



## CORPORATE POLICY

---

### DIVERSITY OF THE BOARD OF DIRECTORS

Version	Description of changes	Approval	Effective Date
1.0	Initial version	Board of Directors	April 2021

This document contains proprietary information of the Coca-Cola Andina Group, which has been strictly prepared for the purpose of being used in the Company's operations and may not be partially or wholly provided, rephrased or disclosed to third parties without the express authorization of the Corporate Management Area responsible for this document.



**CORPORATE POLICY**

Effective Date: April 2021

**DIVERSITY OF THE BOARD OF DIRECTORS**

Version 1.0

## **TABLE OF CONTENTS**

1. Introduction .....	3
2. Objective .....	3
3. Aspects to consider in the nomination of candidates for Board of Director .....	3
4. Publication .....	4



## **CORPORATE POLICY**

Effective Date: April 2021

### **DIVERSITY OF THE BOARD OF DIRECTORS**

Version 1.0

#### **1. Introduction**

Diversity in teams allows for complementarity in understanding phenomena, identifying opportunities, and mitigating risks, thus enriching the decision-making process.

Diversity encourages different perspectives and a greater ability to critically evaluate how we operate our Company and interact with our diverse shareholders: the benefits of diversity are key components of our long-term success.

#### **2. Objective**

The purpose of this policy is to establish in general terms the conditions and qualities that the Company's shareholders should consider in the proposals they make for the position of Director of Coca-Cola Andina.

This Policy seeks to mitigate possible gender, social or cultural barriers that could in any way inhibit the natural diversity of skills, experiences, visions, characteristics, and conditions that should prevail in the company's Board of Directors, which will allow us to better ensure the sustainability of the business and add value in the long term.

This Policy should be understood as a suggestion to our shareholders, expressly stating that in no case does it imply any type of restriction for the nomination of candidates to the Company's Board of Directors.

In the event that it is the Board of Directors that nominates a new Director, as a result of a vacancy before a Shareholders' Meeting is held, it is suggested that the Board of Directors follow the same diversity principles in his or her nomination.

#### **3. Aspects to consider in the nomination of candidates for Board of Director**

Coca-Cola Andina has promoted an inclusive culture, in which promoting diversity is a fundamental value. Given the above, and considering the importance of the role of the Board of Directors in the Company, we suggest to our shareholders the consideration of the following principles when nominating a candidate to the Board of Directors:

1. Board members must meet high standards in the performance of the position and possess the appropriate skills and experience, always focused on capturing greater value for the Company.
2. A candidate for director should be selected based on his or her ability, experience, and strength, as well as their ethical behavior and personal qualities in consideration of the exercise of a leadership role in their field of expertise, which can be translated into an efficient performance of the position.
3. The person's proposal to be chosen should consider a number of complementary perspectives:
  - ✓ Gender diversity;
  - ✓ Different ages, cultures, nationalities or countries of origin, religious beliefs or denominations, or political affiliation, among other considerations of maximum diversity inclusion.



## **CORPORATE POLICY**

Effective Date: April 2021

### **DIVERSITY OF THE BOARD OF DIRECTORS**

Version 1.0

- ✓ Diversity and consequent complementarity in the studies of its members, whether university or otherwise;
- ✓ Different levels of specialty of its members;
- ✓ Varied previous professional experiences that complement their future work.
- ✓ There will be no discrimination other than the best personal and professional qualities, associated with our Company's own challenges, to make decisions to appoint members of the Board of Directors.

Optimally, the Board of Directors should have the right combination of knowledge, experience, skills, and diversity, to promote its effectiveness and good collective performance.

#### **4. Publication**

This policy will be published on our internal Corporate Policies site, on the Company's website, and will be included in the Annual Report and other publications as deemed appropriate.