

**CRIME
PREVENTION
MANUAL**

LAW No. 20,393

Septiembre 2020





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I. INTRODUCTION

Nova Austral S.A., Tax ID No. 96.892.540-7, is a private corporation dedicated to the production and processing of seafood products; incorporated under the laws of the Republic of Chile by means of public deed dated November 29, 1999, granted at the Notary of Santiago of Mr. Patricio Raby Benavente, digest No. 4.783-1999, an excerpt of the latter was registered at page 14, number 7 of the Commerce Registry of the Real Estate Registrar of Tierra del Fuego in 1999 and published in the Official Gazette on December 7 of the same year (indistinctly the "Company" or "Nova Austral").

The Company is the parent company of the following companies :

(i) Comercial Austral S.A., Tax ID No. 99.530.880-0, private corporation, dedicated to the marketing of seafood products; incorporated under the laws of the Republic of Chile by means of the public deed dated July 28, 2003 granted at the Notary of Santiago of Mr. Eduardo Avello Concha, digest No. 5509, an excerpt of the latter was registered at page 22997 number 17396 of the Commerce Registry of the Real Estate Registrar of Santiago in 2003 and published in the Official Gazette on August 18, 2003.

(ii) Pesquera Cabo Pilar S.A., Tax ID No. 76.729.960-5, private corporation dedicated to the marketing of seafood products; incorporated under the laws of the Republic of Chile by means of the public deed dated December 13, 2006 granted at the Notary of Valparaíso of Mr. Eduardo Bravo Ubilla, digest No. 1184, an excerpt of the latter was registered at page 1463 No. 1697 of the Commerce Registry of the Real Estate Registrar of Viña del Mar in 2006 and published in the Official Gazette on December 21, 2006.

(iii) Piscicultura Tierra del Fuego S.A., Tax ID No. 76.720.095-1, private corporation dedicated to the marketing of seafood products; incorporated under the laws of the Republic of Chile by means of the public deed dated February 7, 2017 granted at the Notary of Santiago of Mr. Roberto Antonio Cifuentes Allel, digest No. 1168, an extract of the latter was registered at page 2 number 2 of the Commerce Registry of the Real Estate Registrar of Tierra del Fuego in 2017 and published in the Official Gazette on February 18, 2017.

(iv) Salmones Porvenir SpA, Tax ID No. 77.131.398-1, private corporation, dedicated to the exploitation processing and marketing of marine resources; incorporated under the laws of the Republic of Chile by means of the public deed dated February 3, 2020 granted at the Notary of Santiago of Mr. Alvaro Gonzalez Salinas, digest number 6.718, an excerpt of the latter was registered at page 4 number 4 of the Commerce Registry of the Real Estate Registrar of Tierra del Fuego in 2020 and published in the Official Gazette on February 13, 2020.

Nova Austral and its subsidiaries are committed to cultivating hydro-biological resources in an environmentally sustainable and socially responsible way for people and the community, making their products safe for human consumption and commercializing them globally to satisfy their customers' needs.

In view of the above, the Company expressly forbids and rejects any participation by any person linked to Nova Austral in conduct of an illicit nature - whether or not it constitutes a crime -, considered unethical and/or that could affect its reputation as a company committed to exemplary development and behavior.

In this context, and with the main purpose of preventing the commission of illegal conduct and effectively promoting, establishing and strengthening an ethical culture within the Company and its subsidiaries, a crime prevention system has been designed and implemented in accordance with the provisions of Law No. 20, 393 (the "Crime Prevention System" and the "Law", respectively), which establishes the criminal liability of legal entities for the commission of the crimes established in the catalogue of article 1 of the Law by certain individuals ("Crimes"), allowing them to adopt a form of corporate organization that prevents, avoids, detects and sanctions the commission of Crimes within Nova Austral.

This Crime Prevention Manual ("MPD" for its Spanish acronym), along with the issuance of a Code of Ethics, is a tool of the Nova Austral Crime Prevention System, the content of which must be known and applied by all Nova Austral's collaborators, executives, directors and controllers, as well as by third parties with whom the Company has relations, such as providers, contractors and clients, and the content of which must be expressly incorporated into work and service contracts.

Due to the foregoing, the content of this MPD, as well as its correct observation, knowledge and application, constitutes an obligation for all collaborators, executives, directors and controllers of Nova Austral and its subsidiaries; and complements, but does not replace, the Code of Ethics or the provisions contained in the manuals, regulations, internal documents, policies and/or procedures of the Company, which are equally applicable to all subjects and companies mentioned above, notwithstanding the particular policies that such subsidiaries may implement in these matters.

Likewise, Nova Austral's Crime Prevention System, along with the MPD, follows the guidelines issued by the Board of Directors to prevent the Company and/or its subsidiaries from being used to commit any of the current crimes listed in article 1 of the Law, as well as any other crimes that may be included in the future.

II. ABOUT THE CRIME PREVENTION SYSTEM AND THE MPD

The Crime Prevention System includes a series of documents, protocols, procedures, rules and measures that must be adopted in all those activities or processes that, being carried out in Nova Austral, are exposed to the risk of committing one or more of the Crimes.

Therefore, the implementation of the MPD is a fundamental but not exclusive tool for the prevention of the occurrence of Crimes within the Company's organization, since the Crime Prevention System is nourished and complemented by other internal practices and policies of Nova Austral, all of which are of knowledge and mandatory compliance for its Active Subjects (as defined below), since they aim to prevent the commission of Crimes and other criminal behavior, as well as to promote a corporate culture based on ethics.

Nova Austral has designed and implemented the present MPD, as a way to prevent and dissuade that, during the development of its activities, unethical behaviors are carried out, with the aim to comply with the management and supervision duties established by the Law, which allow to mitigate and/or avoid the attribution of criminal liability as a consequence of the commission of any of the Crimes referred to in such Law.

In addition, the MPD includes a Risk Matrix, which identifies those activities and/or processes whose performance could imply greater exposure to the commission of ethical misconduct and/or crimes that could give rise to criminal liability against the Company, which is understood to form part of this document.

Finally, the MPD covers a set of control, monitoring and mitigation activities that consist mainly of training and prevention actions regarding the occurrence of any of the Crimes.



III. PURPOSE OF THE MPD

Nova Austral has a real and permanent commitment to full compliance with all laws, rules and other regulations governing its activities, as well as the responsibility to maintain the highest ethical standards in the way the Company's operations, activities and actions are carried out.

Therefore, the purposes of the MPD are :

- (i) To preserve and strengthen Nova Austral's commitment to adopting an ethical culture and implementing good business practices aimed at progressively improving the Company's conduct and promoting its integrity, with emphasis on crime prevention;
- (ii) Establish an effective mechanism for the prevention and mitigation of the risks of Crime or others to which Nova Austral is exposed, implementing procedures or promoting the activities that are necessary for the effective and efficient operation of the MPD;
- (iii) Train and guide Nova Austral's internal and external collaborators on the existence of the MDP and the role that each of them must assume for the effective operation of the preventive system; and instruct them on how to communicate operations that could be considered as unusual, worrying and/or risky within Nova Austral;
- (iv) Reduce the possibility that Nova Austral becomes a victim of illegal activities committed by its shareholders, directors, senior management, managers, executives, employees, temporary staff, providers and/or advisors to the Company;
- (v) To comply with the requirements established in the Law and its amendments.

IV. ABOUT THE CRIMES THAT ARE PART OF THE CATALOGUE ESTABLISHED BY THE LAW

1. General

The enactment of Law No. 20,393 in December 2009, established the possibility of attributing criminal liability to legal entities when one of their owners, controllers, managers, chief executives, representatives or those who carry out management and supervision activities, or any individual who is under the direct direction or supervision of any of the aforementioned subjects ("Active Subjects"), has committed any of the Crimes from the catalogue of said Law, directly and immediately, in the interest or benefit of the respective legal person, provided that the commission of the crime is the result of the failure by the latter to fulfil its duties of direction and supervision over the Active Subjects.

The Law considers that the duties of direction and supervision have been complied with - allowing legal entities to opt for mitigation or exemption from criminal liability - by effectively, efficiently and prior to the commission of the crimes, implementing a Crime Prevention System that meets the minimum requirements set out in the Law and which includes a series of tools and activities to prevent, correct, detect and supervise the commission of the crimes.

2. Crimes Law N° 20,393

The Law lists those Crimes for the commission of which it is possible, under certain circumstances, to attribute criminal liability to legal entities.

It should be noted that some of the crimes require the prior execution of other offences, that is to say, they are crimes that cannot be committed independently, since, in order to be set up, they require the prior incurrence of other criminal conduct, which is usually referred to, then, as "base crimes".

Annex No. 1 of this MPD contains a brief explanation of the crimes that are included in the catalogue of the Law, notwithstanding the fact that it must be taken into consideration that the criminalization of such crimes is made by the specific laws that regulate them in full.

3. Sanctions established by Law

Nova Austral recognizes the important impact that the conduct of its activities, that its unethical, can have on its organization, since the involvement of the Company in illicit activities can bring about not only legal responsibilities, but also great reputational damage.

In relation to the foregoing, the Law has established the following set of sanctions that could be applicable to those legal entities that, are attributed with criminal liability for having complied with the assumptions and conditions determined by the Law in relation to the commission of any of the Crimes:

- (i) Winding-up of the legal person or cancellation of its legal personality;
- (ii) Temporary or perpetual prohibition to execute acts and contracts with the State (includes contracting in any capacity with State bodies or enterprises or with enterprises or associations in which the State has a majority participation; as well as the prohibition to be awarded with any concession granted by the State);
- (iii) Partial or total loss of tax benefits or absolute prohibition to receive them for a given period (from 20% to 100% of tax benefits);
- (iv) State benefit fines (400 UTM - 300,000 UTM); or,
- (v) Accessory penalties under Article 13 of the Law: (i) publication of an excerpt of the condemnatory sentence in the Official Gazette or in a newspaper of national circulation, (ii) seizure, and (iii) in case the crime involves the investment of resources of the Company higher than the income generated by the Company, the penalty may be imposed to enter in the fiscal accounts an amount equivalent to the investment made.

V. COMPLIANCE OFFICER

1. General

The responsibility for designing, implementing and managing Nova Austral's Crime Prevention System shall fall on Nova Austral's Compliance Officer (the "Compliance Officer"), who shall also coordinate and supervise the operation of the policies designed by the Company for the purpose of preventing the commission of Crimes.

Also, together with Nova Austral's Board of Directors, he or she shall be in charge of coordinating the design, implementation and supervision of the MPD, and shall ensure strict compliance with it and the promotion of a culture of prevention and compliance within Nova Austral.

2. Appointment of the Officer

Nova Austral's Board of Directors may appoint as the Company's Compliance Officer the Chief Legal Officer or another Manager, who, with the Board's authorization, may delegate specific functions, either temporarily or permanently, to one or more Compliance Sub-officers of their choice.

Such appointment shall be made by means of an agreement of the Board of Directors of the Company, which shall be recorded in writing, and shall be communicated to all Active Subjects through channels that ensure that they are fully aware of both the name and the position and functions of the Compliance Officer.

The Compliance Officer shall hold this position for 3 years, and the Board of Directors may renew his/her appointment for successive periods of equal duration.

3. Independence

For the adequate and effective performance of his or her duties, the Compliance Officer shall be granted organic and functional independence from Nova Austral's Board of Directors and from the rest of the Company, as evidenced by the following measures:

(i) The Compliance Officer shall not be subject to the control of any other level within Nova Austral's organization chart with regard to his or her duties as Compliance Officer, and may gather and request directly from the other areas or management of the Company, as well as from other sources of information, any background information that he or she deems indispensable and/or necessary for the fulfillment of his or her duties, without prejudice to the obligation to report to the Board of Directors, as set forth in number 5 of this section.

(ii) Shall have access to all offices, centers and facilities of Nova Austral and may interact directly and without intermediaries with any of the Active Subjects.

(iii) It shall not require any authorization from any head office or body within the Company in order to correctly perform its functions.

(iv) Will perform functions related to the prevention, detection and dissuasion of Crimes and other conducts that could be qualified as corrupt.

(v) Shall have a budget allocated for the proper performance of its duties, and shall have the capacity to dispose of it freely.



4. Resources and powers of the Compliance Officer

The Compliance Officer shall be invested with all the powers required for the effective exercise of his or her functions, and shall have the necessary and sufficient resources to prevent Crimes and other unlawful and/or unethical conduct within the Company and, consequently, to fulfil his or her obligations satisfactorily. In this way, it will be provided with:

(i) The resources and material means necessary to adequately fulfill its duties, in consideration of the size and economic and organizational capacity of Nova Austral.

(ii) Direct access to Nova Austral's Board of Directors to inform it in a timely manner through suitable means, either electronically or in person, of the measures and plans implemented in the fulfillment of its duties and to report at least quarterly;

(iii) Direct access, without intermediaries, to the different areas and/or departments of Nova Austral, for the purpose of evaluating their situation and operation;

(iv) Independence to design and implement measures to strengthen the Company's ethical corporate culture;

(v) Sufficient powers to investigate and/or have investigated the complaints and/or claims received through the channels established for this purpose;

(vi) A budget to be determined by the Board of Directors, and personnel under its charge, whether hired or subcontracted, to carry out its work, considering within this, the execution of compliance reviews of the Crime Prevention System and the MPD, training activities and the updating of documents, policies and procedures that integrate the Crime Prevention System.

The appointment of Nova Austral's Compliance Officer, as well as the duration of the position, its independence and the availability of resources and budget with which it will be endowed, shall be expressly recorded through a formal act by the Company's Board of Directors.

5. Functions of the Compliance Officer

As administrator of the Crime Prevention System, the Compliance Officer has the following main responsibilities and duties:

- (i) Design and maintain an updated Risk Matrix containing a list of those activities that, identified and analyzed, may represent -due to the way they are carried out or due to their own characteristics- a risk of committing crimes. Also, the determination of both concrete measures and controls for the mitigation of such risks, as well as those responsible for their implementation;
- (ii) To ensure, together with the Board of Directors, the correct establishment and operation of the MPD, according to the rules established by the Company and in accordance with its legal powers and duties;
- (iii) Coordinate and supervise that the different areas and departments of Nova Austral comply with the laws and regulations for crime prevention;
- (iv) To request from the different areas or departments of the Company the corresponding records and/or evidence to demonstrate compliance and execution of the contents of the MPD;
- (v) Propose, develop, implement or update, as appropriate, Nova Austral's policies, procedures, guidelines and directives for the compliance and effective operation of the Crime Prevention System and/or the management and supervision duties required by Law;



- (vi) Report at least quarterly to the Nova Austral Board of Directors on the status and operation of the Crime Prevention System as well as on matters within its competence and management;
- (vii) Tomar conocimiento de las denuncias recibidas por los medios establecidos por la Sociedad para estos efectos, liderando y/o coordinando los procedimientos de investigación de las mismas;
- (viii) To ensure the protection of the right to due process and defense, mainly in those investigations that it may lead and/or coordinate;
- (ix) To protect the confidentiality of the investigations and of all the background information gathered in the course of the analysis, as well as the confidentiality of the information to which it has access in use of its powers. Also, to leave a record of the denounces received and the investigation processes carried out;
- (x) As appropriate, resolve, propose, request and/or apply, together with the Board of Directors, the sanctions established in Nova Austral's internal regulations;
- (xi) Designing and implementing advertisement and training programs related to the Crime Prevention System, aimed at training the Board of Directors, managers and main executives of Nova Austral, as well as the rest of the Active Subjects related to the Company;
- (xii) Ensure that all employees and Active Subjects of the Company are aware of and comply with the policies, protocols and documentation implemented by Nova Austral, as well as the obligations and sanctions that may be applicable to them as a result of the implementation of the Crime Prevention System;
- (xiii) To advise and resolve queries related to the MPD; y,
- (xiv) Maintain records of MPD documentation and promotion activities.

6. Compliance Officer´s Contact Information

For the purpose of contacting the Compliance Officer, in case of doubts on how to comply with the Crime Prevention System, inquiries about its implementation or other matters that may be of interest, please contact cumplimiento@novaaustral.cl.

The foregoing is notwithstanding the existence of the Whistleblower Channel implemented by the Company, which is available for the reception of reports for doubtful situations and/or activities indicative of behaviors constituting crimes and/or misconduct.

VI. MEASURES IMPLEMENTED BY NOVA AUSTRAL FOR THE PREVENTION OF CRIMES

1. General

This section describes the main measures, policies and protocols that Nova Austral has designed and implemented for the purpose of strengthening ethical compliance within its organization, which must be complied without exception by the Company's employees.

Accordingly, Active Subjects must adjust their activities to the following rules, as well as to any other existing internal regulations or those that may be established by the Company, complying with them and ensuring their compliance and promotion among the different areas and departments of Nova Austral.

2. Protocols and rules established by Nova Austral

2.1 Code of Ethics

Nova Austral has designed and implemented a Code of Ethics that serves as a guide for the daily development of the Company's employees, and which has the primary aim of allowing them to align their behavior with the levels of ethics and professionalism required, whether at the level of internal relations within the Company, or in their relations with shareholders, clients, providers, authorities and/or other third parties outside the Nova Austral organization.

In particular, the Code of Ethics establishes standards applicable to all Active Subjects in their relationship with clients, providers, authorities and other collaborators, in various areas such as crime prevention, respect for labor rights and safety in the workplace, conflicts of interest, fair competition, the delivery and receipt of gifts and/or invitations, and Nova Austral's corporate social responsibility, among others.

2.2 Specific Policies and Procedures

All policies and procedures that establish definitions, regulations and controls for the development of Nova Austral's activities will be duly diffused and kept within reach of all those who may be affected.

These policies and procedures contain the obligations, guidelines, prohibitions and internal sanctions that Nova Austral has designed and implemented to make the Crime Prevention System effective and to strengthen its commitment to an ethical corporate culture, as well as to the best possible development of the Company's business and activities.

In this regard, Nova Austral has implemented the following specific policies:

- a) Internal Cooperation Policy.

b) Legitimacy of Actions Guidelines.

c) Conflict of Interest Policy.

d) Gifts and Travel Policy.

e) Third Party Knowledge Policy.

f) Policy on Relations with Public Officials and/or Politically Exposed Persons.

g) Policy on Fair and Equal Treatment to Providers and Contractors.
- h) Policy on Truthful and Transparent Communications and Records.

i) Policy on Acquisition of other Companies or Joint Ventures.

j) Policy on Environmental Responsibility.

k) Policy on Corporate Social Responsibility and Donations.

l) Policy on the Operation of Navarino Law.

2.3 Labor Contracts

The employment contracts entered into by Nova Austral shall refer to all internal regulations governing the Company's activities, considering all obligations, prohibitions and internal sanctions set forth in such documentation for the purposes of the proper and timely knowledge thereof by the Active Subjects.

In view of the foregoing, they will contain an appendix that will be related to the Law, which will be understood to be part of the same for all legal purposes.

Prior to entering into any employment contract, Nova Austral may request and obtain background information regarding the future workers. This analysis may include the review of criminal records and of any relationships that the person has or may have had with individuals with respect to whom a conflict of interest may arise, due to the position or function they hold.

2.4 Services Agreements

Services Agreements will also refer to all internal regulations governing the Company's activities.

In this sense, they will contain a declaration that will be related to the Law, which will be understood to be part of the same for all legal purposes.

Prior to the execution of any services agreement, Nova Austral may request and obtain background information regarding its counterparts. This analysis may include the review of criminal, legal and/or reputational records, as well as any possible conflicts of interest that may arise from the establishment of such contractual relationship.

2.5 Reglamento Interno de Orden, Higiene y Seguridad of Nova Austral

Nova Austral's Reglamento Interno de Orden, Higiene y Seguridad incorporates the obligations, prohibitions and internal sanctions in relation to crimes in general, and are therefore understood to include those indicated in the Law and its modifications.

However, specific clauses related to the Law and its modifications, derived obligations and their corresponding sanctions will be expressly incorporated into the Reglamento Interno de Orden, Higiene y Seguridad, which will be included in the usual processes of revision of said regulations.

2.6 Training and promotion of the Crime Prevention System

In the context of prevention activities, the respective Management, together with the Compliance Officer, shall be especially concerned with the promotion and implementation of periodic training to Nova Austral's employees in matters related to the Crime Prevention System, the MPD, the Code of Ethics, internal protocols and the Law, as well as about the role that each one of them must assume in relation to their effective operation.

The Compliance Officer must control and periodically monitor both the effective performance of training activities for employees and the effective communication of the material produced by the Company in matters of ethical compliance.

2.7 Review of Litigation and Judicial Proceedings

The Compliance Officer shall keep a record of, and monitor, any litigation and/or court proceedings in which Nova Austral is or may be involved and which may import an eventual attribution of criminal liability against the Company.

3. Monitoring of specific Crime prevention measures

The Compliance Officer shall supervise and control the compliance with the Crime Prevention System, the MPD and other prevention protocols and activities of Nova Austral in conjunction with the Chief Internal Control, for which they will have the support of the Chief Executive Officer.

In order to carry out this monitoring, the Compliance Officer may request support from all areas of the organization.

4. Procedures for the administration and audit of Nova Austral S.A.'s financial resources

Notwithstanding the measures and policies established by Nova Austral in this MPD with the purpose of preventing and avoiding the commission of Crimes, the Company has designed a set of administration and audit procedures aimed at safeguarding and improving the use of the financial resources it has for the development of its activities, in accordance with the provisions of section 4(c) of the Law.

Thus, Nova Austral has intended to ensure, to the extent of its organizational capabilities, that such financial resources are or may be used, directly or indirectly, in the commission of the Crimes, designing and implementing various controls in its internal processes related to management and financial transactions, which have been implemented and are described in various accounting policies and procedures.¹

Periodically, Nova Austral's Accounting Department informs the rest of the Company's areas of the monthly accounting closing activities, emphasizing the importance of complying with internal procedures and deadlines. It is also in charge of continuously monitoring the compliance of the different areas of Nova Austral with their respective accounting and financial tasks.

The measures and controls indicated consider the execution of different processes such as the inspections and audits carried out by the Treasury area, the reviews and consolidations of financial information carried out by the Company's Chief Accountant, and the approvals of the Administration and Finance Management, as well as the support activities carried out by external audit companies that advise Nova Austral.

On the other hand, Nova Austral has distributed the responsibilities in these matters, with the Treasury area being responsible for efficiently managing the payment of the Company's obligations, while the Administration and Finance Management is in charge of supervising, managing and approving Nova Austral's financial transactions.

Additionally, the Board of Directors of the Company is responsible for designating and approving Nova Austral's investment and financing transactions.

¹ These controls include the following: (i) General Treasury Policy; (ii) Procedure for the collection and administration of receivables; (iii) Procedure for the creation, modification and approval of customers; (iv) Procedure for the creation, modification and approval of providers; and, (v) Procedure for the payment of bank payrolls; among others.

VII. WHISTLEBLOWING CHANNEL AND QUERIES

1. General

In order to provide guidance to those Active Subjects and collaborators of Nova Austral who have knowledge or suspect the occurrence of an irregularity or a breach of the Law, as well as with respect to any regulation or internal protocol issued by the Company, the latter has designed and implemented an internal whistleblower policy, which obliges the Active Subjects to report the above circumstances as well as any suspicion of conduct that may constitute a Crime or misconduct, informing the Company about these in order to review and address the situation, determining the appropriate courses of action.

In this regard, it shall be the responsibility of each of Nova Austral's employees to consult in case of doubt regarding the application of any of the policies implemented by the Company, as well as to timely report any irregularities of which they may become aware.

Below are the specific procedures and policies implemented by Nova Austral with respect to its channel for complaints and consultations, as well as the anti-retaliation policies that must be applied with respect to employees, all of which are mandatory for the entire organization.

2. Procedure for filing complaints, contingencies and/or consultations

The Whistleblowing Channel is the means through which the Company's employees and third parties can report breaches of the Law, Nova Austral's internal policies and regulations, or any conduct that is unethical, contrary to the mission, vision or corporate values of the Company, as well as raise queries and concerns they may have regarding Nova Austral and its activities.

In any case, it should be noted that the Whistleblowing Channel is not an emergency service. Therefore, in the event of events or occurrences that represent an immediate threat to life, property or operations, the whistleblower should give the earliest possible notice to the respective management and the Compliance Officer, since reports submitted through this service do not receive an instant response, as they require an analysis that takes time to perform.

a. Filing of complaints and/or queries

Any person may access the Whistleblowing Channel by entering the website <https://pyme.ines.cl/pyme/formulario/>, which can be found to facilitate access within the Nova Austral website: <http://nova-austral.cl/contact/>. Then, in the "Company Identification" option, you must select "Nova Austral", which will allow you to access the queries and denunciations form implemented by the Company.

The complainant must accept the terms and conditions available on the Whistleblower Channel website.

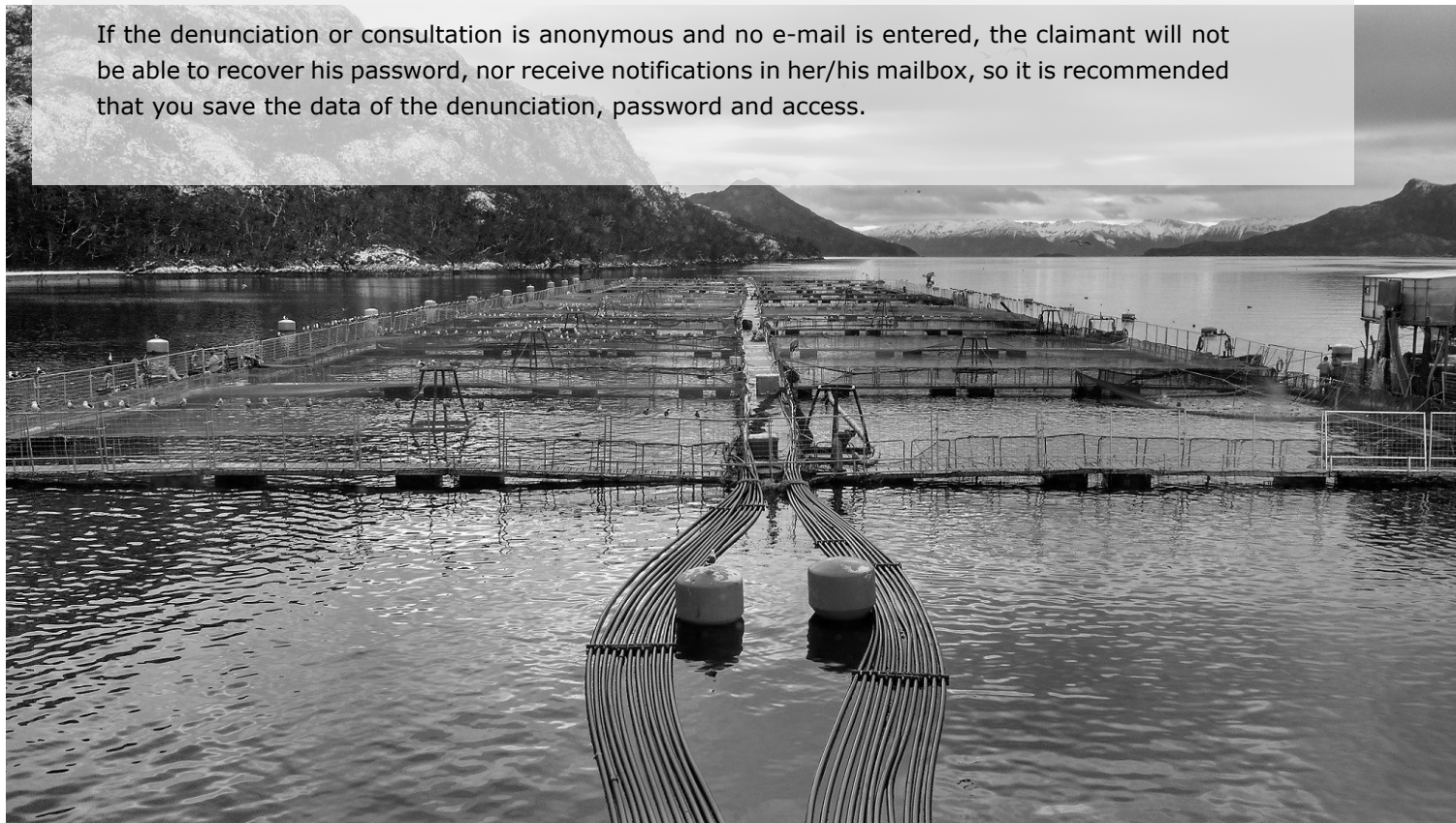
Subsequently, he or she must complete the form that will be displayed, identifying, among other things, his or her relationship with Nova Austral and the type of denunciation and/or query he or she wishes to make.

The complainant must indicate his or her preference to remain anonymous or not, and then describe the complaint and provide the background on which he or she intends to base the complaint (including possible graphic or documentary evidence, if available), complying with all the fields in the form.

In order to complete the entry of the denunciation, the claimant must indicate a password associated with his/her complaint and/or consultation and, if he/she wishes to be contacted, he/she may also indicate an e-mail address.

Finally, he/she must select the "Send Complaint" button, after which a code associated with the respective denunciation or consultation will be generated.

If the denunciation or consultation is anonymous and no e-mail is entered, the claimant will not be able to recover his password, nor receive notifications in her/his mailbox, so it is recommended that you save the data of the denunciation, password and access.



b. Status review of the complaints

In order to review and monitor the progress of the complaints and/or consultation process, as well as to provide additional information, the complainant may access the Whistleblowing Channel through the same web address indicated above.

To do so, the complainant must enter the code associated with his/her complaint or consultation and the password he/she has provided, and select the "Consult" button.

3. Procedure for investigating complaints or contingencies detected

The Compliance Officer will be in charge of receiving and analyzing the complaints or contingencies detected through the Whistleblowing Channel, and may take on these tasks directly or with the help of advisors external to the Company.

Each complaint received must pass a first filter to select the facts and/or situations that constitute it and, if its content is considered plausible, the procedure specially designed for the investigation and resolution of the complaints received that are admissible will be initiated, guaranteeing confidentiality, anonymity and communication with the complainant throughout the investigation process.

Additionally, complaints or queries may be made directly to the Compliance Officer, by e-mail to cumplimiento@novaaustral.cl.

4. Sanctions

Once the investigations related to the reports received have been completed and if applicable, the Compliance Officer, together with the Chief Executive Officer, may take the disciplinary measures they deem appropriate, which shall be implemented by the respective Management, without prejudice to other civil and/or criminal actions that may be initiated against those responsible for the facts constituting the corresponding report. The Board of Directors shall be informed of all the above on a regular basis.

ANNEX N° 1

DESCRIPCION OF THE CRIMES INCLUDED

IN THE CATALOGUE OF LAW No. 20,393

1. Money laundering

The crime of money laundering is set out in Article 27 of Law No. 19,913. For it to be established, it is sufficient that one of the following three hypotheses be fulfilled:

- (i) That one of the Active Subjects, in any way, conceals or disguises the illicit origin of certain goods, in the knowledge that they originate, directly or indirectly, from certain illicit activities known as "base crime(s) for money laundering", or, in the knowledge of such origin, conceals or disguises these goods. In this case it is necessary for the regulated entity to be aware that the goods are derived from some base crime for money laundering.
- (ii) That one of the Active Subjects acquires, possesses, holds or uses for profit, goods that derive from a base crime for money laundering, and at the moment of receipt of the goods, has knowledge of their illicit origin.
- (iii) That one of the Active Subjects incurs in any of the above conducts, even though he does not know the illicit origin of the goods, if he should know the illicit origin and for a lack of care that was required of him, he does not know.

"Goods" mean objects of any kind, that are valuable in money, movable or immovable, corporal or incorporeal, tangible or intangible, as well as documents or legal instruments evidencing ownership or other rights over them.

Examples of risk situations:

- **Gifts, travel and other benefits:** That an Active Subject receives or accepts to receive, or makes or accepts to make, gifts, travel and/or other benefits, as appropriate, from organizations or persons with respect to whom there is suspicion that they have a relationship either to money laundering or to the commission of any of its base crimes.
- **Relationship with suspicious providers:** Acquiring from, or contracting services to, domestic or international vendors who use, or are suspected of using, the relationship with Nova Austral to launder assets obtained from illicit activities.



2. Financing of Terrorism

Financing of terrorism consists of any form of economic action, assistance or mediation that provides financial support for the activities of terrorist elements or groups. Although the main objective of terrorist groups is not financial, they require funds to carry out their activities, the origin of which may be from legitimate sources, criminal activity, or both.

This crime is established in Article 8 of Law No. 18,314, and punishes those who, by any means, directly or indirectly, request, collect or provide funds for the purpose of their being used in the commission of any of the terrorist crimes indicated in Article 2 of the said law. Unlike money laundering, in the offence of financing of terrorism the focus of vulnerability is not on the origin of the resources, but on the destination of the resources.

In general, a conduct is considered to be terrorist when the act is committed for the purpose of producing in the population, or in a part of it, a justified fear of being the victim of offences of the same kind, or because it is committed to remove or inhibit resolutions of the authority or impose demands on it.

Examples of risk situations:

- **Donations and Benefits:** That an Active Subject makes donations, sponsorships or patronage to an NGO, foundation, corporation and/or community, with respect to which there is a history of a direct or indirect link with terrorist activities or organizations.
- **Removal of Assets:** That an Active Subject gives, in any capacity, to an individual or legal entity, assets which, in view of the latter's background, could be used to carry out terrorist activities or activities related to terrorist groups.

3. Handling of stolen goods

This crime is defined in article 456 bis A of the Criminal Code, which states that in order to hold a person responsible for the crime of handling of stolen goods, such person, knowing the origin or being able to know it, has in his possession, for whatever reason, stolen or robbed species, or objects of cattle breeding, handling of stolen goods or misappropriation of article 470, number 1, of the Criminal Code, transports, buys, sells, transforms or markets them in any form, even if he has already disposed of them.

The above actions have in common that they all (i) allow the direct use of the subtracted or appropriated species, and/or (ii) allow or facilitate the author of such crimes to take advantage of what he obtained with his crime.

Examples of risk situations:

- **Acquisition of goods:** That an Active Subject acquires goods from suppliers outside the established trade knowing that, or not being able less than to know that, they have an illicit origin (e.g., theft or robbery of fish eggs or office supplies).
- **Marketing of goods:** An Active Subject may market certain goods (e.g., fish cages, nets, machinery), which he or she has illegitimately appropriated, and market, sell or otherwise transform such property in the name of Nova Austral.



4. Bribery

The Criminal Code regulates two types of bribery: (i) bribery of national public officials, and (ii) bribery of foreign public officials.

4.1 Bribery of national public officials

Bribery is the giving, offering to give or consenting to give a financial or other benefit to a public official for the benefit of the latter or a third party for any of the reasons set out in the Criminal Code.

The mere offer or consent to give a benefit to a public official is sufficient for the crime to be committed, so it is not necessary that the benefit has actually been given; nor is it necessary that the public official has agreed to receive or has actually received the benefit in question.

The bribe or subornation must be executed for the purpose of giving, offering to give or consenting to give a bribe:

- (i) For a public official who is not entitled to receive it because of his or her position.
- (ii) For the public official to do or have done an act in his or her official capacity for which he or she has no rights.
- (iii) For the public official to omit or for having omitted an act proper to his office.
- (iv) For the public official to perform or for having performed an act in breach of the duties of his office. This includes the case where the "breach of duty" consists of influencing another public official in order to obtain from the latter a decision that may be of benefit to an interested third party.
- (v) For the public official to commit any of the crimes or simple offenses indicated in Title V of Book II of the Chilean Criminal Code, on crimes and simple offenses committed by public officials in the performance of their duties.
- (vi) For the public official to commit any of the crimes or simple offences referred to in paragraph 4 of Title III of Book Two of the Chilean Criminal Code, concerning torture, other cruel, inhuman or degrading treatment, and other offences committed by public officials against the rights guaranteed by the Political Constitution of the Republic of Chile.

4.2 Bribery of foreign public officials

Under article 251 bis of the Criminal Code, this crime consists in offering, promising, giving or consenting to give a benefit of any kind to a foreign public official, for the benefit of the latter or a third party, in any of the following cases:

- (i) By virtue of the official's position.
- (ii) For the official to omit or perform an act proper to his or her office or in breach of the duties of his or her office.
- (iii) For the omission or execution of an act proper to the official's position or in breach of the duties of the official's position.

Example of risk situations:

- **Communications through informal channels:** That an Active Subject maintains contact with a public official through means and/or channels of communication that do not correspond to those that the Company and/or the authority have institutionally established; fostering an informal environment of communication and/or conditions that allow him/her to offer, deliver or consent to deliver some benefit through this means.
- **Obtaining Permits and Authorizations:** That an Active Subject, either by him/herself or through an external agent, offers, delivers or consents to deliver, to a public official, any type of benefit for the purpose of obtaining a certification, authorization and/or permit in favor of Nova Austral (e.g.: granting of a greater sowing capacity for a future productive cycle).
- **Risks with respect to Foreign Public Officials:** That an Active Subject offers, promises, gives, performs, or consents to give or perform incentives, discounts and/or any other benefit in favor of, for example:
 - A public official of the Customs Service of a foreign country, to facilitate the entry of goods into that country.
 - A public official of the Customs Service of a foreign country, in the context of a review of products exported by Nova Austral to that country, in order to obtain a favorable result in such review or to avoid the application of a sanction
 - Any foreign public official who has decision-making power in the context of an international operation or business, with the purpose of favoring Nova Austral, (e.g., awarding such business, or excluding other competitors in favor of the Company).

- A foreign public official, with the purpose of obtaining invitations to seminars, fairs or other international events to which the Company would not have access, or would have access under less favorable conditions, which favor Nova Austral's positioning at an international level.

5. Unfair Administration

For this crime to be configured, it is necessary that a person is in charge of the care or management of another person's patrimony and causes the latter some damage.

This damage may occur as a result of (i) abusing powers of disposal on behalf of the other person or to compel him or her, or (ii) executing or omitting any other action in a manner manifestly contrary to the interest of the holder of the affected patrimony.

It should be noted that the patrimony of the affected person may be under the care or management of another due, indistinctly, to the law, to an order of the authority or by virtue of an act or contract.

On the other hand, the criminal liability derived from the offence of unfair administration may be aggravated if the latter is connected to the patrimony of:

1. A person of whom he is the guardian, tutor or curator;
2. A person who is incapable of managing in any capacity other than that of number 1 above; or,
3. An open stock or special corporation, if the administrator of the same performs any of the conducts constituting the crime of disloyal administration, causing damage to the company's patrimony.

Examples of risk situations:

- **Abuse of powers:** That one or more directors and/or managers of Nova Austral, preferring the interests of those shareholders who appointed them as such, force the Company into a business that causes damage to the Company's patrimony and damages the interests of its minority shareholders.
- **Debt forgiveness:** That Nova Austral's Board of Directors or Managers adopt an agreement that implies the forgiveness of a debt that one of its subsidiaries had with the Company, for an amount considerably less than the amount owed, to the detriment of the Company's patrimonial interests.

6. Misappropriation

Misappropriation is the taking, appropriation or distraction, by one person to the detriment of another, of money, goods or any movable thing received in deposit, commission or administration, with an obligation to deliver or return it.

For the configuration of the crime it is not only required the existence of a damage produced to another person, but also that there is a transgression of a bond of trust between this last person and the one who, having the obligation to deliver and return the thing that is the object of the illicit, does not do it.

Examples of risk situations:

- **Nova Austral's funds:** That an Active Subject appropriates or distracts Nova Austral's funds, through the introduction of personal expenses or expenses not necessary to carry out his/her work, among other conducts.
- **Assets owned by entities external to Nova Austral:** That an Active Subject appropriates, without legitimate reason, any property that Nova Austral has provided to him/her for the performance of his/her duties (e.g.: cell phone, machinery, leased vessels, computers, etc.) and that is, in turn, the property of an external entity (e.g.: telecommunications company, vessel leasing company, etc.) that provides such services to Nova Austral.



7. Corruption among private individuals

Corruption among individuals is typified in Articles 287 bis and 287 ter of the Criminal Code, which provide two hypotheses of the commission of this crime:

Corruption between private individuals PASSIVE: it is committed when an employee or agent requests or accepts to receive a benefit of any nature, for itself or for a third party, with the purpose of favoring or having favored, in the exercise of its duties, the contracting of an offeror of goods or services over another.

Corruption between private individuals ACTIVE: it is committed when a person gives, offers or consents to give an employee or agent of a current or potential client a benefit of any nature, for itself or for a third party, with the purpose of the latter favoring, or having favored, the contracting of an offeror of goods or services over another.

It should be noted that, in order for either form of corruption between private individuals to be considered as having been committed, it is not necessary that the contracting of one bidder has actually been favored over another, the intention to do so being sufficient.

On the other hand, it should be considered that the profit involved, whether in the active or passive phase of this crime, may be of any nature, economic or not.

Examples of risk situations:

- **Obtaining discounts granted by providers to Nova Austral:** That an Active Subject, with the purpose that Nova Austral maintains and/or establishes commercial relationships with a provider (preferring it over others), current or potential, requests or accepts preferential discounts from a provider, different from those offered by the latter to the general public.
- **Bidding:** That, during a bidding process launched by Nova Austral, an Active Subject requests or accepts from a potential provider of the Company, the delivery of a benefit of any nature, with the purpose of favoring the hiring of such potential provider over the other potential providers participating in the bidding.

Likewise, that during a bidding or contracting process launched by a third party (e.g., for the purchase of smolts from fish farms), an Active Subject offers, delivers or agrees to give a benefit of any nature to an employee or agent of the company carrying out the bidding, with the purpose of favoring Nova Austral over other possible competitors participating in the bidding.

8. Incompatible negotiation

This crime implies the existence of a conflict of interest faced by any of the subjects listed in the aforementioned rule. For an offence to exist, it is sufficient for an Active Subject to take an interest, directly or indirectly, in a business or activity in which he/she must intervene by reason of the position, function or role he/she holds.

On the other hand, the above-mentioned subjects shall be punished in accordance with the penalties laid down in the above-mentioned article if, in the same circumstances and with the need to prevent it, they give or allow an interest to be taken:

- (i) Their spouse or civil partner, a relative in any degree of the straight line or up to and including the third degree of the collateral line, whether by blood or marriage (uncles or nephews).
- (ii) Third parties related to him/her or to the persons indicated in (i) above
- (iii) (iii) Companies, associations or enterprises in which the said subject, third parties or those persons mentioned in the previous paragraphs exercise their management in any form or have a social interest. This corporate interest must be greater than 10% if the company is a joint stock company.

Examples of risk situations:

- **Acts or contracts with relevant amounts:** An act or contract involving relevant amounts in which one or more directors of Nova Austral have an interest by themselves or as representatives of another person is carried out without complying with the requirements and/or procedures established in section 44 of the Corporations Law in this regard. The above requirements include, for example, that the transactions are known and approved in advance by the Board of Directors and that they conform to conditions of fairness similar to those normally prevailing in the market, among others.
- **Loans:** Nova Austral's directors or managers borrow money or goods from the Company or use the Company's goods, services or loans for personal benefit or the benefit of certain third parties, without prior authorization from the Board of Directors granted in accordance with the law.

9. Contamination of water courses

This crime involves the introduction, either directly or by mandate, of pollutants into any body of water, causing damage to hydrobiological resources, which may be the result of intentional or negligent conduct by the offender. The above must occur without authorization, or in contravention of the conditions or in breach of the applicable regulations.

Examples of risk situations:

- **Substance abuse:** That an Active Subject uses, without permission or in excess of what is permitted, antibiotics, anti-parasitic or other chemical and/or physical substances on the fish and/or the environment, resulting in water pollution.
- **Hydrocarbon Spill:** That an Active Subject, intentionally or by mere negligence spills hydrocarbon on water course, damaging hydrobiological resources.
- **Spread of disease:** That an Active Subject, intentionally or by mere negligence, maintains or allows the maintenance of cages with high densities of salmon, creating an environment that effectively favors the generation and/or transmission of diseases, affecting the hydrobiological species and/or the rest of the marine environment.



10. Activities related to banned products

The crime implies processing, supporting, transforming, commercializing and/or storing any hydrobiological resource that is in a state of banning, as well as elaborating, commercializing and/or storing the products derived from them.

Example of risk situations:

- **General Risk:** That an Active Subject carries out activities consisting of processing, supporting, transforming, transporting, commercializing and/or storing banned hydrobiological resources. Likewise, that an Active Subject prepares, markets and/or stores products derived from banned resources.

11. Extractive activities of resources from the sea-bed

The crime consists of carrying out extractive activities and/or captures in areas of management and exploitation of benthonic resources (species that live on the sea bed), without being the owner of the corresponding rights.

Example of risk situations:

- **General Risk:** That, in the development of its functions and without the corresponding authorizations, an Active Subject carries out extractive activities in areas of management and exploitation of hydrobiological resources, and/or capture activities.

12. Processing, storage or use of collapsed or overexploited resources

The crime consists of processing, marketing or storing hydrobiological resources or products derived from them, for which no legal origin is accredited, which must be in a state of collapsed or overexploited, according to the annual report of the Undersecretariat of Fisheries.

It also punishes those who have in their possession, in any capacity, hydrobiological resources or products derived from them, knowing or not being able less than to know the illegal origin of one or another.

13. Sanitary crime

The crime consists of ordering a subordinate to attend the place of performance of his/her duties when this is different from his home or residence, knowing that the worker is in quarantine or compulsory sanitary isolation decreed by the health authority.

Example of risk situation:

- **General Risk:** In the development of its functions, and knowing that a worker is in a domicile or residence different to the one in which he/she must carry out its functions and is in quarantine or obligatory sanitary isolation decreed by the health authority, an Active Subject orders the worker to go to the place of performance of its duties.



Nova Austral

PURE SALMON FROM ANTARCTIC WATERS