

DIVERSITY, EQUITY AND INCLUSION POLICY

AT COLBUN, WE ASPIRE TO BE A LEADING COMPANY IN THE ENERGY INDUSTRY AND WE BELIEVE THAT HAVING AN ORGANIZATIONAL CULTURE THAT PROMOTES DIVERSITY, EQUITY, AND INCLUSION IS A PILLAR FOR THE ACHIEVEMENT OF OUR STRATEGY. THEREFORE, WE COMMIT TO CREATING THE CONDITIONS FOR EVERY INDIVIDUAL IN THE COMPANY TO HAVE OPPORTUNITIES FOR DEVELOPMENT AND TO UNLEASH THEIR PERSONAL AND PROFESSIONAL TALENTS AND ABILITIES AT WORK, BASED ON THEIR OWN ORIGINALITY.

THIS POLICY IS COMMUNICATED TO EMPLOYEES, CONTRACTORS, DIRECTORS, AND SUBSIDIARIES, AND THUS, ALL INDIVIDUALS AT COLBUN ARE RESPONSIBLE FOR APPLYING THE PRINCIPLES DESCRIBED BELOW.

GENERAL PRINCIPLES

- **Respect for Human Dignity and Good Treatment:** We categorically reject any transgressions against the physical, moral, and human dignity of all individuals and their fundamental rights. Integrity is one of Colbun's five values. That is why we promote respectful and kind interactions, within caring, inclusive, and non-discriminatory work environments.
- **Diversity:** We value the individuality of each person working at Colbun and believe in the value of having diverse teams in terms of race, gender, age, disability, marital status, family responsibility, association, religion, political opinion, nationality, sexual orientation, and social background. We see this as a driving force for change that enhances talent development, innovation, and greater productivity, reflecting the reality of our society with a sustainable approach.
- **Equity:** We foster that decisions impacting individuals are based on merit, trajectory, and contribution, above any other condition such as gender, race, age, social background, among others. This applies to compensation, internal development, participation, and any other processes related to individuals.
- **Inclusion:** We promote that all individuals working at Colbun contribute to strengthening a culture of inclusion, a sense of belonging, and a work environment that integrates everyone, regardless of their specific conditions, characteristics, or orientations.



- **Organizational Culture:** We encourage our leaders and all individuals working in the Company to value diverse teams, managing them based on the principles of equity, respect, good treatment, and non-discrimination. Additionally, we provide channels of communication to report transgressions to the principles described herein, which allows us to conduct relevant investigations and take disciplinary measures if necessary.
- **Universal Accessibility:** We commit to organically grow an inclusive work environment by implementing initiatives, in the form of reasonable adjustments, in our processes, infrastructure, technologies, and services accessible to all individuals.

Compliance with the principles described in this document is the responsibility of all individuals at Colbun, who also commit to actively promote this policy.

José Ignacio Escobar T.
CEO Colbún