1.1 Water resource and effluent management Comment: 100% of Golden Omega's water consumption occurs in the Arica and Parinacota Region, Chile, categorized by the World Resources Institute (WRI) as a “High Water Stress” area. WRI classifies regions into five levels, from “Low” to “Extremely High” water stress, in addition to the category “Arid and Low Water Use.”	34
			4.2.1 Sustainability metrics and indicators – Water resource and effluent management	72
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	3.5.1.1 Water resource and effluent management	34
	FB-AG-140a.3	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Comment: During 2025, there were no incidents of non-compliance related to water quantity or quality permits, standards, or regulations.	N/A
Food Safety	FB-AG-250a.1	Global Food Safety Initiative (GFSI) audit: (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	2.5 Quality assurance system Comment: Golden Omega's production facilities in Arica, Chile, are listed in the NSF International GMP registry for dietary supplements. Although this certification program is globally recognized, it is not formally recognized by GFSI. The non-conformance rate in the 2025 NSF International audit for compliance with Good Manufacturing Practices for Nutraceutical Ingredients was 0.0025%, with two minor observations out of 798 evaluated items. This process resulted in two new preventive actions within Golden Omega's quality system. The non-conformance rate in the 2025 Friend of the Sea audit regarding marine product chain of custody was 0%. No corrective actions were generated.	19
	FB-AG-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a GFSI-recognized food safety certification program	Comment: 98% of ingredients used in our Omega-3 concentrates are sourced from facilities certified by NSF International. The remaining 2% are sourced from facilities certified under a GFSI-recognized food safety certification program.	N/A
	FB-AG-250a.3	(1) Number of recalls issued and (2) total amount of food product recalled	Comment: During 2025, Golden Omega did not have any product recalls due to safety reasons.	N/A



Topic	Code	Accounting metric	Reference to chapter in this report / comments	Page
Health and Nutrition	FB-PF-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Comment: 100% of our products contribute to nutrition.	N/A
	FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to consumer health and nutrition concerns	2.5 Quality assurance system	19
Product Labeling and Marketing	FB-PF-270a.1	Percentage of advertising expenditures on (1) children and (2) children that promote products meeting dietary guidelines	Comment: Not applicable, as Golden Omega manufactures ingredients that are not sold directly to end consumers.	N/A
	FB-PF-270a.2	Revenue from products labeled as (1) containing GMOs and (2) non-GMO	Comment: Not applicable, as Golden Omega manufactures ingredients that are not sold directly to end consumers.	N/A
	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Comment: Not applicable, as Golden Omega manufactures ingredients that are not sold directly to end consumers.	N/A
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing	Comment: Not applicable, as Golden Omega manufactures ingredients that are not sold directly to end consumers.	N/A
Packaging Lifecycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, (3) percentage that is recyclable, reusable, or compostable	Comment: The total weight of finished product packaging sold during 2025 amounted to 179 metric tons, consisting mainly of steel drums, wooden pallets, and bins, all of which are recyclable. Of these, recycling is estimated at less than 2%.	N/A
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Comment: This analysis will be redefined under our new sustainability strategy starting in 2026.	N/A
Environmental and Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food purchased certified to third-party environmental or social standards	2.4.1.1 Responsible sourcing Comment: The primary input for Omega-3 concentrate production is crude fish oil, with 100% of suppliers certified under MarinTrust and Friend of the Sea programs as responsible in their capture and production activities.	15
	FB-PF-430a.2	Supplier environmental and social responsibility audit: (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	2.4.1.1 Responsible sourcing Comment: Results from 2025 Friend of the Sea audits of our crude fish oil suppliers regarding sustainable fisheries and fleets indicate satisfactory outcomes, with a 100% corrective action implementation and acceptance rate by FOS where applicable, reflected in the issuance of corresponding certificates.	15
Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Comment: 98% of our ingredients are sourced from regions categorized by WRI as “High Water Stress.”	N/A
		List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Comment: The main ingredients in our products are “Omega-3 concentrates” and “tocopherols.” The Company maintains sufficient inventory levels to minimize any sourcing risk related to environmental and social considerations.	N/A



4.5.2

Activity Metrics

Topic	Code	Accounting metric	Comment
Activity Metrics	FB-PF-000.A	Weight of products sold	7,173 metric tons of product (Omega-3 concentrates and other fatty acids)
	FB-PF-000.B	Number of production facilities	1 production plant, located in Arica, Chile



Sustainability Report 2025

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