

Echeverria Izquierdo

2021 ESG ANNEX

Social Reporting

The data collected in the 2021 Report as well as the one presented on the following social tables represents more than 75% of the revenues of the Echeverria Izquierdo group (EISA).

Labor Practice Indicators

Category	% 2021	% Target	Target Year
Share of women in total workforce (as % of the total workforce)	6%	7%	2023
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	20%	25%	2023
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	20%	26%	2023
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	19%	20%	2023
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	8%	10%	2023
Share of women in STEM-related positions (as % of total STEM positions)	16%	20%	2023

Human Rights

As stated in our Sustainability Policy, Echeverria Izquierdo is fully committed to respect Human Rights in alignment with International Standards, such as Global Compact and the UN Guiding Principles. In this sense, we have established to respect human rights upon the following elements:

1. Eradicate human Trafficking, forced labor and any coercive form of work, including child labor.
2. Respect worker's freedom of association, which includes unionizing and the right to collective bargaining
3. Respect diversity and reject discrimination, ensuring equal opportunities. This includes respecting gender equality and assuring and equal remuneration for men and women in accordance with their roles and responsibilities.

In terms of due diligence, Echeverria Izquierdo has constantly monitored its internal operations to ensure that men and women have access to equitable remuneration according to the areas and positions they perform.

As such, we have included in our Annual Report an analysis of the main salary gaps in terms of gender. We are also disclosing the average salary men and women in our annual report, for executives, managers, and the rest of the company.

Living Wage

As a company, we have established a measurable commitment that our workers shall receive a minimum salary of \$500,000 CLP per month, establishing 2023 as a target year.

Considering international frameworks such as ILO and Fair Wage Network we have estimated that the monthly living wage for a full-time employed single adult individual with no children in Chile amounts to \$500.000CLP, which is the equivalent of 597 USD on a monthly basis. On an hour basis, this equals \$11.111 CLP (13 USD) -this considering a 45-hour weekly shift.

Human Capital Development

As noted on page 78 of our 2021 Annual Report, Echeverria Izquierdo invested a total of \$ \$363989213 CLP in training and development. This gives an average of \$27.403 per FTE (13.283 workers). Likewise, the 188.140 hours in training amounts to an average of 14.1 hours per FTE

Number of vacancies filled with internal candidates summed up to 1.007 in 2021

Attraction and Retention of Talent

In regard to our voluntary turnover rate, the figures reported on page 77 of our 2021 Report have been corrected for the year 2021.

Thus, our actual 2021 turnover rate goes as follows:

	2019	2020	2021
Men	2,1%	1,7%	3,2%
Women	1,5%	1,4%	2,7%
Under age 30	3,6%	2,6%	5,1%
30 to 50 years	2,2%	1,7%	3,1%
Above age 50	1,3%	1%	1,9%
Executives	0,5%	0,5%	0,3%
Non-executives	2,1%	1,7%	3,2%
Chileans	2%	1,6%	3,1%
Foreigners	2,9%	2,3%	4,8%
Total Resignations from EISA	2,1%	1,6%	3,2%

Occupational Health and Safety

Each one of our subsidiaries are aligned with our Global Health and Safety Management System (described on pages 62-63 of our 2021 Annual Report), which functions as a global policy for Echeverría Izquierdo, and is aligned with recognized standards such as ISO 45001/2018

Based on this management system, our subsidiaries have developed their own Environmental and OHS Policies, that include the following elements

- Applicability to the entirety of the operations, ensuring the safety and comprehensive well-being of all people under the supervision of the company
- Processes of consultations with workers and representatives
- A commitment of continuous improvement
- An endorsement of these policies on an executive level, either by the CEO of each subsidiary or the Construction Manager.

From these policies, the action plans for each of the subsidiaries are derived, which include:

- Definition of objectives, goals and KPIS in terms of accident rate, severity, and other relevant indicators, with proper monitoring to assess progress in these targets
- Establishment of roles and responsibilities throughout the company, including roles on an executive level for the supervising and correct implementation of these guidelines, as well as periodic meetings between the areas involved
- Carrying out inspections and visits to the works, both by internal managers and by experts from the Mutual de Seguridad
- Periodic training in the company to install a culture of care in the face of OHS risks
- Response plans for incidents or emergency situations that may occur in operations

LTIFR Contractors 2021

Subsidiaries	LTIFR
Edificaciones	4,24
Montajes Industriales	0,0
Inmobiliaria	8,38
Consolidated	1,66

Note: the subsidiaries reported on the table above represent more than 75% of our revenues. LTIFR = (Number of lost time injuries) / (Total hours worked in the accounting period) x 1'000'000

During the last 4 years (2018-2020) no fatalities have been reported in our operations or contractors, thus reflecting our efforts to enhance a culture based on safety and integrity.

This indicator has been promptly audited and certified by Mutual de Seguridad de la Cámara Chilena de la Construcción (CChC) an external organism that monitors the OHS data for each one of our subsidiaries.

Recycled Building Materials

Within its operations, Echeverría Izquierdo S.A. uses recycled steel from its contracts with AZA Sustainable Steel. The total amount purchased from this distributor represented 79,09% of the total steel consumption in 2021, please see the following table for specific quantities:

Distributor	Amount purchased (ton)
AZA	3.584,505
CAP	947,792
Total	4.532,297