FY 2024 Sustainability Support Document

This document supplements the information provided in Empresas Carozzi S.A. 2024 Integrated Report and focuses on responding to S&P Global's Corporate Sustainability Assessment questionnaire.

Economic & Governance dimension

Board Accountability

- Shareholder approval is required for changes in Empresas Carozzi S.A. bylaws
- The Director José Juan Llugany Rigo-Righi is the only board member with 4 or less other mandates

Succession Plans

Carozzi has a formal succession plan for the CEO position, understood as an essential practice for business continuity and sustainability. This plan seeks to ensure that, in the event of any contingency or planned transition, the company has solid alternatives in place to maintain strategic and operational stability.

The process involves identifying potential successors, mainly from within the company, considering leaders with a track record in the organization and the necessary culture knowledge, strategy, and operations. In addition, the option of evaluating external candidates is also maintained when the situation warrants it.

The definition and monitoring of the succession plan is reviewed annually by committees in which the company's president participates.

The succession plan is not limited to naming candidates, but is integrated into a broader leadership management system, ensuring that those considered as potential successors have training programs, critical experiences, and support to be prepared in case they are needed.

Board Average Tenure

The average tenure of the board of directors for the year 2024 is 16 years.

Board Industry Experience

José Juan Llugany Rigo-Righi and Gonzalo Bofill Schmidt are the board members who have experience in the food products industry.

Risk Governance

Empresas Carozzi S.A. has established a comprehensive risk governance framework based on the “three lines of defense” model, ensuring clear roles, responsibilities, and accountability across the organization for effective risk management and compliance.

- Risk Owners (First Line): Dedicated frontline employees and strategic roles (e.g., corporate managers, business unit heads) are responsible for owning and managing prioritized risks. Each key risk has an assigned risk owner, accountable for executing the defined controls and implementing the corresponding action plans.
- Risk Management and Compliance Oversight (Second Line): The second line of defense refers to the roles and functions that oversee and support risk management and internal

control, helping the first line to understand and mitigate risks. These include risk management, compliance, safety, health and safety, cybersecurity, among others.

- Independent Audit Function (Third Line): An independent internal audit unit, housed within the Corporate Controller's Office, provides independent assurance regarding the effectiveness of the company's risk management and compliance processes.

Risk Management Processes

Identification, Analysis, and Evaluation

This stage aims to identify and analyze situations and factors that may pose risks to the Company, estimating their potential impact.

Each risk must be analyzed with respect to its probability and impact in order to determine the inherent level of risk.

The first line, through the risk owner, is responsible for identifying, evaluating, and managing risks within their scope.

Risk Treatment

Treatment options include:

Transfer: Shift financial impact to a third party; does not prevent risk occurrence.

Avoid: Refrain from initiating or continuing the risk-related activity.

Mitigate: Reduce likelihood or impact via controls or action plans, keeping risk within Board-approved levels.

Accept: Make an informed decision, approved by senior management or the Board.

Residual risk is evaluated after selecting the treatment.

Monitoring and Communication

This process ensures effectiveness and continuous improvement of risk management.

It involves tracking action plans, monitoring risk and control status, and enabling timely decisions.

Clear communication fosters stakeholder understanding, supports informed decisions, and encourages active participation. Sharing relevant information and promoting awareness are key to successful risk governance.

The following two risks have been prioritized based on their inherent exposure:

Talent Selection and Retention: Classified as a high-priority risk with a semiannual probability and a critical financial impact, given its potential to affect operational efficiency and competitiveness.

Water Scarcity in Agricultural Supply: Considered an inherent high-risk factor with an annual probability and a critical financial impact, as it may compromise the availability, quality, and cost of agricultural inputs essential to production.

For financial incentives which incorporate risk management metrics, the responsible team of risk management has a variable bonus linked, among other variables, to risk management performance and the achievement of set objectives and targets. Some of these include migration to a digital platform, KPIs and tolerance defined, training and dissemination activities, among others.

Emerging Risks
As part of its risk management framework, Empresas Carozzi S.A. identifies and monitors emerging risks that could significantly impact its business model and long-term competitiveness in the medium and long term. These risks stem from structural trends—such as environmental challenges and evolving consumer expectations—that require proactive strategies to ensure business resilience and sustainability. The two most relevant emerging risks for the company are detailed below.

<u>Water Scarcity in Agricultural Supply.</u>

In the medium term, the increase of water scarcity is expected to pose a significant challenge to the availability, quality, and cost of agricultural raw materials. Climate variability, prolonged droughts, and growing competition for water resources could disrupt agricultural production and impact Carozzi's operational continuity, competitiveness, and cost structure. Although we are already seeing some effects, in the medium term we expect this to increase significantly in the region.

To mitigate this emerging risk, the company is implementing drip irrigation systems in tomato crops to optimize water use efficiency, developing and testing more resilient crop varieties such as Jaspe rice (characterized by lower water requirements), and conducting pilot programs to relocate crops to areas with lower water stress. In addition, Carozzi promotes contract farming models for tomato, durum wheat, and rice, fostering closer collaboration with local farmers to ensure a stable and sustainable supply chain.

<u>Evolution of consumer preferences toward sustainable, personalized, and healthy products.</u>
In the medium term, a rapid transformation in consumer preferences is expected, driven by generational shifts, greater access to information, and increasingly stringent labeling and sustainability regulations. This trend could reshape the structure of the food market, affecting the competitiveness and positioning of traditional brands if they do not adapt quickly to these new demands.

Mitigation actions include the periodic monitoring of consumer trends through market studies and both local and international information sources, as well as the continuous tracking of social media to identify conversations related to the brand, the market, and emerging trends. Carozzi also relies on ittools or models to anticipate shifts in consumer behavior and preferences, complemented by the ongoing monitoring of regulatory developments that could influence market dynamics.

Whistleblowing Mechanism
Complementing what is communicated in the Integrated Report, in the Code of Ethics and Conduct training courses, there is specific content that delves into how to use the reporting channel with the aim of guiding and encouraging the reporting of breaches of corporate and legal guidelines.
In addition, there is direct communication with whistleblowers through the same reporting channel, with the aim of providing information and updates on the status of the investigation process, while maintaining the protection and confidentiality of the individual.

Reporting on Breaches of the Code of Ethics and Conduct
The company had no breaches on corruption, bribery, customer privacy data, conflicts of interest, money laundering or insider trading. Therefore, there are no fines and convictions related to corruption and bribery cases.

Supplier ESG Programs

The Board of Directors and executive management are informed of and participate in overseeing the supplier management mechanisms used by the company. As part of its compliance and Crime Prevention Model, Carozzi has implemented additional controls through a supplier due diligence system. This system identifies possible legal or reputational risks related to suppliers and provides information for decision-making during tenders and contract stages.

Empresas Carozzi S.A. ensures continuous alignment between its purchasing practices and the Supplier Code of Conduct, which is periodically reviewed and made available to all suppliers through the company's supplier portal. During the tender processes, suppliers must provide all required legal and labor documentation before contracting, including employee lists, labor contracts, identity documents, and applicable certifications. Once a service is awarded, the Supplier Management area collects and validates all documentation, which is also reviewed annually by internal and external auditors.

Before onboarding a new supplier, an initial screening assesses its financial eligibility by reviewing financial statements and checking for outstanding debts or negative records. Only those who comply with Carozzi's financial, legal, and labor requirements proceed to the contracting stage. Suppliers that fail to comply are excluded until full adherence is demonstrated, ensuring alignment with the company's ethical, social, and environmental standards.

Supplier evaluations are based on weighted criteria —financial, technical, operational, legal and social factors— allowing a comprehensive assessment of performance. Preference is given to suppliers with higher overall scores, reflecting stronger ESG compliance and contributing to a responsible and sustainable supply chain.

Additionally, Carozzi provides regular training and reinforcement sessions for its procurement team to ensure consistent application of company guidelines, compliance practices, and sustainability expectations, promoting transparency and responsible sourcing across the organization.

Supplier Screening

Significant or critical suppliers are those that may pose potential legal, reputational, or operational risks to the company and must therefore be evaluated in accordance with Empresas Carozzi's internal guidelines before any business decisions are made. The identification of these suppliers may vary across procurement areas, as each division applies additional risk criteria depending on the nature of the goods or services provided. This approach ensures that higher-risk suppliers receive enhanced monitoring and are managed in alignment with the company's ethical, social, and environmental standards.

For instance, significant or critical service suppliers are primarily those operating within industrial facilities—such as maintenance, transportation, security, cleaning, or civil works. Due to the nature of their activities, these suppliers are required to fully comply with Carozzi's administrative, legal, and ESG requirements, since their operations may pose direct operational, financial, environmental, or safety risks, as well as potential regulatory impacts. The same compliance standards and requirements apply to all suppliers, regardless of whether they are classified as significant or not.

Similarly, food safety–related significant suppliers are evaluated based on their compliance with quality and food safety standards to ensure product integrity and adherence to applicable regulations. Carozzi also assesses ethical and regulatory compliance, together with financial solvency and economic stability, to ensure business continuity and mitigate supply chain risks.

In addition, Empresas Carozzi S.A. applies specific risk matrices to assess raw materials, packaging, maquilas, etc., according to the fraud potential, the country of origin, and the criticality of the supplied products. These evaluations enable the company to classify suppliers by risk level and to implement the necessary monitoring and mitigation measures when relevant. This structured and risk-based approach allows the company to safeguard product quality, business continuity, and compliance throughout its value chain.

Supplier Assessment

Empresas Carozzi S.A. conducts systematic documentary evaluations of its suppliers, particularly those identified as medium or high risk. In Food Safety Management, these reviews include certifications and supporting evidence that guarantee the safety and quality of raw materials and services. Purchasing practices are continuously improved to ensure alignment with the Supplier Code of Ethics and other procurement-specific requirements.

Each business division has supplier specialists who oversee food safety and quality, supported by a risk matrix that identifies and manages potential issues. Carozzi prioritizes suppliers certified under GFSI (Global Food Safety Initiative) standards. When certification is not available, complementary on-site or documentary audits are conducted by internal Quality teams or accredited external firms such as SGS.

For service suppliers, especially those operating within industrial facilities, on-site audits assess quality, safety, and hygiene conditions. Specialized services, such as engineering or IT, are reviewed by internal experts to ensure compliance with technical and safety standards.

All audit results are recorded in SAP, providing full traceability. Non-conformities are categorized as minor, major, or critical, and suppliers are rated (A–D). This approach promotes continuous improvement and strengthens ESG compliance across the supply chain.

Supplier Development

Empresas Carozzi S.A. promotes the continuous improvement of its suppliers through technical support, training, and benchmarking initiatives. Suppliers that receive a low score in the evaluations are either not considered in the process or are required to implement corrective action plans to remedy the deficiencies detected. The company provides direct feedback and technical guidance—both remotely and on-site—supported by information materials, guidelines, and specific training on topics such as food safety and allergen control.

The company also fosters collaboration and knowledge exchange through sectoral benchmarking sessions with private organizations and/or public institutions such as AB Chile, ChileAlimentos, Servicio Agricola y Ganadero (SAG), and the Chilean Veterinary Association. These initiatives include workshops and technical roundtables open to suppliers and industry peers, from which Empresas Carozzi S.A. shares best practices and reference tools—such as the Private Manual of Good Practices for Pet Food Production published with AB Chile.

Additionally, the company develops technical assistance programs to strengthen the ESG performance and operational capacity of key suppliers. These programs help identify and close compliance gaps, ensuring alignment with company standards and long-term sustainable partnerships. For instance, in its Pet Food Division, the company provided continuous technical support to develop a second qualified supplier of vitamin premixes, reducing dependency on a single source and ensuring supply chain resilience.

KPIs for Supplier Screening, Assessment and Development

The company has around 500 suppliers within the food safety area, of which 80 are classified as significant. All of these significant suppliers (100%) were assessed through documentary evaluations, and each received support in the implementation of corrective action plans.

Effective Tax Rate

Below, we report the tax rate (income statement) and cash tax rate (cash flow statement) for the last two years.

	FY 2023	FY 2024
Earnings before tax	$ 143.882.590.000	$ 181.041.843.000
Reported taxes	$ (33.467.975.000)	$ (45.470.168.000)
Cumulative acceptable adjustments*	$ -2.285.497.000	$ 2.224.321.000
Effective tax rate	23,26 %	25,11 %

<u>Clarification of information in our financial statements</u>

Cash taxes paid correspond to the payments made in the annual income tax return. This amount reflects an actual cash outflow, while the figures reported in the financial statements include monthly provisional payments (PPM), adjusted by any refunds or additional payments made when filing the annual tax return. Such refunds may even relate to previous fiscal years. This indicator is not used to determine the effective tax rate, as it is not directly related to the income tax expense recognized in the financial statements.

Information Security Governance

Information security governance at Empresas Carozzi S.A. is formally structured and overseen at both the Board and executive levels. At Board level, the Sustainability and Risk Management Committee is responsible for supervising matters related to information security, ensuring that associated risks, policies, and controls are effectively managed and integrated into the company's broader risk management framework. At the executive level, overall responsibility for information security rests with the Chief Information Security Officer (CISO) function, under the leadership of Cristián Águila Arce, Corporate Manager of Administration and Finance. The Head of Information Security, Mr. Claudio González Botello, reports directly to the Corporate Manager of Administration and Finance, ensuring operational implementation, monitoring, and continuous improvement of information security systems and controls across the organization.

Information Security Policy

The new Corporate Information Security Policy has been updated and simplified its content to make it more accessible and easier to understand for all employees. The policy defines the principles and guidelines to protect the company's information, ensuring its confidentiality, integrity, and availability, in alignment with ISO 27001 best practices. It also includes guidance on responsible system use, access control, incident management, data protection, remote work, and the safe and ethical use of Artificial Intelligence tools. The policy aims to strengthen Carozzi's cybersecurity culture through clearer communication and wider internal dissemination via mailing and corporate intranet. Specially, the policy includes a commitment to:

- Continuously improving information security systems
- Ensuring integrity and protection of data
- Monitoring and responding to information security threats
- Establishing individual responsibilities for information security for the entire workforce
- Establishing information security requirements for third parties

Information Security Management Programs

Empresas Carozzi S.A. has implemented a structured approach to information security management focused on prevention, monitoring, and employee awareness. The company maintains key redundancy measures, including a primary and backup data center, server virtualization platforms, and communication lines to ensure operational resilience. Information security vulnerabilities are periodically assessed through a managed process supported by a specialized cybersecurity firm. In relation to internal IT audits, Carozzi conducts regular gap analyses against Microsoft CIS controls to strengthen its infrastructure. Employees are required to follow a formal escalation process to report security incidents or suspicious activities, as outlined in the Corporate Information Security Policy and internal regulations. In addition, awareness and training programs are conducted through the dedicated platform KnowBe4, including cybersecurity and data privacy courses, internal communications, videos, and ethical phishing exercises. During the last fiscal year, no security incidents that affected the company's operations were reported.

Quality management system training

Empresas Carozzi S.A. conducts comprehensive internal training programs to strengthen employees' roles and competencies within the company's Quality and Food Safety Management System. These programs cover both general and specialized topics to ensure a deep understanding and consistent application of the company's quality standards. Training modules include general courses such as "I Commit to Food Safety", "Good Manufacturing Practices (GMP), HACCP, BRC, Allergen Management, SSOP, and Traceability", as well as specialized sessions on Internal Auditing, Non-Conformity Management, Pest Control, Chemical Handling, Product Labeling and Packaging, Sanitation, and Microbiology. Additional courses are address for Food Defense, Food Fraud, ISO Standards, Metrology, Sampling Techniques, and Traceability. Refresher and reinforcement sessions are held regularly to maintain awareness and compliance. Through these ongoing trainings, Carozzi ensures that all personnel involved in production, quality control, and support processes fully understand their responsibilities in maintaining the integrity, safety, and quality of products across all operations.

Environmental Dimension

Environmental violations
In 2024, Carozzi did not receive any sanctions related to environmental violations. Therefore, no fines were received.

Energy management programs
Empresas Carozzi S.A. has implemented a comprehensive Energy Management System (EnMS) certified under the ISO 50001 standard, which provides the framework for improving energy efficiency, monitoring performance, and fostering a culture of continuous improvement across all industrial operations.

As part of this system, independent third-party energy audits were conducted on steam systems in five of the company's seven industrial facilities. These audits identified multiple opportunities to reduce energy consumption and emissions, including estimated energy, cost, and CO_2 savings with defined payback periods. The findings informed Carozzi's quantified reduction targets and annual improvement plans.

Based on these results, the company established measurable goals, including a 2.52% annual reduction in total energy consumption from steam generation systems (2024–2026) and a 6% reduction in natural gas use at the Nos industrial complex. Performance is reviewed annually through updated audits, internal reporting, and benchmarking against these targets to ensure steady progress and corrective action where needed.

To further improve energy performance, Carozzi implements a variety of efficiency measures across its facilities. These include the modernization of boiler and steam systems, replacement of industrial lighting with LED and automatic control technologies, and automation projects that enhance operational control and reduce electricity use. The company also participates in Chile's "Giro Limpio" Program, led by the Energy Sustainability Agency (ASE), which promotes fuel efficiency and lower transport emissions through Agrozzi.

Aligned with its Environmental Policy, Carozzi promotes the use of clean and efficient energy and the transition to lower-carbon operations. Among its ongoing innovation projects are a photovoltaic parking plant at the Nos Industrial Complex (2,893 MWp, covering 5% of the site's annual energy demand), an AI-based Energy Management Software pilot targeting a 5% reduction in electricity use in the pasta plant inside the Nos Industrial Complex, and the installation of high-efficiency switched reluctance motors that reduce energy consumption by at least 15% per unit. These initiatives are designed for replication across other facilities once validated.

Employee engagement is a cornerstone of the program. For the past three years, Carozzi has provided annual energy efficiency training and awareness activities for managers, engineers, and operators. These sessions, which include evaluations to ensure knowledge retention, strengthen understanding of responsible energy use and reinforce each employee's role in achieving the company's energy and sustainability objectives.

Through this integrated approach—combining audits, quantified targets, technological innovation, clean energy investments, and employee awareness—Empresas Carozzi demonstrates a clear, systematic, and measurable commitment to reducing energy consumption and environmental impact across its operations.

Further information on the milestone developed can be found in the Carozzi 2024 Integrated Report.

Energy Management System Certificate: Valid until 2027, certified by AENOR during 2024.

Energy consumption

Total energy consumption	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Total non-renewable energy consumption	MWh	611352	629334	595346	621522
Total renewable energy consumption	MWh	188392	196785	166587	186481
Data coverage	% of production sites	100	100	100	100

Packaging commitment

Empresas Carozzi S.A. promotes packaging circularity through a comprehensive Packaging Management Program that combines material optimization, innovation, and collaboration with suppliers to reduce environmental impact and advance toward sustainable packaging solutions.

Through this program, the company continuously increases the recyclability and recycled content of its packaging, while ensuring that recyclable materials are effectively recovered and reprocessed. In 2024, Carozzi strengthened its commitment to sustainability by expanding initiatives across all business divisions - Food, Confectionery, and Pet Food - focusing on three key areas:

- Design and material optimization: Projects aimed at improving packaging recyclability and reducing material use led to a cumulative weight reduction of 889 tons between 2020 and 2024. Nearly 100% of packaging now includes the Carozzi's ecolabel which provides consumers with clear information on separation and disposal to support effective recycling. Today, 90% of the company's packaging is recyclable, and 97% of its paperboard is PEFC certified.
- Integration of recycled materials: The company works closely with suppliers to identify and test post-consumer recycled (PCR) materials that comply with food safety and performance standards. Pilot projects in secondary and tertiary packaging - such as corrugated cardboard and flexible plastics - are coordinated by the Eco-design Project Manager, ensuring consistent progress and replication across production sites.
- Collaboration and compliance: Carozzi partners with industry associations and waste management organizations to align its packaging portfolio with Chile's Extended Producer Responsibility (EPR) Law, ensuring that recyclable materials are effectively captured, sorted and reintegrated into the recycling value chain.

To sustain these efforts, Carozzi allocates dedicated R&D and operational resources for the development and validation of sustainable packaging solutions. Packaging engineers and plant teams conduct regular research trials, quality assessments, and shelf-life studies, while the Sustainability Department oversees corporate-level coordination and innovation tracking.

Together, these initiatives demonstrate a robust and integrated approach to sustainable packaging management, reinforcing Carozzi's long-term commitment to reducing virgin material use, promoting circular economy principles and supporting national recycling infrastructure.

Waste management programs

Empresas Carozzi S.A. has developed an integrated Waste Management and Circular Economy Strategy designed to minimize waste generation, promote material recovery, and ensure responsible disposal across all operations. These initiatives are guided by the company's Environmental Policy, which commits to reducing waste and identifying new ways to recover or valorize materials.

Through its Waste Management and Packaging Program, Carozzi implements continuous improvement actions focused on waste prevention, segregation at source, and circular resource use. Key initiatives include optimizing production processes to reduce raw material losses, valorizing by-products from food production, and redesigning packaging to reduce material weight.

The company has also defined quantified targets to reduce waste intensity and increase recovery rates, supported by its participation in a collective waste management system established under Chile's Extended Producer Responsibility (EPR) Law. This system defines national recycling and recovery targets for packaging waste, ensuring that materials are effectively collected, processed and reintroduced into the value chain rather than sent to landfill.

To further drive progress, Carozzi invests in innovation and employee engagement. Its corporate innovation program, "Recetas de Impacto," allocates funding and technical support for employee-led projects that generate environmental benefits. In 2024, the winning project, "Buena Tela," focused on recycling and repurposing corporate clothing—extending the life cycle of textile materials and reducing waste generation.

The company's Environmental Department, under the Materials Management Division, oversees waste management centers at all industrial complexes, ensuring proper handling of both hazardous and non-hazardous waste. This area leads training and awareness programs for employees on waste segregation, recycling, and compliance with environmental standards, reinforcing a culture of responsible waste management.

These combined efforts—integrating waste prevention, recycling, innovation, and regulatory compliance—demonstrate Carozzi's comprehensive approach to reducing landfill waste, improving resource efficiency, and advancing circular economy practices across its operations.

Waste disposal

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Total waste recycled/reused	Tonnes	74640	90501	87076	104832
Total waste disposed	Tonnes	9803	13084	9696	18063
• Waste landfilled	Tonnes	9803	11035	7772	9070
• Waste incinerated with energy recovery	Tonnes	0	2049	1924	8993
Data coverage	% of production sites	85	85	85	85

Food loss & waste commitment

Empresas Carozzi S.A. has established a comprehensive approach to measuring, managing, and reducing food loss and waste across its operations, fully aligned with its circular economy and zero-waste strategy.

The company's Environmental Department, under the Materials Management Division, oversees waste management activities and operates independently from production areas. This department ensures that all waste —including food-related materials— is handled exclusively by authorized waste management companies and reported to Chile's National Waste Declaration System (SINADER), guaranteeing full traceability and regulatory compliance.

Food losses generated in production, such as raw materials or finished products unsuitable for sale or consumption, are systematically quantified, classified, and valorized. Materials identified as "unsuitable for consumption or processing" are primarily repurposed to produce animal feed supplements, while products nearing expiration but still suitable for consumption are donated through certified foundations, avoiding unnecessary disposal and generating social value.

To further reduce losses, Carozzi integrates efficiency and innovation into its operations. Process optimization, technological upgrades, and quality controls minimize production waste, while improved commercial and production planning with clients and distributors helps align supply and demand, preventing food surpluses across the value chain.

Carozzi has also set a measurable group-wide goal of achieving zero waste to landfill by 2030. Currently, 95% of food-related waste is prevented from reaching landfills through prevention, reuse, valorization, and donation initiatives. Progress toward this goal is monitored internally and verified through SINADER declarations.

The company promotes collaboration with suppliers, waste managers, and industry partners to strengthen recovery systems and compliance with Chile's Extended Producer Responsibility (EPR) Law, ensuring that recyclable and recoverable materials are effectively reintroduced into the production cycle.

Through these integrated efforts—combining measurement, prevention, innovation, and collaboration— Carozzi demonstrates a measurable and transparent commitment to minimizing food loss and waste while advancing toward a fully circular, zero-waste operation by 2030.

Food loss & waste impact

Food loss & waste	Unit	FY 2021	FY 2022	FY 2023	FY 2024
A) Total weight of all food loss & waste	Tonnes	191	139	361	682
B) Total weight of food loss & waste volumes used for alternative purposes	Tonnes	191	139	361	682

Total food loss & waste discarded	Tonnes	0	0	0	0
Data coverage	% of food volume	85	85	85	85

Water efficiency management programs

Empresas Carozzi S.A. manages water as a critical resource for sustainable production, implementing a comprehensive program that integrates monitoring, efficiency, reuse, and awareness across all industrial operations.

Each industrial complex carries out semiannual water review meetings by division, where environmental and engineering teams analyze historical consumption, process balances, performance indicators, efficiency targets, and action plans. These evaluations, supported by internal metering and plant-level dashboards, enable the identification of areas with higher consumption and opportunities for efficiency improvements. Detailed water balances are developed for each plant, such as Nos, Victoria, Beverages & Desserts, and Pasta, mapping specific uses like osmosis, cooling, sanitation, and cleaning to guide optimization measures.

Carozzi has implemented multiple measures to improve water efficiency, including the installation of new internal meters and control systems for accurate monitoring, the incorporation of frequency converters in osmosis plants to reduce rejected water by up to 38%, and the use of closed-loop recirculation systems in cooling circuits to lower water use in packaging lines. Manual tote washing was replaced by high-pressure hydro-cleaners, achieving approximately 60% water savings. Additionally, the company promotes best practices through awareness initiatives such as the annual Water Awareness Fair, conducted at the Nos industrial complex to foster a culture of responsible water use.

Continuous monitoring and control of effluent quality ensure compliance with national environmental standards before discharge into treatment systems. Process optimization projects—such as reducing osmosis reject water, implementing closed-loop cooling systems, and improving cleaning-in-place (CIP) operations—minimize contaminant loads and enhance wastewater quality. Carozzi also operates on-site chlorination systems and RILES (industrial liquid waste) treatment units in key facilities to ensure environmentally responsible water management.

The company has established measurable water reduction targets across its operations. Each plant defines annual goals based on specific consumption indicators, such as liters per ton produced or cubic meters per employee. For example, the Victoria plant aims to reduce water consumption for sanitation and process uses by 5% in 2025 compared to 2024. These goals are tracked through internal monitoring tools and validated during biannual division meetings.

Carozzi also applies water recovery and reuse technologies in several processes, including the reutilization of osmosis reject water, recirculated cooling water for Tetrapak equipment, and recovery of cleaning water for secondary uses. These initiatives have reduced freshwater withdrawals and promoted the circular use of water within operations.

Finally, the company fosters a strong culture of water responsibility among employees. The Environmental Department provides training and awareness programs focused on efficient water use, process optimization, and operational control. Activities such as the Water Awareness Fair and technical talks on water supply systems and consumption data empower employees to contribute actively to water conservation and continuous improvement.

Through these combined initiatives—spanning assessment, efficiency measures, wastewater management, reuse, target setting, and awareness—Carozzi demonstrates a structured and measurable approach to reducing water consumption, improving water quality, and fostering a culture of responsible water use across all operations.

Water consumption

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
A) Water withdrawal	Million cubic meters	3.93	4.34	3.64	3.8
B) Water discharge	Million cubic meters	3.59	4.06	2.97	3.6
Total net freshwater consumption (A-B)	Million cubic meters	0.34	0.30	0.67	0.2
Data coverage	% of production	100	100	100	100

Water consumption in water-stressed areas

	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Total net freshwater consumption in water-stressed areas	Million cubic meters	0.12	0.11	0.13	0.13
Data coverage	% of revenues	100	100	100	100

Business Impacts of Water Related Incidents

In 2024, Carozzi experienced no business impacts resulting from water-related incidents.

Water Risk Management Programs

Empresas Carozzi S.A. integrates water-related risks into its corporate risk management framework, addressing both dependency and impact-related risks, as well as potential regulatory changes at the local level.

From an operational perspective, Carozzi identifies water as a critical dependency risk, given its essential role in food manufacturing processes. The company regularly assesses the availability and reliability of water supply and has established preventive controls to mitigate potential service interruptions. These include the installation of water storage tanks, continuous monitoring of aquifer levels and well yields, and the measurement of groundwater availability in facilities that rely on local extraction.

Within its value chain, Carozzi also evaluates water-related impact risks, particularly those associated with agricultural supply in water-scarce regions. Scarcity in agricultural zones could affect the quantity, quality, and cost of key crops, potentially impacting production continuity and competitiveness. To mitigate these risks, the company implements technical and financial support programs for its contracted farmers, including design, financing, and training for drip irrigation systems, which achieve 50% water savings and 95% irrigation efficiency. Currently, 90% of the 4,500 hectares of tomato crops, grown by Carozzi's agricultural suppliers are managed under drip irrigation systems, and similar support is provided for wheat and rice contract farming.

In addition, Carozzi promotes circular water management in its operations. At the Teno plant, 50% of treated water is reused internally, while the remaining 50% is discharged into an irrigation canal used by local farmers to water approximately 400 hectares of crops, supporting regional water availability and community resilience. The company also continuously improves the treatment and reuse of industrial liquid waste (RILES) to ensure compliance with national environmental regulations and to minimize impacts on surrounding ecosystems.

To anticipate and manage potential regulatory changes, Carozzi's Legal Department maintains preventive controls and monitoring mechanisms. These include ongoing regulatory tracking in collaboration with legal advisors and industry associations, as well as periodic meetings with external counsel to review upcoming legislative trends and evaluate potential operational impacts.

Through this integrated approach—encompassing operational dependency management, value chain resilience, wastewater reuse, and regulatory monitoring—Carozzi demonstrates a proactive and data-driven Water Risk Management Program that ensures long-term business continuity, compliance, and resource sustainability.

Exposure of Suppliers to Water Risks

To assess the exposure of suppliers to water-related risks, Empresas Carozzi S.A. followed the methodology recommended by S&P Global, combining public data from the World Resources Institute (WRI) Aqueduct Water Risk Atlas with the qualitative information disclosed in the company's Integrated Report 2024 (see page 126 on the Report).

Based on this approach, Carozzi evaluated the geographic distribution of its main agricultural and raw material suppliers to determine their exposure to Baseline Water Stress and other hydrological risk indicators. The analysis identified that several key agricultural sourcing areas—particularly those linked to tomato and maize—are in regions classified as High or Extremely High-water risk according to Aqueduct data.

This information, together with the company's supplier management and support programs described in the Integrated Report, was used to construct the table below, detailing the percentage of suppliers exposed to water stress and the associated mitigation measures implemented by Carozzi.

Water Risks Management of Suppliers

- **Risks related to the quantity and quality of water:** In the context of climate change, water scarcity has become a central challenge for agriculture, particularly for industrial tomato crops, which are a key input for Carozzi's agro-industrial production. Through Agrozzi, the company promotes drip irrigation systems as a sustainable and long-term solution to reduce water dependency. Carozzi supports its farmers with the design, financing, and technical training for the implementation of these systems, achieving 50% water savings and 95% irrigation efficiency. This initiative has increased average yields from 65 to 95 tons per hectare, improving productivity and competitiveness while reducing pressure on local water resources. In addition, Carozzi collaborates with producers to test and implement seed varieties with lower water requirements, and on the adoption of more drought-resilient seed strains, further enhancing supply chain resilience to water stress.

- **Risks related to regulatory changes or changes in pricing structures:** Carozzi actively manages risks associated with potential regulatory or pricing changes in water use through continuous monitoring and engagement mechanisms. The company maintains a regulatory inventory managed by the Compliance and Legal Department, which identifies updates and emerging laws that may affect the local industry. This process includes internal and external follow-up, collaboration with industry associations, and regular consultation with legal advisors to anticipate and adapt to new requirements.

- **Risks related to stakeholder conflicts:** Agrozzi provides technical workshops and support to farmers on efficient irrigation and water conservation, reinforcing trust and cooperation. At the same time, initiatives such as the reuse of treated water from the Teno plant, where 50% of the treated water is reused internally and the remaining 50% is diverted to an irrigation canal serving 400 hectares of nearby farmland, help foster positive relationships with neighboring agricultural communities. These actions support the sustainable, equitable use of shared water resources.

Direct GHG Emissions (Scope 1)

Direct GHG emissions Scope 1	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Total direct GHG emissions (Scope 1)	Tonnes CO2eq	139330	146004	137374	137944
Data coverage	% of production	100	100	100	100

Indirect GHG Emissions (Scope 2)

Indirect GHG emissions Scope 2	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Location-based	Tonnes CO2eq	69207	58375	56253	61431
Data coverage	% of production	100	100	100	100
Market-based	Tonnes CO2eq	8961	9269	9149	9247
Data coverage	% of production	100	100	100	100

Climate governance

The Sustainability and Risk Committee provides strategic oversight of Carozzi's sustainability and risk agenda, including topics related to the environment and climate change. The Committee is composed of three Board Directors—two representing Empresas Carozzi S.A. and one representing Carozzi S.A.—along with senior executives from key corporate areas such as Operations, Sustainability, Finance, Procurement, and Risk Management.

The Committee meets four times per year to review the company's Sustainability, Stakeholders Engagement, and Risk Strategy, which is approved by the Board of Directors. Among the subjects discussed are environmental performance, carbon and water footprints, and risk analyses, including those related to climate change impacts on operations and supply chains.

The Committee receives periodic updates on emission reduction progress and initiatives from the Corporate Sustainability and Risk Management teams, including updates on the company's performance towards emission reduction goals. These updates allows the Committee and the Board to remain informed of key developments and potential exposures, ensuring that climate-related issues are considered in the company's broader risk oversight and strategic planning processes.

At the management level, climate-related risks and opportunities are overseen by the Corporate Manager of Sustainability and Marketing, who is responsible for coordinating sustainability and environmental initiatives across all business divisions. This position ensures the integration of climate risk considerations into operational decision-making, monitoring progress on emissions reduction, water management, and adaptation initiatives, and reporting results to senior management and the Sustainability and Risk Committee.

Together, this structure ensures that climate-related issues are addressed both strategically and operationally, reflecting a shared responsibility between the Board and management to support Carozzi's long-term sustainability objectives.

TCFD disclosure

Empresas Carozzi S.A. has committed to developing and implementing the TCFD framework by 2026 or later, aiming to strengthen its management and disclosure of climate-related risks and opportunities in line with international best practices.

Climate risk management

Empresas Carozzi S.A. has integrated climate-related risks into its corporate risk management framework, ensuring that both direct and value-chain exposures are identified and assessed within the company's overall risk processes. The analysis includes regulatory and legal risks, covering both emerging and existing climate-related regulations, which are monitored through ongoing review of current and potential future legislation in collaboration with legal advisors and industry associations.

Carozzi also evaluates chronic physical risks, particularly those related to water scarcity in agricultural supply areas, which could affect the availability and cost of key raw materials. These risks are assessed across Carozzi's own operations and upstream suppliers and are considered under short- and medium-term time horizons to guide adaptation measures and ensure business continuity.

This integrated approach allows Carozzi to anticipate regulatory shifts, manage resource constraints, and strengthen resilience throughout its operations and supply chain in the context of a changing climate

Financial risks of climate change

- Risks driven by changes in regulation:
  Carozzi faces a significant regulatory risk related to potential changes in carbon pricing schemes in the jurisdictions where it operates, particularly in Chile. The country currently applies carbon tax (Law No. 20.780) to stationary emission sources, which already applies to the company. However, the Chilean Government is advancing a legislative project to reform the mechanism toward a "cap-and-tax" system, increasing the tax rate and expanding the scope to additional industries. These regulatory developments could raise

compliance costs and increase operating expenses associated with fuel use and industrial emissions, directly impacting production costs and competitiveness.

Carozzi´s Legal Department maintains a regulatory inventory and monitoring system that identifies current and emerging laws that may affect the company's operations, with continuous follow-up conducted through external legal advisors and industry associations.
In addition, Carozzi has established a carbon reduction target to 2030, supported by multiple initiatives to improve energy efficiency and reduce emissions intensity in production processes. Key measures include the implementation of an ISO 50001-certified Energy Management System, energy audits across industrial facilities, and projects promoting clean technologies, such as photovoltaic installations and optimization of steam generation systems. These initiatives aim to mitigate financial exposure to future carbon pricing increases by reducing the company's overall emissions footprint and energy consumption.

- Risks driven by change in physical climate parameters: Carozzi faces a chronic physical climate risk related to increasing water scarcity and changing rainfall patterns in central and southern Chile, regions where its main agricultural suppliers operate. Climate change has intensified droughts and reduced water availability, directly threatening the production of key raw materials such as industrial tomatoes, rice, and wheat, which are essential inputs for the company's agro-industrial processes. The reduction in water availability may lead to lower yields, higher procurement costs, and potential supply chain disruptions, thereby impacting production continuity and competitiveness.
  These risks are expected to persist and potentially intensify in the short- to medium-term horizon, as climate variability continues to increase in agricultural regions critical to Carozzi's supply base.
  To manage these risks, Carozzi integrates physical climate risks into its corporate and supply chain risk management framework, monitoring both operational and upstream agricultural exposure. Through Agrozzi, the company supports more than 4,500 hectares of contracted tomato cultivation using drip irrigation systems, improving resilience to drought conditions. Carozzi also promotes the development and testing of more drought-tolerant seeds and provides technical and financial assistance to farmers for the implementation of modern irrigation technologies and water management practices.
  In its operations, Carozzi applies water reuse and recycling systems to reduce dependence on freshwater withdrawals. The company also continuously improves the treatment of industrial liquid waste (RILES) to ensure compliance and reduce environmental impact.
  This integrated approach—combining agricultural adaptation, technological innovation, and water reuse—strengthens Carozzi's resilience to the physical impacts of climate change and supports long-term operational continuity.

Financial opportunities arising from climate change
Climate change also presents opportunities for innovation and efficiency within Carozzi's operations and supply chain. The company is developing climate-resilient agricultural practices, particularly in crops highly exposed to water stress, such as rice and tomatoes. Through research and collaboration with local farmers, Carozzi—via Agrozzi—is testing and promoting rice varieties that require significantly less water while maintaining high yields, thereby improving resource efficiency and climate resilience in agricultural sourcing.

Similarly, the company continues to expand the use of drip irrigation systems across its contract farming operations, achieving up to 50% water savings and 95% irrigation efficiency, while supporting farmers with financing, training, and technical assistance. These initiatives not only reduce exposure to water-related risks but also enhance long-term competitiveness and supply chain sustainability, representing a tangible climate-related opportunity for innovation and value creation.

Internal carbon pricing

Within Empresas Carozzi, Agrozzi has implemented an internal carbon price equivalent to USD 5 per ton of CO_2e. (4700 CLP per ton of CO_2e), in line with Chile's Law No. 20.780, whichsets the national carbon tax at this level.

This mechanism is applied as a shadow price for the evaluation of selected investment projects, aiming to incorporate the potential cost of carbon emissions into decision-making. The internal carbon price covers both Scope 1 and Scope 2 emissions and serves two main objectives: to conduct cost-benefit analyses and to drive low-carbon investments.

Currently, its use is limited to specific decisions within Agrozzi's operations, providing a reference framework to assess the financial implications of carbon in future projects and to support the company's broader decarbonization strategy.

Social Dimension

Labor Practices Commitment

Our commitment to respecting labor rights extends across our own operations, contractors, and business partners. This principle is embedded in our Internal Regulations, which promote fair, equitable, and transparent practices that safeguard the dignity and well-being of all workers.

- **Payment of a Living Wage:** Each position at Carozzi is classified according to a methodology that considers responsibility, required experience, and the impact of the role. Salary bands are defined based on independent market data, ensuring fair and competitive compensation. Progression within each band depends on performance evaluations, in accordance with our Compensation Policy.
- **Avoiding or Reducing Overtime and Excessive Working Hours:** Carozzi complies with labor legislation that limits the regular working schedule to a maximum of 44 hours per week (According to applicable law, it will be 42 hours in April 2026 and will finally reach 40 hours in April 2028). Through electronic attendance systems and periodic reporting, we monitor compliance and promote a healthy balance between work and personal life, ensuring that overtime occurs only when strictly necessary and duly authorized.
- **Setting Maximum Working Hours:** In line with legal requirements and best practices, Carozzi enforces a maximum regular working week of 44 hours (According to applicable law, it will be 42 hours in April 2026 and will finally reach 40 hours in April 2028). Managers are responsible for supervising attendance and working hours, ensuring that schedules respect the health, safety, and well-being of employees while maintaining operational efficiency.
- **Payment for Annual Leave:** Carozzi guarantees the full payment of salaries during vacation periods, as established by labor law. The company encourages all employees to take their annual leave as an essential element for rest, well-being, and productivity, with proper planning to ensure business continuity.
- **Equal Remuneration for Men and Women:** At Carozzi, no salary distinctions are made based on gender, status, or any other non-objective factor. Compensation decisions are based solely on merit, experience, performance, and role responsibilities, reaffirming our commitment to equity and inclusion.

Labor Practices Programs

At Carozzi, we have established structured programs and procedures to effectively manage our labor practices and ensure fair, safe, and equitable working conditions.

- Ensuring Payment for Overtime Work: Carozzi has established a formal procedure for recording, authorizing, and paying overtime hours. Each Area Manager is responsible for approving additional work in line with operational needs and labor legislation. This process ensures transparency, proper registration in the system, and timely compensation for all overtime performed.
- Maintaining Regular Engagement with Employee Representatives: We sustain a continuous and constructive dialogue with employee representatives through regular meetings with the company's labor unions. These instances enable the discussion of working conditions, health and safety matters, and employee well-being initiatives, fostering mutual trust and collaboration across all levels of the organization.
- Monitoring the Gender Pay Gap and Ensuring Pay Equity: Carozzi conducts annual assessments to monitor the gender pay gap. These analyses ensure that compensation

decisions remain objective and based solely on merit, experience, and performance, reaffirming our commitment to equity and non-discrimination.

- Expanding Social Protection Beyond Public Programs: In addition to mandatory public systems, Carozzi provides employees with complementary benefits, including life, health, and catastrophic insurance. These measures reflect our commitment to strengthening employee well-being and providing comprehensive social protection for our workforce and their families.
- Ensuring Employees Take Their Paid Annual Leave: We actively promote the use of annual paid leave as a key element of work-life balance and well-being. Vacation days are systematically tracked and managed through internal systems to ensure their correct registration, approval, and payment in compliance with labor requirements.
- Providing Training in Response to Industrial or Climate-Related Changes: In light of industrial or environmental transitions, Carozzi implements targeted training programs for the areas affected. These initiatives support employee adaptation, enhance technical skills, and strengthen the company's resilience to future challenges.

Discrimination & Harassment
Carozzi has a Code of Ethics and Conduct that serves as a guiding framework for behavior both within and outside the organization, particularly in interactions with clients, suppliers, authorities, the community, and the environment. This code establishes the principles of respect, integrity, and fair treatment that underpin all workplace relationships.

According to our Internal Regulations, the company may adopt corrective measures aimed at preventing and controlling risks identified during investigations of reported incidents, such as Discriminatory Behavior, Harassment or Human Rights violations. These measures may apply both to the parties involved and to other employees when necessary to maintain a safe and respectful work environment.

In addition, remedial measures may be applied, such as the physical separation of the parties involved, adjustment of working hours, reassignment to different roles, training or leadership coaching, and psychological support, among others.

If it is proven that a complaint was made in bad faith with the intent to harm another person's reputation, the company will apply the corresponding sanctions established by law and internal regulations.

Human Rights Commitment
Empresas Carozzi S.A. has established a new Fundamental Rights Policy, aimed at defining the principles, commitments, and institutional responsibilities that guide the company's management approach to fundamental rights. This policy aligns Carozzi's actions with recognized international principles,standards and good business practices, ensuring coherence with the company's existing definitions and policies on ethics, stakeholder relations, labor conditions, the environment, and other key areas. Te scope of the policy is Empresas Carozzi S.A**.** and its subsidiaries, subject to the specific regulations in force in each country where the company operates.

In this commitment, Carozzi promotes and respects the following rights:Prohibition of cruel, degrading, violent, or abusive treatment, as well as workplace or sexual harassment.

- Prohibition of child labor, forced labor, or any form of slavery.
- Non-discrimination based on gender, age, ethnicity, nationality, religion, disability, sexual orientation, marital status, political opinion, or any other condition.
- Right to equal opportunities and conditions for equal work.
- Freedom of association and the right to collective bargaining.
- Right to rest and to a work-life balance.
- Right to privacy and the protection of personal data.
- Right to safe and healthy working environments.
- Prohibition of acts of corruption.

The company provides all stakeholders with **confidential and secure reporting channels** to report any actions or behaviors that violate this Policy, available at www.carozzicorp.com/linea-etica/. Carozzi **strictly prohibits any form of retaliation** against individuals who make good-faith reports, whether directly or indirectly.

Human Rights Due Dilligence Process and Assessment
The Company considers a Due Diligence process that enables it to identify and assess risks related to Fundamental Rights, incorporating the identified gaps and corresponding action plans for their remediation into its risk management system.

In addition to the above, Empresas Carozzi S.A. has a formal and structured risk management process that constitutes the foundation of its human right's due diligence. The process is led by the Sustainability and Risk Committee, which annually identifies, evaluates, and prioritizes the company's main risks, including those with potential human rights impacts, following the ISO 31000 and COSO ERM standards. The results are submitted for approval by the Board of Directors and integrated into the company's strategic and operational planning.

Through its enterprise risk assessment, Carozzi identifies and evaluates risks that may affect human rights across its operations and value chain. The company's Integrated Report 2024 lists several risks directly linked to human rights, such as:

- Environmental damage and its effects on neighboring communities.
- Conflicts with local communities and stakeholder groups.
- Health and safety of people, including employees and contractors.
- Labor disruptions related to working conditions.
- Contaminated or low-quality products that may affect consumer health.
- Water scarcity in agricultural sourcing, impacting the right to water and rural livelihoods.

Risks are assessed according to probability and magnitude, and mapped at strategic, operational, and social levels. 100% of our operations have been evaluated, identifying 6 of the 16 risks related to human rights (37.5%), all of which have mitigation plans in place.

Human Rights Mitigation and Remediation
The results of the analysis are incorporated into sustainability and risk work plans, which are approved by the Board of Directors and integrated into the Company's strategic and operational planning. Roles and responsibilities are clearly defined between the Board of Directors, General Management, and the various corporate management teams.

For prioritized risks, Carozzi develops mitigation and control actions that include occupational health and safety programs, environmental management, and community relations, as well as the promotion of sustainable agricultural practices in its supply chain. Likewise, the Code of Ethics and the ethics hotline allow for receipt, investigation, and handling of complaints related to potential violations, guaranteeing confidentiality and protection against retaliation.

The risk management process includes periodic monitoring of the implementation and effectiveness of controls, with reports submitted to the Sustainability and Risk Committee and subsequently to the Board of Directors. In addition, Carozzi conducts an annual conflict of interest survey and has a crime prevention model updated in accordance with Law 21,595 on economic and environmental crimes, which reinforces the continuous monitoring of ethical conduct and regulatory compliance.
As described above, Empresas Carozzi S.A implemented mitigating actions in 100% of the operating centers, supported by prevention and mitigation measures. To date no violations have been recorded in this area, considering the business risk analysis matrix, review of the ethics hotline, materiality analysis, among other inputs.

Training & Development Inputs
During 2024, Empresas Carozzi S.A. continued to strengthen its commitment to employee training and development through a robust training program. A total of 6.321 training activities were carried out, reaching 167.142 total training hours during the year.

In terms of coverage, 7.360 employees participated in learning activities, representing 93% of the total workforce. This high level of participation demonstrates the company's ongoing efforts to promote the professional and personal growth of its teams, fostering a culture of continuous learning.

Of the total number of trained employees, 3.236 were women and 4.169 were men, equivalent to 90.1% of the female workforce and 96.1% of the male workforce. These results reflect an equitable and consistent approach to employee training and development.

On average, each employee receives 21.1 hours of training during the year. The average number of hours by gender reached 17.7 hours for women and 23.9 hours for men, showing a differentiated approach adapted to the diverse areas and responsibilities across the organization.

Training Investment by modality

Investment by modality	OTIC Cost (CLP)	Company Cost (CLP)
Distance Learning	$212.191.172	$57.8484.266
E-Learning	$361.291.449	$290.727.404
Hybrid	-	$6.498.454
In- Person	$227.945.649	$280.004.953

Employee Development, Mentorship, Inclusion, and Well-being Programs

Empresas Carozzi S.A. promotes the comprehensive development of its employees through structured programs that strengthen leadership, knowledge transfer, diversity, and organizational well-being.

The **Carozzi Leadership Academy** aims to train leaders capable of driving organizational change and facing new challenges, aligned with the company's culture and leadership style. The programs are designed for different management levels — from supervisors to senior executives — and include modules on personal leadership, team management, effective communication, feedback, and a high-performance culture.

In addition, the academy integrates **coaching processes** within its programs (such as the "Emerging Leaders" program), while specific individual needs are addressed by the **Consulting and Interventions Department**, which designs tailored processes together with external consultants and requesting managers.

In terms of **mentorship**, Carozzi has implemented a **Mentorship Program** aimed at preserving and transferring operational knowledge within its production plants. During 2024, **eight active mentors** participated in this initiative across the beverages and desserts, pasta, cereals, and rice and premixes divisions, completing an **80-hour training program**.

Carozzi also promotes **diversity and inclusion of education** through its **Inclusion Program**, based on a diagnostic assessment and a continuous training plan. The program includes in-person learning sessions through a mobile classroom for plant employees and e-learning modules for professional and corporate staff. Additionally, all new hires receive an induction on the importance of diversity and inclusion, along with key milestones that reinforce these values throughout the organization.

Through the **Quality of Life and Well-being Department**, Carozzi implemented several initiatives in 2024 to promote employees' physical, mental, and financial health. Highlights include:

- **Well-being Monitors Program**, where 14 employees were trained to provide emotional support and foster a positive work climate within their teams.
- **Financial Health Plan**, developed in partnership with Grey Capital, offering free one-on-one financial advisory sessions and educational talks on saving, budgeting, and economic well-being.
- **National Physical and Mental Health Program**, with in-person and online talks and webinars on physical health, mental well-being, and self-care.
- **Carozzi Well-being Week 2024**, held nationwide, features preventive health check-ups, sports and recreational activities, and well-being and self-care workshops. More than **600 employees** participated across the company's industrial plants and offices.

Additionally, Carozzi implemented the **"My Future" Program**, developed in collaboration with the **Partamos Por Casa Foundation**, to support employees approaching retirement. The program was conducted in two stages: the first, in 2024, provided pension guidance through advisors from Caja 18; and the second, in 2025, delivered the **"My Future" workshop** to **41 employees** from the Nos and Reñaca plants. Over **18 sessions of two hours each**, participants explored key topics for projecting their future, setting personal goals, and approaching this new life stage with confidence and purpose.

These initiatives reflect Carozzi's ongoing commitment to the professional and personal development of its employees, fostering a culture grounded in positive leadership, diversity, continuous learning, and holistic well-being.

Hiring

	FY 2021	FY 2022	FY 2023	FY 2024
Total number of employees hires	3523	4435	3018	3308
Percentage of open positions filed by internal candidates (internal hires)	11.4	13.7	14	-

Type of performance appraisal

Every year, Carozzi assesses the adherence and alignment of our employees to the organizational culture, evaluating key aspects such as values, leadership, and strategic competencies. This process reflects the company's conviction that its organizational culture is one of its main competitive advantages.

Carozzi places great importance on ensuring that all employees embody the company's values in their daily actions and teamwork, acting consistently with its purpose of doing things well so that everyone can share and enjoy in a better environment.

Trend of Employee Wellbeing

In 2024, Empresas Carozzi S.A. 5,845 employees participated in the engagement survey conducted during the year, representing a 97.1% response rate. This internally developed tool assesses employees' perceptions across four key dimensions: work, team, leadership, and company, and also job satisfaction and purpose. The survey consists of 42 questions structured under a simple Likert scale ranging from 1 to 4, enabling a clear and comparable measurement of employee engagement.

The 2024 results show that 88% of employees achieved a top level of engagement, meeting the company's target of 88% for the year. These outcomes reflect the strong organizational culture and continuous efforts to foster a positive and motivating work environment across all areas of the company.

Although the work-related stress factor is not directly evaluated in this engagement survey, Carozzi addresses this aspect through the CEAL Survey, an instrument that forms part of the psychosocial risk assessment process. This survey includes 12 dimensions and 88 questions, and its implementation is legally mandated, in accordance with the guidelines established by the Superintendence of Social Security (SUSESO).

Employee Turnover Rate

Carozzi's total turnover rate is 1.7%, and the voluntary turnover rate is 0.7%, calculated as a percentage of the total number of employees. The information covers 100% of the company's workforce (FTEs) across all operations.

	FY 2023	FY 2024
Total turnover rate	2.9	1,7
Voluntary turnover rate	1.2	0,7
Information coverage (as % of total global FTEs)	97	100

The turnover data are disaggregated by age group and managerial level, ensuring comprehensive visibility of workforce dynamics. All calculations are performed in accordance with internal methodologies and reporting procedures that define the indicators and ensure consistency and accuracy in data collection.

Long Term Incentives for Employees

At Empresas Carozzi S.A., we are committed to aligning our people's performance with the company's long-term success.

We offer a Long-Term Incentive Program (LTIP) that rewards the sustained contribution of key employees to Carozzi's financial and operational performance. The program is paid annually, based on results from the previous fiscal year, and is designed to foster engagement, retention, and alignment with the company's long-term vision.

Employee Support Programs

In relation to the special measures implemented to promote employee health and well-being, Carozzi has developed several employee support programs across three key areas: employee benefits, working conditions, and family-related benefits.

<u>1. Employee Benefits</u>

Workplace Stress Management: Carozzi has implemented initiatives under its Corporate Well-being Program, focusing on promoting healthy habits, stress prevention, and work-life balance:

- Active Breaks and 5x30 Program: Active breaks are conducted in offices and production plants to promote movement and physical activity during the workday. The 5x30 Program encourages employees to engage in 30 minutes of exercise during lunch breaks, five times per week.
- Stress Management and Well-being Training: Through workshops and expert-led sessions, Carozzi promotes emotional health and mental well-being.
- Well-being Monitors Workshop: Implemented since 2024, this program trains selected employees to provide emotional support within their teams and foster a positive work climate. Participants are nominated by their leaders for demonstrating empathy, teamwork, and commitment to organizational well-being.
- Talks and Webinars with Experts: As part of initiatives such as "Well-being Week" and "Mental Health Week," Carozzi organizes in-person and online sessions on stress management, mindfulness, and self-care, conducted by recognized specialists.

<u>2. Working Conditions</u>

Carozzi provides flexible work arrangements aimed at improving employees' quality of life and adaptability to personal circumstances:

- Partial Remote Work: A hybrid work model combining remote and in-person work is available for roles where the nature of the position allows it, as specified in individual employment contracts.
- Flexible Working Hours: Employees with administrative schedules may choose their start time within a 30-minute flexibility window, completing their daily working hours accordingly.

3. Family-Related Benefits

Carozzi provides multiple benefits and support measures to facilitate work-life balance and family care responsibilities:

- Flexible Breastfeeding Options: Female employees may choose among three modalities for using the legally mandated breastfeeding hour.
- Nursery Allowance: A monthly allowance is provided, the amount of which is determined in collective bargaining agreements. If a child cannot attend a nursery for health reasons, a specific allowance is granted based on company policy.
- External Nursery Agreements: The company maintains agreements with nurseries located near industrial and production centers.
- Lactation Room: The Nos industrial complex includes a private, hygienic, and comfortable space for milk expression and storage.
- Adjusted Work Shifts: Female employees with children under two years of age may switch from rotating shifts to fixed morning or administrative schedules, while retaining their night-shift premium.
- Paid Leave for Child Medical Appointments: Employees are granted half-day paid leave to attend medical checkups for children under two years old, without affecting attendance bonuses.

4. Parental Leave

- For the Primary Caregiver: Carozzi grants the full statutory maternity leave of 12 weeks (84 days). Maternity medical leave payments are covered above the legal taxable ceiling.
- For the Non-Primary Caregiver: The company also provides the statutory 12-week paternity leave available under Chilean law, if requested by the father.

5. Additional Paid Family Care Leave

- Accident, Hospitalization, or Surgery of a Child under 24: Up to three days of paid leave may be granted upon submission of medical documentation and social worker evaluation. For children with disabilities, there is no age limit.
- Medical Care for Children with Disabilities or Serious Illness: Employees may request paid leave (in hours) to attend medical appointments related to a certified disability or catastrophic illness, subject to documentation and social assessment.

OHS Programs

Empresas Carozzi S.A. applies a comprehensive Occupational Health and Safety (OHS) management approach guided by the principles of ISO 45001, which serves as a reference framework for its strategy and continuous improvement. The company regularly conducts internal inspections and thorough risk and hazard assessments to identify potential sources of harm in the workplace. Based on these assessments, action plans are prioritized and integrated with measurable targets to effectively mitigate risks and strengthen the safety culture across all operations.

These plans also include measures to prepare for and respond to emergency situations, ensuring operational continuity and employee protection. Progress in reducing and preventing occupational health and safety issues is periodically evaluated against established goals, and the results are used to update programs and preventive controls. In the event of work-related injuries, illnesses, or incidents, formal investigation procedures are implemented to identify root causes and define corrective and preventive actions.

Additionally, OHS criteria are included in the internal inspection processes of contractors, ensuring that external partners meet Carozzi's safety standards and operational practices. To further promote a preventive culture, the company provides regular OHS training to employees and relevant third parties, raising awareness and reducing occupational health and safety risks across all sites.

Fatalities

Carozzi has not recorded any work-related fatalities in the past four years.

Lost-Time Injury Frequency Rate (LTIFR) – Employees

Employees	Unit	FY 2021	FY 2022	FY 2023	FY 2024
LTIFR	Lost time injuries / 1 million hours worked	13.15	13.18	10.49	12.43
Data coverage	% of Operations	78	78	78	78

Lost-Time Injury Frequency Rate (LTIFR) - Contractors

Contractors	Unit	FY 2022	FY 2023	FY 2024
LTIFR	Lost time injuries / 1 million hours worked	20.72	13.16	13.31
Data coverage	% of Operations	78	78	78

Health & Nutrition Commitment

Empresas Carozzi S.A. is committed to improving the health and nutrition profile of its products, ensuring that consumers have access to affordable, nutritious, and transparent food options. Guided by scientific evidence and international health recommendations, the company continuously develops products that contribute to a balanced diet. Several product lines —including pastas, cereals, and nectars— are fortified with vitamins and minerals, and we offer added nutritional value, such as protein bars.

As a mass-consumption company, Carozzi prioritizes affordability and accessibility, striving to make its products available to a wide range of consumers while maintaining high quality and nutritional standards.

In compliance with Article 120 of the Chilean Sanitary Regulation, the company applies nutrient warning labels to products containing critical nutrients, ensuring clear information about portion size and encouraging responsible consumption. Complementary nutritional information is available on product packaging and digital sales platforms, allowing consumers to make informed choices.

All products are made using raw materials authorized by the health authority and are regularly updated according to WHO guidelines, ensuring a scientific foundation for all nutritional claims. Additionally, Carozzi's Responsible Marketing Policy ensures that all marketing communications accurately represent product characteristics, promoting transparency and consumer trust.

Online Strategies & Costumers Online

Most of Carozzi's sales are conducted through the B2B channel, primarily with retail partners. At present, the company does not have access to data that would allow an accurate determination of the percentage of consumers purchasing through online channels, as this information is not shared by our retail clients.

It is also important to note that many consumers are multi-platform and omnichannel shoppers, purchasing across different retailers and through both online and offline channels, which makes it difficult to provide a precise estimate of online consumer sales.

Customer Satisfaction Measurement

In 2024, Empresas Carozzi S.A. measured customer satisfaction through the Advantage Report ranking, an industry-recognized tool used to assess performance and relationships with key clients. In this assessment, Carozzi ranked 9th out of 28 participating companies, achieving a total score of 43 points. This result was especially satisfying for the company, as it met its internal goal of being among the top 10 companies in the ranking.

It is worth noting that this evaluation covers Carozzi's operations in Chile, which represent approximately 78% of the company's total operations.