



HUMAN RIGHTS CORPORATE POLICY


Version	Description of changes	Approval	Effective Date
1.0	Initial version	Miguel Ángel Peirano	April 2017
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Coca-Cola Andina's Vision on Human Rights

Coca-Cola Andina's Human Rights Policy is guided by the international human rights principles included in the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to Coca-Cola Andina, the entities it owns, those in which it has a majority ownership and the entities it manages. The Company is committed to working with its value chain to encourage them to support the principles of this Policy and adopt similar policies within their companies.

Respect for human rights

Coca-Cola Andina respects human rights. It undertakes to identify, prevent and mitigate adverse human rights impacts arising out of or caused by our business activities before or if they occur as a result of human rights mitigation and due diligence processes.

Relationship with the community and stakeholders

The Company recognizes its impact on the communities in which it operates. We are committed to convening stakeholders in these communities to ensure that we listen, learn and consider their views when operating our businesses. Where appropriate, we are committed to dialogue with stakeholders about human rights issues related to our business. We believe that the most appropriate way to address local problems is to do so at the local level. We are also committed to generating economic opportunities and promoting goodwill in the communities in which we operate through initiatives of local interest.

Valuing diversity

The Company values the diversity of the people we work with and their collaboration. We have a commitment to equal opportunities and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces where there is no discrimination or harassment on the basis of race, gender, color, nationality or social origin, religion, age, disability, sexual orientation, political opinion, or any other category protected by applicable laws. The foundations for recruitment, hiring, location, training, compensation, and promotions at the Company are based on skills, performance, abilities, and experience.

Regardless of personal characteristics or category, the Company does not tolerate disrespectful or inappropriate conduct, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any circumstance related to work outside the workplace. These principles apply not only to the Company's employees, but also to the business partners with which we work.

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Freedom of association and collective bargaining

The Company respects the right of its employees to form a union, or to join it or not, without fear of retaliations or being subjected to intimidation or harassment. When employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely elected representatives. The Company undertakes to negotiate in good faith with such representatives.

Safe and healthy workplace

The Company provides a safe and healthy workplace and complies with applicable laws, regulations and internal health and safety requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injuries and exposure to health risks. We are committed to engaging with our employees to continuously improve health and safety in our workplaces, including the identification of risks and working on solving health and safety issues.

Workplace safety

The Company is committed to maintaining a workplace free of violence, harassment, intimidation or other conditions that are unsafe or disruptive due to internal and external threats. Employees have safety guarantees at their disposal, as needed, and such guarantees will be kept on the premise of respect for the privacy and dignity of employees.

Forced labor and human trafficking

The Company prohibits the use of all forms of forced labor, including prison labor, compulsory labor or bonded labor, military, slave and any other form of human trafficking.

Child labor

The Company prohibits the direct and indirect recruitment of persons under the age of 18 for positions involving the performance of dangerous tasks.

Hours of work, wages and benefits

The Company's employee compensation is competitive within the industry and local labor markets. At Coca-Cola Andina, we fully comply with the applicable labor laws in the four countries where we operate, including regulations related to wages, overtime, legal holidays, and working hours. **We implement procedures, internal monitoring tools, and controls to prevent excessive working hours. Collective bargaining agreements and other labor arrangements are governed by local legislation. Notice periods for mass layoffs follow the requirements set by law or collective bargaining agreements.** Finally, our Internal Control, Risk Matrix, and Audit policies guide the review and enforcement of compliance with these labor standards.

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Employee guidance and reporting

Coca-Cola Andina creates workplaces where open and honest communication between all employees is valued and respected. The Company is committed to complying with all applicable labor and employment laws in all locations where it operates.

1. Objective

The objective of this Corporate Policy is to establish the responsibilities that the company has in terms of human rights and to establish the basis for preventing conflicts.

2. Scope

This policy applies to Coca-Cola Andina and its divisions and subsidiaries, hereinafter the Company or Operations, interchangeably.

The policies, rules and procedures of Operations should be included in the guidelines set out in this document.

3. Structure


Each area must survey, identify the potential human rights conflicts it has in its processes. Once identified, address with a preventive vision, providing support tools for the necessary cases. The means of channeling and managing such conflicts should be made known and must be clearly stated in the risk management matrix.

4. Operation

It will be the responsibility of each area of the company to identify the possible human rights conflicts it has in its processes, as well as to plan preventive measures.

Evidence of prevention mechanisms shall be given and in case of conflicts, evidence of their management shall also be included in the Company's risk management process.

If there is a conflict between the text of the policy and the laws, customs and practices of the place where you work, if any questions arise about this policy, or if you wish to report a possible violation of this policy, you must express those questions and concerns through existing processes, which do their best to maintain confidentiality. Questions or complaints of possible violations should be dealt with by Management, Human Resources, the Department of Legal Affairs or the Office of Occupational Safety (depending on the issue) of each operation. There is also a secure website on the internet EthicsPoint <https://secure.ethicspoint.com/domain/media/en/gui/13235/index.html> that cannot only be used by company employees but also by suppliers and other stakeholders.

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No retaliatory action will be taken against an employee for raising their concerns under this policy. The Company is committed to investigating, resolving and responding to employee concerns, as well as taking appropriate corrective actions in response to any violation.

The Company reserves the right to amend this policy at any time. No part of this policy implies the existence of a contract between the Company and its employees. Likewise, participation in this program does not guarantee employment continuity in Coca-Cola Andina.

5. Transitional standard

This policy applies from the month following that of its publication.

6. Track changes

Version	Description of main changes (for more information, contact: politicascorporativas@koandina.com)	Approval	Effective date
2.0	Se modifica texto relacionado a horas de trabajo, salarios y beneficios Text related to hours of work, salaries, and benefits has been modified	Miguel Ángel Peirano	June 2025