



DIVERSITY, INCLUSION AND RESPECT FOR THE INDIVIDUAL POLICY

August 2023



CONTENTS

1. INTRODUCTION	3
2. OBJETIVES	3
3. PRINCIPLES	3
4. SCOPE OF COMPLIANCE.....	4
5. REPORTING AND ESCALATION PROCESS.....	4
6. VALIDITY	5
7. DISCLOSURE MECHANISMS.....	5

1. INTRODUCTION

Empresas Copec carries out its activities in various domains, which is based on a treatment compatible with human dignity, within an environment where respect for the fundamental rights of each person is a priority. The promotion of diversity and inclusion are a fundamental part of its organizational culture, always seeking to ensure the integration and development of people within the Company, recognizing the powers that the legal system recognizes to the employer as a potential limitation in its exercise.

Moreover, for Empresas Copec, having a more diverse and inclusive organization at all levels, positions and roles is key to creating greater social, economic and cultural value in the long term, thus enabling it to build a more reliable and sustainable future for all stakeholders.

2. OBJETIVES

The aim of the developed policy, applied according to the guidelines outlined in its internal regulations, is to establish the basic principles that should govern both Empresas Copec, represented by its senior management and administration, and its collaborators and even the relationships built among them, in order to promote an organizational culture and a dignified, diverse, and inclusive work environment.

3. PRINCIPLES

The basic principles regarding diversity and inclusion that guide Empresas Copec's actions in its relationships with its collaborators and among them are as follows:

- a) Ensure the existence of a work environment that integrates people, regardless of their conditions, characteristics or particular orientations.
- b) Respect and protect the dignity of all persons, rejecting acts of arbitrary discrimination, i.e. those that are not based on a person's capacity or suitability to perform their job, but rather on considerations of race, religion, gender, age, sexual orientation, nationality, marital status, disability, ethnicity, union membership, political affiliation or opinion, or any other condition protected by law.
- c) Firmly rejects harassment in the workplace as well as in a sexual context.
- d) Ensure that recruitment and hiring processes are performed with respect and acceptance of all individual differences, guaranteeing, in turn, that they are carried out considering criteria of merit, training, skills, talents, fit with the responsibilities of the position, professional development, among others, as well as establishing spaces for inclusion for those who require it.
- e) Ensure that the definition of the terms and conditions of work (such as tasks to be performed, training, compensation, benefits, promotion, transfer and internal

discipline) are differentiated only by characteristics of the duties to be performed and the qualifications required for a specific job or position, and not by other considerations that may be deemed discriminatory or arbitrary.

- f) Implement plans and measures enabling employees to better balance their work, family and personal life, as well as promoting a culture of co-responsibility within Empresas Copec.
- g) Establish an outreach and training program for all employees on diversity and inclusion, non-discrimination and harassment in the workplace, and respect for the dignity and honor of the individual.

4. SCOPE OF COMPLIANCE

The principles outlined above are mandatory for the entire organization that makes up Empresas Copec, i.e., its directors, senior executives, advisors and collaborators, whether internal or external.

5. REPORTING AND ESCALATION PROCESS

Empresas Copec maintains a zero-tolerance policy towards discrimination, in order to protect its employees and its guiding principles, and therefore has the administrative resources to adequately resolve any non-compliance that may be found.

Therefore, if anyone in the performance of their duties within the Company experiences, observes or becomes aware of any possible incident of discrimination, harassment or any type of disrespectful or inappropriate behavior that violates the Company's guiding principles, they must neither tolerate nor ignore it, and must use the complaint procedure outlined in Empresas Copec's Internal Regulations for Order, Hygiene and Safety, or through its different communication channels. Among them, there is the Denouncement Channel, which is confidential and operates through the website: <https://empresascopec.eticaenlinea.com>.

Notwithstanding the foregoing, regular mail may be used, addressed to:

To the attention of
Empresas Copec S.A.
Offense Prevention Officer
150 El Golf Avenue, 17th Floor
Las Condes, Santiago.

It is important to mention that every responsible report is a valuable contribution to maintain high ethical standards in Empresas Copec, and under no circumstances will the person making the report be exposed to retaliation or negative consequences.

In the event that the effectiveness of a complaint regarding sexual harassment or workplace harassment is proven, the measures and sanctions specified in Articles 37 and 50 of the Regulations for Order, Hygiene and Safety, respectively, and in other applicable regulations, shall be applied.

6. VALIDITY

This Policy is effective as of August 31, 2023 and shall remain in effect indefinitely as long as the Company's Board of Directors does not adopt any other resolution to the contrary.

7. DISCLOSURE MECHANISMS

The full and updated text of this Policy is available for interested parties on the Company's website (www.empresascopec.cl/en).