



**SALMONES
DE CHILE**



www.salmonesdechile.com

CRIME PREVENTION MANUAL

Criminal Liability of Legal Entities – Law No. 20,393



Introduction

On December 2, 2009, Law No. 20,393 on the Criminal Liability of Legal Entities was enacted. This law establishes that companies may be held criminally liable and sanctioned in cases where:

1. Crimes are committed within the scope of their business activities;
2. Such crimes are committed by a person holding a position, role, or function within Salmones de Chile S.A. (hereinafter, “Salmones de Chile”);
3. Such crimes are committed by a person or company lacking autonomy, with ownership or participation ties, and providing services by managing matters before third parties, with or without representation; and
4. The crime is facilitated or enabled by the lack of effective implementation of an adequate Crime Prevention Model by Salmones de Chile.

In response to this, the Crime Prevention Manual (hereinafter, the “Manual”) has been established, with the purpose of implementing a crime prevention system in compliance with the provisions of Law No. 20,393. This Manual outlines the key elements of the Crime Prevention Model (MPD).

This Crime Prevention Manual also incorporates the latest amendments to Law No. 20,393, introduced by Law No. 21,595 on Economic Crimes, which significantly expands the scope of corporate criminal liability to include over 230 offenses. It also modifies several legal provisions and has been in effect since September 1, 2024.

The Model consists of the following components:

1. Training Plan related to criminal offenses
2. Contractual Clauses in employment and third-party agreements
3. Code of Conduct and Ethics
4. Internal Regulations on Hygiene and Safety
5. Crime Risk Assessment Matrix
6. Policies and Procedures identified in the risk matrix
7. Implementation of Secure Whistleblower Channels
8. Reporting to Regulators and/or Supervisory Authorities
9. Reporting to the Board of Directors and/or Executive Management
10. Internal Audit and Monitoring of High-Risk Processes
11. External Audit of processes/areas related to the Crime Prevention Model
12. Continuous Improvement



Scope

This Manual applies to all shareholders, senior executives or directors, managers, supervisors, employees, suppliers, contractors, consultants, service providers, and temporary personnel, whether they provide services by managing matters before third parties with or without representation of Salmones de Chile, regardless of factors such as size, sales, market share, hierarchy, or any other element. It outlines the measures to be adopted to prevent the commission of the specified crimes and addresses the main risks to which the company may be exposed.

According to the provisions of the law, Salmones de Chile will only be held criminally liable for crimes committed directly or indirectly by individuals or entities acting in the interest or for the benefit of Salmones de Chile. Therefore, the law does not apply when the act or crime is committed exclusively against Salmones de Chile. However, if such an act constitutes a crime against the company, Salmones de Chile will take the appropriate legal actions—whether civil, criminal, administrative, or of any other nature—as necessary to investigate and/or report the incident. The company will seek to hold the offender(s) and/or third parties accountable and pursue restitution for any losses incurred and/or compensation for damages caused to Salmones de Chile.

MPD Compliance Coordinator

To ensure the enforcement of the Crime Prevention Model (MPD), the Board of Directors of Salmones de Chile has appointed a Compliance Officer and Crime Prevention Officer, whose designation is recorded in the board meeting minutes. This individual is responsible for implementing the MPD.

The Compliance and Crime Prevention Officer has the authority and access to company management, enabling them to work alongside department heads and managers to design and implement protocols that support the prevention and detection of criminal offenses.



Criminal Offenses under Law No. 20,393

Criminal Offenses for Which Salmones de Chile May
Be Held Liable:

1. **Bribery of a National Public Official:** The act of offering or agreeing to give a public employee an economic benefit, for personal gain or for the benefit of a third party, in order to perform an act within the scope of their duties, or to omit or carry out an act in violation of their official responsibilities.
2. **Bribery of a Foreign Public Official:** The act of offering, promising, or giving a foreign public official an economic or other benefit, for personal gain or for the benefit of a third party, in order to perform or omit an act with the purpose of obtaining or retaining business or securing an undue advantage in international transactions.
3. **Terrorism Financing:** The act of directly or indirectly soliciting, collecting, or providing funds with the intention that they be used to commit terrorist acts. These crimes aim to instill justified fear in the population or a segment of it through a premeditated plan targeting a specific group or influencing government decisions.
4. **Money Laundering:** The act of concealing or disguising the illicit origin of assets, knowing that they derive, directly or indirectly, from unlawful activity; or acquiring, possessing, or using such assets for profit, with knowledge of their illegal origin.
5. **Receiving Stolen Property:** A crime that penalizes individuals who knowingly—or who should have known—the illicit origin of goods and nonetheless possess, transport, purchase, sell, transform, or commercialize them. This includes goods derived from theft, robbery, embezzlement, or livestock theft. It also penalizes those who negligently acquire or possess such goods.
6. **Private-to-Private Bribery:** This offense may occur in two forms:
 - a) When an employee or agent requests or accepts an economic or other benefit, for themselves or a third party, in order to favor—or for having favored—a particular bidder over another in the course of their duties; or
 - b) When someone gives, offers, or agrees to give an employee or agent an economic or other benefit, for themselves or a third party, to favor—or for having favored—a particular bidder over another.In both cases, the improper payment is intended to influence the selection of one bidder over another.
7. **Conflict of Interest (Incompatible Negotiation):** This offense applies to anyone who, directly or indirectly, has a personal interest—i.e., a conflict of interest—in any negotiation, action, contract, transaction, or management activity involving the company.
8. **Misappropriation of Assets:** This occurs when a person fails to return certain assets received under an agreement that required their return at a specific time (e.g., assets received under deposit, commission, administration, loan for use, lease, leasing, etc.), thereby causing harm to the rightful owner.
9. **Breach of Trust (Disloyal Administration):** This offense penalizes individuals who, while entrusted with the protection or management of another person's assets, cause harm by either abusing their authority or acting in a manner clearly contrary to the interests of the asset owner. In essence, it punishes the violation of the duties of care and loyalty by someone responsible for managing another's property.



- 10. Water Pollution:** Any person who, without authorization, or in violation of the conditions of such authorization or applicable regulations, introduces or orders the introduction of chemical, biological, or physical pollutants into the sea, rivers, lakes, or any other body of water, causing harm to hydrobiological resources, shall be subject to penalties.
- 11. Commercialization of Banned Products:** This includes the processing, transformation, transportation, commercialization, and storage of banned hydrobiological resources, as well as the production, commercialization, and storage of products derived from them.
- 12. Illegal Fishing of Seafloor Resources:** This offense applies to anyone who engages in extractive activities in areas designated for the management and exploitation of benthic resources without holding the corresponding rights.
- 13. Processing and Storage of Depleted Resources:** This offense penalizes individuals who process, produce, or store hydrobiological resources—or products derived from them—without proving their legal origin, particularly when such resources are classified as collapsed or overexploited according to the annual report issued by the Undersecretariat. The same penalty applies to registered commercial operators who trade in such resources or their derivatives without verifying their legal origin. It also applies to anyone who possesses such resources or products, knowing—or who should have known—their illegal origin.
- 14. Unemployment Insurance Fraud:** This offense involves fraudulently obtaining unemployment insurance benefits, either by simulation or deception, to receive supplements and/or payments, or by receiving benefits more than what is legally due.
- 15. Quarantine Violation Offenses:** This offense applies to anyone who violates measures imposed by competent authorities to prevent the introduction or spread of an epidemic. It also includes failure to comply with isolation or other preventive measures ordered by health authorities during an epidemic or pandemic.
- 16. First-Category Offenses:** These are offenses that are always considered economic crimes, regardless of the circumstances. Examples include collusion, securities fraud, providing false information to the Financial Market Commission, private-sector corruption, incompatible negotiation, abuse of majority position on a board of directors, falsification of financial statements, among others.
- 17. Second-Category Offenses:** These are considered economic crimes when committed in the exercise of a position, role, or function within a company, or when they result in an economic or other benefit for a company. Examples include cybercrimes, intellectual and industrial property violations, customs offenses, environmental crimes, disloyal administration, and forgery of public documents, among others.
- 18. Third-Category Offenses:** These are special offenses committed by public officials, in which a company insider is involved—either as perpetrator or accomplice—or when the offense results in any kind of benefit for a company. Examples include bribery, tax fraud, disclosure of confidential information, illicit enrichment, and embezzlement.
- 19. Fourth-Category Offenses:** These generally refer to crimes involving goods derived from economic crimes in the other categories, or when offenses such as receiving stolen property or money laundering are committed during a corporate role or function, or for the benefit of a company.



The Crime Prevention Model (MPD) implemented by Salmones de Chile is structured around **four core pillars**, each with its respective components. **These are applied proportionally to the company's business activity, size, complexity, and available resources, with the objective of exempting the company from criminal liability.**

Activities

i. Training and Awareness Programs

To ensure that employees are familiar with the law and the MPD, training sessions must, at a minimum, include the following topics:

- a)** Definition of the offenses covered by the MPD
- b)** Overview of the implemented Crime Prevention Model
- c)** Examples of how these offenses may be committed
- d)** Disciplinary actions applicable to those involved
- e)** Penalties for non-compliance with Law No. 20,393
- f)** Whistleblowing and reporting procedures

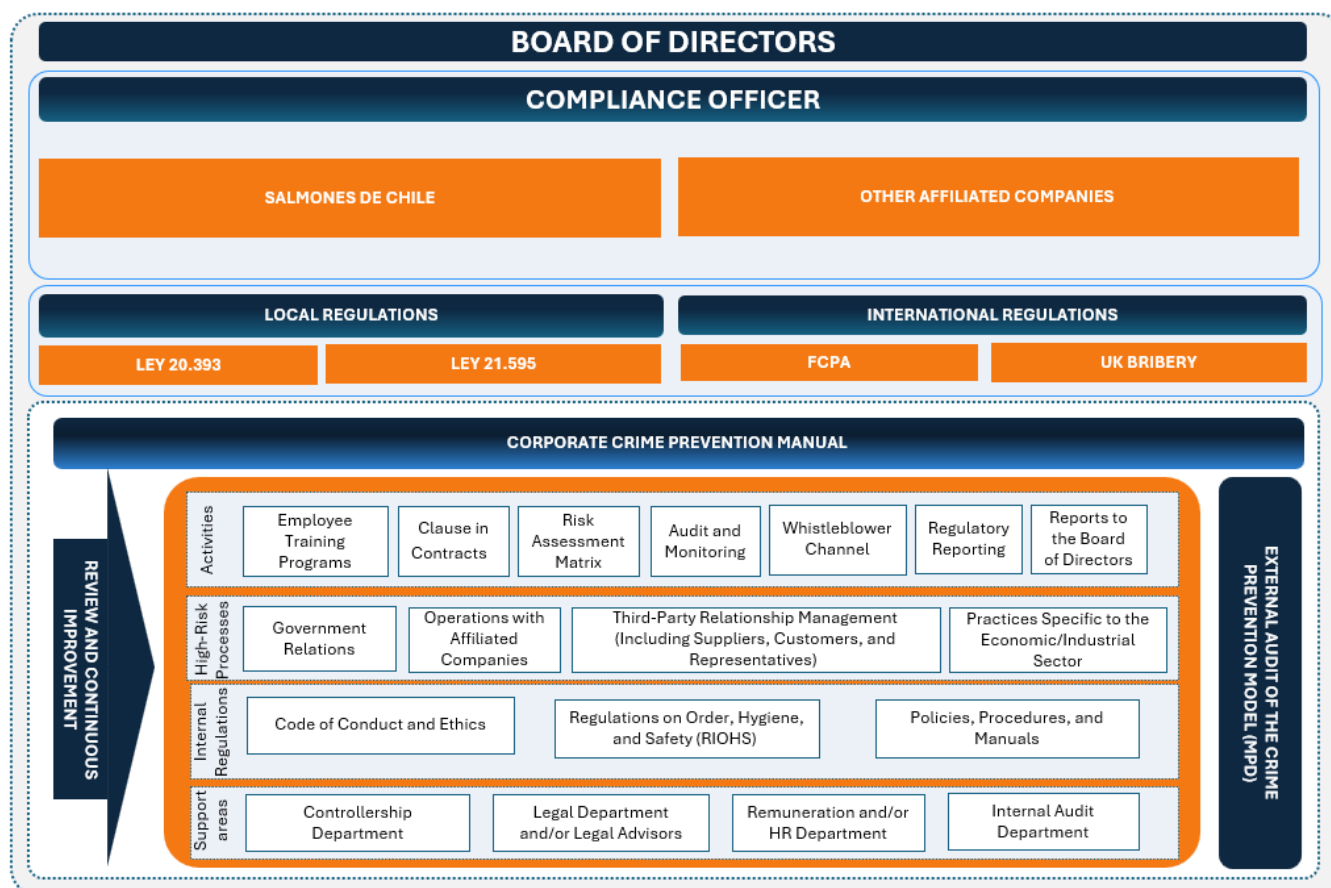
ii. Review of Employment and Third-Party Contracts

All employment contracts—including those of senior executives at Salmones de Chile—as well as contracts with service providers, suppliers, contractors, consultants, and temporary personnel, must include clauses related to compliance with Law No. 20,393:

- a)** Contracts signed prior to the implementation of the MPD: The relevant clauses must be added as an annex to the existing contract.
- b)** Contracts signed after the implementation of the MPD: The clause related to Law No. 20,393 must be incorporated directly into the contract.

Additionally, whenever a training session or workshop is conducted that involves awareness of any of the offenses covered under Law No. 20,393, a record of such training must be created and attached as an annex. This record will be submitted to the payroll department for proper archiving.

CRIME PREVENTION MODEL – SALMONES DE CHILE





Activities

iii. Risk Matrix

In the course of its operations, Salmones de Chile must carry out a number of activities that, under Law No. 20,393 may be considered risk prone.

The activities identified by Salmones de Chile as sensitive in relation to the aforementioned offenses include:

- a) Waste management
- b) Use of antibiotics and intensive production
- c) Water pollution or contamination of protected areas
- d) Money laundering in commercial transactions
- e) Commercialization of contaminated products
- f) Poor management of farming centers
- g) Obtaining permits through public officials
- h) Price fixing / market manipulation (predatory pricing)
- i) Management of resources by managers or department heads
- j) Conflicts of interest with suppliers or third parties
- k) Compliance with labor safety and social security regulations
- l) Contracts between related companies
- m) Access to IT or accounting systems
- n) Environmental and fisheries regulations
- o) Unforeseen Situations

“Unforeseen Situations” refers to the fact that the activities listed above are for reference purposes only. New risk-related activities may be incorporated into the Crime Prevention Model as needed. Therefore, any process that may involve a risk of committing offenses under Law No. 20,393 or any improper conduct that comes to light, must be reported immediately to the Compliance Officer or Crime Prevention Officer through the established Whistleblowing Procedures.

iv. Audits and Monitoring

The monitoring process involves verifying the compliance and effectiveness of the controls established under the Crime Prevention Model (MPD). To this end, internal and/or external audits will be conducted to identify any relevant observations regarding the control systems implemented across areas or processes, in order to assess the effectiveness of the MPD. For each audit, it is necessary to request records or evidence demonstrating compliance and execution of controls, as these will serve as the only valid proof of effective implementation. Similarly, when gaps are identified and action plans are defined to address them, records or evidence of the implementation and closure of such corrective actions must be documented.

v. Reporting to Regulators

When required, reports will be submitted to relevant regulatory bodies, such as the Regional Health Authority (SEREMI de Salud), the Ministry of the Environment, and others as applicable.

vi. Reporting to the Board of Directors

The Compliance Officer or Crime Prevention Officer shall report to the Board of Directors or the highest authority of Salmones de Chile on the measures and plans implemented in the fulfillment of their duties.

A formal report must be submitted at least semiannually, detailing the following:

a) Reportable Situations

b) Findings Identified

c) Risk Matrix

- i. Operational and control deficiencies
- ii. Definition of action plans

d) Whistleblower Reports

- i. Reports received
- ii. Status of investigations
- iii. Investigation outcomes

e) Other operational matters related to the MPD



Activities

vii. Secure Whistleblower Channel

Any shareholder, director, manager, executive, employee, distributor, representative, supplier, service provider, contractor, or temporary staff member of Salmones de Chile must immediately report any action, event, or situation—including suspicions thereof—that comes to their attention by any means and that may involve a violation or potential violation of this Manual, or any unlawful act.

To facilitate this, Salmones de Chile has established the following secure whistleblower channels:

For reporting violations of internal documents such as the Code of Conduct and Ethics, Internal Regulations on Hygiene, and Safety (RIOHS), Policies, Procedures, Manuals, Guidelines, or any other internal document involving a breach of regulations or any unlawful act (including violations of Law No. 20,393) the reporting channel is:

- denuncias@salmonesdechile.com

Online form available at:

- www.salmonesdechile.com

For direct contact with the Compliance Department, including the Compliance Officer or Crime Prevention Officer, the reporting channel is:

- Cumplimiento@grupoerrazuriz.cl

viii. Whistleblower Protection – No Retaliation

As stated in its “Code of Conduct and Ethics”, Salmones de Chile maintains a strict zero-tolerance policy against any form of retaliation. This protection applies to all individuals who, in good faith, report an actual or suspected violation of internal documents—such as the Code of Conduct and Ethics, Internal Regulations on Hygiene, and Safety (RIOHS), policies, procedures, manuals, guidelines—or any other internal document involving a regulatory or legal breach, including violations of Law No. 20,393. It also extends to those who cooperate in investigations conducted by Salmones de Chile. Acts considered retaliatory include, but are not limited to:

- Termination, suspension, or demotion
- Denial of legitimate benefits
- Threats or degrading treatment
- Conditioning promotions or bonuses on silence
- Assigning unrealistic goals or expectations
- Removal from projects
- Reduction of project hours
- Exclusion from team meetings

ix. Reporting to Authorities

If an incident with characteristics of a criminal offense is detected, the Compliance Officer or Crime Prevention Officer must evaluate, together with the Legal Counsel and the Corporate Administration Manager of Salmones de Chile, the possibility of filing a report with the courts, public prosecutor’s office, or police authorities. In addition to the penalties established under Law No. 20,393 and the sanctions outlined in the Disciplinary Action Policy, Salmones de Chile reserves the right to initiate legal proceedings—civil, criminal, administrative, or otherwise—as appropriate, to investigate and/or report the incident, hold the offender and/or third parties accountable, and seek restitution for any losses or damages caused to the company.

Internal Regulations

i. Code of Conduct and Ethics

Provided to each employee upon hiring—with signed acknowledgment stored in their personal file—the Code of Conduct and Ethics establishes ethical behavior standards and business conduct guidelines for all employees, senior executives, and board members, regardless of their contractual relationship. It aligns with applicable legislation in each case and governs how employees of Salmones de Chile interact with shareholders, colleagues, authorities, communities, clients, suppliers, business partners, and others.

ii. Internal Regulation on Hygiene and Safety (RIOHS)

Delivered to each employee upon hiring or when updated and submitted to the Labor Directorate, with signed acknowledgment stored in the employee's personal file. This document includes, among other key elements:

- a)** Overview of the Crime Prevention Model (MPD)
- b)** Offenses covered under Law No. 20,393
- c)** Employee obligations/prohibitions related to the MPD
- d)** Internal sanctions implemented by Salmones de Chile to enforce compliance with the MPD
- e)** Investigation and reporting procedures

iii. Policies, Procedures, and Manuals

Salmones de Chile develops specific protocols to guide individuals involved in activities or processes identified as high-risk, enabling them to plan and perform their duties in a way that prevents the commission of offenses under Law No. 20,393.

Support Areas

Support areas play a critical role in the Crime Prevention Model (MPD), as they assist the Compliance Officer or Crime Prevention Officer in coordinating prevention, detection, response, oversight, and monitoring activities. The following are representative, but not exhaustive, responsibilities of support areas within the MPD framework:

i. Internal Audit and Compliance Management (Compliance Area)

- Carry out implementation, detection, and prevention activities related to the MPD.
- Regularly analyze and assess risks associated with the offenses under Law No. 20,393.
- Propose controls to prevent and detect risks related to such offenses.
- Recommend the inclusion of Law No. 20,393 clauses in contracts with third parties.
- Report activities, risks, and actions at least semiannually or as required by the Board of Directors and/or specific departments or management areas.
- Advise on the application of internal sanctions and disciplinary measures.
- Design, deliver, coordinate, lead, and/or participate in onboarding and refresher training for employees on the MPD and the scope of Law No. 20,393 including topics related to offenses, internal sanctions, and legal consequences.
- Provide specialized training for roles with higher exposure to specific risks or categories of offenses, such as training on money laundering and terrorism financing, free competition, and other topics related to specific offense groups under Law No. 20,393.



Support Areas

ii. Legal Department (Legal Advisors)

- Provide guidance on the inclusion of Law No. 20,393 clauses in various contracts entered into with employees and third parties.
- Advise on decisions related to sanctions and/or legal actions resulting from the detection of legal violations or findings from internal investigations.
- Support the Compliance Officer or Crime Prevention Officer in interpreting and applying relevant laws or regulations related to the prevention of specific offenses.

iii. Payroll and Human Resources Department

- Provide the Compliance Officer or Crime Prevention Officer with the necessary information for the implementation and execution of the Crime Prevention Model (MPD).
- Notify the Compliance team of new hires who must be trained on Law No. 20,393.
- Maintain records of declarations, training attendance, and MPD related annexes.
- Participate in the application of internal sanctions and disciplinary actions when required, such as written warnings or termination of employment due to non-compliance with the MPD and/or related protocols.

iv. Internal Audit

- Include the review of specific controls related to the MPD in internal audits conducted at Salmones de Chile, to verify compliance with the model's control framework.

Other Support Areas

Although not explicitly represented in the Crime Prevention Model (MPD) structure, it is expected that other support areas—such as employees and third parties—actively participate in the implementation and operation of the MPD:

v. Employees and Third Parties

- Become familiar with the content of the Crime Prevention Model through the training and awareness activities provided by Salmones de Chile, particularly regarding prohibited conduct that may constitute offenses under the law.
- Report any act or situation—actual or suspected—that may constitute a crime or a violation of the MPD.
- Participate in any training, courses, or activities related to the offenses and the Crime Prevention Model (MPD) of Salmones de Chile.
- Comply with the provisions of Salmones de Chile's Internal Regulations, including:
 - a) Code of Conduct and Ethics
 - b) Internal Regulations on Hygiene and Safety (RIOHS)
 - c) Policies, Procedures, and Manuals
- Adhere to the Crime Prevention Model (MPD) of Salmones de Chile.
- Cooperate by providing any information required by the Compliance Officer or Crime Prevention Officer for the performance of their duties, including risk assessments, implementation efforts, or any investigation necessary to ensure the effective and proper operation of the MPD.
- Consult with the Compliance Department in case of any questions or need for guidance.

Internal Sanctions

This Manual is mandatory for all executives, managers, employees, service providers, and/or third parties to whom it applies, as well as for those with assigned duties and responsibilities. Non-compliance with the provisions of this Manual, the Crime Prevention Model (MPD), the Code of Conduct and Ethics, the Internal Regulations on Hygiene and Safety (RIOHS) and/or any internal policy, procedure, or manual, will result in the application of one or more disciplinary measures as outlined in Salmones de Chile's Disciplinary Action Policy.

Levels of Disciplinary Action:

Training or Guidance	Aimed at helping the employee better understand and interpret a document or regulation. The training will be documented via an email from the manager to the employee.
Verbal Warning	The direct manager will inform the employee of the expected behavior and explain which conduct is outside the company's standards and/or violates policies or procedures.
Written Warning	The direct manager, together with the payroll or HR department, will issue a formal written warning describing the violation and the corrective actions expected. This warning may be copied to the Labor Directorate and must be documented and filed in the employee's personal record.
Termination of Employment	The direct manager, in coordination with the payroll or HR department, will decide on contract termination based on the severity and/or recurrence of the violation. The HR department and Legal Department must always be involved in this process and decision-making.

External Audit of the MPD

The Crime Prevention Model (MPD) includes periodic evaluations conducted by independent third parties, such as external audits or reviews, to assess the effectiveness of the controls in place. These evaluations support the development of continuous improvement plans and updates to the model.

Reviews and Continuous Improvement

The Compliance Officer or Crime Prevention Officer must conduct annual and periodic reviews to verify compliance with this Manual and the operation of the controls implemented to mitigate the risk of committing offenses under the law. The annual review must define the types of reviews to be conducted, topics, frequency, controls, and other relevant aspects.

Following each review, the Compliance Officer or Crime Prevention Officer must issue a written report and make it available to the relevant parties, including senior executives and/or managers, as appropriate.

Dissemination of the Manual and MPD

- (i) All executives, managers, employees, service providers, and/or third parties of Salmones de Chile will have access to the Manual via the company intranet and/or the website:
www.salmonesdechile.com
- (ii) All employees will be informed about the Crime Prevention Model during training sessions.
- (iii) Executives of Salmones de Chile are responsible for communicating the contents of this Manual and the Crime Prevention Model to the employees under their supervision.

Inquiries Regarding the MPD

For any questions regarding the application of the Crime Prevention Manual or any component of the Crime Prevention Model, please contact the Compliance Officer or Crime Prevention Officer at:

cumplimiento@grupoerrazuriz.cl



**SALMONES
DE CHILE**

**THE SUCCESS OF THE CRIME PREVENTION MODEL
DEPENDS ON EVERYONE'S COMMITMENT TO PRACTICES THAT PREVENT AND DETECT
CRIMINAL OFFENSES**