



Message from our vice-president

We are Salmones Camanchaca

Nutritious and healthy food

Thriving communities

Healthy ecosystem

Meaningful employment

Profitable and responsible business

Methodology

2020

SUSTAINABILITY REPORT



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Learning during pandemics

(102-14)

2020 was a milestone in the history of mankind, which could be considered a "year zero", as global confinement altered not only how we work, buy and sell, but also life-long customs and habits. A slap in the face for traditional business, a devaluation of commercialism, and a greater appreciation for the environment and healthy life-styles. This was the result of a tremendous leap into digitalization, with minutes and not years to make the transition. Today we are breathing dematerialized air.

Restaurants were the traditional places where people ate salmon, but these faced closure, resulting in a substantial decline in the price of salmon. However, this was hiding a deep structural change in the attitudes of consumers. Today they are far more familiar with buying seafood in supermarkets "on and off line", cooking it at home, and looking for nutritious ingredients that support a healthy and wholesome life-style. But once restaurants reopened, demand grew as never before, and as of the date of this report, prices have reached all-time highs.





In response to these phenomena, Salmones Camanchaca has focused production on higher value-added products that match consumer's life-styles and streamline distribution chains, as these products now represent over 80% of sales.

However, these high prices are accompanied by new demands from society. Salmon producers must reiterate their commitment to sustainably farm salmon, and translate this commitment into concrete measures that reduce impacts, mitigate risks and ideally change their processes to improve the quality of their products while protecting the physical and social environment. Put simply, we must not just avoid causing problems, but contribute to a better society.

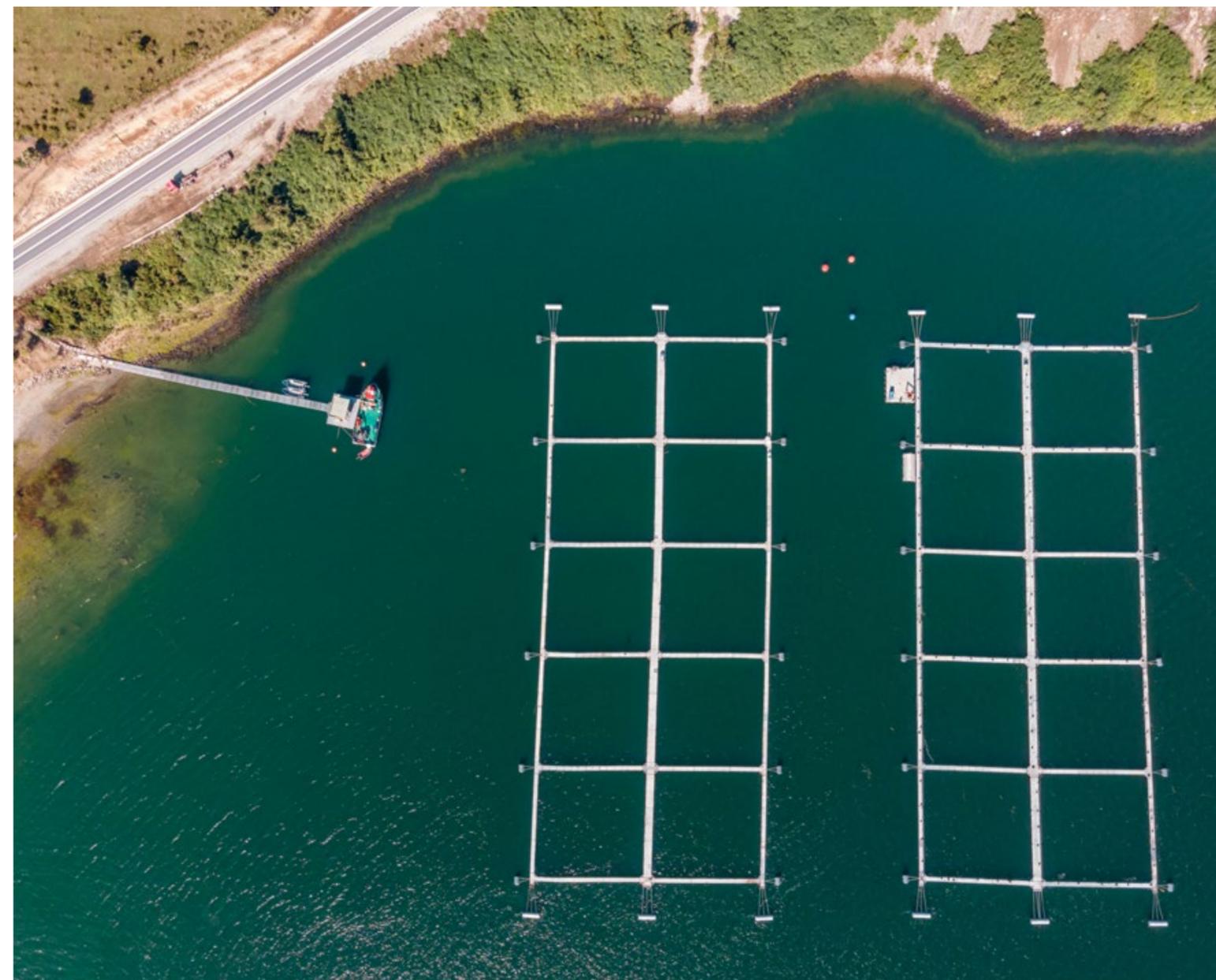
This commitment translates into initiatives that benefit our employees and local communities, not only the environment. To initiatives that review whether our operational practices cause environmental impacts. The key is transparency in reporting our progress with these issues, as well as the lack of progress, because society does not expect perfect organizations, but sincere ones that are committed to managing their business correctly.

The initiatives that Salmones Camanchaca implemented in 2020 include the continuity and scope of the employee training and welfare program for more than 1,900 people who work in the Company today. The "Salmones Academy" uses an e-learning platform to develop and refine skills and knowledge. People even requested a civic education course, which reviewed the rights and duties of citizens, our republican history, and the importance of our Constitution, which was attended by more than 1,700 employees.

We arranged over 140 activities in accordance with our community engagement plan with respect to neighboring communities, which was based on a thorough knowledge of our operating environment and their urgent requirements to deal with the effects of the pandemic.

We actively participated in the Escuelas Sostenibles (Sustainable Schools) program, which provided support for students, teachers and close to 500 families from many rural schools, and in the Comprometidos con el Sur (Committed to the South) and the Campaña de Alimentos (Food Campaign) arranged by the CPC, which directly helped the families most affected by the pandemic. We created new communication channels in 2020 to encourage our neighbors to send us their questions, suggestions and complaints, within a framework of trust and respect.

We announced a strictly voluntary environmental commitment a couple of years ago, to achieve carbon neutrality for our scope 1 and 2 emissions by 2025. Accord-



«A slap in the face for traditional business, a devaluation of commercialism, and a greater appreciation for the environment and healthy life-styles».



dingly, we signed an electricity contract with Colbún that will reduce our scope 1 and 2 GHG emissions by 12% compared to 2018. We have offset emissions using land at Ensenada in the Los Lagos region. We have used more efficient transportation. We have mitigated impacts together with suppliers, and the tender for the supply of fish feed included environmental requirements. We recently launched the suppliers and contractors plan, as we recognize that the sustainability of our business includes our business partners. This initiative gives preferential treatment to suppliers who demonstrate their commitment to high standards of environmental and social care, which helps them to achieve tangible progress.

I would like to share this seventh Sustainability Report and mention the unusual harmful algal bloom in the Comau Fjord in April 2021, which tested our ability to contain an unpredictable and unprecedented natural emergency. It taught us many lessons, such as the need to strengthen and extend our contingency protocols to optimize how we respond.

We are facing a difficult period of economic, commercial, technological, political and social change, so Salmones Camanchaca has reinforced its approach of listening, learning and innovating in order to sustainably develop salmon farming. We are convinced that only in this way can we contribute to the challenges facing the planet, which is to provide marine produce to a world that will soon exceed 8 billion people, and to achieve this in a manner that is healthy for consumers, for local communities, and for the environment.

RICARDO GARCÍA HOLTZ
Vice Chairman of the Board
Salmones Camanchaca





01

We are Salmenes Camanchaca





Our company

(102-1; 102-5; 102-16)

We have been providing a nutritious and excellent product to thousands of families around the world for more than 30 years. Our company is publicly listed on the Santiago Stock Exchange, Chile, and on the Oslo Stock Exchange, Norway. The main shareholder is Camanchaca S.A. with a 70% interest.

We have freshwater, seawater, primary processing and value-added plants, and sales offices in many parts of the world, all dedicated to supplying an excellent product to more than 35 countries on four continents.

We are founding members of the **Global Salmon Initiative** (GSI) and the **Chilean Salmon Marketing Council**. We are also the first salmon producer to receive the **Best Aquaculture Practices (BAP) four-star certification**.

Every day we continue growing and accepting new challenges together with our stakeholders. We are proud to be the **first salmon company to commit to becoming fully carbon neutral for our scope 1 and 2 emissions by 2025**.



Carbon Neutral
in its scope 1 and 2 emissions by 2025.



Our Mission

Salmones Camanchaca's mission is to be a low-cost sustainable producer, with potential to grow and create value by controlling the value chain and having flexible product and market strategies.

Our company values are:



Talent and performance



Ethics and transparency



Protect our resources



Safety and supplies



Efficiency and moderation

Feeding the world from the sea

There are very few places in the world with the right conditions for salmon to thrive, such as fjords, inland seas and pristine waterways. Salmon require cold, well-oxygenated and pollution-free water.

Chile is a privileged country, as it has these conditions and has now become the second largest producer in the world, surpassed only by Norway.



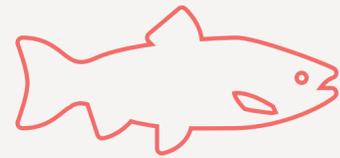
Did You Know?

Only 1.5% of the total protein produced in the world comes from salmon, as it can only be farmed in very few places on the planet.



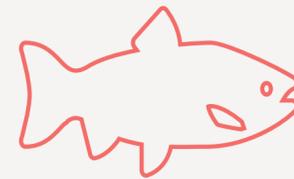
Salmones Camanchaca farms two species:

ATLANTIC SALMON



Atlantic salmon (*Salmo salar*) is distributed throughout Europe, the United States, Canada and has been introduced to South America and Oceania. It is a carnivorous, cold water fish. It begins life in fresh water, then it is taken to the sea in southern Chile between the X and XII Regions. It reaches maturity in 16-18 months, when its weight reaches 5 kg and it reaches between 60 to 70 cm long. Its average lifespan in the wild is 3 to 5 years, although specimens have been reported to live up to 10 years.

COHO SALMON



Pacific or Coho salmon (*Oncorhynchus kisutch*) belongs to the salmonid family, and it is a non-native, carnivorous, cold water fish. It begins life in fresh water and is then transported to the sea in southern Chile between the X and XII Regions. It reaches an average commercial weight of 3.5 kg in 9-10 months. Pacific salmon in the wild always die after they return to a freshwater stream to spawn.

Our Products



WHOLE SALMON/HG



FILLET



PORTIONS



**OTHER PRODUCTS:
BITS & PIECES
HARASU
SCRAPE MEAT**



From southern Chile to thousands of families around the world

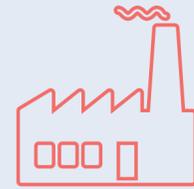
(102-2; 102-3; 102-4; 102-6)

5



FRESHWATER SITES

4



PROCESSING PLANTS

74



AQUACULTURE CONCESSIONS

4



SALES OFFICES

3

ATLANTIC SALMON HATCHERIES (GENETICS AT POLCURA, BREEDERS AT RÍO DEL ESTE, HATCHERY AND SMOLTIFICATION AT PETROHUÉ).

2

PACIFIC SALMON AND TROUT HATCHERIES (HATCHERY AT PURRANQUE AND SMOLTIFICATION AT LAKE LLANQUIHUE).

PRIMARY PROCESSING AT SAN JOSÉ, CALBUCO
PRIMARY PROCESSING AT QUELLÓN, CHILOÉ
VALUE-ADDED PLANT AT TOMÉ
COHO PROCESSING PLANT OF COHO AT TOMÉ

LOCATED BETWEEN THE LOS LAGOS AND AYSÉN REGIONS.
DURING 2020
21 WERE USED TO FARM ATLANTIC SALMON
2 FOR PACIFIC SALMON
7 FOR TROUT IN A JOINT VENTURE

LOCATED IN THE COMMUNES:
IQUIQUE
TOMÉ
CORONEL
RAUCO.



SALES OFFICES

CHILE, MEXICO, USA, SPAIN, CHINA AND JAPAN.

We are salmones camanchaca



Product destinations by % of sales

45.1%
NORTH AMERICA

13.5%
MEXICO AND THE CARIBBEAN

6.6%
CHILE

3.8%
BRAZIL AND ARGENTINA

3.5%
EUROPE

3.8%
RUSSIA

2.0%
OTHERS

7.9%
ASIA AND CHINA

13.9%
JAPAN AND KOREA

OUR TRADEMARKS:





Sustainability model

(102-40; 102-42)

Salmones Camanchaca is proud of its business, because it not only generates dividends, but also has a positive social and environmental impact. Therefore, in 2019 we extended our long-term **Sustainability Strategy**, which has been adapted to the major trends and challenges facing the planet, and aligned with the UN Sustainable Development Goals, driven by the UN 2030 Agenda.

This Sustainability Strategy has identified and prioritized the material issues for Salmones Camanchaca. They are grouped into five pillars that form the basis of our model, which has three fundamental objectives:

1

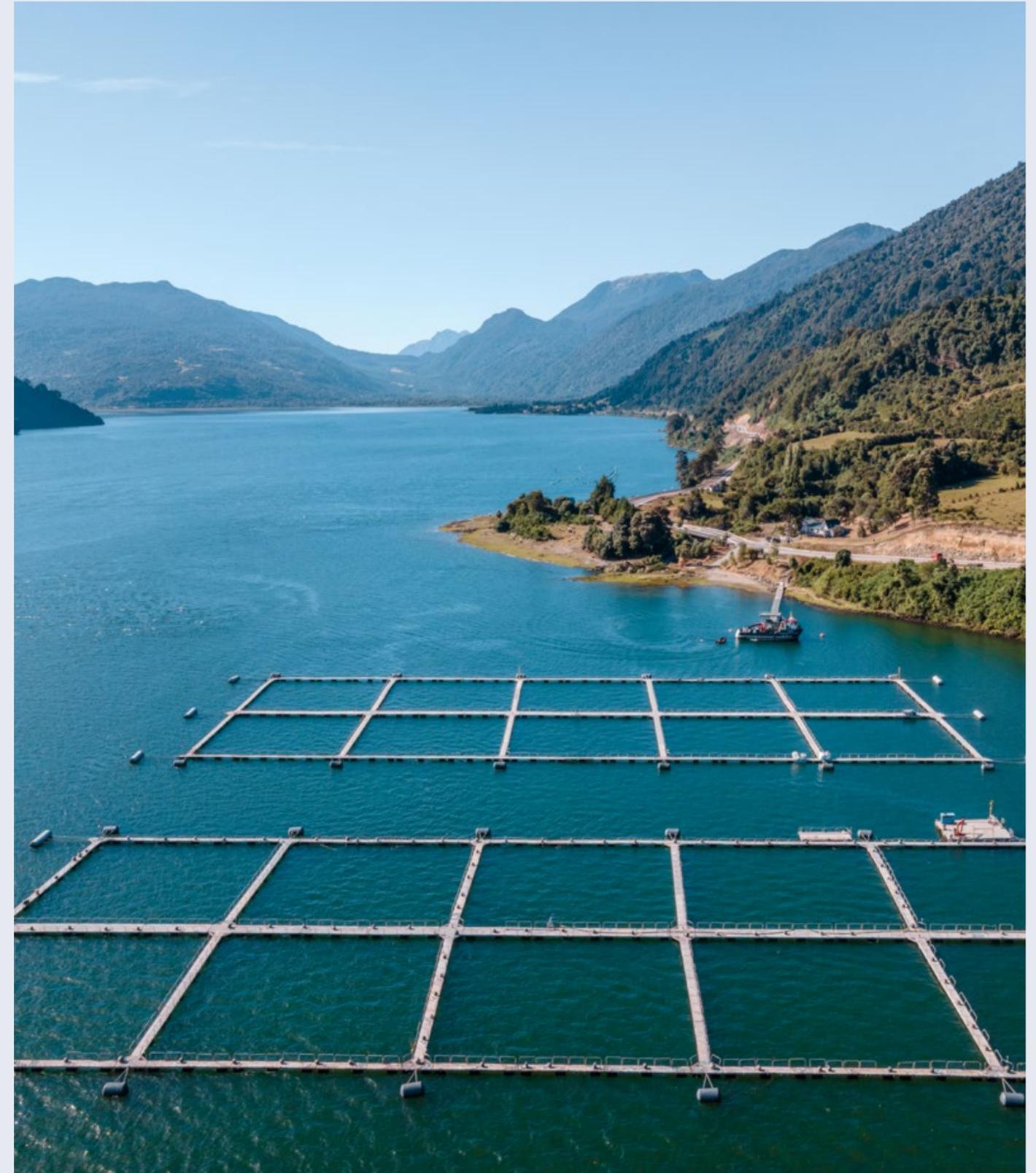
PROVIDE A CONCEPTUAL FRAMEWORK TO ADDRESS ENVIRONMENTAL AND SOCIAL CHALLENGES.

2

STRUCTURE SUSTAINABILITY PRIORITIES AND OBJECTIVES, AND STREAMLINE THEIR MANAGEMENT AND COMMUNICATION.

3

CHANGE THE COMPANY'S WORKING CULTURE.





Five pillars of sustainability

HEALTHY AND NUTRITIOUS FOOD



We are committed to sustainably and responsibly producing premium quality salmon that makes a tangible contribution to the nutrition and health of our consumers. Food safety, biosecurity and animal welfare are essential components of our approach that enable us to comply with this commitment.

HEALTHY ECOSYSTEMS



Our salmon is farmed in the Chilean Patagonia in optimal physical, chemical and biological conditions for fish welfare. We preserve the structure and function of our aquatic and terrestrial ecosystems, through operational excellence and careful management of any potential environmental impact.

MEANINGFUL EMPLOYMENT



We know that a committed team that is aware of its environmental impact can make a difference. We know that we give the best of ourselves voluntarily. We know that this requires total commitment and dedication from our teams.

PROFITABLE AND RESPONSIBLE BUSINESS



Creating value for our shareholders and stakeholders requires a profitable and resilient business. Our corporate culture is based on ethics, transparency, regulatory compliance and timely and effective risk management.

THRIVING COMMUNITIES



Our business is spread across a territory characterized by a tremendous diversity of stakeholders and cultures. Our community engagement is based on caring for our environment, building confidence, and contributing to local development.

Goals

During 2020, we continued to develop initiatives that move us steadily towards our ambitious targets:

ASC
More than 50% of the production certified in 2021

50%
reduction in the use of antibiotics by 2025

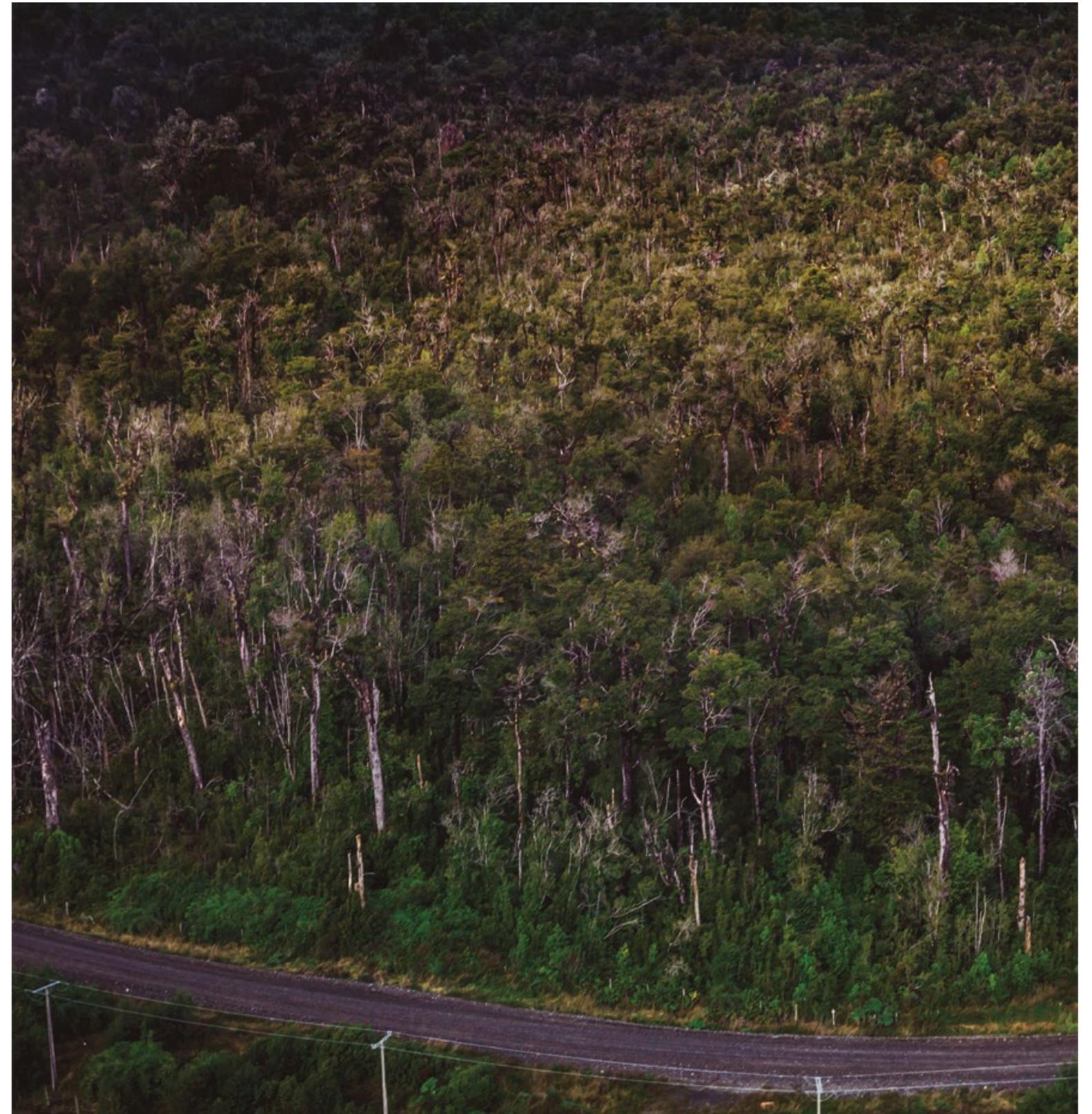
Carbon neutral
by 2025

Communities
Be an increasingly valued member of our communities



AGENDA 2030: A NEW CHALLENGE

The SDGs are a United Nations initiative that encourage people, companies and organizations to contribute to 17 goals and 169 targets for a more sustainable planet by 2030. Salmones Camanchaca responsibly accepted this challenge and after an extensive analysis, it decided to contribute to the following global goals.





Working in partnership to achieve sustainable development

STAKEHOLDER ENGAGEMENT

(102-21; 102-40, 102-42, 102-43, 102-44)

Salmones Camanchaca continually engages with its stakeholders, who include anyone potentially affected by our business. They were identified using criteria that prioritized the following stakeholders.

Stakeholders	Key issues and concerns	Engagement approach
EMPLOYEES 	Create jobs, working practices and conditions, respect for human rights, training and education, market presence, climate change.	SURVEYS AND MEETINGS
UNIONS 	Create jobs, working practices and conditions, respect for human rights, training and education, market presence.	MEETINGS
INVESTORS 	Transparent processes and performance reports, biomass losses, procurement practices.	SURVEYS AND MEETINGS
CONTRACTORS 	Create jobs, procurement practices, working practices and conditions, supplier evaluation.	SURVEYS AND MEETINGS
LOCAL COMMUNITIES 	Create jobs, local tax payments, local development, procurement practices, tourism development, transparency, social development, waste management, fish transportation through communities, market presence, environmental impact assessments, resource use, seabed and coastal cleanup, fish escapes and climate change.	PERCEPTION STUDIES AND MEETINGS
REGIONAL AND LOCAL AUTHORITIES 	Local tax payments, local development, tourism development, working practices, waste management, respect for human rights, environmental impact, seabed and coastal cleanup, antibiotic use, fish escapes and climate change.	DEPENDS ON THE SCOPE OF EACH AUTHORITY
NATIONAL AUTHORITIES 	Local tax payments, working practices, respect for human rights, food safety, environmental impact and climate change.	DEPENDS ON THE SCOPE OF EACH AUTHORITY
SOCIAL ORGANIZATIONS 	Local development, transparency, social development, open community meetings, respect for human rights.	MEETINGS



INITIATIVES AND ASSOCIATIONS

(102-12; 102-13)

Networking is fundamental to advance our sustainability commitments. Therefore, we have partnerships and associations that contribute to achieving our objectives. Associations include:

SALMON SOCIAL INITIATIVE

We have been members since 2019. This initiative brings together ten companies that produce salmon and supply the salmon farming industry, with the aim of jointly improving their social and environmental standards, beyond current regulations.

AYSÉN COASTAL PRODUCTIVE DEVELOPMENT CORPORATION

We have been active members since it was constituted in 2017. Non-profit sectoral corporation that develops localities and productive sectors in coastal areas within the Aysén Region.

THE CHILEAN SALMON INDUSTRY ASSOCIATION

We are members of SalmonChile. This organization's main objective is to ensure that sustainability becomes a central focus for companies. SalmonChile operates in the La Araucanía, Los Lagos, Chiloé and Aysén Regions.

SALMON TECHNOLOGY INSTITUTE

We are members of this coordination and benchmark body that provides the information, science and innovation required for the Chilean salmon farming industry to sustainably develop.

PINCOY PROJECT

We are members of the Pincoy Project, which is a collaborative initiative that contributes to reducing antibiotic use in Chilean salmon farming.

USS CONVENTION

We have been members since 2019, which includes a collaboration and participation in the More Blue Program.

GLOBAL SALMON INITIATIVE GSI

This initiative was launched in 2013 by the world's leading salmon farmers, who represent approximately 50% of global production. Its aim is to increase industry cooperation and transparency and to achieve continual progress towards sustainable salmon farming.

CHILEAN SALMON ANTIBIOTIC REDUCTION PROGRAM (CSARP)

This initiative was launched in March 2019 and commits members of the Chilean Salmon Marketing Council (CSMC) to reduce their antibiotic use by 50%. This is a collaborative initiative between CSMC and Monterey Bay Aquarium's SeaFood Watch program. The CSMC is a US institution that began in 2018 and enhances the reputation of Chilean salmon. It represents 70% of the industry in Chile, including our company.

MAIN CONTRIBUTIONS TO MEMBERSHIPS:

278,528

SALMÓNCHILE

55,136

GSI

44,615

INTESAL



MILESTONES

02

FEBRUARY

We are proud of the sixth edition of the Live Cooking event in Tomé. There was a massive turnout to this event, which encourages marine product consumption and promotes healthy eating through activities designed for the whole family. Over the years it has brought together more than 6,000 people, who have learned new recipes using salmon, thanks to the support of renowned Chilean chef Rodrigo Baraño.

04

APRIL

Salmones Camanchaca is committed to the “Comprometidos con el Sur” campaign, and it created a Ch\$ 2 billion solidarity fund to support local communities.

06

JUNE

A fully renewable energy supply contract was awarded to Colbún.

08

AUGUST

Salmones Camanchaca participated in a campaign run by the Production and Trade Corporation by delivering 962 food boxes to families in 8 locations in the VIII and X Regions. Delivering these boxes involved the active participation by employees, who traveled through cities, towns and remote rural areas to make these deliveries.

10

OCTOBER

Pincoy Project A good practices manual for the salmon industry was launched, which aims to reduce antibiotic use in the industry by introducing strict animal welfare standards and operational excellence throughout the productive chain. The Digital Transformation Department was created, which will be responsible for defining the company’s short, medium and long term priorities and action plans.

MARCH

Several measures were implemented to address the worldwide pandemic that began to affect Chile. The two fundamental objectives were to protect the health of employees and their families, and to secure the company’s operational continuity, which is indispensable to safeguard jobs at Salmones Camanchaca.

MAY

Unusual weather conditions in Chaitén affected one of our farming sites called “Islotes”, and damaged two modules containing 12 cages each holding more than one million fish, with an average weight of 2.6 kg each. The incident resulted in mortality for 387,837 fish, which represents 22% of the initial stock at the Islotes site.

JULY

Fish escape from the Playa Maqui site in Lake Llanquihue. The company complied with the legal obligation to recover fish, and the minimum required is 10%. We exceeded this figure and managed to recover 19% of the fish. This escape is under investigation, due to lineal cuts in the nylon nets, which is presumed to be deliberate sabotage by third parties.

SEPTEMBER

A working committee was formed to develop a Supplier Code of Conduct that will include social and environmental issues. It will be gradually implemented during 2021 by supplier priority.

NOVEMBER

Salmones Camanchaca was ranked 18th out of 60 companies in the Coler FAIRR world ranking. This index measures sustainability indicators and risk factors in publicly listed meat, dairy and marine products companies.

DECEMBER

Salmones Camanchaca signed a sustainability agreement with its fish feed suppliers. The initiative requires them to use ingredients that have not contributed to the deforestation of native forests, to only use renewable energy and to set greenhouse gas reduction targets.

03

05

07

09

11

12



Input

- FINANCIAL CAPITAL
MMUS\$ 255
- NATURAL CAPITAL
74 CONCESSIONS OF AQUACULTURE
11.4 MILLIONS OF STOCKED FISH (ATLANTIC SALMON)
1.1 MILLIONS OF FISHES STOCKED (COHO SALMON)
- HUMAN CAPITAL
73% MENS
27% WOMEN
1,804 WORKERS
42% LOCAL EMPLOYMENT
76% REGIONAL EMPLOYMENT
- SOCIAL AND RELATIONAL CAPITAL
119* CUSTOMERS
- INDUSTRIAL CAPITAL
5 SALMON FARMS OF FRESH WATER
37 TOTAL HECTAREAS USED
2 PLANT OF VALUE AGGREGATE
2 PLANT OF PRIMARY PROCESS
1 WELLBOAT OF HARVEST

Value creation

(102-7; 102-8; 102-9)

Central activities



• **ASC**
More than 50% of the production certified in 2021.

• **Carbon neutral**
by 2025

• **50%**
reduction in the use of antibiotics by 2025

• Communities be an increasingly valued member of our communities

Output

RESULTS

52,992 TON HARVESTED (ATLANTIC SALMON)
3,614 TON HARVESTED (COHO SALMON)

100% CERTIFIED BAP
34% CERTIFIED ASC

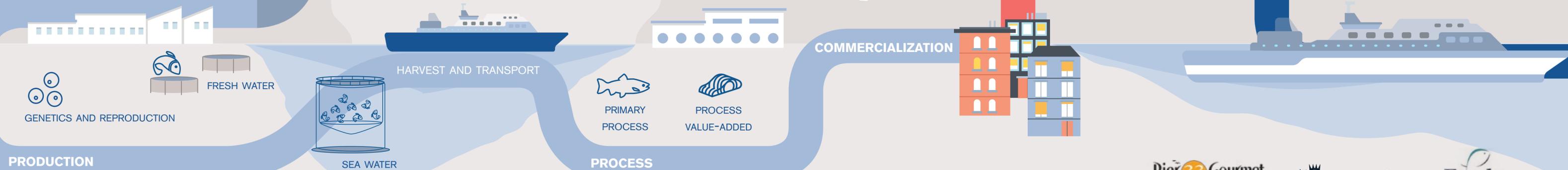
51,880 TONS ATLANTIC AND COHO SALMON SOLD
MMUS\$ 255 SALES

147 ACTIVITIES COMMUNITY
3% USE REDUCTION ANTIBIOTICS

Outcome

- FINANCIAL CAPITAL
EBIT/TOTAL ASSETS
-4,9%
- NATURAL CAPITAL
3 INCIDENTS FISH ESCAPED
851 TON OF WASTE RECYCLED
21 TON OF WASTER BEACH CLEANED
- HUMAN CAPITAL
19% ROTATION
30,732 HOURS OF TRAINING TO COLLABORATORS
196 EMPLOYEES TRAINED IN ENVIROMENTAL COMPLIANCE
- SOCIAL AND RELATIONAL CAPITAL
68% EDIBLE PORTION
150,000 US\$ SOCIAL INVESTMENT TOTAL
EXPORT TO COUNTRIES **41**
- INDUSTRIAL CAPITAL
10,619,371 PROCESSED FISH
281 MILLION SERVINGS HEALTHY FOOD

* N°. of premium atlantic salmon customers with sales above thus \$ 10.





Regulatory Context

The salmon industry in Chile is regulated by environmental and sanitary regulations that drive the industry towards sustainability. The main regulations that apply to this industry are the Regulatory Measures Regarding the Protection, Control and Eradication of High Risk Diseases in Hydro-biological Species (S.D. 319 dated 2001) and the Aquaculture Environmental Regulations (S.D. 320 dated 2001). These rules regulate matters such as the spatial organization of production, stocking densities, maximum production volumes, contingency action plans and “fallow periods” for aquaculture concessions. Aquaculture projects are subject to the General Environmental Law, so they must be submitted to the Environmental Assessment System and be approved prior to launch. A brief description of the main aspects covered by these regulations is as follows.

SPATIAL ORGANIZATION OF THE INDUSTRY

Aquaculture concessions are organized in Concession Groupings colloquially known as “neighborhoods”, which regulate the fish stocking and harvesting periods at concessions that share a geographical or environmental area defined by the authority. The objective of these “neighborhoods” is to reduce the probability of disease transmission by coordinating sanitary measures, limiting stocking density and production, and coordinating fallow periods for aquaculture concessions. Each salmon farming “neighborhood” operates on average for 21 months, subsequently there can be no production in the area for 3 months.

The concessions operated by Salmones Camanchaca lie fallow for an average of 7 months between production cycles.

There are a total of 83 “neighborhoods” in the industry, 24 in the Los Lagos region, 37 in Aysén, and 22 in Magallanes.

LIMITS TO STOCKING DENSITY AND PRODUCTION

Production limits for aquaculture concessions in Chile are regulated by their respective Environmental Approval Resolution, issued by the Environmental Evaluation Service after an Environmental Impact Assessment has been completed. Fish stocking density is regulated by the General Fisheries and Aquaculture Law and its accompanying regulations. The General Fisheries and Aquaculture Law establishes that the maximum stocking density cannot exceed 17 kg/m³. The National Fishing and Aquaculture Service also regulates the maximum stocking density for each salmon farming “neighborhood”, based on the sanitary and environmental performance of the neighborhood, which can never exceed the maximum established by law, but can be as low as 6 kg/m³ to protect sanitary and environmental conditions.

AGRUPACIÓN DE CONCESIONES DE SALMONIDOS (ACS)

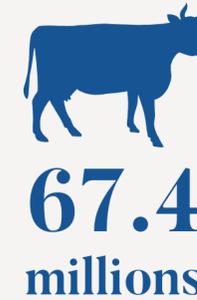
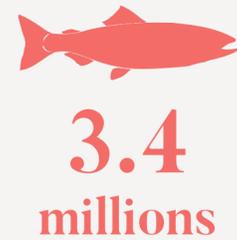




Advantages of the salmon industry

Salmon farming is among the most efficient and sustainable sources of protein. This is demonstrated by the following figures:

WORLD PRODUCTION (TONS)



CARBON FOOTPRINT (KGC₂E PER 40 G PORTION OF EDIBLE PROTEIN)

0.6

0.9

1.3

5.9

there is no data

FEED CONVERSION RATIO (KG)

1.2-1.5*

1.7-2

2.7-5

6-10

there is no data

Data on farmed salmon include:

Atlantic salmon, chinook (king) salmon, chum (keta) salmon, coho (silver) salmon, masou (cherry) salmon and rainbow trout.

Primary livestock products:

this refers to the total production of meat from animals slaughtered commercially and at farms, expressed in terms of carcass weight.

*salmón del atlántico



FARMED SALMON

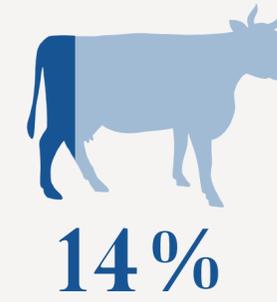
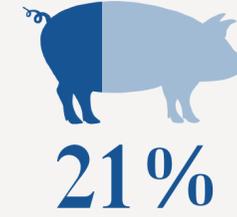
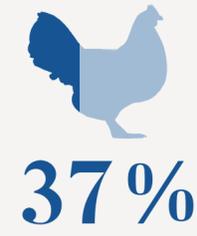
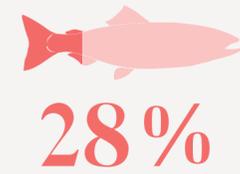
CHICKEN

PORK

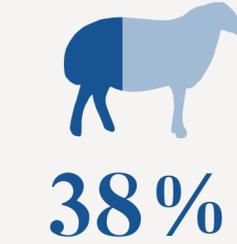
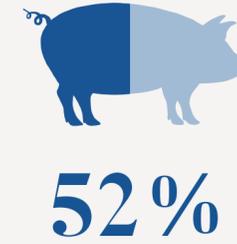
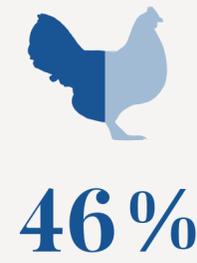
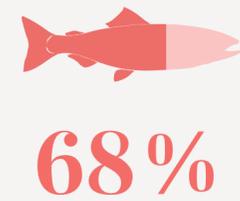
BEEF

MUTTON

PROTEIN RETENTION (%)



EDIBLE PROPORTION (%)



* The FCR index for beef has a higher range due to the wide range of feed used.

These calculations take into account differences in the FCR index, differences in edible portions and progeny cost.



02

Nutritious and healthy food





Nutritious and healthy food

(103-1; 103-2; 103-3)

The purpose of everything we do at Salmones Camanchaca is to provide our customers with good quality healthy products. Therefore, fish health and welfare and product quality and safety are at the core of our production strategy.

Accordingly, we have two objectives that relate to our sustainability model:

ASC

More than 50% of the production certified in 2021

-50%

reduction in the use of antibiotics by 2025

Justification

We are committed to sustainably and responsibly producing premium quality salmon that makes a tangible contribution to the nutrition and health of our consumers. Food safety, biosecurity and animal welfare are essential components of our approach that enable us to comply with the standards we have adopted.

Related SDGs



2.1, 2.4



3.4



17.19

2020 Performance Indicators

MORTALITY
8.6%

ATLANTIC SALMON

MORTALITY
4.3%

PACIFIC SALMON

100%

BAP CERTIFIED BIOMASS ATLANTIC AND PACIFIC SALMON

ASC CERTIFIED BIOMASS

34%
(ROLLING 24 MONTHS)

ANTIBIOTIC USE

507 g

AB/MT LWE

ANTIPARASITIC DRUG USE

10.1 g

AP/MT LWE

Material issues



FOOD SAFETY AND NUTRITION



BIOSECURITY AND ANIMAL WELFARE.



LOCAL AND GLOBAL AVAILABILITY OF OUR PRODUCTS

Highlights of the year



DECREASE THE USE OF ANTIBIOTICS BY 3% AND ANTIPARASITIC DRUGS BY 7% PER BIOMASS PRODUCED IN CLOSED CYCLE WITH RESPECT TO 2019.

52%

OF THE BIOMASS HARVESTED IN 2020 WAS ASC CERTIFIED.



SALMONES CAMANCHACA BEGAN TO PREPARE ITS ANIMAL WELFARE POLICY.

0

ZERO FINES RELATING TO PRODUCT QUALITY, SAFETY OR LABELING.



RESEARCH INTO FUNCTIONAL DIETS.



Internationally recognized quality

(102-11; 416-1; 417-1)

Salmenes Camanchaca focuses on providing an excellent product that complies with all the principles and requirements of the national and international standards that apply to the facilities within our entire value chain. We are proud to have been awarded several certifications that endorse our dedication and commitment.



BEST AQUACULTURE PRACTICES (BAP) – FOUR STARS



This certification focuses on the key elements of responsible aquaculture including process quality, environmental and social responsibility, food safety, traceability, health and animal welfare. It awards stars for each production stage with 4 stars being the maximum.



ISO 9001:2015

An international quality management standard. Our processing plants are certified and operate procedures focused on safeguarding product quality, such as the Food Safety Manual.



HACCP CERTIFICATIONS FROM THE NATIONAL FISHERIES AND AQUACULTURE SERVICE.

An international standard that defines the requirements to effectively control food safety in processing plants.



HALAL

This is a technical procedure that verifies that a product's contents and processing complies with Islamic regulations.



AQUACULTURE STEWARDSHIP COUNCIL (ASC)

This international standard encourages best practices for the responsible aquaculture industry, and promotes environmental sustainability and social responsibility using efficient market mechanisms that create value throughout the chain.



GLOBAL G.A.P.

An internationally recognized standard for aquaculture production that ensures safe and sustainable food production.



KOSHER

This certification verifies that food is prepared according to Jewish dietary standards and can be consumed, as it complies with the dietary requirements of the Hebrew Bible.

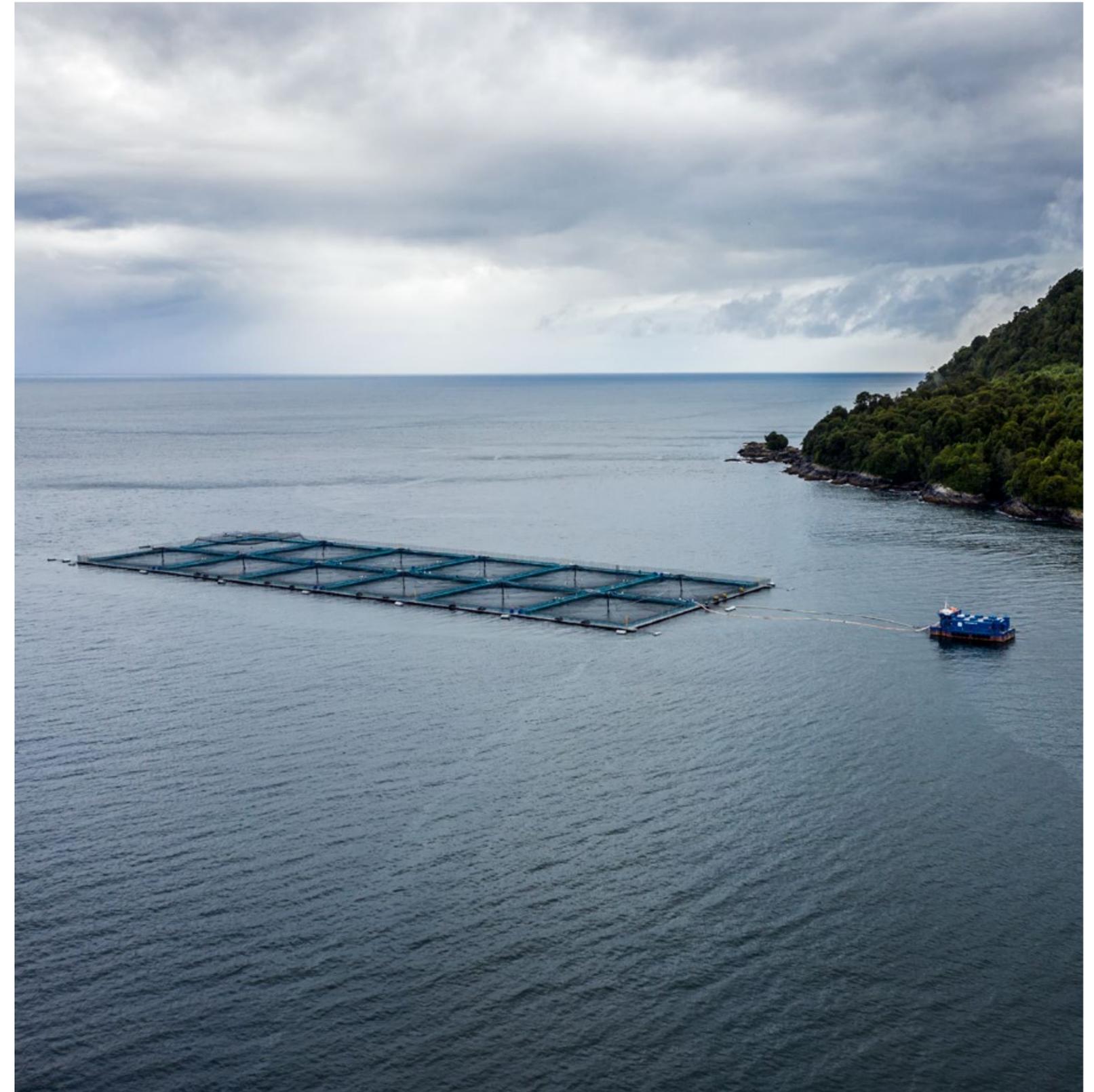


TAKING IT A STEP FURTHER: ASC CERTIFICATION

The Aquaculture Stewardship Council (ASC) certification is considered the most demanding in terms of aquaculture sustainability. It was based discussions with stakeholders and includes more than 500 indicators from various fields and independent audits. This seal requires our production to meet the most demanding social, environmental and food safety standards.

Compliance with serious and certifiable standards ensures that we manage the business responsibly. The ASC standard was co-founded by WWF and is recognized as the world's leading standard for responsible salmon farming. Our company evaluates smolt production processes, our marine grow-out sites and the chain of custody in our primary and secondary processes to ensure they comply with this standard.

We are committed to ensuring that next year most of our production will meet the requirements of this standard, as a result of joint work with the Global Salmon Initiative (GSI) and our commitment to continuous improvement. We achieved ASC certification for 52% of the biomass harvested in 2020. However, the long-term trend is essential for us. Therefore, we calculated our ASC certified biomass using a rolling 24-month period based on the length of farming cycles, and we achieved certification for 34% of our biomass using this criterion.





Salmenes Camanchaca: high nutritional value for our consumers

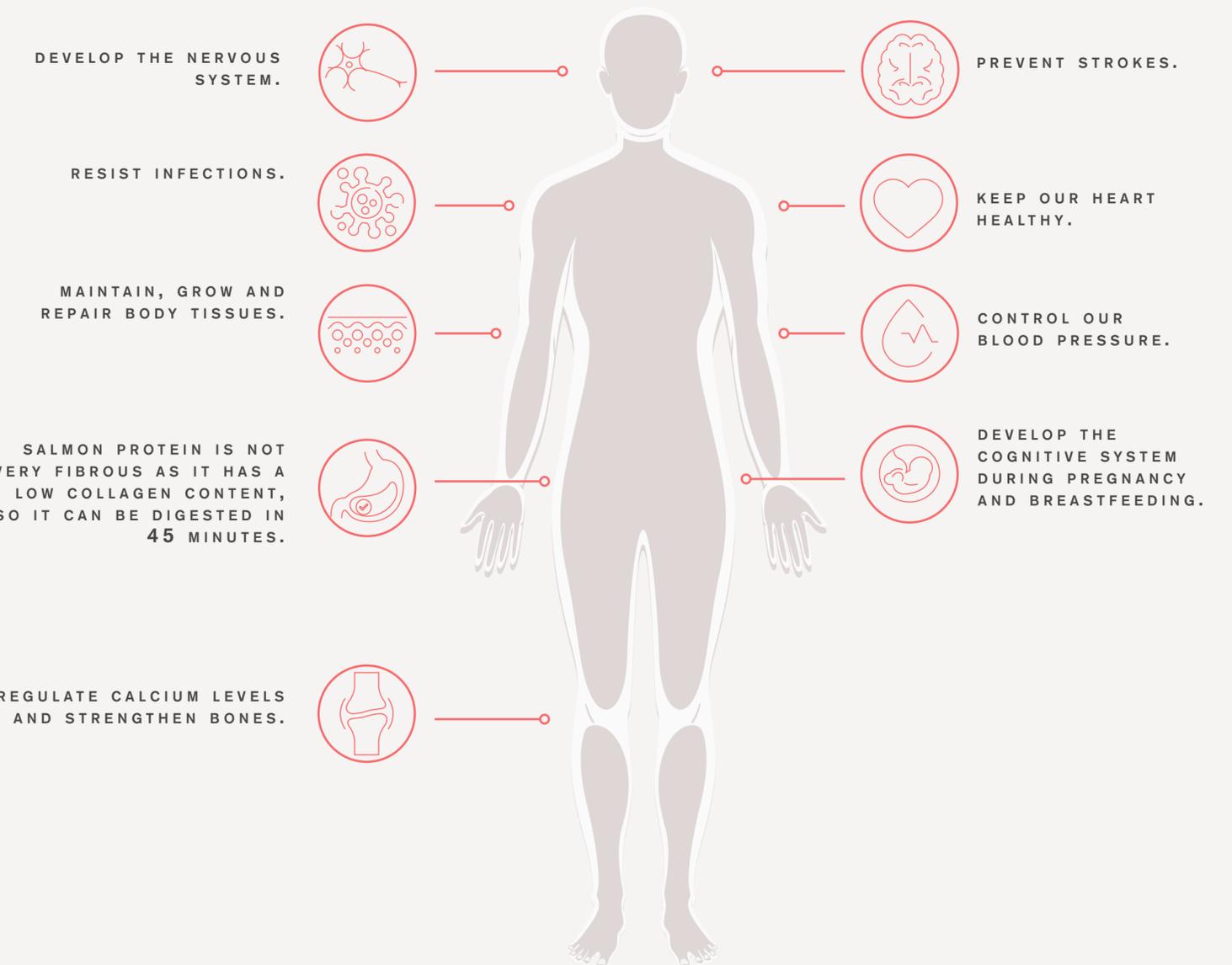
We are inspired to bring an exceptional dish such as salmon to our consumer's tables, as it is full of the essential nutrients that we require. It has a high protein content and plenty of omega 3 and 6 fatty acids and fat-soluble vitamins such as A and D. It contains minerals such as potassium and phosphorus, which support eye, brain and cardiovascular function.

Salmon is also rich in iodine, which is required to convert food into energy, contributes to normal thyroid function and thyroid hormone production, which is essential for all the cells in the human body to grow.

NUTRITIONAL VALUE



Scientific research has found that consuming salmon on a regular basis helps to:





WE BRING NUTRITION TO THE WORLD

The United Nations has estimated that the world population will reach 9 billion by 2050, 3 billion more than today. This implies significant pressure to produce more food, and will require seafood production to increase by 37 million tons to maintain per capita consumption, as only 48 million tons are currently being produced. Assuming that traditional fishing has reached its maximum extraction level, aquaculture represents the only way to satisfy this need.





Superfood from the source

Salmenes Camanchaca produces a first class product, due to its strict compliance with internal policies and international quality standards. We are committed to excellence throughout the production cycle, which results in food with high nutritional value for all our consumers.

We are proud that we do not use genetically modified (GMO) fish in our production chain. All our Atlantic salmon are produced from our own genetic supply, and Pacific salmon eggs are sourced from a Global Gap certified supplier, which ensures that they are also non-GMO.

We enhance the nutritional benefits of salmon by actively managing a triad of aspects that have at their core the welfare of our fish.





WELFARE OF OUR SALMON

We are convinced that healthy fish require conditions appropriate to their biological characteristics in a suitable environment. We care for the welfare of our salmon and have adopted the ethical responsibility that this requires of all of us who work here.

Currently animal welfare within salmon farming has become very important worldwide. It has been proven that an animal raised under farming conditions that match its physiological requirements performs better in terms of growth, feed conversion efficiency and lower mortality.

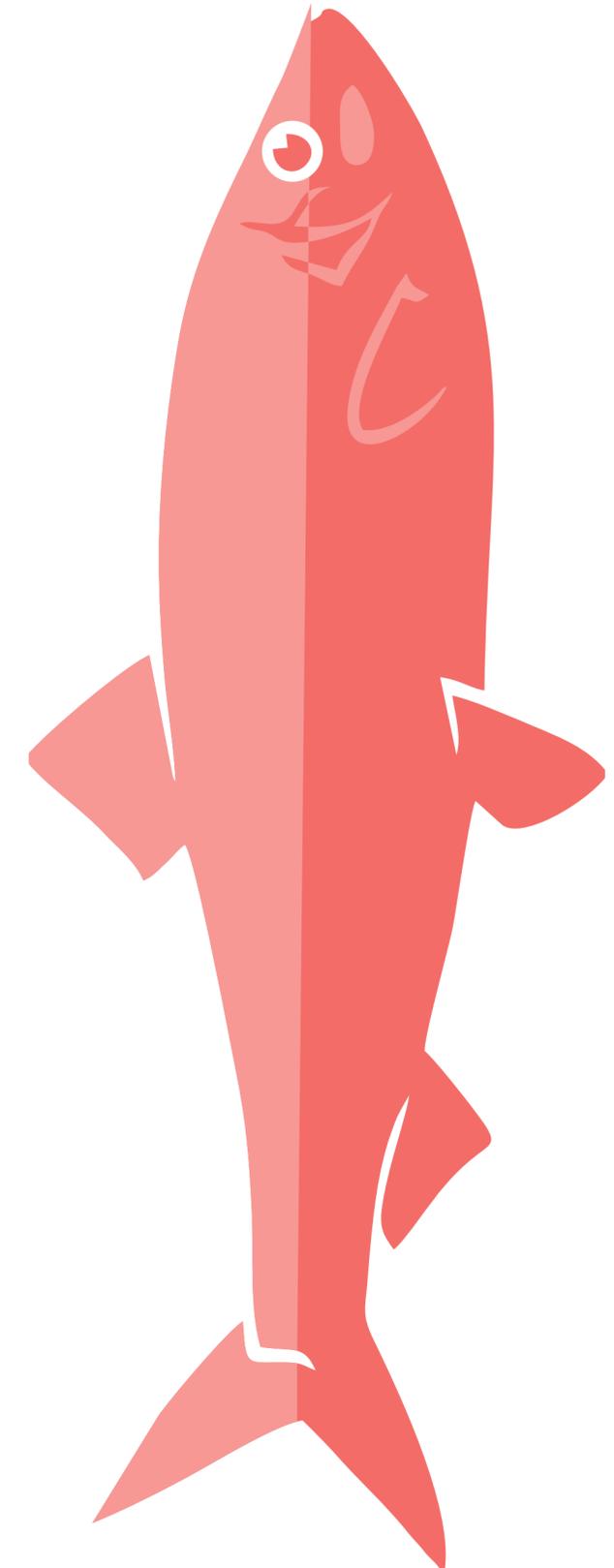
Therefore, improving the quality of life of our fish produces nutritious food, increases productivity, improves the quality of our products and increases efficiency.

THE FIVE FREEDOMS

We strictly comply with the recommendations in Chapter 7 of the OIE Aquatic Animal Health Code (Introduction to recommendations for the welfare of farmed fish) at all our facilities. We use this code to guarantee the “Five Freedoms” published in 1965, which describe the welfare rights of all animals under human control.

The five freedoms are:

-  **FREEDOM FROM HUNGER, MALNUTRITION AND THIRST**
-  **FREEDOM FROM FEAR AND STRESS**
-  **FREEDOM FROM PHYSICAL AND THERMAL DISCOMFORT**
-  **FREEDOM FROM INJURY AND ILLNESS**
-  **FREEDOM TO EXPRESS NORMAL PATTERNS OF BEHAVIOR**





OUR INITIAL ANIMAL WELFARE POLICY

We started developing our own animal welfare policy in 2020 with a proposal that includes the entire production cycle. This will form the basis for a robust document that will secure our objectives.

At Salmones Camanchaca we promise not to apply substances that promote growth and / or changes in the hormonal level of our fish.



ANIMAL WELFARE INDICATORS AT SALMONES CAMANCHACA

Our internal procedures give special importance to five fundamental aspects of animal welfare:

-  FISH ARE FED TILL THEY ARE SATISFIED, WHICH IS MONITORED USING UNDER-WATER CAMERAS.
-  FISH ARE FARMED TO STANDARDS THAT DETERMINE STOCKING DENSITIES IN KG/M³, MAXIMUM NUMBER PER CAGE, PERCENTAGE AND CAUSES OF MORTALITIES, AND SPECIFIC SANITARY PROGRAMS.
-  REGULAR VISITS TO ALL FARMING SITES AND CHECKING BY VETERINARIANS.
-  MORTALITIES ARE REMOVED EVERY DAY, AND THEIR CAUSES REGISTERED, IN ORDER TO PROMPTLY IMPLEMENT TREATMENTS.
-  FARMING SYSTEMS THAT KEEP THE FISH IN OPTIMAL ENVIRONMENTAL CONDITIONS, SUCH AS CONTINUAL NET CLEANING TO OPTIMIZE WATER INTERCHANGE IN CAGES, AUTOMATIC OXYGENATION SYSTEMS, UPSURGE SYSTEMS TO PREVENT AND MITIGATE MICROALGAE STRESS, PROTECTIVE NETS TO PREVENT ATTACKS BY PREDATORS, AND OTHER SYSTEMS.

OVERALL RESULTS

Atlantic salmon mortality increased during 2020 mainly due to an incident. It occurred in May at the Punta Islotes site in Chaitén bay, due to strong currents from swollen rivers flowing into the bay following stormy weather.

Sanitary problems subsequently appeared caused by stress among the surviving fish. Accordingly, we lost 44% of the fish at this site, which increased mortality by approximately 3% compared to mortality during previous periods of 5%. Furthermore, the incidence of SRS increased during 2020, which caused an increase in fish mortality compared to 2019.

Significant improvements in the management of Pacific salmon resulted in reducing their mortality by almost half. Pacific salmon farming resumed in 2019 for the first time after several years absence, making it a learning year.

 ATLANTIC SALMON	13.1 (kg/m³) FARMING DENSITY (20 METERS) 13.1 KG/M ³	8.6% MORTALITY (5% IN 2019)
 PACIFIC SALMON	4.0 (kg/m³) FARMING DENSITY (20 METERS) 4.0 KG/M ³	4.3% MORTALITY (8.2% IN 2019)



HEALTHY DIETS FOR OUR FISH

A key aspect of fish welfare is their food. Therefore, we have developed special feeding strategies covering the nutritional requirements that match their stage in the cycle. These diets are rich in nutrients from fishmeal and fish oil and from vegetable materials such as corn, wheat, rapeseed, soybean and other leguminous plants.

FUNCTIONAL DIETS

We launched a significant alternative diet during the year, which supports the challenge of introducing non-pharmacological treatments for salmon diseases. We began continual field trials to validate the efficacy of a selection of functional diets with the potential to reduce antibiotic use.

We completed one field trial, which examined the response of various fish groups to two functional diets, using molecular immune response markers and productive variables. The study was conducted jointly with the Pontificia Universidad Católica de Valparaíso.

Salmenes Camanchaca will continue to evaluate the alternative diets offered by the market or developed internally and validate the mechanism for measuring the effectiveness of functional diets.

ARTIFICIAL INTELLIGENCE

In recent years our objective has been to shorten our marine farming cycles, so we have focused on improving our processes to accelerate fish growth and improve our feed conversion factor, measured as feed in kg divided by biomass growth in kg. During 2020 we have continued to implement artificial intelligence software systems at our farming sites, which analyzes fish trends and appetites based on algorithms integrated with feeding chambers. This analysis can identify the optimal feed volume to satiate their appetites in real time. It also provides alarms and videos when it detects food particles.

This innovation has benefited fish welfare and growth, improved our feed conversion ratio, and prioritized the sustainability of aquaculture.





BIOSECURITY AND HEALTH

(416-1)

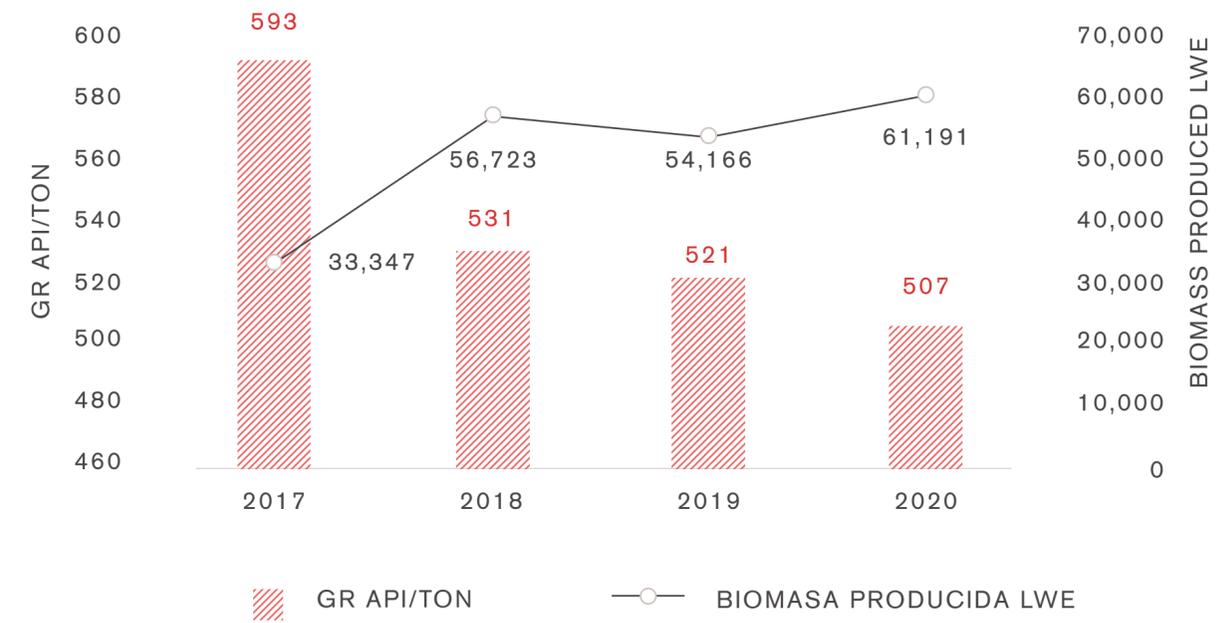
The two key challenges to fish health and disease management are controlling sea lice and reducing antibiotics. Therefore, biosecurity or disease management, is a priority issue for the global salmon farming industry.

REDUCING ANTIBIOTICS

There are several diseases that can affect the health of salmon, similarly to other species. Disease management at Salmones Camanchaca is focused on prevention, but when this is insufficient, the rational and controlled use of antibiotics is very important to secure the welfare of our fish.

Salmones Camanchaca does not use antibiotic treatments for prophylactic purposes. They are only used when absolutely necessary, and all treatments require a clinical diagnosis by a veterinarian.

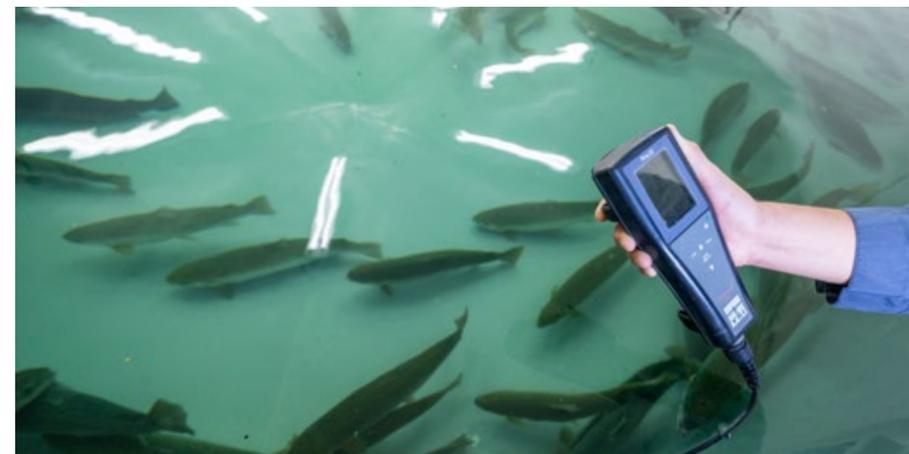
ATLANTIC SALMON ANTIBIOTIC USE



Nutritious and healthy food

Our Pacific salmon are free of antibiotics and pesticides when harvested.

This was certified during 2020 and audited by an external company.





3%

Antibiotic use decreased by 3% in 2020 compared to 2019

This closed-cycle reduction is due to effective sanitary strategies, including the detection and timely treatment of SRS (Salmonid Rickettsial Septicemia, the main cause of antibiotic use), the targeted use of functional diets to improve the immune response in fish, and giving all our Atlantic salmon the Pharmaq LiVac vaccine.



“Antibiotics are not used at the freshwater stage, due to Salmones Camanchaca’s good genetic and sanitary management.”



Pincoy Project

We are proud to join this Chilean initiative, which aims to collaboratively reduce the use of antibiotics in Chilean salmonid production.

The project focuses on SRS (Salmonid Rickettsial Septicemia), which has been the main cause of antibiotic use in Chilean salmonid production in recent years.

The Pincoy Project's Good Practice Manual was launched in 2020, which aims to improve production, health and welfare conditions during the salmon production cycle. This Manual addresses the four areas of freshwater production, marine production, animal health and animal welfare monitoring. It also incorporates operational aspects closely associated with fish health conditions.

It is being adopted by two Salmenes Camanchaca farming sites and the results will be evaluated in 2021.

PINCOY AIMS TO ACHIEVE THE FOLLOWING RESULTS FOR THE INDUSTRY



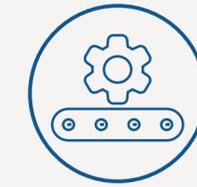
REDUCE THE USE OF ANTIBIOTICS



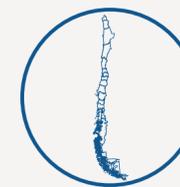
IMPROVE FISH HEALTH



IMPROVE ANIMAL WELFARE



IMPROVE PRODUCTIVE PERFORMANCE



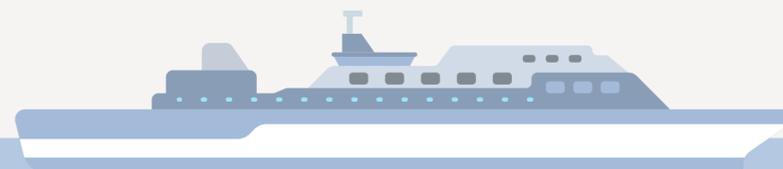
IMPROVE THE PERCEPTION OF CHILE AS A SUSTAINABLE FISH PRODUCER



BUILD LINKS WITH ACADEMIA AND AUTHORITIES



CONTRIBUTE TO THE SUSTAINABLE GROWTH OF THE INDUSTRY





ANTIPARASITIC DRUG USE

Caligus or sea lice are parasites found in all the world's oceans and in many species of fish. The parasitic infestation of farmed salmon in Chile caused by Caligus rogercressyi is treated mainly with antiparasitic drugs administered orally and by immersing the fish in treatment baths.

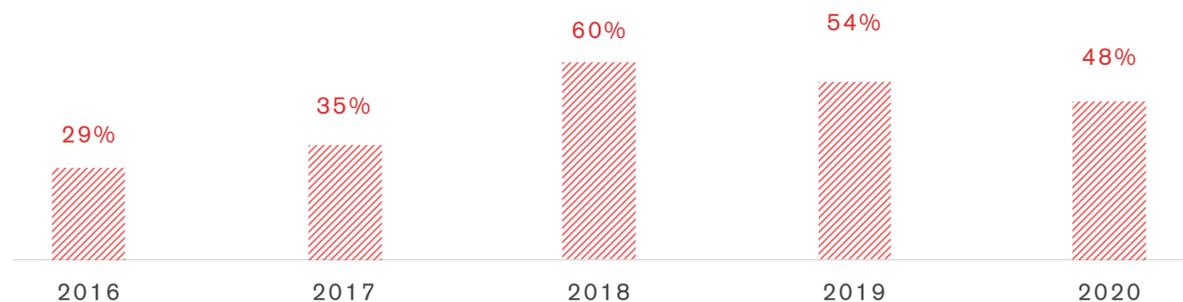
Antiparasitic drugs are regulated in our company by our team of veterinary specialists, who diagnose the dosage required to maintain therapeutic treatments. All our antiparasitic drugs are authorized for fish and are validated by the target markets for our salmon.

Salmones Camanchaca is continually concerned about this problem and joined Aquabench's Caligus program in 2013, which promotes collaboration and continuous improvements in sea lice control.

PREVENTIVE TREATMENTS

We prevent sea lice infestations by treating 48% of our fish with Lufenuron, a pharmacological product administered at the freshwater stage, which minimizes the use of antiparasitic drugs in the sea.

% OF FISH TREATED WITH LUFENURON

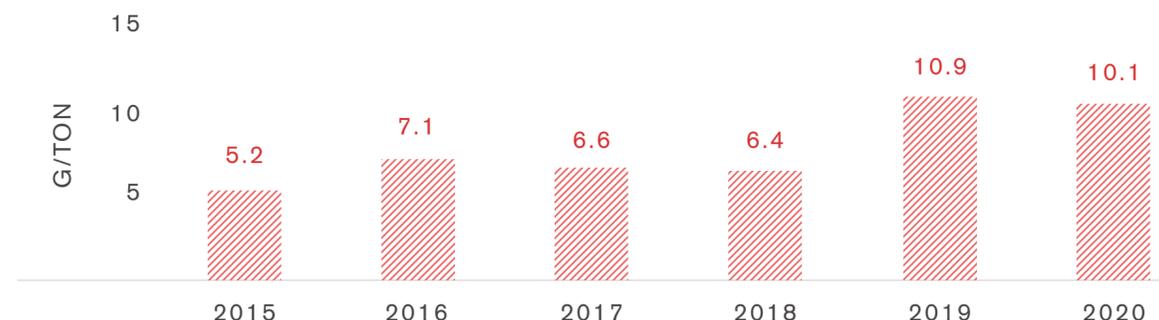


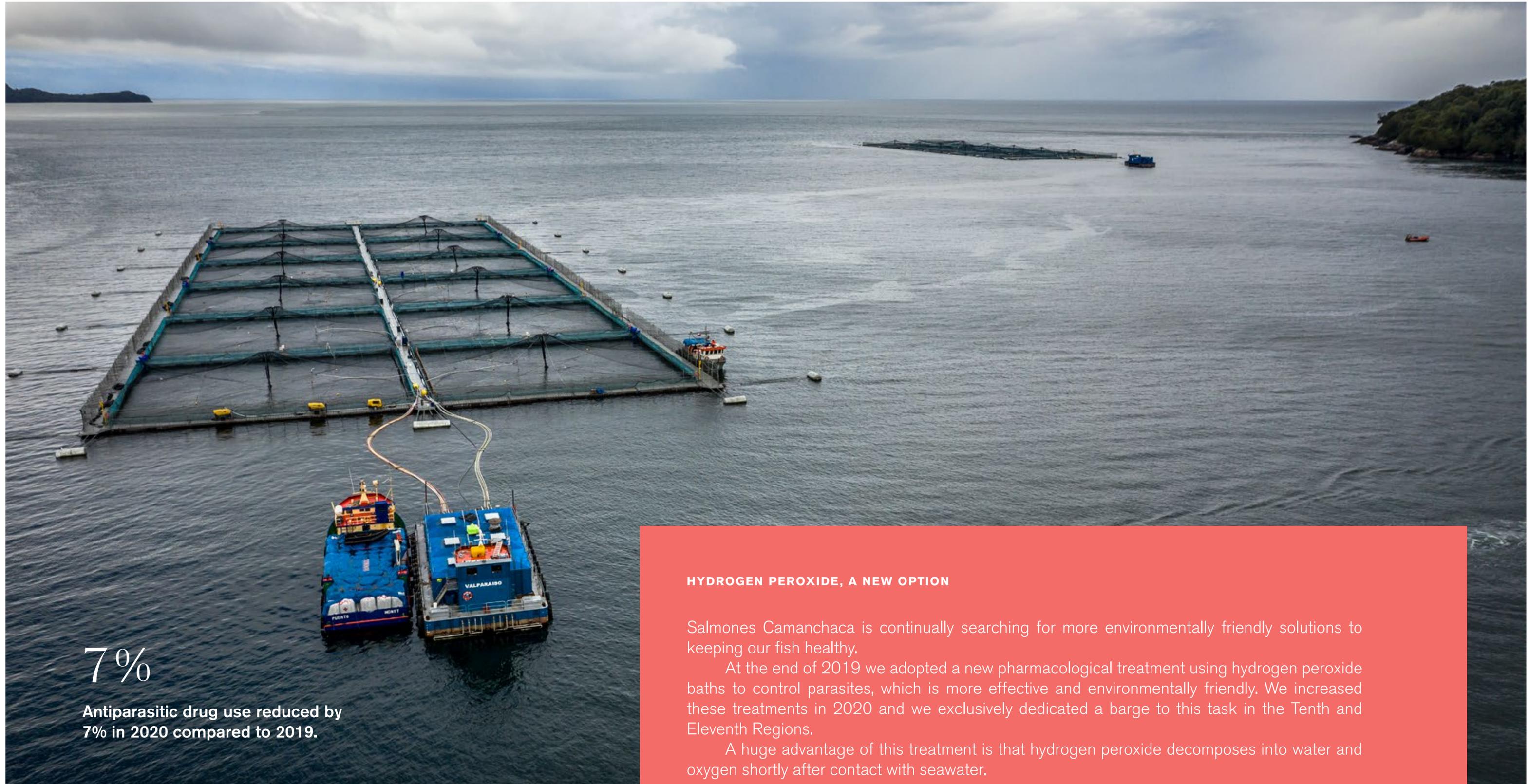
WHAT IS THIS TREATMENT?

It is given orally to fish at the freshwater stage, which protects them for 6 to 8 months after the treatment is finished. This treatment, together with diets and regular observations by our veterinarians, reduces the risk of infestation within the production chain.

This treatment, together with functional diets that encourage fast growth, reduces the risk of infestation and consequently the use of antiparasitic drugs at sea.

ANTIPARASITIC DRUG USE





7%

Antiparasitic drug use reduced by 7% in 2020 compared to 2019.

HYDROGEN PEROXIDE, A NEW OPTION

Salmones Camanchaca is continually searching for more environmentally friendly solutions to keeping our fish healthy.

At the end of 2019 we adopted a new pharmacological treatment using hydrogen peroxide baths to control parasites, which is more effective and environmentally friendly. We increased these treatments in 2020 and we exclusively dedicated a barge to this task in the Tenth and Eleventh Regions.

A huge advantage of this treatment is that hydrogen peroxide decomposes into water and oxygen shortly after contact with seawater.



03

Thriving communities





Thriving communities

(103-1 103-2; 103-3)

Salmenes Camanchaca strives to develop its local communities, although we understand that this is only possible when social, economic and ecological limits are respected. Therefore, we place a special emphasis on operational excellence, provide information in a timely manner and proactively communicate with our local communities.

Continual communication and dialog are essential to strengthen links based on transparency and mutual trust. Therefore, our local communities form a fundamental pillar of our Sustainability Model.

Communities be an increasingly valued member of our communities

Justification

We know that companies play a key role in society. Accordingly, we are fully committed to our neighbors and treat them with respect while caring for the environment, to win their trust and contribute to local development.

2020 Performance Indicators

THUS\$ 2,441 LOCAL TAX PAYMENTS	LOCAL EMPLOYMENT 42% OF THE WORKFORCE
NUMBER OF COMMUNITY EVENTS 147	REGIONAL EMPLOYMENT 76% OF THE WORKFORCE
NUMBER OF COMPLAINTS 9	

SOCIAL INVESTMENT AND DONATIONS

ThUSS\$ 150

Material issues



LOCAL ENGAGEMENT AND CONFLICT RESOLUTION.



INCLUSIVE LOCAL DEVELOPMENT.



HARMONIOUS USE OF THE LOCALITY AND SHARED RESOURCES.

Highlights of the year



LAUNCH OF OUR COMMUNITY ENGAGEMENT STRATEGY



NEW COMMUNICATION CHANNELS FOR THE COMMUNITY



SOCIAL RISK ANALYSIS AND SOCIAL IMPACT ASSESSMENT IN ALL LOCAL COMMUNITIES



“COMPROMETIDOS CON EL SUR” (COMMITTED TO THE SOUTH) CAMPAIGN

Related SDGs



3.4



4.4, 4.7



12.8



Commitments to responsibly engage with communities

(102-12)

Salmenes Camanchaca and other producers and suppliers within the industry who are members of the GSI formed the “Salmon Social Initiative” with the objective of achieving the ten “Commitments to responsibly engage with communities” signed in 2019, as a result of the Toolbox and guidelines for responsible engagement promoted by Rabobank and WWF .

During 2020, the participating companies presented the initiative, set up working groups and implemented action plans together with these communities, in order to achieve the 10 commitments.

More information at http://d2ouvy59p0dg6k.cloudfront.net/downloads/libro_final.pdf





RESPECT AND CARE FOR OUR ENVIRONMENT

We responsibly manage the social and environmental impact of our businesses, ensuring that they are compatible with the natural environment and with local culture.

PRINCIPLES

- Together with our local communities, identify the most important social and environmental impacts at each stage of our business.
- Seek opportunities for stakeholder participation in monitoring our social and environmental impacts.
- Communicate clearly and continually the results of monitoring our socio-environmental impacts and the measures adopted to mitigate them.



BUILD RELIABLE RELATIONSHIPS

We create opportunities to exchange information, to participate and converse, to build confidence with local communities.

PRINCIPLES

- Build the human capacities and the means to responsibly and continually engage with local communities.
- Create free and accessible channels for suggestions, queries, complaints, and response mechanisms that are understood and validated by local communities.
- If emergencies or incidents occur, promptly inform any affected communities and keep them continually informed.



CONTRIBUTE TO DEVELOPMENT

We contribute to local development and create shared value, in accordance with the circumstances in each community.

PRINCIPLES

- Implement policies that promote local employment.
- Promote using local suppliers, and establish long-term collaborative relationships that strengthen them.
- Prefer suppliers that are environmentally and socially responsible.
- Seek opportunities to jointly define corporate social investment in local communities



Community engagement strategy

The world is facing changes that require us to engage responsibly with our natural and social environment, to build trusting relationships, to promote business excellence and to sustainably develop the company and local communities.

Salmones Camanchaca believes that responsibly engaging with local communities is fundamental to the sustainability of the industry. Our social license is built on trust and transparency. Accordingly, we have developed a strategy focused on continual community engagement, which streamlines dialog and building agreements with stakeholders.

The focus of our interaction is to jointly identify, monitor and mitigate the impact of our business on stakeholders, particularly indigenous peoples. We are committed to local community development by implementing a contribution policy with clear working mechanisms.

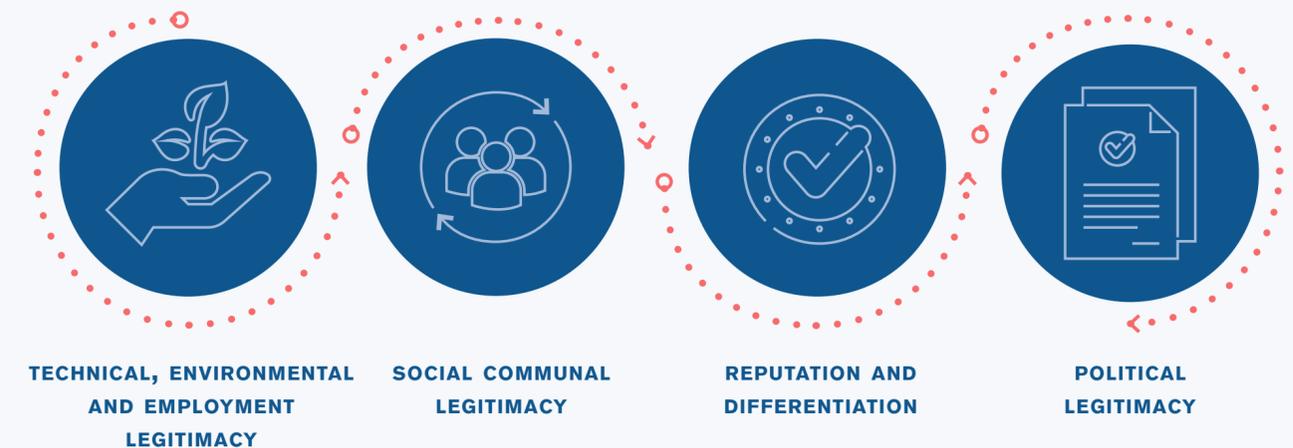
OUR PRINCIPLES



ACTION PLANS

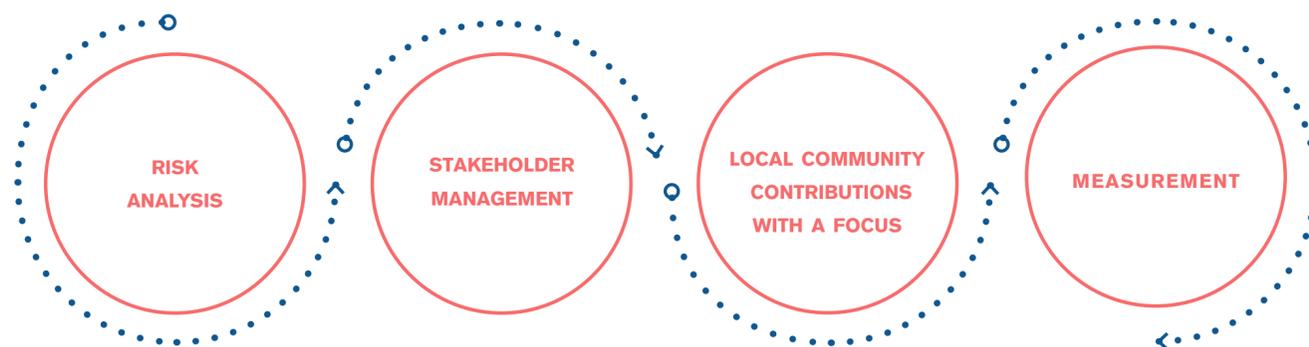


We launched our Local Community Relationship Model in 2020, based on communication, transparency and trust, in order to responsibly manage our relationship with local communities and the environment, so we can create and maintain the legitimacy, reputation and differentiation of Salmones Camanchaca within the industry.





We have defined a flow to progress each pillar, which is composed of four stages:



This flow helps us to engage with local communities, explain the impact of our business and create opportunities to improve this dialog, to listen and resolve doubts and to build confidence in each process.

We are concerned about our neighbors and learn about them through formal meetings, in order to jointly resolve doubts or problems associated with the company's business or other local issues. Subsequently, local development priorities are established in a participatory manner and local social investments are defined and evaluated. Finally, we establish transparent measurement mechanisms to evaluate the progress of each project.

STRATEGIC OBJECTIVE	PRINCIPLES	HOW DOES IT WORK?	KPI'S
TECHNICAL, ENVIRONMENTAL AND LABOR LEGITIMACY	Salmenes Camanchaca and its contractors comply with standards that maintain or improve the original environmental conditions.	<ul style="list-style-type: none"> Socio-environmental risk and impact analysis Risks action plan Continual communication with stakeholders regarding operational changes or incidents 	<ul style="list-style-type: none"> Number of operations with socio-environmental risk and impact analysis (34 operations by 2020). Number of operational incidents reported to the community
COMMUNAL SOCIAL LEGITIMACY	Salmenes Camanchaca and its contractors contribute to maintaining and improving the way of life and income of local residents.	<ul style="list-style-type: none"> Local community contribution policy Validation of impact on the community Regular meetings with communities, NGOs, Foundations, etc. 	<ul style="list-style-type: none"> Number of investments agreed on a participatory basis Number of philanthropic donations
REPUTATION AND DIFFERENTIATION	Salmenes Camanchaca is recognized for being a company that produces, relates and contributes to local communities in a special manner and is concerned for everyone's welfare.	<ul style="list-style-type: none"> Inquiries and complaints mechanisms Communications plan 	<ul style="list-style-type: none"> Corporate reputation index Number of complaints and suggestions processed
POLITICAL LEGITIMACY	Salmenes Camanchaca contributes to local communities: <ul style="list-style-type: none"> Local economic development and employment. Resources for the Region and Municipality. Industry regulation and inspection. 	<ul style="list-style-type: none"> Meetings with local authorities 	<ul style="list-style-type: none"> Number of meetings with local authorities.



Local community contributions with a focus

We define our local community contributions as contributions of resources, money or in kind, which support our business objectives, encourage sustainable development and benefit local communities.

We use several mechanisms to “create social value by investing our own resources and forming partnerships with public and private organizations to invest in programs that encourage economic, social, environmental and cultural development within our local communities, while contributing to the United Nations Sustainable Development Goals.”

ACTIVITIES

Our initiatives fall within the three main areas of the Camanchaca Amiga (Friendly Camanchaca) Corporate Social Responsibility (CSR) strategy. These are outreach, healthy living and caring for the environment.



Outreach

We support initiatives that bring our Company closer to our local communities, generate shared value and contribute to inclusive and sustainable economic development (SDGs 8 and 12). During the reporting period, 127 initiatives were carried out and 9,329 people participated. These initiatives included talks, workshops, training, courses, donated equipment and infrastructure, and engagement with neighborhood councils and authorities.



Healthy living

We encourage healthy lifestyles and living conditions that contribute to the personal fulfillment of all our local residents (SDGs 2 and 3). During 2020 we contributed to 7 sporting events with 330 participants and a live cooking event.



Caring for the environment

We support initiatives that have a positive impact on the environment (SDGs 12 and 14). We arranged 13 events in 2020, which included beach cleanups and environmental talks. During 2020, we carried out 13 initiatives, including beach cleanups, environmental talks and events that encourage waste recycling, with the participation of 80 people.



CONTRIBUTIONS

Local community contributions include community participation in choosing social investments that affect areas of interest to the community. The Sustainable Schools program is the principal social investment project supported by Salmenes Camanchaca.

We invested more than Ch\$100 million in these initiatives through donations and sponsorships.

	NUMBER		TOTAL INVESTMENT (US\$)	
	2019	2020	2019	2020
MONETARY CONTRIBUTIONS TO LOCAL COMMUNITIES				
Social Investment	41	2	88,337	75,380
Donations	281	177	57,941	72,134
Sponsorships	27	9	28,182	3,540
Total	349	188	174,460	151,054



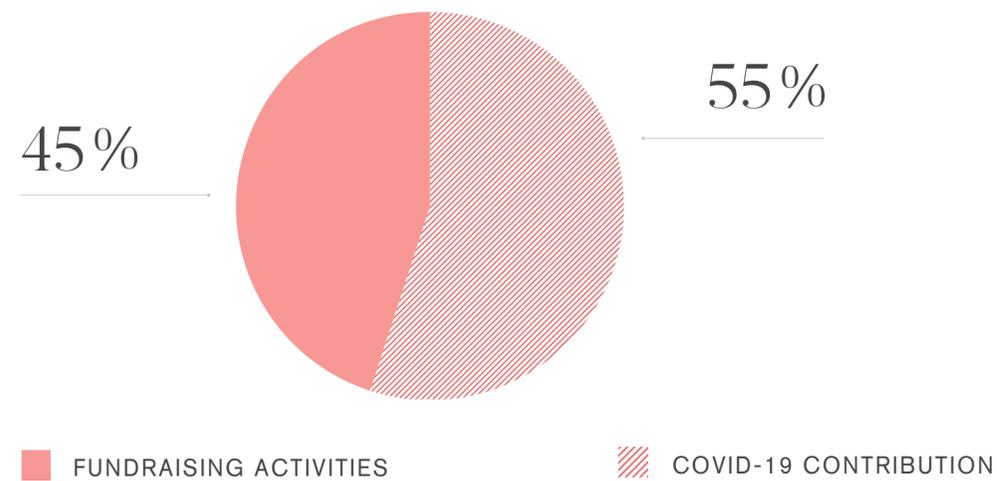


CONTRIBUTIONS



According to the company's local community contribution policy, 45% of this year's contributions supported fund-raising activities, sporting events, and community equipment and infrastructure. While 55% supported COVID-19-related initiatives.

2020 DONATIONS



The contributions that supported COVID-19 initiatives in Chile were as follows:

64%
Personal protection equipment such as masks, gloves, disinfectants, hand sanitizer, shoe-baths, and other equipment.

16%
Sanitation services, Camanchaca products, and other initiatives.

20%
Food baskets



Significant initiatives in 2020

SUSTAINABLE SCHOOLS PROGRAM DURING THE COVID-19 PANDEMIC

The Sustainable Schools program focuses on supporting management and teaching teams at seven schools in the program, and on supporting self-care, education and recreation during the quarantines imposed by the pandemic that has affected the entire planet.

We conducted surveys to measure the impact of our initiatives, which found that the most valuable contributions were self-care sheets, school materials and home containment measures. We arranged the “Juntos nos cuidamos del Covid” (Together we protect ourselves from COVID-19) and “Fondo Covid” (COVID-19 Fund) contests, which provided fundamental support to these establishments by providing virus protection supplies.

CPC FOOD DRIVE

Salmones Camanchaca participated in a campaign run by the “Corporación de la Producción y el Comercio” (CPC) (Production and Trade Corporation) during August and September, by delivering 962 food boxes to families in 8 locations in the VIII and X Regions. It was supported by 71 employees, who traveled to cities, towns and remote rural areas to help with the distribution.

“COMPROMETIDOS CON EL SUR” (COMMITTED TO THE SOUTH) CAMPAIGN

We joined the “Committed to the South” campaign, and SalmonChile’s partners have created a fund of Ch\$ 2 billion to support the critical situation in Chile as a result of the pandemic. The campaign focuses on hospitals and health centers, and provided over 2 million protective supplies and over 100 pieces of critical equipment to hospitals, including clinical beds, ambulances, X-ray equipment and vital signs monitors.

Camanchaca contributed US\$ 160,000 to "Comprometidos con el Sur".





MONITORING AND MANAGING OUR IMPACT

(413-1; 413-2)

Local communities and our consultation, complaint and suggestion channels collaborated to identify our impact and provide us with valuable information that was incorporated into our mitigating action plans. We are constantly collecting data on operational changes, in order to capture any unidentified impact on our local communities.

The following table shows the main solutions and agreements with several local communities. This method helps us to work as a team and continue building trust and growth.

Risk	Launch date	Solution	Processing plant
ENVIRONMENTAL SURVEILLANCE PROGRAM	2018 AND ONWARDS	ANNUAL ENVIRONMENTAL MONITORING OF THE EFFLUENT DISCHARGED AT THE UNDERWATER OUTLET IS CARRIED OUT WITH THE PARTICIPATION OF INDEPENDENT FISHERMEN. HOWEVER, THIS WAS NOT PERFORMED IN 2020 DUE TO THE PANDEMIC.	TOMÉ PLANT 
EFFLUENT DISCHARGE MONITORING	2019 AND ONWARDS	PARAMETER MONITORING AND A PUBLIC MONTHLY BULLETIN WERE LAUNCHED FOLLOWING AN AGREEMENT WITH THE ENSENADA COMMUNITY REGARDING IRREGULAR EFFLUENT DISCHARGES, WHICH CAN BE FOUND HTTPS://WATER.ECTO.COM/PETROHUE	RÍO PETROHUÉ HATCHERY 
NOISE MONITORING	2020	PARTICIPATION BY THE LOCAL COMMUNITY IDENTIFIED IMPACTS SUCH AS SPORADIC NOISE FROM GENERATORS AND ALARMS INSIDE THE HATCHERY. NOISE WILL BE MONITORED IN 2021 TO DETECT ITS CAUSE, AND MITIGATION MEASURES WILL BE IMPLEMENTED.	RÍO DEL ESTE HATCHERY 
ROAD MONITORING	2020	PARTICIPATION BY THE LOCAL COMMUNITY IDENTIFIED THAT SUPPORT AND COORDINATION WAS REQUIRED FOR ROAD MAINTENANCE. ROADS WILL BE MONITORED TO CHECK ON SUBCONTRACTED TRUCKS. THE SCHEDULE AND FREQUENCY OF TRUCK MOVEMENTS WILL BE REPORTED ALONG WITH A SPEED REPORT, AND A COMPANY LOGO WILL BE USED TO IDENTIFY ITS SUPPLIER'S VEHICLES.	MAQUI SMOLTIFICATION 



ENSENADA DISCUSSION GROUP: 2020 PROGRESS

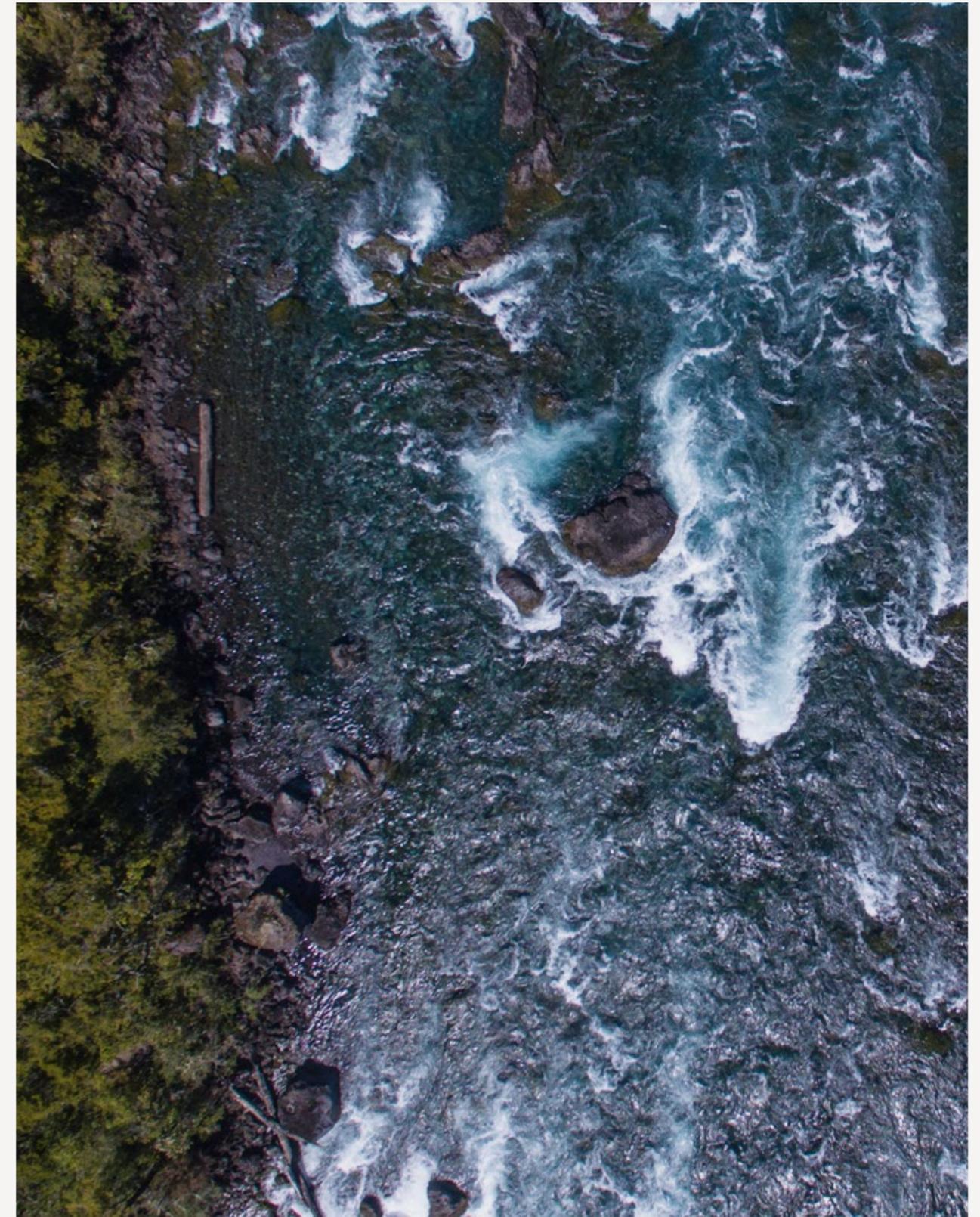
The local community agreed to the introduction of a water sampling system, which reports water quality parameters on a monthly basis and in real time. Various stakeholders were trained in how this system functions, to gain a better understanding of the operational impact of our organization.

Conversations to define the company's social investment criteria in Ensenada form part of our Community Engagement Strategy. We are proud of these conversations, as local stakeholders have an increasingly positive perception of the company's commitment to the environment.

TRAINING DAYS

Two training days on "Water Quality Standards and Parameters" were held during July, for members of the Ensenada Discussion Group and the community in general. This initiative was led by an Environmental Chemist from the University of Chile, who is an expert.

The main topics covered were technical explanations of the most important physico-chemical characteristics of wastewater, which are significant for human health and the environment. We are grateful to 71 people for attending this important event.





04

Healthy ecosystems



Healthy ecosystem



Healthy ecosystems

(103-1; 103-2; 103-3)

Our fish are produced in unique ecosystems among forests, rivers, fjords and inland seas where salmon are farmed in optimal physical, chemical and biological conditions. Operational excellence and careful management reduces our actual and potential environmental impact. We aim to maintain the structure and function of aquatic and terrestrial ecosystems, as they provide a home that produces a first class product every day.



Justification

The Chilean salmon industry has dedicated itself to recognizing and addressing its impact on the environment in recent years. One of our company's main challenges has been to improve our environmental performance every day. We have made significant progress to date, and we have addressed issues such as seabed protection, solid waste disposal, escaped fish, interaction with marine mammals, discharges into the environment and antibiotic use.

We are committed to achieving fully sustainable production by identifying and managing our environmental impact, universally adopting international standards at all sites, investing in technology and training employees.

Material issues



INTERACTION WITH WILDLIFE



TERRESTRIAL ENVIRONMENTAL IMPACT



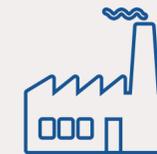
ENERGY AND WATER ECO-EFFICIENCY



LIQUID, INDUSTRIAL, SOLID, CHEMICAL AND ORGANIC WASTE MANAGEMENT



SUSTAINABLE USE OF RAW MATERIALS



GHG MITIGATION

2020 Performance Indicators

134,363

ESCAPED FISH

1.17

FCRb

0.56

FIFO

0

DEATHS OF MARINE ANIMALS OR BIRDS AS A RESULT OF OUR BUSINESS

3

THREE INCIDENTS WHERE FISH ESCAPED

Highlights of the year

100%

WE ANNOUNCED THAT WE WILL ONLY USE RENEWABLE ENERGY IN OUR PROCESSING PLANTS, BASED ON A SEVEN-YEAR ELECTRICITY CONTRACT WITH COLBÚN.



WE SIGNED AN AGREEMENT WITH FEED SUPPLIERS TO INCORPORATE HIGH STANDARDS OF SUSTAINABILITY.



WE ISSUED A TENDER FOR A NEW WELLBOAT FOR 2022, WHICH WILL PERFORM MEDICINAL AND NON-MEDICINAL TREATMENTS FOR CALIGUS AND REDUCE THE USE OF CHEMICALS.

200

EMPLOYEES WERE TRAINED IN ENVIRONMENTAL MANAGEMENT, REGULATIONS AND COMPLIANCE.

Related SDGs



12.2 – 12.5



14.1



17.9



We operate in harmony with the environment

Salmon require cold, oxygenated, pollution-free water below 15°C. Few countries in the world can guarantee these conditions. Chile has the ideal habitat for salmon farming and is currently the second highest salmon producer worldwide with a 30-year history.

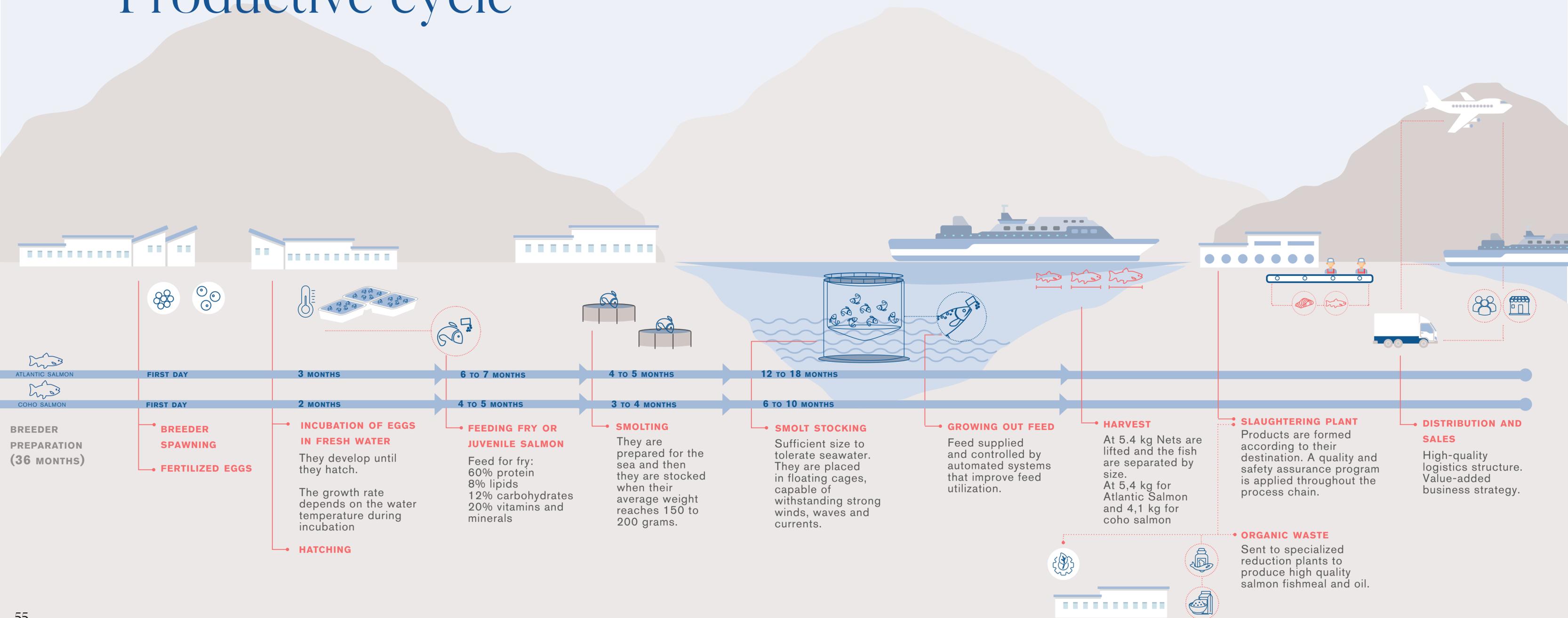
Maintaining these conditions intact is fundamental, so this forms one of the commitments in our Sustainability Model. We aim to minimize the impact of our short, medium and long term business development.

Therefore, Salmenes Camanchaca manages its business in a sustainable manner that encompasses every aspect of its production cycle in both fresh and sea water and at each processing plant. This requires continually monitoring the natural resources used throughout the life cycle of our salmon, while implementing ecosystem impact returning strategies.





Productive cycle





PLAN TO BECOME CARBON NEUTRAL BY 2025

(201-2; 305-1; 305-2; 305-3)

According to the United Nations (UN) Agenda 2030, the average global temperature increased by 0.85°C between 1880 and 2012. It is likely that the global temperature will increase by over 1.5°C before the end of the century, based on the current volume of greenhouse gas (GHG) emissions.

Climate change mitigation is a huge issue facing many industries today. It is expected to affect salmon farming, such as a rise in sea temperature and levels, changes in salinity, acidification and pollution.

Salmones Camanchaca is aware that climate change is the greatest challenge of our time.

We have been dealing with this tremendous challenge for some years now, and we have implemented measures to deal with various climate situations:

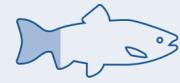
SALMONES CAMANCHACA'S MILESTONES

2018



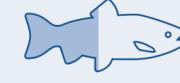
First Chilean salmon farming company to measure its carbon footprint

2019



Sustainability model and aspirations launched.

2020



Fully renewable resource based electricity contract with Colbun for processing plants.

2021



Local carbon offset project in our forests.

2023



Freshwater facilities will be fully transformed to use fully renewable resource based electricity.

2025



Salmones Camanchaca becomes fully carbon neutral. Local carbon offsets for our remaining emissions.





«We announced our most ambitious operational goal in 2019. To become a carbon neutral company by 2025 under scopes 1 and 2 according to the GHG Protocol with a 2018 baseline. We continued to work on this goal during 2020 with great conviction.».



Salmenes Camanchaca has set itself ambitious challenges for 2025 that drive it to deal with the climate emergency, care for the ecosystems used by our business, and implement the Sustainability Model.

Carbon footprint scope

OUR 2020 EMISSIONS, HEADING TOWARDS 2025

SCOPE 1

87.9%



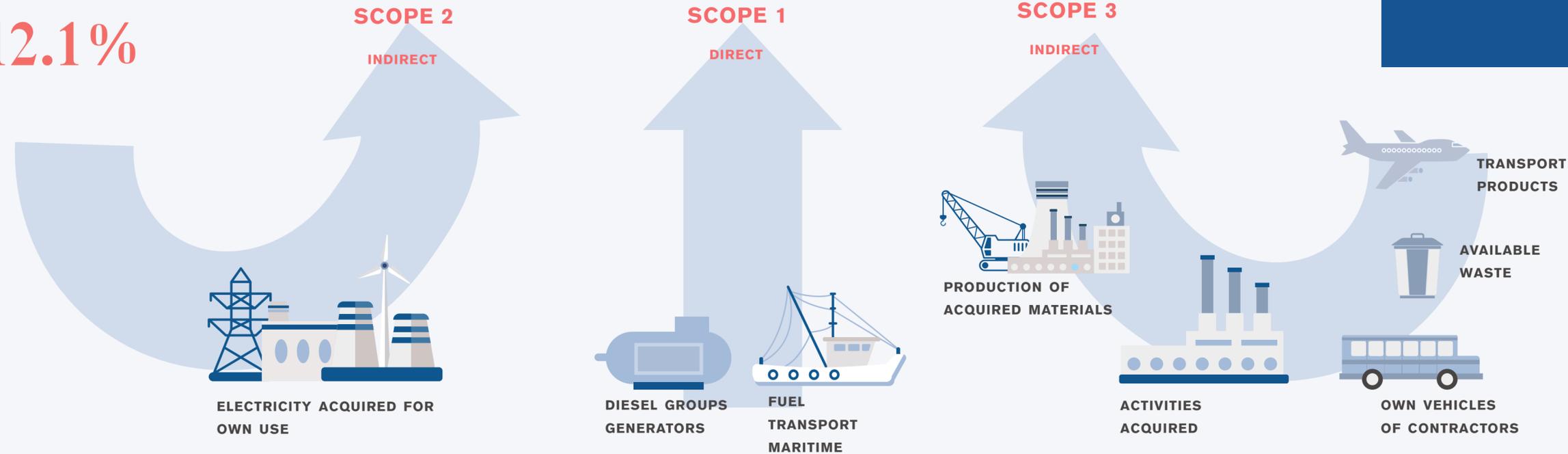
SCOPE 2

12.1%

SCOPE 2
INDIRECT

SCOPE 1
DIRECT

SCOPE 3
INDIRECT



Did You Know?

- » **Scope 1:** GHG emissions from our own sources or controlled by the company. For example, using fossil fuels in stationary or mobile engines, unintentional leaks from air conditioning equipment and other emissions.
- » **Scope 2:** GHG emissions associated with electricity consumption, which comprises the electricity we purchase and the steam generated by third parties.
- » **Scope 3:** GHG emissions caused by activities that are not owned or controlled by the company. For example, transporting products, transporting employees, air or land travel for business purposes, moving supplies, generating and transporting waste and other emissions.



Diesel is the main cause of emissions from stationary and mobile engines, as it represents 83%, followed by electricity at 13%. Scope 1 currently represents our biggest challenge and we will evaluate and implement initiatives focused on reducing fuel consumption in our business.

We are aiming to achieve carbon neutrality, and we are committed to calculating our Scope 3 emissions. Each year we aim to capture a greater number of goods and services, in order to identify the main emissions and inspire our suppliers to take up the challenge.

We will work with our suppliers to quantify our principal scope 3 emissions. This important information will be used to establish short, medium and long-term goals.

CARBON FOOTPRINT

CATEGORY	2018	2019	2020
Scope 1 (tCO _{2e})	26,012	29,995	32,198
Scope 2 (tCO _{2e})	4,070	6,659	7,334
Scope 3 (tCO _{2e})	822	384,887	207,783
Total	30,904	421,541	247,315

Note 1 Scope 3 only included waste in 2018.

Note 2 The increase in scope 3 in 2019 is due to purchased goods and services (fish feed, chemicals, pharmaceuticals, salt), capital goods (nets, feed buoys and hoses), transporting fish and raw materials, transporting and disposing of waste, travel, transporting employees, outsourced processing (processing in other plants), finished product dispatch, packaging and outsourced cold storage.

INTENSITY TRENDS

(305-4)

CATEGORY	2017	2018	2019	2020
Intensity tCO _{2eq} /tWFE	0.7	0.6	0.6	0.6

ENERGY CONSUMPTION

(302-1)

Our total energy consumption was 127,000 MWh in 2020, up 16.8% on 2019, which is comprised mainly of diesel at 86% and electricity at 10%.

NON-RENEWABLE ENERGY	2018	2019	2020
Electricity (MWh)	9,721	16,418	11,469
Diesel (MWh)	79,624	92,765	108,614
LPG (MWh)	9,417	3,493	9,947
Total (MWh)	98,762	108,676	130,030



EMISSION REDUCTION STRATEGIES:

(305-5)

Salmenes Camanchaca is proud to continue making good progress towards becoming carbon neutral by 2025. During 2020 our plan to achieve this objective greatly improved, and impacted its deadlines and three milestones.

Energy is one of the main contributors to global warming. It represents about 60% of all global GHG emissions, according to the UN.

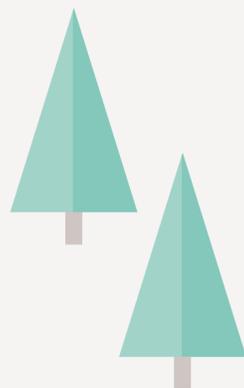


We signed an electricity supply contract with Colbún in 2020, which has brought forward our goal of using Non-Conventional Renewable Energy (NCRE) at our processing plants by 2 years.



1 The first milestone in 2020 was to change our corporate electricity supply contract to a fully renewable source. Although we had planned to achieve this in 2022, we reached it in 2020.

This was the result of signing an electricity supply contract with Colbún, which guarantees that as of July 2020 and for a period of 7 years the electricity generated by Colbún will come from fully non-conventional renewable energy (NCRE). This achievement will reduce our GHG emissions by 12% compared to our 2018 baseline. The agreement is aligned with our carbon neutrality objective, and includes Colbún's support to address our energy efficiency challenges, including an energy efficiency assessment of our entire business. The objective is to identify opportunities to reduce emissions through operational changes, implementing new technologies and developing new projects.



2 The second milestone in 2020 was to certify the sustainable forest management of the company's approximately 1,000 hectare Hueñu-Hueñu property. This will be used to offset a percentage of our emissions, and it will begin in the first half of 2021.

The project aims to evaluate the natural assets within the Hueñu Hueñu property, Petrohué, to quantify its strategic contribution to reducing the corporate carbon footprint of Salmones Camanchaca through CO2 absorption, and to prioritize conservation initiatives that will benefit our company, the environment and society. We hope that this initiative will mitigate a percentage of our current carbon footprint and we will prepare a management plan to maximize the natural services that this property provides to society.

3



The third milestone in 2020 was to take advantage of Chile's potential in terms of clean energy, in order to replace diesel at our Petrohué hatchery with renewable energy starting in 2023.

We are very excited to continue advancing our land transportation, as we introduced cost-efficiency mechanisms that are less polluting. We are also working with suppliers to switch to electric vehicles instead of fossil fuel vehicles, which we intend replicating in other processes.

All these projects are fundamental to our environmental commitment, as they will enable us to make great strides towards achieving our 2025 target.

From 2025 onwards.

Offsetting our emissions balance. This will be achieved through a systematic evaluation of clean technologies that will replace or complement our diesel generators.



SOLID WASTE MANAGEMENT

(306-1; 306-2; 306-3; 306-4; 306-5)

Salmenes Camanchaca is a responsible producer and it carefully manages its waste. We have a Waste Management Policy, which identifies and monitors our five waste categories:

NON-HAZARDOUS



ORGANIC

WASTE FROM PROCESSING SALMON, SUCH AS TRIMMINGS, BONES, GUTS AND SILAGE.

MOST ARE REUSED BY RECOVERING THEIR NUTRIENTS AND USING THEM TO PRODUCE FISHMEAL AND FISH OIL, WHICH ARE USED AS RAW MATERIALS FOR OTHER INDUSTRIES.



INDUSTRIAL

WASTE GENERATED AT FRESHWATER AND SEAWATER FARMS, AND PROCESSING PLANTS.

SENT FOR FINAL DISPOSAL TO AUTHORIZED SANITARY LANDFILLS.



LIQUID

SLUDGE GENERATED BY WASTEWATER TREATMENT SYSTEMS.

SENT FOR FINAL DISPOSAL TO SANITARY AND ENVIRONMENTAL AUTHORIZED FACILITIES.



RECYCLABLE

CARDBOARD, PLASTICS, SCRAP, PAPER, NETS, BUOYS, POLYSTYRENE AND OTHER WASTE.

SENT TO SPECIALIST WASTE TREATMENT COMPANIES. WE REPORT OUR WASTE ON SALMON CHILE'S SALMON TECHNOLOGY INSTITUTE (INTESAL) PLATFORM.

HAZARDOUS



THESE ARE GENERALLY EXPIRED BATTERIES AND CHEMICALS.

SENT TO SAFE AUTHORIZED SANITARY LANDFILLS.

We keep a record of the waste produced by each hatchery, farming site and processing plant, in order to report our waste to the National Waste Declaration System of the Ministry of the Environment (Sinader) and the Hazardous Waste Declaration and Monitoring System (Sidrep). This monitoring means that we can also design strategies to dispose of the least amount of waste in landfills or other disposal techniques.

WASTE ACCORDING TO CLASSIFICATION (TON)

CATEGORY	2018	2019	2020
Non-hazardous	24,248	32,809	35,233
Hazardous	80	143	115
Total	24,328	32,952	35,348

NON-HAZARDOUS WASTE ACCORDING TO TYPE OF TREATMENT (TON)

CATEGORY	2018	2019	2020
Recovery (recycling, recovery, composting)	333	608	851
Reduction plants (organic recovery)	19,737	24,679	27,596
Final disposal	4,178	7,522	7,464



ORGANIC WASTE

Producing salmon is more efficient than producing any other source of protein. The edible proportion is calculated by dividing the edible part by the total body weight, and for salmon this is 68%. The remaining 32% is guts, bones and trimmings, which are sent to reduction plants that use them to manufacture other products.

There was an increase in silage waste in 2020, due to higher fish mortality, while waste guts remained similar to the previous year, as the same volume of raw material was processed.

The increase in trimmings and bones was mainly due to the increase in production of value-added products and the reduction in whole fresh products, due to changes in demand following the COVID-19 pandemic, as demand fell in hotels, restaurants and catering services, whereas it rose at retail outlets.

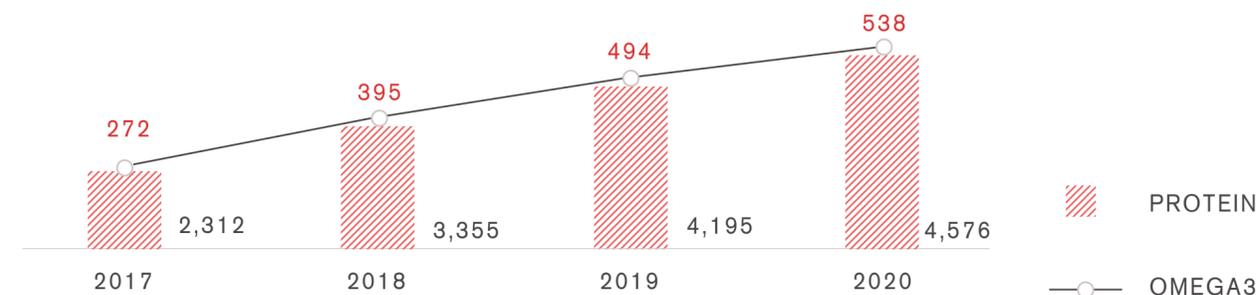
ORGANIC WASTE BY TYPE (TON)

NUTRIENT	2018	2019	2020
Guts	8,015	8,182	4,297
Silage	5,336	5,132	6,138
Trimmings and bones	10,554	8,971	16,483

This covers all the information.

We have a nutrient recovery indicator, which indicates the annual tons reused, classified by organic waste category.

NUTRIENT RECOVERY (TON)



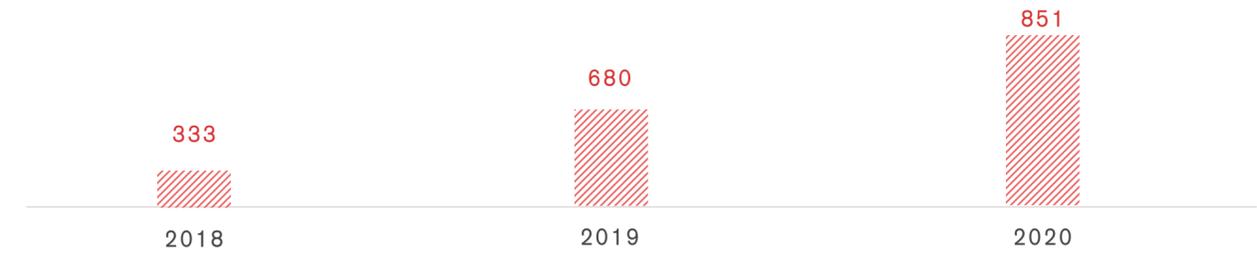


WASTE MANAGEMENT

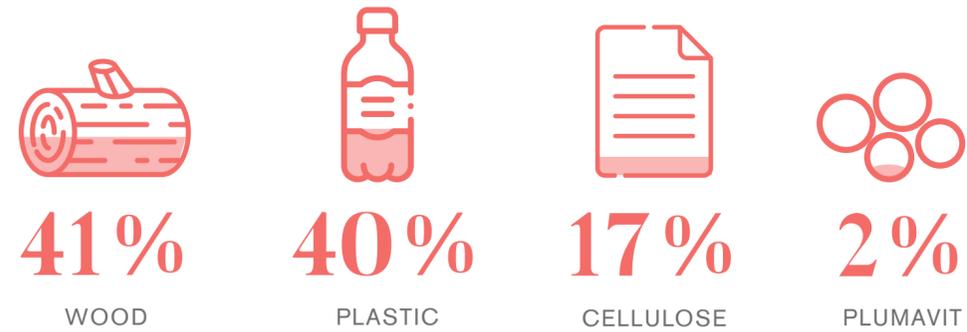
This year we strengthened our recycling training for employees, which raises awareness and increases the volume and variety of recycled waste. We extended our search for recycling companies, which improved our recycling strategy and considerably increased the volume recycled in 2020.

We recycled 35% of our waste in 2019, whereas this rose to 52% in 2020. This increase is aligned with the requirements of the Extended Producer Responsibility Law (REP), which was enacted in May 2016 and encourages waste reduction and product recycling, such as lubricating oils, electrical and electronic equipment, containers, packaging, tires and batteries.

WASTE RECYCLING (TON)



DESCRIPTION OF RECYCLED MATERIALS



40%

More recycling compared to 2019, reaching 851 tons in 2020.



SOLID INDUSTRIAL WASTE

Solid industrial waste is generated by processing our raw materials. The production chain closes by sending them to authorized sanitary landfills as a final disposal measure.

We reduced our industrial waste by 11.7% in 2020, and we significantly increased our waste recycling, which demonstrates our sustained progress in this area.

RECYCLING OF SOLID INDUSTRIAL WASTE (TON)



HAZARDOUS WASTE

Hazardous waste is generated mainly by maintenance in each area. Therefore, it is directly related to the number of operating sites and the maintenance required in each area, according to the annual preventive maintenance plan. Hazardous waste was reduced in 2020, due to:

HAZARDOUS WASTE (TON)





Did You Know?

We care for the environment by regularly cleaning the beaches near each site. The objective is to keep beaches free of waste and reduce our impact. Furthermore, we also participate with the local community and other industries in complementary beach cleanup initiatives.



PACKAGING

(301-2; 301-3)

As salmon is mainly a gourmet product destined for export markets, it poses many challenges and we are continually searching for solutions and improvements. We have focused on migrating towards packaging that contributes to sustainability through initiatives that reduce our carbon footprint, promote recycling, use different materials, eliminate single-use plastic and improve other important aspects.

Our goal is to increase our use of recyclable materials year by year, so we are constantly looking for partners to help us meet this challenge. This year we began working with suppliers to develop alternatives that will replace the expanded polystyrene required for our fresh chilled products, and we expect to report specific developments in 2021. Meanwhile, we are evaluating how we handle this material and are looking for recycling solutions for expanded polystyrene in the markets where we sell fresh produce through our commercial offices in those countries.

Our products use many types of packaging materials, but the primary package is usually a plastic sleeve that is in direct contact with the product. The secondary package is a plastic sheet that contains one or several primary packages, and the tertiary package unifies the product and protects it during distribution, which is cardboard boxes for frozen salmon and polystyrene boxes for fresh chilled products.

MATERIALS USED IN OUR PACKAGING (TON)

MATERIAL	TON	%
Cardboard	2,149	71%
Plastics	612	20%
Polystyrene	266	9%
Total	3,027	100%

This covers all the information.

TOTAL WEIGHT OF PLASTIC CONTAINERS (TON)

MATERIAL	2019	2020
Plastic (ton)	1,536	878

The plastic used is entirely new plastic, it has not been recycled nor can it be composted. This covers all the information.



71%

of packaging comes from renewable sources.

37%

of the fibers in cardboard boxes are recycled.



WATER ECO-EFFICIENCY: A BASIC NATURAL RESOURCE

(303-1; 303-3; 303-4; 303-5)

Our process is vertically integrated from eggs to fish harvesting and processing and we use mountain rivers, lakes, estuaries, fjords and ocean channels.

Salmones Camanchaca operates five hatcheries, which are supplied with fresh water, mainly from deep wells and to a lesser extent from rivers and estuaries. The Petrohué River hatchery has a water recirculation system, which achieves significant water savings compared to other systems such as open-flow hatcheries.

The marine productive process does not require fresh water. Consumption at this stage is for human use and there are several sources of drinking water for this purpose.

Meanwhile, primary processing plants slaughter the fish and secondary processing plants add value to the product, where the main sources of fresh water are rivers, estuaries and wells. Seawater is mainly used to transport fish from their cages to the primary processing plant.



**WATER EXTRACTION BY SOURCE (m³)**

SOURCES	2018	2019	2020
Surface water	32,925,174	32,144,863	35,240,196
Underground water	3,000,284	3,187,825	3,389,346
Sea water	55,375	84,860	101,089
Total	35,980,833	35,417,548	38,730,631

Freshwater extraction increased during 2020, due to a 7% increase in freshwater smolt production compared to 2019, which is consistent with the increase in water consumption in 2020.

Reducing industrial water consumption is essential to operate efficiently and protect the environment. Our water consumption at the San José plant increased this year, as we increased the processing of raw materials from other companies.

However, water consumption at the Tomé plant decreased by 9% compared to 2019, as we have installed automatic shut-off systems, and we conduct on-site inspections and monitor our daily and monthly consumption to avoid poor water use.

TOTAL FRESH WATER CONSUMPTION BY OPERATION (m³)

STAGE	2018	2019	2020
Hatcheries	35,846,815	35,268,745	38,072,483
San José plant (primary processing)	78,643	63,943	102,436
Tomé plant (value-added processing)	377,908	437,494	407,319
Total	36,303,366	35,770,182	38,582,238

Despite the increase in industrial freshwater consumption, we have achieved optimal efficiency and our water intensity indicators at our processing plants have been falling in recent years.

We have minimized the cubic meters of water used per ton produced, by adopting measures to optimize this resource, which is key to maintaining our competitive position going forward.

WATER USE INTENSITY IN PROCESS PLANTS (m³/ TON WFE)

PLANTS	2016	2017	2018	2019	2020
San José plant	1.0	1.3	2.3	1.2	1.6
Tomé plant	10.0	10.4	9.0	9.6	8.5



WATER QUALITY

It is vitally important to secure optimal water quality for our hatcheries. All the Atlantic salmon smolts hatched by Salmones Camanchaca are supplied by the Petrohué hatchery, which is a recirculation hatchery located on land, where it can carefully control all the environmental variables, such as oxygen, temperature and pH.

Good monitoring of oceanographic biological and physical variables is essential at the marine grow-out stage, which requires phytoplankton monitoring programs and real-time oxygen, temperature and salinity recording systems. These are fundamental aspects that affect the health and welfare of fish.





DISCHARGED WATER QUALITY: EFFLUENT AND WASTEWATER

It is vitally important that we maintain optimum water quality after it has been used by our hatcheries and processing plants, to conserve ecosystems and for our Sustainability Model.

Our effluents increased with respect to 2019, due to the increase in biomass produced by our hatcheries.

EFFLUENT DISCHARGE (m³)



Our hatcheries are fitted with primary, secondary and tertiary wastewater treatment systems. Wastewater is discharged into surface water after passing through each treatment stage.

Our primary processing plants in San José and Tomé have wastewater treatment systems consisting of mechanical or pretreatment systems, which separate the liquids from the larger solids, such as remains of guts, scales, bones, etc. that pass through a physical-chemical treatment at the Dissolved Air Flotation plant. This treatment keeps the solids suspended in the wastewater together with the oils and fats.

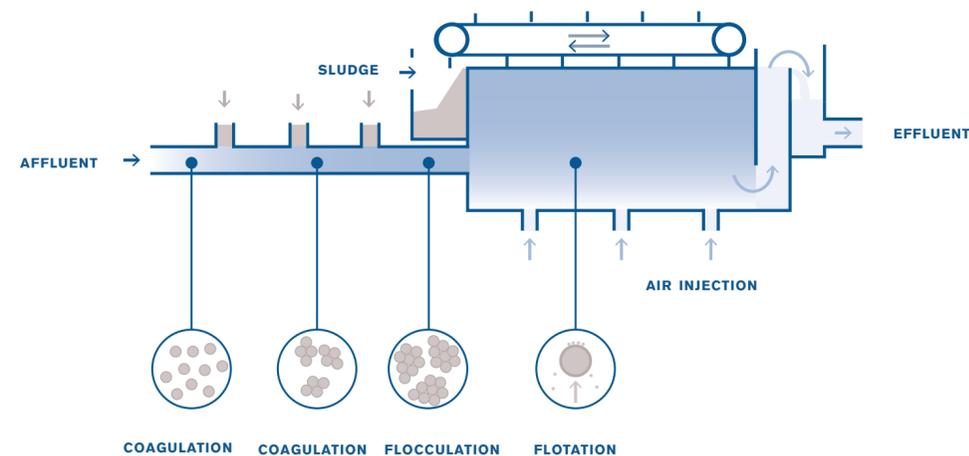
All the wastewater from these processes is discharged into the sea through an underwater outlet outside the coastal protection zone.

EFFLUENTS DISCHARGED TO THE SEA (m³)



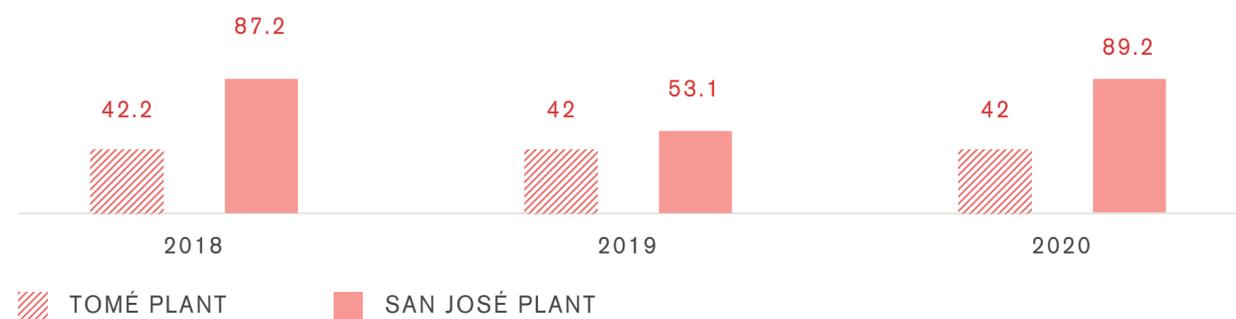


DAF PLANT OPERATION DIAGRAM



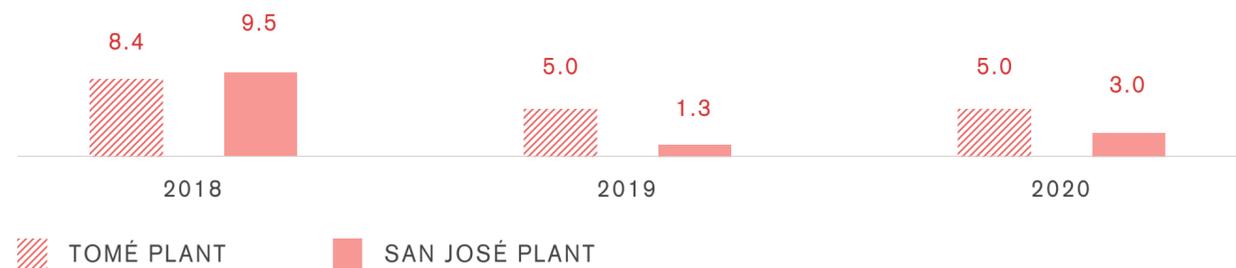
TOTAL SUSPENDED SOLIDS (mg/L)

LIMIT DS 90: 300mg/L



OILS AND FATS (mg/L)

LIMIT DS 90: 15mg/L



During 2020, our Petrohué hatchery completed the implementation of technological improvements to its wastewater treatment system, which reduced the organic matter remaining in the treated water prior discharging it back into the Petrohué River. It also records online the parameters that measure turbidity and total suspended solids, which were well below the limits set by the authority throughout the year.



What do we measure?

TURBIDITY (NTU) OF THE WATER DISCHARGED INTO THE RIVER

TOTAL SUSPENDED SOLIDS (PPM) IN THE WATER DISCHARGED INTO THE RIVER



PROGRAMS THAT MEASURE OUR EFFLUENT QUALITY

Environmental surveillance program: Every six months we analyze the physical-chemical parameters of the waters that receive our wastewater and classify these subtidal benthic communities, in order to monitor the potential effects of discharging our wastewater into that area.

Wastewater monitoring program: Emission Standard for Liquid Waste Discharges into Marine and Inland Surface Water. This standard sets the limits that apply to wastewater and prevents the water bodies receiving this waste from becoming contaminated. Self-monitoring follows the program established by resolution for each emitter.

During 2020, we began publishing online and publicly the results of monitoring our effluent water quality at the Petrohue recirculating hatchery.

We published a monthly bulletin to the local community, and a citizen monitoring program allows members of the community to take independent and random samples of our effluent.

These initiatives form part of an agreement between Salmones Camanchaca and the community of Ensenada signed in 2019.



EFFICIENT USE OF RAW MATERIALS

Fish feed is the main consumable used in our business. Our salmon feed requires the highest quality ingredients, in order for them to develop properly. This requires applying strict criteria to suppliers, who must have certified compliance with quality and sustainability standards, such as GLOBAL GAP and BAP. They must also comply with the ASC standard, which is required to certify our farms. Accordingly, Salmones Camanchaca insists that they have all the certifications required by our business.

This guarantees that marine and terrestrial raw materials come from authorized sources and from fisheries not listed on the International Union for Conservation of Nature (IUCN) Red List.

Our salmon have growth limits and strict health care to ensure that they are fully suitable to become food. Therefore, we have installed automated online systems that monitor and control feeding and ensure traceability, so that we can verify the origin and sustainable management of our raw material from end to end, without any controversial aspects in the entire chain.

Furthermore, food production has an intrinsic environmental footprint, due to the diversity of raw materials and processes involved.

One of our main achievements in 2020 was incorporating sustainability criteria into our feed tenders. We reached a commitment with the suppliers Biomar and Skretting involving sustainability for the period 2021 - 2022.

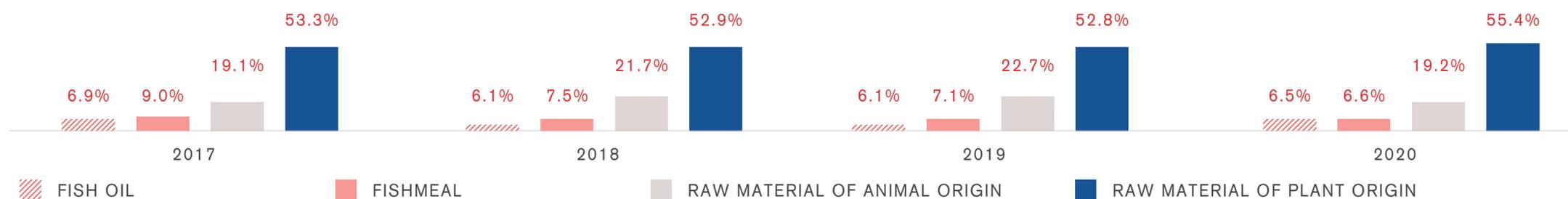
This includes:

- 1 Supply fish feed made from raw materials that have not contributed to the deforestation of native forests anywhere on the planet, which can be demonstrated using the FSC chain of custody certifications.
- 2 Establish GHG reduction targets, in accordance with the guidelines produced by the Science Based Targets initiative, which contribute to our goal of Carbon Neutrality by 2025.
- 3 Use electricity from fully renewable sources in the plants that process the ingredients.
- 4 Implement a robust and reliable life cycle analysis that optimize fish feed by minimizing specific impact categories.





RAW MATERIALS THAT MAKE UP THE FEED

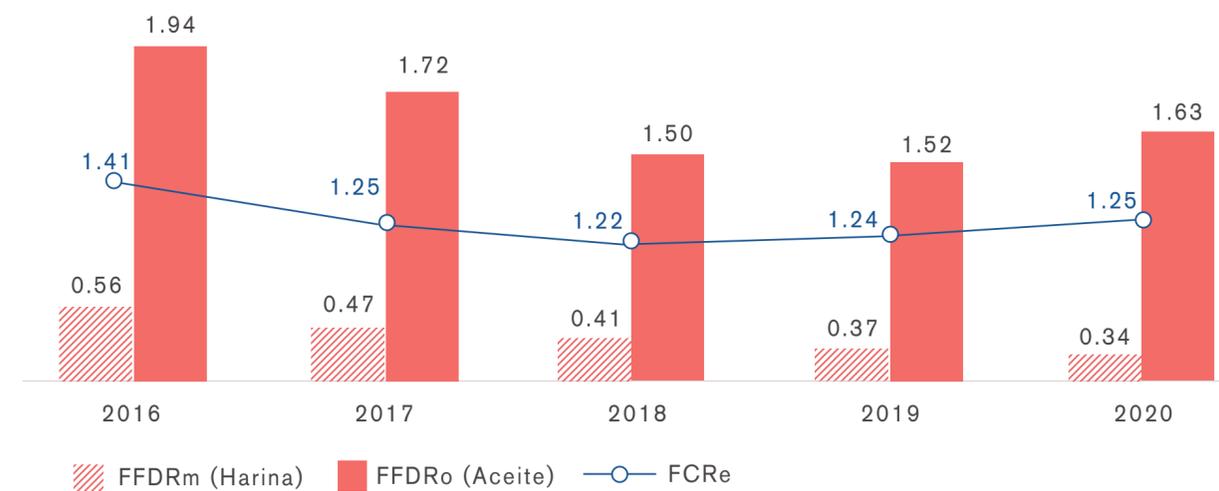


We have invited our suppliers to commit to sourcing sustainable raw materials for their feed. Therefore, all fishmeal and fish oil used to make feed come from species that are not classified as critically endangered, or endangered, on the IUCN Red List, nor do they come from illegal, unregulated or unreported fishing. During 2020, 61.5% of fish oil used to make fish feed was MSC certified and 94% IFFO Marine Trust certified, while 92.8% of fishmeal was IFFO Marine Trust certified. All the soy-derived raw materials used in 2020 is backed by RTRS credits. Although palm oil is not used in fish feed as such, it is a component of the sealing oil, which is fully RSPO certified.

Farmed salmon is a very efficient feed conversion species and has a significantly lower conversion rate than most land-based animal proteins. Choosing salmon over other animal proteins decreases our pressure on natural resources. We have been improving our Economic Conversion Factor (FCRe), which measures the kilograms of feed required to increase the weight of an animal by one kilogram, after incorporating mortality rates. We have been trying to reduce this indicator, which measures the natural resources required to produce protein.

The following graph shows how the FCRe increased slightly in 2020, as did the FFDRo, but the FFDRm reduced, due to reducing the fishmeal in feed and even zero fishmeal feed, which does not contain any fishmeal at all. While the increase in FFDRo was due to increasing the percentage of fish oil in the feed supplied during 2020, and increased feed consumption.

COMPARISON BETWEEN THE FEED CONVERSION RATIO AND THE FISHMEAL DEPENDENCY RATIO (FFDRM) AND THE FISH OIL DEPENDENCY RATIO (FFDRO).



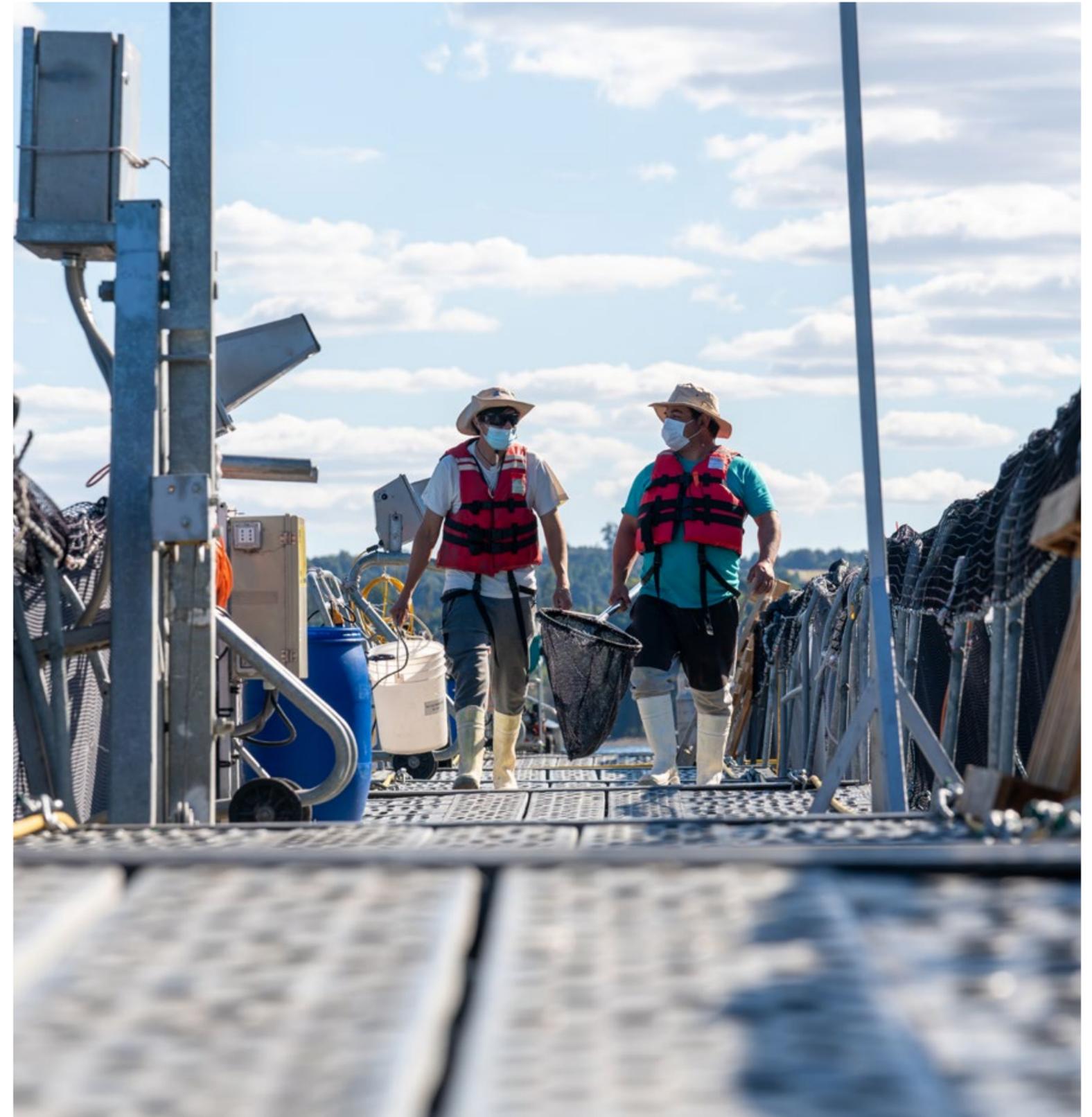


Another indicator that measures our production efficiency and quality is the FI:FO ratio, which describes the amount of wild fish or extractive fishing required to produce farmed fish. For example, a FI:FO ratio of 0.5 indicates that 0.5 kg of wild fish are required to produce 1 kg of farmed fish. It is calculated over a continuous 12-month period in a closed cycle and is directly affected by the percentages of fishmeal and fish oil in salmon feed.

FISH IN : FISH OUT RATIO



This indicator remained flat compared to 2019, but our diligence and proactivity in using more efficient and sustainable feed keeps us focused on our continual challenge to improve our feed, and improve the efficiency of transforming feed into biomass.





We protect biodiversity: natural environment

103-1; 103-2; 103-3)

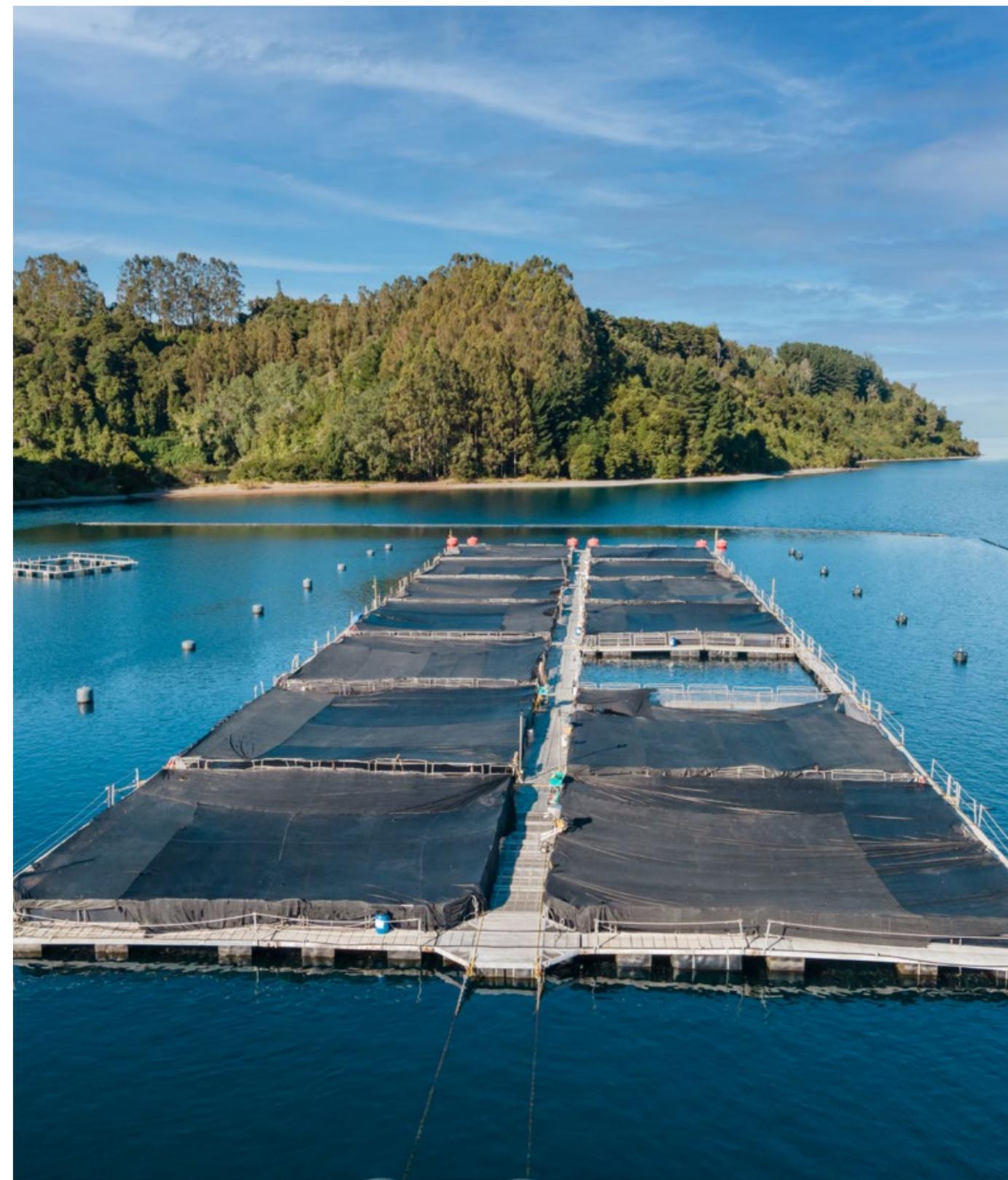
Salmones Camanchaca cares for biodiversity wherever it operates its business, which is aligned with its commitment to produce in a socially and environmentally responsible manner, and achieve certified compliance with the standards that protect these ecosystems. Therefore, none of our facilities have a significant impact on ecosystems.

None of our facilities are located in protected areas, or areas of high conservational value. However, we are close to national parks such as Vicente Pérez Rosales National Park, Llanquihue National Reserve, Las Guaitecas National Reserve and Pumalín Park.

Salmones Camanchaca contributes to the National Biodiversity Strategy 2017-2030, through its sustainable biodiversity management. It continually monitors various indicators on the company's land.

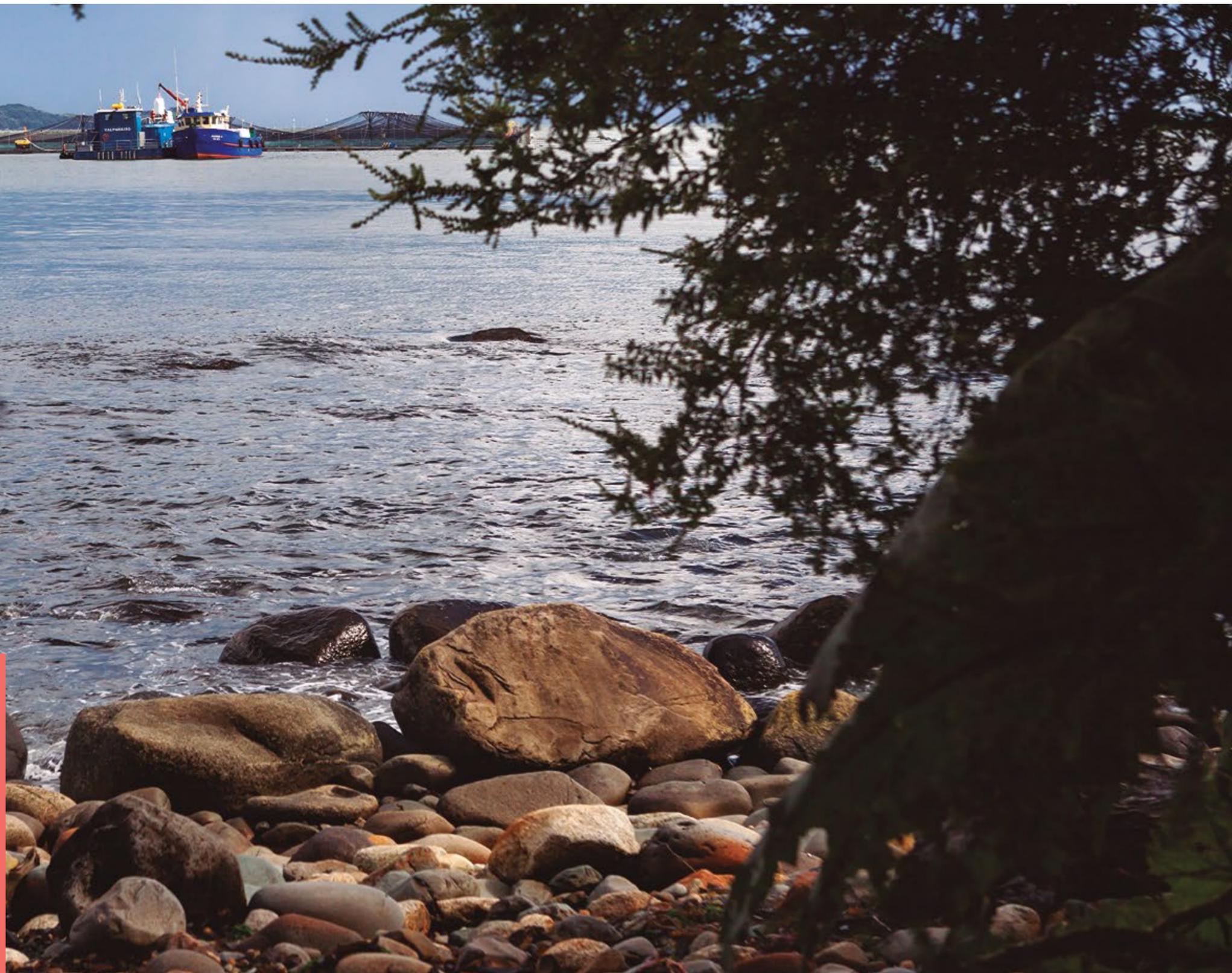
BIODIVERSITY ASSESSMENT OF OPERATIONAL SITES DURING 2020	NUMBER OF FARMS	AREA (KM2)
Operational farms such as hatcheries, grow-out farms, processing plants	30	4.49
Environmental assessment farms	30	4.49
Farms located near protected areas	10	0.90
Farms located near protected areas with a biodiversity management plan	9	0.81

* Based on salmon farms that operate during the year 2020.





Biodiversity as a concept can be understood to be “All living organisms on the planet, including genes, species, and ecosystems, which applies to any biological level.” (CONAMA, 2008).





WE INTERACT WITH WILDLIFE

(304-1; 304-2; 304-3)

Each of our farming sites has been certified as complying with Best Aquaculture Practices (BAP) and our goal is to certify at least 50% of our biomass to the ASC standard by 2021. Both certifications include criteria covering the preservation of protected areas and interaction with wildlife. Therefore, each freshwater and marine site has an environmental impact assessment of the biodiversity around that site. It includes the habitats and species that could be affected by aquaculture, and evaluates measures that might mitigate any potential impact on the environment and other preventive measures.

All employees are trained to understand the potential effects on their local flora and fauna, in order to monitor the impact of our business on animal species living in the surrounding environment. We keep a record of events and interactions with marine species during each year, we ensure compliance with legal regulations and avoid any intervention within a protected area.



PUMALÍN DOUGLAS TOMPKINS NATIONAL PARK. PROTECTED AREA DESIGNATED BY CONAF.

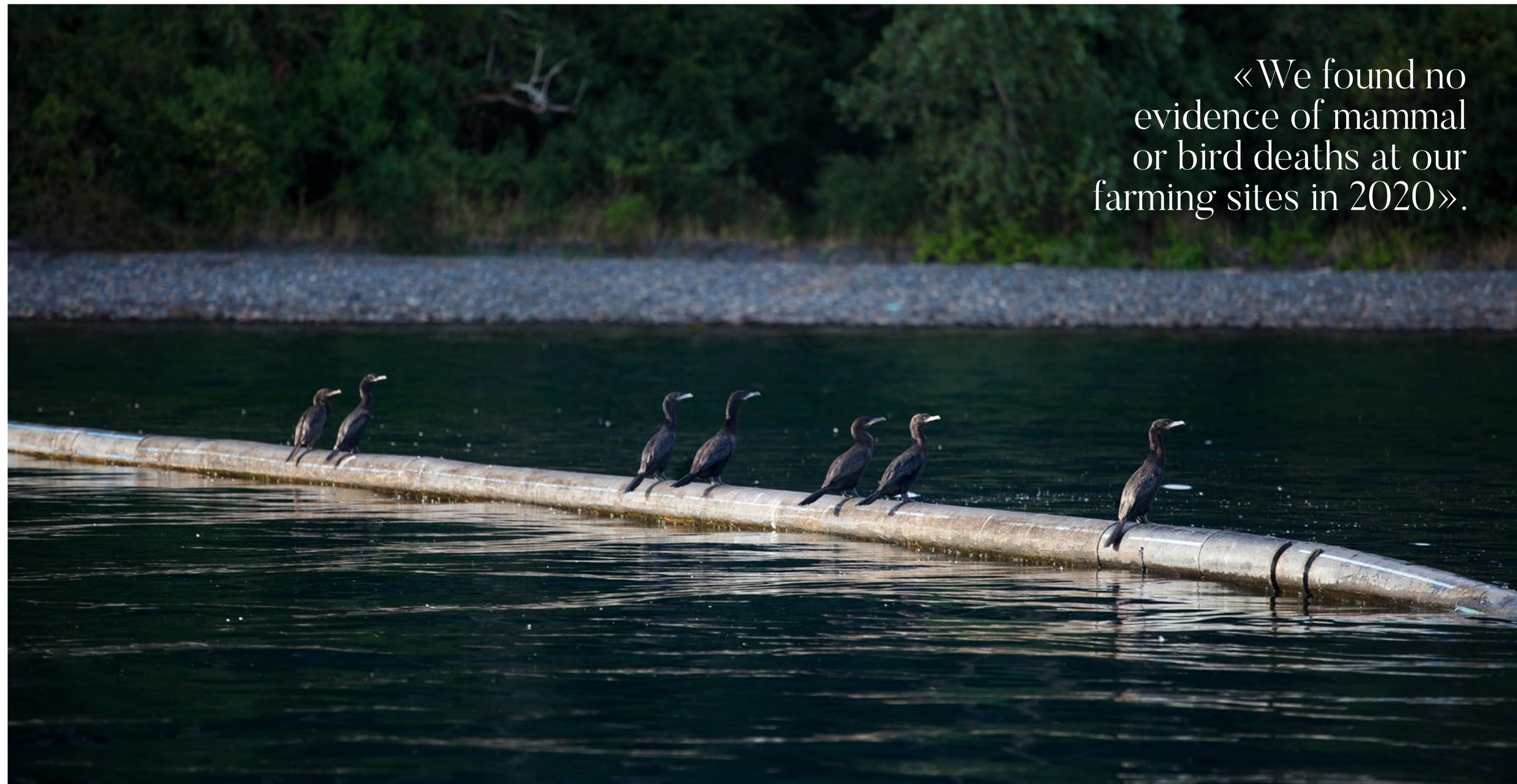
We currently have aquaculture concessions close to this area covering 1.19 km2 in total.

LAS GUAITECAS NATIONAL RESERVE NEAR MELINKA. PROTECTED AREA.

We have salmon grow-out sites close to this area covering 2.7 km2, but we do not operate in protected areas.



« We found no evidence of mammal or bird deaths at our farming sites in 2020 ».





ESCAPED FISH

(307-1)

Our farming sites are designed with physical barriers to prevent fish from escaping as a result of material fatigue. They use an external net called a lopera net, to prevent sea lions from attacking the biomass. They also have fish nets that form the boundary between cages and contain the farmed fish. There are procedures that verify the tension of these nets and ensure their stability.

We have fish containment plans whose main focus is to prevent fish from escaping. The program undertakes specific risk assessments at each farming site, which are classified using oceanographic conditions and methods that comply with strict international standards. We also perform regular inspections using an ROV (Remotely Operated Vehicle), which verifies that the surface and underwater structures and the modules and mooring lines are all in good condition throughout the productive period.

WE DECLARE OUR ENVIRONMENTAL IMPACT

We manage our incidents diligently and transparently, which is fundamental to making progress and demonstrating that we are managing our business in a responsible manner. We are determined to take all possible measures to operate in an environmentally responsible manner.

One of the risks associated with our business is escaping fish. We experienced three incidents in 2020 that resulted in 134,363 fish escaping. The first event was caused by extraordinary weather conditions in the Chaitén area, which triggered a flood that affected part of a farming site. The second event was due to deliberate sabotage by third parties, which is being investigated by the police.

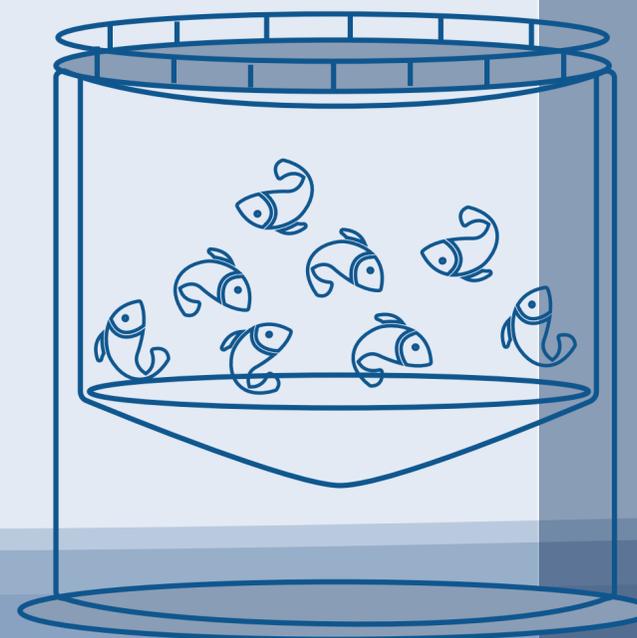
Contingency protocols were swiftly activated at both incidents, as described in our Fish Containment Plan implemented in 2013, and we managed to capture more than 10% of the escaped fish.

TRIDENT PLAN

A devastating event occurred in the Chilean salmon industry in 2016, where 45,000 tons of salmon died as a result of an algae bloom. Accordingly, the principal industrial fishing companies organized themselves to improve their response to such emergencies.

Trident is an alliance that provides a safe sanitary solution to evacuate, transport and reduce mortalities at farming sites between the Los Lagos and Aysén Regions. It provides companies with a safeguard that can swiftly and efficiently respond to events that potentially risk damaging the environment.

The project is most active between December and May, which is high season. It has three PAM vessels with RSW refrigeration systems, two yomas (unloading pontoons) and two reduction plants with the capacity to process 2,000 tons of fresh product per day.





There are a number of preventive and containment measures that prevent the spread of diseases within our fish, and from them to wild species.

FIVE MEASURES THAT SECURE THE HEALTH AND WELFARE OF FISH



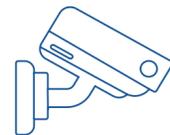
STANDARD

Monitor general and specific health programs established by current regulations



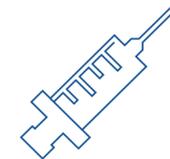
BIOSECURITY

Implement and verify established measures.



SURVEILLANCE

Routine monitoring of farming sites using surveillance.



VACCINATIONS

All the farming sites used to grow-out fish are vaccinated against diseases.



THERAPEUTIC TREATMENTS

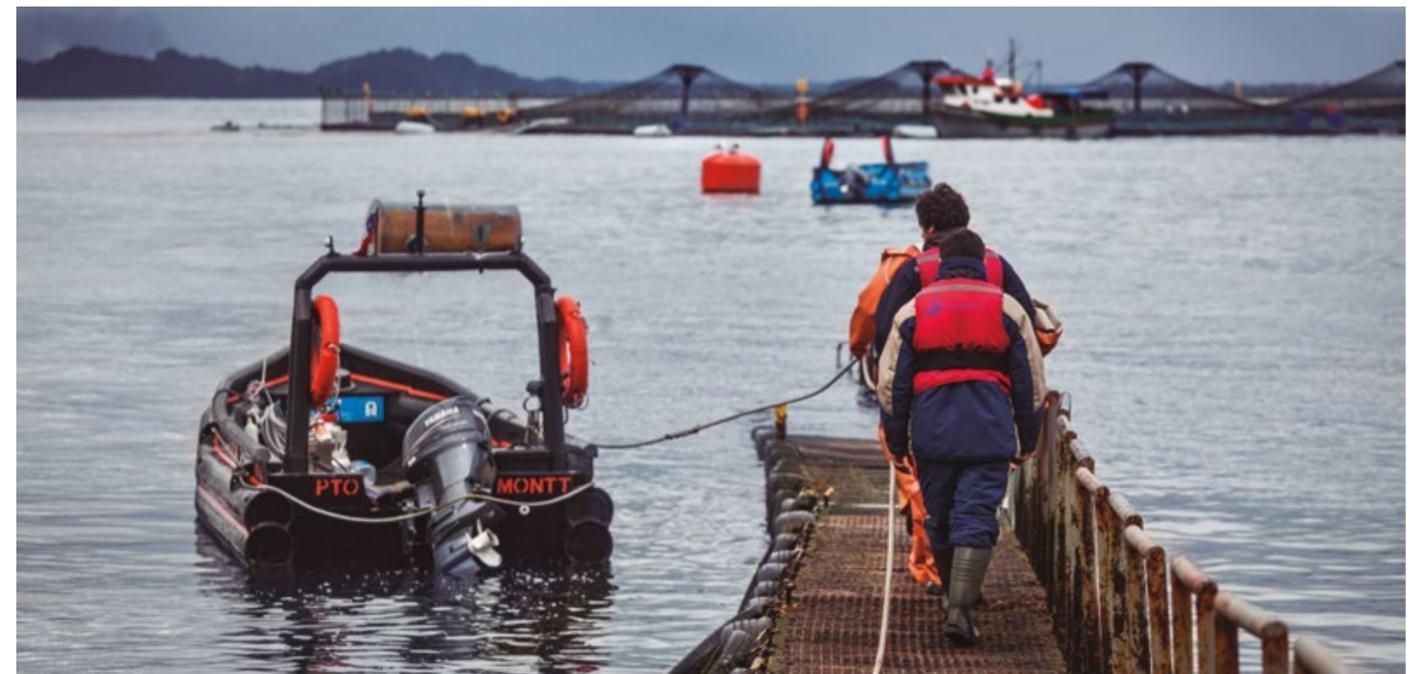
Authorized drugs are used to treat diseases as diagnosed and administered by veterinarians.

OUR SPECIES ARE ENDANGERED: IT IS EVERYONE'S DUTY TO PROTECT THEM

(304-4)

ENDANGERED SPECIES CLOSE TO OUR FACILITIES

CRITICALITY CATEGORIES	NUMBER OF SPECIES
Critically endangered	4
Endangered	20
Vulnerable	33
Threatened	48
Least concern	138





DO YOU KNOW THE IUCN RED LIST?

The IUCN Red List is a critical indicator of the health of the world's biodiversity. It was founded in 1964 by the International Union for Conservation of Nature.

It is an indicator that aims to inform and to catalyze action that conserves biodiversity and change policy, as these are key to protecting the natural resources we need to survive.

ACCORDING TO THE IUCN RED LIST OUR FARMING SITES CONTAIN:

4 critically endangered species

20 endangered species



05

Meaningful employment





Meaningful employment

(103-1; 103-2; 103-3)

At Salmones Camanchaca we want to provide a safe and inspiring workspace, where people can grow and develop, and thus all together build a sustainable company capable of meeting its goal of feeding the world with nutritious and healthy products from the sea. That is why we create a culture of continuous improvement, based on efficiency, respect for diversity and the rights of those who make up our team.

Justification

We know the difference that a committed human team makes, aware of its impact, and that we deliver the best of us voluntarily. We are also aware that this requires a total commitment and dedication by our teams.

Material issues



OCCUPATIONAL SAFETY, HEALTH AND WELL-BEING



COMMITMENT AND MEANINGFUL EMPLOYMENT



DEVELOPMENT OF PEOPLE

Highlights for the year

+12,000

PREVENTIVE TESTS FOR THE DETECTION OF COVID-19 APPLIED DURING THE YEAR.



"FONO SALUD CAMANCHACA" LINE 800 WAS CREATED FOR MEDICAL CONSULTATIONS FOR EMPLOYEES AND THEIR FAMILIES.



LAUNCH OF THE "CAMANCHACA ENSEÑA" PROGRAM



CREATION OF THE E-LEARNING PLATFORM SALMONES ACADEMY



ISO 45001 CERTIFICATION OF THE TOMÉ PLANT

2020 Performande Indicators

1,804

N ° EMPLOYEES

0

FATALITIES

2.43 %

ACCIDENT RATE

9.0 %

ABSENTEEISM RATE

19 %

TURNOVER RATE

GENDER DISTRIBUTION

73 % 27 %

MEN

WOMAN

Related SDGs



8.5



8.7

8.8

9.2



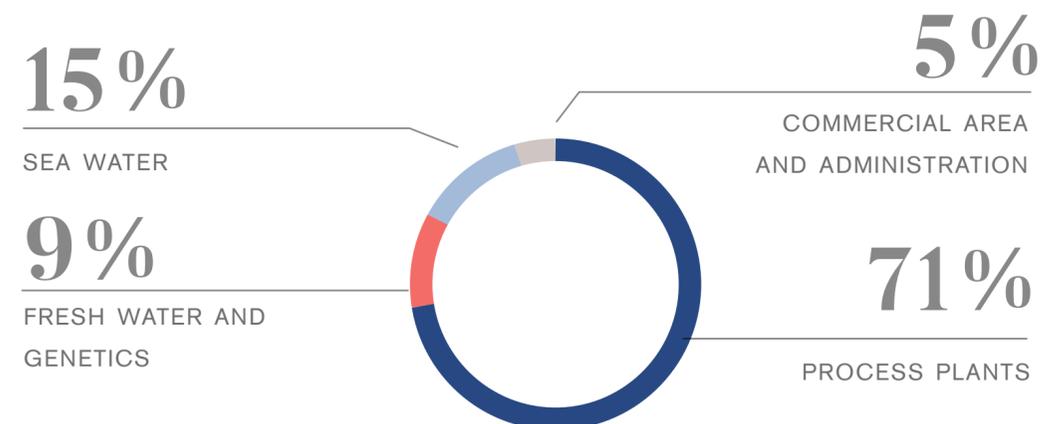
Characterization of our team

(401-1, 405-1)

The operation of Salmones Camanchaca requires a high number of collaborators, who are the ones who give life to the operation of the company in each of the stages that comprise the production cycle of salmon - from genetics to breeders that generate their own eggs; the production of smolts in fresh water; grow-out in the sea; primary and secondary processing plants; and even the presence in the main destination markets of the product.

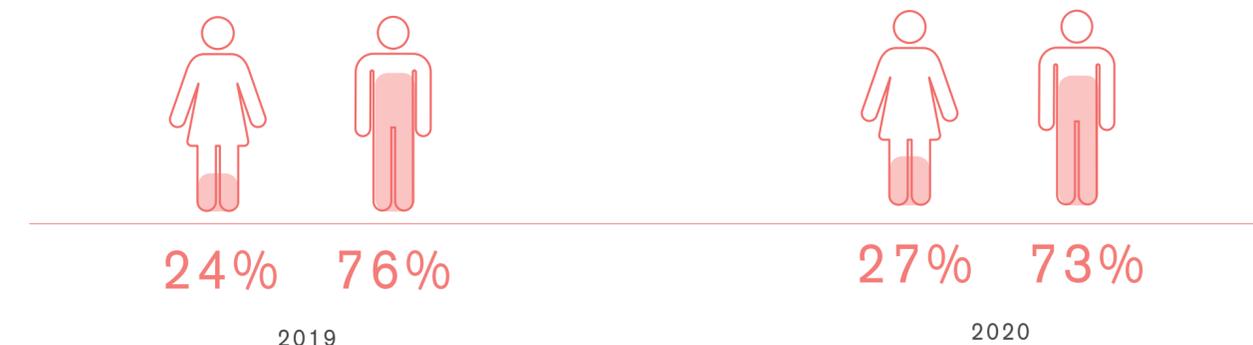
Our collaborators carry out their functions mainly in our facilities located between the Biobío Region and Aysén. Of the 1,804 workers in the company, approximately 70% work in the processing of raw materials, either at the primary plant or the San José Plant (Calbuco, Los Lagos Region) and at the Value added processing (Tomé, Bio Bio region). In addition, our 17 employees with disabilities (16 men and 1 woman) work in these same functions.

AVERAGE DISTRIBUTION OF COLLABORATORS BY AREA IN THE VALUE CHAIN



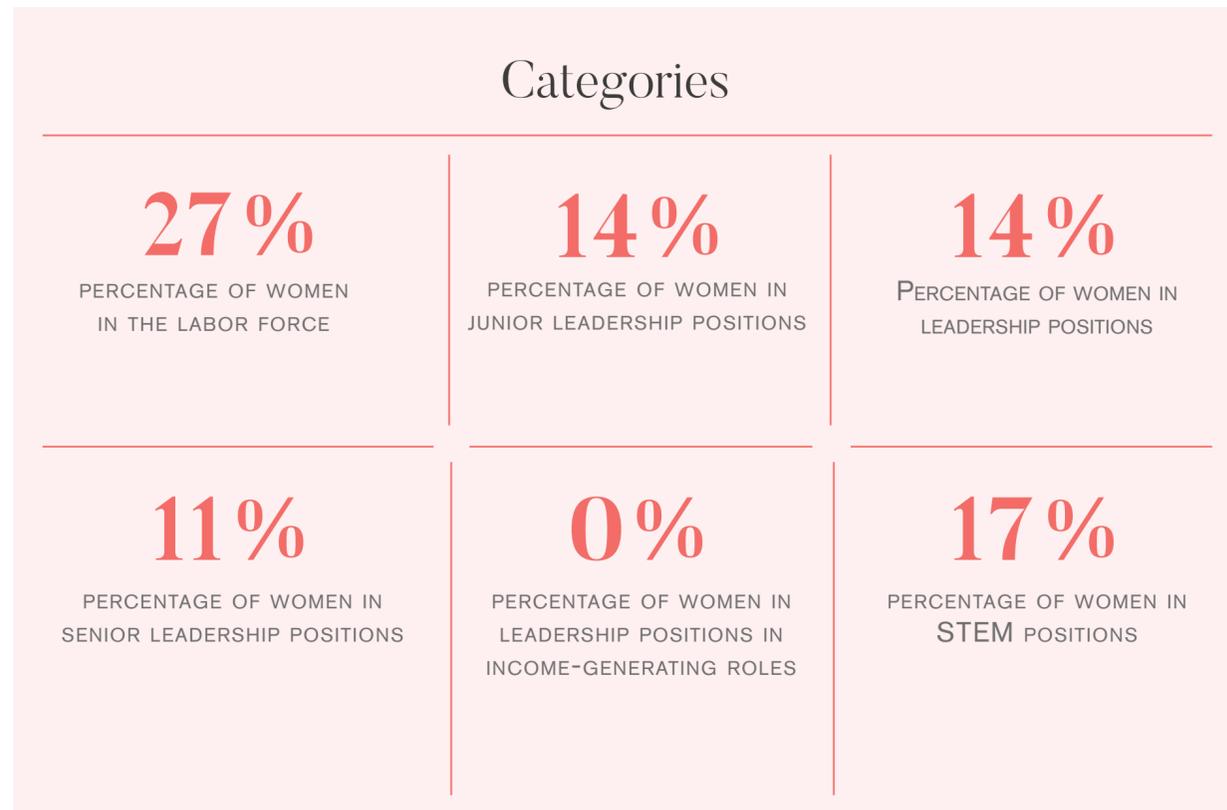
We know that we have the important challenge of continuing to increase the female presence in our company and especially in those areas where it is currently not very representative, such as grow-out farms and executive positions. However, in 2020 we managed to increase the female presence by 3% compared to the total number of collaborators, going from 24% to 27%, mainly in the facilities of the processing plants and salmon farms. During the period we also joined the Gender Equality table led by the National Service for Women and Gender Equity - SernamEG.

EMPLOYEES BY GENDER



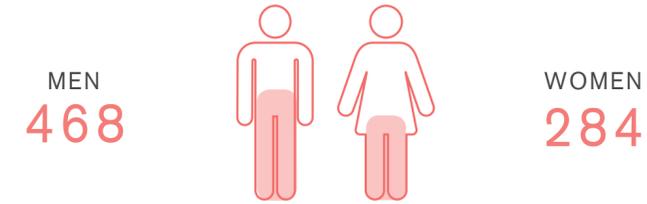


Below, we present our main figures regarding women in our organization, which averaged 488 for the year 2020.



Our second challenge is to improve staff turnover. During 2020 we hired 752 people, 40% of the total workforce, 86% of these new employees were for the Tomé processing plant, which is labor-intensive. Whereas, 3% of these positions were filled by internal candidates, which is equivalent to 1.3% of total staff.

NEW HIRES

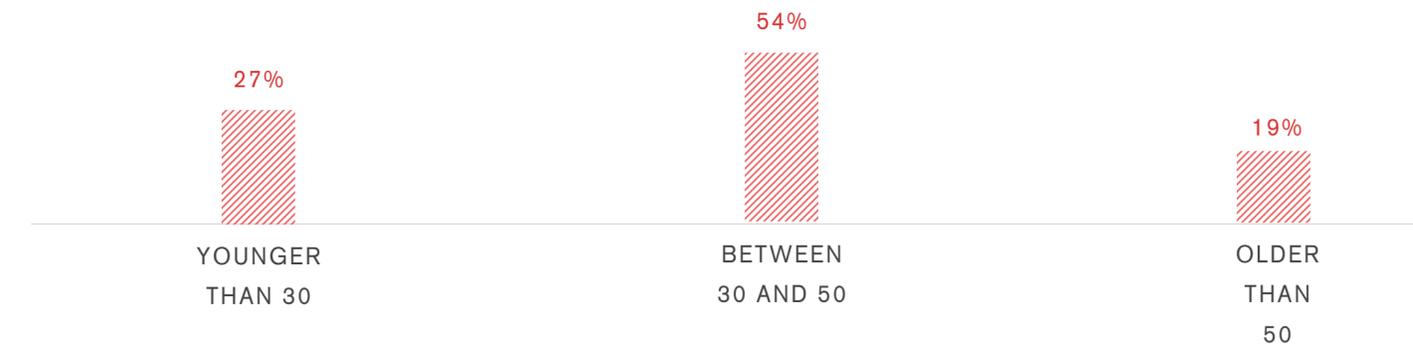


INTERNAL MOBILITY



Our company is made up of people of different age ranges, with a strong presence of employees under 40 years of age, representing 59% of the total workforce.

DISTRIBUTION PARTNERS BY AGE, 2020





Regarding the country of origin of our team, it is mainly Chile, however, in this period we notably increased the number of foreigners in our workforce. We go from 3% to 8%. 100% of the leadership positions, including junior, middle and senior, are of Chilean nationality.

DISTRIBUTION COLLABORATORS NATIONALITY	2019	2020
Chilean	97%	96%
Other nationalities *	3%	4%

* For the year 2020, among the other nationalities, those that constitute a greater proportion are Haitians (2%) and Venezuelans (1%).

The turnover of our collaborators was a total of 19%, sustaining a significant improvement compared to 2018, when we exceeded 20% of turnover. The group in which we have managed to reduce the movement of collaborators the most is those under 30.

Voluntary turnover, that is, the proportion of employees who voluntarily left the company was 4.8% in this period, lower than the 6.6% in 2019.

TURNOVER (%)

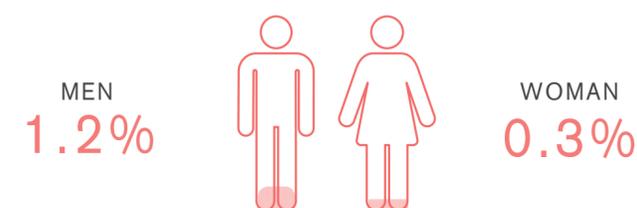
YEAR	GENERAL TURNOVER	VOLUNTARY TURNOVER
2017	19.2%	5.1%
2018	23.5%	8.8%
2019	12.4%	6.6%
2020	13.7%	4.8%

AVERAGE MONTHLY TURNOVER RATE BY AGE

2020

Younger than 30 years old	0.7%
Between 30 and 50 years	0.7%
Older than 50 years	0.3%

AVERAGE MONTHLY TURNOVER RATE BY GENDER





(401-3)

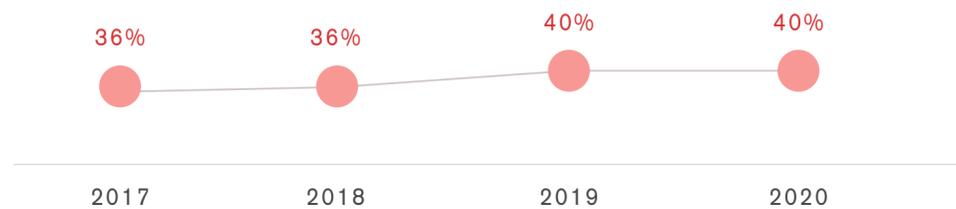
Along with the above, during 2020 a total of 15 collaborators made use of their parental leave, of which 7% returned during the reported period. The remaining 14 are still using their postnatal permit. In the case of men, there were no employees who used their parental leave during the year.

	WHO HAD THE RIGHT TO TAKE PARENTAL LEAVE	WHO TOOK PARENTAL LEAVE	WHO RETURNED AFTER PARENTAL LEAVE
Women	15	15	1
Men	0	0	0
Total	15	15	1

(102-41)

At Salmones Camanchaca, we believe in freedom of association. We currently have 3 unions and 6 collective agreements active. In total 722 employees are members of unions, which is equivalent to 40% (well above 20% of the national average) and 168 are covered by a collective agreement.

UNIONIZATION EVOLUTION





Value proposition for our collaborators

Our Human Capital model is based on strategic pillars, aligned with business objectives, which allows us to give coherence and consistency to the value proposition that we offer to our collaborators. In this model, talent management and Camanchaca experience play a key role.

CAMANCHACA EXPERIENCE

(404-2)

This concept has to do with the daily experience of our collaborators and the milestones of their work cycle, ensuring that these are satisfactory. To do this, during 2019 we carried out a social diagnosis, in which workers expressed their concerns and interests in different areas, which allowed us to identify those aspects that affect their working life.

This inspired us to design new initiatives to meet the needs and expectations of our team. In this context, we created the Camanchaca Enseña program, which fills us with pride, since it is aimed at the training and integral development of our employees and to promote the well-being of them and their families.

During 2020 we developed the BUK Human Capital System, which will allow us, starting in 2021, to have all the processes associated with Human Capital in a single portal, which employees can access easily and in a timely manner. This project aims to modernize Human Capital management through a new system to understand all the needs of our collaborators, such as payment of salaries, management and control of the institution's workers database, vacation requests, issuance of certificates, climate studies and performance evaluation, among others, thereby facilitating the services they require and that are delivered to employees.



The program started by responding to one of the most requested and contingent issues, which was the need to learn about the country's institutional and political change processes, and specifically about the constitution. The company created the free, quick and voluntary course "Informed Citizen", taught by the Law School of the University of Los Andes. The course aroused great interest, with more than 440 participating collaborators.

In addition, we teach the "Responsible Administrator" course, in conjunction with BancoEstado, in order to help our employees better manage their personal finances, with about 260 participants; and "Camanchaca Present!" for leveling studies.

To learn more about the program visit: <https://www.xn--camanchacaensea-crb.cl/>



LIVING AND EQUITABLE SALARY

(202-1; 405-2)

We care about delivering decent salaries that allow our collaborators to develop inside and outside the company. For this, there is a Compensation Policy that allows defining levels of income for positions, based on their value and competitiveness in the market, regardless of gender and any other condition of the person who occupies it, the merit being, the market, inflation and the results of the Company the key factors that impact on it. This is how in Salmones Camanchaca no worker earns less than \$500.000 Chilean Pesos, being 76% higher than the minimum wage received in Chile.

	COUNTRY MINIMUM WAGE (\$)	INITIAL SALARY CATEGORY OF SALMONES CAMANCHACA (\$CLP)	RATIO SALMONES CAMANCHACA VS. COUNTRY
Women	326,500	531,654	176%
Men	326,500	531,654	176%

In addition, and following the ASC standard that emphasizes that the wages of workers comply with the legal minimum income of each country, but also that socially responsible employers make efforts to pay a salary that covers basic needs, including housing, transportation and food, allowing the development of a good quality of life. In order to fulfill this requirement, Salmones Camanchaca evaluated in 2020 for all its salmon farms (15% of the total staff) the remuneration paid to workers with respect to the values of living wages, calculated by an external company, based on reliable sources that address the issue of poverty and satisfaction of basic needs. We hope to have this evaluation for all employees of our own operations by the year 2023.

The living wage estimate is made in reference to the SA800 methodology (Anker Methodology) and includes at least the following steps:

- Evaluate worker expenses
- Assess the average size of families in the area
- Analyze the number of people with income per family
- Analyze government statistics on poverty levels

Regarding the salary gap between men and women, as our company policy there are no salary differences by gender, but rather determined through rankings by position, according to seniority and performance evaluation. Likewise, the management level currently has the largest gender pay gap. On an average level, one of the causes has to do with the greater number of men at that level, with a higher level of seniority.

AVERAGE FEMALE AND MALE SALARY RATIO

EMPLOYEE LEVEL	AVERAGE FEMALE SALARY	AVERAGE MALE SALARY	RATIO (AVERAGE FEMALE SALARY / AVERAGE MALE SALARY)
Management level (base salary only)	933,488	1,261,419	74%
Management level (base salary + other cash incentives)	1,134,648	1,508,029	75%
Non-management level (base salary only)	393,940	403,004	98%
Non-management level (base salary + other cash incentives)	653,050	680,078	96%



WORKPLACE CLIMATE AND WELL-BEING

(401-2)

We measure the organizational climate annually to know the perceptions of our collaborators in relation to both physical and emotional conditions, in which they develop on a daily basis. Through this instrument we measure and identify areas of opportunity in the nine dimensions addressed in the Climate Survey, generating from the results work plans that allow improving the satisfaction of employees in their experience and satisfaction of human relations, services and working conditions in which it interacts. This year 57.7% of the total employees of the company participated in this survey.

CLIMATE EVOLUTION AT SALMONES CAMANCHACA



* In 2019 the climate survey was not carried out.

The 9 dimensions that the organizational climate survey evaluates are:



LEADERSHIP



SECURITY AND HEALTH AT WORK



RECOGNITION



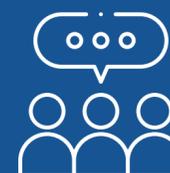
AUTONOMY



CHALLENGE AND ORGANIZATION AT WORK



CREATIVITY AND INNOVATION



COMMUNICATION



BUSINESS SENSE OF BELONGING



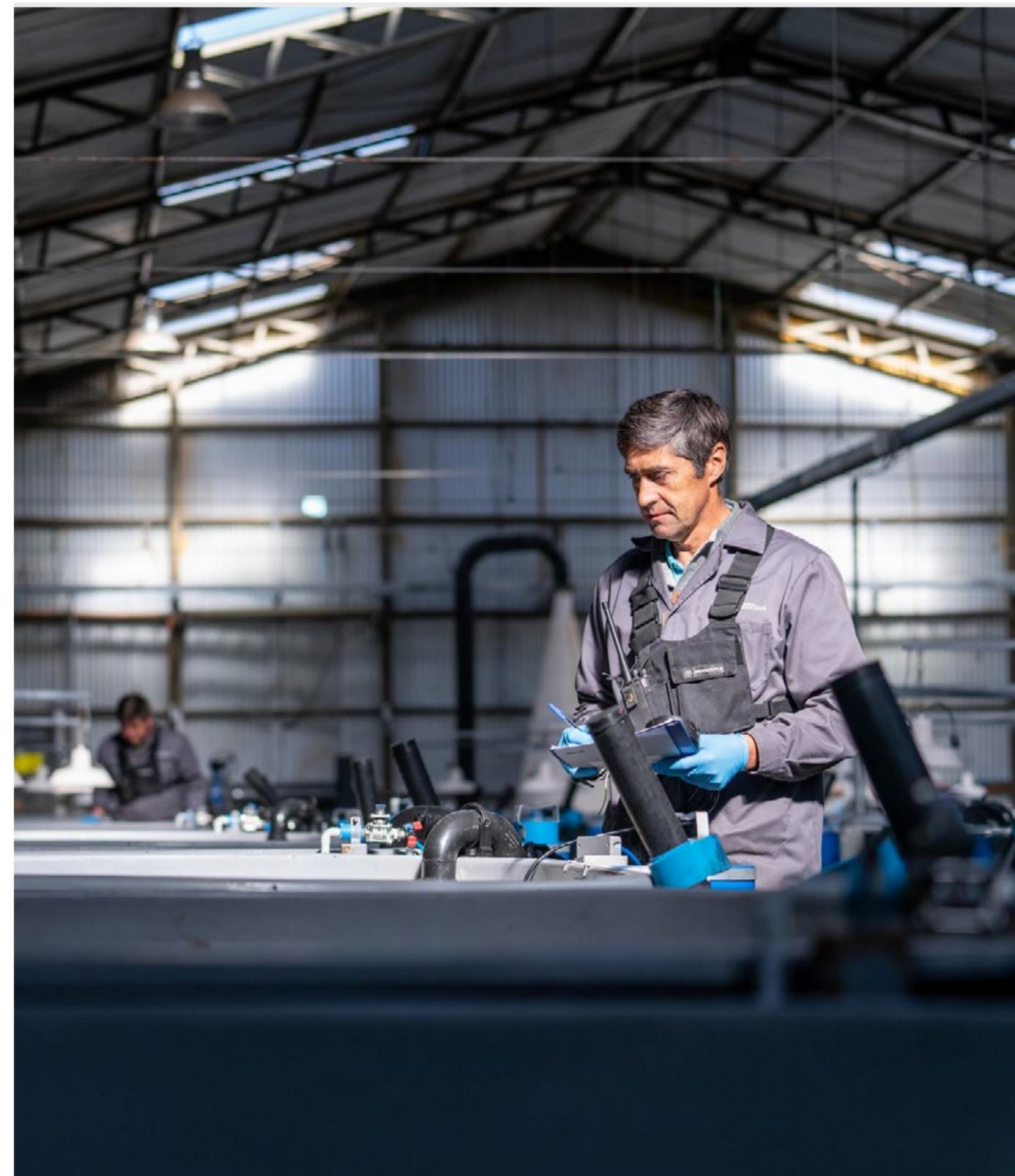
COHESION AND TEAMWORK



The benefits of Salmenes Camanchaca are an important driver of the climate and well-being within the company.

SOME OF THE MOST PROMINENT BENEFITS ARE:

HOLIDAY BONUS	Each worker who makes use of their full annual legal holiday receives a bonus for using their vacation period.
SINISTER HOMES	<p>Delivery of a bonus to the collaborating owner or tenant of a home which has been damaged by an accident or natural catastrophe such as:</p> <ul style="list-style-type: none"> ▪ Fire in structure and / or content. ▪ Material damage caused by earthquake. ▪ Fire as a result of natural phenomenon. ▪ Physical damage caused by rising from the sea.
EDUCATION ALLOWANCE	School assignment to workers who have children and who are regular students (Preschool, elementary school, high school, college, university)
MARRIAGE ALLOWANCE	Taxable bonus for each worker who contracts a civil marriage. This benefit is paid prior to the presentation of the corresponding marriage certificate, up to 30 days after the marriage is celebrated.
BIRTH ASSIGNMENT	Delivery of a bonus for each child born while the worker performs functions in Salmenes Camanchaca
HOLIDAY BONUSSES	Economic benefit for each worker for the National Day and Christmas holidays.
CHRISTMAS BENEFITS	The company grants the worker annually in December a box of merchandise or its equivalent in a gift card system. Additionally, a gift is given for the children of the collaborators.





TALENT MANAGEMENT

(404-1, 404-2)

Having qualified workers is one of the strategic axes with which we manage our human capital. We know that investing in knowledge brings benefits both for the company's results and for the workers. That is why at Salmenes Camanchaca we care about attracting, developing, motivating and retaining our employees, and training plays a relevant role.

During 2020 we strengthened the Salmenes Academy e-learning platform, which seeks to generate spaces for the generation of knowledge and for the improvement of skills, continuing the annual training plan. Salmenes Academy allowed the digitization of the induction process among other key aspects of knowledge management. For now, it is operational only for the Process Plant, but in 2021 we hope it will be extended to farming as well.

On the other hand, we carry out virtual courses dictated by different specialized institutions. We highlight the Corporate Environmental Compliance training, which was designed specifically for our company and in which nearly 200 people participated. The objective of this course was aimed at understanding and / or reinforcing legal and technical-practical foundations of the Environmental Institution, monitoring procedures and environmental sanctions, recognizing in every aspect the importance of our work and commitment for the execution of our activities.

We also have among our priorities the execution of normative, technical and soft skills courses, to develop integral, efficient, empowered professionals and oriented to continuous improvement.

TRAINING DEVELOPED

COURSE / PROGRAM	NUMBER OF PARTICIPANTS
Improvement and Training Program	363
Accountability	91
Regulations	476
Crime Prevention Model	221
Environment Training	196
Trade Course	13
University degree	16

In total, we invested USD 97,096 in training during the period, and 30,732 hours of training were given.

TOTAL OF TRAINING HOURS





When we look at the average hours by position, we see that male operators were the ones who registered the highest number of average hours, with a significant increase compared to 2019, followed by the administrative segment.

AVERAGE HOURS OF TRAINING BY POSITION AND GENDER	2019		2020	
	WOMEN	MEN	WOMEN	MEN
Directors	9	30	7	11
Administrative	83	114	54	62
Operative	5	16	4	33

Regarding the investment that the training of the year implied, this was close to 100,000 dollars.

CONSOLIDATED TRAINING COST



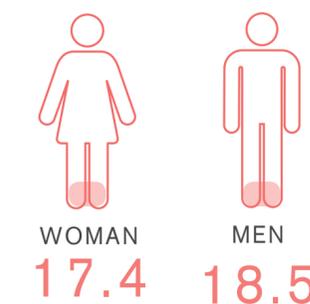
PERFORMANCE EVALUATION

(404-3)

At Salmenes Camanchaca we believe that the professional development of our employees requires a permanent feedback process regarding their performance, as well as evaluating their progress in the key competencies for the business. We currently have a model that applies mainly to administrative staff, but we hope to be able to extend it to plant personnel.

% OF EMPLOYEES WHO HAVE RECEIVED A PERIODIC EVALUATION OF THEIR PERFORMANCE AND PROFESSIONAL DEVELOPMENT OUT OF THE TOTAL COMPANY EMPLOYEES

BY GENDER



BY JOB CATEGORY





Health and security

(403-1; 403-2; 403-3; 403-5; 403-6; 403-7; 403-8)

HOW DO WE DEAL WITH THE PANDEMIC?

2020 was marked by the pandemic and we focused an important part of the effort on maintaining continuity in the operation, for which we had to strengthen our skills to effectively address various challenges. One of our main objectives was to protect the health of our employees and their families, and with them the health of the Company.

That is why we implemented strict health protocols, early and proactively, which allowed Salmenes Camanchaca to operate uninterruptedly all year round. Within this context, special focus should have been placed on the processing plants, since that is where the greatest number of people work. Although biosafety has always been an issue in our company, safety and hygiene standards were strengthened in all production areas. To lead this plan, a team of professionals (Covid-19 Committee) was formed, made up of heads of the different areas, risk prevention experts and advised by a doctor, whose task was to safeguard and adjust the correct implementation of the measures on the ground.

Some of the measures we take:

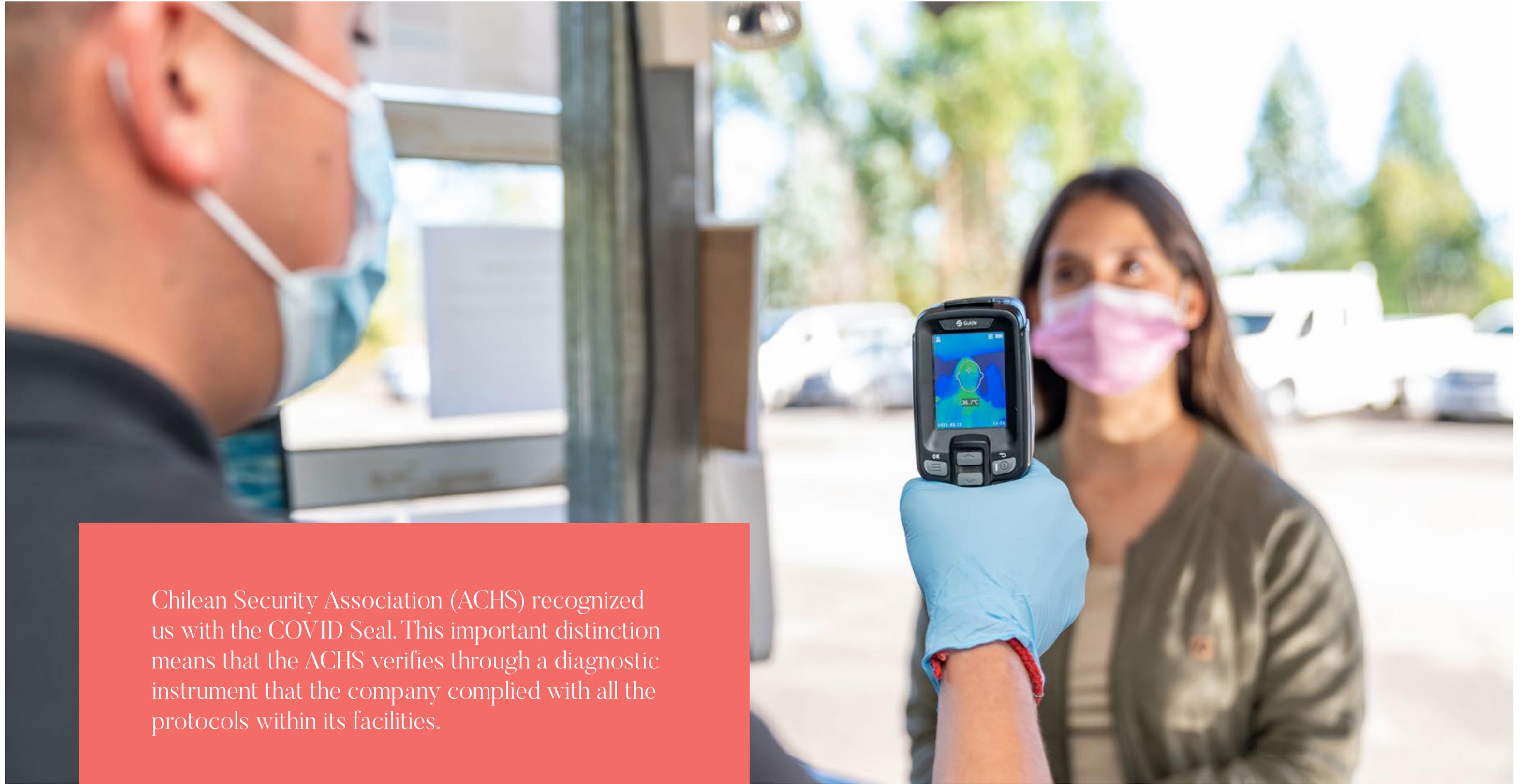
- Entry to the facilities was limited only to personnel performing strictly necessary functions.
- Special permits were granted for high-risk workers (over 60 y/o, chronic disease and pregnant women).
- Telecommuting was implemented for collaborators who can carry out their work remotely.
- Shift schedule reduction, and increase from 2 to 3 daily shifts with fewer employees in each one.
- Sanitary barriers with temperature control for everyone who enters the facilities.
- Permanent use of masks and gloves during transfer routes and operations, which are changed during the day to guarantee their effectiveness
- Private transportation to transfer staff to their jobs
- Use of digital passport for internal and external workers.
- Systematic sanitation of vehicles and facilities
- Installation of 3 thermal cameras located in strategic places to automatically take the temperature of all personnel, at the Calbuco plant.
- Weekly testing of 100% of the employees of the Tomé Plant operations, through PCR, rapid tests and saliva (Cura).
- Installation of air purifiers.
- Online course on a digital platform where 100% of the workers were trained in the prevention of Covid-19.
- Measures of distancing and constant sanitation operations in places with a high frequency of personnel, such as in process shifts, transportation, cafeteria and changing rooms.
- Accompaniment to those who were infected, guiding them in everything necessary.
- Implementation of the “Fono Camanchaca” (Camanchaca hotline) for our workers and their direct family, allowing to clarify doubts about symptoms or other events related to Covid-19



Air purifiers: innovate to prevent

We were the first company in the country to bring an air purification system to prevent contagion among employees. The 19-equipment acquired, which can reduce the presence of viruses and bacteria to almost zero, were installed in the Calbuco process plant, and in each of the vans that transport employees to and from the company.

The technology, developed in the United States, in the context of a pandemic, operates on the basis of filters, which through membranes eliminate impurities, without altering the temperature of the air that is returned to the environment. Visually it is similar to a traditional air conditioning unit.



Chilean Security Association (ACHS) recognized us with the COVID Seal. This important distinction means that the ACHS verifies through a diagnostic instrument that the company complied with all the protocols within its facilities.



HEALTH AND SAFETY CULTURE

403-1; 403-2; 403-3; 403-5; 403-6; 403-7; 403-8

To fulfill our commitments, we have an Occupational Health and Safety (OHS) management program and we update the hazard identification and risk assessment matrix annually. In the field visits we privilege contact with the staff in the place where each task is carried out, which allows us to promote the approach and internalization of the preventive culture and strengthening of self-care.

All Salmones Camanchaca workers are covered by a company health and safety system.



IDENTIFYING HAZARDS AND INCIDENTS

Our Company has hazard matrices for each plant, which identify the residual risks for all our processes. This helps us to prevent risks.

Concurrently, the importance of self-care is continuously reinforced in coordination with the training department, in order to consolidate a risk prevention culture.

Accordingly, we have introduced several ways to strengthen this OHS culture:



Minsal protocol applications: repetitive work (tmer), psychosocial risks, uv radiation and occupational noise exposure (prexor).



Training on ohs procedures and standards.



On-site compliance audits of ohs standards.



Anonymous risk reporting and the "no name, no blame" observer system.



The company has empowered employees to stop working on tasks they consider risky.



Procedure for investigating occupational incidents.



HAZARDS AND INCIDENTS IDENTIFICATION

During the period, the preventive measures associated with Covid-19, priority 2020, were strengthened, and we were the first company to request that all personnel, whether internal or external, enter our facilities for a negative PCR test. Thanks to this, all the processes have been continued and we did not have any stoppage, when investigating and controlling the possible positive cases on time.

In addition, we conducted training for 200 employees related to health and safety issues, deepening first aid content; fire prevention and use of fire extinguishers; use of personal protection elements; self-care; contingency and emergency plans, among others.

We also work to prevent and mitigate the impacts that our work can generate on work teams, for this we identify the main risks and plan concrete actions:



Falls: education of employees, maintenance of good working conditions, order and cleanliness, signage, good lighting.



Sharp objects: self-care training, use of appropriate tools, use of professional protective equipment, signaling.



Bumps: training, self-care, do not work under suspended load, order and cleanliness.



Over effort: respect maximum load limits, self-care, training, good lifting and unloading practices.

Based on the hazards identified in the risk matrices, 15 health and safety work standards were created, which were lowered to the respective areas involved.





TOMÉ PLANT CERTIFIED UNDER ISO 45001

ISO 45.001 is the new international standard for Occupational Health and Safety Management Systems (OHSMS). Its aim is for organizations to have high-level information on the important issues that can affect them, both positively and negatively, and to manage their responsibilities for health and safety at work with their workers.

The Tomé plant was the first of our company to be certified under this standard, which is in addition to those that the company has already been working on in recent years.





2020 RESULTS

(403-9; 403-10)

As a company, we ended the year with an accident rate of 2.7%, which implies a decrease compared to 2019, when it was 3.3%. Meanwhile, days lost totaled 765, increasing 52% in relation to the previous year, which was 502. In this way, the accident rate that closed with 43.2, a figure higher than that of 2019, which was 32.3. The variability of both rates was due to the severity of two accidents in processing plants, which involved more than 100 days lost per person, and on the other hand, 4 cases of Covid-19, which were received as an occupational disease.

The absenteeism rate in 2020 was 9.04%, well above the 3.49% of the previous year, this is influenced by the increase in sick leave, especially in the Tomé Processing Plant.

	2017	2018	2019	2020
Lost time rate due to accidents	9.30	10.45	13.9	11.39
No. of Accidents	26	34	52	48
No. of fatalities	0	1	0	0

* Consider 100% coverage.

Our care actions also accompany our contractors who work in our facilities. Proof of this is an accident rate of 0.99, which we continue to reduce through our different actions.

Contractor Health and Safety Rates 2020:

- Accident rate: 0.99
- Loss rate: 7.42
- Lost time accident frequency rate: 25
- Fatalities: 0

HUMAN RIGHTS TRAINING

(410-1)

Due to the pandemic, during 2020, zero security collaborators were trained in human rights policies or procedures.





06

Profitable and responsible business



Profitable and responsible business



Profitable and responsible business

(103-1; 103-2; 103-3)

Creating value for our shareholders and stakeholders requires a profitable and resilient business. Our corporate culture based on transparency, regulatory compliance and timely and effective risk management, imposes a way to develop in this business, from an environmental, social and economic perspective.

We are part of a group of companies that look to the future from a sustainable approach, which implies both a risk perspective and a culture based on transversal ethics to all the collaborators who are part of Salmenes Camanchaca.

Justification

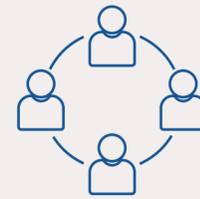
We are members of a highly regulated industry, so faithfully complying with our social, economic and environmental standards is tremendously relevant. We are listed on the Santiago and Oslo stock exchanges, which imposes challenges and permanent improvements in our procedures, in search of excellence.

Our goal is to be recognized for a constant concern for the environment and the communities where we operate, based on integrity and compliance with the commitments we have assumed.

Related SDGs



Material issues



CORPORATE CULTURE: CORPORATE GOVERNANCE AND RISK MANAGEMENT



ETHICS, TRANSPARENCY AND COMPLIANCE



CUSTOMER SATISFACTION



PARTNERSHIPS FOR SUSTAINABILITY



RESPONSIBLE SOURCING



HUMAN RIGHTS (WORKERS AND COMMUNITY)



INNOVATION, R&D, DIGITAL TRANSFORMATION



BUSINESS PROFITABILITY

2020 Performance Indicators

-0.23
EBIT/KG WFE

-5%
RETURN ON ASSETS

2
INDEPENDENT DIRECTORS

Highlights of the year



RECERTIFICATION OF THE CRIME PREVENTION MODEL FOR TWO YEARS.



CREATION OF THE PURCHASING AND SUPPLY MANAGEMENT.



CREATION OF THE DIGITAL TRANSFORMATION AREA



CREACIÓN COMITÉ DE SOSTENIBILIDAD.



BEGINNING OF THE ELABORATION OF THE SUPPLIER CODE OF CONDUCT.



INCREASE IN VALUE ADDED PRODUCTION.



Governance of excellence

(102-18; 102-19; 102-22; 102-23; 102-24; 102-28; 102-35; 102-36)

BOARD OF DIRECTORS

Our highest corporate governance body is the Board of Directors, made up of seven members, none of whom holds an executive position within the company, who were elected in April 2019 for a period of two years.

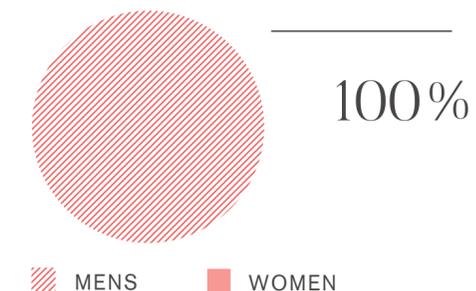
The members of the Board of Directors are elected at the corresponding Ordinary Shareholders Meeting or at an Extraordinary Shareholders Meeting, convened for this purpose, where they are selected individually through a voting system that allows collecting the will of each of the shareholders entitled to vote.

Their responsibilities include planning the strategy of Salmones Camanchaca, preparing an annual business plan, validating the budget for its execution and defining risk profiles for commercial activities.





JORGE FERNÁNDEZ GARCÍA**
 CHAIRMAN
 ECONOMIST AND BUSINESS ADMINISTRATOR
 PROFESSIONAL EXPERIENCE: FOOD INDUSTRY.
 RE-ELECTION DATE: 04/26/2019
 DATE APPOINTED: APRIL 2018
 OTHER DIRECTORIES: 6



RICARDO GARCÍA HOLTZ**
 VICE-CHAIRMAN
 ECONOMIST AND BUSINESS ADMINISTRATOR
 PROFESSIONAL EXPERIENCE: FOOD INDUSTRY, FINANCE, EDUCATION.
 DATE APPOINTED: APRIL 2013
 OTHER DIRECTORIES: 3



FRANCISCO CIFUENTES CORREA**
 BOARD MEMBER
 LAWYER
 PROFESSIONAL EXPERIENCE: FOOD INDUSTRY.
 DATE APPOINTED: APRIL 2013
 OTHER DIRECTORIES: 6



FELIPE SANDOVAL PRETCH**
 BOARD MEMBER
 CIVIL ENGINEER
 PROFESSIONAL EXPERIENCE: FOOD INDUSTRY, PUBLIC SERVICE, ENERGY, ELECTRICAL, SANITARY AND PORT.
 DATE APPOINTED: NOVEMBER 2017.
 OTHER DIRECTORIES: 2



TORE VALDERHAUG**
 BOARD MEMBER
 PUBLIC ADMINISTRATOR AUTHORIZED BY THE NORWEGIAN STATE
 PROFESSIONAL EXPERIENCE: FINANCE, FOOD INDUSTRY.
 DATE APPOINTED: NOVEMBER 2017
 OTHER DIRECTORIES: 1



RODRIGO ERRÁZURIZ RUIZ TAGLE
 BOARD MEMBER
 CIVIL ENGINEER
 PROFESSIONAL EXPERIENCE: CONSTRUCTION, FOOD INDUSTRY, FINANCES, ENERGY.
 DATE APPOINTED: APRIL 2019
 OTHER DIRECTORIES: 1



JOAQUÍN VILLARINO HERRERA
 BOARD MEMBER
 LAWYER
 PROFESSIONAL EXPERIENCE: MINING, PUBLIC SERVICE, HEALTH AND EDUCATION.
 DATE APPOINTED: APRIL 2019
 OTHER DIRECTORIES: 1

INDEPENDENT DIRECTORS

**Risk management experience

On average, the Board of Directors is 5 years old.

For more information about the directors, please visit the following website: <https://salmonescamanchaca.cl/inversionistas/juntas-de-accionistas/>



Independent Board Member

Understood under Chilean law No. 18.046 on Public Limited Companies, which designates as independent board member whoever is not present at any time within the last 18 months prior to his application in any of the circumstances referred to in numbers 1) to 5) of subsection 3 ° of article 50 bis:

- Maintain any relationship, interest or economic, professional, credit or commercial dependence, of a relevant nature and volume, with the company, the other companies of the group of which it is a part, its controller, or with the main executives of any of them, or have been directors, managers, administrators, senior executives or advisers of these.
- Maintain a kinship relationship up to the second degree of consanguinity or affinity, with the people indicated in the previous number.
- Have been directors, managers, administrators or senior executives of non-profit organizations that have received contributions, contributions or relevant donations from the persons indicated in number 1).
- Have been partners or shareholders who have owned or controlled, directly or indirectly, 10% or more of the capital; directors; managers; administrators or main executives of entities that have provided legal or consulting services, for relevant amounts, or external auditing, to the persons indicated in number 1).
- Have been partners or shareholders who have owned or controlled, directly or indirectly, 10% or more of the capital; directors; managers; administrators or main executives of the main competitors, suppliers or clients of the company.



ABOUT OUR BOARD OF DIRECTORS

(102-24; 102-28; 102-36)

Every two years the Board of Directors of Salmones Camanchaca evaluates, with a specialized external, its performance and expertise, in addition to its composition and the way in which its members function as a group in relation to the objectives established for their work. Its mission is to materialize the agreements of the Shareholders' Meeting and instruct the executive staff regarding them, for which they meet periodically, taking place during the 2020 16 board sessions.

Their compensation is agreed upon at the Extraordinary Shareholders' Meeting. In our case, it is not tied to the performance of the Company and there are no stock options for its members.

2020 BOARD ATTENDANCE

DIRECTORS	ATTENDANCE
Jorge Fernández García	100%
Francisco Cifuentes Correa	75%
Ricardo García Holtz	100%
Héctor Felipe Sandoval	100%
Tore Valderhaug	94%
Joaquín Villarino Herrera	100%
Rodrigo Errázuriz Ruiz-Tagle	94%

BOARD OF DIRECTORS SALMONES CAMANCHACA S.A

BOARD MEMBER	2019	2020
Jorge Fernández García	2,700	2,700
Francisco Cifuentes Correa	1,080	1,080
Ricardo García Holtz	1,080	1,080
Héctor Felipe Sandoval	1,080	1,080
Tore Valderhaug	1,080	1,080
Joaquín Villarino Herrera	810	1,080
Rodrigo Errázuriz Ruiz-Tagle	810	1,080

DIRECTORS COMMITTEE SALMONES CAMANCHACA S.A

BOARD MEMBER	2019	2020
Tore Valderhaug	320	480
Joaquín Villarino Herrera	320	480
Rodrigo Errázuriz Ruiz-Tagle	320	480

Note: The information on the elements that make up the compensation of the directors and the additional benefits granted to each member is detailed in our Annual Report: (www.salmonescamanchaca.cl/inversionistas/)



BOARD COMMITTEES

(102-20)

To support the work of the board of directors, there is the Directors' Committee, made up of our two independent directors Joaquín Villarino, Rodrigo Errázuriz, as well as director Tore Valderhaug.

This committee is responsible for:

- Evaluate the reports prepared by the account inspectors and external auditors, as well as in charge of evaluating the financial statements to be submitted for the approval of the shareholders.
- Propose the external auditors to the Board for their subsequent proposal at the Shareholders' Meeting.
- Prepare an annual report on its management, including its main recommendations to shareholders.
- Evaluate the compensation system and plans of the company's managers, senior executives and workers.
- Evaluate other matters entrusted by law, by the Shareholders' Meeting or by the Board of Directors, if applicable.

Likewise, in 2020 we created a Sustainability Committee which meets quarterly and in which the Vice-Chairman of Salmones Camanchaca plus the main executives participate, with the mission of validating, supporting and monitoring the roadmap for the implementation of the Sustainability Model.





Key Executives



MANUEL ARRIAGADA OSSA
CHIEF EXECUTIVE OFFICER
INDUSTRIAL ENGINEER, PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE
STANFORD EXECUTIVE MANAGEMENT PROGRAM
DATE APPOINTED 04/11/2018



ÁLVARO POBLETE SMITH
REGIONAL FARMING MANAGER
INDUSTRIAL ENGINEER, UNIVERSIDAD DE CHILE
DATE APPOINTED 10/01/2016



JORGE VERGARA TOLEDO
REGIONAL PROCESSING MANAGER
INDUSTRIAL ENGINEER, UNIVERSIDAD DE DESARROLLO
DATE APPOINTED 04/01/2017



MARTA ROJO
FINANCE MANAGER AND HEAD OF INVESTOR RELATIONS
MASTER IN BUSINESS ADMINISTRATION, AUTÓNOMA UNIVERSITY OF MADRID, SPAIN
EXECUTIVE MBA, BUSINESS SCHOOL NYENRODE, THE NETHERLANDS
DATE APPOINTED 02/07/2020



ALFREDO TELLO GILDEMEISTER
TECHNICAL & SUSTAINABILITY MANAGER
BACHELOR OF SCIENCE (BSC), BIOLOGY/NATURAL RESOURCE MANAGEMENT, UNIVERSIDAD CATÓLICA DE TEMUCO
PHD AQUACULTURE, UNIVERSITY OF STIRLING
DATE APPOINTED: 11/01/2019



JUAN CARLOS FERRER ECHAVARRRI
CORPORATE BUSINESS MANAGER
INDUSTRIAL ENGINEER, PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE
DATE APPOINTED 01/23/2012



MARCELO AGUILERA CONTADOR
CORPORATE AUDIT, INTERNAL CONTROL AND FRAUD PREVENTION MANAGER
ECONOMIST AND BUSINESS ADMINISTRATION, UNIVERSIDAD GABRIELA MISTRAL
DATE APPOINTED: 05/01/2019



DANIEL SILVA TRONCOSO
COMMERCIAL MANAGER
ECONOMIST AND BUSINESS ADMINISTRATION, UNIVERSIDAD DIEGO PORTALES
DATE APPOINTED: 01/11/2017



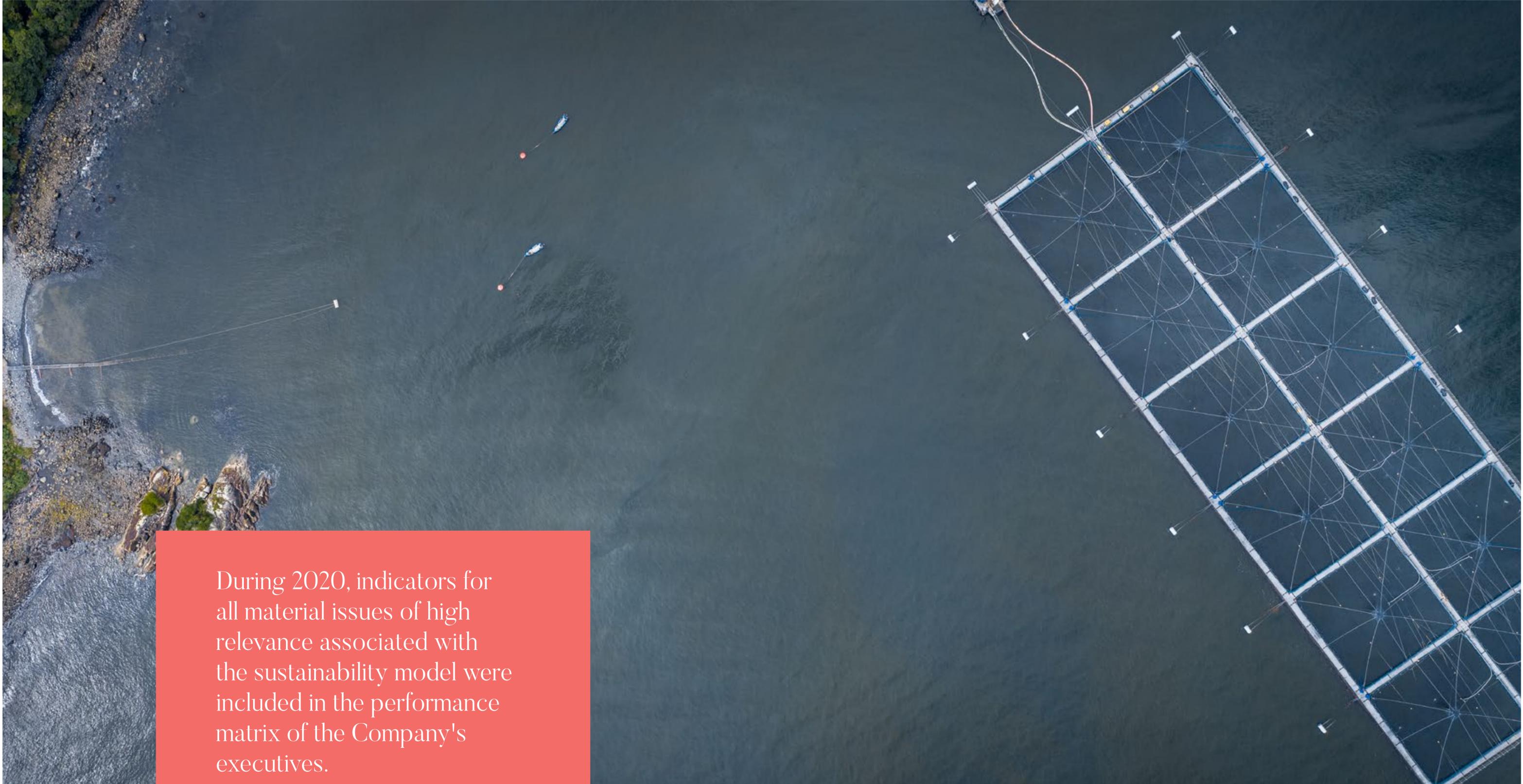
DANIEL BORTNIK VENTURA
CORPORATE CHIEF FINANCIAL OFFICER
ECONOMIST AND BUSINESS ADMINISTRATION, PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE
MBA, PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE
DATE APPOINTED 08/01/2011



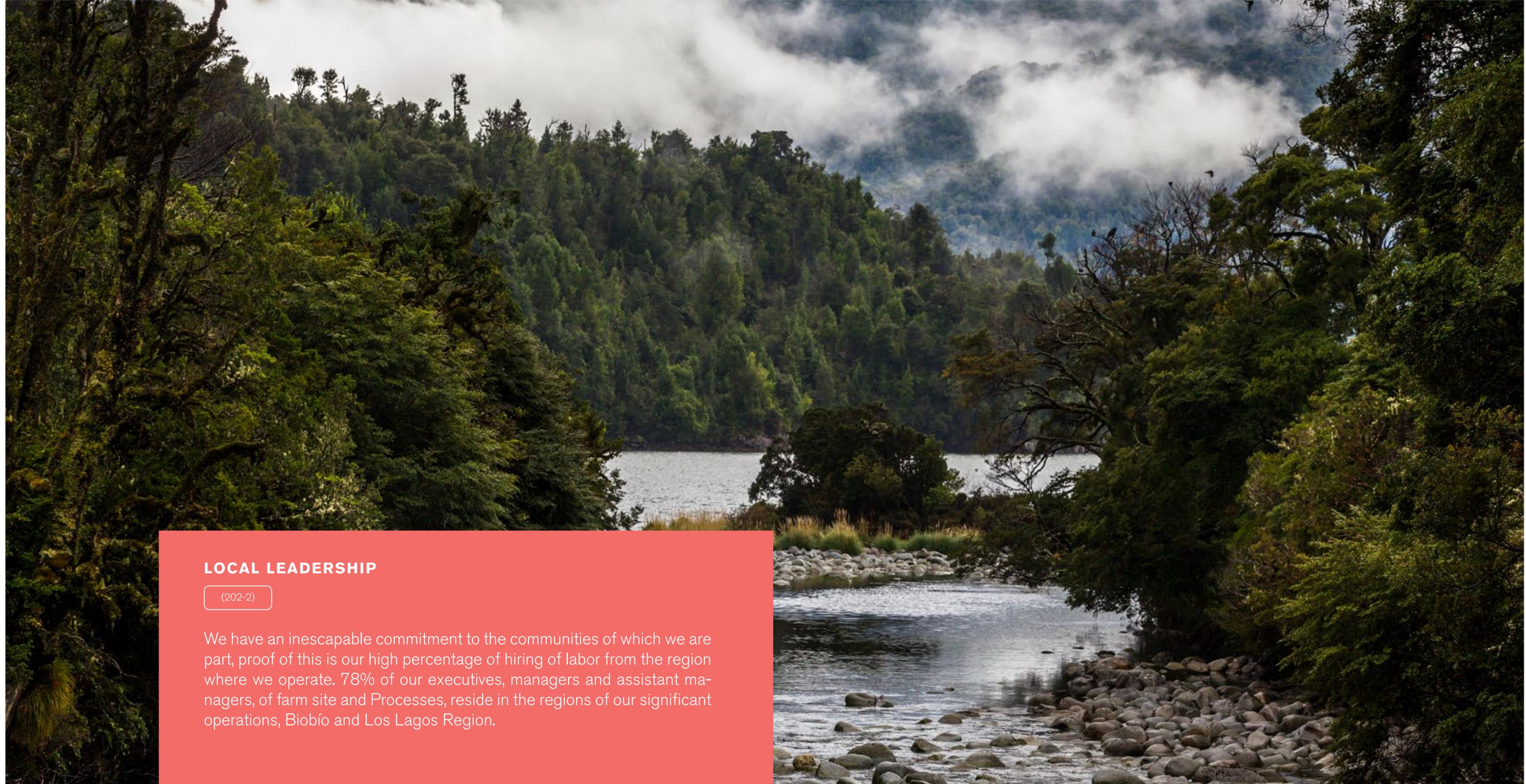
PABLO HERNÁNDEZ NEIRA
CORPORATE HUMAN RESOURCES MANAGER
PUBLIC ADMINISTRATOR, UNIVERSIDAD DE CHILE
MASTER'S IN HUMAN RESOURCES MANAGEMENT, UNIVERSIDAD ADOLFO IBÁÑEZ
DATE APPOINTED 04/01/2013



RAFAEL LE-BERT RAMÍREZ
CORPORATE LEGAL COUNSEL
LAWYER, UNIVERSIDAD DE CHILE
LL.M. UNIVERSITÉ DE FRANCHE-COMTÉ, BESANÇON, FRANCE
DATE APPOINTED 03/01/2013



During 2020, indicators for all material issues of high relevance associated with the sustainability model were included in the performance matrix of the Company's executives.



LOCAL LEADERSHIP

(202-2)

We have an inescapable commitment to the communities of which we are part, proof of this is our high percentage of hiring of labor from the region where we operate. 78% of our executives, managers and assistant managers, of farm site and Processes, reside in the regions of our significant operations, Biobío and Los Lagos Region.



Ethical and risk management

(102-17; 205-3)

ETHICS, TRANSPARENCY AND COMPLIANCE

The ethical and correct behavior of all our collaborators in the exercise and development of their professional and work activities is a fundamental pillar of the culture and value of the company.

At Salmones Camanchaca, ethics is one of the non-negotiable values that affects how we face our operation, dialogue with the relevant authorities, collaborators, contractors, local communities and ultimately with all stakeholders.

For its management and permanent monitoring, Camanchaca has a Code of Business Conduct and Ethics, which is the moral floor of the conduct of our workers, which we hope will be adhered to with conviction and is applied at all times and under all circumstances. This Code assumes that everyone who works in the company has a unique seal, which guides their adherence to established standards of conduct.

On the other hand, Salmones Camanchaca has implemented a Crime Prevention Model (CPM), based on law 20,393 "Criminal Liability for Legal Entities" which aims to establish prevention and monitoring guidelines through the application of controls on the processes or activities of greater exposure to the commission of the crimes described in the Law. The company does not use political and / or charitable contributions as a means of bribery and corruption.

NUMBER AND PERCENTAGE OF OPERATIONS ANALYZED ACCORDING TO THE CRIME PREVENTION MODEL

INITIATIVE	2020
No. of total business units	2
No. of units analyzed	2
% of units analyzed	100%

RIME PREVENTION MODEL TIMELINE



2015

Implementation of the Crime Prevention Model in Salmones Camanchaca



2016

Certification of the Crime Prevention Model and training for our collaborators



2019

Recertification of the model and training for collaborators

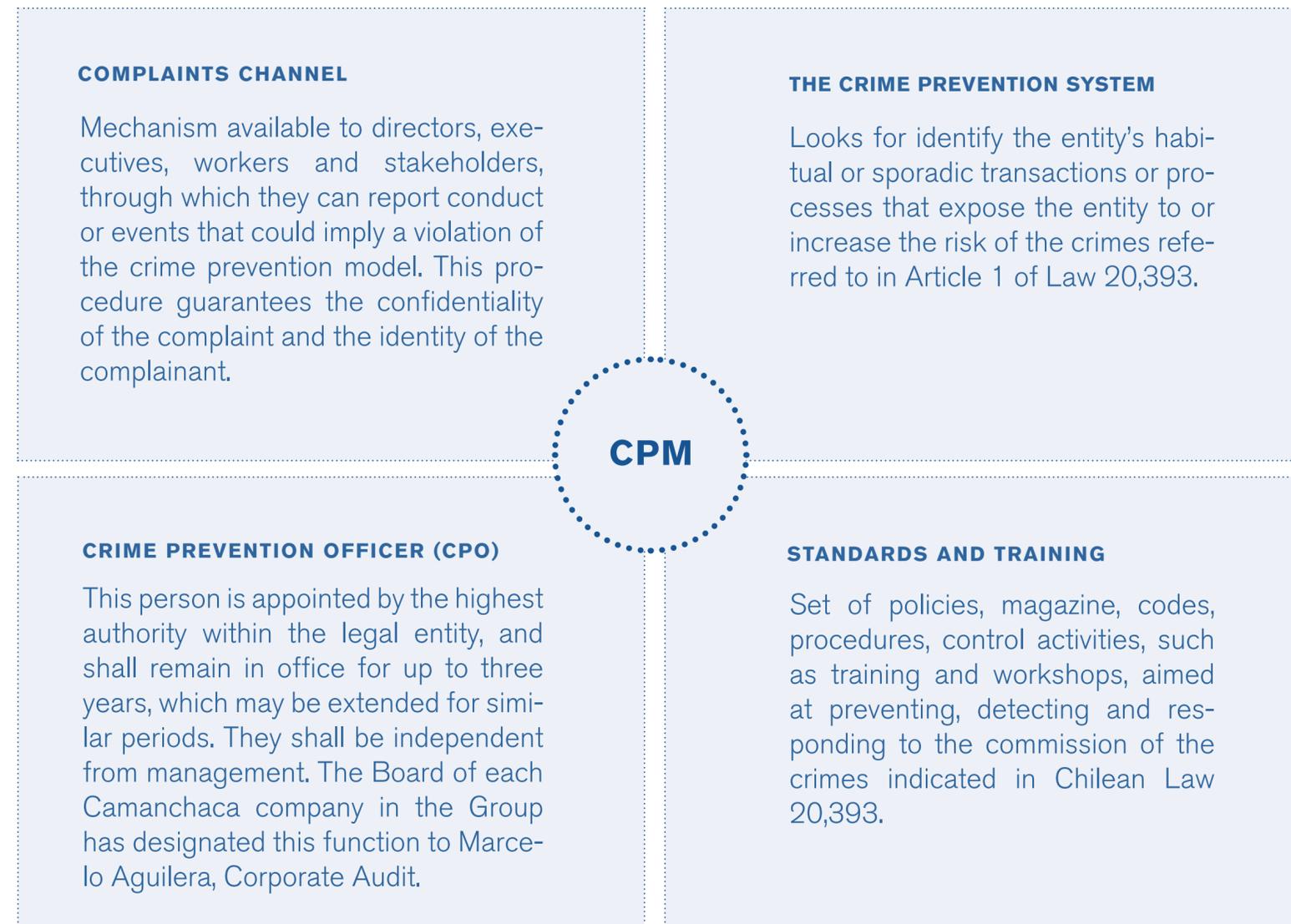


2020

Certification of 5 crimes related to the environment. Training for our collaborators



CRIME PREVENTION MODEL (CPM)



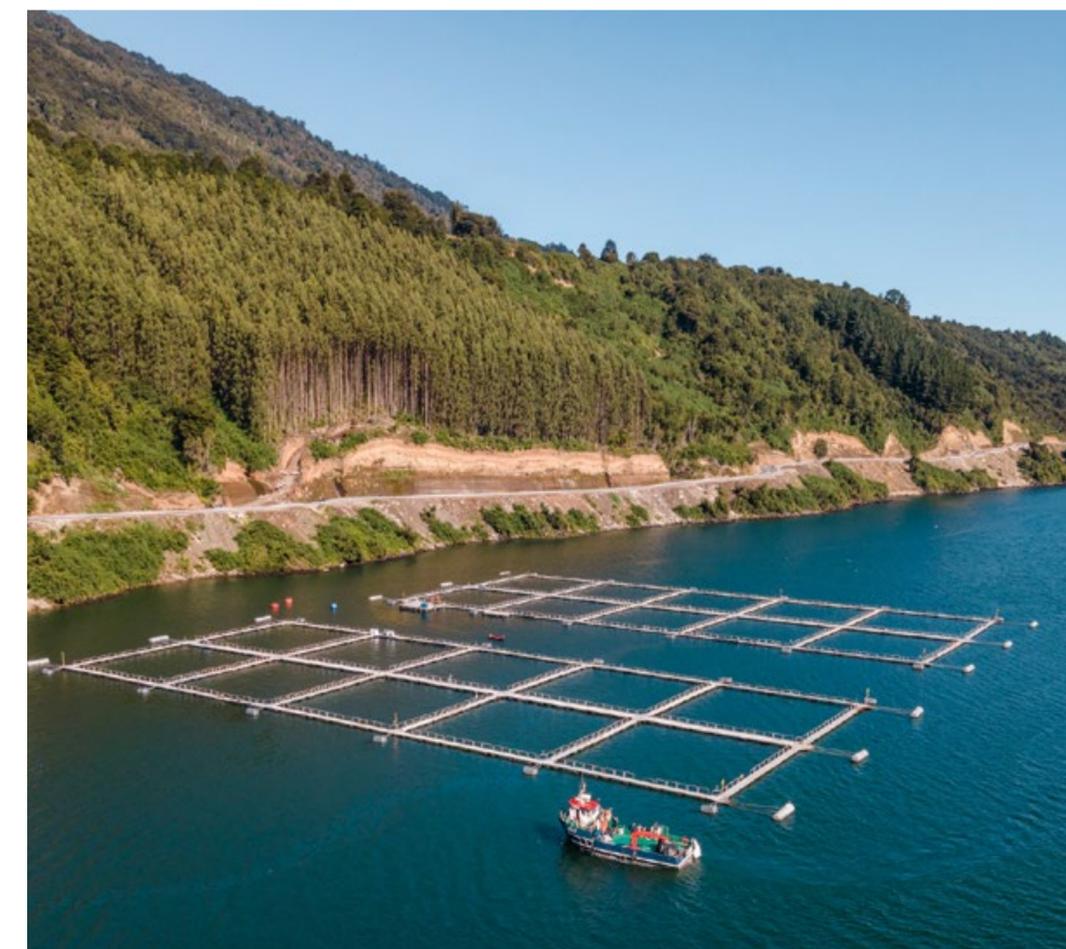
Our CPM is based on four pillars:



If you want to know more details about our CPM, please visit: <https://salmonescamanchaca.cl/wp-content/uploads/2020/11/PR-CM-EPD-006-Manual-Prevencion-de-Delitos.pdf>

The CPM risk matrix includes 54 types of risks classified according to the type of crime to which it is associated and which are defined and described in Law 20,393 on Criminal Liability of Legal Persons and in DL 211 related to Infringements of Free Competition.

The most significant risks are related to corruption between individuals (bidding processes for goods and services); bribery (relationships with public officials or their advisers), and any activity related to critical processes of the company that affect or may affect the patrimony, assets or reputation.





CRIMES INVOLVED:

- Money laundering, financing terrorism
- Bribing a national or foreign public official
- Receiving stolen goods
- Bribery between individuals
- Disloyal administration
- Misappropriation
- Improper negotiation
- Water pollution
- Marketing prohibited products
- Illegal fishing of marine resources
- Processing, storing and using scarce resources
- Fraud to obtain employment protection benefits
- Non-compliance with isolation and other measures ordered by the authority during epidemics or pandemics.

WEB COMPLAINT CHANNEL:

www.camanchaca.cl

www.salmonescamanchaca.cl

Mail: marcelo.aguilera@camanchaca.cl

Phone: +56 2 2873 2963

Personal Interview: with the Crime Prevention Officer.

Certified letter addressed to: Crime Prevention Officer, Av. El Golf # 99, 10th floor, Las Condes, Santiago.

(206-1)

During 2020 no inquiries or complaints were received through our CPM channels, nor were there any cases of corruption.

Currently, there is an Ethics Committee made up of the Chief Executive Office, the Corporate Human Resources Manager, the Legal Manager, the Finance Manager and the Corporate Audit, Internal Control Manager.

This committee is regulated in the company's Code Conduct and Business Ethics and Transparency, which is published on our website. Said document indicates that, through the Human Resources Management, the queries, communications and requests for authorization referred to in the Code are channeled, it will also be a permanent open channel to receive the communication of possible breaches. During 2020 there were no breaches or complaints of the code of conduct.



To know more details about our Code of Ethics and Transparency, click on the following link: <https://salmonescamanchaca.cl/la-empresa/gobierno-corporativo/codigo-de-etica/>



2020 TRAINING: INCORPORATING NEW KNOWLEDGE DAILY

(205-2)

Every year we run training sessions on the Crime Prevention Model in order to keep our teams that need this knowledge aligned, in accordance with the responsibilities and functions they perform, as indicated by law. In 2020, 300 people were subject to training, that is, their daily tasks implied receiving this knowledge, of which 291 were effectively trained. The remaining 9 were on medical leave and / or did not have enough time in the organization.

The trainings were developed in e-learning format with the support of the External Audit company, Deloitte. In turn, a module was included that incorporates measures, actions and controls related to the free competition regulations in force in Chile, the purpose of which is to mitigate, supervise and combat the risks of infringement in this area.

Besides, in 2020 we trained approximately 200 employees, plus the company's board of directors, in environmental management, regulation and compliance. The objective of the training was to provide key knowledge about the environmental regulation in force in Chile, the inspection and sanction processes and the expected behavior in other related matters. This instance was the first part of a permanent program that has been implemented, with the aim of keeping the environmental knowledge of all the workers that make up Salmones Camanchaca updated.



DISCRIMINATION AND HUMAN RIGHTS COMPLIANCE

(406-1)

We embrace the Universal Declaration of Human Rights, because we value and recognize the equality, diversity and dignity of people in relation to work, and we categorically reject all types of discrimination.

For this, Salmones Camanchaca has different policies, manuals and procedures that monitor regulatory compliance, non-discrimination and adherence to fundamental human rights, such as rejection of child labor and forced labor throughout our value chain, from our suppliers to our customers.

We hope to carry out a due process during the year 2021 diligence in matters of Human Rights, in order to identify the risks of

violation of fundamental rights, in order to include such risks in the management of the company and, in this way, contribute to sustainability and the generation of value in the same.

During 2020 we published the new Complaints Procedure, the objective of which is to establish rules that include the reception, analysis, investigation, response and complaints disclosure received through the formal channels that we have to all our stakeholders. During the year we did not receive complaints about discrimination, forced labor, child labor or any other type of actions that constitute a violation of human rights.

On an annual basis we develop human rights training for our employees. However, as a result of the pandemic, we were unable to develop these trainings.

PANDEMIC IMPACTS

Our annual audit plan was interrupted during March due to mobility restrictions and confinement measures. To develop our operations permanently, we implemented a remote-control model so that fewer people would break into operations and thus carry them out safely.

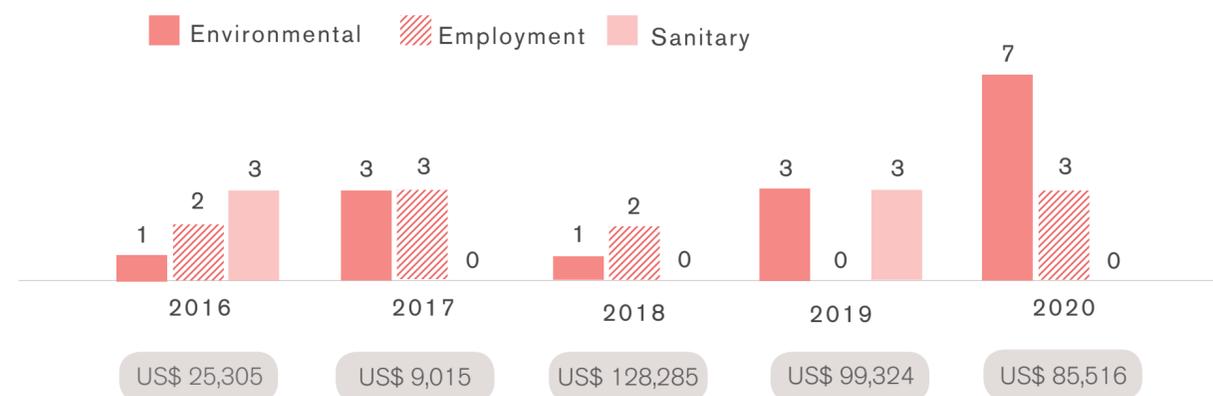
We also developed a Surprise Visits Plan, in order to evaluate the correct and total application of the Covid-19 protocols in each of our plants, which was aligned with the recommendations and practices of the World Health Organization (WHO).

NORMATIVE COMPLIANCE

(419-1)

We develop our activity in strict adherence to the current legal framework, established by the different Chilean authorities that are related to our industry, such as the National Fisheries Service (SERNAPESCA), the Labor Directorate, Regional Ministerial Health Secretariats (SEREMI de Salud), the Maritime Authority and the Superintendency of the Environment (SMA).

NUMBER OF FINES BY TYPE PER YEAR AND AMOUNT PAID



*In 2020 only a significant fine equivalent to US \$ 65,000 was paid.

To know our policies and procedures, we invite you to review the following link: <https://salmonescamanchaca.cl/la-empresa/gobierno-corporativo/politicas-y-procedimientos/>



CORPORATE RISKS

(205-1)

We have a preventive culture, based on the identification of our corporate risks, both strategic and operational, which helps us to plan possible scenarios and their respective plan of action. In this way, we are more prepared as a company and without a doubt, it gives us greater sustainability.

We have a risk matrix, based on the methodology for identifying the probability of occurrence and degree of impact, which defines the importance of the risks and prioritizes them to be addressed. This matrix identifies 38 main corporate risks which are reviewed and valued, through a process in which the main executives of the company participate.

This matrix is the responsibility of the Board of Salmones Camanchaca; however, all areas are called upon to develop and implement defined activities that contribute to minimizing residual risks.

As an exercise of continuous improvement and permanent review, every two years we update our risk matrix, whose last update and validity corresponds to 2018. The update planned for 2020 could not be developed due to the Covid-19 pandemic, however, it will be carried out during the first quarter of next year.

TIMELINE OF OUR RISK MATRIX



PHASES OF THE IDENTIFICATION OF CORPORATE RISKS





WE HAVE FOUR TYPES OF CRITICAL RISKS FOR OUR OPERATION:

CRITICAL RISKS

	Risk related to strategic objectives, aligned with the organization's mission.
STRATEGIC	
	Risk related to compliance with laws and regulations, especially compliance with the laws and regulations that apply to the organization.
COMPLIANCE	
	Risk related to the effective and efficient use of financial resources.
FINANCIAL	
	Risks related to weaknesses or failures in processes, people, systems or external events.
OPERATIONAL	

AMONG THE 38 CRITICAL RISKS IDENTIFIED FOR SALMONES CAMANCHACA, THERE ARE THOSE CALLED EMERGING RISKS THAT ARE SPECIFIC TO OUR BUSINESS, AND THAT, IN THE MEDIUM TERM, CAN EXACERBATE AND CAUSE IMPACTS ON OUR ORGANIZATION.

OUR EMERGING RISKS ARE:

Emerging risks	Risk description	Potential business impact of risk	Mitigation actions
MORTALITY REMOVAL LOGISTICS	Maritime and terrestrial logistics are important factors during events that cause massive mortalities at our farming sites, as a result of harmful algal blooms or other natural phenomena. Failure to establish robust strategies can cause delays in removing dead fish, which can hinder operations and lead to complaints from local communities and regulatory institutions.	Failure to establish logistics capable of responding to massive mortality events can lead to increased transportation, disposal and processing costs, and damage to the company's reputation as perceived by the local community. It can also lead to potential fines from regulatory agencies for delays or non-compliance with regulations.	<ul style="list-style-type: none"> Contingency plans validated by the authority. Strategic alliances to improve response times, such as Trident (see chapter xx) Mortality extraction system. We monitor microalgae along with oceanographic variables. These have been used to define risk indicators based on history. Oxygen injection systems
CLIMATE CHANGE	Significant changes in natural conditions could affect species growth, such as changes in oceanographic temperature or marine currents, algae blooms, red tides, storm surges, falling oxygen levels or others that could affect the biomass and our facilities. Hazards such as extreme weather conditions could pose a threat to staff at farming sites.	These natural events can impact the biomass and the infrastructure at farming sites or facilities on land. Loss of biomass due to reduced growth or mortality and damage to site infrastructure due to extreme weather events can commercially impact the company.	<ul style="list-style-type: none"> Resurgence Systems Oxygen injection systems Certification of anchorages for farming modules Staff training and retraining on contingency plans for extreme natural conditions. State-of-the-art oceanographic information used to design and locate farming sites. - We are committed to becoming carbon neutral by 2025. Therefore, we have a defined path with specific action plans to reduce our emissions (see chapter 4).

The management of our risks can be reviewed in the following: <https://salmonescamanchaca.cl/wp-content/uploads/2020/10/Salmones-Camanchaca-SA-Principales-Riesgos-e-Incertidumbres-2020.pdf>



Economic performance

2020 presented two major difficulties in operational terms, as a result of the Covid-19 pandemic: maintaining the production chain and changes in the demand for salmon.

Maintaining the production chain implied important challenges for our business, having to deepen the commercial strategy of products with greater added value, allocating more than 80% of the raw material to fillets and portions versus 60% in the fourth quarter of 2019. On the other hand, we started the search for new logistical alternatives for export, different from the traditional transport by plane, which were paralyzed and restricted at different times of the year.

Thanks to this alternative outlet, we were able to maintain productive capacity throughout the year, in the same way maintaining the harvest plan that, although it presented some delays during the second quarter and the beginning of the third quarter, due to restrictions on movement and density of personnel. inside the plants, we were able to compensate them towards the end of the year.

HARVEST

The harvest levels had a behavior similar to those of 2019, despite the fact that it was a year impacted by the loss of 25% of the biomass of the Islo-tes farm, one of our largest production farmers. Average harvest weights increased in part as a result of delays originated in harvest plans due to Covid-19 impact in the process chain in the second quarter of 2020 and due to strategic decisions on market conditions.

2. For more details on this event, check out our Chapter 4: Healthy Ecosystem.

Harvested tons

Average weight

2019

2020

2019

2020



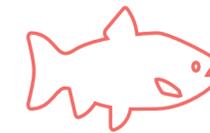
ATLANTIC SALMON

53.7 mil ton WFE

53.0 mil ton WFE

5.12 Kg WFE

5.4 Kg WFE



COHO SALMON

4.3 mil ton WFE

3.6 mil ton WFE

3.38 Kg WFE

4.3 Kg WFE

Note: Change in the weight of Atlantic salmon in 2019 since 5.6 Kg wfe is the weight of Q4 2019, that of the year is 5.12 Kg / WFE according to information provided by the sustainability team.



Likewise, the restriction measures resulting from the pandemic implied the closure of one of our main sales sectors: HORECA (Hospitality Industry) or Food Service, leading to a significant drop in demand. Facing this problem, we incorporated relevant changes in the products to grant greater added value to our salmon, in order to enter the retail sector with greater force.

Although the demand for salmon decreased as a result of the momentary closure of the HORECA sector, the supply remained constant, which had a negative impact on prices. This implied that salmon sales fell by US \$ 82 million, which is mainly explained by the price drop factor (MMUS\$ -61) and a 6% lower sales volume.

At the same time, there was an increase in the ex-cage cost due to low growth in the farms harvested in Aysén Region during the first quarter. In the fourth quarter we presented farms that were affected by strong outbreaks of SRS as well as the harvest of an important part of the Islotes farm, which was impacted by the unusual weather conditions that occurred in May, resulting in a loss of approximately 25 % of the total biomass to be harvested.

Despite we were able to total our sales, mainly to the retail sector, demand and price fell, which led to a price crisis in the industry, which started in May and lasted until approximately the end of November. This meant significant losses for the sector and, therefore, also for us.

The decrease in EBIT per kilogram is regulated by market conditions, where there was a general drop in prices. Our company has cushioned this decline with its commercial strategy focused on value-added products, and increased sales in retail channels that have grown in the face of the large drop in foodservice and HORECA channels.

TOTAL ATLANTIC SALMON AND COHO SALMON SOLD IN A YEAR

	2019	2020
Return on assets	10.4%	-8.43%
Ebit / total assets	16.6%	-4.9%
USD Ebit / kg WFE	1.3	-0.2
Atlantic and Coho Salmon (ton WFE)	55,411	51,880
Sale of Atlantic and Coho Salmon (MMUSD)	326.7	244.9
USD / Kg WFE sale price *	5.9	4.8
USD Kg WFE cost ex - cage	3.5	3.5

* Note 1: Atlantic salmon only.

Note 2: The sales information for 2019 is adjusted in relation to what was reported in the previous report.



FINANCIAL CONTRIBUTION

In 2020 our contribution to regional GDP increased, due to the fact that aquaculture and municipal patents are paid in the regions of operation of the Salmon farms and processing plants, which are mainly located in Los Lagos and Aysén Region. At the end of the year, the total taxes paid amounted to ThUS \$ 2,441.



VALUE FOOTPRINT

(202-1)

MUSS

255,363 SALES

4,182 OTHER INCOME

DISTRIBUTION OF SALES



84%	14%	9%	7%	6%	2%	2%	2%	1%	4%	-23%
218,223	35,109	22,850	18,991	15,478	5,835	4,470	4,212	2,368	-9,302	-58,689
PROVIDERS	EMPLOYEES	OTHER PROVIDERS OF CAPITAL	FAIR VALUE	AMORTIZATION AND DEPRECIATION	OTHER OPERATING EXPENSES	FINANCIAL	SHAREHOLDERS	COMMUNITY AND ENVIRONMENT	STATE	RETAINED IN THE COMPANY

OF OUR TOTAL VALUE GENERATED, WE DISTRIBUTE:

84%

IN SUPPLIERS

14%

IN EMPLOYEES

1%

IN COMMUNITY AND ENVIRONMENT

CUSTOMER SATISFACTION

We want to deliver the best products to our consumers; therefore, we have high standards of quality and food safety, complying with the requirements and requirements of our customers.

To meet your expectations, in 2020 we have implemented the annual monitoring of your satisfaction, identifying potential gaps, to achieve continuous improvement in our products and services. The coverage of the survey was 100% and the response rate 49%

CUSTOMER SATISFACTION

NPS index

2020

65%

During that year we did not receive notifications related to risks to the health and safety of our clients.



Responsible sourcing

(102-10; 204-1; 414-1)

For Salmenes Camanchaca, our suppliers are strategic partners with whom we establish bonds of trust to generate shared value in a lasting and transparent relationship. We promote the development of local suppliers in each place where we operate, which ensures an environmentally and socially responsible behavior.

To carry out these principles, in 2020 we created the Corporate Purchasing and Supply Management, the Purchasing and Supply Deputy Management and the Logistics Deputy Management, whose mission is to establish purchasing protocols and processes that comply with the strictest standards of competitiveness, transparency, righteousness, and sustainability. This accompanied by increasingly in-depth and frequent audits to ensure full compliance with the provisions, improving processes, among other things, with digital transformation and sustainability requirements.

IN 2020 WE ESTABLISHED BUSINESS RELATIONSHIPS WITH:

997

SUPPLIERS OF GOODS AND SERVICES.

243

OF WHICH CORRESPOND TO SMALL AND MEDIUM-SIZED COMPANIES (SMEs) (24% OF ALL COMPANIES).

356

ARE LOCAL SUPPLIERS THAT OPERATE IN THE COMMUNES WHERE WE HAVE OPERATION.

43

SUPPLIERS OF HIGH RISK IN SUSTAINABILITY

76

OF OUR SUPPLIERS ARE CRITICAL.

MUSS\$

230

IN PAYMENTS TO SUPPLIERS.

365

NEW SUPPLIER COMPANIES FOR THE SALMON AREA.

10

THE TOP 10 SUPPLIERS ACCOUNT FOR 58.6% OF THE COMPANY'S TOTAL BILLING.

MMUSS\$ 9.7

IN PAYMENT TO SME SUPPLIERS.



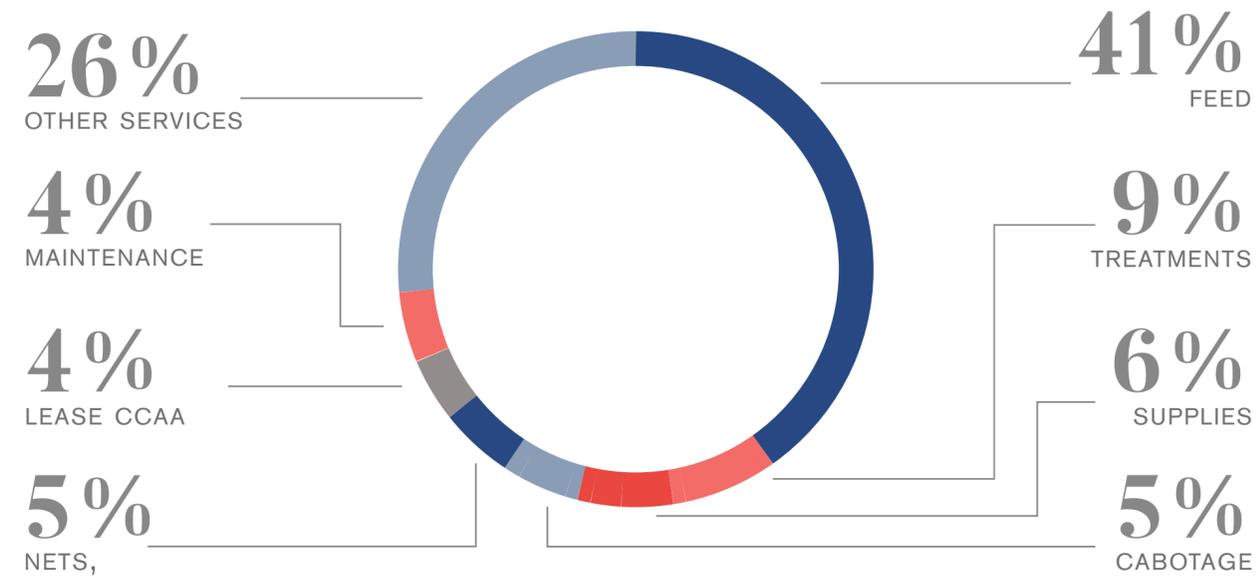
KPI	2019	2020
Local suppliers ³	134 (10%)	356 (36%)
Payment in 30 days or less	66%	79%
Critical supplier with sustainability clauses*	0 (0%)	2 (5%)

***2021 GOAL:**

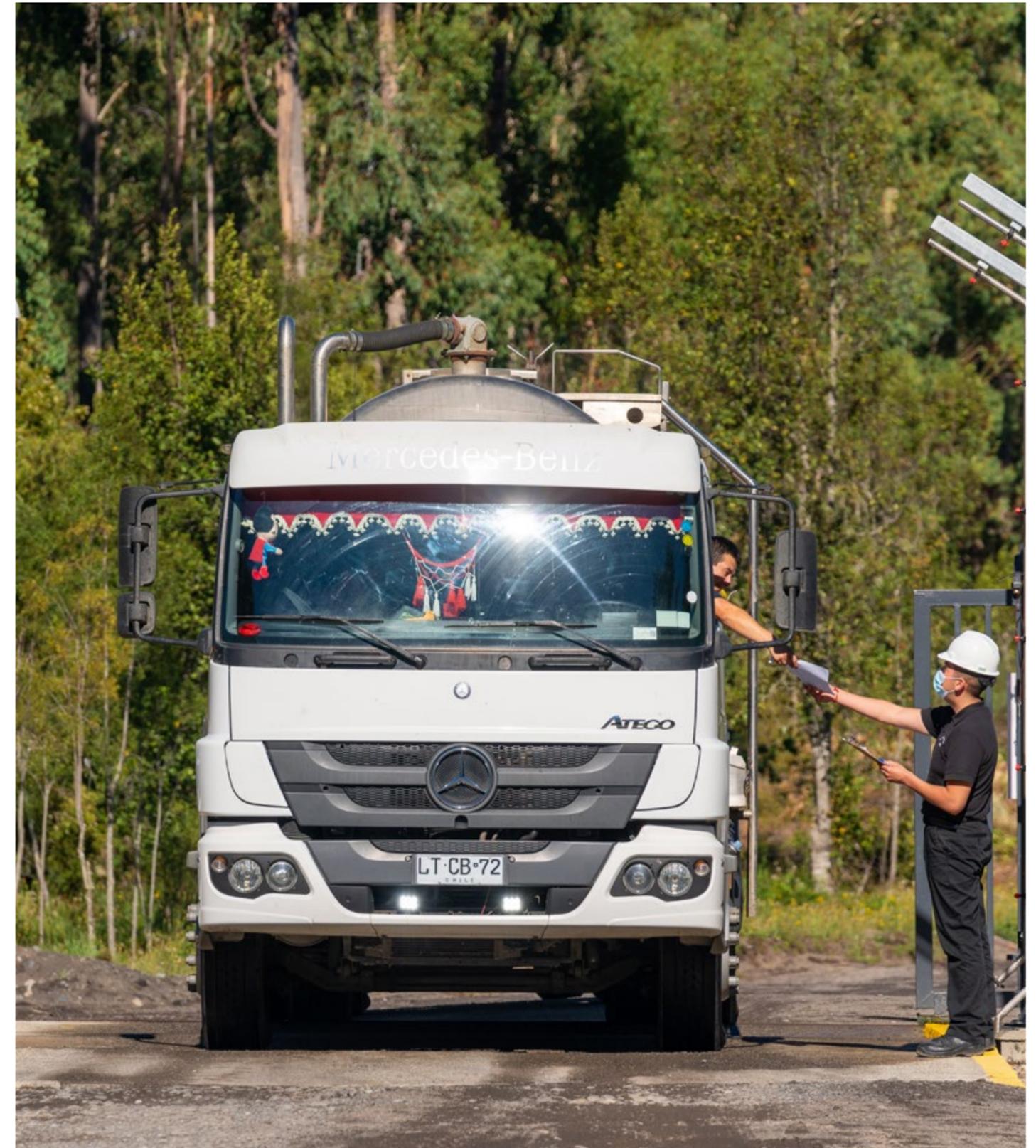
100% of critical suppliers will have sustainability clauses through the implementation of the Supplier Code of Conduct.

In 2020 our main investment was in food for our fish. 92% of the total resources allocated to this item were paid to 2 of our food suppliers, Biomar and Skretting, who in 2018 were awarded the company's food supply. The billing of critical suppliers corresponds to 48% of the total, that is, MMUSD 126.6.

BREAKDOWN OF SUPPLIER SPENDING IN 2020



3. Local suppliers are those suppliers whose headquarters are located in those places where Salmones Camanchaca has operations either with Salmon farms or processing plants.





Since 2020, providers have a **monthly evaluation** in which the perception of users regarding the service provided is measured. Some of the parameters measured are: working environment generated by the suppliers, compliance with occupational health and safety regulations, compliance with environmental regulations, compliance with deadlines and quantities, service compliance during and after sales and evaluation of the quality of the service. Those providers that do not obtain the expected results, an evaluation of less than 70, are informed so that they can present action plans on the identified gaps.

- **Farming:** 65 services evaluated. In 2020, only 1 supplier was evaluated with a poor grade, who will have to work on the gaps identified in the process.
- **Process Plant:** 43 services evaluated, 1 with insufficient qualification, who will implement corrective measures during 2021 to improve their qualification.

One of the main responsibilities with our suppliers is the timely payment for their services and products, in accordance with the agreed conditions. This is why, during 2019, we renewed our commitment to all small and medium-sized suppliers, maintaining our ProPyme Seal certification, a distinction audited by KPMG and granted by the Ministry of the Economy. Thanks to this commitment, during 2020 79% of our invoices were paid in 30 days, higher than 66% in 2019.

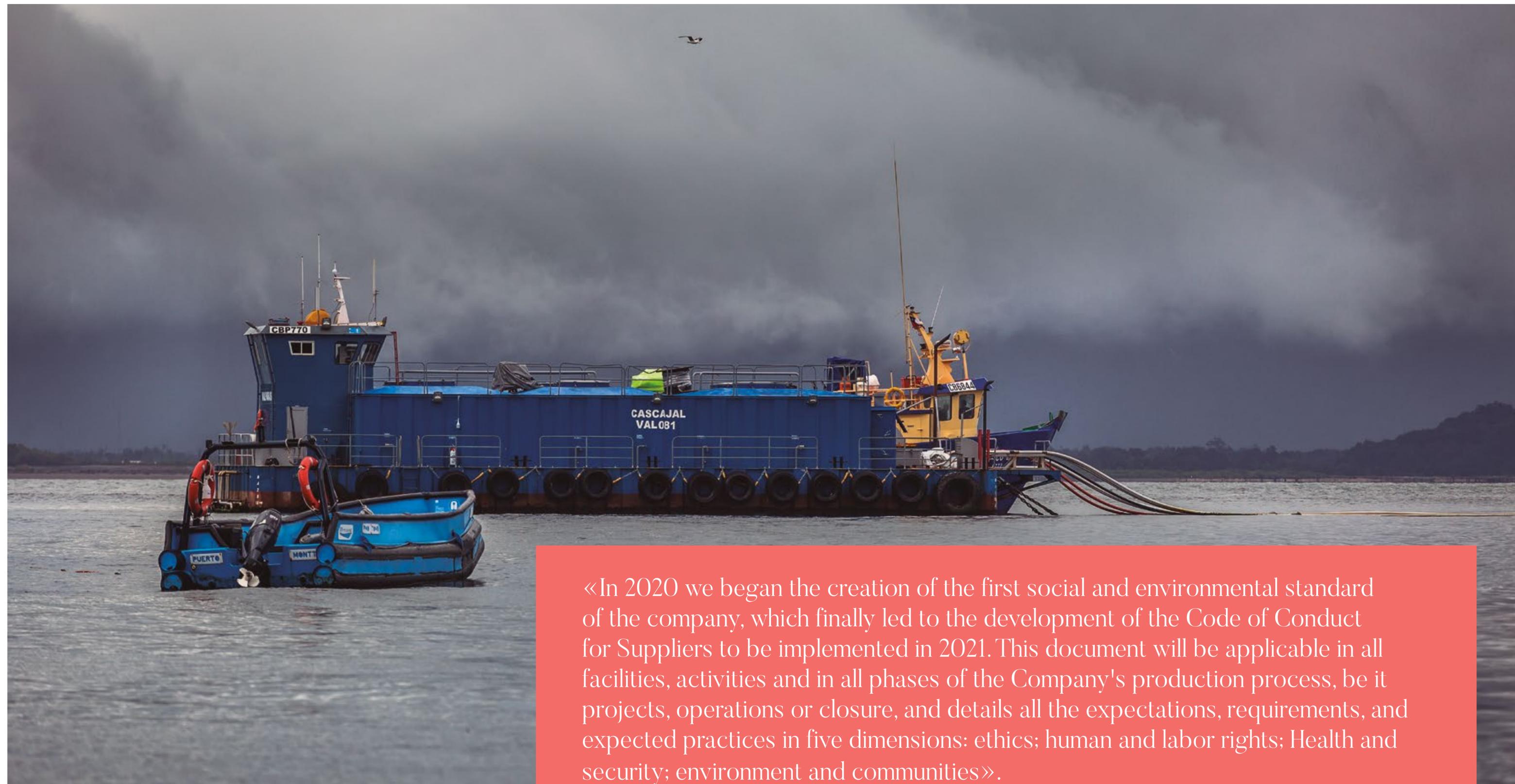


CRITICAL SUPPLIERS:

Those that can affect the safety, quality and legality of the final product, affect the normal operation of the production process, cause illness, serious injury or death of workers, generate significant negative environmental impacts or are unique in the market and / or difficult to replace.

HIGH-RISK SUPPLIERS:

these are suppliers that, due to their size and social-environmental evaluation, could generate a loss of operational continuity, variations in income and costs, damage to the company's reputation, and could threaten the business model and generate a deterioration of relationships. labor due to regulatory breaches.



«In 2020 we began the creation of the first social and environmental standard of the company, which finally led to the development of the Code of Conduct for Suppliers to be implemented in 2021. This document will be applicable in all facilities, activities and in all phases of the Company's production process, be it projects, operations or closure, and details all the expectations, requirements, and expected practices in five dimensions: ethics; human and labor rights; Health and security; environment and communities».

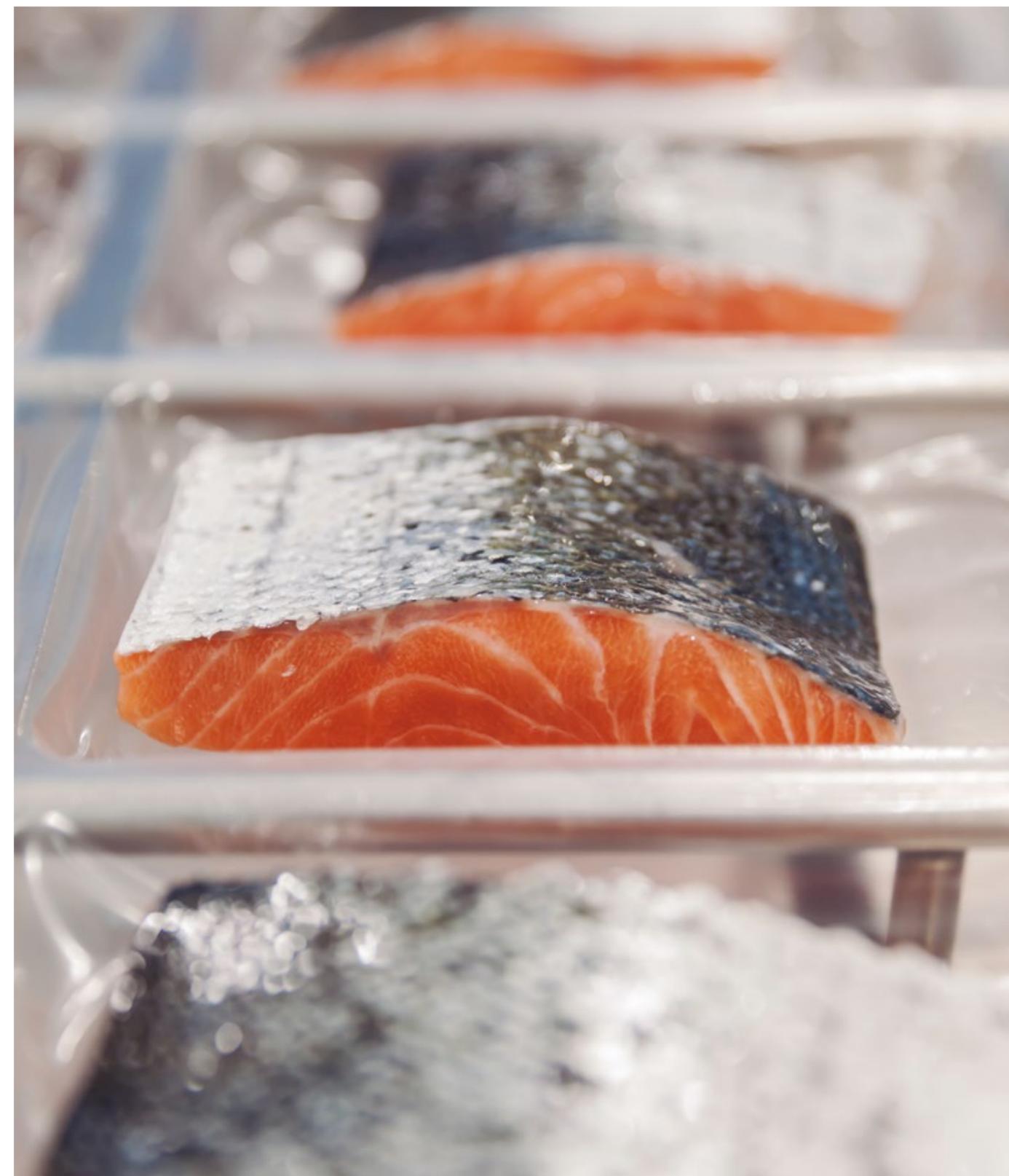


During the year 2021, our goal is to evaluate 100% of high-risk suppliers in sustainability. The supplier prioritization process includes a classification based on the level of billing, and the determination based on expert criteria of the social and environmental risk of each service provider company.

Along these lines, we concluded three relevant negotiations with suppliers with sustainability criteria:

- New agreement with food suppliers Skretting, Biomar and Ewos that incorporates sustainability criteria in raw materials and food for our salmon.
- Negotiation with the electricity supplier Colbún to ensure that the supply is 100% renewable, thus achieving a reduction in scope 2 emissions, complying with 2 years in advance on the path of our Carbon Neutral 2025 plan.
- Signing of a contract with Naviera Orca Chile for the exclusive use of a new ship, of Norwegian origin and with state-of-the-art technology for the transport of live fish, highlighting its great capacity and the possibility of carrying out non-pharmaceutical antiparasitic treatments in a closed environment. This boat will arrive in our country at the end of 2021 and will immediately begin its operation.

If you want to know more about these negotiations, review chapters 4 and 5 of this 2020 Sustainability Report.





Digital transformation

(103-1; 103-2; 103-3)

The digitization and automation of our processes are key to achieving the digital transformation that we seek in Salmones Camanchaca. This organizational change will drive us to achieve our ambitions in an increasingly challenging and constantly changing environment.

To do this, in 2020 we created the Digital Transformation area, which defined a roadmap with short and medium-term priorities that projects the company to be more efficient and sustainable, respecting the environment, communities and improving the experience of our workers, in order to provide better service to customers.

As a first stage, we developed a diagnosis to understand what we were doing in digital transformation, what we expected to do, and what were the returns we wanted to obtain. This allowed us to identify initiatives, ideas and needs raised from a work co-constructed with the same collaborators of the company.

After the diagnosis, we build our Digital Transformation Strategy, which we operationalize in a work plan for the coming years that has eight long-term projects in its execution and others of rapid implementation that we have already begun to develop in 2020.

Long-term initiatives solve 80% of the priority needs identified, which are linked:



HUMAN RESOURCES MANAGEMENT

Comprehensive web system for human resources management at the corporate level.



INNOVA PROJECT

Implementation of new system modules that control production in process plants, using online information.



BI SALMON

Business intelligence platform with single access online and visible on multiple devices and with a replicable structure at the corporate level.



CRM CUSTOMER MANAGEMENT

Corporate client commercial management platform that addresses sales and after-sales processes.



COMPREHENSIVE TRACEABILITY

System that allows access to traceable information throughout the salmon's life cycle, regardless of the stage in which it is positioned.



DOCUMENT MANAGER

Management platform and corporate digital documentation bank for the different areas of the salmon value chain.



OPERATIONAL OPTIMIZATION OF FARMS WITH ARTIFICIAL INTELLIGENCE

Apply automation, sensorisation and remote-control technologies for Salmon farm.



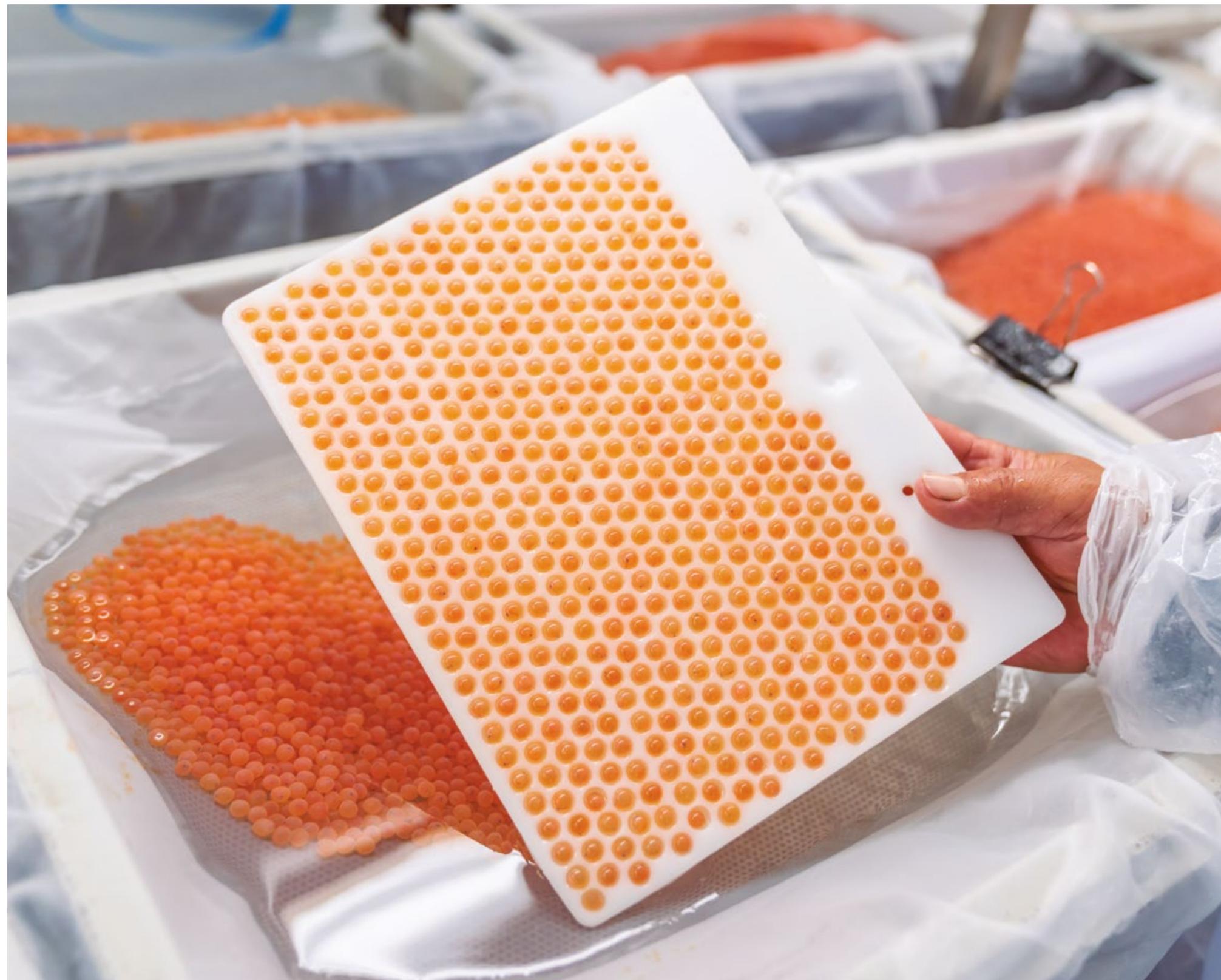
RMP OPTIMIZATION

Automate and optimize the commercial planning process, production and cultivation to maximize the optimum of production.

Each of these lines of work has its planning for the next five years, with its proper person in charge and Gantt diagram execution.



During 2020 we reinforced our information security processes leadered by the Corporate IT Management (CIO Pedrio Aguirre). This area is in charge of all issues related to cybersecurity and internal information management controls for both the business and our clients. Likewise, we have an Information Security Policy approved in May 2020, which establishes principles and guidelines regarding all company information, regardless of how it is stored, whether physical or digital.



AQUACULTURE IMMERSION PROGRAM

This open innovation program, financed by Corfo and supported by ProChile, Intesal and SalmonChile, seeks to connect enterprises that have innovative solutions with Chilean salmon farming.

In its first stage, there were more than 400 participants in the dissemination workshops, 81 startups applying and more than 70 mentoring sessions with the industry and innovation experts, which led to the selection of: Wenu Work, Ensilaje, Boss-Altum Lab, Water WebApp, FDM Biofilters, Perceptron, Technology Partners, and Recylink. The result were ideas oriented towards operational safety, sustainability of resources and relationship with the environment, which will be tested in salmon farming companies. This was accompanied, during 2020, with intense work in mentoring, conversations with executives and project selection.

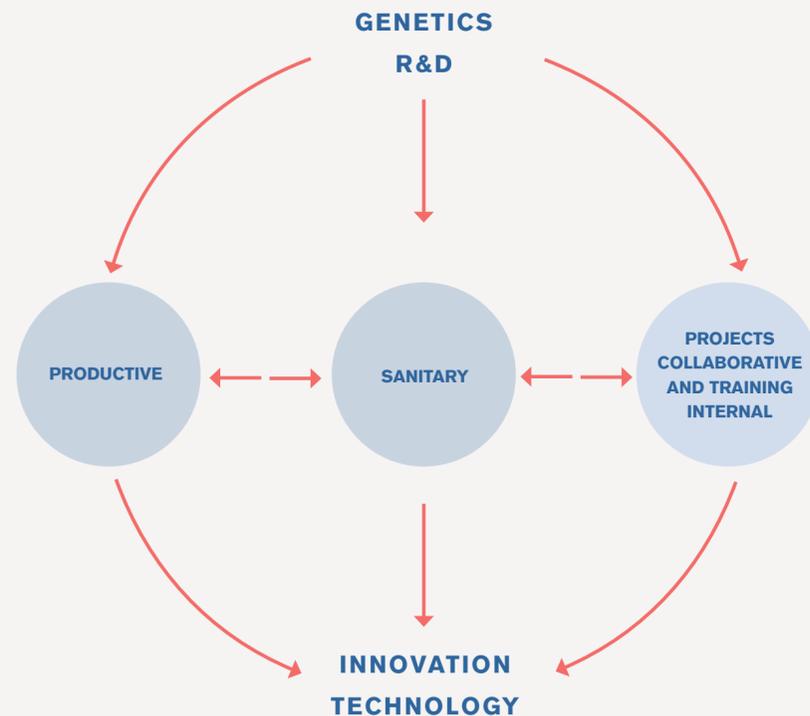
In Salmones Camanchaca we are already working with six of these solutions focused on the salmon farm, the productive commercial area and relations with the community. This produces a double value, since entrepreneurs can implement their solutions and our company try new forms of development in pursuit of efficiency.



Research and development (R&D)

We permanently seek the development of projects in line with the sustainability of our business, for this through research we explore and devise new initiatives aimed at genetics and fish production that identify new ways of adaptability, durability, resistance and quality of the species.

Some of our 2020 lines of work were:



Project

Target

Activity

Sustainability contribution

PRODUCTION OF GENETICALLY ENHANCED FISH THROUGH BREEDING SELECTION

Provide Atlantic salmon eggs of high productive performance.

Select breeders according to their genetic value for growth, yield, quality (color) and resistance to diseases.

- Shorter grow-out times.
- Improve quality aspect and decrease the use of antibiotics.

GENETIC RESISTANCE TO PATHOGENS IN ATLANTIC SALMON

Develop a global preventive strategy for control of pathogens, based on strengthening the innate immune system and stress response in Atlantic Salmon.

Compiled from 5 years of internal studies, in controlled trials of infection and coinfection (*Piscirickettsia salmonis* and *Caligus rogercresseyi*).

- Improve health status of our fish.
- Reduce the use of antibiotics and antiparasitic.

PRODUCTIVE EVALUATION OF LOCHY STRAIN GROWN OUT OF SEASON (MAÑIHUEICO AND CONTAO)

To evaluate the effect of the photoperiod on the control of maturity in fish of the Lochy strain stocked in the autumn months.

Challenge the high-growth *Salmo salar* strain in farms with a high risk of maturity, using photoperiod control as a mechanism.

- Shorten cultivation times in grow-out farms.

EVALUATION OF IMMUNOSTIMULANTS IN FARMED FISH

Evaluate and compare the immune, health and productive status of a population of fish subjected to diets supplemented with functional diets (Futerpenol vs Health Pack).

Evaluation of the immune status of fish (*Salmo salar*) in the field, subjected to diets supplemented with immunostimulants, such as Health Pack and Futerpenol.

- Reduce antibiotics use.

DIET EVALUATION IN THE FRY-PETROHUÉ STAGE

Evaluate the productive and physiological performance (muscle and bone) in the culture of fingerlings, comparing commercial diets of three food suppliers.

Feed groups of fish in the Fry stage (from 1 gr to 5 gr) with 3 commercial diets.

- Improve the efficiency in the use of feed in fish.



Our R&D spending in 2020 amounted to US \$ 501,584.

Project

Target

Activity

Sustainability contribution

EVALUATION OF THE USE OF FORMALIN VERSUS BRONOPOL IN CHILLED ATLANTIC SALMON EGGS

Both in the control of the fungus and the subsequent consequences in the sac absorption and first feeding stages.

Carry out treatments on hatched Atlantic salmon eggs with two authorized fungicides for the control of fungi during the process and compare their effects.

- Improve efficiency of the production system.

ESTIMATION OF PRV PREVALENCE IN BROODSTOCK AND VERTICAL TRANSMISSION IN FARMED SALMON

To determine the prevalence of Piscine Reovirus (PRV) in Atlantic salmon and the potential transmission to their progeny.

Monitor progeny in salmon whose parents were positive and / or negative for PRV.

- Pathogen's control.

FEMALES AND MALES OXYGENATION CAPACITY

Compare hematological profiles of males and females subjected to farming.

Do a hematological monitoring in salmon during their productive cycle in grow-out.

- Productive Efficiency.

PRODUCTIVE PERFORMANCE VS EGG SIZE

Evaluate the productive performance in relation to the size of the ova (small vs large) up to 5g fry.

To compare the effect of the size of the egg in the productive performance by means of a follow-up from hatching to 5 gr fry.

- Eficiencia Productiva.

INTEGRATED QUALITY

Reduce the prevalence of quality defects in our product through the implementation of a work program that allows us to identify, correct and eventually anticipate the effect of different production and process variables on the quality of the raw material.

Develop a monitoring system on the main traits associated with the quality of the salmon product and relate them to productive variables that affect them.

- Productive efficiency and animal welfare.



RESEARCH ON FUNCTIONAL DIETS.

The functional diets used in aquaculture consist of taking advantage of the pellet as a vehicle to include a diversity of molecules with different properties, destined to grant specific physiological effects in the fish, in order to improve their nutritional condition with an impact on productive parameters. These can focus on specific antioxidant, immunomodulatory or metabolic effects, to favor physiological routes in particular, the health status of the fish, improvements in their response capacity against pathogens, which ultimately generates a decrease in the use of antibiotics and / or antiparasitic in salmon farms, as the main result.

One of the focuses of analysis to characterize the effect of functional diets on fish is the study of the immune status of animals in culture, subjected to these diets.

The result of our research allows, in the first place, to validate functional diets that are normally little characterized in this regard by their manufacturers, and to propose those with the best indicators for their greater use, as well as to be able to establish application times in the normal diet. of the fish. To address this characterization, a protocol for obtaining samples has been established in three organs of the fish: gill, anterior kidney and spleen.

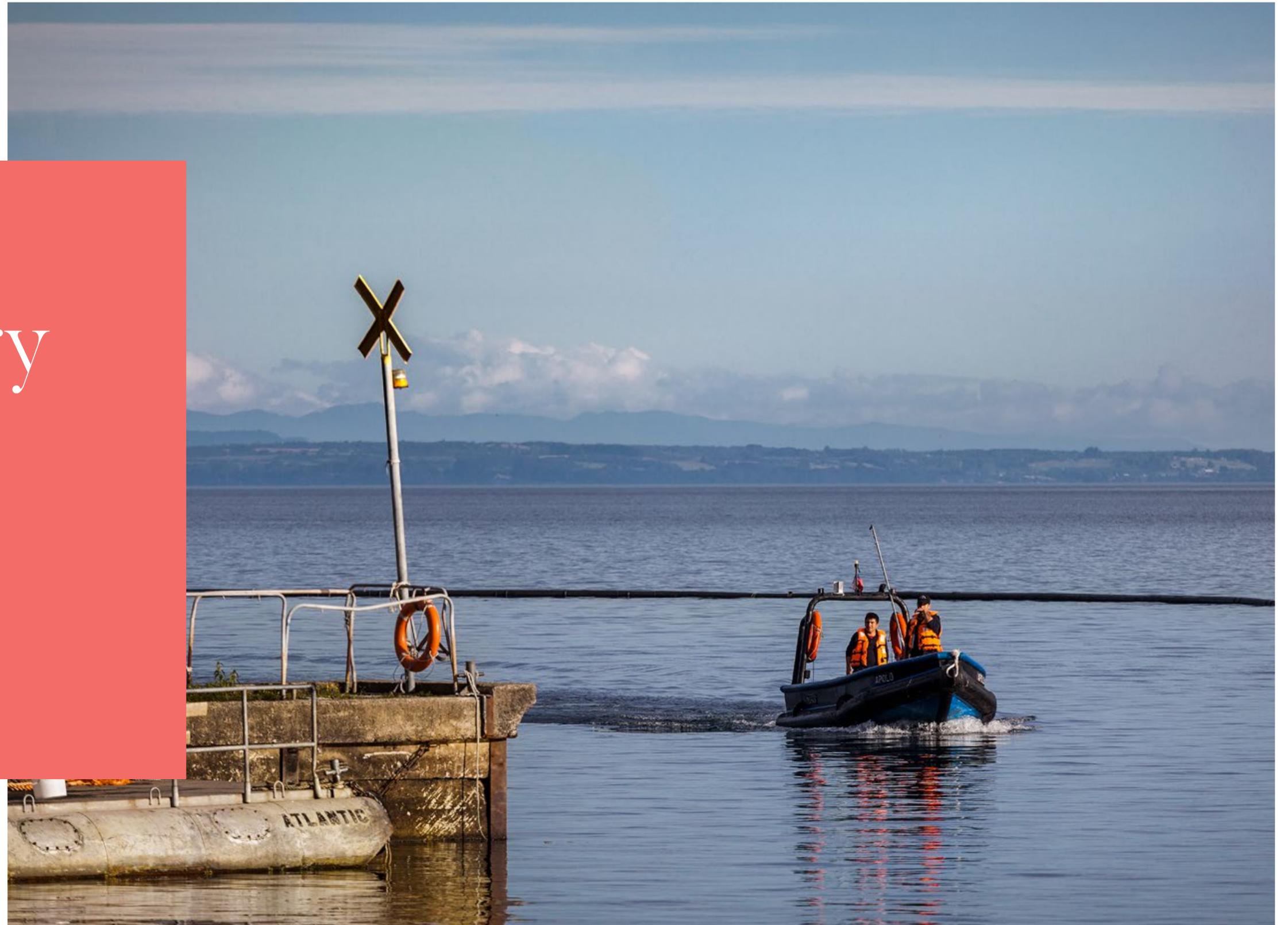
The study of gene expression is analyzed in an integrated way considering the level of expression of the genes and the correlation between them, which allows us to approximate functional processes that could be occurring in fish. This allows us to suggest whether a functional diet that has effects on the immune status of fish.





07

Methodology





How do we prepare this Sustainability Report?

(102-21; 102-31; 102-42; 102-46; 102-47; 102-48; 102-49; 102-50; 102-51; 102-52; 102-54; 102-56)

At Salmones Camanchaca we not only take care of generating economic impact, but also social and environmental impact. For this reason, we annually conduct a Sustainability Report, with the aim of informing all our stakeholders about the company's work. In this, the seventh version, we contemplate information from January 1 to December 31, 2020, considering its hatcheries, Salmon farms and process plants.

To determine the social, environmental and governance (ESG) matters we impact on, we rely on the recommendations, foundations and relevant indicators of the Global Reporting Initiative (GRI), in its GRI Standards version (2016 and 2018), at your option. of conformity "essential". Along with this, we align ourselves in strategy and goals with the Sustainable Development Goals (SDGs) of the 2030 Agenda promoted by the United Nations (UN).

All financial, food safety and environmental and social performance information is evaluated periodically and independently, according to the guidelines of the standards on Best Aquaculture Practices (BAP), the Aquaculture Stewardship Council (ASC), GLOBAL Standard GAP, ISO Standards (ISO 9001, ISO 14001 and OHSAS 18001) and by our clients.

With the aim of making our impact on stakeholders even more transparent, we inform that this 2020 Sustainability Report was verified by the Deloitte external audit, guaranteeing the veracity of each of the exposed indicators.

Finally, this document presents re-expressions of information regarding previous reports, which have been duly indicated in the presentation of each indicator that warrants it. Does not present changes of criteria in methodologies or others.

MATERIALITY PROCESS

Identify

Deepen

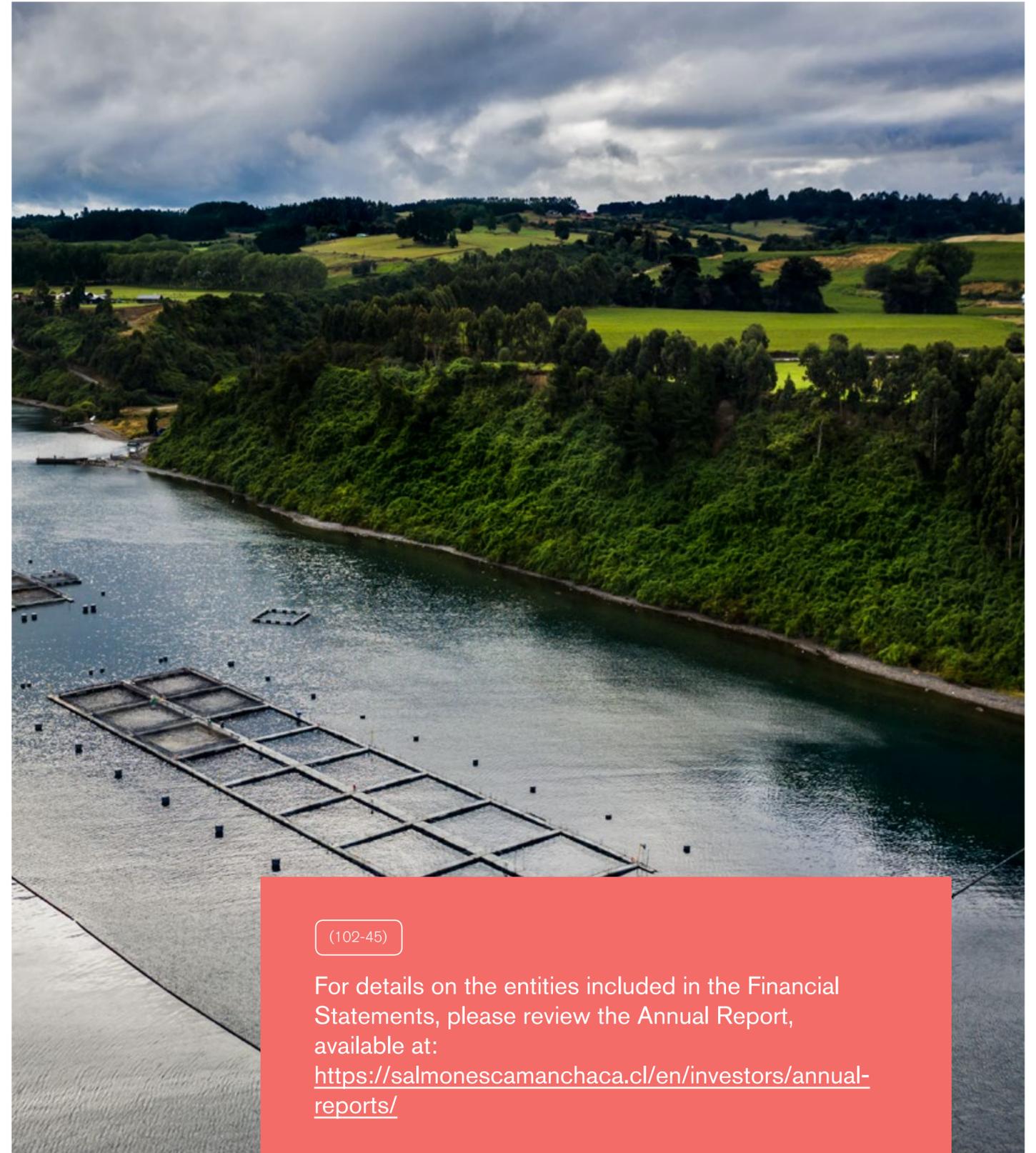
Review

In 2019 we developed a materiality process based on an analysis of the priorities of each stakeholder, operational impacts and global trends. In this process we identified 25 material issues, which today make up the most relevant strategic trends through our Sustainability Model.

In 2020 we deepen this materiality to identify the level of progress and maturity of each of these topics, considering the milestones and particularities of the year. To do this, we consulted the 11 management areas of the company, which allowed us to deepen, reorganize and regroup our material issues, focusing on 16 relevant items.



OUR MATERIALS TOPICS:



(102-45)

For details on the entities included in the Financial Statements, please review the Annual Report, available at: <https://salmonescamanchaca.cl/en/investors/annual-reports/>

(102-53)

CONTACT POINT:

If you have any doubts or queries about our Sustainability Report, please contact: inversionistas@camanchaca.cl



Deloitte.

Independent Audit Report

Santiago, May, 2021

Salmones Camanchaca S.A.
Present

Of our consideration:

We have reviewed the following aspects of the Greenhouse Gas Emissions Inventory for the 2020 period, of Salmones Camanchaca.

Alicance

Salmones Camanchaca has requested Deloitte to verify the Inventory of Greenhouse Gas Emissions, for the period 2020.

Said report contemplates the estimation of the Corporate Carbon Footprint of the operations over which Salmones Camanchaca exercises total control for the period between January 1, 2020 and December 31, 2020. The process was carried out considering consumption GHG emissions fuel, refrigerant gases, electricity consumption, food consumption, product transportation by air, land and sea, diesel oil from logistics providers, waste generation and transportation, salt consumption, personnel transportation, electricity from suppliers and pharmaceutical products.

The total emissions declared in the 2020 Greenhouse Gas Emissions Inventory Salmones Camanchaca are presented in table 1.

Method	Scope 1	Scope 2	Scope 3	Total
Market	32.198	4.397	207.783	244.378
Location	32.198	7.334	207.783	247.315

Methodology

Our review of the Greenhouse Gas Emissions Inventory, 2020 period, was carried out in accordance with the guidelines of ISO 14064 Part 3. It should be noted that this verification does not constitute an audit and, consequently, we do not express an audit opinion. about this statement.

The review process considered the official receipt of information, in addition to the verification activities carried out through analytical procedures and review tests described below.:

- Receipt of Excel calculations "Information consolidated by Scope Salmones Camanchaca 2020" and GHG emissions report "GHG Report Salmones Camanchaca 2020 Greenticket", as well as folders with information and evidence for each of the scopes.
- Review of the consistency and coherence of the calculations for each of the scopes of the Greenhouse Gas Emissions Inventory. These were verified by random samples, presenting the inconsistencies by emails..
- Request and receipt of evidence not covered by the 2020 Greenhouse Gas Emissions Inventory calculation process.

- Review of the coherence of information and data of the Greenhouse Gas Inventory of Salmones Camanchaca.

Conclusions

- No aspect has been revealed that would make us believe that the Inventory of Greenhouse Gas Emissions carried out by Salmones Camanchaca has not been prepared in accordance with the applicable international standards..
- All the inconsistencies found were clarified and improved, therefore, no aspect has been revealed that would make us believe that the information provided about the Greenhouse Gas Emissions Inventory contains significant errors.

Responsibilities of Salmones Camanchaca and Deloitte

- The preparation of the Inventory of Greenhouse Gas Emissions, period 2020, as well as its content, is the responsibility of Salmones Camanchaca, which is also responsible for defining, adapting and maintaining the internal management and control systems from which it is obtained. information.
- Our responsibility is to issue an independent report based on the procedures applied in our review.
- This report has been prepared exclusively in the interest of Salmones Camanchaca, in accordance with the terms established in the Letter of Commitment.
- The conclusions of the verification carried out by Deloitte are valid for the Inventory of Greenhouse Gas Emissions of Salmones Camanchaca, period 2020 received on May 28, 2021.
- The scope of a limited security review is substantially less than that of a reasonable security review or audit. Therefore, we do not provide an audit opinion on the Inventory of Greenhouse Gas Emissions of Salmones Camanchaca Period 2020.

Kind regards to you,

Fernando Gaziano
Partner



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INDEPENDENT REVISION SUSTAINABILITY REPORT 2020 SALMONES CAMANCHACA S.A.

Mr. Alfredo Tello Gildemeister Technical Manager Salmones Camanchaca S.A.

Of our consideration:

We have reviewed the following aspects of the 2020 Sustainability Report of Salmones Camanchaca S.A.:

Scope

Limited assurance engagement of the adherence of the contents and indicators included in the 2020 Sustainability Report to the GRI Standards, regarding the organization's profile and material indicators arising from the materiality process that the Company carried out following said Standards related to the economic, social, and environmental dimensions.

Standards and Assurance Process

We have carried out our task in accordance with the guidelines of the International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000) issued by the International Auditing and Assurance Standard Board (IAASB) of the International Federation of Accountants (IFAC).

Our review has consisted in an inquiry process involving different Salmones Camanchaca S.A units and management areas, involved in the process of developing the Report, as well as in the application of analytic procedures and verification tests, which are described in the following items:

- Meetings with those responsible for the delivery of information and preparation of the 2020 Sustainability Report.
Analysis of the adherence of the contents of the 2020 Sustainability Report to the GRI Standards: Core option, and review of the indicators included in the report in order to verify that they are aligned with the protocols established in the Standards, and whether the fact that some indicators are not applicable or not material is justified.
Verification, through tests of quantitative and qualitative information corresponding to the GRI Standards indicators included in the 2020 Report, and its adequate gathering from the data provided by Salmones Camanchaca S.A. information sources.

Conclusions

The assurance process was based on the indicators established in the materiality process carried out by Salmones Camanchaca S.A. The revised indicators are presented in the following table:

Table with 10 columns representing indicator codes (e.g., 102-6, 102-7, 102-12, 102-13, 102-17, 102-18, 102-19, 102-20, 102-21, 102-22) and 10 rows of data.

In addition, the following indicators of the company were verified:

- Definition of Independent Director
Composition of raw materials in food (%)
Percentage of fish treated with Lufenuron
Consumption of oral antiparasitics and baths (Grams/tonne)
% biomass vaccinated with Livac
Mortality Salmon Atlantic and Coho
Stocking density (prof. 20 metros)
Use of antibiotics (g AB/tonn LWE)
Use of sea lice chemicals (g AP/tonn LWE)
% Production ASC
% Production BAP
% of exports by value of sales by country
tonnes siembra smolt Atlantic Salmon and Coho
Tonnes of salmon harvested
Nº Escapes
Accidental mortality of birds
Accidental mortality of marine mammals
Organic Waste Management / Nutrient Recovery (Omega-3 and Protein)
FCRb (kg LWE)
Comparison between the food conversion factor and the rate of dependence on flour (FFDRm) and fish oil (FFDRo)
FI:FO ratio
Materials by type, weight and percentage of the total, used in the packaging process
Carbon Footprint (tCO2eq/tWFE)
LTIFR: Frequency rate of accidents with lost time (workers and contractors)
Employee turnover rate
Working climate
Percentage of women in leadership positions, junior and senior leadership positions
Ratio of base salary and women's remuneration against men in charge
Proportion of senior executives hired from the local community
Nº community engagement activities
Local suppliers (Regional level)
MMUS millions of local taxes
% of attendance directors at the sessions and Total session of the year
Nº Independent directors / Total directors
Percentage of customer satisfaction
US\$/Kg WFE cost process
US\$/Kg WFE sale price
US\$ EBIT/Kg WFE
US\$/Kg WFE costo ex -jaula
EBIT/kg WFE
Total tons of Atlantic salmon and coho sold and average weight of each
Proportion of spending on local suppliers
Definition and quantity of critical suppliers for the organization
Evaluation of high-risk suppliers last 3 years
Target related to high-risk providers
High-risk suppliers in sustainability
Suppliers with sustainability clauses
Total number of suppliers broken down by size
Total payment to suppliers broken down by size payment business
Nº average pay days by size
Number of trained human rights partners disaggregated by charge and gender
US\$ in I+D o Nº Projects
Absence of GMO
Coordinated break from concessions
Directory: profession, experience, other directories, experience in risk management and average seniority



- ✓ Regarding the verified indicators, we can say that no aspect has arisen to lead us to believe that the Sustainability Report has not been prepared in accordance with the GRI Standards in those areas identified in the scope.

Salmenes Camanchaca S.A. Management and Deloitte Responsibilities

- The drafting of the 2020 Sustainability Report, as well as its contents are under Salmenes Camanchaca S.A. responsibility, which is in charge of the definition, adaptation, and maintenance of the management and internal control systems from who the information is obtained.
- Our responsibility is to issue an independent report based on the procedures applied in our review.
- This report has been prepared exclusively by Salmenes Camanchaca S.A request, in accordance with the terms established in the Engagement Letter.
- We have developed our work according to the standards of Independence established in the Code of Ethics of the IFAC.
- The conclusions of the verification made by Deloitte apply to the latest version of the Salmenes Camanchaca Sustainability Report received on May 13, 2021.
- The scope of a limited assurance engagement is essentially inferior to a reasonable assurance engagement, thus, we are not hereby providing opinion about the 2020 Salmenes Camanchaca Sustainability Report.

Sincerely,

Fernando Gaziano
Partner

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**GRI INDEX:**

INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Organization Profile	102-1	Organization name's	2016		7
	102-2	Activities, brands, products and services	2016		11
	102-3	Headquarters location	2016		11
	102-4	Location of operations	2016		11
	102-5	Property and legal form	2016		7
	102-6	Markets served	2016		11
	102-7	Organization size	2016		19
	102-8	Information about employees and other workers	2016	8	19
	102-9	Supply chain	2016		19
	102-10	Significant changes in the organization and its supply chain	2016		There were no significant changes during the period.
	102-11	Precautionary Principle or Approach	2016		25
	102-12	External initiatives	2016		17
	102-13	Membership in associations	2016		17



INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Strategy	102-14	Statement from senior decision-makers	2016		3
Ethics and integrity	102-16	Values, principles, standards and norms of conduct	2016	16	7
	102-17	Mecanismo de asesoramiento y preocupaciones éticas	2016	16	114
Governance	102-18	Ethical Concerns and Advisory Mechanism	2016		106
	102-19	Delegation of authority	2016		106
	102-20	Responsabilidad a nivel ejecutivo de temas económicos, ambientales y sociales	2016		110
	102-22	Executive-level responsibility for economic, environmental and social issues	2016	5,16	106
	102-23	Chairman of the highest governance body	2016	16	106
	102-24	Nomination and selection of the highest governance body	2016	5,16	106
	102-28	Performance evaluation of the highest governance body	2016		106
	102-35	Remuneration policies	2016		106
	102-36	Process for determining remuneration	2016		106



INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Stakeholder participation	102-40	Stakeholders list	2016		13
	102-41	Collective bargaining agreements	2016	8	90
	102-42	Identification and selection of stakeholders	2016		137
	102-43	Approach to stakeholder participation	2016		16
	102-44	Key issues and concerns mentioned	2016		16
Reporting practices	102-45	Entities included in the consolidated financial statements	2016		138
	102-46	Definition of the contents of the reports and the coverage of the topic	2016		137
	102-47	List of material topics	2016		137
	102-48	Information restatement	2016		137
	102-49	Changes in reporting	2016		137
	102-50	Period covered by the report	2016		137
	102-51	Last report date	2016		137
	102-52	Reporting cycle	2016		137
	102-53	Contact point for questions about the report	2016		138
	102-54	Statement of preparation of the report in accordance with GRI standards	2016		137
	102-55	GRI content index	2016		139
	102-56	External verification	2016		137



HEALTHY AND NUTRITIVE FOOD

CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Safety and nutrition	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	24
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	24
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	24
	Customer health and safety	416-1	Assessment of the health and safety impacts of the product and service categories	2016		25
	Marketing and labeling	417-1	Requirements for information and labeling of products and services	2016	12,16	25
		417-2	Cases of non-compliance related to information and labeling of products and services	2016	16	No cases of non-compliance related to information and labeling of products and services were identified.
		417-3	Cases of non-compliance related to marketing communications	2016		No instances of non-compliance related to marketing communications are identified.
Biosecurity and animal welfare	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	24
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	24
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	24
		416-2	Cases of non-compliance related to the impacts on the health and safety of products and services	2016	16	No cases of this type were recorded.
Global and local product access		Own indicator	% of exports by value of sales by countries			12



HEALTHY ECOSYSTEMS

CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE	
Interaction with wildlife	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	78	
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	78	
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	78	
	Biodiversity		304-1	Operation farms owned, leased or managed located within or next to protected areas or areas of high value for biodiversity outside protected areas	2016	6,14,15	80
			304-2	Significant impacts of activities, products and services on biodiversity	2016	6,14,15	80
Management of liquid, industrial, solid, chemical and organic waste	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	53	
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	53	
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	53	
	Effluents and waste		306-1	"Generation of waste and significant impacts related to waste "	2020	3,6,12,13,14,15	62
			306-2	Management of significant impacts related to waste	2020	3,6,12,13,14,15	62
			306-3	Waste generated	2016	3,6,12,13,14,15	62
			306-4	Waste not intended for disposal	2016	3,12,13,14,15	62
306-5			Waste destined for disposal	2016	6,13,14,15	62	



CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Sustainable use of raw materials	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	53
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	53
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	53
	Materials	301-1	Materials used by weight or volume	2016	12	67
		301-3	Repurposed products and packaging materials	2016	8,12	The organization does not reuse products or packaging materials in its processes.
GHG mitigation	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	53
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	53
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	53
	Emissions	305-1	Direct GHG emissions (scope 1) last 4 years	2016	3,12,13,14,15	56
		305-2	Indirect GHG emissions when generating energy (scope 2) last 4 years	2016	3,12,13,14,15	56
		305-3	Other indirect GHG emissions (scope 3)	2016	3,12,13,14,15	56
		305-4	GHG emissions intensity	2016	13,14,15	59



CAMANCHACA MATERIAL THEME

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Energy and water eco-efficiency	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	53
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	53
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	53
	Water	303-3	Water extraction	2018	6,8,12	69
		303-4	Water spills	2018	6	69
		303-5	Water consumption	2018	6,12	69
Land environmental impacts	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	78
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	78
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	78
	Environmental compliance	307-1	Non-compliance with environmental legislation and regulations	2016	12,13,14,15,16	82
		304-3	Habitats protected or restored	2016	6,14,15	80
		304-4	Species that appear on the UINC Red List and on national conservation lists whose habitats are in areas affected by operations	2016	6,14,15	83
	Environmental assessment of suppliers	308-1	New suppliers that have passed evaluation and selection filters in accordance with environmental criteria	2016		125



MEANINGFUL EMPLOYMENT

CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Occupational health, safety and well-being	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	86
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	86
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	86
	Health and Safety at Work	403-1	Occupational health and safety management system.	2018	8	97
		403-2	Hazard identification, risk assessment and incident investigation	2018	8	97
		403-3	Occupational health services.	2018	8	97
		403-5	Training of workers on health and safety at work.	2018	3,8	97
		403-6	Promotion of workers' health	2018	3,8	97
		403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked through commercial relationships	2018	3,8	97
		403-8	Workers covered by an occupational health and safety management system.	2018	8	97
		403-9	Work accident injuries.	2018	3,8	103
		403-10	Occupational diseases and illnesses	2018	3,8	103



CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
People development	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	86
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	86
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	86
	Diversity and equal opportunities	405-1	Diversity in governing bodies and employees	2016	5,8	87
		405-2	Ratio of base salary and remuneration of women to men by position	2016	5,8,10	92
	Nondiscrimination	406-1	Cases of discrimination and corrective actions taken	2016	5,8,16	During 2020, we did not receive complaints about discrimination, forced labor, children or other types of actions that constitute a violation of human rights.
	job	401-1	New employee hires and staff turnover	2016	5,8	87
Commitment and meaningful employment	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	86
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	86
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	86
	Training and teaching	404-1	Average hours of training per year per employee	2016	4,5,8	95
	Training and teaching	404-2	Programs to improve employee skills and transition assistance programs	2016	8	95
	Training and teaching	404-3	Percentage of employees receiving regular performance and career development reviews	2016	5,8	96
	Job	401-2	Benefits for full-time employees that are not given to part-time or temporary employees	2016	8	93



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Commitment and meaningful employment

401-3

Parental leave

2016

During 2020 5 people took parental leave, 2 women and 3 men. 100% of the men returned and 50% of the women.

Freedom of association and collective bargaining

407-1

Operations and suppliers whose right to freedom of association and collective bargaining could be at risk

2016

8

No operations or suppliers have been identified whose right to freedom of association and collective bargaining could be at risk.

Child labor

408-1

Operations and suppliers with significant risk of cases of child labor

2016

8,16

No operations or suppliers have been identified with significant risk of cases of child labor.

Forced or compulsory labor

409-1

Operations and suppliers with significant risk of cases of forced or compulsory labor

2016

8

Operations and suppliers with significant risk of cases of forced or compulsory labor have not been identified.

Security practices

410-1

Security personnel trained in human rights policies or procedures

2016

16

103

Rights of indigenous peoples

411-1

Cases of violations of the rights of indigenous peoples

2016

2

No cases of this type were recorded.

Market presence

202-1

Ratio of standard entry-level salary by sex to local minimum wage

2016

1,5,8

124



THRIVING COMMUNITIES

CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Local engagement and conflict resolution	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	41
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	41
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	41
		Own indicator	Number of claims received			50
		Own indicator	Número dee actividades con la comunidad			46
Inclusive development of the territory	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	41
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	41
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	41
	Local communities	413-1	Operations with local community participation, impact evaluations and development programs	2016		50
	Local communities	413-2	Operations with significant negative impacts - actual and potential - on local communities	2016		50
	Local communities	202-2	Proportion of executives who come from the local community	2016		113



PROFITABLE AND RESPONSIBLE BUSINESS

CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Adaptation to climate change	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
	Economic performance	201-2	Financial implications and other risks and opportunities derived from climate change	2016	13	56
Ethics, transparency and compliance	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
	Anti-corruption	205-1	Operations evaluated for risks related to corruption	2016	16	119
		205-2	Communication and training on anti-corruption policies and procedures	2016	16	117
		205-3	Confirmed Corruption Cases and Actions Taken	2016	16	114
	Unfair competition	206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	2016	16	116



CAMANCHACA MATERIAL THEME

INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE	
Corporate culture: corporate governance and risk management	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
	Socioeconomic compliance	419-1	Non-compliance with laws and regulations in the social and economic spheres	2016	16	118
Customer satisfaction	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
	Customer privacy	418-1	Substantiated complaints regarding violations of customer privacy and loss of customer data	2016	16	No substantiated claims are identified regarding violations of privacy or loss of our clients' data.
Business profitability	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
	Own indicator		EBIT/kg WFE			105
	Own indicator		Total tons of Atlantic and coho salmon sold and average weight of each			121
	Own indicator		Tons of production per hectare		2,5,7,8,9	121



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INDICATOR TYPE

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CAMANCHACA MATERIAL THEME	INDICATOR TYPE	INDICATOR CODE	NAME INDICATOR	YEAR	SDG	PAGE
Responsible sourcing	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
	Acquisition practices	204-1	Proportion of spending on local suppliers	2016	12	125
	Social evaluation of suppliers	414-1	New suppliers that have passed evaluation and selection filters according to social criteria	2016	5,8,16	125
Human rights	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	105
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	105
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	105
		Own indicator	No. of employees trained in human rights broken down by position and gender			During 2020 no specific trainings were carried out on this topic.
Innovation, R&D, digital transformation	Management Approach	103-1	Explanation of the material topic and its coverage	2016	1,12,13,14,15	130
	Management Approach	103-2	Management approach and its components	2016	5,8,12,13,14,15,16	130
	Management Approach	103-3	Evaluation of the management approach	2016	12,13,14,15	130
		Own indicator	Research and development projects during the period			133
		Own indicator	Digital transformation strategy			130

