

Policy on Diversity, Equity, and Inclusion

At Cencosud Group Companies, we aspire to improve people's quality of life, both that of our employees and our customers, by offering a differentiated value proposition focused on high-quality products and excellence in service across all our physical and digital stores. In doing so, we continue to strengthen the sustainable development and profitability of our businesses, fostering a diverse and inclusive culture centered on people. We act as active agents within the communities where we operate, promoting a balance between growth, environmental stewardship, and social well-being.

Our Principles

At Cencosud Group Companies, we operate based on the following core principles:

- **We act with equity.** All decisions related to people management within the company are made considering each individual's competencies, capabilities, and skills, as well as the specific requirements of the role. These decisions are not influenced by gender, age, socioeconomic background, religion, nationality, sexual orientation, race, marital status, political opinion, disability, ethnic group, or any other characteristic that may reflect discrimination or infringe upon fundamental human rights.
- **We foster inclusive and diverse work environments.** We provide opportunities for all individuals, enabling each person to reach their full potential with equal access to development opportunities.
- **We promote dignity and respect.** We do not tolerate any form of intimidation, harassment, or mistreatment (whether physical, verbal, or psychological). All forms of discriminatory behavior are prohibited, and we encourage acceptance and respectful interactions across all teams.
- **We implement inclusive people management policies and practices.** We promote merit-based development and uphold recruitment, selection,

development, training, and compensation practices that are based solely on merit and the requirements of each position, ensuring fairness and avoiding any form of bias or unequal opportunity.

- **We are all responsible for cultivating an inclusive and diverse culture.** The active participation and commitment of all teams is essential. Every leader receives training on diversity, equity, and inclusion and is expected to lead by example. Every individual within the company is expected to uphold this policy with accountability and respect.
- **We handle information with confidentiality.** We ensure the highest standards of confidentiality regarding any personal information related to individuals' private lives.

In the event that any situation is identified as not aligned with the principles outlined in this policy, such matters will be reviewed in accordance with our Cenco Malls Code of Ethics.

Our Commitment

Diversity, equity, and inclusion have gained increasing relevance in society, representing a valuable contribution to people's quality of life and a core value of our Cenco Malls Attitude. At its heart are respect for diversity, customer passion, innovation, adaptability, collaboration, integrity, and trust, values that give life to our Company.

At Cenco Malls, we are proud to have diverse teams composed of individuals with unique life experiences and intersectional characteristics, because everyone has something valuable to contribute. We strive to foster respectful, discrimination-free work environments where our people feel empowered to express their authentic selves and fully unleash their talent.

We are convinced that having diverse teams, reflective of society itself, allows us to better understand our stakeholders and deliver superior experiences in all the communities where we operate.

We are aware that each individual's contribution, from their area of responsibility, plays a role in the Company's overall performance. Therefore, we are committed to fostering workplace environments that support both personal and professional development for all.

Our ambition is to be recognized both internally and externally as a leading company in the promotion of diversity, equity, and inclusion.

A Policy for Our Teams

This policy applies to all individuals within the Cencosud Group Companies, across all countries where we operate, as well as to any person who establishes a working relationship with the various areas and business units of the company.

Cenco Malls particularly values suppliers who adhere to our Sustainability Commitments, demonstrating respect for human rights and ensuring safe and healthy environments for all relevant stakeholders.

Governance

We have a **Diversity, Equity, and Inclusion (DEI) department** that operates within the People Management function. This team is responsible for designing strategies, driving initiatives, and monitoring projects across different business units, regions, and countries.

The **Diversity, Equity, and Inclusion Committee** oversees the development of the overarching strategy and ensures this policy is implemented regionally. It leads and sponsors DEI initiatives, allocates appropriate resources, and makes decisions based on impact and risk assessments.

People Teams are responsible for implementing this policy and ensuring its continuous review, communication, and compliance. They are tasked with ensuring that every individual's journey within the organization, from onboarding to departure, is unique, seamless, and inspiring, reflecting our commitment to excellence and quality that sets us apart.

Talent Attraction

At Cencosud Group Companies, we aim to work with the best talent and view the recruitment and selection process as a two-way exchange, where both the candidate and the company make a mutual choice.

The Talent Attraction function ensures a bias-free selection process, considering only the merits, talents, education, skills, and competencies required for each specific role.

Throughout the recruitment process, we use inclusive language, and all job postings reflect Cencosud Group Companies' firm non-discrimination stance.

We actively identify recruitment sources for diverse profiles (e.g., people with disabilities), building partnerships with public and private organizations and utilizing their available databases.

Training and Development

During onboarding, we introduce the Diversity, Equity, and Inclusion Policy to ensure that every individual joining the Company is familiar with its principles and understands the importance of full compliance.

The Training and Development area is responsible for adapting its learning methodologies to accommodate the diverse circumstances of individuals, taking into account the specific needs and characteristics of each person.

In addition, all leaders continue to receive ongoing training and development on key topics related to diversity, equity, and inclusion.

Compensation

All Cencosud Group Companies are governed by the regional compensation policy, which defines the elements of Cenco Malls' corporate compensation model, providing a clear and impartial methodology and set of guidelines for proper administration and decision-making.

The Cenco Malls corporate compensation model considers technical requirements, experience, and competencies relevant to each role, such as professional background, business expertise, leadership, communication skills, level of contribution, and responsibilities. This framework allows for accurate internal equity and external competitiveness, and ensures a transparent and unbiased decision-making process, free from gender-based distinctions.

Awareness Actions

To support the principles outlined in this document, internal awareness campaigns on topics related to diversity, equity, and inclusion are regularly carried out across the organization for all employees. In parallel, supplier companies are invited to align with and adopt practices that reflect the principles and guidelines established in this policy.

Non-Discrimination Statement

At Cencosud Group Companies, discrimination of any kind is strictly prohibited. No form of harassment, violence, discrimination, threats, or retaliation is tolerated.

Any such incident must be reported immediately to the Cenco Malls Ethics Line. This will initiate an investigation process that safeguards the privacy and dignity of both the alleged victim and the accused individual.

Furthermore, every person is responsible for reporting any violations of this policy, as well as any discriminatory practices or behaviors.

Failure to comply with the provisions set out in this policy, related procedures, regulations, and/or the Code of Ethics may lead to disciplinary measures, including possible termination of the employment contract.

Key Concepts

Below, we outline the definitions of key concepts essential for a clear understanding of the Diversity, Equity, and Inclusion Policy:

- **Diversity:** The understanding, acceptance, and appreciation of differences among individuals, including those related to gender, age, socioeconomic background, religion, nationality, sexual orientation, race, marital status, political opinion, disability, ethnic group, or any other characteristic. Diversity becomes a meaningful asset to the company when accompanied by effective inclusion strategies.
- **Equity:** Ensures that all individuals have equal conditions to fully exercise their rights, contributing to economic, social, and cultural development and benefiting from its outcomes.
- **Inclusion:** The ability to manage and integrate individual differences within our teams, so that every person feels unique and part of the group to which they belong.
- **Intersectionality:** Refers to diverse teams composed of individuals with different life experiences and unique intersecting characteristics, such as gender, age, socioeconomic background, religion, nationality, sexual orientation, race, marital status, political opinion, disability, and ethnic group, recognizing that everyone has something unique to contribute.
- **Equal Opportunity:** A set of actions and processes that ensure equal access to opportunities for all individuals.
- **Discrimination:** Any arbitrary distinction, exclusion, segregation, preference, or restriction that creates inequality in the provision of opportunities.

References

- Code of Ethics
- Integrated Environmental Management and Energy Efficiency Policy
- International agreements and treaties on human rights, gender equality, elimination of gender-based violence, maternity protection, and parental rights
- International agreements and treaties on the elimination of all forms of discrimination against women
- Convention and international treaties on the rights of persons with disabilities
- United Nations Sustainable Development Goals (2030 Agenda)
- Declaration and promotion of Human Rights

Change Control

Version	Date	Description of Change	Responsible Area
1	September 2015	Initial creation of the document	People Management
2	June 2021	Scheduled review with design and formatting adjustments	People Management
3	September 2023	Update due to organizational changes, extended scope, and improvements in design/layout	Culture & People Management
4	April 2025	Correction of links and update of digital references	Culture & Organizational Transformation Management