



**SALMONES CAMANCHACA S.A.**  
**Procedure for the replacement of main executives**

**1. Introduction.**

1.1 In order to ensure the proper functioning and continuity of the operations of Salmones Camanchaca S.A. (the "Company"), before the prolonged absence, loss or replacement of any of its principal executives, the Company's Board of Directors has agreed to establish the following procedure for replacing main executives (the "Procedure").

1.2 For the purposes of the Procedure, main executives will be understood as executives whose continuity of functions is relevant to the Company, these being the General Manager (CEO), their direct reports and the regional managers of operations outside of Santiago (the "Main Executives").

1.3 It will be up to the General Manager (CEO) to have an adequate description of the positions of their Main Executives, to keep them available for the Directors to know and review, and to be aware of the specific functions that each of them performs in the performance of their duties.

1.4 It will be up to each of the Main Executives to keep their hierarchical superior informed or those who usually replace him in situations of normal occurrence, without prejudice to the confidentiality obligations inherent to their duties, regarding their functions and the development of the relevant processes.

**2.- Procedure.**

2.1 In case of absence for a prolonged period of time, death, untimely resignation or dismissal of a Main Executive, the General Manager (CEO), or the President of the Company, if the executive affected is the General Manager (CEO), will immediately inform to the Board said situation, by the means it deems appropriate. Together with this, he will inform the temporary or permanent replacement for the position, or the organizational measures that will be taken to resolve the absence.

2.2 In the event that the situation affects the position of General Manager (CEO), the President will summon a special Board meeting, whose purpose will be to analyze the candidates and agree on the temporary or permanent replacement or the actions that may be convenient.

2.3 The General Manager (CEO) must report annually to the Board of Directors which Main Executives have a potential replacement, from the Company itself, in the event of a departure from their functions for any reason that may arise. In the same way, he must inform if any of the Main Executives is in a position to replace him.



2.4 In the Board session in which the absence of a Main Executive is known, the General Manager (CEO) or the General Counsel, in subsidy, will inform the Board about the powers granted by the Company to the Main Executive affected. If the removal of the Main Executive is permanent, the Board of Directors shall immediately revoke said powers, taking care to appoint new attorneys with sufficient powers to replace the affected Main Executive in their functions.

2.5 Without prejudice to what is described in the Procedure, in the case of foreseeable replacement needs of a Main Executive, the General Manager (CEO) or the Board of Directors, as appropriate, will initiate the replacement selection processes, in order to have it prior or contemporaneous with the departure of the Main Executive who is to be replaced.

2.6 The provisions of the Procedure will become effective once approved by the Board.