




**CORPORATE POLICY ON DIVERSITY AND INCLUSION,
RESPECT FOR THE INDIVIDUAL,
NON-DISCRIMINATION AND HARASSMENT**


Version	Description of changes	Approval	Effective Date
1.0	Initial version	Miguel Ángel Peirano	September 2017
2.0	Specifically includes Non-Discrimination and Harassment	Miguel Ángel Peirano	May 2021
3.0	Version 3	Miguel Ángel Peirano	December 2023

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1. Declarations

At Coca-Cola Andina (hereinafter “Andina” or the “Company”) we assume the responsibility of contributing to the sustainability of the communities where we develop our Operations and recognize that a main ingredient of each one of our products is our commitment to diversity and rights of people at work.

To be consistent with our goal of reaching all corners together to refresh moments and open opportunities, we view diversity, inclusion, equity, and respect for all individuals as essential components.

We understand diversity as a value, not only because it attracts talents, but also by having different visions, experiences, origins or conditions, each one contributes from its differences, which allows us to form better prepared teams to face challenges in a sustainable way, generating wealth in the context of a socially responsible economy.

That is why at Coca-Cola Andina we feel called to incorporate within our organization the richness of the plurality of each country and community that welcomes us, which is why we are committed to promoting inclusive workplaces, in which diversity and pluralism are valued, thus allowing the maximum personal and work development of all our talents.


To achieve these objectives, we make the principles of The Coca-Cola System our own, and we undertake to actively promote the diversity and right of all individuals who are part of Coca-Cola Andina to be treated with respect, and to that end we take on the following responsibilities:

- Remove barriers in the recruitment, promotion and compensation within the Company, ensuring that they will be made objectively, based on their skills, performance, abilities and experience;
- Ensure equal opportunity and discrimination intolerance;
- Promote diversity in all our Operations, implementing actions that encourage the recruitment of individuals with special needs and vulnerable minorities, enabling them to reach their full potential;
- Ensure respectful workplaces, with no tolerance for harassment or violence - physical or verbal - based on race, sex, nationality, origin, sexual orientation, gender identity, religion, age, status or disability.
- Punish any situation of discrimination, harassment or any other type of non-respectful or excessive behavior; ensuring that there are no retaliations of any kind because of having reported or participated in any investigation in connection with the points mentioned above.

Finally, we declare that Coca-Cola Andina’s commitment to inclusion, diversity, non-discrimination, and harassment is a necessary requirement to maintain a working environment that maximizes productivity and growth, in an atmosphere of trust and mutual respect.

2. Objective

Coca-Cola Andina’s Corporate Policy on Diversity and Inclusion, Respect for the Individual, Non-Discrimination and Harassment. (the “Policy”) is intended to move forward in the integration of diversity, inclusion, non-discrimination,

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and harassment, prioritizing the respect of each person's dignity, regardless of their race, gender, origin, age, religion, marital status, sexual orientation, gender identity and/or expression, disability, education, life experience, opinions, ideas and beliefs.

To achieve this goal, Andina will promote an inclusive culture, in which promoting diversity is a fundamental value, actively working to keep people in the organization informed and trained on the relevance of this topic. Therefore, it will not only actively manage opportunities to promote diversity in the Company, but it will also establish guidelines of what it requires from its collaborators, both in dealing with each other, as with any person with whom they interact in their I work on behalf of Coca-Cola Andina.

In addition, Coca-Cola Andina will promote an environment of respect, assuring a dignified treatment, both in their application, entrance and performance in the Company, seeking to achieve a comprehensive development of the people who participate in the Company, by creating an internal culture that rejects all forms of discrimination and harassment and promotes the participation of people from different vulnerable minorities with equal opportunities.

3. Scope

This Policy applies to all Coca-Cola Andina's collaborators, including its divisions, subsidiaries and affiliates. These standards must not only be followed by all Company individuals, but also by all those suppliers of services and resources with whom we work and will be required to comply with the rules of non-discrimination, harassment and inclusion declared in this Policy, establishing as a cause of supplier disqualification, the lack of compliance of some of them.


4. Value Diversity, Inclusion and Respect

At Coca-Cola Andina we value diversity. Innovative ideas and creative solutions are fundamental for the success of our Company. It is an act of justice to encourage the participation of different people, valuing their differences through concrete actions, which lead us to achieve better results and become an example for other industries and all stakeholders, our clients and those who consumer our products, among others.

Inclusion leads us to adopt an attitude of integration for the people inside and outside of Coca-Cola Andina, seeking that they contribute with their talents, different capacities and apparent limitations, finding conditions of equality access and opportunities.

Coca-Cola Andina through positive actions will facilitate the hiring of people who guarantee the diversity that the Company expects and will provide the necessary means for a real and effective inclusion.

Finally, Coca-Cola Andina respects and values differences, rejecting any opinion or negative idea with respect to another person, avoiding prejudices and the installation or promotion of stereotypes. In this sense, the Company will actively support all activities that encourage inclusion, non-discrimination and harassment, and participation in equal opportunities for all its current and potential collaborators.

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5. Create an environment free from discrimination

Because we value diversity, inclusiveness and respect, Coca-Cola Andina declares a long-term commitment to equal opportunity and rejection of discrimination and harassment. We will not tolerate disrespectful behavior, inadequate comments or unfair treatment to other persons due to gender, race, ethnicity, religion, age, country of origin, ancestry, citizenship, sexual orientation, identity and/or expression of gender, disability, marital status, or any other status of legal competence.

The Company will not accept and will immediately punish, even by removing them from their duties, those who within the company's premises:

- Make inappropriate comments or jokes about gender, race, ethnicity, religion, age, country of origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, or any other status of legal competence.
- Refuse to hire candidates based on their gender, race, ethnicity, religion, age, country of origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, or any other status of legal competence.
- Refuse to promote a talent of the Company based on their gender, race, ethnicity, religion, age, country of origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, or any other status of legal competence.


The Company will ensure that all recruitment, training, promotions, and career development decisions within Coca-Cola Andina are based on the individual skills of each employee, and that each activity is carried out objectively according to the requirements defined for each position.

6. Create an environment free from discrimination

Coca-Cola Andina values the right to work in an environment of respect and that is why any kind of harassment is unacceptable.

Workplace harassment is any conduct that constitutes repeated aggression or harassment¹, exercised by the Company or by one or more employees against another or other employee(s), by any means, resulting in the affected employee(s) being undermined, mistreated, or humiliated, threatening or harming their work situation or employment opportunities. Workplace harassment behaviors can also be found among other behaviors, such as making inappropriate comments, insulting or making threats based on the physical characteristics or disability of people, because of their gender, belief, race, age, nationality, or other condition, whether verbally or through emails, voicemails or other written or graphic material.

¹ In the case of our operations in Argentina, and in line with ILO Convention 190, harassment is recognized as such even if it occurs only once.

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Sexual harassment is defined as any conduct or behavior that a person performs in an inappropriate manner, by any means, making sexual requirements, not consented by the person to whom it is directed.

It will especially be considered sexual harassment, among others, behaviors such as looks, gestures, grimaces, telephone calls, text and/or WhatsApp messages, emails, letters or personal notes, invitations that insinuate or contain proposals of a sexual character, groping, cornering, subjecting the harassed person, psychological pressures, threats, and, in general, any hostile, intimidating, and offensive action or conduct that, by any means, seeks to promote or suggest a sexual relationship.

7. Duty to report

Part of Coca-Cola Andina's commitment is to actively promote positive behaviors that relate to the valuation of diversity, the incentive of inclusion and the promotion of an environment of respect, free of discrimination and harassment, therefore, all contributors, suppliers and third parties, comply with minimum behavior standards.

Coca-Cola Andina has resources available to assist in the resolution of noncompliance with this Policy in order to protect its people and the values acknowledged in it.

Therefore, if anyone in our Company experiences, observes or is aware of any possible episode of discrimination, harassment or any kind of disrespectful or inappropriate behavior, it should not be tolerated or ignored.

All individuals are responsible for maintaining an environment of respect, so anyone who has knowledge of these facts will be required to act to stop these behaviors and denounce them as soon as possible to any of the following persons, or using the channels arranged for this:


- Direct supervisor.
- Human Resources or Work Relations Representative.
- Legal Manager or any internal attorney of the Company.
- Anonymous Complaint Channel on www.koandina.com

The Company will always carry out a fair and thorough investigation of any complaints submitted regarding the matters addressed in this Policy and will maintain the complainant's anonymity upon request.

8. Protection of Collaborators

Coca-Cola Andina guarantees that individuals who denounce cases such as those described above, or participate in investigations related to them, in addition to being protected with respect to their identity, will not suffer retaliation of any kind, direct actions such as verbal or physical threats or indirect actions, such as depriving the complainant of any opportunity in the development of his career or work. The Company rejects and strictly prohibits retaliation of any kind and will apply disciplinary measures against any person who participates or encourages this type of behavior, being able to reach the dismissal of that person.

If you or anyone you know is a victim of active or passive retaliation, you must immediately inform the Company using the channels described in point 7 above.

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9. Corrective actions and disciplinary measures

As soon as the Company becomes aware that some of the behaviors rejected in accordance with this Policy are being carried out, immediate measures will be taken resulting in a proper investigation, taking the necessary measures to protect the confidentiality and privacy of all the people involved in the investigation.

The investigation will be subject to the deadlines and processes established for the purpose in Coca-Cola Andina's Internal Regulation on Order, Hygiene and Safety. Said investigation will be undertaken by a commission composed of the following roles of the Operation: Human Resources Manager, Legal Manager and a Senior Manager who does not present conflict of interest with the case being investigated and who will be appointed by the General Manager.

If the Company concludes that there has been a breach of this Policy, corrective actions will be applied with respect to the situation denounced and disciplinary measures against the person in question, which may extend to the termination of the employment relationship, according to the severity of behavior.

10. Validity

This Policy becomes effective as soon as it is published.

11. Track Changes

Version	Description of main changes (for additional information contact politicascorporativas@koandina.com)	Approval	Effective Date
3.0	<ul style="list-style-type: none"> The name of the policy has been changed to CORPORATE POLICY ON DIVERSITY AND INCLUSION, RESPECT FOR THE INDIVIDUAL, NON-DISCRIMINATION AND HARASSMENT Neutral language is used. References to the purpose of the organization are incorporated. Emphasis is placed on the inclusion of sexual and gender diversity. 	Miguel Ángel Peirano	December 2023