



Diversity and Inclusion Policy

July 2024 Edition



1. Introduction

Compañía Cervecerías Unidas S.A. and its subsidiaries consider diversity and inclusion to be fundamental values for the sustainable growth of the organization. We believe these values are key drivers for success, allowing us to put our purpose into practice, advance our strategy and live the principles of our corporate culture.

The objective of our Diversity and Inclusion Policy is to promote and encourage these values, accepting and valuing the unique character of each employee, with different visions, experiences, origins and conditions. In this way, we express a corporate commitment to respect and value difference, forming teams whose plurality of approaches favors the personal and professional development of all our employees, allowing them to feel valued, respected and empowered to reach their full potential.

On the basis of our Corporate Human Rights Policy, we reaffirm our commitment to unrestricted respect for the rights of our employees, contractors, suppliers and, in general, all interest groups with whom we interact, to ensure dignified treatment, within the value framework established by the company.

We encourage all our employees to understand and accept the responsibility of respecting and duly complying with all regulations in the areas that apply to our activities. Such rules include laws, regulations, applicable standards of the respective legislations and other standards of conduct established at the national and international level.

This policy is based on the four principles of our SER CCU culture – excellence, dedication, integrity and empowerment –, which we have built and developed as part of our organizational identity and culture.

2. Scope and Responsibility

This policy applies to Compañía Cervecerías Unidas S.A. and its subsidiaries, business units and countries where CCU S.A. operates, each of which is responsible for communicating, applying and monitoring compliance with this policy in each of the management areas that comprise it.

3. Diversity and Inclusion Guidelines

In order to achieve the objectives established in this policy, the following commitments have been defined:

1. To promote an internal culture of diversity and inclusion, fostering respect, trust and appropriate treatment within our teams. This requires:
 - Valuing the differences that make people unique, with their visions, particular characteristics, experiences, origins and conditions.
 - Managing the processes of change necessary to ensure an organizational culture that fosters diversity and inclusion, taking early and deliberate actions.

2. To accept and respect unique individual differences, providing opportunities for development to enable learning and professional growth for all those who make up our company. This requires:

- Ensuring equal opportunities and the application of universal accessibility principles in the various processes linked to the employment cycle.

3. To promote opportunities, valuing and evaluating people for the quality of their work and the effort they put into their daily tasks. This requires:

- Promoting professional development based on competencies and skills, regardless of disability status.

4. To act without discrimination based on criteria regarding sex, age, social status, religion, sexual orientation, gender identity, race, color, marital status, union membership, political opinion, disability status, nationality, ethnic group or any other condition protected by law. This requires:

- Working towards a safe and respectful work environment where all those linked to the company feel appreciated.
- Believing that all those linked to the company are responsible for generating a diverse and inclusive culture by implementing practices of respect and equity.

5. To design and implement people management processes, ensuring that any barriers that hinder their proper incorporation and performance in the teams are avoided. This requires:

- Identifying opportunities for innovation and continuous improvement that promote diversity and inclusion efficiently and effectively.
- Implementing reasonable adjustments that allow for excellence in the performance of people with disabilities who are part of the company, bringing out their full potential.

6. To communicate the importance of current regulations and compliance with laws in the company, with the aim of integrating them as part of the organizational culture. This requires:

- Ensuring compliance with all rules and laws relating to the inclusion of people with disabilities, occupational safety and non-discrimination.
- Using the complaints channel, safeguarding people's confidentiality and dignity, and sanctioning discriminatory behavior.

7. To contribute to developing the CCU organization in line with the social and economic system, where people can make compatible the different facets of their lives, such as employment, family and personal time. This requires:

- Promoting a balance between the personal and work life of those who work at the company – for example, family life, free time, personal and professional development, health, disability and others.

4. Glossary of terms

- **Barrier:** Physical, communicational, technological, attitudinal or other elements that hinder or prevent people from carrying out activities or achieving their objectives.
- **Discrimination:** Giving biased treatment to a person or group of people due to certain characteristics (race, gender, religion, disability, etc.), excluding and/or limiting the opportunities of the affected people.
- **Diversity:** The different physical, psychological, behavioral, social, cultural and spiritual characteristics that people present, and which make up their identity, lifestyle, interests, behaviors and attitudes.
- **Equity:** Giving people access to the same opportunities for success to enable them to achieve their particular goals, depending on their characteristics, circumstances and merits.
- **Inclusion:** Coexistence between people with particular characteristics and differences in a respectful and integrative environment.
- **Person with a Disability:** Person who has difficulty carrying out their daily activities as a result of a permanent or temporary health condition that affects their full and autonomous participation in society.
- **Reasonable Adjustments:** Custom modifications that can be carried out and are necessary for people with disabilities to be able to perform their tasks optimally and safely.

- **Universal Accessibility:** Seeks to ensure that spaces, products, processes and services can be used by everyone comfortably and safely.