

**Diversity, Equity, and Inclusion Policy (DEI)
Territoria.**

Territoria, comprised of El Olivar SpA, Territoria SpA, Territoria Asset Management SpA, Territoria Apoquindo S.A., Territoria Santa Rosa SpA, SIR Desarrollo Inmobiliario II SpA and Fondo de Inversión Privado Apoquindo, is committed to promoting sustainable urban development and creating value for all its stakeholders. To achieve this objective, the company's social responsibility includes unconditional respect for human rights, full compliance with its labor obligations, environmental responsibility, and building positive relations with the community.

Anyone who believes that any of the principles or rules contained in this document have been violated may report the matter confidentially and anonymously through the following channels:

- Email: mvalles@territoria.cl
- Complaints channel: <http://denuncias.mut.cl/>

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a. Objective

The diversity, equity, and inclusion policy (hereinafter indistinctly referred to as “the Policy”) of Territoria (hereinafter also “the Company”) aims to lay the foundations for the integration of diversity, equity, and inclusion (DEI). This means prioritizing the respect and dignity of all people, regardless of their race or ethnicity, nationality, language, socioeconomic status or social origin, sex, gender identity or sexual orientation, marital status, religion or creed, political ideology or opinion, union or professional association, age, parentage, family status, physical appearance, illness or disability, as well as choices with respect to work-life balance. All forms of verbal, physical, visual, sexual, or psychological harassment are forbidden.

Recognizing that its team members are essential to its success, the Company will seek to attract, develop, and foster a diverse workforce, where merit and excellence are the fundamental criteria structuring careers within the Company.

It will make every effort to create an inclusive environment where differences are valued, accepted, and celebrated, and where everyone can reach their full potential. This is because diverse points of view promote new ideas and enhance the corporate culture, thus creating positive results for the company, its partners, clients, contractors, investors, and employees.

b. Scope

The scope of the Policy covers all of the Company’s activities, and the policy must be complied with at all of its assets. This policy applies to all employees, who are obligated to report any event that may constitute a violation of the principles or rules contained in this policy.

Likewise, the Company shall extend its obligations and demand their compliance to any person with whom it enters into an agreement or contract, regardless of their nature, be they suppliers, tenants, or others. To this end, clauses shall be established that penalize non-compliance, which may include the termination of the agreement or contract.

Finally, Territoria will promote its compliance among the other interested parties through the appropriate dissemination mechanisms.

c. Principles

The Company has adopted the following three principles due to their importance in the development of its activities and business and has made the commitment to respect them and promote their compliance by all company stakeholders.

For the purposes of this Policy, stakeholders are understood to be all those who have a direct or indirect interest in the business of Territoria, such as customers, employees, tenants, suppliers and contractors, other related companies, or companies that have commercial relations with the Company,

the financial community, trade organizations, the media, authorities, and local communities, among others.

Principle 1: Respect for human rights

This encompasses the Company's unconditional respect for the human rights of all people, promoting the universal observance of these rights among all its stakeholders and demanding their respect in all its contractual relations. To this end, the rights declared in the International Bill of Human Rights and the principles established in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work shall be observed as a minimum.

Principle 2: Respect for diversity and non-discrimination

Based on the recognition of human dignity, freedom, and equality, a set of guidelines on diversity, equity, and inclusion are established:

- Promote the principles of diversity and inclusion
- Promote equal treatment and opportunities
- Guarantee a respectful work environment for all
- Protect the physical and psychological well-being of all
- Condemn all types of offensive and discriminatory behavior in relation to: gender, nationality, age, sexual orientation, religion, ethnicity, disability, political opinion, and any other expression of individuality.
- Promote freedom of expression for all people

Principle 3: Respect for the rights of indigenous and tribal peoples

The Company shall pay special attention to the most vulnerable communities, including indigenous and tribal peoples, in compliance with the United Nations Declaration on the Rights of Indigenous Peoples.

The Company shall involve all relevant stakeholders in the development of its projects, including indigenous and tribal communities, always seeking to respect their right to maintain and strengthen their own institutions, cultures, and traditions, and to freely pursue their own development based on their own needs and aspirations; ensuring non-discrimination against indigenous people; and promoting their full and effective participation in all matters that concern them and their right to maintain their diversity and to pursue their own economic and social vision.

In order to comply with these principles, the Company shall implement measures to:

- Raise awareness among employees, promoting the principles of diversity, equity, and inclusion by training and sensitivity activities so that both employees and contractors understand its importance and how they can contribute, thus guaranteeing an environment that respects all people.

- Eliminate barriers and prejudices. Identifying and working to eliminate barriers and prejudices that hinder the inclusion of people of different backgrounds, abilities, genders, ages, sexual orientations, and more. The Company will promote equal treatment at all times, in all circumstances.
- Promote equal opportunities. Promote equal opportunities in the processes of selection, promotion, training, and development of workers, avoiding any type of discrimination, and committing to fair and equitable treatment in the selection and contracting of suppliers. Anyone will have the opportunity to participate in the Company's processes, and there will be no implicit or explicit barriers regardless of the unit to which they belong, the function they perform, their country, gender, religion, culture, beliefs, orientation, disability, age, or any other diverse background.
- Implement support measures. Implement support measures to ensure inclusion and equal opportunities and protect the physical and psychological integrity of all people, such as job adaptation, job flexibility, and access to training and development programs. The Company pledges not to restrict access to any of its stakeholders, whether they are employees, clients, or contractors, in the implementation of its actions, practices, processes, and services.
- Assess and measure results. Assess and measure the results of the diversity, equity, and inclusion policy and actions to identify areas for improvement and strengthen successful practices.
- Comply with legal and regulatory requirements. The Company strives to comply at all times with current legislation, such as Act No. 20,015 on labor inclusion, Act No. 20,609 against arbitrary discrimination, the provisions of the Labor Code, the fundamental rights established in the Chilean Constitution and international treaties on human rights ratified by Chile and in force.
- Penalties for non-compliance. Discrimination, harassment, or any other type of disrespectful or abusive behavior will be sanctioned, ensuring that there is no retaliation of any kind as a result of having reported or participated in any investigation related to the aforementioned.

d. Implementation

This document must be implemented in accordance with current legislation, national regulations and standards, as well as international standards and those of each country where an asset is located, as applicable. This includes all provisions related to current labor, environmental, non-discrimination, and inclusion regulations, among others.

In the event of a conflict between the principles and rules defined in this Policy and any of these regulations, the provisions of the latter shall always prevail.

The monitoring and control of compliance with the Policy shall be the responsibility of the responsible area.

The Manager in charge of the Policy will report on the progress of its implementation to the Executive Team or respective Committee on an annual basis, as well as any situations of non-compliance detected and the corrective measures adopted as a result.

Plans, procedures, and/or implementation or improvement actions shall be periodically disclosed by the Company to its stakeholders via appropriate channels.

e. Complaints and claims

Anyone who believes that any of the principles or rules contained in this document have been violated may report the matter confidentially and anonymously through the following channels:

- Email: mvalles@territoria.cl
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Complaints will be heard by the Crime Prevention Officer, when appointed, who will implement the procedure established in the Company's Code of Ethics and Conduct, safeguarding the anonymity and confidentiality of the complainant, as well as the principles and rules of due process.

f. Revision

The Policy will be revised periodically to ensure its suitability and effective implementation. All revisions shall be subject to approval by the Executive Team or respective Committee.

g. Dissemination

The General Manager shall be responsible for taking all the measures he/she deems appropriate to make the Policy known and train the different stakeholders, with special concern for the Company's employees, tenants, and suppliers and their respective employees.

The content associated with this policy must be disseminated in a way that is non-discriminatory and respectful of different cultures, without negatively affecting the most vulnerable groups, such as children, the elderly, and immigrants.

In addition, contracts and communications must be clear and simple, written in language as close as possible to that normally used by the people to whom the message is addressed; it must abide by statutory legislation, without using evasive or improper practices; be exhaustive and not omit any relevant elements that may affect decision-making; be made available on the Company's websites; and establish mechanisms to respond to the needs of people with disabilities.

h. Validity

This policy has been in force since it was approved and has not been modified to date.