



Sustainability
Report

2021

For a better life

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Letter from the CEO

2-22

Dear readers,

I invite you to review this CCU Sustainability Report 2021, in which we report the results of our management in the economic, environmental, social and governance areas. The information contained in this document shows the progress we have made in our commitment to sustainability and the Sustainable Development Goals (SDGs) of the United Nations. It also shows our position in different international indexes and evaluators of ESG (Environmental, Social and Governance) issues such as DJSI (Dow Jones Sustainability Index), MSCI, FTSE4 Good and Sustainalytics, among others.

CCU is a regional multi-category beverage company with presence in 6 countries in the region; in all of them, we pursue our purpose of creating experiences to share a better life together.

In our more than 170 years of tradition, we have trusted in the people and the countries where we operate. In 2021, this vision materialized in various investment projects for CLP 171,854 million, of which approximately 63% was executed in Chile, including the increase in beer capacity at the Quilicura and Temuco plants and the start-up of the CCU Renca Bottling Plant.

These projects are possible thanks to the commitment and dedication of everyone that is part of the company, and we would like to give them special recognition because they are the key to achieving the objectives we have been proposing, even in the face of the complex health and logistical scenario that has affected the world in the last few years. We thank them for the commitment and dedication they have shown to the identity of SER CCU to continue creating experiences in the homes of millions of families, which allowed us to achieve excellent results in 2021.

Since the beginning of the COVID-19 pandemic, we have drawn up a plan to protect people, ensure operational continuity and take care of our financial stability. We deployed all our efforts in creating safe workspaces and in the promotion of an environment of commitment and unity that makes us proud. Our SER CCU initiative encourages us to move forward, overcoming adversity, to uphold the company's pledge and to continue advancing in our strategic pillars of Growth, Profitability and Sustainability.

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In terms of growth, in 2021, we reinvigorated the dynamism of our volumes with growth of 13% compared to 2020 and 15.5% compared to 2019 at the consolidated level. In Chile, the increase in volumes was 16.7%, and the wine business's volumes grew by 2.9%. In the International Business, which includes Argentina, Bolivia, Paraguay and Uruguay, the increase in volumes was 7.3%. In Colombia, where we operate together with Postobón, volume growth was 37.8%, a significant step towards gaining business scale and market share. At the beginning of 2022, CCU's first international bond for USD 600 million for 10 years was issued, an initiative that began in 2021 and ensures a solid liquidity base for general corporate purposes, in an operation that was successfully completed and with financial conditions that prove the great confidence that the market has in our company.

Regarding profitability, we achieved positive financial results, with EBITDA reaching CLP 444,998 million, equivalent to an increase of 50.1%, and net income attributable to owners of the controlling company reaching CLP 199,163 million, equivalent to growth of 107.1%, both exceeding pre-pandemic figures.

After the progress achieved in terms of efficiency in recent years due to the success of the "ExCCelencia CCU" program, we have decided to deepen it under the concept of the "CCU Transformation Plan", which is implemented at two levels: incremental innovation, which is focused on the search for efficiencies, and disruptive innovation, which seeks to challenge our business model by incorporating new ways of operating.

At CCU, sustainability is one of our strategic pillars, and it is implemented through the Sustainability Management Model, which involves all areas of the company in its three pillars: "People who move us", "Planet we care for" and "Brands that inspire us".

People are the driving force of CCU: workers, clients, suppliers and the communities with which we interact. With the conviction that we play a role in the development of people, we successfully implemented the first training program for female grocers in the community of Quilicura, an initiative that was replicated in Renca and that we hope to replicate in other locations in the country with the intention of contributing to diversity and inclusion. We also created new training opportunities for storekeepers through CRECCU, to strengthen the growth of this important segment. CCU has been a part of Chileans' lives since 1850, so we have strong roots in the communities, especially those that are close to our operations. In 2021, we developed various projects, among which I would like to highlight the collaboration with more than 20,000 points of sale throughout Chile for the implementation of the No Sale of Alcohol to Minors campaign, an initiative of our CCU Responsible Alcohol Consumption Promotion Program, aimed at promoting the education and awareness of Chileans on responsible consumption. In addition to this, there are other initiatives such as donations of hydration products to volunteers and fire brigades as well as supporting neighborhood councils, educational establishments, etc.

Twelve years ago, the company set specific goals and commitments for its environmental management with its Environmental Vision 2010-2020 for its operations in Chile and Argentina. After that period, we renewed our commitment through 2030 with additional and more challenging goals: to reduce greenhouse gas emissions (50% target), reduce water consumption (60% target) and recover solid industrial waste (100% target). We have also incorporated new goals: to use 75% renewable energies, make 100% of our containers and packaging reusable, recyclable or compostable and achieve the goal that containers and packaging contain an average of 50% recycled material. These objectives make up the Environmental Vision 2030, which involves operations in Chile, Argentina, Bolivia, Paraguay

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and Uruguay. As of the end of 2021, we have reduced greenhouse gas emissions by 37%, reduced water consumption by 48% and achieved a 99% recovery rate for solid industrial waste since we made this commitment. 28% of our electrical energy comes from renewable sources; 99.97% of our containers and packaging are reusable, recyclable or compostable, and 30% of them are made from recycled material. An important step will be our future R-PET plant, which will be able to process (recycle) PET resins from plastic containers, which we expect to inaugurate in 2024 with a total investment of approximately US\$33 million.

CCU's responsibility to the planet is irrevocable, and we are moving towards a circular economy in all the countries where we have a presence.

As for our brands, we seek to create experiences with them to share a better life through innovation and quality, always thinking about the well-being of our clients. Thus, we seek to generate brands with purpose. An example of this is our Escudo beer, which, in a collaborative project with the Cerros de Chena craft brewery in the San Bernardo district, created an interpretation of our traditional beer, giving life to "Escudo x Cerros de Chena", a beer that seeks to strengthen craft production and give visibility to this microbrewery, helping it to grow. Another example is the commitment to reutilization and recycling for more than five years of Bilz and Pap, which once again took the lead in the campaign "Families Recycling in the Bilz and Pap Way", which was once again part of the Teletón and was implemented at more than 600 recycling points throughout the country, from Arica to Aysén, becoming the largest recycling crusade in the country.

The initiatives I have talked about in this letter are only some of the achievements of last year, thanks to the commitment and dedication of the nearly 10,000 employees of our

company in the 6 countries where we have a presence, who work every day with the spirit of SER CCU. There will always be future challenges, and this is the driving force that moves us to give the best of ourselves, looking beyond the difficulties to continue working with optimism and responsibility in our commitment to economic, social and environmental sustainability to create experiences to share a better life together.

With these words, I cordially invite you to learn about our performance in 2021.

With warm regards,

Patricio Jottar N.

Chief Executive Officer
CCU S.A.

Interview with Marisol Bravo, Corporate Affairs and Sustainability Officer



Regarding CCU, how have you seen sustainability progress and how have you managed to instill this concept throughout the organization and other countries?

The degree of admiration, respect and trust that a society has for institutions is, at the end of the day, the result of the behavior, management and vision of the future that these institutions have over time. At CCU, we believe that sustainability is the product of continuous improvement, always in tune with the societies and realities of the countries in which we operate.

Sustainability must be managed on a daily basis; it is not a declaration of good intentions. Our way of working is based on the CCU Sustainability Management Model, which was established in 2018 and has a framework built around three axes: "People who move us", "Planet we care for" and "Brands that inspire us". The reason we have included a verb in each axis is to indicate that sustainability is something that is dynamic and that it can be a driving force.

We developed this model internally, with the collaboration of different areas of the company and the creation of a sustainability committee, chaired by the Corporate Affairs and Sustainability Officer. This model has already been implemented in all the countries where we operate, understanding that a sustainable company is made by all of us.

Considering 2020-2021, how do you see CCU today in terms of sustainability?

Since 2002, Sustainability has been one of CCU's three strategic pillars, together with Profitability and Growth. Together, they make up the core of SER CCU, and we recognize the importance of developing our work with a sustainable outlook in the short, medium and long terms.

Various ESG (Environmental, Social and Governance) indicators, which come out daily, allow us to evaluate our progress in the CCU Sustainability Management Model. Thus, for the fourth consecutive year, we have been listed in the Dow Jones Sustainability Chile Index, and, for the third time, we are part of the Dow Jones Sustainability MILA Pacific Alliance Index (Mercados Integrados Latinoamericanos). In addition, we have been included in other international indexes and evaluators of ESG issues, such as Merco, MSCI, FTSE4 Good and Sustainalytics.

All this allows us to positively evaluate the sustainability performance we have had over the years, but there is no doubt that, as societies evolve and are dynamic, the challenges are also changing, so this is an area that continually presents new challenges.

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Given the current global challenges, what do you consider to be the main opportunities and risks for CCU?

Given the continuous process of transformation worldwide, environmental and social challenges set new goals for companies, and, at CCU, we understand this and want to be part of an ongoing evolution with a positive impact on society as a whole. As a company, we are always looking for opportunities for improvement in every situation by being in continuous connection with the communities in which we operate as our products are present in so many moments of people's daily life, and, by being in tune with people and their preferences, we can see what the trends are in advance. To address these changes effectively, we must continue to work on the regional integration of our sustainability management, always taking into consideration the local view of the communities in which we operate.

We also see an opportunity to strengthen our indicators in the area of social issues and our brands and expect to be able to implement advances in these areas in the medium term.

The risk is to stop updating, stop connecting and think that you have done enough. There is always more progress to be made.

Thinking about the coming years, where do you identify the challenges for companies in terms of sustainability, especially for the beverage industry?

Societies are always evolving, but today we see that this has accelerated at a dizzying pace. People get involved and demand more from companies than just their core business. Environmental concerns, connection with communities and contribution to local development, among others, are issues that are on the minds of the general public. Companies must work to achieve a positive impact on people's quality of life, anticipate changes and focus on their relationship with society at the core of their business. To this end, transparency and accountability are crucial.

It is of the utmost importance to consider non-financial risks, including climate change, human rights, transparency and corruption, all of which are key for the transition to a sustainable economy.

Finally, what message would you like to convey to the readers of the Sustainability Report 2021?

CCU is a company with more than 170 years of history; our products have been on the tables of Chileans for that entire time, and today our products are on the tables of Argentines, Uruguayans, Bolivians, Paraguayans and Colombians. And our products will continue to be there for many years to come because of our long-term commitment to our clients. As a company, we will continue to work together with you in incorporating sustainability in each of the areas of our management to make our promise of creating experiences to share a better life together a reality.

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How did we prepare our Sustainability Report 2021?

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We present to all readers our seventeenth Sustainability Report, which covers the economic and ESG performance of Compañía Cervecerías Unidas S.A. (CCU), considering the opinions of our main stakeholders for the period from January 1, 2021 to December 31, 2021.

This report includes information on the operations of CCU S.A. in Chile: CCU Chile, Viña San Pedro Tarapacá S.A. (VSPT Wine Group), Compañía Písquera de Chile S.A. (CPCh),

Compañía Cervecera Kunstmann S.A., Cervecería Austral S.A. and Manantial S.A. In addition, this report includes information on the other operations in Latin America: CCU Argentina, CCU Uruguay, Bebidas del Paraguay S.A. and Bebidas Bolivianas S.A.

This report was prepared according to the 2021 update of the Global Reporting Initiative (GRI) standards. It also considers the Chilean Indicators Guide for Corporate Action Sustainability, the Sustainability Accounting Standards Board (SASB) indicators for the mass consumption and food & beverage sector and the company's own indicators. All of the above are aligned with the Task Force on Climate-Related Financial Disclosure (TCFD), Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index.

As the company is part of the Global Compact, we also present the alignment of our main initiatives and management indicators with the Sustainable Development Goals (SDGs) and the Global Compact Principles as a Communication on Progress (CoP) of our commitments.

We publish our Sustainability Report annually, together with the Annual Report. Thus, the 2021 Annual Report contains information that is complementary to this report on some matters; you can review the 2021 Annual Report at <https://ccuinvestor.com/>.

Readers may direct their questions or comments about the CCU 2021 Sustainability Report to sustentabilidad@ccu.cl

Materiality Study

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In order to identify the most important topics and issues, we conducted a robust Materiality Study in 2021 that included the following stages:



Identification

In this stage, we analyzed sustainability trends and reviewed our documents, procedures and internal policies, which allowed us to identify the company's progress and readiness levels, as well as the main challenges and goals for the year.

What documents did we analyze?

Sustainability Report 2020, Annual Report 2020, EnCCUentro magazines published this year, internal newsletter Al Día, internal and external communications, CCU regulatory framework, supplier and client satisfaction study, CCU Sustainability Meeting 2021 and Trends Study 2021, among others.

In addition, we conducted an analysis of the environment and the industry based on publicly available information, in order to identify the main regulatory aspects, trends and opportunities for CCU's business activity.

At the same time, we reviewed the media and then conducted an analysis of the most important issues with the greatest impact on public opinion.

Finally, we conducted a benchmarking of best practices, considering seven companies in the industry at a global level.

Definition

In the previous stage, we identified a list of issues that are material to the company's sustainability of the and to its stakeholders.

Stakeholders

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To carry out an in-depth assessment of each material topic, we identified and selected representatives of our key stakeholders:

- Senior Management
- Workers
- Clients & Consumers
- Suppliers
- Investors
- Communities

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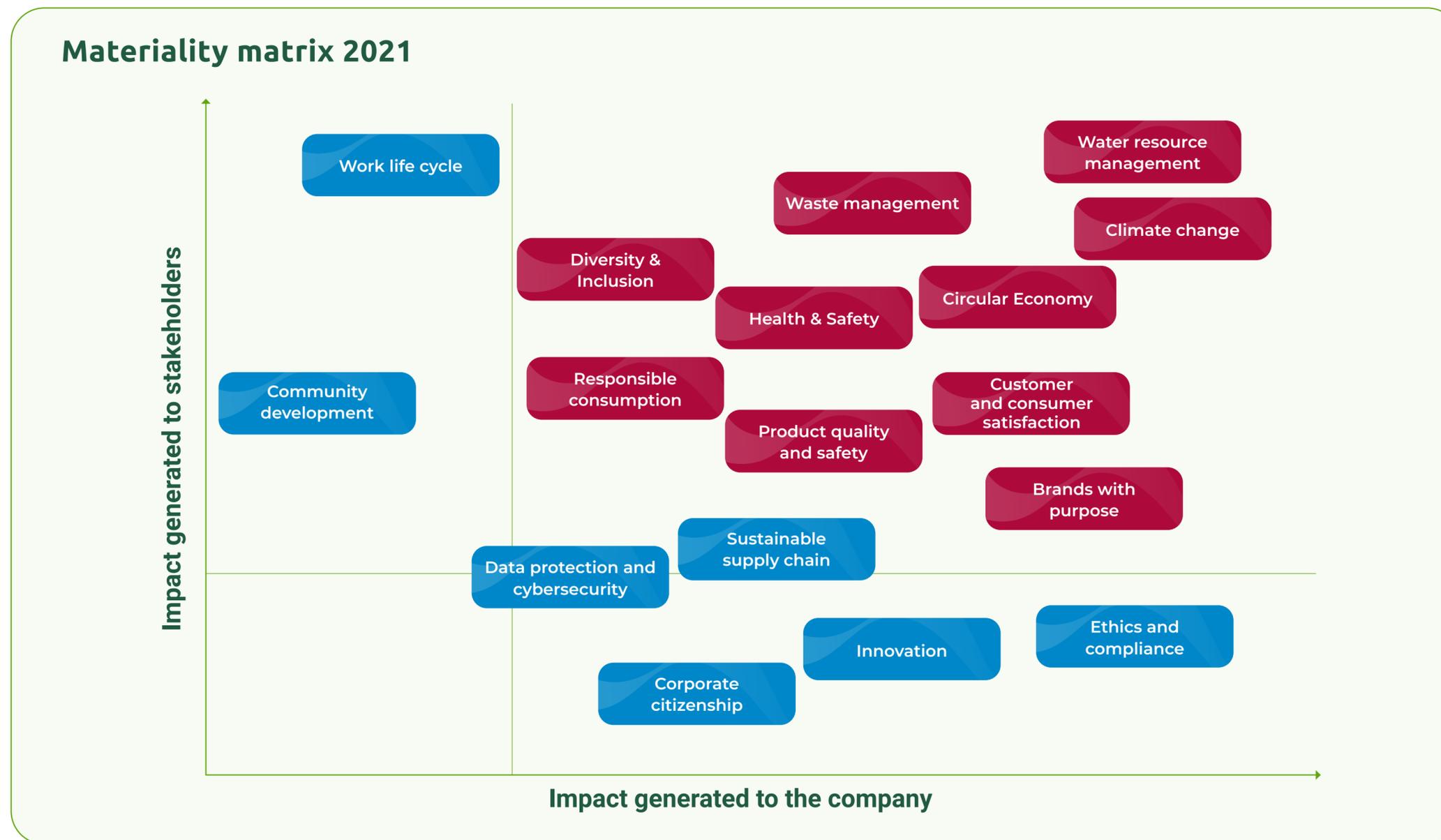
Prioritization of Material ESG Issues (Environmental, Social and Governance)

3-1 3-2

Prioritization

Given CCU's geographic presence and size, it is necessary to prioritize and highlight issues that are crucial to the organization, reflect its identity and focus on the strategic objectives of each business.

Based on the findings, we drew up the Materiality Study 2021, which, after an exercise of grouping, classifying and ranking the material issues, resulted in a list of 17 material issues.



Definition of material issues

Of the 17 material issues defined, we distinguished between crucial and relevant issues, resulting in a list of 10 crucial issues and 7 relevant issues.

Crucial issues (pink) are those that contribute to the sustainable development of the industry.

Relevant issues (blue) are those that reflect the minimum requirements of a responsible operation and that, in turn, galvanize the company internally and externally.



People who move us

- 1 Work-life cycle
- 2 Diversity and inclusion
- 3 Occupational health and safety
- 4 Sustainable supply chain
- 5 Client and consumer satisfaction
- 6 Community engagement and development
- 7 Corporate citizenship

The list of issues is categorized according to our CCU Sustainability Management Model into three pillars: “People who move us”, “Planet we care for” and “Brands that inspire us”, in addition to a transversal pillar of “Governance and economic performance”.



Planet we care for

- 1 Climate change
- 2 Water resource management
- 3 Waste management
- 4 Circular economy



Brands that inspire us

- 1 Responsible consumption
- 2 Brands with purpose
- 3 Product quality
- 4 Innovation



Governance and economic performance

- 1 Ethics and compliance
- 2 Economic performance

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We are a multi-category beverage company with production operations in Chile, Argentina, Bolivia, Colombia, Paraguay and Uruguay.

With a history dating back to 1850, we are inspired to create and deliver valuable experiences to all the people with whom we interact, focusing on caring for the environment, understanding the changes in the environment, growing profitably and being an important part of the society to which we belong.

If you would like to learn more about our business, we invite you to review our **2021 Annual Report** at <https://ccuinvestor.com/> or our website at www.ccu.cl.

We are recognized as a major player in Latin America in each of the categories in which we participate.

Country	Which CCU product categories can you find?									
	 Water	 Carbonated beverages	 Beer	 Energy and sports	 Hard Seltzer	 Juices and nectars	 Other beverages	 Piscos and Liquors	 Ciders	 Wines and sparkling
	 Beer	 Piscos and Liquors	 Ciders	 Wines and sparkling	 Hard Seltzer					
	 Water	 Carbonated beverages	 Beer	 Juices and nectars	 Other beverages					
	 Water	 Carbonated beverages	 Beer	 Juices and nectars	 Other beverages					
	 Water	 Carbonated beverages	 Beer	 Other beverages	 Malt Beers					
	 Beer	 Malt Beers								

CCU's Identity Model

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What inspires us? What are we like? How do we do it? Who do we do it for? We grouped the answers to these questions into nine areas that we call 9P, which support the SER CCU identity model, aimed at guiding the behavior of all those who work at CCU.

What inspires us?

P1 Our Purpose

We are passionate about creating experiences to share a better life together.

P2 Our Promise

With a wide range of beverage brands and experiences, we enhance and accompany different moments of life, guided by our principles, for the benefit of the people with whom we interact, as well as care for the environment.

What are we like?

P3 Our Principles

Excellence: We are passionate about quality and a job well done.

Dedication: We strive for the good of others and our environment, in harmony with our legitimate interests.

Integrity: We comply with the rules that regulate us, always inspired to act correctly.

Empowerment: We are driven by an entrepreneurial, innovative and proactive attitude.

P4 Our Personality

Pride: We feel legitimate pride in who we are and our history.

Empathy: We engage and collaborate with our people based on caring and trust.

Self-improvement: We like to set ambitious goals, exceed them and adapt to the market.

Passion: We are enthusiastic, and we like to share it.

How do we do it?

P5 Our Strategic Pillars

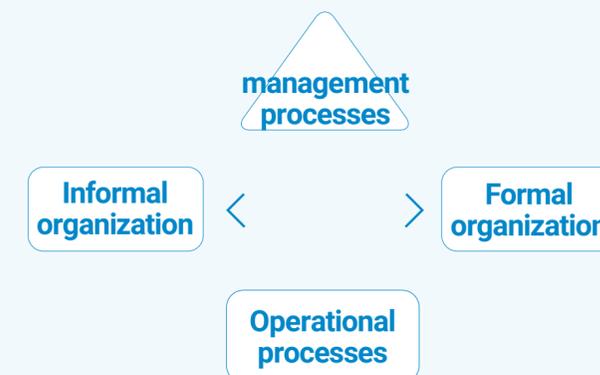
Profitability: Maximize the economic value of the businesses we operate by optimizing return on investment and making efficient use of resources.

Growth: Increase the size and scope of our operation. This is achieved by increasing market share, serving new needs, new channels, new consumption occasions and entering new regions, businesses and categories.

Sustainability: Ensure the long-term value of the company. This is achieved by taking into consideration the current and future well-being of all the people with whom we interact, the development of our brands and care for the environment.

P6 Our Processes

CCU's organization, through its processes, maintains the necessary balance between a formal and an informal organization. While the former allows us to be clear that what we do guarantees an orderly, structured and replicable management, the latter incorporates the necessary spontaneity that arises from leadership and interpersonal relationships within the company.



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How do we do it?

P7 Our Business Platform

We have a multicategory portfolio of highly valued beverage brands that we manage with a focus on synergies and that we promote responsibly, both regionally and for export.

Products	Categories
Beers	<ul style="list-style-type: none"> • National: Cristal, Cristal Cero 0°, Cristal Cero 0° Radler, Cristal Light, Cristal Summer Lager, Escudo, Escudo Sin Filtrar, Escudo Negra, Escudo Ambar, Escudo Silver, Royal Guard, Royal Guard Pacific IPA, Royal Guard Amber Ale, Morenita, Dorada, Stones, Andes, Bavaria • International: Heineken, Heineken 0°, Coors, Coors Light, Sol • Imported: Blue Moon • Craft: Austral, Kunstmann, D'olbek, Guayacán, Szot, Imperial
Soft Drinks, Juices and Nectars	<ul style="list-style-type: none"> • CCU Brands: Bilz y Pap, Bilz y Pap Zero, Kem, Kem Xtreme • Pepsi Franchise: Pepsi, Seven Up • Schweppes License: Canada Dry Ginger Ale, Canada Dry Agua Tónica, Limón Soda, Crush • Watt's Alliance: Watt's, Watt's Néctar Selección, Watt's 0%, Frugo • Instant Cold Beverages: Vivo, Sprim
Mineral, Purified and Flavored Waters	<ul style="list-style-type: none"> • Mineral Waters: Cachantun, Porvenir, Perrier (distribution) • Purified Waters: Nestlé Pure Life, Manantial (HOD) • Flavored Waters: Mas, Mas Woman
Functional Beverages	<ul style="list-style-type: none"> • Pepsi Franchise: Gatorade, Lipton Ice Tea • Energy Drinks: Adrenaline Red, Red Bull (distribution)
Wines, Sparkling Wines and Ciders	<ul style="list-style-type: none"> • Red and Rosé Wines: Altair, Cabo de Hornos, Casa Rivas, Castillo de Molina, Epica, Gato, Kankana, Finca La Celia, Leyda, Misiones de Rengo, Santa Helena, Sideral, Viña Tarapacá, Tierras Moradas, 1865 • White Wines: Gato, Las Encinas, Leyda, Misiones de Rengo, Santa Helena, Viña Tarapacá, 1865 • Sparkling Wines: Leyda, Misiones de Rengo, Viñamar, G. H. Mumm Champagne, Mumm • Ciders: Cygan
Spirits	<ul style="list-style-type: none"> • Piscos: Mistral, Horcón Quemado, Control C, Tres Erres, La Serena, Espíritu de Los Andes • Cocktails: Campanario Sour • Hard Seltzers: Hard Fresh (Frambuesa and Pomelo) • Ices: Mistral Ice, Sierra Morena Mojito Ice, Iceberg • Rums: Havana Club, Malibu, Sierra Morena • Whiskies: Ballantine's, Chivas Regal, Jameson, Royal Salute, The Glenlivet • Vodkas: Absolut, Wyborowa • Other Spirits: Fehrenberg, Kahlua, Martell, Olmeca, Ramazzotti

Who do we do it for?

P8 Our People

- **Consumers:** We accompany their moments responsibly.
- **Clients:** We deliver satisfaction, quality of service and maximum performance.
- **Employees:** We promote actions for safety, development and growth.
- **Suppliers:** We promote collaborative relationships.
- **Communities:** We contribute to their development by building trust and mutual value.
- **Shareholders:** We generate sustainable value.
- **Society:** We seek to have a positive impact on society and the environment.

P9 Our Planet

Environmental Vision 2030

We recognize the importance of doing business with a long-term Environmental Vision, which involves short-term actions to achieve our goals, and we promote an internal culture oriented towards care for the environment.

We are inspired to lead environmental initiatives throughout our value chain, and our commitment is embodied in a specific Environmental Vision for each decade. The following goals are considered in the Environmental Vision 2030.

- **Emissions**
 - Reduce our CO₂e emissions per liter produced.
 - Use renewable energies.
 - Incorporate recycled material in our containers and packaging.
- **Waste**
 - Promote the reduction of and recovery of waste.
 - Make our containers and packaging reusable, recyclable or compostable.
- **Water**
 - Reduce water consumption per liter produced.

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Presence in the region

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Chile Operating segment

16 Productive Plants

Breweries	Santiago - Quilicura Valdivia
Dual Plant	Temuco (Brewery and Non-Alcoholic)
Non-Alcoholic Plants	Antofagasta Coinco Coronel (Manantial) Santiago - Renca Santiago - Renca 2 Santiago - Quilicura (Manantial) Casablanca Puerto Montt (Manantial)
Spirits Plant	Elqui Sotaquí Montepatria Salamanca Ovalle

Wines Operating segment

5 Productive Plants

Wine Plants	Chile	Molina Isla de Maipo Totihue
	Argentina	Finca La Celia Bodega San Juan

Primary Joint Ventures

2 Productive Plants

Breweries	Chile	Punta Arenas ⁽¹⁾
	Colombia	Sesquille ⁽²⁾

(1) Property of Cervecería Austral S.A.
(2) Property of Propiedad de Zona Franca Central Cervecera S.A.S.

International Business Operating segment

10 Productive Plants

Breweries	Argentina	Buenos Aires Santa Fe Salta Sajonia
Dual Plant	Paraguay	
Non-Alcoholic Plants	Bolivia	Warnes (beer and malt)
	Uruguay	Pan de Azúcar
	Paraguay	San Antonio
	Bolivia	Santa Cruz de la Sierra
Cider Plants	Argentina	Allen Ciudadela

Distribution Centers

36 Own

Chile	Arica Iquique Antofagasta Calama Copiapó Coquimbo Ovalle Llay Llay Curauma Santiago Sur Stgo. - Quilicura Stgo. - Modelo Renca	Rancagua Talca Chillán Talcahuano Los Ángeles Temuco Villarica Valdivia Osorno Puerto Montt Coyhaique Punta Arenas
Argentina	Sauce Viejo Córdoba Rosario	Munro Mendoza San Juan
Paraguay	Asunción	Cuidad del Este
Uruguay	Pan de Azúcar	
Bolivia	La Paz	Santa Cruz de la Sierra



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Strategic plan

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The development of our activity is structured around three pillars that shape our strategy and that we keep permanently balanced; these are: Growth, Profitability and Sustainability.

Through our growth strategy, we seek to increase the size and scope of our operations by increasing market share, serving new needs, competing in all channels and other consumption occasions, entering new regions, businesses and categories. To generate greater profitability, we focus on maximizing the economic value of the businesses in which we operate, optimizing the final return on our investments through better operating margins and the efficient use of resources. Under the Sustainability pillar, we seek to ensure the long-term value of the company, considering the current and future well-being of all the people with whom we interact, the development of our brands and care for the environment.

In order to develop and execute the company's strategy, a formal strategic planning process is carried out, which involves the creation of long-term strategic objectives through three-year plans that are approved and monitored periodically by the Board of Directors. The Management Committee actively participates in the development of these objectives, led by the Strategic Planning and New Business Management, which constantly evaluates and monitors our operating environment in order to adapt our strategy to the company's new challenges in a timely manner.



At the end of fiscal year 2021, the progress of the 2019-2021 Strategic Plan was evaluated positively. It was a period in which CCU managed to achieve greater business scale, improve the preference for its brand portfolio, incorporate numerous incremental and disruptive product innovations, continue to improve its efficiency indicators, improve its Organizational Climate indicators and successfully meet the environmental goals of the Environmental Vision 2020.

If you would like to learn more about our strategic objectives, we invite you to review our 2021 Annual Report at <https://ccuinvestor.com/>.

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A closer look at 2021

Key figures

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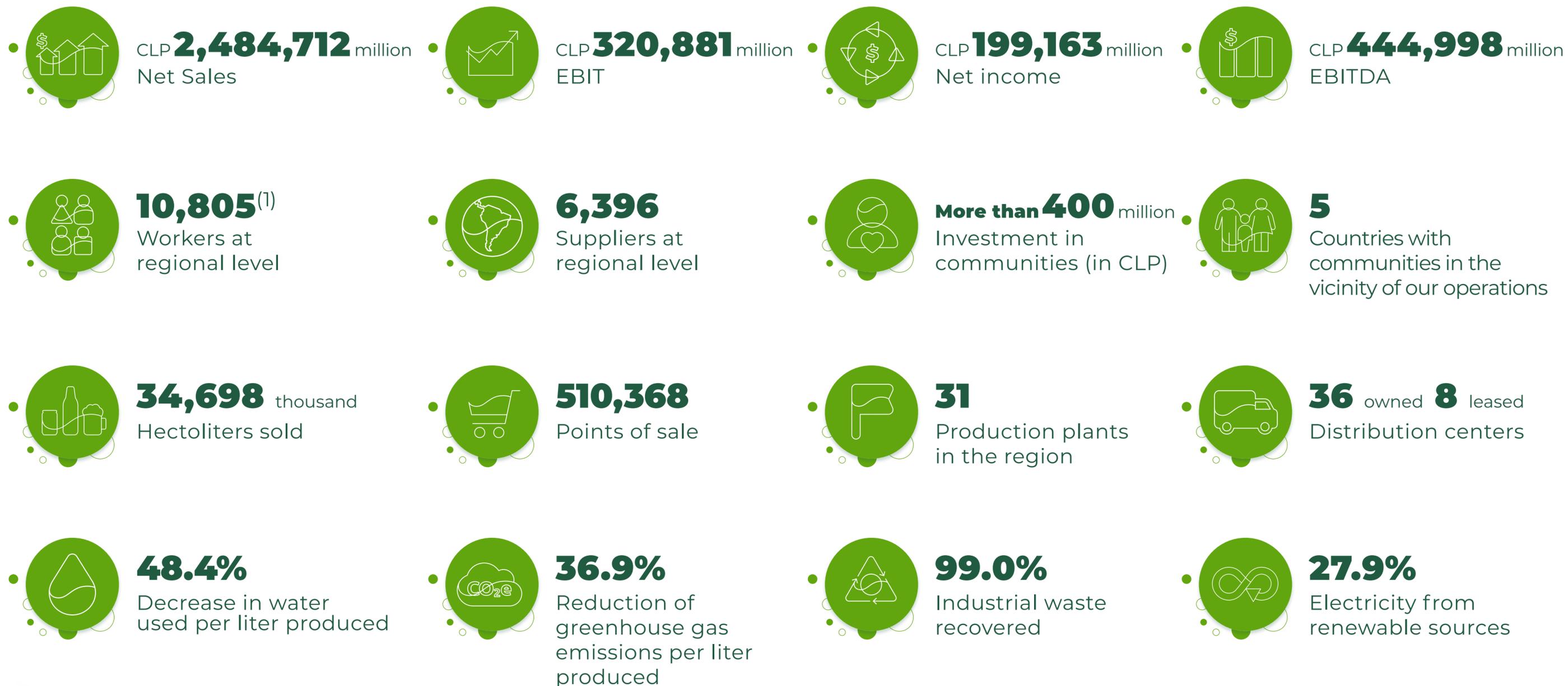
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(1) There are 9,346 employees with indefinite-term contracts, 1,095 employees with fixed-term contracts and 364 employees with contracts for construction or labor.

Awards and recognitions

Our brands underpin the company's operations and offer consumers experiences aimed at sharing a better life. Thanks to this identity, in 2021, we received a number of awards and recognitions for the quality and innovation of our products and brands and our management capacity.

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	<p>CCU is one of the 26 Chilean companies included in the new S&P IPSA ESG index.</p> <p>CCU's inclusion in this group gave greater visibility to its management in terms of sustainability and reaffirmed its commitment to ESG areas.</p> <p>The S&P IPSA ESG Tilted Index, presented by S&P Dow Jones Indices and the Santiago Stock Exchange, is part of the global family of S&P DJSI sustainability indexes.</p>		<p>CCU recognized for good work practices during the pandemic: telemedicine and COVID-19 website</p> <p>CCU was recognized with the Carlos Vial Espantoso 2020 Award for the implementation of the Teledoc telemedicine program, which provides comprehensive support to employees and their families, and for the creation of a COVID-19 website, which seeks to keep employees informed about self-care, health protocols and current regulations.</p>
	<p>Sello Cero Residuos</p> <p>CCU's Curauma, Quilicura and Santiago Sur distribution centers and Quilicura, Temuco, Molina and Modelo plants were awarded the "Zero Waste to Landfills Certificate" for their efforts to reduce or eliminate waste going to landfills. This certificate is awarded by the Ministry of the Environment.</p>		<p>ACHS awarded CCU the COVID-19 Certificate</p> <p>The Asociación Chilena de Seguridad (ACHS) certified a total of 80 CCU facilities for their compliance with sanitary standards and measures to prevent the infection of their workers during the pandemic.</p>
	<p>The Most Innovative Companies (MIC) Chile 2021 rankings recognized CPCh and VSPT</p> <p>The Innovation and Entrepreneurship Center of the ESE Business School of the Universidad de los Andes once again awarded first place to CPCh in the Spirits category and to VSPT Wine Group in the Wineries and Wines category for their innovative and entrepreneurial character. Our business units competed against 122 large companies in 42 sectors.</p>		<p>CCU among the 100 most attractive companies to work for</p> <p>In August, CCU was named one of the 100 companies with the best reputation and capacity to attract and retain talent in the country in the ranking prepared by Merco Talento Chile 2021. The company achieved first place in the Beverages sector for the third consecutive year and seventh place in the overall ranking.</p>
			<p>HuellaChile Program recognized CCU for GHG management</p> <p>This program of the Ministry of the Environment recognized the work of quantification, reduction and excellence of CCU's production plants and distribution centers in the measurement and management of Greenhouse Gas (GHG) emissions during 2020.</p>

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	<p>CCU honored in the Kaizen Awards Chile 2020/2021 The company won third place in the category of Excellence in Continuous Improvement System for profitable growth, operational excellence, cultural change and digitalization. This distinction is awarded by the Kaizen Institute and the term, of Japanese origin, represents a systematic approach to business improvement.</p>
	<p>CCU honored in ALAS20 2021 CCU achieved seventh place in the Company - Sustainability category in ALAS20, the only Latin American initiative that evaluates and fully recognizes excellence in the public disclosure of information on sustainable development practices, corporate governance and responsible investments of companies and investors in Brazil, Chile, Colombia, Spain, Mexico and Peru.</p>
	<p>CCU again listed in the Dow Jones Sustainability Index Chile and MILA The Dow Jones Sustainability Index (DJSI) is a family of stock market indexes comprised of companies with high performance in the environmental, social and governance (ESG) areas. CCU has been recognized as one of the companies listed in this sustainability index. For the fourth consecutive year, it remained in the DJSI Chile index and, for the third time, in the Latin American Integrated Markets index (Dow Jones Sustainability MILA Pacific Alliance). In this 2021 version, it considered 11,500 companies belonging to different industrial sectors.</p>
	<p>Conecta 2021 highlighted contribution to Agenda 2030 In December, CCU was recognized in the Prosperity category for contributing to the 2030 Agenda with the Social Innovation initiative during the pandemic and for its alcohol gel, disinfectant alcohol and facial shield products. The company was the second best rated out of 36 cases that participated in the category.</p>

	<p>CCU topped the Beverages category in the Merco Empresas ranking In the Merco Empresas y Líderes ranking, CCU won first place in the Beverages category. This twelfth version of Merco also included the 100 business leaders with the best reputation. CCU's Chairman of the Board, Andrónico Luksic, and CCU's CEO, Patricio Jottar, made the top 10 list.</p>
	<p>CCU recognized with AIA 2021 award In its 2021 version, the AIA Awards, a traditional activity of the Antofagasta Industrial Association (AIA), recognized the trajectory, management and contributions made by companies, entrepreneurs and executives in the northern region in the last year. The Sustainable Management Award, which recognizes a project or solution for the protection of the environment, was given to CCU for its project to recover 100% of the solid industrial waste generated at its Antofagasta plant.</p>
	<p>CCU received Giro Limpio certification The company was certified in the area of cargo generators for its commitment to the decarbonization of cargo transportation in Chile, complying with the requirements established in the Giro Limpio program, which is administered by the Energy Sustainability Agency (AgenciaSE), which seeks to certify and recognize the efforts made by cargo transportation companies in the area of sustainability and energy efficiency.</p>

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Crush and Canada Dry campaigns honored by YouTube

In June, the Crush and Canada Dry brands were recognized on the YouTube Ads Leaderboard for achieving the best performance on the Google platform.

The winning campaigns were Crush's "Opinar tiene buen sabor", which reached first place in Chile, and Canada Dry's "Ser un adulto menor es una sensación única!", which came in eighth place. Ads from all industries and categories participate.

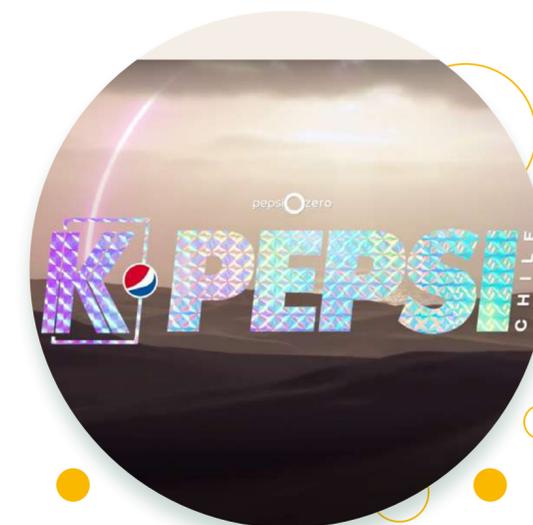
Pepsi Ben awarded with gold at ACHAP 2021 Festival

Pepsi Zero was awarded a gold, three silver and two bronze medals at the ACHAP 2021 Festival for its advertising campaign with soccer player Ben Brereton Díaz. The distinction is awarded with the aim of disseminating and promoting national creativity of quality and excellence and highlighting ideas that deliver strategic value to brands, businesses and people.

Pepsi Zero and Santa Helena won gold in Effie Chile 2021

Pepsi Zero with its "K-Pepsi" campaign and Santa Helena with its online merchandising store won gold in the 31st edition of Effie Chile in 2021, which was held in November and highlights marketing campaigns that have a strategy based on an outstanding experience associated with the brand, outstanding creativity and efficient market results.

Pepsi Zero topped the Branded Category for the campaign of its K-Pop band made up of five young Chileans, which reached 10 million views on Twitter. The campaigns awarded silver were " 50 recetas de buenos chilenos" (Gato) and "Típico chileno de calidad" (Gato), while bronze went to "Promoción verano 2020" (Watt's) and "Hecha con carácter" (Escudo).





VSPT Wine Group

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Seven wines ranked among Chile's 100 best wines in James Suckling report

San Pedro's Sideral 2018, Cabo de Hornos 2018 and Altair 2017 were recognized in January in the prominent journalist's list with 95, 95 and 93 points, respectively. In addition, Tarapacá stood out with its Gran Reserva Etiqueta Negra 2018, which scored 94 points, and Gran Reserva Etiqueta Azul 2017, which scored 94 points. Leyda stood out with Leyda Lot 21 Pinot Noir 2018 and Leyda Lot 4 Sauvignon Blanc 2019, which scored 93 and 94 points, respectively.

Tayu 1865 won recognition in the C3 Creativity and Innovation Ranking

In the Social Innovation category, VSPT Wine Group was recognized in November for its collaborative project with the Mapuche community of Buchahueico (located in the Purén area, Araucanía Region), which began producing the first Mapuche wine, Tayu 1865. The C3 Ranking, organized by Brinca and Universidad del Desarrollo, seeks to distinguish companies that have developed innovation capabilities and results since 2013.

C3 Ranking

In the eighth edition of the C3 Creativity and Innovation Ranking organized by Brinca and Universidad del Desarrollo, VSPT Wine Group was recognized in the Social Innovation category for the collaborative project with the Mapuche community of Buchahueico (located in the Purén area, Araucanía Region) and for the Tayu 1865 wine.





Compañía Pisquera de Chile (CPCh)

Gin Kantal wins silver medal at the World Spirits Awards by World Spirits

The distinction was awarded in March and highlighted Gin Kantal as a product of excellence worldwide among around 400 participating brands. The competition, which has been held annually since 2004, evaluates all spirits and rewards the best, considering their origin and tradition. The product has botanical and herbal fusions native to northern Chile, which gives it an original and distinctive flavor.

Chilean piscos honored in the San Francisco Spirits Competition

Chilean piscos won six medals in April in this competition held in the United States, in which the company was distinguished for the second time. Its products were recognized in the Chilean Pisco category in the tasting competition, in which taste, texture and other characteristics were evaluated. Espiritu de Los Andes 40° received a double gold medal. Likewise, Pisco Control Valle del Encanto 40° won gold, an award given to exceptional products. Meanwhile, Tres Erres Transparente 40 proof, Mistral Gran Nobel 40 proof, Mistral Nobel D.O. 1931 46 proof and Tres Erres 40 proof achieved silver distinctions, which distinguishes them as outstanding, refined, delicate and complex distillates.

Gin Kantal won the Best Gin Trophy South Pacific

The award was granted in November by the Catad'Or World Wine Awards, the most important international wine competition in Latin America. With 26 years of experience, the competition evaluates and rewards excellence in spirits and wines. The 2021 version had a special Catad'Or World Spirits Awards competition to evaluate piscos and spirits.

Pisco Mistral Gran Nobel 40° recognized at the International Spirits Challenge in the UK

Eight medals were awarded in May to the eight different piscos with which the company competed in the Pisco category. All the samples sent by the company won an award in recognition of their quality, meticulous production processes and innovative launches. Pisco Mistral Gran Nobel 40° won a gold medal, while Mistral 40°, Mistral Nobel 40°, Mistral D.O. 1931 46°, Tres Erres Transparente 40° and Espiritu de los Andes 40° won silver medals. In addition, Valle del Encanto of 40° and Tres Erres of 40° were awarded bronze medals.



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Malta Real received the highest award for quality

The quality, flavor and aroma of Malta Real, a natural energizer, was recognized with the Grand Gold medal at the 60th version of the international Monde Selection 2021 awards, which is the most important quality selection institute in the world and is based in Europe.

Monde Selection is one of the only institutes in the world to offer a global evaluation of the quality of beers, waters and soft drinks. A panel of independent experts evaluates each product individually on a set of up to 25 parameters covering sensory, scientific and legal aspects of importance to consumers. Malta Real is the only Bolivian malt beer to have obtained this quality award from the European institute.



Cervecería Austral

Austral beers received awards at The World Beer Awards

In September, six Austral products were recognized in this British competition, which seeks to reward the best beers in 19 macro-categories at the international level. The Austral Torres del Paine variety, produced at the Punta Arenas plant, was chosen as the best "Helles/Münchner Lager" in the world. Austral Yagán was awarded a silver medal in the "Dark" category, and Patagona 508 received a silver medal in the "Amber" category. Austral Calafate was awarded a bronze medal in the "Fruit & Vegetable" category, and Austral Lager received a bronze medal in the "Classic Pilsener" category.



Memberships and affiliations

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In CCU we actively participate in various external instances that allow us to contribute to sustainable development, in line with our adherence to the Global Compact and the progress we have proposed in accordance with the Sustainable Development Goals (SDGs).

Association, group or organization	Overview	CCU Participation
AB Chile	Association representing the country's non-alcoholic food and beverage industry.	ECCUSA
ACCIÓN Empresas	Non-profit organization that brings together member companies and collaborating entities committed to corporate social responsibility and sustainable development.	CCU S.A. and VSPT Wine Group
Asociación Chilena de Empresas de Bebidas Espirituosas Pro Consumo Responsable (APROCOR)	Institution formed by the main distributors, importers and producers of alcoholic beverages in Chile.	CPCh
Asociación de Industriales de Antofagasta (AIA)	Business association focused on being leaders in sustainable development.	ECCUSA
Asociación de Industriales Área Norte A.G. (AsiaNor)	Non-profit trade association made up of manufacturers from the northern area of the Metropolitan Region.	ECCUSA and Cervecera CCU Chile
Asociación Gremial de Fabricantes y Distribuidores de Licores y Bebidas Espirituosas de Chile (AFLECHI)	Trade association that looks after the industry and its consumers.	CPCh
Asociación Gremial de Industriales del Plástico (ASIPLA)	Trade association that seeks to be a meeting and information exchange point for the development of the sector.	PLASCO
Asociación Gremial de Industrias Proveedoras (AGIP)	Trade association for food, cleaning, household, beverage, beer, liquor, personal hygiene and beauty product companies.	ECCUSA
Asociación Nacional de Avisadores (ANDA)	Trade association composed of the country's companies that invest in advertising.	ECCUSA and Cervecera CCU Chile
Asociación de Productores de Cerveza de Chile (ACECHI)	Trade association that brings together and represents the main companies of the national beer industry.	CCU S.A. and Cervecera CCU Chile
Cámara de Comercio e Industrias de Valdivia (CCIV)	Represents the interests of a large part of the commercial and industrial sectors of Valdivia.	Cervecería Kunstmann S.A.
Cámara Chileno - Alemana de Comercio e Industria (CAMCHAL)	Non-profit trade association that is a powerful platform for trade, technology transfer and know-how.	Cervecería Kunstmann S.A.
Cámara de Comercio de Santiago	Non-profit trade association whose work is focused on transmitting the concerns of its members to the country's authorities, participating in legislative activity and promoting the work and interests of national companies.	La Barra S.A.
Cerveceros Latinoamericanos	Asociación sin fines de lucro que reúne a productores de cerveza de América Latina.	CCU S.A.

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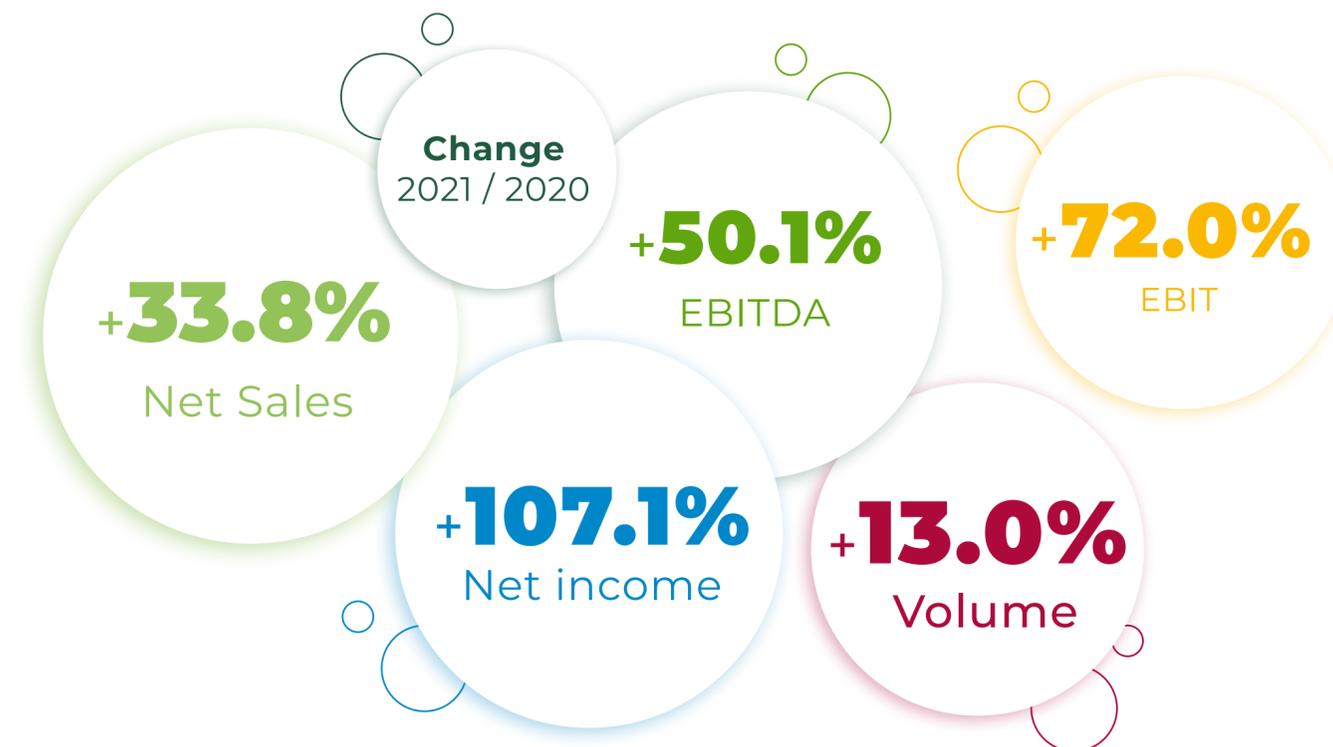
Association, group or organization	Overview	CCU Participation
Corporación para el Desarrollo de la Región de los Ríos (CODEPROVAL)	Private, pluralistic, non-profit corporation that seeks to enhance the development of the Los Ríos Region, promoting citizen participation in local and regional activities together with associations, universities and the business sector.	Cervecería Kunstmann S.A.
Corporación para el Desarrollo Productivo de la Araucanía (CorpAraucanía)	Non-profit private entity made up of the main business associations, universities, labor unions, private companies and public institutions related to productive activity that is focused on the promotion of business and investment in the IX Region.	Cervecera CCU Chile
Generación Empresarial	Non-profit organization dedicated to promoting and enhancing ethics in the work environment.	CCU S.A.
Instituto Chileno de Administración Racional de Empresas (ICARE)	A private, non-profit corporation that is not bound by business or political interests that is focused on promoting business excellence in the country.	VSPT Wine Group
Multigremial de la Araucanía (ASIMCA)	Trade association that seeks to promote the economic and productive development of regional industry and the country through the proposal and promotion of public and private policies; it is a private, non-profit entity whose mission is the optimization, development and protection of the activities of companies in the provinces of Malleco and Cautín.	Cervecera CCU Chile
Pacto Global	United Nations initiative that provides a general framework to promote sustainable growth and civic responsibility of public and private organizations.	CCU S.A.
Pride Connection	A network of companies that seeks to promote inclusive work spaces for diversity and generate links to attract talent to the different organizations that comprise it.	VSPT Wine Group
Sociedad de Fomento Agrícola de Temuco A.G. (SOFO)	Entity that represents the interests of agricultural producers in the IX Region.	Cervecera CCU Chile
Sociedad de Fomento Fabril (SOFOFA)	Non-profit trade federation that brings together companies and associations related to the Chilean industrial sector.	CCU S.A.
Universidad de California, Davis (UC Davis Chile)	U.S. public university that runs the Center for Innovation in Life Sciences in Chile, which focuses on the requirements of the country's agribusiness sector.	VSPT Wine Group
Wines of Chile (WoC)	Non-profit, private trade association that represents Chilean wine producers. It is composed of two institutions that were unified some time ago. WOC is dedicated to exports and VCH to the domestic market.	VSPT Wine Group

Association, group or organization	Overview	CCU Participation
Asociación de Productores de Pisco (APP)	Chilean association that brings together viticulturists, distillers and bottlers of the Chilean pisco industry, covering more than 95% of the sector.	CPCh
Asociación de Viñas del Valle del Maipo	Still not yet constituted as its creation was put on hold due to the pandemic. The purpose of the association will be to promote the development and advancement of the common activities of its members.	VSPT Wine Group
Asociación de Viñas del Valle de San Antonio	A private organization of the wineries of the San Antonio Valley. Created in 2019, its purpose is the publicizing, promotion, development and protection of the San Antonio Valley and the Designation of Origin of its emblematic grape varieties and safeguarding the environment in which the wineries develop the sustainable production of their wines, as well as the promotion and support of wine tourism and gastronomy linked to the valley.	VSPT Wine Group
Ruta de Vino Curicó	Founded in 2002 as a closed corporation comprised of 11 wineries located in the Curicó Valley, its objectives are to promote the wines and traditions of the valley, to be a leading wine tourism company in Chile and to promote the valley through guided tours and special events.	VSPT Wine Group
Asociación Valle de Casablanca	Created as a trade organization in July 2001, the Casablanca Valley Wine Business Association brings together both wine-producing entrepreneurs and grape growers with the objective of defending and publicizing the characteristics of the Casablanca Valley in all aspects related to its appellation of origin.	VSPT Wine Group
Ruta del Cachapoal	Trade association that was founded in 2019 and is composed of 21 entities related to tourism in the valley (including 13 wineries). Its objective is to turn the Cachapoal Valley into one of the most outstanding wine-producing and wine-tourism valleys in Chile thanks to the quality of its products and services. The organization also aspires for the valley to be recognized internationally, by contributing to the promotion of Chilean wine and the Cahapoal Valley.	VSPT Wine Group
SOFOFA HUB	Corporation founded by SOFOFA whose mission is to manage the national and international demand and supply of innovative services and solutions in different areas of industry and technology to increase the spending and investment of Chilean companies in research, development, innovation and entrepreneurship (R+D+i+e).	CCU S.A.

Economic performance

In 2021, CCU's consolidated Net Sales increased 33.8%, reaching CLP 2,484,712 million ("CLP" stands for Chilean pesos). The higher revenues were explained by a 13.0% increase in consolidated volumes and an 18.3% increase in average prices in CLP. The increase in volumes was achieved due to 16.7% growth in the Chile segment, 7.3% growth in the International Business segment and 2.9% growth in the Wines segment. The positive volume growth was the result of a recovery in consumption, solid commercial execution and the strength of our brand portfolio. The increase in average prices in CLP was explained by: (i) an 8.8% increase in the Chile segment due to a positive mix effect, mainly due to a good performance of premium beer brands, and the implementation of revenue management initiatives, (ii) a 56.9% increase in the International Business segment, explained by revenue management initiatives, as prices rose in line with inflation while devaluation was significantly lower than inflation, and positive mix effects and (iii) an 8.1% increase in the Wines segment, mainly due to a better mix, which more than offset the appreciation of the CLP against the United States dollar (USD) and its negative impact on export revenues.

Gross margin increased by 36.6%, reaching CLP 1,193,152 million. This improved result was a consequence of the higher revenues mentioned above, partially offset by a 31.3% increase in cost of sales. The higher cost of sales was mainly explained by the higher volumes and a 16.1% increase in the cost of sales per hectoliter. The Chile segment reported an 11.0% increase in cost of sales per hectoliter, driven by higher raw material costs (mainly aluminum, PET and sugar) and mix effects, partially offset by the appreciation of the CLP against the USD, favorably affecting our USD-denominated costs. In the International Business segment, cost of sales per hectoliter increased 38.4% in CLP, mostly explained by higher USD-indexed costs (mainly due to a 22.1% devaluation of the Argentine peso (ARS) against the USD), higher raw material costs (mainly aluminum) and higher inflation. In the Wines segment, cost of sales per hectoliter increased 11.1%, mainly due to higher wine costs and mix effects. Consequently, gross margin as a percentage of Net Sales increased from 47.0% to 48.0%.



Marketing, sales, distribution and administrative (MSD&A) expenses increased 25.2% versus the previous year, but they improved by 244 bps as a percentage of Net Sales thanks to expense control initiatives through the "ExCCelencia CCU" program in all our operating segments.

Earnings before interest and taxes (EBIT) increased 72.0% to CLP 320,881 million, while earnings before interest, taxes, depreciation and amortization (EBITDA) increased 50.1% to CLP 444,998 million, with an increase in the EBITDA margin from 16.0% to 17.9%.

Non-operating income posted a loss of CLP 19,200 million, a decrease of 55.3% compared to the previous year's loss of CLP 42,988 million, explained by: (i) a better result in other gains/losses of CLP 21,001 million, mainly due to forward contracts entered into to reduce the impact of exchange rate fluctuations on the company's foreign currency-denominated

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assets, and a non-recurring negative effect of CLP 6,029 million in 2020 due to an impairment loss in Bolivia and land impairment losses, (ii) a lower loss in income from joint ventures and associates of CLP 8,663 million, mainly caused by a better financial result in Colombia and Austral in Chile, (iii) a better result in net financial expenses of CLP 3,866 million due to higher cash and cash equivalents and (iv) a better result of CLP 2,958 million in results of adjusted units. These effects were partially offset by a lower result of CLP 12,701 million in exchange differences.

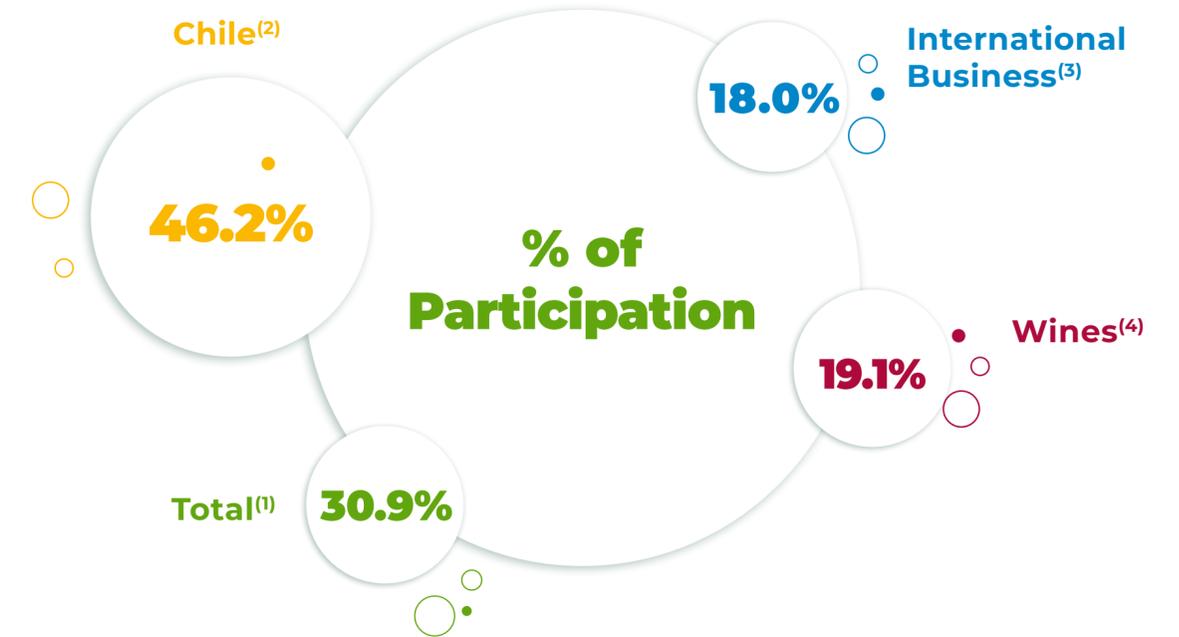
Income tax reached CLP 82.63 billion, an increase of 133.4% compared to the previous year, mainly explained by a higher pre-tax result.

As a result of all this, net income increased 107.1%, reaching CLP 199,163 million.

In Colombia, where we have a joint venture with Grupo Postobón, we reached a volume of more than 2 million hectoliters in 2021, registering an annual expansion of 37.8%, which allowed us to continue gaining market share. The consistent positive trend in Colombia is a consequence of continuous improvement in the strength of our brands, distribution and sales execution. In terms of financial results, in line with a larger scale of business, we achieved positive annual EBITDA for the first time.

In 2021, CCU recorded a positive year in the development of its strategy, gaining business scale/market share and outperforming the pre-pandemic results. In 2022, we will continue to bolster our three priorities during the pandemic: the safety of our people, operational continuity and financial health.

Market share in 2021 by operating segment



(1) Weighted average of all categories in which CCU participates based on market shares of each category and weighted by internal estimates of market sizes (updated as of February 2022). Market share sources: Nielsen for Chile and domestic wines; Ernest&Young (EY) for Argentina; ID Retail for Uruguay; CCR for Paraguay (except waters which corresponds to internal estimate); CIESMORI for Bolivia (except soft drinks which corresponds to internal estimate); Asociación de Viñas de Chile for export wines. Figures updated annually.

(2) Excludes HOD, powdered juices and energy drinks.

(3) Includes beer in Argentina; beer, soft drinks, nectars and mineral water in Uruguay; beer, soft drinks, nectars and mineral water in Paraguay; beer, malt beer and soft drinks in Bolivia.

(4) Includes domestic wines and exports from Chile. Domestic wines from Nielsen as source; export wines according to market reported by the Chilean Wine Association. Excludes bulk wine.

If you would like to learn more about our financial performance, we invite you to review our 2021 Annual Report <https://ccuinvestor.com/>.

If you would like to learn more about our business, we invite you to review our **2021 Annual Report** at <https://ccuinvestor.com/>.

Operational Excellence

CCU1

We work based on the criterion of operational efficiency, implementing the Total Productive Maintenance (TPM) methodology, which installs a modality oriented towards process excellence, whose objectives are embodied in our strategic plan and the CCU Sustainability Management Model.

TPM is an integrated management system that contains a set of tools structured in pillars, which are executed following ordered and coordinated steps. Its objective is to solve problems in the operation, addressing gaps between the objectives and the real situation and prioritizing them according to the needs and strategic planning of our company.

As the first foundation of these TPM pillars, the Driving System supports the pillars by prioritizing, focusing, planning and tracking the improvement teams and investments needed to reach positive results. This foundation has a main indicator called ICEO (Composite Index of Operational Excellence), which is composed of the 23 indicators of Productivity, Efficiency, Quality and Environment.

The second foundation is the development of Leadership and Management of the cultural change that TPM seeks through communication, involvement and empowerment of all the people in the company.

This is a process of organizational change and transversal learning, which generates value based on a culture of operational excellence, leading to an integrated and sustainable way of operating in the long term.

In this framework, we link relevant objectives to each of the six pillars, with an annual assessment (by audit) of the key elements for continuous improvement. The TPM pillars and their performance are as follows:



ME Pillar

Care for the Environment.

Zero product losses, zero extra hours, zero water leakage, zero steam leakage, zero waste of electrical energy and CO₂.

79%



DPO Pillar

Development of People and Organization.

Zero unmotivated personnel, zero unappreciated personnel.

33%



79%

Safety Pillar

Zero accidents, zero risks, zero unsafe behavior.



37%

CA/MA Pillar

Quality, Asset Control and Autonomous Maintenance.

Zero interventions on machines during production, zero extra maintenance costs, zero time loss, zero rush.



76%

Quality Pillar

Focused Improvement, Logistics, Projects, Programming.

Zero claims, zero product and material deviations, zero material losses.



80%

5S Pillar

Zero sources of contamination, zero man/crane contact points.

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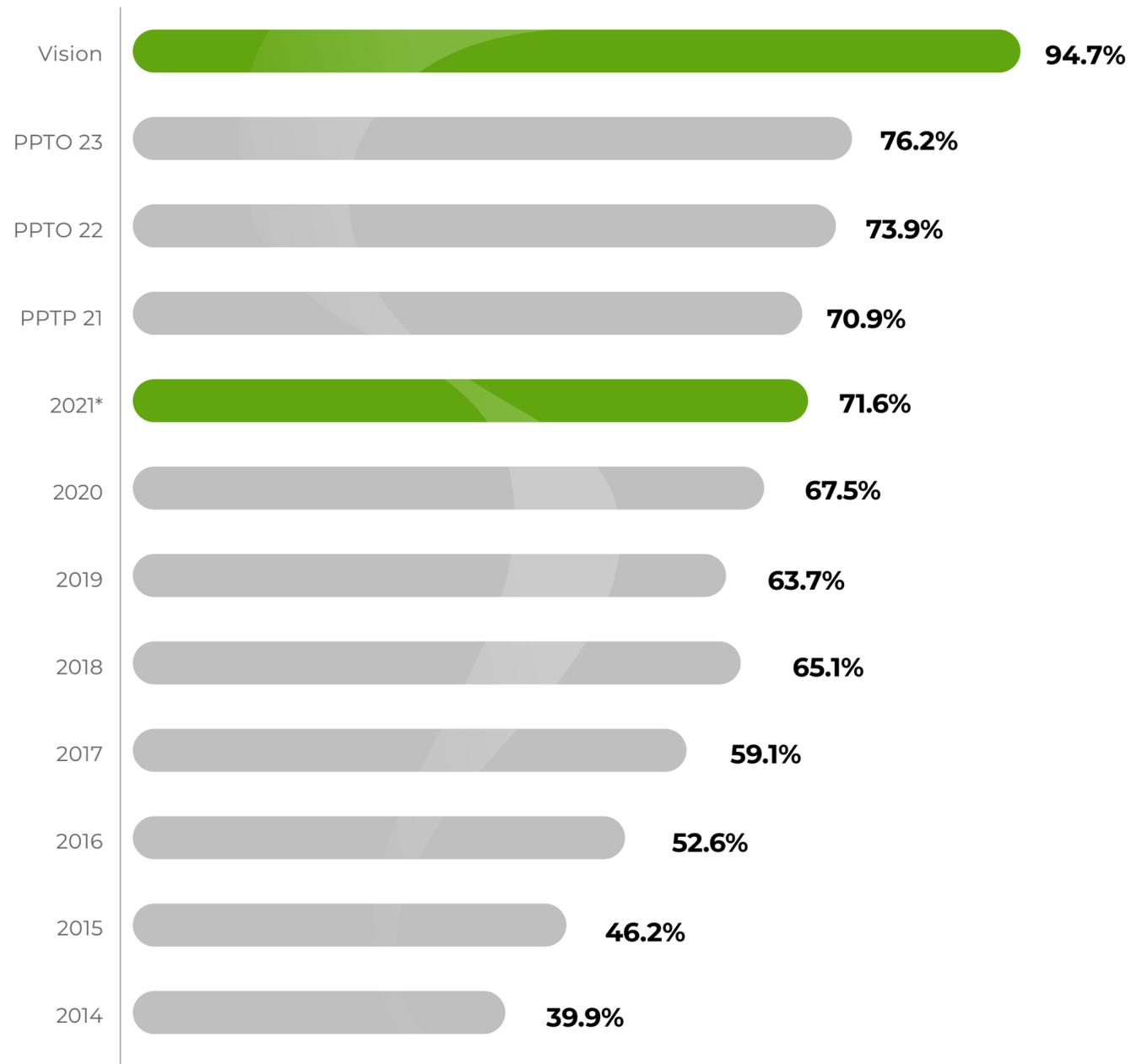
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Level of progress ICEO



* As of 2021, 23 plants are considered to be at the advanced level, with a regional scope.

Cybersecurity

FB-FR-230a.2

CG-EC-230a.1

In line with international best practices, the company has a Security Committee to manage information security and cybersecurity issues at the regional level. The Finance and Administration Department is responsible for information security and cybersecurity. Cybersecurity matters are analyzed by the Information Committee and in Board of Directors meetings on a bimonthly and semiannual basis, respectively.



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Board of Directors

This is the highest administrative decision-making body of CCU S.A., to which the Chief Executive Officer reports. This body meets monthly and is made up of nine members elected by the Ordinary Shareholders' Meeting.

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- If you would like to learn more about our Board of Directors and its remuneration policy, we invite you to review Chapter 3 of our 2021 **Annual Report** at <https://ccuinvestor.com/>.



The **Board of Directors' Code** of Conduct is the document that establishes the principles that guide the actions of the directors in the performance of their duties, as well as certain procedures, policies and good practices throughout the company.

Members of the Board of Directors

In accordance with the bylaws of Compañía Cervecerías Unidas S.A., the Board of Directors is comprised of nine directors who are elected at an Ordinary Shareholders' Meeting; they serve for a term of three years and may be re-elected indefinitely.

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Andrónico Luksic Craig
Chairman

RUT: 6.062.786-K
Businessman

Position assumed in:
April 2013 (Chairman),
November 1986 (Board Member)
At CCU since:
November 1986



Carlos Molina Solís
Vice-Chairman

RUT: 48.159.144-9
Master of Business Administration

Position assumed in:
May 2018 (Vice-Chairman),
April 2012 (Board Member)
En CCU desde:
At CCU since: April 2012



Pablo Granifo Lavín
Board Member

RUT: 6.972.382-9
Degree in Business Administration
(Ingeniero Comercial)

Position assumed in:
April 2013
At CCU since:
April 2013



Rodrigo Hinzpeter Kirberg
Board Member

RUT: 7.016.591-0
Lawyer

Position assumed in:
July 2015
At CCU since:
July 2015



Rory Cullinan
Board Member

RUT: 48.193.672-1
Businessman

Position assumed in:
May 2018
At CCU since:
May 2018



Marc Gross
Board Member

Pasaporte: N°14FV05378
Engineer

Position assumed in:
May 2020
At CCU since:
May 2020



Francisco Pérez Mackenna
Board Member

RUT: 6.525.286-4
Degree in Business Administration
(Ingeniero Comercial)

Position assumed in:
July 1998
At CCU since:
February 1991



Vittorio Corbo Lioi
Board Member

RUT: 4.965.604-1
Degree in Business Administration
(Ingeniero Comercial)

Position assumed in:
April 2012
At CCU since:
April 2012



José Miguel Barros van Hövell tot Westerflier
Board Member

RUT: 9.910.295-0
Degree in Business Administration
(Ingeniero Comercial)

Position assumed in:
April 2016
At CCU since:
April 2016

Directors' Committee

In accordance with the provisions of Law N° 18,046 on Corporations, there is a Directors' Committee composed of three members, one of whom is independent. The main functions of this committee are: to examine the reports of the external auditors and the financial statements, to express its opinion on these prior to their submission for approval by the Shareholders' Meeting, to propose to the Board of Directors the external audit and risk-rating firms to be suggested to the Ordinary Shareholders' Meeting, to express its opinion on the hiring of the external audit firm for non-audit services, to examine the background information on transactions with related parties and to issue a report thereon.

The Directors' Committee must also examine the remuneration and compensation systems for managers, Senior Management and employees of CCU S.A., propose to the Board of Directors a general policy for handling conflicts of interest and issue opinions on the general customary policies established by the Board of Directors and any other function entrusted to it by a Shareholders' Meeting or requested by the Board of Directors.

Audit Committee

In compliance with the regulations of the Securities Exchange Act of 1934, the Sarbanes Oxley Act of 2002 and the regulations issued by the Securities and Exchange Commission (SEC) and the New York Stock Exchange (NYSE) in the United States, which are applicable to CCU S.A. as an issuer of ADRs traded on the NYSE, there is an Audit Committee. This committee is comprised of two independent directors in accordance with the criteria established in the aforementioned regulation. Its functions are related to the supervision of the financial and accounting reporting processes of CCU S.A. and the audits of the financial statements. It is responsible for proposing the appointment of the external audit firm of CCU S.A. and approving the terms of its hiring, as well as supervising the external auditors elected by the Ordinary Shareholders' Meeting, overseeing their independence and resolving disagreements between them and management. It is also responsible for dealing with complaints received regarding accounting, accounting controls and auditing matters, both from third parties and employees, under the Whistleblower Procedure.

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Senior Management

Senior Management report directly to the Chief Executive Officer, who in turn reports to the Board of Directors on economic, environmental and social issues.

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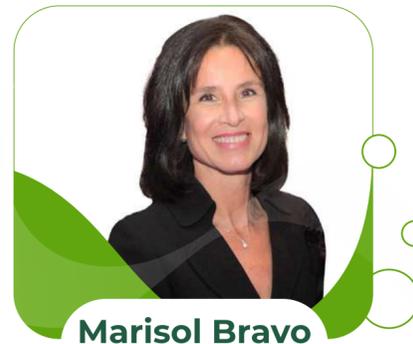
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Patricio Jottar
Chief Executive Officer



Marisol Bravo
Corporate Affairs and Sustainability Management



Gabriela Ugalde
Chief Human Resources Officer



Antonio Cruz
Corporate Development & New Business Manager



Domingo Jiménez
General Manager of Compañía Pisquera de Chile S.A.



Felipe Benavides
General Counsel



Felipe Dubernet
Chief Financial Officer



Julio Freyre
General Manager of Compañía Cervecerías Unidas Argentina S.A.



Francisco Diharasarri
Business Law General Manager of CCU Chile



Juan Boned
General Controller



Sebastián Landi
Manager of International Business



Martín Rodríguez
Transformation manager



Pedro Herane
General Manager of Viña San Pedro Tarapacá S.A.



Juan Martín Vannicola
Corporate Manager of Industrial Processes

The Senior Management of CCU S.A. registered in the CMF during 2020 and 2021 are as follows:

Name	RUT	Degree	Position	Date of Appointment	End Date
Patricio Jottar Nasrallah	7.005.063-3	Business Administration	Chief Executive Officer of Compañía Cervecerías Unidas S.A.	01-07-98	
Marisol Bravo Léniz	6.379.176-8	Business Administration	Corporate Affairs and Sustainability Management	01-06-94	
María Gabriela Ugalde Romagnoli	6.554.359-1	Psychology	Chief Human Resources Officer	02-04-18	
Antonio Cruz Stuvén	15.320.602-3	Business Administration	Corporate Development & New Business Manager	05-06-17	
Domingo Jiménez Manterola	13.882.226-5	Business Administration	General Manager of Compañía Písquera de Chile S.A.	16-08-18	
Felipe Benavides Almarza	13.025.939-1	Lawyer	General Counsel	16-03-15	
Felipe Dubernet Azócar	8.550.400-2	Civil Engineering	Chief Financial Officer	31-01-14	
Fernando Sanchís Sacchi	14.590.263-0	Accounting	General Manager of Compañía Cervecerías Unidas Argentina S.A.	15-05-95	31-07-21
Julio Agustín Freyre	93.603.117 ⁽¹⁾	Business Administration	General Manager of Compañía Cervecerías Unidas Argentina S.A.	01-08-21	
Francisco Diharasarri Domínguez	7.034.045-3	Business Law	General Manager of CCU Chile	01-10-03	
Jesús García Sánchez-Reyes	25.111.229-0	Business Administration	General Controller	11-05-15	31-07-21
Juan Boned	27.610.083-1	Public Accountant and Auditor	General Controller	01-08-21	
Martín Rodríguez Guiraldes	8.547.811-7	Business Administration	Transformation manager	01-03-15	
Pedro Herane Aguado	11.677.304-K	Business Administration	General Manager of Viña San Pedro Tarapacá S.A.	01-04-13	
Ronald Lucassen	24.787.230-2	Engineering	Corporate Manager of Industrial Processes	01-05-14	31-03-20
Juan Martín Vannicola	27.370.350-0	Industrial Engineering	Corporate Manager of Industrial Processes	01-04-20	
Sebastián Landi	27.206.106-8	Chemical Engineering	Manager of International Business	04-11-19	

(1) Argentine DNI

The top management body of CCU S.A. is the Executive Committee, which is formed by all the direct reports of the Chief Executive Officer and is chaired by the Chief Executive Officer. This Committee meets monthly to prepare and then implement CCU S.A.'s Strategic Plan, once it is approved by the Board of Directors.

Governance of sustainability

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Our governance structure, oriented to strengthen the 3 strategic pillars that are part of the business. One of these pillars is sustainability, together with profitability and growth, which allows us to ensure the long-term value of the Company, taking into consideration the current and future well-being of our stakeholders, the development of the brands and the care of the environment.

In this regard, a crucial role is played by the Sustainability Committee, Led by the Corporate Affairs and Sustainability Officer, who chairs it, and by the Comptroller General as vice-chairman, this committee plays a key role in the company's social and environmental performance, as the body that coordinates the initiatives related to the Strategic Sustainability Pillar, within the framework of the CCU Sustainability Management Model, which are: People who move us, Planet we care for, and Brands that inspire us; integrating the challenges of economic, environmental and social performance in line with the best practices of the industry worldwide and international standards, including the Sustainable Development Goals ("SDGs") of the United Nations.

Ethics and compliance MAT

At CCU we have policies and mechanisms in place to promote a behavior based on integrity and regulatory compliance in each of the countries where we operate.

Crime Prevention Model (CPM)

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We have a Crime Prevention Model ("CPM"), according to Law N° 20,393 which establishes the Criminal Liability of Legal Entities in Chile. With regard to the In the Argentine situation, CCU is implementing an Integrity Program of in accordance with Law N° 27,401 of that country.

In the implementation of the CPM, the processes were identified which, by their nature, were exposed to the risk of corruption, evaluating the mitigation measures that were in place. In this way, we implemented new controls to reasonably ensure that these controls are in place. risks cannot materialize.

The Crime Prevention Officer, who also reports to the Controller's Office, presents to the Board of Directors every six months the management of the Prevention Model adopted by the latter in compliance with the provisions of Law N° 20,393, informing the Board of Directors of its half-yearly work plan.

If you would like to learn more about our Crime Prevention Model, we invite you to review chapter 3 of our **2021 Annual Report** at <https://ccuinvestor.com/>.

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Risk management

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At CCU we have a risk management process called Strategic Risk Management ("SRM"). This process is based on the standard of the Committee of Sponsoring Organizations of the Treadway ("COSO"), designed to identify, evaluate and manage risks that contain elements oriented to cover strategic, operational, financial reporting and compliance risks.

Through this process we updated the Risk Matrices, consolidating in 2021 a regional work methodology that standardizes the processes.

Our risk management process allows us to identify strategic risks, prioritizing them by the damage they could cause (impact) and by how exposed we are to their materialization (vulnerability). In the process we consider the potential impact of the materialization of sustainability, economic, social and environmental risks to which we are exposed. With the identification of the main risks, we also define the mitigation plans to be implemented.

The SRM system is managed by the General Controller of CCU S.A. and is incorporated in our Strategic Planning Management Process, which establishes the objectives and indicators in a three-year horizon and the strategic priorities in an annual cycle. From the SRM process we obtain the Strategic Risk Maps together with their Mitigation Plans, according to an established procedure that defines the stages of analysis, responsibilities and follow-up.

CCU's Risk Maps consider operational, financial, as well as social and environmental risks. The Controller's Office is in charge of risk management in CCU, regulatory compliance and environment, which reports functionally to the Board of Directors and the Directors' and Audit Committees. The Internal Audit Management and the Crime Prevention Manager report to the Controller's Office.

The Internal Audit Management presents the annual audit plan to the Directors' Committee and the Audit Committee. In turn, the person in charge of Crime Prevention presents to the Board of Directors every six months the management of the Prevention Model adopted by it in compliance with the provisions of Law N° 20,393, informing the Board of Directors about its half-yearly work plan.

If you would like to learn more about our main risks and their management, we invite you to review chapter 3 of our **2021 Annual Report** at <https://ccuinvestor.com/>.

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Organized in front of COVID-19

"SAFE AND SECURE PEOPLE IN THEIR WORKPLACES ARE ESSENTIAL TO THE CONTINUITY OF OUR OPERATIONS AND THE MAINTENANCE OF AN ADEQUATE SUPPLY CHAIN".

Since March 2020, when the World Health Organization (WHO) declared a pandemic for COVID-19 and called for unprecedented action by the private sector to address the health crisis, CCU has set three priorities: **caring for our people in all countries where we operate, maintaining the continuity of our operations, and maintaining the financial health of our company.**

During the second year of the health crisis, we focused on guaranteeing operational continuity, in order to supply the market without interruptions in the face of a greater demand due to an increase in cash flow and the change in habits due to the pandemic.

In line with what was done in 2020, we continued to provide personal protection means such as masks, face shields and gloves; we adopted administrative measures; we applied cleaning and disinfection protocols, personal hygiene and training; we incorporated organizational measures; we redistributed physical spaces, staggered entry and exit; we introduced separation barriers and ventilation systems, and we reduced risk with teleworking.

Internally, committees and activities created to address the pandemic remained in place throughout 2021.

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COVID-19 Committee Composed of the members of the Executive Committee, this committee - and since the beginning of the pandemic until today - meets periodically to ensure the care of people and operational continuity.

COVID-19 Epidemiological Committee Headed by our General Controller, it is advised by epidemiologist Dr. May Chomalí. It is integrated by the Corporate Managers of Human Resources and Industrial Processes, Managers of the Business Units CCU Chile, CCU Argentina, VSPT Wine Group, CPCh and International Business. It leads the definition of preventive measures, self-care and pandemic management protocols.

Regional People's Committee Headed by CCU's Corporate Human Resources Manager, and in coordination with people management leaders from the business units of CCU Chile, CCU Argentina, CCU Uruguay, Bebidas del Paraguay, Bebidas Bolivianas, Central Cervecera de Colombia, VSPT Wine Group and CPCh. Its objective is to ensure the implementation of preventive measures for the care of our workers in all work centers.

Business Continuity Committee Led by our Transformation Manager, who works in close coordination with the General Managers of the business units CCU Chile, CCU Argentina, VSPT Wine Group, CPCh, international business, Industrial Processes Manager and Corporate Human Resources Manager, to face the pandemic in the development of innovation, best practices and solutions that provide operational and business continuity.

Ad hoc Crisis Committee Integrated by the General Controller, the Corporate Human Resources Manager, the General Manager of CCU Chile and the General Manager of CCU Argentina, it focuses on proposing and defining transversal guidelines in the management of the health crisis.



Safe partners, our priority

During 2021, our main focus was to reinforce and continue caring for our people in the six countries of operation. To this end, we worked to ensure safe working conditions for the performance of our workers and to prevent the spread of the coronavirus.

This included the follow-up of seven health protocols in each work center, the application of the COVID-19 Golden Rules and the strengthening of internal communication channels to ensure that information on preventive and self-care measures permeated effectively to all levels of the company.

We are also working on the reinforcement of detailed guidelines for the process of preventive cleaning and disinfection of CCU-productive plants, and on the application of primary protocols for potential or real cases of contagion.

Additionally, we consolidated the work team with the Quality of Life area to strengthen traceability and reduce the chain of contagion, creating the Safe Return plan, which enables a hybrid work modality (face-to-face and telematic) when the nature of the functions allowed it.

In this context, we promote a permanent relationship with our union federations, since they play a vital role in coordinating actions and raising alerts at the organizational level.

Along with the above, we adopted the corresponding actions to guarantee the operational continuity of the company and to supply with our products, in adequate volumes and times, the high demand that the supply chain registered during 2021.

Prevention sets for sellers

In 2021, we launched the campaign "Your team counts on you, let's keep taking care of each other", aimed at maintaining the care of salespeople and collaborators with the support of a set of products.

Salespeople now have a manual for office assistance and safe customer service, which brings together all the measures defined to prevent contagion in our sales force.

Among the measures that sellers must implement are the daily monitoring of their health; mandatory use of masks, face shields, gloves and alcohol gel; disinfection of the steering wheel, dashboard, lever and other elements of their vehicles with cleaning supplies provided by the company; and registration of clients visited for traceability.

In addition to this, an accompanying set is provided, which includes alcohol gel with a carrier, a key ring with a key ring so as not to touch surfaces such as elevator buttons or handles, and a garbage bag for the car, among other items.

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COVID-19 seal to 80 centers

In April, the Chilean Safety Association (ACHS) awarded the COVID-19 seal to 80 CCU facilities for the health measures implemented to prevent contagion among its workers during the pandemic.

The certification recognizes that the company complies with preventive measures against the coronavirus: in each center there are instructions on the use of 70% alcohol, frequent hand washing, air ventilation, provision of masks and self-care signage, among others.

The process required the participation of joint committees and unions, technical advice from the ACHS in the implementation of preventive measures, temperature control and footbaths at the entrances, registration of income for traceability, signaling capacity in elevators, teleworking, flexible hours, lunch shifts and restriction of entry of external, among others.

Successful vaccination operation

In order to support the vaccination plan, in June we carried out a campaign for employees of CCU's work centers in the Metropolitan Region to get inoculated at the Quilicura and Modelo plants in Santiago.

The process was carried out with the required sanitary protocols and physical distancing, rest after inoculation, delimited rows and sanitized spaces.

On the first day about 230 people were vaccinated, including workers and external personnel of the company.

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We collaborate with the community

At CCU, we promote the well-being of the communities that coexist with our operations, providing them with a better quality of life. This commitment was more alive than ever during the pandemic, through actions that contributed to prevent the spread of COVID-19 with the delivery of hygiene and personal protection items.

During 2021 we continued to support our communities with a special focus on the vaccination process. Below, we present the most relevant activities of the year in relation to the care of our neighbors and contribution to society in general.



Donation for Gendarmerie in Coquimbo

In April 2021, in order to contribute to the prevention of contagion in the community, CCU donated alcohol gel to be distributed among the Gendarmerie staff at the La Serena Penitentiary Complex.

This delivery is in addition to the alcohol gel CCU delivered to the Ministry of Health in 2020, which was distributed in health centers throughout Chile and to the Ministry of Social Development, for the benefit of homeless people.

CCU alcohol gel and face shields in elections

In order to contribute to the sanitary measures during the election process on May 15 and 16, for constituents, governors, mayors and councilors, CCU donated 3,900 units of CCU alcohol gel to the Chilean Red Cross and the Intendancy of the Metropolitan Region.

The product is obtained from the alcohol extracted from the production processes of Cristal Cero and Heineken 0.0, which are produced at the Quilicura brewery in Santiago.

Additionally, we delivered 2,000 CCU face shields to the Metropolitan Intendancy, made with the preforms used in plastic bottle containers. With this action, we now have more than 112,000 units of alcohol gel donated by CCU since the beginning of the pandemic.

The company also delivered 20,000 half-liter bottles of Cachantun mineral water to the Red Cross headquarters to distribute to voters in the Metropolitan region.

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CCU supported vaccination campaign in the field

In July, CCU joined the plan to strengthen vaccination initiated by the Metropolitan Intendancy to encourage people to participate in the National Vaccination Plan COVID-19.

The company gave hydration sets with products from its portfolio to those who went to the 20 mobile vaccination centers set up by the Intendancy in those municipalities with the lowest inoculation rates.

Cristal "Called to" Put the shoulder to the wheel in Pandemic

In June, Cerveza Cristal launched a campaign to encourage people to "put the shoulder to the wheel" and get vaccinated against the coronavirus. The initiative consisted of those who had been vaccinated by July 30 and were 18 years old registering on the website www.cristal.cl/pongamoselhombro to participate in a contest with 20,000 prizes.

The incentives consisted of 10,000 tickets to see the Chilean National Soccer Team in the qualifiers for Qatar and 10,000 cases of the new Cristal La Roja beer. The raffles were planned for every Friday in July, in order to encourage vaccination.

This activity was added to what Cristal did in 2020, with the development of alcohol gel, the delivery of personal protection elements for botillero clients and the organization of a Chile-Colombia humanitarian flight to repatriate Chilean and Colombian citizens who were separated due to the border closure.

Call to take care of yourself in Fiestas Patrias

In September and through the campaign "Plan 18, of all the plans, taking care of ourselves is the most important", we emphasized the need to celebrate Fiestas Patrias with prudence with responsible alcohol consumption and within a framework of self-care measures to prevent infection by COVID-19.

We called to celebrate in family restaurants with physical distancing and the use of masks through a digital campaign on Instagram, Facebook, YouTube and LinkedIn platforms, along with ads in print and radio. In addition, nine tips for responsible alcohol consumption were added to the campaign.



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Sustainability Management Model

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At CCU we have a commitment to sustainability that materialized in 2003 with our adhesion to the Global Compact, an initiative of the United Nations Organization (UN) that consolidates the efforts of both the public and private sectors in search of sustainable development.

In 2015 the UN adopted the 2030 Agenda through the 17 Sustainable Development Goals (SDGs) in the collective will to show that we can build a fairer and more sustainable planet, and that the best way to achieve that better world is by setting concrete goals to achieve.



At CCU, Sustainability is one of the three strategic pillars of the company, along with Profitability and Growth. Together, they make up our way of SER CCU, and recognize the importance of developing our work with a sustainable outlook in the short, medium and long term.

We understand sustainability as the way to ensure our long-term value, taking into consideration the current and future well-being of all the people we interact with, the care of the environment and the development of our brands.

Given this commitment, in 2009 we drew up a roadmap through the materialization of our Environmental Vision 2020, with concrete goals for the next 10 years, emphasizing the main challenges of our industrial operation. Now that the date has passed, we already have the new goals for 2030.

Understanding that sustainability is multifactorial and transversal, in 2018 we developed our Sustainability Management Model, a corporate strategy that organizes and guides our initiatives in the social, environmental and brand areas, and projects shared value in the long term for our multiple stakeholders, under three axes: **"People who move us", "Planet we care for" and "Brands that inspire us"**.

Each axis addresses specific goals in their areas of action. Thus, "People who move us" covers the work carried out with employees, clients, suppliers and communities; "Planet we care for" covers the management of emissions, waste and water consumption; and "Brands that inspire us" addresses innovation, the promotion of responsible consumption and the dissemination of the value of brands to consumers.

Our model, which began in Chile, is now found in all the countries where we operate, understanding that a sustainable company is made by all of us.

These efforts are expressed in the results we have obtained over the years. For the fourth consecutive year, CCU is listed in the Dow Jones Sustainability Chile Index and, for the third time, it is part of the Dow Jones Sustainability MILA Pacific Alliance Index (Latin American Integrated Markets).

Fourth Sustainability Meeting 2021

In 2021 we held the fourth version of the Sustainability Meeting, an activity that brings together executives from all CCU countries and we reviewed the current scenario and challenges around various issues of our Sustainability Model.

The event, which for the second time was held in a 100% online format, was attended by four speakers who analyzed from a regional perspective the regulatory framework, new consumer trends and the contribution of suppliers to the business.

Present as speakers were: Hernán Hochschild, Executive Director of "Tenemos que Hablar de Chile"; Felipe Benavides, Legal Affairs Manager CCU; Francisco Díaz, Business Development Manager CCU and María Angela Crestuzzo, Procurement Manager. Marisol Bravo, Corporate Affairs and Sustainability Manager, together with Juan Boned, Controller General, were in charge of starting the activity and also of including some final reflections.

The event was attended by more than 650 people connected.



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Our corporate goals

Our corporate goals associated with the commitment to the Environment are embodied in the Environmental Vision 2030, which initially considered Chile and Argentina, and now includes the operations in Bolivia, Paraguay and Uruguay, in order to jointly contribute to the fulfillment of these goals, aligned with the UN Sustainable Development Goals.

Environmental Vision 2030

Dimension	Commitment	Target 2030
Emissions	Greenhouse Gas Reduction	50%
	Use of Renewable Electric Energy	75%
Waste	Valorization of Solid Industrial Waste	100%
	Reusable, recyclable or compostable packaging and containers	100%
	Recycled material used in our containers and packaging	50%
Water	Reduction of water consumption	60%

Sustainability Governance

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In order to move forward in a decisive and organic manner, CCU has a Sustainability Committee that coordinates, articulates and transversally monitors the projects and initiatives that guide our CCU Sustainability Management Model. When required, the teams from the countries where we have an operational presence participate in this committee.

The committee is chaired by the Corporate Affairs and Sustainability Manager, with the Controllership Manager as vice-chairman, and has the participation of different areas of the company.

Also, in order to monitor the continuous improvement of each axis of the model, we have 10 subcommittees, whose members are specialists in each area to be addressed, considering best practices. These subcommittees respond to topics such as: Innovation, Clients, Communities, Responsible Consumption, Workers, Suppliers, Contractors and Subcontractors, Innovation, Brands with Purpose and Planet.

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Contribution to the Sustainable Development Goals (SDGs)

At CCU, we have projects and initiatives that contribute to the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. Of these actions, our efforts are focused on eight of the 17 SDGs, which as a company we have prioritized based on our involvement, impact and role in society.



Responsible Alcohol Consumption Program:	My CCU Cart	Corporate Human Rights Policy CCU	CCU Supplier Management Program	CreCCU Program	Community Outreach Strategy	Program for the Promotion of Responsible Alcohol Consumption CCU 360°	Environmental Education Platform
	CRECCU Workshops	CCU Diversity and Inclusion Policy	CCU Suppliers Good Practices Guide	Supplier Management Program	Annual Community Outreach Action Plan	Client satisfaction survey	Environmental Vision 2030
• Educate as a Family Program	CCU Art Scholarship	School of Crane Operators	Solar panels Ovalle Plant, Chile	Job portal Work at CCU	CCU in Art	La Barra.cl	Environmental Policy
	Youth Mentoring Program	VSPT Wine Group Diversity & Inclusion Policy	VSPT Wine Group Mini Hydropower Plant	CCU Training Platform	Refresca tu Barrio" initiative of the Cachantun brand	Supplier Portal	Biogas plant Molina VSPT Wine Group
• No Sale of Alcohol to Minors Program	Environmental Education Platform	VSPT Wine Group's Gender Transition Process Plan	Photovoltaic panels at Pan de Azúcar Plant, Uruguay	School of Crane Operators	Sustainable Distribution Centers	Purchasing Policy and Good Practice Guide	Electric truck fleet
• Responsible Business Communications Code	Educate as a Family Program	Campanario Brand "Together we enjoy more" program	Energy efficiency initiatives in Coinco, PLASCO, Luján and Salta production plants.	Purchasing Policy and Good Practice Guide	CCU Renca Bottling Plant	Supplier Satisfaction Survey	Carbon Footprint Quantification
• CCU Message System- Alcohol Policy			ISO 50001 Certifications		Consumer Trends Study	APL Barrio Industrial Pedro Aguirre Cerda Antofagasta Plant	APL Zero Waste to Disposal Certification
• Program b.b.bien VSPT Wine Group			VSPT Wine Group's Commitment to IWCA		Brands with purpose	Stamp #ChooseReCycle	Waste recovery
			HuellaChile Program			Accession to the Plastics Pact Chile	Electromobility Agreement, led by the Ministry of Energy
COVID-19 Golden Rules						Food safety certifications	Zero Fleet Project
Occupational Health and Safety Management System						CCU Message System (SMCCU)	Sustainable Distribution Centers
Special Regulations for Contracting and Subcontracting Companies Teledoc							Giro Limpio Certification
Let's Live Well Program							Bilz and Pap recycling campaign
CCU 360° Program for the Promotion of Responsible Alcohol Consumption							CORFO's EcoImpacta Challenge
Responsible consumption and road safety campaigns							
Healthy product offerings							
CCU Alcohol Policy							
CCU Message System							
INNFACTA R&D&I							

People who move us

Planet we look after for

Brands that inspire us

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We live in a fully integrated world, where everyone's actions have an impact in some way on the environment and the rest of the people we interact with. At CCU, we are inspired by the fact that our actions have a positive influence on others and we constantly seek to share a better life together. We do this through commitments and concrete actions that we carry out every day.

Our employees²

For CCU, people are the main driving force of the company: they are a central and strategic axis in our business units and we try to continuously strengthen this interaction, seeking a better life for everyone.

As a company we plan to promote the integral development of our workers, encouraging them to live the corporate principles in an environment of good organizational climate and maximum security.

In accordance with the CCU Sustainability Model and the people management strategy, the company is committed to achieving satisfaction, living safety and developing opportunities for all workers, with an emphasis on increasing the labor participation of women and promoting labor inclusion.

With the aspiration of building a better world, we seek to generate development opportunities, recognize the contribution of each person and establish relationships of trust through meaningful experiences throughout the working life of all employees.

² All indicators in this section correspond to CCU Consolidated, where all units are considered except for Colombia and Austral.

This is recognized and reflected in the results of the Organizational Climate survey at a regional scale, with 95% participation and a Global Climate Indicator (GCI) of 88%, maintaining the favorable evaluation trend of recent periods.

Health and Safety

During the second year of the pandemic, we maintained strict sanitary measures both in our facilities and in mobility and capacity, in order to minimize contagions and guarantee safe operating environments. There were no fatal accidents in the company during this period.

The company continued with the dissemination and application of the COVID-19 Golden Rules at a regional scale, which promote the active care of workers and their families by establishing 12 behaviors that must be complied with on a permanent basis associated with being aware of symptoms and reporting them, applying hygiene and self-care practices, promoting preventive behaviors and complying with the protocols installed in workplaces both at the entrances and within them, among others.

Periodically, all the necessary personal protection elements are provided to ensure care in the workplace and the rules are constantly monitored and integrated into the internal work regulations to ensure compliance.

We also maintained hybrid work arrangements, which included the implementation of telecommuting for functions that allowed it and special leave during the critical months of the pandemic for those workers in at-risk groups who, by the nature of their work, could not perform it remotely.

The gradual reintegration of personnel was done considering five dimensions:

- a Personal protective equipment:** face masks, face shields and gloves.
- b Administrative measures:** cleaning and disinfection protocols, personal hygiene and training.
- c Organizational measures:** redistribution of physical spaces, staggered entry and exit of workers.
- d Engineering measures:** separation barriers, ventilation
- e Elimination of risk:** teleworking.

The following are relevant figures in relation to the goals and commitments of employability, attraction and development of talent in CCU, consolidated in all the regions in which we are present.



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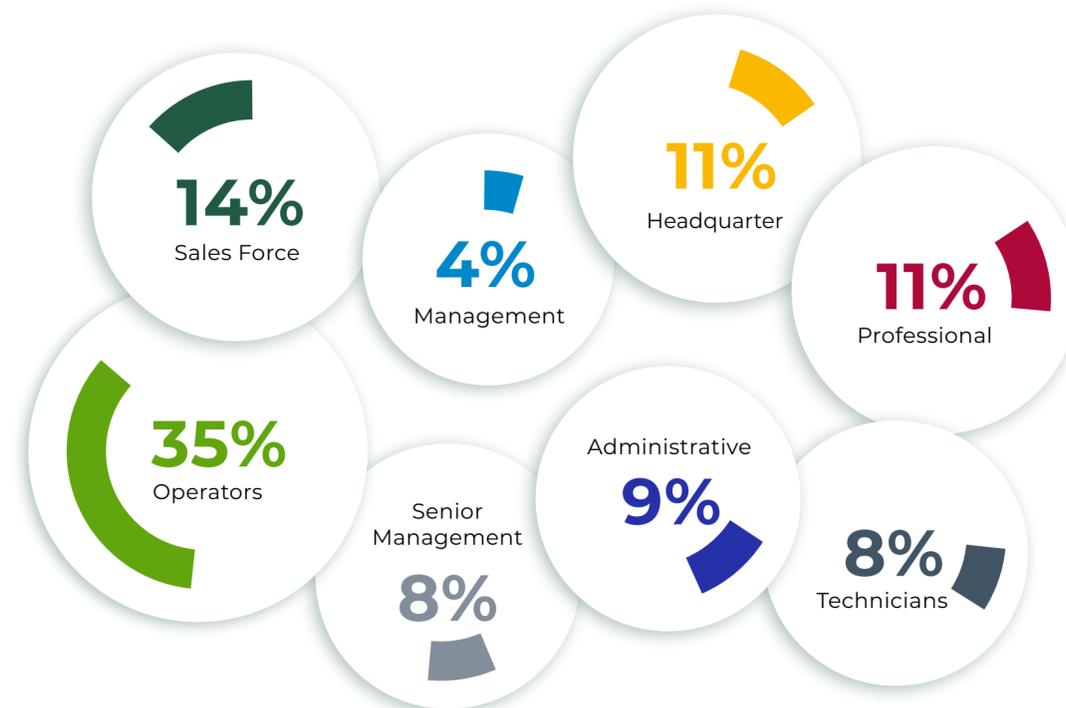
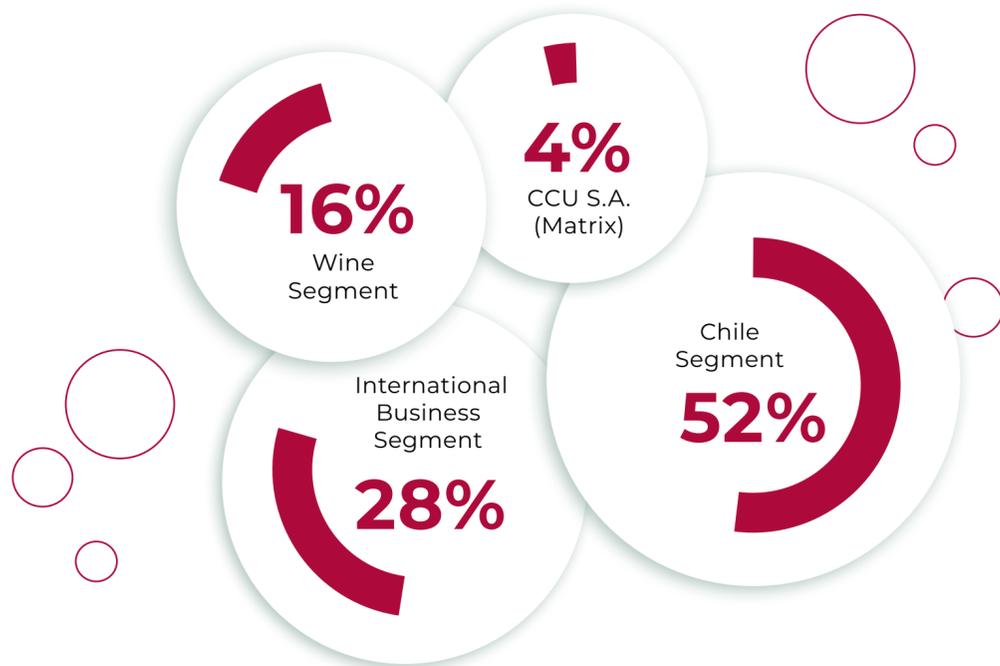
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Personnel resources

2-7



The largest segment of workers corresponds to operators, with 35% of the total, followed by the sales force (14%) and then management, professionals and administrative staff.

Employees	9,346	Own workers with an indefinite-term contract
	1,095	Own fixed-term employees
	364	Own workers with a contract for work or task
Demographics	61.7%	workers between 30 and 50 years old
Contracting regime	86.5%	Contract for an indefinite term
	13.5%	Fixed-term contract, work or work site
Female labor force participation³	18.3%	Female participation
	32.1%	Women managers and assistant managers
	34.1%	Professionals and technicians

³ Calculated based on the total number of workers with permanent contracts in the company. If only the business units that consolidate are considered: 16.1% female participation, 24.3% Female Managers and Assistant Managers and 33.9% Professionals and technicians.

Allocation by country where CCU has subsidiaries^(*)

	Argentina ^(**)	2.243
	Bolivia	455
	Chile	7.512
	Paraguay	486
	Uruguay	109

(*) Figures include workers with permanent contracts, agricultural workers and workers on construction and work contracts.
 (**) Includes CCU Argentina, Finca La Celia (VSPT Argentina) with permanent and agricultural contracts.

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Work Life Cycle

Selection process

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Our recruitment and selection process hunt to identify, attract and select the best talent available, through an Employer Brand strategy. We have our Human Rights and Diversity and Inclusion Policy, which ensures that candidates are treated with dignity and respect throughout the recruitment process, in order to guarantee equal opportunities.

To initiate the selection process, we work actively with the different recruiting agencies: universities, institutes, technical schools and high schools, municipalities, digital portals and social networks, and with our employees, through internal mobility opportunities.

In addition, we have a program for the development of initial work experience for interns. In 2021, 267 students were received in the different areas of the company in the region.

Our work experience is a recognized and valued aspect, as it allows us to generate a long-term career development, with opportunities within Chile and abroad. The broad multi-category portfolio of beverages, diverse business units and brands offer a diverse platform for the growth of each professional.

The selection processes are managed on online platforms that support the different stages of the process, from advertising and recruitment to the selection of candidates. All available vacancies are hosted on the portal “Trabaja en CCU”, which is available at: <https://www.trabajaenccu.cl/>.

In this period, the annual hiring rate was 10% of the total number of workers. Of the 1,032 new hires in the period, 25% were women.

Rotation

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During 2021, the employee turnover rate was 12.0%, of which 5.9% was voluntary turnover.

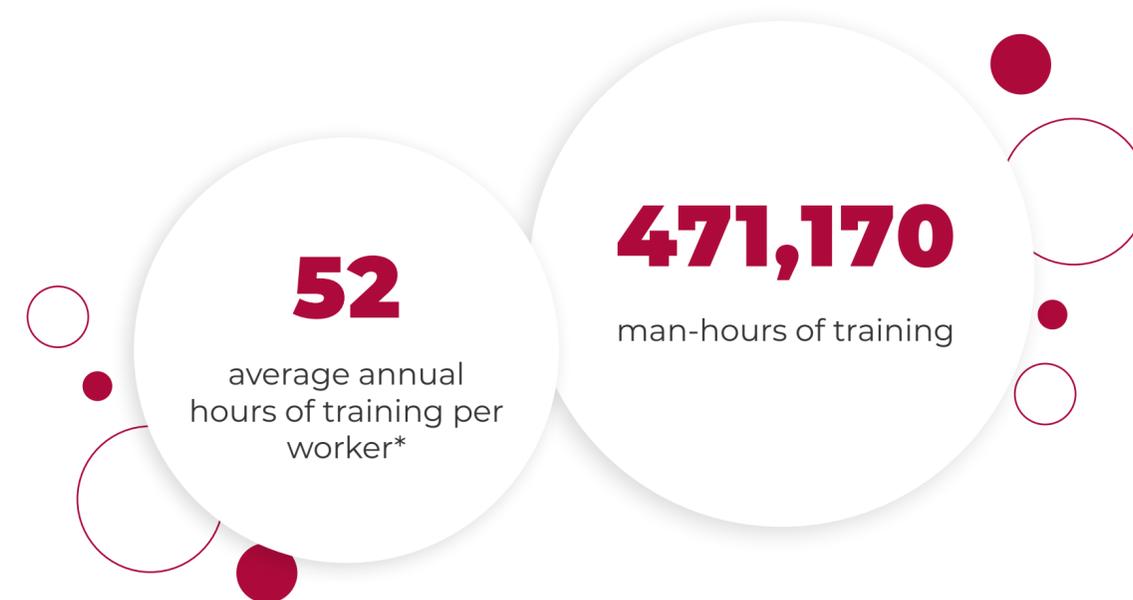
In the same period, 1,060 workers with permanent contracts left the organization, considering voluntary and involuntary cases. At the business unit level, the highest turnover rate was in the Wine Segment, with 11.3%.

Education and training

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404-2



* Does not consider agricultural workers.

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The development of people is a relevant aspect of management at CCU, since sustainable growth must consider the factors of efficiency and permanent transformation in the current work of any company, regardless of the industry in which it operates.

We are interested in providing quality training that contributes to strengthening the organizational culture based on the principles of SER CCU and allows us to be a differential in the preparation and training of our people.

Given the context, in 2021 we maintained the training and development programs in digital format through the CCU Training Platform (www.formacionccu.cl) and the CCU Virtual Room. These instances gave continuity to the training activities in a comprehensive manner, since their design facilitated direct interaction between students and professors, similar to what happens in face-to-face training instances.

Additionally, we continue to work on the consolidation of digital literacy competencies, focusing on the availability of remote tools at all levels of the company, in order to achieve universal reach without the need to travel.

In the area of skills, new sections were developed in the training platform, within the framework of the training matrix and the annual training plan. The skills are grouped into categories of both specific and technical competencies, in operational, quality, safety, commercial, communications, SAP, TPM and leadership areas.

We also generated protocols and standards for the implementation of training rooms that complied with social distancing regulations and isolated modules.

In 2021, the focus remained on enhancing the Role of the CCU Leader, generating tools and workshops to strengthen the approaches of Influencing with Excellence, Developing with Commitment, Inspiring with Empowerment and Modeling with Integrity.

Branches	Areas	Total number of beneficiaries in 2021
Professional Development	Master's Degrees-Professional and Technical Careers	106
Internal training	Safety - Sales - TPM	5,532
External transversal training	Quality, Efficiency and Sustainability Management. Productivity Management, Logistics, Administration, Interpersonal Skills, Languages, Leadership.	858
Specific external training	Circular Economy; Climate Change; Business and Territory; Work and the Future; Responsible Sourcing; Ethics and Corporate Governance.	151
Total		6,647

School of Crane Operators

This program was carried out in conjunction with the municipalities of Renca and Quilicura. Through it we were able to train and recruit new talent and generate employability at the local level. It has been a success and already has 79 graduates, 41% of whom are women who joined our operations.

Performance Evaluation

404-3



CCU encourages the personal and professional development of its employees, and for this purpose it relies on the Performance Management process. This is an annual cycle that seeks to align the principles of SER CCU and the objectives of the employees and the company, in addition to contributing to the permanent improvement of results and the strengthening of the Organizational Culture.

This process generates a formal instance of dialogue between leader and worker regarding the expectations, results and challenges to be developed; it allows to measure the performance of workers in relation to the objectives and principles, and to identify strengths and opportunities for improvement in order to manage future development actions.

The process, which is managed online, guarantees the confidentiality and transparency of the information, where the worker also has access to a copy of their evaluation as a backup. To be part of the process, the worker must meet the requirement of having a minimum seniority of six months in the company, with a contract for an indefinite term.

In addition, we have tutorials, manuals and workshops to support and instruct both appraisees and appraisers. These materials focus primarily on the stages of the cycle and the CCU Principles and associated behaviors, as well as tools to support managers in providing feedback and designing development plans.

- In 2021, special emphasis was placed on improving the process globally, making it more agile and time-bound, as well as strengthening our regional organization, with advances in the adoption of the corporate process of Bebidas del Paraguay and Bebidas Bolivianas (BBO).

The performance evaluation considers the following measurement points:

- SER CCU Principles, Excellence - Integrity - Commitment - Empowerment**
 They reflect what CCU is like, and are transversal to all the company's employees, guiding our work and decision-making. Those who have teams reporting to them are evaluated according to the SER CCU Leadership Roles: Influence with Excellence, Inspire with Empowerment, Develop with Commitment and Model with Integrity. To facilitate the evaluation, each principle and role has been translated into behaviors that allow a more objective assessment, evaluated in five levels of compliance.
- Objectives or functions of the position**
 The person's objectives are evaluated in relation to the position, aligned with the organizational strategy and the corresponding area. In addition, the objectives of managers and assistant managers include compliance with the balanced scorecard.
- Overall compliance**
 With a minimum of 1 and a maximum of 5, it is a rating of the worker's overall performance in the period, weighting the Principles and Objectives section.

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These items are assessed in the next stages of the performance management cycle:



- 1. Definition of objectives:** setting individual performance objectives based on the strategic priorities of the company and of each area.
- 2. Mid-year review:** evaluated and evaluator review the status of progress on objectives.
- 3. Self-evaluation:** the worker self-evaluates the fulfilment of his/her objectives and CCU principles in the period.
- 4. Evaluation:** the supervisor evaluates the worker's compliance with the CCU Objectives and Principles.
- 5. Calibration:** a meeting is held by area and company, where the distribution of performance grades is reviewed and adjusted.
- 6. Feedback and development plans:** one-on-one conversation between evaluator and evaluated. The evaluator communicates the results of the performance evaluation to the employee, generating an instance focused on empowering and developing the evaluated. Likewise, those employees whose performance rating is below expectations must agree on a development plan with their boss to improve their performance.

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Bottom-up evaluation

Our Leadership Model is organized around the four Leader Roles established in our way of SER CCU, which are derived from the fundamental principles that structure the way leaders are expected to act in the company:



In this way, the bottom-up evaluation allows workers to evaluate their direct supervisor and identify opportunities for improvement at the organizational and individual levels. It also promotes the generation of organizational identity and culture through the Roles of SER CCU.

The application of the survey with 47 statements is annual and was carried out during October. Participation is voluntary and the data provided by workers is confidential.

In 2021, 891 chiefs were evaluated, as they met the eligibility criteria, which is equivalent to 69% of the chief staff. The participation rate was 90%, with responses from 5,140 workers. The business units CCU SA, CCU Chile, CCU Argentina, CPCh, Cervecería Kunstmann, Manantial and VSPT Wine Group, BBO and CCU Uruguay also participated.

In addition, based on the results obtained to 2020, various leadership initiatives were promoted during the year:

- **Feedback for Change workshop** for all company management, with the objective of strengthening the role of Developing with Delivery.
- **Leading the New Present workshop**, a Harvard simulation with the objective of developing decision-making skills in times of uncertainty, in which all the company's managers participated.
- Launching of the **Communication Program for Manantial Leaders**.
- The modules of the **Resolute Leaders** Leadership Program and **Challenging Conversations** were launched at CCU Argentina.
- VSPT Winegroup conducted **inclusion workshops** framed in the VSPT Leader.

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Organizational climate

DSCL-14 DSCL-15



The organizational climate reflects the perception that workers have about their work environment. At CCU we measure the climate annually through a survey aimed at all workers with a minimum of six months of seniority, with a permanent contract. Participation is voluntary and the data provided by employees is treated confidentially.

The survey is a self-report questionnaire in which the worker indicates his or her level of agreement with a series of statements about his or her work environment.

The same Organizational Climate model has been used for four years, which includes the Global Climate Indicator (GCI) and 13 dimensions of work. The GCI encompasses the employee's attitudes towards the organization and reflects a state of well-being and the intention to remain in the organization. It includes the following elements:

- Satisfaction with the organization
- Identification with the organization
- Engagement/ commitment
- Intention to stay

These four variables are averaged and the GCI is obtained. The company's goal is to obtain an indicator equal to or higher than 85%, a figure that we have exceeded in recent years.

Meanwhile, the 13 dimensions are elements that reflect the work environment and are grouped into three levels: job, work group and organization, which are directly related to the climate, motivation and facilitate the performance of work. Based on the results, action plans are drawn up with a focus on those variables with the greatest impact on improving and enhancing the work environment.

1. **Job position:** satisfaction with the resources and tools that the worker has to carry out his role, clarity of what is expected in his functions and safety in working conditions and equipment available to protect him from risks.
2. **Work group:** satisfaction with leadership, perception of participation, as well as perceived collaboration to carry out tasks is measured.
3. **Organization:** the perception of the macro aspects of the company is evaluated, we refer to the satisfaction with the opportunities for training, growth and professional development, having benefits relevant to the needs, having timely information and the perception of feeling adequately rewarded for the work done.

In 2021, the climate survey was executed during three weeks, in August and September, reaching 98% of the survey application in the region through digital media (email, tablets and text messages) and complying with strict security protocols, thus allowing the care of workers in the context of pandemic.

The 2021 Climate Survey had the participation of 7,871 workers in the region, including the following companies: CCU S.A., CCU Chile, CCU Argentina, CCU Uruguay, Bebidas del Paraguay, BBO S.A., CPCh, Cervecería Kunstmann S.A., Manantial S.A. and VSPT Winegroup.

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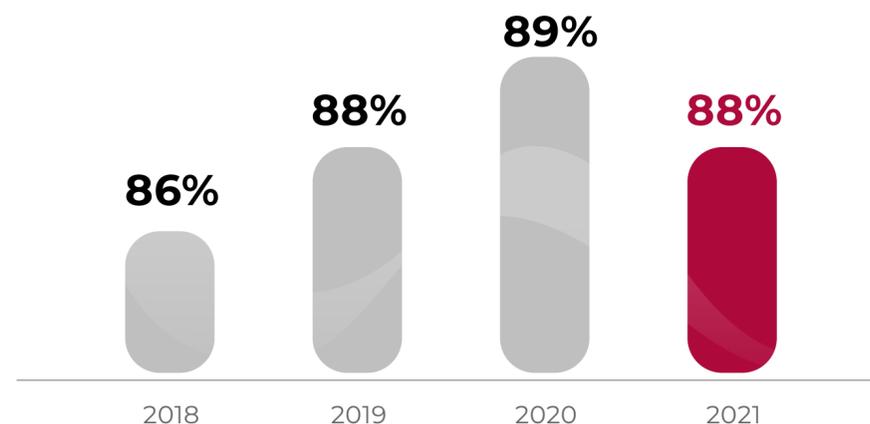
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The participation rate was 95% at the global level, which reflects the wide coverage of the survey application process, despite the pandemic context, as well as the interest of workers in expressing their opinion through this instrument.

At a regional scale, participation remained high in all countries, consolidating this study as a regional management process. The overall GCI was 88%, which reflects the positive and stable perception of the work environment in the company, highlighting "Satisfaction with the Organization" as the best evaluated element, with 92% of positive responses.

Global Climate Indicator (GCI)



In 2021, the methodology for calculating the GCI was adjusted to enhance behavior change by simplifying the interpretation of the data.

Reviewing the results by country, Bolivia, Uruguay, Argentina and Paraguay improved their results. As in previous measurements, the "Orientation to Excellence" dimension has the highest evaluations across the organization, with 96% overall, which reinforces the value placed upon performing work with quality and outstanding performance.

In terms of results management, this process begins with the presentation of global results to CCU's General Management, as well as the specific results of each business unit to the general managers, who then present the results to their teams.

Then, each manager responsible for an area with an individual climate report must access a platform where they can review and analyze their specific results for their area.

The human resources teams provide coaching material for managers to interpret results, and support leaders in meetings to share results with their teams, as well as in the creation of action plans to strengthen and improve their climate indicators. Teams with GCR equal to or less than 75% receive guidance and support in establishing action plans.

Mobility and internal promotion

DSML16 DSML17

CCU reflects its commitment to the professional development of its employees through internal mobility and promotion processes, which is a strategic aspect of the People Management Model. Considering the purpose of the position, functions and scope, in general, there are options for an internal competition.

In this way, we provide development opportunities and enable movement and professional development between the different functions and business units. The publication of the competitions is done through an internal mail where the application requirements are indicated.

The applicant must have a minimum of one year of seniority in the current position and have a good performance. The company defines as "Promotions" all changes of position with an increase in hierarchical level or change of function with an increase in remuneration.

In 2021, 9.4% of consolidated headcount was affected by promotion, up from 5.9% in the previous period, mainly due to increased development opportunities after a year affected by the pandemic.

Additionally, the internal mobility indicator is measured, determined by the percentage of manager and assistant manager vacancies that are filled by internal appointments. The company's annual goal is for 80% of managers and assistant managers to be internal appointments and 20% to come from external searches.

In total, 1,929 vacancies were generated in 2021, of which 48.9% were filled by internal candidates. Of the vacancies for managers and assistant managers, 85.7% were recruited internally and 14.3% were filled by external candidates.

Within the framework of the Talent Management processes, we worked with methodology and reviewed the development plans, covering 100% of the company's executives (managers and assistant managers).

In addition, the development and succession plan for all CCU managers were reviewed in working sessions with the Executive Committee.

Labor relations

2-30

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Our way of SER CCU is oriented towards dialogue and transparency with respect to union organizations and workers' representatives, which is found in the General Human Resources Policy and the Corporate Policy on Human Rights in Labor Practices, which recognizes freedom of association and the right to collective bargaining, a culture that we maintain in all countries of operation and extend to contractors.

In the region we have 53 trade unions affiliated to 10 federations, representing 57,3% of our workers. Likewise, 67,9% of workers are covered by collective bargaining agreements. These unions are represented by 191 leaders, with whom we interact through regular meetings and gatherings, relevant information, the creation of opportunities for participation, the development of leaders through training and the understanding of labor relations.

Regarding negotiations in Chile, during the year 2021, 18 of our unions participated in this process between April and October, representing 35.9% of the total number of unionized workers. The negotiations were successfully concluded, which meant increasing salaries and social benefits.

In Argentina and Uruguay there are negotiations by branch, representing about 70% unionization. On the other hand, in Bolivia 32% are unionized and Paraguay does not have a union.

Human Rights and Diversity and Inclusion Policy

406-1

We foster diverse and inclusive workplaces in a framework that promotes respect for human rights in the work performance of all people. CCU's Corporate Diversity and Inclusion Policy values the unique characteristics of each employee, with different visions, experiences and origins or conditions.

Therefore, we renewed our commitment to respecting and valuing pluralistic teams, encouraging the personal and professional development of its workers. This guideline was developed within the framework of the Corporate Human Rights Policy, launched a regional level in the previous period.

Other operational policies and procedures were also adopted in accordance with these commitments. In terms of risk management, we conducted Human Rights assessments of labor practices, corresponding to legal compliance regarding child labor, verifying that there have been no cases of minors working at CCU.

The commitments stated in the Diversity and Inclusion Policy and the Corporate Human Rights Policy are publicly available on the corporate website, Policies and Codes section (<https://www.ccu.cl/publicaciones-ccu/>). As in previous periods, no complaints of discrimination were received in the company during 2021.

Salary equity

2-19 2-20 405-2

At CCU we have a Compensation Policy that provides guidelines in terms of salary equity and competitiveness. In order to ensure compliance, we monitor the indicators included in each business unit at a regional scale.

Additionally, we have compensation management processes that are executed considering the principles of internal equity, competitiveness and performance. In order to know the salary ranges of the market, the company participates in studies periodically.

Remuneration structures for executive and professional staff are defined based on a job evaluation that methodologically determines the contribution or value of the position to the organization, generating a certain score for each position.

Based on these levels and according to market information, a salary scale is determined, which establishes the internal salary bands, thus ensuring compliance with our principles of internal equity and external competitiveness. The use of Mercer's proprietary International Position Evaluation (IPE) methodology allows us to work with a non-discriminatory and regionally applicable compensation administration.

We grant our Senior Management, managers, professionals and technicians a one-time optional annual bonus based on an assessment of the degree of achievement of individual and corporate goals, and considering the results of the fiscal year.

For workers outside the category, an annual salary action process is carried out, in which the managers present the salary situation to each worker under their responsibility and, based on their performance, position in the salary band and available budget, a merit-based increase is determined. In this instance, of an individual nature, the worker can express concerns and queries regarding their compensation.

In the case of collective bargaining, remuneration structures are defined on the basis of market values and, in the case of benefits and wage adjustments, on the basis of the collective bargaining negotiations themselves.

On average in CCU Matriz (CCU S.A.), there is a ratio of the average base salary of women to men of 98%, which means that in CCU there are no substantial salary differences between men and women who perform similar functions, measured according to the salary level resulting from the job evaluation.

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Whistleblower Channel

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Our Whistleblower Channel, which is managed by an external and independent service, allows us to receive and manage complaints of this and other kinds, guaranteeing the confidentiality of the information provided, as well as the anonymity of the complainant and the taking of any kind of reprisals. This constitutes a formal means of communication of claims for this and other matters.

The Whistleblower Channel provides anonymity and confidentiality to anyone who knows or suspects any action that may involve a violation of the laws in force, CCU's Principles or its Code of Business Conduct. This mechanism is available to all our stakeholders.

Health, Safety and Welfare

Occupational Health and Safety

403-1

403-7

At CCU we promote safe and healthy work behaviors, inspired by the prevention of incidents that may affect our workers. To this end, we have an Occupational Health and Safety Management System, which has been implemented based on Chilean regulations and the high safety standards of world-class organizations.

In this line, our Total Productive Maintenance (TPM) system allows us to guarantee compliance with international safety and continuous improvement standards, such as ISO 45,001, through its main elements: focus, multidisciplinary teams, process management, standardization and expansion, empowerment and participation.

In addition, our Special Regulations for Contractors and Subcontractors govern the behavior of the companies that provide services to us.

Our focus on safety is to achieve zero accidents through a culture of safety and a risk-free environment.

With this great challenge in mind, the main priorities are:

1. Continue with the evaluation of occupational health and safety risks based on the identified hazards, considering the effectiveness of existing controls, seeking to eradicate all critical CCU risks. The level of implementation of the Hazard Identification and Risk Evaluation Matrices (MIPER) in 2021 was 89% compliance.
2. Implementation of 74% of LOTO - safety system for blocking hazardous energies from machines and equipment at regional level.
3. Entrench a culture of safety through the implementation of safety behavior audits, application of self-care cards (Stop, Think and Act), leadership training, communicating near miss reports.
4. Continuously improve the occupational health and safety management system by strengthening the performance of safety leaders and promoting worker participation and the creation of improvement teams to solve problems. During 2021, all plants and distribution centers implemented a machine safety project, another that allows separating people's contact with mobile equipment and finally, an initiative aimed at eliminating risks as part of the MIPER and the assessment of critical risks.

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Risk management in the processes is carried out through a methodology of hazard identification together with the process operators. This allows us to evaluate the risks of each one, applying hierarchical control measures that contribute to the reduction of the evaluated risk.

All high-level risks considered critical are urgently managed through the Operational Risk Reduction tool, involving operators in improvement teams that contribute to the resolution of problems.

Critical risks are controlled with specific countermeasures, such as the definition of golden safety rules and safety data sheets for each critical risk, implemented in each CCU plant.

In incident investigation there is the "5 Why" methodology to analyze lost time and non-lost time incidents, including near misses that could have had serious potential, in order to find the causes and generate action plans that will eradicate a new probability of occurrence.

A multidisciplinary team, selected by each plant, conducts the investigation, and each time there is an accident or incident, the Hazard Identification and Risk Assessment Matrix must be updated to remeasure the probability of occurrence and review the controls associated with the activity where the accident or incident occurred.

Once the causes are known, the methodology seeks corrective and preventive measures according to the hierarchy of established controls. This methodology is based on our TPM operational excellence system.

Accident rate indicators

403-9 403-10

At the consolidated level, the accident rate for 2021 is 0.81%.

In the Chile Segment, the accident rate of our own employees reached 1.06%. Meanwhile, in our Wines and International Businesses business segments, the accident rate was 1.31% and 0.21%, respectively.

During 2021, there were no fatal accidents in our operating segments.

If you want to know more details about our accident and accident rate indicators, we invite you to review the Annexes section of CCU's Sustainability Report 2021.

Joint Committee

403-2 403-4

At CCU, worker consultation and participation are provided through mechanisms, training and resources. The main tools for consultation and participation include safety anomaly surveys (safety card), near miss reporting, application of cards for non-routine activities, safety surveys and safety and occupational health audits. In addition, it should be noted that risk management is mainly carried out by workers.

The communication channels used in the processes are the daily management boards where the indicators of accidents, incidents, near misses, among others, are reviewed. The worker is represented by the joint committee, unions, emergency brigade, in monthly meetings, where issues raised by the staff are discussed with company representatives.

The main functions of the Joint Health and Safety Committee, in accordance with local legislation, are:

1. **Advise and instruct** workers on the correct use of personal protective equipment.
2. To **monitor** compliance, both by workers and the organization, of all prevention, hygiene and safety measures.
3. To **investigate** the causes of occupational accidents and occupational diseases that occur.
4. **Decide** whether accidents or illnesses are due to inexcusable negligence.
5. **Indicate** the adoption of all safety measures that facilitate the prevention of occupational hazards.
6. To **perform** all duties assigned to it by the social security administration agency.
7. **Promote** participation in courses aimed at training workers, in public or private organizations that are authorized to fulfill this purpose.

Risk prevention training

403-5

Maintaining high performance levels is a priority for CCU. In this context, continuous training of personnel allows us to improve and carry out our workers' activities more efficiently and safely.

- We also reinforce people's behavior to improve our preventive indicators. To do this, we work hard on feedback and training of workers, in order to reinforce positive behavior and achieve a culture of interdependence.

Within the 2021 training program promoted by the Security Pillar, the following initiatives stand out:

- 1 SUSPEL Self-Instruction (Hazardous Substances)
- 2 Implementing the steps of the Security Pillar
- 3 STOP training program (Behavioral Observation)
- 4 Emergency control techniques
- 5 MOC training (Management of Change)
- 6 Machine safety
- 7 Formation of Golden Rules
- 8 Dangerous energy blocking training

Quality of life

401-2 403-3 403-6

Our policies and benefits are oriented towards a balance between the work and personal dimension of our employees, in addition to a healthy and self-care life with a focus on responsible consumption.

We have a private non-profit corporation, which provides full coverage for accidents at work and develops risk prevention programs for the organization.

All workers have free access to the information provided by this institution and can find training material, safety sheets, e-learning on specific topics, regulations, occupational health protocols, signage, inspection forms, among others.

The information provided by the worker is handled confidentially, backed by the internal regulations of each organization. In addition, the information provided to the health service is safeguarded by confidentiality policies and regulations between the parties.

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During the second year of the pandemic, we maintained strict sanitary measures both in our facilities and in mobility and capacity, in order to minimize contagions and guarantee safe environments for the operation. Likewise, our actions were aimed at caring for our workers, including mental health as a priority focus in 2021.

For this reason, we maintained the **Teledoc telemedicine** service, which provides comprehensive support to workers and their families and provides guidance in specialties such as psychology, nutrition and pediatrics. Our employees also had access to updated information on the **COVID-19 website**, created in 2020, on self-care, health protocols and current regulations.

In each of **our production plants we have a polyclinic and a team of professionals** made up of a paramedic on a permanent basis and a doctor on certain days to attend to common illnesses and, in more serious cases, referrals are made to the corresponding health care center or to a specialist.

In addition, in 2021 we strengthened the Quality of Life Program called "**Vivamos Bien (Let's Live Well)**", which brings together benefits and activities that contribute to improving the quality of life in three areas:

- Well-being at work
- Free time and family
- Healthy living

The contents are focused on providing support in the context of the pandemic through capsules, talks, reference material, workshops on physical activity, healthy living, emotional support and school support, among others, with which it was possible to virtually reach workers and their families to improve their quality of life.

During this period of health crisis, and depending on the type of position, remote or hybrid work has been allowed, thus freeing up space in the work centers in order to meet the capacity requirements.

Our clients

The company envisions a relationship with its clients that goes beyond the transactional, as it aspires to generate opportunities for joint growth in the long term. For this it is essential to meet the requirements and life cycle of clients, helping them to feel satisfied with the service, quality and timeliness.

Along these lines, during 2021 we will focus on adapting our products and customer service channels, measuring customer satisfaction in the different segments, training our sales force and strengthening initiatives to support our clients throughout Chile.

Client Satisfaction

CCU3

Having satisfied clients reflects our management and improvements implemented for their direct benefit. To measure their degree of satisfaction, we permanently monitor their expectations through studies that seek to know the perception in terms of loyalty and satisfaction, detecting opportunities for improvement that allow us to continue advancing in the relationship with them.

In 2021 we applied the Satisfaction Survey in our different segments, making improvements that allow us to fine-tune the measurement instruments, both in obtaining the sample, analysis and actions to be implemented.

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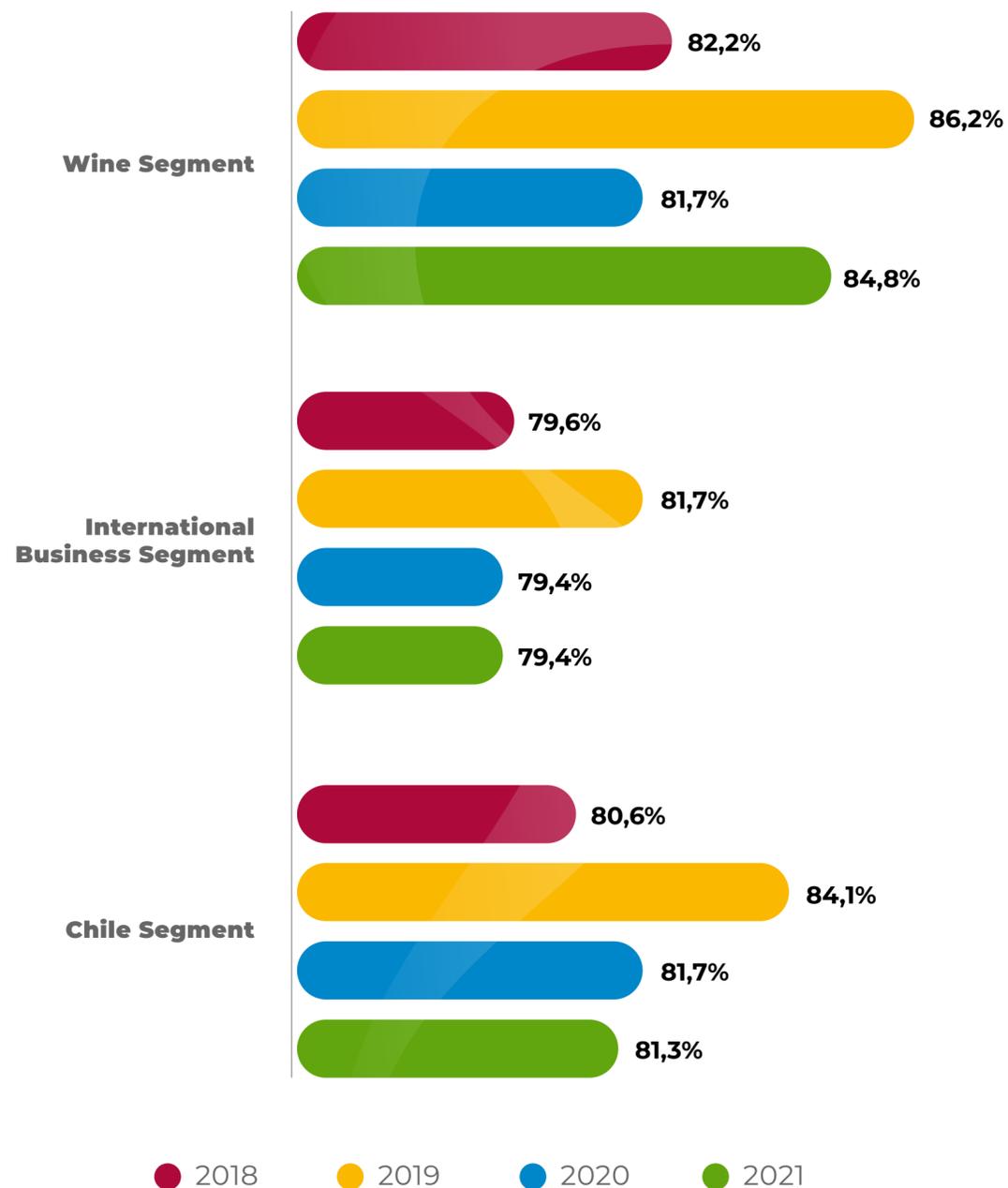
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Satisfaction Results



Note:
 1: The measurement of the Wine Segment only considers the domestic market in Chile, without exports.
 2: International Business Segment only considers market in Argentina.

Approach to our clients

DSCC18

CRECCU Program in Chile

CRECCU is a program of the company that provides access to financing and financial tools so that entrepreneurs in the retail segment can grow their business, on the one hand, through working capital that can be used to purchase products. In addition, it provides technical advice, training and mentoring to enhance their skills, knowledge and strengthen their stores.

In 2021 CRECCU developed free online courses, in which 1,500 clients from the traditional channel participated, acquiring new tools in areas such as digitalization and delivery, with the aim of developing their businesses and projecting their growth.

Live workshops were conducted by highly experienced business speakers, who were available to answer any questions that arose at the time. In addition, participants had the opportunity to stay connected with other CCU clients and with the speakers, in order to share experiences and best practices and continue to support each other in the future.

The cycles considered theoretical workshops, personalized mentoring and video microcapsules for businesses from Arica to Aysén, under the topics "Ideas to grow my business", "Technology to digitize my business" and "Delivery and service alternatives".

CCU Academy in Argentina

In Argentina, the CCU Academy was launched in 2021, a training program aimed at strengthening the management of traditional channel clients, with more than 200 participants. Like CRECCU, the program is conducted in digital format, divided into four modules:

- Digitize your business
- Boost your sales
- Learn more about our products
- Manage your finances

Business Excellence Program in Uruguay

In Uruguay, since 2019 the Commercial Excellence Program (PEC) has been carried out, aimed at its 19 distributors throughout the country, conducting more than 120 trainings annually. In this context, they develop quarterly workshops focused on topics such as execution, quality and brand strategy.

My CCU Cart

Mi Carro CCU was born as an online platform that allows clients of the traditional channel to buy from an extensive catalog with more than 1,300 products of the company, being able to place orders 24/7.

In 2021, this platform became a permanent communication channel with clients from stores, grocery stores, wholesalers, kiosks, bars and restaurants, among others. It has interesting benefits, such as a blog with practical information, order history and tracking, credit information, contact with the SAC, recommended products and much more.



Also, in order to achieve a good level of satisfaction with our clients, we constantly evaluate our B2b service, generating a survey after each order (put evaluation score 4 and 5) seeking to obtain real-time opportunities for improvement.

Closelly

To further strengthen our sales force, we continue to work with the Closelly virtual platform, which, through micro-courses, allows us to train remotely both in soft skills and in commercial competencies in an effective and efficient manner. This form of training has allowed us to reinforce commercial content relevant to the business, as well as to provide greater security to salespeople in the context of a health emergency.

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Responsible supply chain

2-8

In 2021, we continued to work in a context still marked by the effects of the pandemic, where we kept the focus on caring for our people and their safety, and ensuring the continuity of the operation.

Given this scenario, managing our supply chain in a responsible manner was fundamental, since behind every company, regardless of its size, there are people involved who have been directly affected by this global crisis. We were faced with difficulties in obtaining the raw materials and inputs required by our business, due to border closures, longer transportation times and lower production, among other factors that tested the resilience of the global logistics chain.

We have more than 10 thousand supplier companies that have interacted with CCU in these two years of pandemic, with 70% corresponding to contractor companies, which shows their fundamental role in our operation, with whom we have been strengthening ties to move forward together as strategic allies.

Our Corporate Sourcing Management is in charge of establishing guidelines and managing sourcing operations, seeking to generate maximum efficiency in each of its purchasing transactions in all the countries where we operate.

Improvements in procurement processes

As part of the update of our ERP, which incorporates the SAP S4/HANA platform in its management system, making processes more efficient and integrating CCU's international operations, we are making progress in the management of our value chain, with suppliers being a fundamental part of this transition.

Thus, part of this change was the development of a renewed Supplier Portal, which will allow our suppliers to have a more efficient management, since, in addition to finding the usual information regarding their invoices, they will also be able to see if their invoice was entered, scheduled payment date, information about their current orders and other tools designed to improve the experience as a CCU supplier. The portal has already been implemented in CCU in Chile and during 2022 it will be applied in Argentina, Paraguay and Uruguay.

The new portal is available at proveedores.ccu.cl

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Value Chain

2-6

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Our supply chain includes the sub-processes of sourcing, manufacturing and distribution of beers, carbonated and functional beverages, fruit nectars, waters, wines, piscos and other liquors, for both Chilean and international segments.

1 SUPPLIERS AND SUPPLIERS

We promote collaborative relationships with all our suppliers and contractors, highlighting the Good Practices Guide - CCU Supplier for a transparent and ethical management.

7 AFTERCONSUME

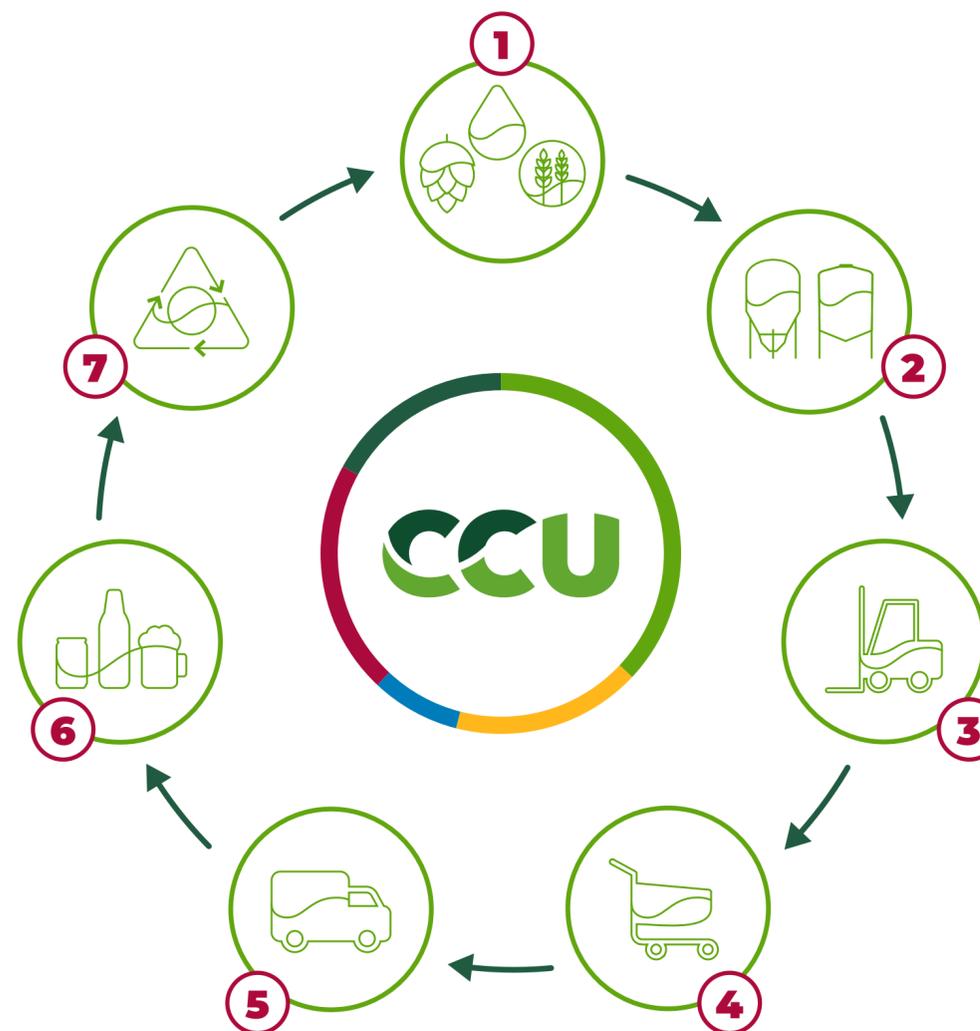
CCU accompanies the moments responsibly, encouraging responsible consumption and its subsequent reuse and recycling for the care of the environment.

6 CONSUMPTION

Our multi-category portfolio allows us to satisfy all consumption occasions, producing 34,698 million hectoliters in 2021, distributed among more than 120 brands.

5 DISTRIBUTION

We have an estimated 510,368 points of sale at a regional level, with fleets of trucks to deliver greater satisfaction, quality service and maximum execution to clients.



2 MANUFACTURING/PRODUCTION

We have 33 production plants at regional level, among all categories (beers, alcoholic beers, spirits and wines) certified with high quality standards.

3 LOGISTICS

Regionally, we have 36 owned and eight leased distribution centers. In Chile, we have a fleet of 850 secondary distribution trucks, of which four are electric.

4 SALE

113,713 points of sale in the Chile operating segment. In the Wines operating segment, the domestic wine business in Chile reached 28,247 points of sale. In the International Businesses operating segment, we estimate that the total number of points of sale reached 290,383 in Argentina, 25,786 in Bolivia, 33,781 in Paraguay and 18,458 in Uruguay. Meanwhile, our e-commerce channel "La Barra" delivered our products to 115,382 clients.

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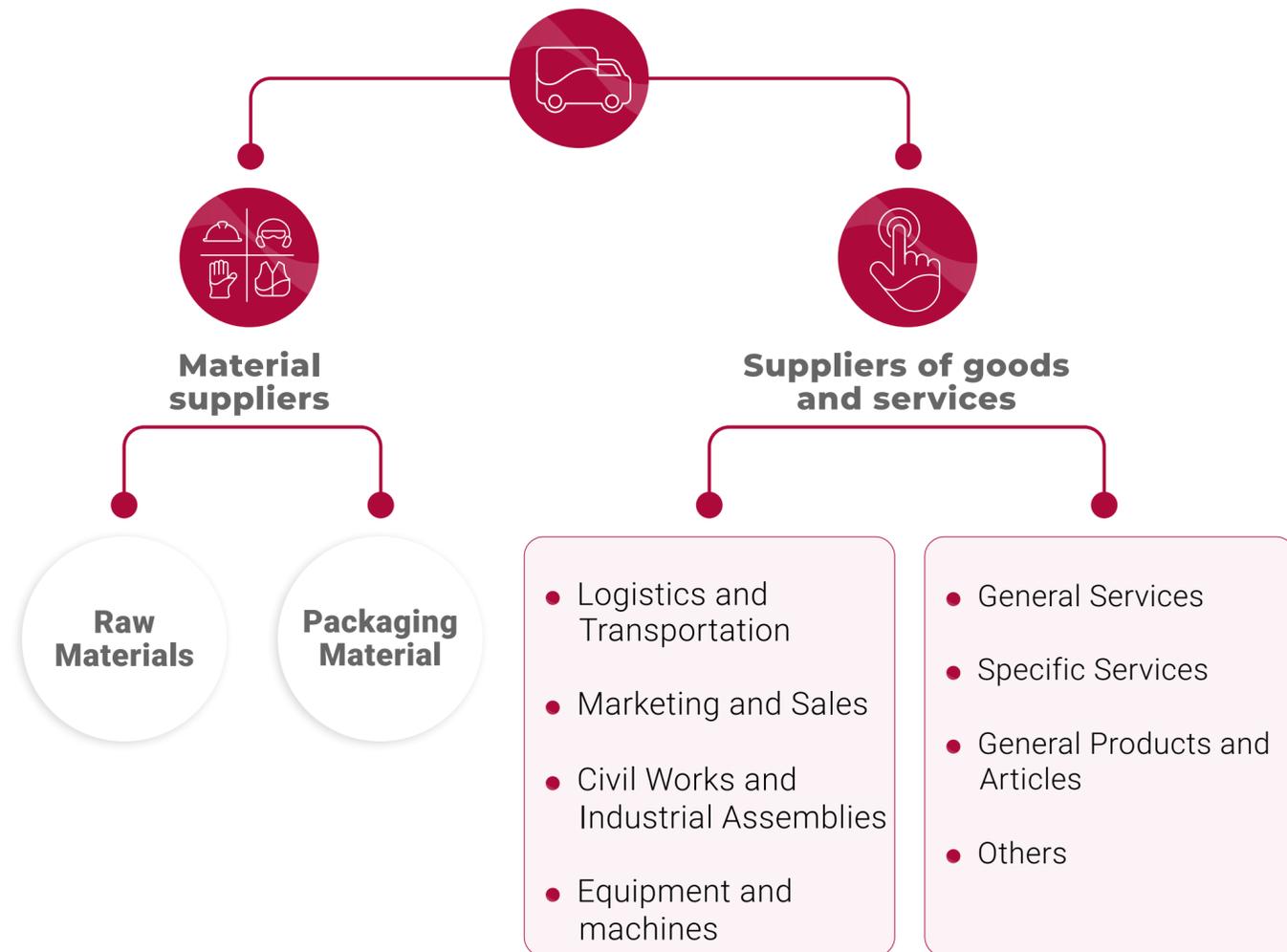
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Supplier Category



In terms of segmentation by origin, the distribution in Chile is as follows:

Zones	% suppliers by area	% purchases by area
North Zone	7%	2%
Central Zone	73%	87%
South Zone	16%	10%
Southern Zone	4%	1%
Total	100%	100%

In 2021 we focus on strengthening the supply chain, optimizing processes and taking care of our suppliers of goods and services, based on three objectives:

Objectives with our suppliers

Under the umbrella of our CCU Sustainability Management Model, we continue to work on different approaches to achieve these objectives:

1 Extending CCU best practices to suppliers
Through our Purchasing Policy and the Good Practice Guide.

2 Supply Chain Risk Management
Through different audits and the implementation of the Business Management Plan and the Red Negocios project.

3 Contractor Plan
Implementing a specific plan for companies of this nature.

4 Supplier satisfaction
Evaluated through a survey that we conduct annually.

Extending CCU best practices to suppliers

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The guidelines on how we expect our suppliers to act are set out in the Good Practice Guide CCU Supplier ("GBP", as in Spanish stands for Guía de Buenas Prácticas - Proveedor CCU), applicable to all our suppliers. In this document we describe the fundamental commitments for an economically, socially and environmentally responsible performance, promoting best practices so that the company's suppliers also extend them to their own suppliers, strengthening a long-term mutually beneficial relationship.

The acceptance of the GBP is a requirement at the time of creation and selection of suppliers, being agreed in all contracts and purchase orders. The document is based on three general guidelines:

- Business Conduct
- Respect for our people
- Respect for our planet

FPI

By 2021, 95% of our relevant suppliers complied with this policy. Meanwhile, in the total number of suppliers, 90% of the purchase volume has accepted it.

In this way, we seek to ensure an open, fair and competitive environment, respecting laws, rules and regulations, as well as respect for Human Rights, in accordance with the 10 principles of the United Nations Global Compact and also to conduct operations in a way that is compatible with the environmental and economic needs of the communities in which we operate.

Supply Chain Risk Management

The supplier risk management approach allows us to identify and assess the impact of risks in our supply chain and take appropriate measures to mitigate them. This risk management considers sustainability in a cross-cutting manner, present in the assessments related to both financial, social and environmental risks.

Regarding the financial area, the supplier companies' income statements and balance sheets are periodically requested, in addition to analyzing their business reports to see their payment statements. This is complemented by the use of the Red Negocios platform.

In the social area, the company's purchasing area monitors and analyzes the accident rates of its suppliers, and in the case of non-compliance, suppliers receive a warning and are asked to

submit a risk management plan, which if insufficient may result in the supplier ceasing to be a supplier.

In relation to the environment, CCU is constantly looking at the possible migration of its supply processes to environmentally friendly conditions, for example, with the awarding of contracts to companies with energy supply proposals that deliver their volumes certifying that they correspond to renewable sources.

On the other hand, our plants and Distribution Centers are 99% zero waste to landfills, which is why the services of suppliers for the management of this waste must comply with the appropriate and current certificates.

Regarding the identification and mitigation of sustainability risks, we apply evaluation processes to 100% of the purchases acquired, through three main tools:

Licensing Audits: carried out by strategic partners to suppliers in order to certify the technical process of production of raw materials and packaging material.

Own Audits (CGS): supplier evaluation program carried out by an international certifying company to audit quality, safety and environmental issues.

Supplier Development Audits: applied to potential suppliers, in the case of a national supplier, or through a certifying company, in the case of a foreign supplier, with the objective of auditing different aspects such as the existence of the factory or company, quality of the facilities and working conditions of its workers.

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In addition, within our internal processes, the Comptrollership area performs its own audits to verify that the purchasing processes are carried out in accordance with the established internal procedures.

The supplier evaluation is carried out using the Red Negocios platform of the Santiago Chamber of Commerce (CCS), and consists of a consolidated and comprehensive evaluation of risks associated with the economic, social and governance pillars, in order to manage mitigation plans in the weak points, pointing out to our suppliers the need to achieve the standards stated in our GBP.

This new tool provides the company with monthly information on its suppliers in five areas: tax, technical-commercial, financial, labor and legal evaluations. In this way, it alerts about possible legal proceedings on labor issues, social security debts and financial situations that require specific control measures. Additionally, it provides a weekly warning report on possible commercial, labor and legal problems, allowing greater visibility of the risks associated with our suppliers and proactive work with them to move forward collaboratively. It is currently applied in Chile, and is expected to be extended soon to the rest of the countries in which we operate.

It is worth mentioning that the continuous supply processes also consider the monitoring of the following management indicators:

Vendor Rating System (VRS):

Corresponds to a performance indicator comprising quantitative measurement of the performance of products and/or services delivered by the suppliers and considers quality variables (number of defects over a period of time) expected, criticality of the defect and condition of delivery in the facilities) and the level of commitment of the supplier (management of claims).

On Time In Full (OTIF):

It consists of a formal supplier measurement process, which evaluates compliance in the delivery of the products and services, materials according to time, condition and quantity.

Third Party Access Control:

This control applies to all companies providing services that enter into the company's operations, with a reach 100% of its workers. It is carried out with the support of an external company, in charge of verify that suppliers comply with the social laws/ The company must ensure that its workers are properly qualified to perform their duties (including the Subcontracting Law).

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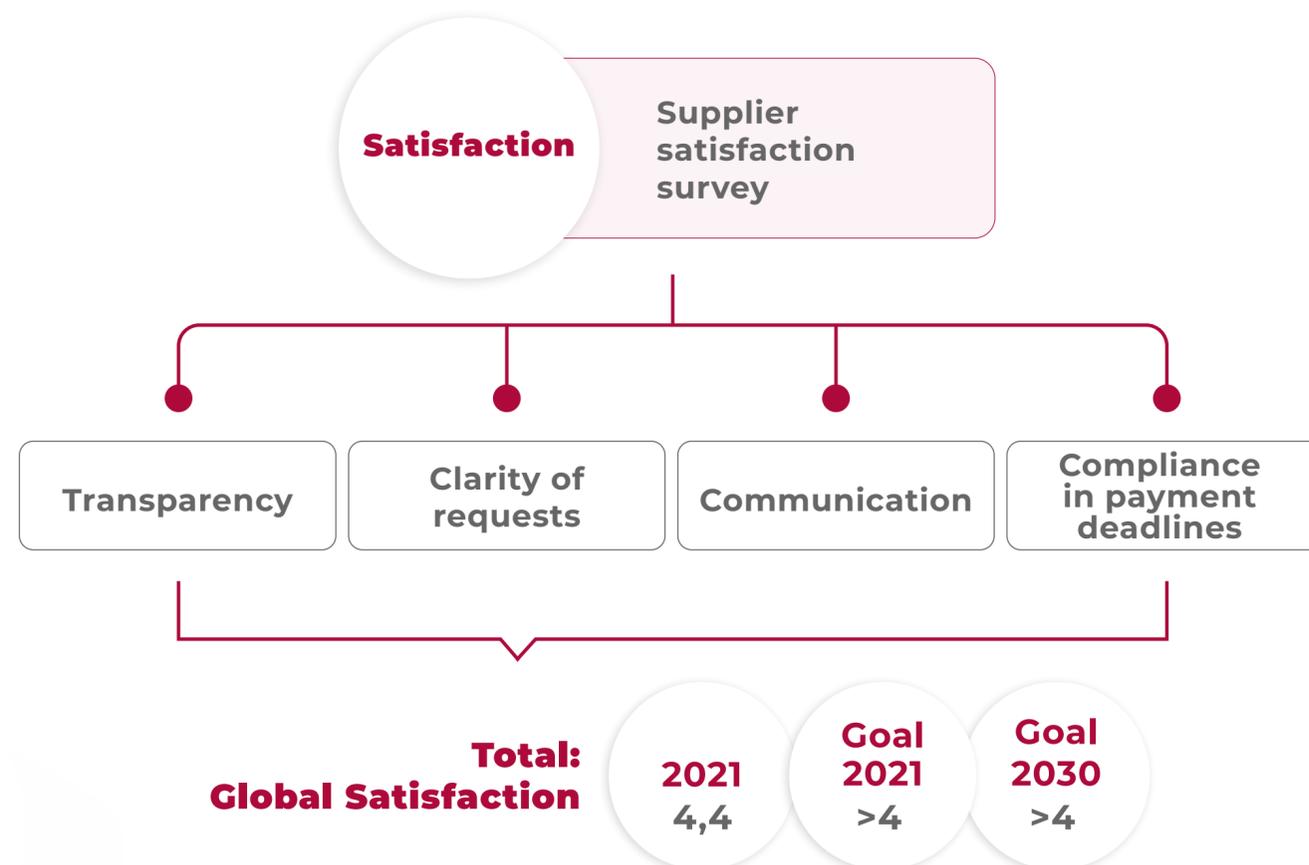
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Supplier satisfaction

In order to continuously improve the relationship with our suppliers, we have been conducting an annual survey since 2018 to find out their opinion regarding their level of satisfaction as a CCU supplier, verify the degree of dissemination of the GBP and establish a baseline in terms of good sustainability practices.

This survey, evaluated on a scale of 1 to 5, covers four aspects:

- **Transparency** in the quotation and awarding processes.
- **Clarity** in the technical specifications or requirements of our purchase requests.
- **Communication** with CCU
- **Compliance** in payment deadlines



Since 2020 we have implemented this survey in Chile and Argentina, and we expect to extend the scope to all the countries in which we operate.

In its 2021 version, 403 suppliers participated, 10% more than in the previous period, with suppliers from Chile, Argentina and Paraguay. From a maximum score of 5, we obtained an evaluation of 4.5, a result that we want to maintain over 4, between now and 2030.

Supplier Newsletter

In order to establish a new communication channel with our suppliers, in November we launched our first issue of the CCU supplier newsletter, which includes a section on the SAP S4/HANA platform, a detail of the Best Practices Guide and a summary of the company's history.

Logistics and distribution

Our production cycle is sustained in its initial and final stage in its logistics and distribution chain, first to have the necessary supplies and finally to reach all our clients and consumers in time and quality. We are aware of the environmental challenges associated with the transportation processes of supplies and products, and for this we continue to move forward, seeking to be a contribution to sustainable development.

As a reflection of this commitment, in 2021 we signed the Agreement for Electromobility, led by the Ministry of Energy, where we committed to a plan to renew our fleet, adopting high- impact technologies.

This is in line with our Environmental Vision 2030, with which we hope to achieve that half of all trucks will be electric, Zero Fleet project, and that 100% of our own equipment in our Distribution Centers will also be electric. The expected benefits are to have a more versatile mobility, low maintenance costs, zero emissions and zero noise, also improving the drivers' experience.

The acquisition of new electric trucks, in addition to the fact that currently 90% of our equipment in the Distribution Centers is electric, presented us with the challenge of having adequate chargers, which led to the need for a network of electric charging points. Therefore, together with Enex, in 2021 we began to develop a project for the installation of a network of electric charging stations in the Modelo Distribution Center to charge the equipment and trucks of suppliers, to be fully enabled in 2022.

Likewise, in order to achieve a greater impact in this area, we strengthened collaborative work alliances, which are key to move forward together with a view to future development. In this line, we are part of the Electromobility Accelerator, Giro Limpio and Conecta Logística, in which the Ministry of Energy, the Energy Sustainability Agency, the Undersecretary of Transport, other companies in the sector and academia participate.

In 2021, Transportes CCU was awarded the Clean Turnaround certification for its commitment and initiatives related to energy management in the fleet.

Meanwhile, in order to strengthen ties with our transportation companies and achieve even more collaborative work, in 2021 we held the V National Meeting of Distribution Companies (ENED) of CCU Logistics in Chile, in hybrid mode following the established COVID-19 protocols. In this instance we shared operational results, accident rate, TPM pillars, electromobility plan, among other relevant topics.

In this way, Logística CCU Chile continues with its strategic pillar of Sustainable Development, covered by the Corporate Sustainability Model, jointly promoting progress towards a fleet that works with clean energy.

CCU in the Community

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Relationship and community development

The relationship with the community is a fundamental pillar of our work. Based on our work on dialogue, trust and working together to generate long-term ties with local stakeholders and institutions, in order to promote the development and wellbeing of the community. To this end, we have a strategy, a procedure and a community relations manual, which proposes guidelines are:



In the event that any negative impact is detected, each initiative has prevention and management plans and the direct contacts of the people in charge of each operation. In addition, there is a community Whistleblower Channel through the Customer Service Department (SAC).

The community relationship is regulated on the basis of principles of common good and mutual benefit, aimed at generating value in a framework of transparency and understanding. In this way, we can identify, prioritize and execute relevant and timely actions.

6 principles:

- 1 Respect the rights of those with whom we have relationships
- 2 Seek permanent and quality relationships
- 3 Establish efficient and effective communication
- 4 Timely fulfillment of social commitments
- 5 Add value to our operation centers from a sustainable socio-economic development
- 6 Leave a positive and lasting legacy

Social investment and community development

The Annual Action Plan for Community Relationship considers the company's operations and is measured annually with the Community Relationship Composite Index (ICRC). Despite having lived through the second year of the pandemic with restrictions on capacity and mobility, we managed to give continuity to projects with a track record and adapt the format to programs aimed at society and communities, achieving an ICRC of 91.39%.

Main actions 2021

Collaborative work between Escudo and microbrewery Cerros de Chena

In a search to show the value of collaboration between the industrial and craft brewing worlds, CCU, through Escudo, joined forces with the Cerros de Chena microbrewery in August to create a unique, limited-production beer. The new beer was produced at the San Bernardo brewery and all proceeds from the project will go to Cerros de Chena. The design of the can was made by illustrator Maximiliano Cereceda @maks_illustra especially for this collaboration and is inspired by the community of San Bernardo.

Innovating for communities: access to purified water for children in Antofagasta.

FreshWater, winner of the first challenge presented by CCU in CORFO's Ecolmpacta platform, agreed to install purified water service units in the 10 kindergartens and nurseries of Fundación Integra in the city of Antofagasta, benefiting nearly 3,000 children and adults in the city. The service units will be an unlimited, alternative and renewable source of water, with a production capacity of up to 15 liters per day. This resource is obtained from the air through a system that captures water particles, condenses, filters, purifies and sterilizes them. CCU's initiative sought innovative solutions for water resources for human consumption and to support the communities in the cities where it operates.

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Constant support in emergencies

In 2021, CCU continued to support various communities in which it operates, especially by providing hydration during emergencies faced. These included the forest fire in Chiloé, the flood in San José de Maipo, the fire in San Borja Hospital, fires in Talca, forest fires in Chillán, the big fire in Quilicura, Castro and Iquique, Laguna Verde sector.

Meaningful Giving: Delivery of electric generator to indigenous communities

In order to contribute to access to water for the communities, we provided an electric generator to the families of three indigenous communities in the El Tume and Chucauco sectors in the Araucanía Region. In this way, they will be able to have a continuous supply of drinking water through the Rural Drinking Water Administrator (APR).



Corporate Lines of Action

Corporate involvement with the community is performed by CCU through four lines of action.

1. Program for the Promotion of Responsible Alcohol Consumption CCU

Since 1994, CCU has had the "CCU Responsible Alcohol Consumption Promotion Program", an integrated strategy of company's actions that invites different stakeholders of society to develop initiatives with the purpose of coach and inform the community, delivering positive and preventive messages in a clear and proactive approach about alcohol products and how to consume them in a correct and conscious way.

The areas in which this program is leveraged are the prevention of underage drinking, education on responsible alcohol consumption and the promotion of road safety.

In 2021, we carried out the fifth version of the "No alcohol sales to minors" campaign, with a focus on the protection and care of children and adolescents throughout the country.

In partnership with the regional governments, the Chilean Association of Municipalities (AChM) and the Association of Rural Municipalities (AMUR), clear messages on responsible alcohol consumption were disseminated at points of sale through the delivery of stickers to more than 20,000 liquor stores, licensed stores and wholesalers throughout the country.

These messages inform about the prohibition of sale to minors under 18 years of age and reminds buyers to present their identity card when purchasing this type of beverages, in accordance with Law N° 19,925 and its amendments.

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If you want to know more details about the CCU 360° Alcohol Responsible Drinking Promotion Program, we invite you to review the chapter Brands that inspire us.

In this line, in Argentina, Cerveza Imperial has promoted "Compromiso Imperial" together with Fundación Padres to promote responsible consumption in more than 80 rugby clubs in the country. With this alliance, approximately 3,600 people have been reached.

In addition, marketing campaigns on responsible alcohol consumption education and road safety education talks were held.

2. Commitment to culture

During 2021, CCU in Art program continued to develop its activities in virtual format and progressively began with on-site exhibitions. It also held the call for the sixth version of the CCU Art Scholarship, which had the artist María Gabler as the first place winner.

Initiative

Description

CCU Art Scholarship

The sixth version of the CCU Art Scholarship was held, where visual artist María Gabler became the winner of the 2021 contest, and María del Rosario Montero and Carolina Muñoz, who came in second and third place, respectively, were recognized. The winning artist will carry out a four-month artistic residency at the International Studio & Curatorial Program (ISCP) in Brooklyn, New York, recognized in the international art circuit. In addition, the artist will present her work at Proxycy Gallery in Manhattan, New York, and upon her return to Chile, she will exhibit at the CCU Art Gallery.

Sala de Arte CCU Curatorial Focus - Sala de Arte CCU Social Focus

Complying with all security protocols by COVID-19, the Sala de Arte CCU opened its doors to the public in December 2020 with the exhibition "What was to be, but wasn't; what I didn't imagine, but did happen, and the attempted adjustment between all this", by Mónica Bengoa, which ran until May 2021. In addition, three exhibitions were held at the Sala Foco Curatorial: "Convergent", by artists from the country's art schools; "Octaedro", by Gonzalo Pedraza, and "Las hijas del Alfarero-Colección CCU", with works by 19 women artists. Meanwhile, in the Social Focus Hall, the following exhibitions were held: "Today is my future", by the Teletón Foundation, and "Who we are", by the Together for Children Program.

Initiative **Description**

Virtual Art Room - Curatorial Focus
Virtual Art Room - Social Focus

With the purpose of continuing to promote contemporary Chilean art and to play an active role in the pandemic, we developed new programs with virtual platforms as a support for the dissemination of artists and their works, since after the closure of traditional exhibition spaces they had nowhere to exhibit. From this idea, Sala de Arte CCU Virtual was born, which sought to reactivate the visual arts exhibition circuit. In 2021, we gave continuity to this exhibition platform, through a program of four exhibitions: in the Sala de Arte CCU Virtual Foco Curatorial, which were selected from an open call. The exhibition in charge of starting the year was "Laura, Luciérnagas y Tuluz", by Francisca Martínez Fernández and Lucía Rodríguez, followed by "Volver a mirar", by Ximena García; "Adobe", by Simón Fuentes, and "Corte, doblez y plegado", by Antonieta Gueneau de Mussy.

Meanwhile, in the CCU Virtual Foco Social Art Room, "Telling Stories with Drawings", by Balmaceda Arte Joven, Metropolitan Branch, was exhibited.

Conversations

Four online conversations were held, which allowed us to reach a large number of people. In March, the presentation of the exhibition catalogue "What was to be, but wasn't; what I didn't imagine, but did happen, and the attempted adjustment between all this", by Mónica Bengoa, took place. In June and July there were two talks related to the call for the Art Scholarship CCU 2021 and, finally, a meeting around the exhibition "Telling Stories with Drawings", by Balmaceda Arte Joven.

Initiative **Description**

ArteCCU Live

ArteCCU en Vivo is an initiative born to become a diffusion channel that allows direct contact between artists and the community, so that artists, their work methodologies and their work can be made known. In other words, this means bringing the languages and production systems of art directly to the public, becoming a concrete tool for interaction, dialogue and dissemination.

During the year 2021, 10 sessions were held through the social networks of CCU en el Arte. These sessions counted with the participation of a curator who guided the conversation, and among the artists who participated were Nicolás Franco, Mariana Najmanovich, Simón Fuentes, Ximena García and Antonieta Gueneau de Mussy, among others.

RecycleIsAnArt Contest

With the call to "create and compete for a more sustainable culture", and in order to promote artistic creation and the circular economy, CCU en el Arte together with "Chile Without Garbage 2040" launched in October the second version of the contest #ReciclarEsUnArte. The initiative called on people from all over the country to create a work with waste as the only material to be exhibited in the CCU Art Room - Social Focus. More than 350 people participated in the first edition. The call had three categories: children, youth and adults, and participants had to upload a photo of the work to their social networks, tag @saladearteccu and @chilesinbasura2040 with the hashtag #ReciclarEsUnArte and two people in the same publication of the contest, inviting them to join. The first three places in each category could exhibit their work in the #ReciclarEsUnArte exhibition at the CCU Art Room - Social Focus, in addition to participating with their family and friends in a Kyklos Circular Economy workshop and receiving CCU products.

3. Education for the care of the Environment

As part of the "Chile Without Garbage 2040" program, led by Kyklos, we advance in our educational and cultural contribution to the goal of moving towards a country that reduces, reuses and recycles 100% of the waste it generates. We are also part of the "Plastics Pact", an initiative led by Fundación Chile and the Ministry of the Environment, to rethink the future of plastics by bringing together all stakeholders in the value chain, with a relevant educational role on the importance of the Circular Economy of plastics.

Initiative	Description	Program start year	Number of beneficiaries 2021
Digital Environment al Platform	In 2021 we developed with Kyklos a digital environmental platform to deliver educational content and propose specific challenges associated with environmental care to teachers, students and families in general.	2019	3,780



4. SOLIDARITY SUPPORT

Through a Donations Committee, we collaborate with non-profit institutions throughout the country and in the communities where we operate. The committee ensures that we act correctly in accordance with tax legislation, which is reflected in our Donations Policy. These initiatives are then approved by the Board of Directors.

In 2021, we continued to collaborate with more than 100 institutions and others, such as volunteer support for the ProBono Foundation, the Tutoring and Scholarship Program for high school students and the 1+1 internal campaign for the Teletón, among others. Additionally, we contributed more than two million liters of CCU products to Red de Alimentos, an institution that provides beverages for people in vulnerable situations from some 200 social organizations.

In total, 210 volunteer hours were completed to carry out these initiatives. We also collaborated with the community and various entities through solidarity contributions, with hydration for firefighters, CONAF brigade members, other institutions and volunteers present in different emergency situations.

We continue to provide products directly to our communities with beverages, in coordination with municipalities, hospitals, primary health centers, soup kitchens and neighborhood councils.

Amount of CCU's community investment and social contributions in 2021

Donations to Communities⁵: \$445.816.181

Donations COVID-19 Activities: \$3.006.199

⁵ Excludes contribution to Teletón. The amount considers corporate donations and Operations Centers' donations.

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All our actions, whatever their scope, have an impact on the environment, the community and the planet. Companies are no strangers to this. That is why, more than a decade ago, we launched our Environmental Vision 2010-2020 for our operations in Chile and Argentina. After that period, we met the proposed goals: we reduced greenhouse gas emissions per liter produced by 35.7% (the goal was 20%), we reduced water use per liter produced by 48.6% (the goal was 33%) and in solid industrial waste recovery we reached 99.4% (the goal was 100%).

With these achievements, the company renewed its commitment to 2030 with additional and more challenging goals. These objectives make up the Environmental Vision 2030, which involves operations in Chile, Argentina, Bolivia, Paraguay and Uruguay:

- Reduce greenhouse gas emissions per liter produced by **50%**.
- Use **75%** of electrical energy from renewable sources.
- **100%** recovery of solid industrial waste
- To make **100%** of our packaging reusable, recyclable or compostable.
- That our containers and packaging contain an average of **50%** recycled material.
- Reduce water consumption per liter produced by **60%**.

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By the end of 2021 we achieved the following advances:

Environmental Vision 2030

Goal		2020 Target	Archieved 2021	Target 2030
Emissions				
Reduction of Greenhouse Gas (GHG) Emissions	kg CO ₂ /hl produced	20%	36.9%	50%
Use of renewable energies	% of total renewable electricity	-	28%	75%
Waste				
Valorization of solid industrial waste	Industrial waste recovery	100%	99.0%	100%
Circular Economy: reusable, recyclable or compostable packaging and containers	% of reusable, recyclable or compostable packaging and packaging	-	99.97%	100%
Recycled material used in packaging and containers	% of recycled material used in containers and packaging	-	29.9%	50%
Water				
Reduction of water consumption	hl water used/hl product produced	33%	48.4%	60%

In line with the above, at CCU we have an Environmental Policy (available at www.ccu.cl/publicaciones-ccu) that invites us to develop and promote, among our internal and external stakeholders, a culture aimed at minimizing the environmental impacts in the life cycle of our processes and products, beyond regulatory compliance, in a process of continuous improvement.

Milestone 2021

CCU Renca Bottling Plant

With a sustainable design, the new CCU Renca Bottling Plant began operating in October with a projected annual production at its maximum capacity of up to 12.7 million hectoliters of soft drinks, waters, nectars and functional beverages.

Considered an environmental benchmark, the new facility offers increased production capacity under the wing of clean and sustainable processes.

It also has state-of-the-art technology, such as robotic packaging lines with high automation, advances that will make the operation more efficient, reduce waste and provide greater safety for its workers, greater flexibility to make innovations, changes in flavors, formats and continue growing.

Features

- Technology for efficient water consumption
- 100% of the packaging generated is recyclable.
- It is 100% supplied with renewable electrical energy.
- Low-emission electric motors and equipment

6.3.1. Climate change and emissions management

At CCU we are committed to reducing our Greenhouse Gas (GHG) emissions through the measurement and management of our carbon footprint and the incorporation of cleaner and more efficient energy sources. We also contribute through our participation in guilds that represent different industries in public/private discussion tables for the development and implementation of new regulations, in order to mitigate the effects of climate change.

Emissions management

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We have the CCU Carbon Footprint tool, which considers an inventory of emissions in the three scopes. Each of the industrial facilities and Distribution Centers must report the necessary information to estimate their direct and indirect emissions on a monthly basis through this corporate tool.

In line with the corporate objective, the facilities must manage their Scope 1 and Scope 2 emissions through the efficiency of production processes, strengthening environmental performance parameters in the renewal of technology and materialization of specific projects.

Consolidated issues issued by our operations in Chile, Argentina, Paraguay, Uruguay and Bolivia correspond to:



To calculate the reduction of emissions, 2010 was taken as the base year because it was the first year with a formal accounting of Greenhouse Gas (GHG) emissions through a tool developed for CCU, based on the GHG Protocol standard and validated by a third party. This process of validation of environmental indicators is carried out annually with external verifiers.

The emission factors come mainly from sources such as IPCC (Guidelines for National Greenhouse Gas Inventories, 2006), GHG Protocol (Tool for Stationary Combustion) and Guidelines to Defra (DECC's GHG Conversion Factors for Company Reporting), among others.

The consolidation of environmental indicators expressed as intensity, including greenhouse gases, is carried out by operational control based on production volumes.

Compared to 2010, in 2021 the company avoided emitting 111,329 t CO₂ according to BAU methodology (considering Scope 1 and 2). This reduction was achieved thanks to the incorporation of more efficient technology in production processes, the use of renewable energies and specific projects implemented.

In 2021, two relevant initiatives were incorporated in Chile to reduce emissions: equipment to reduce compressed air consumption at the Coinco Plant and the acquisition and installation of a new evaporative condenser to optimize the cold generation capacity required for the PLASCO Plant operation.

Also, in Argentina, at the Luján Plant, a system for the recovery of kitchen vapors was acquired, and at the Salta Plant, automation and dosing was applied to the boiler, in order to improve combustion control. Both initiatives are related to thermal energy.

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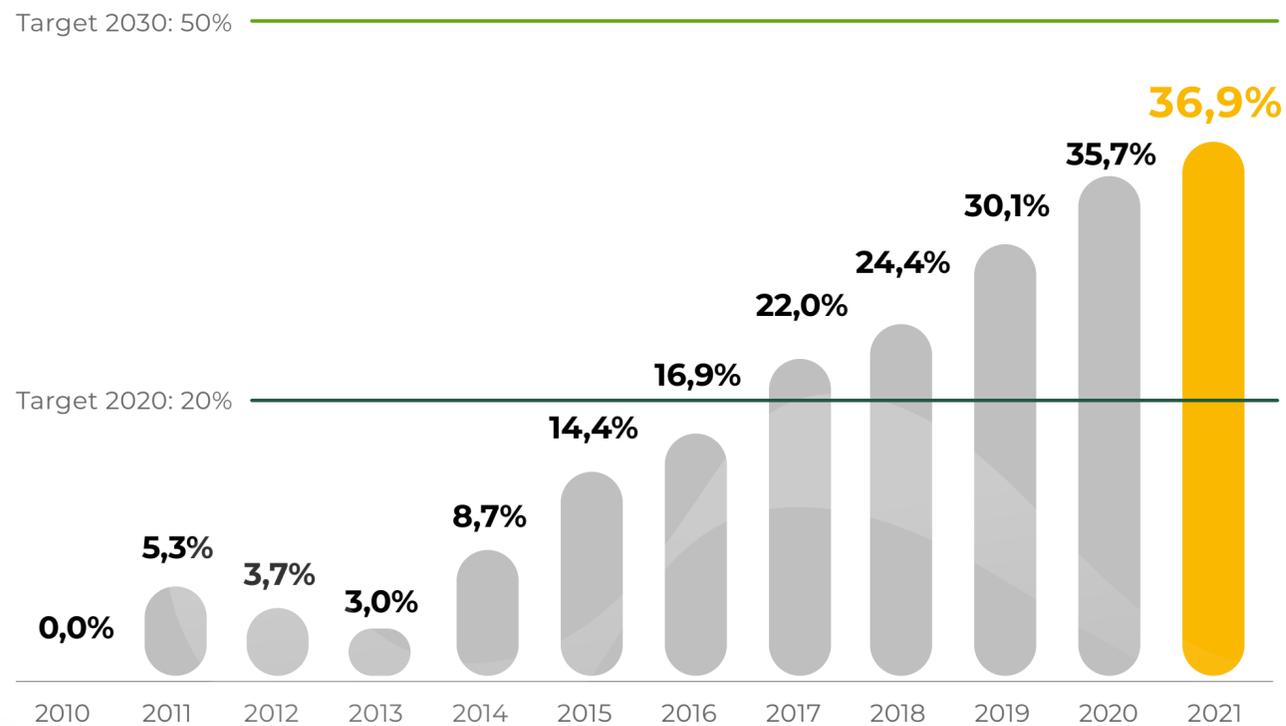
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Distribution of GHG Emissions 2021



Annual Compliance Emission Reduction



CCU was once again recognized with the Seals of Quantification, Reduction and Excellence of the HuellaChile Program of the Ministry of Environment, for the management of GHG emissions 2020. This distinction demonstrates CCU's strong commitment to its environmental performance objectives.

Other atmospheric emissions

Derived from the fossil fuels used in the facilities, these emissions vary according to specific consumption and process efficiency. Sulphur dioxide (SOx) emissions decreased by 6% compared to 2020. Meanwhile, emissions of nitrogen oxides (NOx) and particulate matter (PM) increased with respect to 2020 by 5% and 3% respectively, given that the 2021 measurement incorporates the operation in Bolivia. Emissions associated with volatile organic compounds (VOCs) remained unchanged from the previous period (see details in Annexes: Planet we care for).

Emissions of ozone-depleting substances

The company's emissions of substances that have the potential to deplete the ozone layer are not significant. In 2021 they reached a value of 0.01 metric tons of CFC-11 equivalent, corresponding to fugitive emissions of HCFC (Hydrochlorofluorocarbons) and HFC (Hydrofluorocarbons) gases, which are compounds used in refrigeration and air conditioning equipment in CCU's production plants and offices at the regional level.

Emissions adaptation initiatives

CCU's industrial activity is significantly dependent on weather conditions and water availability. This situation applies, to a large extent, to all the countries where we operate. Particularly in Chile, vulnerability variables are identified, since the territory has low altitude coastal areas, arid, semi- arid and forest areas, high frequency of natural disasters, regions prone to drought and desertification, urban and semi-urban areas with territorial and air pollution problems.

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Increased rainfall during harvest periods affects the yield, cost and quality of the wines produced by the company. Extreme weather events, such as flooding due to excessive rainfall or forest fires caused by historical temperature increases, can cause damage to facilities and affect operational continuity.

In this context, CCU maintains contingency plans to avoid the impact that risks may have on its production activity, through timely investments in its facilities and the preparation of specific technical reports on climate change adaptation.

If you would like to learn more about the risks identified by CCU, we invite you to review the Risk Management section of our 2021 Annual Report at <https://ccuinvestor.com/>.

Climate change adaptation projects

- Reinforcement of the structure at the Copiapó Distribution Center as a result of the floods of 2015 and 2017.
- Development of studies with the Pontificia Universidad Católica de Chile to determine the water supply by commune and review of contiguous forest areas due to fires.

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Efficient energy management

302-1 302-3 302-4 FB-AB-130a.1 FB-NB-130a.1 FB-FR-130a.1

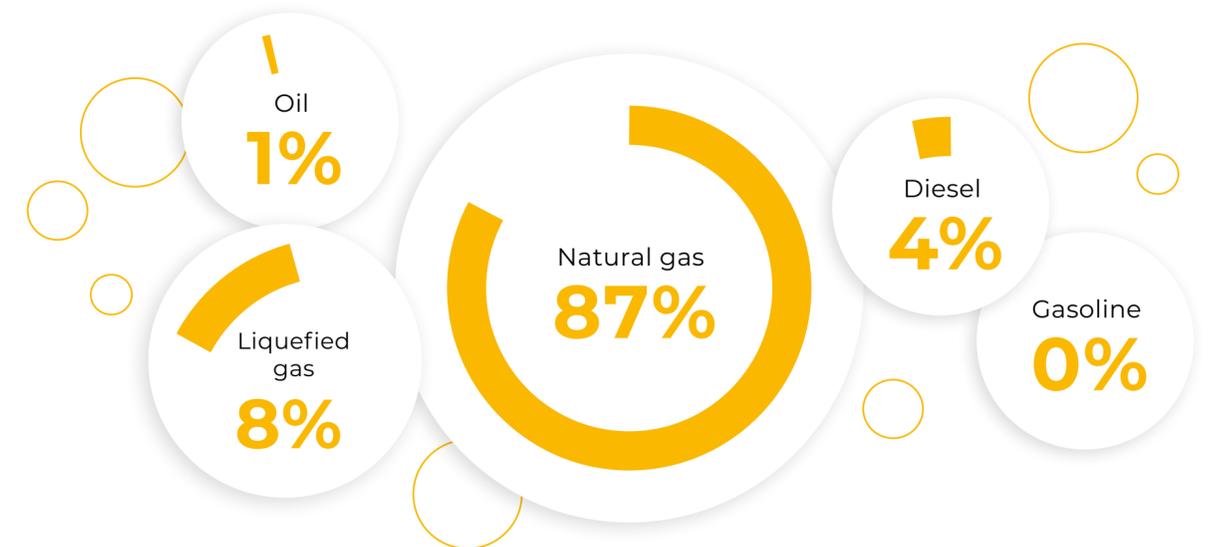
CCU's Environmental Policy promotes the application of an energy management system as a tool for continuous improvement, through a culture of energy awareness in actions related to energy use and consumption, and the acquisition of products, services and designs that are energy efficient.

Energy consumption within the organization

Direct thermal energy consumption from non-renewable sources reached 1,277,250 gigajoules (GJ) in 2021, considering all CCU facilities, excluding Colombia.

The fossil fuel (non-renewable) consumption matrix is composed of natural gas, considered the best option due to its lower local emissions, liquefied gas, gasoline, oil and diesel. During 2021, natural gas accounted for 87% of non-renewable energy consumption.

Distribution of non-renewable energy consumption in 2021



The consumption of thermal energy from renewable sources in 2021 was 165,811 GJ, highlighting the consumption of biogas from Quilicura and Temuco plants in Chile and Santa Fe in Argentina.

The company also generates its own renewable electricity from a run-of-river mini-power plant and photovoltaic panels, which produced 31,955 GJ in 2021. Thus, the total direct and indirect energy consumption (from non-renewable and renewable sources) for 2021 was 2,441,302 GJ.

Energy supply

CCU's facilities in Chile are supplied with electricity from the distributors of the National Electric System (SEN), the Aysén Electric System (SEA) and the Magallanes Electric System (SEM). In the case of regional operations, Argentina, Paraguay and Uruguay, the energy comes from their respective energy matrices.

Reduced energy consumption

In 2021, CCU avoided consuming 1,555,983 GJ, compared to 2010, according to BAU methodology. The decrease is explained by greater efficiency in production processes, technological renovation and specific projects.

Initiatives related to the reduction of energy consumption

Pan de Azúcar Plant Certification

The Pan de Azúcar Plant was recognized for its achievements in energy efficiency after having implemented a series of measures, including the automation of the cooling system and minimization of heat losses in its facilities. The certificate was awarded after an evaluation by the Ministry of Industry, Energy and Mining of Uruguay.



Transportes CCU received Giro Limpio certification

The company was certified in the area of cargo generators for its commitment to the decarbonization of cargo transportation in Chile, complying with the requirements established in the Giro Limpio program, administered by the Energy Sustainability Agency (AgenciaSE), which seeks to certify and recognize the efforts made by cargo transportation companies in the area of sustainability and energy efficiency.

Waste management

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CCU defines responsible waste management as a key task in which everyone involved must participate and collaborate to generate a joint vision, in order to educate the community and stimulate the Circular Economy.

During 2021, the company achieved the recovery of 99% of its solid industrial waste in its operations in Chile, Argentina, Bolivia, Paraguay and Uruguay.

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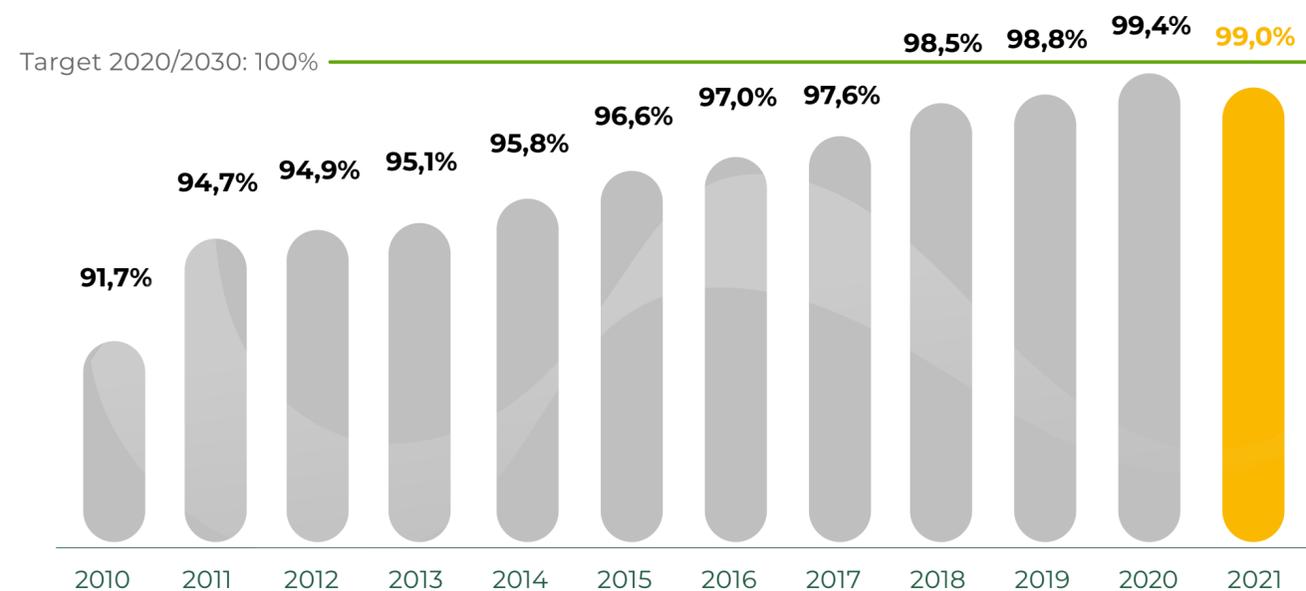
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Annual compliance with the recovery of solid industrial waste

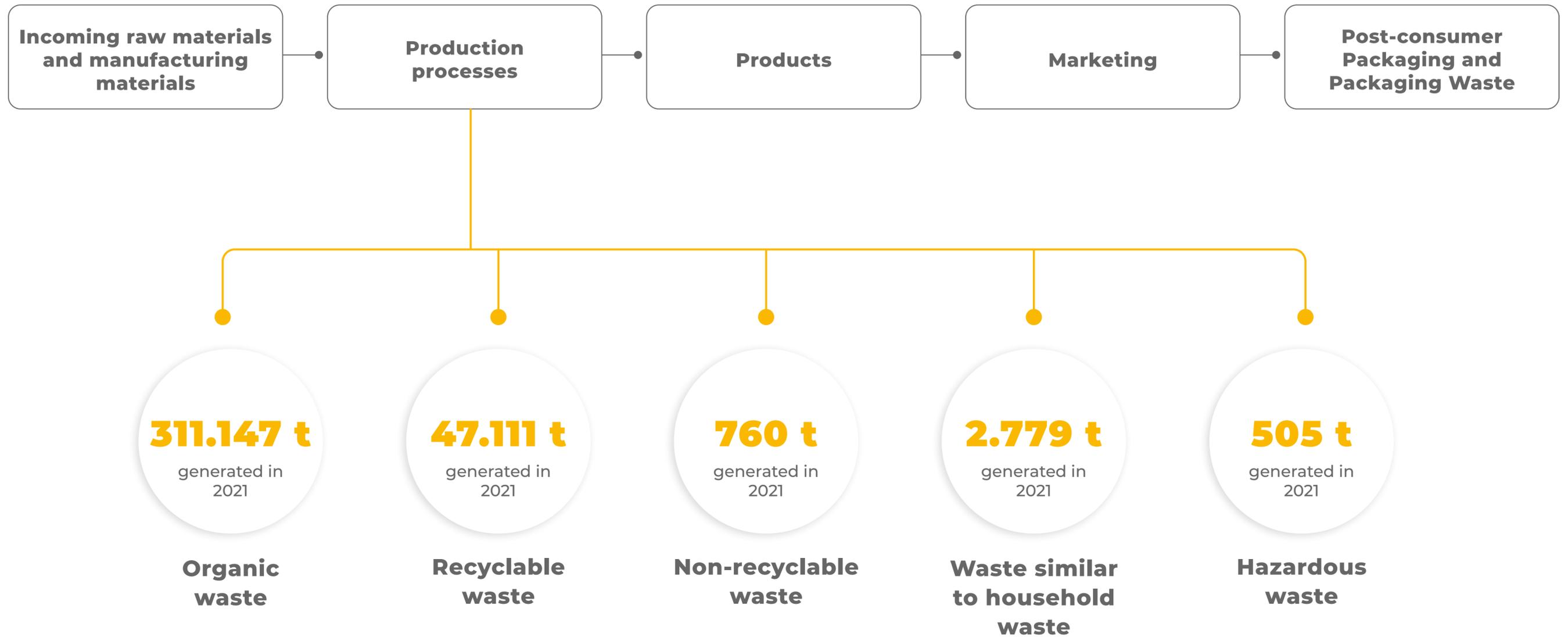


The solid industrial waste generated each year in CCU's operations corresponds mainly to non-hazardous waste (99.9%). The company's total waste, between hazardous and non-hazardous waste, was 362,303 t in 2021, considering all of CCU's facilities, excluding Colombia.

Industrial waste

- **Organic waste (85.9%):** comes from beer and wine production and is mainly used for livestock feed, processes with energy recovery or for composting.
- **Recyclable waste (13%):** waste from the production process of packaging materials from raw materials and manufacturing materials. It mainly consists of glass, plastics, cardboard and aluminum cans, among others. The waste is delivered to authorized waste management companies, which market it or transform it to incorporate it into other processes as raw material (Circular Economy).
- **Non-recyclable waste (0.2%):** labels, filter soils, among others, which are difficult to separate and classify and are therefore generally sent to sanitary landfills.
- **Waste similar to domestic waste (0.8%):** waste generated in casinos, dressing rooms and bathrooms.
- **Hazardous waste (0.1%):** low quantity, corresponding to water contaminated with hydrocarbons, lubricant waste, batteries, containers of hazardous substances, among others, which are disposed of in authorized places and following specific safety procedures.

Industrial waste



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Outstanding initiatives in the field of waste recovery

Facilities are certified in the Zero Waste to Disposal APL

The Quilicura, Temuco, Modelo and Molina plants, and the Quilicura, Curauma and Santiago Sur Distribution Centers met 100% of the commitments defined in the Clean Production Agreement (APL) Zero Waste to Disposal. The goal was achieved thanks to the implementation of various Circular Economy practices that prevented the generation of waste and increased its recovery, contributing to the country's recycling industry.

Likewise, in 2021 the following company facilities are zero industrial waste to landfill: the water plants in Coinco, Porvenir and Manantial in Quilicura; the Temuco, Quilicura and Kunstmann brewing plants in Chile, and Santa Fe and Luján (Argentina); the soft drinks plant in Antofagasta, and the PLASCO plastic packaging plant, as well as the Distribution Centers in Antofagasta, Temuco and Ovalle.

Recognition of MbM Group

MbM Group recognized CCU for surpassing the milestone of 10,000 kilos of polypropylene from plastic caps recovered, recovered and reused, since we started working on the initiative. MbM Group is a company dedicated to the management of Circular Economy models, which contributes to the sustainability strategies of companies at points of sale, supply chain and brand activations. Their work is one of the projects that CCU carries out in the Circular Economy and that seek to reduce waste generation through a new look at eco-design in processes and products, which leads to a decrease in waste generation, reuse and recycling of materials.

Strapping in Luján

Between February and April 2021, the Luján Plant, in Argentina, and SystemPack worked on the valorization of plastic strapping, which meant the removal of almost seven tons of material. The straps are plastic tapes of different thicknesses used for packaging packages and are recycled for identical material. In Luján, 100% of the waste valorization is fulfilled: cardboard, nylon, aluminum, wood, plastics, glass and the waste that comes out of the canteen.

Points of sale in Argentina

The company in Argentina took the concept of waste valorization to the points of sale, through the reinvention of POP (Point of Purchase) material features, with ingenious and sustainable ways to reuse and recycle them. The POP material is composed of banners, racks, posters, battery bases and others, where our products are promoted. With the implementation of this proposal, the printing of posters and waste is reduced.



Main raw materials and manufacturing materials

301-1 301-2 301-3 FB-AB-410a.1 FB-NB-410a.1

The company uses barley and malt in the production of beer, and grapes in the case of wine and pisco. CCU has a declaration on the use of ingredients derived from Genetically Modified Organisms (GMOs).

During 2021, the main raw materials of agricultural origin used in the brewing industry were malt (200,579 t), rice (34,884 t) and AM Syrup (39,826 t). For the wine industry (wines and distillates) they were grapes (233,536 t) and third party wine (79,017 t).

The volume of manufacturing materials for packaging, of non-renewable origin, mainly glass, aluminum and plastics, corresponded to 267,647 t in Chile. CCU uses cardboard and cardboard to package its products, as the main manufacturing material of renewable origin. During 2021, 17,979 t of cardboard and cardboard were acquired in the Chile Segment.

Manufacturing Materials - Recycled Ratio in Chile

Materials	2020	2021
Glass	30%	30%
Aluminum	70%	70%
Cartons	75%	75%

Percentage of products that used returnable packaging in Chile

Materials	2020	2021
Reused packaging materials/returnability	14%	14%

Circular Economy

FB-AB-410a.2 FB-NB-410a.2 FB-FR-430a.4

The Circular Economy is a global challenge and is considered an essential tool to achieve a responsible use of material resources, maximizing waste recovery.

CCU defines responsible waste management as a fundamental task. We promote the participation and collaboration of everyone to generate a joint vision, with the purpose of educating the community and working towards a Circular Economy.

99.0% of the industrial waste generated in the company's production units (not including operations in Colombia) is sent to Circular Economy processes. Since most of CCU's waste is organic, it is mainly sent to animal feed, composting and energy generation.

Meanwhile, glass, paper, cardboard, aluminum, PET and other plastics are sorted and delivered to third parties for recycling, thus promoting an industry that gives a second life to many products. This strategy has also allowed us to generate an environmental culture among our workers, who contribute ideas and are committed to reviewing processes that have been improved.

In November, CCU participated in the Circular Economy Summit R event, which combined conferences, talks and educational activities to promote the culture of reducing, reusing and recycling waste. Cumbre R, organized through a virtual platform with free access, was the first meeting that promotes the Circular Economy and its objective was to integrate social organizations, public and private sectors around this topic. Participants had access to more than 40 conversation panels and 100 prominent speakers, including two CCU executives, who promote initiatives to care for the planet. At the same time, Aldea R was developed, a virtual fair of associations and organizations to promote sustainable products.

REP Law in Chile

Law N° 20.920, known as the **Law on Extended Producer Responsibility and Promotion of Recycling (REP)**, aims to consolidate an industry responsible for the chain of its products, through the prevention of waste generation and its recovery and recycling. According to the legal framework, both producers and importers of the so-called priority products must be responsible for them until the end of their useful life, they become waste and their raw material can be reused.

This law seeks to strengthen a circular production model, in which products and the inputs used to make them retain their usefulness and value. The company participates in the Integrated Packaging Management System (SIG), coordinated by the Chilean Food and Beverage Association, AB Chile. In April, companies from the AB Chile guild and different productive sectors filed a request with the Court for the Defense of Free Competition for a ruling on the formation of the SIG. With this, the process of forming the SIG, a key piece in the design of the REP Law, was formally initiated. This initiative has allowed us to advance in the execution of different pilot plans to gather information regarding community participation, the level of discarding, efficiency, installed capacity and direct work with collection, classification and recovery companies, as well as the analysis of the legal challenges of the REP Law. We are part as CCU, ECCUSA and VSPT Wine Group of the founding companies of this organization, along with 25 other companies.

Chilean Plastics Pact

CCU played an active role in the Chilean Plastics Pact, an initiative promoted by the Ministry of the Environment and Fundación Chile, with the aim of advancing the proper use of plastic containers and packaging in a Circular Economy. The instance, which is made up of more than 50 organizations, seeks to incorporate all the stakeholders involved in the plastics value chain to share a common vision and guide their strategies.

Seal #ElijoReciclar

CCU is part of the Clean Production Agreement (APL, as in Spanish stands for Acuerdo de Producción Limpia), signed by several companies and led by the Sociedad de Fomento Fabril (Sofofa). The #ElijoReciclar seal identifies products that meet the following requirements: at least 90% of the weight of the packaging must be made from recyclable materials and there is a demand from the recycling industry to process this waste.

By the end of 2021, more than 270 CCU products have the #ElijoReciclar seal.

Chile Without Garbage 2040

Since 2019, we have been part of this initiative led by Kyklos, which seeks to reduce, reuse and recycle 100% of the waste generated in Chile. In 2021, and in order to encourage and reinforce in people a culture around recycling habits, the second version of the contest was launched, which invited people from all over Chile to create a work solely with waste. The first three places in each category exhibited their work in the exhibition #ReciclarEsUnArte at the Sala de Arte CCU Foco Social.



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Materials and product life cycle

CCU has promoted programs to reduce, reuse and recycle the fractions of waste that can be recovered today, as well as initiatives to improve the recycling of materials, in order to facilitate their identification and segregation of origin and avoid contamination with other waste. To this end, it has promoted the installation of clean points inside industrial sites and the removal of waste receptacles.

In addition, it has organized ongoing training for workers and contractors, aimed at generating a cultural change in waste management.

Glass recycling in Valdivia

Up to 20 tons of glass per month was projected to collect the alliance signed in March by Kunstmann Brewery with the Valdivian company Pudú Glass Recycling Service Ltd., which will run for 36 months.

The agreement consisted of installing 20 glass deposit bells so that the community can recycle their waste and contribute, in this way, to the protection of the environment, the care of the environment and the strengthening of the Circular Economy.

Reuse and recycling - the Bilz and Pap commitment

More than 100,000 families from all over Chile joined the largest recycling crusade in the country, promoted by Bilz and Pap, within the framework of the last Telethon. The task "Families Recycling in #ModoBilzYPap" sought to promote recycling and the recovery of plastic bottles. CCU has been present at the Telethon since its first edition in 1978 with its brands and since 2015 also leads the challenge to educate and encourage families to recycle and reuse, showing the value of a plastic bottle that can be converted into other elements.

Returnable cycle in Colombia

Central Cervecería de Colombia launched in January the returnability campaign "Enjoy, return and repeat", with the aim that more glass bottles can be reused. The initiative was developed in three phases and sought to educate, encourage and raise awareness.



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Water management

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- FB-AB-140a.2
- FB-NB-140a.2

Our concern for water resources not only lies in the need of this element for our operations, but also with its availability for human consumption of the communities that live in the territories where we are present.

Therefore, we work towards efficient use in all our operations and throughout our value chain. In this task, we apply continuous optimization systems and the best available technologies and practices in order to go beyond legal requirements.

Water level measurement equipment has been installed at all groundwater collection points where we operate, with records reported on a regular basis. This measurement of aquifer levels has allowed us to monitor the sustainability of the supply and act accordingly with specific action plans.

At CCU we analyze the water scarcity decrees issued by the local authority to define goals and design long-term action plans, considering that today the sensitivity analysis is essential in the face of a global water scarcity scenario.

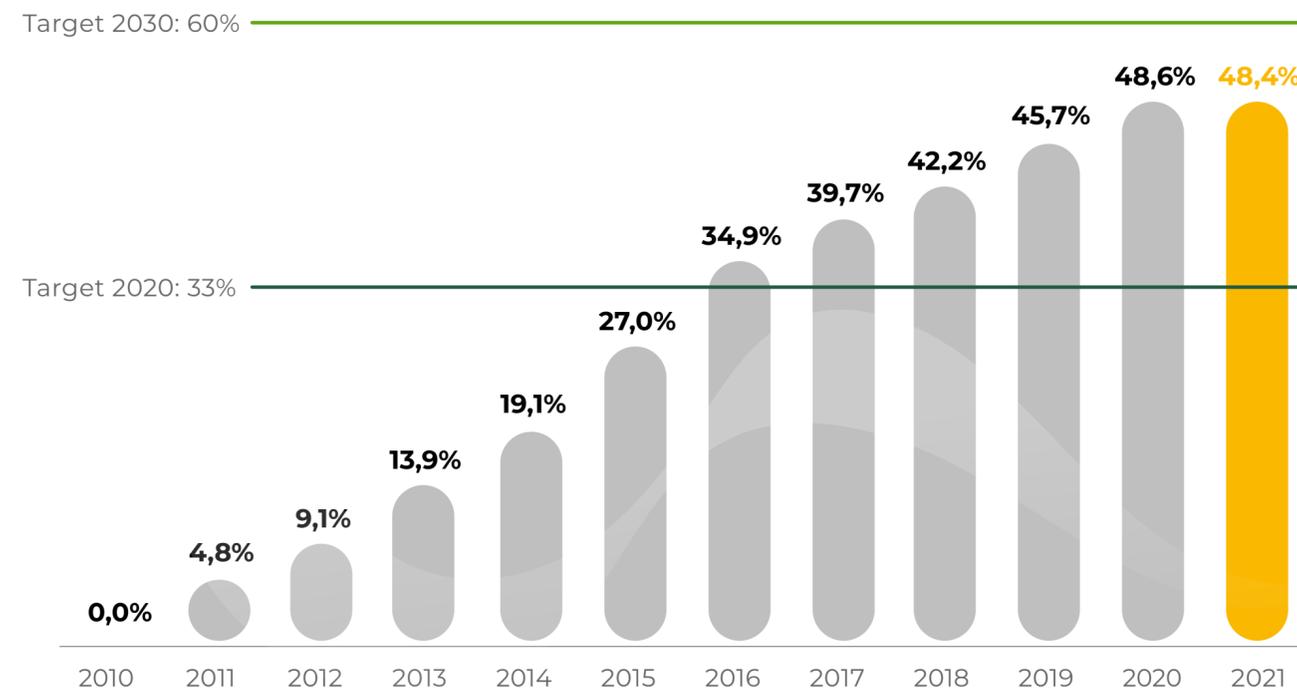
In 2021, water availability monitoring was maintained at all of the company's facilities, with a special focus on those located in water scarcity zones declared by the General Water Directorate (DGA) of the Ministry of Public Works.

We have an indicator of water consumption related to the intensity of its use at an industrial level (hl of water captured/hl produced).

Reduction of water consumption

By December 2021, CCU achieved a 48.4% reduction in water consumption per hl produced.

Annual water consumption reduction compliance



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Good practices

- The Antofagasta Plant has been developing initiatives for the recirculation of water for internal irrigation since 1995.
- Replacing the classic faucets in the sinks with timed taps.
- Automatic switching on and off of pumps and installation of check valves.
- Incorporation of pipes to recover water.
- Elimination of water losses due to excess of continuous purge in condensers.

New technology at CPCh

In 2021, CPCh implemented a project aimed at reducing water consumption in the cocktail area of the Ovalle Plant. With new technology, instructions and training for operators, guidelines were provided to adjust practices in the rinsing of tanks used in the preparation of cocktails, as well as uncontrolled washing times.

Water project for communities with EcoImpacta CORFO

Ten kindergartens and nursery schools of Fundación Integra in the Antofagasta Region have from the first months of 2022 with purified water points through a system that recovers water from the air, a project carried out by the Freshwater venture, which was the winner of the challenge presented by CCU in EcoImpacta CORFO. It is an unlimited, alternative and renewable source of the resource, with a production capacity of up to 15 liters per day. This resource is obtained from the air through a system that captures water particles, condenses, filters, purifies and sterilizes them. In this way, from kindergartens, children, their families and workers of the establishments will have access to the resource at a time of national and global water shortage and contamination.

Water catchment

The water withdrawal recorded in 2021 from all CCU facilities, with the exception of Colombia, reached 10.65 million m³. Eighty percent of the withdrawal comes from deep wells, 10% originates from the drinking water network, while the remaining 10% originates from surface water, such as canals and springs. Industrial facilities have water treatment plants to adapt water to the specifications of processes and products.

Waste, process and product water

CCU has in its production operations that require it, with treatment systems for Liquid Industrial Waste (LIW), this allows discharging water according to current environmental regulations. These systems are subject to frequent monitoring by the supervisors, complying with the environmental standards and regulations in force.

During 2021, considering all the facilities, except Colombia, 5.42 million m³ were discharged. Of this total, 55% corresponded to disposal in surface water courses and 44% to sewage networks of sanitation companies.

Each country where we operate has equivalent norms and standards, which regulate the physicochemical characteristics that the discharge water must comply with. In the case of not having regional standards, conventional discharge parameters are used, depending on the receiving body.

Water resource management

CCU has a national plan to work with communities and, within the community interest, it works with the Solidarity Pillar, in the framework of which it provides hydration for different activities, especially when water is limited or scarce. In addition, there is a relationship with the Rural Drinking Water Systems (APR) in some of the Distribution Centers that have this supply.

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Relationship with key stakeholders

With regard to the commitments for catchment or discharge into networks belonging to canal associations, catchment rights, for example, have been formalized:

- 1 When the reception of any discharge is required, the authorizations requested by the Canal Owners Association in Pisco Elqui and Sotaquí are required to comply with the irrigation water requirements.
- 2 Antofagasta Plant participates in the Clean Production Agreement (APL) of the Pedro Aguirre Cerda Industrial District (BIPAC), which promotes good manufacturing practices for the management of industrial water resources in the sector.
- 3 CPCh's Ovalle Plant works to support cooperative vine growers and the surrounding communities with various initiatives to promote the proper use of water resources.

Challenges and achievements

Due to the geographical nature of our country, some regions have a deficit of water resources. In these sectors, a good level of community relations has been achieved and the aim is to extend it to all localities with different levels of exposure to water stress.

High standards

Environmental Certifications

FP5

61% of the company's Industrial Plants and Distribution Centers have an ISO 14001 Environmental Management System, with current certification, at the operational level.

PLASCO, Quilicura Plant and Temuco Plant are currently certified in the ISO 50001 Energy Management System. Meanwhile, Modelo is in the process of obtaining ISO 50001 certification.

In addition, PLASCO and Temuco Plant have the Energy Efficiency seal awarded by the Energy Sustainability Agency and the Ministry of Energy, for their high commitment to energy efficiency.

All of VSPT Wine Group's wine grape vineyards in Chile are certified under the National Sustainability Code (CNS), which evaluates waste reduction and recycling, energy savings and water management, among others.

Three areas are examined: own and supplier vineyards; wineries, bottling plant and other facilities related to wine production, as well as social and labor aspects applicable to the organization, including its fields, offices and facilities.

Investment/Environmental expenditure

CCU's main environmental resources are associated with Liquid Industrial Waste (RILES, as in Spanish stands for Residuos Industriales Líquidos), Solid Industrial Waste (RISES, as in Spanish stands for Residuos Industriales Sólidos), Gaseous Emissions (calibrations and verifications of control instruments and operation of fixed sources) and other resources related to regulatory performance, such as verification and compliance with ISO 22000, Food Safety, ISO 14000, Environmental Management and OHSAS 18001, Occupational Health and Safety management systems.

During 2021, the company allocated ThCh\$9,636,877 to environmental expenses, 17% more than in 2020.

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Brands that inspire us

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The company's business activity is based on value brands that provide consumers with experiences to share a better life. In this pillar of the CCU Sustainability Management Model, work is focused on the areas of Innovation, Responsible Consumption and Our Consumers.

Preference Model

CCU3

In the search for the continuous growth of Brand Value, we have built our Preference Model, which identifies the causes and variables that impact the valuation of our brands and, consequently, the business.

Brands are the key asset of our company, therefore, under a portfolio strategy, each of our brands defines a desired positioning, which frames the management of the four causes: advertising, product, point of sale and price. This has the objective of resulting in the following effects: greater market share, higher income and development of the category.

In 2021 we made progress in the study and analysis of consumer trends at a regional level, which allows us to reach our consumers with more favorable experiences, which mobilizes us to generate action plans that meet their needs and new consumer trends. Thus, we focus on adapting our products and service channels according to what people are looking for.

Brands with Purpose

Since 2018, we have incorporated the Brands with Purpose approach to our Preference Model, aligned with the corporate statement, Desired Positioning, the Sustainability Management Model and the UN Sustainable Development Goals. Along with ratifying our commitment to incorporate sustainability into the core of our business activity, this new direction will strengthen the link between the CCU brands and our consumers and society in general.

In 2021 the following actions stand out:

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Due to its trajectory and origin in the natural spring in Coinco, in the Sixth Region of Chile, Cachantun was one of the brands chosen to advance in the development of a brand purpose, which seeks to generate well-being by promoting a healthier and more natural way of life.

Within this framework, Cachantun has developed the Refresca tu Barrio Program, a project that has been building green areas for the community for three years in collaboration with Fundación Mi Parque and the municipalities, an initiative in which more than 75 communities in the country participate each year. The initiative has allowed the construction of eight squares in the municipalities of Chañaral, Renca, Antofagasta, Los Andes, Puerto Montt, Recoleta, Talca and Concepción, with durable elements built with eco-wood from the recycling of plastics from the communities together with Cachantun.

In sports and through the Cachantun Refresca el Tenis concept, in March, Cachantun renewed its sponsorship of the Chilean Tennis Federation to support the development of tennis in the country from children to professionals for the Davis Cup world championship. Cachantun also sponsored the Chile Open (ATP 250) and the Santiago Challenger (ATP 80), the two most important professional championships held in Chile.

In this way, it increases the visibility of professional tennis players and motivates new generations to practice the sport, contributing to more people doing physical activity, in order to promote an active and healthy lifestyle.

Finally, Cachantun's PET bottles have been reducing the weight of plastic per container which are certified as 100% recyclable, promoting the circular economy and care for the environment.



Bilz and Pap have become one of the most recognized brands in Chile, with an important national trajectory. Under its slogan I want another world, the brand seeks to promote a culture of environmental protection, where environmental education, recycling and circular economy are its main actions so that children are the main promoters of a better world.

In the context of the Telethon, with recycling in #ModoBilzyPap, more than 100,000 families from all over Chile joined the largest recycling crusade in the country, which sought to promote recycling and the recovery of plastic bottles. The initiative had more than 600 recycling points from Arica to Punta Arenas.



Tayu or "Our" in Mapudungún is a wine made by VSPT Wine Group in the Malleco Valley, in collaboration with indigenous families from the Buchahueico community.

This wine has a close connection with the land and sustainability, being produced under their ancestral traditions, where respect for nature or mother earth (ñukemapu) prevails.

Tayu 1865 is a case of success where mutual learning and working side by side, between company and community, converge.

Meaningful Campaigns

Canada Dry and the Young Adult



Living adulthood in an entertaining way and making a truce with the eternal conflict of being an adult, transforming those moments into a unique sensation is the invitation made by Canada Dry through its campaign, in which it welcomed the Adulto Menor.

Pepsi Zero, "dare to more".



With its slogan "dare to do more" the brand carried out two campaigns during the year with the important Chilean sportsmen Ben Brereton Díaz and Sammis Reyes. These campaigns reflect the spirit of going for more, to break the established and to live intensely.

"Generations", "Contraries" and "We Redefine", Escudo



In line with the young people, Escudo sought to highlight the values of this generation with character, effort and personality. The initiative, as a continuation of the "Generations", "Contrarians" and "We Redefine" campaigns, focused on the 18-24 age group.

Lemon Soda Zero and its reward for young people



Limón Soda Zero launched initiatives aimed at recognizing the efforts of young people under its slogan "Do everything, do nothing", highlighting the importance of doing nothing after an intense and difficult year. As part of this recognition, it held a contest linked to the Transition Test for University Admission (PDT) to reward young people for having done everything, accompanied by the refreshing taste of Limón Soda Zero.

Malta Real's push in Bolivia



With the slogan "Nothing stops Bolivians", Malta Real presented in June its campaign aimed at getting ahead in a new normality as a result of the pandemic, with emphasis on the natural energy that the consumption of this product delivers to children, young people and adults.

"Don't stop on your way to greatness", Gatorade



As part of its ongoing commitment to inspire athletes on their path to greatness, the campaign aims to motivate current athletes and encourage the belief that no matter how great you are today, there is always potential to be better tomorrow, and that settling is never an option on your path to greatness.

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Product quality

416-1 FP2 FB-FR-430a.1

As a company, we are committed to maintaining and continuously improving the quality and safety of raw materials and materials, always ensuring, first and foremost, the safety of those who work at CCU, as well as the safety of our consumers and the environment during the manufacturing, packaging and distribution processes of our products.

That is why our systems present methodologies that have been implemented in the different stages of the process with controls by the quality assurance areas (from the selection of suppliers), in order to ensure compliance with all legal requirements and specifications according to each category.

All our categories are developed under the Food Sanitary Regulations in Chile, and each country is governed by the existing regulations and, in special cases, the Catholic University and the Institute of Nutrition and Food Technology (INTA, in Spanish stands for Nutrición y Tecnología de los Alimentos) are consulted.

Among the certifications we have are the following:

- 1. Hazard Analysis and Critical Control Points (HACCP): Hazard Analysis and Critical Control Points.
- 2. ISO 22000, FSSC 22000 and BRC (British Retail Consortium): these are oriented to a due control of processes for the protection of the consumer, guaranteeing the food safety and security of the elaborated products.

As of 2020, the plants are required to move forward with FSSC 22000 food safety certification, or similar, so that all 25 production plants at the regional level have the same standard of food safety and safety certification.

In 2021, at the regional level, the number of plants with food safety certification increased by 17%, where the volume produced in sites with this international certification corresponds to 89.9%.

Likewise, there were no fines or penalties associated with impacts on product or service categories.

Safety certification figures in the region

Categories	2020	2021
Certificates	22	24
Total Sites	30	28
Percentage certification per site	73.3%	85.7%
Percentage certification/vol. product	88.4%	89.9%

Health and nutrition

FP6 FP7 FB-NB-260a.2 FB-FR-260a.2

Through its multi-category product offering, CCU promotes responsible consumption by informing consumers and offering, for both alcoholic and non-alcoholic beverages, a balanced portfolio according to each instance of consumption. The company is constantly innovating its portfolio to deliver products of the highest quality to respond to consumer trends and expectations.

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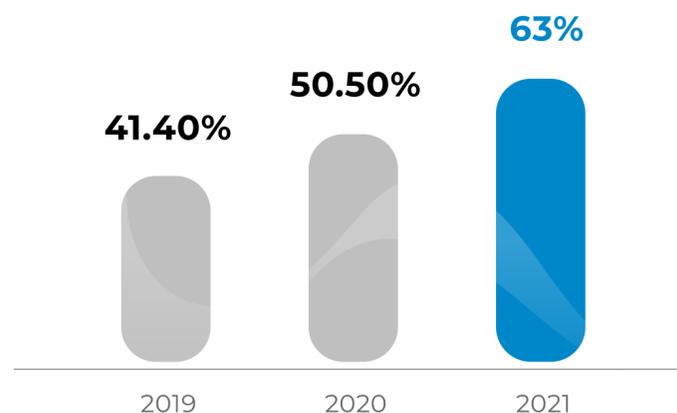
In all our CCU product categories, the ingredients used are within the framework of the legislation and are approved by the competent authority. In addition, the Innovations Committee and the Product Reformulation Program review formulations and new ingredients that could be used, always seeking to maintain product quality and strictly comply with current regulations.

In the area of non-alcoholic beverages, it rigorously respects the regulations on the nutritional content of its products, adequately informing the consumer and innovating in its portfolio to deliver the best products in all categories and responding to consumer trends.

Market studies have indicated that the way to make sugar reductions is in a staggered manner, with decreases in stages, so that the change is gradual, getting the consumer's palate used to it.

In 2021, we continued to evaluate several of our non-alcoholic beverages and reformulated their recipes in order to reduce the total sugar in them. Examples of this are Bilz and Pap Pop, with the launch of this reduced sugar line, as well as Watt's 0% added sugar.

Sugar-reduced products sold out of total sales of alcoholic beverages



CCU constantly monitors consumer trends in order to have products that meet consumer needs. Year after year we have seen that wellness trends and more natural products have been gaining strength among consumers. In 2021, Gatorade and Agua Mas Woman products advanced on this path.

% of revenue from non-caloric and low-caloric beverages	% of total sales volume of consumer products containing more nutritional or functional ingredients*
59%	4%

* Includes fibre, vitamins, minerals, phytochemicals or functional food additives.

Meanwhile, in our portfolio of products with alcohol we have worked on the incorporation of products with lower alcohol content or without alcohol such as beers, sparkling wines and ready-to-drink cocktails.

Beers	Sparkling wines	Sparkling wines Ready to drink cocktails
Zero Glass	Viñamar Zero Dealcoholized	Hard Fresh
Zero Radler Crystal	Viñamar Rosé Zero Dealcoholized	Mistral Ice
Heineken 0,0		Iceberg
Kunstmann alcohol-free		Cygan
		Pehuenia

Labelling and responsible marketing

417-1

417-2

417-3

DSCC 20

FB-AB-270a.4

CCU promotes responsible consumption of its products by informing consumers and offering, for both alcoholic and non-alcoholic beverages, a balanced portfolio according to each consumption instance. To promote responsible communication there are the following General Principles for all our communications:

General Principles of the Code of Responsible Marketing Communications

The company develops its business by seeking to make its brands stronger and stronger, driving innovative, effective and inspiring commercial communications while ensuring that CCU meets the highest standards of corporate responsibility. To address these objectives, it promotes the following General Principles in all its communications:

- Comply with current legislation.
- Be honest, truthful and responsible.
- Adhere to accepted principles of fair competition and good business practice.
- Avoid going against the rules of morality and public order.

In this line, the labeling of the products that make up the CCU portfolio complies with the regulations in force in the country of sale. In Chile, it is the Food Sanitary Regulation for non- alcoholic products (soft drinks, water, nectars, powdered juices, energy drinks), and its modification with Law N° 20,606, "On nutritional composition of food"; Law N° 18,845, which sets Standards on Production, Processing and Marketing of Ethyl Spirits, Alcoholic Beverages and Vinegars, and Decree No. 78, with its regulations. For all these regulations, the labeling applies to 100% of the company's products in the corresponding categories.

We also adhere to industry best practices in consumer information, such as the Daily Food Guide (DGA). And we have a number of internal self-regulatory tools for labeling and communication for all of our products: CCU Messaging System (SMCCU, in Spanish stands for Sistema de Mensajes CCU), CCU Alcohol Policy and the CCU Responsible Commercial Communications Code (CCR), aimed at our workers, marketing agencies, advertising and production companies so that they respect and incorporate the concepts of Responsible Alcohol Consumption. All these tools are available on our website.

CCU Message System

To strengthen its image and brands as a responsible company concerned about the correct consumption of its products and care for the environment, our products have labels with messages associated with these issues. In addition, we apply the messages to advertising in digital and traditional media and POP.

CCU Alcohol Policy

Seeks to promote Responsible Alcohol Consumption among workers through a document that contains the following objectives:

- Comply with the legislation in force in the countries in which it does business
- Promote Responsible Alcohol Consumption
- Require responsible drinking behavior from all employees.
- Report on your activities

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Responsible Alcohol Consumption

Promoting and educating in a culture of Responsible Alcohol Consumption represents a concrete contribution of CCU to society, delivering messages in a clear and purposeful way about its products and how to consume them correctly.

This is a task to which the company has always been committed as part of its business vision. Since 1994, we have been developing the CCU Responsible Alcohol Consumption Promotion Program, an integrated strategy of actions that invites different stakeholders in society to develop a series of initiatives. This program is based on four pillars: Family Education, No Sale of Alcohol to Minors, Responsible Drinking and Road Safety campaigns, and corporate self-regulation codes.

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Family Education Online Talks

In order to continue providing content and tools to parents and guardians related to education on responsible consumption and prevention of underage drinking, 33 online workshops were held in 66 municipalities in 2021, reaching 1,365 people.

In this line, in Argentina, Cerveza Imperial has promoted "Compromiso Imperial" together with Fundación Padres to promote responsible consumption in more than 80 rugby clubs in the country.

No Sale of Alcohol to Minors

This year we wanted to reinforce the message of No Sale of Alcohol to Minors and the requirement to show the identity card when buying alcohol in the case of adults (according to the new Law N° 21,363), giving our clients who sell alcohol products, liquor stores and stores with a license, throughout the country, permanent graphics to ensure compliance with the law and responsible consumption. Thus, we carried out the fifth version of the "No sale of alcohol to minors" campaign, in alliance with regional governments, the Chilean Association of Municipalities (AChM) and the Association of Rural Municipalities (AMUR), in which 20,000 clients from all over the country participated.

Educational campaigns on responsible consumption and road safety

These are campaigns to raise awareness and educate consumers and communities, aimed at promoting responsible celebration, road safety and the promotion of responsible alcohol consumption.

In 2021 we launched "Plan 18, of all plans, taking care of ourselves is the most important", a digital campaign aimed at celebrating Fiestas Patrias with care, consuming alcohol responsibly and taking measures to prevent COVID-19 infections.

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The initiative was supported by a video and specially designed content that was disseminated on the social networks Instagram, Facebook, YouTube and LinkedIn, as well as in print and radio. The campaign included 10 tips for responsible consumption during the celebrations.

In addition, we continued to give road safety education talks together with Fundación Emilia to students in third and fourth grades (raising awareness among future drivers). This year they were transformed into capsules with information focused on educating about current traffic regulations, the Law of Road Coexistence and supporting the promotion of a culture of self-care and road empathy. These talks reached 1,700 people.

Corporate Self-Regulatory Codes

CCU has a Code of Responsible Commercial Communications aimed at its employees, marketing agencies, advertising and production companies, so that they respect and incorporate the concepts of Responsible Alcohol Consumption.

They are guidelines for driving innovative, effective, and inspiring marketing communications while ensuring that the company meets the highest standards of corporate responsibility. Your marketing communications should be designed and targeted explicitly for people authorized to consume alcoholic beverages in accordance with local laws. In addition, you should avoid portraying alcohol as a behavior modifier.

● If you would like to learn more about our Responsible Drinking initiatives and campaigns, we invite you to review our "People Who Move Us" chapter, Communities section.

Innovation Strategy

CCU2

Innovation in different areas is essential in the industry in which we operate, as it allows us to optimize processes, encourage workers and generate added value in our products.

CCU's innovation strategy is part of our Transformation Model, leveraged by two fundamental enablers: technology and people. This is how we defined four innovation drivers:



Product Innovation

At CCU, we believe that permanent innovation in the recipes and formats of our products contributes to respond to new trends and consumer expectations.

The development of new products considers the monthly analysis and follow-up in an Express Committee, where the areas of Marketing, Development, Procurement, Planning, Engineering, Pricing and Production meet.

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In addition, we have a New Product Development Committee, which meets every two months to present to all management the level of progress of ongoing projects, follow up on the latest launches and review the main innovation indicators, such as complexity, profitability and volume.

The projects are assigned a budget according to the economic evaluation, which is analyzed for approval. At the same time, CCU's Product Innovation area contemplates a budget for the development of studies, as well as participation in fairs, development and training, among others.

In 2021 we focus on innovations in each of our categories, both at the product and format level:

Beer

FORMAT

Cristal La Roja, symbol of football in Chile: its main attributes focus on a refreshing red beer, red lager variety, with 4.6 degrees of alcohol, Lager yeast, Munich malt and Pilsen malt. The launch was made in the framework of the qualifiers for the Qatar 2022 World Cup, Copa America 2021 and the participation of the women's team in the Tokyo Olympics. Its formats are 355 cc bottle, 350 cc can and 470 cc can.

NEW PRODUCT

Royal Guard diversified with Dark Malt in Chile: this new dark beer completed the Royal Guard family in limited edition for six months.

FORMAT

Heineken and its new varieties in Chile: Edelweiss and Birra Moretti, available in 8-liter kegs for the Blade machine, which can be purchased together through e-commerce.



NEW PRODUCT

Escudo by Cerros de Chena, limited edition in Chile. Hand in hand with Cerros de Chena, a craft brewery, a limited edition of the product was launched that represented the character of Chile and that was worked together between the master brewers of both companies.

RELANCHING

Amstel Lager was relaunched in Argentina: in the light beer segment, the objective, together with Schneider, was to compete with the leading brand in the category. The product, with a light and refreshing character, has an exclusive malt recipe and European brand credentials and is aimed at 18-25 year olds.

NEW PRODUCT

Sajonia Lager product brewed in Paraguay with a recipe that is the result of 10 years of experience and international medals of Sajonia in the craft world with the best quality. Its recipe combines three varieties of malted barley and Sterling hops of North American origin, resulting in a great tasting beer, balanced and light.

FORMAT

Real, Capital and Cordillera, new formats in Bolivia: to attract Bolivian consumers with new presentations, Real and Capital launched canned bottles with 269 cc and 473 cc capacity, while Cordillera was presented in 269 cc format.

NEW PRODUCT

Uyuni in Bolivia: inspired by the name of one of the most popular tourist destinations in Bolivia, this product underwent the development and packaging phases during 2021 and projected commercialization for January 2022.

NEW PRODUCT

Salta Cautiva to drink "tranqui" in Argentina: a new brand of origin was presented, aimed at young people from 18 to 25 years old looking for a moment to share and relax. Its Salta origin and a touch of ingredients from the region (torrontés, quinoa and a mixture of IPA and wheat), gives it a unique flavor and highly valued by consumers. It is available in blonde, red and blend varieties.

FORMAT

Imperial and Amstel, new formats in Uruguay: In 2021 Imperial Lager 710 cc, APA Imperial 473 cc, Imperial IPA 473 cc and Imperial Lager liter OW were incorporated. Amstel was also launched in 473 cc and liter OW formats.

NEW PRODUCT

New Kunstmann X3 NEIPA (New England IPA) in Chile: This series has been catalogued as the best experimental beer produced by the brand in 2020 and its attributes of freshness, slight bitterness and predominance of citric notes and fruity aromas make it ideal for summer consumption. A label was designed to convey the process of constant experimentation. We used soft water from the Valdivian rainforest, yellow, citra and mosaic hops, as well as blonde, Munich and wheat malts.

NEW PRODUCT

Apple Pils, Kunstmann's experimental beer in Chile: brewers and apple growers joined forces to create this product, which combines the best of the local apple and craft beer.

NEW PRODUCT

New Pilsen Santa Fe in Argentina: Light and refreshing, new beer of pale golden color and light body. With slight fruity aromas along with the smooth flavor that contribute their malts. It bears the name of its malt, in can and bottle format.

RELANCHING

Central Cervecería de Colombia relaunched the Andina brand in its regular and light presentations. Andina regular was presented as an urban brand that experiences all the diversity of Colombia, while Andina Light was projected as a drink present in the sun, water, heat and friends, ideal for celebrating and refreshing. This relaunch was the result of the work developed by the brand in 2020 that was postponed due to the pandemic.

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NEW PRODUCT

Bebidas del Paraguay launched its first non-alcoholic beer, Heineken 0.0, which maintains the flavor and quality that characterize it. Heineken 0.0 is now available for sale in 330 cc bottles and cans.

RELANCHING

Escudo Negra is back, in Chile a limited edition, after its launch in 2013 and its relaunch in 2019, Escudo Negra is back. With its 5.7° of alcohol, the return of Escudo Negra was accompanied by a campaign that highlighted its unique character and distinctive seal.

Non Alcoholics

NEW PRODUCT

Bilz y Pap presents Pop Flipy and POP Ambrosito: two incredible innovations in 500cc format, which bring all the flavor of the emblematic candies in a reduced sugar formula.

NEW PRODUCT

Watt's launched the new 0% mango flavor in Chile, in 1.5 liter PET format, which is now available in the central-coastal zone, in Santiago and Rancagua. It also changed the image of its labels, seeking to highlight its attributes of naturalness and appetite.

NEW PRODUCT

Kem Xtreme Urban Blueberry in Chile. This blueberry-flavored caffeinated drink with 5% natural juice reinforced the positioning of the flavor and energy duo. In addition, a limited edition was presented with the best of the pineapple flavor of Kem Mix Tropical along with the exotic and tropical flavor of guava.

NEW PRODUCT

Aqua filter and a new stainless steel bottle from Manantial in Chile; an innovative service was presented with dispensers connected to the drinking water network and a new type of market for the business, being filtered water (not purified as Manantial is). The pilot program started with three different dispensers, with the latest technology and design, in the Metropolitan region. It also launched a new stainless steel bottle that allows the liquid to be transported keeping its temperature low and extending its attributes.

FORMAT

Nestlé Pure Life in Chile: purified water without gas or flavor, presented in two-liter containers with gas and without gas nationwide.

FORMAT

Porvenir with new Kraft label in Chile: in March, the new image of this liquid was launched with a transparent bottle. The kraft label is a reminder of the brand's commitment and care for the environment, evoking the use of renewable materials.

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NEW PRODUCT

Gatorade launched two new flavors in Chile: two new flavors Local Uva and Visita Maracuyá were launched, with its 360° campaign because it doesn't matter if you play at home or away, the important thing is to hydrate with Gatorade. Tiane Endler participated in this campaign.

FORMAT

Pepsi Zero in Chile: made a change of image in its 350cc can format, daring to more giving an opaque look to the can and changing its lid to black color with what seeks to make you feel unique and different from the rest, keeping the cola flavor that you like the most.

EXPORT

Watt's Paraguay launched a line of nectars for export: this drink, with peach, orange and apple flavors, began to be shipped to Uruguay. We worked together with Uruguay to import tetra pack containers for the flavor formulas.

FORMAT

Gaseosas Pulp in Paraguay: Mini Pulp was launched, the new format that can also be found in a six-pack of Pulp soda, aimed at facilitating its transportation during the hot season. It comes in its five traditional flavors: orange, guarana, grapefruit, lemonade and cola.

FORMAT

La Fuente mineral water in Paraguay: it was introduced in 5-liter and 10-liter formats, thanks to the investment in a new filling line.

FORMAT

Mendocina Lemonade PET and Mendocina Grapefruit PET in Bolivia: the product debuted a recyclable material container to go in line with sustainable management.

FORMAT

Nix Guaraná and Nix Mandarina in Uruguay: these products were launched in a half-liter (guaraná) and one-liter (mandarin) format.

FORMAT

Agua de La Sierra, new launch in Bolivia: the product is aimed at those seeking a healthy and natural lifestyle. It has triple filtered purification technology and is available in two presentations, with or without gas, in two formats, 600 cc and 2 liters.



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NEW PRODUCT

Naturalma was presented in Colombia: close to teenagers and young people. Because of its high nutritional content, it is used to feed children and connects with dynamic and energetic young people.

RELANCHING

Relaunch of Andina at Central Cervecería de Colombia: in two presentations, normal and light, the beverage seeks to inspire diversity, passion and love for the land.

Wines

NEW PRODUCT

New brand Mission "by Misiones de Rengo": it offers two varieties that have a balance between sweetness and intensity, a red blend and a cabernet sauvignon. The product is from VSPT Wine Group.

NEW PRODUCT

Gato Selección Dulce, red and white: VSPT Wine Group's proposal stands out for being fruity, sweet, smooth and easy to drink wines, thanks to their lower alcohol content. Ideal to drink them at room temperature (12 to 14 degrees) or cold.

NEW PRODUCT

Santa Helena and its line to the international market: VSPT Wine Group launched its line of low alcohol wines in a 500 cc format.

NEW PRODUCT

Launching of Colón Selecto in Argentina: the winery relaunched its traditional brand Colón and a product of greater oenological complexity that elevates it in its category, but maintains a virtuous price-quality ratio. The line consists of three varieties.

FORMAT

New image of Castillo de Molina: updated logo to generate greater brand recall. Each vine has a characteristic color in the image of its vineyard.

NEW PRODUCT

Misiones de Rengo in Uruguay: this product was added to the portfolio with the sauvignon blanc grape variety.

NEW PRODUCT

B-LIV: new conscious brand Organic, vegan and sustainable, is the wine brand that was born to continue innovating with the new trends demanded by consumers and was launched in Chile. Bottled in a container with recyclable materials, compostable cork, no capsule, lightweight bottle and label with recycled paper, B-liv promotes conscious consumption.



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Liquors and ciders

NEW PRODUCT

Hard Fresh, new product in Argentina: as a more natural and refreshing option, this sparkling water drink was introduced with a slight alcohol content of 5%, similar to a beer, and a slight touch of fruit juice. It is available in mango and grapefruit in 310 cc can format. It is low in sugar and low in calories and is associated with the Hard Seltzers category.

FORMAT

1888 Rosé, new format in Argentina, this cider was presented in 500 cc size.

NEW PRODUCT

Cider Villa Pehuenia in Chile: although it was born in Argentina in 2019, in 2021 it was opened to the Chilean market, which offers a high consumption potential.

NEW PRODUCT

New Horcón Quemado pisco sour in Chile: produced by CPCh and launched in April, the product completes the portfolio of its mother brand Horcón Quemado pisco. Its format maintains the original pisco bottle in its 645 cc version, but with a satin finish and cork cap, using codes that give a higher perception of quality to the pisco sour. It is made with artisanal Horcón Quemado pisco and natural lemon juice.

NEW PRODUCT

Mistral Barrica Tostada in Chile: In 2021, the Mistral family's oak-aged pisco was launched. Mistral Nobel includes both burnt and toasted barrels. In this way, Mistral Nobel Barrica Tostada achieves a unique flavor and personality that hopes to conquer the palate of its clients.



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Total products launched

	2018	2019	2020	2021
	230	266	293	265

Note: Includes total launches of CCU Chile, VSPT, CPCh and CCU Argentina.

Incremental innovation seeks to **create a culture of continuous improvement of processes with the development of initiatives** that promote the economic, environmental, social and productive sustainability of the organization, in line with its CCU Sustainability Management Model.

Incremental Innovation is managed through the "CCU Transformation Plan", focusing on seven areas: sourcing, commercial effectiveness, revenue management, industrial management, marketing, planning and logistics, and administrative expenses.

Each focus is responsible for proposing, developing and managing initiatives and projects in a cross-cutting manner, in conjunction with all business units and countries.

- 1 **Procurement:** focuses on optimizing matters related to purchasing, redesign, supplier management and service contracts. Its efficiency initiatives generate savings, mainly in direct costs, and also in both manufacturing and administrative expenses.
- 2 **Commercial effectiveness:** it strategically manages the points related to sales and its channels. Its initiatives strengthen the relationship with clients, optimize the volume sold and also generate savings in administrative and sales expenses.

3 **Revenue management:** manages the consumer pricing architecture, discounts and promotions to optimize the company's revenue.

4 **Industrial management:** it is in charge of the management inside the plants, establishing processes that allow continuous improvement and the incorporation of good practices in the production between plants. Its initiatives generate savings in manufacturing expenses and direct costs.

5 **Marketing:** develops best practices, especially in the areas of brand building, advertising and media strategy, and trains the different business units of the company so that the actions are implemented effectively and efficiently. Its initiatives generate significant savings in media and marketing expenses.

6 **Planning and logistics:** it seeks to optimize matters related to distribution centers, as well as transport and carrying routes. This is achieved through the improvement of warehouse capacity performance, staff productivity, management of expiration, shortage and rejection, and truck optimization, among others. Its initiatives produce significant savings, mainly in distribution and administration expenses, as well as in costs.

7 **Administrative expenses:** it is in charge of the organization and management of administrative efficiency, through the search for savings in administrative expenses.

In this way, the GEF allows the different areas of the company to be prepared and trained to fulfill their tasks, solve problems and contribute, in this way, to the sustainability of the business.

Adjacent and Disruptive Innovation

Leveraging state-of-the-art technology, available in the market or developed internally, the company seeks to enter new markets and/or develop new business models to meet the needs of clients and consumers. The main focus is to be the most connected mass consumption company with clients and consumers.

Through the InnovaCCión meeting, projects of this nature are proposed and discussed in order to accelerate and provide the necessary resources for their development and scaling, with the participation of all business unit managers, technology teams, finance and human resources.

Open Innovation Program, INNPACTA

INNPACTA is a regional Open Innovation program that seeks to identify answers for the beverage industry. It is composed of two relevant focuses:

1

INNPACTA Regional Challenge:

seeks startups or entrepreneurs who have a validated solution to solve business challenges.

2

INNPACTA I+D+i:

seeks to solve business challenges supported by the academic and scientific world.

Regional Challenges: In 2020, Vigalab received first place for its "smart schop" solution project that monitors in real time the consumption and freshness of beer kegs. This project is currently being piloted, more specifically in the validation phase.

Likewise, in October the INNPACTA 2021 call was launched with a focus on e-commerce and point of sale. The winner was the startup Wisy. The solution consists of an artificial intelligence platform designed to collect data from shelves and stores at the point of sale, through image recognition.

The platform enables wholesalers and retailers to reduce out-of-stocks and improve point-of-sale analytics and management capabilities, in a more agile and remote way. In addition, it enables retail excellence and maximizes sales by bringing products to light, so they look better and sell more.

INNPACTA I+D+i: the team led by the dean of the School of Psychology of the Universidad Adolfo Ibáñez won first place in INNPACTA I+D+i. The project has a focus on Research, Development and Innovation, in alliance with the scientific and technological transfer center HUBTEC.

Entitled "Relational Wellbeing: Activating relational resources to impact the business", the winning proposal uses a wellbeing model through an application that will allow finding the variables that intervene and positively impact the wellbeing of grocers, grocers and restaurants. Subsequently, the findings will be analyzed through statistical modeling to define the indicators that will optimize the existing relationship.

CCU joins CORFO's Ecolmpacta challenge

CORFO launched Ecolmpacta, an open innovation platform for entrepreneurs, SMEs and startups across the country to participate with innovative solutions to challenges in areas of climate action to which companies are more exposed.

Among the main challenges, which are in line with CCU's Environmental Vision 2030, the following were identified: clean energy, Circular Economy, energy efficiency, water scarcity and recycling, among others.

CCU was the first company to upload a challenge to the platform, linked to the management of water resources for human consumption, aimed at making permanent, quality water available to the communities in the areas where it operates.

If you want to know more details about the results of Ecolmpacta CORFO 2021, check our chapter People who move us, section Communities.

Despega Internal Innovation Program

This initiative seeks ideas proposed by CCU employees to solve business challenges oriented to strategic focuses. In 2020 Despega managed to generate more than 300 ideas, nine of them were recognized and three of these projects are in the incubation period at different levels of progress, with a view to their implementation. In addition, a special regional version was held for COVID- 19.

In 2021, it had its 7th version with a focus on disruptive innovation, where workers from Chile and Argentina presented their ideas. Given its context of expansion, during the year, the Despega Pulpa de Excelencia version was held in Paraguay to find efficiency opportunities based on the fronts consolidated by the Functional Excellence Management. The first place was won by La Barra Express.



In 2021 we continue to work with digital tools to bring our multi-category portfolio even closer to clients and consumers, in which La Barra.cl stands out.

La Barra.cl

In its second year of operation, La Barra.cl was consolidated as an e-commerce channel for sales and home delivery of all products in our portfolio in Chile, incorporating new features and benefits for our consumers, with a focus on sustainability that reflects our concern for the environment.

In 2021, La Barra.cl was replicated in our market in Paraguay.



In the last quarter of 2021, the portal launched returnable containers, offering drinks and beers in different formats. The modality consists of the purchase of an initial pack that includes the containers and the locker, to subsequently pay only for the refill of the liquid, which also generates savings on each purchase.

Another noteworthy aspect is the sale of craft beers that are not produced by CCU, opening the space to entrepreneurs through the "Masters of the Bar" initiative, which allows them to apply for their products to be sold through our portal, supporting them to enhance their business through greater visibility and support in distribution channels.

Social Innovation

Companies and institutions must contribute from their respective fields and generate innovative projects so that as a society we can overcome the pandemic caused by COVID-19.

With this contextual purpose, in 2021 we maintained the development of initiatives beyond the usual scope of our business to help communities in health emergencies.

We decided to support from innovation and through our own operation, using our plants, raw materials and production processes to develop inputs for protection against the virus. These were some of the Social Innovation measures that were developed to mitigate the effects of the pandemic.

Donation of CCU alcohol gel to the Chilean Red Cross in the regions of Antofagasta and Temuco to volunteers who worked during the elections.

Donation of CCU alcohol gel to Gendarmery de Chile in Coquimbo, for the staff of the La Serena Penitentiary Complex.

Cerveza Cristal carries out a campaign to support the National Vaccination Plan against COVID-19.

We joined the plan to strengthen vaccination initiated by the Metropolitan Intendancy with the delivery of hydration sets with products from the portfolio.

If you want to know more about our support to communities in pandemic, we invite you to review our chapter "COVID-19 Special".

Annexes

People who move us: Workers

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Number of workers by gender and type of contract

Type of contract	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Indefinite	7,339	1,308	8,647	7,758	1,528	9,288	7,858	1,488	9,346
Fixed Term	741	46	787	1,140	206	1,346	987	108	1,095
Work or task*	-	-	-	-	-	-	266	98	364
Total	8,080	1,354	9,434	8,898	1,734	10,632	9,111	1,694	10,805

Note: 2019 and 2020 staffing include fixed-term contracts.

Number of employees by segment and type of contract

Type of contract	CCU S.A.	Chile Segment	Wine Segment	International Business Segment	Total
Indefinite	409	5,000	1,352	2,585	9,346
Fixed Term	1	626	69	399	1,095
Work or task	0	0	347	17	364
Total	410	5,626	1,768	3,001	10,805

Workers by gender

	2019						2020						2021					
	Men		Women		Total		Men		Women		Total		Men		Women		Total	
	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%
Total	8,080	86%	1,354	14%	9,434	100%	8,898	84%	1,734	16%	10,632	100%	9,111	84%	1,694	16%	10,805	100%

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Workers by position, segment and gender

Position	CCU S.A.						Chile Segment						Wine Segment						International Business Segment						Total					
	Men		Women		Total		Men		Women		Total		Men		Women		Total		Men		Women		Total		Men		Women		Total	
	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%
Senior Management	8	80%	2	20%	10	2%	2	100%	0	0%	2	0.04%	1	100%	0	0%	1	0%	12	100%	0	0%	12	0.4%	23	92%	2	8%	25	0.2%
Management	56	61%	36	39%	92	22%	158	81%	36	19%	194	3%	55	68%	26	32%	81	5%	76	81%	18	19%	94	3%	345	75%	116	25%	461	4%
Headquarters	30	61%	19	39%	49	12%	547	81%	127	19%	674	12%	151	69%	69	31%	220	12%	175	72%	69	28%	244	8%	903	76%	284	24%	1,187	11%
Professionals	114	54%	99	46%	213	52%	342	63%	204	37%	546	10%	120	54%	104	46%	224	13%	108	57%	80	43%	188	6%	684	58%	487	42%	1,171	11%
Technicians	6	86%	1	14%	7	2%	285	81%	68	19%	353	6%	57	54%	48	46%	105	6%	272	77%	81	23%	353	12%	620	76%	198	24%	818	8%
Administrative	20	56%	16	44%	36	9%	582	76%	181	24%	763	14%	78	52%	72	48%	150	8%	47	59%	33	41%	80	3%	727	71%	302	29%	1,029	10%
Auxiliary	2	100%	0	0%	2	0%	521	99%	4	1%	525	9%	257	76%	79	24%	336	19%	7	70%	3	30%	10	0%	787	90%	86	10%	873	8%
Operators	1	100%	0	0%	1	0%	1,632	97%	44	3%	1,676	30%	505	89%	65	11%	570	32%	1,527	100%	5	0%	1,532	51%	3,665	97%	114	3%	3,779	35%
Sales Force	0	0%	0	0%	0	0%	838	94%	55	6%	893	16%	66	81%	15	19%	81	5%	453	93%	35	7%	488	16%	1,357	93%	105	7%	1,462	14%
Total	237	58%	173	42%	410	100%	4,907	87%	719	13%	5,626	100%	1,290	73%	478	27%	1,768	100%	2,677	89%	324	11%	3,001	100%	9,111	84%	1,694	16%	10,805	100%

Workers by nationality and gender

Nationality	Women										Men										Total
	Senior Management	Management	Headquarters	Professionals	Technicians	Administrative	Auxiliary	Operators	Sales Force	Total women	Senior Management	Management	Headquarters	Professionals	Technicians	Administrative	Auxiliary	Operators	Sales Force	Total men	
Argentina	0	16	41	12	81	23	0	26	10	209	9	67	131	28	196	19	1	1,443	152	2,046	2,255
Bolivia	0	2	11	22	0	3	0	0	8	46	0	6	27	33	22	2	13	141	177	421	467
Brasil	0	0	0	1	0	1	0	1	0	3	0	0	0	1	0	0	3	0	4	7	
Chile	2	92	207	395	105	239	83	84	66	1,273	11	249	706	543	317	634	747	1,757	873	5,837	7,110
Colombia	0	0	0	1	0	0	0	0	0	1	0	0	1	0	3	4	11	0	19	20	
Ecuador	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	0	5	5	
México	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	1	5	5
Paraguay	0	1	19	43	3	22	0	0	18	106	1	7	18	54	64	42	0	76	116	378	484
Perú	0	0	1	2	0	1	0	0	1	5	0	1	1	0	1	4	4	19	2	32	37
Uruguay	0	2	0	5	0	1	3	0	0	11	1	5	3	4	6	3	2	64	8	96	107
Venezuela	0	3	5	4	9	12	0	2	2	37	0	4	15	18	13	19	12	125	28	234	271
Alemana	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	2	2
Holandesa	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	2
Another	0	0	0	2	0	0	0	0	1	3	1	1	0	0	0	0	2	26	0	30	33

Workers by age range

	2019						2020						2021					
	Men		Women		Total		Men		Women		Total		Men		Women		Total	
	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%
Total	8,080	86%	1,354	14%	9,434	100%	8,898	84%	1,734	16%	10,632	100%	9,111	84%	1,694	16%	10,805	100%

Workers by age range, gender and job title

Age group	Women									Men									Total		
	Senior Management	Management	Headquarters	Professionals	Technicians	Administrative	Auxiliary	Operators	Sales Force	Total women	Senior Management	Management	Headquarters	Professionals	Technicians	Administrative	Auxiliary	Operators		Sales Force	Total men
Under 30 years old	0	3	53	224	66	82	10	36	18	492	0	10	75	225	123	115	195	814	193	1,750	2,242
Between 30 and 40	0	64	147	195	89	127	17	44	50	733	2	143	397	267	252	266	249	1,326	529	3,431	4,164
Between 41 and 50	0	38	63	45	28	61	33	16	27	311	12	122	260	109	130	185	129	823	425	2,195	2,506
Between 51 and 60	1	11	18	20	13	26	22	16	9	136	9	53	142	65	95	131	137	520	189	1,341	1,477
Between 61 and 70	1	0	3	3	1	6	4	2	1	21	0	17	28	16	20	27	69	172	21	370	391
More than 70 years old	0	0	0	0	1	0	0	0	0	1	0	0	1	2	0	3	8	10	0	24	25

Workers by age range and segment

Women by age group	CCU S.A.	Chile Segment	Wine Segment	International Business Segment	Total
Under 30 years old	86	1,094	353	709	2,242
Between 30 and 40	160	2,157	578	1,269	4,164
Between 41 and 50	93	1,304	396	713	2,506
Between 51 and 60	55	861	308	253	1,477
Between 61 and 70	15	201	118	57	391
More than 70 years old	1	9	15	0	25

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Workers by seniority, gender and position

Age group	Women									Men									Total		
	Senior Management	Management	Headquarter	Professionals	Technicians	Administrative	Auxiliary	Operators	Sales Force	Total Women	Senior Management	Management	Headquarter	Professionals	Technicians	Administrative	Auxiliary	Operators		Sales Force	Total Men
Less than 3 years	0	19	76	270	84	114	94	58	50	765	3	38	158	306	161	150	479	1,147	425	2,867	3,632
Between 3 and 6 years	1	32	75	121	49	89	3	11	30	411	5	84	212	156	142	175	165	637	390	1,966	2,377
More than 6 and less than 9 years	0	20	41	38	23	29	3	10	9	173	0	42	96	46	85	108	52	452	163	1,044	1,217
More than 9 and less than 12 years	0	7	34	21	18	22	0	5	5	112	4	36	118	45	61	88	30	445	123	950	1,062
More than 12 years	1	38	58	37	24	48	6	10	11	233	11	145	319	131	171	206	61	984	256	2,284	2,517

Workers by seniority and segment

Women por Age group	CCU S.A.	Chile Segment	Wine Segment	International Business Segment	Total
Less than 3 years	135	1,924	779	794	3,632
Between 3 and 6 years	113	1,307	316	641	2,377
More than 6 and less than 9 years	34	576	161	446	1,217
More than 9 and less than 12 years	29	529	151	353	1,062
More than 12 years	99	1,290	361	767	2,517

Workers with disabilities, by gender and position

Payroll	Senior Management	Management	Headquarter	Professionals	Technicians	Administrative	Auxiliary	Operators	Sales Force	Total
Women	0	0	0	0	0	1	0	0	0	1
Men	0	0	0	0	0	41	0	2	0	43
Total	0	0	0	0	0	42	0	2	0	44

- Does not consider Wine Segment

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Workers with disabilities, by segment

Payroll	CCU S.A.	Chile Segment	Wine Segment	International Business	Total
Women	0	0	s/i	1	0
Men	6	35	s/i	2	0
Total	6	35	s/i	3	0

Students in practice

	2019	2020	2021
Nº. of trainees	216	202	267

Hiring by segment

Recruitment	CCU S.A.	Chile Segment	International Business Segment	Wine segment	Total
Promoted collaborators	53	518	108	240	919
Open vacancies in the year	104	985	491	349	1,929
Percentage of vacancies filled by internal applicants	51%	53%	22%	69%	49%
New recruits' men	30	332	316	93	771
New hires women	25	135	64	37	261
Total new hires	55	467	380	130	1,032

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Turnover by segment*

Employee turnover rate	CCU S.A.	Chile Segment	International Business Segment	Wine segment	Total
Detachments	25	337	112	60	534
Voluntary withdrawals	32	252	149	93	526
Total withdrawals	57	589	261	153	1,060
Employees at the beginning of the period (January)	418	4,687	2,582	1,095	8,782
Collaborators at the end of the period (December)**.	409	4,902	2,585	1,091	8,987
Total employee turnover rate	13.7%	12.3%	10.1%	13.9%	12.0%
Voluntary employee turnover rate	7.7%	5.3%	5.8%	8.5%	5.9%
Turnover rate for women	13.5%	17.9%	16.0%	17.1%	16.9%
Turnover rate for men	13.9%	11.5%	9.3%	12.5%	10.8%
Turnover rate for persons under 30 years of age	17.1%	14.5%	18.2%	15.7%	16.5%
Turnover rate for people between 30 and 60 years of age	12.2%	9.6%	8.1%	9.0%	9.8%
Turnover rate for people over 60 years of age	22.1%	39.7%	18.5%	10.9%	22.9%

* The turnover indicator is calculated on the basis of the number of workers with permanent contracts, due to the temporary nature of CCU, where agricultural/seasonal workers are constantly rotating, and are therefore excluded due to the distortion generated.

** The difference with the reported total workforce is due to the exclusion of agricultural/seasonal workers. The total consolidated workforce, excluding this category, amounts to 8,987 workers.

Rotation by gender

	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Rotation	7.4%	2.2%	4.4%	1.1%	10.8%	16.9%

Mobility and promotions

DSML.16 DSML.16

Mobility and promotions	2019	2020	2021
Total percentage of persons who were promoted to a higher position as a proportion of the total number of employees.	9%	4.9%	9.4%
Percentage of internal vacancies filled by employees from within the organization	80%	49%	57%
Internal mobility of managers and assistant managers: Percentage of vacancies filled by employees of the organization.	83.7%	81.7%	85.7%

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Training by category and gender

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Position	Total hours		Hours on average		Number of trainees		Percentage trainees	
	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	67	430	34	19	3	19	14%	86%
Management	6,327	20,552	55	60	89	338	21%	79%
Headquarters	12,761	62,824	45	70	233	803	22%	78%
Professionals	17,857	31,316	37	46	344	568	38%	62%
Technicians	11,584	40,042	59	65	117	459	20%	80%
Administrative	6,119	37,664	20	52	204	650	24%	76%
Auxiliary	132	35,565	2	45	7	1,314	1%	99%
Operators	3,884	126,591	40	35	116	1,871	6%	94%
Sales Force	2,472	54,985	23	41	41	781	5%	95%
Total	61,203	409,966	36	45	2,576	6,803	27%	73%

Average hours of training by segment and gender

	CCU S.A.		Chile Segment		Wine Segment		International Business	
	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	31	24	0	59	6	15	0	17
Management	83	50	86	83	73	72	30	11
Headquarters	66	152	96	93	43	56	5	9
Professionals	56	59	69	66	56	51	9	7
Technicians	63	99	206	149	0	0	3	6
Administrative	44	50	30	59	27	57	13	40
Auxiliary	0	32	107	71	2	39	5	6
Operators	0	51	72	84	16	16	6	2
Sales Force	0	0	49	62	96	200	2	0
Total	60	67	76	79	35	56	8	6

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Average hours of training by gender and category

	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Total	59	74	48	73	36	45

Accident rate 2021 own employees

	Number of accumulated accidents 2021	Average Endowment 2021	Accident Rate
CCU S.A.	0	424	0.00%
Chile Segment	55	5,180	1.06%
Wine Segment	22	1,685	1.31%
International Business	6	2,920	0.21%
CCU Consolidated	83	10,209	0.81%

Historical accident rate of own employees by segment

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	2019	2020	2021
CCU S.A.	0.00%	0.00%	0.00%
Chile Segment	0.81%	0.61%	1.06%
Wine Segment	1.24%	1.01%	1.31%
International Business	0.54%	0.49%	0.21%
CCU Consolidated	0.82%	0.65%	0.81%

* Accident Rate Formula: (No. of accidents / Staffing) *100. The staffing reported in this table corresponds to the average staffing for each year.

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Unionization and coverage by collective bargaining agreements

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	2019			2020			2021		
	N° of unions	% unionized workers	% Workers covered by collective agreements	N° of unions	% unionized workers	% Workers covered by collective agreements	N° of unions	% unionized workers	% Workers covered by collective agreements
Total CCU	43	60%	71%	42	66%	80%	53	57%	68%

Unionization by business segment

	N° of unions	% unionized workers	% Workers covered by collective agreements
CCU S.A.	1	3.7%	3.7%
Chile Segment	36	64%	80%
Wine Segment	8	71%	57%
International Business Segment	8	42%	61%

Organizational Climate

DSCL.14

DSCL.15

Results 2021	Global CCU	Chile Segment	Wine Segment	International Business Segment
Global Climate Indicator	88%	89%	84%	89%
Satisfaction with the organization	92%	93%	89%	93%
Identification with the organization	88%	89%	85%	88%
Engagement	82%	92%	78%	84%
Intention to stay	89%	90%	83%	90%

Dimensions evaluated	Global CCU	Chile Segment	Wine Segment	International Business Segment
Resources for the realization of the work	79%	81%	78%	76%
Workplace Safety Resources	89%	90%	86%	88%
Orientation to excellence	96%	97%	96%	94%
Role quality	92%	92%	92%	92%
Supportive Leadership	78%	80%	76%	74%
Collaboration	90%	90%	88%	91%
Participation	83%	84%	82%	82%
Training	72%	75%	73%	67%
Career Development	71%	76%	69%	62%
Benefits	74%	78%	71%	66%
Communication	76%	78%	76%	71%
Equity	65%	71%	51%	50%
Organizational Support	72%	75%	68%	68%

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People who move us: Suppliers

Number of suppliers and distribution of spending in Chile

Zones	Número de proveedores						Gasto en proveedores					
	2019		2020		2021		2019		2020		2021	
	N°	%	N°	%	N°	%	\$	%	\$	%	\$	%
North Zone	438	7%	606	6%	362	6%	26,990,240,369	3%	22,088,497,178	3%	23,598,646,385	2%
Central Zone	4,573	73%	7,485	76%	4,491	73%	946,734,585,261	91%	606,201,204,913	88%	972,675,690,555	87%
South Zone	1,002	16%	1,457	15%	1,002	16%	4,152,344,672	0%	57,853,711,427	8%	120,143,616,933	11%
Southern Zone	250	4%	280	3%	268	4%	60,208,997,747	6%	2,381,928,476	0%	5,784,782,282	1%
Total	6,263	100%	9,828	100%	6,123	100%	1,038,086,168,049	100%	688,525,341,994	100%	1,122,202,736,156	100%

CCU Suppliers in Chile

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CCU Suppliers in Chile	2018	2019	2020	2021
Total number of suppliers	9,136	6,520	6,795	6,396
Total Supplier Spending (in Ch\$ million)	\$ 1,070,812	\$ 1,207,076	\$ 1,268,943	\$ 1,405,746
Number of domestic suppliers	8,687	6,263	6,470	6,123
Spending on domestic suppliers (MM\$)	\$ 991,961	\$ 1,038,086	\$ 1,096,309	\$ 1,193,888
Porcentaje del Spending on domestic suppliers	95%	86%	86%	85%
Number of domestic suppliers	8,687	6,263	6,470	6,123
Number of international suppliers	449	257	325	267

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Regional information

Greenhouse Gas Emissions

305-1 305-2 305-3

Reach	Unit of measure	2019	2020	2021
Emissions Scope 1	tCO ₂ e	76,114	77,951	92,777
Emissions Scope 2	tCO ₂ e	84,147	83,124	97,481
Emissions Scope 3	tCO ₂ e	1,104,642	1,130,650	1,413,642
Total emissions	tCO₂e	1,264,903	1,291,725	1,603,900

Emissions of Ozone Depleting Substances (ODS)

305-6

Metric	2019	2020	2021
metric t of CFC-11e	0.015	0.008	0.01

* Substances included in the calculation were HCFC: 141b, R22, R123 and are reported in the equivalent unit of CFC-11.

Avoided emissions

Metric	Unit of measure	2019	2020	2021
Avoided emissions in Scope 1 and 2	tCO ₂ e	68,191	85,334	111,329

NOX, SOX, VOC and Particulate Matter (PM)

305-7

Type of emissions	Unit of measure	2019	2020	2021
Nitrous oxides (NOx)	t	100	88	92
Sulfur dioxide (SOX)	t	18	18	17
Particulate Matter (PM)	t	31	29	30
Volatile Organic Compounds (VOCs)	t	5	4	4

Consumption of Fuels from Non-Renewable Sources

302-1 FB-AB-130a.1 FB-NB-130a.1 FB-FR-130a.1

Energy consumed	Unit of measure	2019	2020	2021
Natural Gas	GJ	1,003,007	996,944	1,118,027
Liquefied Petroleum Gas	GJ	94,198	92,848	105,638
Oil	GJ	15,606	14,224	6,959
Diesel	GJ	33,736	34,463	45,173
Gasoline	GJ	562	1,084	1,453
Total non-renewable energy	GJ	1,147,108	1,139,558	1,277,250

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Consumption of renewable fuels

302-1 FB-AB-130a.1 FB-NB-130a.1 FB-FR-130a.1

Energy consumed	Unit of measure	2019	2020	2021
Biomass (firewood)	GJ	103,108	96,098	98,197
Biogas	GJ	33,037	52,240	67,612
Total renewable energy	GJ	136,145	148,338	165,809

Consumption of renewable fuels

302-1 FB-AB-130a.1 FB-NB-130a.1 FB-FR-130a.1

Energy consumed	2019	2020	2021
Natural Gas	89.00%	87.00%	87.5%
Liquefied Petroleum Gas	8.00%	8.00%	8.3%
Diesel	0.86%	1.14%	3.5%
Oil	1.00%	1.00%	0.5%
Gasoline	0.07%	0.05%	0.1%

External electricity consumption

302-1

Provider	Unit of measure	2019	2020	2021
National Electric System	GJ	598,860	615,208	686,585
Magallanes Electric System	GJ	4,597	4,385	5,019
Aysén Electric System	GJ	155	338	278
Argentine Electric Power Grid	GJ	185,180	196,164	221,718
Paraguay Electricity Grid	GJ	-	25,052	23,192
Red Eléctrica Uruguay	GJ	-	12,784	14,236
Red Eléctrica Bolivia	GJ	-	-	15,260
Total	GJ	788,792	853,931	966,288

Consumption of self-generated electricity

302-1

Provider	Unit of measure	2019	2020	2021
Renewable self-generated electricity	GJ	8,581	27,017	31,955

Total energy consumption

302-1

	Unit of measure	2019	2020	2021
Total energy consumption	GJ	2,080,626	2,168,844	2,441,302

Energy intensity (MJ/hl produced)

305-4

	2019	2020	2021
Energy intensity	77.6	73.27	68.53

Cost of energy

Type of energy	2020		2021*	
	Consumption (MWh)	Total US\$	Consumption (MWh)	Total US\$
Fossil fuels	193,624	21,292,693	354,792	22,787,729
NCRE	25,833	2,068,496	31,955	2,531,970
Total	219,456	23,361,189	386,747	25,319,699

* The scope of the information corresponds to the Chile Segment

Avoided energy consumption

302-4

Metric	Unit of measure	2019	2020	2021
Avoided energy consumption	GJ	926,330	1,103,741	1,555,983

* The calculation methodology is Business as Usual, using the KPI MJ/hl of the base year (2010) with the actual productions of each year.

Waste and disposal

306-3

306-4

306-5

Type of waste	Unit of measure	2019	2020	2021	Destination/ Method of disposal
Organic waste	t	235,519	285,111	311,147	Composting/ livestock feed
Recyclable waste	t	25,692	38,971	47,111	Recycling
Non-recyclable waste		484	371	760	Disposal
Waste assimilable to household waste	t	2,680	2,473	2,779	Disposal
Hazardous waste	t	165	757	505	Layout in recipients authorized
Total	t	264,375	326,926	362,303	

Main agricultural raw materials

301-1

Name of raw material	Raw material origin	Unit of measure	2019	2020	2021
Barley/Malt	Suppliers	t	79,459	165,746	200,579*
Rice	Suppliers	t	-	32,589	34,884
AM* Syrup	Suppliers	t	-	28,007	39,826
Wine and Pisco grapes	Own and suppliers, including wine and pisco (grape equivalent) suppliers.	t	236,268	129,887	233,536
Third party wine	Suppliers	t	-	101,914	79,017
Third Party Pisco Alcohol**	Suppliers	t	-	11,100	-

* Considers information from Chile and Argentina.

** Third Party Pisco Alcohol Information not available for 2021

Supply of non-renewable materials

301-2

301-3

	Unit of measure	Chile Segment	Wine Segment	International Business Segment	Total
Glass		200,299	46,544	261	247,104
Plastic	t	43,174	-	-	-
Aluminium	t	24,174	-	-	-
Total	t	267,647	-	-	-

* Plastic and Aluminum information not available for Wine Segment and International Business Segment.

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Consumption of renewable materials

301-2 301-3 FB-AB-410a.1 FB-NB-410a.1

	Unit of measure	Chile Segment
Cartons	t	17,979

Water catchment

303-3 FB-AB-140a.1 FB-NB-140a.1

Source	Unit of measure	2019	2020	2021
Surface water (canals and springs)	m ³	976,039	872,970	1,042,047
Groundwater (deep wells)	m ³	6,004,587	6,500,655	8,531,813
Water from third parties (municipal suppliers, other organizations, etc.)	m ³	857,647	882,660	1,078,730
Total	m³	7,838,273	8,256,285	10,652,590

Discharges of Treated Wastewater (RILES)

303-4

Water discharge	Unit of measure	2019	2020	2021
Surface water courses	m ³	2,658,366	2,339,867	2,994,842
Infiltration	m ³	50,465	429,406	26,849
Sewage networks	m ³	2,321,763	2,332,192	2,402,914
Total	m³	5,030,594	5,101,465	5,424,605

Water consumption

303-5 FB-AB-140a.1 FB-NB-140a.1

Water consumption	Unit of measure	2019	2020	2021	Destination
Volume	m ³	2,807,679	3,154,821	5,227,987	Incorporated in the product

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GRI INDEX

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GRI 1: Fundamentals	1	Usage Statement and GRI Index	125
	2-1	Organizational details	12, 15
	2-2	Entities included in the organization sustainability reports	8
	2-3	Reporting period, frequency and point of contact	8
	2-4	Restatements of information	8
	2-5	External assurance	8
	2-6	Activities, value chain and other business relationships	12, 15, 67
	2-7	Employees	50, 111
	2-8	Non-employee workers	66
	2-9	Governance structure and composition	31
	2-10	Nomination and selection of the highest governing body	31
	2-11	Chairman of the highest governing body	31
	2-12	Role of the highest governance body in overseeing the management of impacts	31, 36
	2-13	Delegation of responsibility for impact management	36
	2-14	Role of the highest governance body in sustainability reporting	36
	GRI 2: General Contents	2-15	Conflicts of Interest
2-16		Communication of critical concerns	36
2-17		Collective knowledge of the highest governance body	The Board of Directors' Code of Conduct establishes the principles to guide the actions of directors in the performance of their duties, as well as some of the Company's corporate governance procedures, policies and best practices.
2-18		Performance evaluation of the highest governance body	The Board of Directors' Code of Conduct establishes the principles to guide the actions of directors in the performance of their duties, as well as some of the Company's corporate governance procedures, policies and best practices.
2-19		Remuneration policies	31, 59
2-20		Process for Determining Compensation	31, 59
2-21		Total annual compensation ratio	Not reported.
2-22		Statement on sustainable development and strategy	3
2-23		Policy Commitments	13, 44
2-24		Incorporation of political commitments	46
2-25		Processes to remediate negative impacts	16, 37
2-26		Mechanisms for seeking advice and raising concerns	60
2-27		Compliance with laws and regulations	During 2021 there were no significant fines or penalties paid.
2-28		Members of associations	24
2-29		Approach to Stakeholder Engagement	9
2-30		Collective bargaining agreements	58

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GRI 3: Material Issues	3-1	Process for determining material issues	9, 10
	3-2	List of material topics	10
	3-3	Management of material issues	27, 36, 49, 78, 93
GRI 202: Market Presence	202-1	Ratio of standard entry level wage by gender against local minimum wage	With respect to the comparison of the salaries granted by the company versus the local minimum wage, CCU's minimum salaries in Chile were increased to guarantee a minimum monthly income of \$500,000 gross for all CCU workers and subsidiaries in Chile, which is above the legally established minimum wage of \$350,001.
	204-1	Proportion of spending on local suppliers	120
GRI 204: Procurement Practices	FP1	The percentage of volume purchased by suppliers that comply with the company's sourcing policy.	69
	FP2	Percentage of volume purchased that is verified as compliant with internationally recognized responsible production standards, by standard.	96
	DSP25	Percentage of suppliers paid within 35 days or less.	By law in Chile, all SME suppliers in Chile are paid in less than 30 days.
GRI 205: Anti-Corruption	205-1	Operations assessed for corruption-related risks	See page 22 of our Annual Report, available at: https://www.ccu.cl/publicaciones-ccu/ .
	205-2	Communication and training on anti-corruption policies and procedures	See page 22 of our Annual Report, available at: https://www.ccu.cl/publicaciones-ccu/ .
	205-3	Confirmed cases of corruption and measures taken	There are no confirmed cases of corruption in 2021.
GRI 206: Unfair Competition	206-1	Legal actions relating to unfair competition and monopolistic practices and against free competition	The company has a regulatory framework and a series of commitments regarding free competition, in accordance with the provisions of legislation and the Code of Business Conduct (available at www.ccu.cl , section Publications / Policies and Codes). There are no legal actions related to free competition in 2021.
	301-1	Materials used by weight or volume	86, 123, 124
GRI 301: Materials	301-2	Recycled inputs.	86, 123, 124
	301-3	Reused products and packaging materials.	86, 123, 124
	302-1	Energy consumption within the organization	81, 121, 122
GRI 302: Energy	302-3	Energy intensity	81
	302-4	Reduction of energy consumption	81, 123
	303-1	Interactions with water as a shared resource	89
GRI 303: Water	303-2	Management of impacts related to water discharges	89
	303-3	Water extraction	89, 124
	303-4	Water discharges	89, 124
	303-5	Water consumption	90, 124

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GRI 305: Emissions	305-1	Direct GHG emissions (Scope 1)	80, 121
	305-2	Indirect GHG emissions from power generation (Scope 2)	80, 121
	305-3	Other indirect GHG emissions (Scope 3)	80, 121
	305-4	Intensity of GHG emissions	80, 122
	305-5	Reduction of GHG emissions	80
	305-6	Emissions of ozone-depleting substances (ODS).	80, 121
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions.	80, 121
	MA.10	Performance targets on atmospheric emissions issues	80
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	83
	306-2	Management of significant waste-related impacts	83
	306-3	Waste generated	83, 123
	306-4	Waste not destined for disposal	83, 123
	306-5	Waste for disposal	83, 123
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria.	68
	308-2	Negative environmental impacts in the supply chain and measures taken	68
GRI 401: Employment	401-1	New employee hires and staff turnover	51
	401-2	Benefits for full-time employees not provided to part-time or temporary employees	62
Organizational Climate	DSCL14	Indicate whether a work climate study has been carried out in the organization.	56
	DSCL15	Main measures implemented for the management of the working environment, based on the results of the working environment study.	56
GRI 403: Health and Safety	403-1	Occupational health and safety management system.	60
	403-2	Hazard Identification, Risk Assessment and Incident Investigation	61
	403-3	Occupational health services.	62
	403-4	Worker participation, consultation and communication on health and safety at work.	61
	403-5	Training of workers on health and safety at work.	64
	403-6	Promotion of workers' health	61, 62
	403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked through business relationships.	60
	403-8	Workers covered by an occupational health and safety management system.	100% of CCU's own workers and 100% of contractor and subcontractor workers within CCU's facilities are covered by an OHS system.
	403-9	Work-related injuries.	118
	403-10	Work-related health problems.	61, 118

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Total Productive Program	CCU1	TPM program progress	29	
	GRI 404: Training and Education	404-1	Average hours of training per year per employee.	51
		404-2	Employee skills enhancement and transition assistance programs	51
Job mobility	404-3	Percentage of employees receiving regular performance and career development reviews	53	
	DSML16	Total percentage of people who were promoted to a higher position, as a proportion of the total number of employees.	57	
		DSML17	Percentage of internal vacancies filled by employees of the organization.	57
GRI 405: Diversity and Equal Opportunities	405-1	Diversity in governing bodies and employees	111	
	405-2	Ratio of base salary and remuneration of women vs. men	59	
GRI 406: Non-discrimination	406-1	Cases of discrimination and corrective action taken	58	
	GRI 413: Local Communities	413-1	Operations with local community participation, impact assessments and development programs	72
DSC23		Indicate the mechanisms used for the resolution and prevention of conflicts with the community.	72	
DSC24		Describe the community investment programs, indicating: Main results achieved in each case, how they link to previously identified present and future risks, program evaluation tools.	72	
GRI 416: Customer Health and Safety	414-1	New suppliers that have passed evaluation and selection filters according to social criteria.	68	
	416-1	Health and safety impact assessment of product and service categories	96	
	416-2	Cases of non-compliance relating to health and safety impacts of products and services	During 2021, there were no fines or penalties associated with health and safety impacts of product or service categories.	
	FP5	Percentage of production volume manufactured at sites certified by an independent third party according to internationally recognized food safety management system standards.	91	
	FP6	Percentage of total sales volume, by product category, that have been reduced in saturated fat, trans fat, sodium, and added sugar.	96	
	FP7	Percentage of total sales, by product category, that have increased nutritional ingredients such as fiber, vitamins, minerals, etc.	96	
	GRI 417: Marketing and Labeling	417-1	Requirements for information and labelling of products and services	98
417-2		Cases of non-compliance related to product and service information and labelling	98	
417-3		Cases of non-compliance related to marketing communications	98	

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Initiatives with clients and consumers	DSCC18	Number of initiatives designed with clients/consumers that are implemented or under development.	64
Responsible consumption	DSCC20	Describe practices on responsible consumption of products/services for clients/consumers.	98
Client and consumer satisfaction	CCU3	Indicate the results of client and consumer satisfaction surveys conducted during the last period.	63, 93
GRI 419: Socio-Economic Compliance	419-1	Non-compliance with laws and regulations in the social and economic spheres	During 2021 there were no significant fines or penalties paid.
Innovation	CCU2	Initiatives for innovation.	100
GRI 418: Client Privacy	418-1	substantiated complaints regarding breaches of client privacy and losses of client data	There were no incidents related to privacy and client data during 2021.

SASB INDEX

Theme	Code	Indicator	Page
Alcohol consumption and responsible marketing	FB-AB-270a.3	Total amount of monetary losses as a result of legal proceedings related to labeling or marketing practices	During 2021, there were no fines or penalties associated with labeling or marketing practices.
	FB-AB-270a.4	Description of Efforts to Promote Responsible Drinking	98
Energy management	FB-AB-130a.1	(1)Total energy consumed, percentage of electricity from the grid, (3) percentage of renewables	82, 121,122
	FB-NB-130a.1		82, 121,122
	FB-FR-130a.1		82, 121,122
Supply chain environmental and social impact management	FB-FR-430a.1	Revenues from products certified by third parties according to environmental or social sustainable sourcing standards	95
	FB-FR-430a.3	Analysis of the strategy for managing environmental and social risks in the supply chain.	68
	FB-FR-430a.4	Analysis of strategies to reduce the environmental impact of packaging	87

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Water management	FB-AB-140a.1	(1) Total water withdrawn, total water consumed, percentage of each in regions with high or extremely high initial water stress.	90, 124
	FB-NB-140a.1		90, 124
	FB-AB-140a.2	Description of water management risks and analysis of strategies and practices to mitigate them.	90
	FB-NB-140a.2		90
Packaging life cycle management	FB-AB-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials and (3) percentage that is recyclable, reusable or compostable.	87
	FB-NB-410a.1		87
	FB-AB-410a.2	Analysis of strategies to reduce the environmental impact of packaging throughout its life cycle.	87
	FB-NB-410a.2		87
Internships	FB-FR-310a.2	Percentage of the active labor force covered by collective bargaining agreements	58
Health and Nutrition	FB-NB-260a.2	Analysis of the process of identification and management of products and ingredients related to consumer health and nutritional concerns.	96
	FB-FR-260a.2		96
Data security	FB-FR-230a.2	Description of the approach to identifying and addressing data security risks	30
	CG-EC-230a.1		30
Activity parameters - alcoholic and non-alcoholic beverages	FB-AB-000.A	Volume of products sold	17
	FB-NB-000.A		17
	FB-AB-000.B	Number of production facilities	17
	FB-NB-000.B		17
Activity Parameters: Food Marketing and Distribution	FB-FR-000.A	Number of (1) retail outlets and (2) distribution centers	67



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