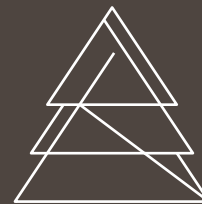


Political Diversity, Equity and Inclusion



In ARAUCO we work from nature and renewable resources to contribute to people and the planet. This purpose challenges us to have committed and high-performing teams, linked by the same organizational culture. For this reason, we work to provide the necessary conditions to fully develop people's potential in safe work environments, based on respect, collaboration, and continuous communication.

We recognize the individual from their personality and diversity. We believe that each person's contribution is unique, and that teams are enriched when they can integrate different views and capabilities. Therefore, gender equality, nationality, ethnicity, religion, sexual diversity, disability status, age or others are essential to achieving present and future challenges.

According to the provisions of our Code of Ethics and ARAUCO's Human Rights policy, this initiative aims to continue advancing towards an organizational culture that increasingly considers diversity, equity and inclusion.

Commitments:

- 1. We recognize** and promote diversity as a necessary element to generate value and welfare.
- 2. We highlight** talent and professionalism as qualities of all the people that are part of our Company, regardless of their condition.
- 3. We promote** the balance between work, personal and family life of our workers.
- 4. We make sure** that our actions, practices, process, benefits, and infrastructure promote equal access and participation of all people.
- 5. We guarantee** equal treatment, opportunities, and working conditions, rejecting all type of discrimination and violence. We are committed to promoting a safe and respectful work environment, guaranteeing that, at ARAUCO, all people are treated with dignity and respect always.

We are convinced that the commitments expressed in this Policy are essential to continue making ARAUCO a better Company. All of us that are part of this company adhere to it and are responsible for its compliance, through our example.



Cristián Infante
General Manager