



SALMONES CAMANCHACA S.A.
Director induction procedure

1. Introduction.

1.1 The induction procedure established in this document must be applied with respect to each new member of the Board of Directors who joins the company, whether holder, interim or substitute.

1.2 The present procedure seeks that each new member of the Board is informed on:

- The company, its businesses, matters, risks, including sustainability ones, policies, procedures, main accounting criteria, and the most relevant current legal framework applicable to the company and its board of directors.
- The relevant stakeholders that the company has identified, as well as the reasons why, in the opinion of the board of directors, they have that status and the main mechanisms used to determine their expectations and maintain a stable and lasting relationship with them.
- The mission, vision, strategic objectives, principles and values that should guide the actions of the Company, its directors and staff, and the policies of sustainability and risk management, approved by the board of directors.
- The duties of care, reservation, loyalty, diligence and information that according to current legislation fall on each member of the board, through examples of rulings, judgements or more relevant pronouncements that have occurred in the last year at the local level in relation with those duties.
- The main agreements adopted in the last two years prior to the beginning of their mandate and the reasons that were taken into consideration to adopt such agreements or to rule out other evaluated options.
- The most relevant items of the quarterly and annual financial statements of the last year together with their respective explanatory notes, in addition to the accounting criteria applied in the preparation of said financial statements.
- What in the opinion of the board of directors is a conflict of interest, and how, in its opinion, and in accordance with the Code of Ethics, and without prejudice to those conflicts of interest expressly addressed by law, the situations in which one of them could be presented should be dealt with.

1.3 The General Manager (CEO) will be responsible for the application and supervision of the present procedure, having to coordinate the different dimensions of the same.

1.4 The present procedure will come into force once it is approved by the company's Board of Directors.



2.- Procedure.

2.1 Delivery of information. All new members of the Board of Directors must receive, within 15 days after their appointment, an information folder, in printed or digital format, which will contain at least:

i) Rules, laws and regulations:

- Law No. 18,046 on Public Limited Companies and its Regulations.
- Law No. 18,045 on the Securities Market.
- Law No. 20,393 that establishes the Criminal Liability of Legal Entities.
- Decree Law No. 211 on Promotion and Defense of Free Competition.
- General Standard No. 270 of the Commission for the Financial Market, on Publicity of Policies and Procedures related to the acquisition or disposal of securities of the entity and the management and disclosure of information for the market.
- General Standard No. 314 of the Commission for the Financial Market, on sending legal, economic and financial information through the Internet (SEIL System).
- General Standard No. 118 of the Commission for the Financial Market, on registration of corporations and their shares in the Securities Registry, which will be traded in the emerging companies markets which are regulated by Stock Exchanges.
- Law No. 18,892 on Fisheries and Aquaculture and its amendments.
- Salmon Health Regulations.
- Neighborhood Density Regulation.
- Set of recent rulings that exemplify the duties of care, reservation, loyalty, diligence and information that according to current legislation fall on each member of the board.
- Set of the Board minutes of the last two years, which include the most important agreements and the reasons that motivated them.

ii) Corporate Documentation

- Consolidated text of the bylaws.
- Code of Conduct and Business Ethics.
- Handbook of management of Information of interest for the market.
- Corporate Governance Policies approved by the board of directors.
- Annual Report of the last 3 years.
- Regulation of Order, Hygiene and Safety.
- Procedure for the hiring of specialist advisers for the Board.
- Procedure for continuous improvement of the functioning of the Board.
- Procedure for the file of information and documentation presented to the Board.
- List of Customers, Competitors and Main Suppliers.
- Financial Statements corresponding to the last year.



The new Director will also have full access to all the minutes of the Board Meetings, the Directors 'Committee meetings and the Shareholders' Meetings of the company and its subsidiaries.

2.2 Informative meetings. All new Directors must hold, within 60 days of their appointment, at least one informative meeting with the General Manager (CEO) and the Managers of each Area. At such meetings, at least the subjects indicated in each case will be addressed:

i) Meeting with the General Manager (CEO):

In the meeting with the CEO, the CEO will refer at least to:

- A brief account of the company's recent history and its projection into the future.
- Presentation of ownership and control of the company and its subsidiaries.
- Description of the main industrial facilities of the company and its subsidiaries.
- Presentation of the organizational structure of the company and its subsidiaries.
- Description of the company's products and its main markets.
- Description of the main investment projects.
- Review of the risks faced by the company, including those of sustainability, which are considered more relevant, and reasons why, in the opinion of the board of directors, those have that status.
- Review the relevant stakeholders and reasons why, in the opinion of the board of directors, they have that status and the main mechanisms used to determine their expectations and maintain a stable and lasting relationship with them.
- Overview of the mission, vision, strategic objectives, principles and values that guide the actions of the company, its directors and staff, and the sustainability and risk management policies approved by the board of directors, which are included in the risk matrix of the company.

ii) Meeting with the Chief Financial Officer (CFO):

In the meeting with the CFO, the CFO will refer at least to:

- Financial situation of the company and debt policies.
- Main accounting criteria.
- Balance sheet, income statements and cash flows.
- Budget for the current year



iii) Meeting with the Commercial Manager:

In the meeting with the Commercial Manager, the Commercial Manager will refer to at least:

- Products and Markets.
- Marketing strategies.
- Main competitors

iv) Meeting with the General Counsel:

At the meeting with the General Counsel, the latter will refer to at least:

- Regulatory Framework.
- Duties of care, reservation, loyalty, diligence and information that in accordance with current legislation fall on each member of the board.
- Main contingencies.
- Status of judgments and sanctioning regulatory procedures.
- Structure of powers.
- What in the opinion of the board of directors is a conflict of interest and how this matter is legally regulated and addressed in the Code of Conduct and Business Ethics.

2.3 Visit to industrial and process facilities. Every new member of the board must visit, within six months counted from his appointment, at least two of the main industrial facilities and processes of the company and its subsidiaries, these being:

- Salmon and crustaceans process plant in Tomé
- Fish farming X Region
- Salmon primary process plant X Region