



**ECHEVERRIA  
IZQUIERDO**

**ANNUAL  
REPORT  
2022**

#### COMPANY INFORMATION

NAME: Echeverría Izquierdo S.A.

TAX ID: 76.005.049-0

TYPE OF COMPANY: Open corporation

ADDRESS: Rosario Norte 532, 8th floor, Las Condes, Santiago

PHONE: +56 2 2631 4600

E-MAIL: ei@ei.cl

WEBSITE: www.ei.cl

STOCK EXCHANGE SYMBOL: EISA

SVS REGISTRATION NUMBER: 1095

#### SECURITIES REGISTER

SHAREHOLDERS DEPARTMENT: Depósito Centro de Valores

ADDRESS: Huérfanos 770, 22nd floor, Downtown Santiago, Santiago

PHONE: +56 2 2393 9003

E-MAIL: atencionaccionistas@dvcv.cl

WEBSITE: www.dcv.cl

#### INVESTOR RELATIONS

ADDRESS: Rosario Norte 532, 8th floor, Las Condes, Santiago

PHONE: +56 2 2631 4600

E-MAIL: ftecheverria@ei.cl

EXTERNAL AUDITORS: EY Audit SpA (Ernst & Young)



**ECHEVERRIA  
IZQUIERDO**

CHALLENGING  
OUR LIMITS



WE INNOVATE TO  
BE IN THE LEAD



WE SEARCH FOR  
EXCELLENCE WITH PASSION  
AND PERSEVERANCE  
**THE WAY WE DO THAT  
MAKES THE DIFFERENCE**

TRANSFORMING  
THE INDUSTRY



WE WORK  
COLLABORATIVELY AND  
**INTEGRATE DIVERSE  
VIEWPOINTS**



WE ACT WITH INTEGRITY  
AND **HONESTY**  
AT ALL TIMES

TO ADD  
VALUE TO THE  
ENVIRONMENT



WE PRIORITIZE CARE,  
DEVELOPMENT AND  
**RESPECT AMONG ALL  
PEOPLE**

EHEVERRIA  
IZQUIERDO

PURPOSE  
AND VALUES



# CONTENT

01

ABOUT  
US

p. 7

02

CORPORATE  
GOVERNANCE

p. 21

03

EXECUTIVE  
SUMMARY

p. 35

04

SUSTAINABLE  
DEVELOPMENT

p. 41

05

OUTSTANDING  
PROJECTS IN  
2022

p. 165

06

GENERAL  
INFORMATION AND  
INFORMATION ON  
ASSOCIATES

p. 175

07

SUMMARY  
FINANCIAL  
INFORMATION

p. 195



01

ABOUT  
US

## LETTER FROM THE CHAIRMAN

*“Our company was able to weather the turbulent waters, coming through with higher income and better results to become one of the main actors in the national and Latin American construction industry, surpassing the barrier of US\$600 million in income.”*

On behalf of the Board of Directors of Echeverría Izquierdo S.A., it is my pleasure to inform you of the main events in our group in the 2022 fiscal year.

The year we are reporting on was difficult for the world, for our country, for our industry and, of course, for our organization.

As a result of the pandemic and the great political and social agitation in Chile, our industry experienced extraordinary rises in inputs, a lack of personnel, restrictive financing conditions, high inflation, exchange rate depreciation, drops in business confidence and even the insolvency of some actors.

Despite this, our company was able to weather the turbulent waters, coming through with higher income and better results to become one of the main actors in the national and Latin American construction industry, surpassing the barrier of US\$600 million in income. This has made us one of the top ten among the largest construction companies in Latin America, according to the CLA50 ranking of Revista Construcción Latinoamericana.

This growth was achieved by building prestige and a great reputation for both our technical skills and our ability to provide integral solutions to our customers. We have also become a benchmark for innovation, sustainability and occupational safety in construction, challenging the rest of the industry to attain new standards.

Echeverría Izquierdo has taken firm steps in its commitment to sustainability. The best proof of this is that during 2022, we became a recognized member of the Dow Jones Sustainability Index, ranking in the top 4% of sustainable companies in the world in the Engineering and Construction sector.

In occupational health and safety, we achieved a consolidated accident rate of 0.45%, ranking below 1% for the 6th consecutive year and for the first time below 0.5%. This figure compares very positively to the accident rate of the nation's construction sector, which was 3.8% in 2021. In addition, several of our subsidiaries have been once again placed on the Honor Roll of the Chilean Chamber of Construction (CCHC).

Echeverría Izquierdo Montajes Industriales was the proud recipient of the “Supply Chain Excellence Award,” making it a contractor of excellence for Bechtel Corporation worldwide, which honors contractors and suppliers who participate in that company's projects around the world.

In terms of innovation, for the second consecutive year we received the Most Innovative Companies award in the categories of Engineering and Construction and Real Estate, awarded by the ESE Business School of the University of the Andes.

For Special Projects, we received the “Prop Tech” Award for being a construction company that best applies technology. Our work stood out from among more than 150 companies in 11 countries. This prize is the result of collaborative work with the “Obralink” startup.

Also noteworthy in the Housing Solution segment was our Best Place to Live recertification.

Finally, we received the Pro Seal of CCHC, a recognition given to companies in the sector who commit to engaging with their community, to mitigating environmental impacts, improving the quality of life of employees, occupational health and safety, responsible management of the chain of value and the incorporation of innovation models.

## PROJECTS

In the ongoing search for excellence and in the spirit of best confronting the challenges imposed by new times, in early 2021 we implemented an exhaustive strategic planning where the company adopted major decisions. One of those decisions was to group our entire value supply in two base businesses: Construction and Mining Services and Middle-Income Housing Solutions.

On the basis of that important internal definition, we have begun to focus our efforts and structure our operations in order to achieve and maintain an undisputed position of leader in those two business segments.

## CONSTRUCTION AND MINING SERVICES

In the mining sector, Echeverría Izquierdo Montajes Industriales strengthened its position of leader by implementing major large-scale mining projects in the country. Among those projects are the concentrator plant and overhaul of the thickeners of the Rajo Inca Project of Codelco Salvador, the wet area and EPC for the truck shop of Capstone Copper's Mantoverde Development, a change in the drive system of the P1 concentrate thickener of Codelco El Teniente, and the completion of the assembly work for the new bridge and extension of the tailings thickener of the Magnetite Plant of CMP in Tierra Amarilla.

Also during 2022, the work on Teck's Quebrada Blanca 2 project continued successfully, comprised of the civil works and electromechanical assembly of the primary crusher, overland belts, stockpile, reclaim tunnels, lime plant and pebble crushing plant.

On its part, Nexxo S.A. received important awards in the mining sector, focused on the integral maintenance of mining plants. Minera Escondida awarded it the operating maintenance contracts for the Crushing and Belts Division for 3 years and the pond dredging system for 50 thousand cubic meters, as well as the integral maintenance of the facilities of Minera Ojos del Salado - PAC Plant, of Minera Candelaria. Codelco Chuquibambilla awarded it mechanical and electrical maintenance contracts for 5 years; renewed the industrial maintenance service for the

Refinery Division for 3 years; and a 36-month contract for maintenance, repair and industrial improvement of the Smelting Division. At Codelco Salvador, it was awarded the integral maintenance service for the Water and Tailings Department for 36 months. Finally, it was awarded the service for administration, operation and maintenance of the Sulfuric Acid Unloading Platform at Codelco R. Tomic for 36 months. Nexxo thus became a relevant player in the world of mining maintenance.

As for other subsidiaries, I would like to emphasize that Pilotes Terratest has continued to receive major awards in the mining sector. Among the most relevant are the work for the Collahuasi Pump Station and the Andes Norte Project and the supplemental reinforcement and shaft reinforcement for Codelco El Teniente. It was also awarded the anchored piles for the Rajo Inca Project Sulfide Platform of Codelco Salvador.

Lastly, VSL stands out for the work at Codelco Andina, the Lagunitas clarifier, which is the first prefabricated post-tensioned clarifier in Chile, performed for Belfi - Incolur.

## MIDDLE-INCOME HOUSING SOLUTIONS

In 2022, the total potential sales in the Housing Solutions segment was close to UF 12 million.

2022 saw the signing of contracts for the Vanguardia project in Macul, Fibra project in Concepción, and FAM project in La Cisterna as well as the signing of contracts for the remaining parts of projects in La Cisterna, Lo Barnechea and Antofagasta. In Lima, we delivered the SIDE project and some units are pending in the MET project.

Projects in execution, namely the Mind and Line projects in Santiago and the four stages of the La Reserva project - 1,028 government-subsidized apartments in Antofagasta - progressed as planned, added to Audacity in Lima, and work began on the Carnaval project in Lima.

We expect work to begin on the Lib project in Lima and the Parque de Araya project in Ñuñoa in the first half of 2023.

In 2023, we expect to deliver the Line and Mind projects in Santiago and the first two stages of La Reserva in Antofagasta. This means a stock of nearly 1,000 apartments, more than 60% of which are already promised for sale. We also expect to deliver the Audacity 342-apartment project in Lima.

Of particular note is the launching and start of the construction of our first residential income (multifamily) project in the municipality of San Miguel. Rental of its 245 units may begin in 2024.

2022 was a year of great activity in Peru. We completed the sale of our fifth project and began construction of two additional buildings, in addition to the commercial launching of our ALL project in Lima.

## OTHER SEGMENTS

What stands out in the pulp area is the execution of the largest and most emblematic project in the history of our company, the civil works and electromechanical assembly of the recovery boiler, power boiler, demineralized water plant, air compressors, causticizing plant, lime furnace, turbogenerators and tall oil plant of Celulosa Arauco's MAPA project. We also completed the repair of the Valdivia dryer for the same company.

Nexxo S.A. was able to maintain its average work volume in the oil and gas industry in Chile and Latin America. Of special importance was the work during the stops of the major plants in the industry in Chile and Argentina.

Moreover, Pilotes Terratest was awarded the foundation piles for the Concepción Police Academy, the piles for the Brazil Station of Subway Line 7, the anchored screen wall for the La Unión Hospital and the injections in the conveyance tunnel for the Los Cóndores Power Plant. In Peru it continued to successfully progress in the work for the Lima Subway System.

Lastly, the Special Projects unit has been successfully developing the mixed office, commerce and multifamily project, Principe de Gales, of Inmobiliaria 21. The work area measures more than 75 thousand square meters. It also continued with the 810-apartment residential-income project for Inmobiliaria Ralei measuring 50 thousand square meters.

## FINAL THOUGHTS

I cannot close this review without emphasizing that 2022 was a year in which our organization earned the most income in its history, with sales totaling MCLP\$542,911, 25.6% more than in 2021. The fiscal year profit was MCLP\$11,352, 37.6% higher than the previous year.

Of particular note is that 50% of sales in 2022 were in the two base segments that we defined as the focus in our strategic planning, which are the highest earnings in our history. Based on the backlog for 2023, the percentage of sales in these two bases businesses will be 75%.

The great backlog in recent years continued, which totaled MCLP\$541,548 as of December 2022.

These results are due to the talented human team comprised of more than 13,000 employees in the Ei group dedicated to our corporate purpose based on strong ethical values and a commitment to sustainable development.

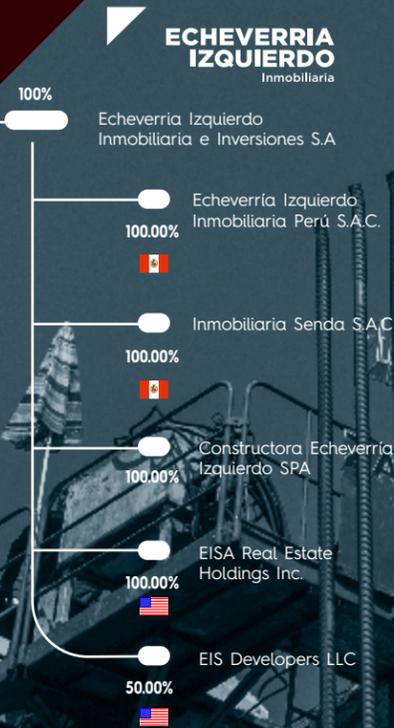
2023 and 2024 are presenting great challenges. There is a major contraction in sectorial investment, especially in the areas of housing and private production infrastructure, which is the company's main business. We expect that the climate for dialogue that has prevailed in the last few months in Chile will lead to a recovery in confidence and a resumption in growth and investment in the coming months.

We reiterate our commitment to continue providing a service of excellence and offering integral solutions to our customers while working under the strictest measures of occupational health and safety to honor the trust placed in us every day by our customers and suppliers who prefer us.

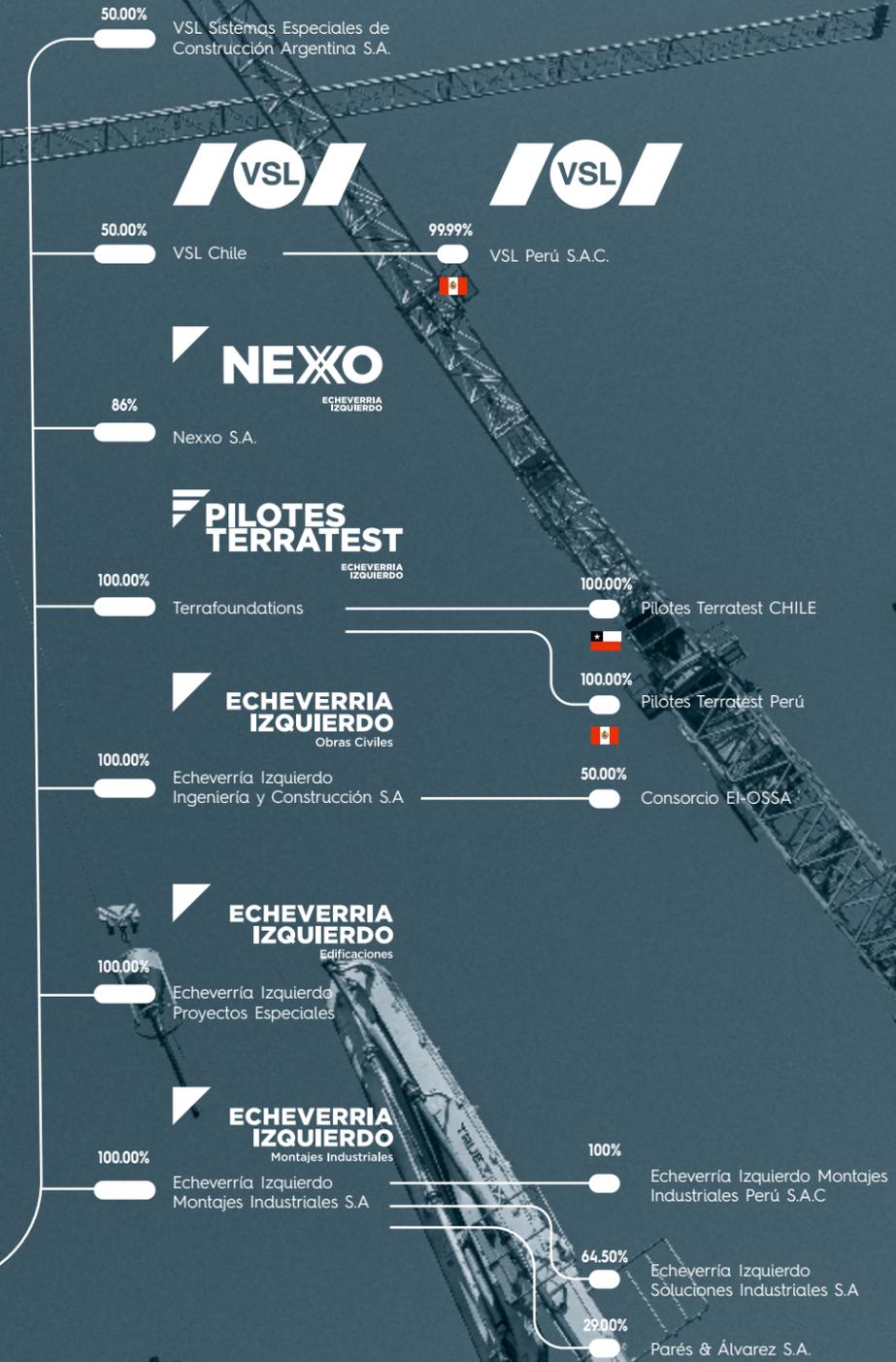
# CORPORATE STRUCTURE

## ECHEVERRIA IZQUIERDO

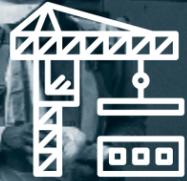
### PROPERTY DEVELOPMENT



### ENGINEERING AND CONSTRUCTION



# Ei AT A GLANCE



# 1978

YEAR FOUNDED



# 8

BUSINESS UNITS



# 13,011

EMPLOYEES



# 44

YEARS OF EXPERIENCE

## BASE BUSINESSES



CONSTRUCTION AND MINING SERVICES



MIDDLE-INCOME HOUSING SOLUTIONS

EBITDA  
MCLP\$ **34,727**

CONSOLIDATED SALES  
MCLP\$ **542,911**

EQUITY  
MCLP\$ **132,883**



# TOP 4%

IN SUSTAINABILITY WORLDWIDE  
(DOW JONES SUSTENTABILITY INDEX)  
IN ENGINEERING AND CONSTRUCTION

FIRST PLACE AWARDS

# “MOST INNOVATIVE COMPANIES”

IN REAL ESTATE AND ENGINEERING AND CONSTRUCTION

CONSTRUCTION COMPANY

# 10TH

 IN SIZE  
IN LATIN AMERICA (CLA50 RANKING)

ACCIDENT RATE

# 0.45%

WITH **34** MILLION  
MAN-HOURS WORKED

2022 PROFIT

MCLP\$ **11,352** (+37,6%)

REAL ESTATE PROJECT  
PORTFOLIO  
AS OF DECEMBER 2022

# 12,154,264 UF

ENGINEERING AND  
CONSTRUCTION BACKLOG  
AS OF DECEMBER 2022

MCLP\$ **541,548**



## MIDDLE-INCOME HOUSING SOLUTIONS



- DEVELOPMENT AND SALE OF PRIVATE HOMES
- DEVELOPMENT OF GOVERNMENT-SUBSIDIZED SOCIAL HOUSING
- DEVELOPMENT OF MULTI-FAMILY RESIDENTIAL-INCOME PROJECTS



- CONSTRUCTION OF BUILDING AND HOUSING COMPLEXES



- LAND BRACING SOLUTIONS FOR RESIDENTIAL BUILDINGS
- FOUNDATIONS



- POST-TENSIONING



## CONSTRUCTION AND MINING SERVICES



- CIVIL AND INDUSTRIAL WORKS
- HEAVY STRUCTURE ASSEMBLY
- ELECTROMECHANICAL ASSEMBLY OF HIGHLY COMPLEX HEAVY EQUIPMENT



- INTEGRAL SOLUTIONS THROUGH EPC PROJECTS



- CONCEPTUAL AND DETAILED ENGINEERING



- MAINTENANCE OF MINING PLANTS AND EQUIPMENT
- SPECIALIZED INDUSTRIAL SERVICES
- CHEMICAL AND MECHANICAL CLEANING



- DESIGN AND CONSTRUCTION OF POST-TENSIONED STRUCTURES
- REINFORCED EARTH WALLS



- SLOPE ANCHORS AND BRACING
- SPECIAL SOIL SOLUTIONS
- CONTAINMENT STRUCTURES AND DEEP FOUNDATIONS



## OTHER BUSINESS SEGMENTS



- PULP AND ENERGY



- PETROCHEMICALS, GAS & OIL, ENERGY



- UNDERGROUND INFRASTRUCTURE FOR URBAN TRANSPORT



- COMMERCIAL AND ROAD INFRASTRUCTURE



- COMMERCIAL AND ROAD INFRASTRUCTURE
- ENERGY, PULP



- MEGA-PROJECTS FOR COMMERCIAL AND MIXED-USE BUILDINGS.



- PETROCHEMICALS, GAS AND OIL, PULP

# A BRIEF HISTORY

## 1978

Echeverría Izquierdo was created

## 1988

It entered the post-tensioning market through VSL

## 1990

First shopping center in Chile built with post-tensioning

## 1995

Pilotes S.A. was created

## 1996

The Property Development area began operation

## 1998

- Montajes Industriales, our industrial assembly subsidiary, was created
- The Terratest Group of Spain acquired 50% of Pilotes S.A.

## 1999

The first anchored containment walls in Chile

## 2001

 Argentina: international expansion began

## 2003

First segmentation of post-tensioned structures in Chile (above-ground subway line)

## 2007

 Peru: international expansion continued

## 2008

29% of Pares & Alvarez is acquired

## 2011/12

-  Pilotes Terratest in Colombia
- Initial public offering for US\$87.4 million
- Entry to the engineering, procurement and construction (EPC Market)

## 2013

-  The civil works business unit was created
- Peru: Industrial division and VSL
- Purchase of 100% of Pilotes Terratest
- Management was professionalized in its entirety.
- Entry to the industrial services market.

## 2015

 Pilotes Terratest in Bolivia.

## 2018

- Terrafoundations was incorporated.
- Echeverría Izquierdo increased its interest in Nexxo to 72%

## 2020

- The first social housing project was launched (under ED19) in the La Chimba sector in Antofagasta. More than 1,000 apartments will be built.

## 2021

- Awarded "Most Innovative Company" in the holding company and property categories in Chile.
- EISA increased its share in Nexxo to 86%

## 2022

- The highest income in the company's history, surpassing the barrier of MCLP\$500,000.
- Again awarded first place among "Most Innovative Companies," this time in the Real Estate and Engineering and Construction Categories.
- Among the top 10 largest companies in Latin America according to the CLA50 ranking of Revista Construcción Latinoamericana.
- Echeverría Izquierdo Montajes Industriales was awarded the "Global Supplier Award" by Bechtel Corporation.
- Dow Jones Sustainability Index: Top 4% in sustainability in the area of engineering and construction.



# 02

## CORPORATE GOVERNANCE



# DIRECTORS

GRI 2-9,10,11

NOTE: ALL DIRECTORS ARE REGULAR DIRECTORS.

1. **BERNARDO ECHEVERRÍA VIAL**  
**Director**  
TAX I.D.: 6.638.550-7  
DATE APPOINTED: August 2012  
Architecture Degree, University of Chile.
2. **FRANCISCO GUTIÉRREZ PHILIPPI**  
**Director**  
TAX I.D.: 7.031.728-1  
DATE APPOINTED: April 2013  
Civil Engineering Degree, Catholic University of Chile.  
MBA at IESE, University of Navarra (1988).
3. **DARÍO BARROS RAMÍREZ**  
**Director**  
TAX I.D.: 4.599.313-2  
DATE APPOINTED: August 2012  
Civil Engineering Degree, Catholic University of Chile.
4. **FERNANDO ECHEVERRÍA VIAL**  
**Chairman of the Board**  
TAX I.D.: 6.065.433-6  
DATE APPOINTED: August 2012  
Civil Engineering Degree, Catholic University
5. **ANDREA REPETTO LISBOA**  
**Independent Director**  
TAX I.D.: 8.795.355-6  
DATE APPOINTED: April 2019  
Business Engineering Degree, Catholic University of Chile. Ph.D. in Economics, MIT.
6. **MARCELO AWAD AWAD**  
**Independent Director**  
TAX I.D.: 6.374.984-2  
DATE APPOINTED: April 2013  
Industrial Engineering Degree, Universidad Técnica del Estado (State Technical University).
7. **ÁLVARO IZQUIERDO WACHHOLTZ**  
**Director**  
TAX I.D.: 6.686.307-7  
DATE APPOINTED: August 2012  
Civil Engineering Degree, Catholic University of Chile.

The Board of Directors has 7 members. Members hold office for three years and can be reelected. The Board must be elected in its entirety at the end of every three-year term. Any vacancy in a directorship will require the entire renewal of the Board of Directors at the next Ordinary Shareholders Meeting to be held by the Company. The Board can appoint a replacement in the interim.

## DIRECTORS COMMITTEE

The Directors Committee of Echeverría Izquierdo S.A. has the mission of reviewing the financial and the opinions of external auditors; of proposing the appointment of external auditors and risk rating agencies to the Board of Directors, which will then propose them to the Ordinary Shareholders Meeting; of examining the information on related-party transactions pursuant to Title XVI of Law 18,046; of examining the compensation systems and compensation plans of managers, senior executives and employees of the Company; of preparing an annual report on their work and of reporting to the Board on whether or not it is convenient to retain an external auditing firm to provide services other than an external audit of the financial statements.

The Director's Committees is comprised of three members, one of whom is an independent director and presides the Committee. The Committee reviews the financial information on the Company as part of its functions and objectives and controls disclosure thereof according to

regulations. It also examines the assessment of critical processes and risk factors of the Company and may propose measures to the Company's Board of Directors to minimize such risks.

Under the administration and direct guidance of the Director's Committee is the corporate audit division of Echeverría Izquierdo that in turns acts as secretary to the Director's Committee. At the start of each year, the Committee agrees on the schedule and content of agendas for ordinary meetings that will be held throughout the year, notwithstanding other meetings that may be agreed if necessary.

For further details on the Director's Committee, please see the annual management report for Director's Committee in this Annual Report.

# MANAGERS



PABLO IVELIC

**CORPORATE CHIEF EXECUTIVE OFFICER ECHEVERRÍA IZQUIERDO S.A.**  
Civil Engineering Degree, Catholic University of Chile.



CRISTIÁN SAITUA

**CORPORATE CHIEF FINANCIAL OFFICER ECHEVERRÍA IZQUIERDO S.A.**  
Business Engineering Degree, Catholic University of Chile.



VÍCTOR ACOSTA

**CHIEF EXECUTIVE OFFICER SENDA S.A.C.**  
Civil Engineering Degree, Catholic University of Peru, MBA, University of ESAN of Peru.



VÍCTOR CONTRERAS

**CHIEF EXECUTIVE OFFICER PARES Y ÁLVAREZ S.A.**  
Chemical Engineering Degree, University of Concepcion.



SEBASTIÁN ECHEVERRÍA

**CHIEF NEW BUSINESS OFFICER**  
Business Engineering Degree, Catholic University of Chile. Master of Science in Management Stanford Graduate School of Business.



RAIMUNDO CRUZAT

**CHIEF EXECUTIVE OFFICER SOLUCIONES HABITACIONALES**  
Industrial Engineering Degree from the Catholic University of Chile. Master of Science in Urban Studies & Planning, MIT (2013).



DARÍO BARROS

**CHIEF EXECUTIVE OFFICER ECHEVERRÍA IZQUIERDO MONTAJES INDUSTRIALES S.A.**  
Civil Engineering Degree, Major in Hydraulics, Catholic University of Chile. MBA, PUC.



FRANCISCO CASAS

**CHIEF EXECUTIVE OFFICER TERRAFFOUNDATIONS S.A.**  
Civil Engineering Degree, Catholic University of Chile. MBA, Adolfo Ibañez University Master in Infrastructure Planning and Management, Polytechnic University of Madrid.



RICARDO INOSTROZA

**CHIEF AUDIT OFFICER C.P.A.**  
Master in Tax Management and Administration, Adolfo Ibañez University.



RODRIGO SANCHEZ

**CHIEF INNOVATION AND DIGITAL TRANSFORMATION OFFICER**  
Civil Engineering Degree, Catholic University of Chile. ME in Construction Engineering and Management; University of Michigan.



FRANCISCA AGLIATI

**CORPORATE PEOPLE OFFICER**  
Civil Engineering Degree, Catholic University of Chile.



RAÚL AGUILERA

**CHIEF EXECUTIVE OFFICER OF SPECIAL PROJECTS**  
Civil Engineering Degree, Catholic University of Chile.



IGNACIO PEREZ

**CHIEF EXECUTIVE OFFICER NEXXO S.A.**  
Civil Engineering Degree, Catholic University of Chile.



FERNANDO PINO

**CHIEF EXECUTIVE OFFICER VSL S.A.**  
Civil Engineering Degree, Catholic University of Chile. MBA, Catholic University of Chile.



PAOLA MUÑOZ

**CORPORATE PROCUREMENT OFFICER**  
Transportation Engineering Degree, Catholic University of Valparaiso.



CAROLINA REYES

**CORPORATE SUSTAINABILITY OFFICER**  
Construction Engineering Degree, University of Valparaiso.



JUAN PABLO SUFFIOTTI

**CORPORATE SENIOR COUNSEL**  
Law Degree, Diego Portales University Master in Law (c) Comparative and International Contracts, University of Chile.

# MANAGEMENT OF CORPORATE GOVERNANCE

GRI 2-23,26

The Corporate Governance Model is the set of rules, principles, policies, and procedures that provide a framework for the administration, management, and control of the companies in the Echeverría Izquierdo Group. A structure has been defined as well as a regulatory framework of policies, practices, and procedures to regulate the relations between Management, shareholders and the remaining stakeholders to ensure accountability, transparency and the creation of value in the decision-making process.

## 1. CRIME PREVENTION MODEL (MPD)

The Crime Prevention Model is a set of policies, regulations, procedures, practices, protocols, activities, documents and functions established according to Law 20,393 on the Criminal Liability of Legal Entities. Its purpose is to prevent and detect the risks associated with the commission of the crimes of asset laundering, terrorism financing, bribery of a domestic or foreign public official, concealment, private-to-private corruption, misappropriation, disloyal management, conflict-of-interest transactions, water contamination, a violation of product bans, the illegal fishing of ocean bottom resources, the illegal processing and storage of scarce products, failure to stay in isolation or observe any other preventive measure imposed by the health authority during an epidemic or pandemic; the crimes of migration and immigration under Law 21,325, on weapons control under Law 21,412, on data processing crimes under Law 21,495 because of an attack against the integrity of a data processing system, unlawful access, unlawful intercepting, and an attack against the integrity of processing data, data falsification, concealment of processed data, processing fraud and an abuse of devices; and of the crimes of theft of lumber and other related crimes under Law 21,448. The Crime Prevention Officer (Chief Corporate Audit Officer) is appointed by the Company's Board and is responsible for enforcement. The model is audited and certified by ICR Chile Clasificadora de Riesgo Limitada, an external compliance specialist. No complaints have been received thus far to date regarding the crimes under Law 20,393 on the Criminal Liability of Legal Entities that affects or involves officers, executives or directors of the Ei Group.

## 2. CODE OF ETHICAL CONDUCT

The Code of Ethical Conduct of Echeverría Izquierdo is a document that sets down and promotes the values and general principles of honesty, responsibility and ethical conduct to guide the actions and decisions of directors, managers, executives, employees and workers of Echeverría Izquierdo in the performance of their duties so as to contribute to attaining, among other goals, a pleasant, respectful, appropriate and safe work environment free of arbitrary discrimination; to abolishing conflicts of interest, bribes and other similar conduct; to adequately regulating gifts and donations, protecting confidential information; using and protecting the company's assets, promoting free competition and care for the environment, and regulatory compliance with the laws applicable to the company and its internal regulations. This does not mean just respect for internal and external regulations but also acting correctly and ethically in each of the activities performed so that there is a transparent and sustainable relationship between the Company and the different stakeholders with which it engages.

The Company has a Compliance Officer who is the person especially in charge of, among other matters, ensuring due compliance with the provisions in the Code and initially clarifying any doubt in relation to the interpretation and/or application of those rules. The Company has set up a whistleblower channel on its website ([www.ei.cl](http://www.ei.cl)). Four cases of breaches of the Code of Ethical Conduct were reported and confirmed in 2022.

## 3. SUPPLIER CODE OF ETHICAL CONDUCT

The Supplier Code of Ethical Conduct is also an integral part of the Crime Prevention Model (MPD) and following the principles set down in the Code of Ethical Conduct, it is directed towards suppliers and their interactions with companies in the Echeverría Izquierdo Group and their relations with other companies. The Supplier Code of Ethical Conduct provides general principles to create and maintain good, safe work environments, the quality of products and services; to avoid conflicts of interest, protect confidential information and control the use and protection of assets, promote fair competition, care for the environment, regulatory compliance and, in particular, to record the commitment by suppliers to preventing the crimes in Law 20,393 on the Criminal Liability of Legal Entities and to report any improper conduct through the Whistleblower Channel and other means made available for those purposes by the companies in the Echeverría Izquierdo Group.

## 4. INTERNAL REGULATIONS

Echeverría Izquierdo has an internal body of rules (policies, rules and procedures) that are an integral part of corporate governance and contain guidance for the organization to operate properly, emphasizing the importance of the values of ethics and transparency in our organizational culture, its commitment to good business practices in all its operations and compliance with governing law. Some of the main rules and regulations are:

- Internal Regulations on Order, Hygiene and Safety.
- Board Code of Conduct.
- Manual on Managing Information of Interest to the Market.
- General Policy on Habitual Related-Party Transactions.
- Policy on the Board Retaining External Advisors.
- Policy on Handling Conflicts of Interest.
- Law 20,393 Crime Prevention Policy.
- Law 19,913 Asset Laundering and Terrorism Financing Crime Prevention Policy.
- Complaint and Investigation Procedures.
- Third-Party Due Diligence Protocol.
- Code of Ethics.
- Supplier Code of Ethics.
- Public Official Interaction Policy.
- Donations Policy.
- Corporate Digital Security Policy.
- Corporate Data Governance Policy.
- Other Rules and Regulations.

## 5. WHISTLEBLOWER CHANNEL

The Whistleblower Channel is a means of communication that has been made available by the Ei Group companies so that any person or stakeholder can report their suspicion, either anonymously or non-anonymously, of any potential crimes contained in Law 20,393, any infringements of the Code of Ethical Conduct, or any other type of infringement or offense committed by workers or executives of the Echeverría Izquierdo companies or by any of their contractors, suppliers and third parties related to the organization. This channel assures complainants of the confidentiality of the events reported and stipulates that each complaint will be rigorously investigated and the results will be opportunely notified to the complainant. Claims can be made through the Whistleblower Channel Platform available on the website, on the Echeverría Izquierdo Intranet, by e-mail or by phone.

## 6. EXECUTIVE COMMITTEES

Management and administration have set up different executive committees in conjunction with the divisions of the companies in the Echeverría Izquierdo Group for subjects that have been defined as relevant, the goal being to standardize operating standards, ways to proceed, compliance with policies and procedures, and to analyze new businesses. At this time, the executive committees in operation are the CEO Executive Committee, Compensation Committee, Occupational Health and Safety Committee, Commercial and Competition Committee, Development and Growth Committee, the Environment Committee, called the "Footprint Committee," and the Innovation Committee.

# RISK MANAGEMENT

The Company's Risk Management considers the different risks that are inherent to the industry and those that bear a relationship to the economic cycle in which it conducts its activities.

## MARKET RISKS

### Risks associated with economic cycles, interest rates and economic variables

Echeverría Izquierdo S.A. considers that its business units, that is, Engineering and Construction, Property Development and Shared Services, are exposed to changes in economic variables and their cycles. Engineering and Construction is impacted by how dependent it is on investments, which at the same time depend on the economic cycle and available financing terms. On the other hand, there is exposure to eventual material changes in interest rates, loan facilities and costs or changes in economic expectations and employment. The Property Development unit might experience significant changes due to fluctuations in the demand for units in the target segment.

Interest rate risk arises from the potential variations in interest rates, which has a direct impact on the Company's assets and liabilities. These variations may impact financing terms for customers (end consumers in the property business or investors in the engineering and construction business) and for the Company, which must finance its projects (especially property developments), property, plant and equipment and other investment needs.

Interest rate risk associated with short-term loans is mitigated by fixing credit terms at the time the loan is

received. Long-term loans mainly consist of lease-backs or financial leases, so the respective interest rate risk in these transactions is mitigated by determining the market conditions that are most convenient in each case.

These reasons justify the Company being actively concerned and managing strategies that attenuate the effects that may arise in economic cycles. That is why the Company participates in diversified markets in order to overcome eventual crises impacting any one market. The Company actively endeavors to be a member of projects in diverse sectors of the economy in which the Company has proven experience, namely energy, mining, pulp, underground works, construction of offices, hospitals, hotels, shopping centers, residential buildings and specialty projects, such as post-tensioning, deep excavations, industrial maintenance services, engineering services and turnkey projects.

Managing this risk implies ongoing monitoring of the interest rate conditions compared to what were considered at the time of the risk assessment.

### Political and regulatory risk

When the authorities decide to amend laws, it may be that investments in certain economic sectors must be postponed or accelerated. This behavior is common in the Engineering and Construction unit as those changes involve amendments to environmental, tax, investment

and competition laws that are critical to determining the economic feasibility of projects.

Moreover, the Property business is also impacted by political and regulatory changes. Its business depends on master plans, tax laws, environmental requirements, construction permits and licenses. Any amendment could affect the feasibility and profitability of projects, so they must be taken into consideration without fail.

Mitigation of these risks is aided by the fact that the Company has a high degree of diversification in its areas of business and in the different markets in which it operates, including other countries in South America.

### Competition risk

Although there is a great fragmentation in Chile in the engineering and construction market and in the property development market due to the large number of companies participating in these markets, there is a possibility that some competitors decide to exaggeratedly reduce their prices when there is little activity, which affects the margins and/or profitability of projects in which the Company is a participant.

In the current scenario, more foreign companies could enter the Chilean market. However, the Company maintains a prestigious and consolidated position on the markets in which it operates due to the experience, specialization, and differentiation of its business units. That is why it has continued to operate sustainably under highly competitive conditions.

The Company is exposed to the risks of the industry in which it engages and to risks related to the economic cycle of its business.



## OPERATING RISKS

### Risks in the Company's contracts

Given the technical and contractual complexity inherent to the contracts made by the Company, it is of great importance that those contracts be actively managed to attain the defined margins and results in dealing with the effects that operations may have on them.

In order to confront these risks, a strategy is in place that takes different aspects in account. A strict cost control system has been implemented where each business is monitored as an independent unit that must be profitable on a stand-alone basis. Legal and contractual assistance has also been integrated to the daily operation to confront any contractual risk.

The supply of inputs, machinery, labor and the availability of subcontractors in general must be assured to reduce exposure to operating risks. This is done by arrangements with the leading suppliers on the market. The long years of relationship that the Company has with its different subcontractors is a precedent that reflects the Company's sustainable strategy.

### Labor risks

Given the type of business in which it engages, the employees of Echeverría Izquierdo perform difficult tasks every day in diverse situations, so there is a risk of work accidents, lawsuits, or a claim of a violation of workers' rights. There are also other risks arising for different reasons, such as a shortage of skilled labor.

Aware of these risks, the Company maintains an active and rigorous risk prevention control through its Integrated Management System. The goal is to constantly train its employees, prevent accidents and losses, and minimize

the exposure and impact that these risky situations may present to the Company. Risk prevention and training and job climate programs are considered to be critical to caring for the Company's main resource, its human capital, in the aim of maintaining a knowledge of the business and the expertise that the Company has developed throughout its history.

Of note in this context is the implementation of the Integrated Management Policy in our Engineering and Construction segment and the recognition received from the Chilean Chamber of Construction that put our subsidiaries on its Honor Roll. Echeverría Izquierdo Montajes Industriales S.A. received 6 stars, the highest honor; Pilotes Terratest S.A. and Nexxo S.A. have each received 4 stars, all because of their continuing and satisfactory operation of the Group's Management System.

### Land availability

The availability of land to develop projects is one of the fundamental and critical points in the business of the Property Development unit.

The Company believes that all procedures that have been implanted have led to the acquisition of appropriate land at prices that mean a profitable development of its projects.

The Company is continuously evaluating its inventories, land requirements and potential businesses. There is currently an interest in increasing the number of properties for real estate developments.

### Risk of loss and force majeure

The effect of any accident or incident must be minimized given the impact it might have on the Company's results.

That is the reason why Echeverría Izquierdo carries insurance policies for its assets. Its contracts stipulate insurance policies for personal accidents, all risks of construction and civil liability, among others.

This is how it mitigates the adverse effects of major losses.

In situations of force majeure, the Company likewise constantly evaluates how occurrences are developing, potential impacts, and preventive and corrective measures. It sets up formal committees that include members from senior management and expert employees. Committees have been established to handle potential social unrest, health contingencies and other impacts that are more difficult to quantify.

## FINANCIAL RISKS

### Riesgo de crédito

Credit risk means the risk that one of the parties fails to fulfill its contractual obligations, which would cause a financial loss to Echeverría Izquierdo S.A. and its subsidiaries, mainly to their financial assets, such as accounts receivable, other financial assets and derivatives.

The results of the Company are sensitive to the possibility that its accounts receivable not be paid to the Company when due. Trade Receivables and Other Accounts Receivables are mainly concentrated in the Engineering and Construction unit because operations are concentrated there.

To face this risk, the Company diversifies its activity so as not to depend either on one economic sector in particular or on one client or one type of business. The care taken in diversifying also considers the liquidity and payment capacity of the project principals.



In the Property business, sales are recognized only once the deed of sale has been signed, which mitigates sales risk.

The risk of its investment portfolio (time deposits, mutual funds and other fixed-income instruments) and of derivatives is limited because the counterparties are banks with high credit ratings assigned by risk rating agencies.

The Company determines and recognizes an impairment for expected credit losses as explained in Note 4.10.3.

#### Liquidity risk

The possibility that the Company may default on its obligations to third parties due to common or extraordinary situations, such as an excessive leverage or an inappropriate forecast or management of cash flow, is a risk from which Echeverría Izquierdo protects itself actively by defining policies of little operating indebtedness, risk-controlled growth forecasts, and a cash flow management separate for each company, but which comes from their own operations, internal sources of financing, bank loans, factoring and confirming.

#### Risk of exchange rates and variations in the costs of inputs

The Company does not believe that its results will be significantly impacted by changes in exchange parities because most of its transactions are performed in Chilean pesos and unidades de fomento (an indexation unit used in Chile). Whenever an exchange rate risk

is predicted, the Company's policy is to hedge using financial derivatives and to hedge material currency mismatching occurring in its contracts at the time they are awarded.

There is a real and contingent possibility of rises in the costs of construction materials that would adversely impact the Company's results, in particular when those rises are abrupt and sustained over time (like what happened with the cost of labor in recent years). So, the Engineering and Construction unit makes agreements for the main inputs in each bid (at the time the bid is formalized with customers). Horizons are set and cost increase projections are made to take any rise in these inputs into consideration when they cannot be transferred to the client or fixed in contracts or agreements. On the other hand, the Property Development unit in Chile hedges naturally against this possibility since both construction contracts and housing sale prices are expressed in unidades de fomento.

#### Sensitivity analysis

It is noteworthy that the loan terms risk in financial debt is associated with the development of real estate and engineering and construction projects. In these cases, bank financing is based on the bank cost of funding or bank rate, plus a spread agreed at the start of the project.

	31-DEC-2022 KCLP\$	31-DEC-2021 KCLP\$
<b>BANK LOANS</b>	98,567,944	82,454,586

If such variable rate debt were to increase by 100 base points, the adverse impact would be KCLP\$901,062 on pre-tax income for the period.

Obligations in indexation units are in the same currency as flows, so the risk of inflation is kept under control.

#### Risk of expansion abroad

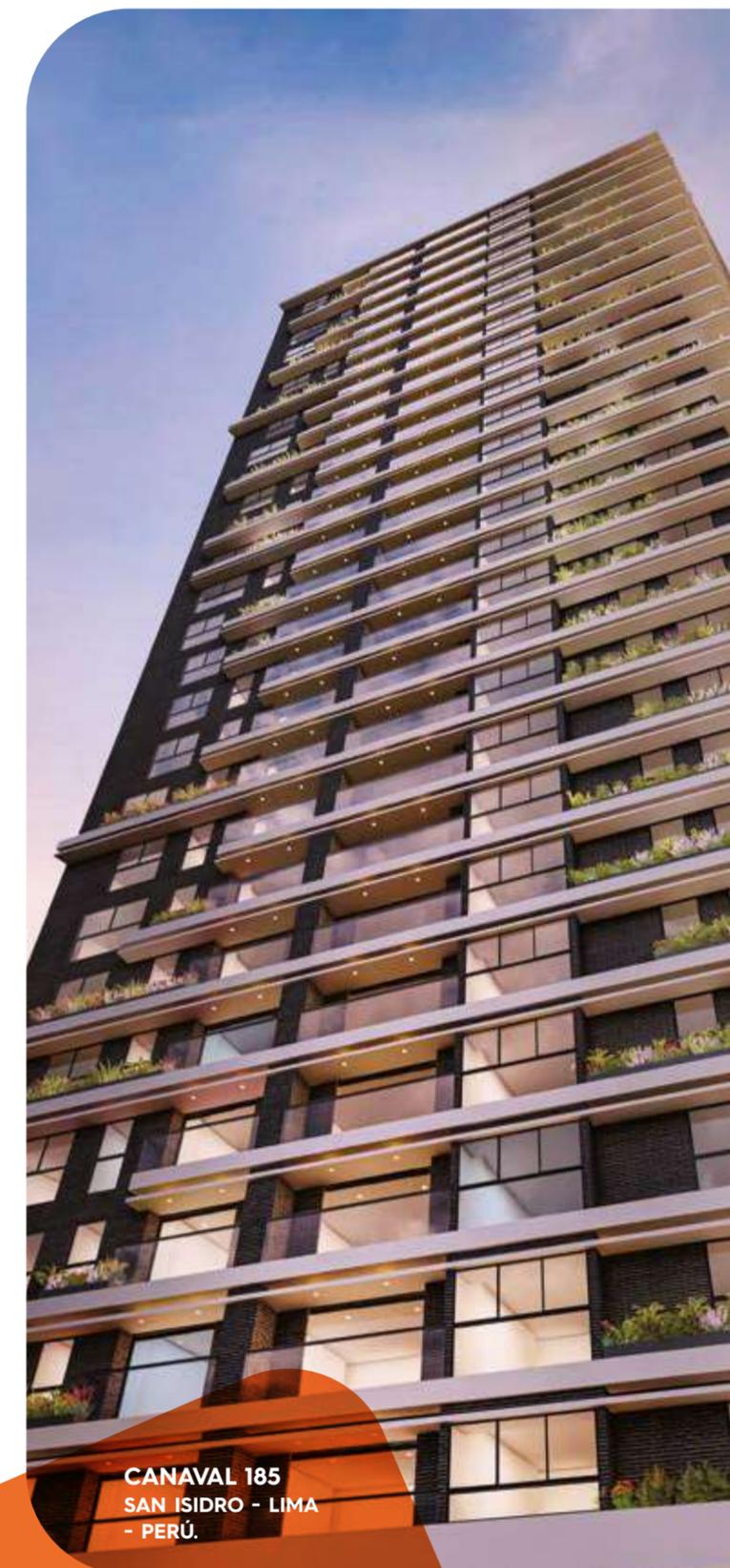
The different settings, regulatory frameworks, and conditions in the markets of different countries must always be taken in account. They add even more uncertainty because of the particular conditions of the market and the specific country risk. There are differences in yields, prices, regulatory or environmental policies and other elements that may affect periods, margins and the profitability of projects performed outside of the country of origin, adding uncertainty to the business.

Echeverría Izquierdo is developing its expansion according to a plan for a gradual, controlled growth abroad.

#### Health Contingencies and Emergencies

The Company is actively reviewing information issued by the World Health Organization and the Ministry of Health of Chile in order to be prepared for potential new outbreaks of COVID-19 or other emergencies that might affect the normal course of operations. Safety protocols are in place at project sites, warehouses and offices, which has enabled an effective and safe communication with customers and suppliers.

Since the state of national exception continues to this date, the company is constantly monitoring the potential impacts on employees, suppliers and contractors and on the different areas of operations and the business environment.



**CANAVAL 185**  
SAN ISIDRO - LIMA  
- PERÚ.

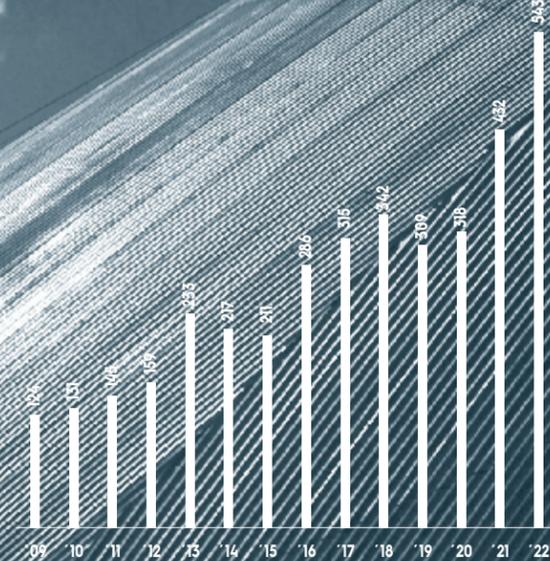


# 03

## EXECUTIVE SUMMARY

### INCOME

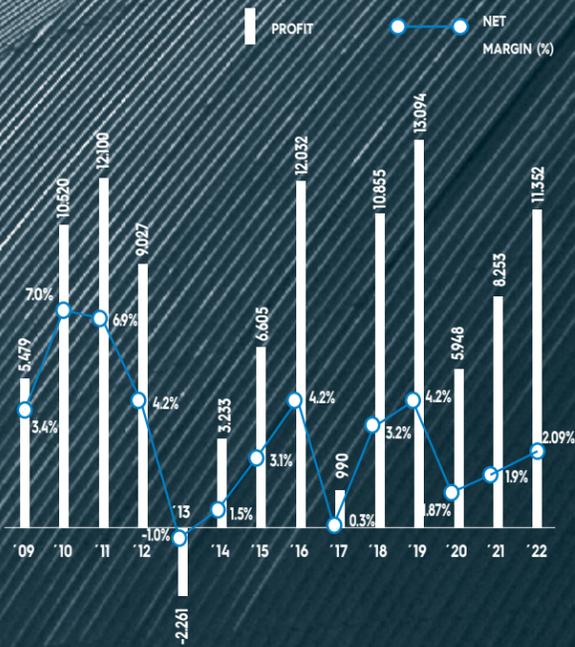
(CLP\$ BILLIONS)



NOTE THE YEARS 2009 TO 2016 INCLUDE THE CONSOLIDATED RESULTS OF ECHEVERRIA IZQUIERDO ACCORDING TO IFRS.

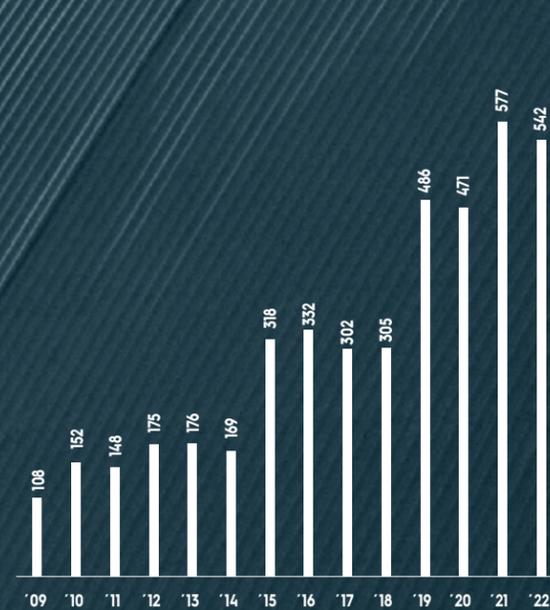
### PROFIT

(CLP\$ MILLIONS)



### BACKLOG\*

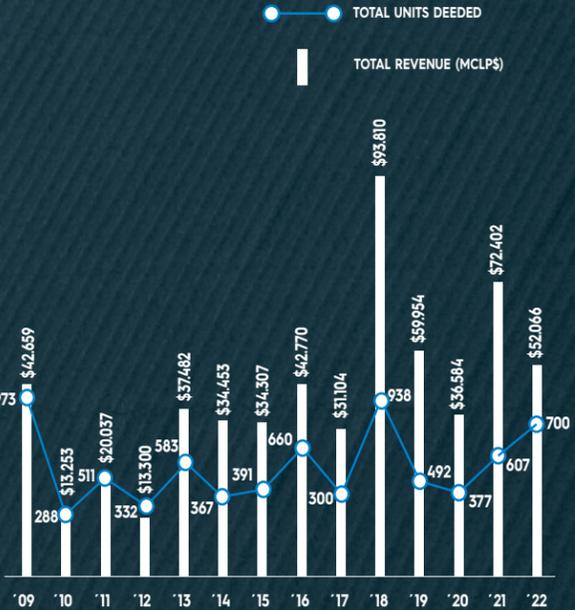
(CLP\$ BILLIONS)



(\*) INCLUDES ALL SUBSIDIARIES CONSOLIDATED AND THE PROPORTION OF UNCONSOLIDATED ASSOCIATES.

### PROPERTY DEEDS OF SALE

(CLP\$ MILLIONS)

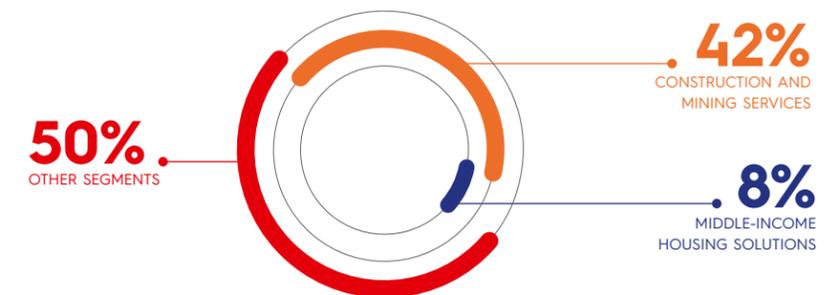


THE TOTAL DEEDED FOR EACH PROJECT IS NOT ADJUSTED BY THE SHARE OF ECHEVERRIA IZQUIERDO

## CONSOLIDATED STATEMENT OF INCOME OF EISA BY BUSINESS SEGMENT IN 2022

	CONSTRUCTION AND MINING SERVICES	MIDDLE-INCOME HOUSING SOLUTIONS	OTHER BUSINESS SEGMENTS	ECHVERRIA IZQUIERDO
INCOME	227,505,821	43,405,812	271,455,000	542,366,633
GROSS EARNINGS	25,054,573	11,008,271	11,865,126	47,927,970
GROSS MARGIN	11.00%	25.31%	4.37%	8.83%
EARNINGS (LOSS) OF CONTROLLERS	7,240,302	6,405,137	-2,293,508	11,351,931
NET MARGIN	3.18%	14.73%	-0.84%	2.09%

## INCOME DISTRIBUTION IN 2022



## Ei 2021-2024 GROUP STRATEGY

### HOW ARE WE TRANSFORMING OURSELVES?

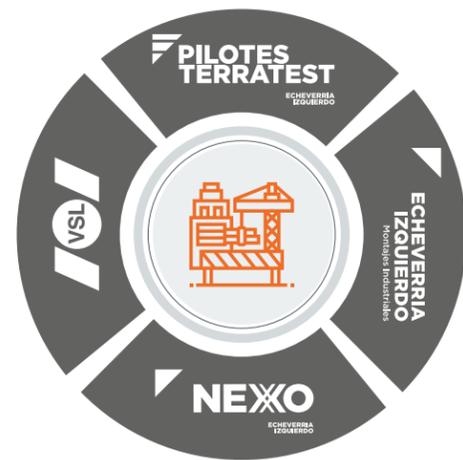
The Ei group conducted a strategic 2021-2024 planning from December 2020 to March 2021.

This process consisted of collaborative meetings of key executives in each of the Business Units and in the Ei Group.

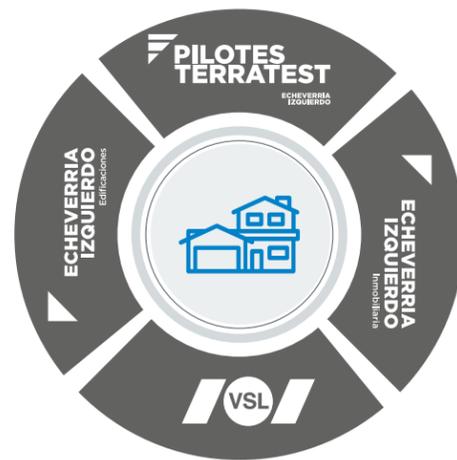
As a result of this process, it was concluded that the business had to be focused on two segments. Those Base businesses are:

“Be a **real alternative for all mining businesses** in which we want to participate by being a part of the entire production process, **in the aim of increasing our market share** and ensuring that they trust us”

“We deliver **more spacious homes of excellent quality** in exceptional locations at **competitive prices**. We want to provide customers with a satisfactory experience and improve their quality of life”



CONSTRUCTION AND MINING SERVICES



MIDDLE-INCOME HOUSING SOLUTIONS

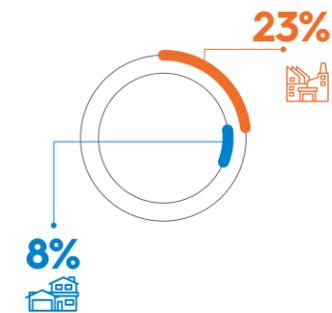
“ A Group strategy **CREATES VALUE** for shareholders when it is based on a sound base business and contiguity that make use of competitive advantages and strengthen the base business.”

### OUTLOOK BY SEGMENT

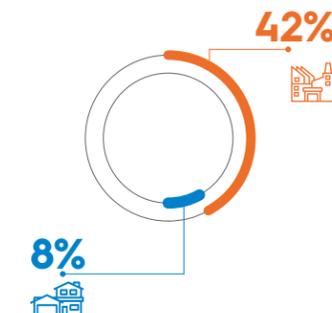
As a result of the strategy, there is evidence of a sustained growth in the percentage of income related to the business segments assigned priority as compared to the total.

These results confirm that the initial analysis from the strategic planning was correct and that leaders are committed to this.

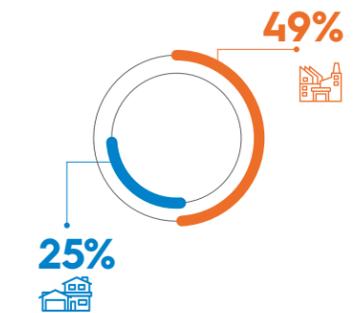
INCOME DISTRIBUTION IN 2021



INCOME DISTRIBUTION IN 2022



EXPECTED INCOME DISTRIBUTION IN 2023



The evolution of the two base segments in total sales shows the focus on more profitable businesses.

OUR GROUP IS MUCH MORE  
THAN THE SUM OF ITS PARTS.  
WE HAVE A PURPOSE THAT  
UNITES US.

04

SUSTAINABLE  
MANAGEMENT



# OUR COMMITMENT TO SUSTAINABILITY

Echeverría Izquierdo is committed to sustainability. We believe that economic development must coexist in harmony with social and environmental development.

As a company, we make efforts and take action to contribute to attaining the U.N. Sustainable Development Goals (SDGs).



In 2022, the Ei Group joined Compromiso PRO (which translates as PRO Commitment), a sustainable business development model that is implemented by means of a program that incorporates tools and accompanies companies, in addition to emphasizing the commitment of companies to the 7 sustainability pillars of the CChC.



Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA

## We are the Engineering and Construction Company with the best sustainability ranking in Chile and we are in the top 4% worldwide.



“ There is no other way to do business but ethically and in the aim of having a positive impact on the environment”

Pablo Ivelic  
Corporate CEO



## SCOPE

As part of its profound commitment to sustainability, in this 2022 Annual Report EISA endeavors to report on its management and priorities in relation to responsible business development.

This chapter presents the results of the organization's ESG performance in the period from January 1 to December 31, 2022.

The contents of this report abide by the Global Reporting Initiative (GRI) reporting requirements for the preparation of sustainability reports and by the reporting requirements of the Dow Jones Sustainability Index (DJSI) questionnaire.

This document complies with General Rule 461 of the Financial Market Commission of Chile (CMF) and includes the SASB indicator groups applicable to the Company's business segments.

## MATERIALITY

### GRI 3-2

A survey was conducted in 2021 of the material topics guiding the commitment and sustainability strategy of Echeverría Izquierdo.

To define them, the local and international trends in the engineering and construction, property and mining industries were considered, which meant that we worked in line with the environmental, social and governance standards implemented at this time in the different business areas of the Company.

The material topics were approved by the CEO and managers of the different areas and were made the sustainability backbone.

There are 24 material topics and they are organized in the following way:

### SOCIAL



- DIVERSITY AND INCLUSION
- TALENT ATTRACTION AND RETENTION
- QUALITY OF WORKING LIFE
- HUMAN CAPITAL DEVELOPMENT
- IMPACT ON COMMUNITIES
- OCCUPATIONAL HEALTH AND SAFETY
- HUMAN RIGHTS
- LIVING WAGE

### ECONOMIC



- CORPORATE GOVERNANCE
- BUSINESS ETHICS
- CUSTOMER SATISFACTION
- OPERATIONAL EXCELLENCE
- RESILIENT BUSINESS MODEL
- RESPONSIBLE SUPPLY CHAIN MANAGEMENT
- INNOVATION
- DIGITAL TRANSFORMATION

### ENVIRONMENTAL



- GHG EMISSIONS AND CLIMATE CHANGE STRATEGY
- SOLID WASTE MANAGEMENT
- SUSTAINABLE INFRASTRUCTURE
- USE OF WATER
- BIODIVERSITY PROTECTION AND PRESERVATION
- MANAGEMENT OF ENVIRONMENTAL IMPACTS IN PROJECTS AND SERVICES
- USE OF ENERGY
- OPERATIONAL ECO-EFFICIENCY

The definitions of material topics are:

### GRI 3-2

	<b>Diversity and Inclusion</b>	Have a team that reflects the diversity of the social environment in terms of gender, nationality, disabilities and other relevant aspects, to thus ensure equal opportunity within the company.
	<b>Talent Attraction and Retention</b>	Become an attractive company that draws new talent to reduce the turnover in the company and assure the availability of human capital.
	<b>Quality of Working Life</b>	Contribute to the wellbeing of employees through benefits and programs that satisfy their needs and contribute to a good working climate in the company.
	<b>Human Capital Development</b>	Develop key skills in our teams and create structures for coordination and collaboration toward the professional development of people and for handling the challenges of the industry.
	<b>Impact on Communities</b>	Strengthen the positive social and environmental impacts of projects and works through an active engagement with communities and local groups that have been impacted, and handle their claims and concerns.
	<b>Occupational Health and Safety</b>	Expand the organizational culture based on the protection of safety and wellbeing by means of a proactive mitigation of risks identified in operations and a continuous promotion of occupational health.
	<b>Human Rights</b>	Ensure respect for basic rights throughout the chain of value according to the Guiding Principles of the United Nations.
	<b>Living Wage</b>	Pay salaries and compensation in line with the needs of the workforce that position the company competitively in the industries in which it engages.
	<b>Corporate Governance</b>	The interests of all shareholders (including minority shareholders) must be managed effectively, be diverse and the structures of incentives and ownership requirements must be transparent.
	<b>Business Ethics</b>	Ensure ethics and integrity through policies on corruption, bribery, anti-competition practices, conflicts of interest and political influence by training employees and contractors to strengthen an ethically irreproachable internal culture.
	<b>Customer Satisfaction</b>	Have all the relevant information for an optimal relationship with customers to provide maximum satisfaction through standards of service and a strengthening of loyalty.
	<b>Resilient Business Model</b>	Adapt on a timely basis to regulatory changes, emerging market trends or crises that may impact the business.
	<b>Responsible Supply Chain Management</b>	Identify and manage economic, social and environmental risks and opportunities in suppliers, especially in subcontractors, to foster a sustainable management in the chain of value.
	<b>Innovation</b>	Innovate constantly in the different processes and business units to attain a maximum efficiency, productivity and the fewest socioenvironmental impacts, to thus generate a culture of innovation that becomes an accelerator of strategic transformations.
	<b>Digital Transformation</b>	Apply new technologies, digitalization and automation for a greater operational excellence while safeguarding cybersecurity at all times.
	<b>Operational Excellence</b>	Provide an excellent quality of service so that the business makes a profit and is cost-competitive.



## SUSTAINABILITY STRATEGY (GRI 2-22)

In the aim of consolidating the Company's sustainability and its leadership in the industry, a process began in the last quarter of 2022 to develop a sustainability strategy combined with the planning and allocation of the corresponding resources. For 2023, the plan is to define the Sustainability Policy and build the Echeverría Izquierdo Sustainability Strategy, which will be a highly participative process to define the commitments and goals of the Company and its business units.

The process entails an analysis of the status of sustainability in the company and the priorities of stakeholders to identify material topics where there are greater opportunities for improvement and management. The analysis includes analyzing procedures, reviewing the best practices of leaders in the mining, energy and construction industries, both nationally and internationally, interviewing directors, executives and corporate officers of the business units, analyzing sustainability standards, with a special emphasis on the Dow Jones Sustainability Index; surveys and interviews of stakeholders.

After this stage and after defining priorities for the Ei Group, participative workshops will be held on a corporate level and by business unit in order to build a Sustainability Strategy accompanied by concrete measures that are pertinent and appropriate for each of the companies comprising the organization.

The Ei Group aims to develop a Sustainability Policy and Strategy to express its profound commitment to sustainable development, to incorporate this vision to the management of the business, and to be allies of customers in their own progress in this respect.

## OUR STAKEHOLDERS (GRI 2-29)

Echeverría Izquierdo knows that good work is done collaboratively, as a team. For that reason, the company deeply values the contributions that all its stakeholders make to completing each of the projects and delivering services. The main stakeholders with which the Ei Group relates are:

### EMPLOYEES

One of the fundamental pillars of Echeverría Izquierdo are its employees. Nothing would be possible without the commitment and contribution of each. The work they do every day in offices and on sites is key to the delivery of services and high-quality buildings.

The Company's relationship with this stakeholder takes place through different internal channels that are continuously and permanently open: collaborative work in the co-construction of the Company's purpose and in the definition of its values, the business strategies and sustainability strategy; the Feedback Plan, the work climate survey; participation and consultation on matters of occupational health and safety; integral talks, the Whistleblower channel, the Internal Innovation Ecosystem; the Intranet and social networks.

The Ei Group is committed to developing a good job climate, to the professional and integral development of employees, to collaborative work, dignified treatment, diversity and inclusion, and to the occupational health and safety of each of the individuals forming part of the team.

	<b>GHG Emissions and Climate Change Strategy</b>	Devise a strategy to reduce the adverse impacts of climate change and consider potential risks and opportunities, including the measurement and management of GHG emissions.
	<b>Solid Waste Management</b>	Have a household, industrial and hazardous waste management system implemented according to circular economy principles, including waste impact mitigation and reduction practices throughout the life cycle, both in the stage of the use of products and in final disposal.
	<b>Sustainable Infrastructure</b>	Build structures that have the least impact throughout their life cycle, starting from an eco-design and innovation using construction materials with the lowest impact while assuring their energy and water efficiency during use and reducing the impacts at the end of their useful life.
	<b>Use of Water</b>	Managing the consumption of water by operations, including projects and services, that encompasses measurement, consumption reduction strategies, reuse and restoration of water resources.
	<b>Biodiversity Protection and Preservation</b>	Implement measures for the protection and preservation of the biodiversity of the ecosystems in project areas through studies or the quantification of critical biodiversity, among other possible measures.
	<b>Management of Environmental Impacts in Projects and Services</b>	The measurement, management and prevention of environmental impacts caused by projects in all areas, following the parameters of impact assessment defined by the law.
	<b>Use of Energy</b>	Management of power consumption in the company's production processes, including projects and services, and of the use of fuels and electricity by encouraging a reduction and the use of renewable energy.
	<b>Operational Eco-Efficiency</b>	Optimizing the use of natural resources by increasing the efficiency of production processes and reducing losses and waste generated.

## SUPPLIERS AND SUBCONTRACTORS

Suppliers and subcontractors are strategic partners throughout the entire chain of value and key actors in completing each project and service.

The Ei Group maintains open channels of continuous communication to handle and answer their questions.

The organization engages with suppliers by accompanying them and communicating continuously with them, on a corporate level, through the Procurement Area and in bidding processes and long-term commercial agreements. The Ei Group also promotes preferring local suppliers for the execution of its projects.

The Business Units coordinate the relationship with subcontractors, which begins in the initial bidding phase and in the selection and hiring of services. Each is monitored permanently and directly to ensure that they meet the requirements and standards of governing laws. As strategic partners in connection with safety, the subcontractors of the Ei Group are integrated to all risk prevention actions implemented by the Company.

The commitment of Echeverría Izquierdo to this stakeholder is to promote responsible practices throughout the chain of value as well as regulatory compliance in all corresponding areas.

## CUSTOMERS

Customers are the *raison d'être* of the Ei Group, so it works every day on creating collaborative relationships for the purpose of satisfying all their needs according to high quality standards. To achieve this goal, we work continuously on improving customer satisfaction through different forms of measurements and the implementation of specific actions to improve their experience. The Company's relationship with this stakeholder is developed in different ways, which include conversation to learn about needs and expectations; business meetings and workshops to co-design services; meetings before signing contracts and throughout the course of a project; satisfaction surveys during different phases of progress in a work and/or upon completion of a project. For housing projects, satisfaction surveys are taken that cover the three stages of the customer's trip – purchase, delivery and after-sales, given the organization's interest in integrally satisfying all their needs.

The Ei Group's commitment to customers is to offer services and products of the highest standards of quality and safety in the industry.



*“We work every day to add value to the environment by improving the quality of life of people. The customer is at our core”*

Raimundo Cruzat  
CEO, Inmobiliaria

## INVESTORS

These are the shareholders in the company. An open channel of communication is maintained with them to ensure a permanent and direct relationship. In addition, meetings are held regularly with the main investors and quarterly presentations are given on results, led by the CEO. Information is also sent by e-mail on an ongoing basis and material information is posted on the website for this audience.

The Ei Group's commitment to investors is to ensure a corporate transparency, safeguard their interests, promote ethical conduct and regulatory compliance.

## THE COMMUNITY

The community means the community in and near work centers, projects and works executed by the Company. The Ei Group aims to continuously improve channels of communication with this stakeholder to attain a virtuous relationship so that together, we mitigate the effects and impacts that operations and works might cause to the environment.

The relationship with the community is developed directly in all building projects and indirectly as required by the principals in the mining and industry segment.

The organization's commitment to this target public is to contribute to their development and quality of life and to the mitigation of the effects and impacts that may be caused.

## CHILEAN CHAMBER OF CONSTRUCTION

This is the main trade association of the Ei Group that provides guidelines on improvements to be implemented in the industry. The relationship with this stakeholder is ongoing and Echeverría Izquierdo plays an active role by means of its participation in work meetings, sharing experience and vision. The organization also participates in several of the association's programs and works collaboratively on the development and implementation of projects and initiatives.

## STARTUPS

Innovation and technology development are tools of continuous improvement for Echeverría Izquierdo that it needs to face the challenges of the industry.

Consequently, the relationship with startups is materialized on the basis of collaboration and joint ventures as they are key players in the external innovation ecosystem of the Ei Group.



# SOCIAL AREA

## HEALTH AND SAFETY

People are at the core of our work, so their safety is therefore fundamental.

### THE VALUE OF SAFETY

It is with great pride that we can truly say that the Ei Group has been able to significantly reduce its accident and lost-time rates thanks to the implementation of the strategy defined by the Executive Safety Committee, led by the Corporate CEO, the occupational health and safety managers and the CEO's of each of the business units.

After two years of intense work on controlling the pandemic, this strategy was centered on rerouting efforts once again towards accident prevention. This required great dedication by the professionals of the operation in implementing measures to avoid Covid-19 infection and to monitor employees and ensure their compliance.

This strategy was focused on two material topics defined on the basis of a study and analysis of accidents occurring in 2021:

- Critical risk management.
- Support and training of employees with little work experience.

In 2022, the Ei Group was able to attain the lowest accident and lost-time rates, which is a notable achievement for the Company. This was possible thanks to the commitment and effort of all members of the team and the implementation of appropriate safety measures to prevent accidents and guarantee employee protection.

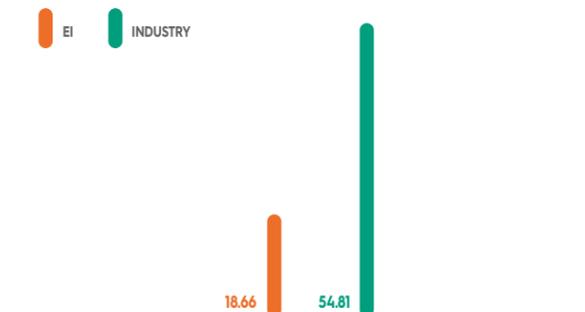
The focus on critical risk management has helped identify and address the most important hazards effectively, reducing the probability of serious incidents. Support to employees with little work experience has also helped guarantee that they have the tools and training needed to perform their jobs safely and effectively.



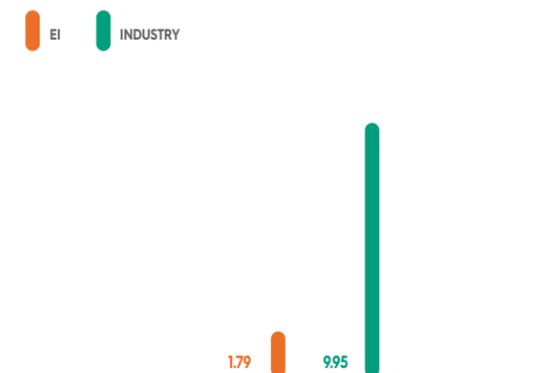
Ei GROUP VS. CONSTRUCTION INDUSTRY ACCIDENT RATE



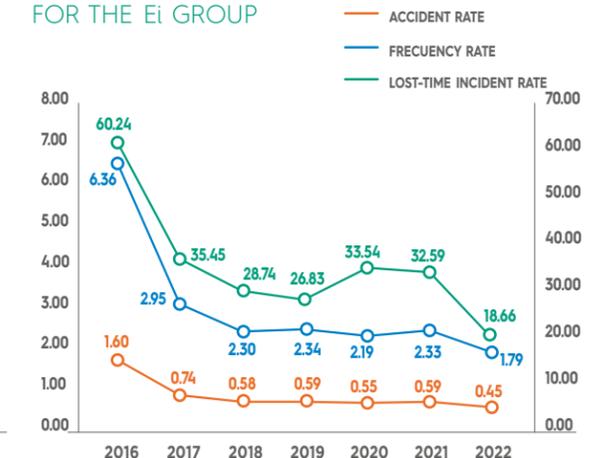
Ei GROUP VS. CONSTRUCTION INDUSTRY LOST-TIME INCIDENT RATE



Ei GROUP VS. CONSTRUCTION INDUSTRY FREQUENCY RATE



CONSOLIDATED RATES FOR THE Ei GROUP



SOURCE: CCHC MUTUAL SAFETY ASSOCIATION - 2022

## FOCUS ON PEOPLE DURING THE HEALTH CRISIS

During the third year of the pandemic, the Ei Group attained an outstanding performance in managing the health crisis. This was due largely to the efforts to control the spread of the virus inside the company.

To do this, prevention and control measures were implemented according to the recommendations of the health authorities, adapted to the needs of the organization right from the start. Thanks to these definitions, a safe and healthy environment was maintained for people, and operations were able to continue effectively.

The company has established telecommuting and flexible working hours policies to guarantee the health and safety of its employees without neglecting the quality of the services to customers. Strict protocols were also implemented on the cleaning and disinfection of all facilities.

It is important to emphasize that this achievement would not have been possible without the collaboration and profound commitment of all members of the Ei Group, who worked arduously to follow the measures and maintain an environment safe for everyone.



## HELPING WITH THE COVID-19 VACCINATION PLAN

In 2022, when the Ministry of Health began to give signs of reducing restrictions and control measures, the Ei Group continued with the information initiatives so that people would not lower their guard and the importance could be stressed that each employee complete their vaccination schedule.

Campaigns also continued to actively identify Covid cases (BAC) by means of antigen tests in all workplaces. Signage continued to be posted in all business units on the use of PPE, social distancing, washing hands, wearing masks and applying alcohol gel.

Positive cases were recorded and tracked, including the days of rest and physicians' certificates authorizing return to work.

Information campaigns were launched in corporate videos on channels like WhatsApp and a drawing contest was held by Nexxo to promote family integration and prevention of infection.

Employees were given paid permission to leave work to go to the vaccination centers closest to their homes and to their worksite. Transportation was also made available to vaccination locations.

Stickers were placed on the helmet of vaccinated employees indicating that they had received their booster shots.



## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1

The company has an Occupational Health and Safety Management System adapted to the needs of each segment and subsidiary, in compliance with governing law and based on the following standards:

ISO 45,001/2018

OCCUPATIONAL RISK MANAGEMENT EXCELLENCE PER THE MUTUAL SAFETY ASSOCIATION

MUTUAL SAFETY ASSOCIATION'S COMPETITIVE COMPANY PROGRAM

Since people are at the core of the work of the Ei Group and their safety is therefore fundamental, the occupational health and safety management system incorporates processes key to meeting the goals and objectives of the company. These processes include hazard and risk identification, employee induction, fatality prevention standards, integrated planning, operational controls, accident probability index (IPA), reportability, incident investigation, internal and external audit plan, training plan, occupational health protocols, mass campaigns and audits.

"2022 was a year when there was great progress in sustainability. Becoming a part of the DJSI was a tremendous achievement because it brought to light things that the company has been doing for quite some time. Intense work began a while back and the fruits are now being reaped that make the Ei Group a leader."

Sebastián Echeverría  
Corporate New Business Officer



## Ei GROUP'S GLOBAL POLICY

Each of the business units comprising the Ei Group is aligned with the occupational health and safety management system. It therefore works as a global corporate policy under renowned standards like ISO 45001/2018.

Subsidiaries have used this management system to develop their own OHS management policies that include the following elements:

- Applicability to all operations to guarantee the safety and integral welfare of all people under the company's supervision. Procesos de consulta con trabajadores y representantes.
- Commitment to continuous improvement.
- Support of these policies by the CEO or the manager of each company.
- Consultations with employees and representatives.



Action plans are derived from these policies for each of the subsidiaries that include:

- Defining objectives, goals and KPIs, for the accident rate, severity rate and other relevant indicators, including an appropriate monitoring to evaluate progress.
- The setting of responsibilities in the entire company, including executive positions, for the supervision and correct implementation of these guidelines as well as regular meetings among the areas involved.
- Inspections and visits to projects by the company's supervisors and experts from the Mutual Safety Association.
- Regular training to instill a culture of attention to OHS risks.
- Plans for responses to incidents or emergencies that may occur in operations.

GOVERNANCE: Occupational Health and Safety (OHS) topics are discussed monthly by Executive Committees of which the CEOs of the Business Units are members, together with the Area, Operations and OHS Managers. The CEO of each company reports performance to the Board.



The first thing discussed at each Board Meeting is occupational safety”  
Andrea Repetto, Director.

Each of the subsidiaries in the Ei Group implements an annual internal audit program that covers the legal requirements and requirements of the occupational health and safety management systems that have been implemented. These audits are led by the Safety Area and done by skilled employees certified as auditors, which helps maintain an effective control of the implementation of management systems.

The objective of these audits is to confirm compliance with ISO 45001/2018 in each of the work centers, thereby assuring conformity with requirements and identifying findings through the creation of action plans by the teams audited. These actions plans are then monitored and closed to guarantee continuous improvement.

The management systems of each subsidiary are audited externally by the following certification agencies according to ISO 45001/2018:

- AENOR
- Bureau Veritas
- ABS Consulting
- Mutual Safety Associations (in the case of PEC-certified systems)

In both cases, the audits are annual and cover a representative sample of projects to confirm that operation is according to the scope defined in the certificate.

HONOR ROLL

— 5 STARS  
CChC Honor Roll



— 5 STARS  
CChC Honor Roll



— 5 STARS  
CChC Honor Roll



— 4 STARS  
CChC Honor Roll



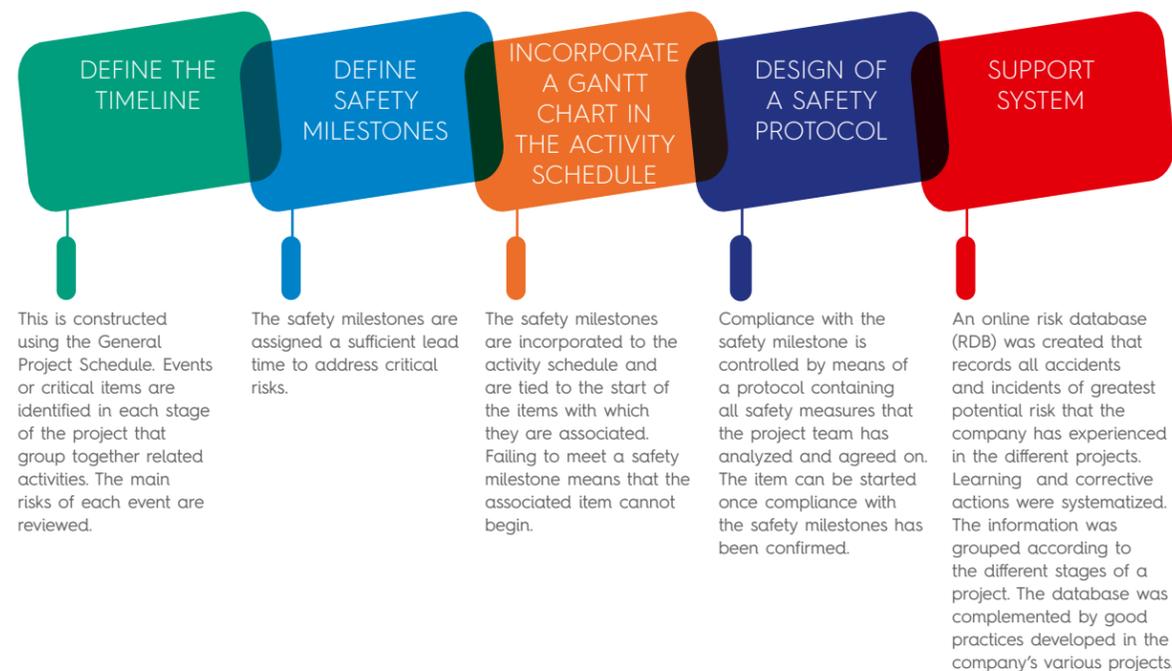
AWARDS OF THE CHILEAN CHAMBER OF CONSTRUCTION

Description of good practices

## HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

GRI 403-2

- Hazards and risks are identified in a systematic way following the "Hazard identification, risk assessment and control procedures," which are an integral part of the Ei Group's management system.
- This is done according to an activity schedule that lists the activities or items and their stages. It indicates the processes, identifies routine and non-routine activities, and the stages of each activity.
- This process is implemented by the Site Chiefs, Project Risk Prevention Heads and the Project Manager, who must also approve the Risk and Hazard Identification matrixes and is responsible for implementation of the control measures.
- Through **Integrated Planning**, we can anticipate the most critical risks in each project and address them opportunely, systematize their survey and analysis, and create the measures to either eliminate them or reduce them to the utmost possible.
- Steps to take are defined to attain a quality survey of the risks inherent to a project, using the general structure of the activity schedule:



## ENGAGEMENT AND CONSULTATION

**KICK-OFF MEETING**

The strategic and operative planning are discussed at this meeting and the project timeline is constructed.

**MEETINGS EVERY TWO-MONTHS TO ANALYZE CRITICAL ITEMS**

The critical items that will be executed in the next two months are reviewed as well as the resources and safety measures needed to address them.

**MONTHLY EXECUTIVE COMMITTEE MEETINGS**

These meetings are attended by the project's line of command, i.e., Project Manager, Safety Manager and Project RP Head, to review the monitoring of the proposed measures.

## INNOVATION IN REPORTING IN EACH PROJECT OF THE Ei GROUP

To encourage reporting any incidents occurring in works, the Ei Group developed, with Woken, a new application called "I REPORT," using the latest accessible technology available to the public at large.

By scanning a QR Code, this innovation allows access to a simple web platform where findings can be reported (incidents and risky conditions) at any time of the day or in any place of a project.

- Each project has a previously defined, non-replaceable QR code.
- This QR code is posted in different places at work sites.
- The information gathered from the QR code must be analyzed and processed by the Project Risk Prevention Area and disclosed to workers.



## ACCIDENT INVESTIGATION AND DISCLOSURE

A method has been devised to investigate incidents that includes inspections, photographs, evidence, documents and records, accident reconstruction, and a meeting for causal analysis and design of an action plan.

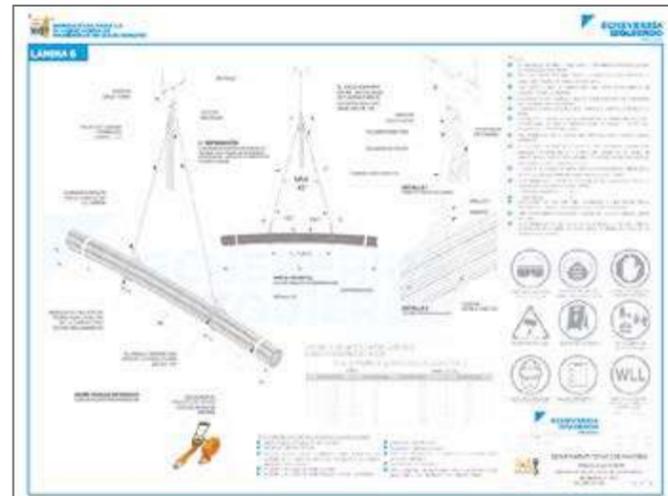
In addition to the investigation, hazard alerts are issued in the form of a formal disclosure document to the organization. This document describes the causes of the accident and/or high-potential incident, the respective action plan and the consequences of the occurrence.

## SYSTEMATIZATION OF LEARNING FOR CONTINUOUS IMPROVEMENT

A risk database (RDB) was created on an online platform containing all accidents and incidents with the greatest potential for risk that the company has experienced in the different projects. The learning and corrective actions taken have been systematized and the information has been grouped according to the different stages of a project.

## HOISTING SAFETY MANUAL

Special Projects authored a Hoisting Safety Manual to standardize hoisting within the organization. This means planning, administrating and controlling hoisting according to technical criteria so as to reduce the probability of an accident



LAUNCHING OF THE HOISTING SAFETY MANUAL.



TECHNICAL TRAINING IN "HOISTING SAFETY DEVICES."



ONSITE INTERVENTION: "HOISTING WORKSHOP."



TECHNICAL TRAINING IN "CRITICAL RISKS OF LIFTS AND WORK AT A HEIGHT."



CERTIFICATION OF WORK SKILLS FOR THE POSITION OF "RIGGER"

A Safety Hoisting Manual distribution campaign was held at all Special Projects' work centers to standardizing hoisting within the organization. This means planning, administrating and controlling hoisting according to technical criteria so as to reduce the probability of an accident.

The activities forming part of the campaign were:

## OCCUPATIONAL HEALTH SERVICES

GRI 403-3

All subsidiaries of the Ei Group are affiliated to the CChC Mutual Safety Association that provides medical care and financial aid in the event of a work accident or occupational disease.



## WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-4

In 2022, worker participation and consultation took place mainly through the Joint Order, Hygiene and Safety Committees at each work center. These committees are bodies on which workers are represented so that there is a formal participation of workers in matters of occupational health and safety. In addition to these committees, there are other instances, such as integral talks, that serve as spaces of communication and training in these subjects.

In VSL in particular, there is a procedure for worker participation and consultation that bears its name. For project workers, it consists of a "Suggestions and Complaints" channel, while for office and warehouse workers there is a "Suggestions and Complaints Book" in which they can freely state their opinions and concerns about the health and safety of their workplaces. This information is analyzed monthly by the VSL Joint Hygiene and Safety Committee. The responsibilities of Joint Hygiene and Safety Committees and their functions are set down in Executive Decree 54.

Meetings are held monthly. Nonetheless, committees also have the obligation to meet each time there is a serious or fatal accident at a workplace. Decisions are made at meetings. Committees propose and discuss matters related to workplace safety and/or hygiene and they reach agreements on the actions to take.

Workers are represented on Joint Hygiene and Safety Committees. There are 3 employer representatives (who are appointed by the highest authority at the workplace) and 3 worker representatives chosen by workers in a transparent voting process.



## WE ARE ALL RESPONSIBLE: WORKER TRAINING IN OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Workers of the Ei Group receive three types of training in occupational health and safety:

1. New worker **induction**.
2. **Courses** defined in internal and external **training programs** that include training in collaboration with the Mutual Safety Association.
3. **Integral talks**, given weekly onsite.

Below is a more detailed description of some of these initiatives:

### TRAINING PROGRAM

A training program is established for each workplace that defines the courses that will be imparted during project execution and the timeframe of those courses. This program is implemented according to the protocols of the Ministry of Health (MINSAL), and it addresses muscular-skeletal disorders, UV radiation, handling extinguishers, active pause exercises, working at a physical height and work at a geographic height, when relevant.

### LWE PROGRAM

The purpose of this program is to accompany workers with little work experience so that they can perform their duties effectively and safely. It is intended to foster integration and teamwork among workers with more experience and the recent arrivals, in addition to modeling safe conduct and promoting a culture of risk prevention in the workplace. A tutor is designated to implement this program for each new worker. The tutor will provide support and guidance in the learning process, impart training and give regular talks on occupational risk prevention. There is also a system of feedback and continuing assessment to measure the performance of workers and, if necessary, make changes to the program.

### INTEGRAL TALKS

These talks are held weekly (and in some projects twice a week) to train all site employees in practical matters related to the project, the business or the company. These talks discuss, for example, safe work procedures, specific safety measures for certain project areas or operations, the implementation of preventive measures in places like site installations. Also discussed are incidents, accidents, the action plans to avoid any recurrence, and information relevant to the safety of, or important to, all workers.

### SAFETY CAMPAIGNS

Campaigns are held throughout the year on OHS subjects to reach all workers and promote a culture of safety while encouraging an awareness and commitment of all workers to this subject, in addition to reducing the occurrence of accidents and incidents in the workplace.

## PROMOTION OF WORKER HEALTH

GRI 403-6

The following health promotion programs were implemented in 2022:

- 

**REVENTIVE**  
Detect and prevent illnesses early, such as diabetes, hypertension, prostate cancer and risk factors like obesity and high cholesterol.
- 

**OPHTHALMOLOGICAL**  
Workers and their spouses can undergo an eye exam in the workplace in order to diagnose and treat potential eye illnesses and correct them with glasses, when needed
- 

**DENTAL**  
For the care of the oral health and hygiene of workers, their spouses or partners. Dental care is provided directly in the workplace (project/sites) in a mobile dental clinic operated by a dentist and dental assistant.
- 

**FLU VACCINATION**  
This is an annual benefit for all workers to prevent this seasonal illness.
- 

**PROMOTING EXERCISE**  
Agreements with different gymnasiums where workers can go to practice sports.
- 

**WOMEN'S INITIATIVE**  
A program of the Occupational Health Association offering mammograms and Papanicolaou (Pap) tests.
- 

**MENTAL HEALTH AGREEMENT**  
Gabriela Mistral University has a mental health care center where both last-year students majoring in psychology work, as do professionals, at a low cost for patients. They attend to both youths and adults in person or remotely, depending on the needs of each patient. The agreement is for the employees of the company and their families. They must be referred by the Company's social worker to make use of this benefit, and the price of each visit is from 5 to 15 thousand pesos.

## PREVENTION AND MITIGATION OF HEALTH AND SAFETY IMPACTS

GRI 403-7

For the Ei Group, the welfare of employees of contractors and subcontractors is also part of the sustainable view of the business. Their wellbeing is also the wellbeing of the company. Therefore, these employees are considered to be strategic occupational health and safety partners in each of the projects and their participation is fundamental to developing a culture that promotes responsible conduct in this respect. For this reason, they are asked to align with the basic requirements in this area, such as implementation of the hazard identification and risk assessment matrix, the adoption of safe work procedures, undergoing exams to work at a height, using certified machines, having a supervisor present onsite and requiring all workers to use certified personal protection equipment.



## PERFORMANCE INDICATORS

### GRI 403-8

All of the company's workers are covered by the Occupational Health and Safety Management System.

### ACCIDENT RATE GRI 403-9

	2018	2019	2020	2021	2022
EI MONTAJES INDUSTRIALES	0.16	0.07	0.41	0.42	0.10
NEXXO	0.33	0.20	0.15	0.25	0.29
EI EDIFICACIONES - PPEE	1.01	1.33	1.42	2.18	2.61
PILOTEST TERRATEST CHILE	2.81	2.09	0.43	1.08	0.85
PILOTEST TERRATEST PERU	3.48	0.68	1.32	3.33	1.89
CONSTRUCTORA ECHEVERRÍA IZQUIERDO - HOUSING SOLUTIONS				0.00	1.28
VSL	2.08	2.36	2.61	0.00	2.01
<b>CONSOLIDATED</b>	<b>0.58</b>	<b>0.59</b>	<b>0.55</b>	<b>0.59</b>	<b>0.45</b>

### LOST-TIME INJURY FREQUENCY RATE

(Lost-time injuries frequency rate, LTIFR)

"LTIFR = (Number of lost-time injuries) / (Total hours worked in the accounting period) x 1,000,000

	2018	2019	2020	2021	2022
EI MONTAJES INDUSTRIALES	0.63	0.26	1.62	1.68	0.40
NEXXO	1.29	0.81	0.60	1.00	1.17
EI EDIFICACIONES - PPEE	4.02	5.30	5.63	8.67	10.37
PILOTEST TERRATEST CHILE	11.17	8.29	1.70	4.28	3.39
PILOTEST TERRATEST PERU	13.30	2.52	6.71	13.23	8.19
CONSTRUCTORA ECHEVERRÍA IZQUIERDO - HOUSING SOLUTIONS	-	-	-	0.00	5.09
VSL	8.27	9.38	10.36	0.00	7.99
<b>CONSOLIDATED</b>	<b>2.30</b>	<b>2.34</b>	<b>2.19</b>	<b>2.33</b>	<b>1.79</b>

CONTRACTOR LTIFR	2018	2019	2020	2021	2022
EI MONTAJES INDUSTRIALES	N/A	N/A	N/A	0,00	0,00
NEXXO	N/A	N/A	N/A	N/A	N/A
EI EDIFICACIONES - PPEE	7,40	6,49	4,96	4,24	3,44
PILOTEST TERRATEST CHILE	N/A	N/A	N/A	N/A	N/A
PILOTEST TERRATEST PERU	N/A	N/A	N/A	N/A	N/A
CONSTRUCTORA ECHEVERRÍA IZQUIERDO - HOUSING SOLUTIONS	N/A	N/A	N/A	8,38	0,00
VSL	N/A	N/A	N/A	N/A	N/A

### OCCUPATIONAL ILLNESS FREQUENCY RATE GRI 403-10

(Occupational Illness or Diseases Frequency Rate, OIFR)

"OIFR = (Number of cases in the accounting period) / (Total hours worked in the accounting period) x 1,000,000

	2018	2019	2020	2021	2022
EI MONTAJES INDUSTRIALES	0.73	0.00	0.39	0.37	0.50
NEXXO	0.00	0.00	0.00	0.20	0.00
EI EDIFICACIONES - PPEE	0.00	0.71	0.00	0.51	0.00
PILOTEST TERRATEST CHILE	1.24	0.00	0.00	0.00	0.00
PILOTEST TERRATEST PERU	0.00	0.00	0.00	0.00	0.00
CONSTRUCTORA ECHEVERRÍA IZQUIERDO - SSHH	-	-	-	0.00	0.00
VSL	3.31	1.34	2.59	0.00	0.00
<b>CONSOLIDADO</b>	<b>0.49</b>	<b>0.16</b>	<b>0.31</b>	<b>0.31</b>	<b>0.29</b>

The indicators presented are certified by the CChC Mutual Safety Association, an external agency that monitors OHS data for each of the Ei Group's subsidiaries.



# HUMAN CAPITAL

## DIVERSITY, INCLUSION AND GENDER EQUITY

Convinced of the importance of gender equity and the valuable contribution that this vision makes to teams, in 2022 the Ei Group and the different business units implemented several initiatives for the inclusion of women in the construction business.

**The Female Operator Training Program** was created, a pilot experiment for women with no experience in the business, focused on training them to operate industrial assembly cranes. This course is the first step in developing a career to train them to be Rigger Helpers. 100% of the 15 women selected for this first version of the program completed the course. This is added to the decision by one of the business units to become certified in Chilean Standard 3262, which has entailed beginning a stage of analysis to then create an action plan to address subjects ranging from infrastructure to behavioral models, in addition to drafting a Gender Equity Policy.

For International Women's Day, a commemorative talk was given to create an awareness of the value of women participating in different areas, in addition to analyzing how to encourage equity in the organization.



**For the inclusion of disabled individuals,** a survey was conducted to gather information on employees who suffered some sort of disability that had not yet been certified in order to support them in measures to receive that certification. The Ei Group also conducts training of representatives of the different business units to be inclusion promoters. The main initiatives to promote diversion and inclusion implemented in 2022 were:

- **Integral talks** with the different contractors of the business units to explain the law and to educate and sensitize people to the subject.
- **A video** disseminated on the intranet and by corporate e-mail containing information on regulations and their implications.
- **A health survey** to which more than one thousand people responded from all Business Units. This input has been used by the Welfare Area to monitor cases related to inclusion that require support, such as obtaining certifications, administrative issues, obtaining scholarships and government aid, among other matters.

22 employees of the different business units of the Ei Group were also trained to be inclusion promoters in

2022 so as to ensure compliance with the law and progress in incorporating the disabled to most of the workplaces. The effort involves not only hiring disabled individuals, but also that they be welcomed and that they develop integrally like any other employee of the Company.



*"The focus on the concern for people is a differentiating seal of our company"*  
Carolina Reyes, Chief Sustainability Officer.



The **policies** and **guidelines** established by the Ei Group to **prevent discrimination** are:

- **No sexual or non-sexual harassment and zero tolerance of discrimination:** The Internal Regulations on Order, Hygiene and Safety were standardized for the entire Ei Group to stipulate the following in article 187 of Title XXV: "All employees of the company that experience or learn of unlawful events defined as sexual or work harassment in the company or acts of discrimination in the workplace have the right to by law and these Regulations to report them in writing to the manager and/or senior administrative officer of the company or to the competent Work Inspection Bureau." These Regulations have been submitted to the Regional Office of the Ministry of Health (Health Seremi) and to the Work Inspection Bureau.
- **Training in non-discrimination:** Training was imparted in the Ei Group according to the crime prevention model that contains aspects of the Code of Ethical Conduct, including harassment and discrimination.
- **Escalation in the event of incidents:** The Internal Regulations on Order, Hygiene and Safety and the Code of Ethical Conduct set down an investigation procedure when there are reports of sexual harassment, work harassment, mobbing or acts of discrimination.
- **Disciplinary action in the event of a violation:** The Internal Regulations on Order, Hygiene and Safety stipulate a verbal or written admonition, a fine and even dismissal, depending on the severity of the violation.

**HARRASMENT AND DISCRIMINATION INCIDENTS**  
**GRI 406-1**

There were three confirmed incidents of harassment in 2022. In two of the cases, the violators were terminated and in the other case, the violator was issued an admonition and they were transferred to another workplace. There were no confirmed reports of discrimination.

**NUMBER OF PEOPLE BY GENDER**  
**CMF 5.1**

			
ADMINISTRATIVE STAFF	143	213	356
UPPER MANAGEMENT	3	12	15
ANCILLARY STAFF	139	281	420
SALESFORCE	7	4	11
MANAGEMENT	11	81	92
SUPERVISORS	73	1786	1859
MANUAL WORKERS	244	8516	8760
OTHER PROFESSIONALS	177	419	596
OTHER TECHNICIANS	145	757	902
GRAND TOTAL	942	12.069	13.011

**FEMALE EMPLOYEES BY TYPE OF JOB**  
**GRI 405-1**

	POSITIONS MANAGERIAL TOTAL	POSITIONS SENIOR MANAGEMENT <small>(one or two levels below the CEO)</small>	POSITIONS JUNIOR MANAGEMENT	POSITIONS MANAGERIAL IN INCOME- PRODUCING AREAS <small>(i.e., excluding areas like HR or Legal)</small>	STEM POSITIONS <small>(Science, Technology, Engineering and Mathematics)</small>	TOTAL EMPLOYEES
2020	16%	17%	21%	12%	-%	6%
2021	20%	19%	20%	8%	16%	6%
2022	20%	20%	19%	10%	20%	7%
PROPOSED GOAL	21%	20%	20%	11%	21%	9%
YEAR'S GOAL	2024	2024	2024	2024	2024	2024

## NUMBER OF PEOPLE BY NATIONALITY

## CMF 5.1.2

NATIONALITY	LEVEL	FEMALE	MALE	GRAND TOTAL
Argentine	Ancillary	1	3	4
	Management	1	1	2
	Other Professionals	1	1	1
Bolivian		27	101	128
	Administrative	1	1	1
	Ancillary	8	1	9
	Supervisors	1	2	2
	Manual Workers	17	94	111
Brazilian	Other Technicians	1	4	5
			1	1
Chilean	Management	1	1	1
		813	11,493	12,306
	Administrative	137	205	342
	Upper Management	3	12	15
	Ancillary	92	272	364
	Salesforce	6	3	9
	Management	11	78	89
	Supervisors	73	1,768	1,841
	Manual Workers	186	8,021	8,207
	Other Professionals	169	401	570
	Other Technicians	136	733	869
Colombian		33	72	105
	Administrative	3	2	5
	Ancillary	7	3	10
	Supervisors	1	1	1
	Manual Workers	23	62	85
Costa Rican	Other Professionals	1	1	1
	Other Technicians	3	3	3
		1	1	1
	Manual Workers	1	1	1
Dominican		1	2	3
	Ancillary	1	1	1
from Dominica	Manual Workers	2	2	2
		1	1	1
Ecuadorian	Manual Workers	1	1	1
		3	16	19
	Ancillary	1	1	2
	Supervisors	1	1	1
	Manual Workers	2	13	15
Spanish	Other Technicians	1	1	1
		2	2	2
	Administrative	1	1	1
Haitian	Manual Workers	1	1	1
		9	149	158
	Ancillary	7	7	7
Mexican	Manual Workers	2	148	150
	Other Technicians	1	1	1
		1	1	1
	Other Technicians	1	1	1
Paraguayan		3	3	3
	Ancillary	1	1	1
	Manual Workers	1	2	2
Peruvian		32	131	163
	Ancillary	17	2	19
	Supervisors	6	6	6
	Manual Workers	13	115	128
	Other Professionals	1	1	1
	Other Technicians	2	7	9
Swiss		5	5	5
	Supervisors	1	1	1
	Manual Workers	4	4	4
Uruguayan		3	3	3
	Administrative	1	1	1
	Management	1	1	1
Venezuelan	Manual Workers	1	1	1
		23	84	107
	Administrative	2	4	6
	Ancillary	5	5	5
	Salesforce	1	1	2
	Supervisors	7	7	7
	Manual Workers	1	50	51
Other Professionals	8	15	23	
Other Technicians	6	7	13	
<b>GRAND TOTAL</b>		<b>942</b>	<b>12,069</b>	<b>13,011</b>

## PERCENTAGE OF PEOPLE BY NATIONALITY

NATIONALITY	% OF TOTAL EMPLOYEES	% OF TOTAL MANAGERIAL POSITIONS
Chilean	94.58%	97.46%
Peruvian	1.25%	0%
Haitian	1.21%	0%
Bolivian	0.98%	0%
Venezuelan	0.82%	0%
Colombian	0.81%	0%
Ecuadorian	0.15%	0%
Swiss	0.04%	0%
Argentine	0.03%	0.85%
Dominican	0.02%	0%
Uruguayan	0.02%	0.85%
Paraguayan	0.02%	0%
Spanish	0.02%	0%
Brazilian	0.02%	0.85%



**47** DISABLED EMPLOYEES

## NUMBER OF PEOPLE BY AGE RANGE

## CMF 5.1.3

AGE RANGE	LEVEL	FEMALE	MALE	GRAND TOTAL
Below age 30		217	2,339	2,556
	Administrative	44	53	97
	Ancillary	22	52	74
	Salesforce	1	1	1
	Supervisors	9	75	84
	Manual Workers	53	1,933	1,986
	Other Professionals	43	68	111
30 to 40 years old	Other Technicians	46	157	203
		379	4,069	4,448
	Administrative	57	73	130
	Upper Management	1	1	1
	Ancillary	32	68	100
	Salesforce	3	1	4
	Management	2	14	16
41 to 50 years old	Supervisors	31	535	566
	Manual Workers	86	2,880	2,966
	Other Professionals	100	204	304
	Other Technicians	68	293	361
		250	3,080	3,310
	Administrative	28	51	79
	Upper Management	3	5	8
51 to 60 years old	Ancillary	46	64	110
	Salesforce	1	2	3
	Management	7	34	41
	Supervisors	27	645	672
	Manual Workers	58	1,996	2,054
	Other Professionals	33	108	141
	Other Technicians	27	175	202
61 to 70 years old		100	1,985	2,085
	Administrative	12	29	41
	Upper Management	6	6	6
	Ancillary	31	59	90
	Salesforce	3	3	3
	Management	2	27	29
	Supervisors	6	408	414
Above age 70	Manual Workers	42	1,326	1,368
	Other Professionals	1	30	31
	Other Technicians	3	100	103
		15	571	586
	Administrative	2	7	9
	Ancillary	7	35	42
	Management	5	5	5
GRAND TOTAL	Supervisors	121	121	121
	Manual Workers	5	367	372
	Other Professionals	7	7	7
	Other Technicians	1	29	30
		1	25	26
	Ancillary	1	3	4
	Management	1	1	1
GRAND TOTAL	Supervisors	2	2	2
	Manual Workers	14	14	14
	Other Professionals	2	2	2
	Other Technicians	3	3	3
		942	12,069	13,011

## TIME OF EMPLOYMENT

## CMF 5.1.4

TIME OF EMPLOYMENT	LEVELS	FEMALE	MALE	GRAND TOTAL
<b>Less than 3 years</b>	Administrative	774	10,993	11,767
	Upper Management	124	180	304
	Ancillary	130	262	392
	Salesforce	3		3
	Management	1	21	22
	Supervisors	45	1,497	1,542
	Manual Workers	240	8,083	8,323
	Other Professionals	112	307	419
	Other Technicians	119	641	760
	<b>From 3 to 6 years</b>		<b>92</b>	<b>636</b>
Administrative	12	24	36	
Upper Management	1	3	4	
Ancillary	5	14	19	
Salesforce	3	3	6	
Management	3	10	13	
Supervisors	9	129	138	
Manual Workers	4	325	329	
Other Professionals	33	54	87	
Other Technicians	22	74	96	
<b>More than 6 and less than 9 years</b>		<b>35</b>	<b>181</b>	<b>216</b>
Administrative	3	3	6	
Upper Management	1	2	3	
Ancillary	3	2	5	
Salesforce		1	1	
Management	2	14	16	
Supervisors	7	61	68	
Manual Workers		54	54	
Other Professionals	17	25	42	
Other Technicians	2	19	21	
<b>From 9 to 12 years</b>		<b>20</b>	<b>95</b>	<b>115</b>
Administrative	1	3	4	
Upper Management	1	2	3	
Ancillary	1		1	
Salesforce	1		1	
Management	2	10	12	
Supervisors	7	31	38	
Manual Workers		22	22	
Other Professionals	7	13	20	
Other Technicians		14	14	
<b>More than 12 years</b>		<b>21</b>	<b>164</b>	<b>185</b>
Administrative	3	3	6	
Upper Management		3	3	
Ancillary		3	3	
Management	3	26	29	
Supervisors	5	68	73	
Manual Workers		32	32	
Other Professionals	8	20	28	
Other Technicians	2	9	11	
<b>GRAND TOTAL</b>		<b>942</b>	<b>12,069</b>	<b>13,011</b>

## NUMBER OF DISABLED INDIVIDUALS

## CMF 5.1.5

DISABLED	LEVEL	FEMALE	MALE	GRAND TOTAL
<b>No</b>	Administrative	935	12,029	12,964
	Upper Management	142	208	350
	Ancillary	3	12	15
	Salesforce	136	280	416
	Management	7	4	11
	Supervisors	11	81	92
	Manual Workers	72	1,779	1,851
	Other Professionals	243	8,494	8,737
	Other Technicians	177	418	595
	<b>Yes</b>		<b>7</b>	<b>40</b>
Administrative	1	5	6	
Ancillary	3	1	4	
Supervisors	1	7	8	
Manual Workers	1	22	23	
Other Professionals		1	1	
Other Technicians	1	4	5	
<b>GRAND TOTAL</b>		<b>942</b>	<b>12,069</b>	<b>13,011</b>

## TYPE OF CONTRACT

## CMF 5.2

TYPE OF CONTRACT	LEVEL	FEMALE	MALE	GRAND TOTAL
<b>Continuing</b>	Administrative	500	5,326	5,826
	Upper Management	78	125	203
	Ancillary	3	12	15
	Salesforce	53	150	203
	Management	6	4	10
	Supervisors	11	79	90
	Operario	63	1,005	1,068
	Otros Profesionales	50	3,280	3,330
	Other Technicians	150	273	423
	<b>Per Project</b>		<b>303</b>	<b>5,203</b>
Administrative	45	69	114	
Ancillary	56	108	164	
Supervisors	7	645	652	
Manual Workers	148	4,016	4,164	
Other Professionals	19	120	139	
Other Technicians	28	245	273	
<b>Fixed Term</b>		<b>139</b>	<b>1,540</b>	<b>1,679</b>
Administrative	20	19	39	
Ancillary	30	23	53	
Salesforce	1		1	
Management		2	2	
Supervisors	3	136	139	
Manual Workers	46	1,220	1,266	
Other Professionals	8	26	34	
Other Technicians	31	114	145	
<b>GRAND TOTAL</b>		<b>942</b>	<b>12,069</b>	<b>13,011</b>

## JOB ADAPTABILITY

## CMF 5.3

TYPE OF CONTRACT	LEVEL	FEMALE	MALE	GRAND TOTAL
<b>Hybrid</b>	Administrative	136	195	331
	Upper Management	11	4	15
	Ancillary	3	12	15
	Management	5	4	9
	Supervisors	7	39	46
	Other Professionals	15	36	51
	Other Technicians	68	73	141
<b>No</b>		<b>806</b>	<b>11,874</b>	<b>12,680</b>
Administrative	27	27	54	
Ancillary	132	209	341	
Salesforce	134	277	411	
Management	7	4	11	
Supervisors	4	42	46	
Manual Workers	58	1,750	1,808	
Other Professionals	244	8,516	8,760	
Other Technicians	109	346	455	
<b>GRAND TOTAL</b>		<b>942</b>	<b>12,069</b>	<b>13,011</b>

# LABOR RELATIONS

The Ei Group knows that labor relations are a strategic factor that is vitally important to the company and to customers. So, efforts are centered on guaranteeing a serene, respectful, safe, and above all, credible environment.

This is accomplished by respect for existing labor laws, recognition of the right of employees to organize in unions, by maintaining direct, fluid and mutually cooperative relationships, and by supporting the work by union leaders so that they are true spokespeople of the needs of the workers they represent.

There are currently 15 unions in the different companies of the Ei Group and 18 collective bargaining agreements were signed in 2022. This guarantees operational continuity and good relationships with employees.



## WORK CLIMATE

The work by the Human Resources areas was centered on two large lines of work climate management in 2022:

**Performance Management**, to give continuity and deepen the work done in previous years. The second version of the skills and transversal potential assessment was done for all of the office employees in the business units based on the values of the Ei Group defined in 2020. The result of the measurement considered the assessment of close to 700 people plus 300 feedback sessions and 76 talent committees to create a current map of the installed and potential organizational capacities that will be favorable to a sustainable growth of the business.

**Organizational climate management:** The first transversal organizational climate survey was conducted in 2022 in all of the Ei Group's Business Units and among all regular staff. The Building Happiness tool of Buk was used that consists of four dimensions: Wellness, Engagement, Personal Worth and Sustainability. More than 70% participated in the survey and after the results were received, 57 meetings were held to present and discuss them in workplaces. These data were used as input for the drafting of the 2021-2022 Work Plans based on 7 pillars:

- Welfare
- Feedback
- Recognition
- Compensation
- Communication
- Personal growth
- Sustainability

As one way of keeping the organization alert to the importance of this subject, the Ei Group Climate Seal was created, which is placed on all communications associated with action plans. The goal is to make improvement initiatives visible so that this organization is a great place to work.

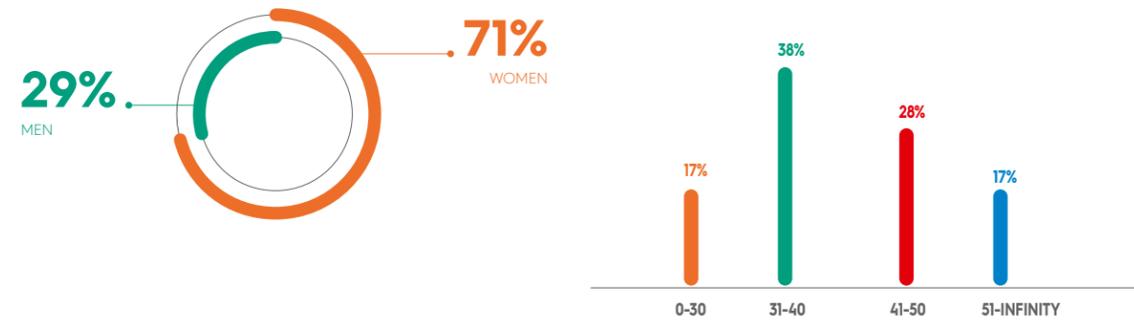


"2022 was a year of consolidation of the area in the entire Ei Group. We established processes and we made great progress in this respect, with a strong focus on people"  
Francisca Agliati, Chief People Officer.



## CHARACTERIZATION OF PARTICIPANTS IN THE CLIMATE SURVEY

### DEMOGRAPHIC RESPONSE



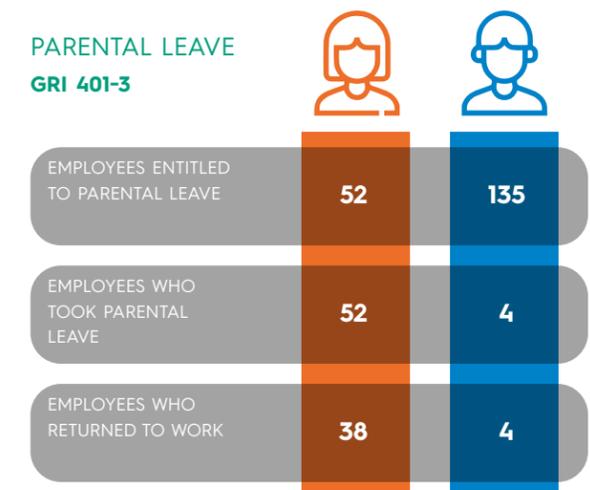
### DEMOGRAPHIC SCORE



### BENEFITS GRI 401-2

TYPE OF BENEFIT	INDICATE WHETHER THEY ARE PROVIDED TO FULL-TIME EMPLOYEES
Life insurance	6.63%
Health insurance	17.5%
Permanent and temporary disability coverage	6.63%
Retirement benefits	1.7% (Only Pilotes offers this benefit)
Retirement benefits	Only on the stock exchange (this applies to anyone, whether or not working for the Ei Group)

### PARENTAL LEAVE GRI 401-3



"The Ei Group is a place that is worth working for. Here things are done well ethically, we execute projects well and we are always looking to satisfy the customer and their needs. This spirit is what will help us successfully weather hard times"

Francisco Casas,  
CEO, Pilotes Terratest



## HIRES IN THE LAST 4 YEARS

GRI 401-1

	2019	2020	2021	2022
Men	6,361	7,238	7,535	8,255
Women	355	295	510	568
Below age 30	930	1,305	2,218	2,066
30 to 50 years	4,157	4,659	4,356	5,203
Above age 50	1,629	1,569	1,471	1,554
Executives	14	18	21	8
Non-Executives	6,702	7,515	8,024	8,815
Chileans	6,242	7,231	7,669	8,283
Foreigners	474	302	376	540
<b>Total</b>	<b>6,716</b>	<b>7,533</b>	<b>8,045</b>	<b>8,823</b>

## TOTAL TURNOVER

	2019	2020	2021	2022
Men	16.8%	12.8%	11.1%	13%
Women	9%	8.9%	8.4%	10.2%
Below age 30	26.1%	18.4%	15.7%	17.6%
30 to 50 years	15.9%	12.2%	10.4%	12.3%
Above age 50	12.4%	10.6%	8.4%	10.4%
Executives	1.6%	1.1%	1.9%	1.3%
Non-Executives	16.3%	12.7%	11%	13%
Chileans	16.1%	12.4%	10.7%	12.7%
Foreigners	16.3%	14.7%	18.3%	15.2%
<b>Total Turnover in EISA</b>	<b>16.1%</b>	<b>12.5%</b>	<b>10.9%</b>	<b>12.8%</b>

## TOTAL RESIGNATIONS

	2019	2020	2021	2022
Men	2.1%	1.7%	3.2%	2.7%
Women	1.5%	1.4%	2.7%	2.5%
Below age 30	3.6%	2.6%	5.1%	4.5%
30 to 50 years	2.2%	1.7%	3.1%	2.6%
Above age 50	1.3%	1%	1.9%	1.7%
Executives	0.5%	0.5%	0.3%	0.4%
Non-Executives	2.1%	1.7%	3.2%	2.7%
Chileans	2%	1.6%	3.1%	2.6%
Foreigners	2.9%	2.3%	4.8%	4.2%
<b>Total Resignations in EISA</b>	<b>2.1%</b>	<b>1.6%</b>	<b>3.2%</b>	<b>2.7%</b>

## DEVELOPING TALENT

For the Ei Group, the professional growth of its team members is also the growth of the company. Developing the skills and talents of each to work together on achieving the best version of each employee is one of the priorities of the People area and also of all the Business Units that form part of the organization's culture.

The updated Corporate Training procedure indicates the goals, scope, responsibilities and functionalities of the area.

The Training area defines the training activities in four different categories:

### BEHAVIORIAL TRAINING

For the personal and behavioral development of employees in their position.

### SAFETY

Courses of the Risk Prevention Area on the requirements of the positions and the company's standard.

### TECHNICAL TRAINING

Courses directed toward the specific technical needs of positions indispensable to the employee's development in their job.

### INDUCTION

Courses directed toward employees who are joining the organization so that they understand the company's setting, legal requirements, basic digital tools and labor relations.





In 2022, one of the main advancements of the Training Area was the creation of action plans based on the **Strategic Plan**, mainly along the lines of **strengthening organizational capacities to activate transformation**. To do this, the Annual Training Plan was constructed on the basis of the needs in the Strategic Plan. Specific training, career development and female inclusion projects were also developed in response to the Strategic Plan (Methanex and Female Operators). We continued

progressing in the centralization of processes for the Training Area, which has optimized the use of resources that are a direct cost of the company and has increased the use of, and spending through, the National Training Service (Sence). The Area's performance indicators were created, which has helped make all actions taken based on the different projects visible as well as the progress in the Annual Training Plan.

## ATTRACTING AND RETAINING TALENT

### IRES

	2019	2020	2021	2022
New hires	6,716	7,553	8,045	8,815
% of vacancies filled internally		710	1,007	1,337
<b>Average hiring cost:</b> This includes the costs of hiring internally and externally, such as recruiter fees, interviews, agency fees, advertising, job fairs, travel and relocation expenses. It DOES NOT include equipment provided to manual labor.		\$12,034	\$36,436	\$54,664

## OUTSTANDING EMPLOYEE TRAINING AND ACCOMPANIMENT INITIATIVES

GRI 404-2

In line with the 2021-2024 strategic plan, four great corporate initiatives were developed, oriented towards the formation and training of employees:

### UC TRANSFORMING LEADERS PROGRAM

This is focused on the first lines of command in the organization (Managers). It was custom-designed together with the Catholic University of Chile to develop leadership skills in employees so that they can adapt to new challenges in people management and to an environment of ongoing change and uncertainty.

### FEMALE OPERATOR TRAINING PROGRAM

This is a pilot experiment in training women with no prior experience in the business. They were invited to train to become Industrial Assembly Crane Operators. This course is the first step in their career development so that they can be trained to become Rigger Helpers. 100% of the 15 women selected to attend this first version of the program completed the course and passed both the theoretical and practical stages. 12 of them have joined the different operations of Montajes Industriales and the remaining 3 are waiting to receive their certification to do so. The Ei Group is preparing new versions of this program to continue encouraging the incorporation of female talent to operations.

### FEEDBACK PLAN

This training is oriented towards leaders in the Ei Group's managerial staff. The main objective of this initiative is to prepare them to build and hold feedback conversations with their employees. This is done by providing methods to identify strengths, using them as tools to leverage professional development by identifying opportunities, distinguishing between opportunities that are critical and passive, and teaching them to improve active listening as a fundamental aspect in this type of conversation to encourage professional growth and motivate employees to achieve all their potential.

### METHANEX CAREER DEVELOPMENT PROGRAM

The focus is the development and formation of supervisors to strengthen skills, make up for critical gaps and thereby provide an optimal service to improve relationships with principals. Supervisors are the first line of command in projects, so their formation is extremely relevant in guaranteeing the delivery of services with the Ei Group quality.



## METHANEX CAREER DEVELOPMENT PROGRAM

### GOALS AND BENEFITS

In its ongoing search to maintain the quality of its services and satisfy the needs of its customers, Nexxo has made alternatives available for the Methanex contract that ensure the continuity of operations. This has been done by assessing and making a viable career development plan that aims at improvements in the contract organization chart while strengthening structures and offering a better quality of service to the principal. The following goals have been proposed to do this:

- Form leaders to assume critical positions (supervisors and overseers) for eventual projects, the suspension of work at the Plant, among other issues.
- Create strategic alliances with principals from a long-term standpoint.

The program began with a call internally to employees and a subsequent evaluation of the critical gaps to assume the position. A selection process was held in which in-depth in-person interviews were conducted on potential and tests were given to select employees (personality and risk-aversion in safety matters). A training program was then defined that has three pillars: transversal skill training, technical skill training and safety training in the aim of making up for the gaps found. This training plan will last approximately one year and the first stage of training in transversal skills has now concluded. The second stage is being designed. The program was presented to Methanex and well received. Thus far to date, the initiative has been positively evaluated by the direct participants and by Nexxo, so similar projects are being developed for other customers.

### QUANTITATIVE IMPACT OF THE PROGRAM ON THE BUSINESS AND ON EMPLOYEES

This is an integral training project in which a career development path is defined for positions that are critical to the operation, in this case for overseers and supervisors. This process defines an entry and exit position as well as requirements and conditions to move forward. The company is committed to giving employees the means to meet the requirements while employees must commit to the program. This generates several benefits:

- In terms of training, it is an opportunity to receive useful, quality content for development of the profession.
- In terms of internal mobility, the aptitudes acquired in the process open up the opportunity to apply to other positions in the company.
- In terms of commitment, it encourages integration and appreciation by the company, in addition to creating a sense of happiness and satisfaction in employees.

### NUMBER OF EMPLOYEES WHO PARTICIPATED

30 candidates were approached and selected in this stage, who were employees currently holding positions below the level of overseer and supervisor, specifically in Punta Arenas, for the Methanex contract.



## UC TRANSFORMING LEADERS PROGRAM

### GOALS AND BENEFITS

One of the main benefits of this program is the definition of the type of leader that is intended to be strengthened and developed by the company. This program was designed on that basis in conjunction with the School of Administration of the Catholic University of Chile, and forty first-line managers were asked to participate, including the CEO. The initiative aims to work on competencies (based on those defined by the Ei Group) for personal, interpersonal and process management so that leaders can motivate their teams to work as best as possible. To achieve these goals, a method was defined that mixed theoretical and practical in-person classes on subjects of leadership in times of uncertainty, change management and personal management, relationship and diversity management, group coaching sessions led by UC professors where the subjects could be related to the company's reality and the particular issues of each participant. The Myers Briggs Type Indicator (MBTI) was also applied and used to support personal understanding and putting it at the service of improving teams. Having a definition of the type of leadership that the Ei Group wants to encourage and starting with the first lines will strengthen the culture and permeate teams, thereby generating a great benefit for the company.

### QUANTITATIVE IMPACT OF THE PROGRAM ON THE BUSINESS AND ON EMPLOYEES

The program arose in the framework of the Strategic Plan and as a continuation of the definition of the purposes and values of the Ei Group. Therefore, it aims to strengthen the competencies of the organization's leaders so that they can adapt to changes proposed by the strategy and accompany and encourage teams in the transformation needed to meet the goals by 2024.

### NUMBER OF EMPLOYEES WHO PARTICIPATED

40 leaders participated, specifically CEOs and first-line managers, including the Corporate CEO. A second version of the program is being prepared for 2023 to reach more leaders in the organization.



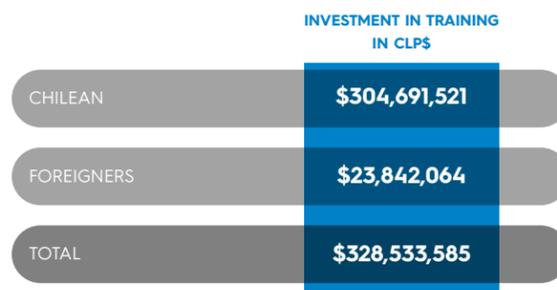
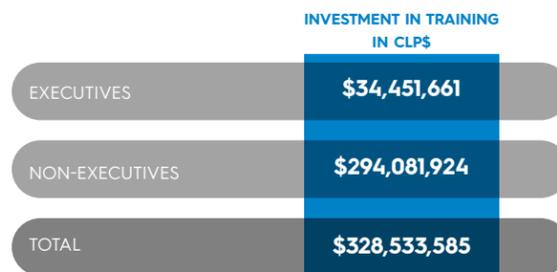
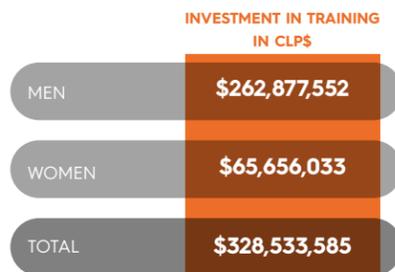
## TRAINING PER EMPLOYEE (FTE) IN 2022, BY GENDER, AGE, LEVEL AND/OR NATIONALITY

GRI 404-1

2022	TOTAL NUMBER OF HOURS OF TRAINING	NUMBER OF PARTICIPANTS
Men	130,808	3,578
Women	23,815	607
Below age 30	29,772	559
30-50 years	94,730	2,683
Above age 50	30,121	943
<b>Total</b>	<b>154,523</b>	<b>4,185</b>

2022	TOTAL NUMBER OF HOURS OF TRAINING	NUMBER OF PARTICIPANTS
Executives	2,075	130
Non-Executives	152,548	4,055
Chileans	145,170	3,772
Foreigners	9,473	413
<b>Total</b>	<b>154,523</b>	<b>4,185</b>

### TOTAL INVESTMENT IN TRAINING



## PAY GAP

In the last three years, the company has focused on building a compensation structure based on studies by pay collar and level to be able to objectively measure the gaps by position, level and gender. This latter variable is the main focus. At this time, in 7 of 8 business units - considering Gestiona to be a unit - the increases in employees' salary are assisted and evaluated by the Corporate Compensation Area. The valuation involves several variables after an analysis of internal equity, external competitiveness and a gender-focus perspective to attain a greater equity within the organization.

### AVERAGE SALARY

GRI 405-2

2022	AVERAGE WOMEN'S SALARY	AVERAGE MEN'S SALARY
Executive Level (base salary only)	\$7,409,411	\$11,969,521
New Executive Level (base salary and other incentives)	\$7,484,411	\$12,107,421
Managerial Level (base salary only)	\$4,458,911	\$6,333,291
Managerial Level (base salary and other incentives)	\$4,479,077	\$7,164,957
Non-Managerial Level	\$1,492,913	\$1,698,788

### PAY GAP

CMF 5.4.2

LEVEL	2021	2022
Administrative	83%	84%
Upper Management	64%	63%
Ancillary	71%	67%
Salesforce	59%	49%
Management	77%	80%
Supervisors	118%	105%
Manual Workers	66%	74%
Other Professionals	84%	87%
Other Technicians	89%	88%



## LIVING WAGE

In 2021 we assumed the commitment that employees of the Ei Group earn a minimum salary of CLP\$500,000 per month, and we reached that goal with satisfaction in 2022, at a minimum salary of CLP\$536,000.

For 2023, the company has proposed the commitment that employees earn a minimum salary of CLP\$604,000 per month.

GROUPS	% COVERED BY THE LIVING WAGE EVALUATION
OPERATIONS	ANALYSIS OF WAGE GAPS EXPRESSED AS THE NUMBER OF EI MINIMUM WAGES (CLP\$604,000) VERSUS THE HIGHEST EI SALARY, AND AN ANALYSIS OF THE DECILES OF WORKERS WHERE WE CONSIDER THE EI WORKER'S INCOME TO BE THE ONLY HOUSEHOLD INCOME AND WE USE THE NATIONAL AVERAGE OF DEPENDENTS. THIS METHOD COVERS 100%.



### RATIO OF MINIMUM WAGE OF MEN AND WOMEN IN 2022 TO THE LEGAL MINIMUM WAGE.

#### GRI 405-2

LEVEL	MEN	WOMEN
% minimum wage paid by the company vs. legal salario minimum wage	141%	123%
% of EISA operations covered by the indicator	100%	100%

## HUMAN RIGHTS

The Ei Group is an organization profoundly committed to respect for human rights in line with international standards, the Global Compact and the U.N. Guiding Principles. This conviction has been reinforced on the basis of the following commitments:

Eradicate people trafficking, forced labor and any form of workplace coercion, including child labor.

Respect the union freedom of workers, which includes the right to collective bargaining.

Respect diversity and reject discrimination while guaranteeing equal opportunity. This includes respecting gender equality and guaranteeing equal pay for men and women according to their duties and responsibilities.

The Ei Group always does its due diligence and has constantly monitored its internal operations to ensure that men and women have access to equal pay according to the areas and positions they hold.

Therefore, an analysis has been included in the Annual Report of the main gender pay gaps. The average salary of men and women is also being disclosed for executives, managers and the rest of the company.

REAL AND POTENTIAL HUMAN RIGHTS ISSUED COVERED	
Forced labor	
Human trafficking	
Child labor	
Freedom of association and collective bargaining	
Equal pay	x
Discrimination	x
Other matters	

GROUPS IDENTIFIED IN RELATION TO POTENTIAL HUMAN RIGHTS RISKS	
Own employees	x
Women	x
Children	
Indigenous peoples	
Migrant workers	
Outsourced labor	
Local communities	
Other groups	

# COMMUNITY

## COMMUNITY ENGAGEMENT GRI 413-1

For the Ei Group, engagement with the environment is key. Given the characteristics of our projects, we engage directly with communities for Middle-Income Housing Solution projects and indirectly in the Construction and Mining Services segment.

We are committed to the different stakeholders as their development also means the organization's growth. Some of the main commitments are caring for the environment, fostering responsible conduct among employees, supporting employability in local communities and working with local suppliers.



### CONSTRUCTION AND MINING SERVICES

In the Construction and Mining Services segment, our companies engage with communities mainly through the principals.



### MIDDLE-INCOME HOUSING SOLUTIONS

Middle-Income Housing Solutions engages directly with communities in the execution of its projects. The same holds true for Special Projects and the parent company of Nexxo.



# INITIATIVES

Initiatives have been developed in the Housing Solutions segment to create and reinforce engagement with neighboring communities. Examples of this are the murals that are exhibited with great pride on project fences.



To work towards a sustainable future, inmobiliaria has incorporated the community contribution to the design of its projects through initiatives like:

**Installation of a public charger** for electric cars in residential buildings.

**Construction of a park in the Antofagasta La Reserva Project**, measuring 2,864 square meters, open to the community and watered automatically with the gray water from the buildings.



In the midst of the Covid-19 pandemic, **Special Projects** stayed in ongoing communication with communities to promote preventive behavior. It posted charts on the outside of projects and distributed informational letters.

At the start of a project, a document is also handed out to nearby communities that discusses the features of the project, and contact information is posted for any question or complaint during the execution of the project. This is set down in the Emergency Preparation and Response procedure to keep the community informed of incidents and potential risks that may be present in the course of each project. This style of open-door communication was especially important in the context of the mass protesting and during the pandemic.

As of the after-sales stage, there is a channel of permanent communication with the community through the buildings' real estate office.

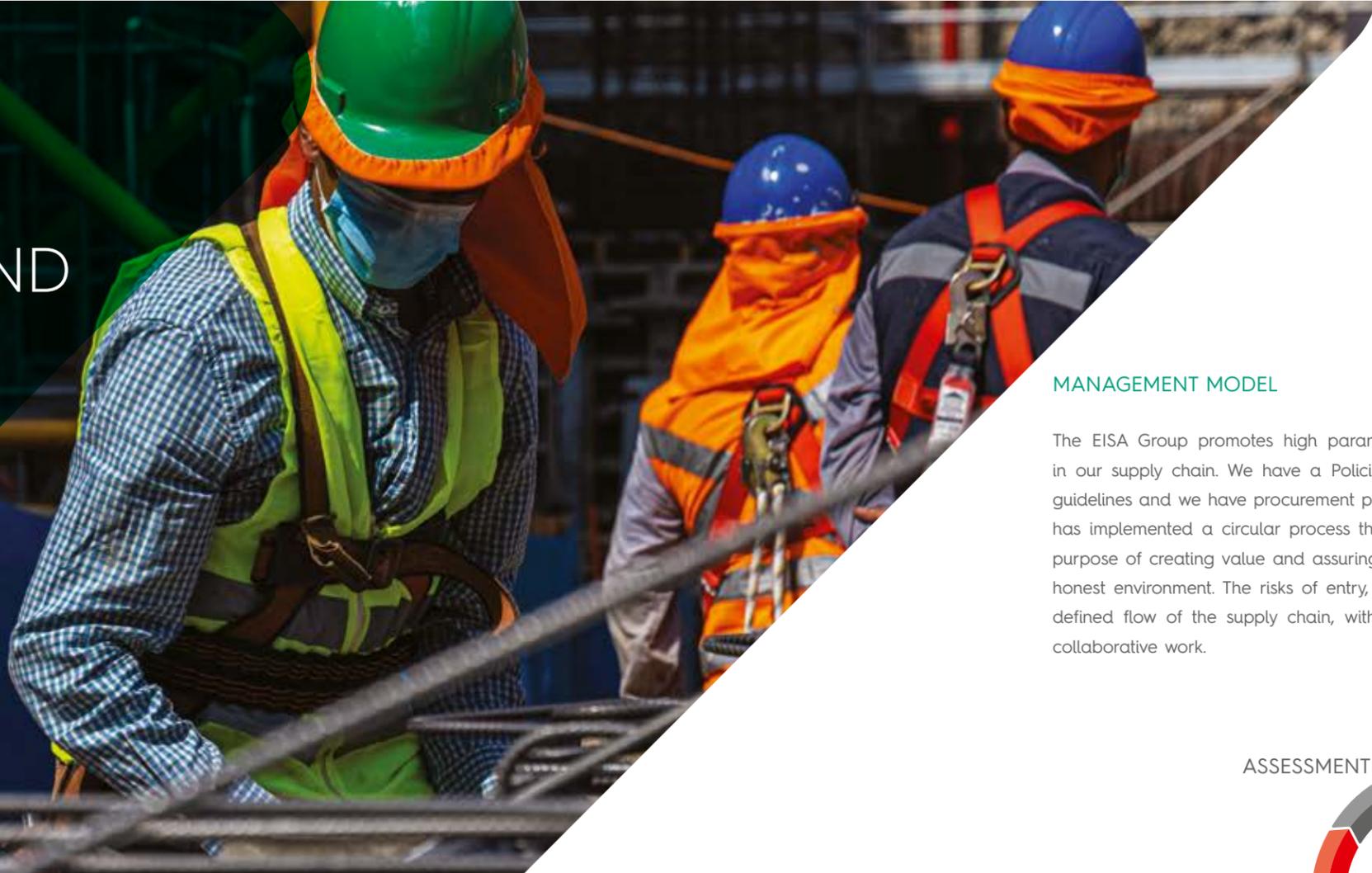
The community engagement plan of **Montajes Industriales** is implemented by the project owner since there is no direct relationship with the local community as Montajes Industriales is a contractor.

During the course of projects, several community-targeting campaigns are held. One example of this was the **Laraquete beach cleaning advertisement**, part of the MAPA project in the municipality of Arauco.

In the EINEX project, outstanding was the official delivery of a **didactic green point to the Hualpeninos nursery school**, where children can properly separate waste and learn the importance of recycling in caring for the environment.



# ECONOMIC AND GOVERNANCE AREAS



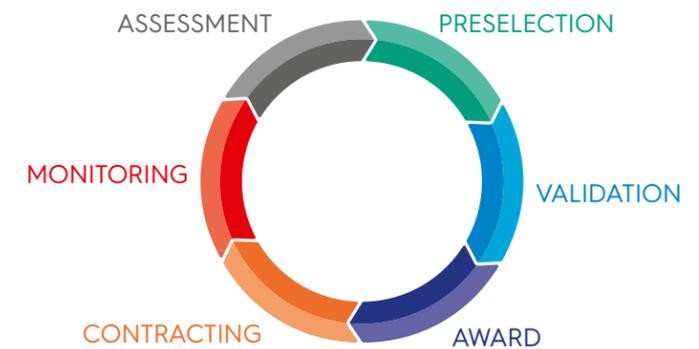
## SUPPLIERS

Suppliers are a key public for the Ei Group. Creating trust-based relationships is highly important to the business. Echeverría Izquierdo promotes excellence in our supply chain centered on knowing well with whom we are working, identifying their risks, and managing a mutually beneficial relationship. That is why we want suppliers to share our principles and values of sustainability, innovation, respect for human rights and compliance with labor and environmental laws.

We have developed a corporate supplier management strategy by which we have been able to accredit and consolidate the good practices of the Group and business units.

## MANAGEMENT MODEL

The EISA Group promotes high parameters of socioenvironmental work and good practices in our supply chain. We have a Policies and Procedures Manual that sets down the general guidelines and we have procurement policies and supplier contracting procedures. The Ei Group has implemented a circular process that has criteria, through a regulatory framework, for the purpose of creating value and assuring the supply of goods and services in a fair, ethical and honest environment. The risks of entry, operation and exit are evaluated in each stage of the defined flow of the supply chain, with an emphasis on R + d + i, operating excellence and collaborative work.



“In 2022 we made great progress in teamwork and more collaborative styles. We have more indicators to better manage the supply chain. This is a factor key to our business.”

Paola Muñoz  
Chief Procurement Officer.



## SUPPLY CHAIN

GRI 2-6

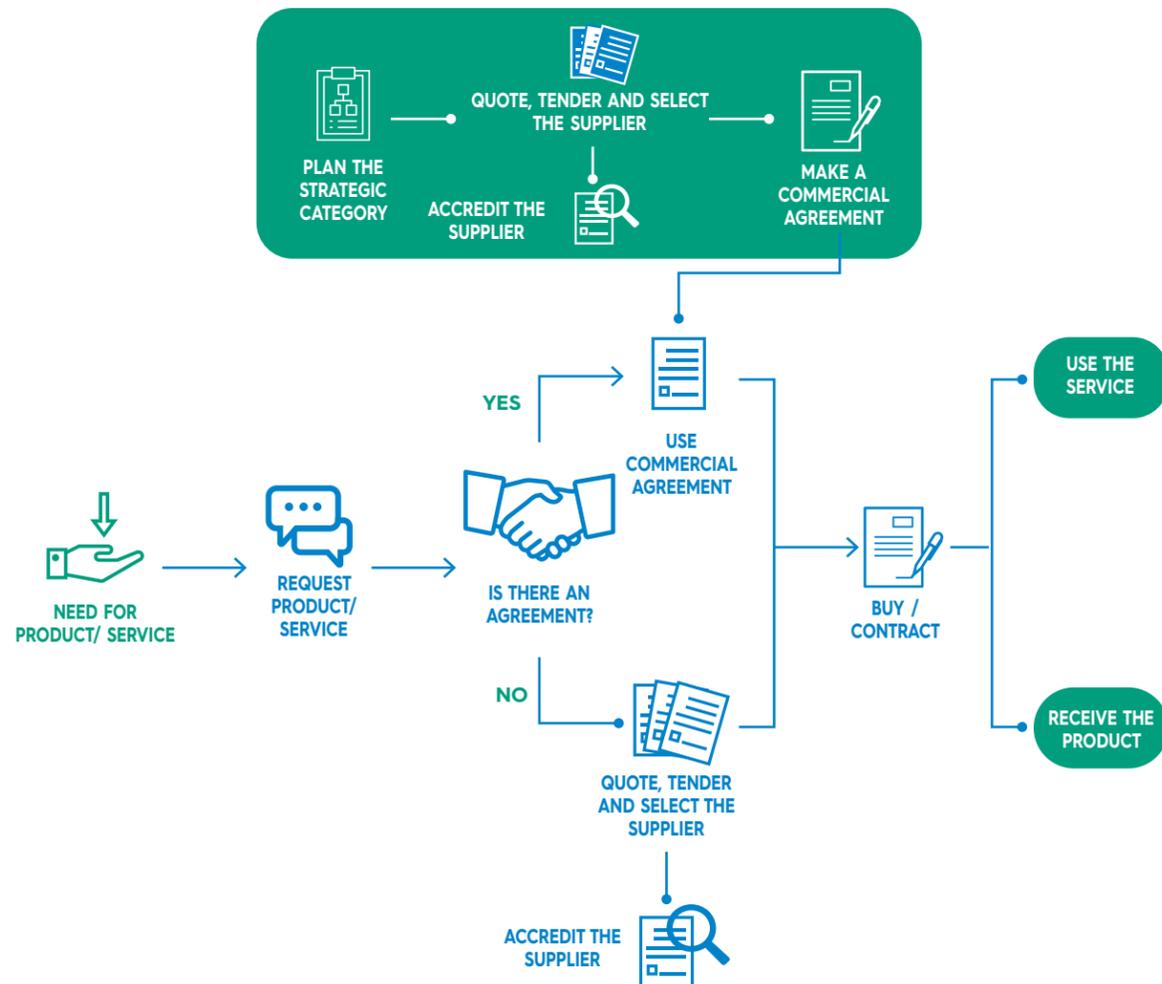
The supply chain begins with a need for material by a project, administrative office or at the start of a project.

The main processes are the purchase and receiving of materials. To make the procurement process more efficient, strategic categories of the Ei Group are analyzed and tenders are held to reach commercial agreements with suppliers or, depending on the business segment, strategic categories are developed in the search for alternative solutions to the needs of projects, and for suppliers, distributors and manufacturers.

The Corporate Procurement Division engages with suppliers during the tender of purchases, price negotiations or close of commercial agreements. This Division endeavors for agreements to be detailed in a contract in order to ensure compliance.

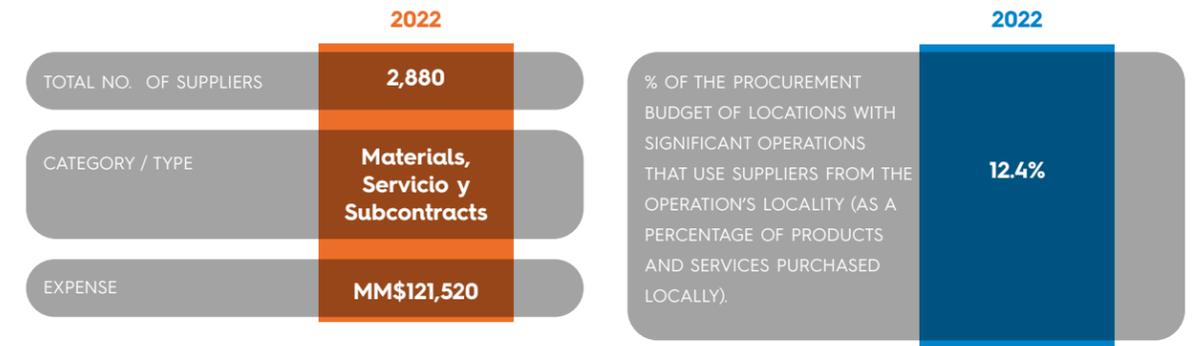
Some of the main materials suppliers are: Matco, Polpaico, Cintac, Imel, Mk, Kupfer, Treck, Nova Seguridad, Volcan, Lipigas, and Indura.

Some of the main service providers are: Subcargo, Wherex, Entel, and Sky Airlines.



## GENERAL INFORMATION ON SUPPLIERS

GRI 204-1



- Locality: the city or geographic location where the work is executed.
- Locations with significant operations means projects or a group of projects in one same region that represent the most sales on a consolidated level.

**Critical suppliers** supply goods and services that are important to our operations because they supply high volumes, critical components or not easily replaceable goods or they represent a high percentage of our total procurement spending.

	2022	% OF TOTAL SPENDING ON SUPPLIERS
Total number of direct suppliers	2,880	100%
Total number of direct critical suppliers	7	5%
Total number of indirect critical suppliers	4	6%

## SUSTAINABILITY RISKS

GRI 308-1/ 2 , GRI 414-1/2

**Suppliers with a high risk of sustainability** are suppliers who are most likely to cause adverse impacts because they improperly handle social factors (such as human rights, working conditions), environmental factors (such as waste management) and governance factors (such as legal compliance).

	NUMBER OF SUPPLIERS CLASSIFIED AS A "HIGH SUSTAINABILITY RISK"
Direct suppliers	96
Direct critical suppliers	4
Total number of suppliers	100



## SUPPLY CHAIN TRANSPARENCY AND REPORTING

The Ei Group uses the following sustainability KPIs with which it expects to attain the following metrics:

KEY SUSTAINABILITY PERFORMANCE INDICATOR	GOAL	YEAR
MONITOR THE CAPACITY OF OUR STRATEGIC SUPPLIERS TO PROVIDE SERVICES	Comply fully with our Supplier Contracting Procedure, updated in 2020, that covers the entire Ei Group.	100%
GUARANTEE DIGNIFIED TREATMENT OF SUP-PLIERS	Comply fully with our Supplier Contracting Procedure, updated in 2020, that covers the entire Ei Group.	5%
DEVELOP SUPPLIERS IN STRATEGIC CATEGO-RIES THROUGH LONG-TERM AGREEMENTS	Reach agreements for at least one year with suppliers in strategic categories.	6%

## RESPONSIBLE SUPPLIER MANAGEMENT

The EISA group has put procedures into place to accredit and create suppliers and to use protocols on the due diligence of third parties that set down directives and guidelines that must be followed by the Company's employees in relation to knowing suppliers and third parties in general before contracting or entering into a relationship with them. This is an activity to prevent any of the crimes in Law 20,393 on the Criminal Liability of Legal Entities.

The company also has a Supplier Code of Ethical Conduct that summarizes the basic ethical principles and minimum conduct in the actions by suppliers, contractors, subcontractors and third parties that have relationships with the companies in the Ei Group.

At a business unit level, full compliance with all governing laws is required and internal audits are made, led by each functional area. This helps identify economic, reputational, social and environmental risks.

AREA	IF APPLICABLE, HOW IT IS MONITORED/MANAGED
STANDARDS OF ENVIRONMENTAL CARE AND PROTECTION	There is a supplier code of conduct that is delivered during the contract process. (Preservation, respect and protection of the environment is a commitment of the Ei Group. Therefore, suppliers must commit actively and responsibly to making their best effort to protect the environment where they work and to comply with governing environmental laws).
CHILD LABOR	There is no document discussing this area.
FUNDAMENTAL RIGHTS (LABOR RIGHTS, FREEDOM OF ASSOCIATION)	There is a supplier code of conduct that is delivered during the contract process. When there is a commercial relationship or third parties are working in buildings of the Ei Group, the supplier is responsible for fulfilling employer obligations. Any misstep gives Echeverria Izquierdo the right to withhold payment until the situation is fixed. This is stipulated in contracts.
WORKING CONDITIONS (WORKING HOURS, TIME OFF, SOCIAL SECURITY AND HEALTH INSURANCE)	The Code of Conduct stipulates this and is applicable. There is no monthly monitoring, but the organization has the right to request information from the awarded supplier if needed.
COMPENSATION	The Code of Conduct and contracts signed with suppliers stipulate this and are applicable. There is no monthly monitoring, but the organization has the right to request information from the awarded supplier if needed.
OCCUPATIONAL HEALTH AND SAFETY	The Code of Conduct and contracts signed with suppliers stipulate this and are applicable. There is no monthly monitoring, but the organization has the right to request information from the awarded supplier if needed.
CORPORATE ETHICS (CORRUPTION RISKS, ETHICAL STANDARDS, ANTI-COMPETITIVE PRACTICES)	Conflicts of interest are checked when a commercial relationship is created with a supplier to minimize corruption risks. Suppliers are forbidden to offer, promise and/or give gifts and services to employees of the Ei Group, except for small customary gifts or hospitality that do not or cannot reasonably create or give the appearance of creating an unlawful act or conflict of interest, provided they are appropriate and for a legitimate commercial purpose. Non-disclosure clauses are included in supplier contracts and there is an exchange of information. Suppliers are required to respect the standards of free competition and are forbidden to engage in anti-competitive conduct. The Ei Group has a corporate document on PREVENTION OF LAW 20,393 CRIMES.
RESPONSIBLE PROCUREMENT BY SUPPLIERS	The Code of Conduct stipulates this and is applicable. All products and services delivered by suppliers must meet the quality and safety requirements and standards in governing law. When doing business with the Ei Group, they must also meet the required quality standards. The contracts of Ei Group suppliers stipulate the responsibilities of the supplier, service, prices, etc.

## OUTSTANDING PROGRESS AND INITIATIVES

More collaborative work was done with suppliers in 2022. Responsibilities were clearly defined for both parties and progress was made in designing plans for long-term relationships and a continuing improvement of processes so as to overcome the contingencies arising in the day to day.

A relationship of trust has been achieved with customers and strategic suppliers where good market practices are transferred that are internally evaluated and then implemented.

Supplier coverage was broadened in 2022 and progress was made in standardizing commercial agreements in line with the strategy of the Ei Group.

Se profundizó en el acompañamiento y en los aspectos comunicacionales por parte del Corporativo hacia los proveedores, además de continuar en la búsqueda constante de proveedores estratégicos.

The Corporate Area intensified its accompaniment and communication of suppliers and continued with its ongoing search for strategic suppliers. The business units incorporated several initiatives to stabilize and optimize production processes, to reduce implementation times and risk exposure, and to increase the quality of the product under the philosophy of continuing improvement. The initiatives by business units continued to offer good conditions to SMEs, such as:

MONITORING PLAN AND INDICATORS TO ANALYZE INVOICING AND PAYMENT PERIODS.

AUTOMATIC RECONCILIATION OF INVOICES TO ENSURE AN EXPEDITIOUS FLOW TO RELEASE PAYMENT.

ENCOURAGING CONFIRMING AGREEMENTS AT PREFERENTIAL RATES FOR OUR PREMIUM SME SUPPLIERS TO BOOST INDUSTRIALIZATION AND CONTINUING IMPROVEMENT.

## ACCOMPANYING SUPPLIERS

The Ei Group promotes developing our suppliers and diverse efforts have been made to extend our good sustainability practices to them. This entails several challenges, such as:

MONITORING THE ABILITY OF OUR STRATEGIC AND CRITICAL SUPPLIERS TO PROVIDE SERVICES.

FOSTERING THE CONTRACTING OF LOCAL SUPPLIERS AND LABOR.

ENSURING DIGNIFIED TREATMENT OF ALL SUPPLIERS.

DEVELOPING SUPPLIERS UNDER LONG-TERM AGREEMENTS.

As concerns strategic categories, we continue to reinforce the relationship with suppliers to ensure the supply of materials and anticipate stock shortages so that projects are not impacted.

## THE EI GROUP IS PRO-SME

One of the policies and commitments regarding payment to Echeverría Izquierdo suppliers is a period of 30 days for both SMEs and suppliers in general.

We have internal controls and external measurement indicators, such as weekly reports to the Finance Divisions (cash flows) and quarterly turnover and time-owed indicators for accounts payable of each business unit and on a corporate level.

We use the “braiding” tool that facilitates incorporating and declaring invoices. This tool matches a purchase order to the invoice issued by the supplier.



# CUSTOMERS

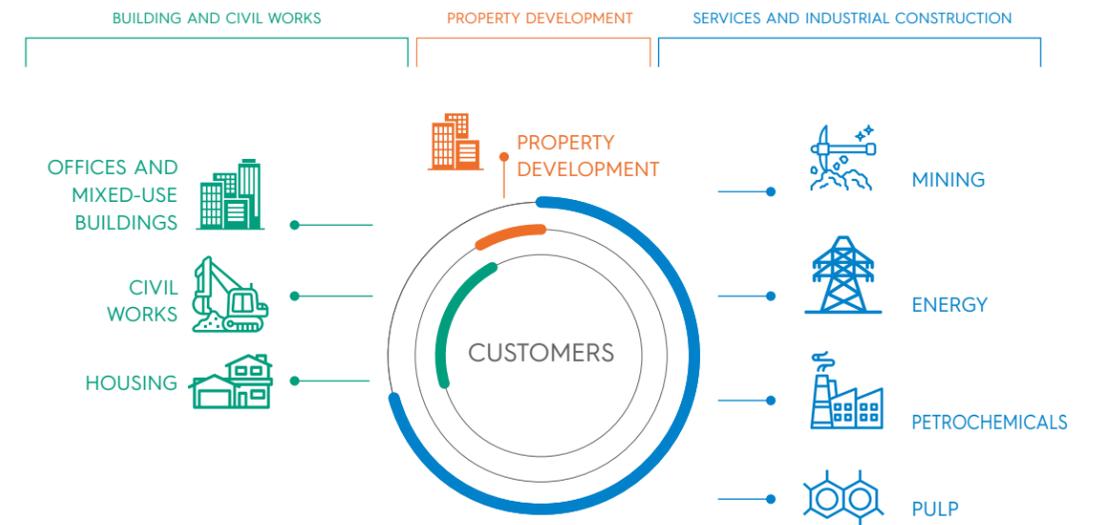
GRI 229

After more than 44 years in business, the Echeverría Izquierdo Group has acquired a sound prestige and the loyalty of our customers. This is due to the serious and rigorous commitment to each project and to the dedication of the team of professionals who impress this seal on the work they do every day.

Our efforts aim to offer engineering and construction services of excellence in which we provide integral and innovative solutions that add value to projects. The Ei Group is the best partner to customers and the goal is to continue exceeding expectations through the seal of quality and commitment that characterizes the organization.

"75% of Customers who buy an apartment do not know how to do it and they need to be accompanied closely. We are interested in being there to improve the quality life of people and develop the business from their viewpoint. The customer is at the core of what we do."

Raimundo Cruzat  
CEO of Inmobiliaria.



(\*) Includes proportional income

ISO 9.001/2015



## RESULTS OF THE CUSTOMER SATISFACTION SURVEY

	% COVERAGE OF SURVEY	% SATISFACTION RESULTS IN 2022	2022 GOAL
Montajes	100%	93%	80%
EIE	87%	88%	N/A
Nexxo	70%	78%	100%
Pilotes Terratest	85%	78%	>75%
VSL	100%	89%	85%

In 2022, Housing Solutions made a change to the measurement of customer satisfaction after taking surveys in the stages of promise, delivery and after-sales. This helps keep constant information for the evaluation of this major stakeholder.

	TYPE OF MEASUREMENT	% COVERAGE OF SURVEY	% 2022 NPS	2022 GOAL
Housing Solutions	Survey	19% Average survey response rate in the three stages mentioned.	28% This indicator refers to the Net Promoter Score (NPS) in the following stages: promise (30%), delivery (30%) and after-sales (40%).	No goal was defined, but the emphasis is on improving the results. By way of reference, for the percentage coverage, the market survey response rate is from 8%-12%.

## ENGAGEMENT WITH CUSTOMERS

For the Ei Group, the relationship built each day with each of our customers is based on trust and collaborative work. One example of this vision are the ties of mutual cooperation with mining companies where business meetings are held to review different aspects of the supply chain. Workshops are also held to design jointly plant maintenance services, as well as meetings with the main users.

A commercial and operational relationship is established in the Construction and Mining Services segment in which meetings are held during the different stages of each project, such as the bidding and contract negotiation stage, the engineering stage and the construction stage. Early integration is also offered during the conceptual stage and during the costing stage before construction begins. In the Building Area, there is no relationship with property developers or end customers because the construction companies are the Building Area customers.

Also relevant in this area are the different initiatives undertaken to promote direct contact and to strengthen the relationship with customers. Among them are a visit schedule, a plan for participation in events and conventions, membership in associations and chambers and a customer-oriented communications and marketing plan.

Outstanding events in which Montajes Industriales participated:

**PDAC 2022**  
Prospectors & Developers Association of Canada: the most important convention worldwide on mining exploration and new projects, held in Toronto.

**CESCO 2022**  
One of the most important events bringing together organizations and people in the copper mining industry, held in Santiago.

**PERUMIN35**  
The #Perumin35 Mining Summit, the most important mining convention in Latin America, held in Arequipa.

The main customers of Special Projects are developers of rental income, office and commerce projects. The relationship is developed with them in different ways, depending on the stages of the projects, and considers early integration and costing to begin construction.

During 2022, one-on-one meetings were held with different customers to understand their needs in the country's social and economic context. This information was used to adapt the customer service surveys, and an after-sale satisfaction survey was added to improve processes and strengthen the relationship with each of the customers.

## IDENTIFYING NEEDS

Identifying the needs of the customers of the Ei Group is important to an adequate development of projects. Regular meetings are held to communicate directly with customers during the pre-construction and construction stages. At these meetings, the requirements of each type of customer are analyzed, such as safety in the mining segment, costs in the building customer segment, timing and technical capacity in the industrial customer segment, and the technical capacity and costs in the infrastructure segment.

process in areas such as meeting expectations of quality, safety and the environment, operational excellence, the use of new technologies and innovation.

Sales and complaint procedures have been developed to ensure that the needs of customers are handled efficiently. This helps maintain an effective communication, manage complaints and establish the specific requirements for contingency actions, when pertinent.

The valuable information gathered in the satisfaction surveys enables to confirm the need to improve a



*"We are different because we are not indifferent to a customer's issues."*  
NEXXO.

## POSITIONING BASED ON SUSTAINABLE AND/OR INCLUSIVE ATTRIBUTES

According to the international ESG standards like the Dow Jones Sustainability Index (DJSI), the Ei Group has developed a sustainability plan focused on gender equity, community engagement, circular economy, measurement of the water footprint and of the carbon footprint. The initiatives contained in this plan are communicated and disclosed through different digital and physical channels like LinkedIn, newspapers and specialized magazines.

Moreover, "Inclusion Promoters" are being formed and trained in compliance with Law 21,015 that "Encourages the inclusion of the disabled to the working world" and Law 21,275 that "Amends the Labor Code to require the pertinent companies to adopt measures facilitating employment of the disabled," which entered into force in November 2022.

## AWARDS AND RECOGNITIONS

**EIMISA** was awarded the prize of **contractor of excellence** by Bechtel Corporation at the **Global Supplier Awards**. This award is bestowed upon contractors and suppliers around the world who participate in Bechtel projects.

This award was given in recognition of the **contribution to Teck's Quebrada Blanca 2 project in which Bechtel Chile is the Agent**. We are building and assembling the primary crusher, overland belts, stockpile, reclaim tunnels, lime plant and pebble crushing plant.

In bestowing this award, **Bechtel** selected **suppliers and contractors from around the world that stood out** for their general performance, their ability to provide quality services and to meet or surpass expectations in connection with safety, performance, technical experience and environmental compliance.



## CUSTOMER EXPERIENCE

For Housing Solutions, the main customers are individuals between the ages of 25 and 45 who are buying apartments for the first time. In many cases, they need financial advice, ongoing communication and accompaniment to realize their dream and a very important milestone in people's lives. There is also another, smaller segment of customers between the ages of 30 and 40 who purchase apartments as an investment, even before they think about buying a main home.

To measure customer experience in their journey with the company, customers are surveyed in three interactions: at the time of the promise, when the apartment is delivered to them, and then for each after-sales request that is resolved. These surveys measure the experience through two main indicators: The Net Promoter Score (NPS), a recommendation indicator in which they are asked how likely they are to recommend the building to a friend and/or a family member; and the Customer Satisfaction Score (CSAT), a satisfaction indicator for each attribute. This relevant measurement provides feedback from customers in each of the stages and an understanding of their view about what is done well and what must be improved. Thanks to this information, transformation levers were identified that were developed through work cells, with multidisciplinary teams from different areas of the property developer, and changes were made to procedures. These changes helped improve scores from 15% in the first quarter to 73% in the fourth quarter of 2022.

Also important was receiving the Best Place to Live certificate for the Humana building in which TGA, a specialist in understanding property buyers, certifies buildings that meet certain outstanding variables of service and product according to the customer's own experience. Customers are surveyed at the time of the promise and 6 months after the property is delivered to them.

Customer needs have been detected and understood through feedback received via measurement tools, in addition to the active contact channels.

Moreover, studies by outside companies are used to find specific needs. Asset Plan was retained for the multifamily business, who are experts in operating this type of building and provided valuable information for the design and construction of projects based on what more than 16,000 customers have said.



# GOVERNANCE

## STRUCTURE OF THE BOARD OF DIRECTORS

S&P INDEPENDENCE REQUIREMENTS	FERNANDO ECHEVERRÍA VIAL	ÁLVARO IZQUIERDO WACHOLTZ	BERNARDO ECHEVERRÍA VIAL	DARÍO BARROS RAMÍREZ	ANDREA REPETTO LISBOA	FRANCISCO GUTIÉRREZ PHILIPPI	MARCELO AWAD AWAD
1. The director must not have been an executive employee of the company in the last 5 years.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. The director must not accept or allow a family member to accept payments from the company or any parent or subsidiary of the company that exceeds US\$60,000 during the pre-sent fiscal year or any of the last three fiscal years.	No	Yes	No	No	Yes	Yes	Yes
3. Directors must not be a member of the family of an individual who is or was during the last 3 years an executive employee of the company or any parent or subsidiary of the company.	Yes	Yes	No	No	Yes	Yes	Yes
<b>S&amp;P requirements (at least 2 of 3)</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>No</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>
4. Directors must not be (and must not be affiliated to a company that is) an advisor or consultant to the company or a member of the senior management of the company.	Yes	Yes	Yes	Yes	Yes	No	Yes
5. Directors must not be affiliated to a material customer or supplier of the company.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6. Directors must not have any personal service contract with the company or a member of the company's senior management.	Yes	Yes	Yes	Yes	Yes	Yes	No
7. Directors must not be affiliated to a non-profit entity that receives significant contributions from the company.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
8. Directors must not have been a partner or employee of the company's external auditor in the last three years.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
9. Directors must not have any other conflict of interest, as determined by the board, that means that they cannot be considered independent.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>S&amp;P Requirements (at least 2 of 6)</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

\* 5 of 7 members of the Board meet all of the S&P requirements.

## BOARD ATTENDANCE

Attendance was 100% in 2022. According to the Code of Conduct, Directors of Echeverría Izquierdo must attend a minimum of ten board meetings a year, whether ordinary or extraordinary.

**100%**  
AVERAGE ATTENDANCE IN 2020

**99,3%**  
AVERAGE ATTENDANCE IN 2021

**100%**  
AVERAGE ATTENDANCE IN 2022

## TERM ON THE BOARD OF DIRECTORS

The average term on the Board of Directors is 9.2 years.

Using December 2022 as the benchmark, the term of our members is as follows:

- Fernando Echeverría Vial, Álvaro Izquierdo Wacholtz, Bernardo Echeverría Vial, Darío Barrios Ramírez: 10.3 years (August 2012, when Echeverría Izquierdo became a listed company)
- Francisco Gutiérrez Philippi & Marcelo Awad: 9.7 years (appointed in April 2013)
- Andrea Repetto Lisboa: 3.7 years (appointed in April 2019)

## INDUSTRY EXPERIENCE OF BOARD MEMBERS

Our Board of Directors has vast experience in the industry. 7 Directors in particular have industry-related experience.

**FERNANDO ECHEVERRÍA:** 45 years of experience in the sector. Civil engineering degree from the Pontifical Catholic University of Chile (1978), Diploma in Business Administration from the University of Chile (1983), and a Diploma from the Stanford Executive Program, Stanford University (2001).

More than 42 years of experience in the construction industry. Some relevant positions he has held are:

- Chairman of the Chilean Chamber of Construction (2002-2004) and of the Construction Educational Association.
- Director of AFP Habitat, Cruzados S.A.D.P. and Invesco S.A., in addition to being a Director of the Superior Council of Albert Hurtado University, of a Roof for Chile, of ICARE and of the Chilean Chamber of Construction, and Vice-Chairman of the Los Andes Equalization Fund.
- Intendant of the Metropolitan Region of Santiago (from March 2010 to July 2011). Founding partner and currently Chairman of the Board of Echeverría Izquierdo S.A.

**ÁLVARO IZQUIERDO WACHOLTZ:** Civil engineering degree from the Pontifical Catholic University of Chile (1978). 45 years of experience in Echeverría Izquierdo since it was founded, as manager, chairman and director of the Company. He was also director and chairman of Iconstruye, a company related to the Chilean Chamber of Construction, engaged in e-business for around the past 10 years. Some of the important positions he has held are:

- Chairman of ICONSTRUYE S.A.
- Director of all of the subsidiaries of Echeverría Izquierdo S.A. Chairman of the Board of Directors of Echeverría Izquierdo Ingeniería y Construcción S.A. and Chairman of Echeverría Izquierdo S.A., from March 2010 to August 2011.
- Founding partner and currently a director in Echeverría Izquierdo S.A.

## COMPENSATION OF THE BOARD OF DIRECTORS AND MANAGEMENT

GRI 2-19

**BERNARDO ALBERTO ECHEVERRÍA VIAL:** Architectural degree from the University of Chile (1990) and a Diploma in Business Administration from the School of Economic and Administrative Sciences of the University of Chile (1995). More than 39 years of experience in the construction industry. Some important positions have been:

- Chairman of the Private Sector Housing and Real Estate Investment Committee, Chairman of the Urban Planning Commission of the CChC and President of the Institute of Construction.
- Director of the National Commission for Job Skills Certification and Director of the CChC Mutual Safety Association.
- From 1996 to 2012, Director General of Echeverría Izquierdo Inmobiliaria e Inversiones S.A.

**FRANCISCO GUTIÉRREZ PHILIPPI:** Civil engineering degree from the Pontifical Catholic University of Chile (1982), MBA from IESE of University of Navarra (1988).

- More than 21 years of experience in the construction and real estate sectors.
- Former Director of Salfacorp S.A., from 2000 to 2012.
- Member of the Boards of Directors of SM SAAM S.A., FORUS S A., South Andes Capital SpA and Desarrollo Inmobiliario Cerro Apoquindo Limitada (a property company).

**MARCELO AWAD AWAD:** Civil engineering degree from the Technical University of the State (University of Santiago).

- Executive President of Antofagasta Minerals (2004-2012).

**ANDREA REPETTO LISBOA:** Ph.D. in Economics from MIT, Master in Economics from the Pontifical Catholic University of Chile and a civil engineering degree from that same University.

- She is currently a research professor and director of the Master in Economics and Public Policy Program at the School of Governance of Adolfo Ibañez University.

**DARÍO BARROS RAMÍREZ:** Civil engineering degree from the Pontifical Catholic University of Chile. More than 21 years of experience in the construction sector.

- Former Chairman of Echeverría Izquierdo Montajes Industriales S.A.

### CEO COMPENSATION - ALIGNMENT TO LONG-TERM PERFORMANCE

Echeverría Izquierdo and its subsidiaries have economic incentive plans for all their managers and professionals. These incentives are associated with performance and results. They are determined according to management indicators and attainment of individually defined goals. In addition, a program has been implemented to purchase stock in EISA as part of a compensation plan for certain executives. 3 years is the longest performance period used to evaluate the variable compensation in our executive compensation plan. There are no rules on reimbursement and the longest period for the CEO's variable compensation is 3 years.

### BOARD COMPENSATION

Pursuant to Companies Law 18,046, the Company's Ordinary Shareholders Meeting must decide annually on the Board's compensation. The Ordinary Shareholders Meeting held April 20, 2022 resolved that the Board of Directors receive a meeting attendance fee until the Ordinary Shareholders Meeting in 2023. A monthly attendance fee of 100 Unidades de Fomento was set as the only remuneration for attending board meetings.

NAME		POSITION	ATTENDANCE FEES (KCLP\$)		FEES (KCLP\$)		DIRECTORS COMMITTEE (KCLP\$)	
			12/31/2022	12/31/2021	12/31/2022	12/31/2021	12/31/2022	12/31/2021
Fernando Echeverría Vial	1-2-3-4	Chairman	135,476	121,903	-	-	-	-
Álvaro Izquierdo Wachholtz	1-4	Director	75,707	68,122	-	-	-	-
Darío Barros Ramírez	1-4-5	Director	95,630	86,049	-	-	-	-
Bernardo Echeverría Vial	1-2-3-4	Director	115,553	103,976	-	-	-	-
Pablo Ihnen de la Fuente	1	Director	-	-	-	-	-	-
Francisco Gutiérrez Philippi	1-6	Director	39,846	35,854	-	-	13,946	12,549
Andrea Isabel Repetto Lisboa	1	Director	39,846	35,854	-	-	13,946	12,549
Marcelo Awad Awad	1	Director	39,846	35,854	-	-	13,946	12,549
<b>TOTALS</b>			<b>541,904</b>	<b>487,612</b>	<b>-</b>	<b>-</b>	<b>41,838</b>	<b>37,647</b>

1) Echeverría Izquierdo S.A.

2) Echeverría Izquierdo Inmobiliaria e Inversiones S.A.

3) Echeverría Izquierdo Edificaciones S.A.

4) Gestiona Servicios Compartidos Echeverría Izquierdo S.A

5) Echeverría Izquierdo Montajes Industriales S.A

6) Pilotes Terratest S.A

### BOARD OF DIRECTORS IN 2022

TAX I.D.	NAME	POSITION	DATE OF APPOINTMENT
6.065.433-6	FERNANDO JOSE ECHEVERRIA VIAL	Chairman of the board	APRIL 29, 2019
4.599.313-2	DARIO ARTURO BARROS RAMIREZ	Director	APRIL 25, 2019
6.374.984-2	MARCELO AWAD AWAD	Independent Director	APRIL 25, 2019
6.638.550-7	BERNARDO ALBERTO ECHEVERRIA VIAL	Director	APRIL 25, 2019
6.686.307-7	ALVARO GABRIEL IZQUIERDO WACHHOLTZ	DIRECTOR	APRIL 25, 2019
7.031.728-1	FRANCISCO RAMON GUTIERREZ PHILIPPI	DIRECTOR	APRIL 25, 2019
8.795.355-6	ANDREA ISABEL REPETTO LISBOA	DIRECTOR	APRIL 25, 2019

## BOARD OF DIRECTORS IN 2021

TAX I.D.	NAME	POSITION	DATE OF APPOINTMENT
6.065.433-6	FERNANDO JOSE ECHEVERRIA VIAL	Chairman of the board	April 29, 2019
4.599.313-2	DARIO ARTURO BARROS RAMIREZ	Director	April 25, 2019
6.374.984-2	MARCELO AWAD AWAD	Independent Director	April 25, 2019
6.638.550-7	BERNARDO ALBERTO ECHEVERRIA VIAL	Director	April 25, 2019
6.686.307-7	ALVARO GABRIEL IZQUIERDO WACHHOLTZ	Director	April 25, 2019
7.031.728-1	FRANCISCO RAMON GUTIERREZ PHILIPPI	Director	April 25, 2019
8.795.355-6	ANDREA ISABEL REPETTO LISBOA	Director	April 25, 2019

## COMPENSATION OF THE MANAGERIAL TEAM AND SENIOR EXECUTIVES

The compensation received by the managerial team and senior executives of Echeverría Izquierdo totaled KCLP\$7,883,045 (KCLP\$6,668,188 fixed; KCLP\$1,214,857

variable) during the fiscal year ending December 31, 2022. That sum was KCLP\$7,319,789 in 2021 (KCLP\$5,792,844 fixed; KCLP\$1,526,945 variable).

## INCENTIVE PLAN

Echeverría Izquierdo and its subsidiaries have economic incentive plans for all their executives and professionals.

These incentives are associated with performance and results. They are determined by management indicators and the attainment of individually agreed goals.

A compensation plan has also been implemented for certain executives in the form of an EISA stock option plan. This plan stipulates that 20% of options can be exercised the first year, 30% the second year and 50% the third year. As a result, 4,317,811 shares had been sold to company executives as of December 31, 2022.

## INFORMATION ON OUR SENIOR EXECUTIVES

TAX I.D.	NAME	POSITION	TITLE OF SENIOR EXECUTIVE	DATE OF APPOINTMENT
10.689.120-6	PABLO ANDRES IVELIC ZULUETA Civil Engineer	CEO	CEO of Echeverría Izquierdo S.A.	Dec. 15, 2017
11.833.589-9	CRISTIAN ANDRES SAIUA DOREN Civil Engineer	Senior Executive	Corporate Chief Financial Officer of Echeverría Izquierdo S.A.	Dec. 15, 2017
10.426.202-3	DARÍO BARROS IZQUIERDO Ingeniero Civil	Senior Executive	CEO of Echeverría Izquierdo Montajes Industriales S.A.	May 1, 2019
10.588.336-6	RAÚL AGUILERA MACHUCA Civil Engineer	Senior Executive	CEO of Echeverría Izquierdo Edificaciones S.A.	April 1, 2021
13.657.810-3	RAIMUNDO CRUZAT CORREA Civil Engineer	Senior Executive	CEO of Echeverría Izquierdo Inmobiliaria e Inversiones S.A.	Aug. 1, 2013
10.476.201-8	JUAN FERNANDO PINO HURTADO Civil Engineer	Senior Executive	CEO of Vsl Sistemas Especiales de Construcción S.A.	July 1, 2005
7.779.675-4	FRANCISCO CASAS CANEPA Civil Engineer	Senior Executive	CEO of Pilotes Terratest S.A.	April 21, 2022

## THE SHARES AND OTHER SECURITIES OF ECHEVERRÍA IZQUIERDO S.A.

## QUARTERLY STATISTICS ON THE SHARES OF ECHEVERRÍA IZQUIERDO S.A.

	NUMBER OF SHARES	AMOUNTED TRADED (CLP\$)	AVERAGE PRICE (CLP\$/SHARE)	STOCK MARKET PRESENCE AT THE CLOSE OF EACH QUARTER
<b>2022</b>	<b>11,546,743</b>	<b>996,950,751</b>	<b>86.3</b>	
FIRST QUARTER	2,406,645	262,889,860	109.2	16.11%
SECOND QUARTER	314,649	29,512,829	93.8	4.44%
THIRD QUARTER	5,819,247	491,832,989	84.5	4.44%
FOURTH QUARTER	3,006,202	212,715,073	70.8	4.44%
<b>2021</b>	<b>27,492,740</b>	<b>4,383,227,914</b>	<b>159.4</b>	
FIRST QUARTER	5,738,731	1,244,227,993	216.8	27.22%
SECOND QUARTER	5,792,837	1,198,491,910	206.9	35.00%
THIRD QUARTER	8,613,274	1,161,247,582	134.8	32.78%
FOURTH QUARTER	7,347,898	779,260,429	106.1	25.56%

## SHARES HELD BY SENIOR EXECUTIVES

NAME	SHARES
CRUZAT CORREA RAIMUNDO	363,000
SCHOENNENBECK GROHNERT JUAN EUGENIO	240,000
RIVERA RODRIGUEZ RAIMUNDO	172,683
IVELIC ZULUETA PABLO ANDRES	144,113

## EISA DIVIDEND IN 2022

The Ordinary Shareholders Meeting held April 20, 2022 approved a final dividend of CLP\$6.8853 per share, equal to a total of CLP\$4,126,437,426, payable from profits for the 2021 fiscal year. This dividend was paid starting May 17, 2022.

## EISA BOND

	SERIES A
Facility	#918
Exchange symbol	BEISA-A
Amount placed	UF 1,500,000
Currency	UF
Interest period	Semi-annual
Term	7 years with a 2-year grace period
Approximate duration	4.4 years
Annual face rate	2.60%
Interest accrual start date	November 1, 2018
Expiration date	November 1, 2025
Early redemption mechanism	Make-whole Par / Benchmark rate + Prepayment spread
Prepayment spread	90 pbs
Financial covenants	Net financial debt Expense coverage (1) < 1.8 times; Net Financial Expenses (2) > 2.5 times
Other security	Cross Default · Cross Acceleration · Negative pledge
Use of funds	100% to refinance the liabilities of EISA and its subsidiaries: 60% for current bank loans 20% for current factoring debt 10% for non-current bank loans 10% for non-financial liabilities

SHARES OF THE COMPANY TRADED BY RELATED PERSONS IN 2022

NAME	RELATIONSHIP	TRANSACTION DATE	TRANSACTION TYPE	NUMBRE OF SHARES TRADED	UNIT PRICE	TRANSACTION AMOUNT
PABLO IVELIC ZULUETA	CEO	AUGUST 30, 2022	A	121,800	86	10,474,800
MARIA DEL ROSARIO VIAL SUBERCASEAUX	SDR	JULY 20, 2022	E	34,375	86.11	2,960,032
MARIA DEL ROSARIO VIAL SUBERCASEAUX	SDR	JULY 18, 2022	E	526	86.3	45,394
CRISTIÁN MARIN URZUA	CFO SPOUSE OR EQUIVA-LENT	JUNE 28, 2022	E	70,000	90	6,300,000
ALVARO IZQUIERDO WACHHOLTZ	NCMS	JANUARY 24, 2022	A	24,250	118.46	2,872,655
INMOBILIARIA E INVERSIONES PERGUE LTDA	NCMS	JANUARY 24, 2022	A	23,950	120	2,874,000
ALVARO IZQUIERDO WACHHOLTZ	NCMS	January 21, 2022	A	36,200	112.6	4,076,120
INMOBILIARIA E INVERSIONES PERGUE LTDA	NCMS	January 21, 2022	A	18,900	114.33	2,160,837
ALVARO IZQUIERDO WACHHOLTZ	NCMS	January 20, 2022	A	15,000	101.58	1,673,150
INMOBILIARIA E INVERSIONES PERGUE LTDA	NCMS	January 20, 2022	A	28,000	111.25	3,115,000
ALVARO IZQUIERDO WACHHOLTZ	NCMS	January 14, 2022	A	28,500	107.4	3,060,900
INMOBILIARIA E INVERSIONES PERGUE LTDA	NCMS	January 14, 2022	A	29,000	107.39	3,114,310
ALVARO IZQUIERDO WACHHOLTZ	NCMS	January 13, 2022	A	42,300	105.5	4,462,650
INMOBILIARIA E INVERSIONES PERGUE LTDA	NCMS	January 13, 2022	A	17,000	106.84	1,816,280

RISK GOVERNANCE

The CEO and managers of the business units are, together with the CFO, responsible for operating risk management. The Chief Audit Officer is responsible for monitoring and auditing the performance of operating risk management.

All risk management is reported to the Risk Committee and then to the Board. Board members have experience in risk management, information security and cybersecurity strategies. Notable is Director Marcelo Awad, who has participated in talks on Risk Management Control given by EY and PriceWaterhouse Coopers. He was Chairman of the Risk Committee when he was a director of CAP S.A. for two years and a member of the Risk and HSE Committee of Finning International, Canada.

The executive cybersecurity management is led by the Chief Innovation and Digital Transformation Officer, who reports directly to the executive management team and is responsible for supervising cybersecurity within the company. The sustainable development of the business of Echeverría Izquierdo means having an integral view of different variables. The behavior of those variables can be determining to the impacts on profitability, liquidity, financing and other financial variables and on the growth outlook, long-term development, and the relationship with the company's environment. A strategic view means evaluating the risks of the business, industry and market in which we engage from time to time, such as levels and availability of employment, access to financing, regulations and regulatory changes, investment, inflation, safety, health and risk prevention.

For a sustainable long-term growth, Echeverría Izquierdo evaluates and weighs the emerging risks that might have a material impact on the operation and business. In the current setting of political uncertainty (regulatory and constitutional changes), declining stock exchange indices, a significant increase in the price of some inputs and raw materials, and a drop in private investment would expose the company to two **emerging risks**:

- The risk of a tax impact on mining operations (an increase in the mining tax in Chile is being debated by Congress). Less investment in mining could reduce the size of the market and potentially cause a drop in sales. Mitigative actions consist of strategic alliances, monitoring and tracking the main projects; and specializing and focusing on sure large-scale mining projects that will help increase profitability.

- The risk that the economic crisis affect the real estate buying power (Chile and Peru). Eventual increases in interest rates and in the unemployment rate would impact demand and affect the level of sales and margin. Mitigative actions consist of a continuous monitoring of reserves, preliminary approvals by banks, down-payment facilities (cash payment) and ongoing monitoring of the pricing table.

CODE OF ETHICAL CONDUCT

LEVEL OF DISCLOSURE

GRI 205-2

GROUP	% QUE DEBE CUMPLIR CON CÓDIGO DE CONDUCTA	% QUE REALIZÓ ACUSE DE RECIBO ESCRITO O DIGITAL	% QUE RECIBIÓ CAPACITACIÓN DEL CÓDIGO DE CONDUCTA
Employees	100%	100%	90.9% of the critical positions in EISA have been trained in the CPM and 95.0% of all employees who have an EISA e-mail address have received this same training.
Contractors and Suppliers	100%	100% (there are clauses on compliance with the Code of Ethical Conduct and A the CPM in contracts with suppliers and contractors and in all requisitions and purchase orders). The Supplier Code of Ethical Conduct can be viewed on the website.	0%
Subsidiaries	100%	100%	70.7% of the critical positions in subsidiaries have received training in the CPM and 59.6% of all employees in subsidiaries who have a subsidiary e-mail address have received this same training.

SYSTEMS/PROCEDURES

Anti-competitive practices GRI 206-1

There have been no fines, settlements or investigations of our company in the last four fiscal years related to anti-trust and anti-competitive practices.

Corruption and bribery GRI 205-3

There have been no confirmed cases of corruption or bribery or outside investigations of our company by local or international authorities in the last four fiscal years.

Violation reporting

Three cases involving a breach of the company's Code of Ethical Conduct reported in 2022 were confirmed to be true. The first of those cases was sexual harassment, which was resolved by terminating the labor relationship with the accused. The second claim consisted of workplace harassment that was resolved by issuing an admonition to the violator and transferring them to a different workplace. Finally, the third case, related to a conflict of interest, was resolved initially by an admonition, and later, after a recurrence, by termination of the labor relationship with the accused.

\* The actions taken were, in the first case, to end the labor relationship with the accused; and in the second case, of workplace harassment, to issue an admonition and transfer the violator to a different work location.

\*\* In this case, the action taken was to reduce the variable compensation, issue a written admonition and then terminate the employment of the person with whom there would be a conflict of interest. Due to a recurrence, the labor relationship with the violator was ended.

## 2022 ANNUAL MANAGEMENT REPORT OF THE DIRECTORS COMMITTEE OF ECHEVERRIA IZQUIERDO S.A.

### BACKGROUND

In compliance with article 50-bis of Companies Law 18,046, as amended, below is a description of the activities undertaken by the Company's Directors Committee, its work in the year, and the expenses defrayed during the 2022 fiscal year.

### CONSTITUTION OF THE COMMITTEE AND MEMBERS

The members of the actual Board of Directors of the company were elected at the Ordinary Shareholders Meeting of the Company held April 20, 2022. Those directors were elected for a three-year term and at that meeting, Andrea Repetto Lisboa and Marcelo Awad Awad were elected independent directors of the Company.

Moreover, in accordance with the aforesaid article 50-bis of Companies Law 18,046 and Circular 1956 of the Financial Market Commission, Francisco Gutiérrez Philippi, Marcelo Awad Awad and Andrea Repetto Lisboa were members of the Directors Committee during the 2022 fiscal year. Ms. Repetto was elected Chairman of the Committee on April 26, 2022.

### GENERAL ASPECTS OF THE COMMITTEE'S WORK DURING THE 2022 FISCAL YEAR

During the course of 2022, the Directors Committee met on 6 occasions and held one additional meeting in March 2023. At those meetings, the Directors Committee engaged generally in performing the duties entrusted by the law and bylaws, which are to:

- review the balance sheets, financial statements and reports prepared by management and reviewed by the financial auditors and external regulatory entities;
- propose firms to the Board for the external auditing of the Company;
- examine the information on the Company's transactions with related parties;
- review the compensation and salary plans for managers and executives;
- analyze whether or not an external auditing firm should be retained to provide services apart from the external audit;

- review the internal auditing activities; and
- review the Crime Prevention Model and associated management activities.

Please note that Director Alvaro Izquierdo Wachholtz, the Corporate Chief Executive Officer, the Corporate Chief Administration and Finance Officer, the Compliance Officer and the Chief Corporate Auditing Officer of the Company were invited to attend each Committee Meeting and the latter officer functioned as Secretary. Each of such meetings was recorded in the corresponding minutes, all of which have been signed opportunely by the Committee members.

The matters summarized below were discussed at each meeting:

- At the meeting held April 26, 2022, the members of the Directors Committee were formalized and Andrea Repetto Lisboa was appointed chairwoman. The Interim Consolidated Financial Statements of Echeverría Izquierdo S.A. as of March 31, 2022 were reviewed. The Committee met with the independent external auditors to learn the objectives and scopes of their 2022 Annual Audit Work Plan and the opinions of the independent auditors on the financial statements to be issued by the Ei Group companies, the schedule with details of the key activities and milestones of the audit in the planning and audit strategy processes, a review of the interim financial statements, a review of the evaluation of internal control, a preliminary review of balances and a final review of financial statement balances and reports. A report was given on the progress and completion of the 2022 audit plan and the report was reviewed on the activities conducted by the Internal Audit Area. A meeting was held with the Company's Crime Prevention Officer to acknowledge the activities under the Crime Prevention Model. Lastly, the update of the Company's Law 20,393 Crime Prevention Policy was reviewed and approved.
- At the meeting held June 28, 2022, the activities were reviewed of the Internal Audit Area and its progress in

the 2022 Audit Plan. The Company's Crime Prevention Officer gave a report on their actions for the first half of 2022 under the Criminal Prevention Model (CPM) pursuant to Law 20,393 on the Criminal Liability of Legal Entities. Of note was the recertification of the CPM adopted and implemented by Echeverría Izquierdo companies, which is evidence of their compliance with the requirements in Law 20,393. Said certification was issued for a period of 2 years, which is the longest period in the standard, so certification will expire May 29, 2024. The Compliance Officer explained the status of complaints received about potential violations of the Code of Ethical Conduct. Lastly, the update of the Company's Code of Ethical Conduct was reviewed and approved.

- At the meeting held July 26, 2022, the Interim Consolidated Financial Statements of the Company as of June 30, 2022 were reviewed. Progress in the 2022 audit plan was reported and the report on activities by the Internal Audit Area was reviewed. The activities under the Crime Prevention Model presented by the Company's Crime Prevention Officer were also acknowledged.
- The Company's Interim Consolidated Financial Statements as of September 30, 2022 were reviewed at the meeting held October 25, 2022. A report was given on the progress in completion of the audit plan and the report on activities by the Internal Audit Area was reviewed. The Crime Prevention Officer presented the activities under the Crime Prevention Model and the most recent amendments to Law 20,393. The Compliance Officer reported on the status of complaints received about a potential violation of the Code of Ethical Conduct. Lastly, the update of the Crime Prevention Policy, the Complaints and Investigation Procedure and the Supplier Code of Ethical Conduct of the Company were reviewed and approved.
- At the meeting held December 5, 2022, the Directors Committee reviewed the annual report on internal audit activities and completion of the 2022 Audit Plan. It reviewed the management report for the second half of 2022 on the Law 20,393 Crime Prevention Model, provided by the Company's Crime Prevention Officer. It reviewed and approved the Annual Internal Audit Activity Plan and the Annual Crime Prevention Model Management Plan and that budget for 2023. Lastly, it reviewed with the Compliance Officer the status of complaints received about a potential violation of the Code of Ethical Conduct.

- At the meeting held March 6, 2023, the Committee reviewed the remuneration and compensation plans for managers and senior executives of the Company. It examined the information on the Company's transactions with related parties and agreed to propose to the Company's Board of Directors the contracting of Ernst & Young as external auditors for 2023 so that the Board then propose that to the Ordinary General Shareholders Meeting. This proposal was made because of the quality of the audit team, the reasonableness of the economic offer, its experience and knowledge of the areas and businesses in which the Company engages. It then reviewed the Consolidated Financial Statements of the Company as of December 31, 2022 and the text of this annual management report by the Directors Committee. The responses to General Rule 385 of the Financial Market Commission were analyzed. Lastly, the Company's Crime Prevention Officer reported on the activities under the Crime Prevention Model.

### COMMITTEE COMPENSATION AND EXPENSES

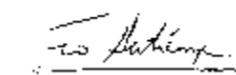
The members of the Committee receive a fee equal to 35 UF monthly, additional to their compensation as Board Members, in accordance with the Companies Law. That fee was approved by the 2022 Ordinary Shareholders Meeting.

Finally, the Directors Committee did not defray any extraordinary expenses during the 2022 fiscal year.

### RECOMMENDATIONS TO SHAREHOLDERS

The Directors Committee states that it has no recommendations to make to the Company's shareholders.

  
Andrea Repetto Lisboa  
Independent Director -  
Chairwoman Directors Committee

  
Francisco Gutiérrez Philippi  
Director

  
Marcelo Awad Awad  
Independent Director

# ECONOMIC PERFORMANCE

GRI 201-1

## ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED

IN CLP 000'S	2019	2020	2021	2022
Economic value generated	315,904,944	325,600,629	439,929,767	556,846,666
Operating income	309,301,680	318,478,603	432,388,931	542,911,018
Other investment or fixed-asset income	6,603,264	7,122,026	7,540,836	13,935,648
Economic value distributed	306,739,361	321,437,681	434,152,777	552,821,037
Operating costs (external)	151,538,143	144,413,199	185,082,984	233,510,383
Employees	130,091,013	157,476,056	222,476,726	285,726,517
The State	5,044,214	153,778	2,702,803	2,818,205
Community and the environment	52,800	59,027	33,547	23,067
Financial	15,490,831	17,999,011	21,381,160	28,846,862
Shareholders (non-controlling interests and controller dividends)	4,522,360	1,644,166	2,475,557	7,532,413
Economic value retained = generated - distributed	9,165,583	4,162,948	5,776,990	4,025,629

## CONTRIBUTIONS TO PUBLIC POLICY

GRI 415-1

The Echeverría Izquierdo Group has defined a policy of donating 1% of the company's profits to civic organizations. The donation amounts and the organizations to which they are given are defined annually and approved by the company's board of directors. Donations are preferably made to organizations that help at-risk groups and to trade associations or research institutions dedicated to matters of public interest.

Contributions to trade associations, think tanks and tax-exempt groups.

	2019	2020	2021	2022
Trade associations and tax-exempt groups (such as think tanks)	\$151,496,193	\$102,573,245	\$197,624,318	\$59,840,702

Neither EISA nor any of its subsidiaries has made any contribution to political campaigns, special interest groups or similar local, regional or national political campaigns/organizations/candidates (for example: expenses related to electoral measures or referendums).

The company believes that it is important to promote good practices that strengthen the role of companies in society, including the Government, human capital, safety, customers, production chain, environment, community, innovation and productivity, especially within the construction business. Contributions in this area totaled CLP\$40,006,656 in 2022.

The company also considers it fundamental to a free and democratic society that fundamental values, principles and institutions be disseminated. In this respect, it has supported organizations that have expressed their explicit observance of personal freedoms, a social market economy and democracy as a form of peaceful and stable government. CLP\$19,040,593 were allocated to these contributions in 2022.

The greatest contributions made in 2022 were to SOFOFA (CLP\$36,520,015), Centro de Estudios Públicos (Public Research Center) (CLP\$17,163,200) and the Chilean Chamber of Construction (CLP\$3,486,641).

In 2022, social contributions totaled CLP\$23,067,088 and were allocated to NGOs dedicated to the pillars set down in the Donations Policy. 49% of the contributions were given to two organizations whose purpose is to improve the quality of life of the elderly (Fundación Las Rosas, Hogar de Cristo). Secondly, the company provided support to the John Paul II Foundation, which promotes Education, and finally, to the health and social development of at-risk individuals through María Ayuda and Aspade.

100% of the contributions were made in cash and are considered a strategic social investment because they are aligned with the pillars in the Donations Policy.

## PILLARS OF THE DONATIONS POLICY IN 2022



# INNOVATION AND DIGITAL TRANSFORMATION

## 2022 MIC INNOVATION LEADERS

In 2022, the Company was again a part of the **Most Innovative Companies Ranking of the ESE Business School** in which more than 300 multinational companies participated in 40 categories. The Ei Group was awarded **first place in the property and construction engineering categories**. This award is of great value to the entire Group because it reflects, through the measurement of seven key aspects, how effective the innovation management system is: **strategies, culture, leadership, organization, innovation process, use of strategic assets and impact on the creation of value**. These first places are fruit of the arduous work and perseverance of the teams that see innovation as a fundamental, strategic link indispensable to attaining the Company's purpose.



## 2022 PROPTech LATAM AWARDS

On June 2, 2022, an award given by **Proptech Latam Awards** to the best construction company with the use of technology was celebrated with the **Special Projects teams and ObraLin, a startup**. Echeverría Izquierdo stood out for the collaborative work in creating a **disruptive solution to help real-time control of the temperature of concrete, iron and molding items in the concreting of building shells using infrared cameras installed in the cranes of the projects**.

The awards ceremony was held in Mexico and was attended by Cristian Aballay, Special Projects

Administrator, and Javiera Becerra, Corporate Assistant Innovation Manager. The Special Projects team, comprised of Ricardo Suárez, Claudia Opazo, Diego Muñoz, Alix Saez and Carlos Argomedo, provided their support from the central office accompanied by the ObraLin team, led by Emiliano Pinto, its CEO.

This award demonstrates that the ties of greatest value to the Company are those that are developed together with startups, which that create real value for people by adapting their solutions to the needs arising in a project.



Best Construction Company  
in the Use of Technology

## C3 2022 CREATIVITY AND INNOVATION RANKING

On November 24th, Brinca acknowledged **VSL** for its **Process Innovation**, consisting of its **Segmented Structures initiative**, at its ninth **2022 C3 Ranking of Creativity and Innovation**.



Segmented Structures is an innovation in the manufacture of walls and modular slabs transportable to sites that are assembled and then post-tensioned to create monolithic structures. The big difference between this technology and other competitors lies in the value added at the time of the union because wet joints can be eliminated by the post-tensioning, which simplifies the process.



**JULIO VÁSQUEZ**  
VSD Special Projects Head



**MILTON MEIER**  
VSL Commercial Manager

## INNOVATION AND DIGITAL TRANSFORMATION STRATEGY

Innovation and digital transformation are fundamental pillars arising from the corporate strategy and are based on the company's purpose. One of the strategic focuses (focus 5) is to boost innovation and synergies in the Ei Group by systematizing and making transformations that add value to the business more agile, to thus create a culture of innovation and digital transformation that will help accelerate the transformations that the industry needs and help increase the EBITDA of the Company by 2024.

### STRATEGIC OBJECTIVES



- Standardize the form and substance of the Ei Group's innovation method to ensure traceability of the process by strategic indicators like key assets
- Guarantee results of the innovation portfolio by strengthening synergies of the Ei Group to help capitalize the best practices and measure the impact of the innovation portfolio as key assets
- Facilitate work procedures in collaboration with the ecosystem for an ongoing bond toward a knowledge of networks and masses
- Create a culture/discipline of innovation that becomes an accelerator of strategic transformations

### GOALS

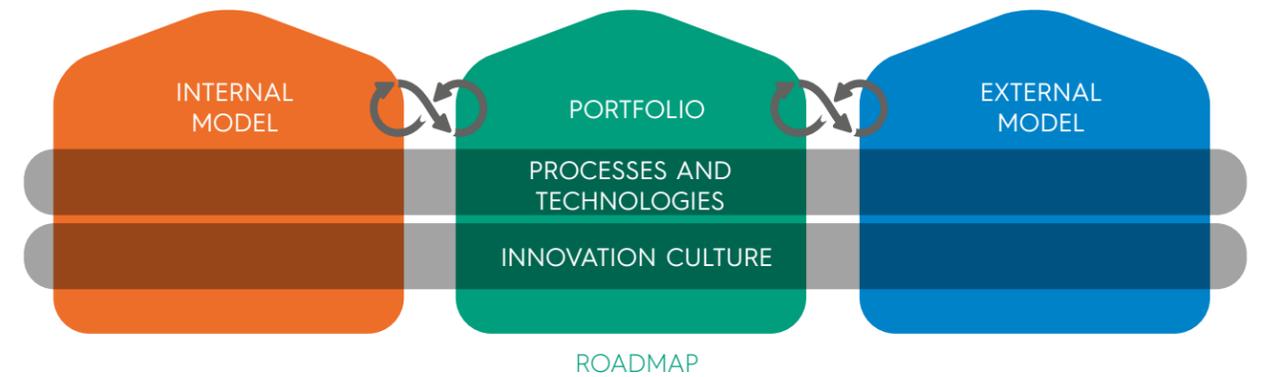


- Increase the EBITDA by 10%, associated with innovative strategic initiatives
- Ensure that the innovation portfolio is 70% centered on capturing synergies and/or focused on the main segments
- Increase the level of maturity of the Ei Group's innovation culture by means of a transversal tool
- Increase the external innovation positioning of the Ei Group in the aim of forming part of the leading national and international rankings
- Ensure that 100% of the portfolio initiatives are implemented according to the Integrated Management System methodology

## INNOVATION AND DIGITAL TRANSFORMATION STRATEGY AND GOVERNANCE

In the aim of focusing the Company's efforts, the Ei Group has designed the elements needed strategically for the innovation and digital transformation roadmap, namely purpose, definition, focuses and objectives.

### EI GROUP STRATEGY



### WHY ARE WE DRIVING INNOVATION AND TECHNOLOGY TRANSFORMATION?

We challenge our limits by transforming the industry to add value to the environment. We innovate to transform the industry from a sustainable approach.

### WHAT IS INNOVATION TO THE EI GROUP?

We understand innovation to be creating unique value relevant to our customers through solutions, products and a business model unique to the co.

### WHAT IS DIGITAL TRANSFORMATION FOR THE EI GROUP?

The application of new technologies and systems to help improve the business, mark out a differentiating position and be sustainable over time, that is, a search for added value oriented towards being a digital company.



### SUSTAINABILITY

Compatibility between economic growth, environmental preservation and social impact.



### INDUSTRIALIZATION

A set of methods that will incorporate modularization, standardization automation and prefabrication (offsite serial production) throughout the life cycle of a project



### DIGITALIZATION

Technological change induced by replacement of analog tools by digital ones or a significant improvement in analog tools.



Objectives were defined for each line based on the roadmap:

2022 OBJECTIVES

<p><b>CULTURE</b></p> <p>Inspire people by innovation, recognizing and strengthening change promoters.</p>	<p><b>INTERNAL MODEL</b></p> <p>Bring the innovation method closer through a common language that is organization-wide.</p>
<p><b>PORTAFOLIO</b></p> <p>Make visible and articulate a balanced innovation portfolio with a projection for 2024.</p>	<p><b>EXTERNAL MODEL</b></p> <p>Explore and bring close ways of relating to the ecosystem to prepare the organization in matters of open innovation.</p>
<p><b>DIGITAL TRANSFORMATION</b></p> <p>Encourage data analytics as assets in decision-making through data governance. Develop and implement processes and technologies to be able to make systematic improvements to management and the results of projects.</p> <p>Implement BIM governance as a group standard.</p>	

CULTURE

The Ei Group INNOVATION CULTURE is a set of shared values that promote creativity, collective learning and a questioning of challenges, creating in people a deep sense of belonging to the organization.

2022 INNOVATION CAFE

The first Innovation Cafe event was held on June 15, 2022, for the purpose of boosting the commitment of managers who are sponsoring the development of innovation in each business unit.

After an introduction by Pablo Ivelic, the Corporate CEO, and Rodrigo Sánchez, the Chief Innovation and Digital Transformation Officer, conversations began around the question of: How does your role of sponsor activate innovation in your business unit?

“One often dies in the attempt, and I dare to say that there are more alternatives that are taken home than there are those that are brought to completion. You always have to have a company willing to solve a problem and, which is our case, a company that is willing to open the doors to receive help.”

Tito Fuentes,  
Project Manager and  
Technical Manager  
of Special Projects

“It is important to trust that others can do a good job. Beginning to plant that seed of innovation in the work of others is a thing that I have recognized over time to be of great value.”

Leopoldo Morales,  
Manager of Architecture,  
Design and Innovation



### 2022 INNOVATION WEEK

One of the most awaited weeks of the Ei Group began on June 30, 2022: Innovation Week. During this week, work was done with sponsors, promoters and implementers to make the different initiatives visible and bring innovation closer to the entire group. Different meetings were held during this four-day initiative to bring to light the work of innovation teams and to transfer know-how and learning among the different business units.

**627**  
CONNECTED  
EMPLOYEES



**50**  
RECOGNIZED



**DAY 1**  
Inaugural Webinar and on Let's Talk about Innovation Culture



**DAY 2**  
Recognition Day



**DAY 3**  
Webinar on Fall in Love with the Problem, not the Solution and Let's Talk About External Ties



**DAY 4**  
Workshop on Together We Will Go Further



### SECOND MEASUREMENT OF THE EI GROUP INNOVATION CULTURE

For the second consecutive year, the Innovation Culture was measured on a group level in 2022 to look for levers that must be activated based on the dimensions that are measured, on a corporate level and at the level of each business unit. This process was implemented in the aspiration of always attaining a creative innovation culture.

The result was a "culture of learning" (54 points) in which the strengths emphasized were challenging work, internal openness and leadership. Based on an analysis together with the different key actors in the organization, two fundamental innovation levers were defined that will guide the efforts of the company in 2023:

1. WE WILL STRENGTHEN COMMUNICATION AND INTERACTIONS AMONG INNOVATION TEAMS

2. WE WILL BROADEN ONSITE LEADERSHIP TO STRENGTHEN THE COMMITMENT TO THE STRATEGY WHILE ENCOURAGING A CULTURE OF CREATIVE INNOVATION.

**54**  
CULTURE OF  
LEARNING

High levels of interpersonal trust, an openness to ideas, and employees motivated by their job. Creativity is concentrated only in some areas and innovation is appreciated in this discourse, but the impact is still limited.



El Group 2022

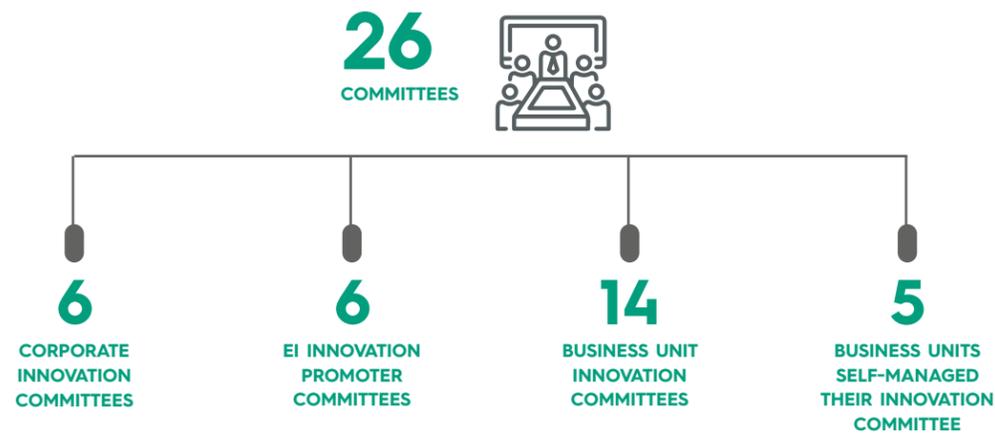


## INTERNAL MODEL

When we speak of INTERNAL MODEL, we mean an approach to the innovation method, the maturity of governance and inspiration for intrapreneurs.

## ROBUSTNESS OF THE INNOVATION AND DIGITAL TRANSFORMATION GOVERNANCE

In 2022, work was done on making the innovation governance in each business unit more robust. This was accomplished by defining innovation promoters who are the intermediaries between the projects and the central office and who also self-manage their committees in each unit. There are currently three committees: the corporate committee, where managers are informed of what is going on in regard to innovation; the innovation promoters committee, which is a space for exchange among the promoters in each business unit; and finally, the committee of each business unit.



## GOVERNANCE



## OUR EI INNOVATION PROMOTERS

### CORPORATE INNOVATION SUBDIVISION



### SPECIAL PROJECTS (SP)



### HOUSING SOLUTIONS (HS)



### NEXXO



### PILOTES (PT)



### MONTAJES INDUSTRIALES (EIMISA)

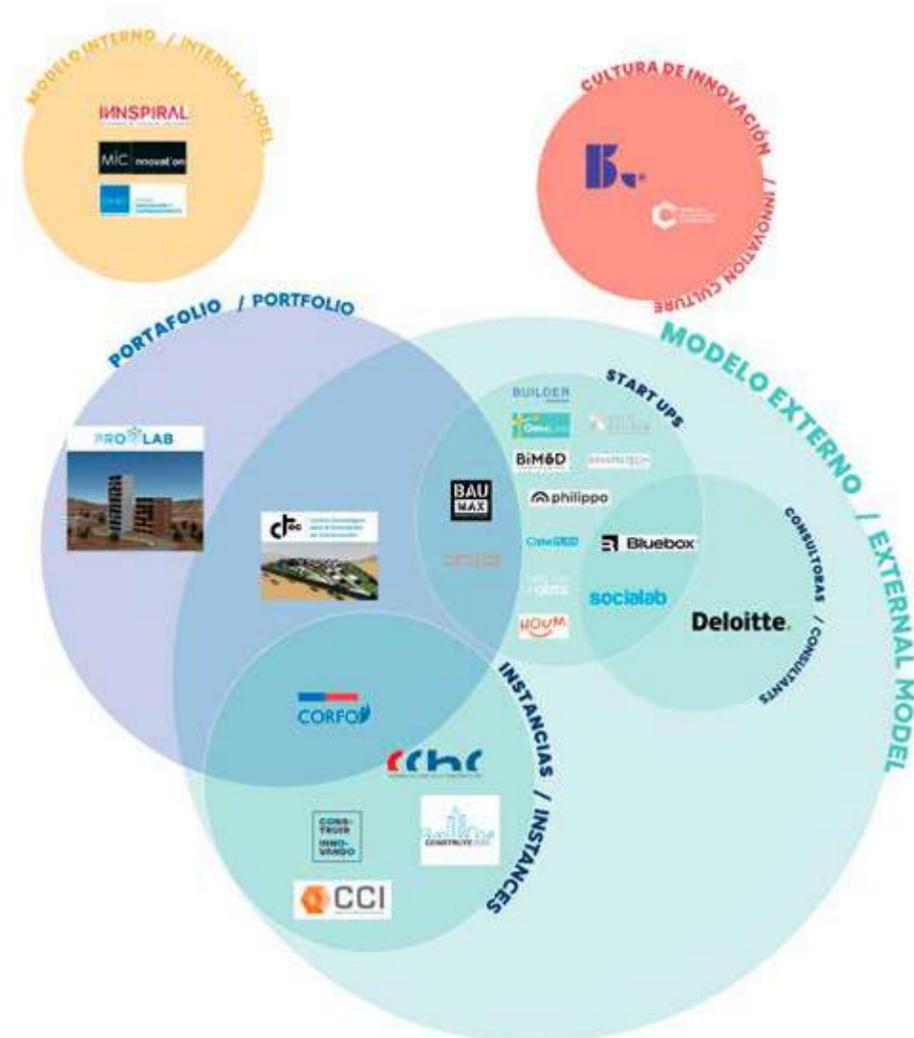


### VSL



## EXTERNAL MODEL

When we speak of EXTERNAL MODEL, we mean how we relate and collaborate with the ecosystem in the search for new opportunities.



This search for transformation to challenge the limits of the industry confirms that one cannot walk this road alone.

## COLLABORATIVE WORK WITH STARTUPS

In recent years, strengthening the innovation management system has helped set up an external model that has paved the way to relationships with startups. These initiatives bring new technologies closer to the company, facilitating being a pioneer in the industry at a faster pace.

In the past few years, thanks to the support of Construir Innovando, Bluebox and Socialab, more than 150 startups have been helped, and more than 50 have developed prototypes in collaboration with the company. Six have currently been able to implement their solutions successfully with business cases following the Ei innovation method.



**OBRALINK**

Obralink is a startup that has been working with the company since 2018 developing its automated building shell progress control model. It is now in the escalation stage and thanks to its implementation in different projects like Departamental, Principe de Gales and MIND, costs of repairing slabs have been reduced and the costs of additional samples have been eliminated, among other benefits.



**TALO**

Todo a la Obra (Everyone to Work) is a startup that is in a pilot stage. Its services as an intermediary between the hardware store and the construction company have helped save 42% of the time monthly dedicated to issuing purchase orders because orders that the procurement officer considers harder to find are consolidated.



**IBUILDER**

iBuilder is a startup focused on the planning and control of progress in a project. Based on attendance control, it can calculate yield by crew from the foundation to finishes and exterior work and better plan the approach to improve productivity.



**HOLO**

This startup is focused on creating an augmented reality environment with onsite positioning to be able to visualize the BIM model inversely at the project. This facilitates controlling the finishes and gathering information to be able to act more efficiently.



**BIMOD**

This startup engages in analyzing and synthesizing data through images to create behavior patterns in projects. It has helped professionals in the technical office save on man-hours dedicated to project inspection.



**BINARIO TECH**

Binario Tech is a startup dedicated to treating gray water by using disruptive technology on the market. It is differentiated from the traditional method of ozone treatment to purify and treat gray water. It leaves aside below-ground treatment plants and instead uses a portable plant on a cart containing all chambers needed to use the technology.

## FIRST INVESTMENT IN AUTOMATED TECHNOLOGY TO MONITOR SHELL WORK

At this time, the maturity of the External Model has enabled the Ei Group to venture towards new business models and progress to the next level with startups that have worked beside the company's professionals in the search for solutions in answer to the needs of projects. This is the case of Obralink, a startup that fell within the company's radar in 2018, with which it has already collaborated for three years on a solution 100% based on the needs of onsite professionals. This process has resulted in THE FIRST INVESTMENT OF THE EI GROUP IN A STARTUP, which, thanks to its great technology and top professionals, promises innovative technological solutions for the different business segments.

**CORFO**  
Ei was awarded funding for an open innovation contest.

**2018**

SIDCODX was awarded the funding.

Based on that contest, together with three other recipients, Construir Innovando (translated as Build by Innovating) was created to collaborate on encouraging venture capital in the industry.

The Ei Group formalized the need to innovate as a group and set up the Ei Innovation Committee.

**2019**

They applied to Construyamos Futuro (translated as Let's Build the Future), the Ei Group's open innovation contest in conjunction with the Innovation Center of the Catholic University that led to Construir Innovando.

### INNSPIRAL

Work with Innspiral on innovation strategy and guidelines began to be implemented.

Innovation challenges were defined for each business unit.

**2020**

**OSSA PROJECT**  
The pilot plan worked at the Ossa Project.

**MARCH**  
Innovation became a strategic process. Progress continued in formalizing the Integrated Management System and its governance.

**2021**

**DEPARTAMENTAL PROJECT**  
The pilot plant was improved at the Departamental Project of EIE.

Cristian Aballay  
Project Administrator

**NOVEMBER**  
Ties to startups were given priority under the external model.

**2021**

**SIDCODX** became Obralink.

Named the best construction company in using technology by Proptech Latam.

**2022**

It was named one of the top 50 of the ConTech Startups of Cemex Venture.

**HISTORY WAS MADE WITH THE FIRST INVESTMENT OF THE EI GROUP IN A STARTUP!**

**PRINCIPE DE GALES PROJECT**  
Solution prototype.

Ricardo Suarez  
Project Administrator

## ECHEVERRÍA IZQUIERDO IS PART OF CONSTRUIR INNOVANDO VENTURES (CIV), THE CORPORATE VENTURING COMMUNITY IN THE CONSTRUCTION SECTOR

This community is being articulated by the CChC. Seven companies from the construction industry are participating. Echeverría Izquierdo has chaired the Executive Committee since 2020. This horizontal collaboration allows for Corporate Venturing tools to be explored as well as different models and strategies to be able to link companies and startups virtually and sustainably.

The Ei Group participated in the following events in 2022:



The Construir Innovando - Ventures (Build while Innovating - Ventures) program is an icon for innovation projects in the industry and the CChC. Construir Innovando Ventures makes a contribution to strengthening our industry precisely because it speeds up processes by including more and new actors in project development. Echeverría Izquierdo is not only a founding member of this community but has been constantly contributing know-how from its position as a leader in matters of innovation."

Conrad Von Igel  
Innovation and Sustainability Officer - CChC



## DIGITAL TRANSFORMATION

The Engineering and Construction industry is currently facing a great challenge, called productivity, in which it is fundamental to be able to make the right decisions quickly, safely and on the basis of real-time data. The Ei Group's Digital Transformation team was created to confront this challenge and implant **clear processes that systematize what we do to obtain data to be able to control and improve processes** and, as a result, productivity on group level.

The digital transformation in the Ei Group is oriented towards plans and products that aim to add value to process groups and two transversal facilitators: Data Governance and Analytics and Knowledge Management and Process Digitalization.

There are different ways of generating changes in organizations by means of the interaction of two key areas:

**The general management processes and the people who work in them.**



"The digital transformation in our company and in the business in general must be ongoing. The construction industry stills has gaps to overcome, so we still have quite some distance to travel."

Pablo Ivelic  
Corporate CEO



## GENERAL DIGITAL SECURITY POLICY

Echeverría Izquierdo has a policy governing the way that technology is administrated in situations that may affect the privacy of employees and their performance, which are risks that arise by being a pioneer oriented towards innovation.

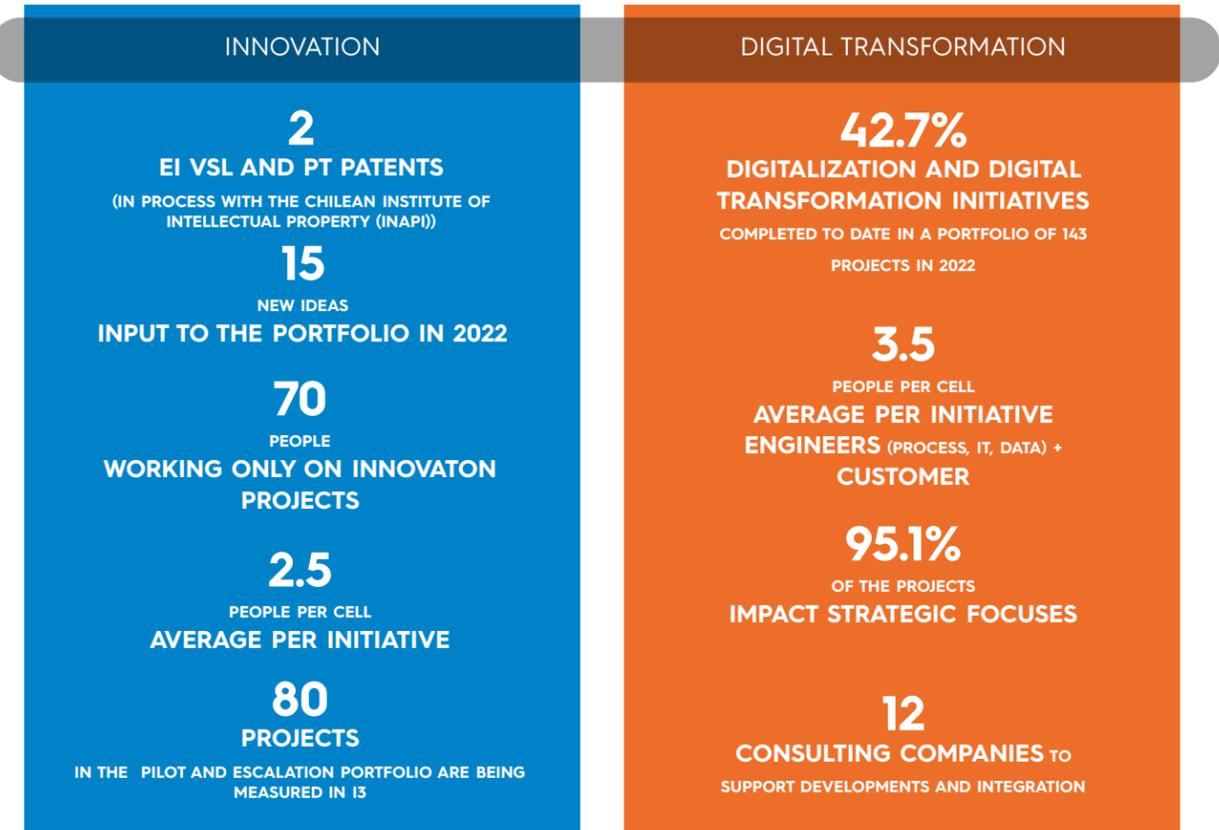
The purpose of this policy is to set down the criteria and conduct that employees and third parties in the group must follow to ensure an adequate protection, preservation and safeguarding of information and of corporate systems. This is in answer to the interests and needs of the organization according to the three principles of information management: Confidentiality, Integrity and Availability, set down in the best information management practices implicit in ISO 27001.

Different roles are created within this policy, one of the notable ones being the role of the security committee, which must approve the information security standards and propose rules and methods while monitoring security administration. This committee is headed by the Chief Planning and Process Officer. Also important is the role of the Corporate Digital Security Officer, who must define the information security standards, administrate digital security, support divisions and business areas of the different companies, design action plans and control the implementation of mitigative actions. This officer approves the standards for the acquisition of information processing, capture and storage technologies and they must report to the digital security committee on opportunities for improvement. This function is performed by the Assistant Information Technology Manager.

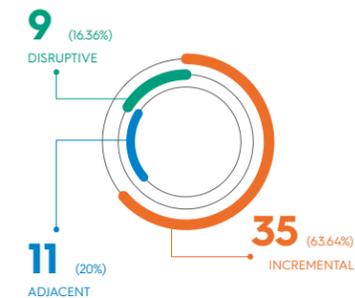


## INNOVATION AND DIGITAL TRANSFORMATION PORTFOLIO

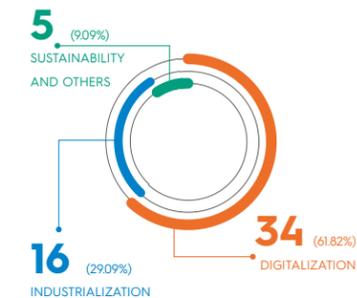
The company's portfolio is comprised of innovative and digital transformation initiatives, ordered according to the stage of the Innovation and Digital Transformation Method in which they are.



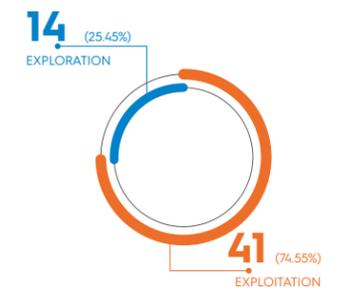
### TYPE OF INNOVATION



### INNOVATION FOCUS



### EXPLORATION / EXPLOITATION



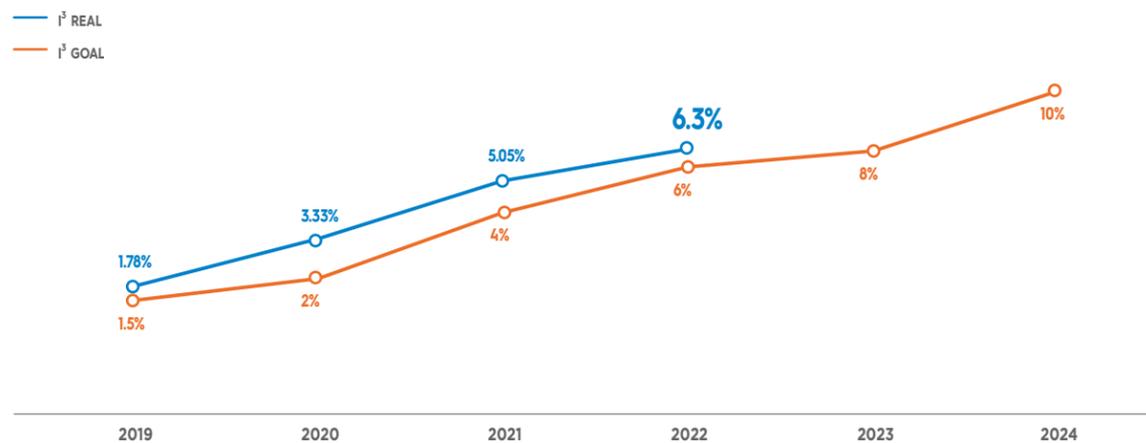


## MEASURING THE BENEFITS OF INNOVATION AND DIGITAL TRANSFORMATION

All initiatives in the portfolio that are in the pilot or escalation stages make an economic contribution to the results of the Ei Group that is measured by the Innovation Intensity Index or I3.

Innovation Intensity (I3) is the percentage of the budgeted results that come from innovation solutions that are in a pilot or escalation stage and have been implemented in the last 5 years or last 10 projects.

### MEASUREMENT OF INNOVATION AND DIGITAL TRANSFORMATION BENEFITS



## CONSTRUCTABILITY INDEX

	2018 (100 BASE 2015 CODE)	2019 (100 BASE 2015 CODE)	2020 (100 BASE 2015 CODE)	2021 (100 BASE 2015 CODE)	2022 (100 BASE 2015 CODE)
A traditional project in Chile	22	22	22	22	22
Average in Singapore (minimum score to receive a permit for residential projects exceeding 25,000 m <sup>2</sup> )	88	88	88	88	88
First project developed with initiatives and industrialization	65	65	65	65	65
Highest constructability index attained by an Ei project	68 (Fernández Albano)	75 (Victorino)	76 (Irrazaval)	71 (Príncipe de Gales)	83 (Ecuador)

## TYPE OF INNOVATION

	HISTORIC	2020
<b>Incremental Innovation:</b> Optimization of an existing business model using existing technical competencies, continuing improvement, very close to the main business	68% (61)	63% (22)
<b>Adjacent Innovation:</b> Broadening from the existing business to new markets, products or services.	22% (20)	23% (8)
<b>Disruptive Innovation:</b> Developing new capacities that help create solutions in non-existent markets	10% (9)	14% (5)
	<b>100% (90)</b>	<b>100% (35)</b>

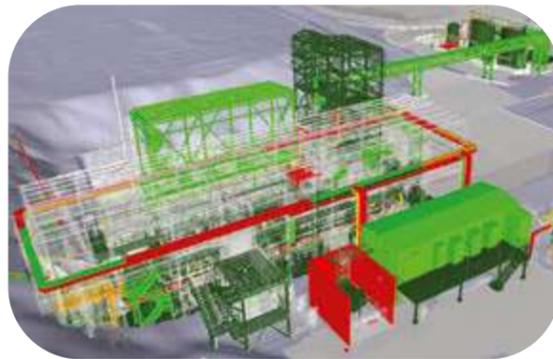


# BIM IMPLEMENTATION PLAN

The BIM implementation plan is teamwork led by three companies: EIMISA, HS and SP, who work together with CTEC to develop an effective plan. The plan prioritized BIM uses in each business unit according to objectives so that each company could attain the best results. Some objectives would be: EIMISA: project planning and control; SP: checking interference; and HS: managing information requirements. This coordinated approach is leading to a successful BIM implementation in the business units.



## PILOTS



### EIMISA MANTO VERDE

Support to the Engineering and and Project Planning and Control team using photogrammetry and BIM models that harmoniously integrate site and office.



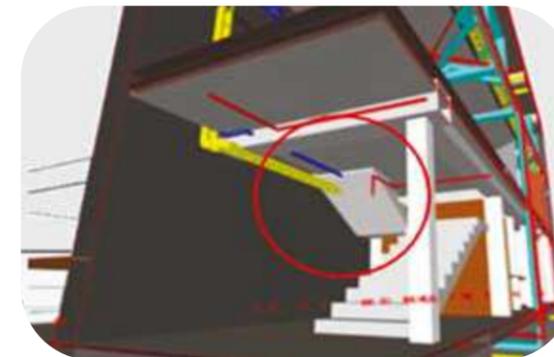
### EIMISA AWP

Project planning and control is being done using the AWP method with Codelco, our customer. Progress is uploaded directly to the model using unique tags.



### ECIAL PROJECTS - COORDINATION

The customer's project was modeled on BIM platforms and then that model was used to predict construction interference and resolve that interference before it happened.



### HOUSING SOLUTIONS - MANAGING INFORMATION REQUESTS

Project information is being managed integrately using BIM 360, which facilitates the traceability of the information requests and considerably reduces the response time.

# THE ENVIRONMENT

## ENVIRONMENTAL MANAGEMENT

Echeverría Izquierdo is aware of the impact of the Engineering and Construction industry on natural resources and the environment. That is why it is committed to the sustainable development of each of its projects.

All the companies in the Ei Group have an Environmental Management System separate from the environmental requirements of customers. The main lines of this management are an assessment of environmental aspects and impacts, compliance with the law, environmental education and sustainability through initiatives like recycling and the implementation of measures to save on the use of natural resources. Environmental aspects are evaluated in a matrix that is prepared following a procedure to identify variables, quantify impacts and establish control measures to reduce or eliminate those impacts.

The company assigns special importance to compliance with the law and regulations. In fact, five companies in the Ei Group have received ISO 14,001 certification. Two of those companies, Special Projects and Pilotes Terratest, received certification for the first time in the second semester of 2022.

Each business unit has an Integrated Occupational Health, Safety and Environment policy that defines guidelines on the prevention of environmental pollution, protection of diversity and ecosystems, a sustainable use of natural resources and compliance with the law, among other matters. The area responsible for implementation and control is the Occupational Health, Safety and Environment Division that sets down the directives for the Risk Prevention and Environment Areas of the projects.

ISO 14.001/2015 CERTIFICATION



One of the main environmental issues addressed in 2022 was the **repurposing of waste** through segmentation and recycling to produce new raw materials. This effort, in alliance with the **Revaloriza** plant, has made it possible for two companies in the Ei Group, Nexxo and Montajes Industriales, to take the first steps toward a circular economy.



In this initiative, the companies emphasized **recycling** via diverse actions implemented in project execution and in the central office. Materials were recycled, such as batteries, plastic, paper, and lubricants. Green Points were installed for the recycling of non-hazardous waste, hazardous waste (used oil and batteries) and electronic devices that were no longer useful.

The focus has also been on **a responsible use of natural resources**, particularly on the prevention of water pollution and care for water.

As part of Nexxo's sustainable development plan, the **first water footprint measurement** was taken among the Ei Group companies. One of the measures implemented to meet the goal of reducing water consumption involved installing savings fixtures in the restrooms of the main office.

**Management meetings** are also being held to explain and review environmental goals. Those meetings helped VSL reach its goal of reducing the quantity of waste it produces.

One of the main challenges was **measuring** scopes 1, 2 and 3 of **the carbon footprint**, which was done by the Sustainability Division and the Process Area to develop and implement the **Operational Eco-Efficiency Site**. This tool helped digitalize and optimize the processing of the data on fuel and electricity consumption and waste management, to name a few, and mobilized an important team of professionals motivated by this transcendental milestone as part of the purpose of **"challenging our limits to add value to the environment."**

In the aim of continuing to strengthen the company's commitment to environmental care, the Corporate Sustainability Division set up the Environmental Committee, called the **"Footprint Committee."** This initiative brought together professionals who are leaders in environmental issues in the business units comprising the Ei Group to address the challenges together. This Footprint Committee, on which representatives from the Procurement and Sustainability Divisions are also members, intends to share the main lines of work that are being developed to thus strengthen the company's environmental performance.



## IMPACT MANAGEMENT

The impact of operation on the execution of projects and the services provided has been reduced by creating procedures for the storage and final disposal of hazardous and non-hazardous waste, by training, the disclosure of objectives, management reviews and an environmental awareness that we endeavor to foster every day in the Ei Group culture.

Among the measures implemented by Pilotes Terratest in 2022 were the acquisition of environmental emergency stations that have absorbent material, the installation of anti-spill trays and/or lined polyethylene trays, signage and bulletins to nurture an awareness of the use of resources.

The company is aware of the importance of implementing measures for energy efficiency in workplaces. Therefore, communication campaigns have been deployed to explain to employees the importance of using natural resources efficiently.

The internal audit plan in which the environmental compliance of the companies is reviewed has helped emphasize the importance of this subject.



Echeverría Izquierdo has not been fined for environmental violations in the last four years.

GRI 2-27

“There can be no doubt that measuring our carbon footprint and water footprint is one of the main advancements that the Ei Group achieved in 2022.”

Pablo Ivelic  
Corporate CEO



## WASTE MANAGEMENT

GRI 306-1/2

For the Ei Group, waste must be managed integrally and that management considers all stages, from generation to recycling to environmental impact. Among the main activities identified in its operation are industrial assembly, shellwork and finishes, electrical and sanitary systems, welding, maintenance of machinery, equipment and tools, cleaning of trucks and equipment, and the chemical cleaning of tanks and circuits.

The inputs that are used can be classified into two main groups: construction materials and maintenance products. The first group includes materials like steel, lumber and concrete as well as chemicals that are used in the construction process. These inputs may produce both hazardous and non-hazardous waste, depending on their nature. The second group is comprised of products used for the maintenance of machinery and equipment, like oils, filters, grease and lubricants. These products can also generate solid and liquid waste, some of which can be considered hazardous.

The impacts identified bear a relationship to the waste generated because of the activities inherent to the organization.

Managing environmental impacts is key to guaranteeing a sustainable operation. For that reason, an environmental management system has been implemented based on governing law and ISO 14001-2015 that contains the requirements for an effective environmental system by which organizations can identify and control their impact.

The environmental aspects are evaluated in a matrix that identifies the impact so as to clearly understand it and adopt measures to minimize that impact.

Waste management procedures have been implemented that include sorting, temporary heaping, removal, final disposal and training.



The waste generated can be classified into three types:



**HOUSEHOLD WASTE**

Collected by the Municipality.



**NON-HAZARDOUS WASTE**

Removed by an outside provider who is properly certified and authorized by the health authority. A monthly record is kept of declarations filed at the "single window" of the Ministry of the Environment and of the final disposal of the waste.



**HAZARDOUS WASTE**

Removed by an outside provider who is properly certified and authorized by the health authority. A monthly record is kept of this waste and of its final disposal.

As said, the companies in the Ei Group keep a monthly record of waste generated to control volume and ensure that providers properly dispose of the waste. This record is an important tool in evaluating and monitoring environmental management, specifically waste generation. The information is reported monthly in workplace management reports and is recorded on the Operational Eco-Efficiency site.

Thanks to this recordkeeping system, opportunities can be identified to reduce waste generation and improve environmental management. It also helps ensure that the waste generated is treated and disposed of responsibly, according to governing environmental regulations.

*It has been very powerful to manage projects from an environmental care viewpoint because we are convinced that it can be done."*

Raúl Aguilera  
CEO of Special Projects



## WATER MANAGEMENT

GRI 303- 1/2/3/4

Aware of the severe drought affecting the country and of the impact that the consumption and dumping of water in operations may generate, the Ei Group is studying the use of water by means of **environmental aspect and impact identification and assessment matrixes**. In water-stressed zones, governing regulations are followed strictly, in line with defined public policies.

On a company level, interacting with water takes place according to the features of the operation of each of the companies.

For **building** projects located in the Metropolitan Region, water comes from the potable water network of Empresa Aguas Andinas and is used in construction and for human consumption in workplaces and at site facilities. The water used is dumped in the public sewerage system and mainly consists of wastewater from site facilities. In mining projects, the principal supplies the water, which is dumped into treatment plants that meet the requirements of the customer and governing regulations.

**In Pilotes Terratest**, water consumption is primordial to production processes because most of the technologies used need water to drill, create beds, inject shotcrete, wash equipment and for human consumption. In projects, water is provided by the customer, except the water for human consumption. The goals and objectives set by the company include optimizing production processes and creating an awareness of the sustainable use of water.

At the **NEXXO** main office, water is supplied by water trucks and is stored in three tanks, each with a capacity of 10 cubic meters. This water is used for restrooms and for the vehicle and equipment maintenance shop, mainly to perform pump operational testing. **NEXXO** is a pioneer in setting goals for water consumption within the Ei Group. In order to attain its goals, it measured the water footprint of the main office for the first time.

**VSL** has evaluated the environmental impact it causes in relation to the efficient consumption of water (office and warehouse). It has defined indicators and procedures to reduce consumption. Compliance with these indicators is reviewed at the semi-annual meetings of the Executive Committee and future actions are designed as needed.

One of the measures implemented company-wide in 2022 was the **monthly report on water consumption by all projects of the Ei Group companies on the Operational Eco-Efficiency Site**, including support proving the consumption reported.

## OPERATIONAL ECO-EFFICIENCY

### GRI 302-1/3

#### CONSUMPTION OF NON-RENEWABLE FUELS

	UNIT	2020	2021	2022
Corporate Central Office	MWh			
Housing Solutions	MWh	-	271	1,224
Pilotes Terratest	MWh	6,453	8,991	3,975
NEXXO	MWh	1,245	1,984	629
Montajes Industriales	MWh	18,603	25,513	178
VSL	MWh	68	75	168
Special Projects	MWh	1,579	1,256	1,083

#### INTENSITY OF CONSUMPTION OF NON-RENEWABLE FUELS

	UNIT	2020	2021	2022
Corporate Central Office	kWh/USD	-	-	-
Housing Solutions	kWh/USD	-	0.468	1.920
Pilotes Terratest	kWh/USD	15.699	15.514	6.233
NEXXO	kWh/USD	3.029	3.424	0.986
Montajes Industriales	kWh/USD	45.259	44.021	0.279
VSL	kWh/USD	0.165	0.129	0.263
Special Projects	kWh/USD	3.842	2.167	1.698

#### CONSUMPTION OF NON-RENEWABLE ELECTRICITY

	UNIT	2020	2021	2022
Corporate Central Office	MWh			77.36
Housing Solutions	MWh		118.06	222.00
Pilotes Terratest	MWh	299.36	288.37	186.84
NEXXO	MWh	172.47	178.95	191.91
Montajes Industriales	MWh	305.70	509.11	174.30
VSL	MWh	55.73	66.87	48.30
Special Projects	MWh	1,787.61	913.19	416.86

#### INTENSITY OF CONSUMPTION OF NON-RENEWABLE ELECTRICITY

	UNIT	2020	2021	2022
Corporate Central Office	kWh/USD			0.121
Housing Solutions	kWh/USD		0.204	0.348
Pilotes Terratest	kWh/USD	0.728	0.498	0.293
NEXXO	kWh/USD	0.420	0.309	0.301
Montajes Industriales	kWh/USD	0.744	0.878	0.273
VSL	kWh/USD	0.136	0.115	0.076
Special Projects	kWh/USD	4.349	1.576	0.654

## WASTE GENERATION

### GRI 306-3, 4 y 5

#### NON-HAZARDOUS WASTE GENERATED

	UNIT	2020	2021	2022
Corporate Central Office	ton		-	4.43
Housing Solutions	ton	5.90	4.28	8,522.25
Pilotes Terratest	ton	75.64	92.72	176.38
NEXXO	ton	41.81	-	23.24
Montajes Industriales	ton	2,215.30	4,366.53	61.44
VSL	ton	22.26	28.40	14.65
Special Projects	ton	2,766.75	2,071.50	11,431.15

#### RECYCLED WASTE GRI 302-2

	UNIT	2020	2021	2022
Corporate Central Office	ton		-	-
Housing Solutions	ton	-	-	-
Pilotes Terratest	ton	-	-	95.86
NEXXO	ton	23.35	15.94	20.48
Montajes Industriales	ton	601.95	1,092.18	0.05
VSL	ton	2.10	2.50	4.41
Special Projects	ton	-	-	299.83

#### HAZARDOUS WASTE

	UNIT	2020	2021	2022
Corporate Central Office	ton			-
Housing Solutions	ton			-
Pilotes Terratest	ton	18.39	23.74	24.89
NEXXO	ton	9.36	44.07	16.27
Montajes Industriales	ton	60.07	52.8	10.48
VSL	ton	1.09	1.49	0.22
Special Projects	ton			1.53

## WATER CONSUMPTION

### GRI 303-5

#### MUNICIPAL WATER CONSUMPTION

	UNIT	2020	2021	2022
Corporate Central Office	m <sup>3</sup>			1,560
Housing Solutions	m <sup>3</sup>	1,536	3,956	8,016
Pilotes Terratest	m <sup>3</sup>		4,142	2,005
NEXXO	m <sup>3</sup>	2,700	1,520	1,267
Montajes Industriales	m <sup>3</sup>	20,617	4,693	2,318
VSL	m <sup>3</sup>	2,600	2,600	798
Special Projects	m <sup>3</sup>	107,920	60,494	13,346

# CARBON FOOTPRINT

This is the second time that Echeverría Izquierdo has measured its carbon footprint and the third year of measurement corresponding to 2022.

In order to always be searching for the most representative footprint, two main improvements have been made to the process:

The first great improvement was the **installation of the Operational Eco-Efficiency Site** in 2022. It was built based on the datasheets containing information on the previous footprint measuring process. This site helped speed up the compilation of data through a continuing gathering process throughout the year and increased the reliability of the data finally used.

Secondly, the Procurement Area added **new items to its database** in 2022. This facilitated grouping information better for the categories of **Materials and Transport**. New categories of materials and transport were added as a result, such as Copper-Bronze and Machinery Transport and Mobilization.

## GHG EMISSIONS MEASUREMENT

GRI 305-1/2/3/4

Echeverría Izquierdo's 2022 carbon footprint was measured following the GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) of WBCSD/WRI.

The operations in Chile of the main companies comprising Echeverría Izquierdo were considered in the footprint measurement, namely: Housing Solutions, Montajes Industriales, VSL, NEXXO, Special Projects, Civil Works and Pilotes Terratest. The consumption and disposal of waste directly by the companies were used in the calculations, excluding inputs (fuels and electricity) and waste disposal services that are the expense of project principals and are based on environmental approvals (RCAs) for each project.

The 2022 emission factors provided by the UK Department for Environmental, Food & Rural Affairs (DEFRA) were used for the measurement.

Scope 2 was measured following the location method and using the annual average emissions factor of the National Energy System of Chile since there are no specific emission factors related to power purchase agreements.



### ECHEVERRÍA IZQUIERDO CARBON FOOTPRINT

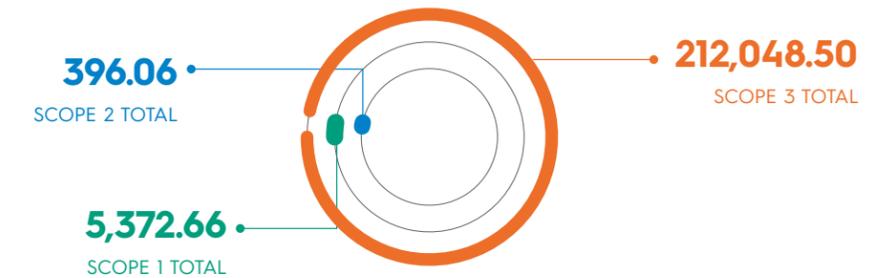
SCOPE	UNIT	2022
1	tCO <sub>2</sub> e	5,372.42
2	tCO <sub>2</sub> e	396.06
3	tCO <sub>2</sub> e	212,048.50
Categories of Scope 3 Measured		
1) Purchased Goods and Services	tCO <sub>2</sub> e	200,758.84
4) Upstream Transportation and Distribution	tCO <sub>2</sub> e	5,840.28
5) Waste generated by operations	tCO <sub>2</sub> e	4,098.51
6) Business Travel	tCO <sub>2</sub> e	1,350.88
Total Carbon Footprint	tCO <sub>2</sub> e	217,816.99

### EMISSIONS INTENSITY

SCOPE	UNIT	2022
Scope 1	kgCO <sub>2</sub> e/MUSD	8.424460917
Scope 2	kgCO <sub>2</sub> e/MUSD	0.621059607
Scope 3	kgCO <sub>2</sub> e/MUSD	375.4375667
Total Annual Income	KUSD	637,717

### ECHEVERRÍA IZQUIERDO 2022 CARBON FOOTPRINT

(tCO<sub>2</sub>e)



Emissions related to Purchased Goods and Services (Category 1) were calculated according to the main construction materials used by the company that include concrete, steel, iron, lumber, HDPE, PVC, bricks, copper, bronze, aluminum, PET and plastic. The volumes used were estimated by the total amount spent annually on each material and the average cost price of the material in 2022. The method used to calculate emissions from Upstream Transportation and Distribution (Category 4) was the cost of these services using emissions factors from the U.S. EPA's Environmentally Extended Input-Output model.

The main transportation considered in this category was the carriage of material from the central warehouse to projects, the transport of machinery and personnel mobilization. The transport of materials directly by suppliers was excluded from this category.

Three main classifications were used to calculate emissions caused by waste generated in operations (Category 5): Waste that can be assimilated to household waste, construction waste and hazardous waste, differentiating by type of final disposal (sanitary landfill, recycling, reuse, etc.). Moreover, from the waste data of Echeverría Izquierdo, we were able to calculate emissions associated with specific materials based on the form of disposal, such as the recycling of paper and cardboard and the reuse of domestically sourced lumber.

Business Travel emissions (Category 6) were calculated using the database on passengers per flight, flight origin and destination. A distance calculator was used to calculate the distances flown by flights for each segment from the departure airport to the arrival airport.

# NEXXO SUSTAINABLE DEVELOPMENT PLAN

In June 2022, the process began to design Nexxo's sustainable development plan. It entailed collaborative work led by Nexxo's Commercial Division and the Ei Group Sustainability Division, based on 5 strategic pillars defined to successfully fulfill the purpose of developing each of the projects while creating a positive impact on society and on the environment.

The 5 strategic pillars are:



" Nexxo is focused on managing our services by positively contributing to the social and environmental setting with which we are related. This work plan stems from that conviction and will help us implement specific actions and measure our indicators to become more sustainable every day."

Ignacio Perez  
Nexxo's CEO



## LAUNCHING

Nexxo's sustainability plan was successfully launched in December 2022 at the main office located in Concon. It was attended by Pablo Ivelic, Corporate CEO; Carolina Reyes, Chief Sustainability Officer; Ignacio Pérez, Nexxo's CEO; and Patricio Galaz, Nexxo's Chief Commercial Officer. It was also attended by employees both in person and via streaming, who were connected from the different workplaces.



## EI NEXXO WATER FOOTPRINT

The water footprint indicates the consumption of fresh water, which includes the consumption of water from surface and underground sources, rainwater (for crops) and the water required to dilute liquid emissions.

In 2022, Nexxo took the first measurement of its water footprint that is expressed as the volume of water consumed per year.

To this end, the Water Footprint Network water footprint method was used that divides results into blue water, green water and grey water.

2021 water consumption data were considered, including production plant production and supporting activities in Concon, the maintenance area, administration, personnel training, laboratory and restroom facilities, dining halls, and wastewater management of the modular bathrooms and septic tank at the plant.

The water footprint shown in the table is separated into:

**Blue water footprint:** the consumption of surface water and groundwater.

**Green water footprint:** the consumption of rainwater that does not return to natural courses of water.

**Grey water footprint:** the volume of water needed to assimilate a contamination load considering natural concentrations and environmental standards.

### EXXO'S ANNUAL WATER FOOTPRINT

WATER FOOTPRINT	2020	2021	
Blue	1,570,000	23%	Defined by the purchases of water by the company, mainly from water trucks.
Green	0	0%	This result was due to the fact that rainwater is not impounded for vegetables.
Grey	5,213,362	77%	This is due mainly to the emissions of wastewater from the septic tank.
Total	6,783,362	100%	



# GRI INDEX

GRI STANDARD	GRI DESCRIPTION	PAGE
2-9,10,11	Governance structure and composition, the committees of the highest governance body that are responsible for decisionmaking on economic, environmental and social matters	22
2-23,26	Value, principles, standards and rules of conduct	26-27
3 - 2	Materiality	44
3 - 2	List of material topics	45
2 - 22	Sustainability Strategy	47
2 - 29	Stakeholders	47
403-1	Occupational health and safety management system	54
403-2	Hazard identification, risk assessment, and incident investigation	58
403-3	Occupational health services	62
403-4	Worker participation, consultation, and communication on occupational health and safety	62
403-5	Worker training on occupational health and safety	63
403-6	Promotion of worker health	64
403-7	Prevention and mitigation of occupational health and safety impacts	65
403-8	Workers covered by an occupational health and safety management system	66
403-9	Work-related injuries	66
403-10	Work-related ill health	67
406-1	Incidents of discrimination and corrective actions taken: total incidents of discrimination, status of actions taken: review, remediation plans, results and monitoring of those results	70
405-1	Diversity of governance bodies and employees	71
401-2	Benefits provided to full-time employees that are provided to temporary or part-time employees, according to the different locations of operations	79
401-3	Parental leave	79
401-1	New employee hires and employee turnover	80
404-2	Programs for upgrading employee skills and transition assistance programs	83
404-1	Average hours of training per year per employee: itemization by gender and occupational category	86
405-2	Ratio of basic salary and remuneration of women to men	87-88
413-1	Operations with local community engagement, impact assessments, and development programs	90
2-6	Description of the organization's supply chain, including the main elements related to activities, main brands, products and services of the organization	96
204-1	Proportion of spending on local suppliers, including the definition of local supplier	97
414-1	New suppliers that were screened using social criteria (percentage of new suppliers that were screened using social criteria)	97

GRI STANDARD	GRI DESCRIPTION	PAGE
414-2	Negative social impacts in the supply chain and actions taken	97
308-1	Percentage of new suppliers that were screened using environmental impacts	97
308-2	Number of suppliers screened for environmental impacts, number of suppliers identified with present and/or potential material negative environmental impacts	97
2-29	The organization's approach to stakeholder engagement	102
2-19	Remuneration policies of the highest governance body and senior executives	111
206-1	Main outcomes of completed legal actions, including any decisions or judgments	115
205-2	Total number and percentage of employees to whom the anti-corruption policies and procedures of the organization have been disclosed, itemized by region and type of employee	115
205-2	Total number and percentage of trade partners to whom the organization's anti-corruption policies and procedures have been disclosed	115
205-3	Total number and nature of confirmed cases of corruption	115
205-3	Public legal cases of corruption prosecuted against the organization or its employees during the reporting period and the results of these cases	115
201-1	Direct economic value generated and distributed (EVG&D) on an accrual basis, including the basic components for the organization's global operations	118
415-1	Total monetary value of financial and political contributions in kind made directly and indirectly by the organization by country and recipient-beneficiary	119
2-27	Compliance with environmental laws and regulations	146
306-1	Waste generation and material waste-related impacts	147
306-2	Management of material waste-related impacts	147
303-1	Interactions with water as a shared resource	149
303-2	Management of water discharge-related impacts	149
303-3	Water withdrawal	149
303-4	Water discharge	149
302-1	Energy consumption within the organization	150
302-3	Energy intensity	150
306-3	Waste generated	151
306-4	Waste not sent for disposal	151
306-5	Waste sent for disposal	151
303-5	Water consumption	151
302-2	Inputs recycled	151
305-1	Direct (scope 1) GHG emissions	152-153
305-2	Energy indirect (scope 2) GHG emissions	152-153
305-3	Other indirect (Scope 3) GHG emissions	152-153
305-4	GHG emissions intensity	152-153

# SASB INDICATORS

## ENGINEERING AND CONSTRUCTION SERVICES

TABLE 1: SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

CODE	ACCOUNTING METRIC	RESPONSE
IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards, and regulations	0
IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Environmental aspects are assessed in a matrix that is prepared following a procedure to be able to identify variables, quantify impacts and establish control measures to reduce or eliminate those impacts according to ISO 14001-2015.
IF-EN-250a.1	Amount of defect- and safety-related rework costs	Rework costs: 3958.3 UF
IF-EN-250a.2 <sup>1</sup>	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Total amount of monetary losses: CLP\$26,376,201.
IF-EN-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	(1) TRIR: 0.35 (2) a) 0 b) 0
IF-EN-410a.1	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	(1) 0 (2) 1
IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	N/A
IF-EN-410b.1	Amount of backlog for (1) hydrocarbonrelated projects and (2) renewable energy projects	N/A
IF-EN-410b.3	Amount of backlog cancellations associated with hydrocarbon-related projects	N/A
IF-EN-510a.1 <sup>2</sup>	Amount of backlog for non-energy projects associated with climate change mitigation	N/A
IF-EN-510a.2 <sup>4</sup>	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index <sup>3</sup>	0
IF-EN-510a.3	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	0
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	

1. Note to IF-EN-250a.2: The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.  
 2. Note to IF-EN-510a.1: The entity shall provide a brief description of its approach to managing ethical risks specific to the countries with low rankings in the index where the entity has active projects and/or backlog.  
 3. Eritrea, Congo, Guinea-Bissau, Chad, Comoros, Haiti, Nicaragua, Sudan, Burundi, Democratic Republic of the Congo, Turkmenistan, Equatorial Guinea, Libya, Afganistan, North Korea, Yemen, Venezuela, Somalia, Syria, South Sudan  
 4. Note to IF-EN-510a.2: The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

TABLE 2: ACTIVITY METRICS

CODE	ACCOUNTING METRIC	RESPONSE
IF-EN-000.A <sup>5</sup>	Number of active projects	24
IF-EN-000.B <sup>6</sup>	Number of commissioned (completed) projects	85
IF-EN-000.C <sup>7</sup>	Total backlog	MCLP\$541,548



“This year we strengthened our leadership position by executing major projects for large-scale mining companies in Chile, and that fills us with pride and the desire to continue forward”

Darío Barros  
 CEO of Echeverria Izquierdo Montajes Industriales



“The complexity of the market forces us to be facilitators in the business from a corporate viewpoint”

Juan Pablo Suffiotti  
 Corporate Senior Counsel

5. Note to IF-EN-000.A: -EN-000.A - Active projects are defined as buildings and infrastructure projects under development that the entity was actively providing services to as of the close of the reporting period, including, but not limited to, both the design and construction stages. Active projects exclude project.  
 6. Note to IF-EN-000.B: -EN-000.B - Commissioned projects are defined as projects that were completed and deemed ready for service during the reporting period. The scope of commissioned projects shall only include projects that the entity provided construction services to.  
 7. Note to IF-EN-000.C: Backlog is defined as the value of projects not completed as of the close of the reporting period (i.e., revenue contractually expected in the future but that has not been recognized), or is defined by the entity, consistent with its existing disclosure of backlog. Backlog may also be referred to as revenue backlog or unsatisfied performance obligations. The scope of disclosure is limited to buildings and infrastructure projects where the entity provides engineering, construction, architecture, design, installation, planning, consulting, repair and/or maintenance services, or other similar services.

# SASB INDICATORS

## CONSTRUCTION COMPANIES

TABLE 1: SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

CODE	ACCOUNTING METRIC	RESPONSE
IF-HB160a.1	Number of (1) lots and (2) homes delivered on redevelopment sites	(1) 0 (2) 0
IF-HB160a.2	Number of (1) lots and (2) homes delivered in regions with High or Extremely High Baseline Water Stress	(1) 0 (2) 0
IF-HB160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	0
IF-HB160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	N/A
IF-HB320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	(1) TRIR: 0.35 (2) a) 0 b) 0
IF-HB410a.1	(1) Number of homes that obtained a certified HERS® Index Score and (2) average score	N/A
IF-HB410a.2	Percentage of installed water fixtures certified to WaterSense® specifications	N/A
IF-HB410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	N/A
IF-HB410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	In the area of opportunities, real estate projects hold Sustainable Housing Certification (CVS is the acronym in Spanish), which is a voluntary system for the evaluation of new homes developed by the Ministry of Housing and Urbanism of Chile that values environmental, economic and social considerations throughout the life cycle of a building. This Certification includes the measurement of factors such as passive thermal comfort, reduction in heating demand, lighting, the ratio of water consumption and energy requirements needed for utility systems used by the homes and building. The percentages of savings by design, specifications and the implementation of techniques and equipment are established that make the project more efficient, compatible with cost parameters and the commercial value of the homes. This is what is communicated to customers at the same time as the Rating Letter.

CODE	ACCOUNTING METRIC	RESPONSE
IF-HB410b.1	Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions	Given the nature of the real estate projects built, there is always access to utilities like electricity, potable water and sewerage.
		A fundamental attribute of the projects is their proximity to public transportation infrastructure and to services of public utility like schools, hospitals, universities, trade and government entities. The decision to purchase the land to build buildings is based mostly and precisely on those attributes.
		The utilities infrastructure is a requirement for the development of real estate projects since no projects are executed in suburban zones. The suitability of transportation infrastructure is measured by the distance to subway lines, corridors of public transportation, avenues and highways.
		Given the nature of the investments that are made, that is in totally consolidated urban areas, urban expansion plans are not necessarily considered in decisions. However, there is always a concern to be on top of plans for the development of public transportation in infrastructure like the subway or commuter trains since that does have an impact on land investment decisions. The criteria normally used for access to services and business zones is distance and time of transport to those centers of interest by the different alternatives available, like walking, cycling, public transportation, car, etc. A map is built around the points of interest for each mode of transport.
IF-HB410b.2	Number of (1) lots and (2) homes delivered on infill sites	(1) 0 (2) 0
IF-HB410b.3	(1) Number of homes delivered in compact developments and (2) average density	(1) Number of homes:736 (2) Average density: 6636 homes/Ha
IF-HB420a.1	Number of lots located in 100-year flood zones	0
IF-HB420a.2	Description of the analysis of the climate change risk exposure, the degree of systematic exposure of the portfolio and strategies to mitigate the risks.	From a regulatory standpoint, the industry will likely face a series of obligations and restrictions regarding energy and water efficiency, the carbon footprint, etc. From a commercial standpoint, projects must make an effort to increase the comfort of their inhabitants, above all in regard to temperature. The great opportunity in this respect is that these types of initiatives have been developed for some time, such as installing photovoltaic solar panels, heat pumps, sustainable home and energy rating certifications, energy audits, carbon footprint measurement, grey water management, prefabrication and industrialization. Climate-change initiatives have been addressed for years by Ei and it was the first company to use solar panels for hot water, photovoltaic solar panels with a system capable injecting the excess energy generated to the grid, the first to measure the carbon footprint, among other aspects. The company is very much in harmony with this type of issue and is recognized in that respect in the industry. Given the nature of real estate projects that are usually in one single stage and therefore have a very short life cycle, the risks are very limited in one single project. The strategy has been to be a pioneer in this respect to be able to incorporate the state of the art in the initiatives that will help mitigate the impact of each new project on climate change.



05

# OUTSTANDING PROJECTS

## ECHVERRIA IZQUIERDO

Montajes Industriales



### STRUCTURAL, MECHANICAL AND PIPING SMP 2 WET AREA AND EPC TRUCK SHOP - CAPSTONE COPPER / MANTOVERDE DEVELOPMENT PROJECT, ATACAMA, CHILE.

The Mantoverde Development Project of Capstone Copper, located at 900 meters above sea level in the Region of Atacama, consists of building a new copper concentrator plant that can process 30,000 tons per day.

The scope of the work, developed for Ausenco under its EPC/LSTK contract with Mantoverde, entails the construction of the civil works, structural, mechanical and piping assembly of the concentrator (milling, flotation, remilling, thickening and filtering areas, among others) and the EPC for the truck shop.



### ELECTROMECHANICAL INSTALLATION OF RECOVERY BOILER, POWER BOILER, CAUSTICIZING PLANT AND LIME KILN (MAPA PROJECT) - CELULOSA ARAUCO Y CONSTITUCIÓN, ARAUCO HORCONES PLANT, CHILE.

The Arauco Plant Modernization and Enlargement Project (MAPA), located in the Bio-Bio Region, consists of building a third pulp production line with a capacity of 1.5 million tons per year, making it one of the largest facilities of this type in the world.

The scope of work, underway without interruption since mid-2019, encompasses the civil works and electrical mechanical assembly of the recovery boiler, power boiler, demineralized water plant, air compressors, causticizing plant and lime kilns.

The MAPA project is the largest and most important project executed in the history of our company and it required, for execution, the greatest capacities of engineering and construction, logistics, technology and large-sized equipment, in addition to a great number of skilled workers, more than 7,500, from different parts of the country.

### ELECTROMECHANICAL ASSEMBLY OF TURBOGENERATORS (MAPA PROJECT) - CELULOSA ARAUCO Y CONSTITUCIÓN, ARAUCO HORCONES PLANT, CHILE.

As part of the Arauco MAPA project, EIMISA is performing the electromechanical assembly of two turbo generators, called TG7-140 MW back-pressure turbo generators, and a TG-8 170 MW condensation turbo generator. The scope of work encompasses civil works, structures, mechanics, piping, electricity and instrumentation.

This project, begun in mid-2020, is currently in the startup phase. Synchronization of the TG-8 turbogenerator to the National Electric System is 100% complete.

The National Copper Corporation of Chile, Codelco, is developing the Rajo Inca Project (PRI) of the Salvador Division to be able to exploit mineral at a processing pace of close to 37 ktpd for a period of 50 years.

The work encompasses the construction, assembly and replacement, overhaul of facilities, equipment and subsystems of the dry and wet areas of the existing Concentrator Plant of the Salvador Division.

The scope of work involves the disciplines of earthworks, civil works, structures, piping, electricity and instrumentation as well as pre-commissioning, commissioning and support during startup.

### CONSTRUCTION AND ASSEMBLY OF CONCENTRATOR PLANT AND OVERHAUL OF THICKENERS RAJO INCA PROJECT / CODELCO, SALVADOR DIVISION - CHILE

### PRIMARY CRUSHER, OVERLAND CONVEYOR, STOCKPILE, LIME PLANT, RECLAIM TUNNELS AND PEBBLE CRUSHER PLANT - TECK/ QUEBRADA BLANCA, TARAPACÁ, CHILE.

Teck's Quebrada Blanca 2 (QB2) project is located in the Region of Tarapacá, at an altitude of 4,400 meters above sea level.

The scope of work, begun in mid-2019, involves the construction and assembly of a 60" x 110" primary crusher, two inclined 72" overland conveyors running approximately 1,500 meters, a mineral storage stockpile (the largest dome in Chilean mining in terms of tonnage), two reclaim tunnels, a lime plant and a pebble crusher plant.

At its peak, this project employed more than 2,000 under contract and is now in its final stage of commissioning and delivery for operation.



**ECHEVERRIA  
IZQUIERDO**  
Inmobiliaria



**ARAYA PARK**

Araya Park is a project located at 1600 Rodrigo de Araya, Ñuñoa, comprised of 2 towers, each with 259 apartments. It is a place that invites you to get together, hold meetings and almost invent excuses to do fun things with your family, friends and neighbors whenever possible.

It has shared spaces and commons designed for this purpose, in particular a large park that joins the two towers. The infinite space and comforts create the perfect place for meetings, getting to know people and neighbors, enjoying moments with your family and reuniting with old friends.



**PLAY INDEPENDENCIA**

Play is a project located at Isidoro Errazuriz 2305, Independencia, comprised of 186 apartments where people can find the comfort of a new lifestyle.

It is in an iconic location in Independencia near the Racecourse, and it will be a place where people can get together with friends, family or their partner in large and luminous apartments. There will be a co-work zone, barbecue areas, a panoramic outlook and much more.

**A RESERVA ANTOFAGASTA, AN ED 19  
SOCIAL INTEGRATION PROJECT**

La Reserva is the first Executive Decree (ED) 19 social integration project of Echeverría Izquierdo Inmobiliaria, located at Pirita 10805, Antofagasta. This project comprises 4 stages to build 1,000 apartments.

La Reserva forms part of the Altos La Chimba urban expansion plan. There is an excellent connectivity to the rest of the city as well as a civic center, health care centers, courts of justice, municipal and cultural centers that make it a perfect place for family and community life.



**FIBRA PROJECT**



Located at Chacabuco 111, in Concepción, Fibra is a 24-floor building with 169 apartments that holds an energy-efficiency rating and uses photovoltaic panels for self-generated power consumption. There are stores on the first floor, which optimizes the privileged location of the project. The architecture is unique of both the façade and of the design of its interiors, lounge, music room, barbecue area, laundry room, multiple-use room and gym, combined with a panoramic view of the Bio-Bio River and Mt. Caracol. It is one of the most comprehensive projects in the region.



**CANAVAL 185**



Located at Canaval 185 in the heart of San Isidro, Lima, just steps away from the financial center, it is a central and strategic location with great connectivity. Its imposing façade and interiors demonstrate an elegant and exclusive environment. It has loft, 1- and 2- bedroom apartments with an excellent layout to take maximum advantage of space. It also holds the Edge sustainable construction certification.

Canaval 185 was designed to include high quality finishes, durability and to project a modern style in all areas of the apartment. In addition to its elegant, fully equipped commons with a gym, terrace with a grill, rooftop bar, multiple-use room, co-work area and bicycle parking, it has parking stalls equipped with electric car chargers.

**LIB**



Located at República de Libano 115, in Surco, Lima, LIB is a residential project created to house an innovative lifestyle combining freedom and connection with nature. The location is strategic and accessible to the main roads in Lima while being near to shopping and business centers. The apartments are 1, 2 and 3 bedrooms with an excellent layout and finishes.

The project is beside a private park measuring more than 7,700 square meters, with exclusive commons that complement the lifestyle of the people living there. There is a rooftop, barbecue area, the most modern pool, co-work area, and multiple-use rooms, among other areas. The project is also environmentally sustainable because it has energy and water saving systems and has parking stalls with electric car chargers, which is seen in the Edge certification.



**REINFORCEMENT OF SLOPES AND LEAK CONTROL OF RECOVERED WATER POND OF MINERAL CENTINELA**

The Project Division of Minera Centinela, located in the Antofagasta Region at the border with the municipalities of Mejillones and María Elena, retained Pilotes Terratest for the construction of the slope reinforcement system using passive shoring and shotcrete, including a California drainage system.



**SHAFT REINFORCEMENT, ANDES NORTE PROJECT, EL TENIENTE DIVISION**

The project is at the El Teniente Mine, located in the Region of Liberator General Bernardo O'Higgins. It consists of drilling and installing anchors at the perimeter of a dump shaft from the production level to the carrying level. The objective is to "sew" the rocky massive with a high level of diastatic rock around the future shaft approximately 40 meters long. It is being done using the raise-boring technique in order to avoid any adits in the shaft.

The project was completed successfully by the scheduled deadline. The effectiveness of Pilotes Terratest's solution was confirmed during the raise boring, which will likely be replicated in future dump stations of the Andes Norte Project and Diamond Project.



**ET GROUTING OF COLUMNS IN SUPPORT OF WATERPROOFING IN THE HEAD OF DOCK 2 OF ASMAR**

The jet grouting is a soil treatment where cement fluid is injected with a high kinetic energy in depth to restructure the soil particles. It is mixed with the cement bed and becomes a solid body that has better geotechnical features than the original ground.

The project, located in Talcahuano, Bio-Bio Region, consisted of building several jet-grouting columns 100 cm in diameter to improve the resistance and waterproof the dock head supporting material, which was made of concrete in a disaggregated mass that had eroded because of the passing of time and the tides.

**FOUNDATIONS FOR THE QUELLAVECO MINING UNIT, ANGLOAMERICAN (AAQSA), PERU**

The Quellaveco copper exploitation project owned by AAQSA is located in the south of Peru, approximately 100 kms to the northeast of the city of Tacna and around 37 kilometers to the northeast of the city of Moquegua. The project is at an elevation of 3,500 to 4,000 meters above sea level.

The facilities of the Mining Unit include building a Coarse Particle Flotation (CPF) platform that consists of several structures that will be supported on a landfill created to house a platform or above rocky outcropping. If a landfill is used, deep foundations will be required (piles).

According to this technical specifications, the following activities formed a part of the engineering developed by Pilotes Terratest Peru: Construction of 56 piles with an average length of approximately 14.30 meters; 56 cross-hole integrity tests; 2 PDA dynamic load tests; and breaking 56 pile heads.



**SPECIAL FOUNDATIONS FOR THE LINE 2 PROJECT OF THE LIMA SUBWAY SYSTEM IN PERU**

The "Line 2 and Av. Faucett - Av. Gambetta Branch of the basic system of the Lima and Callao Subway System" is a project that will be equipped with a modern mass public transportation system to Lima and Callao via a subway running a total of 35 km that will encompass the east-west road (Ate - Lima - Callao) and the connecting branch at Faucett Avenue to the Jorge Chávez International Airport (Branch Line 4). Pilotes Terratest Peru S.A.C. is in charge of implementing four solutions related to special foundations called screen walls, piles, pile heaps and loadedg testing with an Osterberg cell.



**MICROPILES FOR THE REINFORCEMENT OF WALL FOUNDATIONS OF JUSTA MINE, PERU**

The project involves the construction of micropiles to reinforce the foundations of the perimeter walls of deposit structures called "Basins" that have become excessively deformed during commissioning.

For this purpose, building micropiles with a drilling diameter of approximately 120 mm was proposed in which steel bars of different types will be included that will act as a structural reinforcement. These elements are being installed through 6" diamond-drilled passes in the existing foundations that will ultimately be connected to the foundation via steel elements like bolts and plates and the use of epoxy additives.

The Mina Justa copper exploitation Mining Unit is located in the District of Marcona, Province of Nazca, Ica Region, Peru.





**OPERATING MAINTENANCE SERVICE, CRUSHING AND BELTS DIVISION, BHP BILLITON - MINERA ESCONDIDA.**

Escondida is a porphyry copper deposit situated in the Atacama Desert in the north of Chile, 170 kms to the southeast of Antofagasta. This mine is the largest producer of copper concentrates and cathodes in the world. Nexxo S.A. is performing a 36-month operating maintenance contract for the Crushing and Belts Division that entails industrial cleaning of all equipment in the division. This contract also marks the milestone return of Nexxo S.A. to Escondida's operation, to which we added dredging services during the year, reinforcing our presence in specialized applied engineering services for mining.



**INTEGRAL MAINTENANCE OF SECONDARY AND TERTIARY CRUSHERS, CHUQUICAMATA DIVISION OF CODELCO CHILE.**

For Nexxo S.A., the service at the Chuquicamata Division, a mine located in the Antofagasta Region, marks the milestone of a great, hard mechanical maintenance contract in mining. This 36-month contract entails all mechanical maintenance of the secondary and tertiary crushers of the division, which consolidates our presence in maintenance services to large-scale mining plants, added to our presence in the operation of the Smelting Division. This helps expand and complement integral experience in the diverse plants of the division in one of the largest open pit mines in the world that is now evolving into an underground mine.



**PRODUCTION/GUARD AND MAINTENANCE CREW AT THE FELL BLOCK, GEOPARK**

The Fell Block is an oil operation located in the Magellan Region. Geopark is a Latin American company engaged in oil and gas exploration, operation and consolidation, with assets and growth platforms in Colombia, Ecuador, Chile and Brazil. We are working with this customer at its operation in the southern zone of Chile under a 36-month maintenance contract. These activities are part of our oil and gas services arm, where we have been present for more than 40 years. In the case of Geopark, we have experience in maintenance and in civil works, thanks to our important presence in the Magellan Region.



**PRÍNCIPE DE GALES PROJECT, SANTIAGO, CHILE**

This is a project of 21 Inmobiliaria located at the corner of Av. Príncipe de Gales and Av. Ossa. It will measure approximately 75,000 m2 built, have 7 underground levels, a 24-floor apartment tower, a 21-floor office tower, a shopping square, theater and restaurants.



**LAGUNITAS CLARIFIER, FIRST PREFABRICATED AND POST-TENSIONED UNIT IN CHILE, ANDINA DIVISION OF CODELCO**

The Lagunitas Clarifier, owned by the Andina Division of Codelco, is located in the Valparaíso Region where VSL's customer is Belfi - Incolur. Its exterior diameter measures 54 meters and its wall is 5,224 meters high. The contract is being performed according to two very well-defined processes: first, the initial prefabrication in Santiago, Chile, from July to September 2022; and second, onsite assembly of the segments and of the post-tensioning that is planned from November 2022 to the end of February 2023. The structure has been segmented into 71 pieces or wall units, 4 of which are buttresses from where the post-tensioning will be installed. Lastly, it is important to mention that each shift of VSL for all of the activities is 10 MOD and 3 MOI.



**EXTENSION OF LINE 3 OF THE SANTIAGO SUBWAY**

Echeverría Izquierdo Ingeniería y Construcción is currently building segments B and C of the extension of line 3 as far as the main square in the Municipality of Quilicura, in a consortium with Obras Subterráneas. The works consist of shafts, galleries, bracing and interstation tunnels, construction, finishes and electromechanical assembly of the Lo Cruzat and Plaza de Quilicura stations.





# 06

## GENERAL INFORMATION AND INFORMATION ON ASSOCIATES

## MATERIAL DISCLOSURES IN 2022

MARCH 23, 2022

### DISCLOSURE OF CONVOCAION OF AN ORDINARY SHAREHOLDERS MEETING

At its meeting held March 21, 2022, the Board of Directors of Echeverría Izquierdo S.A. resolved, among other matters, to convene an Ordinary Shareholders Meeting of Echeverría Izquierdo S.A. at 9:00 a.m. on April 20, 2021, to decide on matters inherent to Ordinary Shareholders Meetings. The Board unanimously decided to propose payment of a final dividend of CLP\$4,126,437,426 to the Ordinary Shareholders Meetings on account of profits in the fiscal year ending December 31, 2021. This dividend would be for CLP\$6.8853 per share currently entitled to that dividend.

APRIL 22, 2022

The Ordinary Shareholders Meeting held April 20, 2022 approved payment of a final dividend of CLP\$6.8853 per share, equal to a total of CLP\$4,126,437,426 on account of profits from the 2021 fiscal year. This dividend was paid starting May 17, 2022.



## INVESTMENT POLICIES

The development and expansion plans of Echeverría Izquierdo in Chile and abroad are expected to be implemented under the following investment policies for each of its areas of business:

### ENGINEERING AND CONSTRUCTION

In this area, the Company allocates its resources so as to procure a normal replacement of its operating assets, which includes new facilities, machinery, equipment, and modernization to be able to increase and improve the quality of production. Along the same lines, it always maintains the option of inorganic growth (through domestic or foreign companies) that represents a strategic and/or profitable opportunity according to technical and economic criteria.

### PROPERTY DEVELOPMENT

In this business unit, investments made by real estate companies in which the company has an interest are oriented towards lands that will be used to develop future real estate projects, the purpose being to have the assets required to satisfy target markets.



# FINANCE POLICY

The finance policy of Echeverría Izquierdo consists of internal cash generation and external financing to fund investments and working capital. This policy ensures that there is a financial structure that will minimize capital costs, periods, and indebtedness. This policy is guided by the following criteria in each of the business units:

## ENGINEERING AND CONSTRUCTION

In this business unit, the Company uses leasebacks or internal cash generation to invest in machinery and equipment. Construction of projects is financed in two stages: the first uses the customer's advances to begin the contract work while in the second phase, the real progress is invoiced to the principal once a month until completing the entire contract price.

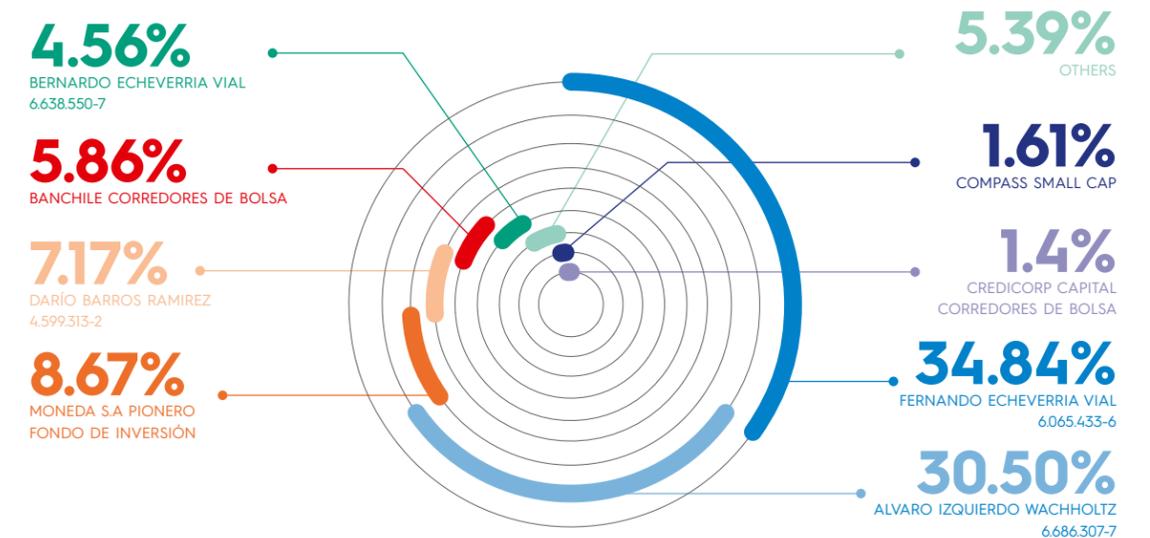
Whenever there are contracts that do not involve advances and, therefore, there is a relevant mismatching of outflows and inflows, the Company uses internal cash generation and working capital facilities to pay for such work.

## PROPERTY DEVELOPMENT

In this business unit, Echeverría Izquierdo has a policy where the land for project development is funded with its own capital, in joint ventures with third parties, or through specific transactions with financial institutions. In the construction of projects, bank financing is used for the project and the land is mortgaged to the bank.

# OWNERSHIP AND CONTROL IN 2022

The Company has issued 605,364,800 shares in one series. They were subscribed, paid, and distributed among 55 shareholders as of December 2022. There is no controlling individual or group. As of December 31, 2022, the main shareholders in Echeverría Izquierdo S.A. were:



## OWNERSHIP

MAJORITY SHAREHOLDER/ MAIN SHAREHOLDER	TAX ID.	FERNANDO ECHEVERRÍA VIAL	ALVARO IZQUIERDO WACHHOLTZ	DARÍO BARRÓS RAMÍREZ	BERNARDO ECHEVERRÍA	PIONERO FONDO DE INVERSIÓN	BANCHILE CORREDORES DE BOLSA S A	COMPASS SMALL CAP CHILE FONDO DE INVERSIÓN	CREDICORP CAPITAL S.A. CORREDORES DE BOLSA	BCI SMALL CAP CHILE FONDO DE INVERSIÓN	AFP CAPITAL S.A. FONDO DE PENSION TIPO C	TREASURY STOCK	OTHER	TOTAL	# OF SHARES
INMOBILIARIA E INVERSIONES VEGAS NEGRAS LIMITADA	78292690-K		30.196%											30.196%	182,797,126
INM. E INV. PERGUE LIMITADA	78292700-0	26.101%												26.101%	158,006,986
INVERSIONES LAGO KAMI DOS SPA	76166463-8	8.737%				8.672%								8.737%	52,890,200
PIONERO FONDO DE INVERSIÓN	96684990-8						5.657%							5.657%	35,455,702
BANCHILE CORREDORES DE BOLSA S A	96571220-8													4.518%	27,352,100
INVERSIONES BAIZ LIMITADA	76044530-4			4.518%										2.647%	16,025,499
INVERSIONES BAIZ DOS LIMITADA	76166434-4			2.647%										2.285%	13,834,855
INVERSIONES CONFLUENCIA LIMITADA	76163198-5				2.285%									2.277%	13,785,140
INMOBILIARIA E INVERSIONES ABANICO LIMITADA	78292710-8				2.277%									1.609%	9,739,152
COMPASS SMALL CAP CHILE FONDO DE INVERSIÓN	96804330-7						1.609%							1.400%	8,475,910
CREDICORP CAPITAL SA CORREDORES DE BOLSA	96489000-5								1.400%					0.731%	4,423,755
BCI SMALL CAP CHILE FONDO DE INVERSIÓN	76418822-5									0.731%				0.618%	3,740,423
AFP CAPITAL S.A. FONDO DE PENSION TIPO C	96519800-8										0.618%			0.304%	1,841,574
ALVARO IZQUIERDO W.	6686307-7		0.304%											0.004%	26,917
FERNANDO ECHEVERRÍA V.	6065433-6	0.004%												0.002%	9,352
BERNARDO ECHEVERRÍA V.	6638550-7				0.002%									3.041%	18,406,512
OTHERS														1.000%	6,053,597
TREASURY STOCK												1.000%		100.000%	605,364,800
<b>TOTAL</b>		<b>34.842%</b>	<b>30.500%</b>	<b>7.166%</b>	<b>4.564%</b>	<b>8.672%</b>	<b>5.657%</b>	<b>1.609%</b>	<b>1.400%</b>	<b>0.731%</b>	<b>0.618%</b>	<b>1.000%</b>	<b>3.041%</b>	<b>100.000%</b>	<b>605,364,800</b>

## AREAS OF BUSINESS AND THEIR SPECIALTIES

**ECHEVERRÍA IZQUIERDO**  
Inmobiliaria

### ECHEVERRÍA IZQUIERDO SOLUCIONES HABITACIONALES

Echeverría Izquierdo Soluciones Habitacionales was formally founded in 1996 and has become one of the most important lines of business in the group. Its first steps were exclusively as an investor in companies, but today the subsidiary has a team of around 500 people, counting employees in Chile, in its subsidiary Senda in Peru, and, more recently, in the USA. Over the years, Soluciones Habitacionales, or Housing Solutions in English, has improved its margins because it knows how to develop, manage and sell housing projects in the price range of UF 1,800 to UF 10,000.

A healthy leveraging policy added to a rigorous study of markets and a strategy for project development in consolidated zones in the main cities in the region has enabled Echeverría Izquierdo Soluciones Habitacionales to engage in the property industry with little exposure to market volatilities, successfully weathering the economic and social crises faced by the country.

Some years ago, Echeverría Izquierdo Soluciones Habitacionales decided to use its own brand in projects in the middle-income residential market in Chile to take advantage of the positive attributes of quality, seriousness and prestige that the Echeverría Izquierdo seal has given to other subsidiaries for so many years. Moreover, participation in higher-income residential segments has been generally hedged by joint ventures, with excellent results. Consequently, the company has consolidated a profitable business with high levels of reliability, innovation and quality standards.

During 2019, the Social Integration Housing Area was formally created to develop residential projects under Executive Decree 19 of the Ministry of Housing and Urbanism. Work in this segment officially began in 2020 with the award of four lots by the Antofagasta Housing and Urbanism Service (SERVIU) in the La Chimba sector of that city, where more than 1,000 apartments will be built.

Additionally, it entered the income-generating building segment or multifamily projects both in Chile and in Peru, which means it will be engaged in practically all areas of the residential property business.



ARAYA PARK BUILDING,  
ÑUÑO A, SANTIAGO, CHILE.



## ECHEVERRÍA IZQUIERDO MONTAJES INDUSTRIALES

Echeverría Izquierdo Montajes Industriales is a leader in integral and innovative solutions in the construction and industrial assembly sector. It has built large-scale complex projects under the most exigent safety, environmental and quality standards.

Echeverría Izquierdo Montajes Industriales has been in business for more than 24 years and has a sound record as a general contractor that offers a complete range of engineering, procurement, civil works and industrial assembly services, including pre-commissioning, startup and industrial maintenance. Its presence in the mining sector is outstanding, where it is positioned as one of the most relevant actors in the country that participates in major industrial assemblies for large-scale mining companies. It also continues to be a leader, mainly in the pulp and petrochemical sectors. Lastly, the company is present in Chile and Peru.



MAPA PROJECT, BIO-BIO  
REGION, CHILE



## ECHEVERRÍA IZQUIERDO SOLUCIONES INDUSTRIALES

Echeverría Izquierdo Soluciones Industriales is recognized for the execution of EPC projects that range from the engineering design, the supply of materials and equipment, construction and assembly to startup, thereby offering integral and innovative solutions to our customers who need to optimize and limit the cost, period and performance of their projects.

Echeverría Izquierdo Soluciones Industriales has become an attractive alternative for large-scale projects in different segments like mining (in particular the lithium and copper industries), energy, desalination, pulp, petrochemicals and industrial processes in general.



## ECHEVERRÍA IZQUIERDO PROYECTOS ESPECIALES

Echeverría Izquierdo Proyectos Especiales is an EISA subsidiary whose mission is to build large building projects for third parties. This subsidiary has built more than four million square meters and has a presence in Antofagasta, Valparaíso, the Metropolitan Region and Concepción.

The vast experience and high standards achieved in the work by Echeverría Izquierdo Proyectos Especiales has enabled it to develop complex projects like shopping centers, hotels, underground parking, universities, theaters, clinics, hospitals and airports, and it is known for its leadership in the construction of offices, housing, multifamily and mixed-use projects. This important progress has been possible thanks to the collaboration of a cohesive team and the quality solutions provided that amply exceed customers' expectations. Echeverría Izquierdo Proyectos Especiales has received ISO 9,001 and ISO 45,001 certification, reflecting the emphasis on the operational quality of projects and the care for the health and safety of its employees.

The focus of Echeverría Izquierdo Proyectos Especiales lies on the customer, concerned with meeting their expectations and delivering high-quality projects, and on continuing improvement. This has led the company to establish long-term relationships with the most important property companies in the industry.



PRINCIPE DE GALES,  
LA REINA, SANTIAGO, CHILE.



## PILOTES TERRATEST

Pilotes Terratest is a part of the Echeverría Izquierdo Group. It engages mainly in applied geotechnics, and it is highly diversified, handling a large part of the range of specialized excavation, drilling and land treatment systems now existing. Its capacity and commitment to provide integral solutions have made it a leader in the business, making it the largest and most well-known specialist in geotechnics in the markets where it does business.

Its strategy aims to service the entire special foundations and land treatment market in Chile and Peru, in the role of a highly specialized collaborator that has a proven ability for the integration of new technologies, expertise and continuing growth.

Since 2017, Pilotes Terratest S.A. has been a member of the Terra Foundations Group together with the subsidiary in Peru. This business group fosters know-how exchange and technology innovation in the region to offer its clients the best solutions in the field of applied geotechnics.



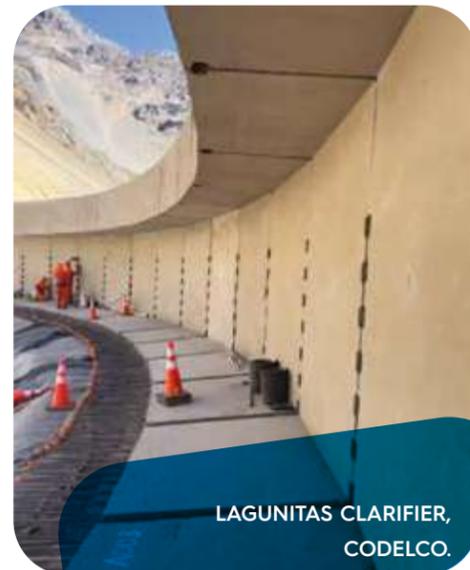
SLOPE REINFORCEMENT FOR MINERA CENTINELA.



## VSL CHILE

With a 35-year record on the domestic market, VSL Sistemas Especiales de Construcción S.A. has consolidated its bet on growth and innovation in the national industry. It is currently focused on completing and adapting its 2024 strategic plan in which the business units in mining, civil works and VSoL retained earth walls are an important complement to the traditional lines of business of building and post-tensioning in general.

Each year the company expands its investment in R + D, creates new solutions and secures commercial patents to meet the new challenges and needs of its customers. Key to its image and recognition year after year continues to be its ability to adapt, its seriousness, the quality of its projects and its accountability for their execution. We must highlight the commitment of its team of professionals, who are involved and provide continuing support to customers from the start of the engineering to delivery and after-sales service for the works executed.



LAGUNITAS CLARIFIER, CODELCO.



## ECHEVERRÍA IZQUIERDO OBRAS CIVILES

(INGENIERÍA Y CONSTRUCCIÓN S.A.)

This division is oriented toward executing mid- to large-scale projects for public and private clients. The services are focused on the road and transportation infrastructure, energy, sanitary, industrial and mining industries. It has participated in varied projects like bridges and large structures, hydraulic and piping works, roads and earthworks, reservoirs and riverbank protection, underground works, wind farms, run-of-river power plants and data centers.

Echeverría Izquierdo Obras Civiles (Engineering and Construction) aims to guarantee customer satisfaction by meeting the highest standards of quality and by its recognized experience through diverse subsidiaries. It stays on top of safety, the environment and times of execution based on an ongoing search for, and implementation of, innovation and new technologies. It always makes use of best practices to provide optimal solutions to the different types of needs.

Lastly, Echeverría Izquierdo Obras Civiles (Engineering and Construction) has, together with Obras Subterráneas, built major works for the Santiago Subway System.



## NEXXO S.A.

Over its more than 40 years of history, Nexxo S.A. has consolidated its experience in integral maintenance services and applied engineering services for large scale industry in Chile and abroad. Of note are its innovative high-tech services provided to the mining, petrochemical, pulp and energy industries.

Nexxo S.A.'s business is concentrated on three main lines: integral maintenance of plants, whether mechanical, hydraulic, electrical, instrumental or operative (including industrial cleaning); mid-scale electromechanical assembly and works; and highly specialized applied engineering services like dredging, chemical cleaning, high-pressure water cleaning, catalysts, circuit testing, decoking and tank maintenance.

This wide range of services has enabled the company to be present in large long-term maintenance contracts, general plant stops and the execution of emergency services. The scope of its services has reached countries like Argentina, Bolivia, Brazil, Colombia, Peru, Uruguay and Surinam.

After Echeverría Izquierdo's presence increased, which began in 2017 by a heavy investment and commitment to Nexxo S.A. to reverse the difficult outcomes in those years, financial health and stability were attained to earn a profit in 2019, 2020 and a record year of sales in 2021. During 2022, it reached the strategic milestone of being awarded large, hard mechanical maintenance contracts in mining, thereby reaching ahead of time the projections in the strategic vision of the company for 2024.

# THE INDUSTRY

After two years of pandemic and the reactivation of industries, the construction sector has also been impacted by the high prices of materials, higher interest rates and a prevailing political and economic uncertainty. The increase in the prices of construction materials compared to their historic patterns of behavior has translated into a significant increase in costs for the industry around the world. In Chile, the construction materials price index published by the National Statistics Institute (INE) averaged a rise of 27% annually from January to October 2022. This contrasts with what was seen in 2021 (18% annually) and the historic average (2% annually), so companies in the business faced persistent increases in the cost of intermediate inputs in their production processes. This was added to an economic setting with great uncertainty and worsening macro-financial conditions, which led to a higher number of firms beginning a bankruptcy procedure for reorganization or liquidation of their assets and liabilities. The performance of the economy was surprisingly upwards in the third quarter of 2022, driven by investment in specific sectors like renewable energy and other one-time events like the import of cargo vehicles. Moreover, investment in construction was significantly better, in line with the greater progress in the public infrastructure budget and the engineering works budget for mining projects that are in phases of development.

In 2023, it is estimated that sectorial investment will regress 6.3% annually, marked by a deterioration in its fundamental variables. Nonetheless, it is expected that it will return to its trend levels towards the end of 2024, averaging -3% annually. The worsening of the basics of

investment and the higher impact of bases of comparison (due to the "non-negative" starting point of 2022) support a contraction of around 6.3% annually in sectorial investment in 2023 - worse than what was previously projected (-5.3% annually). This scenario is consistent with the adjustment of the economy, in particular construction activity in respect of the net income of companies in the area after the outstanding imbalances accumulated in 2021 (Source: MACH 63 Report, CCHC).

## MAIN SOURCES OF GROWTH IN THE INDUSTRY

Engineering and Construction activity is linked to variables like the Gross Domestic Product (GDP) and interest rates. These variables have a direct impact on investment in fixed capital and on the potential terms of financing.

This market is characterized as being procyclical and, therefore, more sensitive than other industries to variations in economic activity. The number of projects to be executed depends directly on market, growth and cost expectations and, at the same time, margins also depend on interest rates, unemployment and inflation and the trend in these indicators over time.

The activity of the Property Development sector is correlated to variations in unemployment and inflation rates. These rates sensitize the decisions to purchase and narrow relationships between such variables and the behavior of the industry. Development of this industry depends on the terms of financing that are obtained, which is determined, among other factors, by interest rates.

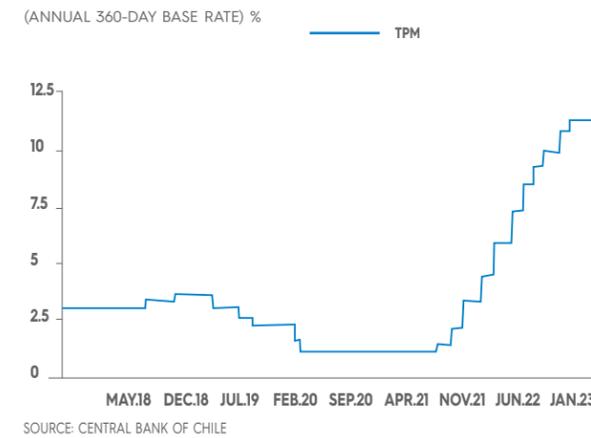
## SECTORS IN THE INDUSTRY

The activity of the construction industry can be separated into two sectors: infrastructure and housing. Investment in infrastructure encompasses the entire investment in public and private infrastructure in the nation and is divided into two areas: public and productive. Echeverría Izquierdo participates in the public infrastructure area through its subsidiaries and associates Echeverría Izquierdo Obras Civiles, Terrafoundations and VSL, while in the area of productive infrastructure, it does

so through the subsidiaries and associates Echeverría Izquierdo Montajes Industriales, Echeverría Izquierdo Edificaciones, Terrafoundations, Nexxo S.A. and VSL.

Housing investment encompasses all of the public and private investment in housing and the company is a participant on this market mainly through the subsidiaries Echeverría Izquierdo Soluciones Habitacionales and Echeverría Izquierdo Edificaciones.

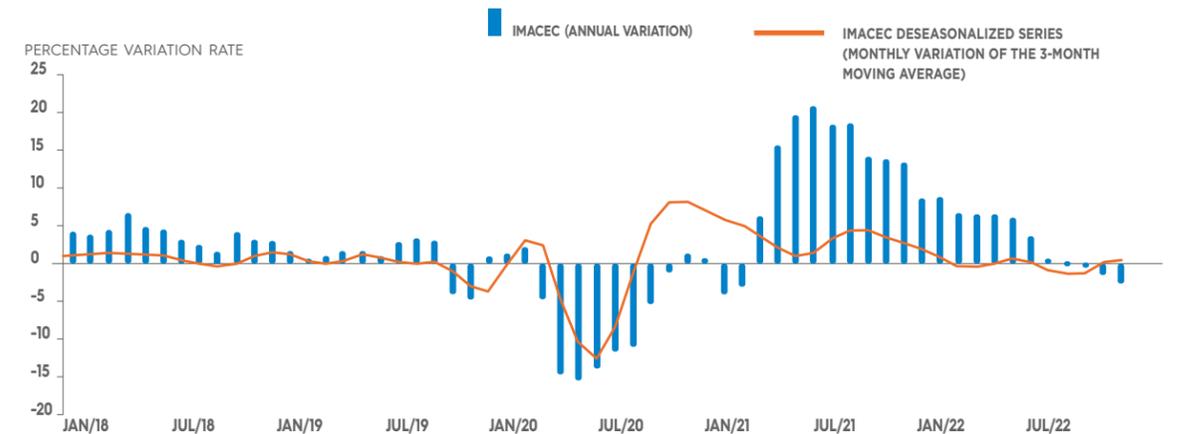
## INTEREST RATE (POLICY INTEREST RATE (TPM))



## EMPLOYMENT TREND IN THE CONSTRUCTION SECTOR

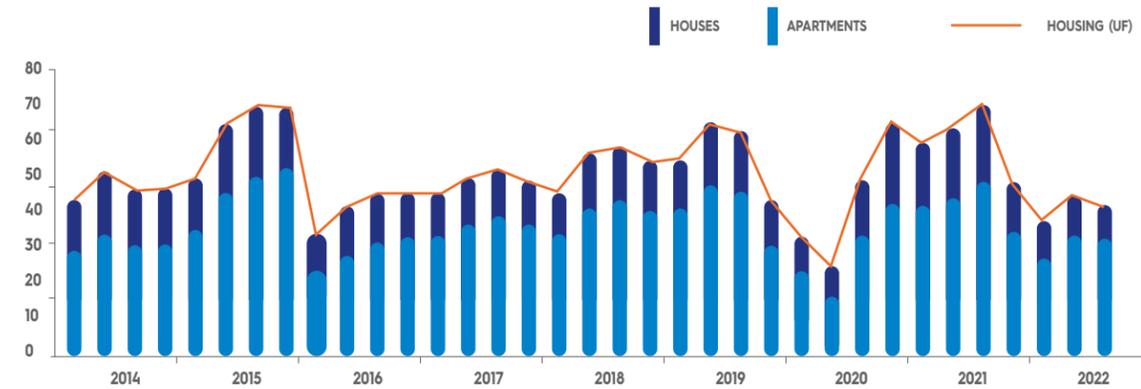


## MONTHLY ECONOMIC ACTIVITY INDICATOR (IMACEC)



### SALES OF HOMES IN THE NATION

(UF MILLIONS)



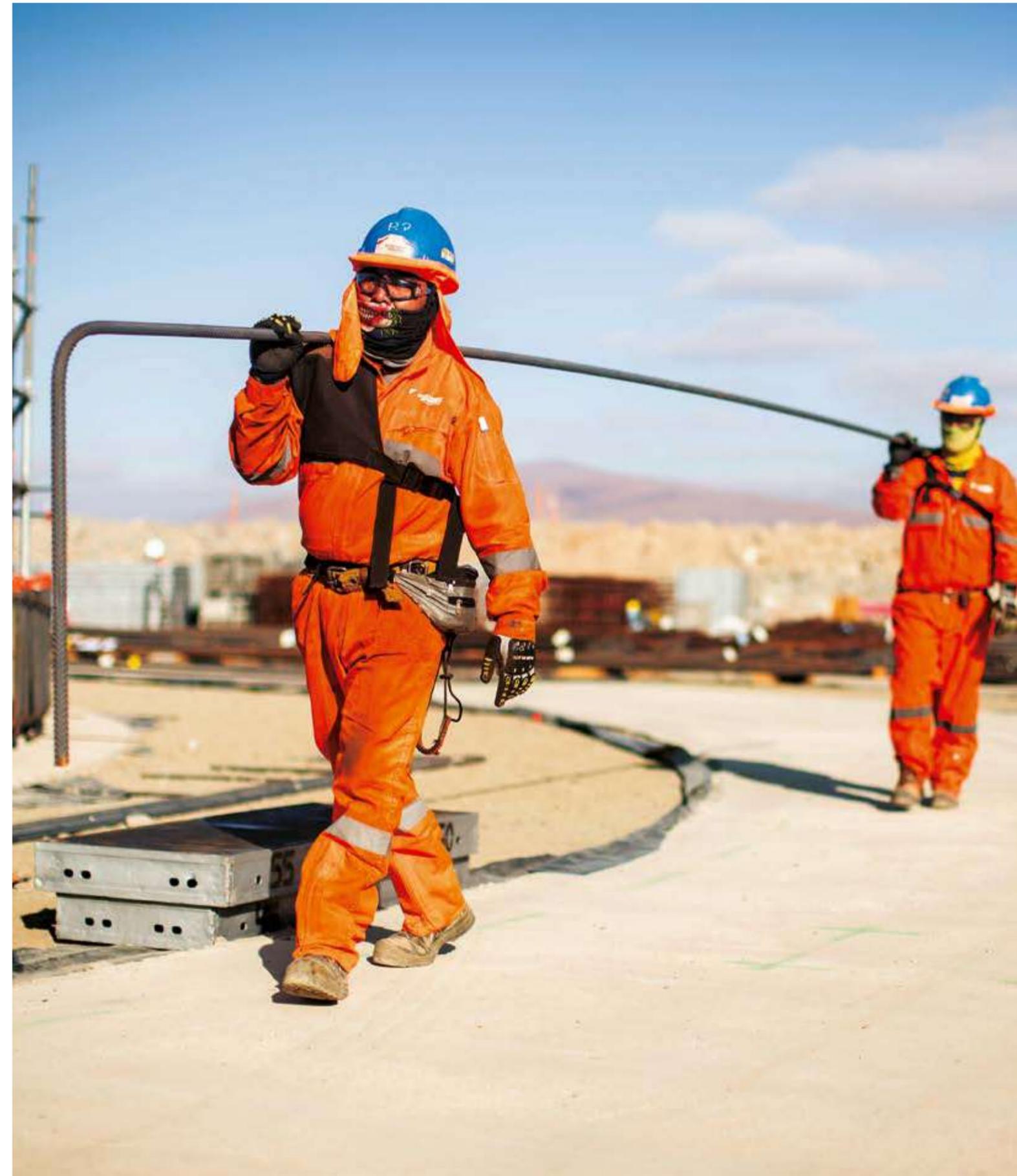
SOURCE: CChC.

### DISAGGREGATED INVESTMENT IN CONSTRUCTION

SECTOR	ESTIMATED			FORECASTED			2022 ESTIMATION		FORECASTED
	2021	2022	2023	2021	MACH 62	MACH 63	2023		
	MILLIONS OF UF			ANNUAL VARIATION (%)					
<b>HOUSING</b>	<b>235,9</b>	<b>236,1</b>	<b>221,0</b>	<b>6,8</b>	<b>-0,2</b>	<b>0,1</b>	<b>-6,4</b>		
Public (a)	51,4	47,8	45,7	5,4	-7,0	-7,0	-4,4		
Private	184,4	188,2	175,3	7,2	1,7	2,1	-6,9		
Social program co-payment	31,6	32,3	31,8	5,5	1,0	2,4	-1,5		
Unsubsidized property development	152,8	155,9	143,4	7,5	1,8	2,0	-8,0		
<b>INFRASTRUCTURE</b>	<b>466,7</b>	<b>477,7</b>	<b>447,7</b>	<b>15,3</b>	<b>-5,9</b>	<b>2,4</b>	<b>-6,3</b>		
Public	213,2	245,9	249,1	26,2	10,8	15,3	1,3		
Public (b)	145,1	165,7	151,6	33,0	8,2	14,2	-8,5		
Autonomous companies (c)	49,5	61,3	72,6	13,8	24,0	24,0	18,4		
Public Works Concessions	18,6	18,8	24,9	14,2	-4,4	1,3	31,9		
Productive	253,5	231,8	198,6	7,4	-20,0	-8,6	-14,3		
Government Companies (d)	12,2	13,7	9,2	14,0	12,0	12,0	-32,6		
Private Companies (e)	241,3	218,1	189,3	7,1	-21,6	-9,6	-13,2		
<b>INVESTMENT IN CONSTRUCTION</b>	<b>702,6</b>	<b>713,8</b>	<b>668,7</b>	<b>12,3</b>	<b>-4,0</b>	<b>1,6</b>	<b>-8,3 / -4,3</b>		

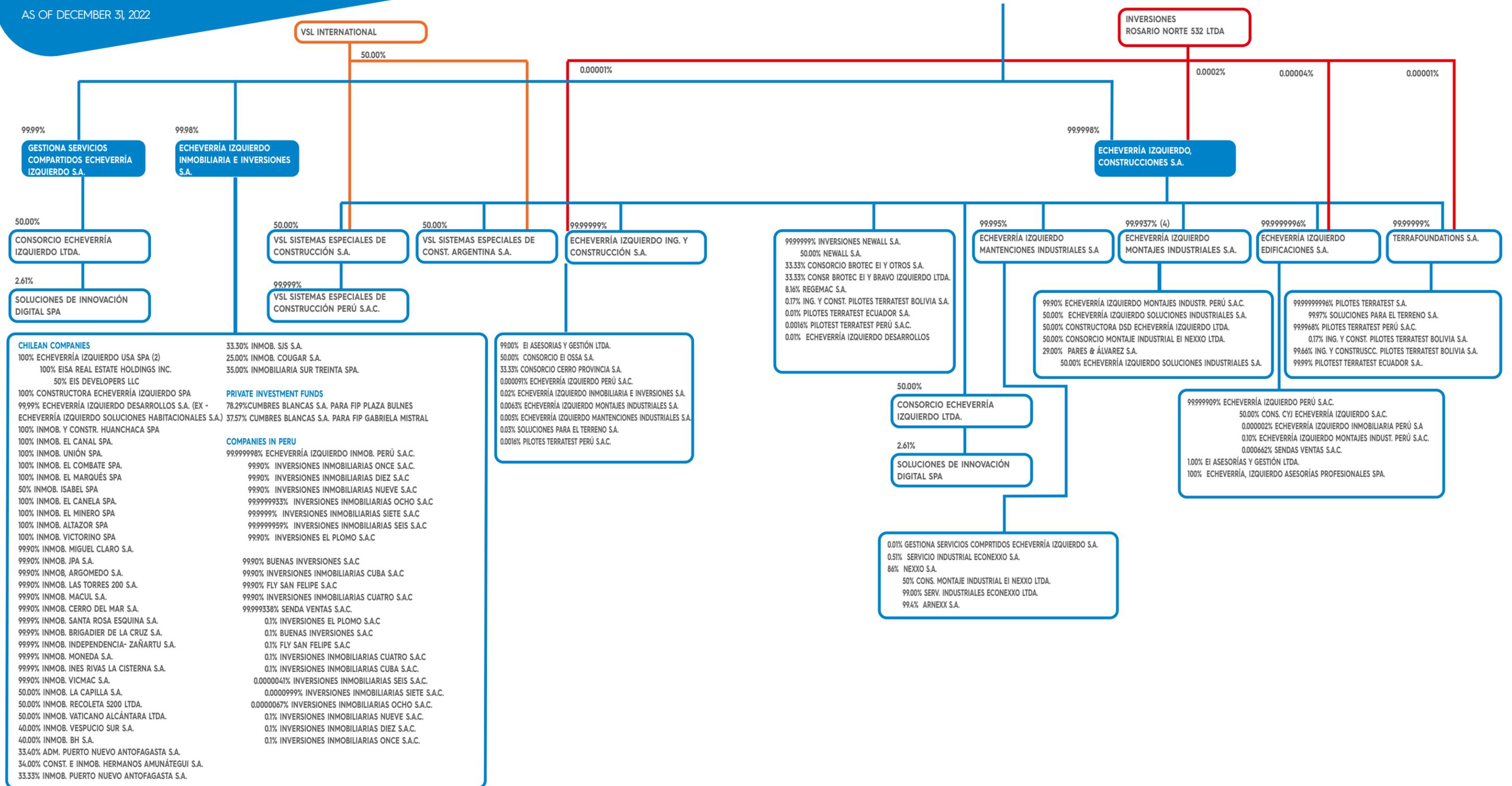
(a) Investment in MINVU and National Regional Development Fund (FNDR) housing programs and in neighborhood improvements.  
 (b) Real investment by the Ministry of Public Works, investment in infrastructure by MINVU (urban roads and paving), by the Ministries of Education (investment in infrastructure) and of Justice and by the Public Prosecutor (investment in infrastructure), the Sports Institute, General Civil Aviation Bureau, FNDR program and urban improvements.  
 (c) Investment in the subway system, sanitary utilities, ports, the National Railroad Company and the Valparaíso Urban Train System (Merval).  
 (d) Investment in CODELCO, ENAMI and Gas (ENAP).  
 (e) Investment in forestry, industry, mining (excluding ENAMI and CODELCO), energy (excluding ENAP), commerce, offices, private ports and investment in construction in other productive sectors.

SOURCE: CChC.



# CORPORATE STRUCTURE OF ECHEVERRÍA IZQUIERDO S.A.

AS OF DECEMBER 31, 2022



## NAME:

### ECHEVERRÍA IZQUIERDO CONSTRUCCIONES S.A.

**Type of Company:**  
Closed Corporation

**TAX I.D.:** 76.081976-K

**Business Purpose:**  
The construction of other engineering and construction works.

**Direct and indirect interest of Echeverría Izquierdo S.A.:**  
100%

**Subscribed and paid-in capital as of December 31, 2021:**  
CLP\$93,952,090,198

**Board of Directors:**  
Fernando Echeverría Vial (\*)  
Bernardo Echeverría Vial (\*)  
Pablo Ivelic Zulueta (\*\*)

**Chief Executive Officer:**  
Pablo Ivelic Zulueta

**Positions in Echeverría Izquierdo S.A.:**  
(\*) Director.  
(\*\*) Chief Executive Officer.

**Commercial relationship with Echeverría Izquierdo S.A.:**  
Ownership

**Percentage that the investment represents of all individual assets of the parent company:**  
50.99%

## NAME:

### ECHEVERRÍA IZQUIERDO INMOBILIARIA E INVERSIONES S.A.

**Type of Company:**  
Closed Corporation

**TAX I.D.:** 96.816220-K

**Business Purpose:**  
Securities and property investments in Chile and abroad, in particular in stocks, bonds, debentures, credits, interests, commercial paper, real estate, shares in the latter; the purchase, sale or holding of such investments, acquisition of an interest or share as a partner in businesses or companies of any nature. It may also create, finance, promise and administrate any type of business, enterprise or company for its own account or for third parties and it may receive and invest the returns on investments; purchase, sell, manufacture, fabricate, import, export, for its own account or others, chattels and real estate, items, products and raw materials; assume representations, agencies, commissions and powers of attorney; promote and export and engage in other activities that are related or conducive to the aforesaid.

**Direct and indirect interest of Echeverría Izquierdo S.A.:**  
100%

**Subscribed and paid-in capital as of December 31, 2021:**  
CLP\$25,834,240,146

**Board of Directors:**  
Bernardo Echeverría Vial (\*)  
Fernando Echeverría Vial (\*)  
Pablo Ivelic Zulueta (\*\*)

**Chief Executive Officer:**  
Raimundo Cruzat Correa

**Positions in Echeverría Izquierdo S.A.:**  
(\*) Director.  
(\*\*) Chief Executive Officer.

**Commercial relationship with Echeverría Izquierdo S.A.:**  
Ownership

**Percentage that the investment represents of all individual assets of the parent company:**  
24.34%

## NAME:

### GESTIONA SERVICIOS COMPARTIDOS ECHEVERRÍA IZQUIERDO S.A.

**Type of Company:**  
Closed Corporation

**TAX I.D.:** 76.984.506-2

**Business Purpose:**  
The Company's business is to provide administration and management services to companies that in turn provide commercial services for their own account or others, whether Chilean or foreign. These administrative services include: (a) Money management and finance: collection, scheduling and making payments, cash flow management, issuing and settling documents, managing bank guarantees, inputting and processing information and issuing regular reports; (b) Administration: preparation and distribution of management reports, the management of purchases and sales in the administrative business, drafting of powers of attorney, preparation of budgets, etc.; (c) Human resources: Selecting employees, organization of internal activities, employee training and compensation management; (d) Information Technology: Administering and maintaining servers and computers, administration and technical support of network, phone and internet infrastructure, development and maintenance of systems, among others; (e) Accounting and taxes: Application of accounting policies, representation of clients to tax, customs and exchange authorities; management of the company for internal control, audits and accounting, issuance of reports and financial statements, among others; (f) Project development and implementation: An ongoing supply of commercial information, creation of commercial relations and the implementation of new projects on site; and (g) Purchases and acquisitions, negotiations and contracts, pricing, foreign trade, purchase order processing for companies to conduct their activities, among others, and any other activities required for its business.

**Direct and indirect interest of Echeverría Izquierdo S.A.:**  
100%

**Subscribed and paid-in capital as of December 31, 2021:**  
CLP\$10,000,000

**Board of Directors:**  
Fernando Echeverría Vial (\*)  
Álvaro Izquierdo (\*)  
Bernardo Echeverría Vial (\*)  
Darío Barros Ramírez (\*)

**Chief Executive Officer:**  
Pablo Ivelic Zulueta

**Positions in Echeverría Izquierdo S.A.:**  
(\*) Director.

**Commercial relationship with Echeverría Izquierdo S.A.:**  
Ownership and service provider

**Percentage that the investment represents of all individual assets of the parent company:**  
-0.07%





07

# SUMMARY FINANCIAL INFORMATION

# INDEPENDENT AUDITOR'S OPINION



## TO THE SHAREHOLDERS AND DIRECTORS OF ECHEVERRÍA IZQUIERDO S.A.

We have audited the accompanying consolidated financial statements of Echeverría Izquierdo S.A. and subsidiaries that are comprised of the statements of financial position as of December 31, 2022 and 2021 and the corresponding consolidated statements of comprehensive income, of changes in equity and of cash flows for the years ending on those dates, as well as the corresponding notes to the consolidated financial statements.

### MANAGEMENT'S RESPONSIBILITY FOR THE CONSOLIDATED FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with International Financial Reporting Standards. This responsibility includes designing, implementing and keeping the pertinent internal control for the preparation and fair presentation of consolidated financial statements that are free from material misstatements due either to fraud or error.

### AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on these consolidated financial statements on the basis of our audit. We did not audit the financial statements of the associates Inmobiliaria SJS S.A. and Parés and Alvarez S.A. as of December 31, 2022 and 2021. These investments are shown in the financial statements using the equity method and represent assets totaling KCLP\$5,528,424 and KCLP\$8,097,298 and an accrued net profit of KCLP\$2,186,987 and KCLP\$2,706,202 as of December 31, 2022 and 2021, respectively. Those financial statements were audited by other auditors whose opinions we received, and in our opinion, our reliance on the amounts included for such associates is based solely on those other auditors' opinions, which were unqualified. We conducted our audit according to Generally Accepted Auditing Standards of Chile. Those standards require that we plan and perform our work so as to obtain reasonable assurance that the consolidated financial statements are free from material misstatements.

An audit involves performing procedures to obtain audit evidence of the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements in the consolidated financial statements due either to fraud or error.

In making these risk assessments, the auditor considers the pertinent internal control for the preparation and fair presentation of the entity's consolidated financial statements in order to devise audit procedures appropriate to the circumstances, but without the intent to express an opinion on the effectiveness of the entity's internal control. Consequently, we express no such opinion. An audit also involves evaluating the appropriateness of the accounting policies used and the reasonableness of the material accounting estimations made by Management, as well as an evaluation of the general presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained suffices and is appropriate to provide a basis for our audit opinion.

### OPINION

In our opinion, said consolidated financial statements fairly present, in all material respects, the financial position of Echeverría Izquierdo S.A. and subsidiaries as of December 31, 2022 and 2021, the results of their operations and cash flows for the years ended on those dates, according to International Financial Reporting Standards.

Paula Castro C.  
EY Audit Ltda.

Santiago, March 8, 2023

# ECHEVERRÍA IZQUIERDO S.A. AND SUBSIDIARIES

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

AS OF DECEMBER 31, 2022 AND 2021  
(in 000's of pesos - KCLP\$)

ASSETS	NOTE	12/31/2022 KCLP\$	12/31/2021 KCLP \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	6	18,229,190	57,179,894
Other financial assets	7	-	538,713
Other non-financial assets, current	10	-	16,796
Trade receivables and other accounts receivable	8	183,258,884	163,489,466
Related-party receivables	11	1,934,932	3,335,887
Inventories, current	12	107,089,082	73,263,858
Tax assets, current	14	9,979,350	7,226,152
<b>TOTAL CURRENT ASSETS</b>		<b>320,491,438</b>	<b>305,050,766</b>
<b>NON-CURRENT ASSETS</b>			
Other financial assets, non-current	9	26,788	26,788
Inventories, non-current	12	45,747,627	59,122,552
Investments using the equity method	15	11,102,406	11,651,091
Related-party receivables, non-current	11	8,165,270	8,017,541
Property, plant and equipment	17	52,915,645	55,295,024
Goodwill	18	2,707,159	2,906,584
Intangible assets other than goodwill	19	3,201,199	3,316,400
Investment properties	20	13,430,101	-
Deferred tax assets	21	26,720,546	19,339,046
<b>TOTAL NON-CURRENT ASSETS</b>		<b>164,016,741</b>	<b>159,675,026</b>
<b>TOTAL ASSETS</b>		<b>484,508,179</b>	<b>464,725,792</b>

Accompanying notes 1 to 36 are an integral part of these consolidated financial statements.

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

AS OF DECEMBER 31, 2022 AND 2021  
( in 000's of pesos - KCLP\$)

LIABILITIES AND EQUITY	NOTE	12/31/2022 KCLP\$	12/31/2021 KCLP\$
<b>CURRENT LIABILITIES</b>			
Other financial liabilities, current	22	132,974,864	95,868,674
Lease liabilities, current	23	5,948,424	12,744,656
Trade payables and other accounts payable	25	76,944,076	58,119,915
Related-party payables	11	309,455	954,704
Current provisions	26	6,339,468	4,247,060
Tax liabilities, current	14	2,340,180	3,837,390
Other non-financial liabilities, current	24	56,886,241	85,324,897
<b>TOTAL CURRENT LIABILITIES</b>		<b>281,742,708</b>	<b>261,097,296</b>
<b>NON-CURRENT LIABILITIES</b>			
Other financial liabilities, non-current	22	32,355,508	45,767,829
Lease liabilities, non-current	23	7,116,144	7,817,562
Trade payables and other accounts payable	25	6,990,126	4,686,241
Related-party payables	11	1,200,573	479,989
Non-current provisions	26	1,709,966	1,380,109
Non-current provisions	21	8,394,655	4,772,978
Non-current provisions	15-24	7,511,198	5,266,370
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>65,278,170</b>	<b>70,171,078</b>
<b>TOTAL LIABILITIES</b>		<b>347,020,878</b>	<b>331,268,374</b>
<b>EQUITY</b>			
Outstanding capital stock	27	80,395,004	80,395,004
Treasury stock		(1,587,503)	(1,587,503)
Other reserves		(192,746)	(16,223)
Retained earnings		54,267,991	50,242,362
Equity attributable to owners of the controller		132,882,746	129,033,640
Non-controlling interests		4,604,555	4,423,778
<b>TOTAL EQUITY</b>		<b>137,487,301</b>	<b>133,457,418</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>484,508,179</b>	<b>464,725,792</b>

Accompanying notes 1 to 36 are an integral part of these consolidated financial statements.

# ECHEVERRÍA IZQUIERDO S.A. AND SUBSIDIARIES

## CONSOLIDATED STATEMENTS OF INCOME

FOR THE YEARS ENDING DECEMBER 31, 2022 AND 2021  
(in 000's of pesos - KCLP\$)

CONSOLIDATED STATEMENT OF INCOME BY FUNCTION	NOTE	ACCUMULATED 1/1/2022 TO 12/31/2022 KCLP\$	ACCUMULATED 1/1/2021 TO 12/31/2021 KCLP\$
<b>STATEMENT OF INCOME</b>			
Revenue	29.1	542,911,018	432,388,931
Cost of sales	30.1	(496,819,333)	(390,265,540)
<b>GROSS MARGIN</b>		<b>46,091,685</b>	<b>42,123,391</b>
Administrative expenses	30.2	(31,034,254)	(28,881,726)
Other expenses	30.3	(4,268,064)	(1,181,512)
Financial income	30.4	2,069,686	1,336,766
Financial expenses	30.5	(11,540,745)	(6,986,870)
Profit (loss) from indexation units	30.6	(4,427,426)	(2,645,829)
Exchange differential	30.7	(807,368)	303,191
Other income	29.2	7,778,967	3,023,984
Earnings (loss) on share in associates and joint ventures	15	4,086,995	3,180,086
<b>PRE-TAX PROFIT</b>		<b>7,949,476</b>	<b>10,271,481</b>
Income tax gain (expense)	21.2	3,608,566	(2,018,934)
Profit on continuing operations		11,558,042	8,252,547
Profit on discontinued operations		-	-
Fiscal year profit		11,558,042	8,252,547
<b>PROFIT (LOSS) ATTRIBUTABLE TO:</b>			
Owners of the controller		11,351,931	8,252,843
Non-controlling interests	31	206,111	(296)
<b>FISCAL YEAR PROFIT</b>		<b>11,558,042</b>	<b>8,252,547</b>
<b>EARNINGS PER SHARE</b>			
<b>BASIC EARNINGS PER SHARE</b>			
Basic earnings (loss) per share in continuing operations, CLP\$/share	27.2	18.94	13.77
<b>DILUTED EARNINGS PER SHARE</b>			
Diluted earnings (loss) per share in continuing operations, CLP\$/share		18.94	13.77

Accompanying notes 1 to 36 are an integral part of these consolidated financial statements.

## CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME

FOR THE YEARS ENDING DECEMBER 31, 2022 AND 2021  
(in 000's of pesos - KCLP\$)

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME	ACCUMULATED 1/1/2022 TO 12/31/2022 KCLP\$	ACCUMULATED 1/1/2021 TO 12/31/2021 KCLP\$
Fiscal year profit	11,558,042	8,252,547
<b>COMPONENTS OF OTHER COMPREHENSIVE INCOME THAT WILL NOT BE RECLASSIFIED THROUGH PROFIT OR LOSS IN THE PERIOD, BEFORE TAXES</b>		
Earnings (losses) for cash flow hedges, before taxes	(118,721)	104,689
Earnings (losses) for translation differences, before taxes	(53,860)	817,504
<b>COMPONENTS OF OTHER COMPREHENSIVE INCOME, BEFORE TAXES</b>	<b>(172,581)</b>	<b>922,193</b>
Tax on earnings related to components of other income	25,240	(22,257)
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>11,410,701</b>	<b>9,152,483</b>
<b>COMPREHENSIVE PROFIT (LOSS) ATTRIBUTABLE TO:</b>		
Owners of the controller	11,204,590	9,152,779
Non-controlling interests	206,111	(296)
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>11,410,701</b>	<b>9,152,483</b>

Accompanying notes 1 to 36 are an integral part of these consolidated financial statements.

# ECHEVERRÍA IZQUIERDO S.A. AND SUBSIDIARIES

## CONSOLIDATED STATEMENTS OF CASH FLOW

FOR THE YEARS ENDING DECEMBER 31, 2022 AND 2021  
(in 000's of pesos - KCLP\$)

CONSOLIDATED STATEMENT OF CASH FLOWS, DIRECT METHOD	NOTE	1/1/2022 12/31/2022 KCLP\$	1/1/2021 12/31/2021 KCLP\$
<b>CASH FLOWS FROM (USED IN) OPERATING ACTIVITIES</b>			
Types of collections in operating activities			
Collections from the sale of goods and provision of services		573,145,706	515,747,992
Other collections in operating activities		1,024,002	1,736,634
Types of payments			
Payments to suppliers for the supply of goods and services		(319,960,860)	(289,282,794)
Payments to and for account of employees		(259,283,597)	(207,330,752)
Other payments in operating activities		(4,635,330)	(5,384,858)
Income taxes (paid) refunded		(254,433)	6,817,225
Other cash inflows (outflows)		(35,787)	(29,392)
Dividends paid	27.3	(4,126,188)	(3,036,234)
Dividends received	11.2	4,941,200	1,284,558
<b>NET CASH FLOWS FROM (USED IN) OPERATING ACTIVITIES</b>		<b>(9,185,287)</b>	<b>20,522,379</b>
<b>CASH FLOWS FROM (USED IN) INVESTING ACTIVITIES</b>			
Cash flows used in the purchase of non-controlling interests	11.2	-	(1,960,040)
Other payments to acquire interests in joint ventures	11.2	(187,764)	-
Loans to related entities	11.2	(1,054,033)	(551,404)
Proceeds from the sale of property, plant and equipment		2,311,148	748,363
Lease payments	23.B	(14,430,778)	(13,989,515)
Purchases of property, plant and equipment		(4,328,166)	(4,288,070)
Purchases of intangible assets		-	(123,723)
Interest received		633,112	194,481
Collections from related entities	11.2	507,000	201,894
<b>NET CASH FLOWS USED IN INVESTING ACTIVITIES</b>		<b>(16,549,481)</b>	<b>(19,768,014)</b>
<b>CASH FLOWS FROM (USED IN) FINANCING ACTIVITIES</b>			
Proceeds from loans	22.d	225,164,199	126,650,263
<b>TOTAL PROCEEDS FROM LOANS</b>		<b>225,164,199</b>	<b>126,650,263</b>
Payment of loans	22.d	(227,282,213)	(117,394,218)
Loans from related entities	11.2	755,287	438,218
Payments of loans to related entities	11.2	(200,000)	-
Interest paid		(12,442,840)	(5,385,636)
Other cash inflows (outflows)		733,085	549,882
<b>TOTAL OTHER PROCEEDS FOR LOAN PAYMENTS</b>		<b>(238,436,681)</b>	<b>(121,791,754)</b>
<b>NET CASH FLOWS FROM (USED IN) FINANCING ACTIVITIES</b>		<b>(13,272,482)</b>	<b>4,858,509</b>
<b>EFFECTS OF THE VARIATION IN THE EXCHANGE RATE ON CASH AND CASH EQUIVALENTS</b>			
Effects of the variation in the exchange rate on cash and cash equivalents		56,546	171,651
<b>NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS</b>		<b>(38,950,704)</b>	<b>5,784,525</b>
Cash and cash equivalents at the start of the year		57,179,894	51,395,369
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE FISCAL YEAR</b>	<b>6</b>	<b>18,229,190</b>	<b>57,179,894</b>

## CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

FOR THE YEARS ENDING DECEMBER 31, 2022 AND 2021  
(in 000's of pesos - KCLP\$)

STATEMENT OF CHANGES IN NET EQUITY	PAID-IN CAPITAL KCLP\$	PREMIUM ON STOCK ISSUE KCLP\$	TOTAL CAPITAL KCLP\$	TREASURY STOCK KCLP\$	RESERVES FOR TRANSLATION DIFFERENTIALS KCLP\$	CASH FLOW HEDGE RESERVES KCLP\$	OTHER MISCELLANEOUS RESERVES KCLP\$	TOTAL OTHER RESERVES KCLP\$	CUMULATIVE PROFIT (LOSS) KCLP\$	EQUITY ATTRIBUTABLE TO OWNERS OF THE CONTROLLER KCLP\$	NON- CONTROLLING INTERESTS KCLP\$	TOTAL EQUITY KCLP\$
<b>FINAL BALANCE AT 1/1/2022</b>	<b>51,754,216</b>	<b>28,640,788</b>	<b>80,395,004</b>	<b>(1,587,503)</b>	<b>641,660</b>	<b>82,432</b>	<b>(740,315)</b>	<b>(16,223)</b>	<b>50,242,362</b>	<b>129,033,640</b>	<b>4,423,778</b>	<b>133,457,418</b>
Fiscal year profit (loss)	-	-	-	-	-	(93,481)	-	(147,341)	11,351,931	11,351,931	206,111	11,558,042
Other comprehensive income	-	-	-	-	(53,860)	(93,481)	-	(147,341)	-	(147,341)	-	(147,341)
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(53,860)</b>	<b>(93,481)</b>	<b>-</b>	<b>(147,341)</b>	<b>11,351,931</b>	<b>11,204,590</b>	<b>206,111</b>	<b>11,410,701</b>
Dividends	-	-	-	-	-	-	(29,182)	(29,182)	(7,326,302)	(7,326,302)	-	(7,326,302)
Increase (decrease) from transfers and other changes	-	-	-	-	-	-	(29,182)	(29,182)	-	(29,182)	(25,334)	(54,516)
<b>TOTAL CHANGES IN EQUITY</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(53,860)</b>	<b>(93,481)</b>	<b>(29,182)</b>	<b>(176,523)</b>	<b>4,025,629</b>	<b>3,849,106</b>	<b>180,777</b>	<b>4,029,883</b>
<b>FINAL BALANCE AT 12/31/2022</b>	<b>51,754,216</b>	<b>28,640,788</b>	<b>80,395,004</b>	<b>(1,587,503)</b>	<b>587,800</b>	<b>(11,049)</b>	<b>(769,497)</b>	<b>(192,746)</b>	<b>54,267,991</b>	<b>132,862,746</b>	<b>4,604,555</b>	<b>137,467,301</b>

STATEMENT OF CHANGES IN NET EQUITY	PAID-IN CAPITAL KCLP\$	PREMIUM ON STOCK ISSUE KCLP\$	TOTAL CAPITAL KCLP\$	TREASURY STOCK KCLP\$	RESERVES FOR TRANSLATION DIFFERENTIALS KCLP\$	CASH FLOW HEDGE RESERVES KCLP\$	OTHER MISCELLANEOUS RESERVES KCLP\$	TOTAL OTHER RESERVES KCLP\$	CUMULATIVE PROFIT (LOSS) KCLP\$	EQUITY ATTRIBUTABLE TO OWNERS OF THE CONTROLLER KCLP\$	NON- CONTROLLING INTERESTS KCLP\$	TOTAL EQUITY KCLP\$
<b>FINAL BALANCE AT 1/1/2021</b>	<b>51,754,216</b>	<b>28,640,788</b>	<b>80,395,004</b>	<b>(1,446,936)</b>	<b>(175,844)</b>	<b>-</b>	<b>(730,680)</b>	<b>(906,524)</b>	<b>44,452,122</b>	<b>122,493,666</b>	<b>704,1836</b>	<b>129,535,502</b>
Fiscal year profit (loss)	-	-	-	-	-	-	-	-	8,252,843	8,252,843	(296)	8,252,547
Other comprehensive income	-	-	-	-	81,7504	82,432	-	899,936	-	899,936	-	899,936
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>81,7504</b>	<b>82,432</b>	<b>-</b>	<b>899,936</b>	<b>8,252,843</b>	<b>9,152,779</b>	<b>(296)</b>	<b>9,152,483</b>
Increase (decrease) in other distributions to owners	-	-	-	-	-	-	-	-	(2,475,853)	(2,475,853)	(1,960,040)	(3,347,411)
Dividends	-	-	-	(140,567)	-	-	-	-	-	(140,567)	(871,558)	(3,347,411)
Decrease from the purchase of treasury stock	-	-	-	-	-	-	(9,635)	(9,635)	13,250	3,615	213,836	217,451
Increase (decrease) from transfers and other changes	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL CHANGES IN EQUITY</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(140,567)</b>	<b>81,7504</b>	<b>82,432</b>	<b>(9,635)</b>	<b>890,301</b>	<b>5,790,240</b>	<b>6,539,974</b>	<b>(2,618,058)</b>	<b>3,921,916</b>
<b>FINAL BALANCE AT 12/31/2021</b>	<b>51,754,216</b>	<b>28,640,788</b>	<b>80,395,004</b>	<b>(1,587,503)</b>	<b>641,660</b>	<b>82,432</b>	<b>(740,315)</b>	<b>(16,223)</b>	<b>50,242,362</b>	<b>129,033,640</b>	<b>4,423,778</b>	<b>133,457,418</b>

# ECHEVERRÍA IZQUIERDO S.A. STATEMENT OF LIABILITY

The undersigned Directors and Chief Executive Officer of Echeverría Izquierdo S.A., as applicable, declare under oath that the information contained in the 2022 Annual Report of Echeverría Izquierdo S.A. is true.

This statement is made in compliance with Circular 1924 of the Financial Market Commission.

Santiago, March 8, 2023.



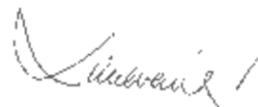
**FERNANDO ECHEVERRÍA VIAL**  
Chairman  
TAX I.D.: 6065.433-6



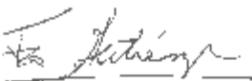
**ÁLVARO IZQUIERDWACHHOLTZ**  
Director  
TAX I.D.: 6.686.307-7



**DARÍO BARROS RAMÍREZ**  
Director  
TAX I.D.: 4.599.313-2



**BERNARDO ECHEVERRÍA VIAL**  
Director  
TAX I.D.: 6.638.550-7



**FRANCISCO GUTIÉRREZ PHILIPPI**  
Director  
TAX I.D.: 7.031.728-1



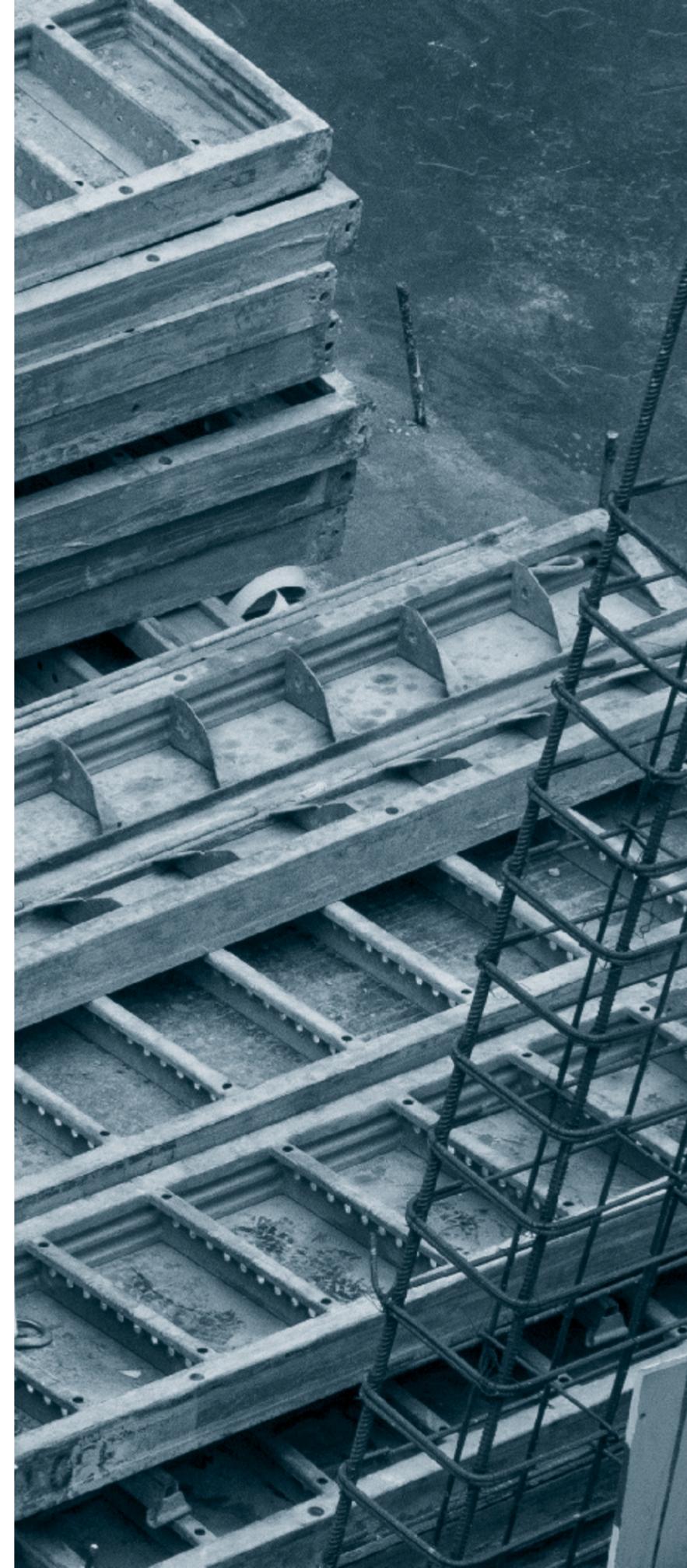
**MARCELO AWAD AWAD**  
Director  
TAX I.D.: 6.374.984-2



**PABLO IVELIC ZULUETA**  
Chief Executive Officer  
TAX I.D.: 10.689.120-6



**ANDREA REPETTO LISBOA**  
Director  
TAX I.D.: 8.795.355-6





**ECHEVERRIA  
IZQUIERDO**

