



# Integrated Annual Report 2023



# Presentation, scope, standards and definitions of the Integrated Annual Report

This 2023 Integrated Report of Cencosud S.A., hereinafter “Cencosud” or “the Company”, includes the financial management and ESG aspects - Environmental, Social and Governance - of its business units, for the period between 1 January and December 31, 2023.

This document complies with General Standard N° 461 of the Financial Market Commission (CMF) of Chile. Likewise, it is based on the International Integrated Reporting Framework that belongs to the International Integrated Reporting Council (IIRC), on the Sustainability Standards established by Global Reporting Initiative (GRI) and reports the Sustainability Accounting Standards Board (SASB) indicators in accordance

with the standard applicable to Cencosud: Food Retailers and Distributors (FB-FR) and Cencosud Shopping: Goods Real Estate (IF-RE). Likewise, it considers the main ESG standards where the Company participates, such as (DJSI) and MSCI Rating - ESG.

The financial statements present in Cencosud’s 2023 Integrated Report were prepared in accordance with International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and audited by Price Waterhouse Coopers. For its part, the sustainability information and environmental indicators reported according to the GRI 2021 and SASB Standards were verified by Deloitte.





# Company Background

Social	Cencosud S.A.
<b>Business name</b>	Cencosud S.A.
<b>Legal address</b>	Kennedy 9001, Las Condes, Santiago, Chile
<b>ID</b>	93,834,000-5
<b>Turn</b>	Investments and Supermarkets
<b>Registration in Securities Registry</b>	Registration N° 743 of August 21, 2001
<b>Social object</b>	Cencosud's purpose is the exercise of commerce in general, including the purchase, sale, consignment, distribution, import, export, representation, commission, packaging, fractioning and marketing, on its own behalf or on behalf of others, of all types of movable tangible property. In addition, it makes permanent or income investments in the country or abroad in all types of assets, tangible or intangible. For these purposes, Cencosud may acquire, preserve, sell, dispose of and negotiate in any form and under any title, all types of assets, tangible or intangible, whether in the country or abroad, and receive their benefits and income. Execute or celebrate any act or contract leading to the fulfillment of the corporate purpose.
<b>Website</b>	www.cencosud.com
<b>Stock mnemonic</b>	CENCOSUD
<b>Markets in which it is listed</b>	Santiago Stock Exchange, Chilean Electronic Stock Exchange
<b>Indices in which it participates</b>	S&P/CLX IPSA, S&P/CLX IGPA Large Cap, S&P/CLX IGPA and S&P/CLX Chile 15
<b>ESG indices in which it participates</b>	Dow Jones Sustainability Index: S&P IPSA ESG Tilted; MSCI Rating – ESG, FTSE4Good, Morningstar Sustainalytics
<b>Custodian</b>	Sercor SA El Golf N° 140 floor N° 1 Las Condes, Santiago F: (56 2) 2364 6786
<b>External auditors</b>	Pricewaterhouse Coopers Consultores Auditores S.P.A.
<b>Environmental Content Verifier and GRI and SASB indicators</b>	Deloitte Chile
<b>Risk classifiers</b>	International: Moody's Corporation; Fitch Group (Fitch Ratings) Local: Feller Rate Clasificadora de Riesgo Ltda.; Clasificadora de Riesgo Humphreys Ltda.



# Contact information

Ambit	In charge	Contact
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Communications Areas	Beatriz Monreal, External Communications Manager	beatriz.monreal@cencosud.cl





# Letter from the Chairman of the Board of Directors

**Dear shareholders, investors, clients and employees:**

As Chairman of the Board of Directors of Cencosud S.A., I share with you the Integrated Annual Report, in which we detail our economic, social, environmental and governance performance during 2023.

I would like to begin by highlighting that the Company's results in 2023 occurred in a complex economic and consumer environment, also marked by the effects of the strong devaluation of the Argentine peso. Despite these challenges, Cencosud demonstrated solid performance in a context of high volatility. Excluding the impacts of Argentina's hyperinflationary economy, Cencosud closed 2023 with positive financial results, achieving a double-digit EBITDA margin for the third consecutive year and advancing its five strategic pillars: Financial Strengthening; Innovation and New Trends; Organic and Inorganic Growth; Talent Development and Sustainability.

Regarding the Financial Strengthening pillar, we have made progress in our liquidity, closing 2023 with a Cash position of US\$ 791 million (+10.6% y/y).

On the other hand, the strengthening of the regional Private Label model has improved our value proposition for clients and has had a positive impact on Cencosud's profitability. In this context, Cuisine & Co stands out again with double-digit sales growth compared to 2022, contributing to achieving for the first time total annual sales of Private Label Food categories of over US\$ 1,000 million in Latin America.

In relation to the Talent Strategic Pillar, I would like to highlight that we continue with the CencoMujeres program which, in its 2nd version carried out in six countries, has involved more than 190 leaders. We believe in the culture of merit, which recognizes the effort made in completing the job. Therefore, each award

awarded to Cencosud in 2023 represents recognition of the joint efforts of our employees. We want to thank and congratulate you for obtaining first place in the business holding category in the ranking of the 100 companies with the best reputation in Chile; as well as first place in the business holding category in ability to attract and retain talent in areas such as job quality, development opportunities and internal reputation. We also highlight the NPS Consumer Loyalty Award given to Jumbo; and the Effie Awards received by Paris, Easy and Supermercados Chile, among other distinctions.

Promoting our Sustainability pillar, we launched our Integrated Environmental Management and Energy Efficiency Policy. This establishes the general framework to review, measure and manage environmental and energy aspects and impacts. In terms of governance, as a Board of Directors we approved the update of the Information Management Manual for the



market. This modification incorporates legal updates and regulates the disclosure of relevant information with the objective of providing and ensuring investors and the market in general, the best conditions of fairness and transparency in the delivery of information.

At the end of January 2024, Rodrigo Larraín was appointed as the new CEO, effective March 1, 2024. His election was carried out through a process led by the Board of Directors and supported by a global consulting company organizational. This process included an exhaustive analysis to find the right person who could assume leadership and provide continuity to the company's strategy. Rodrigo Larraín has more than 25 years of outstanding professional career, of which 10 have been linked to Cencosud; first as manager of the Shopping

Centers Division, then as CFO of Cencosud, and recently, as CEO of Cencosud Shopping S.A.

I want to finish by thanking our unmatched human group of more than 110,000 employees in 8 countries, dedicated to improving the quality of life of our clients. Thanks also to all the shareholders who trust Cencosud. Our mission is to meet or even exceed the expectations of all our stakeholders.

**Julio Moura Neto**  
Chairman  
Cencosud S.A.





## Letter from the CEO

### Dear investors, employees and stakeholders:

Through this 2023 Integrated Annual Report I want to greet you and thank you for your support and welcome when taking on this new challenge as CEO of this great company. In this new stage we will promote Cencosud's strategy with conviction and enthusiasm, strengthening our presence in all the markets in which we operate.

Cencosud is a Company made up of a great team of more than 110 thousand employees, who will work to continue strengthening the pillars of our strategy: Financial Strength, Growth, Innovation and New Trends, Talent and Sustainability.

In 2023, the Company faced a challenged economic and consumer environment throughout the region, coupled with a devaluation of the Argentine peso, which negatively impacted results. In 2023 we achieved revenues of CLP 14,230,642 million,

which is equivalent to an increase of 0.2% year-on-year. By excluding the impact of the accounting adjustment of Argentina's hyperinflationary economy, the Company increased its revenues by 6.6% in the year. This growth reflects the resilience of the business, especially in supermarkets and shopping centers, offset by declines in home improvement and department store sales. Regarding profitability levels, 2023 closed with an EBITDA margin of 9.7%, while the reported Net Profit reached CLP \$292,213 million, a figure that represents a decrease of 27.8% compared to the previous year. Excluding the aforementioned hyperinflation adjustments, the Company's EBITDA margin and Net Profit grow 10.7% and 20.2%, respectively.

This business resilience was supported through organic growth in 2023, when we opened 44 new retail stores and we remodeled 184, along with the inauguration of the new shopping

center in the La Molina district, in Peru. In the 4th quarter alone, we opened 12 new stores, adding more than 15 thousand square meters of surface.

For Cencosud, Innovation is a fundamental part of the Company's strategy, which is why 2023 was a year of consolidation of the digital ecosystem with the launch of CencoPay, the new electronic wallet that allows payment methods to be managed digitally and securely. In the same way, Cencosud Media continued its regional expansion and its proposal of Retail Media for suppliers, which is now available in the 5 Latin American countries where we operate. We continue to strengthen the online channel, to achieve the goal of being the leaders of e-grocery in Latin America, closing new alliances with the leading players, with DoorDash and Uber Eats in the United States and with iFood in Brazil. Finally, the Prime subscription program, like Cencosud Media,



completed operations in all Latin American countries.

This demanding challenge requires a lot of dedication and effort from everyone. We will accelerate growth, maintaining the high quality standards that characterize us and driving profitability in each business. To achieve this, it is essential to work to sustain and project into the future the solid position that Cencosud has earned, ensuring the preference of our clients and employees, and consolidating the prestige of Cencosud as a leading and innovative Company.

We must always move forward, improving our quality of service and attention in all our physical and digital stores, and in all the countries where we are present: Chile, Argentina, Brazil, Peru, Colombia, Uruguay, China and the United States. We are a global company, present in a society in permanent evolution and movement, where the only constant is change. Our job is to

face it decisively and with agility, with an avant-garde culture that knows how to anticipate and take advantage of the transformations in the environment.

To achieve the above, we rely on the responsible work, commitment and effort of our employees and an experienced, collaborative and committed team that works with a passion for excellence and the best customer service. My commitment is to lead the Cencosud of the future with vision and always on the ground, in direct contact with people, with our operations, with our clients and with the communities.

**Rodrigo Larraín K.**

CEO  
Cencosud S.A.







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# Connectivity matrix of the Integrated Annual Report

Aspiration	Governance	Strategic pillars	Opportunities	Performance and KPIs
<p>- Cencosud S.A. aspires to improve the quality of life of its customers with a differentiated value proposition, focusing on the quality of its products and excellent service in all its physical and digital stores.</p> <p>- The Company seeks to strengthen sustainable development and business profitability, with a diverse and inclusive culture, focused on people, being active agents in the communities where it is inserted, to enhance the balance between growth, care for the environment and social well-being</p>	Shareholders' Meetings	1. Organic and Inorganic Growth	<ul style="list-style-type: none"> <li>- <b>Geographic expansion:</b> Penetration into new regional or international markets.</li> <li>- <b>Product diversification:</b> Expansion of the line of products and services.</li> <li>- <b>Strategic alliances:</b> Collaborations with complementary companies or companies in new markets.</li> </ul>	<p><b>N° ym 2 of opening:</b> 44 starts - 27,992 sqm</p> <p><b>N° and m 2 of Transformations:</b> 10 transformations - 25,232 sqm</p> <p><b>N° and M 2 of Renovations:</b> 184 renovations</p> <hr/> <p><b>Total revenue:</b> US\$ 4,949 million (+2.8% compared to 2022)</p> <p><b>EBITDA:</b> US\$ 584 million (+8.7% compared to 2022)</p> <p><b>EBITDA margin:</b> 11.8%</p> <p><b>Profit:</b> US\$ 418 million (+49.2 compared to 2022)</p> <p><b>Strengthening Private Labels:</b> <b>Sales:</b> US\$ 737 million</p> <p><b>Penetration:</b> 15.8%</p> <hr/> <p><b>Online penetration</b> 9.9 %</p>
	Board of Directors	2. Financial Strengthening	<ul style="list-style-type: none"> <li>- <b>Cost optimization:</b> Reduction of operating expenses to improve profitability.</li> <li>- <b>Financial risk management:</b> Strategies to mitigate risks and increase response capacity.</li> <li>- <b>Diversification of financing sources:</b> Search for new financing sources.</li> </ul>	
	Internal control	3. Innovation and New Trends	<ul style="list-style-type: none"> <li>- <b>Research and development (R&amp;D):</b> Creation and improvement of products through research.</li> <li>- <b>Technology adoption:</b> Implementation of emerging technologies to improve processes.</li> <li>- <b>Collaboration with startups:</b> Alliances with emerging companies for access to innovation.</li> </ul>	
	Risk management	4. Talent Development	<ul style="list-style-type: none"> <li>- <b>Investment in training and development programs</b> to improve employee skills and competencies.</li> <li>- <b>Implementation of performance management systems and succession plans</b> to identify, retain and develop key talent.</li> <li>- <b>Promotion of an inclusive and collaborative culture</b> that promotes innovation and the personal and professional growth of employees.</li> </ul>	
	Compliance	5. Sustainability (ESG)	<ul style="list-style-type: none"> <li>- <b>Energy efficiency and emissions reduction:</b> Measures to reduce environmental impact.</li> <li>- <b>Corporate social responsibility (CSR):</b> Programs to contribute to the well-being of communities.</li> <li>- <b>Transparency and reporting:</b> Improvement in the disclosure of ESG information to increase trust.</li> </ul>	



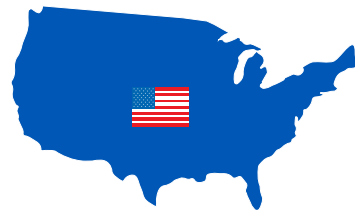
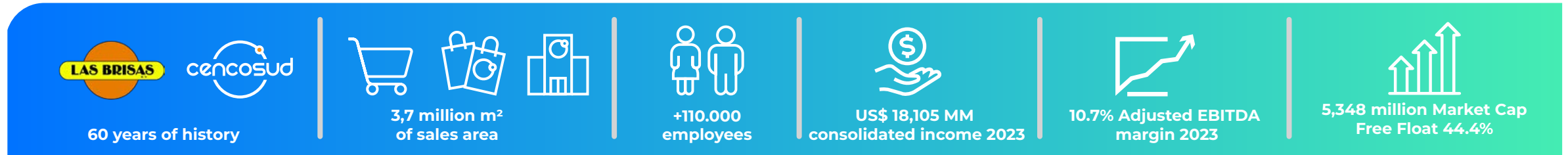
# 1 Cencosud at a glance



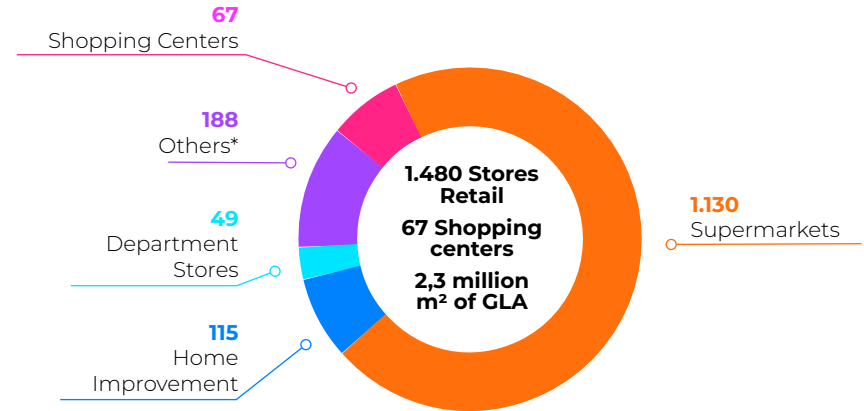


# Cencosud at a glance

## Main Figures



**Multiformat retail with presence in 5 countries Latam, United States, Technology Hub in Uruguay and a commercial office in China**



\* Others include Pharmacies, Service Stations, Delicatessen and Electroshow

Additionally, the Company operates the **Financial Services** business through Join Venture in **Chile, Brazil, Peru and Colombia**. In **Argentina**, the operation is managed directly by Cencosud.



# Company history

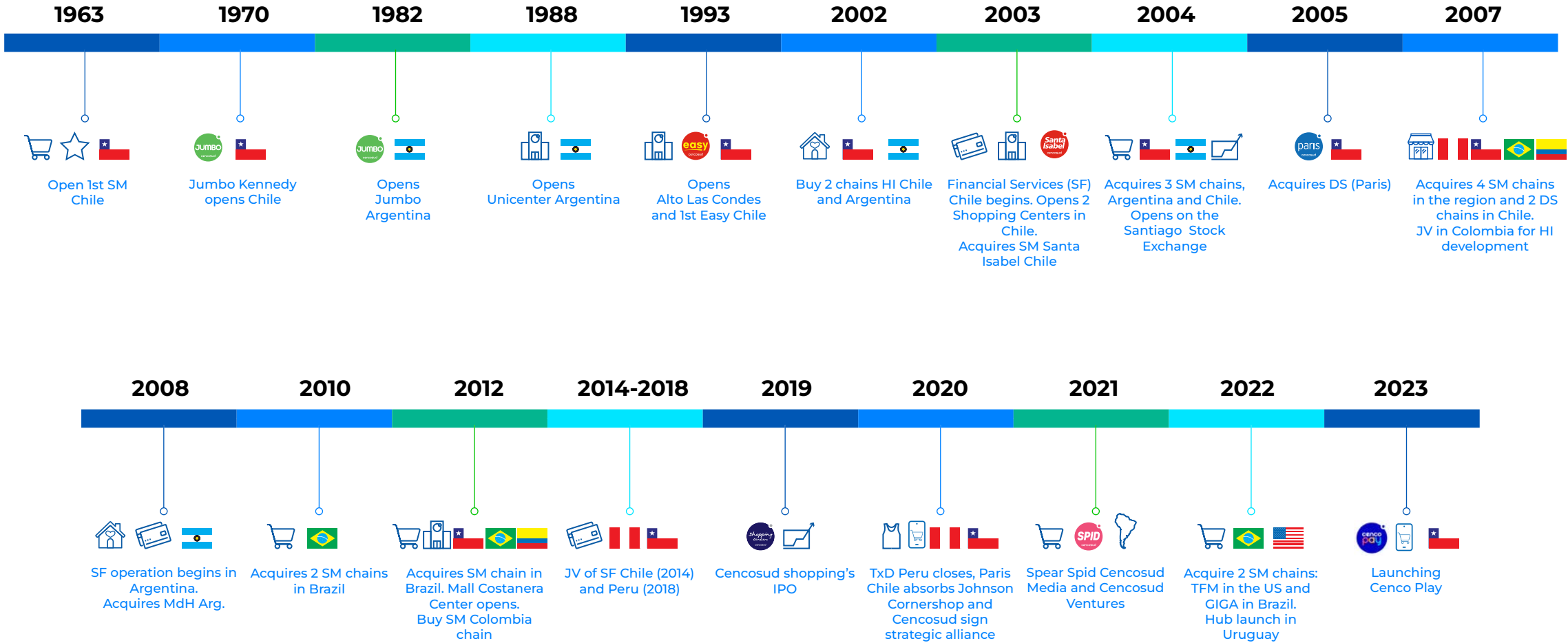
## Historical review

NCG-461: 2.2

The history of the Company begins in 1963, with the opening of the first supermarket in the city of Temuco, Chile. Since then, Cencosud has been expanding and is currently a company with operations in the United States, Chile, Argentina, Brazil, Colombia and Peru. In addition, it has a technological and innovation Hub in Uruguay, and also has a commercial office in China.

The businesses that make up Cencosud stand out for their commitment to quality in their products and services, always taking care of the details and seeking a memorable shopping experience for their customers. Innovation and technology are key to achieving a solid business, which is why in recent years the Company has promoted relevant initiatives to strengthen its digital ecosystem such as: Cencommerce, Cencosud Media, Cencosud Ventures, CencoPay, among other areas.







## Aspiration<sup>1</sup>

NCG 461: 2.1

Cencosud aspires to improve the quality of life of its customers with a differentiated value proposition, focusing on the quality of its products and excellent service in all its physical and digital stores. The Company seeks to strengthen sustainable development and business profitability, with a diverse and inclusive culture, focused on people, being active agents in the communities where it is inserted, to enhance the balance between growth, care for the environment and social well-being.

## Main corporate milestones of the period

### **Julio Moura takes over as the new President of the Board of Directors of Cencosud**

On December 6, 2023, Ms. Heike Paulmann presented her resignation from the position of President of the Board of Directors, assuming the role of Director of Cencosud. In his replacement, Mr. Julio Moura was appointed Chairman of the Board of Directors, who has extensive experience as Director of renowned international companies, in addition to being a member of the Board of Directors of Cencosud since September 2011.

### **Cencosud appoints Rodrigo Larraín as the new CEO of the Company**

The Board of Directors of Cencosud, with the support of an international consulting company, appointed Mr. Rodrigo Larraín as the new CEO, who assumed his duties on March 1, 2024. Mr. Larraín has more than 25 years of professional experience, including for 10 years they have been linked to Cencosud, first as Manager of the Shopping Centers Division, then Corporate

Manager of Administration and Finance and recently General Manager of Cencosud Shopping S.A.

### **Humphreys improved Cencosud's risk classification to "AA"**

At the end of May 2023, the Humphreys Risk Classifier modified Cencosud's classification from the "AA-" category to the "AA category" with a "Stable" trend. This improvement reflects the advances in the profitability and financial strength of the Company, in addition to the positive impact of the acquisition of The Fresh Market in the United States.

### **Cencosud updated the Information Management Manual**

On November 24, the update of the Information Management Manual of Interest to the Market was approved in a Board meeting. This modification incorporates legal changes and regulates the disclosure of relevant information to provide and ensure investors and the market

conditions of fairness and transparency when providing information.

### **The Company launched the Integrated Environmental Management and Energy Efficiency Policy**

This Policy, published during the fourth quarter, is in line with the Company's Sustainability Strategy and establishes the general framework to review, measure and manage environmental and energy aspects and impacts, to prevent pollution in premises, stores and distribution centers.

### **Cencosud launched CencoPay**

In July 2023, Cencosud moved towards consolidating its digital ecosystem with the launch of the digital wallet, CencoPay. This application allows users to integrate their credit, debit and prepaid cards in one place, thus facilitating secure and convenient transactions, directly from their cell phone.

1. The Company defined its Aspiration as a strategic guide and does not have a Mission, Vision and Purpose, in the terms requested by NCG461 of the CMF.





### Prime subscription program consolidate their presence in five countries in Latam

Cencosud Media, the business unit of Retail Media, concludes its expansion to Latin America with the arrival of operations in Brazil. This expansion strengthens the regional marketing strategy, providing attractive proposals for brands through the use of Cencosud's 360° ecosystem, both physical and digital. In turn, the Company managed to ensure that Prime loyalty programs are present in the five Latin American countries where Cencosud operates.

### Cencosud Ventures promotes innovation by investing in Mimo and Chef

Cencosud Ventures invested in the capital of "Mimo Live Sales". This real-time purchasing platform was integrated into Cencosud's digital sales channels, offering customers an interactive, spontaneous and fast purchasing experience. Additionally, the association with the Cheaf platform, which to date has 32 stores in Chile that work to reduce food waste by offering

products at reduced prices. This initiative, in line with Cencosud's Sustainability Strategy, promotes environmental responsibility and provides economic options to clients seeking to contribute to the cause.

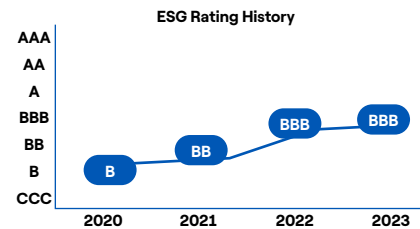
### ESG indices

#### MSCI

Cencosud SA remains in the BBB category of the MSCI ESG Ratings Index in the Food & Staples industry.

#### Dow Jones Sustainability Index (DJSI)

The Company is in the 95th percentile, which places it in the 5% with the best evaluation in the Food & Staples industry, worldwide in 2023.



## Highlights<sup>2</sup>



**Income (\*)**  
**US\$ 18,105 million**

(\*) excluding adjustment for hyperinflation in Argentina, IAS 29



**Adjusted EBITDA (\*\*)**  
**US\$ 1,939 million**

(\*\*) excluding adjustment for hyperinflation in Argentina, IAS 29



**Private Label Penetration 2023**  
**15.5%**

**Private Label Sales 2023**  
**US\$2,542 million**

**Online penetration 2023**  
**9.7%**

2. Figures converted at the average exchange rate for the year 2023: 839.05 CLP/USD, with the exception of sales in USD of private labels where the exchange rate of each of the periods was used.



## Leadership and geographic diversification

Cencosud is a Company with operational presence in Argentina, Brazil, Chile, Colombia, Peru and the United States, through different business units: Supermarkets (in their different formats), Home Improvement, Department Stores, Shopping Centers and Financial Services. In addition, it maintains a commercial presence in China and a technological and digital presence in Uruguay.

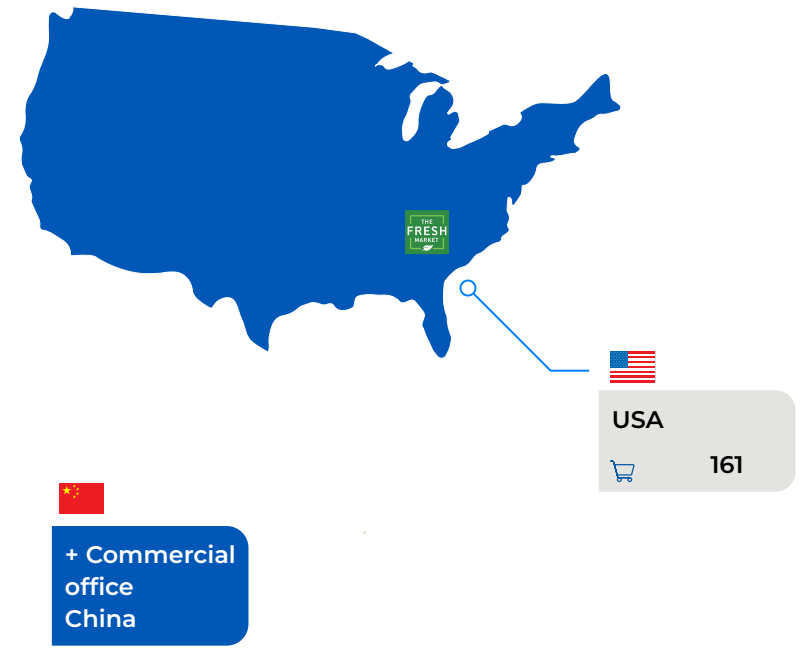




# Presence by country



- Supermarkets
- Department Stores
- Home Improvement
- Shopping Centers
- Financial Services (SF) Joint Venture (JV) Except Argentina





# 2 Cencosud Strategy





# Cencosud Strategy

NCG 461: 4.0

## Macroeconomic, social and political context

The world economy is still experiencing a recovery process in the face of the health crisis caused by the pandemic in 2020 and 2021. Added to this, additional factors such as low dynamism in economic growth and global trade, together with other local internal factors, have caused a decrease in the growth rate of the Gross Domestic Product (GDP), compared to 2022, in the countries in which the Company operates. In this context, high inflation rates, currency devaluation and high interest rate levels have impacted the

region's economies. Even though 2023 was a challenging period for the region's markets, Cencosud has demonstrated resilience by continuing to grow profitably in the different markets in which it operates.

During 2023, social challenges gained greater relevance, becoming relevant factors along with the economic, political and social effects of the pandemic associated with Covid-19. In the environmental field, climate change and its impacts have increased the frequency of natural disasters. Work to reduce greenhouse gas emissions, sustainable management of natural resources and adaptation to extreme climate

events are necessary to reduce the exposure and vulnerability of society as a whole. Along these lines, the countries where we operate have established long-term climate change policies and strategies.

Cencosud's strategy is designed to incorporate and manage adaptation to risks that may eventually impact the business. Sustainability and innovation are fundamental aspects for the Company's success. This has been reflected in investments in technology, in the efficiency and optimization of the supply chain, adaptation to new consumer preferences and advances in the sustainability strategy.

## Materiality 2023

NCG 461: 6.3

### Process to identify material themes

As part of the impact evaluation process, a Materiality analysis was carried out during 2023, following the guidelines of the Global Reporting standard Initiative (GRI). In this process, relevant topics for the Company's stakeholders were identified and prioritized.

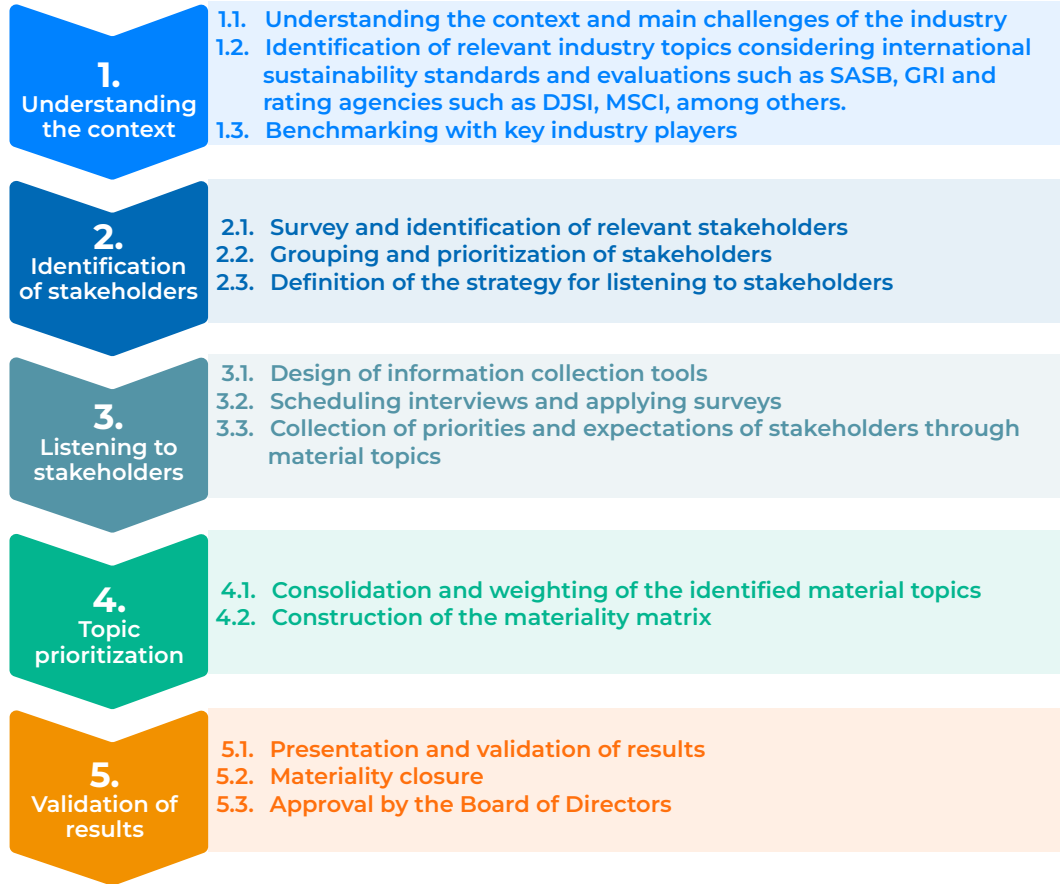
The 2023 materiality exercise, unlike the previous year, focuses on identifying double materiality, therefore, it prioritizes the material issues identified considering their level of financial impact and the socio-environmental impact on the operation<sup>3</sup>. In parallel to this process, the main impacts - both positive and negative - associated with Cencosud were identified.

3. The double materiality matrix is presented in Annexes.



## Double Materiality Assessment process

NCG 461: 6.3; 3.1.iv



## Stakeholders Listening Process:

NCG 461: 6.3.iv





## Identification and description of Stakeholders

NCG 461: 6.3, 3.7.i, 3.7.ii, 8.1.1, 8.1.2

Cluster of interest	Definition	Importance	Interaction mechanisms	Frequency of participation and interaction	Key themes identified	Contact mechanisms
Customers	Organization or individual member of the general public that purchases products or services for commercial, private or public purposes.	For Cencosud, customers are one of the most relevant stakeholders in its business model. Therefore, at its core is working daily with passion, respect, transparency and trust, to improve the quality of life and experience of its consumers.	<ul style="list-style-type: none"> <li>• Satisfaction, loyalty and perception surveys.</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction and perception surveys are constantly sent to online and offline customers.</li> <li>• Tracking Experience is sent monthly to face-to-face clients.</li> </ul>	<ul style="list-style-type: none"> <li>• Variety and quality of products.</li> <li>• Competitive prices.</li> </ul>	<ul style="list-style-type: none"> <li>• Through spaces enabled offline (customer service) and online (surveys), the customer can establish direct contact</li> </ul>
Employees	It applies to all individuals who maintain an "employment relationship" according to local legislation or regulatory framework.	For Cencosud, this stakeholders is essential for the creation of value of the Company, seeking to guarantee its more than 110.000 employees, spaces for innovation, collaboration and integration between its different areas, businesses and countries, for an offer of products and services according to the needs of clients.	<p>The interaction is carried out through the following means:</p> <ul style="list-style-type: none"> <li>• Email</li> <li>• Virtual and in-person meetings</li> <li>• Internal communications.</li> <li>• Informative posters with reporting channels, training and corporate and business information.</li> <li>• Formal channels for complaints and complaints.</li> </ul>	<ul style="list-style-type: none"> <li>• The frequency of participation is daily and depends on the occurrence of events.</li> </ul>	<ul style="list-style-type: none"> <li>• Working conditions and well-being</li> <li>• Growth and talent development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Through direct communication with Business Partner of the Peoples area for key topics.</li> <li>• The Company has six formal channels managed by an independent third party, where employees send their queries, claims and complaints.</li> </ul>



Cluster of interest	Definition	Importance	Interaction mechanisms	Frequency of participation and interaction	Key themes identified	Contact mechanisms
Suppliers	Companies that provide commercial and non-commercial products and services that make up the supply chain necessary for the operation.	For Cencosud, the supply chain is vital for the delivery of products and services to customers in addition to guaranteeing responsible supply .	<ul style="list-style-type: none"> <li>The interaction takes place through the Sourcing Platform ARIBA, by email and/or by telephone.</li> </ul>	<p>The frequency depends on the operation topics affected by the interaction:</p> <ul style="list-style-type: none"> <li>Product and/or service.</li> <li>Administrative.</li> <li>Stages of the bidding and purchasing process .</li> </ul>	<ul style="list-style-type: none"> <li>Transparent business relationships .</li> <li>Efficiency in the supply chain.</li> <li>Responsible supply.</li> </ul>	<ul style="list-style-type: none"> <li>Through the “Ethical Line” channel.</li> </ul>
Shareholders	Natural and legal persons who own the shares of Cencosud S.A. Includes majority shareholders, retail investors and institutional investors.	For Cencosud, this group is part of the Company's equity and debt capital. Having their support is key to the long-term sustainability of the business.	<ul style="list-style-type: none"> <li>Interaction occurs through meetings (virtual and in-person).</li> <li>Conferences.</li> <li>Shareholders' Meetings.</li> <li>Public Reportability and</li> <li>Publications on the website.</li> </ul>	<ul style="list-style-type: none"> <li>The meetings are recurring in nature.</li> <li>Between 5 to 10 annual conferences organized by investment banks.</li> <li>The main reports are carried out quarterly. However, there are other non-mandatory reports that have a monthly or less periodicity.</li> <li>Annual Report Communications via email</li> </ul>	<ul style="list-style-type: none"> <li>Profitability and growth in share value</li> <li>Transparency and accountability</li> </ul>	<ul style="list-style-type: none"> <li>Direct, formal at shareholder meetings, complaint channel, email.</li> </ul>
Investors	Natural or legal persons that could potentially invest in the Company with the objective of obtaining a financial return. Includes shareholders and bondholders.	For Cencosud, the relationship with investors creates the spaces to provide financing. Their vision affects the market value and reputation of the Company.	<ul style="list-style-type: none"> <li>Interaction occurs through meetings, official company communications, reports and the website.</li> </ul>	<ul style="list-style-type: none"> <li>The meetings are at the request of each investor.</li> <li>Public reports.</li> <li>Web page.</li> </ul>	<ul style="list-style-type: none"> <li>Growth prospects and investment opportunities</li> <li>Effective risk and return management.</li> </ul>	<ul style="list-style-type: none"> <li>Directly and formally by email.</li> </ul>





Cluster of interest	Definition	Importance	Interaction mechanisms	Frequency of participation and interaction	Key themes identified	Contact mechanisms
Financial market	Financial and ESG analysts. These include: Financial and ESG risk raters, bondholders and bondholder representatives, shareholders and creditor financial institutions, current and potential investors, among others.	For Cencosud, transparency in the disclosure of information to the market is a priority given its relevance and direct and indirect influence on the valuation of the Company, access to the capital market, expansion possibilities, among others.	<ul style="list-style-type: none"> <li>The interaction occurs through meetings (virtual and in-person), conferences organized by banking entities, communications via email and the delivery of reports and publication on the website.</li> </ul>	<ul style="list-style-type: none"> <li>The meetings are recurring in nature.</li> <li>Between 5 to 10 annual conferences organized by investment banks.</li> <li>The main reports are carried out quarterly. However, there are other non-mandatory reports that are published monthly.</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with financial objectives</li> <li>Efficient capital management and financial structure</li> </ul>	<ul style="list-style-type: none"> <li>Through meetings (in person or virtual), and/or via email.</li> </ul>
Civil society organizations	Trade associations, territorial and functional community organizations, community in general.	For Cencosud, establishing and maintaining links with civil society organizations is relevant in the development of its business strategy.	<ul style="list-style-type: none"> <li>The relationship with associations, guilds and formal organizations are established according to their needs.</li> </ul>	<ul style="list-style-type: none"> <li>The frequency is periodic and depends on the annual planning of the Legal Affairs and Institutional Relations Management.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability Strategy</li> <li>Institutional Relations Strategy</li> <li>Impact on the community and local development.</li> </ul>	<ul style="list-style-type: none"> <li>Through local managers, social networks and/or email.</li> </ul>
Government and Regulator	Organizations that regulate Cencosud's operations in the countries where it operates and with which it has a relationship. In Chile, since it is a public limited company open to the capital market, it is regulated by the Financial Market Commission (CMF).	Cencosud S.A. and Cencosud Shopping S.A. are companies listed on the Chilean Capital Market, which is why they must comply with the regulator's requirements. In addition, Cencosud Brasil is registered as an Open Joint Stock Company with the Securities Commission (CVM), therefore, it must comply with the regulator's requirements.	<ul style="list-style-type: none"> <li>The interaction mechanisms with state agencies or regulatory entities are limited to local legislation.</li> <li>The Legal Affairs and Institutional Relations Management channels queries or letters.</li> </ul>	<ul style="list-style-type: none"> <li>Low frequency.</li> <li>It is evaluated case by case.</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory and legal compliance.</li> <li>Transparency and reporting of information.</li> </ul>	<ul style="list-style-type: none"> <li>Through official letters and formal communications from the regulator</li> </ul>



## Identification of the real and potential Impacts detected in the process of consultation with Stakeholders

NCG 461: 6.3.iv

The real and potential impacts are the effects that Cencosud actions may have on society or the environment. These include both impacts already observed (actual impacts) and those that could arise in the future (potential impacts). This approach allows it to make informed decisions and anticipate possible consequences.

Based on the raising of expectations of the stakeholders and the characteristics of Cencosud's operation, the main real and potential impacts were identified following these three steps:

- **Analysis of the expectations of stakeholders**
- **Survey of the main impacts based on the material topics**
- **Validation of the real and potential impacts detected**

## Real and potential impacts detected

Impacts	Royals	Potentials
Positives	<ul style="list-style-type: none"> <li>• Employment creation.</li> <li>• Local development.</li> <li>• Availability of products and services.</li> <li>• Innovation in customer experience.</li> <li>• Initiatives with social and environmental impact.</li> <li>• Support for local suppliers.</li> <li>• Investments in infrastructure, access to services and consumer goods.</li> <li>• Promotion of healthy lifestyles.</li> <li>• Promotion of the digital ecosystem in retail</li> </ul>	<ul style="list-style-type: none"> <li>• Expansion of sustainable practices in the value chain.</li> <li>• Promotion of equality and diversity in suppliers and among clients.</li> <li>• Promotion of greenhouse gas reduction initiatives through innovation.</li> <li>• Continue with a better quality of life for clients and their environment.</li> <li>• Increase the offer of products and services with sustainable attributes</li> </ul>
Negatives	<ul style="list-style-type: none"> <li>• Lack of practices for energy efficiency in operations.</li> <li>• Generation of organic waste that has not yet been valued.</li> <li>• Emerging social and environmental traceability in the supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in tensions and disagreements with communities near the operations.</li> <li>• Displacement of local production by favoring imports.</li> <li>• Impact of the social conditions of suppliers in the supply chain.</li> </ul>





## Material topics 2023

Considering the stakeholder consultation process and the identification of impacts, the Company's material topics were obtained as

a result. To measure, administer and control the management of each material topic identified, Cencosud has teams, a regulatory

framework, policies, procedures, manuals and risk management governance. The following table presents the 2023 material topics in

order of priority for the Company:

Priority 2023	Issue	Subtopic	Strategic Pillar	Associated Objective	How is it controlled? (Regulatory Framework, Commitments and Audits)	How is it managed? (Actions and Governance)	How its measured? (Indicators)
1	<ul style="list-style-type: none"> <li>Corporate Governance, transparency, ethical management and risk management</li> </ul>	<ul style="list-style-type: none"> <li>Integration of good government practices.</li> <li>Risk management.</li> <li>Ethics and Compliance</li> <li>Criminal Risk Prevention Model.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> </ul>	Maintain the growth, profitability and efficiency of Cencosud, under a governance framework, integrating challenges, uncertainties, contingencies and risks with a perspective of flexibility, opportunity and innovation.	<ul style="list-style-type: none"> <li>Board Code of Conduct.</li> <li>Code of Ethics and Compliance .</li> <li>Manual for Management of Information of Interest to the Market.</li> <li>Corporate Risk Management Policy.</li> <li>Crime Prevention Manual.</li> <li>Anti-Corruption Policy.</li> </ul>	<ul style="list-style-type: none"> <li>Supervision of the corporate body to risk management.</li> <li>Risk governance.</li> <li>Corporate Governance Practices.</li> <li>Process to prevent and mitigate conflicts of interest.</li> <li>Compliance with the Company's internal codes, procedures, policies and manuals.</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory compliance.</li> <li>Nº incidents of corruption</li> <li>Legal actions.</li> <li>Discrimination cases.</li> <li>Risk Exposure Level.</li> <li>Contributions to political parties and/or representatives.</li> </ul>



Priority 2023	Issue	Subtopic	Strategic Pillar	Associated Objective	How is it controlled? (Regulatory Framework, Commitments and Audits)	How is it managed? (Actions and Governance)	How its measured? (Indicators)
2	<ul style="list-style-type: none"> <li>Quality, safety and nutrition of the product offering</li> </ul>	<ul style="list-style-type: none"> <li>Consumer health care and nutrition.</li> <li>Quality and variety of products.</li> </ul>	<ul style="list-style-type: none"> <li>Product</li> </ul>	Manage the demands, expectations, requirements and needs of customers based on a wide range of quality products, guaranteeing that food is handled according to strict health regulations and under the highest national and international safety standards.	<ul style="list-style-type: none"> <li>Quality audits</li> <li>Product certifications.</li> <li>Regulatory compliance.</li> <li>Governance of product quality and safety.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of the impacts of the category of products and services on the health and safety of customers.</li> <li>Product quality and safety management through the Food Quality Management Department.</li> </ul>	<ul style="list-style-type: none"> <li>Cases of non-compliance related to the impacts of product and service categories on health and safety.</li> <li>Rate of high-risk food safety violations.</li> <li>Product recall events.</li> <li>Revenue from products with labeling or marketing that promotes health and nutrition attributes.</li> <li>Number of incidents of non-compliance with food codes.</li> <li>Revenue from certified products</li> </ul>
3	<ul style="list-style-type: none"> <li>Management with clients</li> </ul>	<ul style="list-style-type: none"> <li>Safe and quality experience.</li> <li>Customer experience and satisfaction.</li> </ul>	<ul style="list-style-type: none"> <li>People</li> </ul>	Generate memorable experiences for Cencosud clients and generate strategies to retain them and ensure a close and quality service.		<ul style="list-style-type: none"> <li>Customer strategy</li> <li>Corporate Client Management</li> </ul>	<ul style="list-style-type: none"> <li>CSAT indicator measurement (Customer Satisfaction Score) and NPS (Net Promoter Score)</li> <li>Customer complaints</li> </ul>



Priority 2023	Issue	Subtopic	Strategic Pillar	Associated Objective	How is it controlled? (Regulatory Framework, Commitments and Audits)	How is it managed? (Actions and Governance)	How its measured? (Indicators)
4	<ul style="list-style-type: none"> <li>Supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>Supply value chain</li> </ul>	<ul style="list-style-type: none"> <li>Product</li> </ul>	Manage commercial and non-commercial suppliers, to have availability of products and services to the customer, including the sustainability focus for supply chain management.	<ul style="list-style-type: none"> <li>Supplier Commitment.</li> <li>Supplier Policy.</li> <li>Code of conduct for suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>Procurement Management and commercial management of business units.</li> </ul>	<ul style="list-style-type: none"> <li>Critical suppliers.</li> <li>Risk exposure in the supply chain.</li> </ul>
5	<ul style="list-style-type: none"> <li>Management of health, safety and well-being at work</li> </ul>	<ul style="list-style-type: none"> <li>Health and security.</li> <li>Quality of life.</li> <li>Labor practices</li> </ul>	<ul style="list-style-type: none"> <li>People</li> </ul>	Cultivate a harmonious internal culture focused on people, where their health and safety are protected.	<ul style="list-style-type: none"> <li>Collective bargaining agreements.</li> <li>Regional Compensation Policy.</li> <li>Diversity and Inclusion Policy.</li> <li>Internal regulations of order, hygiene and safety</li> </ul>	<ul style="list-style-type: none"> <li>Hazard identification, risk assessment and incident investigation</li> <li>Work Environment Management</li> <li>Training programs for employees</li> <li>Employee support programs</li> <li>Health and safety management system</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of employees who receive periodic evaluations of their performance and career development</li> <li>Work accident injuries</li> <li>Occupational ailments and diseases</li> <li>Number and hours of associated training</li> <li>Number of strikes and closures.</li> </ul>
6	<ul style="list-style-type: none"> <li>Respect for human rights</li> </ul>	<ul style="list-style-type: none"> <li>Right to work.</li> <li>Freedom of thought</li> <li>Fair conditions and job satisfaction</li> <li>Social Security</li> <li>Freedom of association</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> </ul>	Identify and manage any possible impact on Human Rights.	<ul style="list-style-type: none"> <li>Declaration on Respect and Promotion of Human Rights integrated into the Code of Ethics.</li> </ul>	<ul style="list-style-type: none"> <li>Process to identify and evaluate the possible impacts and risks associated with respect to human rights</li> </ul>	<ul style="list-style-type: none"> <li>Number of operations and suppliers with significant risk of child labor cases.</li> <li>Number of operations and suppliers with significant risk of cases of forced or compulsory labor.</li> <li>Security personnel trained in human rights policies or procedures</li> </ul>



Priority 2023	Issue	Subtopic	Strategic Pillar	Associated Objective	How is it controlled? (Regulatory Framework, Commitments and Audits)	How is it managed? (Actions and Governance)	How its measured? (Indicators)
7	<ul style="list-style-type: none"> <li>• Security, privacy and protection of information</li> </ul>	<ul style="list-style-type: none"> <li>• Data care and protection</li> <li>• Cybersecurity</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate governance</li> </ul>	Proactively address and manage the risks associated with the acceleration of digitalization and technological automation processes.	<ul style="list-style-type: none"> <li>• Audits of IT systems and environments</li> <li>• Cybersecurity Policy.</li> <li>• Certifications.</li> <li>• Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Digital Security Governance .</li> <li>• Systems and IT risk management .</li> <li>• Cybersecurity Program</li> </ul>	<ul style="list-style-type: none"> <li>• Disruptions to IT systems and cyber attacks .</li> <li>• Claims regarding privacy violations and data loss.</li> <li>• Number of data breaches identified and number of customers affected</li> </ul>
8	<ul style="list-style-type: none"> <li>• Sales practices, product labeling and sustainable offering</li> </ul>	<ul style="list-style-type: none"> <li>• Labeling transparency and reliability</li> <li>• Standards and certifications for animal welfare products, sustainable fishing, sustainable agriculture.</li> <li>• Brands with purpose</li> </ul>	<ul style="list-style-type: none"> <li>• Product</li> </ul>	Ensure transparency and clarity in information so that the customer can make informed consumption decisions, enhancing the offer of products and services with sustainability attributes.	<ul style="list-style-type: none"> <li>• Animal Welfare Declaration.</li> <li>• Commitment to sell Fresh Eggs from Cage-Free Hens.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability certifications.</li> <li>• Requirement for product information and labeling</li> <li>• Marketing Management</li> <li>• Commercial management</li> </ul>	<ul style="list-style-type: none"> <li>• Non-compliance cases related to information, product labeling and communication (marketing)</li> <li>• Revenue from products with labeling or marketing that promotes health and nutrition attributes</li> <li>• Number of incidents of non-conformity with regulatory or industry codes for labeling</li> <li>• Number of products certified by third parties according to sustainable standards</li> <li>• Availability of eggs from cage-free hens and pork produced without the use of gestation cages</li> </ul>



Priority 2023	Issue	Subtopic	Strategic Pillar	Associated Objective	How is it controlled? (Regulatory Framework, Commitments and Audits)	How is it managed? (Actions and Governance)	How its measured? (Indicators)
9	<ul style="list-style-type: none"> <li>Profitability management and financial strength</li> </ul>	<ul style="list-style-type: none"> <li>Acquisitions</li> <li>Organic growth</li> <li>Cost efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> </ul>	Grow organically or inorganically, respecting parameters of profitability and debt of the Company, thus taking care of its financial status and solvency	<ul style="list-style-type: none"> <li>Budgets by area</li> <li>Financial audit</li> <li>Working capital objectives</li> <li>Covenants of the Company's bonds</li> </ul>	<ul style="list-style-type: none"> <li>Investment plan</li> <li>Capital allocation priorities</li> <li>KPIs and sales objectives</li> </ul>	<ul style="list-style-type: none"> <li>Indicators of Sales, Costs, EBITDA and working capital</li> </ul>
10	<ul style="list-style-type: none"> <li>Training and development of employees</li> </ul>	<ul style="list-style-type: none"> <li>Performance evaluation</li> <li>Trainings</li> </ul>	<ul style="list-style-type: none"> <li>People</li> </ul>	Promote the training of employees and their professional development.	<ul style="list-style-type: none"> <li>Corporate People Management</li> <li>Regional Compensation Policy</li> <li>Performance Evaluation System</li> </ul>	<ul style="list-style-type: none"> <li>Training programs for employees</li> <li>Talent Management Review</li> </ul>	<ul style="list-style-type: none"> <li>Average hours of training per year</li> <li>Programs to develop the skills of employees and transition assistance programs</li> <li>Percentage of employees who receive periodic evaluations of their performance and career development</li> <li>Expenditure on employee training</li> </ul>
11	<ul style="list-style-type: none"> <li>Waste and recycling, food loss and waste</li> </ul>	<ul style="list-style-type: none"> <li>Containers and packaging</li> <li>Resource efficiency and circularity</li> <li>Food loss and waste management</li> </ul>	<ul style="list-style-type: none"> <li>Planet</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the generation of waste and increase the recyclability rate of containers and packaging from the operation and post-consumer.</li> <li>Manage and reduce losses associated with food waste, minimizing impacts to the environment.</li> </ul>	<ul style="list-style-type: none"> <li>Integrated environmental management and energy efficiency policy</li> <li>Declaration and commitment on Food Loss and Waste</li> <li>Waste declarations to state authorities competent in the matter</li> <li>Third party verifications</li> <li>Supervision of organizations with environmental powers</li> </ul>	<ul style="list-style-type: none"> <li>Waste management in operation and post consumption</li> <li>Regional food rescue program</li> </ul>	<ul style="list-style-type: none"> <li>Container and packaging materials placed on the market</li> <li>Tons of waste generated in the operation</li> <li>Tons of waste recycled and valued</li> <li>Tons of rescued food</li> </ul>



Priority 2023	Issue	Subtopic	Strategic Pillar	Associated Objective	How is it controlled? (Regulatory Framework, Commitments and Audits)	How is it managed? (Actions and Governance)	How its measured? (Indicators)
12	<ul style="list-style-type: none"> <li>Emissions management and climate strategy</li> </ul>	<ul style="list-style-type: none"> <li>Measurement of the carbon footprint of regional scope 1 and 2</li> <li>Air emissions from refrigeration</li> <li>Climate strategy</li> </ul>	<ul style="list-style-type: none"> <li>Planet</li> </ul>	Reduce greenhouse gas emissions throughout the value chain.	<ul style="list-style-type: none"> <li>Integrated environmental management and energy efficiency policy</li> <li>International GHG Protocol</li> <li>Verification of GHG emissions by independent third parties.</li> </ul>	<ul style="list-style-type: none"> <li>Climate Change Strategy, including scopes 1 and 2</li> <li>Climate governance</li> <li>Identification and management of climate risks</li> </ul>	<ul style="list-style-type: none"> <li>Scope 1 and 2 greenhouse gas emissions</li> <li>Fugitive greenhouse gas emissions from cooling sources</li> <li>Reduction of greenhouse gas emissions</li> <li>Emission intensity</li> </ul>
13	<ul style="list-style-type: none"> <li>Efficient management in the use of water and energy resources</li> </ul>	<ul style="list-style-type: none"> <li>Gray water management</li> <li>Increase renewable energy sources</li> <li>Energy efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Planet</li> </ul>	Incorporate innovations to efficiently use resources for energy supply and water consumption.	<ul style="list-style-type: none"> <li>Integrated environmental management and energy efficiency policy</li> <li>Supervision of organizations with environmental powers</li> </ul>	<ul style="list-style-type: none"> <li>Energy Management System</li> <li>Monitoring energy consumption and water consumption.</li> <li>Efficient action plans in the operation</li> </ul>	<ul style="list-style-type: none"> <li>Consumption of water, electricity and fuels</li> <li>Reduction of energy and water consumption</li> <li>Renewable energy coverage</li> <li>Energy performance</li> </ul>
14	<ul style="list-style-type: none"> <li>Diversity and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Gender equality</li> <li>Sexual and gender diversity</li> <li>Interculturality</li> <li>People with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>People</li> </ul>	Promote respect, diversity and inclusion in environments free of discrimination.	<ul style="list-style-type: none"> <li>Diversity and Inclusion Policy</li> </ul>	<ul style="list-style-type: none"> <li>Diversity and Inclusion Strategy</li> </ul>	<ul style="list-style-type: none"> <li>Number of employees in leadership positions</li> <li>Number of people with disabilities, distinguishing between men and women.</li> <li>Percentage of female employees over the total number of male employees</li> <li>Diversity in governing bodies and staff</li> </ul>
15	<ul style="list-style-type: none"> <li>Community management strategy</li> </ul>	<ul style="list-style-type: none"> <li>Link with the community</li> <li>Creating shared value</li> </ul>	<ul style="list-style-type: none"> <li>People</li> </ul>	Create shared value and promote positive impacts in communities, through the development of projects aligned with the Company's Sustainability Strategy.	<ul style="list-style-type: none"> <li>Community Link Policy</li> <li>Corporate Donations Policy</li> </ul>	<ul style="list-style-type: none"> <li>Community Link Management Plan.</li> </ul>	<ul style="list-style-type: none"> <li>Program beneficiaries</li> <li>Social investment</li> </ul>





## Double materiality matrix 2023

Double materiality is a principle that recognizes the interdependence between the financial aspects and the social and environmental aspects of a company. Under this approach, it is considered that a company must not only report on how its operations affect the environment and society, but also how changes in these areas can influence its long-term financial performance.

For this analysis, Cencosud has considered the internal and external aspects of its management. Internally, it has evaluated how its business practices affect employees, local communities, suppliers and other stakeholders and externally, it has been

attentive to social and environmental changes that could affect its reputation, social license to operate, access to natural resources and others key aspects of the business.

In summary, dual materiality promotes a comprehensive view of corporate responsibility, which recognizes that long-term success of a company depends on both its financial performance and its ability to generate social and environmental value in a sustainable way.

Based on the 15 material topics identified in the materiality process, the double materiality matrix was constructed considering impact on business value and impact on society and the environment.

Pillar	Material Theme 2023
1. Planet	1.1. Waste and recycling, food loss and waste
1. Planet	1.2. Efficient management in the use of water and energy resources
1. Planet	1.3. Emissions management and climate strategy
2. People	2.1. Clients Management
2. People	2.2. Management of health, safety and well-being at work
2. People	2.3. Diversity and inclusion
2. People	2.4. Training and development of employees
2. People	2.5. Supply chain management
2. People	2.6. Community management strategy
3. Product	3.1. Quality, safety and nutrition of the product offering
3. Product	3.2. Sales practices, product labeling and sustainable offering
4. Government	4.1. Security, privacy and protection of information
4. Government	4.2. Respect for human rights
4. Government	4.3. Corporate Governance, transparency, ethical management and risk management
4. Government	4.4. Profitability management and financial strength



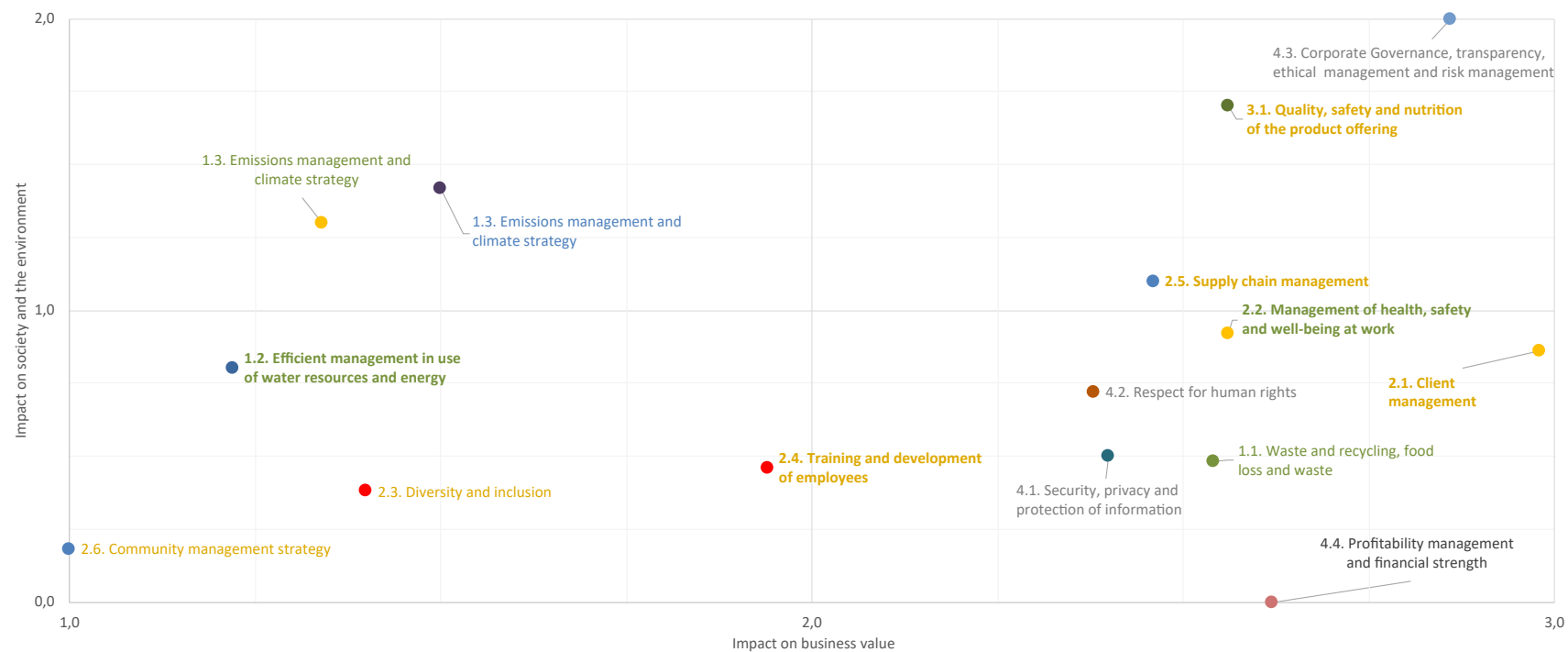
## Prioritization of Material Topics





## Matrix of Material Topics

Below is the level of impact on society and the environment (Y-axis) and the level of impact on business value (X-axis) with respect to the Company's relevant topics (material topics 2023):

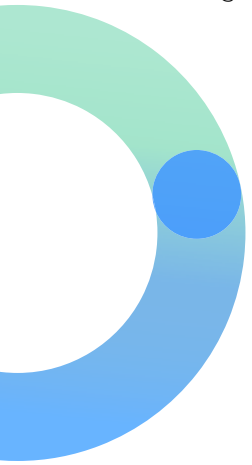




The greatest impacts on the business, social and environmental value of Cencosud's operation are as follows:

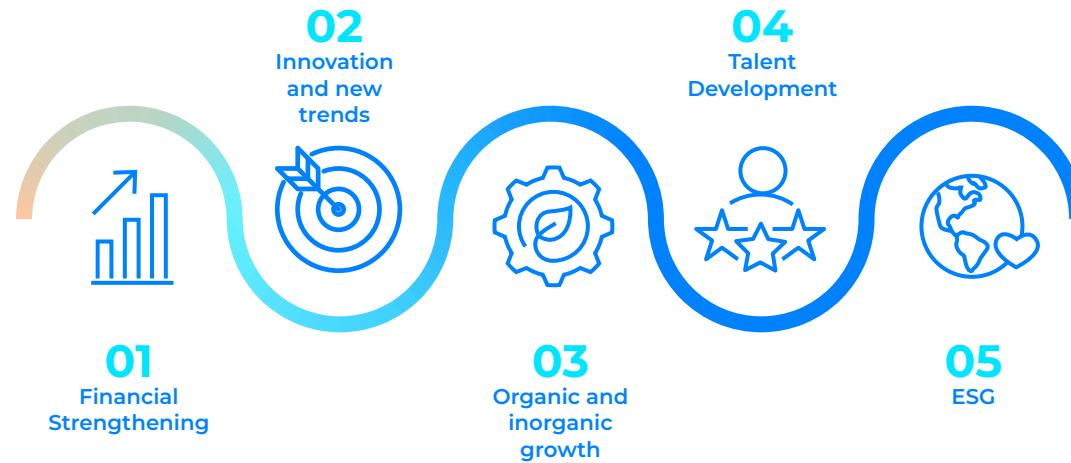
1. Corporate Governance, transparency, ethical and risk management.
2. Quality, safety and nutrition of the product offering.
3. Supply chain management.

With Cencosud's 2023 double materiality matrix, the results obtained are analyzed in order to identify areas of focus and opportunities for improvement. This analysis is crucial so the Company can make informed decisions on how to manage and prioritize material aspects.



# Pillars of the Business Strategy

NCG 461: 4.0





## Organic and Inorganic Growth

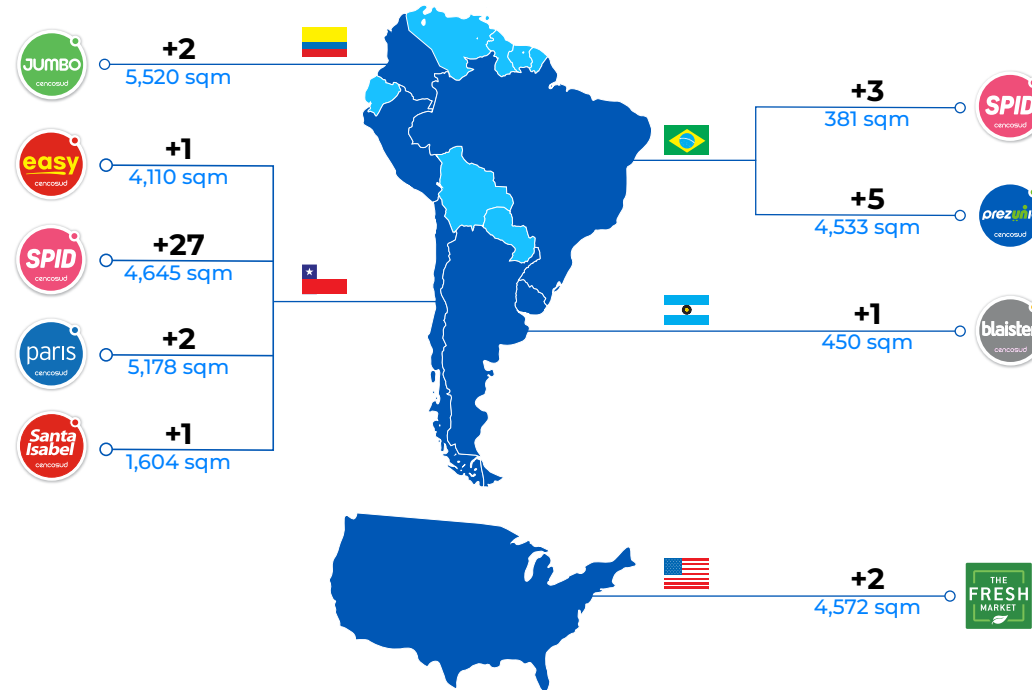


NCG 461: 4.0

Cencosud has defined the growth of the Company as one of the strategic pillars, understanding that the expansion of the Company is key to gaining greater economies of scale and developing its brands and formats more strongly throughout the entire region, allowing it to be a leading retailer in the markets in which it is present.

In 2023, the Company opened 44 stores, focusing on the Supermarkets format. In turn, 184 stores were remodeled and another 10 were transformed with the aim of improving customers' shopping experience.

## New sales area **+27,992 sqm**



## Financial Strengthening

NCG 461: 4.0



The financial health of the Company is key for the business to last over time, in addition to supporting and driving the strategic pillars of talent, innovation, growth and sustainability of the Company. Cencosud has achieved a solid financial position thanks to an adequate allocation of resources, with a focus on markets, formats and initiatives that ensure greater future returns and synergies.



The development of Cencosud's Private Labels has implied not only a greater offer of products with a greater variety, but it is also a source of greater profitability. The Company has achieved a total penetration of Private Label products of 15.5% during 2023.

Another segment that has contributed to the maintenance and expansion of margins throughout the organization is the Shared Services Center (CSC), which is responsible for implementing process improvement initiatives in the store and back-office by automating them, improving its speed and effectiveness and contribute to greater efficiency in the work of employees. Through its 612 implemented initiatives, the CSC has achieved average annual savings of around US\$9 million since 2017.

**N° of initiatives completed in 2023**  
**612**

**Average annual savings 2017-2023:**  
**US\$ 9 millions**

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## Innovation and New Trends



NCG 461: 4.0, 3.1.v

Cencosud is a mainly supermarket Company (79% of 2023 income came from Supermarkets). However, digital, technological and innovation capabilities are a strategic focus for the development of new businesses, diversifying sources of income and improving the customer purchasing experience, by always being updated on new consumer trends. Among the main advances in Innovation and New Trends during 2023 are the following:

- **Cencosud Ventures invested in Mimo Live Shopping:** Cencosud's venture capital investment arm completed an investment in Mimo Live

Shopping, an interactive real-time shopping platform. Visitors can purchase products associated with the event being held through Live Shopping. This is how the Company can reach new age segments of consumption, covering niches that are rapidly growing in other parts of the world.

- **Cencosud Media and the “Prime” membership program reach the five Latin American countries:** Cencosud's media retail segment consolidated its presence in the region during 2023 by establishing itself in the five Latin American countries where Cencosud operates. This business allows bidders to have space to promote their brands in high-traffic spaces, leveraging data and business intelligence. In turn, the loyalty program includes personalized offers, free delivery, exclusive service channel and accumulation of points both in physical stores and in online purchases.
- **Alliance with Cheaf:** in line with its sustainability strategy, in 2023 the Company established an alliance that contributes to the reduction of food losses and waste. Through 32 operating stores, Cencosud in Chile has managed to make profitable products that

2

otherwise would have been waste, at the same time allowing greater waste to be avoided.

- **Deployment of the My Local App:** this tool, which simplifies, centralizes and speeds up the operational management of stores with multiple functionalities associated with found rate, out-of-stock alerts, pre-waste management and automated price adjustments, among others, boost sales and profitability of retail stores. At the end of 2023, it has already been implemented in nearly 900 of the group's stores

## Talent Development



NCG 461: 4.0, 3.1.vi

People, through the development and retention of talent, are a key factor in maintaining high levels of customer service, promoting innovation and strengthening the

7

sustainability of the business in the long term.

Along these lines, the Company continued to promote talent development through various initiatives and advances. In 2023, Cencosud invested more than CLP 6,000 million to train employees in various areas of competence relevant to the development of their functions. Among the notable initiatives is the regional program CencoWomen, through which it seeks to promote equal opportunities in the job market. In the second edition, more than 240 participants were part of the program.

With the objective of attracting and retaining talent, the Company remodeled 2 buildings of its headquarters, thus promoting collaborative, flexible work, collective intelligence, greater well-being of employees and a sustainable environment so that teams can perform their jobs better. Likewise, Uruguay technological and innovation Hub was consolidated by bringing together the different areas that make up Cencosud's digital and technological ecosystem, contributing to generating synergies and greater depth in new developments.



# ESG-Sustainability



The Company focuses its sustainability strategy on four pillars of work - Corporate Governance, People, Planet and Products - with specific drivers, guidelines and indicators that provide a framework of reference for the sustainability initiatives and/or programs that are promoted both at the corporate level as in its business units in the countries where it operates.



Note: ESG, in its acronym in English, is homologous to ASG in Spanish (Environmental-Social and Governance)



Aligned with the UN Sustainable Development Goals and the Ten Principles of the UN Global Compact





• **Corporate Governance**

Cencosud seeks to continuously improve processes and mechanisms that ensure transparency, ethics, and traceability of business management and operation.

• **People**

Cencosud seeks to manage the social aspects associated with employees, clients and communities, in order to positively impact the relationship with these stakeholders.

• **Products and services**

Cencosud seeks to lead in matters related to the offer of sustainable products and services, promoting good practices in the supply chain

• **Planet**

Cencosud works on the environmental aspects of the facilities (emissions, energy, water, waste), managing risks and incorporating opportunities as a result of climate change, allowing mitigation and adaptation actions to be established.

# Direct economic value generated and distributed by Cencosud S.A.

During the year 2023, the economic value generated by the Company is detailed below:

**2023 (CLP \$MM)**

**A. Direct economic value generated** **16,321,120**

**B. Distributed economic value** **15,182,096**

Operational costs 12,988,165

Workers' salaries and benefits 1,683,712

Payments to the government 206,430

Dividends paid 288,946

Investments in the community 7,463

**Retained Economic Value (AB)** **1,146,404**





# 3 Governance, risk management and compliance





# Governance, risk management and compliance

## Corporate governance

NCG 461: 3.0

The Corporate Governance system followed by Cencosud S.A. is focused on the objective of creating value for shareholders and its interested parties. The Board works to incorporate best practices that are inspired by the principles of transparency and equity. Establishing policies, standards and procedures to strictly comply with the directors' commitment to the Company and avoid situations that may negatively affect the fulfillment of their duties.

### Structure, operation and administration of the Company

The main corporate bodies are determined by the Bylaws, and by Law N° 18,046 on Public Limited Companies and its Regulations.

Administration corresponds to the Board of Directors, which is made up of nine members. The directors may or may not be shareholders, and may be re-elected indefinitely. Furthermore, in accordance with the provisions of article 50 bis<sup>4</sup> of Law N° 18,046 and the Regulations of the Public Limited Companies Law, they must designate a Committee of Directors composed of at least one independent director.

The Board of Directors will serve for a period of three years. The election of Directors will be made at the corresponding Ordinary Shareholders' Meeting. In elections at Shareholders' Meetings, each shareholder will have one vote for each share he or she owns or represents and may accumulate them in favor of a single person or distribute them as he or she deems appropriate. Those who have the greatest number of votes in a single vote will be elected until the number of Directors to be elected is completed. If a Director's vacancy occurs, the Board of Directors must be completely renewed at the next Ordinary Shareholders' Meeting to be held by the company and in the meantime the Board of Directors may appoint a replacement.

4. Art. 50 bis. public corporations must designate at least one independent director and the committee of directors referred to in this article, when they have a stock market equity equal to or greater than the equivalent of 1,500,000 units of development and at least 12.5% of their assets. Shares issued with voting rights are held by shareholders who individually control or own less than 10% of such shares.





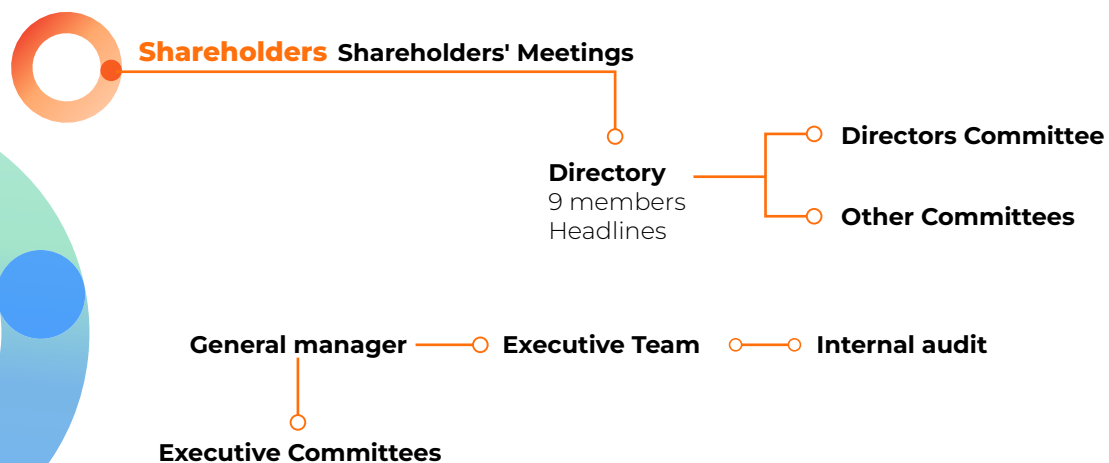
## Main corporate bodies

NCG 461: 3.0

### Regulatory Framework that Regulates the Industry

From the point of view of the ID/Identifier of the individual reporting entity, the main entities that have oversight powers over the entity are

the Commission for the Financial Market (CMF), SERNAC, the National Economic Prosecutor's Office, the Financial Analysis Unit and the Municipalities, among others. All located in Chile, the country where Cencosud SA resides, and where it obtains its main revenues.



## Shareholders

NCG 461: 2.0

Shareholders, through ordinary and extraordinary meetings, express and decide regarding the aspects that the Law and Regulations of public limited companies and their Bylaws determine.

### Board of Directors and Committee of Directors

In Cencosud, according to its Bylaws, the Board of Directors is made up of nine regular directors.

If a vacancy of a director occurs, if applicable, the Board of Directors must be completely renewed at the next ordinary meeting of shareholders to be held by the company and in the meantime, the board of directors may appoint a replacement. If the vacancy corresponds to one of the independent directors referred to in article 50 bis, the Board of Directors must appoint as his replacement the candidate for independent director followed by voting at the meeting in which the first one was elected. If the latter is not available or in a position to assume the position, the board of directors will appoint the person who was next in voting

at the same meeting, and so on until the position is filled. If the previous procedure cannot be complied with, it will be up to the board of directors to appoint, and must appoint, a person who meets the requirements established by law to be considered an independent director.

### General manager

Article 49 of the Corporations Law establishes that corporations will have one or more managers designated by the Board of Directors, who will establish their attributions and duties, and may replace them at their discretion. The manager or general manager, if applicable, will be responsible for the judicial representation of the company, being legally invested with the powers established in both sections of article 7 of the Code of Civil Procedure, and will have the right to speak at board meetings, responding with its members from all agreements detrimental to the company and the shareholders, when their contrary opinion is not recorded in the minutes. The position of manager is incompatible with that of president, auditor or accountant of the company and in open corporations, also with that of director.



## Ownership and Control

NCG-461: 2.3.1, 2.3.2, 2.3.3, 2.3.4.i, 2.3.4.iii

### Shareholders and share capital

NCG-461: 2.3.1

In accordance with Article N°6 of the Bylaws, which indicates that the shares are nominative, ordinary and of the same series. As of December 31, 2023, the Statutory Capital amounts to the sum of CLP 2,380,289 million divided into 2,834,501,421 nominative shares, of a single series and without par value.

### Control situation

NCG-461: 2.3.1

The Company has a controlling group that, through direct participation of its members and through the PK One Company Limited (ID: 59,324,530-6), controls 55.60% of Cencosud S.A. as of December 31, 2023.

#### Horst Paulmann Kemna

As of December 31, 2023, Mr. Horst Paulmann Kemna, ID: 3,294,888-k, holds 70,336,573 shares directly, representing a 2.48% stake in the Company. Together with his sons Heike Paulmann Koepfer, Manfred Paulmann Koepfer and Peter Paulmann Koepfer, through the company PK One Limited have 1,463,132,371 shares, representing a 51.62% stake in Cencosud S.A.

#### Heike Paulmann Koepfer

As of December 31, 2023, Ms. Heike Paulmann Koepfer, ID: 8,953,510-7, holds 15,000,487 shares directly, representing a 0.53% stake in the Company. Together with his father Horst Paulmann Kemna and his brothers, Manfred Paulmann Koepfer and Peter Paulmann Koepfer, through the company PK One Limited have 1,463,132,371 shares, representing a 51.62% stake in Cencosud S.A.

#### Manfred Paulmann Koepfer

As of December 31, 2023, Mr. Manfred Paulmann Koepfer, ID: 7,012,865-9, holds 12,214,941 shares directly, representing a 0.43% stake in the Company. Together with his father Horst Paulmann Kemna and his brothers, Heike Paulmann Koepfer and Peter Paulmann Koepfer, through the company PK One Limited have 1,463,132,371 shares, representing a 51.62% stake in Cencosud S.A.

#### Peter Paulmann Koepfer

As of December 31, 2023, Mr. Peter Paulmann Koepfer, ID: 8,953,509-3, holds 15,156,766 shares directly, representing a 0.53% stake in the Company. Together with his father Horst Paulmann Kemna and his brothers Heike Paulmann Koepfer and Manfred Paulmann Koepfer, through the company PK One Limited have 1,463,132,371 shares, representing a 51.62% stake in Cencosud S.A.

ID / Identifier	Name of company or natural person	N° of shares	% direct ownership
59,324,530-6	PK One Limited	1,463,132,371	51.62%
3,294,888-K	Horst Paulmann Kemna	70,336,573	2.48%
8,953,510-7	Heike Paulmann Koepfer	15,000,487	0.53%
7,012,865-9	Manfred Paulmann Koepfer	12,214,941	0.43%
8,953,509-3	Peter Paulmann Koepfer	15,156,766	0.53%
<b>Total Controller Group</b>		<b>1,575,841,138</b>	<b>55.60%</b>



The Paulmann Family directly and indirectly has 1,575,841,138 shares, representing a 55.60% stake in Cencosud SA

## Joint action agreements

NCG-461: 2.3.1

At the end of the period, the shareholders of Cencosud S.A. did not have a joint action agreement.

## Identification of partners or majority shareholders

As of December 31, 2023, excluding the controlling group that owns 55.60%, there is no other shareholder that individually exceeds 10% of the Company's capital, or that in a joint action agreement with other shareholders can appoint at least one member of the Board of Directors or Administration of the Company.

## General Manager Ownership Requirements

The Company, in its Bylaws, does not have specific share ownership requirements for the CEO or other senior executives. There is also no minimum cumulative share ownership requirement for the CEO or senior executives.

## Twelve largest shareholders

As of December 31, 2023, the twelve largest shareholders of the entity are detailed:

N°	Name of company or natural person	ID	Number of actions	% of the property
1	PK One Limited	59,324,530	1,463,132,371	51.62%
2	Banco de Chile on behalf of State Street	33,338,812	170,085,088	6.00%
3	Santander Bank – JP Morgan	33,338,330	128,032,518	4.52%
4	Banco de Chile on behalf of third parties CA	33,338,248	94,859,929	3.35%
5	Horst Paulmann Kemna	3,294,888	70,336,573	2.48%
6	Santander Bank – Chile	33,338,574	49,965,939	1.76%
7	Larraín Vial SA Stock Broker	80,537,000	44,915,557	1.58%
8	Habitat A Pension Fund	33,500,028	44,889,216	1.58%
9	Banco de Chile on behalf of Citi NA New York	33,338,676	44,069,111	1.55%
10	Habitat B Pension Fund	33,500,029	42,719,793	1.51%
11	Habitat C Pension Fund	33,500,000	38,504,941	1.36%
12	Provida B Pension Fund	33,500,102	33,493,757	1.18%
<b>Sub total 12 largest shareholders</b>		<b>2,225,004,793</b>	<b>2,225,004,793</b>	<b>78,50%</b>

There are no government or state shareholders in the countries where the Company operates who hold shares of the Company.



## Major changes in ownership and control in 2023

NCG 461: 2.3.2

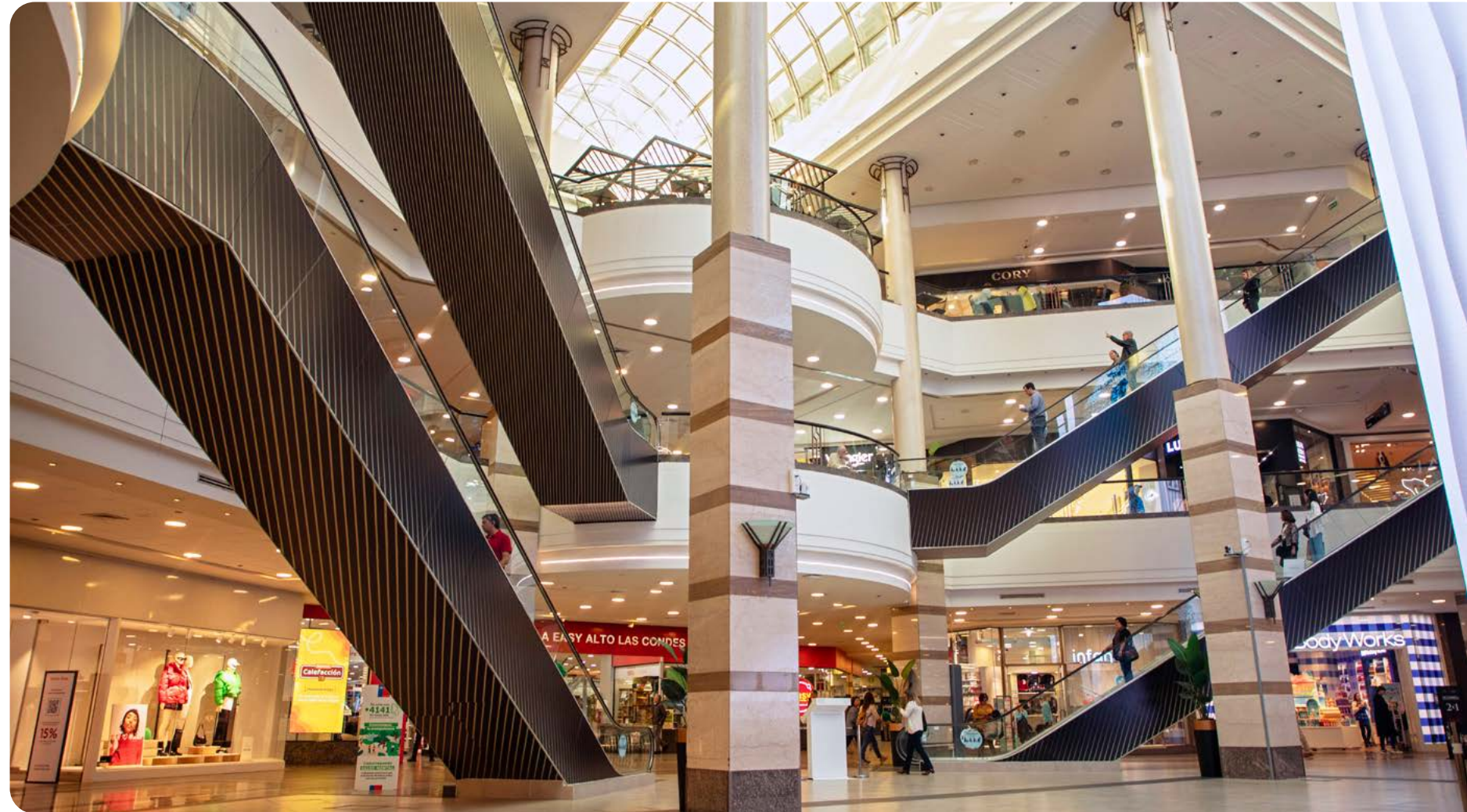
On April 28, 2023, the transfer of 100% of the shares of Cencosud S.A. that it held in Inversiones y Servicios Rupel was registered in the Shareholders Registry of Cencosud S.A. Ltda to PK One Limited. It should be noted that the above constitutes only a change in the person or agent through which Mr. Horst Paulmann Kemna, Mr. Manfred Paulmann Koepfer, Mr. Peter Paulmann Koepfer and Mrs. Heike Paulmann Koepfer, exercise control of Cencosud S.A.

## Company ownership of senior executives

NCG-461: 3.4.iv

At the end of the year, none of the executives has ownership of more than 1% in the Company's shares.

For more details, review the Annex to this 2023 Integrated Annual Report.





## Executive incentive plan

*NCG-461: 3.4.iii)*

- At the 2023 Extraordinary Shareholders' Meeting, the executive incentive plan was approved, which authorizes the purchase of self-issued shares to be delivered to executives under a retention plan. Said minutes indicate that the Company has implemented different share delivery plans under different modalities in the past, which have evolved into promises of future delivery of real shares to participating executives; The approval of the acquisition of the Company's own issued shares was submitted to the Board for consideration in order to establish a Retention Plan for senior executives and critical positions of the Company and its subsidiaries, promoting the retention of said employees. This new plan, valid for up to 5 years, will incorporate a greater number of key executives - close to 300 - in different countries where Cencosud operates, will allow the future delivery of shares among other possible benefits, favoring the permanence of key executives in the Company.

It was approved to delegate the following points to the company's Board of Directors:

- The determination of the number of self-issued shares to be acquired, not being able to exceed the acquisition of more than 27,000,000 shares during the period of up to five years from the date of this Extraordinary Shareholders' Meeting.
- The determination of the minimum and maximum price to be paid for the indicated shares and other matters necessary to complete the acquisition of said self-issued shares for the purposes of carrying out the aforementioned Retention Plan, being able to acquire the corresponding shares without applying the procedure. pro rata (as established in the second paragraph of article 27 B of Law 18,046).
- The determination of which of the executives of the Company and its subsidiaries will have the right to access the Retention Plan and the establishment of its conditions, including, among others, the conditions of the Retention Plan; the number of shares to be received by each Executive, the communication and delivery dates.

## Shareholders' Meetings

*NCG-461: 3.7.iii, iv)*

### Annual Ordinary Shareholders Meeting

On April 28, 2023, the Annual Ordinary Shareholders' Meeting was held, with a total of 2,497,914,522 shares present and represented, of a total of 2,805,299,918 shares with voting rights, which represents an attendance quorum of 89.04%. In addition, it was recorded that the shareholders correctly registered to attend this meeting in person and virtually; and that the powers with which the shareholders were represented at the Meeting were approved without observations.

In compliance with the obligations assumed by the Company in the Bond Issuance contracts executed by deeds dated July 5, 2001, October 5, 2005, March 13, 2008, September 5, 2008 and December 11, 2014, they were Notified in its capacity as representative of the Bondholders of the first issue are Banco de Chile and Banco Bice, in its capacity as representative of the Bondholders, of the rest of the aforementioned issues. It was also noted that the Board was notified of the Risk Rating Agencies, Feller-

Rate Risk Classifier Limited and Risk Classifier Humphreys Limitada.

### Extraordinary Shareholders Meeting

It was held on April 28, 2023, with shares present and represented: 2,496,822,841, out of 2,805,299,918 with shares with voting rights, which represents an attendance quorum of 89.00%, it is also noted that the shareholders They correctly registered to attend this assembly in person and virtually; and that the powers with which the shareholders were represented at the Meeting were approved without observations.

In compliance with the obligations assumed by the Company in the Bond Issuance contracts executed by deeds dated July 5, 2001, October 5, 2005, March 13, 2008, September 5, 2008 and December 11, 2014, they were Notified in its capacity as representative of the Bondholders of the first issue are Banco de Chile and Banco Bice, in its capacity as representatives of the Bondholders, of the rest of the aforementioned issues. It was also noted that the Board was notified of the Risk Classifiers, Feller- Rate Risk Classifier Limited and Risk Classifier Humphreys Limitada.





## Information in advance of the meeting

Since 2020, technological solutions have been implemented to safeguard the effective participation, remotely and in person, of people who have the right to participate in the respective Board.

The Company does not have a formal procedure so that shareholders can inform themselves in advance of the Shareholders' Meeting in which Directors will be elected, about the diversity of their capabilities, conditions, experiences and visions. Without prejudice to the foregoing, for the purposes of the process of nomination and election of Directors, the Board of Directors of Cencosud has approved a policy in which the CEO must inform the shareholders, by the means he deems appropriate, and on the Cencosud website. Cencosud, the list of

candidates for Director who, if applicable, have accepted their nomination and declared that they have no disqualifications to perform the position.

If it is not possible to inform the shareholders of this list in advance, it will be sufficient for it to be made available to the shareholders at the beginning of the shareholders' meeting. Candidates may be added to the list, even at the same meeting, if the proposer presents a document in which the candidate accepts his nomination and declares that he has no

disqualifications to perform the position. The Company complies with all the information and legal deadlines prior to the Meeting so that interested parties can be informed properly and in a timely manner.

## Board of Directors

### Composition<sup>5</sup>

*NCG-461: 3.2.i*

At the Ordinary Shareholders' Meeting held on April 22, 2022, the directors of Cencosud S.A. were elected for the period 2022-2025. In addition, the Financial Market Commission was informed through an Essential Fact dated December 5, 2023, that Mrs. Heike Paulmann Koepfer, presented her resignation from the position of President of the Board of Directors of Cencosud S.A., for personal reasons, with effect as of December 5, 2023, maintaining her capacity as director of the Company. That, in an extraordinary session, the Board of Directors unanimously accepted his resignation, thanking him for his performance as President of the Company and, at the same time, by unanimity of the directors, the director Mr. Julio Moura has been elected to replace him. Therefore, the composition of the Board of Directors as of December 31, 2023 is as follows:



<sup>5</sup> The Company does not have alternate Directors.



## Mr. Julio Moura Neto

President<sup>6</sup>

**ID:** 21,814,616-3

**Nationality:** Brazilian

**Profession:** Mechanical engineer from the Federal Institute of Technology Zürich (ETH) with specialization in nuclear engineering

**Date of Birth:** April 30, 1952

**Date of entry to the Board of Directors:** September 1, 2011

**Date of last appointment:** April 22, 2022

**Years on the Board of Directors:** 12 years

**Independence:** not independent

### Experience

Mr. Julio Moura has been a member of the Board of Directors since September 2011. He has been Director of Natura Cosméticos, Adeco Agro, Masisa, Amanco, Messerli AG, Amata and Brinox. He is founder of Vesper Biotechnologies. He was President of Grupo Nueva, General Manager of Schindler Europe and SIKA Latin America and Global Director of the World Business Council for Sustainable Development (WBCSD). He has a Master's degree from MIT Sloan School of Management and an Engineering Degree from the Swiss Federal Institute of Technology (ETH Zurich). He has experience in Risk.

6. Appointed President of the Company on December 5, 2023.

7. Between April 22, 2022 and December 5, 2023, he served as President of the Company.

## Mrs. Heike Paulmann Koepfer

Director<sup>7</sup>

**ID:** 8,953,510-7

**Nationality:** Chilean

**Profession:** Business and Administration (Universidad de Chile) and MBA (Universidad Adolfo Ibáñez)

**Date of Birth:** February 15, 1970

**Date of joining the Board of Directors:** April 1, 1999

**Date of last appointment:** April 22, 2022

**Years on the Board of Directors:** 25 years

**Independence:** not independent

### Experience

She has 25 years of experience in the sector, being a member of the Board of Directors of Cencosud SA since April 1999. Ms. Heike Paulmann has an MBA from the Universidad Adolfo Ibáñez and more than 20 years of experience in the pharmaceutical products industry, basic necessities and consumer goods, (main business of Cencosud S.A.).



## Mr. Manfred Paulmann Koepfer

Director

**ID:** 7,010,865-9

**Nationality:** Chilean

**Profession:** Business and Administration (Universidad de Chile) and MBA (École des Hautes Études Commerciales, HEC de Paris).

**Date of Birth:** May 30, 1967

**Years on the Board of Directors:** 2 years since last election

**Date of re-entry to the Board of Directors:** He rejoins the Board of Directors on July 31, 2021

**Date of last appointment:** April 22, 2022

**Independence:** not independent

### Experience

Mr. Manfred Paulmann is a Commercial Engineer from the Universidad de Chile and an MBA from the École des Hautes Études Commerciales (HEC) of Paris. He was part of the board of directors of Cencosud SA between 1993 and 2011, returning as Director from July 2021 to date. He worked for nine years at Cencosud Argentina, where he started the Home Improvement project, Easy (he also did it in Chile), being its first General Manager. In 2008 he assumed the executive vice presidency of Cencosud, a position he held for two years and through which he led important projects. In parallel, Manfred Paulmann has developed multiple ventures on his own and with partners.

## Mr. Felipe Larraín Bascuñán

Director

**ID:** 7.012.075-5

**Nationality:** Chilean

**Profession:** Business and Administration (Universidad Católica) and PhD in Economics (Harvard University)

**Date of Birth:** February 14, 1958

**Date of entry to the Board of Directors:** April 30, 2020

**Date of last appointment:** April 22, 2022

**Years on the Board of Directors:** 4 years

**Independence:** not independent

### Experience

Mr. Larraín was Minister of Finance of Chile on two occasions, between the years 2010-2014 and 2018-2019. He is currently Director of the Latin American Center for Economic and Social Policies of the Pontificia Universidad Católica de Chile (Clapes UC), and professor of the Faculty of Economics and Administration of the Universidad Católica de Chile. In addition, he was a visiting professor at Harvard University. He has been an advisor to numerous governments and a consultant to the United Nations, the World Bank, the Inter-American Development Bank and the International Monetary Fund. He has also served as an advisor and member of the board of directors of various companies in Chile, Latin America, the United States and Europe. He has experience in Risks.



## Mr. Jorge Pérez Alati<sup>8</sup>

Director

**ID:** Foreigner

**Nationality:** Argentina

**Profession:** Lawyer (Pontificia Universidad Católica de Argentina)

**Date of Birth:** September 14, 1954

**Date of entry to the Board of Directors:** April 30, 2019

**Date of last appointment:** April 22, 2022

**Years on the Board of Directors:** 5 years

**Independence:** not independent

### Experience

Mr. Jorge Pérez Alati has been a member of the Board of Directors since 2019. He is a founding partner of the law firm Pérez Alati, Grondona, Benites & Arntsen and currently leads the Mergers and Acquisitions area as well as the Management Committee. He has a law degree from the Pontificia Universidad Católica de Argentina and an MSc in Law from Columbia University.

He chairs the Advisory Council of the Faculty of Law of the Torcuato Di Tella University. He is also a member of the Economic and Social Council (governing body) of said university.

Since 2017, he has been a member of the International Board of Trustees of the Prado Museum in Madrid, Spain.

He is director of LDC of Argentina (former Louis Dreyfus & Cía of Argentina). Regular Trustee of Banco Santander SA (Argentina) from 08/22/1997 to the present.

## Mrs. Lieneke Schol Street

Director

**ID:** Foreigner

**Nationality:** Peruvian

**Profession:** Industrial Engineer (Universidad de Lima) and MBA (Universidad Adolfo Ibáñez)

**Date of Birth:** December 31, 1965

**Date of entry to the Board of Directors:** April 22, 2022

**Years on the Board of Directors:** 2 years

**Independence:** not independent

### Experience

Mrs. Lieneke Schol is an Industrial Engineer from the Universidad de Lima and a Master in Business Administration from the Universidad Adolfo Ibáñez. She has worked in both the private and public sectors, in the latter holding the position of Minister of Production of Peru. He is a member of the Board of Directors of Scotiabank, Universidad Peruana de Ciencias Aplicadas, Promigas, LHH and Alicorp. During her career she worked at IBM Peru and Microsoft, recognized for her extensive experience in the technological world. He has been part of the Board of Directors of Cencosud SA since April 2022.

8. Mr. Jorge Perez Alati was a non-independent member of the Board of Directors of Cencosud S.A. until his resignation, effective March 31, 2024.



## Ms. Mónica Contreras Esper

Director

**ID:** Foreigner

**Nationality:** Colombian

**Profession:** Economist (Externado University of Colombia) and MBA (Universidad de los Andes)

**Date of Birth:** June 22, 1968

**Date of entry to the Board of Directors:** April 22, 2022

**Years on the Board of Directors:** 2 years

**Independence:** not independent

### Experience

Ms. Mónica Contreras has been part of the Board of Directors of Cencosud SA since April 2022. She is an Economist from the Universidad Externado de Colombia, with an MBA from the Universidad de los Andes and a graduate of the Kellogg's Executive Program CEO Management. During her career she was part of the Board of Directors of Women In Connection , Invest In Bogotá, Corficolombiana and Farmatodo. He was also part of the Pepsico team for 20 years, his last position being CEO for the Andean region, and he is currently part of the board of directors of Postobon . For more than 3 years he has been President of Transportadora de Gas Internacional, a subsidiary of the Bogotá Energy Group.

## Mr. Ignacio Pérez Alarcón

Director

**ID:** 9,979,516-6

**Nationality:** Chilean

**Profession:** Civil Industrial Engineer (Pontificia Universidad Católica de Chile)

**Date of Birth:** June 13, 1974

**Date of entry to the Board of Directors:** April 22, 2022

**Years on the Board of Directors:** 2 years

**Independence:** Ignacio Pérez is independent in accordance with the provisions of article 50 bis of Law 18,046 on Public Limited Companies. Proposed by AFP Provida.

### Experience

Mr. Ignacio Pérez is a Civil Industrial Engineer from the Pontifical Catholic University of Chile. With 7 years of experience in the industrial world (Director of Edelpa and Masisa) and 9 years in the discretionary world (Koslan).

He has stood out as an advisor on financial and strategic issues, as a result of his experience in the sector as an executive at Bancard , General Manager of Deutsche Securities Corredores de Bolsa, Partner at Ureta and Bianchi, Director of Merrill Lynch Corredores de Bolsa, General Manager of Santander.

SA Stock Brokers and Director of Edelpa SA He currently advises Family Offices and is Director of Enjoy and Masisa. He has been part of the Cencosud board of directors since April 2022.



## Mr. Carlos Fernández Calatayud

Director

**ID:** 5,213,938-4

**Nationality:** Chilean

**Profession:** Mechanical Civil Engineer (Universidad Federico Santa María)

**Date of Birth:** August 5, 1956

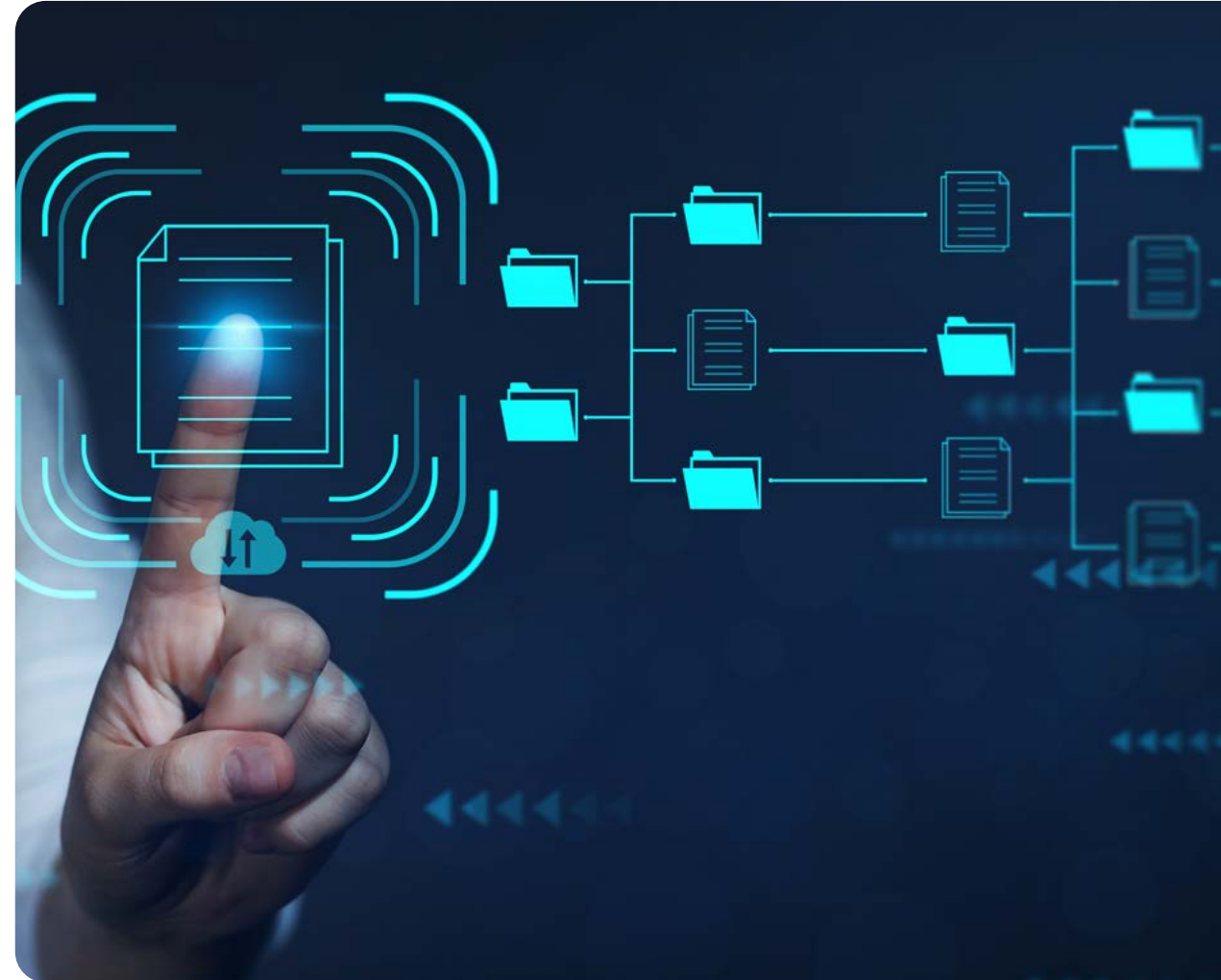
**Date of entry to the Board of Directors:** April 22, 2022

**Years on the Board of Directors:** 2 years

**Independence:** Carlos Fernández Calatayud is independent in accordance with the provisions of art 50 bis of Law 18,046 on Public Limited Companies. Proposed by AFP Provida.

### Experience

Mr. Carlos Fernández is a Mechanical Civil Engineer from the Universidad Federico Santa María. He has solid experience in the technology industry after his time at IBM, where he became director of Chile; He also held executive roles at AT&T LA, Telmex, CA Corp. and Coasin Global Services. He has union experience having been vice president of ACTI AG, director of AMCHAM, the Association of Telecommunications Carriers and the Association of Internet Providers. Since 2008, he has been an advisor and director of companies such as Entel, Quantum Matrix, Gesintel, Analytics10, Etrion Chile and has been part of the board of directors of Cencosud since April 2022.





## Board Diversity

NCG 461 3.0 xiii), 5.1

Gender	Number
Female	3
Male	6
<b>Total</b>	<b>9</b>

Nationality	Women	Men	Total
Argentina	0	1	1
Chilean	1	4	5
Peruvian	1	0	1
Colombian	1	0	1
Brazilian	0	1	1
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>

Age range	Women	Men	Total
Less than 30 years	0	0	0
Between 30 and 40 years	0	0	0
Between 41 and 50 years	0	1	1
Between 51 and 60 years	3	1	4
Between 61 and 70 years	0	3	3
More than 70 years	0	1	1
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>

Age range	Women	Men	Total
Less than 3 years	2	3	5
Between 3 and 6 years	0	2	2
More than 6 and less than 9 years	0	0	0
More than 9 and less than 12 years	0	0	0
More than 12 years	1	1	2
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>

Currently the Board of Directors has nine members, of Chilean, Argentine, Brazilian, Peruvian and Colombian nationalities. None of them are executives of the Company and two of them are independent. The Board of Directors does not have representatives of the company's workers or underrepresented social groups, and in accordance with the Bylaws, there are no alternate Directors and no director is disabled at the end of the 2023 financial year.





Name	Profession	Post	Nationality
Julio Moura Neto	Engineer	President	Brazilian
Heike Paulmann Koepfer	Business and Administration	Director	Chilean
Manfred Paulmann Koepfer	Business and Administration	Director	Chilean
Felipe Larraín Bascuñán	Business and Administration	Director	Chilean
Jorge Pérez Alati	Lawyer	Director	Argentina
Mónica Contreras Esper	Economist	Director	Colombian
Lieneke Schol Calle	Industrial engineering	Director	Peruvian
Ignacio Pérez Alarcón	Industrial civil engineer	Director	Chilean
Carlos Fernández Calatayud	Mechanical Civil Engineer	Director	Chilean

## Salary gap on the Board of Directors

*NCG 461: 3.0 xiii), 5.4.2*

The remuneration of the Board of Directors is approved by the Annual Ordinary Shareholders' Meeting and does not distinguish by gender, therefore, there is no gender gap on the Board of Directors.









## Board experience matrix

NCG-461: 3.2.iv

Director	Profession	Years of experience										
		Finance	Industrial processes	Discretionary Consumption	IT and Cybersecurity	Real Estate	Logistics	Energy	Public services	Consumer goods	Health	Telecommunications
Julio Moura Neto	Engineer	20	20	20	-	19	-	-	-	-	-	-
Heike Paulmann Koepfer	Business and Administration	-	-	-	-	-	-	-	-	20	-	-
Manfred Paulmann Koepfer	Business and Administration	-	-	-	-	-	-	-	-	20	-	-
Felipe Larraín Bascuñán	Business and Administration	20	-	-	-	+ 20	-	-	17	20	-	-
Jorge Pérez Alati	Lawyer	20	-	20	20	20	20	20	20	20	20	20
Mónica Contreras Esper	Economist	20	20	20	-	16	-	4	4	20	-	-
Lieneke Schol Calle	Industrial engineering	27	-	5	20	-	-	2	9	16	-	16
Ignacio Pérez Alarcón	Industrial civil engineer	20	-	1	-	-	-	-	-	-	-	-
Carlos Fernández Calatayud	Mechanical Civil Engineer	-	13	1	20	-	-	3	-	-	-	20

## Role and responsibilities of the Board of Directors

NCG-461: 3.2.x

The responsibilities and roles of the Board of Directors are defined in Law 18,046 of Public Companies and its Regulations.

## Board Sessions

NCG-461: 3.2.x

In accordance with the provisions of Article Seventeen, Eighteen and Nineteen of the Bylaws, the Board of Directors must hold at least one monthly meeting. The Board sessions will be Ordinary and Extraordinary. The first will be held on the dates predetermined by the Board of Directors and no call will be required. The latter will be held when specifically summoned by the President himself, or at the request of one or more Directors, in the manner determined by the Regulations, after the President has qualified the need for the meeting, unless it is requested by the majority of the Directors, in which case no prior qualification will be required. In extraordinary sessions, only the matters indicated in the call may be discussed. Board meetings will be held with the attendance of at least five Directors and agreements will be adopted by the majority



of attendees with the right to vote, unless the Law or the bylaws require a special quorum. In the event of a tie, the President will have the casting vote. The deliberations and agreements of the Board of Directors will be written in the Book of Minutes by any means, provided that they offer security that they will not be able to admit adulterations that could affect the fidelity of the minutes, which will be signed by the Directors who attended the session. Each Director has free access to the corporate books when required, as well as to the documents kept in view at each Board meeting.

In 2023, 11 ordinary and 15 extraordinary Board sessions were held with 97.98% attendance and 95.56% respectively.

## Directors' Code of Conduct

*NCG-461: 3.1 iii*

## Management of Conflicts of Interest

*NCG-461: 3.1 iii.*

The Code of Conduct identifies the main situations that constitute a conflict of interest; and describes the procedure that a Director must follow to declare and resolve a conflict of interest. This Code refers to situations that, if not resolved, could end up affecting the social interest. This procedure is addressed to all members of the Board of Directors, without exception. Insofar as it is applicable, it is also extended to those who apply for the position of Director.

## Ownership in the Company of Directors

According to the shareholder registry as of December 31, 2023, the following directors had ownership, directly or indirectly, of the Company:

- Julio Moura Net: 0 Shares.
- Manfred Paulmann Koepfer : 12,214,941 shares<sup>10</sup>.

- Heike Paulmann Koepfer: 15,000,487 shares<sup>11</sup>.
- Felipe Larraín Bascuñán: 0 shares
- Jorge Pérez Alati: 0 shares
- Lieneke Schol Calle: 0 shares
- Mónica Contreras Esper: 0 shares
- Ignacio Pérez Alarcón: 0 shares
- Carlos Fernández Calatayud: 0 shares

Furthermore, in the period between January 1, 2023 and December 31, 2023, the following directors carried out relevant share transactions of Cencosud:

- On March 7, 2023 Asesorías ALPA Ltda., a company controlled by Mr. Manfred Paulmann Koepfer ,sold 50,100 shares of Cencosud S.A.

## Monitoring and control of relevant issues of your interested parties

*NCG-461: 3.1.iv*

The Company places stakeholders at the center of its sustainable business model, and, based

on their identification as such and the reasons why they have such status, a methodology for determining and prioritizing the relevant issues for these was established. groups.

- Annually, Cencosud develops a materiality analysis that is applied in different stages to the main identified stakeholders, which are detailed in the Materiality section in this Integrated Annual Report. The last materiality was approved by the Board of Directors in March 2024 and will be presented to the 2024 Ordinary Shareholders' Meeting for ratification, along with being sent to the regulator.
- Regarding the relationship with shareholders and their interested parties, the Company has a procedure that is detailed in the Investor Relations Policy. Likewise, it has an Investor Relations area that channels questions and concerns from shareholders, bondholders, risk classifiers and the financial community.
- Additionally, there is a Communications Protocol that establishes the guidelines and

10. As of December 31, 2023, Mr. Manfred Paulmann Koepfer holds 12,214,941 shares directly, representing a 0.43% stake in the Company. Together with his father Horst Paulmann Kemna and his brothers, Heike Paulmann Koepfer and Peter Paulmann Koepfer, through the company PK One Limited they have 1,463,132,371 shares, representing a 51.62% stake in Cencosud S.A.

11. As of December 31, 2023, Ms. Heike Paulmann Koepfer holds 15,000,487 shares directly, representing a 0.53% stake in the Company. Together with her father Horst Paulmann Kemna and her brothers, Manfred Paulmann Koepfer and Peter Paulmann Koepfer, through the company PK One Limited they have 1,463,132,371.



flows that allow for press releases, channeling responses to the media, and monitoring of information published by the media regarding the Company.

## Board Remuneration

NCG-461: 3.2.ii

At the Ordinary Shareholders' Meeting held in April 2023, it was approved, for the remuneration of directors for the year 2023, to maintain the sum of 330 monthly UF, for those who hold the position of director and double this sum for the President of the Board of Directors. In 2022, the remuneration was also 330 UF for each Director and 660 UF for the President.

At the same Meeting, for the members of the Directors' Committee, it was approved, for fiscal year 2023, to maintain a monthly remuneration of 110 Unidades de Fomento for each Director. In 2022, the remuneration of the Directors' Committee was also 110 UF.

### 2023

Director	Board Sessions (M\$)	Directors Committee (M\$)	Total (M\$)
Julio Moura Neto	154,850	-	154,850
Heike Paulmann Koepfer	285,418	-	285,418
Manfred Paulmann Koepfer	142,709	-	142,709
Felipe Larraín Bascuñán	142,709	47,570	190,279
Jorge Pérez Alati	142,709	-	142,709
Monica Contreras Esper	142,709	-	142,709
Lieneke Schol Street	142,709	-	142,709
Ignacio Pérez Alarcón	142,709	47,570	190,279
Carlos Fernández Calatayud	142,709	47,570	190,279
<b>Total</b>	<b>1,439,231</b>	<b>142,710</b>	<b>1,581,941</b>

### 2022

Director	Board Sessions (M\$)	Directors Committee (M\$)	Total (M\$)
Julio Moura Neto	56,964	-	56,964
Heike Paulmann Koepfer	262,982	-	262,982
Manfred Paulmann Koepfer	131,491	-	131,491
Felipe Larraín Bascuñán	131,491	43,830	175,321
Jorge Pérez Alati	131,491	-	131,491
Monica Contreras Esper	100,313	-	100,313
Lieneke Schol Street	100,313	-	100,313
Ignacio Pérez Alarcón	100,313	33,437	133,750
Carlos Fernández Calatayud	100,313	33,437	133,750
<b>Total</b>	<b>1,115,671</b>	<b>110,704</b>	<b>1,226,375</b>

### NOTE:

During the year 2023, on the Board of Directors of the subsidiary The Fresh Market Holdings Inc., the Directors of Cencosud SA, Mr. Manfred Paulmann (as President of said subsidiary) and Mrs. Heike Paulmann participated.

d During 2023, the President of the subsidiary was entitled to receive the annual sum of US\$150,000.- and Heike Paulmann the annual sum of US\$100,000.-

During the year 2023, the Directors of Cencosud SA, Mrs. Heike Paulmann (as President of said subsidiary) and Mr. Julio Moura participated in the Board of Directors of Cencosud Brasil Comercial SA.

During 2023, the President of the subsidiary had the right to receive the sum of R\$20,676.- for each session she attended. Don Julio Moura was entitled to payment of the sum of R\$10,338.- for each session he attended.

During the year 2023, the Director of Cencosud SA, Mr. Manfred Paulmann, participated in the Board of Directors of Cencosud Shopping SA as President of said subsidiary.

During 2023, the President of this subsidiary was entitled to the monthly sum of UF240

## Corporate Governance Practices

### Evaluation of the proper functioning of Corporate Governance

NCG-461: 3.1. i

In consideration of the experience of the members that make up the Board of Directors of Cencosud and its proper functioning throughout its history, with full adherence to the duties of diligence and legal norms that regulate it, Cencosud has not seen the need to dictate a procedure specific. Notwithstanding this, the Board of Directors, in its permanent interest in having the best tools for the performance of its functions, is constantly open and attentive to improving its operating standards.



## Integration of sustainability into the business model

*NCG-461: 3.1.ii, 3.2.vii.*

At the Ordinary Shareholders' Meeting held in April 2023, it was noted that the Company continues to highlight Sustainability as an important part of its processes to advance its business model connected to the environment, adapting to the challenges of the current time, promoting sustainable offering in products and services, solid and transparent corporate governance, responsible and long-term environmental management, and the incorporation of diversity and inclusion and respect for human rights in the Company's value chain. Highlighting the importance of developing work teams in flexible, agile and more horizontal work environments, taking care of the balance with personal life, promoting spaces for integration, collaboration and innovation.

According to the business model, four work areas have been defined (Corporate Governance, People, Products, Planet) with specific objectives that contemplate all

sustainability activities and from where risks and impacts in the value chain can be managed, aligned with the United Nations Sustainable Development Goals.

The above allows us to generate a unique relationship and experience with customers, which has integrated a relationship with the environment, seeking the development of suppliers and their communities to ensure long-term sustainability.

In this context, the result of the prioritization exercise of material issues and the disclosure of the Sustainability Accounting Standards Standard (SASB) corresponding to the Food Retailer and Distributor Industry were approved by the board of directors on March 1, 2024, in compliance of section 8.2 of General Standard N° 461 of the Financial Market Commission (CMF) and in accordance with the indications contained in section III. 2 of the Implementation and Supervision Guide, issued by the CMF in September 2022, in use of its administrative powers, ratified reporting in the 2023 Integrated Annual Report the SASB standard for the indicated sectors.

## Induction process

*NCG-461:3.2. v*

The Board of Directors of Cencosud has approved a procedure by which both the CEO and the Corporate and Divisional Managers of the company, within the deadlines indicated therein, must meet with the new Director in order to provide him with general information on the company, its history, financial situation, its main businesses, risks, policies, general procedures, existing corporate governance practices, its main accounting criteria and the most relevant current legal framework applicable to the company and the Board of Directors.

In conjunction with the above, the new Director must be given (i) the latest Report of the company, (ii) the last two annual Financial Statements of the company with their respective reasoned analysis, (iii) the last annual budget, (iv) the minutes of the Board meetings of the last 12 months, (v) the Cencosud Code of Ethics, (vi) the Free Competition Manual that is in force, (vii) the Crime Prevention Model applied in the company, (viii) the Manual for the Management of Information of Interest to the Market, (ix) the General Policy for regular operations, (x) the Regulatory Framework for

the delivery of information, (xi) the Policy for hiring Board Advisors, (xii) the Policy on minimum monthly time in the exercise of functions of Directors, (xiii) the Policy for Safeguarding Board Documentation, (xiv) the Code of Conduct of the Board of Directors, (xv) the Procedure on the evaluation of delivery of information to the market, (xvi) the Director Induction Procedure, and (xvii) any other Policy or Procedure adopted by the Company that it deems to be of interest to the Director for the exercise of his or her duties.

## Policy for Hiring Advisors

*NCG-461: 3.2.iii*

The Board of Directors of Cencosud has approved in a board meeting on March 22, 2013, a Policy that determines the way in which it may hire specialist advisors in accounting, financial and legal matters, among others.

The hiring of a specialist advisor in the aforementioned matters will be agreed upon by the Board of Directors in the corresponding session, with due evidence of this in the Minutes drawn up from said session, and may delegate direct hiring and fixing to some executive of the company of their fees.



Likewise, and in accordance with current legal regulations, the Board of Directors reports the expenses incurred for these concepts at the Ordinary Shareholders' Meeting and in the Company's Annual Report.

## Evaluation Process or self-evaluation of the Board of Directors

*NCG-461: 3.2.ix)*

Considering the experience of the members of the Cencosud Board of Directors and their historical performance, in strict compliance with legal and due diligence obligations, the Company does not consider it necessary to establish a specific evaluation procedure. However, the Board of Directors, with the objective of strengthening its operation, is always evaluating possible improvements in its operating standards.

## Procedure for nomination and election of directors

- For the purposes of the nomination and election process of Directors, the Board of Directors of Cencosud has approved in the Board session held on March 22, 2013, a policy and procedure that establishes that in the event that the next Shareholders' Meeting requires renewal of the Board of Directors, whether due to the expiration of the period or due to the election of a new board due to a vacancy generated in the immediately preceding period, the CEO must inform the shareholders, by the means he deems appropriate, and on the website of Cencosud, the list of candidates for Director who, if applicable, have accepted their nomination and declared that they have no disqualifications to perform the position.
- Such information will be delivered at least two days in advance to the Board. The aforementioned list of candidates for Director must contain, at least, the following information regarding each candidate: full name, identity card number, professional profile and experience.
- If it is not possible to inform the shareholders of this list in advance, it will be sufficient for it to be made available to the shareholders at the beginning of the shareholders' meeting.

On the corporate website there is a site "Shareholder Meetings" where the aspects related to each of these are reported and the experience of the nominated directors can be reviewed.

## Field visits of the Board of Directors in 2023

*NCG 461 3.2 viii*

Some members of the Board of Directors constantly visit various facilities of the Society, considering that it has more than 1,000 locations in 6 countries. Others do it sporadically. Such visits have the purpose, among others, of verifying on the ground the state and operation of the Company's offices and facilities. During 2023, in addition to Chile, members of the Board visited Argentina, Brazil, Colombia, the United States, Peru and Uruguay. Board sessions were held in Uruguay and the United States.

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## Board Meetings

*NCG 461 3.2 vi, 3.2 vii*

In Board meetings, in addition to reviewing the business strategy and financial results, space is also opened to discuss specific points with strategic areas of the Company.

### Risk Area

Cencosud has a Risk Management Department that depends on the Corporate Internal Audit Management, which is in charge of providing tools, methodologies and advising the Board of Directors and Management, in matters of identification and evaluation of the company's strategic risks. Company.

Additionally, this management maintains an updated risk inventory at a tactical-operational level, which includes matters specific to the areas that the Company develops (retail, payment methods, loyalty, Marketplace, real estate, among others). These inventories are available for all areas that require it, and are also used by the Audit and Internal Control teams for their planning.

The results of the process (inventories, risk



maps, analysis reports, among others) are presented annually to the Directors' Committee.

### Internal audit

The Company has a Corporate Internal Audit Management, which reports to the Board of Directors through the Committee of Directors, with whom it meets periodically to approve, review progress and adjust the annual audit plan.

### Sustainability Area

The investor relations and sustainability management meets at least twice a year to present progress and projects that promote the development of sustainability in the Company. During 2023, a presentation was made to senior management on two occasions.

### External Audit Company

The Directors' Committee meets at least quarterly with representatives of the external audit company in charge of auditing the Financial Statements to analyze aspects related to what is suggested in the standard. Historically, the one who has met permanently with the External Audit company has been the Committee of Directors of the Company, which, in turn, informs the Board of Directors in the

respective session of the relevant aspects of said meeting. The General Manager and some of the Senior Executives of Cencosud permanently participate in the meetings.

### Board of Directors information system

On March 22, 2013, the Board of Directors of Cencosud approved a Procedure for Safeguarding Board Documentation, which establishes that both the Secretary of the Board of Directors and the person who serves on each Committee that exists in the Company must leave a record and keep a physical file or

electronic format of all the information that has been delivered to the Directors as background to adopt an agreement, and will print or save electronically, the summons to the respective session, filing said documents appropriately in the aforementioned physical or digital file.

The foregoing is without prejudice to the fact that, in certain circumstances, the Board of Directors agrees that certain information be also incorporated into the respective Board meeting minutes.

The Secretary has custody of the files collected in accordance with this procedure, and must

maintain in a distinctive and clear manner the opportunities, dates and meetings to which said material corresponds.

### Remote Participation in shareholder meetings

In the context of the Covid-19 pandemic, the Board of Directors of Cencosud approved the implementation and use of technological means as an alternative to participate in the Ordinary Shareholders' Meeting of the Company. Until December 31, 2023, said technological means were provided by the company "Instituto de Directores de Chile",





the above, in accordance with the provisions of General Standard N° 435 and Circular Letters N° 1,141 and N° 1,149, all from the Local Regulator.

## General Manager succession plan

Cencosud has a Human Resources department, and under it, a Training and Development Management, which has implemented a process called Talent Review, which makes it possible to facilitate the replacement of key executives if necessary. This process allows the human capital and distinctive characteristics of leadership at Cencosud to be defined transversally, and to determine the main successions of the main management positions, if necessary. Cencosud has executed processes in which employees who would be suitable for replacing main executives have been evaluated.

## Directors Committee

*NCG-461: 3.3.i, ii, iii, v*

### Composition

As of December 31, 2023, the Directors' Committee is composed of:

#### Ignacio Pérez Alarcón\*

ID 9.979.516-6  
President  
Independent  
Nomination date: 04/29/2022

#### Carlos Fernández Calatayud\*

ID 5.213.938-4  
Director  
Independent  
Nomination date: 04/29/2022

#### Felipe Larraín Bascuñán\*\*

ID 7.012.075-5  
Director  
Not independent  
Nomination date: 04/29/2022

Composition of the Directors' Committee in the period between January 1, 2022 and December 31, 2022:

#### Ignacio Pérez Alarcón\*

ID 9.979.516-6  
President  
Independent  
Nomination date: 04/29/2022

#### Carlos Fernández Calatayud\*

ID 5.213.938-4  
Director  
Independent  
Nomination date: 04/29/2022

#### Felipe Larraín Bascuñán\*\*

ID 7.012.075-5  
Director  
Not independent  
Nomination date: 05/13/2020

#### Mario Valcarce Duran\*\*

ID 5.850.972-8  
Director  
Independent  
Nomination date: 05/13/2020

#### Alejandro Perez Rodriguez\*\*

ID 5.169.389-2  
Director  
Independent  
Nomination Date 05/13/2020

\*Members elected as a result of the renewal of the Board of Directors that occurred at the Ordinary Shareholders' Meeting on April 22, 2022. Felipe Larraín Bascuñán is a re-elected member for the period 2022-2025.

\*\*Both were part of the Committee until April 22, 2022, attending the three sessions of 2022 that they were required to attend (N° 147, 148 and 149).

## Roles and responsibilities

In accordance with the provisions of Article 50 bis., open corporations must designate at least one independent director and the Committee of Directors referred to in this article. The CMF may, by means of a general rule, indicate the requirements and conditions that directors must comply to be considered independent directors. Without prejudice to the foregoing, those who have been found at any time within the last eighteen months, in any of the following circumstances, will not be considered independent:

- Excluded as independent directors are those who maintain relevant economic, professional, credit or commercial ties with the company, its business group, its controller or its main executives, or have held management positions in these





entities. The Commission may establish criteria to determine the relevance of these relationships.

- Excluded as independent directors are those who are related up to the second degree of consanguinity or affinity with the persons mentioned above.
- Excluded as independent directors are those who have held management positions in non-profit organizations that have received significant contributions from the persons mentioned above.
- Excluded as independent directors are those who have been partners or shareholders who have controlled 10% or more of the capital, or have held management positions in entities that have provided legal, consulting or external audit services to the company.
  - Excluded as independent directors are those who have been partners or shareholders who have controlled 10% or more of the capital, or who have held management positions in the company's main competitors, suppliers or clients.
  - Candidates for independent directors must be proposed by shareholders who own at least 1% of the company's shares, at least ten days

in advance of the election of directors at the shareholders' meeting.

- Candidates and their alternates must submit an affidavit two days before the shareholders' meeting, confirming their acceptance as candidates, their independence, the absence of relations with the company or its executives, and their commitment to independence while they hold the position of director.

### Powers and duties of the Committee of Directors

- Review and comment on financial reports and accounting statements before their presentation to shareholders for approval.
- Suggest names for external auditors and risk classifiers, submitting them to the shareholders' meeting for consideration in case of disagreement.
- Analyze operations history and issue reports to the board of directors for approval or rejection.
- Propose a policy for managing conflicts of interest and evaluate habitual policies.
- Evaluate compensation systems for managers, executives and workers of the company.
- Prepare an annual report with recommendations to shareholders.

- Advise on the hiring of the external audit company for additional services, considering possible conflicts of interest.
- Address other matters established by the bylaws or entrusted by the shareholders meeting or the board of directors.
- Be composed of three members, mostly independent, appointed by the board of directors.
- Follow board session standards in their deliberations, agreements and organization, communicating to the board their way of requesting information and their decisions.

### Hiring of advisors by the Committee

*NCG-461: 3.3.v*

The Company's Directors' Committee has a budget of 2,500 Unidades de Fomento, which was approved at the Ordinary Shareholders' Meeting and is intended to finance the operating expenses of the Committee and possible hiring of advisors.

In 2023, the Committee commissioned a report from the company EY regarding the operation between related parties that the Committee of Directors analyzed regarding the acquisition of the Breti business. This report had a cost of \$25,123,609. Currently there is no specific policy

for committee advice.

### Annual Report of the Committee of Directors

*NCG-461: 3.3.iv*

### Members of the Directors Committee

In accordance with the Chilean Law on Public Limited Companies, Cencosud S.A. has established a Committee of Directors composed of the directors Mr. Ignacio Pérez Alarcón, who chairs it, Mr. Carlos Fernández Calatayud, both independent directors, and Mr. Felipe Larraín Bascuñán.

### Directors Committee Fees

The remuneration of the members of the Directors' Committee for the period 2023 was set at the Ordinary Shareholders' Meeting held on April 28, 2023 in accordance with the provisions of article N° 50 of Law N° 18,046 on Public Limited Companies. At the Meeting, it was decided to maintain, for the year 2023, a remuneration amounting to the amount of UF110 per month for each Director, as in 2022. In the same way, it was proposed that the operating expense budget of the Committee and its eventual advisors amounts, for the year



2023, to the sum of UF 2,500 per year, which may be modified according to its needs .

### **Management report of the Committee of Directors of Cencosud S.A.**

During fiscal year 2023, the Directors' Committee met 15 times and carried out the activities detailed below.

#### N° 161, January 26.

a. The Committee was aware of the preliminary Financial Statements of Cencosud S.A. as of December 31, 2022 and the accumulated results as of that date.

b. The Committee reviewed the transactions with related parties as of December 2022, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

c. PwC presented to the Committee the result of the internal control process carried out during 2022.

d. The Committee learned the result of the 2022 Internal Audit Plan, in addition to knowing the Proposed Internal Audit Plan 2023.

#### N° 162, March 1.

a. The Committee learned of PwC's conclusions on the audit of the 2022 Financial Statements of Cencosud S.A., which were favorable, without qualifications.

b. The Committee reviewed in detail and approved the draft Financial Statements as of December 31, 2022.

c. The Committee reviewed the transactions with related parties as of January 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

#### N° 163, March 27.

a. The Committee reviewed the transactions with related parties as of February 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee reviews in detail and approves a Related Party Transaction consisting of accepting, under certain conditions, the assignment of lease contracts operated by the Breti brand , to continue operating them under the Spid brand .

c. The Committee is informed about a corporate restructuring project that is being evaluated.

d. The Committee is informed about the dividend proposal that will be made at the next

Shareholders' Meeting of the Company.

and. The Committee reviewed and agreed to make available to the Company's Board of Directors the proposal of the external audit company, the Risk Rating Agencies and the Committee's operating budget for the year 2023. F. The Committee reviewed and approved the 2022 Committee Management Report.

#### N° 164, April 27.

a. The Committee was aware of the preliminary Financial Statements of Cencosud S.A. as of March 31, 2023 and the accumulated results as of that date.

b. The Committee reviewed the transactions with related parties as of March 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

c. The Committee is aware of the progress of the Company's Internal Audit Plan.

#### N° 165, May 9

a. The Committee learned of PwC's conclusions on the limited review of the Financial Statements as of March 31, 2023.

b. The Committee reviewed in detail and approved the Financial Statements as of March 31, 2023.

#### N° 166, May 29

a. The Committee reviewed the transactions with related parties as of April 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee is informed about the Function Centralization Model that is sought to be implemented in the Company.

#### N° 167, June 29

a. The Committee reviewed the transactions with related parties as of May 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee is informed about the progress of the Function Centralization Process that is sought to be implemented in the Company.

c. The Committee agrees to authorize PwC to present a fee proposal to Cencosud related to services other than audit services.

#### N° 168, July 24.

a. The Committee reviewed the transactions with related parties as of June 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee examined the preliminary figures of the Financial Statements as of June



30, 2023 and the accumulated consolidated results as of that date.

c. The Committee is informed about the progress of the Function Centralization Process that is sought to be implemented in the Company.

d. The Committee is informed about the progress of the Company's Internal Audit Plan.

#### [N° 169, August 16.](#)

a. The Committee reviewed the transactions with related parties as of June 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee learned of PwC's conclusions on the limited review of the Financial Statements as of June 30, 2023.

c. The Committee reviewed in detail and approved the Financial Statements as of June 30, 2023.

#### [N° 170, August 24.](#)

a. The Committee reviewed the transactions with related parties as of July 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee is informed about

the progress of the Function Centralization Process that is sought to be implemented in the Company.

c. The Committee is aware of and approves the External Audit Work Plan for this year proposed by PwC.

#### [N° 171, September 28.](#)

a. The Committee reviewed the transactions with related parties as of August 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee is informed about the progress of the Function Centralization Process that is sought to be implemented in the Company.

c. The Committee is informed about the start of a bidding process to propose the external audit firm for the 2024 period at the Ordinary Shareholders' Meeting in 2024.

#### [N° 172, October 19.](#)

a. The Committee reviewed the transactions with related parties as of September 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee examined the preliminary

figures of the Financial Statements as of September 30, 2023 and the accumulated consolidated results as of that date.

c. The Committee is informed about the progress of the Function Centralization Process that is sought to be implemented in the Company.

#### [N° 173, November 15.](#)

a. The Committee reviewed the transactions with related parties as of September 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee learned of PwC's conclusions on the limited review of the Financial Statements as of September 30, 2023.

c. The Committee reviewed in detail and approved the Financial Statements as of September 30, 2023.

#### [N° 174, November 30.](#)

a. The Committee reviewed the transactions with related parties as of October 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee is informed about the progress of the Function Centralization Process

that is sought to be implemented in the Company.

c. The Committee is informed about the results of the bidding process for an external audit firm that must be proposed at the 2024 Ordinary Shareholders' Meeting, agreeing to propose PwC to the Board of Directors for the 2024 period.

d. The Committee is aware of the progress of the Company's Internal Audit Plan and reviews in detail and approves an update to the Company's Risk Management Procedure.

#### [N° 175, December 12.](#)

a. The Committee reviews the transactions with related parties as of November 2023, concluding that they are within the usual terms established by the Cencosud Policy on this matter.

b. The Committee is informed about the progress of the Function Centralization Process that is sought to be implemented in the Company.

c. The Committee is informed about some pending consultations regarding the bidding process to choose the Company's external audit firm.

c. The Committee is informed about the Remuneration System and Compensation Plans that exist in the Company.



## Meetings of the Directors Committee with:

NCG-461: 3.3.vi

Area	Meeting dates	Issues	General Manager Assistance
Risk Unit	30-11-2023	Review and approval of the update to the Company's Risk Management Procedure	No
Internal audit	01/26/2023; 04/27/2023; 07/24/2023; and 11/30/2023	<b>January</b> Result of the 2022 Internal Audit Plan Proposal for the 2023 Internal Audit Plan <b>April</b> Progress of the Company's Internal Audit Plan <b>July</b> Progress of the Company's Internal Audit Plan <b>November</b> Progress of the Company's Internal Audit Plan	attended 3
External auditors	01/26/2023; 03/01/2023; 05/09/2023; 08/16/2023; 08/24/2023; and 11/15/2023;	<b>January</b> PwC presented the result of the internal control process carried out during 2022 <b>March</b> Review and agreement on making the proposal of the external audit company available to the Company's Board of Directors. <b>May</b> PwC Conclusions on the limited review of the Financial Statements as of March 31, 2023. <b>August</b> PwC Conclusions on the limited review of the Financial Statements as of June 30, 2023. Knowledge and approval of the External Audit Work Plan proposed by PwC. <b>November</b> PwC Conclusions on the limited review of the Financial Statements as of September 30, 2023.	attended 4
Sustainability	No recorded meetings	-	-
People	12-12-2023	Remuneration System and Compensation Plans that exist in the Company	Yes

## Frequency with which you report to the Board of Directors

Periodically, the President of the Committee of Directors informs the Board of Directors of certain relevant topics that were known to the Committee.

## Comments from Shareholders and the Committee of Directors

NCG-461: 10

Cencosud S.A. did not receive comments or proposals regarding the progress of the corporate business between January 1 and December 31, 2023 from the Committee of Directors, which should be especially brought to the attention of the shareholders, or shareholders who own or represent 10% or more of the issued shares with voting rights, in accordance with the provisions of article 74 of Law N° 18,046 and 136 of the Regulations of Public Limited Companies.



## Other Committees

During 2023, ad hoc committees were defined with the purpose of dealing with specific topics, such as, for example, the inflationary crisis in Argentina or the evaluation of particular strategic issues.

### Antitrust Committee

#### Features

The Free Competition Compliance Committee was created in 2020. The main functions of the Free Competition Committee are indicated below:

- Propose to the Board of Directors the appointment and/or removal of the Antitrust Compliance Office;

- Ensure adequate observance of Cencosud's Free Competition Compliance Program, as well as resolve on the application of measures in the relevant internal investigation processes;
- Ensure adequate compliance with the obligations imposed by the Court for the Defense of Free Competition in ruling 167/2019;
- Ensure compliance with the duties of the Free Competition Compliance Officer;
- Approve new policies and procedures regarding Free Competition, in addition to defining which of these new instruments must be approved by the Board of Directors;
- Periodically receive the reports prepared by the Compliance Office; and
- Any other function assigned by the Board of Directors.

#### Members

**Carlos Fernandez**  
President

**Jorge Pérez Alati**  
Director

**Alexis Quezada**  
Corporate Internal Audit Manager

**Sebastian Rivera**  
Legal Affairs and Institutional Relations Manager

**Consuelo Santana**  
\* Compliance officer  
\*Participates as a guest on the Committee.

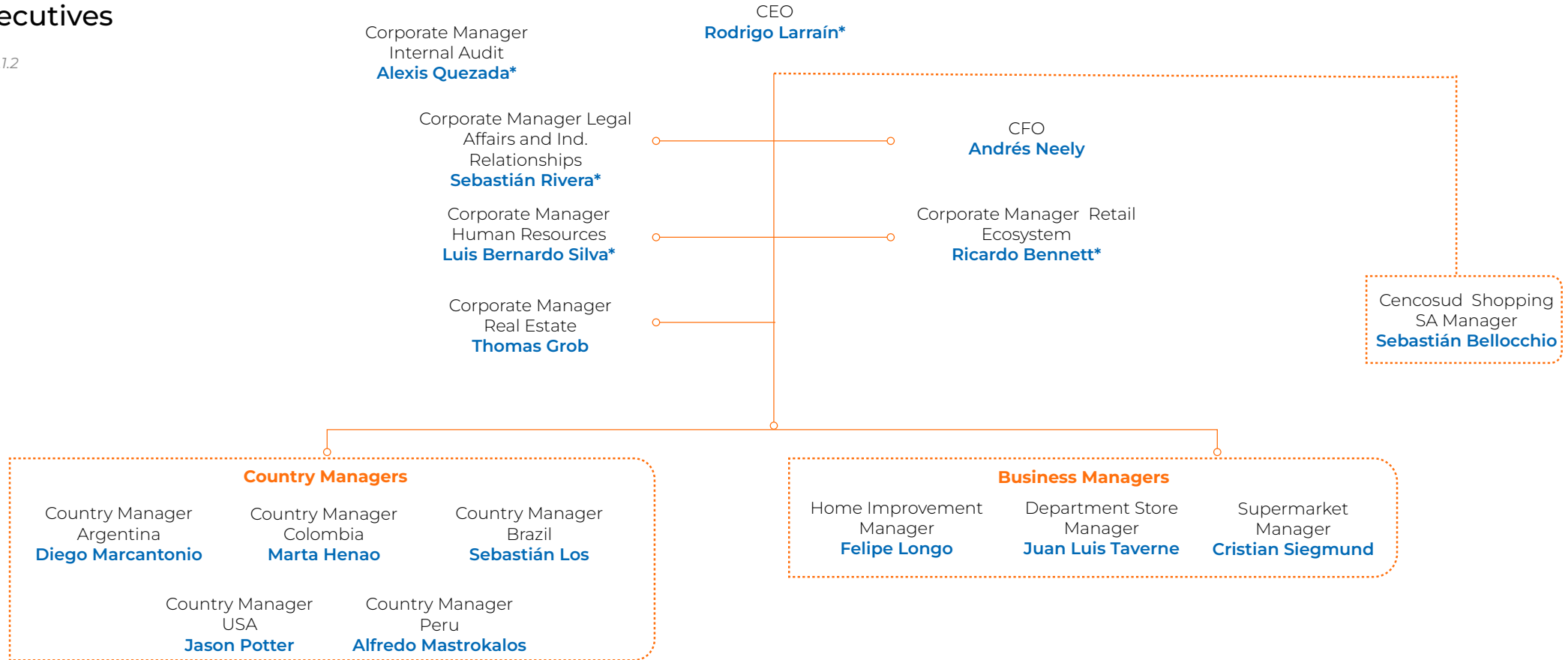
**Sessions in 2023**  
During 2023 it met twice and had an attendance rate of **80%**





# Main Executives

NCG 461: 3.4.i, 3.1.2



\*Employees reported to the CMF as main executives

Note: Mr. Eduardo Peñailillo, former Corporate Manager of Internal Audit, resigned in April 2023

Note: Ms. Inés Ostenrieder , former Corporate Manager of Administration and Finance, resigned in March 2024



## Diversity of Senior Executives

GRI: 405-1

### Executive Team Experience

#### Mr. Ricardo Bennett

Corporate Manager Retail Ecosystem

**ID:** 12,584,647-5

**Date of Birth:** June 13, 1974

**Nationality:** Chilean

**Profession:** Industrial Civil Engineer, Universidad de Chile, and MBA ESADE Business & Law School, Spain

**Date of joining Cencosud:** 2006

**Date of entry into current position:** March 11, 2024

#### Experience:

Mr. Ricardo Bennett is the current Corporate Manager of Ecosistema Retail, a position he assumed after his performance as General Manager of the Company's Department Stores. He has developed the strategic change of the Department Store business, reorganized the structure in both Chile and Peru and launched the Marketplace, which today is a relevant channel within Cencosud's digital strategy.

#### Mr. Sebastian Rivera

Corporate Manager of Legal Affairs and Institutional Relations

**ID:** 12.869.193-6

**Date of Birth:** February 19, 1975

**Nationality:** Chilean

**Profession:** Lawyer, Universidad de Chile, and Master in Business Law from the Universidad Católica de Chile

**Date of joining Cencosud:** July 24, 2012

**Date of entry into current position:** February 1, 2019

#### Experience:

Mr. Sebastián Rivera is Corporate Manager of Legal Affairs and Institutional Relations, a position he assumed in February 2019. He joined the Company in 2002 as an Advisor on legal matters for the Supermarkets, Home Improvement, Shopping Centers and Financial Services businesses. In June 2012, after having been away from the Company for three years, he rejoined as Deputy Manager of Legal Affairs and Regional Compliance Officer, subsequently assuming the role of Legal Affairs Manager in 2014.

#### Mr. Luis Bernardo Silva

Corporate People Manager

**ID:** 28.353.310-7

**Date of Birth:** April 28, 1965

**Nationality:** Colombian

**Profession:** Economist from the Pontificia Universidad Javeriana, with a specialization in Private Finance at the Universidad del Rosario, in Colombia with a Master's Degree of Science in Human Resources at the London School of Economics and an Executive MBA at the University of Quebec in Montreal

**Date of joining Cencosud:** September 20, 2023

#### Experience:

Mr. Silva is the current Corporate People Manager and has extensive experience, of more than 20 years, in Human Resources Management leading teams, change processes, cultural transformation and corporate projects in prominent multinationals, in the telecommunications sectors, services and hydrocarbons.

#### Mr. Alexis Quezada

Corporate Internal Audit Manager

**ID:** 9,878,837-9

**Date of Birth:** February 22, 1968

**Nationality:** Chilean

**Profession:** Public Accountant and Auditor from the Universidad de Santiago de Chile and Business and Administration from the Universidad Gabriela Mistral.

**Date of joining Cencosud:** November 1, 2005

**Date of entry into current position:** July 2023

#### Experience:

Mr. Alexis Quezada is the current Corporate Manager of Internal Audit, Internal Control and Risks, a position he assumed in July 2023, when he was serving as Audit Manager Chile. Upon his arrival at the Company, in 2005, he was responsible for the Cencosud Financial Retail Audit (Cencosud Cards), with Regional scope, after which he served as Audit Manager of Banco Paris, until the closure of said institution.



## Mr. Andrés Neely

Corporate Administration and Finance Manager

**ID:** 14.039.604-4

**Date of Birth:** September 23, 1981

**Nationality:** Chilean

**Profession:** Industrial Civil Engineer from the Universidad de Chile, with a Master's Degree in Operations Management and an MBA from the University of Chicago, United States.

**Entry date to Cencosud:** July 27, 2021

**Date of entry into current position:** March 11, 2024

### Experience:

Mr. Neely is the current Corporate Manager of Administration and Finance and has a professional career of more than 18 years in Corporate Finance, M&A, Financial Planning, Treasury, Working Capital Administration, Management Control and Shared Services, among others. . Previously he served as Administration and Finance Manager of Cencosud Shopping S.A.

## Senior Executive Compensation

*NCG-461:3.4.ii, iii, 3.6.xi,xii*

The Board of Directors of Cencosud has approved a procedure that establishes the obligation to internally ensure that compensation plans and compensation policies for Executives do not generate incentives for their beneficiaries to commit illegal acts or expose Cencosud or its subsidiaries to risks that are not in line with the objectives of the respective plans and/or with the general policies of Cencosud. For the purposes of the above, any compensation, incentive or severance plan that benefits all or some of the Executives must contemplate, among others, objective and generally applicable parameters to determine, set and analyze compliance with the objectives, goals or conditions that allow the respective compensation, incentive or compensation to accrue. It is privileged that the compensations, incentives and/or indemnities intended to be granted are predominantly subject to variables that cannot be intervened, modified or altered by the Executive beneficiaries of the respective plan or by the areas that depend on them. Likewise, at Cencosud there is a Regional Compensation Policy. The Management Control and People Departments, among others, participate in

the process of evaluating compliance with the objectives of the different referred plans.

At the Extraordinary Shareholders' Meeting held on April 28, 2023, the executive incentive plan was approved, which authorizes the purchase of self-issued shares with the objective of being delivered to executives under a retention plan.

Executives have a remuneration system that includes a fixed monthly salary and an annual bonus for performance that fundamentally depends on the Company's results for the year, in addition to the evaluation of performance and permanence. Approximately 36% of the annual salary corresponds to variable remuneration.

In 2023, the amount of remuneration paid to senior executives was CLP 2,298,825,690, of which CLP 1,471,359,576 correspond to fixed remuneration and CLP 827,466,114 to variable remuneration. In 2022, the amount of remuneration paid to senior executives was CLP 3,583,928,874, of which CLP 1,923,336,708 corresponds to fixed remuneration and CLP 1,660,592,166 corresponds to variable remuneration.

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## Relationship with investors, shareholders and bondholders

### Investor Relations Area

Cencosud has an Investor Relations Management, which responds in a timely manner to the concerns raised by shareholders and national or foreign investors, regarding the situation, progress and publicly known business of the entity, guiding them to obtain the information they need. By law it can be provided to shareholders and the general public.

### Information of Interest Management Manual

#### General features :

- In compliance with the provisions of articles 9, 10 and 16 of Law N° 18,045 on the Securities Market, in articles 43 and 46 of Law N° 18,046 on Public Limited Companies and with what is indicated in General Standard N° 270, of The CMF, Cencosud S.A., prepared its Manual for the Management of Information of Interest to the Market, which was approved at the Company's Board of Directors meeting, held on May 30, 2008 and modified by agreements adopted at the





Board of Directors meeting held on May 26, March 2010 and November 24, 2023, being published on the website ([www.cencosud.com](http://www.cencosud.com)) and available in the Company's administration office. The current version of the Manual came into force as of November 24, 2023.

- The latest modification of the Manual incorporates, among others, (i) recent legal changes such as the legal blocking period prior to the disclosure of the financial statements; (ii) modifications to the blocking periods and their dissemination in certain scenarios; (iii) reports to the Board of Directors; and (iv) updating examples of essential facts and regulation of the disclosure of information of interest.

- This Manual is based on Cencosud's conviction that the rapid and adequate disclosure of information to the public increases the efficiency of the markets and that greater transparency of the transactions carried out by the Directors, Managers and Main Executives, as well as the entities that form part of the controlling groups of the issuers of publicly offered securities, constitutes a preventive measure

against operations based on the use of privileged information or carried out with the aim of manipulating the markets.

- The objective is to provide and assure investors and the market in general, conditions of fairness and transparency in the delivery of relevant information for making financial or other decisions.

#### Related People :

The Manual defines the following as Persons Related to Cencosud:

- The entities of the Cencosud Business Group;
- Legal entities that have, with respect to Cencosud, the status of parent company, affiliate, subsidiary or associate, in accordance with the definitions contained in the LSA;
- Those who are directors, managers, main executives or liquidators, and their spouses or their relatives up to the second degree of consanguinity, as well as any entity controlled, directly or through other persons, by any of them; and
- Any person who, alone or with others with whom they have a joint action agreement, can appoint at least one member of the

Board of Directors of Cencosud or controls 10% or more of its capital with voting rights.

- The foregoing is without prejudice to: (i) the power that the CMF has to establish that certain people are related to the Company in accordance with the provisions of the second paragraph of article 100 of the LMV; and (ii) what is prescribed in the final paragraph of said article 100.

#### Continuous Information :

Continuous Information is defined as that which Cencosud must provide to the CMF and the public, determined in regulations issued by it with the frequency, publicity and as said regulations indicate. Persons subject to the Manual will not provide analysts, shareholders, investors or the press, or any person who is not one of those who, due to their position, position or activity in the Company, should know it, information that has the character of Continuous Information, which prior or simultaneously has not been provided to the general market.

#### Information of interest :

"Information of Interest" is defined as information that, without being considered an Essential Fact, is useful for an adequate financial

analysis of Cencosud, its securities or their offer. Information of Interest includes all legal, economic and financial information about relevant aspects of Cencosud's business performance or that may have a significant impact on them.

#### Disclosure of Information of Interest

- Both the Board of Directors and the general manager will be responsible for classifying certain information as Information of Interest, ordering its publication and communication to the market in general. It will be understood that Cencosud delivers the Information of Interest to the entire market, to the extent that it is published, in a visible place on its website ([www.cencosud.com](http://www.cencosud.com)).
- In the event that the Information of Interest has not been disclosed through a formal means of Cencosud and it is intended to be provided, directly or indirectly, to a specific market group, either by the Directors, general manager, Managers and/or Main Executives of the Company, or another external agent authorized by its Board of Directors, must be disseminated to the general market at the time of being delivered to the specific group in question.
- If it is not possible to deliver the information



simultaneously, Cencosud will ensure that it is delivered to the market in the shortest possible time. Undisclosed Information of Interest that Cencosud could provide to a third party in order to comply with any legal regulation or a contractual relationship will not be subject to this obligation as long as the recipient of the information is obliged, legally or contractually, to keep the confidentiality of said information.

- In the case of the disclosure of projections of figures from the financial statements, in addition to complying with the information disclosure procedures indicated in the previous sections, so that it is public, it must have the approval of the Board of Directors of the Company, which guarantees the reliability of the information provided, and the aforementioned publication must be accompanied by the foundations that support it.
- Persons subject to this Manual will not provide analysts, shareholders, investors or the press, or any person who is not one of those who, due to their position, position or activity in the

Company, should know it, Information of Interest, which is not previously or simultaneously has provided to the general market.

- Without prejudice to what is established above, it will not be necessary to publish and communicate to the market in the manner indicated above that information that has been prepared or developed on the basis of information that is publicly available.

#### **Confidential information**

Confidential Information is that Reserved, Continuous or Interesting Information of Cencosud that has not been disclosed to the market in general, as well as any relevant information about the properties, employees, finances, businesses and operations of the Company or any of its subsidiaries that has not been disclosed to the general market.

Information that is or becomes publicly available and information that must be revealed by virtue of legal, regulatory, administrative rules or by enforceable judicial resolutions that establish it will not be considered Confidential Information. The person who in the latter case is required to reveal Confidential Information must only

provide the required information and must inform the Company as soon as possible, so that the Company can adopt the pertinent legal measures.

#### **Insider Information**

It is that information referring to Cencosud, its businesses or one or more securities issued by it, not disclosed to the market and whose knowledge, by its nature, is capable of influencing the price of the securities issued by Cencosud, as well as the Information Reserved as referred to in article 10 of the Securities Market Law and that which is held on decisions of acquisition, disposal and acceptance or rejection of specific offers from an institutional investor in the securities market.

#### **Media**

The Information Management Manual establishes that the only people authorized by Cencosud as representatives or official spokespersons of Cencosud towards third parties, and especially towards the media, are the following:

- The President of the Board of Directors
- General manager
- The Corporate Legal Affairs Manager

Every time the Chairman of the Board of Directors, the General Manager or the Corporate Manager of Legal Affairs of Cencosud addresses the media, the market in general or a specific sector thereof, it will be understood that the information they provide is being made known to the market and the general public, through a formal means of Cencosud. The foregoing, unless in said intervention the person in question makes a prior and express warning that he or she is not representing Cencosud in the information that will be delivered at that time.

Cencosud will refrain from commenting, clarifying or specifying information related to the Company that is published by any means of communication and that does not come from any of the persons indicated above, unless agreed by the Board of Directors or expressly requested by the CMF or any of the country's stock exchanges.



## Other Policies, Practices and Procedures

NCG-461: 3.1.i, vii

### Code of ethics

It reflects the corporate principles and values, being a guide on internal coexistence and relationships with stakeholders. It constitutes the cornerstone of the Company's way of acting and culture.

### Sustainability Policy

Its objective is to establish the guidelines for sustainable management, typical of Cencosud's value chain, reducing risks and impacts, to and from our organization. This policy is executed through the regional sustainability strategy, approved by the General Manager in March 2024.

### Diversity and Inclusion Policy

Cencosud has diverse work teams, reflecting the societies in which they are immersed, this allows them to better understand their customers and thus be able to serve and provide a better response to their needs, providing a better purchasing experience. This policy is executed through the diversity and inclusion strategy.

### Community Link Policy

Cencosud cares about the communities that surround it. The objective is to create shared value with a positive impact on society and simultaneously for the Company, through the correct implementation of its community strategy, positioning itself as a relevant actor in the development of the region and building relationships based on participation, trust and respect.

### Integrated Environmental Management and Energy Efficiency Policy

Cencosud is committed to caring for the environment, which is defined in its Sustainability Strategy. As a fundamental part of this, the Company has incorporated an Integrated Environmental Management and Energy Efficiency Policy, which aims to comprehensively manage the environmental and energy impacts and aspects of premises, stores and distribution centers.

### Declaration on the respect and promotion of Human Rights

At Cencosud, the commitment to respect for Human Rights is assumed as a fundamental element in the Sustainability Strategy. In this sense, the Company adheres to the UN Guiding Principles on Business and Human Rights, committing to respect, inclusion, accessibility,



transparency and good ethical behavior in its operations.

### Information Security Statement

It is intended to provide a summary of security controls and processes within the Company. This document is for use by third parties (clients, investors, suppliers, among others) who are related to or committed to Cencosud, and who

wish to know about the security commitments within the group.

### Food Waste Statement

Cencosud is committed to the challenge of being more efficient every day, avoiding food waste, through continuous improvement in waste management and the delivery of food to social organizations in the countries where it operates.



# Comprehensive risk management

NCG-461: 3.1.i, 3.6.ii

## Risk Policy

In an uncertain environment and given the constant changes in the industry, risk management is essential for the long-term viability of the Company.

In this sense, Cencosud maintains a “Corporate Risk Management Policy”, as well as a series of related procedures, such as Internal Audit manuals and methodological frameworks for the management and administration of risks of all types, including those related to economic aspects, environmental and social. These documents are based on international standards such as COSO-ERM, ISO 31000, ISO 37002, complemented by Internal Control practices according to the Sarbanes Oxley Act (SOX).





## Risk Management Governance

NCG-461:3.1.i, iv, v, 3.6.ii.a,b,c,d,e, 3.6.iv,v,vi

The Board of Directors is ultimately responsible for creating value in the Company's businesses, and therefore for the strategy and policies that seek to achieve this objective. Regarding the Risk Management process, its responsibilities include:

- Maintain an appropriate structure for the administration of risk management, adapted to the nature and scale of the Company.
- Fostering a culture of risk management throughout the organization, at all levels, is

a priority. In this sense, an e-learning course is offered available to all employees. During 2023, the first line of Cencosud Brazil was trained, thus strengthening awareness and preparation in terms of risk management.

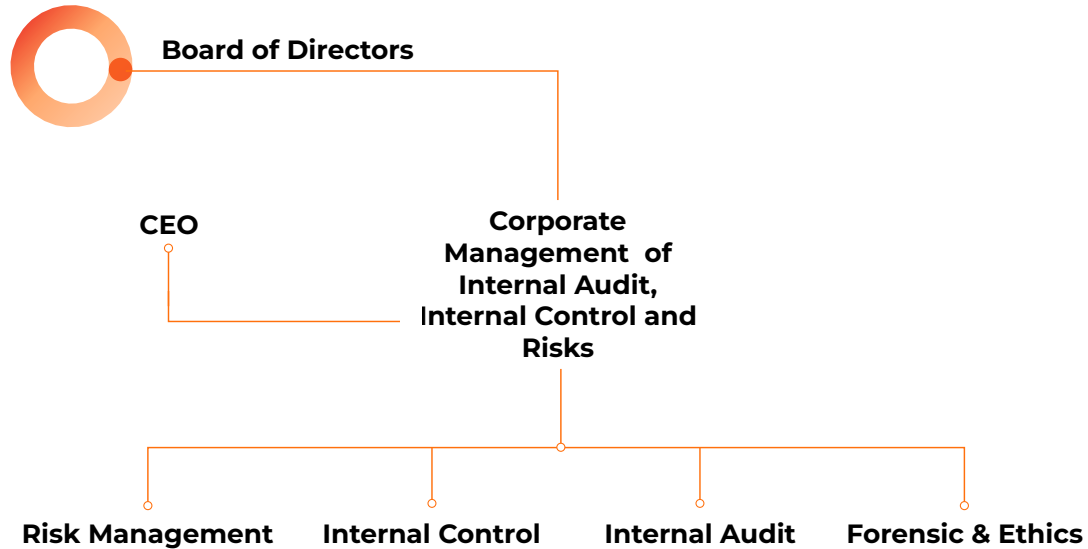
- Safeguard the independence of the Risk Management department from Management.
- Receive updates on the performance of the risk management process, including corporate risks, recommendations, improvements and action plans.

For the implementation of its policies and standards, Cencosud has a “Corporate Management of Internal Audit, Internal Control and Risks”, which reports directly to the Board of Directors and accompanies the CEO in its responsibility to promote the implementation and operation of the model. Risk Management, so it acts as a key element of the control environment in the Company's Governance and planning structure, which has allowed it to be strengthened, living up to the best global and local practices, such as those

suggested by Dow Jones Sustainability Index (DJSI) and General Standard N° 461 of the Commission for the Financial Market of Chile (CMF). Quarterly, the Corporate Management of Internal Audit, Internal Control and Risk meets with the Directors' Committee. Additionally, the person in charge of Risk Management met individually, at least once a year, with each of the Directors. The above within the framework of the inherent evaluation of strategic level risks.



This management has four teams that support the Comprehensive Risk Management Model:



**During 2023, the Corporate Management of Internal Audit, Internal Control and Risks has focused on strengthening the synergy between these four functions.**

### Risk Management Team

It is responsible for providing the methodologies, tools and instances necessary for the discussion and management of risks, starting with the inherent vision of the Board of Directors, so that the different managements carry out the analysis and treatment of these matters. These efforts and their conclusions are periodically reported to the Board of Directors, through the Directors' Committee. In addition, the updated risk matrix is made available to the incumbent Managements and to the other teams of the Comprehensive Risk Management Ecosystem (Internal Audit, Internal Control and Forensic & Ethics).

- Provide an opinion to Senior Management and the Internal Audit and Risk Management teams, regarding the internal control environment; and
- Achieve a process of continuous improvement of the control and risk environment of the different countries where the Company operates, allowing a uniform opinion and upward leveling, through the comparison of best practices between countries or business divisions.

### Internal Control Team

Ensures that the main processes and tactical risks of the business are being mitigated with a reasonable level of controls, which ensure both the accounting integrity of the transactions and the operational continuity of the Company. The team uses a standard review methodology for all Cencosud group businesses, based on SOX and ISO 31000 standards. The main objectives of this team are:

### Internal Audit Team

He is in charge of analyzing and advising on the Company's control environment, which is based on its own aspirations, supported by standards, processes and structures that define the way in which risks are managed, and control activities are designed and executed. control and communication and monitoring is generated at different levels of the organization. In this context, Internal Audit provides assurance on the effectiveness of Corporate Governance, risk management and internal control.

- Ensure that the evaluated controls adequately mitigate risks with financial and operational impact;

Its objective is to keep the Company's Board of Directors duly and timely informed, through the Directors' Committee, regarding how Senior Management is managing the main risks of the organization and whether the activities it carries



out comply with the defined standards (internal and external).

Likewise, through evaluations, it supports Senior Management in identifying opportunities for improvement in controls and/or processes that contribute to the achievement of business objectives, add value to the Company and/or reduce its exposure to risk. This activity is materialized through the permanent communication of the detected weaknesses, with respect to which the responsible management formulates plans to mitigate the observed risks.

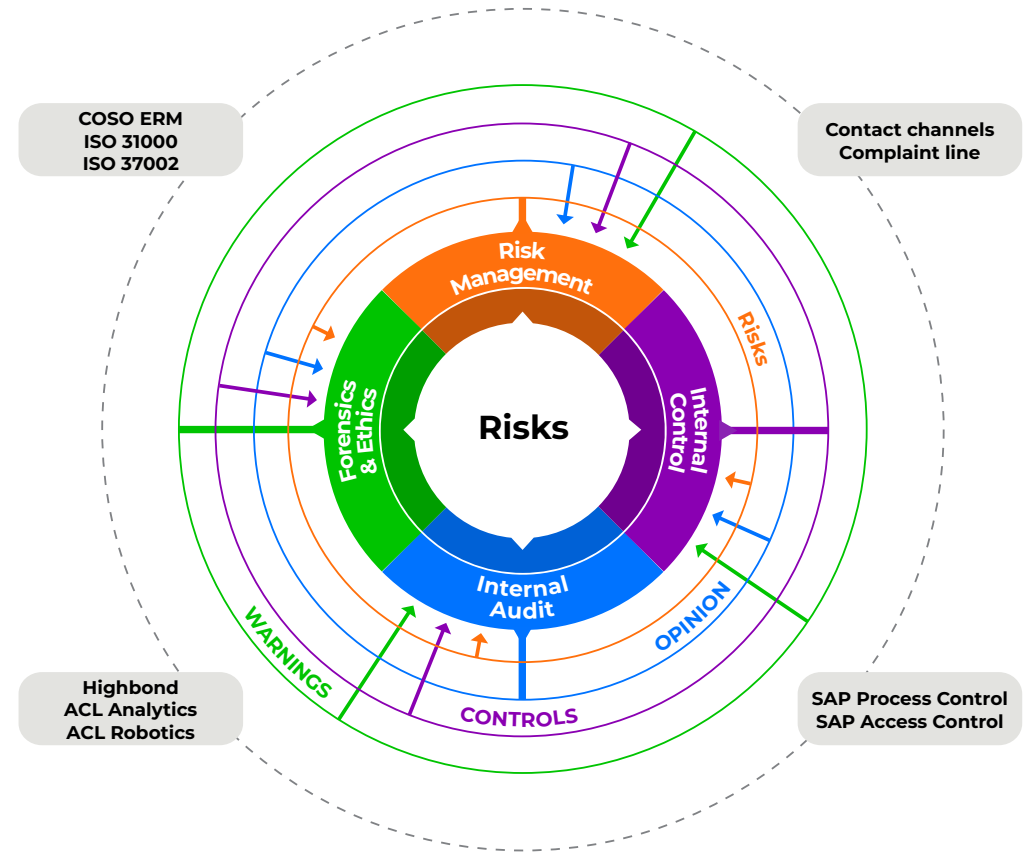
### Forensic and Ethics Team

It seeks to ensure that all complaints received are properly investigated, managed and resolved. Additionally, it is responsible for the investigation of the most relevant cases, received through formal channels or at the request of the Board of Directors or Senior Administration. The objective is to give visibility to the Board of Directors, through the Directors' Committee, of the main frauds and conflicts of interest, as well as the resolutions taken in each case.

### Risk Management Model

*NCG-461: 3.6.iii*

The Company has an integrated model, in which the Risk Management, Internal Control, Internal and Forensic Audit and Ethics functions interact, generating synergies and working on a single risk basis:





To adequately manage the risks that affect the Company, a constant evaluation of both its internal context (strategy, objectives, aspirations, goals, etc.) and its external context (political situation, economy, competition, changes in consumer habits, etc.) is maintained. etc.).

The current model considers the following risk levels:

### High level risks

Risks related to the Company's high-level objectives and goals (strategy), aligned and supported by Cencosud's aspiration and value proposition. In this sense, the Risk Management process constitutes a strategic tool for decision making, as it is an exercise that allows us to anticipate significant changes, both at the level of the industry and the environment in which businesses operate. as well as adequately manage the Risks that the Company faces on a day-to-day basis.

In general, the **Risk Management Process** includes the following stages:



#### ID

The Risk Management team maintains a high-level risk inventory, which is constantly updated through interviews with Directors and first-line Management. Additionally, this inventory is being periodically complemented with benchmarks , international publications related to the industry, in addition to Internal Audit and Internal Control reports, among other sources. In this sense, the Risk Management processes not only include matters related to the governance, operation, strategy and financing of the Company, but also incorporate other current or emerging issues, such as the consequences of climate change, the international supply chain, cybersecurity, free competition, etc.



#### Inherent Evaluation and Analysis

The members of the Board of Directors carry out an evaluation of the identified risks, in order to determine the risk matters that are most critical, given the business sector and the environment in which the Company operates. With this prioritization, the Risk Management team coordinates multidisciplinary work tables, with first and second line executives, to carry out an analysis of the causes of the risk, its consequences and practices or controls existing at the time of the evaluation. This allows generating the necessary analyzes to carry out an adequate residual risk assessment.



#### Residual Evaluation and Treatment

With the risks analyzed, the risk management team coordinates multidisciplinary evaluation tables, made up of first and second line executives, who evaluate the real exposure to these matters, given the practices, controls and structures that the Company has for their mitigation. (residual risk).

The above allows us to identify risk sources that require additional actions by management, who must declare action plans, which are analyzed together with the Risk Management team.



#### Communication and Monitoring

The Risk Management Team is responsible for keeping the Board of Directors informed, through the Directors' Committee, of the progress of the different stages of the Risk Management process, as well as monitoring compliance with the mitigation plans implemented by management. and changes in the severity of the risk.





## Tactical Risks

In addition to managing high-level (strategic) risks, the Risk Management team must manage a catalog of tactical-level risks which is mainly used by the Internal Control and Internal Audit teams to carry out their respective work plans. . Tactical level risks are those potential events inherent to the field in which the Company operates, which may impact the achievement of business goals and objectives. The documentation and evaluation of this type of risks allows linking the Company's strategy with its control environment and its administrative structure. The updating of the Cencosud Risk catalog is carried out continuously, based on feedback from the other teams in the ecosystem, as well as from the Managements themselves, whether due to changes in business models, entry into new businesses or simple improvements detected. to the catalogue.

## Risk Taxonomy

*NCG – 461: 3.6.ii.a*

### Strategic Risks

Changes in consumer habits, economic and political instability in some of the countries where Cencosud operates, regulatory and tax changes, among other aspects, make it necessary to periodically reevaluate Corporate Strategies. In this sense, the Company has a strategic planning process, which is materialized through metrics and goals defined by business and/or country. In addition, there are different managements in charge of generating action plans in accordance with the potential changes that the Company may be affected.

### Operational Risks

The businesses in which the Company participates have a series of inherent risks that are specific to each operation and country. In this sense, there is a Risk Management and Operations Management team, which has as part of its objectives the permanent updating and determination of action plans for the tactical risks of the business, which includes:

store operation risks physical, non-face-to-face sales, quality of products and services, supply chain, maintenance of equipment and infrastructure, management of licenses and operating permits, pricing , operation with third parties, loyalty programs, financial-accounting aspects, human capital, regulations and standards, technological risks, among others.

### Financial Risks and Sociopolitical and Economic Factors

The scenario of political and economic instability in the countries in which the Company operates has generated instability in the local, regional and global financial markets, both due to inflation rates and economic activity rates. As a result of this, volatility of exchange rates and monetary policy rates arises, which could expose the Company to debt with a higher financial cost and to the exchange rate effects in the different countries in which it operates. For this reason, the Company is constantly reevaluating its debt and currency hedging strategy, in order to better manage its financial structure/leverage .

7

## Information Security Risks

Given the massive nature of the operations and transactions that the Company needs to operate, which originates from an extensive network of physical and digital points of sale, complex logistics platforms, a high level of product assortment, the focus on good service and proximity, among other aspects, make the use of technologies and their security become essential. On the other hand, the large number of users of these technological solutions, as well as the growing interactions between various platforms, both internal and third-party, could make the operation susceptible to computer attacks, which could expose data to loss, leak or manipulation. information, both our own and that of clients, suppliers and other stakeholders . In this sense, and with respect to Law N° 19,496, information security and cybersecurity become a primary objective for data protection, operational continuity, growth and development of new businesses, so the Company It has an IT Security and Compliance Management , in charge, among other things, of shielding the systems against threats to business continuity and the protection of its own and third-party information, in addition to compliance with related local regulations.



## Risks related to competitors

The Company's operations permanently generate competition with other retail companies in terms of price, quality, shopping experience, promotions, location and layout of stores and also in the digital world. In addition, you are exposed to the constant change of the environment that drives the emergence of new competitors and new ways of reaching consumers with the entry of new products, trends and changes in consumer demand that strongly influence their purchasing decisions. This could cause the proposals to move away from their preferences and trends, potentially affecting market share. Maintaining or increasing market share depends on the ability to anticipate and respond quickly to changes and trends in consumers and customers. Any failure to anticipate, identify and respond to changes in consumer trends could negatively affect customer acceptance of goods and services, resulting in an impact on profitability,

operating results, damage to the company's image. business, among others. For this, the Company has purchasing teams at the regional and local level, teams dedicated to innovation and investment projects, as well as a constant analysis of the level of customer satisfaction.

## Innovation risk

Changes in consumer habits, as well as the evolution and greater penetration of new technologies, constantly challenge us to listen to the market and implement improvements in both the level of service and the mix proposal. of products, since otherwise, brand perception and market share could be exposed. Therefore, the Company is permanently measuring customer satisfaction, looking for new products and technological solutions that improve the purchasing experience, evaluating alternatives to make logistical and operational processes more efficient, in addition to the development of both internal and external initiatives. external, through the Cencosud Ventures business.

## Risks of Strikes and Stoppages (unions, guilds)

The operation of the different businesses is highly intensive in the use of human resources, so a good relationship with employees and unions is essential. Although the Company has managed to maintain a healthy and productive relationship with its unions and labor groups, this issue remains one of the focuses of attention, in order to ensure not only operational continuity, but also a good work environment that contributes to build a powerful employer brand. The Company has defined structures to agree on improvements with employees, as well as within its strategic focuses is the pillar related to people.

## Compliance Risks

Given the size of the Company, with a large number of employees, suppliers, systemic platforms, contracts with third parties, among others, they make any regulatory change a challenge in terms of implementation, training and agreements. In this sense, constant

regulatory changes, such as those related to consumer regulations, taxation, free competition, among other regulations, could expose the Company to the risk of comprehensive non-compliance with new regulations. In this regard, Cencosud has a Legal Management, present in each country where it operates, willing to proactively assist and train employees regarding the modifications required by regulatory changes. Likewise, it has structures that ensure compliance with procedures, through areas such as quality assurance, auditing, inventory control, accounting, IT compliance , among others.

## Tax risks, governance and control

At Cencosud, tax compliance management is decentralized by country, since this makes it possible to address the complexities of each tax system in a more adequate and efficient way.

Meanwhile, tax management considers the risk control rules and commitments established in



the Company's Code of Ethics, having internal procedures that guarantee tax compliance. Any breach of tax regulations that may involve sanctions for any of the Group companies or their representatives is considered a tax risk. For its part, the Tax Committee internally analyzes all those practices or definitions that, despite complying with regulations, may pose reputational risks for the Company.

To mitigate tax compliance risks, the reviews of automated procedures and processes and the training of employees when regulatory changes have occurred are highlighted, resorting to external advice and reviews if required.

The areas in which responsibility for compliance with the tax strategy falls are: the Corporate Administration and Finance Management - specifically the Tax Committee; the Administration and Finance Management of each country and the Regional Tax Management.

The tax compliance teams report

to the Administration and Finance Management of each country, in charge of supervising compliance with current regulations and keeping the Tax Committee informed about potential risks, which, depending on their scope, can be raised to the Finance Committee. and/or to the Board of Directors.

Regarding possible risky conduct in tax matters, the Company has a procedure, included in the Code of Ethics, that allows any Cencosud employee to report, anonymously or not, possible illegalities and irregularities, safeguarding the pertinent confidentiality.

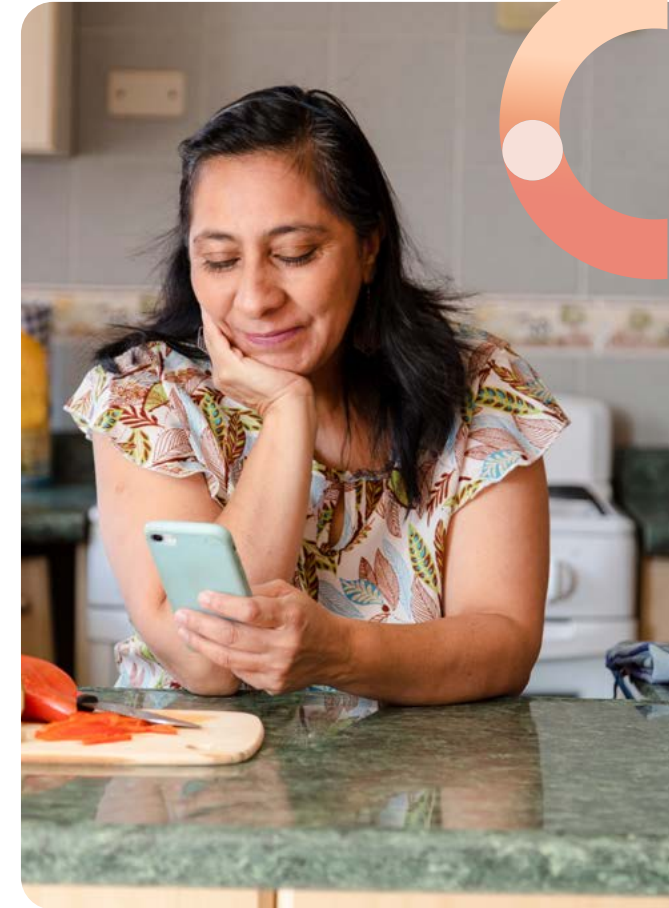
### Environmental risks

The normal operation of the Company's businesses brings with it a series of externalities, such as the emission of greenhouse gases from the operation to its supply chain. In this sense, the Company has made its operations more efficient, through the use of less polluting technologies, optimization of distribution routes, lower water and energy consumption, conversion to ecological refrigerant gases,

among other actions that reduce the environmental impact.

### Crisis and Reputational Risk Management

With millions of visits at the regional level, both to physical locations and in the digital ecosystem, added to the logistics and thousands of kilometers traveled by service providers, to operations located in seismic zones, among others, exposes that the operation of the business faces contingencies and incidents, both from customers, employees, suppliers, neighboring communities, investors as well as other stakeholders. The above is managed preventively and reactively to address crises of various kinds. In this regard, the Company has clear organizational structures, as well as legal support, labor relations and prevention teams, capable of addressing and providing efficient and effective responses to any contingency.





# Compliance

## Code of ethics

NCG-461: 3.1.i, 5.5, 3.6.vii, viii

The Code of Ethics reflects its principles and values, constituting the cornerstone of the Company's way of acting and culture. Doing the right thing is the principle that guides the work of the Company; Cencosud's values are reflected in its principles, policies, standards and commitments. In this sense, a central element is to provide guidelines and training so that employees can implement, on a daily basis, the values and ethical culture that characterizes the Company. The scope of this Code includes directors, managers, assistant managers, bosses, operators and assistants, and other employees of the companies and divisions where the Company has control and majority participation, who must respect the provisions of this Code.

### Ethical Commitments

**The Company maintains high ethical standards in all its operations and business relationships, rejecting corruption in all its forms. As part of this commitment, Cencosud does not make any type of contribution to political campaigns.**

### Aspects addressed by the Code of Ethics

Below are the areas covered by the Code of Ethics, as well as the mechanisms for its effective implementation; and coverage with respect to the public of interest.

Ambit	
Corruption and bribery	YES
Discrimination	YES
Customer data privacy	NO
Conflicts of interest	YES
Antitrust/anticompetitive practices	YES
Environment, Health and Safety	NO
Whistleblowing	YES
Money laundering and/or improper use of privileged information	NO

- Antitrust/anticompetitive practices: are addressed by the Free Competition Compliance Program.

### Mechanisms for effective implementation

Responsibilities and reporting lines are systematically defined in all divisions and companies of the group.	NO
Dedicated help desks, focal points, ombudsman , hotlines	YES
Employee performance evaluation systems integrate compliance/codes of conduct	NO
Disciplinary actions for non-compliance, i.e. warning, dismissal, zero tolerance policy	YES
Compliance system is certified/audited/verified by a third party	NO
Compliance linked to the remuneration of employees	NO

- Environment, is managed based on the environmental management and energy efficiency policy; and Health and Safety: are addressed in the Joint Committees.



## Communication and training of the Code of Ethics

At the time of signing the employment contract of each collaborator, a Code of Ethics Letter is delivered informing the principles that should guide their actions. Printed Codes and brochures are available to hand in upon entry; in addition, the Code of Ethics will be available in physical and digital format. Current and future Cencosud employees must confirm their acceptance and reading of the Code of Ethics by signing the Letter of Commitment or by approving the E-Learning training and keep the declaration of exceptions and/or possible conflicts updated. of interest.

The Company carries out training and e-learning courses preventively to inform its employees about how to act in different situations. In addition, they can turn to their people references or the Business Partner to resolve any concerns they may have. Additionally, if the situation cannot be resolved internally, the Company has an anonymous whistleblower line managed by an external provider.

During 2023, 23,659 employees were trained virtually through E-learning that is available to all employees and, in addition, talks were held in person or online where example cases

of irregular situations that must be reported and reported were presented. What are the channels to do it.

In addition, leaders are trained with tools to identify situations that they should resolve and what mechanisms they can rely on.

## Code of Conduct in Supermarket The Fresh Market (United States)

Through the training sessions, employees receive the Corporate Manual of The Fresh Market , the Code of Conduct and the Non-Harassment Policy; Managers also receive harassment training through videos and in-person sessions upon hire and annually as part of annual compliance training.

Furthermore, the business has an Open Door Process that encourages ethics and conduct issues, problems and questions to be escalated to a direct supervisor as the first point of contact. If the situations raised cannot be resolved at that level, the team member must continue to ascend through the leadership hierarchy of their department and then to People, an area that acts as a neutral entity to assist in problem resolution.

Employees can access People through the support phone and email. In addition, an integrity hotline is available where concerns can be raised anonymously. For this, a special team of professionals from the People area has been assigned to help with matters of ethics and relations with employees.

Likewise, there is a Progressive Discipline Policy where zero tolerance is applied to address issues such as harassment and discrimination, among others. Along with this, a process is included to address disciplinary actions with employees and managers.

## Ethics Committee

Among its responsibilities are:

- Know all violations of the Code and the decisions that have been implemented;
- Decide on the most complex complaint cases, as determined by the Corporate Internal Audit Management;
- Approve the suggested modifications to the Code of Ethics.

It will be made up of at least one Director of the Company, the CEO, Corporate People

Manager, Corporate Internal Audit Manager and Corporate Legal Manager. You may meet with a minimum of three of the aforementioned members.

This committee met twice during 2023.

## Crime Prevention Model

*NCG-461: 3.6.xiii*

Cencosud and its subsidiaries have a Crime Prevention Model (MPD), which contemplates different preventive, detection and response actions, which allow adequate prevention of the commission of crimes in the organization. The above is headed by the Compliance Officer and Person in Charge of Crime Prevention.

Among the main actions and tools we can point out:

- Money laundering prevention manual and policy; crime prevention manual; crime prevention procedure; code of ethics; among other key documents in this area.
- Risk matrices that record the processes with risk exposure in anti-corruption matters and their respective control activities;
- Supplier and tenant validation process (Crime Prevention Area);



- Regulatory compliance follow-up audits;
- Trainings.

The Crime Prevention Manual is published on the Cencosud corporate website. Likewise, the manuals and policies are in the process of being updated under the legal modifications of 2022.

## Forensic and Ethics Team

The Forensic and Ethics Team makes it possible to prevent, deter and detect irregular conduct, fraud and acts contrary to the ethical principles established by Cencosud, which have been declared in the Company's Code of Ethics. To this end, it has different channels where any collaborator, supplier, client or other interested

party can go in case of doubts or detect a situation that could be or appear contrary to the Company's principles and/or the corresponding regulatory framework.

## Complaints

*NCG-461: 3.6.ix, 3.2.xii*

In order to ensure transparency, confidentiality and anonymity, the reporting channels are managed by an independent third party, with international experience in channeling complaints, safeguarding the identity of potential complainants.

The available reporting channels are detailed below:

## Channels



**Toll-free telephone line available 24 hours a day, seven days a week:**

**Argentina: 0800 348 1003 /**

**Brazil: 0800 580 2895 /**

**Chile: 800 914 601 /**

**Colombia: 018005 185 244 /**

**Peru: 0800 70272 /**

**China: 86 21 60314569 /**

**Uruguay: 000 4052 96728**



**Website: [www.eticacencosud.com](http://www.eticacencosud.com)**



**Corporate mailbox: [lineaetica@cencosud.com](mailto:lineaetica@cencosud.com)**



**WhatsApp with attention through virtual assistants for the following languages:**

**Spanish: +56 2 32150270 /**

**Portuguese: +56 232 150 271 /**

**English: +56 232 150 272**

**Confidential personalized meetings that can be requested to the mailbox.**





The Corporate Internal Audit Management is responsible for receiving, referring and monitoring complaints, and when appropriate, investigating; In addition, it is responsible for informing the Ethics Committee when the relevance of the case warrants it.

When a complaint is received, it is made available to the Forensics & Ethics team (dependent on the Corporate Management of Internal Audit), who refer it to the relevant areas, depending on the matter reported and the complexity of each case. Then, the Forensic & Ethics team receives and reviews the investigation reports for each complaint, which must at least include a detail and description of the procedures carried out, conclusion and endorsement of the measures adopted, which, depending on the severity of the The facts include sanctions (such as feedback), written reprimands, transfer or termination.

Finally, the Forensics & Ethics team prepares summaries and statistics that are presented in different instances and at different levels (Board of Directors, Ethics Committee, Country Managers, Business Unit Managers, HR Managers, etc.).

It is estimated that 80% of the complaints are related to employees; In this sense, People Management is the area that resolves the largest number of complaints. To a lesser extent, the different business operations.

### Complaints received and managed

In 2023, Cencosud received a total of 3,559 complaints through its formal channels. These complaints were submitted to the corresponding investigation process and 3,251 of them were closed, leaving 308 complaints under review at the end of the year. In order to make this matter transparent, the following detail is presented:

### Complaints received in 2023

Status of complaints received	Complaints received in 2023	Complaints received in 2023 that were closed	Complaints received in 2023 that remain under review at the end of the year
Argentina	736	723	13
Brazil	781	731	50
Chile	1,540	1,315	225
China	1	1	0
Colombia	304	288	16
Peru	193	191	2
Uruguay	4	2	2
USA	No information	No information	No information
<b>Total</b>	<b>3,559</b>	<b>3,251</b>	<b>308</b>





## Workplace and sexual harassment

NCG-461: 5.5

The Cencosud group has a communication campaign of ethical commitments that is published in all the countries where the Company operates in which all employees are informed of the channels to report, anonymously or not, irregularities and unethical behavior. All premises/stores, distribution centers and shopping centers have billboards where the channels for reporting are disseminated. This billboard is controlled by the Corporate Management of Internal Audit who visit the premises and where they must indicate whether or not they have the corresponding information. In addition, information on the reporting channels can be found on the Cencosud website ([www.cencosud.com](http://www.cencosud.com)) and on all business unit websites.

The Company also has a Diversity and Inclusion policy that complements the Code of Ethics and in which dignity and respect are promoted and establishes no tolerance for any type of intimidation, harassment or mistreatment (whether physical or verbal and/or psychological). During 2023, the following complaints of workplace and sexual harassment were received:

### Complaints of Workplace and Sexual Harassment received in 2023

In accordance with Law 20,005

In accordance with Law 20,607

Complaints of Workplace and Sexual Harassment received in 2023	In accordance with Law 20,005	In accordance with Law 20,607
Argentina	There were no complaints	There were no complaints
Brazil	17	19
Chile	133	174
Colombia	No information	No information
Peru	No information	No information
Uruguay	0	0
USA	29	56
<b>Total</b>	<b>179</b>	<b>249</b>





# Free Competition

NCG-461: 8.1.4

Cencosud has a Free Competition Compliance Program that aims to prevent and detect non-compliance in this area. Complaints related to free competition can also be filed through the complaints channel.

## Link to the complaints channel:

<https://etica.resguarda.com/cencosud/es/main.html>

Additionally, to prevent and manage conflicts of interest, Directors and Main Executives complete specific forms where they declare their participations in companies, boards of directors and related entities, both legal and natural, among other relevant aspects. These declaration forms are disclosed to stakeholders as required by applicable regulations.

## Free Competition Committee

In order to ensure that Cencosud complies with the laws and regulations related to competition in the market, the Free Competition Compliance Committee was created in 2021 and its main functions are:

- Propose to the Board of Directors the appointment and/or removal of the Antitrust Compliance Office;
- Ensure adequate observance of the Cencosud Free Competition Compliance Program, as well as resolve on the application of measures in the relevant internal investigation processes;
- Ensure adequate compliance with the obligations imposed by the Court for the Defense of Free Competition in ruling 167/2019;
- Ensure compliance with the duties of the Free Competition Compliance Officer;

- Approve new policies and procedures regarding Free Competition, in addition to defining which of these new instruments must be approved by the Board of Directors;
- Periodically receive the reports prepared by the Compliance Office; and
- Any other function assigned by the Board of Directors.

### Members of the Free Competition Committee<sup>12</sup>:

Name	Post
Carlos Fernández Calatayud	Independent Director
Alexis Quezada Reyes	Corporate Audit Manager
Sebastián Rivera Martínez	Legal Affairs and Institutional Relations Manager
Rodrigo Larrain	CEO

12. Mr. Jorge Pérez Alati was a non-independent member of the Free Competition Committee until his resignation effective March 31, 2024

During 2023 the committee met twice, with a total of 80% attendance. In addition, there is an Antitrust Compliance Officer, supervised by the Committee, who has the responsibility of implementing and keeping the Antitrust Compliance Program updated. Among its main functions are identifying risks, providing training to the Company's Directors and employees, establishing policies and coordinating periodic audits on free competition issues.





## Training Regarding Free Competition

In the business context, competitive action by economic agents increases and guarantees the existence of open and dynamic markets, generating efficiencies in productivity, greater incentives for innovation and greater well-being for all market participants, by allowing the supply of better and more diverse goods and services at a lower price.

In this sense, Cencosud recognizes the importance of promoting a competitive and equitable environment in the market. As part of its commitment to integrity and transparency, the training of its employees in matters of free competition takes on a crucial role. By providing them with knowledge and tools to understand and properly apply related regulations, the company strengthens its organizational culture and promotes ethical and responsible business practices.

During 2023, 3,432 employees were trained in Free Competition courses, thus demonstrating that the entity has procedures designed to prevent and detect regulatory non-compliance that may affect free competition.

## Sanctions related to Free Competition

Issues related to free competition are also included among those that can be reported through the complaints channel or through the respective institutions in each country where Cencosud operates. During 2023 there were no enforceable sanctions associated with Free Competition.



## Tax Strategy

The Cencosud group's tax strategy is consistent with corporate principles and values, in addition to following the guidelines established in the Company's Code of Ethics. In this sense, the company complies with all current tax laws and regulations, recognizing that paying taxes contributes to positive social impact in the countries where it operates.

Tax decisions are made in a reasoned and responsible manner and in accordance with a well-founded interpretation of tax regulations, in accordance with the economic activity of the different operations and businesses of Cencosud.

The tax strategy can be adjusted in the event of regulatory changes, requests from the Board of Directors or CEO, or other situations that require a review. Cencosud is committed to maintaining corporate integrity, always seeking to do the

right thing and supporting its decisions with consultations with experts and tax authorities when necessary.

The team in charge of reviewing and approving the tax strategy is made up of the Administration and Finance Management, the Corporate Administration and Finance Manager, the Regional Tax Manager and the Corporate Accounting Manager, and may include other managers as necessary. This team is in charge of identifying tax risks and its main objectives are:

- Review and report situations that may involve tax or reputational risks (due to issues related to this matter) at the Group level.
- Propose and evaluate restructurings.
- Report regarding decision-making and the status of tax litigation, both eventual and ongoing, that has an impact on the Financial Statements.



## Effective tax rate (CLP thousands)

		2023	2022
(+) Earnings Before Taxes	Earnings before taxes declared in the income statement	513,384,871	641,933,421
(-) Reported taxes	The amount reported as a tax amount as reported on the income statement.	221,172,282	237,185,271
Effective tax rate (%)	Proportion that represents the amount declared as tax amount in the income statement on Earnings before tax.	43.10%	36.90%

## Managing Tax Concerns and Stakeholder Engagement

Queries related to tax compliance that arise in the various businesses and areas of the Company are addressed by the Tax Committee, the Regional Tax Team and the Tax teams in each country, depending on their scope. In addition, specific reports are generated on particular topics at the request of the CEO, the Board of Directors, the Finance Committee and/or the Directors' Committee.

With the objective of facilitating both the interpretation and application of tax regulations, as well as to strengthen legal certainty, avoid or reduce the effects of double taxation and reduce litigation, the Company fosters a constant relationship of collaboration with tax authorities. , in the search for trust, good faith, collaboration and mutual understanding.

In addition, the Company actively participates in trade associations of the Group's different businesses, some of which have collaborated in public-private initiatives. It has also played a role in processes to promote public tax regulations.

## Security of the information

Changes in consumer behavior and purchasing style, driven by digitalization, pose a challenge for the Company. In this context, the key is to develop an e-commerce strategy focused on omnichannel, which allows the use of digital platforms for both online purchases and payments in physical stores.

In this context, cybersecurity emerges as a fundamental component for Cencosud. The company has adopted a proactive stance in managing the risks linked to digitalization, thanks to its security and privacy strategy, aligned with the digital focus of its business model.

### Digital security governance

Cencosud's digital security governance structure is based on a Computer Security Management / IT Governance & Compliance with a Chief Information Security Officer (CISO), with regional responsibility who reports to the Chief Information Officer (CIO).

There is a Director in charge of supervising the cybersecurity strategy and issues related to

Computer Security, which are reviewed in various meetings with the Board of Directors and front lines, such as the IT Strategy Review meetings for Country Managers / Business Unit Managers, where an executive presentation of the most relevant points is made.

On the other hand, at the executive level, supervision of the cybersecurity strategy falls to the Corporate CIO and his current functions are to lead the company's global technological strategy, digital transformation, cybersecurity and application management. Among the notable initiatives are: the significant increase in cloud infrastructure and the launch of the Company's first cybersecurity program, improving customer experiences and optimizing operations in several countries, as well as the successful implementation of regional business models.

Cencosud is firmly committed to enriching the quality of life of its clients through a unique, sustainable experience characterized by unmatched quality standards in its products and services.



## Cybersecurity and Information Privacy Policy

With regard to security, Cencosud relies on a Regulatory Framework based on best practices and reference frameworks at an international level. This framework establishes guidelines and security measures that all areas and employees of the company must follow, to safeguard the integrity of the information.

Additionally, the Company implements Security Operations Controls (SOC) that monitor and detect anomalous activities that may compromise the company's security. Likewise,

it has established a cloud security posture for its cloud environments, with automated activities such as monitoring, data security, alerts and risk remediation, as well as proactive investigations of malicious activity based on threat reports and brand protection actions.

Cencosud strives to maintain and continually improve the security of its assets, ensuring that risks and controls are appropriately

managed across all of its businesses, functions and technology teams. The company is also responsible for identifying, evaluating and managing the full spectrum of risks faced by the Group.

On the other hand, continuous security awareness programs and initiatives are carried out, using various channels to communicate relevant information. These programs aim to involve both internal staff and external service providers working for the company. Thanks to these elements, Cencosud can protect the information of its clients and employees, as well as guarantee the continuity of its operations.

At Cencosud, robust policies and procedures have been established to guide its behavior, make decisions and manage its operations consistently and effectively and raise awareness of the importance of information security. These policies include the Information Security Policy and the Information Privacy Policy, the latter directed specifically to Chile.

Employees have access to these policies through the Process Portal, where they can find versions in Spanish and Portuguese, as appropriate. On the other hand, the company offers continuous training in

information security and cybersecurity through communication campaigns and courses shared with employees.

For cases of suspicion or detection of suspicious activities, a clear escalation process has been established. Employees can report any event to the email address (security.informatica@cencosud.com). Critical situations or situations that require special confidentiality must be communicated directly to the IT Security Management or through the ticket tool, in accordance with the Policy for Incidents, Requests and Major Incidents.

In addition, information security and cybersecurity are essential pillars within the policies and guidelines that employees must follow. These guidelines are incorporated into the company's code of ethics, and in situations where violations of established policies occur, such as the Information Security Policy, disciplinary measures are provided, which could include early termination of the contract.

In summary, at Cencosud a culture of information security is promoted with clear policies, continuous training and established procedures, with the commitment to protect the company's assets and guarantee the

confidentiality of the information of its clients and employees.

On the other hand, Cencosud has a Cybersecurity Declaration, which establishes guidelines and responsibilities for its employees and third parties involved in data protection matters.

## Operational continuity and processes to avoid interruptions

Cencosud has established rigorous processes to guarantee the operational continuity of its Information Technology system and mitigate possible cyber attacks. Currently, a framework is being developed based on the ISO 22.301:2019 standard, which includes an Operational Continuity Plan (COOP) integrated with the Business Continuity (BCP) and Disaster Recovery (DRP) plans. In 2023, the validation of this Plan was carried out, which included execution tests in a controlled environment for a business application.

The implementation of the plan has been



divided into several stages, from the creation of the framework to the validation test and the implementation for the Core services, integrations and internal services, concluding with the services of the different business units.

To guarantee operational continuity, various controls have been established, such as backup on tapes and on external equipment, backup of critical applications, replicas for critical SAP systems, and the enablement of protection packages for cloud services, this last measure implemented during 2023.

Although Cencosud's IT infrastructure and information security management system do not have ISO 27001, NIST or similar certifications, the Company has implemented a continuously updated Cybersecurity Program. This program provides strategic, protection, surveillance and resilience capabilities, supported by initiatives such as the Security Operation Center, "Cyberintelligence" service, Threat exercises Hunting, vulnerability management and Ethical Hacking activities, among others.

Cencosud has implemented solid measures to guarantee the security and operational continuity of its IT system, in addition to having a comprehensive Cybersecurity Program to address possible cyber threats.



## Customer Data Protection

In relation to the collection and retention of data, Cencosud guarantees that the personal data collected is used exclusively for those for which it is provided, following the principle of data minimization. Users are informed of the purposes for which their personal data is collected in all relevant circumstances.

To ensure the implementation of the personal data privacy policy, mechanisms were deployed at Cencosud, for example, workshops and an e-learning program are held to raise awareness about the importance of privacy. Additionally, the Company has an interdisciplinary Privacy committee in Chile, which reviews all privacy aspects of that country, and a Data Protection Officer in Brazil, who, in turn, maintains a page dedicated to privacy. In both regions, the publication of the relevant regulatory framework is found on the corporate Process Portal with public access for employees.

Cencosud's privacy policy applies to all operations, including suppliers. The legal/legal team is responsible for the privacy of each country, and adjusts to the legal requirements

of each country to disclose information to public and private entities.

To ensure compliance with data protection standards, internal and external audits are carried out. Additionally, employees who do not comply with the corresponding policy will be subject to disciplinary sanctions.

Regarding the conservation and protection of information, it is ensured that the data is maintained for the time necessary to respond to legal and/or commercial issues, and security measures are implemented, such as role-based access and Privacy Agreement clauses. Non-disclosure in employment contracts with third parties. Critical applications are also identified and prioritized, applying technical and business controls to maintain the integrity and accessibility of the information.

Regarding the disclosure of information to third parties, the legal departments comply with the legal requirements of each country, and the company is committed to transparency and protecting the privacy of its clients.



The actions carried out for clients regarding the protection of the privacy of their data are:

- The company informs customers about the nature of the information captured.
- The company informs customers about the use of the collected information.
- Opt-out option for customers to decide how private data is collected, used, retained and processed.
- Opt-in consent for customers to decide how private data is collected, used, retained and processed.
- Possibility of requesting access to data held by the company by clients.
- Possibility of requesting that customer data be transferred to other service providers.
- Possibility of requesting data correction by clients.
- Possibility of requesting data deletion by clients.

At Cencosud, a comprehensive approach is taken to identify and address data security risks. Corporate information is managed through business applications using RBAC

(Role- Based Access Control), which means that access to information is restricted only to people authorized by their respective Superior and/or Process. Owner, thus guaranteeing the integrity, accuracy and accessibility of the data.

The process of adding, deleting and modifying users and permissions is carried out through a controlled ticket system managed by the IT Security team. This system records all requests and their respective approvals, ensuring adequate monitoring and control. Additionally, employment contracts with third parties include Non-Disclosure Agreement (NDA) clauses as necessary to protect, among other things, the Company's sensitive data.

To further strengthen data security, critical applications are identified and a series of controls defined in the IT Internal Control Framework are applied. These controls include:

- Control of segregation of intrasystem functions (SOD) and intersystem functions (InterSOD).
- Control of critical business access (SAT) and

critical system access.

- User Certification Control in platforms, applications and IT roles.

These controls ensure that users have access only to the information and functionality necessary to perform their assigned tasks, thereby minimizing the risks associated with unauthorized or inappropriate access to corporate data.

## Main activities in Cybersecurity and Data Protection

- Implementation of the Security Operation Center (SOC) operational 24 hours a day, 7 days a week, for the detection of anomalous activities and the generation of incident reports.
- Development of the Cyberintelligence Service , focused on the early detection of threats, including alerts on fake sites, analysis of phishing campaigns , monitoring

of content on new domains and surveillance on social and dark networks Web.

- Threat exercises Hunting to anticipate security events, searching for patterns and suspicious behavior in the company's infrastructure.
- Implementation of a Vulnerability Management system for the rapid identification of technological assets that require security updates.
- Execution of Ethical Hacking activities to proactively evaluate the security of IT assets, including applications, websites, infrastructure, among others.
- Development of a robust Identity Model with Double Factor Authentication to strengthen the security of the company's systems.
- Protection of computers against advanced threats by implementing anti-malware and Endpoint solutions Detection and Response (EDR).



# 4 People





# People

## A diverse and inclusive team

NCG-461: 5.1.1, 5.1.2, 5.1.3, 5.3, 5.4.1

The Cencosud Group has a strong, people-centered culture, which promotes respect for differences, valuing each person's authenticity, and promoting safe work spaces free of discrimination throughout the employee's journey. Cencosud firmly believes that if its teams are a true reflection of the societies and communities where it is present, it will further strengthen its ability to better understand and connect with its customers.

### Staffing and diversity

Cencosud has a Diversity, Equity and Inclusion (DEI) Policy, which through its four pillars: Gender Equity, Sexual and Gender Diversity, Interculturality and People with Disabilities, seeks to promote the understanding, acceptance and appreciation of the differences between people. Diversity is an essential

contribution to the company when it is accompanied by inclusion strategies.

The Diversity, Equity and Inclusion area, which is part of the People Management, designs strategies, promotes and monitors projects in different areas, businesses and countries. The Diversity, Equity and Inclusion committee seeks to create the transversal strategy and compliance with the DEI policy, leading and sponsoring the associated initiatives, allocating the corresponding resources and making decisions based on impact and risk analysis.

Periodically, the Company carries out internal communication campaigns to raise awareness on issues of diversity, equity and inclusion for all employees of the organization and supplier companies are invited to adhere to practices linked to the principles and guidelines of this policy.

Below are the main statistics of Cencosud's staff at a total level. By category of functions they are detailed in the Metrics Annex.

### Total consolidated staff by country and gender

Country	Women		Men		Total	
	N°	%	N°	%	N°	%
Argentina	8,148	7.39%	12,936	11.74%	21,084	19.13%
Brazil	9,823	8.91%	10,180	9.24%	20,003	18.15%
Chile	28,768	26.11%	20,051	18.20%	48,819	44.30%
China	46	0.04%	18	0.02%	64	0.06%
Colombia	4,722	4.29%	5,324	4.83%	10,046	9.12%
Peru	4,984	4.52%	4,995	4.53%	9,979	9.06%
Uruguay	56	0.05%	138	0.13%	194	0.18%
<b>Total</b>	<b>56,547</b>	<b>51.32%</b>	<b>53,642</b>	<b>48.68%</b>	<b>110,189</b>	<b>100%</b>

\* The total staff includes staff for indefinite and fixed-term contracts. The number of fixed-term employees during 2023: 2,591 people, 1,268 women and 1,323 men.





## 2023 allocation by country and type of day

Country	Type of contract				Total	
	People with an ordinary working day		People with part-time work			
	N°	%	N°	%	N°	%
Argentina	15,210	13.80%	5,874	5.33%	21,084	19.13%
Brazil	19,813	17.98%	190	0.17%	20,003	18.15%
Chile	31,108	28.23%	17,711	16.07%	48,819	44.30%
China	64	0.06%	-	0.00%	64	0.06%
Colombia	8,966	8.14%	1,080	0.98%	10,046	9.12%
Peru	8,408	7.63%	1,571	1.43%	9,979	9.06%
Uruguay	194	0.18%	-	0.00%	194	0.18%
<b>Total</b>	<b>83,763</b>	<b>76.02%</b>	<b>26,426</b>	<b>23.98%</b>	<b>110,189</b>	<b>100%</b>

## Employees with home office modality 2023 by country and gender

Country	Employees with Home Office				Total	
	Women		Men			
	N°	%	N°	%	N°	%
Argentina	391	0.35%	569	0.52%	960	0.87%
Brazil	172	0.16%	219	0.20%	391	0.35%
Chile	1,259	1.14%	1,680	1.52%	2,939	2.67%
China	38	0.03%	16	0.01%	54	0.05%
Colombia	402	0.36%	406	0.37%	808	0.73%
Peru	336	0.30%	430	0.39%	766	0.70%
Uruguay	56	0.05%	138	0.13%	194	0.18%
<b>Total</b>	<b>2,654</b>	<b>2.41%</b>	<b>3,458</b>	<b>3.14%</b>	<b>6,112</b>	<b>5.55%</b>

Note: In Chile, Law N° 21,645 modifies the Labor Code to include the recognition of new labor rights aimed at promoting the reconciliation of family and work life, including home office.

## CencoWomen Mentoring Program

CencoWomen Mentoring program is a regional initiative within Cencosud designed to support and empower women in their professional development. Through this program, mentoring relationships are established between leading and experienced mentors within the organization, and female mentees seeking career growth and guidance.

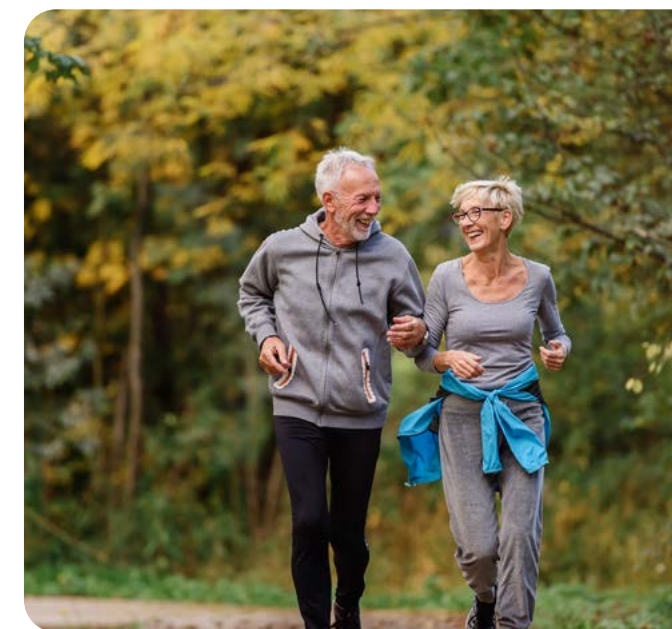
During 2023, 208 women participated in Chile (second version), Peru, Argentina, Uruguay, Brazil and Colombia.

87 hours of training and mentoring

89% satisfaction for professional development

97% of participants would recommend the program

16.7% had internal movement of the total number of mentees in 2022





## Inclusion by Country

NCG-461: 5.1.5

In accordance with its commitment to inclusion, equity and diversity, Cencosud promotes labor inclusion through programs and initiatives. In Argentina, employees with some category of disability represent 0.34% of the total staff in 2023. In Chile, in compliance with Law 21,015, labor inclusion is encouraged, 1% of the staff corresponds to people with disabilities. In Brazil, in compliance with Law 8,213/91, 5% of the total workforce is made up of people with disabilities. In Peru, they reach 2% of the workforce, which is equivalent to 191 employees. In the United States, the laws and regulations of the EEOC (Equal Employment Opportunity Commission) and the ADA (Americans with Disabilities Act) are strictly followed to guarantee equal employment opportunities for all Cencosud employees.

These data reflect the commitment to inclusion, equity and diversity of opportunities in the workplace, as well as rigorous compliance with current regulations in each country where Cencosud operates.

### Number of people with disabilities 2023 by country, gender and function category:

Country	Number of people with disabilities									Total
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	
<b>ARGENTINA</b>	-	-	5	1	9	-	61	2	1	79
Women	-	-	1	-	4	-	13	2	-	20
Men	-	-	4	1	5	-	48	-	1	59
<b>BRAZIL</b>	-	-	8	18	13	-	871	7	12	929
Women	-	-	2	9	3	-	380	2	3	399
Men	-	-	6	9	10	-	491	5	9	530
<b>CHILE</b>	-	-	14	241	97	-	272	7	-	631
Women	-	-	7	119	39	-	109	3	-	277
Men	-	-	7	122	58	-	163	4	-	354
<b>COLOMBIA</b>	-	1	2	35	19	-	23	3	-	83
Women	-	-	-	18	7	-	11	2	-	38
Men	-	1	2	17	12	-	12	1	-	45
<b>PERU</b>	-	-	-	3	188	-	-	-	-	191
Women	-	-	-	-	62	-	-	-	-	62
Men	-	-	-	3	126	-	-	-	-	129
<b>Total</b>	-	<b>1</b>	<b>29</b>	<b>298</b>	<b>326</b>	-	<b>1,227</b>	<b>19</b>	<b>13</b>	<b>1,913</b>
Women	-	-	10	146	115	-	513	9	3	796
Men	-	1	19	152	211	-	714	10	10	1,117



## Talent management

### Talent Attraction and Retention

NCG-461: 3.1.vii, 3.1.vi

Cencosud works with the best talents, understanding the recruitment and selection process as a two-way process, where both the candidate and the company choose. The Talent Attraction area ensures a selection without bias, considering only the merits, talents, training, skills and competencies required to perform in a certain position; identifying recruitment sources for various profiles (for example, people with disabilities), developing contacts and alliances with different public and private organizations.

#### Hires per year

Charges	2022		2023	
	Total number of new hires	% of vacant positions filled by internal candidates	Total number of new hires	% of vacant positions filled by internal candidates
Managers and Executives	22	147%	63	44%
Professionals and Technicians	1,695	166%	1,522	54%
Workers and Others	25,121	106%	30,375	18%
<b>Total</b>	<b>26,838</b>	<b>156%</b>	<b>31,960</b>	<b>21%</b>

#### Turnover per year

Post	2022			2023		
	Total rotation	Voluntary rotation	% of total full-time employees	Total rotation	Voluntary rotation	% of total full-time employees
Managers and Executives	20	7	0%	81	35	0.07%
Professionals and Technicians	1,935	1,045	9%	1,889	916	1.55%
Workers and Others	32,137	21,47	137%	31,617	22,245	25.99%
<b>Total</b>	<b>34,092</b>	<b>22,099</b>	<b>145.80%</b>	<b>33,587</b>	<b>23,196</b>	<b>27.61%</b>





## Development and Training

NCG-461:5.8.i, 5.8.ii, 5.8.iii, 5.8.iv

Cencosud promotes the generation of learning experiences aligned with the needs of its different areas and businesses. The team of people has implemented specific plans for its various talents, with methodologies segmented by type of audience, with synchronous and

asynchronous training to ensure a training experience appropriate to the reality of its employees, including face-to-face, online and on-demand learning activities.

To enhance the career development of each employee, multiple training plans are offered for the different levels of leadership in the organization and thus continue to strengthen the leadership skills and development plans of the teams.

### Monetary resources destined for training (CLP thousands)

Country	Monetary resources destined for training		
	Total amount of monetary resources allocated to training	Annual company income	Percentage that the total amount allocated to training represents the company's annual income
ARGENTINA	105,762	2,940,780,025	0.00%
BRAZIL	196,480	1,685,366,625	0.01%
CHILE	1,829,687	6,897,773,572	0.03%
CHINA	N/A	N/A	0.00%
COLOMBIA	503,814	873,542,833	0.06%
PERU	219,953	1,137,621,993	0.02%
URUGUAY	15,665	N/A	-
USA	3,174,235	1,695,295,794	0.19%
<b>Total</b>	<b>6,045,597</b>	<b>15,230,380,842</b>	<b>0.04%</b>

### Trained staff

Country	2023		
	Total trained personnel	Total company staff	Percentage that trained personnel represent of the total workforce
ARGENTINA	18,348	21,084	87.02%
BRAZIL	16,495	20,003	82.46%
CHILE	38,486	48,819	78.83%
CHINA	0	64	0.00%
COLOMBIA	9,087	10,046	90.45%
PERU	9,968	9,979	99.89%
URUGUAY	194	194	100.00%
USA	11,456	11,468	99.90%
<b>Total</b>	<b>104,034</b>	<b>121,657</b>	<b>85.51%</b>



## Annual average training hours

Country	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>ARGENTINA</b>	4	12	9	1	5	18	3	9	6	5
Women	0	21	8.5	3.5	4.3	16.7	3.1	10.4	3.2	4.9
Men	3.6	7.7	8.6	0.7	5.3	19.2	3.6	8.8	6.9	5.5
<b>BRAZIL</b>	2	2	10	11	0	5	8	3	22	8
Women	0	3.8	6.4	9.2	0	5.1	6.2	0.6	21.8	6.3
Men	2.3	1	12	12.7	0	5	8.9	4.6	21.4	8.8
<b>CHILE</b>	2	1	4	8	5	8	9	6	7	7
Women	0.7	1.4	4.6	6.5	6.4	8.3	9.8	6.6	7.9	7
Men	1.6	0.7	2.9	10.1	4.2	7	7.5	5.9	7.2	6.5
<b>CHINA</b>	0	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0	0
Men	0	0	0	0	0	0	0	0	0	0
<b>COLOMBIA</b>	7	12	13	24	13	4	13	10	9	18
Women	5.9	10.6	12.8	26.5	10.5	4	12.4	7.5	12.3	18.7
Men	7.4	12.7	13.3	20.5	14.9	3.7	12.8	11.6	4.7	16.6
<b>PERU</b>	2	2	2	1	1	1	1	0	1	1
Women	2	2	2	2	1	1	1	0	1	1
Men	2	1.7	1.6	1.1	1.2	1	1	0	1.3	1.1
<b>URUGUAY</b>	25.5	6.1	12.8	0	0	22.1	0	107.2	0	76.7
Women		4	21	0	0	23	0	83	0	64
Men	25.5	6.3	8.6	0	0	21	0	117.2	0	81.8
<b>USA</b>	15	15	0	15	0	15	0	15	0	15
Women	15	15	15	15	15	15	15	15	15	15
Men	15	15	15	15	15	15	15	15	15	15
<b>Total average</b>	<b>7.2</b>	<b>9.7</b>	<b>6.7</b>	<b>11.6</b>	<b>4.4</b>	<b>12.2</b>	<b>6.8</b>	<b>9.6</b>	<b>13.2</b>	<b>8</b>
Women	7.3	11.4	6.5	10.7	4.5	11.8	6.6	8.4	15.4	8
Men	7.2	9	6.8	12.9	4.3	12.6	6.9	10.6	11.4	8.1



### Learning platforms

To enhance the professional and personal development of employees, in 2023 three platforms were established for back-office areas:

#### CHILE

- **Voxy:**  
A site to learn English that was launched in 2023 for Cencosud due to the need for employees to learn new languages. The platform has On-Demand, group and individual classes that are unlocked according to the employees progress within it. In 2023, the in-person activation of Voxy accounts for employees from the offices in Chile was achieved in June 2023 with a reach of 2,000 people, with more than 6,000 accumulated hours of study within the platform.

- **LinkedIn Learning**  
This platform, associated with the professional social network, offers certified courses with the possibility of publishing them on the personal profile of each employees. LinkedIn Learning was deployed for all central

administration, with continuous learning, data analysis, Power BI and the importance of feedback as the main topics. Reaching 2,400 hours of viewing, averaging 2 hours of learning per user.

- **Udemy**  
This is a platform that stands out for its wide variety of topics, providing the opportunity to train with more than 50,000 courses. It was initially deployed only for CencoTech , who mainly consumed courses on Scrum , Power BI, Python, and leadership. Reaching an adoption of 89% of the employees in the CencoTech area , they reached 21,800 hours of accumulated learning.

#### CHILE AND URUGUAY:

- **Digital Academy**  
Launched at the beginning of 2024, Digital Academy is a cell that seeks to motivate employees to enhance their talent and development through our platforms, promoting training campaigns with competitive content and recognizing the dedication of the most agile trainees.

In this way, the year opened with Pool Learning , a campaign with learning paths focused on soft skills and communication skills.

In addition, Udemy was deployed for all corporate areas, achieving a total of more than 2,600 activated licenses.

### Performance management

Performance Management is essential to enhance the development of employees, since

it establishes, in a clear and transparent manner, what is expected of each person, aligning efforts to achieve results. In this way, the contribution of each employees to the challenges of the team and the business is made visible, facilitating decision-making for talent management in the organization.

Employees with Performance Evaluation 2023

Position	Women		Men		Total	
	N° participating workers	% of total workers	N° participating workers	% of total workers	N° participating workers	% of total workers
Managers and Executives	118	0.10%	330	0.27%	448	0.40%
Professionals and Technicians	6,177	5.10%	8,632	7.10%	14,809	12.20%
Workers and Others	44,656	36.70%	39,295	32.30%	83,951	69.00%
<b>Total</b>	<b>50,951</b>	<b>41.88%</b>	<b>48,257</b>	<b>39.67%</b>	<b>99,208</b>	<b>81.55%</b>



Cencosud promotes the development of its teams and aligns their individual objectives with the objectives of the area, management and company, with follow-up conversations and constant feedback, thus managing their talents with a transversal, simple and robust methodology. In addition, the best version of the teams is promoted through a Talent strategy Review and Succession Plan to accelerate the strengths of talents with clear, challenging and achievable challenges, along with agile and horizontal career plans for the leadership of new generations.

### Talent Plan

The purpose of this process is to identify employees who have the appropriate skills, knowledge and attitudes to assume new challenges and responsibilities within Cencosud. This involves filling critical vacancies within the area or business by identifying and developing internal talent. Likewise, objective and informed decisions are made regarding internal mobility and people management, ensuring that these decisions are made in a timely manner

and based on important information. The relevance of this process lies in guaranteeing that the different business units have the appropriate talents to face challenges in a timely manner. During 2023 Cencosud identified 5,577 positions.

This plan includes two phases:

- **Talent Review:** Mapping of teams according to their performance and potential, in order to identify internal talents of the company and generate specific actions for their career development.
- **Successions:** Mapping of people prepared to assume positions of greater responsibility in our organization. The objective is to privilege the internal growth and sustainability of the Company.

## Climate and Engagement

In order to actively listen to employees, the Company applies the Work Environment Survey, an internal tool at the regional level, whose measurement is online and 100% confidential, and its purpose is to diagnose opportunities that can improve the employee satisfaction rate.

The survey measures job satisfaction through two fundamental aspects: external and internal motivation. External motivation is reflected in satisfaction with the work itself, while internal motivation is related to the sense of purpose perceived in the work performed. By assessing

these two dimensions, the survey provides a complete view of how employees feel about their work, identifying both the aspects that motivate them from the outside and those that drive them from within.

## Climate Survey Results 2023

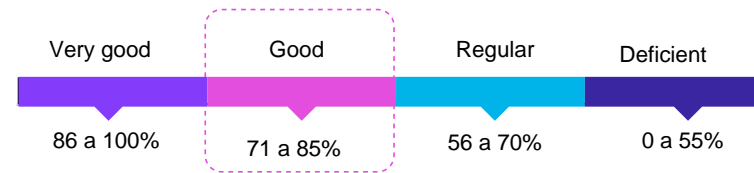
87,717 responses

### Satisfaction Index:

Years	2020	2021	2022	2023	
Cencosud	Satisfaction	Does not apply	76%	78%	77%
	Coverage	Does not apply	88%	85%	84%

Note: In the context of the health crisis, during 2020 pulse surveys were carried out on specific segments of the organization in Argentina, Brazil and Chile.

Note: Coverage: % of employees who participated in the survey (of the company's total employees)





# Safety and Health of Employees

NCG-461: 5.6

Cencosud, in its firm commitment to the creation of safe spaces that guarantee the physical integrity of its employees, suppliers, contractors and clients, aims to add value to the business through its Occupational Health and Safety policy, ensuring physical integrity, psychological and the protection of people, as well as the safeguarding of facilities and processes, with the aim of being leaders in matters of Occupational Safety and Health.

- **Protect the physical integrity and health of employees, an objective assumed and led by the company's senior management, and adopted as such by the entire Company.**
- **Comply with current legal provisions applicable to the organization, in addition to the commitments and other requirements acquired in matters of occupational health and safety, by virtue of the different goals of the Company.**
- **Promote in its employees a preventive culture in matters of occupational health and safety, through preventive campaigns and permanent and effective leadership.**
- **Identify hazards and evaluate risks, assuming the commitment to continuous improvement in processes and operations, minimizing exposure to them and correcting detected deviations.**
- **Disseminate occupational health and safety issues, promoting the training and information of employees, through friendly and effective communication platforms.**
- **Develop an auditable document management system in matters of occupational health and safety.**
- **Develop an occupational health and safety management program, aimed at continuous improvement in the aforementioned subjects.**

The Risk Prevention teams, made up of professionals specializing in this matter, plan, organize, advise, execute, supervise and promote preventive actions on a permanent basis to strengthen an internal culture that promotes safe work habits in all areas, businesses and countries. This is to avoid work accidents and occupational diseases through initiatives such as: technical visits to work spaces, risk assessments, continuous training programs, implementations of safety protocols, among others.

The Company guarantees safe spaces for its employees, clients, suppliers and all its stakeholders with all the necessary measures to comprehensively minimize potential risks to the health and safety of people.

Given the above, the Company has the PEC system (Competitive Company Program) in Chile, to continue contributing to improving all issues associated with occupational health and safety, considering the following aspects:





### PEC System (Competitive Enterprise Program)

	Argentina	Brazil	Chile	Colombia	Peru	USA
Health and safety risk and hazard assessment to identify what could cause harm in the workplace	YES	YES	YES	YES	YES	YES
Prioritization and integration of action plans with quantified goals to address those risks	YES	YES	YES	YES	YES	YES
Integration of preparation and response actions in emergency situations	YES	YES	YES	YES	YES	YES
Assessment of progress in reducing/preventing health problems/risks against objectives	YES	YES	YES	YES	YES	YES
Internal inspections	YES	YES	YES	YES	YES	YES
Procedures for investigating injuries, illnesses, work-related incidents	YES	YES	YES	YES	YES	YES
Health and safety training provided to employees	YES	YES	YES	YES	YES	YES
Health and safety criteria introduced into procurement and contractual requirements	YES	NO	YES	NO	NO	YES
Independent external verification of health, safety and well-being	YES	NO	YES	YES	YES	NO

## Health and safety actions by country

### Argentina

At Cencosud Argentina, the commitment is to create a culture in Hygiene, Safety & Environment, aiming for these topics to be considered a value for each of the employees who are part of the Company.

In addition, it is intended that Hygiene and Safety crosses all areas of the Company in a transversal way, generating greater presence and proximity with the businesses to enhance the care of employees and customers, making stores, distribution centers, productive plants, and offices, safer spaces.

### Local goals

**Goal 1:** Include all levels of the company to generate a preventive culture

**Goal 2:** Generate a safe work environment for employees and clients to increase participation at all levels

**Goal 3:** That preventive issues are taken as a value in the company so that they are considered within all work processes

### Brazil

In Brazil, labor legislation is made up of Regulatory Standards that address both general and specific aspects, with the purpose of guaranteeing the health and safety of workers in the exercise of their duties. All companies are required to comply with these regulations and ensure legal compliance in their activities and work environments, being subject to regular inspections. Cencosud Brazil strictly adheres to regulatory standards and has established an internal policy, the Occupational Health and Safety Policy, published in 2023. This policy aims to define responsibilities, methodologies and controls to protect the health and safety of employees, as well as that of the community in which it operates. It is based on the basic principles of prevention, synergy, training, compliance and ethics.



## Chile

In Chile, the Occupational Health and Safety policy is based on the commitment of each employee, recognizing that every accident is preventable and that each person is responsible for their safety and that of their environment. It is emphasized that risk control is essential to achieve operational goals and that a job well done requires self-care.

The active and continuous commitment of all employees to this policy is essential to achieve a work environment free of accidents and occupational diseases. With the motto "Let's do it right the first time!", the commitment to the safety and health of all is reaffirmed.

### Local goals

**Goal 1:** Prevent occupational accidents and occupational diseases, to protect the integrity of workers. To achieve this, we work continuously, periodically evaluating the accident rate indicators.

**Goal 2:** Promote healthy and safe work environments, investigating and taking the necessary measures so that these events are not repeated.

**Goal 3:** Promote a safety culture within the organization, reinforcing it with campaigns, training and dissemination on Occupational Health and Safety matters.

## Colombia

In order to guarantee processes of participation and consultation of employees for the development, application and evaluation of the Health and Safety at Work Management System, as well as the processes of communication of relevant information on this matter, there is with the Joint Committee on Safety and Health at Work (Copasst), which is valid for two years and is made up of representatives from the various areas, who meet monthly.

### Local goals

**Goal 1:** Hazard Identification.

**Goal 2:** Minimize the risks that may cause accidents and occupational diseases.

## Peru

A culture of occupational risk prevention is promoted and an effective management system is established to protect the safety and health of all members. Complying with current legal requirements, generating a safe and healthy work environment, encouraging the participation of employees and valuing their contributions in the continuous improvement of processes are fundamental objectives for daily operation and it is recognized that health and safety management It is everyone's responsibility, seeking to add value through the acceptance of change and suggestions at all levels of the organization.

### Local goals

**Goal 1:** Monitor health risks and prevent occupational diseases.

**Goal 2:** Identify hazards and evaluate risks to prevent workplace accidents and incidents.





## Uruguay

The protection of the physical integrity and health of employees is an objective assumed and led by the company's senior management, and adopted as such by the entire company. They undertake to comply with the current legal provisions relevant to the organization, and with the commitments and other requirements acquired regarding Occupational Health and Safety (OH&S), in accordance with the company's goals. In addition, a preventive S&SO culture is encouraged among employees through preventive campaigns and permanent and effective leadership.

The main objectives are to identify hazards and evaluate risks, assuming the commitment to continuous improvement in processes and operations to minimize exposure to them and correct detected deviations. They are also responsible for disseminating occupational health and safety issues, promoting the training and information of employees through friendly and effective communication platforms. An auditable document management system has been developed in matters of S&SO, as well as an occupational health and safety management program aimed at continuous improvement.

### Local goals

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**Goal 1:** Identify job risks.

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**Goal 2:** Manage threats and risks.

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**Goal 3:** Operate the Occupational Health Plan.

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## USA

Policies regarding Safety at Work are codified in the Safety and Health Manual. The Health and Safety Manual is designed to help stores maintain a safe, hazard-free environment for team members, suppliers and customers by ensuring federal, state and local regulations are met. The Manual is made up of best practices and the guiding policies and principles with which daily operations are carried out. All team members are expected to follow the Health and Safety Manual at all times. To maintain control of the level of compliance, violations are identified and reviewed to take necessary measures to ensure compliance.

### Local goals

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**Goal 1:** Maintain 97% average annual completion rate of monthly security risk management program.

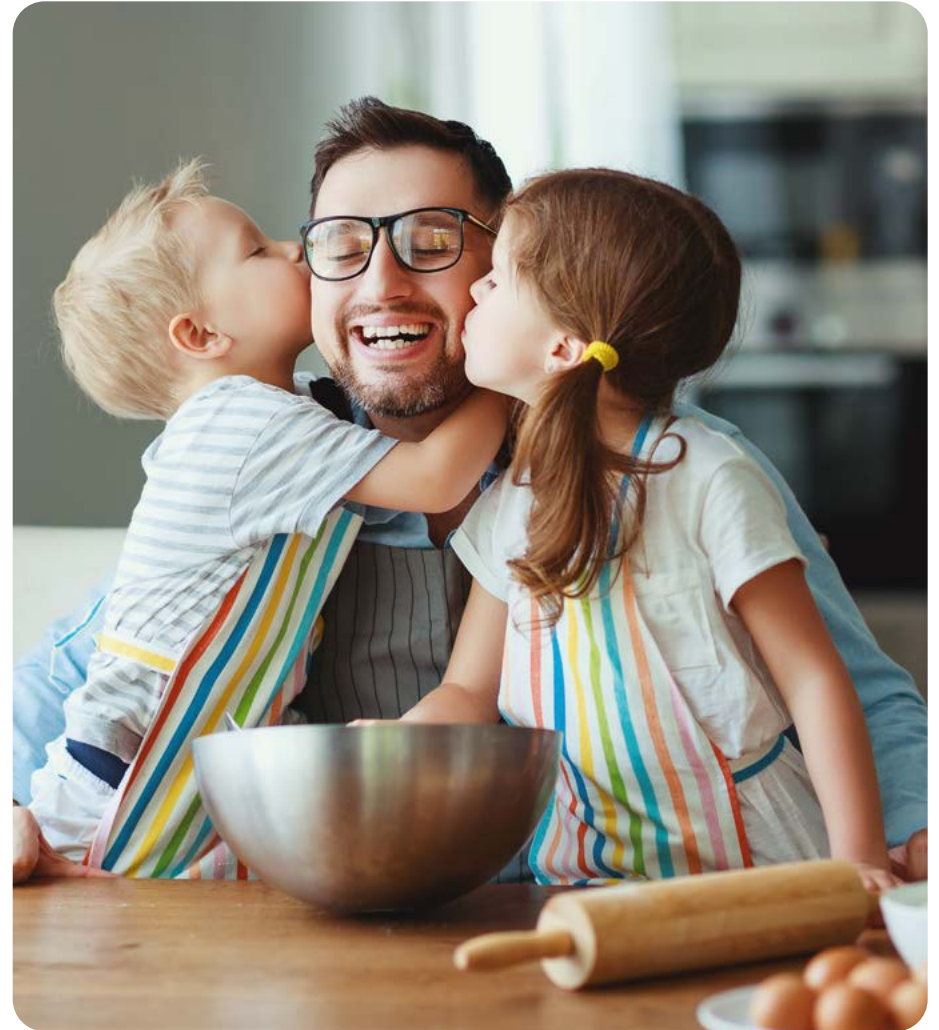
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**Goal 2:** Achieve a 90% average annual completion rate of Security and Risk Management Committee meetings.

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**Goal 3:** Reduce security breaches by 5%.

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## Health and safety indicators

### Health and Safety Indicators<sup>13</sup>

Country	Women		Men		Total	
	N°	Accident rate	N°	Accident rate	N°	Accident rate
Argentina	255	3.08	864	6.57	1,119	5.18
Brazil	213	2.17	306	3.01	519	2.59
Chile	673	2.19	528	2.58	1,199	2.34
China	0	0	0	0	0	0
Colombia	286	5.8	371	6.8	657	6.4
Peru		4.75	182	3.88	404	4.31
Uruguay		0	0	0	0	0
<b>Total</b>	<b>1,649</b>	<b>2.82</b>	<b>2,251</b>	<b>4.17</b>	<b>3,898</b>	<b>3.47</b>

\* Data does not consider United States operations.

### Occupational Illness Rate per 100 workers

Country	Women		Men		Total	
	N°	Occupational Illness Rate	N°	Occupational Illness Rate	N°	Occupational Illness Rate
Argentina	3	0.03	64	0.49	67	0.31
Brazil	22	0.22	10	0.1	32	0.16
Chile	21	0.07	12	0.06	33	0.06
China	0	0	0	0	0	0
Colombia	13	0.26	3	0.05	16	0.15
Peru		0	0	0	0	0
Uruguay		0	0	0	0	0
<b>Total</b>	<b>59</b>	<b>0.11</b>	<b>89</b>	<b>0.18</b>	<b>148</b>	<b>0.14</b>

\* Data does not consider United States operations.

<sup>13</sup>.During 2023, no fatalities occurred in any of Cencosud S.A.'s operations.

### Average number of days lost due to accidents

Country	N° of days	Average number of days lost due to accidents		N° of days	Average number of days lost due to accidents	
		N° of days	Average number of days lost due to accidents		N° of days	Average number of days lost due to accidents
Argentina	4,557	17.87	20.85	18,015	22,551	20.17
Brazil	7,078	33.23	36.57	11,190	18,268	35.2
Chile	8,081	12.01	12.72	6,718	14,799	12.34
China	0	0	0	0	0	0
Colombia	1,960	6.85	6.37	2,363	4,324	6.58
Peru	2,009	9.05	6.99	1,273	3,282	8.12
Uruguay	0	0	0	0	0	0
<b>Total</b>	<b>23,685</b>	<b>14.36</b>	<b>17.57</b>	<b>39,559</b>	<b>63,224</b>	<b>16.24</b>

\* Data does not consider United States operations.



# Labor Relations

Cencosud recognizes and respects the fundamental principles and rights of work through dignified, non-discriminatory treatment, under optimal conditions, with a prohibition of child or forced labor and promoting social dialogue, freedom of association, management considerations, and prevention of crimes, among others.



## Freedom of association:

**Cencosud recognizes the right of each employee to organize in the way they deem appropriate, respecting the right to the exercise of individual freedom and in accordance with the current law of each country; no person will be exposed to retaliation for freely exercising this right.**

**The Company privileges agreements with its employees, promoting the best possible result in the acceptance of ideas, purposes or interests that contemplate their development, that of the Company and their valuable contribution to society.**

Employees covered by collective bargaining agreements of all employees in the last fiscal year.

Country	N°	%
Argentina	9,639	45.7%
Brazil	1,125	5.6%
Chile	37,576	77.0%
China	0	0.00%
Colombia	5,361	53.4%
Peru	270	2.7%
Uruguay	0	0.00%
<b>Total Cencosud S.A.</b>	<b>53,971</b>	<b>49.0%</b>

\*Does not include data from the United States.

No strikes were recorded during 2023 in Chile, Argentina, Brazil, Peru, Uruguay and the United States.



## Compensation and Benefits

### Compensations

The Cencosud group is governed by the Regional Compensation Policy, which defines the elements of the Corporate Remuneration Model based on the Global Grading methodology. System (GGS), which provides salary scales defined by the requirements, responsibilities, nature and level of contribution of the position, as well as a comparison with the Company's reference markets. Specialized independent consultants participate in determining remuneration and the management of this process is carried out by internal specialists.

The process to define remuneration in Cencosud allows for internal equity, external competitiveness and ensures the absence of

arbitrary discrimination. Given the objectivity of this methodology, the Company does not establish goals regarding salary equity by gender, however we comply with all the current regulations associated with the subject.

The Compensation Policy establishes that remuneration is defined jointly with the business area to which the employee belongs or will belong, and the People Manager of each business unit.

The Company ensures the base salary based on the minimum wage of each country where it carries out its business, while at the same time it has variable income structures. To prove that employees obtain a remuneration higher than the minimum established in each region, the companies of the Cencosud Group carry out studies and make income modifications based on this information.

### Wage gap<sup>14</sup>

Cencosud and its businesses at the regional level manage their compensation under internationally recognized models of position graduation and definition of income according to salary bands. These models are based on internal equity and market competitiveness, with the main focus being to adequately compensate each employee according to the grade of responsibility and contribution while

recognizing their performance over time.

Each country is aligned with a corporate compensation policy, from which a local guide is prepared to respond to its particularities. There are no goals regarding equity since the strategy responds to compensating according to parameters of the position and not the occupant, so gender is not a factor within the definition.

Post	Average wage gap	Median wage gap
Senior Management	N/A	N/A
Management	98.60%	97.83%
Leadership	98.45%	98.95%
Operator	97.52%	101.45%
sales force	98.97%	97.98%
Administrative	101.41%	98.21%
Assistant	100.25%	100.21%
Other professionals	99.01%	99.20%
Other technicians	98.86%	101.16%
<b>Total Cencosud S.A.</b>	<b>98.43%</b>	<b>100.46%</b>

14. The mean wage gap is the sum of all gross hourly wages of women divided by the number of women over the sum of all gross hourly wages of men divided by the number of men times one hundred, and the median wage gap is the central value of the ordered data of gross hourly wages of women over the central value of the ordered data of gross hourly wages of men per hundred.



## Benefits by country

NCG-461: 5.8.2

The Company promotes a balance between work and personal life for all employees at a regional level, in flexible, collaborative and healthy work spaces. To strengthen the quality of life of employees in each country where the Company is located, special benefits are offered considering their preferences, interests and particular lifestyles.

### Benefits in Chile:

- **Cross Discounts:** Cencosud Group employees enjoy discounts on the Company's different brands. These discounts vary depending on the brand: Jumbo offers 12%, Santa Isabel 10%, Easy 20%, Paris 20% and Farmacia Jumbo offers variable discounts depending on the product. This benefit is available to all Company employees with a permanent contract in Chile.
- **My Time:** Employees of the Central Administration, CD Easy and CD Supermarkets (Administration) are offered the opportunity to enjoy additional days off, extra vacation days during January to November. It starts with an initial load of 2,000 points, and once 15 days of vacation have been used, an additional 3,000 points are loaded. For new hires, points will be charged proportionally to the month of income. In the case of CD Easy, the operation has 3,000 annual points, while 5,000 annual points are assigned for administration.
- **Pet Assistance:** Specialized logistical support is provided for dogs and cats, with the option of semi-annual or annual subscription at a preferential value. Each subscription offers coverage for 2 pets, including vaccinations, hospitalizations, cremation, and a wide network of providers nationwide.
- **Live Your Vacation:** Movie tickets are given to employees who have children between 3 and 15 years old as of July 31 of the current year, and who are registered in the People Soft System .
- **Christmas:** A gift is awarded card to employees with children between 0 and 15 years old as of December 25 and who are registered in the People Soft system . This benefit does not include CDs from department stores and in Paris stores only some specific branches are considered.
- **Good One:** This application provides a new digital experience to balance different dimensions of physical and mental well-being, allowing you to achieve goals together with a virtual coach.
- **Artistic Activity for the Family:** The show "Magical Elves" is offered as a benefit for AACC employees who register to participate in the activity.
- **Parking for Pregnant Women:** Free parking is provided for mothers from 24 weeks of pregnancy until leaving prenatal care, exclusively for the Central Administration.
- **Birth Gift:** A gift is offered to mothers and fathers at the birth of their child, limited to the Central Administration.
- **Social Care:** Guidance and support is offered in situations of social problems, as well as case monitoring, for the entire company.
- **Life Insurance, Funeral Expenses and Disability Insurance:** The payment of life insurance is managed for the death of the employee, his or her immediate family group, or for disability that affects the employee, for the entire Company.
- **Delivery of Social Reports and Social Files:** This benefit allows employees to apply for State or private social benefits, such as disability credentials, study scholarships, among others.
- **Academic Excellence Award:** The outstanding academic performance of employees' children is recognized with a bonus and a Cencosud gift card.
- **Housing Award:** Employees are awarded in two categories: "My First Home" and "Renewing My Home", giving Cencosud gift card for the entire company.
- **Family and ASD Support Talk:** Information from experts on topics such as couple communication, family, older adults and gender violence is disseminated for the entire company.
- **Autism Spectrum Disorder:** Support and information is provided for employees with family members who have ASD, as part of a pilot program.
- **Complementary Health Insurance:** A voluntary benefit is made available to employees and their families that allows



reimbursement of part of the medical expenses not covered by the health system to which they are affiliated, for the entire company.

- **Falp Oncology Insurance:** Coverage is offered in the event of being diagnosed with any type of cancer in the foundation at a preferential value for Cencosud employees, for the entire company.
- **Influenza Vaccine:** Immunization is offered to store and local employees who work in risk sections where they can contract influenza, for the entire company, as well as to the Central Administration
- **Cencosud Smile:** Benefit aimed at employees who require dental implant treatment, for the entire company with annual quotas.

- **Preventive Exams:** Preventive exams are performed such as Prostate Antigen for men over 50 years old, and Mammograms for women over 40 years old.

- **Pharmacy Agreements:** Agreements are established with pharmacies such as Jumbo, Cruz Verde and Salcobrand , offering variable discounts depending on the product.

- **Work Harmony:** Program with different options to promote work harmony, such as a day off in the birthday month, Fridays with reduced hours, unpaid leave, delayed entry and/or hybrid work, only for the Central Administration.

- **Cencosud Contigo and Benefits Fair:** This benefits program offers a network of discounts in various areas such as banks, shops, educational centers, medical centers, beauty and sports.

## Postnatal leave

NCG-461: 5.7

Within the framework of its commitment to the well-being of employees and the promotion of equal opportunities, the guidelines regarding postnatal leave in the countries where it operates are defined considering local regulations.

In Chile, five additional days of rest are also granted to the five legal days for the birth of a son or daughter, aimed at parents and secondary caregivers to promote co-parenting.

Percentage of people who used postnatal leave	2023			
	Women		Men	
	People who used their postnatal leave	Percentage of people who used postnatal care	People who used their postnatal leave	Percentage of people who used postnatal care
ARGENTINA	270	100.00%	262	100.00%
BRAZIL	387	100.00%	178	100.00%
CHILE	1,438	100.00%	11	100.00%
CHINA	2	100.00%	-	0.00%
COLOMBIA	158	100.00%	90	100.00%
PERU	296	100.00%	60	100.00%
URUGUAY	1	100.00%	1	100.00%
USA	125	100.00%	24	100.00%
<b>Total</b>	<b>2,677</b>	<b>100.00%</b>	<b>626</b>	<b>100.00%</b>





## Average days postnatal leave

Average days used	Men		
	Women	Postnatal 5 days	postnatal (6 weeks or less)
Senior Management	-	-	-
Management	84	13	-
Leadership	80	8	14
Operator	76	7	-
Sales force	76	6	42
Administrative	84	8	-
Assistant	77	6	-
Other professionals	85	9	-
Other technicians	84	6	-
<b>Total</b>	<b>77</b>	<b>7</b>	<b>28</b>

Country	Number of days of rest that the company provides, after the birth of a son or daughter, guardianship or adoption greater than what is legally in force
Argentina	0
Brazil	0
Chile	5
China	0
Colombia	8
Perú	30
Uruguay	0
USA	0
Average Cencosud S.A.	5,375

## Respect for Human Rights

Cencosud does not have an explicit policy or specific measures for the prevention of forced labor and child labor. However, the Company's Code of Ethics establishes the promotion of respect for diversity, labor rights, transparency and dignity and equality, guaranteeing fair and equitable treatment to suppliers.

On the other hand, the Company has a declaration on the respect and promotion of human rights, which indicates that "in our operations we will not count, nor will we allow forced and compulsory labor, nor child labor, extending and requesting this commitment as well to our suppliers.

number of hours dedicated to training on human rights policies or procedures and aspects of human rights relevant to operations	26,660
% of employees receiving training on human rights policies or procedures and aspects of human rights relevant to operations	11%



# Community Engagement

Cencosud works to create shared value for its stakeholders, generating a positive impact on the communities of the countries where it operates, through initiatives that promote local development, environmental protection and social well-being.

The Company's community strategy is based on:

**Cencosud has a Community Engagement Policy, which provides the framework for action to build relationships based on participation, trust and respect.**

**Cencosud's community relations model has two guidelines: permanent engagement, and creation of shared value.**

## Maintaining permanent, clear and transparent communication with stakeholders

### Permanent Engagement

Building trustworthy relationships with the communities through permanent communication and dialogue, minimizing the socio-environmental impact.

### Creating Shared Value

Initiatives that are in line with the regional Sustainability Strategy, and can have a positive impact on society.





Initiatives in the community focus on three areas: social well-being; local development and entrepreneurship to strengthen the value chain; and promotion of an environmental culture.

Type of initiative / Country	Social well-being (Health, Nutrition, Quality of Life)	Value Chain (Local Development, Entrepreneurship)	Enviromental culture	Total
Argentina	38.3	22.3	5,293.1	5,353.8
Brazil	42.0	-	-	42.0
Chile	1,725.7	100.0	-	1,825.7
Colombia	6.7	-	-	6.7
Peru	8.9	-	12.6	21.5
USA	212.9	-	-	212.9
Total by type of contribution	2,034.5	122.3	5,305.7	7,462.6

## “Food Rescue” Program

Cencosud Supermarkets, through its regional “Food Rescue” program during 2023, rescued more than 1,800 tons of food in five of the countries in which it operates.

The initiative provides free products suitable for consumption to various civil society organizations that are removed from sale in supermarkets and thus avoid their waste.

Food Rescue (Ton)	2022	2023	VAR Previous Year
Argentina	945	596	-37%
Brazil	171	251	46%
Chile	372	347	-7%
Colombia	164	125	-24%
Peru	498	514	3%
<b>Total</b>	<b>2,151</b>	<b>1,833</b>	<b>-15%</b>



# 5 Product





# Product

## Private Labels

### Private Label Development Plan

The mission of Cencosud's Regional Commercial Area is to explore and develop synergies and regional commercial opportunities between the different business units and countries in which the Company operates, impacting today all retail businesses in the region. The strategy to develop these synergies has been converging between the design, development and construction of a robust portfolio of Private Labels, the development of long-term relationships with world-class international suppliers and factories that facilitate the choice of the best specialized global sourcing for each product, and the relationship and planning with national suppliers in the different geographies of Cencosud. All of the above has allowed the development of its Private Labels, offering innovation, quality and a robust and sustainable commercial proposal to clients and business units.

During 2023, the Regional Commercial area advanced from having an advisory role to the Business Units to becoming a commercial partner of some of them, assuming greater powers and risks and sharing the results obtained from the commercialization of Private Label products. In this new role, the possibility of offering services to third parties and exploring alternative business models opens up.

In this way, the Regional Commercial area, to which the Private Labels Team belongs, adopts an strategic and proactive approach, moving towards the development and positioning of Cencosud's Private Labels, emphasizing regionalization, profitability and transparency in commercial operations .

### Private Labels during 2023

The Company has a solid Private Label development strategy, which has achieved results in terms of sales growth, market share and customer loyalty. In 2023, Private Label products reached a penetration of 15.8% of total annual sales.

During the last quarter of 2023, the penetration of Private Labels was as follows:

#### Private Label Penetration 2023

- Private Label Penetration 2023: 15.5%
- Penetration of Private Labels Food 2023: 10.4%

### Evolution Analysis 2023

*NCG-461: 6.1,6.1i*

In line with the objective of promoting the regional Private Label strategy, Cencosud began commercial exchange of these products between the countries in which it operates.

During the year, marketing of "The Fresh Market" brand products began in different countries where Cencosud operates, which is part of the commercial synergies contemplated at the time of the acquisition of the The Fresh Market supermarket chain. This new Private Label adds value to the Company's operations in Latin America, being a differentiating factor for the product assortment.

The Cuisine&Co brand continues to develop its portfolio of products with greater added value and differentiation, where its hallmark is quality,



which is confirmed in the certifications it has, an aspect that has contributed to boosting its growth.

On the other hand, the strategy of promoting categories with greater added value and expanding differentiation through "Ready to" products (products ready to be used immediately according to their specific purpose or function) and "Free of" (products that lack certain ingredients that may be, for example, allergens or less healthy), generated a growth in sales of 36.2% compared to previous year.

Regarding Non-Food category, the launch of the first premium line of kitchenware and grill stands out: La Hacienda, in Chile and Peru. This is the first Non Food brand that was born with its own replacement model.

The Company achieved relevant milestones in both Food and Non-Food categories. In 2023, Food categories in Latin America for the first time reach sales over US\$ 1 billion in a single year, averaging double-digit penetration in the same period. On the other hand, the Non-Food categories, despite experiencing a challenging year, increased their gross margin, closing the year with an inventory reduction of 23%.

## Milestones 2023

- Private Labels *Food* category in Latam exceeds US\$ 1 billion in sales and achieves double-digit participation at the regional level.
- Private Labels Non Food category launches its first premium line of kitchenware and grill: La Hacienda in Chile and Peru.
- Cuisine&Co obtains first place in the total 2023 ranking of the Best Branding Awards and enters the top 10 most important brands in Chile.



## Customer Experience: fluid, personalized and close

NCG-467: 6.2.iv

Generating memorable experiences is Cencosud's driving force, and it is in this context that the Company gives great importance to the management and satisfaction of relationships with its clients, seeking to understand their opinions, concerns, evaluations and needs, since they are key to defining sales strategies, product selection, brand attributes and service quality standards. The Company has defined a series of principles and commitments that are periodically measured through its studies:

Cencosud Customer Satisfaction principles and commitments:

- **Service:** kindness and enthusiasm in the attention, guidance and relationship with customers throughout their purchasing experience.
- **Location:** being close is a challenge that the Company has set itself; it is essential to create memorable experiences.
- **Assortment and variety:** that customers

always find on shelves a wide range of products available and with a variety of categories, labels and characteristics.

- **Quality:** quality is undoubtedly a guiding principle for Cencosud, especially for Supermarkets, where the importance of permanently ensuring the correct process of selection, handling and maintenance of food stands out, in order to have an offer of fresh products with good quality, in flavor and origin.
- **Price:** The Company seeks to ensure its purchase prices are reasonable, thus providing freedom of choice for customers, taking care of their interests and, therefore, establishing fair and balanced relationships with them.
- **Environment:** we work to ensure that the premises are comfortable, clean, tidy and well air-conditioned, understanding that they are a reflection of the being and doing of Cencosud, and that good management



and administration of these is essential to promote satisfactory shopping experiences.

During 2023, progress was been made in:

- Creation of the Regional Customer Committee in all the countries where Cencosud operates
- Consolidation of the Home Delivery Satisfaction (HDS) indicator and Regional Bimonthly Committee
- Employee Satisfaction Measurement (ESAT) and Employee Experience
- Service Promise Training Capsules
- CX Talks / Customer Service Certification Service Design
- CRM Implementation in Supermarkets Chile (Microsoft Dynamics)
- Definition of satisfaction goals associated with the CSAT (Customer Satisfaction Score) for the entire region
- The incorporation of the topic “Cencosud Service” in the monthly On Boarding for all new employees of Central Administration in Chile.
- The regional experience measurement of the Jumbo Prime program
- Cencosud Shopping value proposition

**Customer concentration:** There are no clients that alone account for 10% of total income.

## Sustainable supply chain management

Cencosud maintains relationships with its suppliers based on trust, mutual respect and transparency, promoting the growth of both parties and promoting economic development. Cencosud's value chain management is supported by high quality standards. Likewise, good social, labor and environmental practices are implemented, promoting regulatory compliance in each of the countries where the Company operates. The main guideline is the Supplier Declaration, based on four commitments:

### Commitments

#### Regulatory compliance

Suppliers must comply in good faith with all current laws and regulations applicable to the work, service, product or goods to be delivered.

#### Human rights

Suppliers respect and adhere to fundamental Human Rights. Any form of labor that has been contracted illegally or that may be considered

analogous to slavery, forced labor or child labor is prohibited, either directly or indirectly, through its suppliers of products and services.

#### Labor conditions

Suppliers are committed to providing a safe environment for their workers, being proactive in managing a safe and healthy work environment, guaranteeing working conditions aligned with regulations on remuneration, working hours and subcontracting, thus preventing hostile or offensive situations to the people, such as workplace, physical or psychological harassment.

#### Good environmental practices

Suppliers seek to minimize the impact that their operations may have on the environment in terms of climate change and responsible waste management, as well as other initiatives relevant to their industry.

Based on these commitments, and in order to carry out valuable commercial relationships for all links in the supply chain, Cencosud has



a management system that seeks to ensure that all of the Company's suppliers are governed by high standards of quality and integrity. This management system consist of:



**Corporate Leadership**

- Procurement Management
- Supplier Management



**Purchasing policy**

Responsibility of buyers and business units, with emphasis on the agility and efficiency of commercial agreements.

**New Business Portal (for suppliers)**

Platform to facilitate the registration of suppliers in the Company's businesses.

**B2B Business Portal**

Supplier service platform to facilitate tracking of payment documents.

**Supplier commitments**

Value chain supported by relationships of trust and committed to sustainable development.

To guarantee fair and equitable treatment to suppliers, the Company has declared the guidelines that frame this link in Cencosud Code of Ethics, which also applies to this stakeholders.

The suppliers that are integrated into Cencosud value chain comply with the requested standards and declare that they are committed to implementing policies, procedures and practices that seek to balance the economic, social and environmental aspects in their relationship with workers, suppliers, clients, shareholders and community. Therefore, the Company does not carry out operations or have contracts with suppliers that represent a risk of cases with child labor or forced or compulsory labor.

Although there is no certification program for suppliers, by signing the commercial contract with Cencosud, all suppliers are responsible for compliance with the following requirements:

- Strictly comply with all laws, rules, regulations and guidelines of the country in which they operate, especially the rules regarding labor obligations, social security and the environment.

- Not having workers hired illegally and commit not to use practices analogous to slavery. Likewise, they undertake not to use child labor, in accordance with applicable legislation (either directly or indirectly through their product and service suppliers); not to use discriminatory and restrictive practices regarding access to employment or its maintenance, based on gender, ethnicity, physical condition, religion or belief, marital status, disability, sexual orientation, gender identity, age, ideology or political opinion, family situation or pregnancy status.

- Respect freedom of association, the right to collective bargaining, as well as the participation of workers in unions.

- Comply with the regulations applicable to health, safety and the environment, providing a safe and healthy environment for its workers.

- Commit to protecting and preserving the environment, constantly incorporating improvements that reinforce its care, all in compliance with applicable environmental laws.





To verify compliance with these requirements, internal and external audits are carried out. If a supplier does not meet the required standards, an improvement plan is delivered and the progress that will present its implementation. Environmental issues are raised within the quality audit process; however, these are not a selection filter.

### Animal welfare






Cencosud Supermarkets has a Declaration on Animal Welfare at the regional level, which focuses on good livestock practices and the commitment to raising long-term awareness.

In this way, the Company, together with its suppliers, offers a variety of products with sustainable attributes to its customers, through a supply that responds to health, safety, ethical and environmental needs associated with the origin of the product.

## Supplier payment policies

NCG-461: 7.1

### Payment Policies by country:

Country:	Payment Policies
<b>Argentina</b> 	Payments are made weekly through the issuance of electronic checks (common and/or deferred, depending on the expiration date of the document to be paid) and/or bank transfers. The maturities of the obligations are determined by adding the days corresponding to the payment condition agreed upon with the supplier, the date of receipt of the goods, or the date of provision of the services, and then adjusting them to the expiration calendar of the business units.
<b>Brazil</b> 	There is a "Non-Resale Supplier Payment Policy", which aims to define rules and guidelines regarding payment conditions to Non-Resale Suppliers.
<b>Chile</b> 	Payment is made to each supplier in accordance to the legal framework.
<b>Colombia</b> 	Payments are made biweekly by bank transfer. The expiration dates of the obligations are determined by adding the days corresponding to the payment condition agreed upon with the supplier, the date of receipt of the goods, in the case of commercial suppliers, and the date of issue of the invoice for the provision of services. Then, these days are adjusted to the expiration calendar published on the suppliers' website.
<b>Peru</b> 	Mass payment to suppliers is made once a week. The due date of the invoice is calculated from the moment the supplier registers it in the supplier portal plus the sum of the deadline established for payment.

## Goal for payment of suppliers:

In the case of Brazil, a maximum of 74 days have been established to make payment to suppliers, while in Argentina and Colombia the period is 25 and 45 days, respectively, for MSME suppliers. In Peru and Chile, the period is 30 days, except for the exceptions permitted by law.



## Payment indicators

### Up to 30 days

Country	N° of invoices paid	Total amount (CLP)	Total amount of interest for late payment of bills	N° of suppliers	Number of agreements registered in Registries of Agreements with Exceptional Term of Pay
Argentina	1,093,614	1,197,243,884,833	0	3,935	0
Brazil	2,050,918	980.530.423.585	0	4,767	0
Chile	5,192,307	6,121,853,344,880	0	5,669	63
Colombia	1,291,811	1,174,689,192,056	0	2,432	0
Peru	926,859	1,050,761,001,040	0	2,107	0
Uruguay	587	3,504,517,905	0	50	0
<b>Total</b>	<b>10,556,096</b>	<b>10,528,582,364,299</b>	<b>0</b>	<b>18,960</b>	<b>63</b>

### Between 31 and 60 days

Country	N° of invoices paid	Total amount (CLP)	Total amount of interest for late payment of bills	N° of suppliers	Number of agreements registered in Registries of Agreements with Exceptional Term of Pay
Argentina	555,285	548.472.024.303	0	702	0
Brazil	809,373	236,967,314,036	0	1973	0
Chile	2.560162	2,937,143,979,390	0	539	292
Colombia	810,662	542.528.216.305	0	856	0
Peru	430,832	413,809,336,466	0	534	0
Uruguay	0	0	0	0	0
<b>Total</b>	<b>6,166,314</b>	<b>4,678,920,870,501</b>	<b>0</b>	<b>4,604</b>	<b>292</b>



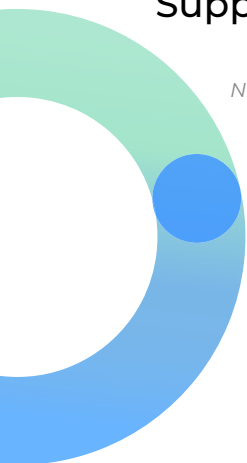
### More than 60 days

Country	N° of invoices paid	Total amount (CLP)	Total amount of interest for late payment of bills	N° of suppliers	Number of agreements registered in Registries of Agreements with Exceptional Term of Pay
Argentina	333,898	369,436,990,650	0	1,185	0
Brazil	26,401	23,562,471,362	0	3335	0
Chile	604,446	1,166,480,787,249	0	1,009	234
Colombia	328,951	380,033,100,693	0	477	0
Peru	290,219	512,481,654,695	0	835	0
Uruguay	10	5,649,191	0	2	0
<b>Total</b>	<b>1,583,925</b>	<b>2,452,000,653,839</b>	<b>0</b>	<b>3,843</b>	<b>234</b>

## Supplier Concentration

NCG-461: 6.2.iii

No supplier represents 10% or more of the Company's expenses.





## Subcontracting policies

NCG-461: 7.1, 5.9

### Country: Subcontracting policies

#### Argentina



For subcontracting, an offer letter is used in which, as a summary, the following points stand out:

- Obligation to prove compliance with labor laws.
- Procedure for accreditation of external personnel according to hygiene and safety requirements at work for those who provide the service within any of the Company's establishments.
- Clause and annex on obligation of confidentiality.
- Clause with provisions on intellectual property.
- Clause of obligation to comply with the Code of Ethics.
- Clause with provisions on protection of personal data.

#### Brazil



The service contract minutes adopted in Cencosud Brazil are followed, where all the requested issues are contemplated, such as confidentiality, regulatory compliance, in addition to detailing the compensation to be considered in the event of damage to the Company. Along these lines, the supplier is required to observe and strictly comply with all obligations established by labor, social security and tax regulations.

#### Chile



Regarding contracts with third parties, Cencosud establishes some of the following guidelines:

- The providing company may, directly or through third parties, develop the activities contemplated in the services. In these cases, the company must request written authorization from Cencosud, indicating in its request all the information about the third party and the services they propose to provide. Cencosud will have a period of fifteen days to respond to the request, and may require additional background information from the company.
- If Cencosud authorizes the hiring of third parties, the parties expressly agree that the company must strictly comply with all the obligations imposed by said contracts, which must contain all the stipulations, safeguards and controls requested by the Company.
- With respect to Cencosud, the Company shall remain obligated and liable for all actions of the third parties it designates.

### Country: Subcontracting policies

#### Colombia



Any supplier that provides a service to Cencosud must guarantee that it complies with labor and social security regulations, which is established in the contract. On the other hand, the labor autonomy between the supplier's staff and the Company is expressly indicated, that the supplier must assume all responsibility towards its own employees, complying with the obligations established by labor, tax and social security legislation. In addition to the above, the supplier is usually required to establish an insurance policy for the payment of salaries and social benefits for a period equal to the validity of the contract and 36 more months.

Cencosud has not published a contracting policy or formal guidelines, however, it has protection clauses for service and work contracts:

- Services and supplies: outsourcing is not permitted unless expressly approved by Cencosud.

#### Peru



- Execution of work: it is allowed by specialty topics.

- Standards required of contracting companies:

- Standard clause in service contract: "The supplier has been hired based on his professional suitability for the execution of the services. The provider will provide the services personally, and will not be able to assign its contractual position or subcontract third parties to execute the services in whole or in part, unless previously authorized by Cencosud, expressly and in writing.

- Standard condition in construction contracts: "A percentage of the payment of each valuation is retained as a guarantee fund, which is used in case the work has to be completed with a different supplier (for example, due to failures, etc.) or in case of insolvency (for example, has not been able to pay its subcontractors)".



# Trademarks, Patents and Insurance

*NCG-461: 6.2.vi, 6.2.vii*

The Cencosud Group maintains a series of trademarks registered and in the process of registration in Chile, Argentina, Colombia, Brazil and Peru, among which the following stand out: Jumbo, Easy, Santa Isabel, Cencopay, Disco, Vea, Paris, Cencosud Card, Wong, Metro, GBarbosa, Prezunic, Bretas, Sky Costanera, Spid, The Fresh Market, among others. In addition, Private Labels continues to be developed such as Krea, URB, Alpes Outdoor, Roots, Alaniz Home, Alaniz, Attimo, Green Field, Opposite, Tribu,

Aussie, Mini Tribu, Nex, Foster, JJO, Umbrale, Pets Fun, Beef Maker and Cuisine & Co., which have had great success in the market. Cencosud has signed licensing contracts with recognized international brands, such as American Eagle, Aerie and Women'Secret. The Company has duly registered - or in the process of registration - in the different organizations competent in the matter, in each of the countries where it operates, the necessary trademarks for its operations.





# 6 Planet





# Planet

## Cencosud Commitment to Climate Change

The strategic view of Cencosud's Environmental Management is formalized in its Integrated Environmental Management and Energy Efficiency Policy, which establishes the framework to review, measure and manage environmental and energy aspects and impacts, as well as to prevent pollution in its operations of premises, stores and distribution centers.

To this end, Cencosud undertakes to:

- Comply with legal and other environmental and energy requirements.
- Define environmental and energy objectives and goals based on management systems, guaranteeing the availability of the information and resources necessary to achieve the established objectives and goals.
- Reduce greenhouse gas emissions in its operations by identifying, evaluating and

managing environmental impacts, with the objective of protecting biodiversity and ecosystems, thus mitigating Climate Change.

- Promote energy efficiency in operations, in the acquisition of products and services and in energy-using activities (project design for facilities, equipment and processes), ensuring continuous improvement of energy performance and the energy management system.
- Adopt sustainable waste and water resources management, prioritizing the circular economy.
- Educate employees in environmental management and energy efficiency to advance in the offer of products and services with sustainable attributes for clients.

The Company is aware of the challenge of proactively managing the risks and

opportunities related to climate change, considering the dynamic context, both economically and environmentally.

Cencosud has a governance structure, both at the Board and managerial level, that considers internal reporting and supervision processes of the Company's performance in both financial and non-financial areas, which allows for rapid incorporation of relevant matters, including sustainability and climate change issues.

In terms of Risk Management, Cencosud has implemented risk assessment and management methodologies, as well as mitigation strategies and control mechanisms and monitoring and follow-up indicators, incorporating climate change risk into its risk matrix.





## Strategic Planning against Climate Change

Cencosud, committed to facing the challenge of climate change, recognizes the urgency of acting immediately and understands that the key is to bring together efforts from all sectors and people, with the objective of complying with the Paris Agreement, limiting global warming to 1.5 degrees Celsius above pre-industrial levels.

Following the guidance of climate change experts, international agreements and the commitments established in the Nationally Determined Contributions (NDC) that lead to the decarbonization of the countries where we operate by 2050, as part of the Company's Sustainability Strategy, and as part of the Integrated Environmental Management and Energy Efficiency Policy, has focused on the following aspects during 2023:

- Regional Quantification Plan for Greenhouse Gas emissions.
- Plan to address the Company's new long-term climate change strategy, together with

experts in the field.

- Energy Efficiency Plan.
- Comprehensive waste management plan for the operation.

The strategic plan has been implemented seeking to improve and standardize the measurement of the Company's environmental impacts under international standards, such as the GHG Protocol and ISO 14064:2018.

### Main management initiatives against climate change

In 2023, Cencosud has developed the following actions linked to the management of Climate Change in order to manage greenhouse gas emissions, among the main initiatives are:

- **Carbon footprint:** Since 2019, the carbon footprint has been quantified in the countries where we operate, including Argentina, Brazil, Chile, Colombia and Peru. And in 2023, the data worked on in previous years was taken

as a basis, to categorize it, systematize it, and automate it under the GHG protocol and ISO 14064:2018.

- **Development of a long-term climate change strategy:** Identification of key areas for improvement and progress in the development of a long-term Climate Change strategy aligned with the Net Zero commitments of the countries where we operate.
- **Green gas refrigeration:** Since 2017, green refrigeration systems have been implemented in 14 supermarkets. This measure not only reduces refrigerant gas emissions, but also promotes the adoption of more efficient technologies.
- **Energy efficiency:** The energy efficiency of the premises continues to be improved by replacing refrigeration equipment with more efficient models equipped with doors on the refrigerators. In addition, energy consumption telemetry and centralized control for lighting and air conditioning have been implemented. Currently, 62% of

the premises have LED lighting.

- **Renewable energy:** In Brazil and Chile, the supply of non-conventional renewable energy is being incorporated into the operations of the facilities, reaching a significant percentage between both countries. In addition, the design and implementation of photovoltaic panels is being carried out, with projects starting in 2023 at two locations in Chile.
- **Comprehensive waste management:** During 2023, 31% of the waste generated in Cencosud operations was recycled, demonstrating a commitment to reducing waste and maximizing the use of resources.
- **Food waste prevention:** Supermarkets have a Food Loss and Waste Declaration and a food rescue program that managed to rescue 1,833 tons regionally in 2023.

Cencosud is working to measure emissions throughout the value chain (scope 3), assuming leadership in mitigation and adaptation to climate change.





# Emissions

EMISSIONS	Unit	2020	2021	2022	2023	% variation reduction
Scope 1 - Direct Emissions	TonCO <sub>2</sub> eq	607,054	760,632	633,628	559,947	-12%
Scope 2 - Indirect Emissions	TonCO <sub>2</sub> eq	331,490	277,238	185,878	167,717	-10%
Scope 3 - Other Indirect Emissions	TonCO <sub>2</sub> eq	102,318	87,439	88,085	95,338	8%
Total Emissions (Scope 1, 2 and 3)	TonCO <sub>2</sub> eq	1,040,862	1,125,309	907,590	823,002	-9%
Relative total emissions	TonCO <sub>2</sub> eq/sqm	0.266	0.306	0.252	0.216	-14%

NOTE:  
Variations/reductions in emissions are presented in Scope 2, which are partly due to the update of the emission factors for electricity according to the official data of each country and according to the corresponding year.

ATMOSPHERIC EMISSIONS FROM REFRIGERATION*	Unit	2020	2021	2022	2023	% variation reduction
Gross global scope 1 emissions from refrigerants	TonCO <sub>2</sub> eq	573,988	734,601	592,174	522,566	-12%
Refrigerants consumed with zero ozone depletion potential	%	0.61	1.23	0.532	1.38	-0.8525 p.p

NOTE:

- [1] Scope 1 Direct Emissions: Emissions produced by consumption of Fuels used in Fixed Sources such as Generating Sets, Furnaces and Boilers are considered; fuels used in mobile sources in Argentina, Brazil and Peru and Emissions produced by consumption of Refrigerant Gases used in Food Refrigeration and/or Air Conditioning.
- [2] Scope 2 Indirect Emissions: Emissions produced by consumption of electrical energy are considered.
- [3] Other indirect emissions of Scope 3: Emissions produced by the disposal and treatment of waste and produced by the supply of drinking water are considered.
- [4] 100% coverage is considered for facilities directly managed by Cencosud.



## Energy management

Cencosud is committed to advancing efficient and responsible management of energy use in its operations, seeking to increase energy efficiency in its different facilities through:

- Increased coverage of LED luminaires
- Energy supply from non-conventional renewable sources
- Replacement of infrastructure and efficient equipment
- Telemetry and centralized equipment control
- Replacement of technologies to ecological refrigerants

### **Main energy efficiency initiatives 2023:**

- **Advancement of the implementation of LED luminaires**

The Company continues to advance in the

implementation of LED lighting in its various facilities at the regional level, reaching 62% of stores and premises with LED lighting throughout Latin America by December 31, 2023, an increase of 6 percentage points compared to the previous year 2022. Likewise, all new premises and stores are being built with 100% LED lighting.

- **Energy supply from non-conventional renewable sources (NCRE)**

Cencosud has incorporated the supply of electricity from Non-Conventional Renewable Energy (NCRE) sources, allowing for a reduction in greenhouse gas emissions and their associated environmental impact. Along these lines, progress is being made in the purchase of energy from non-conventional renewable sources in Brazil and Chile, reaching 41% coverage at the regional level.

In Brazil, NCRE purchase coverage increases, obtaining coverage of 83% by 2023, an increase of 9 percentage points compared to the coverage in 2022. In the case of Chile, during 2023 the consumption of electrical energy from renewable sources corresponds to 65%.

- **Progress in the implementation of the energy management system**

In line with all of the above, Cencosud Chile has implemented an Energy Management System, which aims to improve energy efficiency, reduce energy consumption, contribute to the mitigation of climate change and comply with the Energy Efficiency Law in the country. This System is under the international standard ISO 50001:2018.





## Energy consumption

ENERGY CONSUMPTION	Unit	2020	2021	2022	2023	% Variation
Non-renewable fuel consumption	MWh	162,525	127,632	205,035	186,250	-9%
Non-renewable electrical energy consumption	MWh	1,135,043	954,792	798,621	723,579	-9%
Electrical energy consumption from purchases of renewable sources	MWh	0	184,000	303,618	470,323	55%
Total non-renewable energy consumption	MWh	1,297,568	1,082,424	1,003,655	909,829	-9%
Total renewable energy consumption	MWh	0	184,000	303,618	470,323	55%
Total energy consumption	MWh	1,297,568	1,266,424	1,307,273	1,380,152	6%
Percentage of renewable energy	%	0%	15%	23%	34%	11%
Energy intensity ratio of the organization Surface	MWh/sqm	0.33	0.37	0.37	0.35	-5%

### NOTE:

- Brazilian fuel consumption of LPG and Natural Gas is not included
- Considers consumption of electrical energy and fuels corresponding to natural gas, diesel, gasoline and LPG.
- 100% coverage is considered for facilities directly managed by Cencosud

# Circular Economy Management

## Operation Waste Management

The Company is committed to the efficient and responsible management of waste generated at the different facilities, managing waste appropriately and efficiently, thus increasing its recovery.

WASTE GENERATED	Unit	2020	2021	2022	2023	% variation previous year
Total waste generated	Ton	276,687	264,836	254,467	272,078	7%
Waste not intended for disposal - Recycling	Ton	62,764	87,111	76,765	86,797	13%
Waste intended for disposal - Sanitary Landfill	Ton	213,923	177,725	177,702	185,285	4%
% of recycled waste	%	23%	33%	30%	32%	2pp
Waste generation intensity ratio	Ton/sqm	0.072	0.063	0.068	0.071	4%

### NOTE:

- 100% coverage is considered for facilities directly managed by Cencosud



WASTE GENERATED BY TYPE (in TON)	Method	Unit	2020	2021	2022	2023	% variation previous year
Cardboards and Papers	Recycling	Ton	53,923	60,745	54,473	59,638	9%
Plastics	Recycling	Ton	5,672	4,040	3,591	5,247	46%
Glass	Recycling	Ton	128	108	34	320	841%
Metals	Recycling	Ton	597	639	667	1,147	72%
Edible oils	Recycling	Ton	844	926	838	776	-7%
Tetra pack	Recycling	Ton	176	544	-	-	-
Wood	Recycling	Ton	846	2,934	3,546	3,326	-6%
Organic waste	Recycling	Ton	578	17,175	13,615	16,339	20%
Sludge waste from degreasing chambers	Final disposition	Ton	8,978	10,311	8,615	10,655	20%
Waste comparable to household waste	Final disposition	Ton	204,906	167,360	169,033	173,342	3%
Hazardous waste	Final disposition	Ton	39	29	7	76	985%
Bulky Waste	Final disposition	Ton	0	0	31	1,200	-
Waste Electrical and Electronic Devices	Final disposition	Ton	-	25	15	13	-14%
<b>Total waste generated</b>		<b>Ton</b>	<b>276,687</b>	<b>264,836</b>	<b>254,467</b>	<b>272,078</b>	<b>7%</b>

### Food Waste Management

The Cencosud Group Supermarkets are committed to the challenge of avoiding and reducing food loss and waste, through socially and environmentally responsible management. The Food Rescue Program allowed 1,833 tons to be rescued in the region in 2023.

COUNTRY	2022 (Ton)	2023 (Ton)	% VAR PREVIOUS YEAR
Argentina	945	596	-37%
Brazil	171	251	46%
Chile	372	347	-7%
Colombia	164	125	-24%
Peru	498	514	3%
<b>TOTAL</b>	<b>2,151</b>	<b>1,833</b>	<b>-15%</b>



## Lines of action of the Declaration on food loss and waste

### 1. Business Efficiencies:

The company is committed to permanently promoting improvements in the estimation of product demand, in order to acquire only what is necessary and reduce losses. The aim is to improve logistics processes to extend the availability of products for customers, prioritizing the search for local and regional productions to promote more efficient transportation. A responsible approach to the care and proper handling of food is maintained throughout the entire supply chain.

### 2. Food Delivery Management:

The company proactively manages the delivery of products suitable for human consumption, promoting processes and establishing sustainable alliances to ensure that these products reach those who need them most in a socially responsible manner. We work in coordination with organizations that allow us to reach the most vulnerable groups in society.

### 3. Responsible Final Disposal:

The company continues to develop processes and establish alliances to manage the final disposal of products in a conscious and responsible manner from an environmental perspective. We actively seek to reduce waste and prevent products from ending up in landfills, promoting more sustainable alternatives.

### 4. Promotion of Responsible Consumption:

The company promotes responsible consumption through customer awareness. Information and guidance is offered both at the time of purchase and in the handling and conservation of food in homes, in order to minimize organic waste and promote more sustainable habits.

### Sustainable Packaging

During 2023 and within the framework of the Planet pillar of the Company's Sustainability Strategy, Supermercados Cencosud continued working on the "Responsible Packaging Plan", coordinating the initiatives associated with containers and packaging. With the above, continuity is given to the traceability and systematization of information for decision making.



# Water Management

Water efficiency is vital in Cencosud's operations, even more so in the context of shortages that exist in some areas of South America. That is why the Company incorporated this topic as a driver of the Planet pillar of the Company's sustainability strategy.

Cencosud's operations use drinking water supplied by the public network for human consumption, both for clients and employees, and for cleaning workplaces, treated as liquid waste appropriately according to the regulations of each country where it operates.

DRINKING WATER CONSUMPTION	Unit	2020	2021	2022	2023	% variation reduction
Municipal Water Consumption in water stress areas	m <sup>3</sup>	992,980	993,425	963,574	937,702	-3%
Total Municipal Water Consumption	m <sup>3</sup>	3,956,305	4,359,009	4,702,538	7,637,694	62%
Freshwater extraction intensity: Surface	m <sup>3</sup> /m <sup>2</sup>	1.03	1.13	1.14	1.99	74%

### NOTES:

- Zones of water stress are considered to be those with high and very high baseline water stress according to the WRI Aqueduct Tool . The following regions of Chile were considered in the calculation of areas with water stress: Antofagasta, Atacama, Coquimbo, Valparaíso, Tarapacá, Libertador Bernardo O'Higgins, Metropolitan Region, Maule, Arica and Parinacota.
- 100% coverage is considered for facilities directly managed by Cencosud.
- The increase in water consumption in 2023 is mainly due to an increase in data coverage for Argentina.

# Regulatory compliance

In 2022, Cencosud established the position of Environmental Compliance Officer to start a Regional Compliance Program. Currently, said Compliance Officer, together with the Investor Relations and Sustainability Management, is in charge and responsible for supervising regulatory compliance, identifying risks and opportunities and proposing continuous improvement plans in environmental matters.

During 2023, the Chilean Environmental Superintendence issued 3 fines to Cencosud Retail SA, for a total amount of 198.3 UTA. Cencosud Retail executed 1 compliance program that was approved by the Chilean Environmental Superintendence. The results of the compliance programs were presented to the respective authority for approval.





# 7 Reasoned Analysis





# Reasoned Analysis

NCG-461: 6.2, 6.2.i, 6.2.ii

Cencosud reported revenue growth in 2023 of 6.6% year-on-year, reaching US\$18,105 million<sup>15</sup>. The above is largely attributed to the resilience of the supermarket business, which grew by 10.6% at the regional level compared to 2022. This growth occurs in a context of slowing food inflation, which accentuated strongly in the second half of the year in an environment of lower general consumption, affecting to a greater extent the more discretionary businesses such as Department Stores and Home Improvement. In turn, Shopping Centers had an increase in income of 13.9% compared to 2022, reflecting a higher occupancy rate, the placement of more than 14,000 sqm and a normalization of traffic in stores.

Meanwhile, the number of sales tickets experienced an increase of 8.9% compared to 2022, exceeding

670 million tickets in the year. Despite the challenging macroeconomic scenario and the high comparison base, during 2023 the Company managed to achieve 95% compliance in revenue and 91% in Adjusted EBITDA of Guidance 2023, demonstrating effective management in a high volatility environment.

During 2023, the Company continued to develop its value proposition through the physical channel, opening 44 stores in 5 countries, increasing the selling area to around 28,000 sqm along with the remodeling of 184 Retail stores and the inauguration of the new shopping center in La Molina, Peru. In parallel, the online channel continued to be strengthened where the Prime subscription program consolidated its presence in 5 countries, increasing the total number of subscribers by 59% compared to the previous year. Likewise, strategic alliances were made with leaders in the last milers industry such as

Uber Eats and Door Dash in the United States and iFood in Brazil with the aim of continuing to strengthen the online channel.

The Company's profitability remained resilient in 2023 by obtaining an Adjusted EBITDA margin of 10.7% in a challenging economic context. This reflects Cencosud's ability to generate efficiencies in its different businesses through its digital initiatives such as the Shared Services Center (CSC), the automation of RPA processes, the multiple technological and digital developments such as the Mi Local app along with the format changes in stores, adapting the operation to the context and needs of each country. Innovation, as a fundamental pillar of the company, making great progress during the year in different initiatives such as the start of operations of Cencosud Media in Brazil, thus extending its presence to 5 countries in the region, added to the launch of CencoPay both in Chile and

Argentina. These initiatives have an attractive roadmap in the coming years which will allow us to contribute and provide a better experience to customers.

The strengthening of the regional Private Label model has significantly improved the value proposition for customers, having a positive impact on Cencosud's profitability through a portfolio of brands with greater added value such as La Hacienda, a premium household and grill brand. During the year 2023, this progress was evidenced in a record annual sales of Private Label products, reaching US\$2.5 billion, with a sales penetration of 15.5%, where the Food category reached sales per US \$1 billion in Latin America.

Cuisine&Co stood out again, achieving revenues 26.9% higher than those achieved in 2022, thus exceeding US\$600 million annually. In addition, it was recognized in the Best New

15. Figures exclude adjustment for hyperinflation in Argentina.





Brand category at the Best Branding Awards Chile 2023 and was positioned in the Total Brands 2023 ranking as one of the 10 most valid brands in Chile.

Excluding the adjustments of hyperinflation in Argentina (NIC 29), the Company's Net Profit had an increase of 20.2% compared to the end of 2022, partially explained by a less negative non-operating result, which had an annual decrease of 10.9%, being favored by a lower impact of inflation associated with debt denominated in UF and a reduction in deferred taxes, added to a positive effect on the payment of taxes in 2023 as a result of deferred taxes.

The complete Financial Statements, the reasoned analysis and Essential Facts of the Company are available at the following links:  
<https://www.cencosud.com/y>

<https://www.cmfchile.cl/institucional/mercados/entidad.php?mercado=V&ru-t=93834000&grupo=&tipoentidad=RVE-MI&row=AAAwY2ACTAAABYwAAO&vig=VI&control=svs&pestanía=3>

	2023	2022	% vs 2022	
<b>INCOME</b>	<b>CLP MM</b>	<b>CLP MM</b>	<b>Δ %</b>	<b>ML Δ %</b>
Chile	6,897,774	6,900,570	0.00%	0.00%
Argentina	2,940,780	2,777,692	5.90%	142.90%
USA	1,695,296	949,962	78.50%	95.10%
Brazil	1,685,367	1,562,981	7.80%	8.60%
Peru	1,137,622	1,134,956	0.20%	1.70%
Colombia	873,543	957,336	-8.80%	-4.50%
<b>Total</b>	<b>15,230,381</b>	<b>14,283,499</b>	<b>6.60%</b>	<b>AT</b>

	2023	2022	% vs 2022	
<b>ADJUSTED EBITDA</b>	<b>CLP MM</b>	<b>CLP Mn</b>	<b>Δ %</b>	<b>ML Δ %</b>
Chile	752,955	866,957	-13.10%	-13.10%
Argentina	459,661	350,472	31.20%	211.30%
USA	168,207	92,604	81.60%	99.60%
Brazil	97,548	99,277	-1.70%	-0.60%
Peru	129,012	121,661	6.00%	7.20%
Colombia	26,665	55,889	-52.30%	-48.80%
<b>Total</b>	<b>1,634,048</b>	<b>1,586,861</b>	<b>3.00%</b>	<b>AT</b>





### Online Channel Sales:

Online Sales by Country [CLP M]	2023	2022	CLP Variation	ML Variation
Chile	1,041,168,586	1,065,206,249	-2.30%	-2,30%
Argentina	136,105,824	117,321,638	16.00%	163,90%
USA	98,199,899	47,570,390	106.40%	125,50%
Brazil	39,976,329	33,859,729	18.10%	17,50%
Peru	54,922,848	54,939,033	0.00%	1,30%
Colombia	44,782,244	51,030,772	-12.20%	-7,20%
<b>Total</b>	<b>1,415,155,730</b>	<b>1,369,927,811</b>	<b>3.30%</b>	<b>N.A.</b>

Online Sales by Business [CLP M]	2023	2022	CLP Variation
Supermarkets	946,983,197	851,478,530	11.20%
Home Improvement	151,322,119	139,438,055	8.50%
Department Stores	316,850,414	379,011,226	-16.40%
<b>Total</b>	<b>1,415,155,730</b>	<b>1,369,927,811</b>	<b>3.30%</b>

Online Penetration by Business [%]	12M23	12M22	Δ bps
Supermarkets	8.00%	7.90%	4
Home Improvement	9.20%	7.90%	128
Department Stores	29.20%	31.20%	-198
<b>TOTAL</b>	<b>9.70%</b>	<b>10.00%</b>	<b>-31</b>





## Performance by country

### Argentina:

#### Highlights of the year:

- Adjusted EBITDA increased by 31.2% in CLP, reaching a margin of 15.6%, which translates **into an expansion of 301 bps compared to the end of 2022.**
- Strengthening the digital ecosystem** through the launches of CencoPay, Cencosud Media and Jumbo Prime subscription program.

INCOME [CLP MM]	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
Supermarket	1,903,320	12.50%	1,755,819	12.30%	8.40%	149.10%
Malls	88,315	0.60%	74,828	0.50%	18.00%	169.70%
Home Improvement	815,705	5.40%	811,450	5.70%	0.50%	130.90%
Financial services	136,183	0.90%	130,711	0.90%	4.20%	132.90%
Others	-2,743	0.00%	4,883	0.00%	-156.20%	-284.50%
<b>Argentina</b>	<b>2,940,780</b>	<b>19.30%</b>	<b>2,777,692</b>	<b>19.40%</b>	<b>5.90%</b>	<b>142.90%</b>

Adjusted EBITDA [CLP MM]	2023		2022		Variation vs 2022 [%]	
	CLP	Mg	CLP	Mg	Δ %	ML Δ %
<b>Argentina</b>	<b>459,661</b>	<b>15.60%</b>	<b>350,472</b>	<b>12.60%</b>	<b>31.2%</b>	<b>211.30%</b>

### Supermarkets:

Revenues increased by 149.1% in ARS and 8.4% in CLP as a result of a growth in online channel sales of 163.9% in ARS. In turn, sales from the physical channel were resilient with an SSS of 149.9%. The Adjusted EBITDA margin expanded 357 bps as a result of a greater dilution of expenses over income and an effective application of efficiency measures in the store.

### Malls:

Revenue increased 169.7% in ARS and 18.0% in CLP. During the year, a sequential improvement was observed in its performance, as a result of a normalization of the occupancy rate and traffic. Meanwhile, Adjusted EBITDA had an increase of 21.4% in CLP, which translates into an expansion of 201 bps compared to 2022 as a result of greater expense control and an improvement in collection metrics.

### Home Improvement:

Revenue increased by 130.9% in ARS and 0.5% in CLP. These results showed a substantial improvement during the course of the year, where greater dynamism was observed in sales of the wholesale channel during the second half of the year. Adjusted EBITDA, for its part, grew 222.7% in ARS and 30.1% in CLP, mainly due to an expansion in gross margin, partially offset by higher expenses.

### Financial services:

Revenues increased by 132.9% in ARS and 4.2% in CLP, reflecting a lower level of consumption, as a result of higher tax levels. Meanwhile, Adjusted EBITDA increased 192.5% y/y in ARS and 26.2% in CLP.



## Brazil:

### Highlights of the year:

- **online channel sales of 17.5%** in local currency, attributed to the focus on digital initiatives and **new sales channels** such as **alliance with iFood**, sales via **WhatsApp on Prezunic** and the launch of **Prezunic Prime**.
- **Cash&Carry** format **reported an SSS of 3.2%** and an increase of 12.4% y/y in its selling area, strengthening the positioning of the format in the country.
- **During 2023, the opening of 5 Prezunic in Rio de Janeiro was completed**, continuing the pipeline of flag openings.

INCOME	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
Supermarket	1,686,065	11.10%	1,562,788	10.90%	7.90%	8.70%
Financial services	-698	0.00%	194	0.00%	-460.30%	-352.10%
<b>Brazil</b>	<b>1,685,367</b>	<b>11.10%</b>	<b>1,562,981</b>	<b>10.90%</b>	<b>7.80%</b>	<b>8.60%</b>

Adjusted EBITDA	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
<b>Brazil</b>	<b>97,548</b>	<b>5.80%</b>	<b>99,277</b>	<b>6.40%</b>	<b>-1.70%</b>	<b>-0.60%</b>

## Supermarkets:

Revenues increased by 8.7% in BRS and 7.9% in CLP, where the good performance of the Cash&Carry format stands out with an SSS of 3.2%, added to an increase in sales from the online channel of 17.5% in local currency as a result of the strategic alliance with iFood, contributing to an annual expansion of 20 bps in online penetration reaching 2.5%. Meanwhile, Adjusted EBITDA increased 1.9% in BRS and 0.5% in CLP, driven by higher revenues, partially offset by a compression of the gross margin as a result of an increased promotional activity.

## Financial services:

During 2023, the business experienced lower performance result due to a decrease in the issuance of new credit cards as a result of a more conservative commercial strategy.





## Chile

### Highlights of the year:

- The number of subscribers to the Jumbo Prime program **increased by 20.7%** compared to the end of 2022.
- Highlights an increase in the margin gross **margin with an expansion of 53 bps** as a result of an optimization in inventory management in Department Stores and Home Improvement, as well as an improvement of 53 bps in the gross margin of Supermarkets.
- CencoPay continues its growth with **more than 815 thousand downloads and nearly 1.8 million transactions** carried out by the end of 2023 since its launch in July.

INCOME	2023		2022		Variation vs 2022 [%]	
	[CLP MM]	CLP	%	CLP	%	Δ %
Supermarket		4,825,908	31.70%	4,636,023	32.50%	4.10%
Malls		216,385	1.40%	190,960	1.30%	13.30%
Home Improvement		756,913	5.00%	852,753	6.00%	-11.20%
Department Stores		1,084,190	7.10%	1,214,732	8.50%	-10.70%
Others		14,379	0.10%	6,102	0.00%	135.60%
<b>Chile</b>		<b>6,897,774</b>	<b>45.30%</b>	<b>6,900,570</b>	<b>48.30%</b>	<b>0.00%</b>

INCOME	2023		2022		Variation vs 2022 [%]	
	[CLP MM]	CLP	%	CLP	%	Δ %
Supermarket		4,825,908	31.70%	4,636,023	32.50%	4.10%
Malls		216,385	1.40%	190,960	1.30%	13.30%
Home Improvement		756,913	5.00%	852,753	6.00%	-11.20%
Department Stores		1,084,190	7.10%	1,214,732	8.50%	-10.70%
Others		14,379	0.10%	6,102	0.00%	135.60%
<b>Chile</b>		<b>6,897,774</b>	<b>45.30%</b>	<b>6,900,570</b>	<b>48.30%</b>	<b>0.00%</b>

## Supermarkets:

Although high levels of inflation and interest rates were observed in 2023, with negative externalities for consumption, income increased by 4.1% year-on-year, mainly associated with the different openings of the year added to a good performance of the physical channel with an SSS of 3.1%. Additionally, the online channel had an increase of 6.2%, consolidating its leadership in e-grocery in the country with a 20.7% increase in Jumbo Prime subscribers. In turn, Adjusted EBITDA remained stable with an annual variation of -0.8%, which translates into a 65 bps decrease in the Adjusted EBITDA margin.

## Malls:

Revenues grew by 13.3% compared to 2022 as a result of a recovery in the level of traffic, the increase in the value of the UF<sup>16</sup> and a higher occupancy rate in Shopping Centers. Growth was also driven by better commercial conditions in new contracts. In turn, the increase in income from parking lots and the Sky Costanera evidenced the recovery of tourism during the course of the year. For its part, Adjusted

EBITDA increased by 15.2% compared to 2022, expanding the Adjusted EBITDA margin by 131 bps due to efficient expense management and the dilution of these due to higher revenues. The above was partially offset by upward pressure on expenses due to higher inflation.

## Home Improvement:

Revenues fell 11.2% compared to the end of 2022, as a result of more challenged discretionary consumption and lower activity in the construction industry. Despite the above, online channel sales grew 1.3% compared to 2022, thus improving online penetration by 156 bps. The above is explained as a result of the improvements made to the website, the launch of the Easy App and the incorporation of Easy as a seller in the Paris.cl Marketplace, remaining the best seller on the entire platform. The Adjusted EBITDA margin compressed 374 bps compared to 2022, explained by a high comparison base compared to the first half of 2022, greater promotional activity and upward pressures on costs and expenses due to higher inflation.

16. Unit of measurement adjustable according to inflation. The lease contracts for shopping centers in Chile are agreed in UF.



### Department Stores:

During 2023, revenues fell by 10.7% due to more challenged consumption reflected in an SSS of -6.6%. However, during the year a gradual improvement was observed, showing the first growth in YoY sales in December. In addition to the above, inventory levels reached more normalized levels. For its part, Adjusted EBITDA had a decrease of 53.2%, which had a greater impact in the first part of the year, despite the extensive work to reduce expenses, which were reduced by 0.5% y/y.

### Financial services:

During 2023, the result fell due to an increase in the cost of funding, added to a greater portfolio charge-off and higher provisions compared to 2022.





## Colombia

### Highlights of the year:

- **Jumbo Prime subscribers** have increased **57.2%** since December 2022.
- Recovery of the Shopping Centers business **that increases its revenues by 4.6% and its Adjusted EBITDA by 4.3%** in local currency compared to 2022.

REVENUES [CLP MM]	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
Supermarket	797,989	5.20%	849,937	6.00%	-6.10%	-1.90%
Shopping Centers	9,199	0.10%	9,262	0.10%	-0.70%	4.60%
Home Improvement	71,071	0.50%	94,907	0.70%	-25.10%	-21.00%
Financial services	-1,929	0.00%	6,899	0.00%	-128.00%	-129.70%
Others	-2,788	0.00%	-3,669	0.00%	-24.00%	-18.40%
<b>Colombia</b>	<b>873,543</b>	<b>5.70%</b>	<b>957,336</b>	<b>6.70%</b>	<b>-8.80%</b>	<b>-4.50%</b>

Adjusted EBITDA [CLP MM]	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
<b>Colombia</b>	<b>26,665</b>	<b>3.10%</b>	<b>55,889</b>	<b>5.80%</b>	<b>-52.30%</b>	<b>-48.80%</b>

### Supermarkets:

Revenues had a decrease of 1.9% in COP and 6.1% in CLP, mainly attributed to the reduction in sales of the Non-Food categories added to an SSS of -3.8%. The Adjusted EBITDA margin contracted by 188 bps y/y due to greater promotional activity and lower dilution of expenses due to lower sales.

### Shopping Centers:

In 2023, revenues had an increase of 4.6% in COP and a drop of 0.7% in CLP as a result of a higher occupancy rate in Altos del Prado, added to the end of discounts for certain tenants during 2022. The above is partially offset by lower variable income due to lower tenant sales. Adjusted EBITDA increased by 4.3% in COP and 0.6% in CLP, in line with revenues.

### Home Improvement:

Income fell by 21.0% in COP and 25.1% in CLP due to lower consumption of discretionary goods (DI) in an environment of general contraction of the economy. Additionally, the reduction in the wholesale supply in certain non-strategic geographical areas. In turn, the Adjusted EBITDA margin had a contraction of 504 bps as a result of greater promotional activity in certain categories and higher expenses associated with inflation.

### Financial services:

The lower result in 2023 is a consequence of an increase in the funding rate, along with a greater portfolio write-off.



## Peru

### Highlights of the year:

- The Adjusted EBITDA margin was **11.3% in 2023**, an expansion of 62 bps compared to 2022 despite the climate impacts, political uncertainty and social disruptions in the country.
- Cencosud Perú was recognized for **the 3rd consecutive year as the best retailer in the country** by suppliers at the 2023 Advantage Awards.
- The Cash&Carry format achieved good performance, demonstrating its strength in an environment of lagging consumption with an SSS of 4.1%, increasing its penetration 125 bps y/y over total sales.

REVENUES [CLP MM]	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
Supermarket	1,112,039	7.30%	1,111,925	7.80%	0.00%	1.40%
Shopping Centers	24,855	0.20%	22,492	0.20%	10.50%	12.10%
Others	728	0.00%	540	0.00%	34.90%	35.00%
<b>Peru</b>	<b>1,137,622</b>	<b>7.50%</b>	<b>1,134,956</b>	<b>7.90%</b>	<b>0.20%</b>	<b>1.70%</b>

Adjusted EBITDA [CLP MM]	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
<b>Peru</b>	<b>129,012</b>	<b>11.30%</b>	<b>121,661</b>	<b>10.70%</b>	<b>6.00%</b>	<b>7.20%</b>

### Supermarkets:

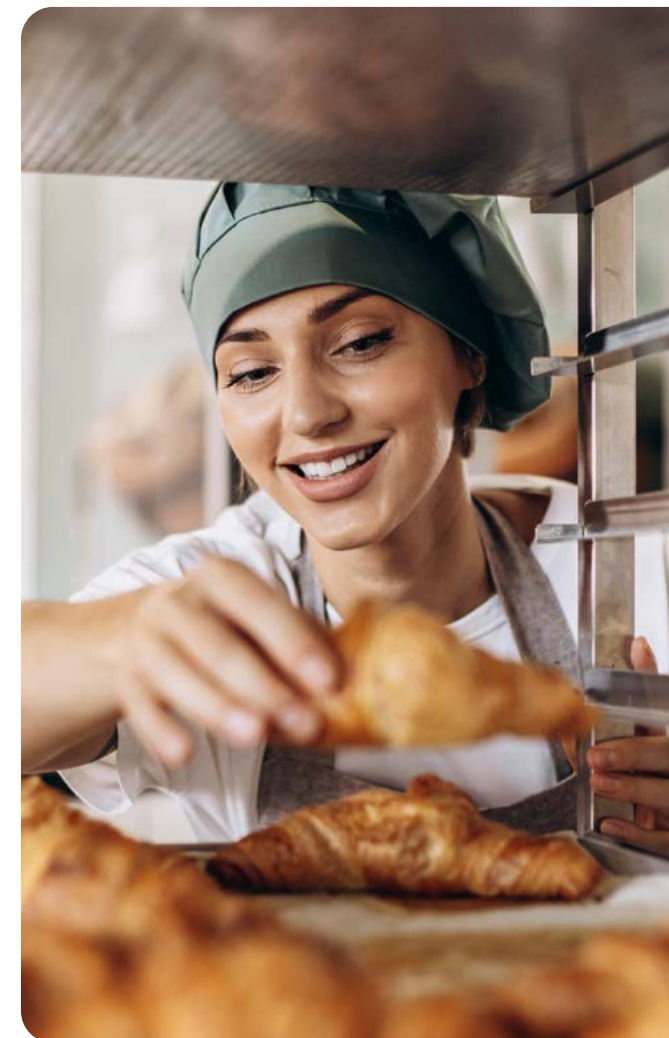
Supermarket revenues grew 1.4% in local currency and remained unchanged (0.0%) in CLP, showing a resilient result in the Cash&Carry format, reflected in an SSS of 4.1% during the year. Online channel sales grew by 1.3%, driven by the increase in the number of subscribers to the Wong Prime subscription service. Meanwhile, Adjusted EBITDA had a growth of 0.7% in PEN and a drop of 0.8% in CLP compared to 2022, maintaining a double-digit margin as a result of the implementation of efficiency measures both in stores and in the back office.

### Shopping Centers:

Shopping Center revenues grew by 12.1% in PEN and 10.5% in CLP given the greater occupancy of square meters driven by the Arequipa Shopping Center along with the inauguration of the new La Molina Shopping Center. In turn, the Adjusted EBITDA of the business increased by 20.3% in local currency and 17.9% in CLP compared to 2022.

### Services:

The Adjusted EBITDA for the year experienced an improvement compared to the previous year, mainly explained by the reduction of write-offs of the client portfolio.







## USA

### Highlights of the year:

- The online channel had an increase in sales of 125.5% in local currency as a result of the new alliances with last milers, added to the incorporation of an online purchase fee, aligning with the industry.
- Supermarkets achieved an SSS of 0.9% in 2023, reflecting sequential improvements during 2023.
- During 2023, Cencosud completed the opening of 2 stores, being the first post-acquisition.

REVENUES	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
Supermarket	1,695,296	11.10%	949,962	6.70%	78.50%	95.10%
<b>USA</b>	<b>1,695,296</b>	<b>11.10%</b>	<b>949,962</b>	<b>6.70%</b>	<b>78.50%</b>	<b>95.10%</b>

Adjusted EBITDA	2023		2022		Variation vs 2022 [%]	
	CLP	%	CLP	%	Δ %	ML Δ %
<b>USA</b>	<b>168,207</b>	<b>9.90%</b>	<b>92,604</b>	<b>9.70%</b>	<b>81.60%</b>	<b>99.60%</b>

## Supermarkets:

Despite facing a scenario of lower food consumption and inflation, revenues increased by 95.1% in USD and 78.5% in CLP, explained by a lower comparison base when taking into account that the acquisition of The Fresh Market was completed in July 2022. On the other hand, the physical channel was resilient, with an SSS of 0.9%, while the online channel had an increase of 125.5% in local currency as a result of alliances with Uber Eats and DoorDash, reaching a total penetration of 5.8%, which implies an expansion compared to 2022 of 78 bps. Adjusted EBITDA contracted 100 bps, however, it remained in double-digit territory.





### **Balance:**

Regarding the Balance Sheet and excluding the adjustment for hyperinflation in Argentina, Total Assets increased by CLP 558,886 million compared to December 2022. This increase is mainly due to the growth of Non-Current Assets in CLP 684,446 million, partially offset by a decrease in Current Assets by CLP 125,560 million.

The increase in Non-Current Assets is attributed to the increase in Property, plant and equipment by CLP 197,194 million, as well as the increase in Investment Properties by CLP 185,945 million. However, this trend was partially offset by a reduction in Current Assets, especially in Trade Accounts Receivable in CLP 94,739 million and in Current Inventories in CLP

93,012 million. These changes are due to a lower balance from credit card payments and a different regional purchasing strategy, as well as the normalization of inventory levels.

In the case of Liabilities, these increased by CLP 313,450 million compared to December 2022. This increase is due to an increase in Current Liabilities by CLP 46,818 million and Non-Current Liabilities by CLP 266,632 million. The increase in Current Liabilities is mainly due to an increase in Other Financial Liabilities due to higher obligations with banks. However, this was partially offset by a reduction in Trade Accounts Payable and Other Accounts Payable due to a lower balance. In turn, the increase in Non-Current Liabilities is mainly attributed to an increase in Lease Liabilities due to the renewal of long-term lease contracts, especially in the United States and Brazil.

The company's Equity increased by CLP 245,436 million, due to a lower negative impact given a lower level of Other Reserves for a total of CLP 283,723 million.

The Company has a favorable financial debt amortization schedule, which has allowed it to maintain healthy levels of leverage and liquidity at the end of 2023. Gross Leverage stands at 3.9 times and 3.4 times when excluding adjustments for hyperinflation in Argentina. In addition, the cash position increased by 29.3% compared to the end of 2022, reaching a total of US\$ 791 million.

### **Cash flow:**

In terms of Cash Flow, in 2023 Cencosud obtained a positive accumulated flow of CLP 85,208 million at the reported level and CLP

131,345 million excluding the adjustment for hyperinflation. The above occurs in a context of a greater flow from operating activities compared to 2022, which had an increase of 34.0%. In turn, the flow of investment activities decreased YoY, reaching CLP -313,442 million in 2023 compared to CLP -700,570 million in 2022, explained by a higher investment flow in 2022 associated with the acquisitions of The Fresh Market and GIGA Atacado. Finally, the net flow allocated to financing activities amounted to CLP -1,024,895 million as of December 2023, while in 2022 a net flow of CLP -877,730 million was recorded. This result is due to the reduction in Amounts from long-term loans, resulting from the debt acquired as a result of the acquisitions of TFM and GIGA Atacado.



### Consolidated Income Statement:

CLP million	Reported			excl. IAS 29		
	2023	2022	Var %	2023	2022	Var %
Online Revenues	1,322,263	1,362,121	-2.90%	1,415,156	1,369,928	3.30%
Offline Revenues	12,335,441	12,271,156	0.50%	13,202,037	12,341,490	7.00%
Other revenues	572,938	568,821	0.70%	613,188	572,081	7.20%
<b>Total revenues</b>	<b>14,230,642</b>	<b>14,202,098</b>	<b>0.20%</b>	<b>15,230,381</b>	<b>14,283,499</b>	<b>6.60%</b>
Gross profit	4,161,345	4,072,105	2.20%	4,679,917	4,199,910	11.40%
Gross margin	29.20%	28.70%	57bps	30.70%	29.40%	132bps
SG&A	-3,226,792	-2,996,339	7.70%	-3,460,406	-2,986,198	15.90%
SG&A Margin	-22.70%	-21.10%	-158bps	-22.70%	-20.90%	-181bps
<b>R. Operational</b>	<b>999,026</b>	<b>1,122,919</b>	<b>-11.00%</b>	<b>1,257,009</b>	<b>1,248,111</b>	<b>0.70%</b>
<b>A. Non-operational</b>	<b>-485,642</b>	<b>-480,985</b>	<b>1.00%</b>	<b>-458,750</b>	<b>-514,598</b>	<b>-10.90%</b>
Taxes	-221,172	-237,185	-6.80%	24,916	-48,612	NA
Net Profit	292,213	404,748	-27.80%	823,175	684,901	20.20%
<b>Adjusted EBITDA</b>	<b>1,382,242</b>	<b>1,481,592</b>	<b>-6.70%</b>	<b>1,634,048</b>	<b>1,586,861</b>	<b>3.00%</b>
Adjusted EBITDA Margin	9.70%	10.40%	-72 bps	10.70%	11.10%	-38 bps





# 8 Other Corporate Information





# Other Corporate Information

## Constituent documents of the Company

The deed of incorporation was granted on November 10, 1978 at the Santiago Notary Office of Enrique Morgan Torres. Its existence and Statutes were approved by resolution N° 554-S, of December 27, 1978. The deed of incorporation was registered on page 13,808 N° 7412 in the Commercial Registry of the Registrar of Real Estate of Santiago corresponding to the year 1978, and its extract was published in the Official Gazette on December 30, 1978, under N° 30.

### Social object

Cencosud's purpose is the

exercise of commerce in general, including the purchase, sale, consignment, distribution, import, export, representation, commission, packaging, fractioning and marketing on its own behalf or on behalf of others of all types of movable tangible property; b) Make permanent or income investments in the country or abroad in all types of assets, tangible or intangible. For these purposes, the company may acquire, preserve, sell, dispose of, and negotiate in any form and under any title, all types of assets, whether in the country or abroad, and receive their fruits and income; c) Execute or celebrate any act or contract leading to the fulfillment of the corporate purpose.





## Summary essential facts 2023

Essential fact date	Subject	Description
5-Dec	Changes in administration	Heike Paulmann Koepfer presented his resignation from the position of President of the Board of Directors of Cencosud S.A., which was unanimously accepted by the Board of Directors, thanking her for his performance. In addition, Julio Moura was elected President of the Board of Directors by unanimous vote to replace her.
Oct 19	Others	Renato Gutierrez González was appointed as Interim General Manager of the Company, also occupying the position of Corporate Manager of Management Control. In addition, the Board of Directors ratified the appointment of Sebastián Rivera Martínez so that, in the absence of the Manager, he validly represents the Company.
Oct 18	Others	Given the resignation of Matías Videla as General Manager, the Board of Directors entrusted its President, Heike Paulmann Koepfer, with interim supervision until the appointment of a new General Manager, for the correct functioning of the Company.
Oct 17	Changes in administration	Matías Videla Solá presented his resignation from the position of General Manager, which was unanimously accepted, thanking him for his 26 years of contribution and dedication.
Apr 28	Extraordinary meeting of shareholders, summonses, agreements and proposals. Ordinary shareholders meeting, summonses, agreements and propositions.	The Ordinary Shareholders' Meeting approved: 1. The Annual Report, the Financial Statements and the Report of the External Auditors for the Fiscal Year 2022. 2. The distribution of final dividends charged to the distributable net income for fiscal year 2022 for a total amount of \$288,945,891,554, equivalent to 49.9% of the net profits, equivalent to \$103 per share. 3. The payment of dividends from May 10, 2023. 4. The remuneration of the Directors for the year 2023, establishing it at 330 UF per month for Directors and double that for the President. 5. The remuneration of 110 UF per month for each Director who makes up the Company's Directors Committee. 6. The designation of PWC as the Company's external audit company for 2023. 7. Maintain Feller Rate Limitada Risk Rating Agency and Humphreys Risk Classifier Limitada as Private Risk Rating Agency for the period 2023. 8. Make official company publications in Diario el Mercurio. 9. Approve the purchase of self-issued shares with the objective of being delivered to executives under a retention plan, delegating the implementation process to the Board of Directors.
March 31	Extraordinary meeting of shareholders, summonses, agreements and propositions. Ordinary meeting of shareholders, summonses, agreements and propositions.	Board of Directors appoints JOA to be held on April 28, 2023.



# Share information and other securities

## Stock Market Transactions

NCG-461: 2.3.4.iii

Cencosud's stock is traded on the Chilean Stock Exchanges (Santiago Stock Exchange and Electronic Stock Exchange) under the mnemonic CENCOSUD. The table below provides a summary of transactions between January 1, 2022 and December 31, 2023:

Year	Period	N° shares traded	Total amount traded (CLP)	CENCOSUD Average Price
2023	1Q23	268,767,908	395,790,095,486	1,460.33
	2Q23	295,886,025	462,754,615,398	1,565.36
	3Q23	243,312,285	428,979,987,102	1,757.16
	4Q23	251,664,022	394,598,553,690	1,578.01
2022	1Q22	305,121,382	444,881,181,321	1,462.43
	2Q22	301,330,809	399,014,185,215	1,353.29
	3Q22	365,519,517	456,779,688,302	1,257.54
	4Q22	268,437,485	348,492,926,306	1,345.18





## Information Other Securities Cencosud S.A.

NCG-461: 2.3.5

	Year 2001	Year 2008	Year 2009 (2)	Year 2015	Year 2015 (2)	Year 2016	Year 2017
<b>Transmitter</b>	<b>Cencosud S.A</b>	<b>Cencosud S.A</b>	<b>Cencosud S.A</b>	<b>Cencosud S.A</b>	<b>Cencosud S.A</b>	<b>Cencosud S.A</b>	<b>Cencosud S.A</b>
Line	268	530	551	International Bond	International Bond	816	International Bond
ID	Jumbo B	Bcenc-F	Bcenc-N	Regs/144a 2025	Regs/144a 2045	Bcenc-R	Regs/144a 2027
Year Issued	01-09-01	07-05-08	28-05-09	12-02-15	12-02-15	07-11-16	17-07-17
Expiration Year	01-09-26	07-05-28	28-05-30	12-02-25	12-02-45	04-11-41	17-07-27
Issue Amount	2,400,000	4,500,000	4,500,000	650,000,000	350,000,000	5,000,000	1,000,000,000
Currency	UF	UF	UF	USD	USD	UF	USD
Coupon	Fixed 6.5%	Fixed 4.0%	4.70%	5.15%	6.63%	2.70%	4.42%







## Risk classifications



The main risk classification events that took place during 2023 are highlighted below:

### **Feller Rate**

In June 2023, it was reported that Cencosud maintained the “AA” rating and maintained the outlook at Stable.

### **Humphreys**

In June 2023, Humphreys communicated the improvement in Cencosud's rating from “AA-” to “AA” with a stable outlook.

### **Fitch Ratings**

On October 16, 2023, Fitch Ratings confirmed Cencosud's international rating at “BBB”, Stable outlook.

### **Moody's**

On April 19, 2023, Moody's confirmed the Cencosud rating at “Baa3”, and assigned a Positive outlook.

## Dividends

### Distribution of Dividends charged to 2023 profit

The 2023 Annual Ordinary Shareholders Meeting approved the proposal of the Board of Directors, in the sense that it distributes, among the shareholders, a final dividend charged to the distributable Net Income of the year 2022 for 288,945,891,554, which represents approximately 49.91373 % of the distributable profits of said year, a final dividend of \$103 per share. The distribution of profits indicated above will be made through: (i) The distribution of a mandatory minimum dividend in the amount of \$61.98154 per share, to be paid starting May 10, 2023; plus (ii) the distribution of an additional

dividend for the sum of \$41.01846 per share, to be paid as of May 10, 2023. Shareholders who are registered as such in the Shareholders Registry of the Company had rights. Company at midnight on May 4, 2023, it was also proposed to the Board that the remainder of the profit for fiscal year 2022, amounting to \$338,929,324,305, be used to increase the Reserve Fund for Future Dividends of the Company in the amount of \$289,944,662,036 and assign a negative amount of less \$239,961,229,285 to the Unrealized Accumulated Results account.



## Dividend policy 2023

### 2.3.4.ii

The Dividend Distribution Policy in accordance with the legal minimum, adopted in Chile, establishes the payment of at least 30% of distributable net income.

The Board of Directors of Cencosud S.A., in a meeting held on March 1, 2024, has agreed to modify the policy used to determine the distributable net Income (DNI) reported to the Financial Market Commission, on April 3, 2024. 2019, with the purpose of aligning the adjustments made by the Company in determining the DNI, to what is observed as practice in this matter by other issuers with subsidiaries in Argentina.

Note: On March 2, 2024, the Company's Board of Directors agreed to modify the policy used to determine the distributable net income.

As a consequence of the above, the determination of the DNI, starting in fiscal year 2023, will consist of only making the following adjustments to the item "Profit (loss),

attributable to the owners of the controlling company" presented in the Consolidated Statement of Income:

- "Result not monetized or realized by Revaluation at fair value of the Investment Properties, net of deferred tax." It corresponds to the unrealized result from the valuation of the Investment Properties, which arises from the application of the fair value determination model, through the methodology of discounting future flows at an appropriate discount rate. This result will be realized in the year in which the flows generated by these investment properties are actually obtained through rental income.
- "Accounting policy regarding adjustments for the first application of IFRS standards." The Company controls the first application adjustments separately from the rest of the retained results. These adjustments may be distributed as a dividend, in that part that is made.

At the end of each fiscal year, the Company reserves 30% of its profit, less the dividends distributed provisionally in accordance with Law N° 18,046 as a minimum dividend. The

above, since This law requires the distribution of at least 30% of the financial result for the year, unless the Shareholders' Meeting unanimously determines otherwise. The dividends to be paid are proposed by the Board of Directors and approved by the Shareholders' Meeting.

The determination of the modified distributable net income (DNI) dated March 1, 2024 for fiscal year 2023 is detailed below:

DNI Determination	M\$
Profit (loss), attributable to the owners of the parent company	220,279,761
(-) Revaluation of investment properties	-36,514,887
(+) Deferred taxes	9,439,005
Distributable Liquid Profit	193,203,879
30% Mandatory minimum dividend	57,961,164

## Procedure for payment of dividends

Cencosud contemplates the modalities indicated below, for the payment of dividends corresponding to the year 2023:

By means of a nominative check that must be picked up at the offices of SerCor or, at the written request of the shareholders, they may be (a) sent by certified mail to the address registered with the Company, or (b) paid through deposit. or electronic transfer to a checking or savings account registered in the shareholder's name. Shareholders who do not request the aforementioned delivery in writing must pick up their check at the SerCor offices.

## Dividends paid

Dividend Rate	Payment date	\$/share	Charged to the year's profit
Definitive	10-05-2023	61.98	2023
Additional	10-05-2023	41.02	2023
Definitive	04-05-22	3.66	2022
Additional	04-05-22	123.34	2022
Eventual	18-10-21	150	Previous years
Provisional	18-10-21	70	2021
Definitive	05-05-21	10.61	2020
Definitive	05-05-21	17.39	2020
Definitive	11-05-20	32	2019



## Risk factors

Based on a thorough evaluation of the possible obstacles and challenges that could affect the performance and stability of the Company in the near future, the main risk factors to consider are:


- **Economic fluctuations and market conditions:** Variations in economic and market conditions can significantly impact Cencosud's operations, including changes in demand for products and services, interest rates, inflation, and exchange rates.
- **Competition and competitive pressure:** The company operates in a highly competitive environment, where the emergence of new competitors, changes in consumer preferences and aggressive pricing strategies can affect its market share and profitability.
- **Operational risks:** Cencosud is exposed to a series of operational risks, including supply problems, supply chain interruptions, failures in technological systems, and unforeseen events such as natural disasters or pandemics.
- **Financial risks:** Factors such as volatility in financial markets, changes in interest rates, liquidity and credit risks, as well as the ability to access financing, can impact the financial situation and investment capacity of the company.
- **Regulatory and legal compliance:** Cencosud is subject to a wide range of regulations and laws in the countries where it operates, and failure to comply with these regulations may result in financial sanctions, reputational damage and loss of trust on the part of customers and stakeholders.
- **Risks related to sustainability and social responsibility:** The company must face challenges related to environmental sustainability, ethical labor practices, and corporate social responsibility, which may have an impact on its reputation and relationships with the community and other stakeholders.





# Properties

NCG-461: 6.4, 6.4.iii

Country	Name	Address	Property
 Chile	Jumbo Bilbao	Av. Francisco Bilbao 4144, Las Condes	Own
	Jumbo Kennedy	Av. Kennedy 9001, Las Condes	Own
	Jumbo Costanera	Av. Andrés Bello 2465, Providencia	Own
	Jumbo La Dehesa	Av. La Dehesa 1445, Lo Barnechea	Own
	Jumbo La Reina	Av. Francisco Bilbao 8750, Las Condes	Own
	Jumbo Maipú	Av. Américo Vespucio 1001, Maipú	Own
	Jumbo Rancagua	Av. Pres. Frei Montalva 750 Rancagua	Own
	Jumbo Peñalolén	Av. Sánchez Fontecilla 12000, Peñalolén	Own
	Jumbo El Llano	Av. El Llano Subercaseaux 3519, San Miguel	Own
	Jumbo Viña Del Mar	Av. 1 Norte 2901, Viña del Mar	Own
	Jumbo Maitencillo	Eje Vía F-124 (Camino Aguas Blancas) con ruta F-30, Puchuncaví	Own
	Jumbo Antofagasta - Angamos	Av. Angamos 745, Antofagasta	Own
	Jumbo Ñuñoa	Av. Jose Pedro Alessandri 1166, Antofagasta	Own
	Jumbo La Florida	Av. Vicuña Mackenna 6100, La Florida	Own
	Santa Isabel Coquimbo	Carretera 5 norte con Av. Héctor Arce s/n Sindempart, Coquimbo	Leased
	Santa Isabel Antofagasta-14 De Febrero	14 de Febrero N°2455, Antofagasta	Own
Santa Isabel Peñalolén-Grecia	Av. Grecia N°5791, Peñalolén	Leased	

Country	Name	Address	Property
 Argentina	Jumbo Pilar	Las Magnolias 698	Own
	Jumbo Palermo	Av. Bullrich 345	Leased
	Jumbo Martínez	Paraná 3745, Martínez	Own
	Jumbo Nordelta	Av. de los Lagos 6660	Leased
	Jumbo Lomas	Av. Antártida Argentina 799	Own
	Jumbo San Martín	San Lorenzo 3773	Own
	Jumbo Neuquén	J. J. Lastra 2400	Own
	Jumbo Quilmes	Avenida Calchaquí 3950	Own
	Jumbo Unicenter	Paraná 3617	Own
	Jumbo Parque Brown	Av. Gral. Francisco Fernández de la Cruz 4602	Own
	Jumbo Plaza Oeste	Lobos 2585	Own
	Jumbo Escobar	Ruta Provincial 25 N°1710	Own
	Jumbo Nuevo Centro	Ignacio Duarte Quirós 1450, Córdoba	Own



Country	Name	Address	Property
	Vea 52 San Luis.	Julio Argentino Roca 300	Leased
	GIGA Limão	AV Otaviano Alves de Lima, 2758	Leased
	GIGA Tamboré	Av. Araguaia, 2879, São Pablo	Leased
	GIGA Barra Funda	AV Presidente Castelo Branco, 4233, São Pablo	Leased
	Prezunic Botafogo	Rua General Polidoro, 260 - Botafogo	Leased
	Mercantil Calçada	Av. Jequitaia 411-Água de Meninos	Leased
	GIGA Carapicuíba	Rua Bárbara Hipólito Capriotti, 401, Carapicuíba	Leased
	GIGA Cachoeirinha	Rua Koshun Takara, 900, São Pablo	Leased
	Prezunic Recreio	Av. das Américas, 16.100 - Recreio dos Bandeirantes	Leased
	GBarbosa Costa Azul	Rua Arthur de Azevedo Machado 3443	Leased
	Mercantil Jabotiana	Av. Tancredo Neves	Own
	GBarbosa Hiper Jardins	Av. Silvio Teixeira 831	Leased
	Prezunic Campo Grande	Estrada do Cabuçu, 1654 - Campo Grande	Leased
	Prezunic Meier	Rua Dias da Cruz, 579 – Rio de Janeiro	Leased
	GBarbosa Hiper Iguatemi	Avenida Antônio Carlos Magalhães 4479	Leased
	Prezunic Barra Da Tijuca	Av. das Américas, 13.850 - Recreio dos Bandeirantes	Leased
	Prezunic Freguesia	Estrada de Jacarepaguá, 7.153 - Freguesia	Leased
	Bretas VILA PEDROSO	Avenida Anápolis, 2121, Vila Pedroso, Goiania	Leased
	Bretas FORMOSA	Avenida Maestro J. Luiz Espírito Santo - Quadra 250, Jardim California, Goiania	Leased
	Bretas CARDOSO	Avenida Epiacauba - Quadra 14 / Lote 01, Cardoso, Continuação, Aparecida De Goiania	Leased



## Brazil

Country	Name	Address	Property
	Wong Chacarilla	Calle Monte Bello 150, Lima	Own
	Wong Ovalo Gutiérrez	Av. Santa Cruz 771, Lima	Own
	Metro Híper San Juan de Lurigancho	Av. Próceres de la Independencia 1632, Lima	Own
	Wong Benavides	Av. Alfredo Benavides 1475, Lima	Own
	Wong Dos de Mayo	Av. Dos de Mayo 1099, Lima	Own + Leased
	Metro Híper PLN	Km. 14.5 Panamericana Norte, Lima	Leased
	Metro Híper San Miguel	Av. De la Marina 2500, San Miguel, Lima	Land Lease
	Wong San Miguel	Esq. Av. La Marina y Av. Universitaria C.C. Plaza San Miguel	Leased




## Peru

Country	Name	Address	Property
	Jumbo Santa Ana	Calle 110 # 9 B - 04, Bogotá	Own
	Jumbo Los Hayuelos	Av. Carrera 86 # 19 A - 50, Bogotá	Own
	Jumbo Valle Del Lili	Carrera 98 N° 16-50, Cali	Own
	Jumbo Calle 80	Av. Calle 80 # 69 Q-50, Bogotá	Own
	Jumbo Carrera 30	Carrera 32 # 17 B -04, Bogotá	Own
	Jumbo De La 65	Carrera 65 # 45-85, Medellín	Own
	Jumbo Calle 170	Calle 170 # 64-47, Bogotá	Own
	Jumbo Suba	Av. Ciudad de Cali 146A # 106-20, Bogotá	Own
	Metro Ventura.	Diag Santander Calle 11 N° 2E-90 - Avenida 0 N° 7-62, CC Ventura, Cucuta	Own
	JumboTienda Cabecera	Carrera 33 # 41 – 34, Bucaramanga	Leased



## Colombia



Country	Name	Address	Property
 USA	Greensboro, NC	3712 Lawndale Drive	Leased
	GC (Guilford College [Greensboro], NC)	1560 Highwoods Blvd	Leased
	Brentwood, TN	235 Franklin Road	Leased
	Roanoke, VA	2207 Colonial Ave SW	Leased
	Gainesville, FL	4120 NW 16th Boulevard	Leased
	Chapel Hill, NC	1200-A Raleigh Rd	Leased
	Midlothian, VA	1200 Huguenot Road	Leased
	Newport News, VA	12131 Jefferson Avenue	Leased
	S. Charlotte, NC	10828 Providence Rd, Suite 100	Leased
	Palm Beach Gardens	4925 PGA Boulevard	Leased

#### Properties (Department Store)

Country	Name	Address	Property
 Chile	Paris Viña	Av. Libertad 1390, Viña del Mar	Leased
	Paris Parque Arauco	Av. Presidente Kennedy 5225, Las Condes	Leased
	Paris Costanera Center	Av. Andrés Bello 2447, Local 1200, Providencia	Own
	Paris ALC	Av. Presidente Kennedy 9001, Las Condes	Own
	Paris El Trébol	Av. Jorge Alessandri N°3177, Talcahuano	Leased
	Paris Vespucio	Av. Vicuña Mackenna N°7110, La Florida	Leased
	Paris La Serena	Alberto Solari N° 1400	Leased
	Paris Rancagua	Av. Pres. Frei Montalva 750 Rancagua	Own

#### Properties (Shopping Centers)

Country	Name	Address	Property
Chile	Cenco Alto Las Condes	Av. Kennedy 9001, Las Condes	Own
	Cenco Florida Center	Av. Vicuña Mackenna 6100, La Florida	Own
	Cenco Costanera Center	Avda. Andrés Bello N°2425, Providencia	Own
Argentina	Cenco Unicenter	Paraná 3745, Martínez, Buenos Aires	Own
	Cenco Plaza Oeste	Juan Manuel de Rosas 658/760, Morón, Buenos Aires	Own
	Cenco Palmas del Pilar	Las Magnolias 698, Pilar, Buenos Aires	Own
Peru	Cenco Plaza Lima Sur	Prol. Paseo de la República S/N, Chorrillos	Leased
	Cenco San Juan de Lurigancho	Av. Próceres - Independencia 1632, SJL	Own
Colombia	Cenco La 65	Carrera 65, #45-85	Own
	Cenco Hayuelos	Carrera 86, #19A-50	Own

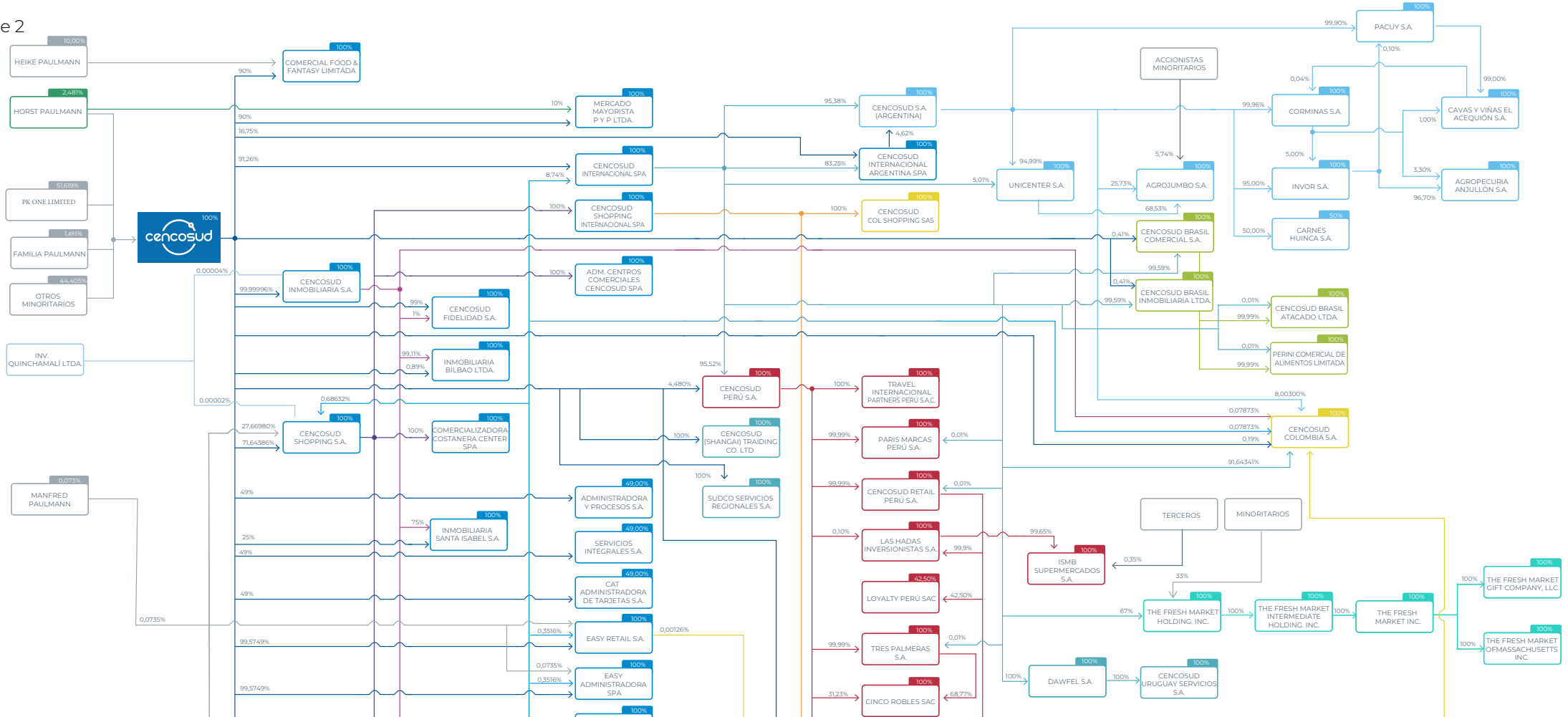
#### Properties (Unproductive)

Country	Name	Address	Property
Chile	Alto Norte	Vitacura, Santiago	Own
	Saint George	Vitacura, Santiago	Leased
	Ex Fisa	Maipú, Santiago	Own
	Lotería	Hualpén, Concepción	Own
	Chicureo	Colina, Región Metropolitana	Own
	Las Verbenas	Las Condes, Santiago	Own
	Retazos La Florida	La Florida, Santiago	Own
Argentina	Beccar	San Isidro, Buenos Aires	Own
	Cárcano	Córdoba	Own
	CD Jumbo Tortuguitas	Buenos Aires	Own
	Edelp	La Plata, Buenos Aires	Own



# Corporate Mesh

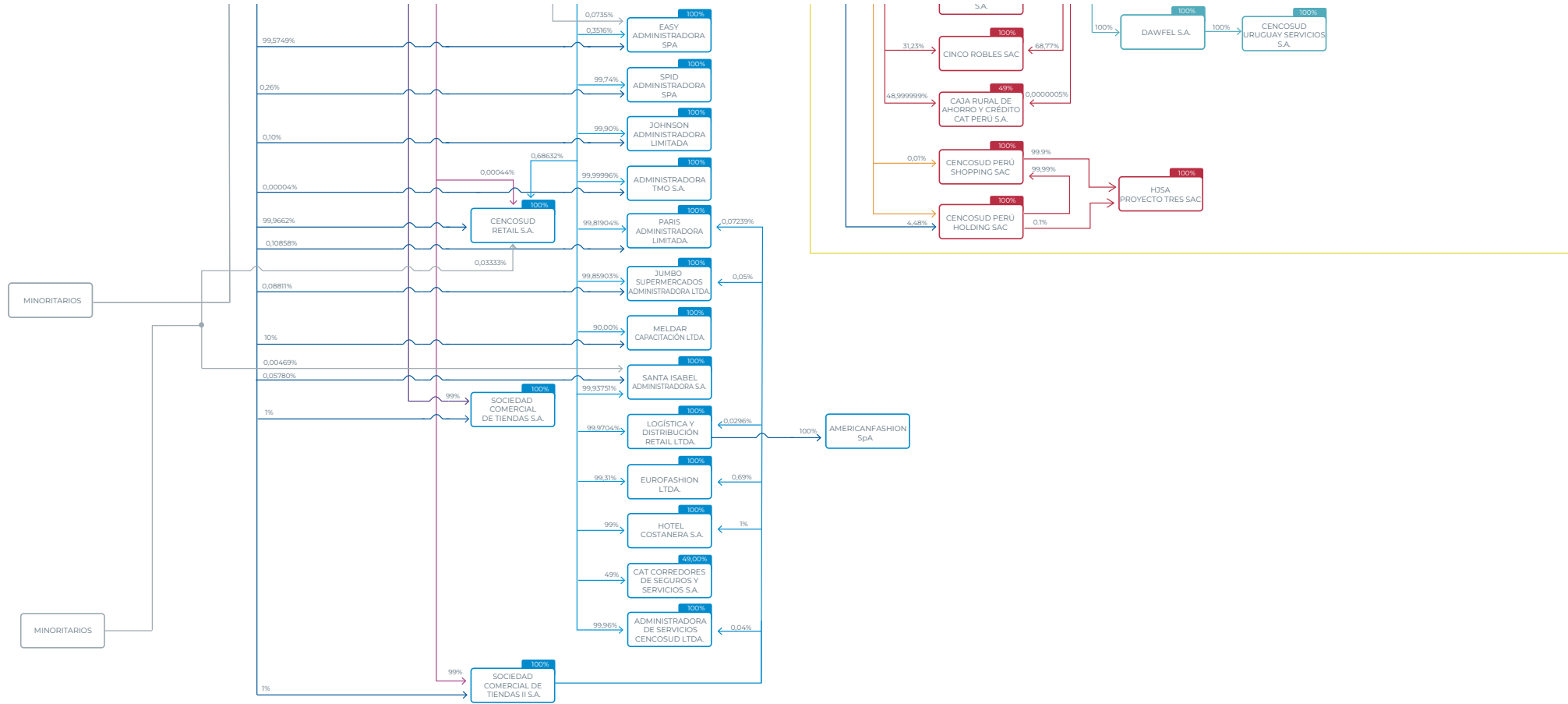
Parte 1 de 2





# Corporate Mesh

Parte 2 de 2







## Enforceable sanctions

### Argentina

Sanctions enforced by scope of application	Number of Sanctions	Amount in AR\$
Customers	100	31,350,804
Company Workers	2	236,980
Environmental	3	1,523,218
Free competition	-	-
Criminal Liability of legal entities (Law N° 20,393)	-	-
<b>Totals</b>	<b>105</b>	<b>33,111,002</b>

During 2023, the Company was subject to 3 labor protection actions.

### Brazil

Sanctions enforced by scope of application	Number of Sanctions	Amount in Reais (R\$)
Customers	333	2,239,274
Company Workers	129	427,778
Environmental	-	-
Free competition	-	-
Criminal Liability of legal entities (Law N° 20,393)	-	-
<b>Totals</b>	<b>462</b>	<b>2,667,052</b>

### Chile

Sanctions enforced by scope of application	Number of Sanctions	Monto en Ch\$
Customers	168	558,826,623
Company Workers	70	445,888,053
Environmental	2	89,762,360
Free competition	-	-
Criminal Liability of legal entities (Law N° 20,393)	-	-
<b>Totals</b>	<b>240</b>	<b>1,094,477,036</b>

During 2023, the Company was the subject of 43 labor protection lawsuits. In 11 of them a favorable result was achieved, and the rest are in force.

### Colombia

Sanctions enforced by scope of application	Number of Sanctions	Monto en COP
Customers	1	158,000,000
Company Workers	-	-
Environmental	-	-
Free competition	-	-
Criminal Liability of legal entities (Law N° 20,393)	-	-
<b>Totals</b>	<b>1</b>	<b>158,000,000</b>

During 2023, the Company was subject to 39 labor protection actions, but the Company has not been sanctioned for any of these actions.



## Peru

Sanctions enforced by scope of application	Number of Sanctions	Amount in S/
Customers	3	16,022
Company Workers	12	553,312
Environmental	-	-
Free competition	-	-
Criminal Liability of legal entities (Law N° 20,393)	-	-
<b>Totals</b>	<b>15</b>	<b>569,334</b>

## USA

Sanctions	Number of Sanctions	Amount in USD
Consumer Law	13	24,322
Labor law	1	-
Environmental Law	1	-
Antitrust Law	-	-
<b>Total</b>	<b>15</b>	<b>24,322</b>





## Subsidiaries and associates

### Argentina

Company	Administration	Capital	Company Purpose
Cencosud S.A. (Argentina)  Ciudad Autónoma de Buenos Aires	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The subscribed and paid capital as of December 31, 2023 is AR \$ 103,927,976,197	Carry out on its own account, on behalf of third parties or in association with third parties, being able to establish branches, representations, agencies and subsidiaries, both in the country and abroad, the following activities: <b>COMMERCIAL:</b> a) Exploitation and operation of hypermarkets, supermarkets, wholesale and retail warehouses, salons, self-service stores and exhibition areas, for the marketing of edible and non-edible products, national and imported, acquired from third parties, or manufactured in-house, as well as the acquisition of all goods, things, machinery and facilities necessary for such purposes. b) Celebration of lawful legal acts whose purpose is the acquisition of ownership, usufruct, location, use and enjoyment of real estate intended for the exploitation and operation of hypermarkets, supermarkets, warehouses, salons and exhibition and marketing areas for edible and non-edible products, national and imported. c) Import and export of products that are usually sold in the indicated commercial establishments. d) The purchase, sale, import, export, distribution, representation and any other form of marketing – inside or outside the country – of sanitary articles, taps, ceramics, tiles, lime, cement, sand, pebbles, kitchens, water heaters, hot water tanks, household items in general and any other good or service related to the construction and decoration industry of properties. <b>CONSTRUCTION COMPANIES:</b> Through the construction of all types of properties on their own land or that of third parties, including buildings subject to the horizontal property regime; the execution of public and private works, such as the construction of all types of engineering and architectural works of real estate, construction of offices and/or homes, road and hydraulic works. <b>INDUSTRIAL:</b> the extraction and/or manufacturing of products that are directly and indirectly related to its corporate and commercial purpose, as well as the operation of metallurgical, chemical, electrical and all companies related to the healthcare or construction industry. <b>CORPORATE:</b> participation in other companies, through the acquisition of shares that allow it to exercise – or not – its governance, administration, direction and supervision; the execution of purchase and sale contracts, pledge, usufruct of shares and other businesses with the share titles owned by you or third parties; and the celebration of business collaboration contracts, in order to undertake specific projects. <b>INVESTMENTS:</b> the purchase, sale, lease and negotiation of securities, shares, debentures and all types of securities and credit papers, of any of the systems or modalities created or to be created in the Argentine Republic and/or abroad within the limits set by the laws and regulations in force and subject to them.- <b>REAL ESTATE:</b> Through the purchase and sale, operation, administration, location, intermediation and leasing of all types of urban and/or rural properties.-



Company	Administration	Capital	Company Purpose
Agrojumbo S.A. San Juan	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The subscribed and paid capital as of December 31, 2023 is AR\$ 27,854,767.-	<p><b>REPRESENTATIONS:</b> the exercise of all types of representations, mandates, agencies, commissions, consignments, business arrangements, and administration, to the greatest extent, and under the conditions permitted by law.-</p> <p><b>FINANCIAL:</b> through the execution of legal acts whose purpose is the financing of payments, the granting of credits with or without real and/or personal guarantees, and the use of means of collection of summaries of all types of credits and/or debts. The exploitation of credit cards and/or means of payment for the sale and purchase of all types of goods, rights and things, issuance of giftcards or prepaid cards, for consumption, purchase orders, use of electronic means of payment with commercial modalities usual in the field and all financial and/or financing activities not included in the law of financial entities. Development of activities related to the provision of payment services, which include, but are not limited to, registering as a Payment Service Provider (PSP) in accordance with Communication "A" 7712 and its amendments and supplements from the Central Bank of the Argentinian republic. -</p> <p><b>INSURANCE:</b> through intermediation in the contracting of insurance contracts, the performance of institutional agents and marketing of insurance production in accordance with current legal regulations. Granting of insurance and contracting thereof . Granting of extended guarantees. -</p> <p><b>TRUSTS:</b> Celebration of trust contracts. -</p> <p><b>ENTERTAINMENT PREMISES:</b> Operation of entertainment venues, recreational games, with electrical, electronic, digital and/or mechanical machinery for entertainment and fun. -</p> <p><b>SHOPPINGS CENTER:</b> Construction, location, usufruct of shopping centers, shopping galleries, shopping centers, and the operation, administration and exploitation of the same , intermediation in the celebration of legal acts and contracts whose purpose is the use and enjoyment of commercial premises, stands , parking lots and garages.</p> <p><b>LOGISTICS:</b> Exploitation on own behalf or on behalf of third parties of the transportation and movement of general merchandise and its distribution, storage, deposit, packaging, whether with company vehicles or third parties, both in national territory and abroad, by land or sea. and/or air, and the purchase, sale, lease or sublease of trucks and other cargo and transportation vehicles. For these purposes, the company has full legal capacity to acquire rights, contract obligations and exercise all acts that are not prohibited by law or this statute.</p> <p>The purpose of the company is to engage, on its own behalf or on behalf of third parties, or in association with third parties in any part of the country or abroad, to carry out commercial, financial, real estate, mining, food industrial, agricultural and agricultural services activities.</p>



Company	Administration	Capital	Company Purpose
Agropecuaria Anjullón S.A. La Rioja	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The subscribed and paid capital as of December 31, 2023 is AR\$20,944,311.-	The purpose of the company is to engage on its own behalf, on behalf of third parties, in association with or on behalf of third parties, in the country or abroad, in agricultural, industrial and commercial activities.
Carnes Huinca S.A. San Juan	liquidator Mirta Noemi Bertero , company in the process of dissolution and liquidation.	The subscribed and paid capital as of December 31, 2023 is AR\$5,772,000.-	The purpose of the company is to carry out, on its own account, and/or on behalf of third parties and/or associated with third parties, commercial and industrial operations linked to meat.
Cavas y Viñas El Acequión S.A. San Juan	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The subscribed and paid capital as of December 31, 2023 is AR\$393,086.-	The purpose of the company is to carry out, on its own account and/or in association with third parties, agricultural, industrial, commercial, import and export and construction activities.
Corminas S.A. Ciudad Autónoma de Buenos Aires	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The subscribed and paid capital as of December 31, 2023 is AR \$10,998,455.-	The purpose of the company is to carry out, on its own behalf, on behalf of third parties and/or associated with third parties, commercial and industrial, construction and real estate, financial, mining, import and export activities.



Company	Administration	Capital	Company Purpose
Invor S.A. Ciudad Autónoma de Buenos Aires	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The capital subscribed and paid as of December 31, 2023 is AR\$3,000,000.-	The purpose of the company is to carry out, on its own behalf or on behalf of third parties or associated with third parties, in the country or abroad, commercial, industrial, financial, real estate, construction, agricultural-livestock and transportation activities.
Pacuy S.A. Guymallén, Mendoza	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The capital subscribed and paid as of December 31, 2023 is AR\$3,000,000.-	The purpose of the company is to carry out, on its own account or on behalf of third parties or associated with third parties in its own or third-party establishments, commercial, industrial, financial, real estate, construction, agricultural-livestock activities.
Unicenter S.A. Ciudad Autónoma de Buenos Aires	Board of Directors Chairman: Jorge Luis Pérez Alati  Director: Stefan Krause Niclas  Alternate Director: Diego Leonardo Marcantonio	The subscribed and paid capital as of December 31, 2023 is AR\$1,000,000.-	The purpose of the company is to engage on its own behalf, on behalf of third parties and/or associated with third parties, in the following activities  Administration of shopping centers, purchase and sale, exchange, rental, leasing and exploitation in all its forms of urban and/or rural real estate, subdivisions, subdivisions and the performance of all real estate operations authorized by laws and regulations, including included in horizontal property, and contracts for the granting of exploitation rights in shopping centers; purchase-sale and rental of furniture, especially household goods, machines and commercial facilities, purchase-sale of securities, shares, debentures and all types of national and foreign securities, as well as capital investment in companies incorporated and/or to be established; participation in other joint stock companies; the granting of credits, loans, guarantees, bonds, mortgages, pledges, cash advances, with or without real or personal guarantee, and/or any other type of guarantees in favor of controlled, controlling, linked or subject to common control companies. the Company or its shareholders. Operations included in the Financial Entities Law and any other that requires public tender are excluded.



## Brazil

Company	Administration	Capital	Company Purpose
Cencosud Brasil Comercial S.A. São Paulo	Director: Heike Paulmann Koepfer Felipe Tullio Longo Julio Moura Neto Reynaldo Awad Saad Fernando de Castro Rodrigues  General Manager: Sebastián Darío Los	R\$ 2,717,228,506.96	<p>a) Exploitation of activities and/or provision of services related to the retail or wholesale trade of food products in general, industrialized or not, in the field of minimarkets, supermarkets, hypermarkets, magazines and convenience stores, in their establishments or through catalogues, on television, telephone, internet or other means of communication;</p> <p>b) Exploitation of activities and/or provision of services related to the trade, retail or wholesale, of industrialized or non-industrialized products, including but not limited to fabrics, haberdashery, bazaar, clothing, footwear, bed, table and bathroom, leather and travel articles, alcoholic and non-alcoholic beverages, tobacco and tobacco, chemicals, disinfectant products, household cleaning products, veterinary, hardware and tools, musical and recording instruments, machines and photographic films, and may even promote its development, electronics and electronics, cleaning and personal hygiene items, personal and household items, pots, books and stationery, gardening items, bicycles and mopeds;</p> <p>c) Exploitation of activities and provision of services related to the retail or wholesale trade of dispensing medicines, pharmaceutical products in their original packaging, including cosmetics, perfumery and hygiene and personal care items through their establishments (pharmacies and/or distribution) or via catalogs, by television, telephone, internet or other means of communication, in accordance with the relevant legislation;</p> <p>d) Retail sale of household appliances, such as, but not limited to, audio and video devices and equipment, video cameras, cameras, appliances in general, air conditioners, computing equipment, tablets, computers and peripherals (printer, mouse, keyboards, drives, pendrives, etc.), computing and telecommunications equipment, parts and accessories, including cell phones;</p> <p>e) The retail or wholesale trade of fuels, lubricants, liquefied petroleum gas, natural gas for vehicles, tires, parts and accessories for motor vehicles and the provision of washing, greasing and repair services for vehicle tires;</p> <p>f) Bakery, pastry and grill activities, including the manufacturing, processing and marketing, at retail or wholesale, of food products in general, of animal or vegetable origin, including pasta, juices, sweets, preserves in general, of industrial bakery products, including, but not limited to, pastries, breads, pies, breadcrumbs and frozen baked goods;</p> <p>g) Cafeterias and other food and beverage service establishments;</p> <p>h) Intermediation for the supply of meals or food and ingredients necessary for their preparation, issuance and administration of food vouchers or coupons, including through agreements;</p> <p>i) Exploration of activities and provision of banking correspondent services, through collection services, payments and other activities derived from service provision contracts with banks, in accordance with current legislation;</p> <p>j) Real estate activities in general, including the leasing and subletting of real estate and personal property, and the operation, administration and exploitation of shopping centers;</p> <p>k) Short-term parking for vehicles;</p> <p>l) Provision of loading and unloading, transportation and storage of goods services;</p> <p>m) Import and export of supplies or goods necessary for the exercise of its social activity, including, but not limited to, the import of alcoholic and non-alcoholic beverages; and</p> <p>n) Participation in other companies, national or foreign, as a partner, shareholder or co-participant.</p>



Company	Administration	Capital	Company Purpose
Cencosud Brasil Inmobiliaria Ltda.	General Manager: Sebastian Dario Los	R\$405,137,492.00	It includes a series of activities, including: Real estate management and administration activities; the operation of garage and vehicle parking buildings, for a short period; construction of buildings of any type and remodeling, current maintenance, additions and reforms to existing buildings of any nature, as well as participation in the capital of other companies, as a partner or shareholder, in the country or abroad ("holding").
São Paulo, São Paulo			
Cencosud Brasil Atacado Ltda.	General Manager: Sebastián Darío Los	R\$ 541,874,358.00	It includes a series of activities, including: a) The exploitation of activities related to the retail or wholesale trade of food products in general, industrialized or not, in the area of supermarkets, hypermarkets and magazines, in their establishments or through catalogues, on television, telephone, internet or other means of communication; b) Exploitation of activities related to commerce, retail or wholesale, dispensing of medications, pharmaceutical ingredients, in their original containers, through their establishments (pharmacy) or via catalogues, on television, telephone, internet or other media, all in accordance with relevant legislation; c) Exploitation of banking correspondent activities, through collection services, payments and other activities derived from service provision contracts with banks, all in accordance with current legislation; d) Retail or wholesale trade of fabrics, haberdashery, bazaar, clothing, footwear, bed, table and bathroom, leather and travel items, beverages, tobacco and tobacco, chemicals, disinfectant products, household cleaning products, veterinary, hardware and tools, musical instruments and recordings, photographic machines and films, and even promote their development, electronic and electronic devices, cleaning and personal hygiene items, books and stationery, gardening items, bicycles and mopeds; e) Retail or wholesale trade of medicines, medicines, pharmaceutical ingredients, in their original packaging; f) Manufacture, processing and preparation of food products in general, of animal or plant origin, including pastas, juices, sweets and preserves in general; g) Bakery, pastry and grill activities; h) Intermediation for the supply of meals or food and ingredients necessary for its preparation, through the issuance and administration of vouchers, vouchers or food coupons, including through agreements; i) Manufacture and/or purchase of packaging for goods and products that are the object of its activities, and may even promote the packaging, packaging, packaging and transformation of these goods; j) Trade in fuels, lubricants, tires, spare parts and accessories for motor vehicles and provision of vehicle tire washing, greasing and repair services; k) Transportation and storage of cargo; l) Import and export of supplies or goods necessary for the exercise of its social activity; m) Participation in other companies, national or foreign, as a partner, shareholder or co-participant; and n) Real estate activities in general, including the leasing and subletting of movable and immovable property. o) The exploitation of vehicle parking, for a short period.
Salvador, Bahía			





Company	Administration	Capital	Company Purpose
Perini Comercial de Alimentos Ltda. Salvador, Bahía	General Manager: Sebastián Darío Los	R\$11,837,255.-	<p>It includes a series of activities, including:</p> <p>A. Exploitation of activities related to the retail or wholesale trade of food products in general, industrialized or not, in the bakery, pastry, confectionery, confectionery, ice cream parlor, restaurant, snack bar and similar sectors, supermarkets, hypermarkets and department stores, in their establishments or through catalogues, by television, telephone, internet or other means of communication;</p> <p>B. Bakery, pastry and grill activities, including the manufacturing, processing and marketing, at retail or wholesale, of food products in general, of animal or vegetable origin, including pasta, juices, sweets, preserves in general, products industrial bakery products, including, but not limited to, cakes, breads, pies, breadcrumbs and frozen baked goods.</p> <p>C. Retail or wholesale trade in fabrics, haberdashery, bazaar, clothing, footwear, bed, table and bathroom, leather and travel goods, beverages, tobacco and tobacco, chemicals, disinfectant products, cleaning products household, veterinary, hardware and tools, musical instruments and recordings, photographic machines and films, and even promote their development, electronics and electronics, cleaning and personal hygiene items, books and stationery, gardening items, bicycles and mopeds;</p> <p>D. Intermediation for the supply of meals or food and ingredients necessary for its preparation, issuance and administration of food vouchers, vouchers or coupons, including through agreements;</p> <p>E. Exploitation of banking correspondent activities, through collection services, payments and other activities derived from service provision contracts with banks, all in accordance with current legislation;</p> <p>F. Real estate activities in general, including the leasing and subletting of real estate and personal property;</p> <p>G. Short-term vehicle parking;</p> <p>H. Provision of loading and unloading, cargo transportation and storage services;</p> <p>I. Import and export of supplies or goods necessary for the exercise of its social activity, including but not limited to the import of alcoholic and non-alcoholic beverages; and</p> <p>J. Participation in other companies, national or foreign, as a partner, shareholder or co-participant.</p>



## Chile

Company	Administration	Capital	Company Purpose
Cencosud S.A. Santiago ID: 93,834,000-5	<p>Board of Directors Chairman: Julio Moura Neto</p> <p>Directors: Heike Paulmann Koepfer Manfred Paulmann Koepfer Felipe Larraín Bascuñan Jorge Pérez Alati Lieneke Schol Street Monica Contreras Esper Ignacio Pérez Alarcón Carlos Fernández Calatayud</p> <p>Directors Committee: Ignacio Pérez Alarcón Felipe Larraín Bascuñan Carlos Fernández Calatayud</p> <p>General Manager: Rodrigo Larraín Kaplan</p>	<p>The subscribed and paid capital as of December 31, 2023 is CLP Th\$2,422,050,488.-</p>	<p>The company's purpose is: The exercise of commerce in general, including the purchase, sale, consignment, distribution, import, export, representation, commission, packaging, fractioning and marketing on behalf of oneself or others of all types of movable tangible property. Make permanent or income investments in the country or abroad in all types of assets, tangible or intangible. For these purposes, the company may acquire, preserve, sell, dispose of and negotiate in any form and under any title, all types of assets, whether tangible or intangible. For these purposes, the company may acquire, preserve, sell, dispose of and negotiate in any form and under any title, all types of assets, whether in the country or abroad, and receive their fruits and income. Execute or celebrate any act or contract leading to the fulfillment of the corporate purpose.</p>



Company	Administration	Capital	Company Purpose
Easy Retail S.A. Santiago ID: 76,568,660-1	Board of Directors Chairwoman: Heike Paulmann Koeper  Directors : Peter Paulmann Koeper  Manager : Felipe Longo	The capital subscribed and paid as of December 31, 2023 is CLP Th\$31,992,422	The company's purpose will be the exploitation and administration in all its forms of commercial activity in general, and especially the purchase, sale, distribution, import, export, representation, commission, packaging, fractionation and marketing on its own behalf or on behalf of others of all class of movable tangible property.
Cencosud Shopping Internacional SpA. Santiago ID: 76,697,651-4	Administration: It corresponds to Cencosud Shopping SA through its ordinary representatives.	The subscribed and paid capital as of December 31, 2023 is USD\$ 325,074,992.-	Purpose: a) To exclusively make permanent or income investments abroad in all types of movable or immovable property, tangible or intangible. For these purposes, the Company may acquire, keep, sell, dispose of, and negotiate in any form and under any title, all types of assets located abroad and receive their fruits and income. b) Establish and participate in all types of companies incorporated exclusively abroad, whether civil or commercial. c) Celebrate, on one's own behalf or on behalf of third parties, all types of civil or commercial acts or contracts that are necessary for the fulfillment of the corporate purpose. d) Make investments in Chile in documents, financial instruments or other short-term investments. e) In general, celebrate all acts and businesses that are directly and indirectly related to the corporate purpose.



Company	Administration	Capital	Company Purpose
Cencosud Retail S.A. Santiago ID: 81,201,000-K	Board of Directors Chairwoman: Heike Paulmann Koepfer  Directors : Ricardo Bennett De La Vega Cristian Siegmund Gebert  General Manager: Renato Gutiérrez González	The capital subscribed and paid as of December 31, 2023 is CLP Th\$414,501,698.-	The company's purpose is: The operation of self-service commercial establishments, supermarkets, distributors, large stores and other similar stores, under the wholesale or retail modality; Carry out, directly or through other companies, the purchase, sale, import, export, processing or production, marketing and distribution, on its own behalf or on behalf of others, of all types of goods, merchandise or services that are related to letter a) above. ; Create, form or participate in civil or commercial companies whose purpose is related to the activities indicated in letters a) and b) above; The purchase and sale of merchandise of all kinds, distribution thereof, import and export thereof, manufacture of furniture, purchase, sale, distribution, import and export thereof; movable and real estate investments; the development and financing of companies that, directly or indirectly related to the Company, manage Department Stores or commercial premises; the advice and provision of services linked to the stated objectives and the exercise of any activity leading to the development of the aforementioned objectives; The exploitation, administration and operation, on its own behalf or on behalf of others, of pharmacies, drugstores, pharmaceutical warehouses, medicine cabinets, warehouses of pharmaceutical products, whether human, veterinary or dental, commercial stores or commercial establishments whose activities are similar or complementary to those indicated, for which it may execute all types of civil or commercial operations that allow their development and operation, all within the current legal and regulatory regulations; The purchase, packaging, transformation, production, sale, import and export and wholesale or retail distribution of all types of pharmaceutical, homeopathic, perfumery products and, in general, any merchandise or medical and consumer products that say relation to the operation of pharmacies, drugstores, pharmaceutical warehouses, first aid kits, warehouses of pharmaceutical products, whether human, veterinary or dental, commercial stores or commercial establishments whose activities are similar or complementary to those indicated in this clause; the representation of national or foreign companies and the granting or acceptance of commercial concessions in the indicated areas; The acquisition, sale, import, export, marketing and leasing, with or without promise of sale, of equipment, machinery and elements intended for the installation, operation and functioning of pharmacies, drugstores, pharmaceutical warehouses, medicine cabinets, warehouses of pharmaceutical products, whether these, human, veterinary or dental, commercial stores or commercial establishments whose business is similar or complementary to those indicated; The purchase, sale, construction, leasing and/or subletting, subdivision, urbanization, marketing and exploitation, on one's own or another's behalf, and in any of its forms, of urban or agricultural real estate, one's own or another's, managing and receiving its fruits. and income, and in general all other activities related to the above; The loyalty of clients, natural or legal persons, national or international, through the provision, supply and development of multiple services, including advertising and promotion services, data processing and/or technological services, and others related to the above. ; The provision of services or administration on its own behalf or on behalf of others, of parking lots owned by it or third parties, under any modality and/or condition; and The operation of its premises, computer systems and points of sale in the country and abroad to carry out the sale and distribution of tickets for all types of events or shows held or organized by the Company or by third parties, process payment of account accounts. service companies, make money transfers and money orders and provide other similar services. The activities of the Company that make up its corporate purpose may be carried out in the country or abroad.



Company	Administration	Capital	Company Purpose
Cencosud Fidelidad S.A. Santiago ID: 76,476,830-2	Board of Directors Chairwoman: Heike Paulmann Koepfer  Directors Ricardo Bennet de la Vega	The subscribed and paid capital as of December 31, 2023 is CLP Th\$100,526.	The company's objective is to gain customer loyalty from national and international companies through the provision, supply and development of multiple services and the participation of all types of businesses in Chile or abroad whose purpose is directly or indirectly related to the activity mentioned above, for which the company may form, modify and take part in all types of companies or associations for said purpose.
Cencosud Shopping S.A. Santiago ID: 76,433,310-1	Board of Directors Chairman: Manfred Paulmann Koepfer  Directors : Peter Paulmann Koepfer Rafael Fernández Morandé Victoria Vasquez Garcia Jose Raul Fernandez Stefan Krause Niclas  Directors Committee: Rafael Fernández Morandé Victoria Vasquez Garcia Stefan Krause Niclas  General Manager: Sebastián Bellocchio Fioretti	The capital subscribed and paid as of December 31, 2023 is CLP Th\$707,171,245.-	The company's purpose is: The purchase, sale, lease, subdivision, construction and in general the realization and administration on behalf of oneself or others of all types of real estate investments. Make permanent or income investments in the country or abroad in all types of movable, tangible or intangible assets. For these purposes, the company may acquire, keep, sell, dispose of and negotiate in any form and under any title, all types of financial instruments expressed in foreign or national currency, shares, bonds, debentures, securities and receive their fruits and income; Make investments to form, integrate, participate and represent all types of companies or companies, national or foreign, that exploit a business similar to the previous ones and that are of interest to society. Invest permanently or temporarily in the purchase, sale, manufacturing, import, export, distribution, marketing and sale of all types of goods and products. Exploit and manage, on your own or on behalf of others, parking spaces in your own or third-party properties. All other activities agreed upon by the shareholders.
Inmobiliaria Santa Isabel S.A. Santiago ID: 96,732,790-5	Board of Directors Chairwoman: Heike Paulmann Koepfer  Directors : Peter Paulmann Koepfer	The capital subscribed and paid as of December 31, 2023 is CLP Th\$650,597.-	The company's purpose is the purchase, sale, marketing, exchange, leasing and financing of all types of real estate and personal property, construction of buildings and civil works; purchase and sale of land, its development, subdivision, study, promotion and development of real estate businesses, its administration and exploitation, provision of services related to administration and third-party businesses and participation as partner and shareholder in any capacity in all types of companies, whatever its object, nature or nationality.



Company	Administration	Capital	Company Purpose
Santa Isabel Administradora S.A. Santiago ID: 76,062,794-1	Board of Directors Chairman: Christian Siegmund  Directors: Eulogio Guzmán Llona	The subscribed and paid capital as of December 31, 2023 is CLP Th\$2,666,836.-	The company's purpose is: The administration and operation of commercial establishments such as self-service stores, supermarkets, distributors, large stores and other similar stores; Carry out, directly or through other companies, the purchase, sale, import, export, processing or production, marketing and distribution, on its own behalf or on behalf of others, of all types of goods, merchandise or services that are related to letter a) above. ; Create, form or participate in civil or commercial companies whose purpose is related to the activities indicated in letters a) and b) above. The activities of the company that make up its corporate purpose may be carried out in the country or abroad.
Sociedad Comercial de Tiendas S.A. Santiago ID: 88,235,500-4	Board of Directors Chairwoman: Heike Paulmann Koepfer  Directors : Peter Paulmann Koepfer	The capital subscribed and paid as of December 31, 2023 is CLP Th\$32,952,756.-	The company's purpose is: The installation and commercial operation of stores, incorporating within it the marketing, export, import of all types of goods, and also the industrialization of articles of its kind; Investing in real estate, managing it and receiving its fruits, being able to acquire properties, build on them for one's own or someone else's account and sell them; Likewise, you may carry out all acts that are directly or indirectly related to the above; Enter other companies and will also have the objective of carrying out all the acts agreed upon by its partners; Execute or celebrate any act or contract leading to the fulfillment of the corporate purpose. All the activities described above must be carried out in compliance with the legal and regulatory provisions in force in Chile.
Hotel Costanera S.A. Santiago ID: 99,586,230-1	Board of Directors Chairman: Peter Paulmann Koepfer  Directors : Heike Paulmann Koepfer  Manager : John Paul Shackley	The subscribed and paid capital as of December 31, 2023 is CLP Th\$1,830,732.-	The Company's purpose will be: The development, construction, implementation and operation of hotels and their complementary services; The selection, acquisition and installation of hotel movable property, including furniture, fixtures and equipment. To carry out its operations, the company may make all investments, enter into all contracts, grant guarantees, give and take all types of national or foreign representations and execute all acts that are necessary or conducive to achieving the stated purposes.
SPID Administradora SpA. Santiago ID: 96,989,640-0	The administration and use of the corporate name of SPID Administradora Spa corresponds to Cencosud Retail SA, who exercises it through its representatives and attorneys-in-fact.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$19,798,314.-	The purpose of the company will be the administration and operation, on its own behalf or on behalf of others, of convenience stores and/or department stores and/or supermarkets. The company may celebrate all acts and businesses that are directly and indirectly related to the corporate purpose and the fulfillment of other objectives that the partners agree upon.



Company	Administration	Capital	Company Purpose
American Fashion SPA Santiago ID: 76,398,410-9	The administration and use of the corporate name of American Fashion Spa corresponds to Cencosud Retail SA, who exercises it through its representatives and attorneys-in-fact.	The subscribed and paid capital as of December 31, 2023 is CLP Th\$622,773.-	The company's purpose is the marketing, distribution, purchase and/or sale, import and/or export, re-export and representation of all types of articles and clothing of the "AMERICAN EAGLE OUTFITTERS"® and "AERIE"® brand and the operation of the stores that such items are marketed and distributed, under the " MultiStore Retail License Agreement " dated November 15, 2014 and any of its eventual modifications, both in the national territory and outside it.
Administradora TMO S.A. Santiago ID: 76,166,801-3	Board of Directors Chairwoman: Heike Paulmann Koepfer  Directors : Peter Paulmann Koepfer	The capital subscribed and paid as of December 31, 2022 is CLP Th\$4,500,000.-	The company's purpose is: The issuance and operation of credit cards or any other instrument that allows its owner or user to have a credit granted by the Company to be used in the acquisition of goods or in the payment of services sold or provided by entities affiliated with the society. Investment in all types of movable, tangible and intangible assets, such as shares, promise of shares, bonds and debentures, savings plans, quotas or rights in all types of companies, whether commercial or civil, communities or associations, and in all types of securities or securities The acquisition, disposal and exploitation of all types of movable, tangible or intangible assets; The construction in them on their own behalf or on behalf of others, and their exploitation, either directly or through third parties, in any way. The administration of the investments indicated above and the perception of their fruits or income; The granting of real or personal guarantees to secure obligations to third parties in which the Company has an interest; The development of any other legal activity complementary or accessory to those indicated above.
Administradora de Centros Comerciales Cencosud SpA. Santiago ID: 78,408,990-8	The administration and use of the Company Name will be the responsibility of Cencosud Shopping SA, who will exercise it through its representatives.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$8,483.-	The company's purpose is: The administration of shopping centers or shopping centers; Provide and contract, on its own behalf and on behalf of third parties, services related to the object indicated in the previous letter, such as engineering, design, architecture, technical advice, administration, legal advice, security, advertising, accounting, cleaning, computing, and collect remuneration or commissions for such services; In general, celebrate all events and businesses that are directly and indirectly related to the corporate purpose.
Jumbo Supermercados Administradora Ltda. Santiago ID: 96,988,680-4	The administration and use of the Company Name of Administrator and Jumbo Supermercados Administradora Limitada corresponds to the company Cencosud Retail SA, which exercises it through its representatives and attorneys-in-fact.	The subscribed and paid capital as of December 31, 2023 is CLP Th\$3,891,131.-	The company's purpose is the administration and operation, on its own behalf or on behalf of others, of hypermarkets, supermarkets and/or warehouses. The company may celebrate all acts and businesses that directly and indirectly relate to the corporate purpose and compliance with other objectives that the partners agree upon.



Company	Administration	Capital	Company Purpose
<p>Administradora de Servicios Cencosud Ltda.</p> <p>Santiago</p> <p>ID: 77,312,480-9</p>	<p>The administration and use of the Company Name of Administrator of Services Cencosud Limitada, corresponds to the company Cencosud Retail SA who exercises it through its representatives and attorneys-in-fact.</p>	<p>The capital subscribed and paid as of December 31, 2023 is CLP Th\$140,879.-</p>	<p>The company's purpose is:  The issuance, marketing and operation of " gift" cards " or other equivalent documents that may be accepted as a payment instrument in Cencosud group establishments;  The development of other activities aimed at promoting the commercialization of goods and services; retail companies or service providers with their clients; and  Participation in all types of businesses in Chile or abroad, whose purpose is directly or indirectly related to the aforementioned activities, for which the company may participate in forming, modifying and/or taking part in all types of companies. or associations for that purpose.</p>
<p>Cencosud Internacional SpA</p> <p>Santiago</p> <p>ID: 96,978,180-8</p>	<p>The administration and use of the company name corresponds to the company Cencosud SA, who will exercise it through representatives.</p>	<p>The capital subscribed and paid as of December 31, 2023 is USD7,377,948,199</p>	<p>The company's purpose is:  Exclusively make permanent or income investments abroad in all types of movable or immovable property, tangible or intangible. For these purposes, the Company may acquire, preserve, sell, dispose of and negotiate, in any form and under any title, all types of assets located abroad and receive their fruits and income.  Establish and participate in all types of Companies incorporated exclusively abroad, whether civil or commercial.  Celebrate, on one's own behalf or on behalf of third parties, all types of civil or commercial acts or contracts that are necessary for the fulfillment of the corporate purpose.  Make investments in Chile in documents, financial instruments or other short-term investments.  In general, celebrate all acts and businesses that directly and indirectly relate to the corporate purpose.</p>
<p>Comercial Food and Fantasy Ltda.</p> <p>Santiago</p> <p>ID: 78,410,310-2</p>	<p>The administration and use of the corporate name of the Sociedad Comercial Food and Fantasy Limitada corresponds to the company Cencosud SA, which exercises it through its representatives and attorneys-in-fact.</p>	<p>The capital subscribed and paid as of December 31, 2023 is CLP Th\$42,934.-</p>	<p>The company's purpose is the commercial exploitation, on its own behalf or on behalf of others, of games and entertainment activities; The import, marketing and distribution of all types of machinery, equipment and entertainment games; provide food, beverage and general restaurant services; The preparation and distribution of food and beverages of all types, and their sale directly to the public; The formation of other companies or participation in already established companies; In general, any activity related to the previous ones, whether directly or indirectly, and that is considered convenient to the social interests; and carrying out all additional activities that the partners agree to.</p>





Company	Administration	Capital	Company Purpose
Eurofashion Ltda. Santiago ID: 79,829,500-4	The administration and use of the company name Eurofashion Limitada corresponds to the company Cencosud Retail SA, which exercises it through its representatives and attorneys-in-fact.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$2,733,838.-	The company's purpose is the manufacturing, on its own or on behalf of others, marketing, distribution, purchase and/or sale, import and/or export, re-export, representation of all types of articles and clothing.
Inmobiliaria Bilbao Ltda. Santiago ID: 84.658.300-9	The administration and use of the corporate name of Sociedad Inmobiliaria Bilbao Limitada corresponds to the company Cencosud Shopping SA, which exercises it through its representatives and attorneys-in-fact.	The subscribed and paid capital as of December 31, 2023 is CLP Th\$5,750,264.-	The company's purpose is construction in general, for its own account or for others; the purchase of land and elements necessary for the fulfillment of said object; investment in assets of any kind; the exploitation of such assets; investment in stocks, bonds, and all types of securities, and the provision of consulting or advisory services in real estate, financial or technical matters. For the development of its purpose, the company may act both in the country and abroad.
Logística y Distribución Retail Ltda. Santiago ID: 77,301,910-K	The administration and use of the company name of Sociedad Logística y Distribución Retail Limitada corresponds to the company Cencosud Retail SA, which exercises it through its representatives and attorneys-in-fact.	The subscribed and paid capital as of December 31, 2023 is CLP Th\$10,081,815.-	The purpose of the company is the purchase and sale of personal property, the storage, warehousing, transportation and distribution of these assets and other acts, contracts and businesses that the partners agree upon.



Company	Administration	Capital	Company Purpose
Mercado Mayorista PyP Ltda.  Santiago  ID: 83,123,700-7	The administration and use of the corporate name of Sociedad Mercado Mayorista P y P Limitada corresponds to Mr. Horst Paulmann and the company Cencosud SA, who exercises it through their representatives and attorneys-in-fact.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$9,000.-	The company's purpose is the purchase, sale, packaging and distribution in general, on its own behalf or on behalf of others, of all types of personal property; investment in securities and any other business or activities that the partners agree upon.
Paris Administradora Ltda.  Santiago  ID: 96,973,670-5	The administration and use of the corporate name of Paris Administradora Limitada corresponds to the company Cencosud Retail SA, which exercises it through its representatives and attorneys-in-fact.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$9,570,929.-	The purpose of the company will be the administration and operation of commercial premises of all types, including hypermarkets, supermarkets, warehouses, convenience stores, home improvement stores, and department stores.
Johnson Administradora Ltda.  Santiago  ID: 96,988,700-2	The administration and use of the corporate name of the Johnson Administrator Limited Company corresponds to the company Cencosud Retail SA, which exercises it through its representatives and attorneys-in-fact.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$684,284.-	The purpose of the company is the administration and operation, on its own behalf or on behalf of others, of convenience stores and/or department stores. The company may celebrate all acts and businesses that are directly and indirectly related to the corporate purpose and the fulfillment of other objectives that the partners agree upon.



Company	Administration	Capital	Company Purpose
Cencosud Internacional Argentina Spa Santiago ID: 76,258,309-7	The administration of the company and the use of the company name will correspond to the partner Cencosud Internacional SpA , who will exercise it directly or through agents designated by public deed.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$1,524,874,750.-	The company's purpose is: Make investments of a passive nature, of any nature, both in Chile and abroad, in movable or immovable property, tangible or intangible, being able to buy, sell, liquidate or preserve such investments; Take interest or participate as a partner or shareholder in companies or companies of any nature, Chilean or foreign; Receive and invest the fruits of investments; Participate in all types of investment projects, companies, communities or associations, whatever their purpose may be ; and The celebration of any act or contract and the development of any related income activity.
Meldar Capacitación Ltda. Santiago ID: 76,168,900-2	The use of the company name, administration and judicial and extrajudicial representation of the company corresponds to Retail SA, today Cencosud Retail SA, who will carry them out through its representatives designated by public instrument or by legalized power granted abroad.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$2,000.-	The company's purpose is to provide training services.
Comercializadora Costanera Center SpA Santiago ID: 76,203,299-6	The administration of the company and the use of the company name will correspond to the partner Cencosud Shopping SA, who will exercise it directly or through representatives designated by public deed.	The capital subscribed and paid as of December 31, 2023 is CLP Th\$10,000.-	The purpose of the company is to make investments and exploit all types of assets, movable or immovable, tangible and intangible, for its own account or for the account of others, both in Chile and abroad; the commercial exploitation on one's own behalf or on behalf of others of games and entertainment activities and/or leisure activities; the import, marketing and distribution of all types of entertainment equipment and games; provide food, beverage and general restaurant service; the production and distribution of food and beverages of all types, and their sale directly to the public. Likewise, you may form, enter and participate in all types of companies, civil or commercial, corporations or limited liability companies, whatever their purpose, as well as in all types of communities, associations, and joint accounts, whatever their nature, and the administration and exploitation of these investments and the perception of their fruits and any other benefits that the shareholders agree to.



Company	Administration	Capital	Company Purpose
Cencosud Inmobiliaria S.A	Board of Directors Chairwoman: Heike Paulmann Koepfer	Subscribed and paid capital as of December 31, 2023 is CLP Th\$57,977,671.-	The company's purpose is: The purchase, sale, lease, subdivision, construction and in general the realization and administration on behalf of oneself or others of all types of real estate investments. Make permanent or income investments in the country or abroad in all types of movable, tangible or intangible assets. For these purposes, the company may acquire, keep, sell, dispose of and negotiate in any form and under any title, all types of financial instruments expressed in foreign or national currency, shares, bonds, debentures, securities and receive their fruits and income; Make investments to form, integrate, participate and represent all types of companies or companies, national or foreign, that exploit a business similar to the previous ones and that are of interest to society. Invest permanently or temporarily in the purchase, sale, manufacturing, import, export, distribution, marketing and sale of all types of goods and products. Exploit and manage, on your own or on behalf of others, parking spaces in your own or third-party properties. All other activities agreed upon by the shareholders.
Santiago			
ID: 76,951,464-3	Director: Peter Paulmann Koepfer		
Sociedad Comercial de Tiendas II S.A	Board of Directors Chairwoman: Heike Paulmann Koepfer	Subscribed and paid capital as of December 31, 2023 is CLP Th\$12,424,354.-	The company's purpose is: The installation and commercial operation of stores, incorporating within it the marketing, export, import of all types of goods, and also the industrialization of articles of its kind. Investing in real estate, managing it and receiving its fruits, being able to acquire properties, build on them for one's own or someone else's account and sell them. Likewise, you may carry out all acts that are directly or indirectly related to the above. Enter other companies and will also have the objective of carrying out all the acts agreed upon by its partners. Execute or celebrate any act or contract leading to the fulfillment of the corporate purpose. All the activities described above must be carried out in compliance with the legal and regulatory provisions in force in Chile.
Santiago			
ID: 76,951,588-7	Directors: Peter Paulmann Koepfer		



Company	Administration	Capital	Company Purpose
Easy Administradora SpA Santiago ID: 77,562,427-2	The administration of the company and the use of the company name will be the responsibility of the Cencosud SA partner, who will exercise it directly or through representatives designated by public deed.	Subscribed and paid capital as of December 31, 2023 is CLP Th\$323,156.-	The company's purpose is: The administration and operation of commercial establishments such as home improvement stores, department stores, self-service stores, supermarkets, distributors, large stores and other similar stores; Carry out, directly or through other companies, the purchase, sale, import, export, processing or production, marketing and distribution, on its own behalf or on behalf of others, of all types of goods, merchandise or services that are related to the letter /a/ preceding; Create, form or participate in civil or commercial companies whose purpose is related to the activities indicated in letters /a/ and / b/ above. The activities of the company that make up its corporate purpose may be carried out in the country or abroad.
CAT Corredores de Seguros y Servicios S.A. Santiago ID: 77,218,570-7	Directors: Daniel Puerta Maximiliano Saporito Sandra Espinoza Eulogio Guzman Ricardo Bennett Diego Marcantonio	The capital subscribed and paid as of December 31, 2023 is CLP Th\$2,274,862.-	The sole and exclusive purpose of the company, as a subsidiary of a bank, will be solely and exclusively to act as an intermediary in the contracting of all types of insurance, with any insurance entity, in accordance with current legal regulations, and especially to what is established in article 57 of DFL 251 of 1931, and the subsequent provisions that replace or complement it. In the development of its business, the company may provide all types of advice and provision of services related to said object, in the broadest way currently or in the future permitted by Chilean legislation.
CAT Administradora de Tarjetas S.A. Santiago ID: 99,500,840-8	Directors: Diego Masola Daniel Puerta Maximiliano Saporito Ricardo Bennett Eulogio Guzman Diego Marcantonio	Capital subscribed and paid as of December 31, 2023 M\$63,248,041.-	The purpose of the company, as a business support company, as a subsidiary of a bank, will be: a) To issue and operate credit cards; and b) Grant loans with or without guarantee.
Administradora y Procesos S.A Santiago ID: 76,388,146-6	Directors: Diego Masola Daniel Puerta Maximiliano Saporito Ricardo Bennett Eulogio Guzman Diego Marcantonio	Subscribed and paid capital as of December 31, 2023 is CLP Th\$2,501,432.-	The company's purpose will be to carry out, on its own behalf or on behalf of third parties, the authorization and registration of transactions, computerized data processes and the administration of payment cards. The company may complement said business with the following: /i/ provide electronic channels for the operation of the cards, assuming responsibility for operational security; / ii / provide services related to internet transactions; / iii / provide fraud prevention services; / iv / perform operations linked to the generation of physical cards; and /v/ other activities complementary to the main line of business or necessary to carry them out."
Servicios Integrales S.A. Santiago ID: 76,388,155-5	Directors: Diego Masola Daniel Puerta Maximiliano Saporito Ricardo Bennett Eulogio Guzman Diego Marcantonio	Capital subscribed and paid as of December 31, 2023 M\$30,000.-	La sociedad tendrá por objeto la realización, por cuenta propia o de terceros, de servicios de cobranza, recaudaciones, asesorías financieras y otras actividades complementarias a las anteriores o necesarias para llevarlas a efecto.



## Colombia

Company	Administration	Capital	Company Purpose
Cencosud Colombia S.A. Bogotá	Directors : Heike Paulmann Koepfer Martha Lucía Henao  Alternates: Jose Alejandro Torres Cristian Siegmund Ana María Mantilla  Alternate 1: Martha Lucía Henao Alternate 2: Ana María Mantilla	The subscribed and paid capital as of December 31, 2023 is COP M\$86,196,359,000.-	Constitution and start-up of commercial establishments dedicated to providing services under the DIY format. Develop activities related to the construction sector, such as developing designs, adaptation, demolition, restoration or remodeling of properties. The purchase, import, export, acquisition, preparation, manufacturing, preparation, sale, distribution, and in general the production and marketing of mass consumption products, the purchase and sale of all types of medicines for human and/or animal consumption, All these goods and services may be our own and/or those of third parties, activities that will be carried out in warehouses and retail and/or wholesale trade establishments; the issuance, sale and marketing of vouchers and/or cards redeemable for goods and/or services, and the provision of additional services, such as travel agencies, automobile service centers, gasoline stations, ticket offices for recreational shows, restaurants and cafeterias, drugstores and pharmacies that sell medicines for human and/or animal consumption, the collection of money for the provision and payments of all types of goods and services, as well as the establishment, administration and operation of said warehouses and businesses prior to the corresponding authorizations.
Cencosud Col Shopping S.A.S. Bogotá	Directors : Heike Paulmann Koepfer Martha Lucía Henao  Alternates: Jose Alejandro Torres Cristian Siegmund Ana María Mantilla  Cristian Siegmund Alternate 1: Martha Lucía Henao Alternate 2: Ana María Mantilla	The subscribed and paid capital as of December 31, 2023 is COP M\$394,528,123,000.-	The Company's corporate purpose will be: (1) the development of activities related to the construction sector, such as the development of designs, and the adaptation, demolition, restoration, or remodeling of properties; (2) the construction, planning, design and execution of all types of buildings or real estate developments on property owned or owned by others; (3) acquire, transfer, manage, receive or give on lease or under any other title all types of real estate; (4) give or take for lease or any other title all types of properties, including spaces or sales positions within or allocate own or third-party properties to own or third-party commercial establishments and to the provision of complementary services; (5) the planning, development and management of shopping centers, and all related, necessary and complementary activities. The corporate purpose will be included, in general, all preparatory, complementary or accessory acts and contracts of all the above, those that are related to the existence and operation of the Company, the others that are conducive to the successful achievement of the purposes. social, as well as any other legal activity. The Company may not guarantee, either personally or with its assets, obligations other than its own.



## United States of America

Company	Administration	Capital	Company Purpose
The Fresh Market Holdings, Inc. Delaware	Director: Manfred Paulmann Koepfer Heike Paulmann Koepfer Peter Paulmann Koepfer Jose Raul Fernandez Andrew Jhawar Jason Potter  General manager: Jason Potter (CEO)	Article IV, Section 4(a) of the Bylaws states that "The total number of shares of all classes of capital stock that the Corporation is authorized to issue is 250,000,100 shares, consisting of 24,500,169 shares of common stock. Class A, with par value of \$0.0001 per share. share ("Class A Common Shares") and (ii) 225,499,931 Class B common shares, par value \$0.0001 per share ("Class B Common Shares", and, together with the Class A Common Shares, the "Common Shares")	Article III of the Bylaws states that "The purpose of the Corporation is to engage in any legal act or activity for which corporations may now or hereafter organize under the General Corporation Law of the State of Delaware (the "DGCL")."
The Fresh Market Intermediate Holdings, Inc. Delaware	Director: Manfred Paulmann Koepfer Heike Paulmann Koepfer Peter Paulmann Koepfer Jose Raul Fernandez Andrew Jhawar Jason Potter  General manager: Jason Potter (CEO)	Article Four of the Bylaws states that "The total number of shares that the Corporation has authority to issue is one hundred (100) common shares, with a par value of \$0.01 per share.	Article III of the Charter states that "The nature of the business or purpose to be carried on or promoted is to engage in any legal act or activity for which corporations may organize under the General Corporation Law of the State of Delaware (the "DGCL")."



Company	Administration	Capital	Company Purpose
The Fresh Market, Inc. Delaware	Director: Manfred Paulmann Koepfer Heike Paulmann Koepfer Peter Paulmann Koepfer Jose Raul Fernandez Andrew Jhawar Jason Potter  General manager Jason Potter (CEO)	Article IV of the Bylaws states that “The total number of shares of all classes of stock that the Corporation is authorized to issue is one thousand (1,000) shares of capital stock, all of which will be common shares with a par value of a cent. (\$0.01) per share (the “Common Shares”).	Article III of the Bylaws states that “The purpose of the Corporation is to engage in any legal act or activity for which corporations may organize under the General Corporation Law of the State of Delaware as it now exists or may be amended and/or or in the future. periodically supplemented (the “DGCL”).”
The Fresh Market Gift Company LLC. Virginia	Administered by:  The Fresh Market, Inc.  General manager:  Jason Potter	The operating agreement establishes that The Fresh Market, Inc. is the sole member.	Section 1.04 of the Operating Agreement states that “The primary purpose of the Company will be to issue and redeem gift cards to customers of The Fresh Market, Inc., including the assumption of liabilities of The Fresh Market, Inc. under its issued and pending gift cards. The Company may engage in any and all other lawful activities that are necessary, incidental or convenient to conduct the Company's business as contemplated by this Agreement. The Company may also carry out any other lawful activity that is approved by The Fresh Market, Inc.
The Fresh Market of Massachusetts, Inc. Massachusetts	Director: Jeffrey A. Tocchio  General manager: Jason Potter	Article III of the Bylaws states that “The total number of shares of all classes of stock that the Corporation is authorized to issue is 275,000 shares of capital stock, all of which shall be common stock of no par value.”	Article II of the Bylaws states that “The purpose of the corporation shall be to own, operate and manage a business to sell beer and wine for consumption off the premises and to perform any type of work or other activities reasonably related to said business; buy, acquire, acquire and lease real estate, whether or not related to the business of the company; act as a partner, general or limited, in any partnership; become a participant in any Limited Liability Company or Limited Liability Corporation; and to carry on any business or other activity that may lawfully be carried on by a corporation organized pursuant to the Business Corporation Law of the Commonwealth of Massachusetts, MGLC 156D, whether or not related to the foregoing business activities.”





## Peru

Company	Administration	Capital	Company Purpose
Cencosud Perú S.A. Lima	Director: Heike Paulmann Koepfer General manager Alfredo Mastrokalos Viñas	The subscribed and paid capital as of December 31, 2023 is S/ 1,811,935,015.-	The purpose of the company is to engage in investments of all kinds in companies or companies incorporated in Peru or abroad, whose main purpose is to engage in real estate, financial, and wholesale and retail sales. The investments made by the company in the exercise of its corporate purpose will be made through contributions in cash or in kind, acquisition of securities, bonds, purchase of shares, purchase of assets or other forms of investment. Additionally, the company may also be dedicated to providing accounting, administrative, business and commercial advisory services, human resources training, storage, purchasing and selling, inventory center, traffic and handling of merchandise, logistical services, administration of the voucher system, coupons or similar document for food benefits in favor of workers and any other related activity.
Cinco Robles S.A.C. Lima	General manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas.	The subscribed and paid capital as of December 31, 2023 is S/ 119,411,436.-	The company's purpose is: The purchase and sale and administration of real estate, real estate investments in general.
Cencosud Retail Perú S.A. Lima	Director: : Heike Paulmann Koepfer  General Manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas.	The subscribed and paid capital as of December 31, 2023 is S/ 94,384,879.-	The company's purpose is: The purchase, sale, import, and export of all types of wholesale and retail products that can be sold in establishments.
ISMB Supermercados S.A.C. Lima	General Manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas.	The subscribed and paid capital as of December 31, 2023 is S/ 22,054,220.-	The company's purpose is to: Dedicate itself to real estate sales, leasing and management activities; to the management and advice of real estate businesses.
Las Hadas Inversionistas S.A.C. Lima	General Manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas.	The subscribed and paid capital as of December 31, 2023 is S/ 1,000.-	The main purpose of the company is to exercise the rights of holder of shares representing the capital stock of other companies, whether local or foreign, to carry out investments and real estate and infrastructure activities.



Company	Administration	Capital	Company Purpose
Loyalty Perú S.A.C. Lima	Director: Fernando Romero Belismelis (P) Alfredo Mastrokalos Vineyards Alejandro Desmaison Fernandini Alvaro Granada Sanz Jose Luis Orbegoso Moncloa Rodrigo Alonso Isasi Ruiz Eldredge (Alternate)  General manager: Mario Daniel Rubio Scogins	The capital subscribed and paid by Cencosud Retail Perú SA as a shareholder, as of December 31, 2023, is S/ 1,823,061 (Soles), which is equivalent to a 42.50% shareholding. The subscribed and paid share capital of Loyalty Perú SAC is S/ 4,289,555.-	The purpose of the company is to build customer loyalty of the associated companies, through an identification and reward system that rewards their loyalty, satisfying and exceeding their expectations, contributing to the growth of the associates in a scheme of self-financing operations.
Tres Palmeras S.A. Lima	Director: Heike Paulmann Koepfer  manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas	The subscribed and paid capital as of December 31, 2023 is S/ 363,313,091.-	The company's purpose is: The purchase and sale and administration of real estate, real estate investments in general.
Travel International Partners Perú S.A.C. Lima	General manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas	The subscribed and paid capital as of December 31, 2023 is S/ 806,565.-	The company's purpose is to carry out tourist services operations, dedicated to the development, production, organization and sale of programs and other tourist services, national and international, reservation and sale of tickets and passages in any means of transport.



Company	Administration	Capital	Company Purpose
Caja Rural de Ahorro y Crédito CAT Perú S.A. Lima	Director: Headlines Joshua Ignacio Sica Aranda Eduardo José Sánchez Carrión Troncón Eulogio Guzman Llona Luis Hipólito Gastañeta Alayza Alfredo Alessandro Mastrokalos Viñas José Luis Orbegoso Moncloa  Alternates: Francisco Guillermo Rivadeneira Gastañeta Susan Karem Castillo Loo Agnes Ostenrieder Alfonso Tola Rojas Pedro Gabriel Ayin Temoche Cristian Marcelo Siegmund Gebert María Dolores Camarero Cisneros Juan Sebastian Malagón Hidalgo  General manager: Fredy Renzo Ferreyra Aucaruri	The capital subscribed and paid by Cencosud Perú SA as a shareholder, as of December 31, 2023, is S/ 96,338,899 (Soles), which is equivalent to 48.99% of the shareholding. For its part, the capital subscribed and paid by Cencosud Retail Perú SA as a shareholder, as of December 31, 2023, is S/ 1 (Sol), which is equivalent to 0.01% of the shareholding. The subscribed and paid share capital of Caja Rural de Ahorro y Crédito CAT Perú SA is S/ 177,712,000.-	The company's purpose is: Financial entity.



Company	Administration	Capital	Company Purpose
Paris Marcas Perú S.A. Lima	Director: Heike Paulmann Koepfer  manager: Alfredo Alessandro Mastrokalos Viñas	The subscribed and paid capital as of December 31, 2023 is S/ 1,196,178.-	The company's purpose is to provide supply, storage, purchasing, inventory control, traffic, merchandise handling, transportation, physical distribution and any other logistical function or service in general; It will also have as its purpose the purchase, sale, marketing, representation, import, export of all types of wholesale and retail products that can be marketed in establishments, department stores, supermarkets, including telecommunications equipment and devices, minor motor vehicles, on their own behalf or on behalf of third parties, and may be dedicated to the installation, qualification, management and/or direct or indirect administration of commercial establishments; Without being exclusive, it may also be dedicated to the import, distribution, administration and exploitation of its own and/or third-party brands, national and foreign; purchase and sale of movable and immovable property, its leasing and exploitation; construction, development of real estate projects, shopping centers, galleries, entertainment centers and shopping center management. The acts related to it that contribute to the achievement of its purposes are understood to be included in the corporate purpose, even if they are not expressly indicated. The company may carry out, without reservation or limitation, all administrative and disposition acts and contracts necessary to fulfill its corporate purpose on its own behalf and on behalf of third parties.
Cencosud Perú Shopping S.A.C. Lima	General manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas	The subscribed and paid capital as of December 31, 2023 is S/ 470,847,120.-	The company's purpose is: to engage in the purchase and sale, leasing, subdivision, construction and administration of real estate, as well as the realization and administration of all types of real estate and movable investments. The acts related to it that contribute to the achievement of its purposes are understood to be included in the corporate purpose, even if they are not expressly indicated.
Cencosud Perú Holding S.A.C. Lima	General manager: Cencosud Perú SA represented, in turn, by its General Manager, Alfredo Mastrokalos Viñas	The subscribed and paid capital as of December 31, 2023 is S/ 470,848,119.-	The purpose of the company is to dedicate itself to making investments of all kinds in businesses, companies or companies incorporated in Peru or abroad. The investments made by the company in the exercise of its corporate purpose will be made through contributions in cash or in kind, acquisition and/or sale of securities, bonds, shares, assets or other forms of investment. The acts related to it that contribute to the achievement of its purposes are understood to be included in the corporate purpose, even if they are not expressly indicated.
HJSA PROYECTO TRES S.A.C. Lima	General manager: Jose Luis Orbegoso Moncloa	The subscribed and paid capital as of December 31, 2023 is S/ 180,076.00	The purpose of the company is to engage in all operations related to the exploitation of the real estate business, promotion and development, construction, brokerage and purchase and sale of real estate in general.



## Uruguay

Company	Administration	Capital	Company Purpose
Dawfel S.A. Montevideo	Director: Catalina Valderrama Ronco Sebastian Rivera Martinez Eulogio Guzmán Llona	The capital as of December 31, 2023 is UY\$ 40,000.-	Its main purpose is: Participate in other commercial companies in Uruguay or abroad in accordance with the provisions of art. 47 of Law 16,060 with the wording given by art 100 of Law 18,083. Its secondary object is: A) Carry out and manage all types of investment activities (not included in Law 16,774, amending and concordant) in titles, bonds, debentures, bills, securities, in the country or abroad, for own account or that of third parties; These activities are not included in Decree-Law 15,322. B) Industrialize and commercialize in all its forms, merchandise, rental of goods, works and services in the branches and annexes of: food, household and office items, automotive, bar, bazaar, rubber, communication, construction, cosmetics, leather, editorial sports, electronics, electrotechnics, teaching, shows, pharmacy, hardware store, photography, hotel, printing, computing, jewelry, toy store, wool, laundry, bookstore, cleaning, wood, machines, maritime, mechanics, metallurgy, mining, music, works engineering, optics, paper, perfumery, fishing, plastic, press, advertising, chemistry, professional, technical and administrative services, tobacco, television, textile, transportation, tourism, furniture securities, clothing, veterinary, glass. C) Imports, exports, representations, commissions and consignments. D) Purchase, sale, lease, administration, construction and all types of operations with real estate. E) Agricultural exploitation, forestry, fruit growing, citrus growing and its derivatives.
Cencosud Uruguay Servicios S.A. Montevideo	Director: Catalina Valderrama Ronco Sebastian Rivera Martinez Eulogio Guzmán Llona	The capital as of December 31, 2023 is UY\$ 395,700,000.-	Its sole purpose will be to carry out, as a user of free zones under Law N° 15,921, on Free Zones, all types of industrial, commercial or service activities and among them: A) Marketing of goods, except those referred to in article 47. of Law 15,921, deposit, storage, conditioning, selection, classification, fractionation, assembly, disassembly, handling or mixing of merchandise or raw materials of foreign or national origin. In any case where the goods enter the national political territory, the provisions of article 36 of Law 15,921 will be strictly applied; B) Installation and operation of manufacturing establishments, C) Provision of all types of services, not restricted by national regulations, both within the free zone and from there to third countries or non-free national territory, within the applicable legal framework.



# 9 Appendix





# Appendix

## Double Materiality Construction Process

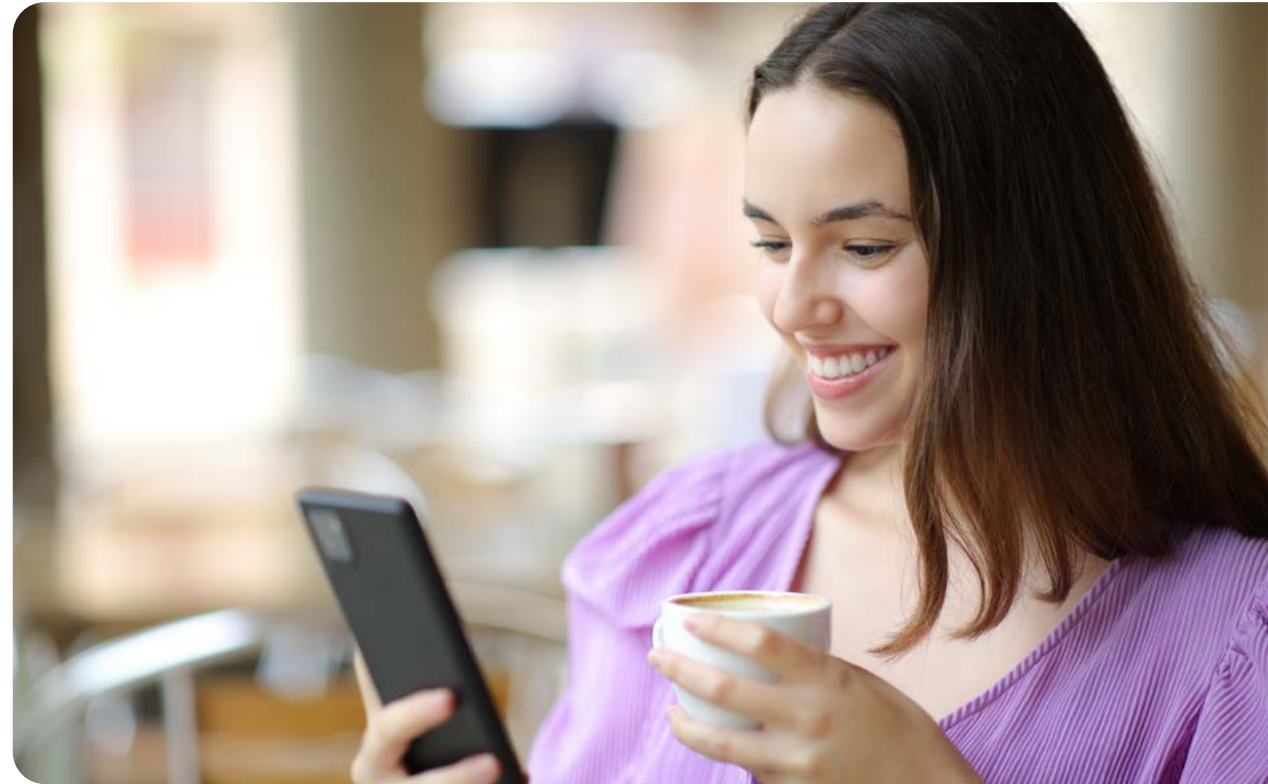
Double materiality is a concept used in the field of sustainability and corporate responsibility that recognizes the importance of considering both the financial impacts and the social and environmental impacts of an organization. In other words, it involves evaluating not only how a company's activities affect its financial performance and economic value, but also how they affect people, society and the environment more generally.

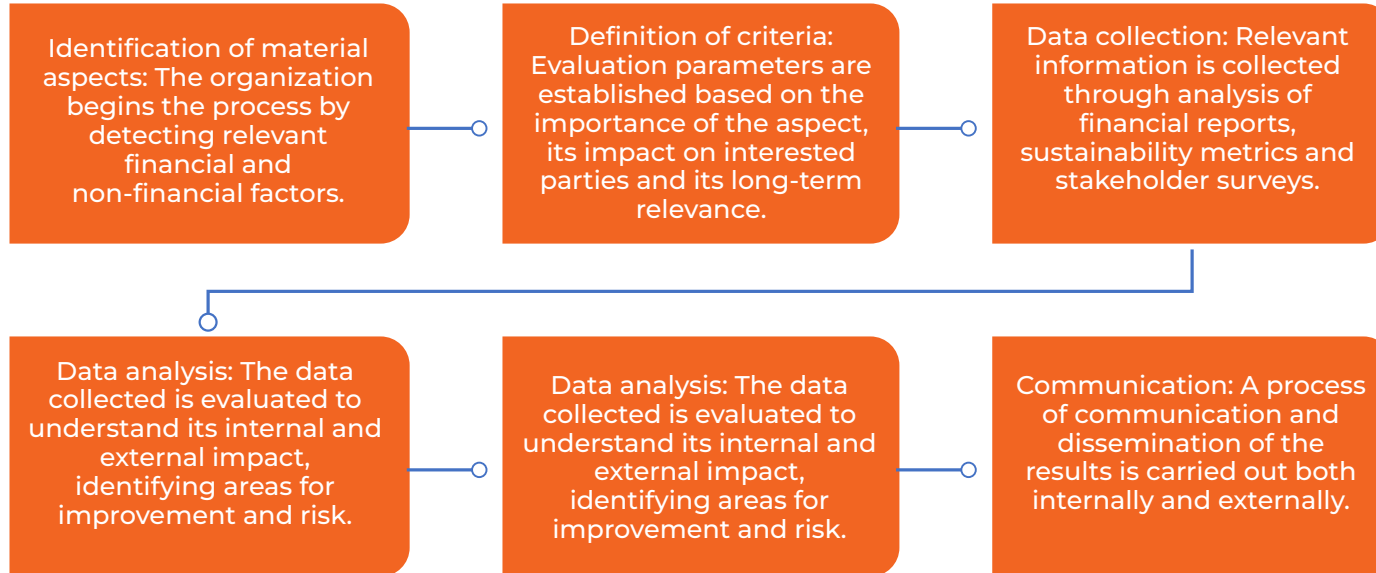
This perspective recognizes that companies are not only influenced by their environment, but also have a significant impact on it. Therefore, double materiality implies the responsibility of companies to report on their performance not

only in financial terms, but also in social and environmental terms, and how these aspects are interrelated.

Therefore, double materiality implies considering both the impacts that the company receives from the outside (external) and those that it generates to the outside (internal and external), recognizing that both are important to evaluate the true sustainability and responsibility of an organization.

A dual materiality matrix is a tool that allows organizations to evaluate and manage their internal and external impacts, considering both financial and environmental, social and governance (ESG) aspects. The steps considered to build Cencosud's dual materiality matrix were:









# Metrics

## Company ownership of senior executives

NCG-461: 3.4.iv Ejecutivos principales

According to the shareholder registry as of December 31, 2023, the following main executives had ownership, directly or indirectly, of the Company:

- Rodrigo Larraín Kaplan: 0 shares
- Ricardo Bennett de la Vega: 25,000 shares
- Alexis Quezada Reyes: 22,685 shares
- Sebastián Rivera Martínez: 156,159 shares
- Luis Bernardo Silva: 0 actions

Additionally, in the period between January 1, 2023 and December 31, 2023, the following senior executives carried out relevant Cencosud stock transactions:

Senior Executive	Date	Transaction Type	N° of Shares
Ricardo Bennett de la Vega	14-09-23	purchase or sale of shares	20,000
	29-06-23	purchase or sale of shares	68,000
	09-03-23	purchase or sale of shares	6,700
	23-01-23	purchase or sale of shares	10,000
Eulogio Guzmán Llona	22-08-23	purchase or sale of shares	10,000
Matías Videla Solá	04-04-23	purchase or sale of shares	609,088
	03-04-2023	purchase or sale of shares	685,357

Note: Regarding the information of Mr. Matías Videla, this corresponds to the period of 2023 in which he served as General Manager of Cencosud SA





## Diversity by gender

### CENCOSUD S.A. CMF 5.1.1: Number of people by gender

Number of people by gender	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Cencosud SA (Individual), ID 93,834,000-5</b>	<b>6</b>	<b>31</b>	<b>552</b>	-	-	<b>106</b>	<b>1</b>	<b>758</b>	<b>52</b>	<b>1,506</b>
Women	1	12	162	-	-	43		310	26	554
Men	5	19	390	-	-	63	1	448	26	952
<b>ARGENTINA</b>	<b>9</b>	<b>84</b>	<b>4,805</b>	<b>324</b>	<b>2,843</b>	<b>181</b>	<b>11,516</b>	<b>1,203</b>	<b>119</b>	<b>21,084</b>
Women		25	1,720	14	519	74	5,258	498	40	8,148
Men	9	59	3,085	310	2,324	107	6,258	705	79	12,936
<b>BRAZIL</b>	<b>7</b>	<b>24</b>	<b>930</b>	<b>1,819</b>	<b>1,420</b>	<b>176</b>	<b>14,662</b>	<b>530</b>	<b>435</b>	<b>20,003</b>
Women	1	5	335	950	627	108	7,325	233	239	9,823
Men	6	19	595	869	793	68	7,337	297	196	10,180
<b>CHILE</b>	<b>13</b>	<b>111</b>	<b>5,478</b>	<b>18,962</b>	<b>11,365</b>	<b>210</b>	<b>10,610</b>	<b>1,887</b>	<b>183</b>	<b>48,819</b>
Women	1	36	2,607	13,214	5,851	117	6,096	788	58	28,768
Men	12	75	2,871	5,748	5,514	93	4,514	1,099	125	20,051
<b>CHINA</b>	<b>1</b>	<b>6</b>	<b>13</b>	-	-	<b>44</b>	-	-	-	<b>64</b>
Women		2	9			35				46
Men	1	4	4			9				18



CENCOSUD S.A.  
CMF 5.1.1: Number of people by gender

Number of people by gender	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>COLOMBIA</b>	<b>3</b>	<b>30</b>	<b>1,077</b>	<b>4,743</b>	<b>2,276</b>	<b>94</b>	<b>1,292</b>	<b>418</b>	<b>113</b>	<b>10,046</b>
Women	1	11	430	2,345	1,063	37	556	213	66	4,722
Men	2	19	647	2,398	1,213	57	736	205	47	5,324
<b>PERU</b>	<b>1</b>	<b>20</b>	<b>591</b>	<b>772</b>	<b>7,969</b>	<b>144</b>	<b>4</b>	<b>376</b>	<b>102</b>	<b>9,979</b>
Women		1	305	145	4,295	71	3	137	27	4,984
Men	1	19	286	627	3,674	73	1	239	75	4,995
<b>URUGUAY</b>	<b>1</b>	<b>13</b>	<b>46</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>132</b>	<b>-</b>	<b>194</b>
Women		1	15			1		39		56
Men	1	12	31			1		93		138
<b>USES</b>	<b>18</b>	<b>224</b>	<b>-</b>	<b>9,566</b>	<b>-</b>	<b>1,443</b>	<b>-</b>	<b>217</b>	<b>-</b>	<b>11,468</b>
Women	2	58	-	5,236	-	676	-	98	-	6,070
Men	16	166	-	4,330	-	767	-	119	-	5,398
<b>Total</b>	<b>53</b>	<b>512</b>	<b>12,940</b>	<b>36,186</b>	<b>25,873</b>	<b>2,294</b>	<b>38,084</b>	<b>4,763</b>	<b>952</b>	<b>121,657</b>
Women	5	139	5,421	21,904	12,355	1,119	19,238	2,006	430	62,617
Men	48	373	7,519	14,282	13,518	1,175	18,846	2,757	522	59,040



## Diversity by nationality

CENCOSUD S.A.  
CMF 5.1.2: Number of people by nationality, gender and type of position

Number of people by gender	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Argentines</b>	<b>14</b>	<b>91</b>	<b>4,738</b>	<b>334</b>	<b>2,793</b>	<b>178</b>	<b>11,288</b>	<b>1,164</b>	<b>113</b>	<b>20,713</b>
Women	1	25	1,687	25	508	73	5,154	481	37	7,991
Men	13	66	3,051	309	2,285	105	6,134	683	76	12,722
<b>Brazilians</b>	<b>7</b>	<b>28</b>	<b>936</b>	<b>1,823</b>	<b>1,424</b>	<b>177</b>	<b>14,656</b>	<b>534</b>	<b>435</b>	<b>20,020</b>
Women	1	5	339	954	629	108	7,319	235	238	9,828
Men	6	23	597	869	795	69	7,337	299	197	10,192
<b>Chileans</b>	<b>14</b>	<b>116</b>	<b>5,246</b>	<b>17,791</b>	<b>10,666</b>	<b>197</b>	<b>9,624</b>	<b>1,716</b>	<b>175</b>	<b>45,545</b>
Women		37	2,490	12,488	5,548	109	5,610	729	57	27,068
Men	14	79	2,756	5,303	5,118	88	4,014	987	118	18,477
<b>Chinese</b>	<b>-</b>	<b>4</b>	<b>13</b>	<b>-</b>	<b>-</b>	<b>44</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>61</b>
Women		1	9			35				45
Men		3	4			9				16
<b>Colombians</b>	<b>1</b>	<b>29</b>	<b>1,096</b>	<b>4,894</b>	<b>2,357</b>	<b>94</b>	<b>1,409</b>	<b>425</b>	<b>113</b>	<b>10,418</b>
Women	1	11	444	2,443	1,102	37	619	213	66	4,936
Men		18	652	2,451	1,255	57	790	212	47	5,482
<b>Americans</b>	<b>15</b>	<b>220</b>	<b>1</b>	<b>9,566</b>	<b>-</b>	<b>1,443</b>	<b>1</b>	<b>218</b>	<b>-</b>	<b>11,464</b>
Women	2	56	1	5,236	-	676	1	98	-	6,070



CENCOSUD S.A.  
CMF 5.1.2: Number of people by nationality, gender and type of position

Number of people by gender	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
Men	13	164	-	4,330	-	767	-	120	-	5,394
<b>Paraguayans</b>	-	-	<b>17</b>	<b>8</b>	<b>14</b>	-	<b>54</b>	<b>5</b>	<b>2</b>	<b>100</b>
Women			6	5	3		29	3		46
Men			11	3	11		25	2	2	54
<b>Peruvians</b>	<b>1</b>	<b>19</b>	<b>639</b>	<b>1,112</b>	<b>8,123</b>	<b>147</b>	<b>342</b>	<b>398</b>	<b>104</b>	<b>10,885</b>
Women		2	329	363	4,365	73	191	144	28	5,495
Men	1	17	310	749	3,758	74	151	254	76	5,390
<b>Uruguayans</b>	-	<b>3</b>	<b>36</b>	<b>3</b>	<b>12</b>	<b>1</b>	<b>18</b>	<b>137</b>	-	<b>210</b>
Women		1	17	1	6		11	41		77
Men		2	19	2	6	1	7	96		133
<b>Venezuelans</b>	-	-	<b>176</b>	<b>393</b>	<b>373</b>	<b>12</b>	<b>383</b>	<b>147</b>	<b>8</b>	<b>1,492</b>
Women			77	235	142	7	159	56	3	679
Men			99	158	231	5	224	91	5	813
<b>Angolan</b>	-	-	-	-	-	-	3	-	-	3
Women	-	-	-	-	-	-	1	-	-	1
Men	-	-	-	-	-	-	2	-	-	2
<b>Barbados</b>	-	-	-	<b>1</b>	-	-	-	-	-	<b>1</b>
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	1	-	-	-	-	-	1
<b>Bolivian</b>	-	-	<b>17</b>	<b>123</b>	<b>59</b>	-	<b>151</b>	<b>6</b>	<b>1</b>	<b>357</b>



CENCOSUD S.A.  
CMF 5.1.2: Number of people by nationality, gender and type of position

Number of people by gender	2023									Total
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	
Women	-	-	12	101	36		104	1	1	255
Men	-	-	5	22	23		47	5		102
<b>Cape Verdean</b>	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>
Women	-	-	-	-	-	-	1	-	-	1
Men	-	-	-	-	-	-	-	-	-	-
<b>Cypriot</b>	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	1	-	-	1
<b>Costa Rican</b>	-	-	-	-	-	-	-	<b>1</b>	-	<b>1</b>
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	1	-	1
<b>Cubans</b>	-	-	<b>5</b>	<b>11</b>	<b>7</b>	-	<b>10</b>	<b>4</b>	-	<b>37</b>
Women			1	7	4		6	1		19
Men			4	4	3		4	3		18
<b>Dominicans</b>	-	-	-	<b>9</b>	<b>5</b>	-	<b>7</b>	-	-	<b>21</b>
Women				7	2		3			12
Men				2	3		4			9
<b>Dominican</b>	-	-	-	<b>3</b>	<b>1</b>	-	<b>1</b>	-	-	<b>5</b>
Women				2	1		1			4
Men				1						1



CENCOSUD S.A.  
CMF 5.1.2: Number of people by nationality, gender and type of position

Number of people by gender	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Spanish people</b>	-	-	4	1	4	-	2	2	-	13
Women			2		1		1	2		6
Men			2	1	3		1			7
<b>Filipinos</b>	-	-	-	-	1	-	-	-	-	1
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	1	-	-	-	-	1
<b>French</b>	-	-	1	-	-	-	-	-	-	1
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	1	-	-	-	-	-	-	1
<b>Haitians</b>	-	-	-	75	18	-	100	1	1	195
Women				15	1		18			34
Men				60	17		82	1	1	161
<b>Italians</b>	-	-	1	-	-	-	-	1	-	2
Women	-	-	1	-	-	-	-	1	-	2
Men	-	-	-	-	-	-	-	-	-	-
<b>Japanese</b>	-	-	-	-	-	-	1	-	-	1
Women	-	-	-	-	-	-	1	-	-	1
Men	-	-	-	-	-	-	-	-	-	-
<b>Moroccan</b>	-	-	-	1	-	-	1	-	-	2
Women	-	-	-	-	-	-	-	-	-	-



CENCOSUD S.A.  
CMF 5.1.2: Number of people by nationality, gender and type of position

Number of people by gender	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
Men	-	-	-	1	-	-	1	-	-	2
<b>Mexicans</b>	-	1	1	2	1	-	-	-	-	5
Women			1	2						3
Men		1			1					2
<b>Nicaraguans</b>	-	-	-	3	-	-	1	-	-	4
Women				2						2
Men				1			1			2
<b>North Korean</b>	-	-	1	-	-	-	-	-	-	1
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	1	-	-	-	-	-	-	1
<b>Panamanians</b>	-	-	-	1	-	-	-	-	-	1
Women	-	-	-	1	-	-	-	-	-	1
Men	-	-	-	-	-	-	-	-	-	-
<b>Portuguese</b>	-	-	1	-	-	-	3	-	-	4
Women	-	-	-	-	-	-	-	-	-	-
Men			1				3			4
<b>Russian</b>	-	1	-	-	-	-	-	-	-	1
Women		1								1
Men	-	-	-	-	-	-	-	-	-	-
<b>Salvadorans</b>	-	-	1	2	-	-	1	-	-	4





CENCOSUD S.A.  
CMF 5.1.2: Number of people by nationality, gender and type of position

Number of people by gender	2023									Total
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	
Women			1	2			1			4
Men	-	-	-	-	-	-	-	-	-	-
<b>Sirius</b>	-	-	<b>1</b>	-	-	-	-	-	-	<b>1</b>
Women	-	-	-	-	-	-	-	-	-	-
Men			1							1
<b>Ukrainians</b>	-	-	-	-	-	-	-	<b>1</b>	-	<b>1</b>
Women	-	-	-	-	-	-	-		-	-
Men								1		1
<b>Canadian</b>	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>
Women	-	-	-	-	-	-	-	-	-	-
Men	1	-	-	-	-	-	-	-	-	1
<b>Ecuadorians</b>	-	-	<b>9</b>	<b>30</b>	<b>15</b>	<b>1</b>	<b>26</b>	<b>3</b>	-	<b>84</b>
Women			4	15	7	1	8	1		36
Men			5	15	8		18	2		48
<b>Total</b>	<b>53</b>	<b>512</b>	<b>12,940</b>	<b>36,186</b>	<b>25,873</b>	<b>2,294</b>	<b>38,084</b>	<b>4,763</b>	<b>952</b>	<b>121,657</b>
Women	5	139	5,421	21,904	12,355	1,119	19,238	2,006	430	62,617
Men	48	373	7,519	14,282	13,518	1,175	18,846	2,757	522	59,040



## Diversity by age range

CENCOSUD S.A. (individual), ID 93.834.000-5  
5.1.3 Number of people by age range, separated by gender, for each type of position

Number of people by age range	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	<b>22</b>	-	-	<b>10</b>	-	<b>148</b>	<b>7</b>	<b>187</b>
Women			4			4		58	5	71
Men			18			6		90	2	116
<b>Between 30 and 40</b>	-	<b>7</b>	<b>328</b>	-	-	<b>41</b>	-	<b>409</b>	<b>13</b>	<b>798</b>
Women		2	106			21		172	8	309
Men		5	222			20		237	5	489
<b>Between 41 and 50</b>	<b>5</b>	<b>17</b>	<b>165</b>	-	-	<b>41</b>	-	<b>136</b>	<b>15</b>	<b>379</b>
Women	1	6	40			14		57	9	127
Men	4	11	125			27		79	6	252
<b>Between 51 and 60</b>	<b>1</b>	<b>6</b>	<b>31</b>	-	-	<b>11</b>	-	<b>51</b>	<b>11</b>	<b>111</b>
Women		4	10			3		19	4	40
Men	1	2	21			8		32	7	71
<b>Between 61 and 70</b>	-	<b>1</b>	<b>5</b>	-	-	<b>3</b>	<b>1</b>	<b>13</b>	<b>5</b>	<b>28</b>
Women			2			1		3		6
Men		1	3			2	1	10	5	22
<b>More than 70 years</b>	-	-	<b>1</b>	-	-	-	-	<b>1</b>	<b>1</b>	<b>3</b>
Women								1		1
Men			1						1	2
<b>Total</b>	<b>6</b>	<b>31</b>	<b>552</b>	-	-	<b>106</b>	<b>1</b>	<b>758</b>	<b>52</b>	<b>1,506</b>
Women	1	12	162	-	-	43	-	310	26	554
Men	5	19	390	-	-	63	1	448	26	952



**CENCOSUD S.A.: ARGENTINA**  
**5.1.3 Number of people by age range, separated by gender, for each type of position**

Number of people by age range	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	<b>84</b>	<b>10</b>	<b>325</b>	<b>69</b>	<b>2,398</b>	<b>169</b>	<b>24</b>	<b>3,079</b>
Women			32		35	34	1023	93	9	1,226
Men			52	10	290	35	1375	76	15	1,853
<b>Between 30 and 40</b>	<b>1</b>	<b>16</b>	<b>1,354</b>	<b>96</b>	<b>1,168</b>	<b>50</b>	<b>4,133</b>	<b>445</b>	<b>32</b>	<b>7,295</b>
Women		7	579	6	165	26	1904	196	11	2,894
Men	1	9	775	90	1003	24	2229	249	21	4,401
<b>Between 41 and 50</b>	<b>5</b>	<b>39</b>	<b>2,491</b>	<b>124</b>	<b>1,036</b>	<b>45</b>	<b>3,778</b>	<b>418</b>	<b>38</b>	<b>7,974</b>
Women		13	876	3	253	12	1871	162	14	3,204
Men	5	26	1615	121	783	33	1907	256	24	4,770
<b>Between 51 and 60</b>	<b>3</b>	<b>26</b>	<b>786</b>	<b>82</b>	<b>254</b>	<b>13</b>	<b>1,095</b>	<b>145</b>	<b>19</b>	<b>2,423</b>
Women		5	219	5	59	2	434	42	5	771
Men	3	21	567	77	195	11	661	103	14	1,652
<b>Between 61 and 70</b>	-	<b>3</b>	<b>88</b>	<b>12</b>	<b>57</b>	<b>4</b>	<b>111</b>	<b>26</b>	<b>6</b>	<b>307</b>
Women			14		6		26	5	1	52
Men		3	74	12	51	4	85	21	5	255
<b>More than 70 years</b>	-	-	<b>2</b>	-	<b>3</b>	-	<b>1</b>	-	-	<b>6</b>
Women					1					1
Men			2		2		1			5
<b>Total</b>	<b>9</b>	<b>84</b>	<b>4,805</b>	<b>324</b>	<b>2,843</b>	<b>181</b>	<b>11,516</b>	<b>1,203</b>	<b>119</b>	<b>21,084</b>
Women	-	25	1,720	14	519	74	5,258	498	40	8,148
Men	9	59	3,085	310	2,324	107	6,258	705	79	12,936



CENCOSUD S.A.: BRAZIL  
5.1.3 Number of people by age range, separated by gender, for each type of position

Number of people by age range	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	<b>49</b>	<b>333</b>	<b>250</b>	<b>43</b>	<b>3,734</b>	<b>43</b>	<b>80</b>	<b>4,532</b>
Women			14	155	86	23	1561	13	46	1,898
Men			35	178	164	20	2173	30	34	2,634
<b>Between 30 and 40</b>	-	<b>3</b>	<b>365</b>	<b>621</b>	<b>570</b>	<b>91</b>	<b>4,541</b>	<b>256</b>	<b>234</b>	<b>6,681</b>
Women		1	165	356	271	57	2305	111	123	3,389
Men		2	200	265	299	34	2236	145	111	3,292
<b>Between 41 and 50</b>	<b>5</b>	<b>11</b>	<b>361</b>	<b>478</b>	<b>402</b>	<b>32</b>	<b>3,591</b>	<b>185</b>	<b>95</b>	<b>5,160</b>
Women			122	265	191	22	2060	88	58	2,806
Men	5	11	239	213	211	10	1531	97	37	2,354
<b>Between 51 and 60</b>	<b>2</b>	<b>9</b>	<b>140</b>	<b>297</b>	<b>172</b>	<b>8</b>	<b>2,105</b>	<b>43</b>	<b>23</b>	<b>2,799</b>
Women	1	4	33	149	74	5	1089	21	11	1,387
Men	1	5	107	148	98	3	1016	22	12	1,412
<b>Between 61 and 70</b>	-	<b>1</b>	<b>14</b>	<b>86</b>	<b>26</b>	<b>2</b>	<b>623</b>	<b>1</b>	<b>2</b>	<b>755</b>
Women			1	24	5	1	288		1	320
Men		1	13	62	21	1	335	1	1	435
<b>More than 70 years</b>	-	-	<b>1</b>	<b>4</b>	-	-	<b>68</b>	<b>2</b>	<b>1</b>	<b>76</b>
Women				1			22			23
Men			1	3			46	2	1	53
<b>Total</b>	<b>7</b>	<b>24</b>	<b>930</b>	<b>1,819</b>	<b>1,420</b>	<b>176</b>	<b>14,662</b>	<b>530</b>	<b>435</b>	<b>20,003</b>
Women	1	5	335	950	627	108	7,325	233	239	9,823
Men	6	19	595	869	793	68	7,337	297	196	10,180



**CENCOSUD S.A. : CHILE**  
**5.1.3 Number of people by age range, separated by gender, for each type of position**  
**2023**

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	<b>490</b>	<b>6,186</b>	<b>2,591</b>	<b>17</b>	<b>4,047</b>	<b>393</b>	<b>34</b>	<b>13,758</b>
Women			270	3573	1141	10	1827	182	11	7,014
Men			220	2613	1450	7	2220	211	23	6,744
<b>Between 30 and 40</b>	-	<b>20</b>	<b>1,888</b>	<b>4,647</b>	<b>3,149</b>	<b>79</b>	<b>2,351</b>	<b>894</b>	<b>52</b>	<b>13,080</b>
Women		6	906	3400	1718	45	1344	375	25	7,819
Men		14	982	1247	1431	34	1007	519	27	5,261
<b>Between 41 and 50</b>	<b>11</b>	<b>66</b>	<b>1,799</b>	<b>3,606</b>	<b>2,702</b>	<b>84</b>	<b>1,641</b>	<b>417</b>	<b>44</b>	<b>10,370</b>
Women	1	23	887	2873	1583	45	1105	172	13	6,702
Men	10	43	912	733	1119	39	536	245	31	3,668
<b>Between 51 and 60</b>	<b>2</b>	<b>20</b>	<b>1,032</b>	<b>3,250</b>	<b>2,118</b>	<b>25</b>	<b>1,682</b>	<b>139</b>	<b>36</b>	<b>8,304</b>
Women		7	459	2518	1151	14	1221	46	9	5,425
Men	2	13	573	732	967	11	461	93	27	2,879
<b>Between 61 and 70</b>	-	<b>5</b>	<b>253</b>	<b>1,153</b>	<b>734</b>	<b>5</b>	<b>769</b>	<b>42</b>	<b>15</b>	<b>2,976</b>
Women			80	797	243	3	536	12		1,671
Men		5	173	356	491	2	233	30	15	1,305
<b>More than 70 years</b>	-	-	<b>16</b>	<b>120</b>	<b>71</b>	-	<b>120</b>	<b>2</b>	<b>2</b>	<b>331</b>
Women			5	53	15		63	1		137
Men			11	67	56		57	1	2	194
<b>Total</b>	<b>13</b>	<b>111</b>	<b>5,478</b>	<b>18,962</b>	<b>11,365</b>	<b>210</b>	<b>10,610</b>	<b>1,887</b>	<b>183</b>	<b>48,819</b>
Women	1	36	2,607	13,214	5,851	117	6,096	788	58	28,768
Men	12	75	2,871	5,748	5,514	93	4,514	1,099	125	20,051



CENCOSUD S.A. : CHINA  
5.1.3 Number of people by age range, separated by gender, for each type of position  
2023

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	-	-	-	<b>1</b>	-	-	-	<b>1</b>
Women						1				1
Men										-
<b>Between 30 and 40</b>	-	<b>2</b>	<b>9</b>	-	-	<b>26</b>	-	-	-	<b>37</b>
Women		1	6			22				29
Men		1	3			4				8
<b>Between 41 and 50</b>	<b>1</b>	<b>1</b>	<b>4</b>	-	-	<b>16</b>	-	-	-	<b>22</b>
Women			3			12				15
Men	1	1	1			4				7
<b>Between 51 and 60</b>	-	<b>3</b>	-	-	-	<b>1</b>	-	-	-	<b>4</b>
Women		1								1
Men		2				1				3
<b>Between 61 and 70</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>More than 70 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>Total</b>	<b>1</b>	<b>6</b>	<b>13</b>	-	-	<b>44</b>	-	-	-	<b>64</b>
Women	-	2	9	-	-	35	-	-	-	46
Men	1	4	4	-	-	9	-	-	-	18



CENCOSUD S.A. : COLOMBIA  
5.1.3 Number of people by age range, separated by gender, for each type of position  
2023

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	<b>89</b>	<b>2,112</b>	<b>586</b>	<b>43</b>	<b>421</b>	<b>74</b>	<b>54</b>	<b>3,379</b>
Women			35	920	204	20	148	47	35	1,409
Men			54	1192	382	23	273	27	19	1,970
<b>Between 30 and 40</b>	<b>1</b>	<b>2</b>	<b>496</b>	<b>1,545</b>	<b>900</b>	<b>35</b>	<b>473</b>	<b>219</b>	<b>40</b>	<b>3,711</b>
Women			190	803	433	10	203	119	19	1,777
Men	1	2	306	742	467	25	270	100	21	1,934
<b>Between 41 and 50</b>	-	<b>17</b>	<b>379</b>	<b>790</b>	<b>595</b>	<b>14</b>	<b>284</b>	<b>105</b>	<b>19</b>	<b>2,203</b>
Women		8	160	443	348	6	151	41	12	1,169
Men		9	219	347	247	8	133	64	7	1,034
<b>Between 51 and 60</b>	<b>1</b>	<b>10</b>	<b>107</b>	<b>274</b>	<b>180</b>	<b>1</b>	<b>99</b>	<b>19</b>	-	<b>691</b>
Women		3	45	172	77	1	48	6		352
Men	1	7	62	102	103		51	13		339
<b>Between 61 and 70</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>22</b>	<b>15</b>	<b>1</b>	<b>15</b>	<b>1</b>	-	<b>62</b>
Women	1			7	1		6			15
Men		1	6	15	14	1	9	1		47
<b>More than 70 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>Total</b>	<b>3</b>	<b>30</b>	<b>1,077</b>	<b>4,743</b>	<b>2,276</b>	<b>94</b>	<b>1,292</b>	<b>418</b>	<b>113</b>	<b>10,046</b>
Women	1	11	430	2,345	1,063	37	556	213	66	4,722
Men	2	19	647	2,398	1,213	57	736	205	47	5,324



**CENCOSUD S.A. : PERU**  
**5.1.3 Number of people by age range, separated by gender, for each type of position**  
**2023**

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	<b>30</b>	<b>281</b>	<b>3,458</b>	<b>62</b>	-	<b>69</b>	<b>29</b>	<b>3,929</b>
Women			20	74	1775	37		36	9	1,951
Men			10	207	1683	25		33	20	1,978
<b>Between 30 and 40</b>	-	<b>3</b>	<b>210</b>	<b>343</b>	<b>2,890</b>	<b>50</b>	<b>1</b>	<b>163</b>	<b>53</b>	<b>3,713</b>
Women		1	115	62	1665	24	1	62	14	1,944
Men		2	95	281	1225	26		101	39	1,769
<b>Between 41 and 50</b>	<b>1</b>	<b>9</b>	<b>236</b>	<b>118</b>	<b>1,267</b>	<b>27</b>	<b>2</b>	<b>97</b>	<b>13</b>	<b>1,770</b>
Women			117	8	692	9	2	28	2	858
Men	1	9	119	110	575	18		69	11	912
<b>Between 51 and 60</b>	-	<b>8</b>	<b>111</b>	<b>26</b>	<b>303</b>	<b>5</b>	<b>1</b>	<b>43</b>	<b>6</b>	<b>503</b>
Women			51	1	140	1		10	2	205
Men		8	60	25	163	4	1	33	4	298
<b>Between 61 and 70</b>	-	-	<b>4</b>	<b>4</b>	<b>51</b>	-	-	<b>4</b>	<b>1</b>	<b>64</b>
Women			2		23			1		26
Men			2	4	28			3	1	38
<b>More than 70 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>Total</b>	<b>1</b>	<b>20</b>	<b>591</b>	<b>772</b>	<b>7,969</b>	<b>144</b>	<b>4</b>	<b>376</b>	<b>102</b>	<b>9,979</b>
Women	-	1	305	145	4,295	71	3	137	27	4,984
Men	1	19	286	627	3,674	73	1	239	75	4,995





CENCOSUD S.A.: URUGUAY  
5.1.3 Number of people by age range, separated by gender, for each type of position  
2023

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	-	-	-	-	1	-	83	-	84
Women								22		22
Men						1		61		62
<b>Between 30 and 40</b>	-	11	39	-	-	1	-	44	-	95
Women		1	12			1		14		28
Men		10	27					30		67
<b>Between 41 and 50</b>	1	1	7	-	-	-	-	4	-	13
Women			3					3		6
Men	1	1	4					1		7
<b>Between 51 and 60</b>	-	1	-	-	-	-	-	1	-	2
Women										-
Men		1						1		2
<b>Between 61 and 70</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>More than 70 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>Total</b>	<b>1</b>	<b>13</b>	<b>46</b>	-	-	<b>2</b>	-	<b>132</b>	-	<b>194</b>
Women	-	1	15	-	-	1	-	39	-	56
Men	1	12	31	-	-	1	-	93	-	138



CENCOSUD S.A.: USA  
5.1.3 Number of people by age range, separated by gender, for each type of position  
2023

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	<b>6</b>	-	<b>3,939</b>	-	<b>179</b>	-	<b>22</b>	-	<b>4,146</b>
Women		2		2029		85		10		2,126
Men		4		1910		94		12		2,020
<b>Between 30 and 40</b>	<b>1</b>	<b>53</b>	-	<b>1,590</b>	-	<b>461</b>	-	<b>75</b>	-	<b>2,180</b>
Women		19		790		206		30		1,045
Men	1	34		800		255		45		1,135
<b>Between 41 and 50</b>	<b>3</b>	<b>59</b>	-	<b>1,147</b>	-	<b>351</b>	-	<b>69</b>	-	<b>1,629</b>
Women		20		668		177		38		903
Men	3	39		479		174		31		726
<b>Between 51 and 60</b>	<b>12</b>	<b>76</b>	-	<b>1,291</b>	-	<b>311</b>	-	<b>37</b>	-	<b>1,727</b>
Women	1	13		771		140		16		941
Men	11	63		520		171		21		786
<b>Between 61 and 70</b>	<b>2</b>	<b>29</b>	-	<b>1,229</b>	-	<b>134</b>	-	<b>14</b>	-	<b>1,408</b>
Women	1	4		762		66		4		837
Men	1	25		467		68		10		571
<b>More than 70 years</b>	-	<b>1</b>	-	<b>370</b>	-	<b>7</b>	-	-	-	<b>378</b>
Women				216		2				218
Men		1		154		5				160
<b>Total</b>	<b>18</b>	<b>224</b>	-	<b>9,566</b>	-	<b>1,443</b>	-	<b>217</b>	-	<b>11,468</b>
Women	2	58		5,236		676		98		6,070
Men	16	166		4,330		767		119		5,398



CENCOSUD S.A. (Consolidated)  
5.1.3 Number of people by age range, separated by gender, for each type of position  
2023

Number of people by age range	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Less than 30 years</b>	-	<b>6</b>	<b>742</b>	<b>12,861</b>	<b>7,210</b>	<b>415</b>	<b>10,600</b>	<b>853</b>	<b>221</b>	<b>32,908</b>
Women	0	2	371	6751	3241	210	4559	403	110	15,647
Men	0	4	371	6110	3969	205	6041	450	111	17,261
<b>Between 30 and 40</b>	<b>3</b>	<b>110</b>	<b>4,361</b>	<b>8,842</b>	<b>8,677</b>	<b>793</b>	<b>11,499</b>	<b>2,096</b>	<b>411</b>	<b>36,792</b>
Women	0	36	1973	5417	4252	391	5757	907	192	18,925
Men	3	74	2388	3425	4425	402	5742	1189	219	17,867
<b>Between 41 and 50</b>	<b>27</b>	<b>203</b>	<b>5,277</b>	<b>6,263</b>	<b>6,002</b>	<b>569</b>	<b>9,296</b>	<b>1,295</b>	<b>209</b>	<b>29,141</b>
Women	1	64	2168	4260	3067	283	5189	532	99	15,663
Men	26	139	3109	2003	2935	286	4107	763	110	13,478
<b>Between 51 and 60</b>	<b>20</b>	<b>153</b>	<b>2,176</b>	<b>5,220</b>	<b>3,027</b>	<b>364</b>	<b>4,982</b>	<b>427</b>	<b>84</b>	<b>16,453</b>
Women	2	33	807	3616	1501	163	2792	141	27	9,082
Men	18	120	1369	1604	1526	201	2190	286	57	7,371
<b>Between 61 and 70</b>	<b>3</b>	<b>39</b>	<b>365</b>	<b>2,506</b>	<b>883</b>	<b>146</b>	<b>1,518</b>	<b>88</b>	<b>24</b>	<b>5,572</b>
Women	2	4	97	1590	278	70	856	22	2	2,921
Men	1	35	268	916	605	76	662	66	22	2,651
<b>More than 70 years</b>	-	<b>1</b>	<b>19</b>	<b>494</b>	<b>74</b>	<b>7</b>	<b>189</b>	<b>4</b>	<b>3</b>	<b>791</b>
Women	0	0	5	270	16	2	85	1	0	379
Men	0	1	14	224	58	5	104	3	3	412
<b>Total</b>	<b>53</b>	<b>512</b>	<b>12,940</b>	<b>36,186</b>	<b>25,873</b>	<b>2,294</b>	<b>38,084</b>	<b>4,763</b>	<b>952</b>	<b>121,657</b>
Women	5	139	5,421	21,904	12,355	1,119	19,238	2,006	430	62,617
Men	48	373	7,519	14,282	13,518	1,175	18,846	2,757	522	59,040



## Labor Old

CENCOSUD S.A. (individual) ID 93,834,000-5  
5.1.4 Work seniority by gender

Number of people by seniority	2023									Total
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	
<b>less than 3 years</b>	<b>1</b>	<b>9</b>	<b>250</b>	-	-	<b>31</b>	-	<b>424</b>	<b>7</b>	<b>722</b>
Women		3	62			9		156	2	232
Men	1	6	188			22		268	5	490
<b>Between 3 and 6 years</b>	<b>1</b>	<b>2</b>	<b>72</b>	-	-	<b>9</b>	-	<b>81</b>	<b>4</b>	<b>169</b>
Women	1	1	22			5		38	2	69
Men		1	50			4		43	2	100
<b>More than 6 and less than 9 years</b>	-	-	<b>68</b>	-	-	<b>20</b>	-	<b>109</b>	<b>10</b>	<b>207</b>
Women			18			3		40	9	70
Men			50			17		69	1	137
<b>Between 9 and 12 years</b>	<b>2</b>	<b>5</b>	<b>73</b>	-	-	<b>9</b>	-	<b>55</b>	<b>7</b>	<b>151</b>
Women			26			5		26	4	61
Men	2	5	47			4		29	3	90
<b>More than 12 years</b>	<b>2</b>	<b>15</b>	<b>89</b>	-	-	<b>37</b>	<b>1</b>	<b>89</b>	<b>24</b>	<b>257</b>
Women		8	34			21		50	9	122
Men	2	7	55			16	1	39	15	135
<b>Total</b>	<b>6</b>	<b>31</b>	<b>552</b>	-	-	<b>106</b>	<b>1</b>	<b>758</b>	<b>52</b>	<b>1,506</b>
Women	1	12	162	-	-	43	-	310	26	554
Men	5	19	390	-	-	63	1	448	26	952



CENCOSUD S.A.: ARGENTINA  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	<b>1</b>	<b>15</b>	<b>105</b>	<b>14</b>	<b>310</b>	<b>72</b>	<b>2,612</b>	<b>295</b>	<b>28</b>	<b>3,452</b>
Women		5	43	1	43	36	1195	147	10	1,480
Men	1	10	62	13	267	36	1417	148	18	1,972
<b>Between 3 and 6 years</b>	<b>1</b>	<b>2</b>	<b>50</b>	<b>3</b>	<b>120</b>	<b>9</b>	<b>378</b>	<b>39</b>	<b>3</b>	<b>605</b>
Women		1	24		11	8	165	17	2	228
Men	1	1	26	3	109	1	213	22	1	377
<b>More than 6 and less than 9 years</b>	<b>1</b>	<b>2</b>	<b>156</b>	<b>8</b>	<b>165</b>	<b>10</b>	<b>658</b>	<b>72</b>	<b>4</b>	<b>1,076</b>
Women			67		24	6	294	33	2	426
Men	1	2	89	8	141	4	364	39	2	650
<b>Between 9 and 12 years</b>	<b>-</b>	<b>5</b>	<b>419</b>	<b>24</b>	<b>343</b>	<b>11</b>	<b>1,738</b>	<b>128</b>	<b>15</b>	<b>2,683</b>
Women		1	151	1	40	3	768	58	5	1,027
Men		4	268	23	303	8	970	70	10	1,656
<b>More than 12 years</b>	<b>6</b>	<b>60</b>	<b>4,075</b>	<b>275</b>	<b>1,905</b>	<b>79</b>	<b>6,130</b>	<b>669</b>	<b>69</b>	<b>13,268</b>
Women		18	1435	12	401	21	2836	243	21	4,987
Men	6	42	2640	263	1504	58	3294	426	48	8,281
<b>Total</b>	<b>9</b>	<b>84</b>	<b>4,805</b>	<b>324</b>	<b>2,843</b>	<b>181</b>	<b>11,516</b>	<b>1,203</b>	<b>119</b>	<b>21,084</b>
Women	-	25	1,720	14	519	74	5,258	498	40	8,148
Men	9	59	3,085	310	2,324	107	6,258	705	79	12,936



**CENCOSUD S.A.: BRAZIL**  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	<b>2</b>	<b>6</b>	<b>120</b>	<b>222</b>	<b>132</b>	<b>68</b>	<b>4,228</b>	<b>127</b>	<b>102</b>	<b>5,007</b>
Women		1	45	99	49	36	1920	55	54	2,259
Men	2	5	75	123	83	32	2308	72	48	2,748
<b>Between 3 and 6 years</b>	<b>1</b>	<b>4</b>	<b>98</b>	<b>285</b>	<b>199</b>	<b>22</b>	<b>2,064</b>	<b>64</b>	<b>52</b>	<b>2,789</b>
Women		1	38	129	71	12	928	24	24	1,227
Men	1	3	60	156	128	10	1136	40	28	1,562
<b>More than 6 and less than 9 years</b>	<b>-</b>	<b>3</b>	<b>121</b>	<b>249</b>	<b>210</b>	<b>24</b>	<b>1,728</b>	<b>89</b>	<b>59</b>	<b>2,483</b>
Women		1	49	126	75	16	860	42	29	1,198
Men		2	72	123	135	8	868	47	30	1,285
<b>Between 9 and 12 years</b>	<b>2</b>	<b>2</b>	<b>110</b>	<b>284</b>	<b>227</b>	<b>31</b>	<b>2,315</b>	<b>75</b>	<b>77</b>	<b>3,123</b>
Women			48	180	129	20	1421	37	49	1,884
Men	2	2	62	104	98	11	894	38	28	1,239
<b>More than 12 years</b>	<b>2</b>	<b>9</b>	<b>481</b>	<b>779</b>	<b>652</b>	<b>31</b>	<b>4,327</b>	<b>175</b>	<b>145</b>	<b>6,601</b>
Women	1	2	155	416	303	24	2196	75	83	3,255
Men	1	7	326	363	349	7	2131	100	62	3,346
<b>Total</b>	<b>7</b>	<b>24</b>	<b>930</b>	<b>1,819</b>	<b>1,420</b>	<b>176</b>	<b>14,662</b>	<b>530</b>	<b>435</b>	<b>20,003</b>
Women	1	5	335	950	627	108	7,325	233	239	9,823
Men	6	19	595	869	793	68	7,337	297	196	10,180



CENCOSUD S.A.: CHILE  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	<b>3</b>	<b>16</b>	<b>1,111</b>	<b>7,545</b>	<b>3,033</b>	<b>47</b>	<b>4,880</b>	<b>824</b>	<b>60</b>	<b>17,519</b>
Women		5	512	4741	1304	23	2476	371	14	9,446
Men	3	11	599	2804	1729	24	2404	453	46	8,073
<b>Between 3 and 6 years</b>	<b>1</b>	<b>8</b>	<b>597</b>	<b>3,288</b>	<b>1,582</b>	<b>19</b>	<b>1,625</b>	<b>205</b>	<b>30</b>	<b>7,355</b>
Women	1	4	284	2352	802	11	911	90	6	4,461
Men		4	313	936	780	8	714	115	24	2,894
<b>More than 6 and less than 9 years</b>	<b>1</b>	<b>4</b>	<b>542</b>	<b>2,803</b>	<b>1,419</b>	<b>32</b>	<b>1,389</b>	<b>267</b>	<b>21</b>	<b>6,478</b>
Women			271	2148	763	10	868	92	13	4,165
Men	1	4	271	655	656	22	521	175	8	2,313
<b>Between 9 and 12 years</b>	<b>2</b>	<b>12</b>	<b>645</b>	<b>2,092</b>	<b>1,616</b>	<b>23</b>	<b>1,399</b>	<b>176</b>	<b>22</b>	<b>5,987</b>
Women		2	324	1643	924	14	1012	65	8	3,992
Men	2	10	321	449	692	9	387	111	14	1,995
<b>More than 12 years</b>	<b>6</b>	<b>71</b>	<b>2,583</b>	<b>3,234</b>	<b>3,715</b>	<b>89</b>	<b>1,317</b>	<b>415</b>	<b>50</b>	<b>11,480</b>
Women		25	1216	2330	2058	59	829	170	17	6,704
Men	6	46	1367	904	1657	30	488	245	33	4,776
<b>Total</b>	<b>13</b>	<b>111</b>	<b>5,478</b>	<b>18,962</b>	<b>11,365</b>	<b>210</b>	<b>10,610</b>	<b>1,887</b>	<b>183</b>	<b>48,819</b>
Women	1	36	2,607	13,214	5,851	117	6,096	788	58	28,768
Men	12	75	2,871	5,748	5,514	93	4,514	1,099	125	20,051



CENCOSUD S.A.: CHINA  
5.1.4 Work seniority by gender

Number of people by seniority	2023									Total
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	
<b>less than 3 years</b>	-	-	<b>3</b>	-	-	<b>8</b>	-	-	-	<b>11</b>
Women			2			7				9
Men			1			1				2
<b>Between 3 and 6 years</b>	-	-	<b>4</b>	-	-	<b>9</b>	-	-	-	<b>13</b>
Women			3			8				11
Men			1			1				2
<b>More than 6 and less than 9 years</b>	-	-	<b>1</b>	-	-	<b>8</b>	-	-	-	<b>9</b>
Women			1			7				8
Men						1				1
<b>Between 9 and 12 years</b>	-	<b>1</b>	<b>1</b>	-	-	<b>7</b>	-	-	-	<b>9</b>
Women			1			5				6
Men		1				2				3
<b>More than 12 years</b>	<b>1</b>	<b>5</b>	<b>4</b>	-	-	<b>12</b>	-	-	-	<b>22</b>
Women		2	2			8				12
Men	1	3	2			4				10
<b>Total</b>	<b>1</b>	<b>6</b>	<b>13</b>	-	-	<b>44</b>	-	-	-	<b>64</b>
Women	-	2	9	-	-	35	-	-	-	46
Men	1	4	4	-	-	9	-	-	-	18





CENCOSUD S.A.: COLOMBIA  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	<b>2</b>	<b>7</b>	<b>113</b>	<b>2,218</b>	<b>579</b>	<b>42</b>	<b>369</b>	<b>147</b>	<b>64</b>	<b>3,541</b>
Women		2	49	1013	191	18	134	82	41	1,530
Men	2	5	64	1205	388	24	235	65	23	2,011
<b>Between 3 and 6 years</b>	<b>-</b>	<b>1</b>	<b>61</b>	<b>489</b>	<b>220</b>	<b>11</b>	<b>130</b>	<b>40</b>	<b>3</b>	<b>955</b>
Women			23	276	98	3	71	31		502
Men		1	38	213	122	8	59	9	3	453
<b>More than 6 and less than 9 years</b>	<b>-</b>	<b>1</b>	<b>128</b>	<b>649</b>	<b>342</b>	<b>6</b>	<b>187</b>	<b>60</b>	<b>5</b>	<b>1,378</b>
Women		1	50	358	156	5	79	31	2	682
Men			78	291	186	1	108	29	3	696
<b>Between 9 and 12 years</b>	<b>-</b>	<b>5</b>	<b>216</b>	<b>713</b>	<b>427</b>	<b>10</b>	<b>265</b>	<b>49</b>	<b>10</b>	<b>1,695</b>
Women		3	77	321	198	4	108	26	6	743
Men		2	139	392	229	6	157	23	4	952
<b>More than 12 years</b>	<b>1</b>	<b>16</b>	<b>559</b>	<b>674</b>	<b>708</b>	<b>25</b>	<b>341</b>	<b>122</b>	<b>31</b>	<b>2,477</b>
Women	1	5	231	377	420	7	164	43	17	1,265
Men		11	328	297	288	18	177	79	14	1,212
<b>Total</b>	<b>3</b>	<b>30</b>	<b>1,077</b>	<b>4,743</b>	<b>2,276</b>	<b>94</b>	<b>1,292</b>	<b>418</b>	<b>113</b>	<b>10,046</b>
Women	1	11	430	2,345	1,063	37	556	213	66	4,722
Men	2	19	647	2,398	1,213	57	736	205	47	5,324



CENCOSUD S.A.: PERU  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	-	<b>3</b>	<b>102</b>	<b>227</b>	<b>3,410</b>	<b>68</b>	-	<b>119</b>	<b>21</b>	<b>3,950</b>
Women			60	94	2077	41		61	11	2,344
Men		3	42	133	1333	27		58	10	1,606
<b>Between 3 and 6 years</b>	-	<b>3</b>	<b>50</b>	<b>108</b>	<b>1,525</b>	<b>7</b>	-	<b>33</b>	<b>14</b>	<b>1,740</b>
Women		1	25	21	815	4		9	4	879
Men		2	25	87	710	3		24	10	861
<b>More than 6 and less than 9 years</b>	<b>1</b>	<b>2</b>	<b>45</b>	<b>204</b>	<b>1,224</b>	<b>13</b>	<b>1</b>	<b>38</b>	<b>11</b>	<b>1,539</b>
Women			21	12	645	6	1	12	4	701
Men	1	2	24	192	579	7		26	7	838
<b>Between 9 and 12 years</b>	-	<b>4</b>	<b>65</b>	<b>98</b>	<b>550</b>	<b>8</b>	-	<b>41</b>	<b>17</b>	<b>783</b>
Women			39	12	255	3		17	2	328
Men		4	26	86	295	5		24	15	455
<b>More than 12 years</b>	-	<b>8</b>	<b>329</b>	<b>135</b>	<b>1,260</b>	<b>48</b>	<b>3</b>	<b>145</b>	<b>39</b>	<b>1,967</b>
Women			160	6	503	17	2	38	6	732
Men		8	169	129	757	31	1	107	33	1,235
<b>Total</b>	<b>1</b>	<b>20</b>	<b>591</b>	<b>772</b>	<b>7,969</b>	<b>144</b>	<b>4</b>	<b>376</b>	<b>102</b>	<b>9,979</b>
Women	-	1	305	145	4,295	71	3	137	27	4,984
Men	1	19	286	627	3,674	73	1	239	75	4,995



CENCOSUD S.A.: URUGUAY  
5.1.4 Work seniority by gender

Number of people by seniority	2023									Total
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	
<b>less than 3 years</b>	<b>1</b>	<b>13</b>	<b>46</b>	-	-	<b>2</b>	-	<b>132</b>	-	<b>194</b>
Women		1	15			1		39		56
Men	1	12	31			1		93		138
<b>Between 3 and 6 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>More than 6 and less than 9 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>Between 9 and 12 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>More than 12 years</b>	-	-	-	-	-	-	-	-	-	-
Women										-
Men										-
<b>Total</b>	<b>1</b>	<b>13</b>	<b>46</b>	-	-	<b>2</b>	-	<b>132</b>	-	<b>194</b>
Women	-	1	15	-	-	1	-	39	-	56
Men	1	12	31	-	-	1	-	93	-	138



CENCOSUD S.A.: USA  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	<b>5</b>	<b>81</b>	-	<b>7,459</b>	-	<b>588</b>	-	<b>111</b>	-	<b>8,244</b>
Women		24		4067		262		48		4,401
Men	5	57		3392		326		63		3,843
<b>Between 3 and 6 years</b>	<b>6</b>	<b>62</b>	-	<b>938</b>	-	<b>294</b>	-	<b>42</b>	-	<b>1,342</b>
Women		12		503		137		18		670
Men	6	50		435		157		24		672
<b>More than 6 and less than 9 years</b>	<b>2</b>	<b>25</b>	-	<b>517</b>	-	<b>228</b>	-	<b>21</b>	-	<b>793</b>
Women	1	4		266		106		10		387
Men	1	21		251		122		11		406
<b>Between 9 and 12 years</b>	-	<b>27</b>	-	<b>372</b>	-	<b>197</b>	-	<b>15</b>	-	<b>611</b>
Women		10		220		99		6		335
Men		17		152		98		9		276
<b>More than 12 years</b>	<b>5</b>	<b>29</b>	-	<b>280</b>	-	<b>136</b>	-	<b>28</b>	-	<b>478</b>
Women	1	8		180		72		16		277
Men	4	21		100		64		12		201
<b>Total</b>	<b>18</b>	<b>224</b>	-	<b>9,566</b>	-	<b>1,443</b>	-	<b>217</b>	-	<b>11,468</b>
Women	2	58		5,236		676		98		6,070
Men	16	166		4,330		767		119		5,398



CENCOSUD S.A. (Consolidated)  
5.1.4 Work seniority by gender

Number of people by seniority	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>less than 3 years</b>	<b>14</b>	<b>141</b>	<b>1,600</b>	<b>17,685</b>	<b>7,464</b>	<b>895</b>	<b>12,089</b>	<b>1,755</b>	<b>275</b>	<b>41,918</b>
Women	0	38	726	10015	3664	424	5725	803	130	21,525
Men	14	103	874	7670	3800	471	6364	952	145	20,393
<b>Between 3 and 6 years</b>	<b>9</b>	<b>80</b>	<b>860</b>	<b>5,111</b>	<b>3,646</b>	<b>371</b>	<b>4,197</b>	<b>423</b>	<b>102</b>	<b>14,799</b>
Women	1	19	397	3281	1797	183	2075	189	36	7,978
Men	8	61	463	1830	1849	188	2122	234	66	6,821
<b>More than 6 and less than 9 years</b>	<b>5</b>	<b>37</b>	<b>993</b>	<b>4,430</b>	<b>3,360</b>	<b>321</b>	<b>3,963</b>	<b>547</b>	<b>100</b>	<b>13,756</b>
Women	1	6	459	2910	1663	156	2102	220	50	7,567
Men	4	31	534	1520	1697	165	1861	327	50	6,189
<b>Between 9 and 12 years</b>	<b>4</b>	<b>56</b>	<b>1,456</b>	<b>3,583</b>	<b>3,163</b>	<b>287</b>	<b>5,717</b>	<b>484</b>	<b>141</b>	<b>14,891</b>
Women	0	16	640	2377	1546	148	3309	209	70	8,315
Men	4	40	816	1206	1617	139	2408	275	71	6,576
<b>More than 12 years</b>	<b>21</b>	<b>198</b>	<b>8,031</b>	<b>5,377</b>	<b>8,240</b>	<b>420</b>	<b>12,118</b>	<b>1,554</b>	<b>334</b>	<b>36,293</b>
Women	3	60	3199	3321	3685	208	6027	585	144	17,232
Men	18	138	4832	2056	4555	212	6091	969	190	19,061
<b>Total</b>	<b>53</b>	<b>512</b>	<b>12,940</b>	<b>36,186</b>	<b>25,873</b>	<b>2,294</b>	<b>38,084</b>	<b>4,763</b>	<b>952</b>	<b>121,657</b>
Women	5	139	5,421	21,904	12,355	1,119	19,238	2,006	430	62,617
Men	48	373	7,519	14,282	13,518	1,175	18,846	2,757	522	59,040



## People with disabilities

### CENCOSUD S.A. CMF 5.1.5: People with disabilities by position and gender

Number of people with disabilities	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
Cencosud SA (Individual), ID 93.834.000-5	-	-	-	-	-	-	-	2	-	2
Women	-	-	-	-	-	-	-	1	-	1
Men	-	-	-	-	-	-	-	1	-	1
<b>ARGENTINA</b>	-	-	<b>5</b>	<b>1</b>	<b>9</b>	-	<b>61</b>	<b>2</b>	<b>1</b>	<b>79</b>
Women	-	-	1	-	4	-	13	2	-	20
Men	-	-	4	1	5	-	48	-	1	59
<b>BRAZIL</b>	-	-	<b>8</b>	<b>18</b>	<b>13</b>	-	<b>871</b>	<b>7</b>	<b>12</b>	<b>929</b>
Women	-	-	2	9	3	-	380	2	3	399
Men	-	-	6	9	10	-	491	5	9	530
<b>CHILE</b>	-	-	<b>14</b>	<b>241</b>	<b>97</b>	-	<b>272</b>	<b>7</b>	-	<b>631</b>
Women	-	-	7	119	39	-	109	3	-	277
Men	-	-	7	122	58	-	163	4	-	354
<b>CHINA</b>	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
<b>COLOMBIA</b>	-	<b>1</b>	<b>2</b>	<b>35</b>	<b>19</b>	-	<b>23</b>	<b>3</b>	-	<b>83</b>
Women	-	-	-	18	7	-	11	2	-	38
Men	-	1	2	17	12	-	12	1	-	45



CENCOSUD S.A.  
CMF 5.1.5: People with disabilities by position and gender

Number of people with disabilities	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>PERU</b>	-	-	-	<b>3</b>	<b>188</b>	-	-	-	-	<b>191</b>
Women	-	-	-	-	62	-	-	-	-	62
Men	-	-	-	3	126	-	-	-	-	129
<b>URUGUAY</b>	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
<b>UNITED STATES</b>	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	<b>1</b>	<b>29</b>	<b>298</b>	<b>326</b>	-	<b>1,227</b>	<b>19</b>	<b>13</b>	<b>1,913</b>
Women	-	-	10	146	115	-	513	9	3	796
Men	-	1	19	152	211	-	714	10	10	1,117



## Wage gap

NCG-461: 5.4.2

### CENCOSUD S.A.: ARGENTINA CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	NA	NA
Management	94.10%	96.70%
Leadership	98.30%	99.10%
Operator	93.10%	89.30%
sales force	100.10%	100.10%
Administrative	88.60%	94.20%
Assistant	100.40%	100.00%
Other professionals	95.20%	94.60%
Other technicians	100.00%	103.20%
<b>TOTAL</b>	<b>99.50%</b>	<b>99.50%</b>

### CENCOSUD S.A.: BRAZIL CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	NA	NA
Management	105.70%	107.10%
Leadership	94.10%	95.00%
Operator	96.20%	96.50%
sales force	101.20%	96.50%
Administrative	98.40%	98.50%
Assistant	99.10%	98.10%
Other professionals	99.00%	97.70%
Other technicians	97.60%	93.60%
<b>TOTAL</b>	<b>96.40%</b>	<b>96.50%</b>

### CENCOSUD S.A.: CHILE CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	NA	NA
Management	100.60%	97.70%
Leadership	98.80%	99.30%
Operator	100.40%	104.50%
sales force	101.90%	100.90%
Administrative	103.00%	97.90%
Assistant	101.00%	102.20%
Other professionals	101.00%	102.30%
Other technicians	98.80%	101.90%
<b>TOTAL</b>	<b>100.40%</b>	<b>102.60%</b>





**CENCOSUD S.A.: CHINA**  
CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	NA	NA
Management	89.20%	91.60%
Leadership	93.70%	97.10%
Operator	NA	NA
sales force	NA	NA
Administrative	NA	NA
Assistant	NA	NA
Other professionals	103.60%	101.40%
Other technicians	NA	NA
<b>TOTAL</b>	<b>101.90%</b>	<b>100.50%</b>

**CENCOSUD S.A.: Colombia**  
CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management		
Management		
Leadership		
Operator		
sales force		
Administrative		
Assistant		
Other professionals		
Other technicians		
<b>TOTAL</b>		

**CENCOSUD S.A.: PERU**  
CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	N/A	N/A
Management	111.40%	103.90%
Leadership	102.90%	101.90%
Operator	96.00%	106.90%
sales force	86.80%	97.00%
Administrative	95.00%	95.50%
Assistant	92.30%	89.60%
Other professionals	95.10%	97.10%
Other technicians	94.40%	89.70%
<b>TOTAL</b>	<b>96.30%</b>	<b>106.10%</b>



### CENCOSUD S.A. URUGUAY CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	NA	NA
Management	82.70%	92.70%
Leadership	102.20%	96.70%
Operator	NA	NA
sales force	NA	NA
Administrative	93.00%	93.00%
Assistant	NA	NA
Other professionals	101.30%	105.80%
Other technicians	NA	NA
<b>TOTAL</b>	<b>101.10%</b>	<b>103.00%</b>

### CENCOSUD S.A. (Consolidated)\* CMF 5.4.2: Wage gap

Post	Average wage gap	Median wage gap
Senior Management	N/A	N/A
Management	98.60%	97.83%
Leadership	98.45%	98.95%
Operator	97.52%	101.45%
sales force	98.97%	97.98%
Administrative	101.41%	98.21%
Assistant	100.25%	100.21%
Other professionals	99.01%	99.20%
Other technicians	98.86%	101.16%
<b>Total Cencosud S.A. (Consolidated)*</b>	<b>98.43%</b>	<b>100.46%</b>

(\*) Does not include TFM data

## Training and benefits

### CENCOSUD S.A. (Consolidated)\* CMF 5.8.ii: trained personnel

Trained staff	Total trained personnel	Total company staff	Percentage that trained personnel represent of the total workforce
Cencosud SA (Individual)	1,502	1,506	99.73%
ARGENTINA	18,348	21,084	87.02%
BRAZIL	16,495	20,003	82.46%
CHILE	38,486	48,819	78.83%
CHINA	0	64	0.00%
COLOMBIA	9,087	10,046	90.45%
PERU	9,968	9,979	99.89%
URUGUAY	194	194	100.00%
UNITED STATES	11,456	11,468	99.90%
<b>Total Cencosud S.A. (Consolidated)</b>	<b>104,034</b>	<b>121,657</b>	<b>85.51%</b>



## Training and benefits

CENCOSUD S.A.  
GRI 404-1/CMF 5.8.iii: Annual average of training hours

Annual average training hours	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>Cencosud S.A. (Individual)</b>	<b>1.6</b>	<b>1</b>	<b>1.2</b>	<b>0</b>	<b>0</b>	<b>4.2</b>	<b>0.3</b>	<b>2.6</b>	<b>11.3</b>	<b>2.5</b>
Women	0.7	0.9	1.8	0	0	4.2	0	3.6	12.8	3.5
Men	1.8	1.1	1	0	0	4.3	0.3	1.8	9.9	1.9
<b>ARGENTINA</b>	<b>3.6</b>	<b>11.7</b>	<b>8.5</b>	<b>0.8</b>	<b>5.1</b>	<b>18.2</b>	<b>3.3</b>	<b>9.4</b>	<b>5.7</b>	<b>5.2</b>
Women	0	21	8.5	3.5	4.3	16.7	3.1	10.4	3.2	4.9
Men	3.6	7.7	8.6	0.7	5.3	19.2	3.6	8.8	6.9	5.5
<b>BRAZIL</b>	<b>2</b>	<b>1.6</b>	<b>10</b>	<b>10.9</b>	<b>0</b>	<b>5.1</b>	<b>7.5</b>	<b>2.9</b>	<b>21.6</b>	<b>7.6</b>
Women	0	3.8	6.4	9.2	0	5.1	6.2	0.6	21.8	6.3
Men	2.3	1	12	12.7	0	5	8.9	4.6	21.4	8.8
<b>CHILE</b>	<b>1.5</b>	<b>0.9</b>	<b>3.7</b>	<b>7.6</b>	<b>5.3</b>	<b>7.7</b>	<b>8.8</b>	<b>6.2</b>	<b>7.4</b>	<b>6.8</b>
Women	0.7	1.4	4.6	6.5	6.4	8.3	9.8	6.6	7.9	7
Men	1.6	0.7	2.9	10.1	4.2	7	7.5	5.9	7.2	6.5
<b>CHINA</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Women	0	0	0	0	0	0	0	0	0	0
Men	0	0	0	0	0	0	0	0	0	0



CENCOSUD S.A.  
GRI 404-1/CMF 5.8.iii: Annual average of training hours

Annual average training hours	2023									
	Senior Management	Management	Leadership	Operator	Sales Force	Administrative	Assistant	Other professionals	Other technicians	Total
<b>COLOMBIA</b>	<b>6.9</b>	<b>11.9</b>	<b>13.1</b>	<b>23.5</b>	<b>12.9</b>	<b>3.8</b>	<b>12.6</b>	<b>9.5</b>	<b>9.1</b>	<b>17.6</b>
Women	5.9	10.6	12.8	26.5	10.5	4	12.4	7.5	12.3	18.7
Men	7.4	12.7	13.3	20.5	14.9	3.7	12.8	11.6	4.7	16.6
<b>PERU</b>	<b>2</b>	<b>1.7</b>	<b>1.6</b>	<b>1.2</b>	<b>1.1</b>	<b>1.1</b>	<b>1</b>	<b>0</b>	<b>1.3</b>	<b>1.1</b>
Women	2	1.6	1.6	1.6	1.1	1.2	1	0	1.2	1.1
Men	2	1.7	1.6	1.1	1.2	1	1	0	1.3	1.1
<b>URUGUAY</b>	<b>25.5</b>	<b>6.1</b>	<b>12.8</b>	<b>0</b>	<b>0</b>	<b>22.1</b>	<b>0</b>	<b>107.2</b>	<b>0</b>	<b>76.7</b>
Women		4	21.3	0	0	23.2	0	83.3	0	64.2
Men	25.5	6.3	8.6	0	0	21	0	117.2	0	81.8
<b>UNITED STATES</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>15</b>
Women	15	15	15	15	15	15	15	15	15	15
Men	15	15	15	15	15	15	15	15	15	15
<b>Total</b>	<b>7.2</b>	<b>9.7</b>	<b>6.7</b>	<b>11.6</b>	<b>4.4</b>	<b>12.2</b>	<b>6.8</b>	<b>9.6</b>	<b>13.2</b>	<b>8</b>
Women	7.3	11.4	6.5	10.7	4.5	11.8	6.6	8.4	15.4	7.9
Men	7.2	9	6.8	12.9	4.3	12.6	6.9	10.6	11.4	8.1



## Postnatal leave

CENCOSUD S.A.  
CMF 5.7: Postnatal leave, % benefit use; GRI 401-3: Parental leave

Percentage of people who used postnatal leave	2023					
	Women			Men		
	People who used their postnatal leave	People eligible to use postnatal leave	Percentage of people who used postnatal care	People who used their postnatal leave	People eligible to use postnatal leave	Percentage of people who used postnatal care
<b>Cencosud SA (Individual)</b>	32	32	<b>100.00%</b>	-	-	<b>0.00%</b>
<b>ARGENTINA</b>	270	270	<b>100.00%</b>	262	262	<b>100.00%</b>
<b>BRAZIL</b>	387	387	<b>100.00%</b>	178	178	<b>100.00%</b>
<b>CHILE</b>	1,438	1,438	<b>100.00%</b>	11	11	<b>100.00%</b>
<b>CHINA</b>	2	2	<b>100.00%</b>	-	-	<b>0.00%</b>
<b>COLOMBIA</b>	158	158	<b>100.00%</b>	90	90	<b>100.00%</b>
<b>PERU</b>	296	296	<b>100.00%</b>	60	60	<b>100.00%</b>
<b>URUGUAY</b>	1	1	<b>100.00%</b>	1	1	<b>100.00%</b>
<b>UNITED STATES</b>	125	125	<b>100.00%</b>	24	24	<b>100.00%</b>
<b>Total</b>	<b>2,677</b>	<b>2,677</b>	<b>100.00%</b>	<b>626</b>	<b>626</b>	<b>100.00%</b>

CENCOSUD S.A. (Consolidated)  
CMF 5.7: Average days of postnatal leave used

Average days used	Women	Men	
		Post-natal 5 days	Parental postnatal (6 weeks or less)
Senior Management			
Management	84	13	
Leadership	80	8	14
Operator	76	7	
Sales force	76	6	42
Administrative	84	8	
Assistant	77	6	
Other professionals	85	9	
Other technicians	84	6	
<b>Total</b>	<b>77</b>	<b>7</b>	<b>28</b>

\*Only information only from Chile

\*Only one case in Men from Postnatal Parental (6 weeks or less)

\*Only one case in Men from Postnatal Parental (6 weeks or less)



**CENCOSUD S.A.**  
**CMF 5.7: Postnatal leave: days delivered**

Country	Number of days of rest that the company provides, after the birth of a son or daughter, guardianship or adoption greater than what is legally in force
Argentina	0
Brazil	0
Chile	5
China	0
Colombia	8
Peru	30
Uruguay	0
United States	0
Average Cencosud SA	5.375

\*Only in case of adoption





## Affiliations and Guilds

Country	Organization name's	Organization Description
ARGENTINA	ASOCIACIÓN DE SUPERMERCADOS UNIDOS	It is a business organization that brings together various supermarket chains in the country. Its main objective is to represent and promote the interests of the Argentine supermarket sector.
ARGENTINA	ASOCIACIÓN EMPRESARIA ARGENTINA	The Argentine Business Association (AEA) was founded in 2002 at the initiative of a group of businessmen with the objective of "promoting the economic and social development of Argentina from a private business perspective, with special emphasis on strengthening the institutions necessary for such end."
ARGENTINA	CAMARA ARGENTINA DE COMERCIO	Institution that represents the interests of merchants, industrialists, importers, and farmers before public authorities, the business community of the country and also the world.
ARGENTINA	CAMARA DE COMERCIO ARG-CHILENA	This institution contributes to the Chilean-Argentine brotherhood through trade.
ARGENTINA	CAMARA DE INDUSTRIA Y COMERCIO ARGENTINA-ALEMANA	Bilateral cooperation with the objective of promoting the growth of both countries, through various areas of expertise such as: foreign trade, compliance, fairs, professional training, legal, environment, as well as technology and innovation.
ARGENTINA	CÁMARA DE SUPERMERCADOS DE CÓRDOBA	It is a civil association that brings together the main supermarket players in the province. The entity works to defend the interests of supermarkets, self-service stores and hypermarkets located throughout the province, carrying out executive activities.
ARGENTINA	FUNDACION CAPITAL	Its objective is to generate, from the disciplines linked to the economy, knowledge, reflection and tools that contribute to the growth of the country and equal opportunities among citizens.



Country	Organization name's	Organization Description
ARGENTINA	FUNDACION DE INVESTIGACIONES ECONÓMICAS LATINOAMERICANAS (FIEL)	FIEL is an independent, apolitical and non-profit institution, founded in 1964 by the Buenos Aires Stock Exchange, the Argentine Chamber of Commerce, the Argentine Rural Society and the Argentine Industrial Union. It is the most important reference in the analysis of the Argentine economic-social situation.
ARGENTINA	FUNDACION MEDITERRANEA	It is an association whose objective is to promote research and solution of economic problems at the national and Latin American level.
ARGENTINA	INSTITUTO ARGENTINO DE EJECUTIVOS DE FINANZAS	It is a non-profit professional association, made up of executives, directors and managers of companies and institutions from the areas of Finance, Administration, Planning, Management Control, Treasury, Accounting and Purchasing.
ARGENTINA	INSTITUTO PARA EL DESARROLLO EMPRESARIA DE LA ARGENTINA	IDEA – Institute for Business Development of Argentina – is the most prestigious organization in the business field that promotes the growth and competitiveness of companies in the country.
ARGENTINA	MACROVIEW	It is a consulting firm dedicated to local and global economic analysis, with a vast history in the market.
ARGENTINA	SOCIEDAD ALEMANA DE BENEFICENCIA	It provides a variety of services and support programs to people of German descent and the community at large, including social assistance, health care, education and cultural promotion.
BRAZIL	ASOCIACIÓN BRASILEÑA DE SUPERMERCADOS (ABRAS)	Entity that represents and promotes the interests of the supermarket sector in Brazil.
BRAZIL	INSTITUTO PARA DESENV DO VAREJO	It is a nonprofit business organization that represents some of the nation's leading retail companies. Its main objective is to promote the development and strengthening of the retail sector in Brazil.
BRAZIL	ABVCAP-ASOCIACION BRASILEÑA DE VENTURES CAPITAL	Non-profit entity, which aims to develop long-term investment activity in Brazil, in the modalities covered by the concepts of private capital, risk and seed capital. It defends the interests of industry members before public and private institutions, national and foreign, in search of increasingly favorable public policies to promote these investments in the country.





Country	Organization name's	Organization Description
CHILE	ANDA	It is a Trade Association focused on commercial communication (advertising, advertising communication, corporate communication, relations with clients/consumers/public).
CHILE	ACCIÓN EMPRESAS	Non-profit organization, of business origin that seeks to improve the lives of people and the planet through business sustainability in Chile. It is the Chilean chapter of the World Business Council for Sustainable Development-WBCSD.
CHILE	AHK-CAMARA CHILENO ALEMANA DE COMERCIO	It focuses on future issues and those fields of action in which it can contribute to the development of the economies of both countries.
CHILE	AMCHAM-CAMARA DE COMERCIO CHILENO NORTEAMERICANA	Promotes the development of business ecosystems between Chile and the United States, encouraging trade, investment, the transfer of best innovative practices and the articulation of public-private collaboration spaces.
CHILE	AMFORI	Amfori is a global business association that promotes sustainable trade, sustainable supply chains and sustainable business.
CHILE	ASACH-ASOCIACIÓN GREMIAL DE SUPERMERCADOS	Non-profit union organization, open to all supermarkets in Chilean territory, which, with full respect for and promoting free competition, aims to manage its own initiatives or in collaboration with other entities or the public sector, which contribute to and promote the industry development.
CHILE	BETTER COTTON	Better Cotton is a not-for-profit, multi-stakeholder governance group that promotes better standards in cotton growing and practices in 22 countries. In 2023 Better Cotton will represent 22% of global cotton production.
CHILE	CÁMARA CHILENA DE LA CONSTRUCCIÓN	Non-profit trade association, whose objective is to promote the rationalization, development and protection of activities associated with the construction industry.
CHILE	CÁMARA CHILENO ALEMANA	The Chilean-German Chamber (CAMCHAL) is a binational association founded in 1916 that promotes commercial, economic and cultural relations between Chile and Germany. Its mission is to strengthen business and commercial ties through activities such as networking, seminars and trade fairs.



Country	Organization name's	Organization Description
CHILE	CÁMARA CHILENO ARGENTINA DE COMERCIO	The Chilean-Argentine Chamber of Commerce is a binational entity that promotes economic and commercial relations between Chile and Argentina. Its objective is to strengthen business ties and facilitate commercial exchange through services such as networking, advice and event organization.
CHILE	CÁMARA CHILENO BRASILEIRA DE COMERCIO	The Chilean-Brazilian Chamber of Commerce and Industry plays a crucial role in strengthening economic and commercial relations between Chile and Brazil, contributing to the mutual growth and development of both nations.
CHILE	CÁMARA DE COMERCIO DE SANTIAGO	Non-profit trade association, which represents the concerns of its bases before the Authority, actively participating in legislative issues that it considers to be of interest to its members and companies nationwide.
CHILE	CEP-CENTRO DE ESTUDIOS PUBLICOS	Private non-profit foundation of an academic nature, whose purpose is the generation of knowledge on issues of public interest, as well as the dissemination of the values, principles and institutions that are fundamental for a free and democratic society.
CHILE	CNC-CAMARA NACIONAL DE COMERCIO	Trade union whose objective is to represent commerce, services and tourism in Chile through the collaboration and participation of the public-private world to achieve the optimal development of the country.
CHILE	FASHION REVOLUTION (FASHION TRANSPARENCY INDEX)	The Fashion Transparency Index reviews and ranks 250 of the world's largest fashion and apparel brands and retailers based on the amount of information they disclose about their suppliers, supply chain policies and practices, and social and environmental.
CHILE	FUNDACIÓN LIBERTAD Y DESARROLLO	Private, independent study and research center dedicated to the analysis of public affairs, promoting the values and principles of a free society.
CHILE	FUNDACIÓN PAZ CIUDADANA	Foundation whose mission is to contribute knowledge to the design, implementation and evaluation of public policies in security and justice and we inform citizens so that they become architects of a better coexistence.



Country	Organization name's	Organization Description
CHILE	GHIN-GLOBAL HOME IMPROVEMENT NETWORK	Association that brings together 120 companies dedicated to the home improvement sector around the world, in search of new instances of development and creation of technologies that allow perfecting the home retail industry.
CHILE	GS1	Non-profit organization that develops and maintains the most used standards in the world for more efficient business communication.
CHILE	IAB-INTERACTIV ADVERTISING BUREAU	Global organization, originating in the United States, that represents the digital advertising and interactive marketing industry. It currently has a presence in more than 45 countries.
CHILE	ICARE	Private non-profit corporation independent of union and political interests, founded with the purpose of promoting business excellence in the country.
CHILE	PRIDE CONNECTION	Network that seeks to promote inclusive work spaces for sexual diversity and generate ties to attract LGBTI talent to the different organizations that comprise it.
CHILE	RED PACTO GLOBAL	It is the local Chilean network of the United Nations Global Compact, an international initiative that promotes the adoption of universal principles in areas such as human rights, labor, the environment and the fight against corruption.
CHILE	SOFOFA-SOCIEDAD DE FOMENTO FABRIL	Trade federation whose purpose is to contribute to a country where the company is connected to society and people are proud of the work of their companies in an environment of freedom, prosperity and peace
CHILE	THE CONSUMER GOODS FORUM	Organization whose mission is to bring together manufacturers and retailers of consumer goods worldwide in the search for business practices for efficiency and positive change throughout the consumer industry, benefiting buyers, consumers and the world without impeding competence.
COLOMBIA	CAMARA COLOMBO CHILENA	Trade union entity that encourages, promotes and strengthens commercial relations and investment between Chilean and Colombian companies.



Country	Organization name's	Organization Description
COLOMBIA	CAMARA REGIONAL DE LA CONSTRUCCIÓN DE BOGOTÁ Y CUNDINAMARCA	National non-profit trade association that brings together companies and individuals related to the construction value chain at the national level.
COLOMBIA	FENALCO-FEDERACION NACIONAL DE COMERCIANTES	Trade association that represents merchants and entrepreneurs in the retail sector in Colombia.
COLOMBIA	GSI/LOGYCA	Association in Colombia that promotes the implementation of standards and technological solutions to improve efficiency and quality in the supply and logistics chain.
COLOMBIA	INSTITUTO NACIONAL DE CONTADORES PÚBLICOS	Non-profit union-type association founded in 1951, which works for the union, defense, representation and relevance of the Colombian accounting profession.
COLOMBIA	PRIDE CONNECTION COLOMBIA	Community of companies that work to generate actions and good practices in favor of the inclusion of people from the LGBTI Community.
COLOMBIA	RED PACTO GLOBAL COLOMBIA	It is an initiative that promotes the commitment of the private sector, public sector and civil society to align their strategies and operations with ten universally accepted principles and the achievement of the Sustainable Development Goals (SDGs).
COLOMBIA	WORLD WIDE FUND FOR NATURE (WWF)	International organization dedicated to the conservation of nature and the protection of the environment around the world.
USA	FOOD MANAGEMENT INSTITUTE	Industry group that advocates on behalf of food manufacturers and the supermarket industry.
PERU	ACCEP	Its objective is to promote the development of the industry by representing, promoting and defending its members before public and private organizations. Likewise, it represents the industry before investors, clients, operators and authorities and promotes investment by Peruvian and foreign operators.
PERU	CÁMARA DE COMERCIO DE LIMA	Promotes the development of free enterprise by enforcing its legitimate rights, facilitating business opportunities, providing assistance and services and promoting its competitiveness.



Country	Organization name's	Organization Description
PERU	CÁMARA DE COMERCIO PERUANO CHILENA	It is a non-profit institution dedicated to facilitating and promoting commercial exchange between Peru and Chile.
PERU	CÁMARA PERUANO ALEMANA	It is the official representative of the German industry in Peru; It has also become an important platform for commercial exchange and the transfer of technology and know-how between Germany and Peru.
PERU	CÁMARA PERUANO CHILENA	The Peruvian-Chilean Chamber is a binational institution that promotes commercial, economic and cultural relations between Peru and Chile. Its objective is to promote business and business cooperation, offering services such as networking, business advice and event organization. It acts as a link between government and business institutions and civil society, contributing to the mutual growth of both nations.
PERU	COMEX	It is a business association that seeks to contribute with public policy proposals, based on the defense of principles and not particular interests, in order to promote the generation of employment, the creation of opportunities and a better quality of life for citizens.
PERU	SOCIEDAD NACIONAL DE INDUSTRIAS	It is a non-profit institution that promotes the development of the manufacturing industry, promotes the market economy and contributes to the development of the country.
URUGUAY	ARCAP	It is an organization that brings together informal recyclers from Argentina, Brazil, Paraguay and Uruguay. Its main objective is to promote the social and economic inclusion of recyclers, as well as improve working conditions and waste management in the region.
URUGUAY	URUCAP	Non-profit association that brings together venture capital and seed firms, as well as angel investors, companies from various fields and other key actors in Uruguay. Its purpose is to integrate and develop the Private Capital, Venture Capital and seed investment industry, generating more opportunities for investors and entrepreneurs, with the aim of generating a positive impact.



# SASB Table of Contents

Cencosud SA, based on the characteristics of its main business, responds to the SASB industry standard: Food retailers and distributors, in its 2023 version. This definition was validated by the Board of Directors.

## Topic: Fleet fuel management

METRICS	CATEGORY	UNIT	CODE	ANSWER
Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), Percent (%)	FB-FR-110a.1	This information is not available.

## Topic: Air emissions from refrigeration

METRICS	CATEGORY	UNIT	CODE	ANSWER
Scope (1) global gross emissions of refrigerants	Quantitative	Metric tons (t) of CO <sub>2</sub> -e	FB-FR-110b.1	522,566 Ton CO <sub>2</sub> eq
Percentage of refrigerants consumed with zero ozone depletion potential	Quantitative	Percent (%) by weight	FB-FR-110b.2	1.38%
Average refrigerant emissions rate	Quantitative	Percentage (%)	FB-FR-110b.3	There is no exact consumption data for the period, only load.

## Topic: Energy management

METRICS	CATEGORY	UNIT	CODE	ANSWER
(1) Operating energy consumed, (2) percentage of grid electricity and (3) percentage of renewable energy	Quantitative	Gigajoules (GJ), Percent (%)	FB-FR-130a.1	(1) 4,930,045 (2) 87% (3) 34%

## Topic: Food waste management

METRICS	CATEGORY	UNIT	CODE	ANSWER
(1) Amount of food waste generated, (2) percentage diverted from waste stream	Quantitative	Metric tons (t), Percentage (%)	FB-FR-150a.1	1. Supermarkets currently have the shrinkage indicator expressed in local currency but not in metric tons.  2. During 2023, the Food Rescue Program reached 1,833 tons of food rescued and delivered free of charge to social organizations. Cencosud also has the CHEAF application that allows the sale of food before it is depleted.



## Topic: Data security

METRICS	CATEGORY	UNIT	CODE	ANSWER
(1) Number of data breaches, (2) percentage of personal data breaches, (3) number of customers affected	Quantitative	Number, Percent (%)	FB-FR-230a.1	Information not available
Description of the approach to identifying and addressing data security risks	Discussion and analysis	N/A	FB-FR-230a.2	Review the "Information Security" section of the 2023 Annual Report.

## Topic: Food safety

METRICS	CATEGORY	UNIT	CODE	ANSWER
High-risk food safety violation rate	Quantitative	Rate	FB-FR-250a.1	Information not available in the requested parameter
(1) Number of recalls, (2) number of recalled units, (3) percentage of recalled units that are private label products	Quantitative	Number, Percent (%)	FB-FR-250a.2	<b>1) Number of recall events: Total Cencosud: 123</b> <b>(2) Number of units recalled Total Cencosud: 123,639</b> <b>(3) % of Private Label units Total Cencosud: 11.6%</b>



## Topic: Product health and nutrition

METRICS	CATEGORY	UNIT	CODE	ANSWER
Revenue from products labeled or marketed to promote health and nutrition attributes	Quantitative	Presentation currency	FB-FR-260a.1	<b>Total Cencosud: CLP 40,152 Million</b>
Discussion of the process to identify and manage products and ingredients related to nutritional and health problems among consumers	Discussion and analysis	N/A	FB-FR-260a.2	Since 2021, in line with its Sustainability Strategy and commitment to health, Cencosud has been building a Healthy Culture in the company, with three focus areas: A. Provide and enhance in the sales rooms, spaces that highlight the offer of products and their attributes based on different needs or interests. B. Raise awareness, educate and promote healthy culture. C. Promote programs for employees.





## Topic: Product labeling and marketing

METRICS	CATEGORY	UNIT	CODE	ANSWER
Number of incidents of non-compliance with industry or regulatory labeling or marketing codes	Quantitative	Number	FB-FR-270a.1	<b>Total Cencosud: 551</b>
Total amount of monetary losses resulting from legal proceedings related to marketing or labeling practices	Quantitative	Presentation currency	FB-FR-270a.2	<b>Total Cencosud: CLP 194 Million</b>
Revenue from products labeled as (1) containing genetically modified organisms (GMO) and (2) non-GMO	Quantitative	Presentation currency	FB-FR-270a.3	In the regulatory frameworks where Cencosud operates, it is not mandatory to declare this information.





## Topic: Labor practices

MÉTRICA	CATEGORÍA	UNIDAD	CÓDIGO	RESPUESTA
(1) Average hourly wage and (2) percentage of employees in stores and distribution centers earning the minimum wage, by region	Quantitative	Presentation currency, Percentage (%)	FB-FR-310a.1	<p><b>(1) Average hourly wage</b>            Argentina: 3,600 CLP/hour            Brazil: 1,760 CLP/hour            Chile: 4,344 CLP/hour            Colombia: 1,421 CLP/hour            Peru: 1,961 CLP/hour</p> <p><b>(2) Percentage of employees in stores and distribution centers earning the minimum wage</b>            Argentina: 0% of the allocation            Brazil: 2.38% of the allocation            Chile: 0% of the allocation            Colombia: 8.36% of the allocation            Peru: 23.55% of the allocation  <b>Total 3.3%</b></p>
Percentage of active workforce employed under collective agreements	Quantitative	Percentage (%)	FB-FR-310a.2	<b>Total Cencosud: 49%</b>
(1) Number of work stoppages and (2) total inactive days	Quantitative	Number, Days inactive	FB-FR-310a.3	During 2023, there were no interruptions or work stoppages in all Cencosud operations.
Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Quantitative	Presentation currency	FB-FR-310a.4	<b>Total Cencosud: CLP 10,528 Million</b>



## Topic: Management of environmental and social impacts in the supply chain

METRICS	CATEGORY	UNIT	CODE	ANSWER
Revenue from products certified by third parties according to environmental or social sustainability sourcing standards	Quantitative	Presentation currency	FB-FR-430a.1	Information not available in local currency
Percentage of revenue from (1) eggs that originated in a cage-free environment and (2) pork produced without the use of gestation crates	Quantitative	Percentage (%) by income	FB-FR-430a.2	(1) and (2) Information not available in percentage by income
Discussion of the strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and analysis	N/A	FB-FR-430a.3	Review the section: Animal Welfare and Product Certifications, in chapter 5 of the 2023 Annual Report.
Discussion of strategies to reduce the environmental impact of packaging	Discussion and analysis	N/A	FB-FR-430a.4	Review the section: Sustainable Packaging, in chapter 6 of the 2023 Annual Report



## Topic: Activity Metrics

METRICS	CATEGORY	UNIT	CODE	ANSWER
Number of (1) retail outlets and (2) distribution centers	Quantitative	Number	FB-FR-000. A	<b>(1) Total: 1,229</b> <b>(2) Total: 49</b>
Total area of (1) retail space and (2) distribution centers	Quantitative	Square meters (sqm)	FB-FR-000. B	<b>(1) Total area of commercial space</b> Argentina: 800,598 Brazil: 569,734 Chile: 1,255,574 Colombia: 472,716 Peru: 258,880 United States: 317,948 <b>Total: 3,675,450 sqm</b> <b>(2) Total area of distribution centers</b> Argentina: 231,551 sqm Brazil: 152,908 sqm Chile: 204,000 sqm Colombia: 43,476 sqm Peru 60,989 sqm United States: 0 sqm

METRICS	CATEGORY	UNIT	CODE	ANSWER
Number of vehicles in the commercial fleet	Quantitative	Number	FB-FR-000. C	<b>Total Cencosud: 4,111</b>
Ton-kilometers traveled	Quantitative	Ton-kilometer	FB-FR-000. D	Information not available

(1) The number of vehicles in the fleet in Chile does not consider December.



# GRI table of contents

## Contenidos Sociales

GRI Standard	Year	GRI	Content	P.	Answer
The organization and its reporting practices	2021	2-1	Organizational details	3	
The organization and its reporting practices	2021	2-2	Entities included in sustainability reporting	13	
The organization and its reporting practices	2021	23	Period covered by the report, frequency and point of contact	2	
The organization and its reporting practices	2021	2-4	Update of information	-	During 2023, the company has not experienced changes in the base period or the duration of the reporting period, nor has the nature of its business changed. Nor have any changes been made to the measurement methods or definitions used. Additionally, no significant errors have been identified in previous reporting periods.
The organization and its reporting practices	2021	2-5	External verification	3	
Activities and workers	2021	2-6	Activities, value chain and other commercial relationships	13, 119	
Activities and workers	2021	2-7	Employees	96	
Activities and workers	2021	2-8	Workers who are not employees	96	
Governance	2021	2-9	Governance structure and composition	43	
Governance	2021	2-10	Appointment and selection of the highest governing body	43, 62	
Governance	2021	2-11	President of the highest governing body	49	
Governance	2021	2-12	Role of the highest governing body in supervising impact management	61, 64	
Governance	2021	2-13	Delegation of responsibility for impact management	63	



GRI Standard	Year	GRI	Content	P.	Answer
Governance	2021	2-14	Role of the highest governance body in sustainability reporting	-	The Board of Directors reviews and approves this Report.
Governance	2021	2-15	Conflicts of interest	59	
Governance	2021	2-16	Communication of critical concerns	59	
Governance	2021	2-17	Collective knowledge of the highest governing body	49, 57	
Governance	2021	2-18	Evaluation of the performance of the highest governing body	62	
Governance	2021	2-19	Remuneration policies	60	
Governance	2021	2-20	Process to determine remuneration	60	
Strategy, policies and practices	2021	2-22	Declaration on sustainable development strategy	36	
Strategy, policies and practices	2021	2-23	Commitments and policies	36	
Strategy, policies and practices	2021	2-27	Compliance with laws and regulations	161, 82	
Strategy, policies and practices	2021	2-28	Membership in associations	231	
Interest group participation	2021	2-29	Approach to stakeholder engagement	21	
Interest group participation	2021	2-30	Collective bargaining agreements	109	



## Material Topics

GRI Standard	Year	GRI	Content	P.	Answer
Contents on material topics	2021	3-1	Process of determining material issues	21	
Contents on material topics	2021	3-2	List of material topics	21	
Contents on material topics	2021	3-3	Management of material issues	21	

## Economic Contents

GRI Standard	Year	GRI	Content	P.	Answer
Economic performance	2016	201-1	Direct economic value generated and distributed	41	
Economic performance	2016	201-2	Financial implications and other risks and opportunities arising from climate change	127	
Economic performance	2016	201-4	Financial assistance received from the government	257	
Market Presence	2016	202-2	Proportion of senior executives hired in the local community	71	
Anti-corruption	2016	205-1	Operations evaluated based on risks related to corruption	84	
Anti-corruption	2016	205-2	Communication and training on anti-corruption policies and procedures	85	
Anti-corruption	2016	205-3	Confirmed incidents of corruption and actions taken	87	
Unfair Competition	2016	206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	89	
Taxation	2019	207-1	Tax approach	90	
Taxation	2019	207-2	Fiscal governance, control and risk management	90	
Taxation	2019	207-3	Participation of stakeholders and management of concerns in tax matters	90	
Taxation	2019	207-4	Country-by-country reporting	90	



## Environmental Contents

GRI Standard	Year	GRI	Content	P.	Answer
Energy	2016	302-1	Energy consumption within the organization	131	
Energy	2016	302-2	Energy consumption outside the organization	131	
Energy	2016	302-3	Energy intensity	131	
Energy	2016	302-4	Reduction of energy consumption	131	
Water and effluents	2018	303-3	Water extraction	134	
Water and effluents	2018	303-5	Water consumption	134	
Emissions	2016	305-1	Direct GHG emissions (scope 1)	129	
Emissions	2016	305-2	Indirect GHG emissions when generating energy (scope 2)	129	
Emissions	2016	305-3	Other indirect GHG emissions (scope 3)	129	
Emissions	2016	305-4	GHG emissions intensity	129	
Emissions	2016	305-5	Reduction of GHG emissions	129	
Emissions	2016	305-6	Emissions of substances that deplete the ozone layer (ODS)	129	
Waste	2020	306-1	Waste generation and significant waste-related impacts	131	
Waste	2020	306-2	Management of significant impacts related to waste	131	
Waste	2020	306-3	Waste generated	131	
Waste	2020	306-4	Waste not intended for disposal	131	
Waste	2020	306-5	Waste intended for disposal	131	





## Social Content

GRI Standard	Year	GRI	Content	P.	Answer
Jobs	2016	401-1	Hiring new employees and staff turnover	99	
Jobs	2016	401-2	Benefits for full-time employees that are not provided to part-time or temporary employees	111	
Jobs	2016	401-3	Parental leave	112	
Health and Safety at Work	2018	403-1	Occupational health and safety management system	104	
Health and Safety at Work	2018	403-2	Hazard identification, risk assessment and incident investigation	104	
Health and Safety at Work	2018	403-3	Health services at work	104	
Health and Safety at Work	2018	403-4	Worker participation, consultation and communication on health and safety at work	104	
Health and Safety at Work	2018	403-5	Training workers on health and safety at work	104	
Health and Safety at Work	2018	403-6	Promotion of workers' health	104	
Health and Safety at Work	2018	403-7	Prevention and mitigation of impacts on health and safety at work directly linked through commercial relationships	104	
Health and Safety at Work	2018	403-8	Occupational health and safety management system coverage	104	
Health and Safety at Work	2018	403-9	Work accident injuries	108	
Health and Safety at Work	2018	403-10	Occupational ailments and diseases	108	
Training and Teaching	2016	404-1	Average training hours per year per employee	100	
Training and Teaching	2016	404-2	Programs to develop employee competencies and transition assistance programs	103	
Training and Teaching	2016	404-3	Percentage of employees who receive periodic evaluations of their performance and career development	102	



GRI Standard	Year	GRI	Content	P.	Answer
Diversity and equal opportunities	2016	405-1	Diversity in governing bodies and employees	55, 96	
Diversity and equal opportunities	2016	405-2	Ratio of base salary and remuneration of women compared to men	110	
Nondiscrimination	2016	406-1	Discrimination cases and corrective actions taken	119	
Freedom of association and collective bargaining	2016	407-1	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	119	
child labor	2016	408-1	Operations and suppliers with significant risk of child labor cases	119	
Forced or compulsory labor	2016	409-1	Operations and suppliers with significant risk of cases of forced or compulsory labor	119	
Social evaluation of suppliers	2016	414-1	New suppliers that have passed selection filters according to social criteria	119	
Social evaluation of suppliers	2016	414-2	Negative social impacts in the supply chain and measures taken	119	
Public politics	2016	415-1	Contribution to political parties and/or representatives	-	The Company maintains high ethical standards in all its operations and business relationships, rejecting corruption in all its forms. As part of this commitment, Cencosud does not make any type of contribution to political campaigns.
Customer Privacy	2016	418-1	Substantiated claims regarding violations of customer privacy and loss of customer data	92	



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## Declaration of Responsibility

The undersigned declare themselves responsible for the veracity of the information included in this 2023 annual report, in compliance with General Standard N° 30 and N° 461, both issued by the Financial Market Commission:

Santiago, 8 de abril de 2024.

Directorio de la compañía	Cargo	Rut	Firma
Julio Moura	Presidente	21.814.616-3	
Heike Paulmann Koepfer	Director	8.953.510-7	
Manfred Paulmann Koepfer	Director	7.012.865-9	
Mónica Contreras Esper	Director	Cédula ciudadanía Colombia: 39.694.530	
Lieneke Schol Calle	Director	DNI Perú: 10307362	Lieneke Schol
Felipe Larrain Bascuñán	Director	7.012.075-5	
Ignacio Pérez Alarcón	Director	9.979.516-6	Ignacio Perez Alarco
Carlos Fernandez Calatayud	Director	5.213.938 4	
Rodrigo Larrain Kaplan	Gerente General Corporativo	10.973.139-0	



