ESG Annex Mallplaza 2023

We invite you to read our latest version of the Mallplaza Annual Report, where you can learn more in detail about our management and performance in the social, environmental and governance areas.

Annual Report (https://corporativo.mallplaza.com/English/financials/annual-reports/default.aspx)

Our ESG Strategy

In Mallplaza we are convinced that moving towards sustainability is the right path, which we confirm through our ESG Strategy, where we reflect our commitments in the different pillars, which are focused on improving our management and performance in the social, environmental and governance areas to generate positive impacts to all our stakeholders.

mallplaza

We promote climate action

We want to be an agent of change by implementing a climate change strategy that ensures we reduce and efficiently manage the natural resources we use in our operations, seeking to neutralize our emissions and raise awareness among our stakeholders in order to protect the environment.

We enable skills for social development

We are focused on contributing to economic and cultural development by providing differentiated spaces, seeking to advance in the construction of a diverse and inclusive organizational culture by promoting the inclusion, participation and well-being of people.

We act ethically and responsibly

We are a company that promotes ethical and responsible behavior to all our stakeholders.

Climate Action

We promote climate action

We want to be an agent of change by implementing a climate change strategy that ensures we reduce and efficiently manage the natural resources we use in our operations, seeking to neutralize our emissions and raise awareness among our stakeholders in order to protect the environment.

Climate-related incentives

As part of the measures to move forward, Mallplaza defined climate-related incentives for the CEO, Senior Executives and Management. The KPI associated with meeting the regional carbon footprint reduction goal of scope 1 and 2 has a weight of 10% for the CEO and 15% for the Corporate Affairs Management and Operations Management. It is important to note that this KPI is linked to the annual monetary bonus, in addition to generating a relevant impact and forming a key part of our climate change management.

Environmental Management System (ISO 14001)

In the 17 malls in Chile out of the 25 at regional level (68%) we have ISO 14001 certification - Environmental Management Systems (EMS). This international standard allows companies to demonstrate their commitment to environmental protection through the management of environmental risks associated with their activities, continuous improvement, and the training and awareness of employees regarding environmental impacts. It should be noted that in the remaining 8 malls (32%) that are not certified, Mallplaza conducts internal audits according to the ISO 14001 standard.

LINK TO DOCUMENTS (https://corporativo.mallplaza.com/English/governance/governance-documents/default.aspx)

Energy Management System (ISO 50001)

Similarly, in the 17 malls in Chile out of the 25 at the regional level (68%) we have ISO 50001 certification, which aims to maintain and improve an energy management system in an organization.

LINK TO DOCUMENTS (https://corporativo.mallplaza.com/English/governance/governance-documents/default.aspx)

Sustainable Construction (LEED and EDGE)

We incorporate the necessary actions and technologies in terms of energy efficiency, emissions reduction, waste management and recycling, and water efficiency, in order to achieve certification in the following malls:

LEED	EDGE
Mallplaza Egaña Gold category Mallplaza Copiapó Gold category Mallplaza Arequipa Silver category Mallplaza Manizales Silver category Mallplaza Buenavista Silver category Mallplaza Comas Certified category	Mallplaza Los Domínicos Advanced category Mallplaza Arica Advanced category

LINK TO DOCUMENTS (https://corporativo.mallplaza.com/English/governance/governance-documents/default.aspx)

Climate management

Climate management at Mallplaza is broken down into 3 main focuses:

- Circular Economy and Waste Management
- Water Management
- Emissions and Energy

1. Circular Economy and Waste Management

Commitment:
Achieve 60% of waste valorization at regional level by 2025.
Achieve 100% implementation of Plaza 0 by 2025 in Chile.

Objective: Strengthen waste management by promoting the circular economy for the next five years.

Plaza 0

Plaza 0 is a circular economy and waste management model that transforms Mallplaza's food courts into "single-use packaging free", replacing disposable containers with reusable tableware and crockery, managed by Mallplaza. This initiative is expected to reduce the amount of waste generated by these spaces in the shopping centers that have implemented the model. This initiative is already operating in Mallplaza Egaña, which allowed us to obtain the Zero Waste Award in the Cultural Change Category.

Another pillar of Plaza 0 is the installation of urban gardens, open to Mallplaza communities and commercial partners operating in the food courts. The first of these was developed in Mallplaza Egaña, which consists of 25 beds with vegetable varieties such as vegetables and medicinal herbs.

Recycling

At Mallplaza we promote the valorization of waste in our urban centers, carrying out an integral management promoting recycling and composting and placing at the disposal of our visitors equipment for the collection of cans, Pet, coffee capsules, unused cell phones and clean points.

1. Circular Economy and Waste Management

Hazardous and non-hazardous waste

The following table shows the hazardous and non-hazardous waste generated by country in 2022 with their respective treatments

2022 Mallplaza								
Tipo de Tratamiento	**Chile**		**Perú**		**Colombia**		**Total**	
	Non-hazardous	**Hazardous**	**Non-hazardous**	**Hazardous**	**Non-hazardous**	**Hazardous**	**Non-hazardous**	**Hazardous**
Reuse	3.5	-	-	-	-	-	3.5	-
Recycling	3,669.7	-	311.6	-	613.9	-	4,595.2	-
Composting	155.9	-	-	-	310.2	-	466.1	-
Digesters	52.1	-	-	-	-	-	52.1	-
Energy recovery: Biogas generation (not incinerated)	5,479.8	-	-	-	-	-	5,479.8	-
Total recovery	**9,361.0**	**-**	**311.6**	**-**	**924.1**	**-**	**10,596.7**	**-**
Incineration (with energy recovery)	-	-	-	-	-	-	-	-
Incineration (without energy recovery)	-	-	-	-	-	-	-	-
Landfill	11,000.2	-	841.3	-	3,097.8	-	14,939.3	-
Other disposal: Safety backfill	-	12.3	-	-	-	-	-	12.3
Total disposal	**11,000.2**	**12.3**	**841.3**	**-**	**3,097.8**	**-**	**14,939.3**	**12.3**
Total	**20,361.2**	**12.3**	**1,152.9**	**-**	**4,021.9**	**-**	**25,536.0**	**12.3**

1. Circular Economy and Waste Management

Circular waste management and construction waste

For the ongoing construction project in Cali, a comprehensive waste management plan has been implemented, aimed at minimizing environmental impacts through waste reduction, reuse, and recycling as strategies to mitigate landfill disposal.

Following an analysis of key waste-generating activities during the construction phase, Mallplaza has identified five primary categories of waste that can be diverted from landfills: Plastic, Cardboard, Wood, Scrap Metal, and General Waste. These materials collectively account for an estimated 75% of total construction waste.

To ensure consistent adherence to waste management protocols, the construction process includes regular inspections for compliance. Additionally, construction workers undergo orientation sessions and specialized training on waste management techniques, overseen by the departments responsible for Health, Safety, and Environmental Management.

In alignment with the objectives outlined in the waste management plan, the Cali construction site is equipped with facilities to facilitate effective waste segregation and management. This includes the use of color-coded bins and signage to clearly designate waste categories.

2. Water Management

Commitment:
Reduce Mallplaza's direct water consumption by 30% by 2025.

Objective:
Implement a water footprint evaluation and management model that ensures efficiency and minimization of impacts.

Committed to the care and responsible use of water, at Mallplaza we are aligned with LEED and ISO 14.001 certification standards that require protocols in the use, disposal and discharge of water in its urban centers, in addition to complying with the regulatory requirements of each country where we operate.

Due to the fact that a significant portion of our urban centers are located in areas of water scarcity, we have a significant restriction on the available resource because it could affect operational continuity. For this reason, we have implemented a strategy whose objective is to care for the water resource and which includes the following actions:

- Renewal of landscaping by species and development of low water requirement according to approved projects.
- Irrigation of green areas with a technified system.
- Reuse of gray water in urban centers that are located where the regulations allow it.
- Operational control of faucet opening with water efficiency criteria in bathrooms with operation under 10 seconds.
- Telemetry of water consumption through SIMON software for the 17 urban centers in Chile.

Water footprint measurement
We conducted a water footprint measurement to update our corporate learning associated with the optimization of the resource. During 2022, we implemented a working group to define different initiatives that will help us reach our final goal of reducing water consumption in our urban centers by 30% by 2025.

SIMON Water Management Software
In terms of water optimization, in 2021 we initiated a pilot plan with the 24-hour online management system called SIMON, which is responsible for actively and permanently analyzing the data of the water that enters the pond of one of our urban centers, as well as the water that leaves the pond to supply the operations. Thanks to the SIMON software, it is possible to activate corrective action plans if a consumption deviation is identified. During 2021, it was implemented in two urban centers in Chile and in 2022 this initiative was replicated at the regional level.

2. Water Management

Water consumption

The following table shows Mallplaza's regional water withdrawal, discharge and consumption for the years 2021 and 2022

Water consumption	2021 (MM m3)	022 (MM m3)
Withdrawal: Municipal water supplies (or other water utilities)	2.27	2.67
Withdrawal: Fresh surface water (lakes, rivers, etc.)	0	0
Withdrawal: Fresh groundwater	0.2	0.2
Discharge: Water returned to extraction source with similar or higher quality.	0	0
Fresh water consumption	**2.47**	**2.87**

3. Emissions and Energy

Commitment:
Carbon Neutral 2030
Net Zero scope 1 and 2 by 2035

Objective:
We seek to implement a climate strategy and energy management that ensures efficiency and minimization of emissions, moving towards being Net Zero scope 1 and 2.

Climate Action Alliance

In 2021 we joined the global effort of the Climate Action Alliance of Chile, which will allow us to address the challenges of the climate emergency, becoming a mobilizing agent for changes that positively impact the environment.

Mallplaza measures the carbon footprint annually -in scopes 1, 2 and 3 - in all the countries where we operate, to then establish mitigation actions. In 2022 we achieved that 100% of the energy consumed in our operations in Chile will come from non-conventional renewable sources (NCRE), while in Peru we reached 25% of NCRE use with the incorporation of our Mallplaza Bellavista. As for the lighting of our urban centers, we are working to achieve -by 2025- the implementation of LED lighting in 100% of them, as well as an efficient air conditioning system through evaporative technology, replacing the R22 refrigerant gases that we still keep in our equipment.

3. Emissions and Energy

Electromobility

In 2022, we continued our alliance with Copec to provide 38 electric vehicle charging stations in 17 urban centers in seven regions of Chile, which allow charging for different types of electric vehicles. By the end of 2022, we will continue to have this charging network, which together generate savings of 142,915 t/year of CO2 from the circulation of these vehicles versus conventional automobiles. By 2023, we will continue to strengthen our network with fast charging systems.

This commitment to electromobility responds to Mallplaza's ongoing commitment to promote clean transportation and mobility within the city and, in parallel, the interest of raising awareness among people to consider more sustainable ways of living, encouraging changes in daily habits.

Centralized control platform (BMS)

Since 2021, our Operations Center (COP) allows us to centrally optimize (BMS) and online the energy consumption of each of our urban centers in the three countries where we operate through the monitoring, control and management of energy in the climate, power, lighting and air flow systems at a regional level. The centralized control platform (BMS) manages the operation of all the equipment that generates energy consumption, taking into account demand-based scheduling to optimize resources. The Operations Center (COP), which monitors everything that happens in the different malls to ensure that their operation is of a high standard, is also responsible for monitoring the BMS.

3. Emissions and Energy

Integrating climate risks into the risk management system

With the objective of making our actions transparent and demonstrating that we are a company that cares about lessening the impact of its actions in the face of climate change, in 2021 we conducted a climate risk analysis under the Task Force on Climate-related Financial Disclosures (TCFD) methodology, seeking that our stakeholders obtain qualified and certified information on what we do in this area.

TCFD Pillars:

Governance

A work plan was initiated to formally include climate change issues in the governance structures. Special work was done on risk governance, in order to include climate risk in a cross-cutting manner throughout the risk management processes.

During the year 2022, the high-level risk analysis and dual materiality initiative was started, which aligns the visions of risks that impact the company and the risks of company activities that impact third parties. The high-level risks were raised based on interviews and analysis with Mallplaza executives, establishing a list of 20 main risks, one of which corresponds to climate change. The next steps, by 2023, will be to evaluate the risks at an inherent level (without controls), assign risk managers, identify controls/key mitigation actions, and assign risk indicators (create if applicable). The instances for the review of risk management are quarterly presentation to the Directors' Committee and the Risk Committee, which meets bimonthly.

Additionally, we are evaluating the creation of a new risk category specific to climate change, in order to individualize this risk. It is currently part of operational risk management. In this context, in the first half of 2022, the risk of water shortage in Chile, in areas where there are Mallplaza facilities, was specifically assessed and evaluated, generating actions to mitigate it in case it materializes.

3. Emissions and Energy

Integrating climate risks into the risk management system

TCFD Pillars:

Strategy

In 2021, we made progress in the analysis of risks associated with climate change to identify and evaluate current and potential threats and opportunities that could affect our operation, as well as our assets and value chain in this area.

In detail, as part of the project to implement the recommendations issued by the TCFD, we conducted a pilot analysis in our Mallplaza Norte urban center, where we applied the methodology for the survey and characterization of climate threats to prioritize them.

As a result, we identified the following physical risk as the most relevant to which our center could be exposed:

- Heat waves.
- Temperature increase.
- Water scarcity.

For the assessment section of these hazards, we performed a quantitative analysis using the IPCC RCP (Representative Concentration Pathways) 8.5 scenario.

On the other hand, we were able to identify the following transition threats as the most relevant to which our Mallplaza Norte urban center could be exposed:

- Increase in the price of Greenhouse Gas (GHG) emissions and application to other sources (carbon pricing).
- Regulation of energy efficiency.
- Costs for the transition to low GHG emissions technology.
- Rising raw material costs.

For the advisory section of these threats we performed a quantitative analysis, using the IEA (International Energy Agency) and PELP (Chile Long Term Energy Planning) scenarios. In addition, we developed a quantitative analysis in which we included the use of climate models and scenario analysis to prioritize some risks.

3. Emissions and Energy

Integrating climate risks into the risk management system

TCFD Pillars:

Risk management
We worked on a methodology to identify, evaluate and prioritize climate risks, as well as to integrate them into the company's operational risk management systems. In addition, opportunities for improvement were identified to continue strengthening climate risk management in the future.

Metrics and targets
We started working together to define parameters that will allow us to manage and, eventually, report on our action on climate change.

3. Emissions and Energy

Carbon Footprint

The following tables present the emissions generated by Mallplaza in 2022 for the different scopes in the 3 countries where we operate, along with the breakdown of scope 3 emissions by category. It is important to note that all this data is verified by a third party.

LINK TO DOCUMENTS
(https://corporativo.mallplaza.com/English/governance/governance-documents/default.aspx)

Emissions (tCO2e)	Chile	Perú	Colombia	Regional
Scope 1	2,633	334	21	2,988
Scope 2 (market based)	173	974	1,473	2,620
Scope 2 (location based)	21,444	1,440	1,473	24,357
Scope 3	302,953	36,123	34,072	373,148
Total (Scope 2 market based)	**305,759**	**37,431**	**35,566**	**378,756**

Category Scope 3	Regional (tCO2e)
1. Goods and services purchased	1,902
2. Capital equipment	Exclusión
3. Fuel and energy-related activities (not included in Scope 1 or 2)	203
4. Upstream transportation and distribution	2.4
5. Waste generated in operations	7,511
6. Business travel	751
7. Employee travel	5,597
8. Upstream leased assets	NA
9. Downstream transportation and distribution	309,787
10. Processing of products sold	NA
11. Use of products sold	NA
12. Final disposal of sold products	NA
13. Downstream leased assets	47,393
14. Franchises	NA
15. Investments	NA
16. Other upstream	NA
17. Other downstream	-
Total	**373,146**

To determine indirect emissions in Mallplaza we defined five criteria to assess significance: magnitude, influence, availability of information, transparency and timeliness. In addition, we developed a Significance Matrix, where we evaluated the inclusion or exclusion of indirect emission sources. The exclusions were verified during the audit exercise and it was evidenced that the criteria for exclusion were met.

Skills for Development

We enable skills for social development

We are focused on contributing to economic and cultural development by providing differentiated spaces, seeking to advance in the construction of a diverse and inclusive organizational culture by promoting the inclusion, participation and well-being of people

Social management

1. Employees
2. Business partners
3. Customers
4. Local relationships
5. Diversity and Inclusion
6. Human Rights

1. Employees

We promote a constructive organizational culture that fosters proactive leadership and dynamic teams. In addition, we seek the continuous development and growth of outstanding talent to fulfill our strategy.

Our goal is to be a people-centered organization with a clear purpose, where we promote a culture of co-creation and innovation, which allows us to attract and develop the best talent for the Mallplaza of the future.

We promote a constructive organizational culture that fosters proactive leadership and collaborative and dynamic teams. In addition, we seek to ensure the continuous development and increase the density of outstanding talent for the fulfillment of our strategy.

SSINDEX - Employee Survey

Annually and regionally, we continue to apply the SS Index study: a tool for detecting gaps, positive and negative impacts, and risks associated with each of our stakeholders.

In 2022, the SSINDEX culture measurement survey was developed to evaluate risks associated with employee behaviors connected to the sustainability strategy. The results were 86 points for Chile, 90 for Peru and 86 for Colombia, achieving a regional consolidated result of 87 points with a 71% response rate.

Regarding the "employee engagement" concept, the following results were obtained:

Country	2021		2022	
	Commitment (% Favorability)	Weighted commitment	Commitment (% Favorability)	Weighted commitment
Chile	86	87	95	95
Colombia	93		99	
Perú	89		95	

1. Employees

Hiring

The following table shows new internal and external hires for the year 2022, broken down by age, gender, nationality and position levels for Chile, Peru and Colombia.

New internal and external hiring 2022								
Category	Chile		Colombia		Perú		Regional	
	External	Internal	External	Internal	External	Internal	External	Internal
Age breakdown								
Less than 30 years old	43	9	7	0	6	4	56	13
Between 30 and 40 years old	97	18	10	5	9	4	116	27
Between 41 and 50 years old	24	5	3	0	6	1	33	6
Between 51 and 60 years old	1	1	0	0	0	0	1	1
Between 61 and 70 years old	0	0	0	0	0	0	0	0
More than 70 years old	0	0	0	0	0	0	0	0
Total	**165**	**33**	**20**	**5**	**21**	**9**	**206**	**47**
Breakdown by gender								
Women	70	20	12	3	10	7	92	30
Men	95	13	8	2	11	2	114	17
Total	**165**	**33**	**20**	**5**	**21**	**9**	**206**	**47**
Nationality breakdown								
Argentina	1	0	0	0	0	0	1	0
Bolivian	0	0	0	0	0	0	0	0
Chilean	149	30	0	0	0	1	149	31
Colombian	3	0	20	5	0	7	23	12
Peruvian	1	2	0	0	21	1	22	3
Venezuelan	10	1	0	0	0	0	10	1
Brazilian	0	0	0	0	0	0	0	0
Spanish	1	0	0	0	0	0	1	0
Total	**165**	**33**	**20**	**5**	**21**	**9**	**206**	**47**
Level breakdown								
Managers and Deputy Managers	15	8	1	0	1	1	17	9
Managers and Professionals	141	22	18	5	10	8	169	35
Others	9	3	1	0	10	0	20	3
Total	**165**	**33**	**20**	**5**	**21**	**9**	**206**	**47**

1. Employees

Turnover

The following table presents the turnover rates for the year 2022, broken down by age, gender, nationality and position levels.

In 2022, the turnover rate for Chile and Colombia was 22%.

For the period 2020 to 2022, only in the year 2020 Mallplaza had significant departures in quantity due to the pandemic. However, this corresponded to less than 10% of the total workforce. In the same 3-year period, Mallplaza has not experienced any significant layoffs, mergers or acquisitions that could have negatively affected employees.

Turnover Rate 2022 (%)				
Category	**Chile**	**Colombia**	**Perú**	**Regional**
Age breakdown				
Less than 30 years old	25%	16%	13%	21%
Between 30 and 40 years old	22%	23%	19%	22%
Between 41 and 50 years old	23%	24%	3%	19%
Between 51 and 60 years old	24%	29%	0%	22%
Between 61 and 70 years old	0%	0%	0%	0%
More than 70 years old	0%	0%	0%	0%
Total	**23%**	**22%**	**11%**	**21%**
Breakdown by gender				
Women	22%	25%	15%	21%
Men	23%	16%	5%	20%
Total	**23%**	**22%**	**11%**	**21%**
Nationality breakdown				
Argentina	0%	0%	0%	0%
Bolivian	0%	0%	0%	0%
Chilean	6%	0%	0%	6%
Colombian	8%	5%	0%	5%
Peruvian	0%	0%	3%	3%
Venezuelan	4%	50%	0%	5%
Brazilian	0%	0%	0%	0%
Spanish	0%	0%	0%	0%
Total	**6%**	**5%**	**3%**	**5%**
Level breakdown				
Managers and Deputy Managers	14%	5%	6%	12%
Managers and Professionals	25%	26%	13%	24%
Others	17%	25%	0%	16%
Total	**23%**	**22%**	**11%**	**21%**

1. Employees

Performance evaluations

In order to obtain a comprehensive view of employee performance, identify outstanding talent and strengthen confidence in the evaluation results, the model encourages evaluation from multiple sources and formats.

- Managers, Deputy Managers and Heads with teams: 360°.
- Managers, Deputy Managers and Heads without teams + Professionals: 270°.
- Administrative positions: 90

The five competencies that are evaluated in the employee performance evaluations are:

1) We work as a team

2) We exceed customer expectations

3) We make things happen

4) Growing by Achievement

5) Act with meaning:

- "Manage risk": Has an active role in risk management and drives this behavior in his team, actively participating in the instances defined by the organization. It creates awareness of the current and future risks associated with decision-making, and ensures that they are in balance with the expected actual return.
- "Lead by example": Leads and acts transparently, ensures doing the right thing for communities, suppliers, customers and environment, actively promoting diverse and inclusive work teams, taking responsibility for the impact generated by its management.

1. Employees

Talent Management

In this program, Mallplaza has a personalized program with defined stages and methodology, aimed at employees who are part of the talent pool of the company, identified in the annual performance evaluation process. Through the program, we seek to raise their aspirations, interests, strengths and areas for improvement, to then establish an action plan to work on during the year and thus support them in their growth and professional development to reach their next level in Mallplaza (including technical courses, upskilling, mentoring, coaching, etc.), thus ensuring the talent required to achieve the goals we have set as an organization.

1. Employee

Employee Development Programs

Coaching Program: Talent Management at Mallplaza
Highly specialized coaching program, designed to adapt to an increasingly agile and constantly evolving business environment.

Participants in this program are selected through our rigorous annual performance evaluation process. We seek to identify and thoroughly understand the aspirations, strengths, interests and areas for improvement of these high performers. We work hand-in-hand with each employee to create an individualized action plan that will be executed throughout the year. Our goal is to provide comprehensive support for their professional growth and development.

This action plan includes a number of resources and opportunities:

- Specialized technical courses
- Upskilling programs
- Effective mentoring
- Personalized coaching

In order to enhance the development of the company's best evaluated employees, during 2022, after the evaluation process, we defined the talents that would require support to develop competencies that would allow them to empower themselves in their role. Coaching support was provided to 13 employees in the private and general roles, of whom 8 (62%) are still with the company. In addition, of the current employees who were part of the coaching program, 3 (38%) were promoted at the end of 2022 and the first half of 2023.

This program is an investment in the future, not only of our employees but also of Mallplaza as an organization. By empowering the development of our talents, we are forging a company that is more agile, flexible and prepared to face the challenges of tomorrow.

1. Employee

Employee Development Programs

Falabella Digital School: Reskilling Program

The Program aims to open quotas of digital profiles for the development of collaborators and promote digital transformation in the ecosystem.

Phases of the Process:

- Digital Immersion: A complete introduction to the digital and technological world.
- Bootcamps: Intensive training in specific areas.
- Professional Practice: Opportunity to apply acquired skills in a real work environment.

Specialization Directions: We offer three areas of specialization so that our employees can focus their learning

- Data Analysis
- Design
- Front End Development

Regional Impact: The program extends to Chile, Peru and Colombia. Thanks to this, we have been able to generate training and development of digital skills to our employees, allowing them to apply and enable better employability opportunities in the digital field. We sought to prepare internal people to assume a role in digital issues, becoming a great advantage and career development opportunity for employees.

Management and Planning: To determine the focus of the program, an exhaustive analysis was made of the most required competencies within the Falabella Group in 2020. The objective is to achieve an effective outplacement of our employees in digital-technological positions as these opportunities arise.

Results: In the first version of 2020, 2 people from Chile and 1 from Colombia participated, for a total of 150 participants in the group. In the second and third version of 2021, 1 person from Chile participated in the second version and there were no participants from Mallplaza in the third version. In the fourth version in 2022, 3 people participated: 1 from Chile, 1 from Colombia and 1 from Peru, for a total of 111 participants in the group.

Conclusion: We are committed to investing in the human capital of our company, considering that they are the engine that drives our digital transformation. We invite all our employees to be part of this exciting journey into the digital future.

1. Employees

Employee Support Programs

We are committed to promoting the well-being of our employees, and we wish to contribute to their quality of life from different perspectives, both in terms of their work and their personal lives, including their families. For this reason, we have carried out a continuous exercise of closeness with our collaborators through different instances and activities, such as workshops and corporate gifts. Mallplaza also offers a complete compensation and benefits package that we make available to our employees in a generalized manner. The benefits we offer include:

- We have lactation rooms and baby changing rooms in all our facilities in the 3 countries (Chile, Colombia and Peru), which are of mixed character, that is, they can be accessed by fathers and mothers who need it and both visitors and collaborators.
- Promotion of health-conscious, sports and recreational activities, both inside and outside the workplace.
- Our " Yo elijo" program, which consists of a points exchange system that can be exchanged for 5 additional days off in addition to the legal ones, to promote work-life balance, a healthy lifestyle, and to facilitate the completion of procedures and free time.
- Parental leave above legal for Peru and Colombia.

1. Employee

Employee Wellbeing

Mallplaza strives to create and promote a pleasant work environment in which our employees feel comfortable and valued. We believe that maintaining a good working environment and a solid organizational culture are fundamental aspects to achieve this. Our goal is to establish a culture that fosters commitment and represents our employees. For this, we carry out two periodic evaluations of the satisfaction and commitment of our teams.

The Culture measurement seeks to know the level of engagement of our employees through questions that refer to the motivation with which the work is done, the purpose and meaning of the work performed, the satisfaction of being part of Mallplaza, among others. The tool measures 5 dimensions of culture:

- Agility
- Development and empowerment
- Employee well-being
- Good treatment
- Alignment and communication

This measurement also measures certain emotions generated by the work performed: enthusiasm, tranquility, nervousness and disappointment.
Mallplaza also conducts an ESG survey that evaluates the perception of Mallplaza's performance in areas such as health (physical and mental), integrity, diversity and inclusion, among others.
Regarding the wellbeing trend of our employees, in 2022 the SS Index was 86 for Chile and Colombia, with a coverage of 71%.

NPS results 2021 and 2022

Item	2021	2022
Positive responses (%)	85%	87%
Response rate (% employee coverage)	80%	71%

1. Employee

Occupational Health and Safety Management

Mallplaza's main priority is to guarantee a culture that cares for and protects the health and safety of all our collaborators. This is why we have established a solid Occupational Health and Safety policy and have implemented an Environmental, Energy, Occupational Health and Safety Management System based on ISO 14001, ISO 45001 and ISO 50001 standards. This policy has a corporate scope and is applied in all Mallplaza urban centers, covering all our collaborators in Chile, Peru and Colombia. We are firmly committed to implementing and enforcing this policy in all our operations.

Additionally, we have developed a regulation for contractors and subcontractors that establishes specific health and safety requirements that must be complied with by all companies that provide services in Mallplaza. This ensures that our safety standards are shared and applied by all parties involved in our operations.

Mallplaza recognizes that the active participation of our collaborators is fundamental to maintain and strengthen a culture of safety. We promote the participation and consultation of our employees through the Occupational Health and Safety Committee. This committee's main objective is to detect and evaluate the risks of accidents and occupational diseases, thus contributing to the continuous improvement of our safety practices in the workplace.

1. Employee

In this line, we understand that, in order to concretize our commitment to the safety and health of our collaborators and contractors, it is essential to establish concrete and clear objectives that drive continuous improvement in our Occupational Health and Safety Management System.

The commitments and objectives defined in our Occupational Health and Safety Policy will be achieved through the execution of the actions specified in our Occupational Health and Safety Management System Implementation Manual. Our fundamental objective is to ensure safe and healthy working conditions in all our operations, and to achieve this, we have established specific targets:

- Reduce the accident rate of our employees.
- Reduce the accident rate involving our employees.
- Effectively control the risk agents that can lead to occupational diseases.

To support these targets, we have implemented a clearly defined structure of roles and responsibilities. Top management plays a strategic role in defining principles and policies related to safety and health. Management representatives have a tactical role in implementing these policies, and our safety management teams take a more operational role, ensuring the effective execution of safety and health-related procedures.

To properly manage occupational health and safety risks, we also have a risk matrix that is updated annually. This matrix is linked to concrete action plans that allow us to proactively address identified challenges and ensure a safe and healthy work environment for all our employees and contractors.

1. Employee

Environmental, Energy, Occupational Safety and Health Management System Manual

Commitment to integrity and Mallplaza's firm interest in acting responsibly have driven us to develop various compliance policies and programs. These developments and their operation are subject to constant review by the Board of Directors and the Directors' Committee. In 2021, we created a Compliance Department to further strengthen this structure, which will be responsible for implementing and managing these programs in Chile, Peru and Colombia.

In 2022, we continued to advance in the implementation of our Environmental, Energy, Occupational Health and Safety Management System. Mallplaza has established and carried out environmental and occupational safety targets and goals that are fully aligned with the Company's strategic planning. To achieve these objectives, we have developed specific work plans that translate into activities with designated responsible parties.

Our Management System allows us to identify the environmental aspects and dangers associated with the scope defined in our Manual, with a long-term perspective. This evaluation includes:

- Identification of aspects and dangers
- Operational tasks and activities
- Previous incidents, both with and without lesions
- Emergency situations

The identification of aspects and dangers, together with the evaluation of environmental impacts and risks related to occupational health and safety, is reflected in a regional risk matrix. This matrix is reviewed periodically and updated annually. This information is crucial to establish Mallplaza's environmental and occupational health and safety targets and objectives.

This system has identified various aspects and risks, which were evaluated according to their potential impact. We determined the level of inherent risk (without control), based on the probability of occurrence and the expected level of impact. This evaluation led to the definition of specific controls according to the risk, in order to ensure the correct execution of processes and the promotion of good practices in the organization. The main objective is to optimize processes in terms of quality, asset preservation, people's well-being and environmental care.

1. Employee

In Mallplaza we understand that in order to guarantee the safety and health of our employees, it is essential to involve them and make them active agents in safety issues in the workplace.

The Risk Prevention area defines required training for our own personnel as well as for the contractors that work with us. These trainings include topics such as occupational risk training according to exposure and emergency preparedness and response, including the use of fire extinguishers, among other important aspects.

Mallplaza often relies on specialized contractors and suppliers to carry out specific tasks, such as maintenance or environmental services. In these cases, we demand competence requirements before awarding contracts.

Our Management System seeks to promote a culture of prevention both inside and outside the company, including contractors.
The main target is to reduce accidents and lesions related to the construction and operation of our shopping centers.
Each accident is thoroughly investigated, following an occupational accident procedure that allows us to summarize the most relevant aspects of the incident.
This helps us to prevent future accidents and to implement the necessary precautionary measures to prevent similar situations from recurring.

Our system also includes the planning of audits for a period of three years. The audits are aimed at
verify the implementation and maintenance of the various Management Systems that Mallplaza has implemented. This allows us to identify possible gaps or non-conformities, as well as opportunities for improvement.

1. Employee

Health and safety indicators

Indicator	Employee 2022	Contractors 2022
Lost-Time Injury Frequency Rate (LTIFR)	0.62	1.39
Fatalities	0	0
Absentee Rate	0.84	N/A

2. Business partners

Health and wellness programs

We have developed a relationship model with our store associates that aims to cultivate a strong sense of community in each shopping center that houses our stores. This approach is based on building a strong bond of trust, supported by proactive and problem-solving leadership from our management teams. In addition, we have implemented a series of informational initiatives designed to address a variety of operational issues, relevant news and ongoing campaigns.

Our strategy also includes the organization of participatory activities and gatherings that foster strong community building. These activities are designed to promote open dialogue and the active participation of all store associates.

A concrete example of our commitment to the health and well-being of our associates is our "Sanamente" campaign. This initiative seeks to promote a healthy lifestyle among store associates. During this campaign, we share healthy recipes and tips, distribute fruits in all stores, and provide meditation guides that are available on our online Store Portal.

At Mallplaza, we also strive to ensure universal accessibility and inclusion in all our shopping centers. This applies not only to our visitors, but also to our store associates. We have implemented various measures, such as the construction of accessible parking lots and restrooms, the adaptation of areas for wheelchair users, the installation of guards under stairs, among others.

We also carry out periodic inspections in our stores to ensure the safety and comfort of our employees. These inspections cover visual, acoustic and thermal comfort aspects. We also carry out regular water checks to ensure that water is free of chlorine in all our facilities, thus guaranteeing a healthy environment for our store associates.To further strengthen our safety culture, we keep detailed records of accidents in our stores. This information enables us to closely monitor incidents and take preventive measures to avoid future reoccurrences.

3. Customers

Customer satisfaction

The following table shows the results of the Net Promoter Score (NPS) indicator where the visit recommendation is evaluated

Satisfaction measurement	2021	2022
Chile	34	57
Colombia	84	81
Consolidated Chile - Colombia	**43**	**61**

For 2022, the confidence level of data coverage is 95%.

4. Local relationships

We seek to build bonds of closeness, trust, support and containment based on structured and permanent relationships.

Commitment: Consolidate by 2025 a community relationship that is perceived as a strength by community stakeholders (favorability over 75% SS Index Community). Obtain 70% of Plaza Emprende entrepreneurs participating in at least three trainings per year.

Objective: To build bonds of closeness, trust, support and containment based on structured and permanent relationships with the communities in our territories. The objective of Plaza Emprende is to contribute to economic reactivation, becoming a center of opportunities for the entrepreneurial community.

Stakeholder Engagement

Relationship with Communities and Authorities Procedure

Mallplaza has a specific procedure to mediate the Company's relations with the communities surrounding our facilities and their authorities. This tool has the purpose of identifying the relationship model with Communities and Authorities in each of the stages of a Mallplaza project, with the objective of mitigating the impacts of the environment and favoring the adequate development of the project. This procedure ensures that the relationship with communities and authorities is managed effectively at all stages of the project, promoting harmony and sustainable development in the local community and the environment of the Mallplaza project.

The relationship with communities and authorities has been essential for the development and growth of our projects and this document establishes the relationship model in the three different stages of a Mallplaza project:

1. When the acquisition/purchase of an asset that has already been in operation takes place.
2. When the construction/remodeling and/or expansion of an urban center is carried out.
3. When the urban center is in operation.

4. Local relationships

Identification of Stakeholders:

Stakeholders that are directly and indirectly affected by the initial intervention in the development of the project are identified. This includes the local community, authorities, institutions, social organizations, among others.To carry out this work we have a Community Coordinator, who is in charge of implementing the procedure and specific social management strategies in each of the aforementioned construction phases, aimed at minimizing any type of impact on the population located in the area of direct influence of the project.

Information Gathering and Disclosure During Construction:

The Communities Coordinator carries out a general information survey on the area of influence to be intervened, identifying aspects related to the initial diagnosis. In Mallplaza we know that the communication of information is very important and, therefore, actions are developed to establish assertive and permanent channels of information and disclosure, carrying out calls that reach the population of the direct area of influence.

Meetings and Attention to Extraordinary Situations:

During the construction of the shopping center, meetings are scheduled in response to the needs of the community. These meetings address extraordinary situations and are used to resolve concerns or establish commitments with those who require them. All organizations and institutions involved in the area of influence are called to these meetings for comprehensive attention.

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5. Diversity and Inclusion

Commitment:
40% of women in Top and Middle Management by 2022.
3% of the workforce in Peru and 1% of the total workforce in Chile to be accredited as a person with a disability.

Objective:
To advance in the construction of an organizational culture and a diverse and inclusive work environment, promoting the insertion, participation and well-being of people.

In Mallplaza we have a Code of Integrity and a Diversity and Inclusion Policy where we define our commitment to respect for people, equal opportunities based on skills, merit and performance of each of our employees and the rejection of any kind of discrimination. We also have a Gender Transition Protocol through which we provide guidance to those employees who are going through this process. With all of the above, we want our team of people to feel completely identified with our company, showing the best version of themselves in the workplace. In this way, we have defined four focuses of action to guide our diversity and inclusion initiatives:

- Gender equity
- Sexual diversity
- People with disabilities
- Multiculturalism-migrants

5. Diversity and Inclusion

Gender Equity

We ensure that salary equity between male and female employees is increasingly achieved through the performance of the same position or function. We adopt and implement specific measures that allow us to comply with the principles established in our Gender Equality Policy, such as support and promotion of internal professional networks of women or measurement in external rankings to facilitate the management of gender gaps in our organization.

Find the highlights of our activities in 2022 in our integrated report 2022.

Mallplaza reports the following gender balance indicators for its workforce in Chile and Colombia:

Indicator	2021	2022
Women in the workforce	53.6 %	50.4%
Women in management positions (junior, middle and senior)	38.7 %	37.1%
Women in junior management positions	35.8 %	35.6%
Women in senior/executive management positions (max. two levels below CEO)	41.4 %	37.00%
Women in management positions related to revenue generation for the business	38.5 %	38.10%
Women in STEM-related positions* (as % of total STEM positions)	24.6 %	28.40%

- Consider Chile and Colombia
- STEM: Science, technology, engineering and mathematics.

5. Diversity and Inclusion

People with disabilities

In order to improve the conditions of people with disabilities and continue promoting an inclusive culture, we conducted a study of the current status of the Diversity and Inclusion (DEI) culture at Mallplaza, which will allow us to generate action plans according to gaps detected with the Foundation with Work.

We published vacancies with the support of Law No. 21.015, which encourages the inclusion of people with disabilities, and we participated in the Inclusive Job Fair.

Mallplaza, committed to the diversity and inclusion of its visitors, obtained the "AIS Certification" (Accessibility Indicator System) for its four urban centers in Peru, which evaluated and accredited the level of accessibility of all physical, functional and virtual structures of its malls.

Sexual diversity

In terms of benefits, the same bonuses and/or days off for marriage were granted to those who sign the Civil Union Agreement (AUC) or Equal Marriage; the pre and postnatal benefit for homo-parental adoption for non-legal parents was provided; and the complementary insurance for LGBTI+ charges was extended. In addition, we are participating in Pride Connection and launched the LGBTI+ Community and allies.

The Diversity and Inclusion Committee operates permanently. Its working group is made up of the General Manager, the Prosecutor, the Corporate Affairs Manager, the People Manager and the division managers. This committee meets quarterly.

Multiculturalism

During 2022:

- We identified the current status on our endowment in the three countries where we are present: Chile, Peru and Colombia.
- In order to create multicultural support networks, we carried out an integration, knowledge and mutual learning initiative where employees of different nationalities shared their cultures.
- We performed a benchmarking of best practices in ecosystem and leading companies in order to operate under the best corporate practices in the industry.

6. Human Rights

Commitment:
By 2024, we will have training for 100% of our employees, business partners, suppliers and external collaborators in Human Rights.
Objective:
Ensure knowledge and adequately manage impacts and risks related to HR. Mallplaza adheres to the UN Guiding Principles on Human Rights and Business.

Mallplaza's Due Diligence Process

Introduction

Mallplaza adheres to the United Nations Guiding Principles on Business and Human Rights, reaffirming its commitment to respect human rights. Mallplaza is aware that, as a result of its operations, it generates risks and impacts (positive or negative) to the human and physical environment with which it relates. Knowing these risks and impacts, and the perspective of the affected groups, is fundamental for the correct operation of the company.

Therefore, during 2020, Mallplaza Chile developed, with the support of the Centro Vincular of the Pontificia Universidad Católica de Valparaíso in Chile, a Human Rights Due Diligence process, using internationally recognized standards and principles, in order to assess how the operation may currently and in the future affect human rights. Between April and December 2022, the Centro Vincular of the Pontificia Universidad Católica de Valparaíso in Chile conducted a Human Rights (HR) Due Diligence process in Peru and Colombia, completing the work started in 2020 in Chile. The objective was to understand all those risks and impacts that as a company we can cause associated with this issue, while finding ways to continue improving, identifying progress and challenges.

The due diligence process is based on the methodological framework recommended by the Organization for Economic Cooperation and Development (OECD), fully aligned with the United Nations Guiding Principles on Business and Human Rights.

The overall objective of the project is to ensure that Mallplaza Chile adequately manages its risks and impacts related to human rights in its organization and value chain.

6. Human Rights

Due Diligence Process

Mallplaza seeks to be a leading company in the promotion of Human Rights (HR), through the integration of these rights in its management, understanding that this is the best way to demonstrate compliance with our commitments in this area. We are aware that, as a result of our operations, we generate risks and impacts (positive or negative) to the human and physical environment with which we interact. Knowing these risks and impacts, and the perspective of the affected groups, is fundamental for the correct operation of the company.

Given this, between April 2022 and December 2022, the Centro Vincular of the Pontificia Universidad Católica de Valparaíso in Chile carried out a Due Diligence process in Human Rights, the scope of which was extended to the business units in Chile, Colombia and Peru.

For Mallplaza it is of utmost importance to identify, understand and manage those risks and impacts that the company may produce in relation to Human Rights issues, in order to continue improving and advancing in the challenges and implementation of these. The Due Diligence process included the identification of actual and potential impacts from a human rights perspective; impact assessment based on the criteria of the Guiding Principles on Business and Human Rights; identification of inherent risks and their controls; residual risk and points for improvement, together with those responsible for them.

To carry out this project, an internal listening process was carried out to learn about the different visions from the perspective of human rights, to first line executives, main executives by management and critical areas in human rights; accompanied by context information related to Mallplaza's business in its different business units (Chile, Colombia and Peru) and human rights.

The focus of the project is based on international sustainability standards. The main frameworks related to HR and the due diligence process are the United Nations Guiding Principles (UNGP) on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

The project was developed in 3 stages; starting with the identification of progress in terms of human rights management since the due diligence in 2020, which was carried out in Chile, then the risks were updated from this perspective and new risks were integrated from the perspective of the business units in Peru and Colombia; and finally, action plans and indicators for human rights management were defined.

6. Human Rights

Primary information was gathered through interviews with key Mallplaza officials in Chile, Colombia and Peru, and with representatives of relevant stakeholders whose fundamental rights could potentially be violated by the company's activities. This information was used to develop stages 1 and 2 of the project:

- Employees
- Suppliers
- Suppliers' collaborators
- Business partners
- Communities

Based on the information gathered, both internal and external, we proceeded to identify risks and impacts based on the risk matrix format used in 2020; and the Falabella compliance risk management methodology, in order to specify each of the risks related to HR, their causes and impacts (consequences) for each of the business units (Chile, Colombia and Peru).

- Within the process, the following HR issues were reviewed to identify potential or actual negative impacts within them:
- Health and Safety: Occupational safety, accident rates of internal, external and store employees.
- Employment: talent attraction and retention, development and training, healthy working conditions, employee relations: freedom of association and collective bargaining.
- Non-Discrimination: diversity and equal opportunities, discrimination against workers and visitors, treatment of workers, non-compliance with human rights clauses by suppliers, contractors and subcontractors (forced or compulsory labor, child labor and discrimination in employment and occupation).
- Socio-environmental: Pollution that exceeds the limits allowed by regulations, permits and/or agreements with the community, during periods of construction and/or remodeling of shopping centers.
- Information handling: Loss of confidentiality and integrity of personal data information of internal employees, suppliers' employees, store employees, suppliers, business partners, visitors and the community.
- Complaint mechanisms: Legitimate, accessible, predictable and equitable communication and complaint channels.

6. Human Rights

In order to know the level of progress in the current management of human rights, a diagnostic tool was applied to identify the current state of human rights management in Mallplaza's operation. The tool is based on the guidelines of the UN Guiding Principles on Business and Human Rights, and the OECD's Due Diligence Guidance for Responsible Business Conduct.

Human rights management: Main advances and challenges

Pilar	Progress	Challenge
Integrate human rights issues into policies and management systems	Human rights policy, incorporation of human rights risks in the compliance matrix, definition of controls and action plans for each human rights risk	Awareness of the concept of HR and results of the due diligence process at regional level, implementation of HR program
Identify and assess negative impacts on human rights	Human rights due diligence process at the regional level and Human Rights Policy that establishes the periodicity for updating the risk matrix	Ensure an understanding of the international context in human rights and implement the action plans defined in the risk matrix, ensuring their management, monitoring and updating
Assess, prevent and mitigate the negative impacts	Implementation of a regional human rights roundtable, identification of controls for human rights risks and action plans to improve human rights management	Ensure continuity in the implementation of controls and execution of action plans for each of the identified risks
Monitor implementation and results	Due Diligence Process in Human Rights where action plans and responsible parties are identified for each risk, facilitating follow-up, together with Integrity Channel (mainly known and used by employees)	Human rights issues must be explicit in order to file a complaint

6. Human Rights

Processes implemented to mitigate human rights risks.

Given that risks are transversal to stakeholders and urban centers, we can consider that in all operations there are risks associated with internal and external collaborators, suppliers and communities. However, for 100% of the identified risks there are control and mitigation plans that allow us to reduce the level of criticality of each of these risks.

The focus of due diligence is respect for human rights, therefore, emphasis is placed on the risks in order to prevent them from materializing, mitigate their effects and remedy the damage caused. Mallplaza seeks to cease, prevent and mitigate the negative impacts related to human rights that have been identified, with special importance being given to all the work done in the development of controls for each risk, and the additional action plans that have been incorporated in some of the cases.

- The Human Rights Committee was created, composed of the Compliance, Risk and Sustainability Deputy Managers, which meets every two weeks and addresses human rights risk management.
- Human Rights risks were incorporated into Mallplaza's risk and compliance matrix.
- Human Rights clauses were included in all contracts with third parties as a risk mitigation mechanism.
- Videos were developed to align and train internal and external collaborators on our codes of behavior, including workers from suppliers and stores, so that all collaborators, business partners and workers know and understand the importance of respecting rights and the consequences of violating them. These contents addressed issues of integrity, diversity and inclusion, human rights and environmental management.
- Internally, training and communication on diversity and inclusion issues were reinforced, in addition to strengthening actions to reduce the possibility of labor discrimination of any kind, particularly in terms of gender equality and sexual diversity.
- Finally, with regard to internal employees, external collaborators, suppliers and business partners, we reinforced the communication of our Integrity Channel, which receives ethical and unethical queries and complaints.

6. Human Rights

Sites and actions taken at Mallplaza

- Risk identified: Lack of representation of women and promotion of gender diversity in management positions at Mallplaza.
  Mitigation measure: Strengthened guidelines and hiring plans to increase the representation of women in the company.
- Risk identified : Lack of knowledge of the results or measures taken as a result of a complaint made through the integrity channel by employees.
  Mitigation measure: Dissemination and training campaigns are conducted regarding the operation of the integrity channel and the confidentiality characteristics of the process, in addition to implementing a monthly review of complaints and their status at the corporate level.

Pilar	Progress	Challenge
Communicating how the company has addressed impacts	Communication in integrated memory on the management of reports made through the integrity channel	Establish a procedure that defines how to communicate, internally and externally, negative events in human rights and strengthen internal and external communication regarding human rights management
Provide or cooperate in repairs	Integrity Channel: a means to report any type of human rights violation, mainly for internal collaborators	To have a plan that indicates how to proceed when a negative impact needs to be remedied through explicit sanctions for non-compliance with human rights commitments

With respect to the sites and mitigation measures, the Human Rights Due Diligence Process allowed us to identify different risks, and for each one we developed action plans and those responsible for them, thus facilitating their follow-up. In addition, the decision was made to include human rights clauses in contracts with different stakeholders, such as contractors, suppliers, etc., as a risk prevention and mitigation mechanism.

The company will update the due diligence process periodically, every three years or when there are significant changes in the operation. It should be noted that during the last three years, Mallplaza has not caused or contributed to any human rights violations. Nor have there been any verifiable allegations of human rights violations.Translated with www.DeepL.com/Translator (free version)

Ethics and Responsibility

We act ethically and responsibly

We are a company that promotes ethical and responsible behavior to all our stakeholders.

We reflect our leadership in the way we do things. Our board of directors and executive team represent the solid principles and values on which Mallplaza has built its more than 30 years of history. Acting ethically, with integrity and with no room for malpractice is the basis for leading a regional, multicultural organization that is a leader in its sector. Our objective is to position Mallplaza as a benchmark in Corporate Governance, and as a company committed to integrity and compliance

Governance Management

1. Governance structure
2. Compliance and Integrity
3. Cybersecurity
4. Risk Management
5. Materiality
6. Political Influence
7. Supplier management

1. Governance structure

ESG Governance

Sustainability is a fundamental pillar for Mallplaza and as such, all actions associated with it are developed in a planned and structured manner with objectives, targets and a clear and defined structure to support the achievement of our goals. Our executive team has an active role in detecting, evaluating, managing and monitoring risks associated with sustainability, for example in situations involving environmental, social or human right issues, with a particular emphasis on climate change. Likewise, the Board of Directors is also involved with ESG issues, as it receives reports on these initiatives twice a year under the responsibility of the Corporate Affairs area, which reports directly to
the CEO and to Sergio Cardone Solari, Chairperson of the Board of Directors of Plaza S.A., who since 2014 is also the director responsible for sustainability issues. It should be noted that the ESG strategy is based on five-year planning, which is reviewed annually and defines long-term goals.

Management: The Board is briefed twice a year regarding ESG issues from the Committee and the Sustainability Roundtable.

- Leader: Chairman of the Board Mr. Sergio Cardone
- Responsible: Corporate Affairs Manager
- Participants: General Manager and Corporate Affairs Manager

Strategy: The Sustainability Committee meets every two months.

- Leader: Corporate Affairs Manager
- Responsible: ESG Assistant Manager
- Participants: General Manager, Executive Committee and related managements

Planning and Implementation: The Sustainability Board meets on a monthly basis.

- Leader: ESG Assistant Manager
- Responsible: Managements and Deputy Managements of related areas
- Participants: Operations, Fiscal, People, Marketing, Community, Investor Relations, Procurement and Risk.

1. Governance structure

ESG Governance

Compensation - Long-Term Performance Alignment

2021 the Board of Directors approved a new variable and contingent long-term commitment incentive plan for the CEO, and certain executives of the Company and its subsidiaries, including but not limited to the Company's senior executives for the period 2021 to 2023. Mallplaza does not apply any bonus deferrals to the CEO's short-term compensation. The plan is designed to promote the permanence of the targeted executives and ensure the alignment of their objectives with the generation of shareholder value, in the medium and long term. This benefit plan consists of two elements: i) an investment in shares of the company by each targeted executive, acquired on the stock exchange and financed with a loan for the exclusive use of the company for this purpose; and ii) the payment of a short-term bonus and a long-term retention. The latter will be paid if, and only if, the executive beneficiary has maintained an uninterrupted employment relationship with the company, any of its subsidiaries, or a continuous succession of employment relationships with any combination of the above.

Climate Alignment

Mallplaza participates in different associations and organizations, national and international, in order to develop strategic alliances with common interests and objectives that reinforce our work in sustainability, including the Falabella Group's commitments to climate change, such as our 2035 net zero GHG target for Scope 1 and 2 emissions. In particular, Mallplaza's adherence to the UN Global Compact helps to align our public policy contributions with the Paris Agreement by encouraging transparency, responsible advocacy, and collective action on climate change. The Global Compact's framework and reporting mechanisms ensure that businesses set science-based targets and make public policy contributions that are consistent with limiting global warming. Thus, it serves as a guiding principle for Mallplaza to integrate climate action into both our operational strategies and public policy efforts.

The alignment of these engagement activities with our sustainability and climate strategy, and other priorities, is monitored by the ESG team.

Furthermore, we make strategic contributions to chambers and financial organizations to drive business growth and the sustainable development of our industry in the countries where we have operations, through collaboration and trust. In accordance with our internal regulations and policies, we do not make contributions to political campaigns or lobby organizations.

1. Governance structure

Board Independence

According to DJSI definitions, a director is independent by meeting at least 4 of the 9 criteria listed below (including at least 2 of the 3 first criteria).

Director	Sergio Cardone	Paul Furst	Carlo Solari	Manuela Sánchez	Alejandro Puentes	Tomás Muller	Juan Pablo Montero	Pablo Eyzaguirre	Dafne González
1. The director must not have been employed by the company in an executive capacity within the last year	NA	NA	X	NA	NA	NA	X	X	X
2. The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of $60,000 during the current fiscal year", other than those permitted by SEC Rule 4200 Definitions.	NA	NA		NA	NA	NA	X	X	
3. The director must not be a "Family Member of an individual who is or during the past three years was employed by the company or by any parent or subsidiary of the company as an executive officer	NA	NA	X	NA	NA	NA	X	X	X
4. The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.	NA	NA	X	NA	NA	NA	X	X	X
5. The director must not be affiliated with a significant customer or supplier of the company	NA	NA	X	NA	NA	NA	X	X	X

*NA: Information is not (yet) available

1. Governance structure

Director	Sergio Cardone	Paul Furst	Carlo Solari	Manuela Sánchez	Alejandro Puentes	Tomás Muller	Juan Pablo Montero	Pablo Eyzaguirre	Dafne González
6. The director must have no personal services contract(s) with the company or be a member of the company's senior management	NA	NA	X	NA	NA	NA	X	X	X
7. The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company	NA	NA	X	NA	NA	NA	X	X	X
8. The director must not have been a partner or employee of the company's outside auditor during the past year.	NA	NA	X	NA	NA	NA	X	X	X
9. The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.	NA	NA	X	NA	NA	NA	X	X	X

*NA: Information is not (yet) available

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1. Governance structure

Tax results ($ CLP)

Item	Chile	Colombia	Perú	Total
Profit (Loss) before tax	$77,946,806,000	$-5,572,500,000	$1,192,324,000	$73,566,630,000
Income tax accrued (current year)	$2,629,761,000	$-442,986,000	$313,687,000	$2,500,462,000
Income tax paid	$9,060,074,000	$118,000	$12,480,000	$9,072,672,000

2. Compliance and Integrity

Integrity Program

At Mallplaza we have a structure that seeks to promote and defend integrity in the company and the relationship with its stakeholder groups. We have a Code of Integrity, a tool that guides all associates on how to deal with an ethical conflicts, and an Integrity Committee composed of the CEO, the People Manager, the Comptroller, the Regional Administration and Finance Manager and the Legal Officer, with the Division Managers of Chile, Peru and Colombia participating as guests. Our structure also includes an Integrity Channel (which receives denunciations and queries) and is available to all our stakeholders on the corporate website.

Integrity Channel

During 2022, we received 77 contacts through the Integrity Channel, proving that our employees know about it and use it: 44 were ethical in nature (39 complaints and 5 queries) and 33 non-ethical. In 2022 there was a single incident related to corruption in Mallplaza Colombia, which occurred between private individuals. This case resulted in dismissals and disciplinary measures applied to those involved.

2. Compliance and Integrity

Breaches

The following table presents the breaches for the year 2022, which come from the integrity channel and through other means.

2022				
Category	**Breaches filed**	**Substantiated breaches**	**Unsubstantiated breaches**	**Unfinished breaches**
Corruption	1	1	0	0
Commercial bribery	0	0	0	0
Discrimination	1	1	0	0
Workplace harassment	3	0	3	0
Sexual harassment	0	0	0	0
Use of confidential or privileged information	0	0	0	0
Respect for privacy and protection of personal information	0	0	0	0
Conflicts of interest	0	0	0	0
Crimes associated with the criminal/administrative liability of the Company	0	0	0	0
Money laundering or insider trading	0	0	0	0

Compliance Policies and Programs

In 2022, the Board of Directors approved the updated versions of:

- Policy on Hiring Advisors for our Board of Directors and Directors' Committee
- Policy on Integral Risk Management
- Policy on Gender Equity
- Policy on Occupational Health and Safety
- Policy on Relationships with Suppliers

3. Cybersecurity

Estrategy

Mallplaza's cybersecurity strategy is leveraged on the model implemented corporately, based on the NIST cybersecurity framework, which includes: 1. Timely Identification; 2. Protection; 3. Detection; 4. Crisis Management and Response; and 5. Recovery, against cyber incidents. This allows us to proactively identify potential risks to the main information assets, making it posible to establish preventive controls and monitor effectiveness. This framework implementation includes a set of monitoring platforms and services and security controls, which allow preventive and corrective attention to the different harmful actions detected in the ecosystem.

Governance

The Corporate Administration and Finance Department, headed by Derek Schwietzer, is responsible for cybersecurity. The Regional Technology Management reports to the Corporate Management. Both departments report indirectly to Falabella's Corporate CISO. This CISO reports to Falabella's IT Manager, who in turn reports to Falabella's CEO.

There are other initiatives that strengthen this strategy:

- We use a set of monitoring platforms, services and security controls to preventively and correctively address the different harmful actions detected in our ecosystem.
- Our risk dashboard considers cybersecurity indicators, which are reviewed quarterly by our executives. There is also a periodic meeting with the Board of Directors to update them on these issues. Furthermore, our Comptrollership area oversees compliance with cybersecurity standards.
- Additionally, we have an awareness program on cybersecurity threats that is communicated on a permanent and thorough basis to all our employees.

We apply a two-phase Integral Governance Model to manage cyber and information security risks. The first stage brings together the executives responsible for the Information Security, Technology, Comptrollership and Business areas to deal with contingent and relevant issues. The second is the responsibility of our Management Committee. A third level would be Corporate Governance, where best practices on the subject are shared, which serves to keep the Information Protection and Cybersecurity Programs up to date. These protocols are reviewed annually by our Directors' Committee.

4. Risk Management

In Mallplaza, the Risk Management Deputy Manager is the one who implements the Risk Management process, ensuring the correct identification and registration of such Risks, and the associated controls, in the respective matrices. It also monitors the Risks and controls on a continuous and timely basis, proposing improvements if necessary. In addition, it communicates the materialized Risks and/or those that exceed the limits in the defined thresholds, as well as those cases in which it does not have the resources to execute its responsibilities. From this, it develops an annual work plan for Risk Management; requests its approval by the Risk and Compliance Committee; and presents the progress of its execution to the latter committee. Additionally, it identifies the training and dissemination needs for an adequate Risk Management, together with the execution of training programs that allow process owners to understand and apply their responsibilities in Risk Management. It should be noted that this Risk Management Deputy Manager reports directly to the Corporate Administration and Finance Management, and the performance of risk management is monitored and audited by the Comptrollership, who reports directly to the Directors' Committee.
For further details, please refer to the Comprehensive Risk Management Policy in Documents (https://corporativo.mallplaza.com/English/governance/governance-documents/default.aspx)

At Mallplaza, we are concerned about making our management more efficient in order to guarantee the success of our operations. For this reason, our Board of Directors has agreed to hold at least one annual training session as a mechanism for permanent updating on various topics of interest. During 2022, two training sessions were held between June and October, and the topics covered included consumer rights and personal data protection, an important risk for the company, both of which are also linked to our Materiality.

In addition, we have developed a training and dissemination platform that seeks to achieve the improvement of the Directors in compliance and integrity matters. This learning space considers five modules that deal with the following subjects: fiduciary duties of the Directors; free competition; crime prevention (criminal liability of the legal person); personal data; and integrity. The courses are mandatory for all directors and are evaluated accordingly. The platform also contains an information area where Directors can review information of interest such as, for example, relevant news on antitrust matters in the different countries where Mallplaza has operations; and news on environmental matters through a semi-annual report on the subject.

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4. Risk Management

Emerging Risk: Personal Data Security

Description

Mallplaza is actively committed to the fundamental rights of individuals, including personal data. International standards on personal data, and the rules in this area in the three countries in which we operate have been evolving in their level of demand, and in Mallplaza we are 100% committed to this evolution. It is considered emerging due to the importance that data analysis acquired this year for decision making in Mallplaza, increasing the capture and processing of these data. In line with the volume of people/contacts in our 25 malls, and with the management of communication in real time or batch for the service to our commercial partners.

Potential impacts:

The long-term ramifications of this emerging risk are significant and multifaceted. While the full impact is still uncertain, what is clear is the potential for negative consequences on customer experience and regulatory compliance. Inadequate data security measures could result in unauthorized access to sensitive information, which in turn could diminish customer confidence, affecting affluence and loyalty. From a regulatory standpoint, failure to comply with evolving data protection standards in the countries where we operate (Chile, Peru and Colombia) could result in significant fines and legal repercussions. The risk could also trigger a reputational crisis, affecting not only customer perceptions but also relationships with business partners. This wide range of impacts suggests that the risk has the potential to significantly alter Mallplaza's strategy.

Mitigation Actions

In order to ensure maximum transparency and respect for the fundamental rights of individuals, at Mallplaza we have implemented a Personal Data Protection Policy, applicable to our entire company. In Chile, Peru and Colombia, we seek to promote secure management of personal data and a culture of data protection. To this end, during the year 2022, we have further strengthened security measures and the governance of personal data. We also encourage our business partners and suppliers to bring their conduct in line with these standards and current legislation. One of the enablers of the strategy is data. Non-compliance would affect it, and would also damage the experience of our visitors.

4. Risk Management

Emerging Risk: Physical Security

Description

Increase in crime in urban centers during 2022, especially in facilities in Chile. The way in which some crimes are developing has changed, with a focus on attractive stores for criminals in Mallplaza facilities with proximity to highways, through mass criminality, aggressiveness and use of firearms. This specific risk has the potential to significantly affect operations, as traditionally, malls have had security measures in place that were adequate to deal with other types of incidents. However, as criminal activities become more organized and more sophisticated, existing security protocols have had to expand their scope. The risk is new in the sense that it is rapidly evolving in nature and complexity.

Potential Impacts

Damage to the physical integrity of our visitors, store workers, and collaborators, mainly in the urban centers of Santiago de Chile that have stores that are attractive to criminals who commit this type of crime. Losses for business partners who have stores that are attractive to criminals who commit this type of crime. If security breaches occur, they can, in the long term, affect customer confidence and traffic, and even expose stores to legal repercussions for failing to protect customers and employees. As a result, the company is adapting its current operating model, which has involved significant investment in security and ongoing operating costs.

Mitigation Actions

Implementation of technology to monitor the security of our urban centers. Strengthened alignment with stores for early assistance. Coordination with police groups to increase patrols and guards. One of the pillars of the strategy is to provide the best visitor experience. Insecurity directly impacts the experience.

5. Materiality

During the year 2022, we carried out the double materiality process, with the objective of identifying the relevant issues for both Mallplaza and our stakeholders, through consultations with 513 employees and managers and 7,430 people from our external stakeholders. With this, we were able to prioritize the different topics through statistical weighting, which defined the material issues that guide our ESG management:

- Entrepreneurship and local economy
- Anti-corruption
- Diversity, equity and equal opportunities
- Climate change and emissions
- Waste management and circular economy

In Mallplaza, incentives related to KPIs that directly impact the main material issues were defined for managers and relevant employees, both at the corporate level and at the management level of the business units. In Climate Change, the KPI is associated with meeting the goal of reducing the carbon footprint in scope 1 and 2 to carbon neutrality by 2030, which has a weighting of 10% for the General Manager and 15% for the Corporate Affairs Management and Operations Management. In Diversity and Inclusion, the KPI is associated with meeting the goal of 40% of women in Top and Middle Management by 2022, which has a weighting of 10% for the People and Culture Deputy Managers and 15% for the Development Deputy Manager. Finally, in local relations, the KPI is associated with meeting the goal of 76 points in the evaluation of the regional ESG survey to 2022, which has a weighting of 20% for the Corporate Affairs Management and the Sustainability Deputy Manager and 10% for Legal and Compliance Officer. It is important to note that these KPIs are linked to the annual monetary bonus, in addition to generating a relevant impact and forming a key part of our strategy.

6. Political Influence

Mallplaza participates in many national and international associations and organizations, in order to develop strategic alliances with common interests that reinforce our sustainability objectives. In accordance with our internal regulations and policies, we do not make contributions to political campaigns or lobbying organizations. However, at Mallplaza we participate in different associations and organizations, national and international, in order to develop strategic alliances with common interests and objectives that reinforce sustainability.

The total amount contributed during 20212 was $ 252,621,549 Chilean pesos.
The two main contributions made during 2022 involved a total of $233,712,069 Chilean pesos:

- Mallplaza's contributions to the Chambers of Shopping Centers, both in Chile and Peru, are driven by the strategic motivation of sharing good practices that benefit shopping centers and that affect the comercial real estate sector. We maintain open communication with large and small companies, with the aim of advancing in a common and complementary development that allows us to achieve higher and better standards to project responsible growth in the region, complying with the regulations and internal policy on Free Competition at all times. The vision is to actively contribute to the comprehensive development of the Shopping Center sector, in order to offer Chilean consumers world-class standards. The amount contributed during 2022 was $199,941,629 in Chile, and $26,925,600 in Peru, both amounts in Chilean pesos.

- Finally, with the contributions made to the Port Community of Antofagasta (COPA), and in compliance with the regulations on Criminal Liability of Legal Entities and Free Competition, Mallplaza seeks to contribute to the economic development of the places where it operates, through collaboration and mutual trust. Port Community of Antofagasta (Port Community of Antofagasta or COPA) is a non-profit organization that was born in 2010, under the need to articulate all the actors of the logistics chains and the port maritime sector, to carry out joint work with the community and bring the world of the sea closer to citizens. Its mission is to lead and represent the logistics sector of COPA associates through the generation of training, links, strategic information, indicators and best practices that allow the Port of Antofagasta to be the most competitive in the North of Chile under a harmonious relationship with the city of Antofagasta. Mallplaza, as a concessionaire and as a complementary activity to the Port of Antofagasta, is a founding member of COPA. The amount contributed in 2022 was $6,844,840 Chilean pesos.

6. Political Influence

Philanthropic activities & contributions

Mallplaza engages and contributes in many ways promoting opportunities, growth and sustainable development in local communities:

Type of contribution ($ CLP)	2021			2022		
	Chile	Perú	Colombia	Chile	Perú	Colombia
Cash contribution	$ 680,110,826	$ -	$ 23,138,808	$ 428,358,695	$ -	$ 27,752,199
In-kind giving	$ -	$ 20,137,417	$ -	$ -	$ -	$ -
Volunteering cost	$ 874,616	$ -	$ 793,075	$ 908,765	$ -	$ 1,947,357
Management overhead	$ 57,676,962	$ 34,676,962	$ 46,519,259	$ 64,407,088	$ 32,690,745	$ 563,542
Total	$ 738,662,404	$ 54,814,379	$ 70,451,142	$ 493,674,548	$ 32,690,745	$ 30,263,097

Type of contribution ($ CLP)	2021			2022		
	Chile	Perú	Colombia	Chile	Perú	Colombia
Community investments	$ 635,435,762	$ 20,137,417	$ 23,138,808	$ 420,069,951	$ 32,690,745	$ 27,752,199
Charitable donations	$ 44,675,064	$ -	$ -	$ 8,288,744	$ -	$ -
Commercial iniciatives	$ -	$ -	$ -	$ -	$ -	$ -
Total	$ 680,110,826	$ 20,137,417	$ 23,138,808	$ 428,358,695	$ 32,690,745	$ 27,752,199

7. Supplier management

Commitment:
Maintain the percentage of purchases spent with local suppliers at least 95% by 2022.

Objective:
To build and implement a sustainable supplier management model that provides value, innovation and growth for both parties.

At Mallplaza we evaluate all our suppliers that participate in Request for Proposals Processes in order to identify possible risks, evaluating the referential risk line and sustainability. The sustainability evaluation addresses variables such as: environmental management certifications, policies (waste, use of materials, ethics, gender diversity, disability and relationship with suppliers) and programs (benefits and training). In addition, financial variables such as balance sheets and income statements, compliance, health and safety of its workers and risk centers are considered. The note obtained from the sustainability evaluation impacts the offer presented by the supplier at the time of the definition of the award by 3%.

The evaluations are valid for one year, so after this period, the suppliers must be re-evaluated, in order to be able to participate again in any Request for Proposal Process. Suppliers that have any non-compliance in their evaluation or re-evaluation must solve it as soon as possible in order to complete the process, and subsequently participate in a process.

It should be noted that because our processes are regional, some variables considered in supplier evaluations are adjusted to the reality of each of the countries where we have a presence (Chile, Peru and Colombia), such as the applicable regulations.

7. Supplier management

The following table shows the results of the sustainability evaluation of suppliers that participated in a request for proposal process during 2022:

Item	**2022**
Total tier 1 suppliers (critical + non-critical)	2,272
Total suppliers evaluated	1,732
Total significant tier 1 suppliers (assessed as having significant negative impacts)	25
% of significant suppliers evaluated	1%
% of total spend with significant tier 1 suppliers (direct)	0.3%
% of suppliers with actual or potential significant negative impacts that have an agreed corrective action/improvement plan	100%

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Stakeholders

Stakeholders

We seek to co-create networks that bring value to each of our stakeholders.

Our stakeholders:

- Community
- Visitors
- Internal collaborators
- External collaborators
- Suppliers
- Authorities and supervisors
- Investors
- Business partners

Stakeholder Group	Role	Information and communication channels	
Community	We seek to build relationships of closeness and trust, based on structured and permanent long-term relationships with the main stakeholders of Mallplaza's territories, respecting the local identity and contributing to its development.	Community Newsletter On-site Relationships Community Dialogue Tables by urban center Annual SS Index Survey Social networks Web Page	Contact Center Integrity Channel Integrated Annual Report Feedback on social investment programs Corporate mail
Visitors	We offer experiences, products and services that contribute to improve the quality of life, and that give value to their time, building together a friendly, sustainable and inclusive urban proposal.	Web page Customer satisfaction survey (NPS) Market research Social Networking	Mallplaza Community Product focus and testing Customer service channels Policy communication
Internal collaborators	We foster a committed work and development environment aligned with our organizational culture, where respect and collaboration ensure a memorable work experience.	Corporate Culture Survey Annual SS index survey Internal communications Integrity Channel	Code of Ethics Corporate Volunteers Extended Committee Cascadas Meetings
External collaborators	We build a bond of trust and a sense of community, in its headquarters and store dimensions.	WhatsApp mailing list Face-to-face briefings Estar Contigo wall newspaper Monthly newsletter	Store Portal Store-to-Store Visits Annual SS Index Surveys Integrity Channel
Suppliers	We build and implement a sustainable management model with them that brings value, innovation and growth to both parties.	Request for Proposals/Quotations Annual SS Index Survey Supplier Portal Supplier Relationship Policy	360° Survey Contracts Integrated Annual Report Integrity Channel
Authorities and supervisors	We comply with their requirements and seek to establish transparent, truthful, integral and timely relationships.	Community Newsletter Meetings Annual SS Index Survey	
Investors	We inform them in a truthful, sufficient and timely manner, strengthening the knowledge and awareness of Mallplaza as a company with management for overall sustainable profitability.	Annual Integrated Report Results Reports Financial Statements Consolidated Financial Statements Ordinary Shareholders' Meeting Extraordinary Shareholders' Meeting	Key facts Press releases Corporate website Meetings with analysts and investors Investor conferences Annual SS Index survey
Business partners	We seek to be the best omnichannel business partner in Latam, boosting your sales and adding value to your brand throughout your business chain, building transparent and mutually beneficial relationships, being a platform for growth and value for our businesses.	Newsletters Integrated Annual Report Contact Channel Business Partners Portal Stores Portal Contracts Permanent contact with sales executive	Integrity Channel Digital meetings Face-to-face meetings in urban centers Management reports Satisfaction surveys Logistics Portal

Alliances and Recognitions

Alliances and recognitions

Alliances

We joined the United Nations Global Compact in 2018. During 2022, we made strides in the four core areas of Human Rights, Labor Standards, Environment and Anti-Corruption.

In 2021 we announced our entry into the Alliance for Climate Action (ACA Chile), focusing on energy and water efficiency in waste management and promoting the end of single-use plastics

Recognitions

Premio Cero Basura (Zero Waste Award)
We became the first shopping center in Chile seeking to eliminate waste from our food courts. As a result, we were recognized at the Zero Waste Awards, where we won the Cultural Change category

Merco Companies and Leaders
According to the thirteenth edition of the Merco Empresas y Líderes 2022, ranking, we are the company with the best corporate reputation and perception in the real estate and retail sectors. We ranked 39th in the overall study, which evaluates key dimensions such as economic, social, environmental, talent and corporate governance, going up four positions from our former result in the 2021 measurement

Dow Jones Sustainability Index (DJSI)
For the fourth consecutive year we were included in the MILA and Chile indexes, this time achieving the highest score compared to previous years. In the Chile index, we are the only company representing our industry

IPSOS Reputation
We obtained the Silver category in the Corporate Reputation Study 2022, prepared by Ipsos and INC Consultants

Citizen Brand
We won the “Shopping Centers” category in two consecutive Citizen Brands awards organized by CADEM consultants, in the studies carried out on the first and second half of 2022

Impulsa Award
We became one of the eight winners of the VII version of the Impulsa 2022 Award. We were recognized as leaders in the Industrial, Construction and Real Estate categories. This recognition, granted by Fundación Chile Mujeres, PwC Chile and Pulso, acknowledges the companies with the best gender indicators in their respective categories, according to the information published by Chile Mujeres Foundation, which is analyzed against the CGS 386

Equidad Chile, Fundación Iguales
We obtained the Equidad CL 2022 Certification as one of the best places for LGBTIQ+ talent to work, granted by Human Rights Campaign, Fundación Iguales and Pride Connection Chile

Pride Connection
We were awarded category A as part of the Pride Connection study Diagnosis on diversity and inclusion with a focus on sexual and gender diversity, which aims to detect gaps and opportunities for improvement in the management of processes and initiatives in each organization.

Documents

Documents

Mallplaza's commitment to integrity and its constant interest in acting as a corporate citizen has prompted us to develop diverse compliance policies and programs, whose progress and operation are reviewed by the Board of Directors and the Committee of Directors. To reinforce this structure even further, we created a Compliance Department in 2021 with the aim of implementing and managing these programs in Chile, Peru and Colombia.

Our corporate governance covers all of the company's structures, processes, functions, activities, standards and practices aimed at its proper order and internal regulation, to the benefit and promotion of business management, relations with shareholders and the market, relations with the environment and its stakeholders, corporate integrity and the protection of created value.

LINK TO DOCUMENTS (https://corporativo.mallplaza.com/English/governance/governance-documents/default.aspx)