

Antarctica21

Fly & Sail Expeditions



INDEX

3. Our Commitment
Introduction
4. Objective
The Business
5. Scope
General Principles
Pillars
12. Transparency and Accountability
Roles and Responsibilities
13. Approval Cycle
14. Validity
Key Definitions

Our Commitment

“In Antarctica21, we are committed to leading the sustainable tourism industry in Antarctica, setting the highest standard in environmental protection, the safety of our passengers and the promotion of science, education and the awareness of this unique ecosystem.

Our vision for 2030 is to be recognized as an exemplary model of responsible tourism in Antarctica, delivering unique and unforgettable experiences that inspire people from all over the world to value and preserve this last wild and unexplored corner of our planet.

Through continuous innovation, collaboration with the scientific community and respect for the Antarctic wildlife and ecosystems, we are committed to ensuring that future generations will be able to enjoy and learn from this iconic region just like we do today”.

Introduction

Antarctica21, hereafter referred to as the Company, is aware that its business model and the activities it carries out have an impact on economic, social and environmental development. Moreover, it recognizes that the planet and contemporary society are facing new challenges at the global level, giving rise to risks and opportunities with strategic and financial implications for businesses, investors, the supply chain, clients and other stakeholders.

In this context, the excellence of its services will be achieved in conjunction with ethical, social and environmental commitments that go beyond its legal obligations, finding a balance between economic profit and the added benefit that it brings to the world.



Objective

Antarctica21's Sustainability Policy, hereafter the "Policy", has the objective of establishing the principles and lines of action to foster a sustainable corporate culture that is effectively committed to the protection and promotion of good practices at the levels of environment, society and governance.

The Business

Mission

To offer the world the possibility of experiencing the Antarctic continent in an optimal and unique combination of both time and services with the concept of an air-cruise.

Vision

To be recognized as the principal air-cruise operator for Antarctica by continuously improving our quality standards, our company image and the professionalism of our human team, all with a clear commitment to the protection of the Antarctic environment.

The Company has pioneered a novel way of traveling to Antarctica, as well as subantarctic regions, facilitating efficient and intimate access to the White Continent thanks to its air-cruise model. The boutique expeditions are small in scale, each cruise being connected to a single Antarctic flight.

The objective is to offer life-changing experiences, through unique and unforgettable expeditions that balance active exploration with hospitality excellence. The expert polar guides know the unique geography of the region, its natural history, wildlife and ecology, all of which are shared with the guests in different ways, transforming them into Antarctic ambassadors.

Scope

This Sustainability Policy applies to all of the Company's business units, operations and collaborators, considering the processes and activities that must be carried out within the Company.

Antarctica21 will establish the necessary mechanisms to ensure the coordinated implementation of this Policy in its facilities and operations, communicating it to all of its departments as well as its supply chain.

General Principles

The company's sustainable commitment will be brought into effect in accordance with the following principles, which will be progressively implemented in all its activities and business relations:

- Integration of environmental, social and governance variables into decision-making processes and internal strategic planning.
- Compliance with the laws, current regulations, and international and local guidelines related to the industry.
- Raising awareness of relevant issues among the Company's professionals as well as other stakeholders.
- Endorsing the principal benchmarks of the global sustainability agenda by adopting positions that are consistent with Company's objectives and other policies.

Pillars

In order to successfully put its sustainability commitment into practice, the Company will establish three priority work areas, or pillars, which will be comprehensively addressed by each of its departments and related companies. Additionally, by means of a strategic alliance with the Antarctica21 Foundation – a non-profit institution that has arisen as a natural extension of the Company's corporate values and sustainability commitments – the Company will seek to expand the scope of this policy. The pillars for action are as follows:

1. **Sustainable business and excellence**

The Company is committed to enriching the satisfaction of its guests, providing a safe experience of unparalleled quality in each expedition, balancing excellence in service with the preservation of Antarctic and subantarctic ecosystems, while also consolidating ethical and responsible labor practices in all the Company's activities and adhering to rigorous environmental, social and governance standards in its operations and commercial relations.

1.1. Responsible business

Comply with all applicable local, national and international laws and regulations, including, but not limited to, sanitary, safety, labor and environmental policies.

- **Antarctic tourism.**

Promote, execute and oversee Antarctic tourism services and activities that are responsible, non-invasive and subject to environmental impact assessment in accordance with the Antarctic Treaty System and internal regulations.

Plan and develop Antarctic tourism activities with due consideration for the protection of this type of environment and dependent or associated ecosystems.

Have minimal impact on the Antarctic environment and its dependent and associated ecosystems, which will be accomplished in conjunction with actions to mitigate and adapt to climate change. At the same time, the necessary measures will be taken to avoid any related harmful activity.

Carry out tourist activities respectfully and in harmony with scientific activity.

Protect Historic Sites and Monuments (HSM), the category used in the Protocol on Environmental Protection to the Antarctic Treaty to designate those Antarctic areas with important historic value.

- **Corporate Governance**

Have a robust and transparent corporate governance system that manages the Company in an appropriate and sustainable way.

- **Ethics and regulatory compliance**

Have solid ethical standards that are applied across business activities in order to guarantee fair regulatory conduct and to position the Company as a model for transparency in the industry.

1.2. Supply chain

Optimize the supply chain to ensure efficiency, transparency and sustainability, while also promoting collaboration and long-term relationships with suppliers.

- **Local suppliers**

Prioritize local and fair-trade suppliers when purchasing goods and services, provided they are available and of optimal quality.

- **Sustainable suppliers**

Favor purchasing policies with environmentally sustainable suppliers and products, including capital goods, food, beverages, construction materials and consumables.

1.3. Evaluation of suppliers

Make sure that our suppliers share our ethical and sustainability standards by means of a comprehensive supplier evaluation process that covers sustainability, operational, financial, ethical and regulatory considerations. This process ensures that we select and maintain suppliers that not only fulfill our business requirements, but also share our commitment to human rights and ethical business conduct. We consider this evaluation to be vital for maintaining a responsible supply chain that is aligned with our values.

1.4. Clients

The satisfaction of our clients is achieved through high-quality practices, providing interpretive information about our services and the destination, and evaluating client satisfaction levels in order to drive continuous improvement.

- **Client satisfaction**

Provide exceptional experiences while protecting the privacy and integrity of our clients. This is achieved through personalized attention and excellence in service.

- **Accident and safety management**

Ensure the safety of clients and employees in all expedition activities, minimizing accident risks and enforcing compliance with safety standards.

Moreover, ensure that the activities carried out in the context of Antarctic tourism take into account the particularities of the continent's climate and terrain, which may pose a greater risk to people's safety.

- **Communications**

Communicate in a transparent manner with interested parties, through honest marketing and promotional materials about the company and its services, including its sustainability efforts.

1.5. Labor Practices

Create a safe, inclusive and enriching work environment that promotes professional development, job satisfaction and collaboration among employees.

- **Diversity and inclusion**

Guarantee an inclusive work environment, which means respecting and valuing the individual differences of each person. This has the objective of harnessing the strengths of every individual and ensuring that they have equal

opportunities for advancement and participation in all areas of the company.

In this context, the Company is committed to maintaining a work environment that is free from discrimination, to recruiting and retaining diverse talent, to promoting diversity at all levels of the Company, to implementing diversity and inclusion training and awareness-raising programs, as well as to adopting equitable compensation and benefits practices.

- **Discrimination**

There shall be no arbitrary discrimination of any kind in the workplace. All collaborators shall enjoy equal opportunities and equal treatment, regardless of their ethnic origin, religion, nationality, color, marital status, political opinion, sex, physical or other type of handicap.

- **Continuing training**

Encourage permanent employees to undergo training in order to stay up to date, as well as to improve any aspects of their daily duties where they may be underperforming.

The Company is committed to a culture of continuous learning and development, fostering innovation and supporting professional growth. Our offer encompasses essential subjects like ethics, compliance, safety and the development of leadership skills. Through this continuous investment in knowledge, we aspire to strengthen our team to confront the challenges of sustainable tourism with dedication and excellence.

- **Work environment and conditions**

Through continuous improvement and committed teams, promote a work culture that allows collaborators to reconcile work and family life. With a continuing evaluation process, we strive to identify opportunity areas and apply improvements that focus on potential areas of weakness, thus ensuring the continued improvement of our practices.

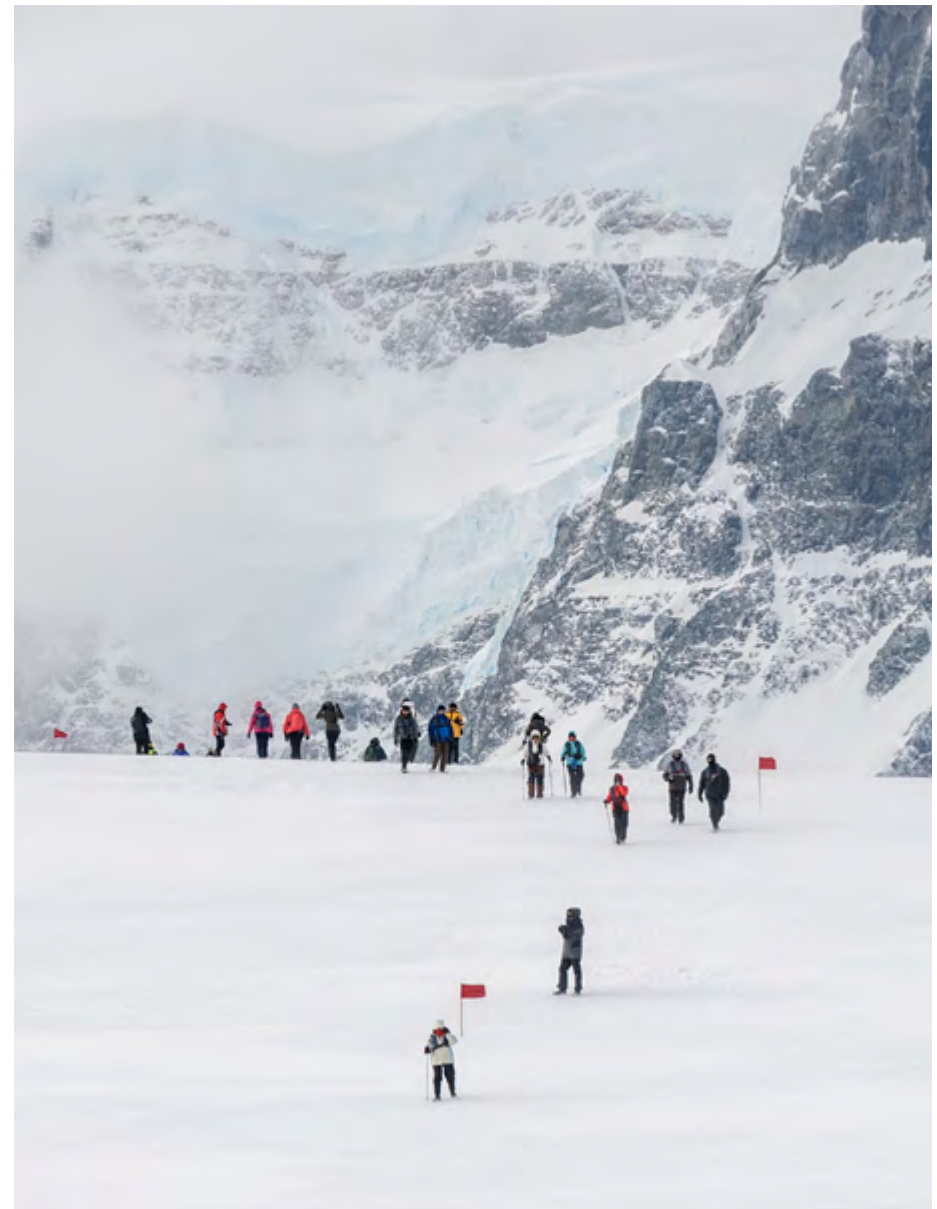
- **Workers' health and safety**

Provide employees with a safe working environment, free from risks that threaten their safety, health, or physical or psychological wellbeing, making available, whenever necessary, clothing and protective equipment to prevent potential risks of accident or adverse health effects.

The directors, managers and assistant managers shall always adopt an attitude that favors the development of a constructive work environment, avoiding any discriminatory or disrespectful behavior towards the collaborators.

- **Worker participation**

Actively promote employees' participation as a fundamental pillar of our sustainable labor practices. We recognize that the diversity of perspectives and bodies of knowledge within our company is essential for the success of our sustainability initiatives. To guarantee the inclusion of all areas and teams, we have established a Sustainability Committee formed by representatives from different areas of the company. This committee acts as a forum for collaboration and the exchange of ideas, ensuring that our employees' participation is both integral and effective for the construction and execution of our sustainable strategies.



2. Social and scientific value

Contribute to the sustainable wellbeing of local communities, advance the understanding and conservation of Antarctic ecosystems, and also be an agent of positive change in the region, generating a lasting impact through collaborations with the A21 Foundation, local communities and scientific research.

2.1. Innovation

Contribute to the research and development of sustainable practices and innovative technologies.

- **Innovation in sustainability**

Promote research and development inside the company while seeking to provide sustainable infrastructure and cutting-edge technology. The aim is to serve as a signpost towards a more environmentally sustainable and respectful tourism, making a difference in the preservation of our valuable natural resources.

2.2. Support for scientific and technological activities

Through the development of programs for on-board science, citizen science and data collection, the company is committed to supporting, to the extent it is able, scientific activities that enable a better understanding of the state of Antarctic ecosystems and that provide relevant, scientifically validated information for decision making with respect to the administration of the territory. These activities will be carried out in partnership with the Antarctica21 Foundation and through alliances with universities and national and international research centers that maintain active agreements with the Foundation.

2.3. Communities

Positively contribute to local communities in areas where the Company operates, promoting sustainability, social responsibility and general wellbeing.

- **Relationship with communities**

Develop a respectful, collaborative and fruitful relationship with local communities, actively supporting infrastructure initiatives in the area and community social development initiatives. Examples of such initiatives include education, training, health, sanitation and projects that address the effects of climate change.

The Company contributes to the protection, conservation and improvement of local resources, sites and traditions that have historical, archeological, cultural and spiritual significance, while not impeding access by local residents.

- **Development of local talent**

Support local development through its operations, offering reasonable opportunities for employment, training and the provision of goods and services to the communities within the area where the Company operates.

- **Donations**

The Company will make donations to institutions that enable it to reach the objectives of this policy. In particular, to the Antarctica21 Foundation with which it will establish annual objectives for collaboration.

- Education

Encourage the development of Antarctic tourism that is focused on education and the dissemination of the continent's natural heritage and its historical and geographical link with Chile.

Promote environmental awareness, not just among our employees, but also among our clients and communities, through the implementation of education initiatives in our interaction with clients and in the communities where we operate, seeking to inspire greater understanding and appreciation for the preservation of our natural environment. By including environmental education in our activities, we aspire to significantly contribute to the creation of a more sustainable and conscientious world.

- Antarctica21 Foundation

Through the Antarctica21 Foundation, carry out science, culture, art, conservation and education activities, thereby contributing to knowledge about Antarctica and to the transference of this knowledge to large portions of society. The Foundation is a natural extension of the Company that, for more than 20 years, has developed Antarctic tourism activities and that periodically receives requests for support for cultural, educational and



scientific projects. For this reason, the Foundation was created in 2021 in order to respond more organically and professionally to those requests, translating the Company's vocation to "explore in order to understand and protect" into permanent action. With this Company-Foundation alliance, we aim simultaneously to gather information from the community about interests and topics that are relevant to Antarctic research but are not currently being addressed, and to diversify our offer of cultural products and services that are focused on current scientific and historical knowledge. In this way, we intend to increase and enrich the Antarctic imagination of the local, national and international communities.

3. Environmental responsibility

Offer services in a way that is environmentally conscious and responsible, ensuring carbon neutrality in all activities through the quantification, reduction and offsetting of emissions, while maintaining a commitment to international standards in all operations.

3.1. Biodiversity

Support and contribute to the conservation of the Antarctic environment, with special attention to protected natural areas and to those with high value for biodiversity. We seek to minimize any disturbance to natural ecosystems by educating our many passengers and through rigorous guidelines for our operations, as well as contributions to conservation management.

The Company adheres to the guidelines of the Antarctic Treaty, the International Association of Antarctic Tour Operators (IAATO) and relevant local authorities, always seeking to carry out operations in a sustainable manner, visiting natural areas in a way that minimizes any negative impact that this could cause. We ensure that interactions with wildlife are noninvasive and responsibly managed, avoiding unwanted effects on the different species, whether on their behavior or their

environment.

3.2. Waste

Responsibly manage waste disposal, in accordance with the provisions of the International Maritime Organization (IMO) and the International Convention for the Prevention of Pollution from Ships (MARPOL), disposing of the fleet's waste only in legally authorized facilities and thereby reducing negative impacts on the environment and/or the local population. Additionally, we promote the development of new initiatives to guarantee waste reduction, reuse, recycling and safe disposal.

Carefully manage the purchase of consumable and disposable goods, including food, in order to minimize the waste generated by our activities.

3.3. Water

Ensure that this vital element is used and supplied in accordance with legal requirements, measuring rates of consumption and implementing measures to minimize consumption overall. This resource is supplied in a sustainable way that does not negatively affect natural waterways.

Wastewater is effectively treated and is only reused or released in a safe manner, with no adverse effects for the local population or the environment.

3.4. Emissions

Maintain a commitment to the carbon neutrality of operations as a fundamental part of our strategy, which requires the implementation of concrete measures to reduce the emission of carbon dioxide equivalents (CO₂e) in all operations. This includes the adoption of cleaner technologies, such as the application of the TIER III system of energy efficiency, in terms of heat recovery systems and sustainable resource management through the implementation of the Ascenz MARORKA system. Moreover, we have a commitment to offset the emissions that cannot be eliminated by investing in certified mitigation projects that reduce emissions equivalent to those generated by the Company.

Transparency and Accountability

Antarctica21 firmly believes in transparency as an essential pillar of sustainable business practice. In order to reinforce this commitment to openness and responsibility, we will release a regular report on the Company's sustainable performance. This periodic report, shared with stakeholders, will highlight achievements, challenges and areas for improvement, underscoring our dedication to honesty and continuous improvement in pursuit of positive impacts on the environment and communities.

Roles and Responsibilities

The implementation of the Policy takes into account the coordinated work of the Board of Directors, senior management, Sustainability management and the rest of the Company for its correct application.

President of the Board of Directors: Jaime Vásquez

Collaborators: Sustainability Committee, composed of: Catalina Ovando, Claudio Bobadilla, Ninoska Águila, Monica Randriamialy, Fabiola Fuentes and Edgardo Vega.



Approval Cycle

This Policy was approved by the Antarctica21 Board of Directors in the meeting held on May 29, 2024.

In the event of making amendments, the date of the Board meeting in which the amendment was approved must be included in this section.

Elaborator	Catalina Ovando, Sustainability Analyst A21 in collaboration with Deloitte		
Management	Fleet and Sustainability	Date	27/05/2024
Reviewer	Sustainability Committee in collaboration with Deloitte		
Management	Operations and Product Department, Sales and Marketing Department, Administration and Finances Department, Fleet and Sustainability Department.	Date	13/05/2024
Approver	Board Meeting Antarctica21		
		Date	29/05/2024

Validity

This Policy becomes effective on May 29, 2024 and will remain in effect as long as the Company's Board of Directors does not adopt another resolution in this regard.

Key Definitions

- **Climate change:** This is defined as variability in historical weather patterns. It is reflected in an increase in the planet's average temperature and in the generation of extreme weather events caused by the concentration of greenhouse gases in the atmosphere, whose increase is directly or indirectly attributable to human activities.
- **Mitigation:** These are the actions, measures or activities that seek to reduce the sources of greenhouse gas emissions or to improve carbon sinks.
- **Adaptation:** This is a process of adjusting to the climate and its current or expected effects. This includes the actions, measures or activities that seek to reduce the vulnerability of natural and human systems, moderating negative impacts and taking advantage of positive effects.
- **Stakeholders:** These are individuals, groups or organizations that have some type of interest in the Company's activities and performance. These groups can influence the Company or be affected by its actions.



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