

SALMONES CAMANCHACA S.A.

Securities Registry Registration No. 1.150

INFORMATION REGARDING CORPORATE GOVERNMENT PRACTICES

1. On the functioning and composition of the board			
a) The board has a procedure or mechanism for the induction of each new member, whose purpose is to facilitate the process of knowledge and understanding of:		SI	NO
i.	Businesses, matters and risks, including those of sustainability, which are considered more relevant, as well as the reasons why, in the opinion of the board of directors, they have that status.	X	
The company does have a formal procedure for the induction of each new member, which aims to facilitate the process of knowledge and understanding of business, matters and risks, including sustainability, which are considered more relevant, depending on the opinion of the directory.			
ii.	The relevant stakeholders that the entity has identified as well as the reasons why, in the opinion of the board of directors, they have that condition and the main mechanisms used to know expectations and maintain a stable and lasting relationship with those.	X	
The company does have a formal procedure for the induction of each new member, which aims to facilitate the process of knowledge and understanding of the relevant stakeholders that the entity has identified as well as the reasons why in the opinion of the board of directors those have that condition and the main mechanisms that are used to know expectations and maintain a stable and lasting relationship with those.			
iii.	The mission, vision, strategic objectives, principles and values that should guide the actions of the company, its directors and staff, and the policies of inclusion, diversity, sustainability and risk management, approved by the Board of Directors.		X
The company does have a formal procedure for the induction of directors that facilitates the process of knowledge and understanding of 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.			
iv.	The most relevant current legal framework applicable to the entity, the board of directors and its main executives	X	
The current procedure meets this requirement, which is met through a meeting with the Corporate Manager of Legal Affairs.			
v.	The duties of care, reservation, loyalty, diligence and information that in accordance with current legislation fall on each member of the board, through examples of failures, sanctions or more relevant pronouncements that have occurred in the last year at the local level with those duties.	X	
The company does have a formal procedure for the induction of each new member, which aims to facilitate the process of knowledge and understanding of the duties of care, reservation, loyalty, diligence and information that under the current legislation fall on each member of the directory, through examples of failures, sanctions or more relevant pronouncements that have occurred in the last year at the local level with those duties.			
vi.	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.	X	

The company does have a formal procedure for induction of directors that facilitates the process of knowledge and understanding of the main agreements adopted in the last two years prior to the beginning of its mandate and the reasons that were taken into consideration to adopt such agreements. or to rule out other evaluated options.

vii. 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.	X	
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The company does have a formal procedure for induction of directors that facilitates the process of knowledge and understanding of 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.

viii. What in the opinion of the board of directors is a conflict of interest and as in the opinion of the board, or in accordance with the Code or Manual established for that purpose, and without prejudice to those conflicts of interest expressly addressed by law, how such conflict of interest should be dealt with, in situations where it may arise.	X	
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The company does have a formal procedure for induction of directors that facilitates the process of knowledge and understanding of what in the opinion of the board of directors is a conflict of interest and, as such, in accordance with the Code of Ethics, and without prejudice to the those conflicts of interest expressly addressed by law, should deal with situations in which one of them could be presented.

b) The board of directors has a procedure or mechanism for permanent training of the board of directors for the updating of knowledge, which:	SI	NO
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i. Define at least annually the subjects in respect of which training will be done to its members and the training calendar for the corresponding year.		X
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For now, this practice will not be adopted.

ii. As part of these matters, it contemplates the best corporate governance practices that other entities have adopted at the local and international levels.		X
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For now, this practice will not be adopted.

iii. As part of these matters, it contemplates the main advances that have been made in the last year at a local and international level in terms of inclusion, diversity and sustainability reports.		X
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For now, this practice will not be adopted.

iv. As part of these matters, it includes the main risk management tools, including sustainability ones, which have been implemented in the last year at a local and international level.		X
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The board of directors agreed on the implementation of a permanent training procedure for the board of directors to update knowledge, which, as part of these matters, includes the main risk management tools, including sustainability tools, which have been implemented in the last year at the local and international. This training includes a presentation by the general manager in conjunction with the audit assistant manager, in addition to the advice of an external third party expert to the extent that the board considers it necessary. This training is expected during 2023.

v. As part of these matters, it contemplates the most relevant rulings, sanctions or pronouncements that have occurred in the last year at a local and international level related to the duties of care, reservation, loyalty, diligence and information.		X
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The board of directors agreed on the implementation of a permanent training procedure for the board of directors for the updating of knowledge that, as part of those matters, includes the most relevant rulings, sanctions or pronouncements that have occurred in the last year at a local and international level related to the duties of care, reservation, loyalty, diligence and information. This training contemplates a presentation by the manager of legal matters, in addition to the advice of an external third party expert to the extent that the board considers it necessary. This training is expected during 2023.

vi.	As part of these matters, it contemplates a review of examples of situations that constitute a conflict of interest in the board of directors and of ways in which those conflicts of interest can be avoided or resolved in the best social interest.		X
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The board of directors agreed on the implementation of a procedure for permanent training of the board of directors for the updating of knowledge, which, as part of those matters, includes a review of examples of situations that constitute a conflict of interest in the board of directors and of ways in which those conflicts of interest they can be avoided or solved in the best social interest. This training contemplates a presentation by the manager of legal matters, in addition to the advice of an external third party expert to the extent that the board considers it necessary. This training is expected during 2023.

vii.	it disseminates annually the subjects on which in the last year training activities have been carried out to the board of directors.		X
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This practice will not be adopted.

c) The board of directors has a policy for hiring experts to advise on accounting, tax, financial, legal or other matters:	SI	NO
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i.	That contemplates the possibility of veto by one or more directors for the hiring of a private consultant		X
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There is a procedure for hiring consultants but does not include the possibility of veto by a director.

ii.	That at the request of at least one of its members the consultancy for the matter required by that one is contracted.		X
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There is a procedure for hiring consultants but does not include the possibility of hiring by a single director.

iii.	That contemplates the dissemination, at least once a year, of the consultancies requested and not contracted, specifying the reasons why the board adopted that particular decision, which is also duly reflected in the minutes of the corresponding session.		X
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This practice is not considered desirable.

d) The board of directors meets at least quarterly with the external audit company in charge of the audit of the financial statements to analyze:	SI	NO
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i.	The program or audit plan.	X	
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In accordance with its work schedule, there are four scheduled opportunities in which the external auditors attend the board meeting, that correspond to the review of the annual Financial Statements in February, where the activities of the annual audit plan are reviewed; the presentation of the audit plan in August; the review of the internal control charter in December, and a fourth to address matters to be determined. In 2022, this fourth meeting was held in November to discuss the bill that seeks to tax natural resource rent from aquaculture in Norway.

ii.	Any differences detected in the audit regarding accounting practices, administrative systems, and internal audit.	X	
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This review is done at the four meetings scheduled with the auditors.

iii.	Any serious deficiencies that may have been detected and those irregular situations that, due to their nature, should be reported to the competent oversight bodies.	X	
This review is done at the four meetings scheduled with the auditors.			
iv.	The results of the annual audit program.	X	
The Board annually reviews the results of the audit program, but in each of the meetings with the auditors the progress of said program is reported.			
v.	The possible conflicts of interest that may exist in the relationship with the audit firm or its personnel, both for the provision of other services to the company or to the companies in its group, as well as for other situations.		X
This practice is not considered necessary under the terms suggested by the CMF.			
e) The board meets at least quarterly with the Risk Management unit of the entity or responsible for the equivalent function, to analyze:		SI	NO
i.	The proper functioning of the risk management process.		X
Through an agreement adopted on May 15, 2019, the board of directors entrusted the Directors Committee with additional functions to those established in article 50 bis of Law 18,046. Among these additional functions, the Committee was entrusted with the supervision of the accounting, internal control and risk management systems. In accordance with the above, the audit manager reports directly to the chairman of the Directors Committee. In addition, the Audit Manager presents the annual audit plan to the board of directors in January.			
ii.	The risk matrix used by the unit as well as the main sources of risks and methodologies for the detection of new risks and the probability and impact of occurrence of the most relevant risks.		X
The review of this item is done annually.			
iii.	The recommendations and improvements that in the opinion of the unit would be pertinent to perform in order to better manage the risks of the entity.		X
The recommendations are collected by the Directors Committee, without prejudice that at any time they may be delivered or discussed by the board of directors.			
iv.	The contingency plans designed to react to the materialization of critical events, including the continuity of the board in a crisis situation.		X
It is not adopted.			
f) The board meets at least quarterly with the internal audit unit, compliance officer or responsible for the equivalent function, to analyze:		SI	NO
i.	The annual audit program or plan.		X
The Audit Manager presents his annual audit plan for approval by the Board of Directors in January. The Directors Committee follows up on the audit plan.			
ii.	Any serious deficiencies that may have been detected and those irregular situations that, due to their nature, should be reported to the competent oversight agencies or the Public Ministry.		X
This review is carried out at Board meetings, with a minimum of two per year.			
iii.	Recommendations and improvements that in the opinion of the unit would be pertinent to minimize the occurrence of irregularities or fraud.		X

This review is carried out at Board meetings, with a minimum of two per year.		
iv.	The effectiveness of crime prevention models implemented by society	X
The Crime Prevention Officer reports twice a year on the operation of the Crime Prevention Model.		
g) The board of directors meets at least quarterly with the Social Responsibility, sustainable development or responsible equivalent function unit, to analyze:		SI NO
i.	The effectiveness of the policies approved by the board of directors to disseminate the benefits of diversity and inclusion to society within the organization, its shareholders and the general public.	X
The company has a program called Camanchaca Amiga that aims to permanently improve the relationship with the stakeholders of the Company and with the environments in which the company participates.		
ii.	Organizational, social or cultural barriers detected that could be inhibiting the natural diversity that would have occurred in the absence of these barriers.	X
This practice is not considered desirable.		
iii.	The usefulness and acceptance of the sustainability reports disseminated to the relevant stakeholders of the company.	X
This practice is not considered desirable for now.		
h) The board of directors contemplates, during each year, the realization of visits in the field to the different dependencies and facilities of the company, to know:		SI NO
i.	The state and functioning of those dependencies and facilities	X
It is planned that once a year a Board meeting is held in the facilities of one of the plants. During 2022 there were no Board sessions or visits in the plants, notwithstanding that directors traveled on different occasions to visit plants.		
ii.	The main functions and concerns of those who work in them.	X
It is planned that once a year a directory session is held in the facilities of one of the plants. During 2022 there were no Board sessions or visits in the plants, notwithstanding that directors traveled on different occasions to visit plants.		
iii.	The recommendations and improvements that in the opinion of those responsible for those units and facilities would be pertinent to improve their operation.	X
It is planned that once a year a directory session is held in the facilities of one of the plants. During 2022 there were no Board sessions or visits in the plants, notwithstanding that directors traveled on different occasions to visit plants.		
i) Of the meetings held for each point referred to in letters d) to f) above, at least one for each point is made without the presence of the general manager of the company.		X
The only meeting without the presence of the General Manager is the one carried out by the Board of Directors with the External Auditors, where they consult on the ease and fluidity with which the administration collaborated with its examination. During 2022 there was an instance of a meeting of the Board of Directors with the external auditors without the presence of the general manager.		
j) The board of directors has a formal procedure for continuous improvement in operation:		SI NO
i)	To detect and implement eventual improvements in its organization and operation.	X

The board of directors has a formal procedure for the continuous improvement of the functioning of the board of directors that focuses on the evaluation and detection of eventual improvements in its organization and functioning. The procedure is carried out every two years and during 2022 it was not carried out.

ii)	To detect those areas in which its members can be strengthened and continue to improve.		X
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The board of directors has a formal procedure for the continuous improvement of the functioning of the board of directors that allows to detect those areas in which its members can be strengthened and continue to improve. The procedure is carried out every two years and during 2022 it was not carried out.

iii)	To detect and reduce organizational, social or cultural barriers that could be inhibiting the natural diversity of capabilities, visions, and characteristics and conditions that would have occurred in the board of directors if these barriers did not exist.		X
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It is not considered desirable to adopt this practice at present.

iv)	That, without prejudice to legal obligations, expressly contemplate the determination of the minimum number of ordinary meetings, the minimum average time of in-person and remote dedication to them, and the anticipation with which the citation and the necessary background should be sent for the adequate realization of those, recognizing the particular characteristics of the entity as well as the diversity of experiences, conditions and knowledge existing in the board of directors, according to the complexity of the matters to be treated.		X
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It is estimated that the directors must exercise their responsibility responsibly, assigning to such effects the hours that they consider necessary for such result.

v)	That expressly contemplates the change, in the case of pertinent, of the form of organization and operation of the board of directors before situations of contingency or crisis		X
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This practice is not considered desirable at present.

vi)	That it considers the advice of an expert from outside the company to detect and implement these eventual improvements or strengthening areas.		X
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The board of directors has a formal procedure for the continuous improvement of the functioning of the board of directors that includes the hiring of an external advisor, to carry out the evaluation of the board of directors, but the implementation of any improvements is determined by the Board of Directors and implemented by the Board of Directors.

vii)	In which the detection referred to in numbers i to iii above, is carried out at least on an annual basis.		X
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The procedure is established to be carried out every two years, addressing those aspects that it is considered desirable to address by the board of directors.

k) The board of directors has an information system in operation and access by each director which:	SI	NO
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i.	Allows to access, in a secure, remote and permanent manner, all the minutes and documents held in view for each session of the board of the last 3 years, according to a mechanism of order that facilitates its indexing and information search.	X	
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During 2021 a digital repository that allows remote access to all of these antecedents was implemented

ii.	Allows to access, safely, remotely and without prejudice to the legal obligations regarding the delivery time and content of the subpoenas, to the		X
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minutes or documents that synthesize all the matters that will be discussed in that session and the other antecedents that will be presented in said session or additional necessary to prepare for it.		
This information is sent by the General Manager in advance of the directory session. However, it is considered desirable to implement a remote access system under the terms suggested by NCG° 385.		
iii. Allows the access referred to in previous number ii, at least 5 days before the respective session.		X
The information is sent by the General Manager within the week prior to the holding of the directory session. But there is information that is sent one or two days in advance.		
iv. Allows to securely, remotely and permanently access the complaint system implemented by society.	X	
The system does allow it.		
v. Allows reviewing the final text of the minutes of that session.	X	
During 2021 a digital repository that allows remote access to all of these antecedents was implemented		
vi. Allows the revision referred to in the previous v number, with no more than 5 days after the respective session.		X
In accordance with the agreement of the Board of Directors, the minutes of the last session are sent for review, three business days before the next session.		
2. On the relationship between Company, shareholders and the public in general		
a) The Board of Directors has implemented a formal procedure in operation so that the shareholders of the company can be informed:	SI	NO
i. At least 3 months in advance of the shareholders meeting at which directors will be elected, about the diversity of capacities, conditions, experiences and visions that, in the opinion of the board of directors, are advisable to be part of it so that it is in a better position to watch for the social interest.		X
It is not considered necessary to adopt this practice for the time being.		
ii. Before the corresponding vote, of the maximum number of directories that, in the opinion of the board of directors, is advisable to have by the directors elected by the shareholders.		X
It is not considered necessary to adopt this practice for the time being.		
iii. Before the corresponding vote, the experience, profession or office of the candidate for director.	X	
The Company has a formal and operating procedure so that the shareholders of the company can be informed before the corresponding vote of the experience and profession and office of the director candidate.		
iv. Before the corresponding vote, if the director candidate maintains or has maintained in the last 18 months contractual, commercial or other relations with the controller of the company or its main competitors or suppliers.		X
This information is delivered by the candidate to director, in accordance with the Corporations law. However, it is considered desirable to implement a formal procedure so that shareholders can have access in advance to the corresponding vote, to information on contractual relationships of the director candidates in the terms suggested by NCG ° 385.		
b) The board of directors has implemented a mechanism, system or formal procedure that allows:	SI	NO
i. Shareholders to participate and exercise their right to vote by remote means, at the same opportunity as the rest of the shareholders who are physically represented at the meeting.	X	

The Company implement this system during 2020.		
ii. Shareholders observe, remotely and in real time, what happens during shareholders' meetings.	X	
The Company implement this system during 2020.		
iii. The general public to be informed in real time of the resolutions adopted at the shareholders' meeting.	X	
The Company publishes on its website the resolutions adopted at the Shareholders' Meeting as they are adopted.		
iv. The general public to be informed of the resolutions adopted at the shareholders' meeting, with a delay of less than 5 minutes of voting the respective agreement.	X	
The company publishes on its website the agreements adopted at the Shareholders' Meeting as they are adopted.		
c) The board has approved a policy and established formal procedures that aim to provide the public with information annually regarding:	SI	NO
i. The policies adopted by the company in matters of social responsibility and sustainable development.		X
The board has not adopted a formal policy on this matter. However, during 2022 the Company delivered the sustainability report for 2021 on its Annual Integrated Report.		
ii. The stakeholders identified by the company as relevant, as well as the reasons why such groups have that status.	X	
The Company has approved and implemented a formal procedure that aims to annually provide the public with information regarding the stakeholders identified by the Company as relevant, as well as the reasons why such groups have that status. The information indicated is published on the Company's website.		
iii. The relevant risks, including sustainability risks, of the company, as well as the main sources of those risks.	X	
The Company has approved and implemented a formal procedure that aims to annually provide the public with information regarding the relevant risks, including sustainability, of the company, as well as the main sources of those risks. The information indicated is published on the Company's website.		
iv. The indicators measured by society in terms of social responsibility and sustainable development		X
This practice is not adopted.		
v. The existence of goals and the evolution of sustainability indicators.		X
This practice is not adopted.		
d) For the purposes of defining the policies, indicators and reporting format referred to in letter c) above, international standards have been followed, such as, for example, the guidelines contained in ISO 26000: 2010, or the principles and standards of Reports and Dissemination of the "Global Reporting Initiative" or the "Internatinal Integrated Reporting Council"		X
This practice is not adopted.		
e) The company has a unit of relations with shareholders, investors and media that:	SI	NO
i. Allows these to clarify doubts about the company, its business, main risks, financial, economic or legal situation and publicly known businesses of the entity.	X	

There is a person in charge of the relationship with investors and shareholders, and a person responsible for the relationship with the media, who channel potential concerns and their responses.

ii.	it has people who, at least, master the English language to answer the questions of those who do not speak Spanish.	X	
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iii.	It is the only unit authorized by the board to respond to such inquiries to shareholders, investors and media.	X	
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The authorized manager for these matters is the General Manager.

f) The board has a formal procedure for continuous improvement in operation.	SI	NO
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i.	To detect and implement possible improvements in the processes of preparation and dissemination of the disclosures made by the entity to the market so that they are easily understood by the public.	X	
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The Company has a formal procedure for the analysis of information delivered to the market that allows detecting and implementing possible improvements in the processes of elaboration and dissemination of the disclosures made by the entity to the market so that they are easy to understand by the public.

ii.	To detect and implement eventual improvements in the processes of elaboration and dissemination of the disclosures made by the entity to the market, so that said communications are provided to the market in a timely manner.	X	
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The Company has a formal procedure for the analysis of information delivered to the market that allows detecting and implementing, eventual improvements in the processes of preparation and dissemination of the disclosures made by the entity to the market, so that these communications are provided to the market in a timely manner.

iii.	Which considers the advice of an expert from outside society to detect and implement these eventual improvements.		X
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It is not considered desirable for the moment to adopt this practice.

iv.	In that the detection referred to in numbers i and ii above, is done at least on an annual basis.		X
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The procedure is carried out annually and was carried out during 2022.

g) The company has an updated web page through which shareholders can access all their public information, easily and easily accessible.	X	
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In the investor section, there is all the legally required information and additional information that the Company publishes voluntarily.

3. Risk management and control

a) The board of directors has implemented a formal Risk Management and Control process which is in operation and which:	SI	NO
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i.	Has as general guidelines the risk management policies approved by the board of directors	X	
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This practice is implemented and is synthesized in the Annual Audit Plan, which is drawn up from the Camanchaca Group Risk Matrix.

ii.	Has a Risk Management unit or equivalent, responsible for the detection, quantification, monitoring and communication of risks, and reports directly to the board of directors	X	
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The Manager of Audit in his capacity as Head of Crime Prevention has direct access to the Board. In matters of detection, quantification, monitoring and communication of risks, the Manager of Audit reports them to the Directors' Committee.

iii.	Has an Internal Audit unit or equivalent, responsible for verifying the effectiveness and compliance with the policies, procedures, controls	X	
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	and codes approved by the Board of Directors, and reporting directly to it.		
This function is fulfilled by the Directors' Committee with the Manager of Audit.			
iv.	Incorporates into the process of quantification, monitoring and communication of risks both the direct risks of the entity and indirect risks that may arise from the other companies of the business group to which the entity belongs.	X	
This is contemplated in the Company's Risk Matrix			
v.	Considers the potential impact that the materialization of the sustainability, economic, social and environmental risks to which it is exposed will have.	X	
The risks have been classified according to their probability of occurrence and impact on the organization.			
vi.	It is guided by national and international principles, guidelines and recommendations, such as those developed by "The Committee of Sponsoring Organizations" (COSO) or the contents of "Control Objectives for Information and Related Technology" (COBIT, by its acronyms in English) created by ISACA or ISO is) created by ISACA or ISO 31,000: 2009 and ISO 31004: 2013.	X	
These methodologies have been incorporated into our Audit Plan.			
vii.	It contemplates a Code of Conduct or equivalent document approved by the board of directors and reviewed annually, which defines principles and guidelines that should guide the actions of the entity's personnel and board of directors.	X	
The board of directors has established as an obligation the annual review of the Code of Conduct of the Company by the Board of Directors.			
viii.	It includes information and permanent training of all relevant personnel, independent of the contractual link that links it with society, regarding the policies, procedures, controls and codes implemented for risk management.		X
The Company does not have the resources to train third parties, outside of its dependent personnel.			
ix.	It is reviewed and updated, at least annually.		X
The risk management process is reviewed every two years.			
b) The board of directors has implemented a formal procedure that is in operation:		SI	NO
i.	To channel complaints by its staff, regardless of the contractual link, shareholders, customers, suppliers or third parties outside the company, of any irregularities or unlawful acts.	X	
There is a whistleblowing channel for crimes, fraud and infractions of the Code of Ethics and Internal Regulations, the Company's crime prevention model, and laws and regulations in general.			
ii.	That guarantees the anonymity of the complainant		X
The channel guarantees the confidentiality of the complaint			
iii.	That allows the complainant to know the status of his complaint.		X
The channel does not allow that.			

iv. That is brought to the attention of its staff, shareholders, customers, suppliers and third parties, both through training and through the website of the entity.		X
The training is done internally, only to the Company's personnel. However, contracts with suppliers include information on the Crime Prevention Model, which reports on the existence of the complaints channel.		
c) The Board of Directors has implemented a formal procedure that is in operation:	SI	NO
i. To detect and reduce organizational, social or cultural barriers that could be inhibiting the diversity of capacities, conditions, and experiences and visions that, without those barriers, would have occurred naturally in the organization.		X
It is not considered desirable to adopt this practice for the time being.		
ii. To identify the diversity of skills, knowledge, conditions, experiences and visions that its senior executives should have.		X
It is not considered desirable to adopt this practice for the time being.		
iii. To identify among the workers of the entity, potential replacements of the general manager and other senior executives, based on the identification process described in number II above.		X
There is a succession plan, but it is not built from the identification of the diversity of capabilities.		
iv. To timely replace the general manager and other senior executives, and transfer their functions and relevant information, to their unforeseen absence, minimizing the impact that would have on the organization.	X	
There is a procedure that meets these characteristics		
v. In that the detection referred to in numbers i and ii above, is done at least on an annual basis.		X
d) The Board of Directors has implemented a formal procedure that is in operation:	SI	NO
i. To review, at least on an annual basis, the salary structures and compensation and compensation policies of the general manager and other senior executives, in order to detect and correct eventual incentives for said executives to expose society to risks that are not in accordance to the defined policies on the matter or the commission of possible illicit acts.	X	
The Company has a formal procedure that meets the stated purposes. The review of these aspects took place during 2022.		
ii. Which contemplates the advice of a third party outside the company that supports the board of directors and the committee of directors, if applicable, in the revision referred to in numeral i above.		X
It is not considered desirable to establish as an obligation the hiring of a third party in this regard.		
iii. Which includes the dissemination of salary structures and policies for compensation and compensation of the general manager and other senior executives, on the company's website.		X
This practice is not considered desirable.		
iv. That contemplates subjecting said salary structures and policies to the approval of the shareholders.		X
This practice is not considered desirable.		

4.- Of the evaluation by a third party			
a) The self-evaluation of the board of directors regarding the adoption of the practices contained in these regulations.		SI	NO
i.	Has been reviewed and validated by a third party outside the company.		X
This practice is not considered desirable at the moment.			
ii.	The person or team of people who carried out the review and validation, has proven experience of at least 5 years in process evaluation and effectiveness of controls or in the provision of professional consulting or consulting services in design and implementation of processes, management of risks or continuous improvement.		X
This practice is not considered desirable at the moment.			
iii.	The entity or persons that carried out the review and validation are supervised by the Superintendency or a foreign public or private body of similar competence.		X
This practice is not considered desirable at the moment.			
iv.	The entity or persons that performed the review and validation, belong to a payroll established by the national stock exchanges of entities that meet the conditions defined by them to certify the self-assessment referred to in this regulation.		X
This practice is not considered desirable at the moment.			