



SUSTAINABILITY REPORT 2022



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Valores

PASSION

We promote a dynamic, entertaining and challenging environment because we are driven by what we do.

INTEGRITY

We believe in trusting relationships that are based on the integrity of people and their values.

EXCELLENCE

We seek to do things right the first time, to deliver better results to our clients and to constantly improve ourselves.

SAFETY

Our focus is on people, so we take care of our employees, suppliers and customers.

Words of the Chairman

It is with great pride that I present to you the first Sustainability Report of Sitrans and its related companies for the year 2022. The reporting process is a good opportunity to continuously monitor the impacts of our management in the economic, environmental and social development areas. During the year 2022, the global outlook was complex, especially with regard to the impact on exports as a result of the war between Russia and Ukraine, and the increase in energy prices in the United States, Europe and China, in addition to the increase in food prices at a global level.

Despite the above, it was a good year for our companies. The national and international scenario permanently challenges us to be creative and adapt to the new economic conditions and uncertainties that will arise in the coming years. Hand in hand with our sustainability strategy, we will seek to continue to deliver innovative and effective solutions for our customers in each of our business lines.

Our successes are the result of multiple factors, but undoubtedly the consolidation

of our vision of sustainable development has positively influenced the performance of the companies that make up Ultramar. We have charted a clear path, where the focus of management is on our people, on our customers and on operational excellence, on the reliability and transparency we demonstrate, and on the contribution to social development and caring for the planet.

From the parent company we have worked hard during 2022 to contribute to the mitigation of climate change, incorporating cleaner technologies to our operations worldwide, with electromobility projects and the study of alternative fuels such as green hydrogen. Sitrans has joined this crusade, integrating in its business lines this type of initiatives, such as the incorporation of new electric machinery, the certification of the use of renewable energy in all its agencies and offices, recycling initiatives and carbon footprint measurement, among others.

Sitrans and its business lines SIX Exportuario, Mintral and El Libertador, have shown to be committed to sustainable

development that has not only focused on the most obvious, which is the care of the environment, but also on the development of trusting and long-term relationships with its employees, customers and suppliers; in the unrestricted commitment to safety and respect for people, diversity and inclusion, as well as the communities where they operate.

I thank all those who have made the publication of this report possible. The challenges for 2023 will be great for Sitrans, but we know that with this management tool we can meet them.

Best regards,

Richard von Appen Lahres
Chairman of Ultramar



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Welcome of the General Manager

Our commitment to sustainable development has taken a new step. Today we proudly present the first Sustainability Report of Sitrans, SIX, Mintral and ELB, a document that compiles the work of our company during 2022 and where we account for the environmental, social and governance performance of each of our business lines.

This first reporting exercise was a great challenge for the team that makes up our organization. We conducted an in-depth analysis of how we contribute to each of our stakeholders and how we responsibly manage our positive and negative impacts through our operations throughout Chile.

This sustainability report was prepared using as a guide the two main international standards for non-financial disclosure: we use the Global Reporting Initiative (GRI) as the methodological backbone of this instrument and we also follow the recommendations of the Sustainability Accounting Standards Board (SASB). Both standards allow us to have a consolidated document that, through a consistent process, will provide important data for our management.

At a general level, in 2022 we have focused our efforts on generating a “culture of leadership”, reinforcing corporate training at all levels, developing talent development programs and

promoting a good workplace environment. On this last point, I would like to highlight that we were recognized as a Great Place to Work company, which makes visible our effort to make Sitrans a good place to work, based on respect, diversity and inclusion.

Under this last commitment, we have worked responsibly to attract more female talent to our organization, promoting various initiatives that allowed us to reach 32% of women nationwide during 2022, which positions us above the regular industry average.

Always from the perspective of a preventive culture, our aspiration is 0 accident, in Sitrans we want everyone to return home safe and sound and this year we reinforced the management of compliance with protocols by investing more than 2,200 hours in safety and occupational health training.

In terms of environmental management, we are implementing concrete actions that allow us to make sustained progress in initiatives that seek to mitigate our impact; measuring our carbon footprint, changing our fleet of smaller cranes to electric equipment, expanding our energy matrix towards renewable energy, investing and installing more than 460 photovoltaic panels that will generate 252kwp. for our agency in Antofagasta, contributing directly to the use of its energy consumption.

Regarding the performance of our business lines in Logistics, we have been able to diversify our services by opening new business niches with the automotive industry. In Deposit, we integrated new industry players, allowing us to consolidate our strategy, working towards the diversification of services and customers. In the offshore business, SIX began the year with a new corporate image, opened a new offshore warehouse in San Antonio Alto and closed strategic alliances with some shipping companies. With a new brand and image, this year also saw the birth of Mintral, the Sitrans business line that has been offering transportation logistics solutions and cargo services to the mining industry since 2006. Finally, I would like to highlight ELB, which, always committed to road safety, expanded its fleet of vehicles in 2022 with state-of-the-art technology that contributes to our goal of caring for the lives of our drivers, as well as contributing to continue providing the excellent service that characterizes us.

In the following pages you will be able to understand how Sitrans, SIX, Mintral and ELB operate, always seeking to be a benchmark of excellence and safety in integral logistics services, through technological solutions and dedicated equipment that provide visibility and traceability to our customers and stakeholders.

Finally, I would like to thank each of the people who make up our team; the achievements and challenges described here are the result of our commitment and joint effort.

I invite you to review this first sustainability report, which will set the tone for our management and invites us to look to the future with a comprehensive vision.

Best regards,

Phillip Schaale Simpferdorfer
Sitrans General Manager



Logistics solutions at the service of Chile

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- +300 thousand TEUS
- +112 thousand annual trips
- +600 employees



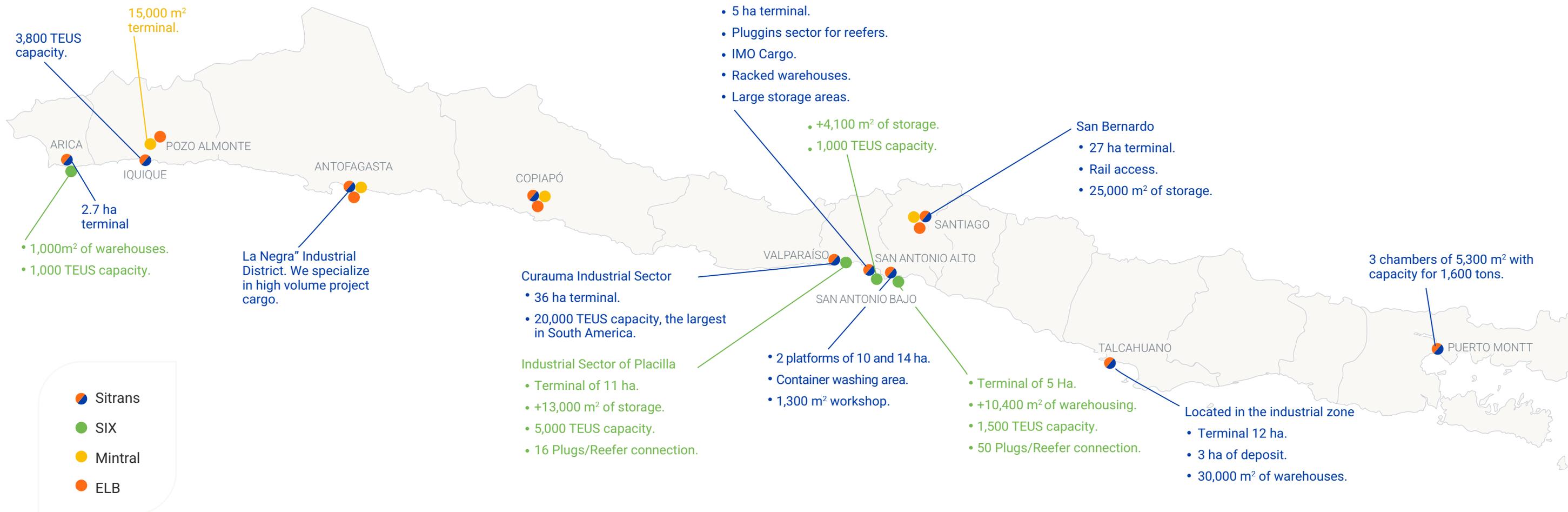
- +44 thousand annual trips
- +40 employees



- +33 thousand annual trips
- +165 employees



- +13 thousand annual trips
- +150 employees



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SITRANS: MORE THAN 40 YEARS ON THE MOVE

- 1.1 **Driving logistics in Chile**
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1.1 Driving logistics in Chile

With more than 40 years of history, Sitrans offers transportation solutions, warehousing and cargo services for importing and exporting multi-industries, with terminals strategically distributed from Arica to Puerto Montt, which allows a national reach for all the clients it serves.



DEPOSIT



Activity Sitrans is a leader in maritime container depot services in Chile. Its activity is based on the commercial and operational control of reception, dispatch and storage of empty containers, forming an integral part of the foreign trade chain (import and export). It also offers repair and maintenance services for Dry and Reefer containers; leasing and sale of containers and other services for exporters or other actors in the land logistics chain, such as sanitizing units for special cargo, cold treatments, gassing, among others. Another business of Sitrans Deposit is the warehouse carrier, through which it sells spare parts for reefer containers, being its official representatives in Latin America.

Customers Its main customers are the shipping lines operating in Chile, to whom it offers the service of reception, storage, repair, washing, monitoring and dispatch of empty Dry, Reefer and Tanktainers containers. With the shipping lines, long-term relationships are established through a logistics chain that includes the reception of their containers suitable for consolidating cargo according to the requirements of their exporting clients, prioritizing that their products arrive in optimal conditions to any place in the world to be marketed.

LOGISTICS



Activity In the logistics area, Sitrans is an expert in the transport and storage of loose and containerized cargo, carrying out the management, coordination and distribution nationwide, according to the requirements of its customers. It has an exclusive rail transportation service thanks to the rail connection it has inside its terminals in Santiago, San Antonio, Valparaiso and Talcahuano. With more than 100,000 square meters of warehouses and 2,500 m2 of cold storage for frozen cargo, Sitrans also manages in-house warehouses, can store IMO cargo, among others. It also provides connection and monitoring services, consolidation and deconsolidation of containers, fulfillment and complete supply logistics.

Customers Multi-industry: such as automotive, food and beverages, pharmaceuticals, mass consumption and retail, high tech and technology, forestry, fruit, construction, clothing and footwear.



Activity Its activity is mainly the extra-port logistics in Arica, Valparaiso and San Antonio. It operates import and export cargo, managing the documentary process of reception and dispatch to and from the port, complying with all customs procedures. It offers its clients support in integral logistics operations, coordinating customs processes, refrigerated and frozen cargo storage with 24/7 control and monitoring, and dangerous and special cargo with over-dimension and overweight. Cargo traceability is in real time and allows the downloading of documentation through its systems, web payments and remote processes.

Customers We seek to serve the import, export and transit markets that pass through Chilean ports. The clients are from different segments: for example: shipping companies, customs agencies, convention clients, freight forwarders and NVOCC (Non Vessel Operating Common Carrier).



Activity Mintral seeks to bring logistics expertise and freight services to the mining industry. Its services include road freight transportation for traditional services and oversized cargo, supply chain management from the activation of customer purchase orders, cargo reception, crossdocking service, package revision, consolidation, transportation optimization, dispatch to the final customer and on-site home delivery service. It seeks to be a strategic partner seeking long-term relationships, which is why currently 90% of its income comes from medium and long-term contracts.

Customers Its clients are the main mining companies operating in Chile that require high volume logistics operations for purchasing and asset management.

- BHP.
- Antofagasta Minerals.
- Doña Inés de Collahuasi Mining Company.
- Glencore.
- Kinross.
- Codelco (for service of oversized or overweight loads).



Activity ELB is dedicated to providing cargo transportation services nationwide Home Delivery, which consists of the movement of cargo within a site (service provided only through Mintral). In line with our sustainability strategy, ELB seeks to reuse and take responsibility for the waste and residues related to its activity, which is why its line of business was expanded to include the sale of vehicle parts, pieces and accessories, and thus continue with the sale of tires in accordance with the new Extended Producer Responsibility Law (REP), which requires producers and importers to organize and finance the collection and recovery of the residues they insert in the industry.

Customers ELB is a subcontractor company, through Mintral, it performs operations in most of the mining clients with whom we operate as a holding company, besides having direct clients belonging to the public and private sector.

Other commercial and trade associations



- Transportation companies and unions.
- Local communities.
- SOFOFA.
- Chilean Chamber of Commerce.
- ALOG.



- National Customs.
- Regional Customs.
- SAG.
- Customs Chamber.
- Port terminals in Arica, Valparaíso and San Antonio.



- Local industrial associations.
- Aprimin.
- Sicep.



- ChileTransportes.



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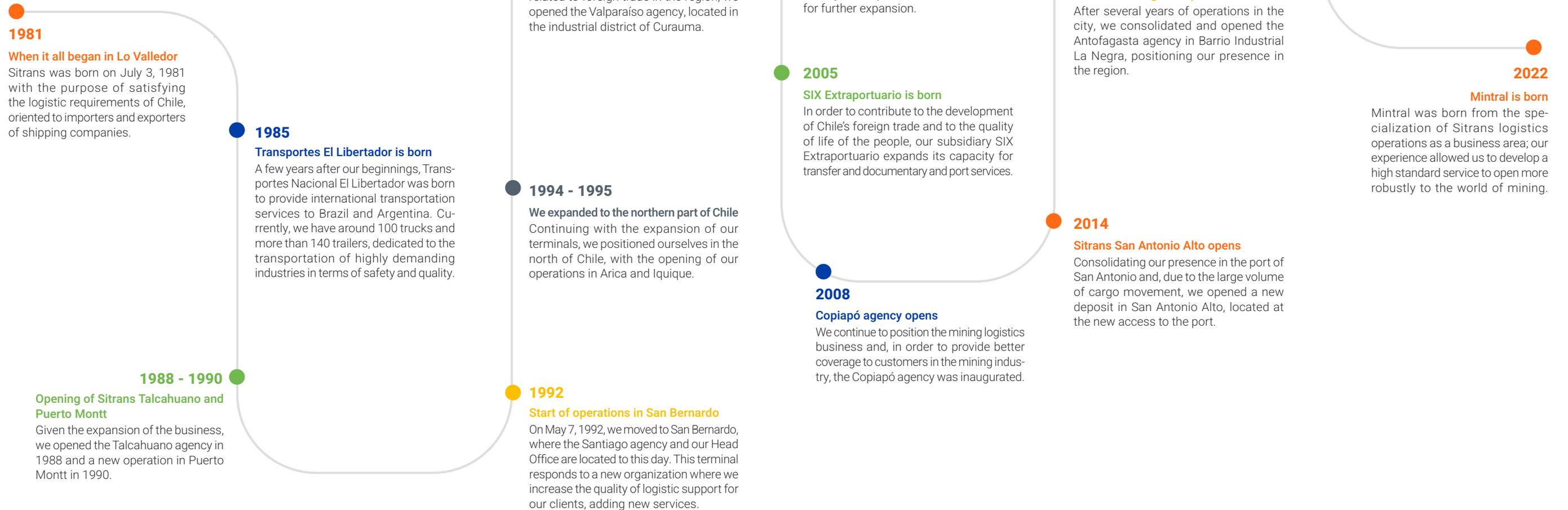
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1.2 A Story in motion



1.3 Milestones 2022

Below are some of the milestones for our four businesses during 2022.

Cross-cutting milestones

New electric cranes



Under the commitment to continue optimizing our operations and reducing emissions, in Antofagasta and Santiago we have more than **90% of electric cranes** (34 pieces of equipment), which help us to provide integral solutions to our customers in a safe, reliable and sustainable manner, in addition to having high quality technology and a better standard for our teams that operate them.

Lubricant reuse pilot



With regard to hazardous waste, a pilot plan was launched in the central zone agencies, in conjunction with Copec, to **filter used lubricant** to extend its useful life.

Reinforcement of communication on the Ethics Management System



To reinforce the organizational culture in this area and as part of our ethics management system, information on our complaint procedures **was reinforced in the corporate induction** for all employees of the company. Ensuring that from the moment they join the company, they know how these situations are managed and how to use the complaints channel.

Clean energy certification



During 2022, we continued to grow in our sustainable alliances, we signed a contract with Colbún until 2027, where the energy supply for our terminals in Santiago, San Antonio and Valparaíso will come from renewable sources. Likewise, in Puerto Montt, the company SAESA will supply clean energy for our operations until 2029. With this, we are ensuring that almost **85% of our energy matrix originates from green energy**, through an I-REC certificate of international standards. Thanks to these agreements, we seek to contribute in a better way to the care of the environment.



Safety first

Safety is one of our corporate values and part of the commitments of our sustainability strategy, which is why it always plays a transcendental role in the management of the organization.

- During 2022, in risk management, **critical positions in the operation were again accredited** to reinforce the technical and safety tools, so that employees have the specific knowledge of their function. The implementation of critical controls was verified in accordance with each Fatality Risk Control at the national level.
- A **new Alcohol and Drug Policy** was implemented, with a new sampling system, including direct employees, contractors and service drivers.
- We reformed the management of compliance with our processes and protocols through the updating of “man-machine” matrices at national level, to ensure compliance with corporate protocols.
- In addition, **focusing on the alignment of middle management and supervisors**, we conducted a **training program and a field leadership program focused on safety**, obtaining feedback on safety performance.
- We ensured **90% compliance with the leadership program** for the different hierarchical roles through which we seek to align leaders in their safety role, ending with a measurement of the impact of the program’s activities.
- We also conducted a national survey to verify compliance with emergency requirements, establishing improvement plans in accordance with the new **Emergency Response Manual** developed by the authorities.
- And **separate HSE Committees** were implemented by business, which are developed on a monthly basis.



Milestones by business line

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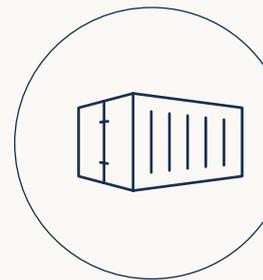
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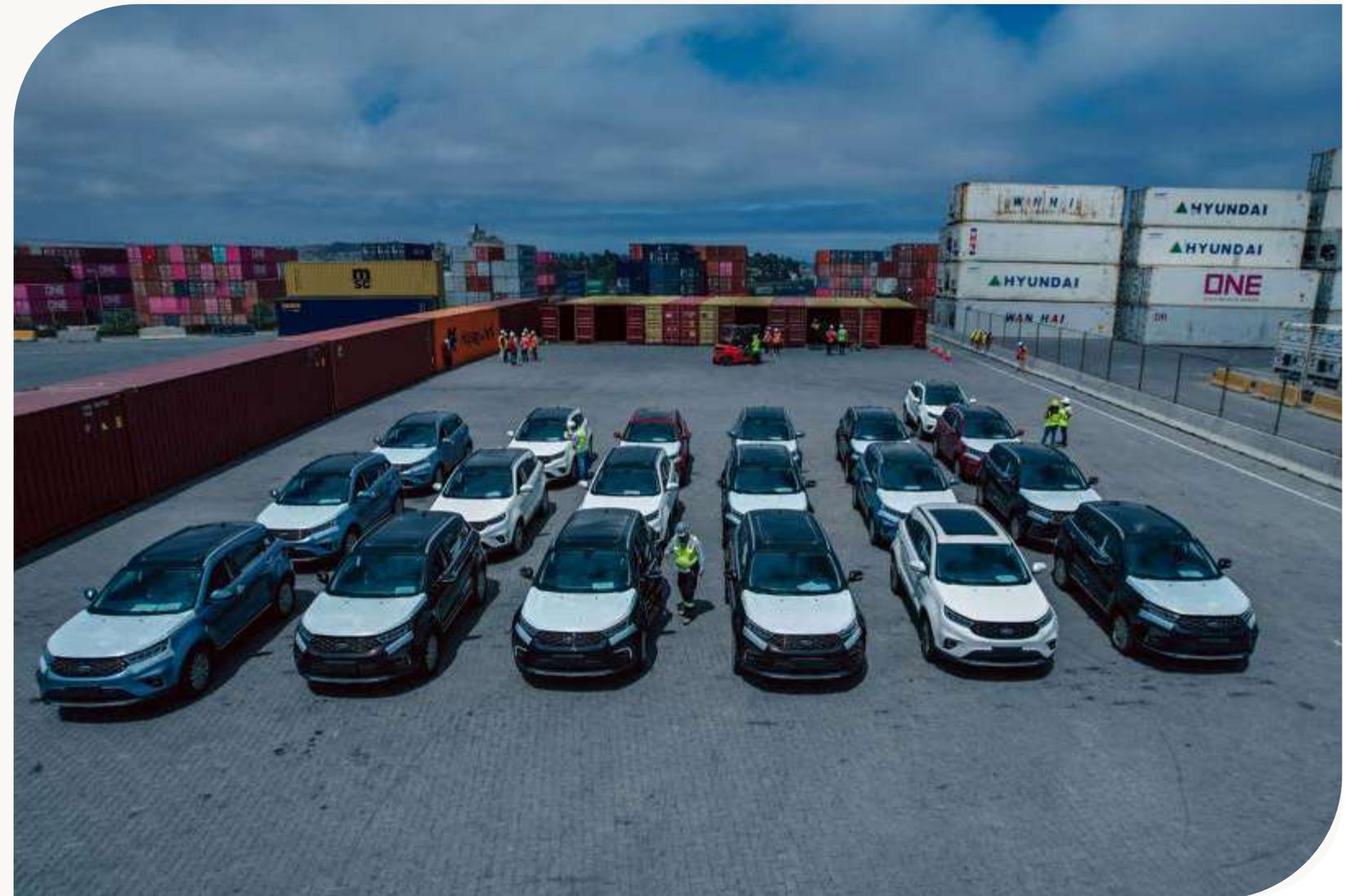


New automotive logistics service

Thanks to the large storage capacity at its terminals, Sitrans moved more than 2,500 containers of vehicles during 2022, which were received from different parts of the world at its terminals in Valparaiso, San Antonio and Talcahuano. This service was born as an alternative to the increasing demand of the automotive industry in Chile, which added to the lack of capacity of Ro Ro (Roll on-Roll off) vessels, makes it difficult to move vehicles in the traditional way. This service consists of reception from the port, portage, de-consolidation at its facilities, inspection, minor accessorization and storage until the final process of dispatching automobiles to stork trucks. Among the notable advances is the optimization of the use of container space and new specialized flat racks, which makes vehicle shipments more efficient and reduces the carbon footprint.



+2,500
containers with vehicles
mobilized in 2022



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New primary zone at SIX San Antonio

During 2022, SIX Extraportuario implemented a new off-shore warehouse enabled by the National Customs Service until 2027, with an area of 2.5 hectares, located in San Antonio Alto. This space has several tax benefits as it is a primary zone, along with the documentary management of import and export cargo with the possibility of offering customers a storage alternative between port and warehouse. In addition, it offers services such as management with customs authorities, SAG inspections and Seremis, among others.

Direct Withdrawals

A new modality of direct withdrawals was implemented at the Valparaíso terminal. In order to unblock the port, it was established that the direct units had to be taken to the offshore enclosures, where the client had to withdraw from there. This resulted in a new operation and income from the mobilization of these units.



New equipment

Volvo-brand equipment with the latest ADS (Active Driver System) technology was acquired to provide maximum safety to drivers in the event that they fail to signal their attention due to fatigue, drowsiness, or other indicators of risk factors for driver safety.

Training of female drivers

For ELB, gender equity is an organizational commitment and to contribute to reduce gender gaps in the transportation industry, during 2022 we conducted three courses for women in the communities where we operate in Iquique (16 women) and Antofagasta (23 women) to obtain professional driver's license A4 and later A5 (when they already have experience on the road), who after their training process, which is free of charge for them, have the possibility of an internship with ELB and subsequent incorporation into the organization.



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Mintral is born

In response to the growing demand for logistics services in the mining industry, Mintral was born under the wing of Sitrans operations, which with more than 15 years of experience in this area, seeks to position itself with a unique corporate identity to provide logistics services to the mining industry.

Strategically located in the main mining cities of the country; Pozo Almonte, Antofagasta, Copiapó and also in Santiago, the Company has a business model oriented to the development of its operations in a sustainable way that is based on a roadmap with five pillars highlighting people, a robust ethics management, services with high safety standards, innovative and excellence for its customers, contributing to the social development of the communities where it operates and care of the planet.



Promoting the circular economy

We implemented a circular economy project, innovative in the mining logistics industry, where we used recycled materials to make pallets, and also acquired collapsible cages, both to reduce the use of wood. We were pioneers in implementing a solution of this style at Doña Inés de Collahuasi Mining Company, and now we are replicating it at other sites. This project will seek to reduce to zero the use of wooden pallets for small loads and thus contribute to the reduction of the carbon footprint.

Strengthening our service

We began 2022 by strengthening the services of our control tower, offering 24/7 service monitoring with a completely internal team in order to provide customized solutions to the interests of our clients, including having an exclusive operator, as in the case of BHP. For the above, it was necessary to have a team in charge with the highest safety standards, and to make substantial improvements in the control platform, which today allows us to be agile in the face of new customer requirements, such as the control of stays inside the terminals and work sites, or to apply more restrictive speed control in specific areas.

Strategic alliances and memberships

We are part of several alliances with industry associations and others, as well as organizations that promote the defense and development of the industry. These strategic alliances allow us to take advantage of synergies, enhance growth and development, while strengthening different areas of the company.

- **COMEX (since 2006):** this initiative seeks to encourage relations between public and private entities to strengthen foreign trade, and also to work together to facilitate trade.
- **FOLOVAP (since 2008):** is an instance of meeting, participation and collaboration between the different actors involved in the logistics-port community linked to the port of Valparaiso. It seeks to integrate, optimize and strengthen processes through the incorporation and development of solutions associated with the logistics and port community.
- **APRIMIN - Mining Suppliers Association (since 2011):** is an institution that brings together the main mining suppliers and whose purpose is to be an essential actor in making Chile a more attractive country for sustainable mining..



FOLOVAP 2022 Annual Dinner.

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- **COLSA - Logistics Community of San Antonio (since 2014):** encourages sustainable development along with greater competitiveness vis-à-vis other organizations involved in the logistics chain.
- **Antofagasta Industrial Association (since 2016):** is an association that brings together mining companies and industrial suppliers in the Antofagasta region. Its main objective is to promote actions aimed at strengthening the sustainable development of the region. Its strategy focuses on business competitiveness, innovation, human capital, shared value, productive linkages, and new businesses.
- **COMLOG - Port Logistics Community of Talcahuano (since 2017):** its mission is to strengthen and promote the port system of Talcahuano as a benchmark of productivity and quality, contributing to the development of foreign trade in harmony with its communities and environment.

- **Mining Port Antofagasta Logistics Clean Production Agreement (since 2020):** this is a common and comprehensive project taken on a voluntary basis beyond the legal obligations in force. It was developed to address the environmental challenges existing in the common territory and the concerns of the community, seeking to incorporate the best available techniques in the logistics associated with the transport, storage, loading and unloading of bulk concentrates. During 2022, work was done on the certification process and the result should be known in the first quarter of 2023.
- **CORPROA - Corporation for the Development of the Atacama Region (from 2020):** is a private, non-profit institution made up of regional companies and entrepreneurs whose purpose is to design, promote, execute, and support sustainable regional development strategies that raise the quality of life of the population. It will also collaborate with the Universidad de Atacama and other institutions for the same purposes.

- **Conecta Logística (from 2021):** seeks to promote and support the efficiency, competitiveness, production and sustainability of the logistics sector, through the development and research of technology and innovation.
- **ALOG - Logistics Association of Chile (since 2022):** a trade association that brings together and represents the various actors of the logistics industry in Chile. ALOG aims to strengthen and develop the sector, favoring the conditions for a transparent scenario, with clear and fair rules, contributing to the country's growth.
- **Chile Transporte (since 2022):** is a national entity that represents Chile's trucking unions. Its mission is to add value to the trucking industry with professional strength, technical rigor and developing credibility with its members, authorities, customers and the community; promoting environmental care and corporate social responsibility in all aspects.

- **Volvo Iron Women (since 2022):** is an initiative organized by Volvo Chile and Chile Transporte that seeks to increase diversity, inclusion and gender equity in the industry, accompanying participants throughout their training process as professional drivers, where participants have the option of doing their internship in our company, which resulted in three women joining the team during 2022.
- **Iquique Industrial Association (since 2022):** association that brings together mining companies and industrial suppliers in the Iquique region. Its main objective is to represent the interests of the regional productive sectors, in addition to promoting growth and business development through the generation and articulation of virtuous networks.



1.4 Our governance framework

Sitrans Board

Sitrans' highest governance body is the Board of Directors. The Board and senior executives are responsible for promoting and reviewing the policies and codes of relationship with the different stakeholders, as well as promoting the guidelines, values and sustainability strategy that emanates from Ultramar. The holding company's strategy is reviewed and updated on a regular basis, which is communicated internally to the different business units for their adaptation and incorporation.

The Sitrans Board of Directors is composed of three members, all senior executives of Kaptan. Board members are elected at a Board meeting chaired by Ultramar's Chairman, Richard von Appen. Each director serves for a three-year renewable term.



Richard Von Appen Lahres

Chairman

Director since September 6, 2016

As chairman of Ultramar, he has extensive knowledge of the logistics chain within Chile. He leads the holding since 2020, with director positions in different business units.

He is a commercial engineer from the Catholic University of Chile with a master's degree from Stanford University.

He was president of Sofofa (2021 to 2023), promoting public-private relations with emphasis on social and sustainable development areas.

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Felipe Vial Claro

Director since April 23, 2020

He is a member of the board of directors of several holding companies and also a member of the board of directors of Ultramar.

He is a lawyer from the Universidad de Chile and senior partner of Vial & Cía, a law firm of wide prestige in the country. He has academic experience as a professor of Civil Law at the Universidad de Chile and Universidad de Los Andes.

He has a long trajectory as a member of the board of directors of companies operating in mining, cement, ceramics, welding products and industrial gases.



Roberto Barra Constanzo

Director since April 23, 2020

Current Corporate Controller of Ultramar and is a director in several companies of the holding.

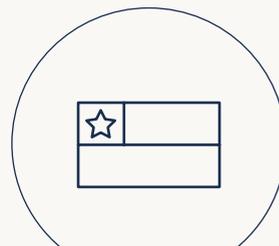
Industrial Civil Engineer Universidad de Santiago de Chile, with MBA from Pontificia Universidad Católica de Chile, Diploma in Corporate Finance and Computer Engineering.

CFO / Controller / CIO / FP & A Manager with 18 years of experience in executive positions in Administration & Finance in large companies and multinationals and 8 years leading IT areas.

Board Composition



100%
men



100%
Chilean nationality



+58
years old on average

Criteria for the selection of directors

The Board of Directors is appointed on the basis of the work experience of its members and their specialized knowledge in areas of interest to the organization.

For the selection criteria of the directors, a very relevant emphasis is made on meritocracy, guaranteeing equal opportunities among the possible candidates, but defining them by academic preparation, trajectory and knowledge rather than by any specific quota.

Shareholders are consulted in an extraordinary meeting before selecting the members of the Board of Directors.

Board Training

During 2022, no formal training was provided to the Board of Directors regarding sustainable development, however, on a monthly basis the two Sitrans directors participate in the corporate Sustainability Committee where progress and management of the business units in this area is communicated.

Board Committee

The Board Committee meets once a month and is comprised of the three directors plus Sitrans' General Manager and Administration and Finance Manager, as well as the lead managers of the four business units (Sitrans, SIX, Mintral and ELB).

Other corporate managers, such as the managers of People and Sustainable Development, IT Processes and Projects, and HSE (as appropriate) periodically participate in the Committee.

At each session, the organization's financial information is presented, as well as the most relevant current and future events of each business unit. In addition, management submits a "written account" that reports on the progress of the company's areas, detailing the management carried out during the current month and in which there are some monthly indicators previously agreed with the Board of Directors.

General risk matrix

Every six months Sitrans' risk matrix is reviewed, detecting the risk as such, its possible impact, probability of occurrence and mitigation measures.

Additionally, the management has the following monitoring mechanisms:

- **Ethics Committee:** Corporate managers appointed by the Board of Directors participate in the Ethics Committee twice a year, in which the progress in the implementation matrix of the Crime Prevention Model is reviewed, as well as the main complaints and their resolution.
- **Accident and environmental contingency reporting:** The Board of Directors has also implemented a system for reporting work-related accidents or high potential near misses, as well as possible environmental contingencies, which stipulates specific deadlines for reporting according to the type of contingency.
- **Alert Committee and Crisis Committee:** these are activated in the event of contingencies that could cause a reputational crisis or any other type of crisis, in which part of the procedure is to notify the Board of Directors.



Relationship between the Board of Directors and the stakeholders

Sitrans and its companies have precise guidelines on how they should relate to their main stakeholders, such as labor unions, with whom regular meetings are held, both by the heads of the agencies and the Chairman of the Board, ensuring close, transparent and collaborative relationships.

The main points of contact with stakeholders are managed at the Company's agencies throughout the country and there are specific mandates from the Board of Directors that indicate the creation and execution of an annual engagement plan, which is audited every year through the operational excellence and corporate affairs area of the holding company. This plan is structured and is in line with the defined corporate focuses.

When there is a situation that may affect a particular stakeholder group -and that the Crisis Committee classifies as high potential-, the Board of Directors is informed through the General Management. Subsequently, during the monthly meetings of the Board of Directors or through the monthly written report, the People and Sustainable Development Management reports the progress in the management of the specific situation that was reported.

Sitrans has an annual stakeholder engagement plan that is audited and reported to the parent company.

Conflicts of interest of the Board of Directors and key executives

The possibility of conflicts of interest of directors and executives is low, since there is no cross-shareholding with suppliers and other stakeholders, nor the existence of controlling shareholders.

Since 2015 Sitrans and its companies have implemented an Ethics Management System that includes four pillars:

- Crime Prevention Model Law 20.393.
- Complaints channel.
- Code of Ethics with a duly formed Committee.
- Complete set of supporting documentation that includes the risk matrix and representative procedures.

Remuneration and evaluation of the Board of Directors and senior management

Information on the remuneration of the highest governance body and senior executives has been declared confidential by Sitrans.

The annual performance and competency objectives for all employees, with specific goals per Company, which aim to advance in sustainable development indicators.

This evaluation process begins in December of the year that ends and involves the establishment of objectives in March of the year that begins. During the year, the objectives are followed up and feedback is given to all employees.

Main Executives

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PHILLIP SCHAALE
General Manager



MAURICIO CERDA
El Libertador Manager



CHRISTOPHER COLLINS
Mining Business Manager



HUBANI MANZO
Logistics and Deposit Business Manager*



BENJAMÍN IZQUIERDO
Assets and Development Manager



MARCELA ARNABOLDI
People and Sustainable Development Manager



MATÍAS CASTAGNOLA
Administration and Finance Manager



LUIS DELGADO
IT Processes and Projects Manager



RODRIGO SERVIERI
HSE Manager

Sitrans' management is led by a team of senior executives who are responsible for implementing the company's strategic plan.

Management is headed by the general manager, who reports to eight divisions covering the main business and support processes of the four business units.

*Martin Edwards D. was Logistics and Deposit Business Manager in 2022.

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TOWARDS SUSTAINABILITY

- 2.1 Sustainability Strategy
- 2.2 Management with our stakeholders
- 2.3 Scope of the Report and non-financial disclosure standards
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2.1 Sustainability strategy

At Sitrans we manage our impacts through our corporate sustainability strategy, with strategic management focuses oriented to the realities of our business lines.

To learn more about the Corporate Sustainability Strategy, [click here](#).



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Our 2023-2024 roadmap

For 2023 we have drawn up a roadmap that will allow us to advance in the fulfillment of our Sustainability Strategy through objectives with measurable indicators.



Strategic pillar

Management focus 2023-2024



Our people

Advancing equal employment opportunities for women and the inclusion of people with disabilities.

Promote career development and strengthening of the organizational climate.



Reliability and transparency

Strengthen the Ethics Management System and Crime Prevention Model.

Promote transparent and trustworthy labor relations with unions.



Customers and operational excellence

Drive initiatives towards strengthening customer satisfaction.

Optimize the performance of our operations.



Social development

Promote supplier management as strategic partners of Sitrans.

Strengthen community relations, corporate volunteering and monitoring of each stakeholder group.



Caring for the planet

Drive carbon footprint reduction by incorporating green technologies.

Promote socio-environmental management.

2.2 Management with our stakeholders

Promoting transparent relationships of trust and permanent dialogue with all our stakeholders is a very relevant issue for our organization, an important part of our commitment and Sustainability Strategy, allowing us to obtain diverse and valuable perspectives in order to propose sustainable development in the different territories where we operate.

We work with a corporate stakeholder relations policy that aims to promote proper stakeholder management at the local level, with active participation and thus facilitate the performance of our operations and promote the creation of shared value through practices that ensure the sustainability of the business.

OUR PRINCIPLES

- ✔ **Actively engage in the territories in which it operates.**
- ✔ **Proactively engage in dialogue with stakeholders.**
- ✔ **To be transparent in its operation and delivery of information.**
- ✔ **Autonomy in terms of stakeholder management.**



Stakeholders and commitments

The main stakeholders with whom the organization works are as follows:

STAKEHOLDERS

- **Authorities.**
- **Territorial social organizations.**
- **Organized civil society.**
- **Productive associations.**
- **Employees and unions.**
- **Suppliers and contractors.**
- **Clients.**
- **Neighboring companies.**
- **Media.**

For the definition and scope of each stakeholder group, see [ANNEX 1.](#)

The stakeholder engagement policy states 6 commitments



SUPPLIERS

We work with suppliers committed to sustainable business development.

We seek ethical behavior and maximum transparency.



BUSINESS DEVELOPMENT

We work based on good practices and continuous improvement, supported by quality, safety and environmental care certifications, among others.

We take care of our employees in all areas (human rights, labor, remuneration, health and safety).



IMPACT MANAGEMENT

We measure our carbon footprint under scope 1, 2 and 3.

We have a waste management policy.

We care for and promote the reduction of water consumption.



CLIENTS

We deliver a quality service connecting and safeguarding your cargo throughout the country.

We are transparent, ethical, reliable and maintain long-term relationships.



2.3 Scope of the Report and non-financial disclosure standards

Sitrans makes available to its stakeholders its first Sustainability Report, which considers the performance of Sitrans, SIX Extraportuario, Mintral and ELB and covers the period from January 1 to December 31, 2022.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards in its 2021 version, which allows us to understand the organization and identify, through a materiality study, the main positive and negative impacts in the environmental, social and governance fields.

At the same time, we used the Sustainability Accounting Standards Board (SASB) standard, which evaluates ESG issues considered financially relevant in a total of 77 industries. In the case of this report, the indicators corresponding to the “Air Freight and Logistics” and “Road Transportation” industries were collected.

Both standards are recognized by various stakeholders as the most widely used globally to disclose the non-financial performance of an organization.

This report is not externally verified.

What are the non-financial disclosure standards used?

GLOBAL REPORTING INITIATIVE (GRI)

The Global Reporting Initiative, or GRI, is an organization that promotes transparency and standardized reporting practices by working with multiple stakeholders in the regulatory, business, trade union and academic environments to formulate standardized reporting criteria. It is today the most widely used and disseminated standard in the world. In addition to the global standard, it provides guidelines for identifying materiality and moving towards global sustainability strategies.



During 2021 GRI updated its standards by making a profound change in how to identify the material issues to be reported. Thus, the materiality study now drives impact management by incorporating risk analysis methodologies.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

The Sustainability Accounting Standards Board was founded in 2011 with the objective of supporting companies in identifying and reporting sustainability issues relevant to investors. To this end, they developed 77 sets of industry-specific standards that focus on financially material ESG issues (environmental, social and governance factors).



SASB’s industry-by-industry standards include metrics related to the topic (KPIs to measure company performance), technical protocols for compiling the data, as well as units of measurement to standardize this data.

“SASB standards have been created to identify a minimum set of sustainability issues most likely to affect the operating performance or financial condition of a typical company in a given industry, regardless of where it is located.” SASB Standard

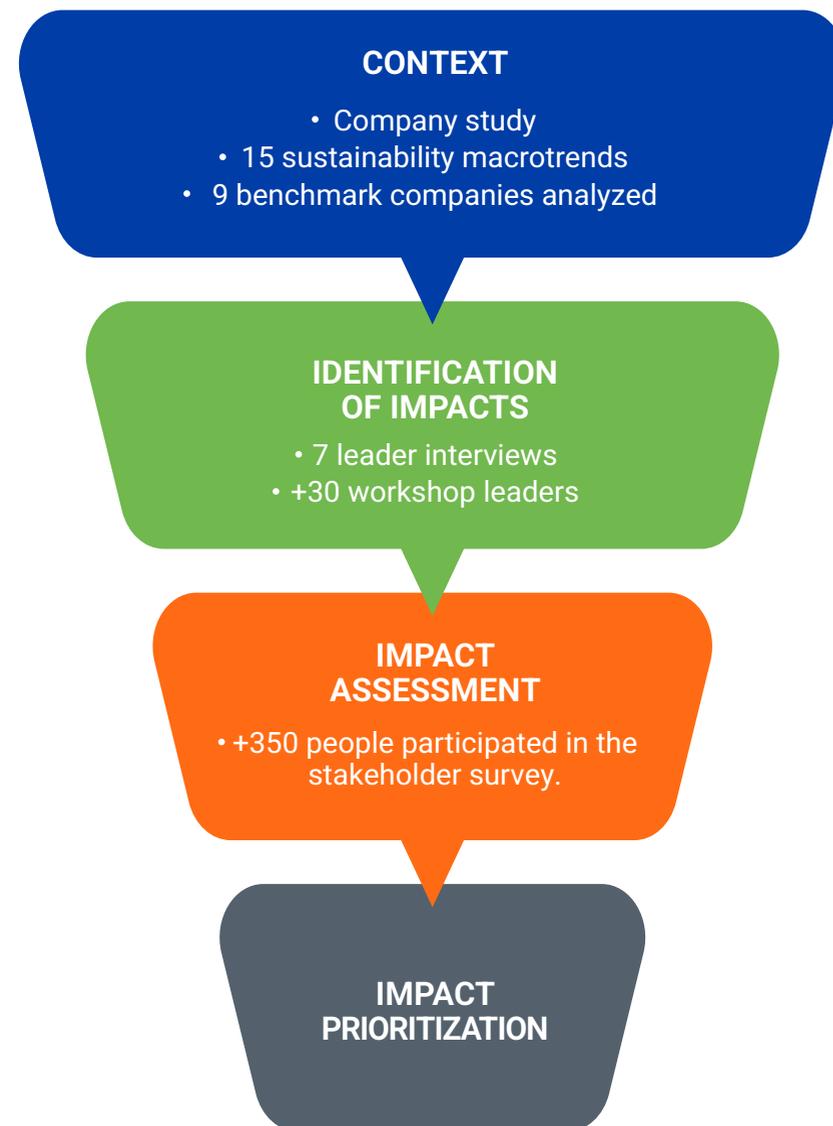
2.4 Materiality study

In order to identify the contents to be informed in this report, the GRI standard requires a materiality study to identify the most significant impacts of organizations on the economy, the environment and people, including their impact on human rights. Therefore, during the first half of 2023, we carried out this process.



Methodology: How we did it?

In accordance with the GRI standard, the methodology we used for the materiality study consisted of four stages:



1. Context:

- We reviewed a survey of information on the company's management and operation that allowed us to identify potential impacts.
- We identified sustainability macro trends in the logistics and transportation industries by reviewing international standards such as the Dow Jones Sustainability Index, GRI, SASB and the United Nations Sustainable Development Goals.
- We conducted a benchmark of the logistics, deposit and transportation industry by reviewing public ESG information from nine logistics, deposit and transportation companies in Chile and around the world.

2. Identification of impacts

- We conducted interviews with 7 leaders of Sitrans and its business lines, including the General Manager.
- We conducted a workshop with more than 30 leaders that aimed to raise environmental, social and governance impacts, positive and negative, from each of our value chains. In

addition to this identification of impacts, the participants of the activity had to evaluate them according to the scope, severity or possibility of occurrence.

3. Impact assessment:

- An impact assessment survey was sent to our main stakeholders. More than 350 people participated, including customers, suppliers, employees/unions, clients, community, authorities/regulators and unions/associations belonging to Sitrans and its related companies.

4. Prioritization of impacts:

- When the impacts were already assessed by the stakeholders and also considering the context of the organization and the assessment made at the workshop, we worked on the grouping of impacts. This allowed us to define the most relevant impacts of the operation of Sitrans and its related companies.

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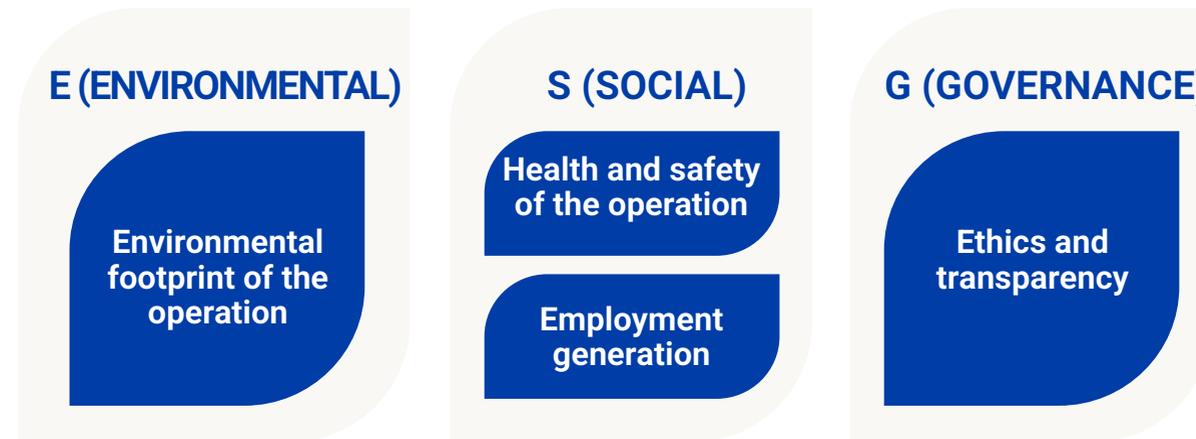
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Material topics



To account for the management of each of these impacts during 2022, we use GRI indicators, SASB indicators and our own indicators throughout this report.

Material topic	Subtopics covered	Why is it material	Type of impact (positive/negative, actual/potential)	Chapter where the subject is deepened
Environmental footprint of the operation	Greenhouse Gas Emissions (GHG). Waste management. Water footprint.	Our objective is to carry out our value proposition with the least possible impact on the environment. Therefore, we take care to manage resources efficiently in order to reduce our impact.	↻ Actual impact ↻ Potential impact ⊗ Negative	Chapter 7
Employment generation	Providing quality employment.	Our operations are throughout Chile. The main social impact is to provide employment. Ensuring that we provide quality jobs with the best conditions is a constant challenge for us.	↻ Actual impact ✓ Positive	Chapter 3
Occupational health and safety	Employee health and safety. Safety and quality certifications.	The safety and health of each of our workers is central to our operation and our greatest challenge. We spare no effort in making our operation as safe as possible.	↻ Actual impact ↻ Potential impact ✓ Positive ⊗ Negative	Chapter 3
Ethics and transparency	Crime prevention model. Ethics management system. Active relationship with stakeholders.	We understand that each of our clients place their trust in us. Therefore, we take care to establish clear and transparent rules that allow us to operate with the best ethical standards, always safeguarding the relationship with each of our stakeholders.	↻ Actual impact ↻ Potential impact ✓ Positive ⊗ Negative	Chapter 4

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OUR PEOPLE

- 3.1 **A team on the move**
- 3.2 **Empowering our talents**
- 3.3 **Diversity, Equity and Inclusion**
- 3.4 **Operational health and safety**
- 3.5 **Labor relations**

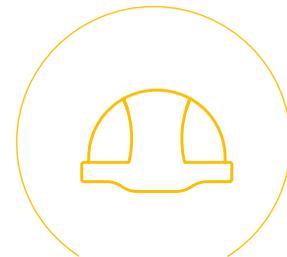
3.1 A team on the move

Our people and our culture are Sitrans' most valuable asset. We define that our purpose is to contribute to the quality of life of people through the development of national and international trade, so it is key to support the growth of each one, impacting positively on their growth.

Sitrans' commitments to its teams:



Develop the talent of our employees, valuing merit and diversity.



Comply with the highest safety standards.



Ensure a good workplace environment.



“We seek to create and foster an inclusive and diverse environment in which the safety and well-being of our employees is at the center of our work”.

Marcela Arnaboldi, People and Sustainable Development Manager

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People and Sustainable Development Management Strategy 2022

In order to comply with this statement of intent, we have developed and implemented a strategy, under the responsibility of the People and Sustainable Development Management, focused on five pillars: culture, compensation, talent management, sustainability and communications.



People Management and Sustainable Development Strategy



Headcount 2022

As of December 31, 2022, we have a team of 980 people working full time, 309 of whom are women and 671 are men. There are 930 permanent employees and 50 fixed-term employees. In 2021, the total headcount as of December 31 was 879.

It is important to emphasize that the employees of Sitrans and its associated companies do not have shareholdings in the Company.



980
direct employees



32%
women

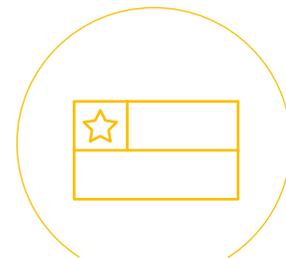
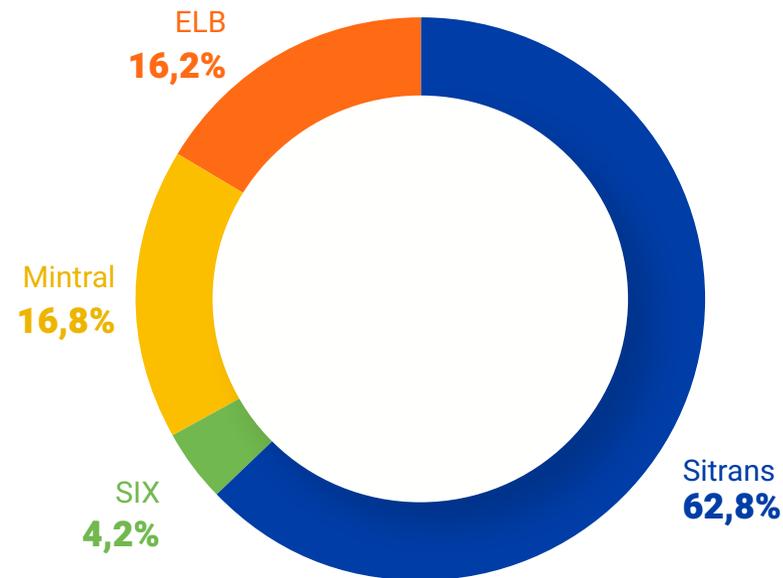


68%
men



65.3%
are under 40
years old

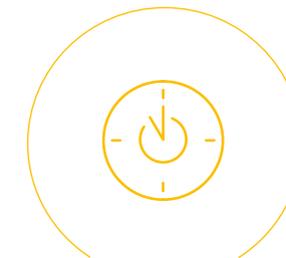
Headcount business line



93.5%
Chilean



94.8%
with indefinite
contract



100%
full-time



+1,000
workers belonging
to subcontracting
companies*

*Employees of contractors operating at Sitrans facilities and its lines of business.

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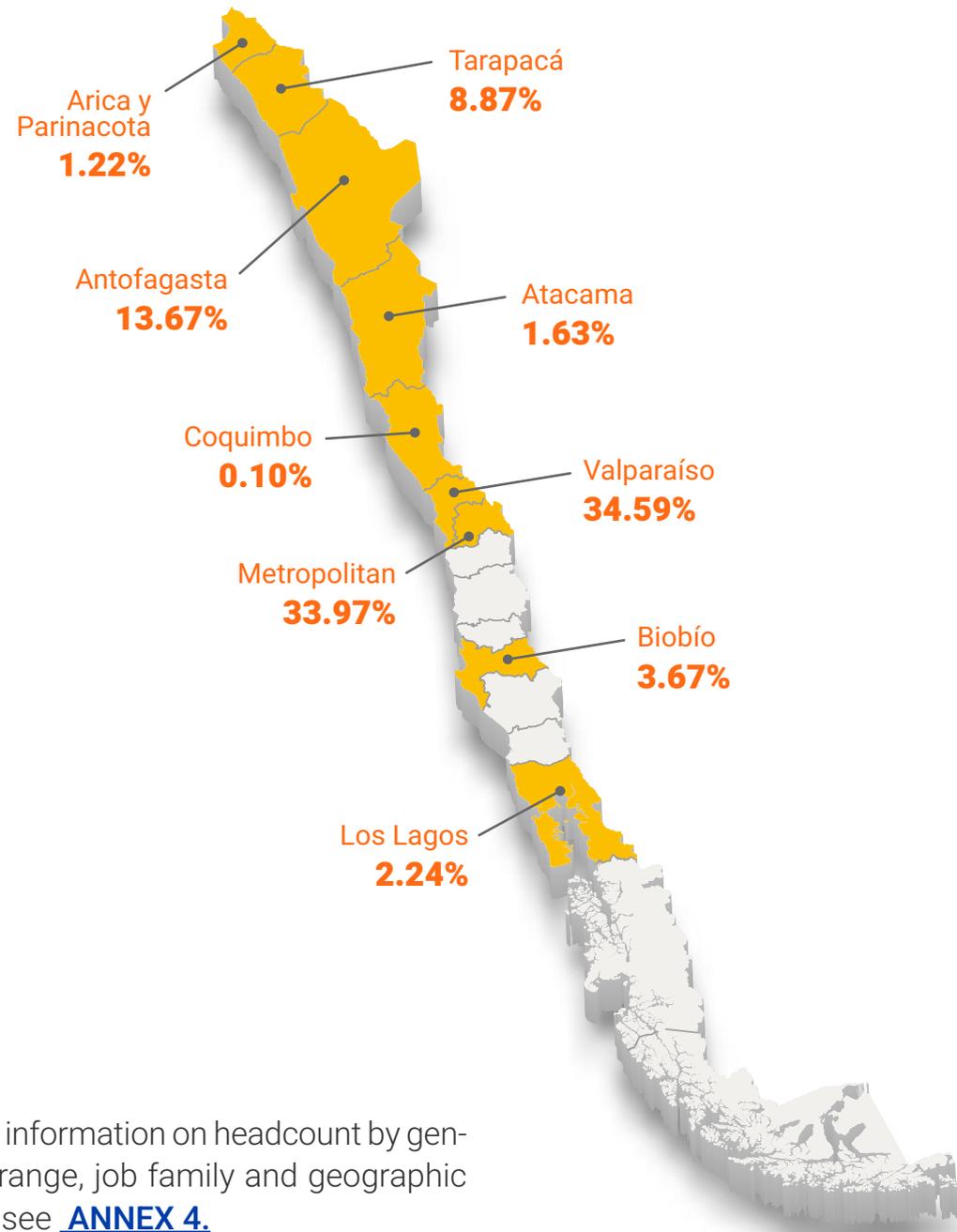
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Our teams are present in 9 regions of Chile



For more information on headcount by gender, age range, job family and geographic location, see [ANNEX 4](#).



3.2 Empowering our talents

Being a company that cares about its people and contributing to the places where we operate is a commitment we seek to fulfill every day. Providing quality employment is one of the key issues for Sitrans and its lines of business and therefore was considered as a material issue in the methodology to identify the main impacts of the company.



IMPACT THEME: EMPLOYMENT GENERATION



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Type of impact (actual or potential)	<input checked="" type="checkbox"/> Actual impact <input type="checkbox"/> Potential impact
Type of impact (positive or negative)	<input checked="" type="checkbox"/> Positive
Through its activity or as a result of its business relationships	Through its activity.
Policy and/or procedures to manage the issue	<p>RECRUITMENT AND SELECTION Recruitment and selection policy and procedures.</p> <p>CAREER DEVELOPMENT</p> <ul style="list-style-type: none"> • Skills development program for middle management. • Inspira™ talent management program. <p>TRAINING AND COACHING</p> <ul style="list-style-type: none"> • On Boarding Program. • Training programs. • Continuity of studies program. <p>QUALITY OF LIFE AND BENEFITS</p> <ul style="list-style-type: none"> • Health programs. • Legislation in force in terms of social benefits. <p>WORKPLACE ENVIRONMENT</p> <ul style="list-style-type: none"> • Corporate induction. • Annual GPTW survey.
How it is managed	<p>RECRUITMENT AND ROTATION</p> <ul style="list-style-type: none"> • Inspira talent management program. • Exit surveys. • Compensation evaluation. • Corporate induction. • On Boarding Program. <p>CAREER DEVELOPMENT</p> <ul style="list-style-type: none"> • Compensation evaluation • Specific programs to recognize and manage talent. <p>EDUCATION AND TRAINING</p> <ul style="list-style-type: none"> • Annual training plan. • Leadership Seal™ program. • Young professionals program. • Scholarships for continuing undergraduate and graduate studies. • Other benefits that enhance quality of life. <p>QUALITY OF LIFE AND BENEFITS</p> <ul style="list-style-type: none"> • Compensation evaluation. • Health insurance. Agreements with health institutions, legal benefits. • Training benefits (scholarships, training programs, internal promotion contests). <p>WORKPLACE ENVIRONMENT</p> <ul style="list-style-type: none"> • GPTW measurement. • Development of formal meetings between leaders and teams to gather everyone's opinion on the area's strategy.
How it is evaluated	<ul style="list-style-type: none"> • Turnover rate. • Operational Performance Management. • Internal promotion rate. • Exit survey. • People Development Process. • Great Place To Work Survey Results.
How stakeholder engagement has influenced the actions taken and how it has informed whether they have been effective	<ul style="list-style-type: none"> • Courses open to the community. • The corporate induction process is strengthened (from administrative positions to senior management), adding modules on IT, HSE, SGE, accountability policy, supply system, among others. • Conducting focus groups with engineers in entry-level positions to gather information of interest and find out how to make Sitrans a relevant work experience for people.

Recruitment and selection 2022

Sitrans has a Recruitment and Selection Policy and Procedure, to which all business units adhere to in order to carry out their processes of incorporating new employees. During its development, the affinity of the candidates with the Sitrans culture is safeguarded and diversity and inclusion is promoted and ensured, safeguarding non-discrimination. In 2022, 298 new employees joined the company, reaching a turnover rate of 22.8%.



22.8%
total turnover rate
2022

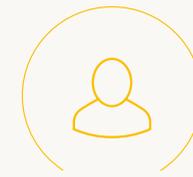
Exit survey

During 2022, the exit survey was implemented as an initiative as a tool to follow up on turnover and its possible causes. This allowed us to evaluate those positions that needed more attention, taking mitigation measures such as training plans, compensation analysis, workplace environment interventions, among others.

On Boarding Program

This new loyalty mechanism for new employees was implemented during 2022 and consists of periodic follow-ups (monthly, three-monthly and six-monthly) of professional positions that have recently joined the Company.





298

new employees joined Sitrans in 2022.



176



59

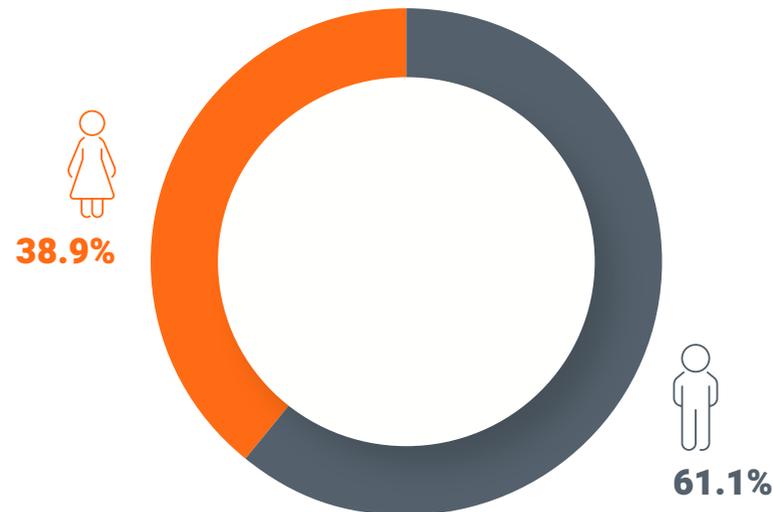


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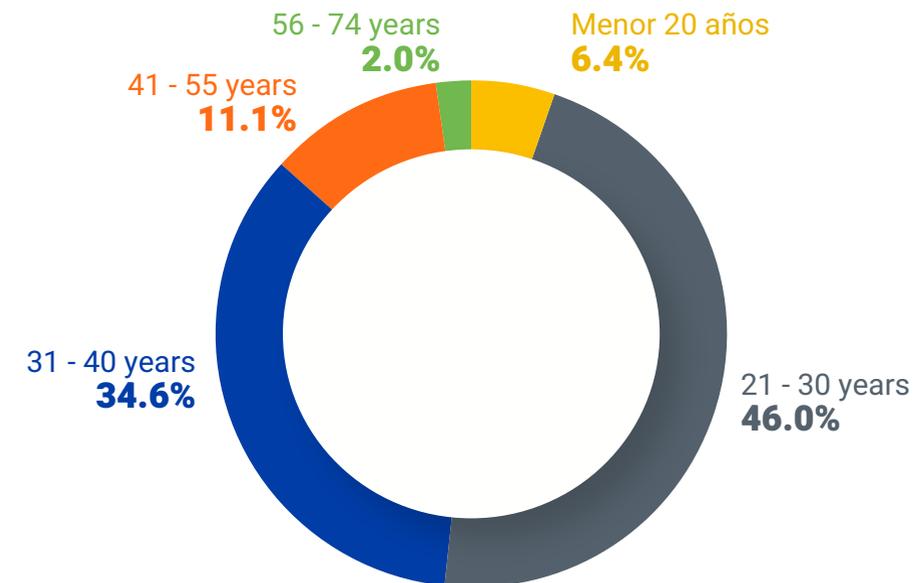


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New hires by gender



New hires by age group



For more information on recruitment and rotation by gender, age range, job family and geographic location, please refer to the [ANNEX 5](#).

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Career development

One of the most strategic missions of the People and Sustainable Development Management is the development of our teams, which is why we try to train all our employees in those critical competencies for their position and maintain training programs in technical careers, degrees, diplomas or post-graduate degrees, which can be accessed by those employees interested and with a good annual performance evaluation.

Regarding talent and potential management, we develop programs that allow us to recognize and manage talent, identifying employees with outstanding skills, in order to contribute to the development of all their competencies. We always strive to be guided by meritocracy, based on performance and alignment with our values, for the selection of people who will participate in one of our programs.



Middle Management Skills Development Program

How do we identify talent?

The People and Sustainable Development Management has the challenge of identifying the potential of employees and for this purpose uses a methodology that takes into account the results of the performance evaluation, seniority and environment management according to the results in Great Place To Work (GPTW).

We have a skills development program for middle managers that seeks to strengthen their role as a guide and leader of the people in their team, in line with corporate objectives and values. This is a two-year curriculum where we work on how to approach and transmit to our leaders the main contents in terms of behavioral and functional competencies necessary to generate adaptive leadership aligned with our culture.



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Performance evaluation

Career development requires permanent feedback on functions, goals and objectives proposed as challenges for the performance of each employee. The performance evaluation contributes to the strengthening of labor relations based on trust and, at the same time, is an objective tool that allows the employee and the company to build plans to grow both professionally and personally.

During the evaluation process, the People and Sustainable Development Management follows up on the evaluations to support the leaders and provide them with tools that can further objectify their evaluation.

In all areas of the managed companies, performance evaluation is promoted using different metrics for the evaluation of the annual work of each employee.

The PDP (People Development Process) is used for employees evaluated by competencies and objectives, in administrative, professional and leadership positions. On the other hand, the GDD (Operational Performance Management) is used as a tool to evaluate the behavioral competencies of people in operational positions.



92%
of employees participated in the 2022 performance management process

The performance evaluation is carried out on the basis of the people who joined the Organization up to March of the current year (2022), in the case of the reported cycle, the total universe was 635 employees who met the requirement to participate in the annual evaluation. In the case of operatives, all ELB employees are not considered, due to the nature of their position, since most of them are drivers.

“Inspira” Talent Management Program

We have developed a talent management program to have the best professionals in our operations throughout Chile. At least once a semester a review of the first line of command of agents and managers of support areas is carried out under the Ninebox methodology in the search for potential successors and to be able to generate development plans of competencies and technical tools.

With this, we safeguard the rotation of critical positions/people in order to continue operating normally. Also, at the corporate level, we participate in the Inspira program, where our employees can acquire technical tools, develop competencies and generate networking with other Ultramar people. 68% of the people who participated in this program during 2022 moved to positions of greater responsibility.



68%
of employees who participated in this program moved to positions of greater responsibility

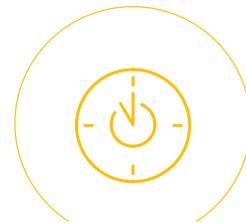
Education and training

The People and Sustainable Development Management has a training area that has a national scope and its function is to implement different training programs aimed at strengthening knowledge and competencies related to the position, thus contributing to the personal and professional development of each of the employees.



+440

employees participated in the annual training plan



+22,500

effective hours of training in 2022



11

undergraduate scholarships for employees



1

new graduate scholarship recipient



4

postgraduate scholarship recipients pursuing their studies



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Annual training plan

Every year, an information survey is carried out to detect the training needs of each position at the national level, in order to incorporate them into the annual training plan. This document contains each of the trainings to be carried out during the year, in each agency and for each person. It includes courses in different modalities and formats, according to the needs of each agency and the profiles to be impacted.

In 2022, a training plan was structured that sought to enhance the technical and soft skills competencies of the teams, impacting 441 employees nationwide, which translated into 22,718 hours of training.

“Leadership Seal” Program

This is an initiative that seeks to strengthen the organizational culture based on transformational leadership. Leaders can acquire tools for learning, commitment, agility, collaboration and assurance. This is embodied in the so-called leader’s statements. In 2022, 11 employees participated in this corporate program.

Young Professionals Program

It is focused on young professionals with high sustained performance over time, with the ability, aspiration and commitment to grow and succeed in positions of greater responsibility, living the organizational values on a daily basis. In 2022, five employees participated in this program.

Scholarships for continuing undergraduate and graduate studies.

Because we want to empower our employees with the desire to continue learning, we implemented a financial support program with undergraduate and graduate scholarships.

During 2022, 11 people were benefited for their undergraduate studies by financing 50% of the semester amount, four employees received funding to start or continue their MBA studies, three in Chile and one abroad, which meant an investment of UF 1,500.



Quality of life and benefits

Our employees are the engine of our sustainability strategy and we seek to be a contribution to the growth and development of each one, positively impacting their quality of life, therefore we promote a healthy coexistence between work, family and personal life. Under this premise, we offer our direct employees benefits designed for the physical, psychological and economic well-being of them and their families.*



Benefits apply to 100% of the Sitrans, SIX, Mintral and ELB headcount

* Benefits exclude temporary employees

Health benefits



- Supplemental health insurance.
- Life insurance with 24 and 48 annuity policies.
- Legal coverage by mutual insurance company.
- Special agreement with Fundación Arturo López Pérez with unitary and family plans.

Performance benefits



- Thirteenth salary during December.
- Seniority bonuses (from 10 years).

Training benefits



- Scholarships supported by the company.
- Training programs for young professionals and people with high potential and employees in general.
- Possibility of participating in internal promotion competitions.

Economic benefits



- School bonus for employees' children.
- Vacation bonus.
- Bonus for national holidays.
- Death bonus.

Quality of life benefits



- Canteen in most of our facilities.
- Half day free for the birthday.
- Personal transfer vehicles.
- Wedding gift.
- Gift for birth of a child.
- Christmas box.
- Gift for children under 13 years old.
- Permission for moving house.
- Free and secure parking for all employees.

Parental leave

We fully respect and value the rights of those who are about to become parents, and therefore promote the use of parental leave for both men and women.



17

employees were entitled to parental leave in 2022



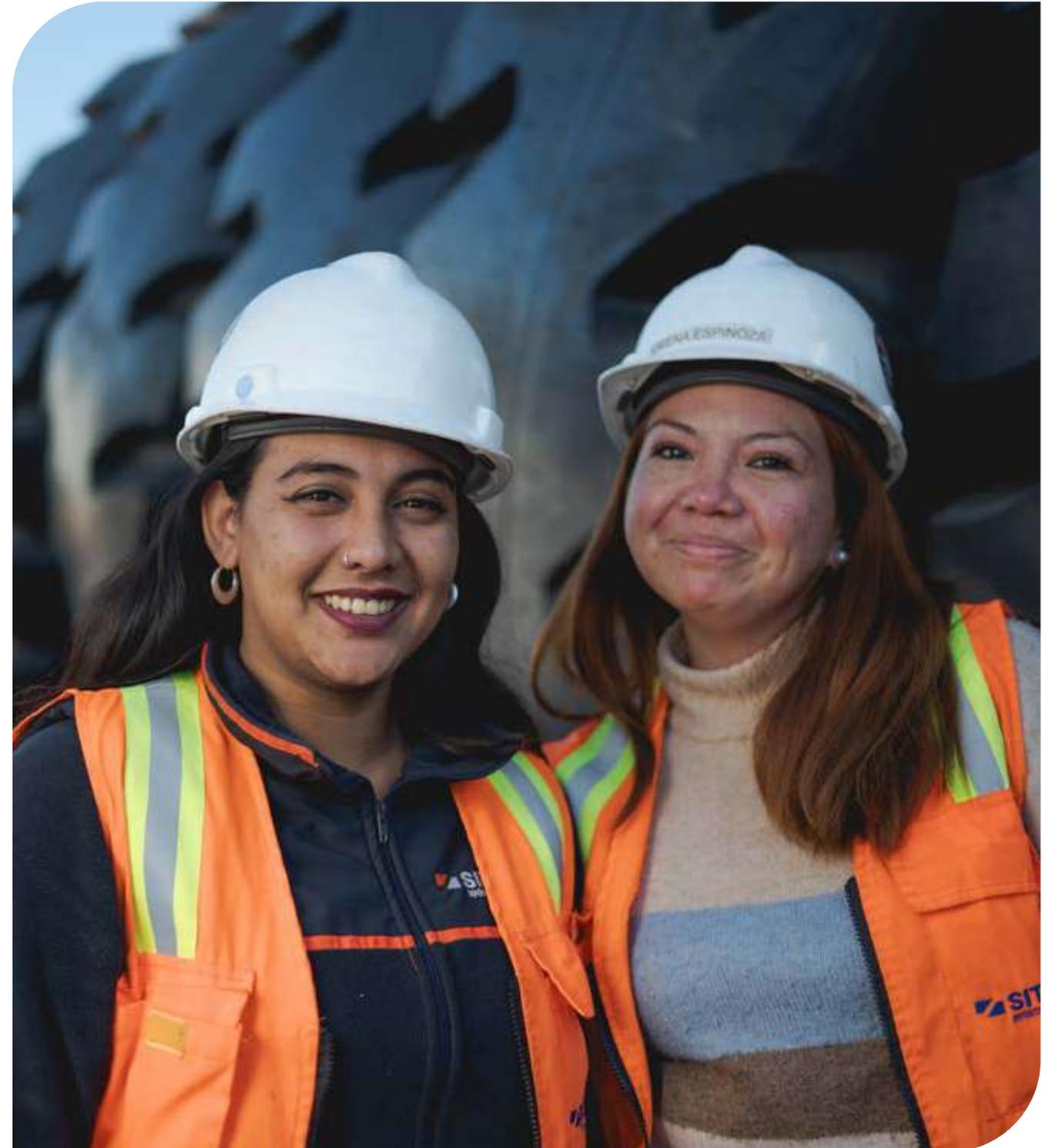
100%

of employees used their legal leave



94.1%

return to work and retention rate



For more information on organizational development and benefits, see [ANNEX 6](#).

Workplace environment

Working in a warm, safe and respectful environment is key for us. That is why we conduct the annual Great Place to Work Environment Survey (GPTW), which allows us to measure the employees' perception of the different variables that make up the workplace environment in their areas and in the organization.

The results obtained are communicated globally and, for those segments where they show a lower perception, action plans are developed together with the leaders and the particular team with the purpose of enriching and strengthening the work environment.

The GPTW measurement for 2022 was 75 points as an overall average and 79 points for general satisfaction. This allowed us to obtain the certificate as a good company to work for, according to the parameters of Great Place to Work Chile until November 2023.

We are a Great Place to Work company.

Respetamos y valoramos plenamente el derecho de quienes van a ser padres, por eso, promovemos el uso del permiso parental de hombres y mujeres.

- In order to contribute to a good workplace environment, maintain people's motivation, build loyalty among our internal talent and continue building instances to be a great place to work, the People and Sustainable Development Management is also in charge of identifying people who fit our culture to incorporate into the teams.
- Benefits for all employees.
- Activities that promote fun and camaraderie.
- Open door" practice to listen to the needs and concerns of all employees.
- Workshops to enhance the leadership of our managers and allow them to strengthen their behavior to guide the team to achieve its objectives.



Strengthening the good workplace environment

In 2022 we worked with the Sitrans Deposit Commercial Assistant Manager to substantially improve the workplace environment of the team, strengthening and standardizing the leadership style of the various leaders to generate a culture that allows them to support each other and work as a team.

Formal meetings between leaders and teams were developed in order to take into consideration everyone's opinion in the area's strategy. This led to an improvement in the perception of the global average of the Sub-Management of 29%, going from 67 points in 2021 to 86 in 2022 in global average.

3.3 Diversity, equity and inclusion

Working in a pleasant and respectful environment, valuing merit, equal opportunities and diversity, is fundamental for Sitrans, SIX, Mintral and ELB. We enhance and value individual characteristics in order to develop the strengths of each person, understanding that these differences are essential for the sustainable growth of the company and society.

Diversity and inclusion focuses



Gender equity



12.5%
of operator positions are women

Generational diversity



64%
are under 40 years old

Multiculturalism



9
nationalities present
in Sitrans

6.4%
of the headcount is foreign

People with disabilities



1%
of workers under the
inclusion law

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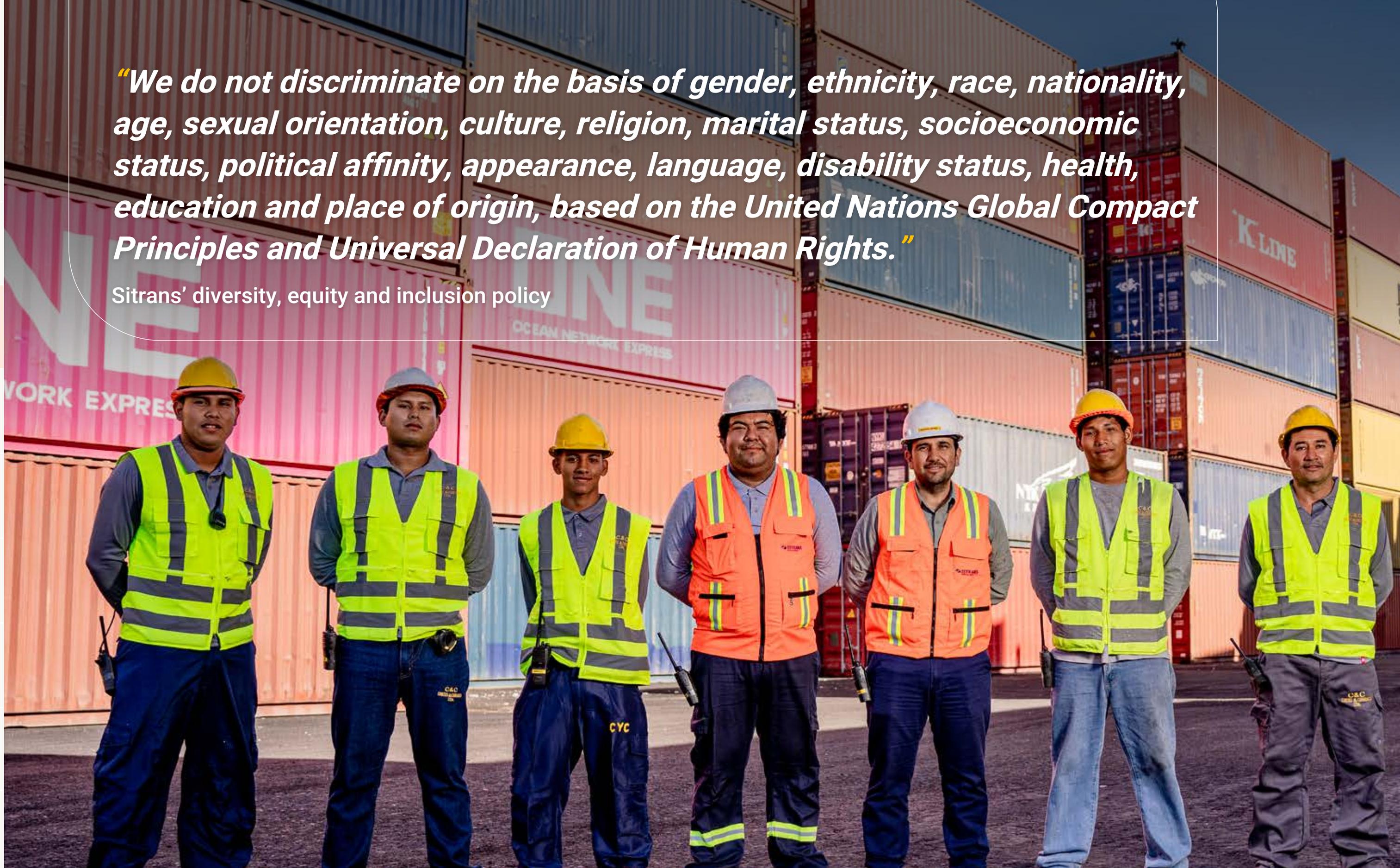
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“We do not discriminate on the basis of gender, ethnicity, race, nationality, age, sexual orientation, culture, religion, marital status, socioeconomic status, political affinity, appearance, language, disability status, health, education and place of origin, based on the United Nations Global Compact Principles and Universal Declaration of Human Rights.”

Sitrans’ diversity, equity and inclusion policy



Commitments to promote diversity and inclusion

Sitrans and its related companies adhere to each of the following commitments expressed in the corporate Diversity and Inclusion Policy:

- 1 **We value differences** and the contribution that everyone makes. We promote a workplace that facilitates the development of a diverse and inclusive culture.
- 2 All our employees must be treated **equally**, with fairness, objectivity, avoiding any discrimination or favoritism, which are not based on objective aspects inherent to their capabilities and performance.
- 3 Any action or conduct that undermines the dignity and integrity of persons is intolerable. We are careful with manners and **do not allow mistreatment** or derogatory or humiliating treatment of employees or third parties who are directly or indirectly related to us.
- 4 We ensure **salary equity** according to position and performance, equal treatment and development opportunities, without distinction.
- 5 We promote the **reconciliation of work, personal and family life** with co-responsibility.
- 6 We promote an **inclusive and respectful use of language** in internal communications, whether written, verbal or visual, thus helping everyone in the organization to feel part of it and eliminating any stereotypes or forms of discrimination.
- 7 We aim to **extend these guidelines to our stakeholders** and to all the people who work for our organization, including clients, contractors, suppliers, consultants, advisors, temporary employees and any other form of service provision.
- 8 Sitrans has an **Ethics Guidelines** to ensure transparency and regulate the behaviors and attitudes of the people who are part of our company, aligned with our values.



Boosting the presence of women in the logistics industry

The logistics industry in Chile is historically male and Sitrans is no exception. That is why for some years we have been promoting an internal agenda to strengthen the role of women within our company, as we understand that diversity and equity are essential values for the sustainability of a business.

At Sitrans and its related companies we have promoted initiatives on 2 fronts:

- **Capacity building for new job opportunities**
- **Pro-equity communication that strengthens the culture of respect and diversity.**

2022 initiatives highlighted

Boosting the presence of women in the logistics industry

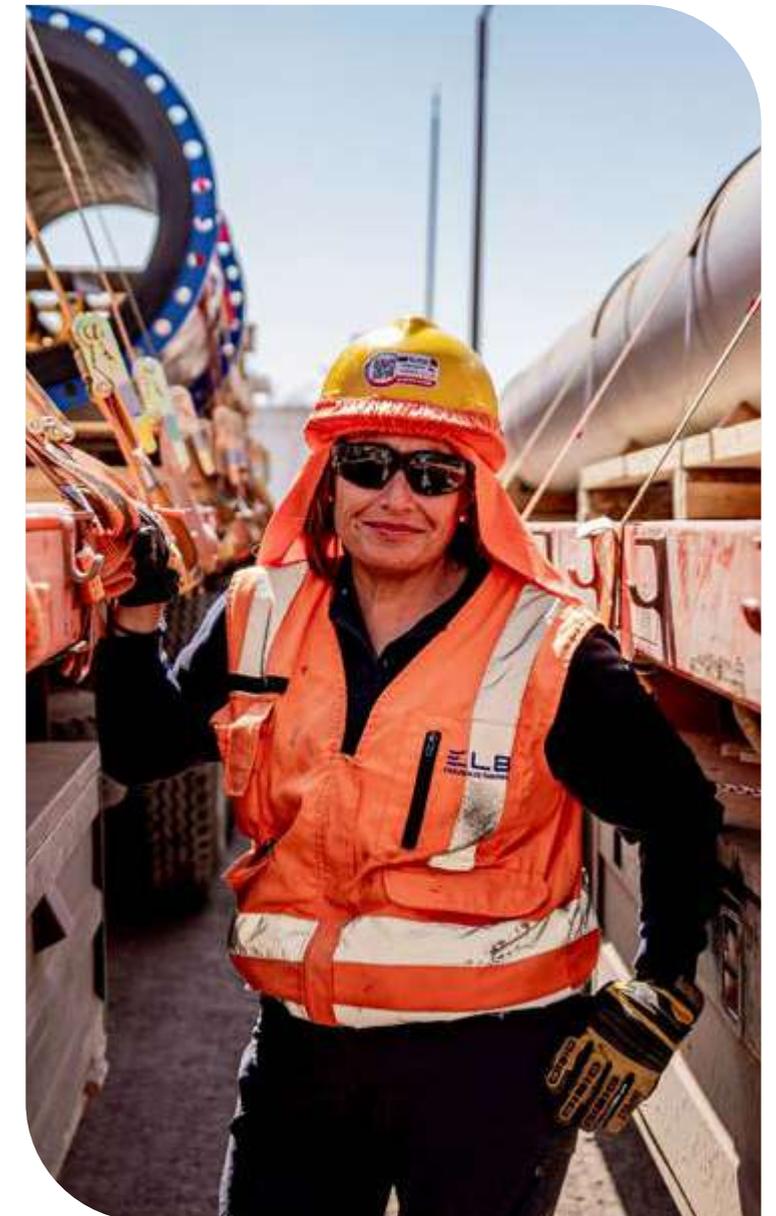
In Chile, the transportation and storage industry recorded an average of 26.8% female staff in 2022, according to the [4th Report on Gender Indicators in Companies in Chile 2022, prepared by the Ministries of Finance and Economy](#), the World Labor Organization (ILO) and the NGO ChileMujeres.

At Sitrans today we exceed the industry average, achieving a 32% presence of women in our staff. And if we open this number, 3 of our 4 lines of business far exceed the industry average:

31%
women in Sitrans

45%
women in Mintral

63%
women in SIX



Training for women drivers

We conducted 3 courses open to the community in Iquique and Antofagasta so that women can be certified as truck drivers with a professional A5 license and thus develop a new trade that will help them to work in our company or another company in the industry.

60
women participants

3
hired by Sitrans

Women crane operators and inspectors in Valparaíso

The handling of heavy machinery is not an obstacle for the incorporation of women. This 2022 we conducted a course aimed at women in the Placilla area of Valparaíso, in order to open up new job opportunities for them in the industry.

20
women participants

4
hired by Sitrans

Pro-equity and diversity communications agenda

Because equity and diversity is a relevant part of Sitrans' organizational culture, during 2022 we promoted an internal communications agenda aimed at reinforcing the incorporation of women and respect for diversity.

Under the slogan "Equally Different", we promote a communications campaign to publicize our commitments to Diversity and Equity.



3.4 Health and safety in the operation

Complying with the highest safety standards is one of our commitments to all our employees. Through various procedures and policies, we manage the care of our people’s lives, which was identified as a relevant topic to inform in this report during the materiality study.

The area in which we develop our activities involves risks in itself, such as traffic accidents, bruises, falls, among many others. That is why we always work from a preventive culture through the preparation, dissemination and updating of the risk matrix, application of critical controls, leadership, “stop work” policy, incident investigation, follow-up and verification of corrective actions, training, incorporation of new technologies and our Fatality Risk Controls (CRF) that we define as an organization, among others.



IMPACT THEME: HEALTH AND SAFETY IN OPERATION	
Type of impact (actual or potential)	<input checked="" type="checkbox"/> Actual Impact <input checked="" type="checkbox"/> Potencial impact
Type of impact (positive or negative)	<input checked="" type="checkbox"/> Positive <input checked="" type="checkbox"/> Negative
Through its activity or as a result of its business relationships	Through its activity.
Policy and/or procedures for managing the issue	<ul style="list-style-type: none"> • Integrated Management Systems (IMS). • Corporate occupational health and safety policies.
How it is managed	<ul style="list-style-type: none"> • Sitrans and its related companies are ISO 45001 certified for occupational health and safety. • We comply with current regulations, specifically with Supreme Decree No. 76. • Annual update of the risk matrix. • Application of critical controls. • Stop work” policy. • Incident investigation, follow-up and verification of corrective actions. • Continuous training.
How it is evaluated	Verification of action plans and corrective measures, closure of gaps associated with audits, closure of deviations resulting from leadership and verification of compliance with procedures and associated Fatality Risk Controls (CRF).
How stakeholder engagement has influenced the actions taken and how it has informed whether they have been effective.	<ul style="list-style-type: none"> • We have defined instances and tools for participation through support, such as incident alerts, closure alerts, joint committee meetings and safety committee meetings. • Key safety indicators are periodically reported to the board of directors. • The “I Raise My Hand” policy is also a process of worker participation.

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Sitrans is certified under ISO 45001.



100%
of employees and contractors covered by health and safety management system.



0
fatalities during 2022 (Sitrans, SIX, Mintral, ELB).

Measures to facilitate impact remediation

The measures available to all our companies to facilitate or collaborate in the remediation of impacts are:

- Raising safety deviations by workers in open channels associated with the “I raise my hand” policy.
- HSE professionals as advisors in all our agencies.
- Local safety committees.



Our HSE Management (occupational health, safety and environmental protection) ensures compliance with Law 16.744 on occupational accidents and occupational diseases in all agencies and sites where Sitrans and its related companies operate. In addition, it advises the company’s General Management and Zonal Managers through:

- Elaboration of standards, programs and core procedures to run the Integrated Management System (IMS).
- Control and evaluation of compliance with work programs and corrective action plans.
- Monitoring of statistics of the main safety indicators (frequency, severity, accident and accident rates).
- Advice to joint health and safety committees.
- Generation of OSH management guidelines and programs for contractors and collaborating companies.
- Generation of regulations and management programs for companies providing transportation services.
- Ensuring compliance with Law 19.300, on general bases of the environment.

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How to ensure that these measures are effective in preventing accidents?

We have deviation indicators for non-compliance with critical controls:

- Percentage of compliance with change management of adherence to corrective actions.
- Reactive and proactive indicators.

For each deviation generated that impacts the existing risk evaluations, a new evaluation of the risk matrix is incorporated, evaluating the control and mitigation measures aimed at categorizing the risk as “tolerable”.

Compliance with regulations

A company like ours, which works with people and machinery, must put eventualities before itself and ensure that every action is aimed at protecting the health and safety of the equipment. And to meet and manage this objective, we are certified under ISO 45001, an international standard for occupational health and safety management systems.

In terms of legal regulations, Sitrans has implemented Supreme Decree No. 76, which establishes that companies with more than 50 workers, including contractors and their own, must have a safety management system for contractors, undergoing annual audits.

“I raise my hand” program: reporting and investigation of dangerous situations

The objective of this program is that all Sitrans, SIX, Mintral and ELB employees or contractors, before and during their work, can report deviations or situations that may affect safety, giving them the power to stop the process until the operation is safe.

“I raise my hand” supports each worker and does not attribute blame or responsibility to those who point out in good faith and objectively, any risk situation that needs to be controlled and thus avoid unwanted events that could put people and their environment at risk.



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Workplace incidents are investigated using the “5 whys” methodology, also called the “ladder of whys”. For high potential incidents, the ICAM methodology (Incident Cause Analysis Method) is added, whose purpose is to identify the basic causes of the incident and prevent its recurrence.

We have a Safety Committee that is held monthly in two formats; one belonging to Mintral and ELB, and the other corresponding to Sitrans Deposit and Logistics together with SIX. The General Manager, HSE Manager, People and Sustainable Development Manager, as well as Agents (who are the leaders of the agencies at a national level), HSE Managers and Chiefs participate. In addition to local committees, where specific topics are discussed by agency.

Health and safety training

Employees



22

health and safety training courses

2,200
hours of training

+240
employees trained

Contractors



29

health and safety training courses

+2,500
hours of training

For details of Sitrans’ main accident and accident rate indicators for 2022, see [ANNEX 7](#).



3.5 Labor relations

Maintaining a permanent, open and participative dialogue is the way Sitrans, its unions and the different groups that play a role within the organization work. For the Company, maintaining and strengthening this relationship of trust and collaboration is of great importance, so we encourage and hold regular meetings with representatives of employees, which allows us to know directly the needs of people and work together for the co-construction of sustainable solutions.

During 2022, two collective bargaining negotiations were carried out with final results within the established deadlines. These work processes were valuable for both parties because they allowed them to review and agree on improvements in benefits and working conditions, based on the needs of employees, raised at the negotiating table.

For more information on employees covered by collective bargaining agreements, see [ANNEX 8](#).



26.3%

of the employees are covered by collective bargaining agreements



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RELIABILITY AND TRANSPARENCY

- 4.1 **Ethics and transparency**
- 4.2 **Promoting a responsible corporate culture:
regulatory compliance**

4.1 Ethics and transparency

At Sitrans we seek to build long-term relationships with each of our stakeholders, understanding that the creation of shared value is based on mutual trust and a commitment to flawless ethics management.

In more than 40 years of history, we have forged an organizational culture where integrity is a hallmark of our organization. A seal that is also framed in our Sustainability

Strategy through the pillar “Reliability and Transparency”, which governs our actions.

Due to the above, ethics and transparency were identified in the materiality study as a relevant topic to report.

Sitrans, SIX, Mintral and ELB commitments to reliability and transparency:

- **Promoting robust ethics management.**
- **Liaison with all stakeholders.**
- **Safeguarding the organizational culture.**



IMPACT THEME: ETHICS AND TRANSPARENCY

Type of impact (actual or potential)

↔ Actual impact

↔ Potential impact

Type of impact (positive or negative)

⊗ Negative

✔ Positive

Through its activity or as a result of its business relationships

Through its activity.

Policy and/or procedures to manage the subject

Ethics Management System:

- Crime Prevention Model (CPM).
- [Complaints portal](#).
- Ethics guidelines.
- Documentary support kit.
- Safety, health, environmental and quality certifications.

How it is managed

- We have an ethical framework of corporate integrity, defined in the Ethics Guidelines that regulates the actions of all employees working in the company, which contemplates how to handle issues such as confidentiality, security, dealing with customers, relationship and development of our employees, among others.
- Based on Law No. 20,393, the CPM is responsible for monitoring and resolving situations of possible commission of crimes and the person in charge of ethics and crime prevention (EEPD) external to the organization manages this issue.
- We have several channels to listen, address and manage doubts, shortcomings or any impact not detected through the complaints channel, in addition to other instances of direct communication with stakeholders.

How it is evaluated

KPIs and key indicators such as cases of corruption, unfair competition, number of complaints, number of fines, average days for resolving complaints, % of open complaints, among others, allow us to evaluate how we are managing impacts from an ethical perspective.

How stakeholder engagement has influenced the actions taken and how it has informed whether they have been effective

- Employees, suppliers and customers have the possibility of establishing direct contact with Sitrans and its companies, through the complaints channel, directly with the management areas, during meetings or in writing.
- Policies are approved by the Board of Directors and procedures by the respective management. Their mandatory compliance is established by means of employment contracts, internal regulations, internal rules and permanent communication of their compliance.



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topic

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Ethics management results 2022:



0

Corruption incidents detected



0

unfair competition actions



0

complaints for violation of privacy

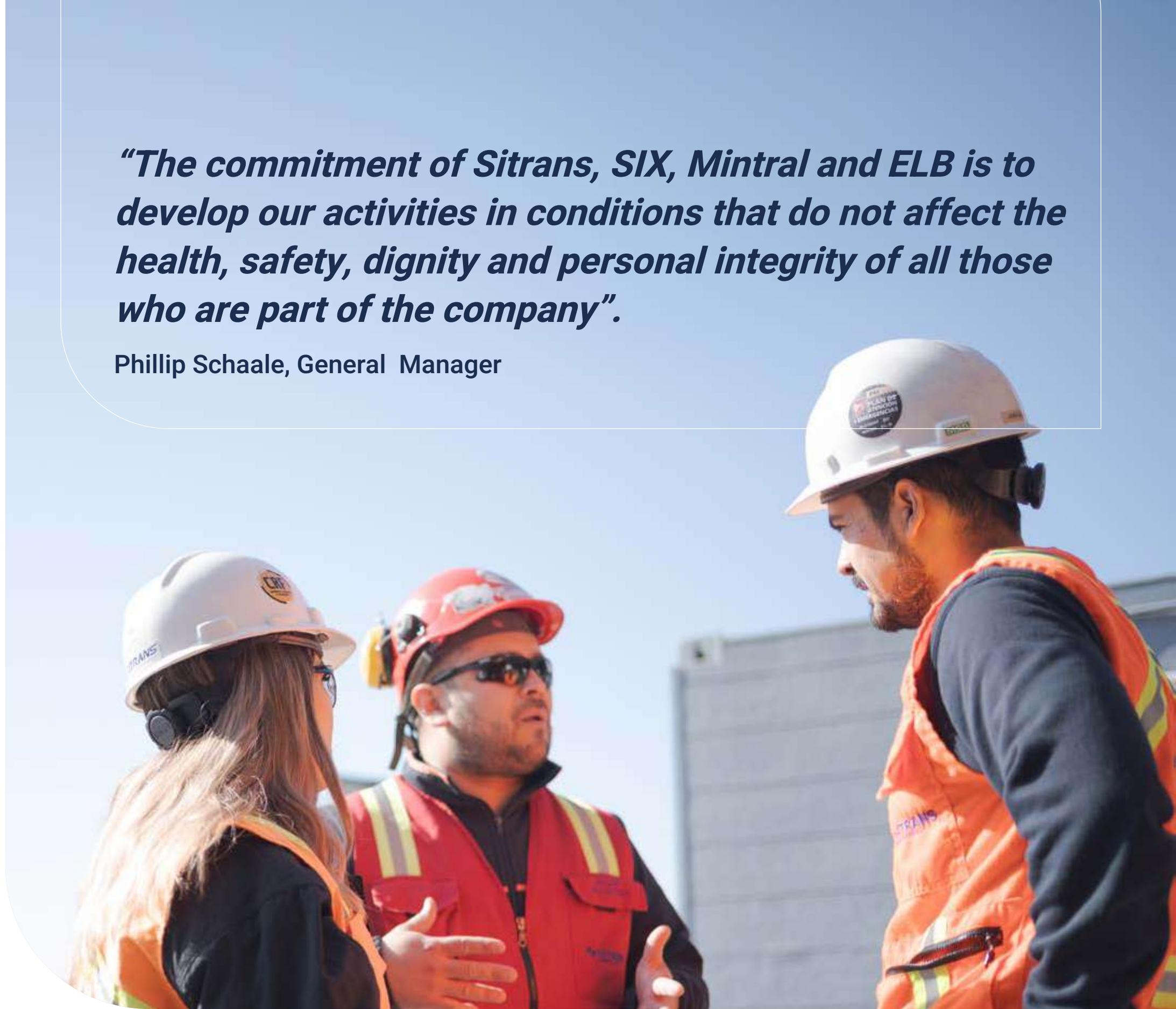


80

employees trained in anti-corruption policies

“The commitment of Sitrans, SIX, Mintral and ELB is to develop our activities in conditions that do not affect the health, safety, dignity and personal integrity of all those who are part of the company”.

Phillip Schaale, General Manager



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Sitrans ethics management system

For the past seven years, the company has had an Ethics Management System (EMS) based on four pillars:



To learn more about our ethical guidelines we invite you to review our site [here](#).

Legal Framework: Law No. 20,393

Law No. 20,393 establishes the criminal liability of legal entities for more than 200 crimes covered by the law. This law establishes the elements of the Crime Prevention Model and states that the person in charge of ethics and external crime prevention (EPPD), together with the Board of Directors, must establish a crime prevention system.

This system must include the identification of the activities or processes of the entity in the context of which the risk of committing the crimes contemplated in said law is generated or increased; and the establishment of protocols, rules and specific procedures that allow the persons involved in these activities and processes to program and execute their tasks or work in a manner that prevents the commission of crimes.

Corruption risk assessment

In 2022, 48 processes or activities were identified in the organization's risk matrix where, without adequate controls, a crime contemplated in Law 20,393 could occur. The risks identified through the assessment are included in 11 of the crimes stipulated in said law.

Communication and training on anti-corruption policies and procedures applies to executives, from Assistant Managers to the General Manager. Currently, Sitrans and its related companies are in the middle of a massive training, seeking to cover 100% of the employees, under two modalities, both weekly, one for the old personnel and the other for the new personnel that joins the Company, through the induction process, with permanent updating and reinforcement.

During 2022, no training was provided to stakeholders outside the organization. However, through all contractual and legal documents (associated with our EMS), the different business partners are informed that our organization is attached to and governed by a Crime Prevention Model, as well as their obligation to maintain a behavior in line with this model.

Crime Prevention Model (CPM)

The Crime Prevention Model (CPM) involves the appointment of an Ethics and Crime Prevention Officer (ECPD), external to the organization, who is elected by the Board of Directors, for a term of up to three years and may be extended for periods of the same duration.

It must also contemplate the identification of procedures for the administration and auditing of financial resources that allow the company to prevent the crimes indicated in the law; and the existence of internal administrative sanctions, procedures for complaints or prosecution of pecuniary responsibilities, against persons who fail to comply with the crime prevention system.

PREVENTION:

- Dissemination and training.
- Identification and evaluation of risks and controls.



DETECTION:

- Audits.
- Litigation review.
- Complaints channel.



MODEL CRIME PREVENTION ACTIVITIES

SUPERVISION AND MONITORING:

- Documentation review
- Reprocessing of control activities
- Analysis of the reasonableness of transactions.
- Verification of procedural restrictions.



RESPONSE:

- Disciplinary sanctions.
- Registration and follow-up of complaints and sanctions.
- Communication of sanctions and improvement of controls.
- Complaints to justice (optional).



Portal Complaints Channel

Our Complaints Channel is part of the CPM detection activities and its objective is that employees, customers and suppliers can report violations to the model rules and acts that may eventually constitute any of the offenses of Law 20,393.

Sitrans and its companies have 30 days to solve the situations that are raised through this channel.



Ethics Guidelines

It is a frame of reference generated from the company's values and culture, which establishes the framework of expected behaviors in the relationship with different stakeholders with whom we interact. Its policies and procedures indicate how to deal with certain ethical dilemmas. This guide applies to all lines of business that make up Sitrans and those that may be incorporated in the future, its directors, executives and employees, without exception, who are committed to adhere to the highest standards of ethical behavior.

Our reputation is a fundamental asset that we must maintain and promote. At Sitrans we do not accept acts of corruption of any kind. No employee or third party acting on behalf of our companies may give or promise any undue advantage to any person in order to obtain or retain business, whether in the public or private sphere, or receive benefits from third parties for the same purpose.

At Sitrans, SIX, Mintral and ELB we ensure that suppliers and contractors commit to strictly follow our anti-corruption policies for ethical and legal behavior.



Sitrans' main ethical commitments

Sitrans, SIX, Mintral and ELB make explicit in their ethics guidelines a series of commitments to their main stakeholders.



Conflicts of interest

All our employees have the duty to communicate any situation of conflict of interest, actual or potential, to their direct manager and to remove themselves from the decision making process in respect of which they are in conflict.

Free competition

At Sitrans we see the promotion of free competition as an essential element of our way of doing business and a fundamental value that should govern all areas of our activities. We act with integrity and loyalty to our customers, suppliers, partners, government entities and competitors.

Formal or informal agreements with competitors aimed at fixing sales or purchase prices, limiting production, allocating market zones or quotas or affecting the outcome of bidding processes or any other act that threatens free competition, as well as abusing a dominant position in the market, either to exclude competitors from the market or to illegitimately increase this dominant position, are not admissible.

Communication and training on anti-corruption policies and procedures

The anti-corruption policy or procedure has been communicated this year through inductions at the corporate level to inform about the scope and procedure of the Complaints channel.

We also have different informative and management documents that allow us to promote an anti-corruption culture within the organization and with our main stakeholders.

- Risk matrix and representative procedures.
- Contractual clauses with suppliers.
- Mandatory review in our purchase orders.
- Dispatch guide.
- Invoices.
- Massive communications to suppliers.

For details of the indicators related to ethics management, see [ANNEX 2](#).



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4.2 Promoting a responsible corporate culture: regulatory compliance

Our responsible business conduct is reflected in our ethics management models, policies and procedures, which also have processes that ensure due diligence and are based on the precautionary principle.

Each of the policies of Sitrans and its companies is approved by the Board of Directors and the procedures by the respective management. Their mandatory compliance is established by means of employment contracts, internal regulations, internal rules and permanent communications of their compliance.

For details of possible non-compliance and fines, see [ANNEX 3](#).

Preventive impact management

We have preventive mechanisms in place to mitigate the eventual negative impact of operational incidents that affect the environment or people, as well as the infrastructure and assets we manage.

- **Emergency Brigade:**

In the event of failures in our facilities, we have an emergency brigade team in the Santiago, Valparaiso and San Antonio agencies in charge and trained to quickly and timely solve each situation to restore normal operation.

- **Cargo Recovery Plan:**

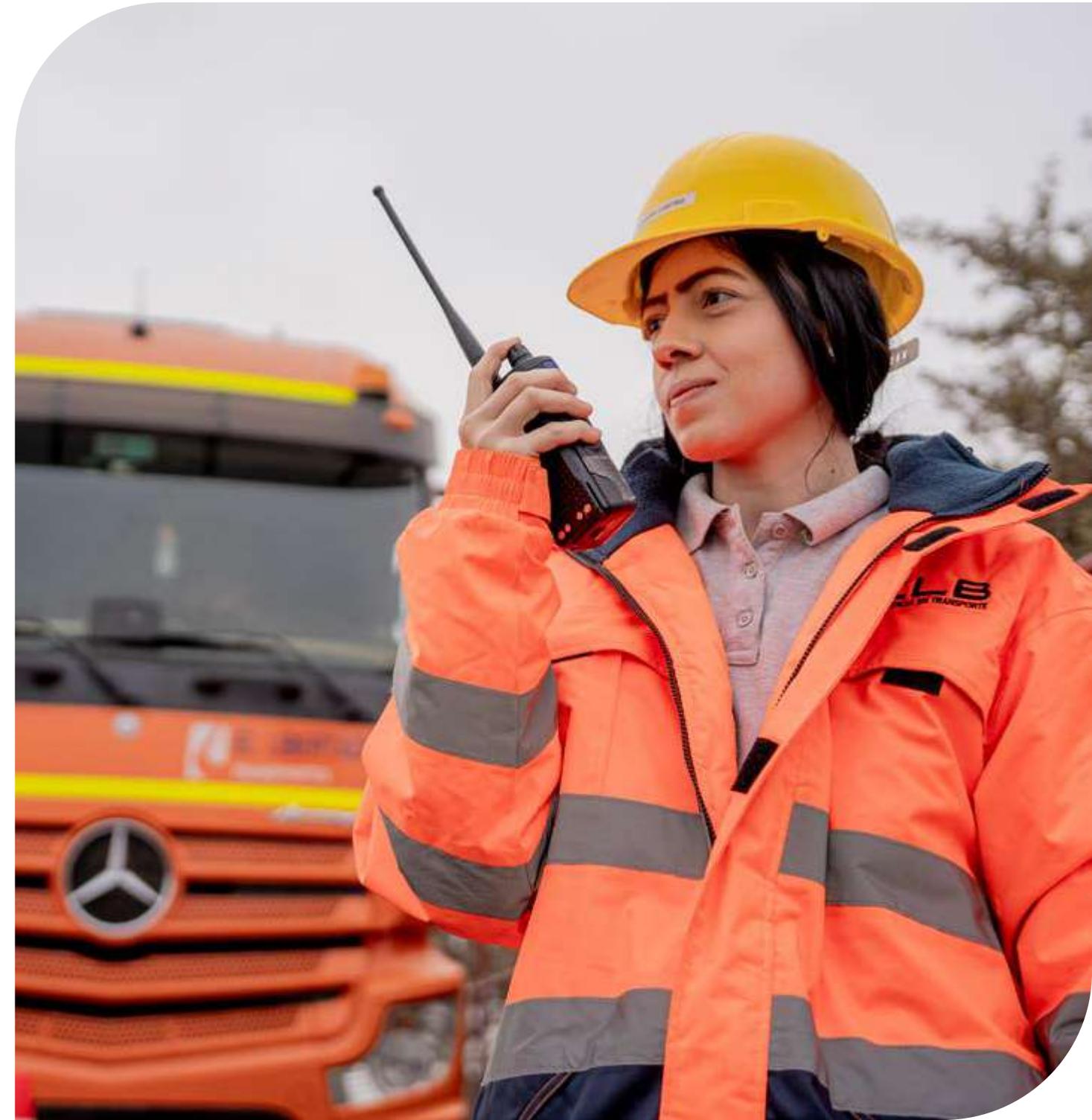
When there is damage to the customer's cargo, a recovery plan is reviewed, if possible, otherwise insurance policies are activated and the necessary administrative/operational measures are taken to mitigate its impact and that it does not become reiterative.

- **Crisis Committee:**

The Crisis Committee is used for incidents of greater complexity (high or significant), where the corporate reputation is at risk, with the objective of guiding decision making for the management and control of the crisis, mitigating the effects it could cause with customers, communities, employees and other stakeholders.

- **Preventive continuous improvement:**

The Operational Excellence area is mainly dedicated to implement improvements in processes and there are position profiles, which are in charge of verifying maintenance and equipment, proposing improvements to incorporate to the associated processes.



Best practices in cross-cutting preventive communication

- Complaints channel for formal complaints from employees, customers and suppliers.
- The mechanisms for communication with communities are: participation in committees and periodic meetings, working groups, community visits to our operations, websites of the four business units, complaints channel and social networks (Linkedin).
- Periodic union meetings with agents and People and Sustainable Development Management.



Best practices by business line

Weekly meetings with each shipping line to review progress on operational efficiency and continuous improvement issues where the main KPIs, among others, are reviewed.

Each Line Manager follows up and reports periodically.



Joint working groups with customers and suppliers to strengthen procedures according to the requirements of each service.



Commercial Area in charge of customer relations.



Periodic meetings with business customers. In addition to permanent training to external and internal employees.

Workshop with business suppliers.



Communication in the field, generating a bond of trust with the work teams and drivers.

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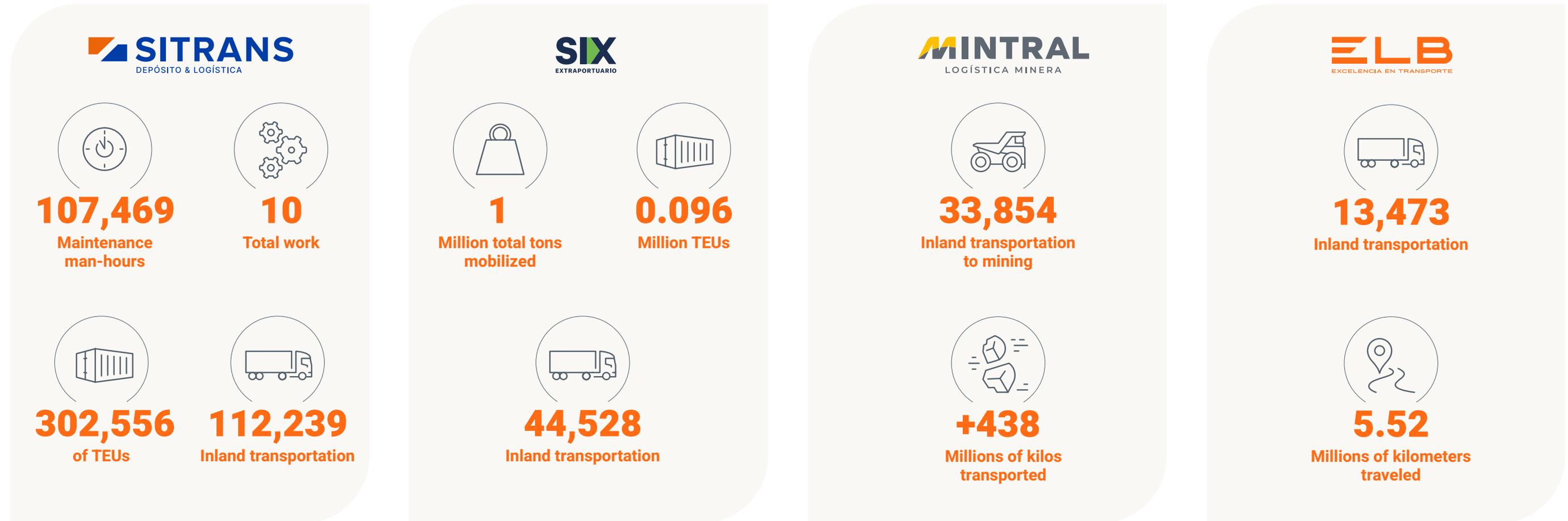
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- 5.1 A service of excellence
- 5.2 Adding value to our customers



5.1 A service of excellence

2022 was a year in permanent movement, here are the main figures of our business lines.



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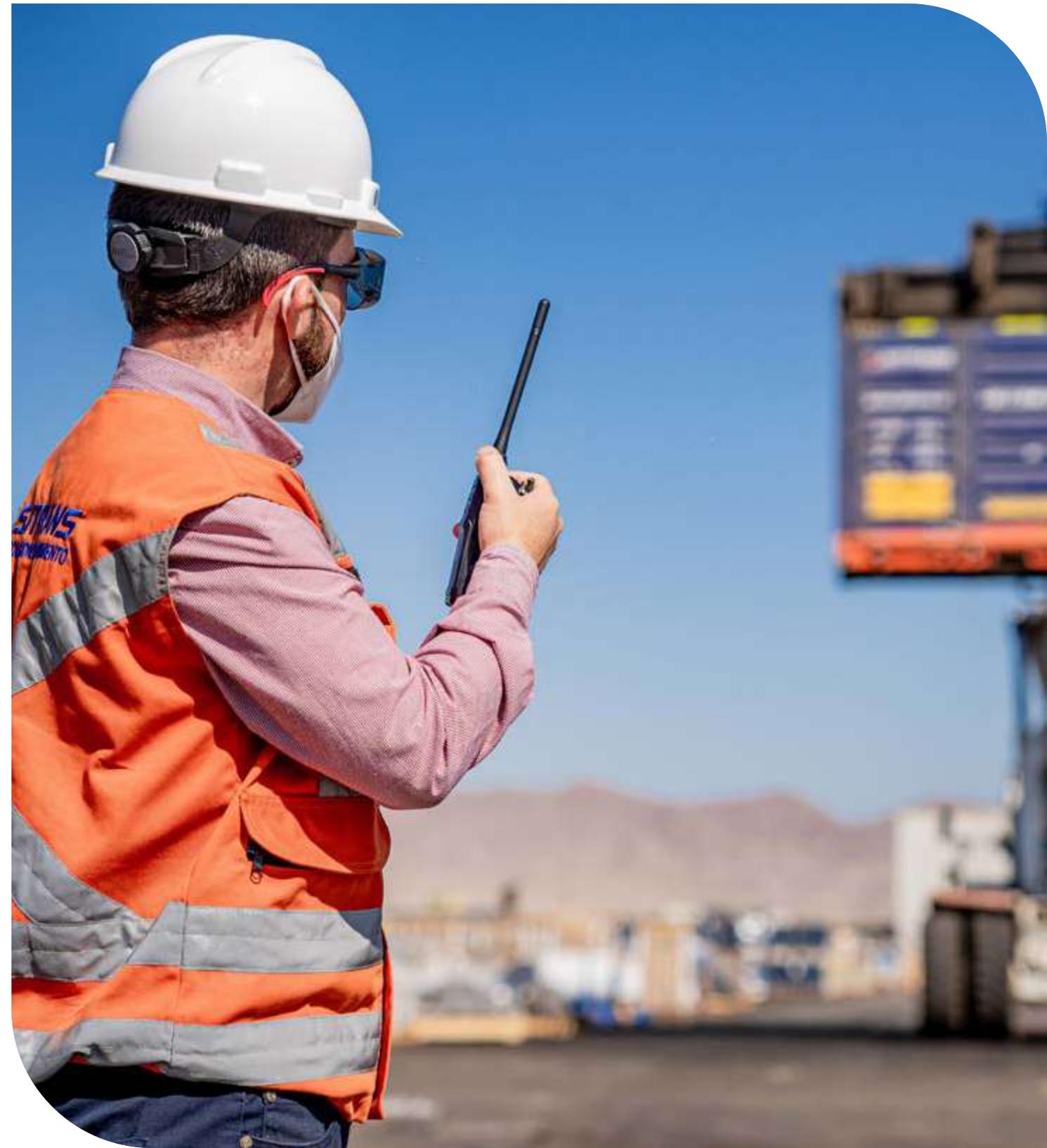
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Category of development of initiatives to improve operational excellence and efficiency.

Initiatives	SITRANS	SIX	MINTRAL	ELB
Improved infrastructure and machinery for more efficient and profitable operations.	Yes	Yes	Yes	Yes
Inclusion of new technologies and automation to make operations more efficient, improve standards, measurements and information delivery.	Yes	Yes	Yes	Yes
Team restructuring and training to streamline processes.	Yes	Yes	No	No
New business development	Yes	Yes	No	No
Improvements and optimizations in existing processes and systems.	Yes	Yes	Yes	Yes



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Certifications for operational excellence

Because it is not just a statement of intent, at Sitrans we demonstrate through certifications our commitment to road safety, environmental management, health and safety, and quality management, fundamental pillars of the operational excellence that characterizes us and is valued by our clients.



We are certified to ISO 14001, ISO 9001, ISO 45001 and ISO 39001 standards until 2024.



ISO 14001: Environmental management system

Ensures that all requirements are integrated into business processes and that all environmental management risks are identified throughout the product and service life cycle.

- ✔ **Dry and refrigerated container depot service.**
- ✔ **Transportation of empty containers and logistics services.**
- ✔ **Inland transportation, storage, consolidation and deconsolidation of containers and general cargo.**

ISO 45001: Health and safety management system

Provides a framework to improve safety, reduce risks at work and improve the health and welfare of employees, allowing to optimize work, health and health indicators.

- ✔ **Depot services for dry and refrigerated containers, rental of generators for refrigerated containers.**
- ✔ **Transportation of empty containers, representation and sale of spare parts for refrigerated containers.**
- ✔ **Logistics, inland transportation, storage, consolidation and deconsolidation of containers and general cargo.**
- ✔ **Warehouses and refrigerated warehouses.**

ISO 39001: Road safety management

Specifies the requirements for the implementation and certification of a Road Safety Management System with the objective of enabling organizations to reduce the levels of fatalities and serious injuries related to road accidents.

- ✔ **Logistics operator service (mining and oversized), with management in road transport service.**
- ✔ **In the Santiago, Antofagasta and Pozo Almonte operations centers.**

ISO 9001: Quality management system

This International Organization for Standardization (OIE) standard establishes a set of quality requirements that organizations must meet to ensure customer satisfaction through the establishment of continuous improvement processes.

- ✔ **Dry and refrigerated container depot services.**
- ✔ **Lease of generators for refrigerated containers.**
- ✔ **Transportation of empty containers.**
- ✔ **Representation and sale of spare parts for reefer containers.**
- ✔ **Logistics services, land transportation, storage, consolidation and deconsolidation of containers and general cargo.**
- ✔ **Refrigerated warehouses.**

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5.2 Adding value to our customers

In addition to customer service, operational experience is one of the attributes that differentiates us and is part of our value proposition in each line of business.

In each link of our logistics chains, we work adapting to the environment and our stakeholders, seeking a balance between economic, social, environmental and governance aspects.

How do we ensure excellence?

Operational excellence implies having flexible processes, tailored to the needs of our customers, ensuring traceability and transparency. The following are the main attributes of Sitrans' value propositions and its business lines.



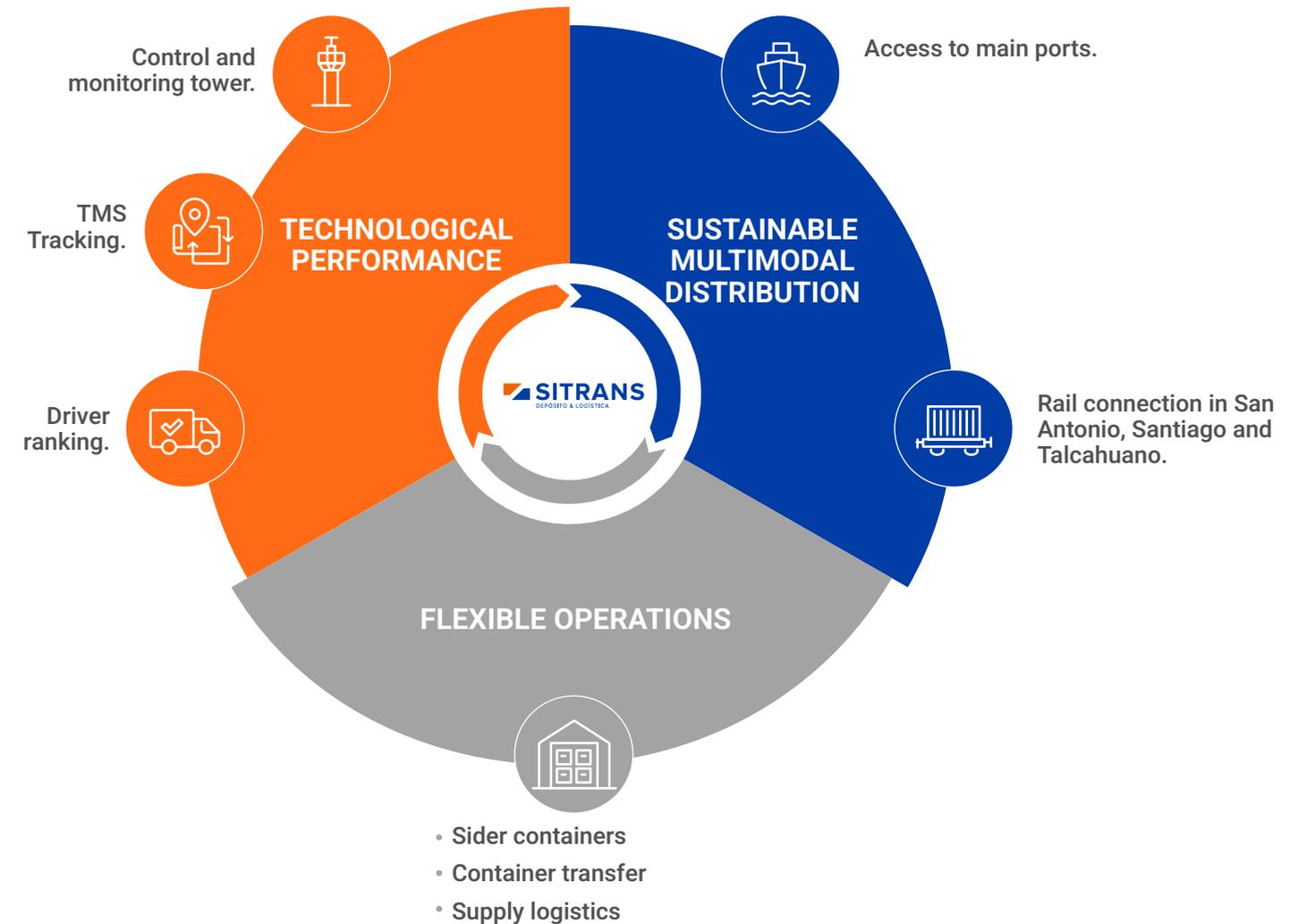
Strategic partners for foreign trade in Chile

At Sitrans, operational excellence is part of our corporate culture and a central pillar of our value proposition. We work hard to develop agile, traceable and flexible logistics processes that contribute to the operational excellence of our customers, who see in Sitrans Deposit and Logistics, a strategic partner of their business.



Value proposition

Sitrans' value proposition is based on 3 pillars: technological performance, sustainable multimodal distribution and flexible operations.



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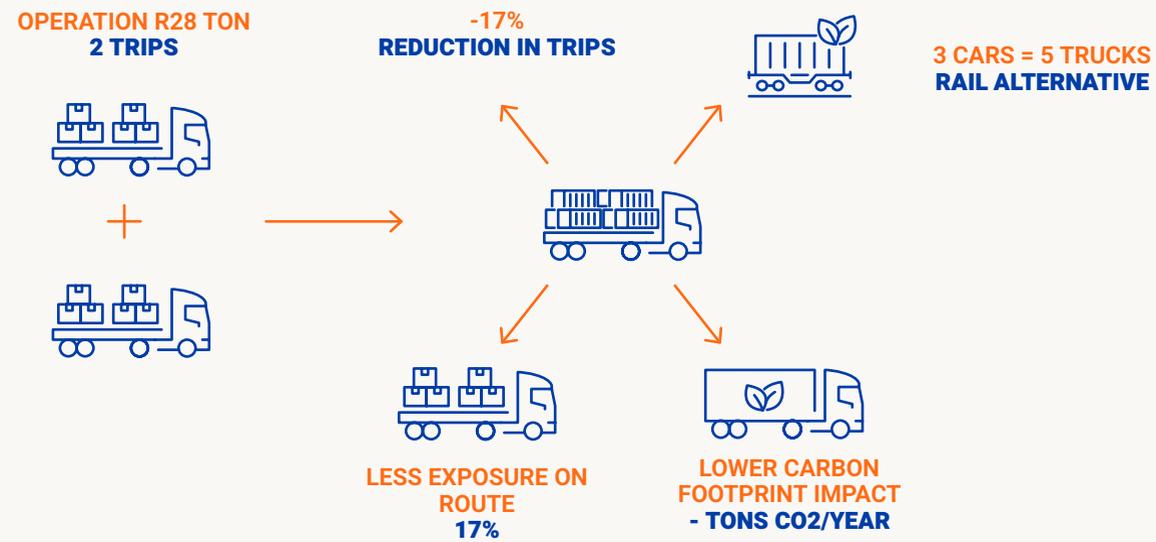
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Value chain Sitrans



Why do our customers prefer Sitrans?

Because we work striving to achieve operational excellence by contributing to our customers beyond their expectations. Thus, while we provide transportation solutions, storage and services to foreign trade cargo in Chile, we achieved a 17% reduction in travel, we have a rail alternative and generate a lower impact on the environment through the reduction in the carbon footprint. Along with the above, our organization stands out for its commitment to gender equity, in a highly masculinized industry, reaching more than 30% of female staff.





Mining logistics

At Mintral we are committed to excellence by adding value from the bottom up through the delivery of services with a fleet of the highest quality standard, based on a business and transportation management model, the use of integrated Previsis software for safety, welfare and risk management. All this under certified safety standards (ISO 39001).

In addition, we have exit controls, driver training and management through a control tower that allows us to raise alerts and compliance with KPI's and service for special loads.

We ensure traceability and visibility through planning and optimization.



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Mintral value chain



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We work with a unique container in the market, of our own creation for this line of business, called Sider, which allows us to carry twice as much cargo as in a normal trip, making operations and service costs more efficient. The consolidation and transportation of cargo in Sider has allowed us to save more than 5,000 trips in the last 12 months and 3,200 tons of CO2.



We use two-tier sider container



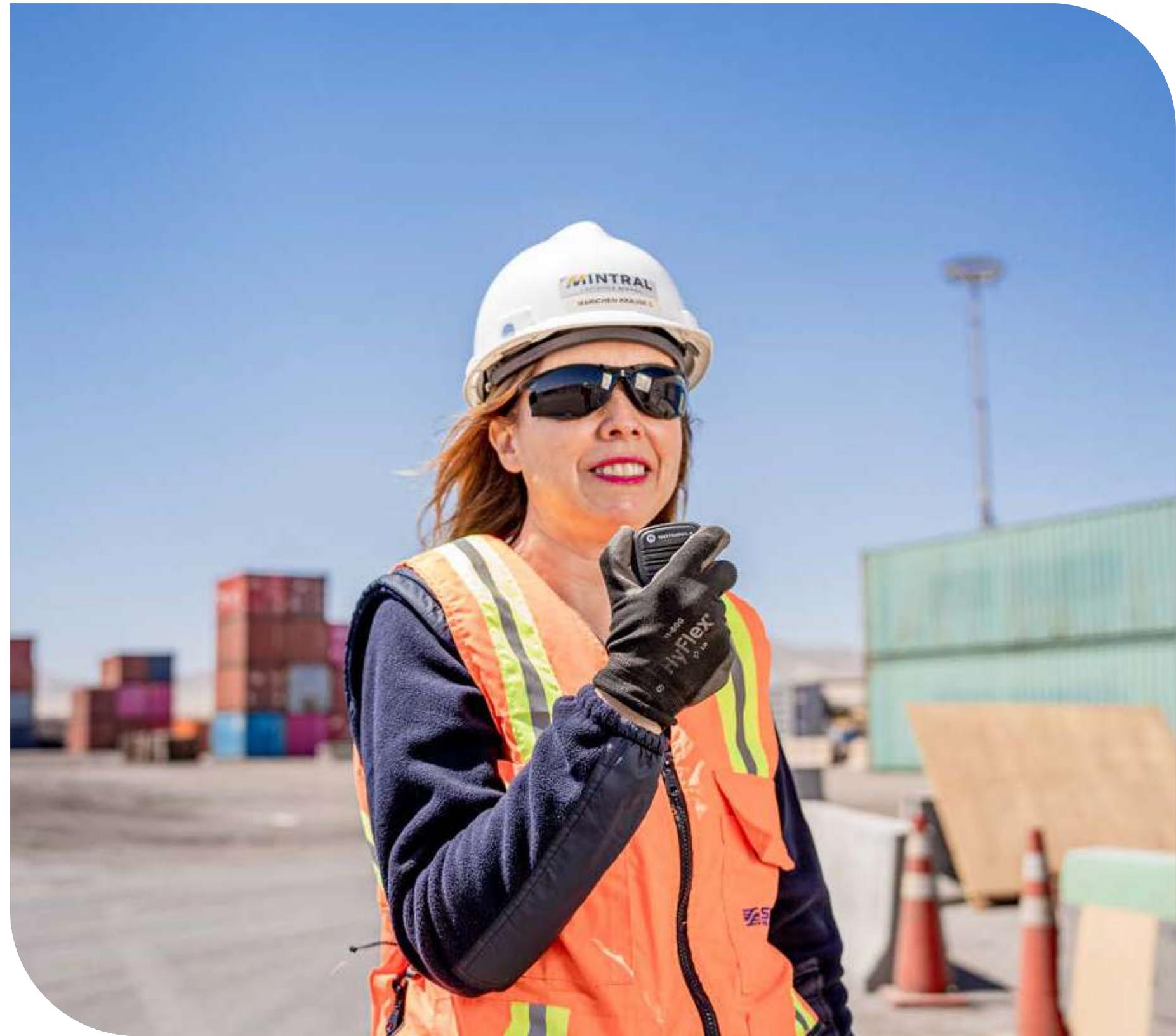
5,000
trips saved in
1 year



3,200
tons of our
carbon footprint



45%
female staff in a
historically male
industry



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Multipoint trunk model with BHP

During 2022, together with our client BHP, we developed a new operational model called multi-point trunk in the Santiago-Antofagasta section, which allows us to increase the optimization of trips by combining destination points in this section, improving the efficiency indicators of our Sider container, the percentage of trip savings and cargo permanence, by using our Antofagasta location as a HUB terminal to distribute cargo to the client's sites.

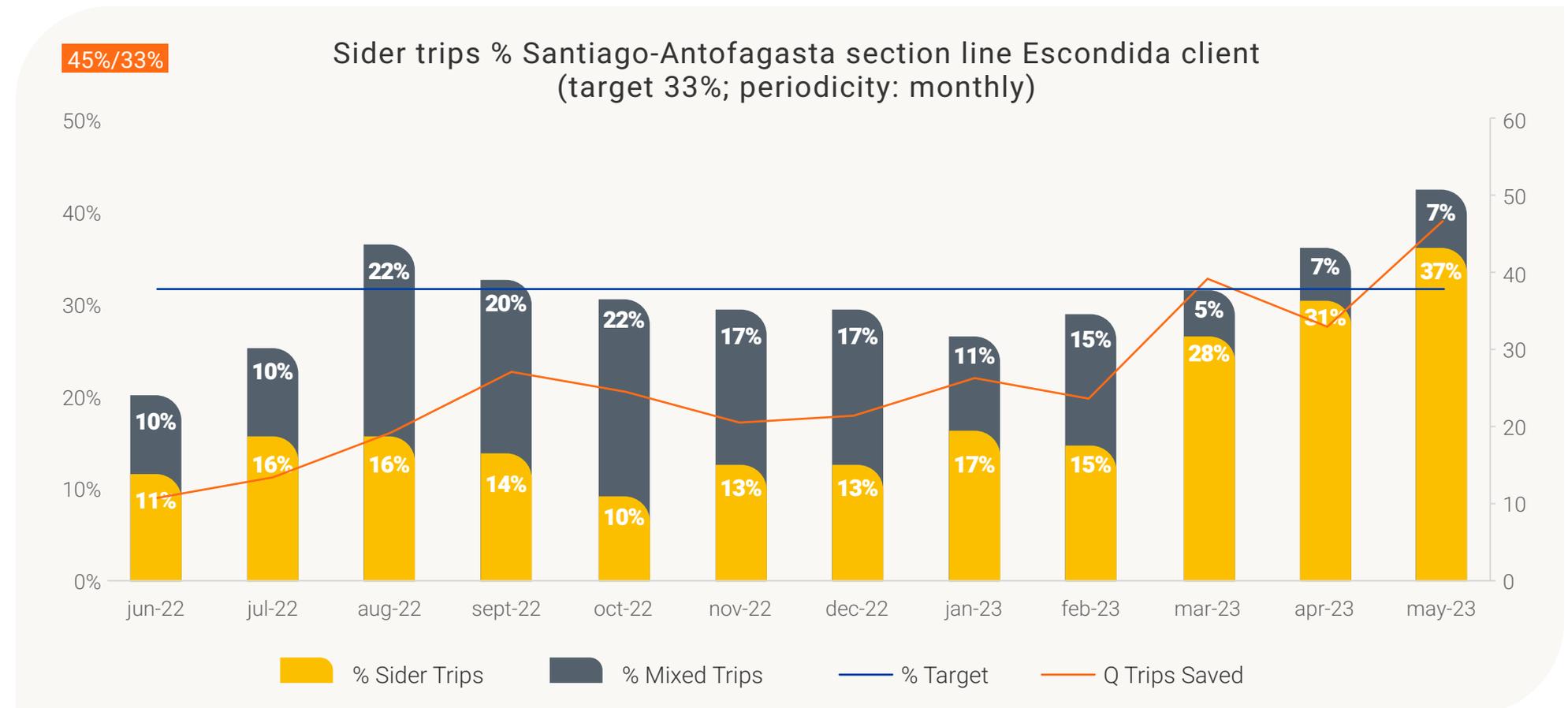
Previously, the logistics of cargo consolidation at our Santiago terminal depended on the flow of cargo by destination point to supply the Sider container and then to go to the mine site. This flow did not always have the same periodicity and could generate long times of filling trips for certain points in Escondida or also, some emergencies were generated that altered the normal flow affecting the optimization that this type of container allows us.

Since its implementation up to the date of data collection for this report, the indicators and benefits of this development are evidenced in a greater optimization of trips, less exposure on route, reduction of carbon footprint, economic benefits by optimizing the service and improvement in consolidation times.



(* Savings from January to May 2023.

Between January and May 2023, the multi-point model through the use of Sider contributed to the reduction of 178 trips on the Santiago - Antofagasta section.

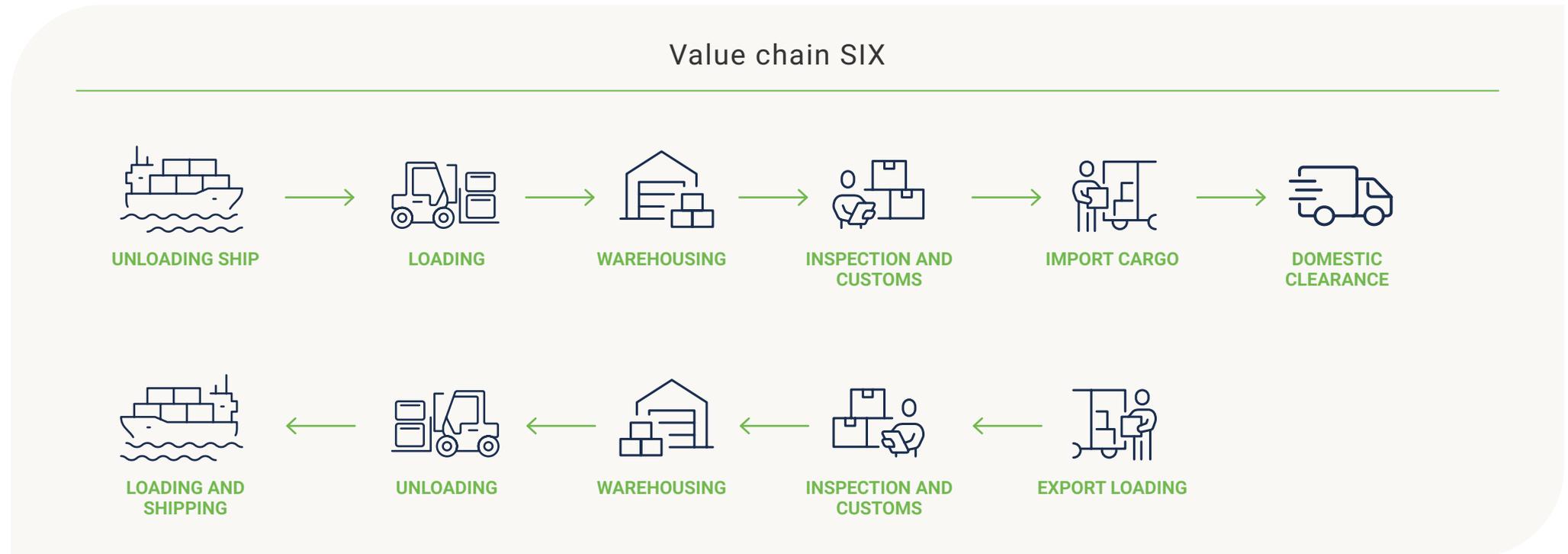




Your strategic partner in Chile's ports

SIX contributes to the operational excellence of its customers, since its services improve performance and safety in logistics chains, reducing efforts and risks of the ports.

At SIX we offer warehousing and dispatch solutions under the highest operational and safety standards, with an expert professional team, infrastructure and state-of-the-art technology that allow us to ensure excellent services.



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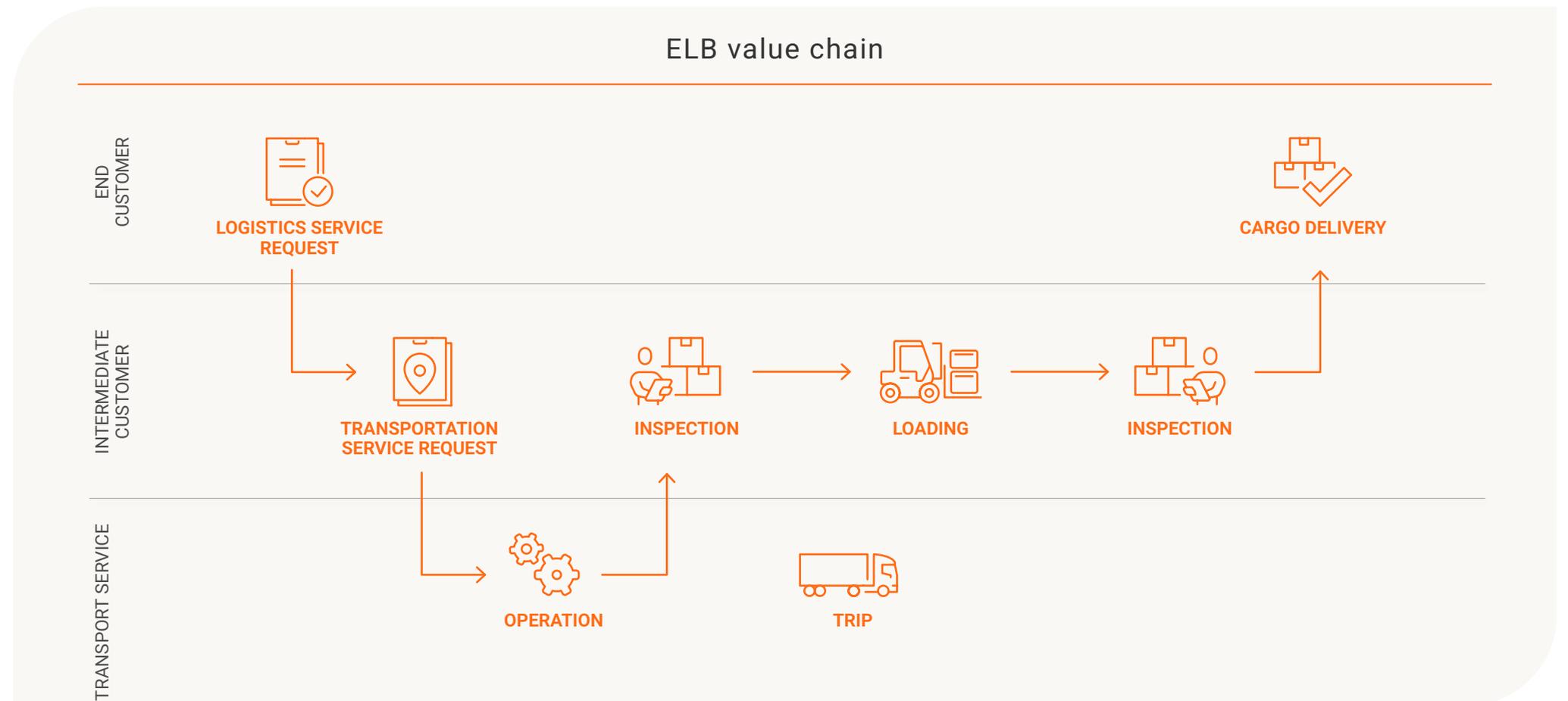


We move with you reliably and safely

ELB is a company dedicated to land transportation serving industries that are highly demanding in terms of safety and quality. “We contribute to the quality of life of the people, through the commercial development of the country, by means of logistics and cargo transportation”, that is our purpose.

Excellence in transportation service is what moves us. Our business model is characterized by putting sustainability at the center, aiming for efficiency, profitability and socio-environmental responsibility.

We have a fleet of about 100 trucks and more than 140 trailers, and our clients are mainly Mintral and Sitrans and some private clients. Specifically, we provide cargo transportation services, on-site cargo movement, and road transportation, all within Chile. We are dedicated to a lesser extent to the wholesale of waste, scrap and other products.



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- 6.1 Linked to our environment
- 6.2 Committed to our supply chain

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6.1 Linked to our environment

Sitrans and its related companies have operational presence in nine regions of Chile, which allows us to link on a daily basis with communities that have diverse social, environmental and economic realities. Over the years, we have built transparent and proactive relationships with our environment, understanding our role as responsible neighbors, with the commitment to create opportunities that contribute to the social development and quality of life of the communities where we are inserted.

To contribute to this development, in addition to being a good neighbor, we hope to co-construct a path together with local stakeholders, where the synergies between our organization, employees, customers, suppliers, authorities and social organizations generate a shared value that contributes to sustainable development.



Deja Tu Huella (Leave Your Mark), corporate volunteer program

Deja Tu Huella is to leave a stamp, a mark, and at Sitrans we want to see this concept as something that should be part of the purpose of our people’s lives. For this reason, we titled our corporate volunteering “Deja Tu Huella”, because we are confident that this program contributes to the lives of others and to the lives of our teams.

During 2022, we volunteered to contribute to the care of the planet, specifically related to the cleaning of beaches nationwide, where employees from Iquique, Antofagasta, Copiapó, Valparaíso, San Antonio, Talcahuano and Puerto Montt participated, collecting waste on different beaches in these cities.



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We also joined the challenge of planting trees and herbaceous species throughout the country, as part of Ultramar's 70th anniversary. This initiative was carried out in July and August, with the participation of more than 150 direct employees who, together with their families and the benefited neighbors, recovered important spaces for these communities.

In Santiago, we developed our traditional volunteering program with the Angel Gabriel Kindergarten of the Choshuenco Foundation, located in San Bernardo, carrying out practical workshops for the kindergarten's parents. In this period, two workshops were developed with more than 40 beneficiaries; the first one on sustainability, where we shared knowledge about our pillar "Care for the Environment" working on the 3R (reduce, reuse and recycle), where participants were able to build their own garden and compost in the open areas of the garden.

The second workshop was on employability, where our volunteers taught the registered parents, tools and tips to look for a job, prepare for interviews and join the formal labor market.



Community Relations 2022

From Arica to Puerto Montt we developed dozens of initiatives to engage with our communities.



107,469
thousand dollars invested in community engagement

302,556
thousand dollars in donations

302,556
people benefited

8
institutions benefited

For details of the investment related to community outreach, see [ANNEX 9](#).

6.2 Committed to our supply chain

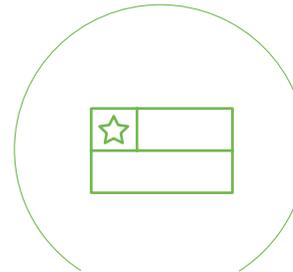
In Sitrans, through its different lines of business, we have a strategic relationship with hundreds of suppliers that allow us to meet our business objectives and the value proposition for which our customers have preferred us.

We have a very diverse universe of suppliers, from multinational companies with worldwide presence, large national companies, small and medium-sized suppliers of goods and services, and even entrepreneurs, many of them carriers, who provide their services within the supply chain that we mobilize every day.

Our organization promotes good practices that contribute to the development of suppliers, fully complying with the regulations in force in our country, and even beyond what is required, such as payment in less than 30 days for MSME suppliers.



+1,700
suppliers and
contractors



+98%
are national
suppliers



+53%
of suppliers are SMEs



+90%
of local suppliers in
supply work



28
days average
payment to SME
contractors



30
days maximum
payment to suppliers

Ruterros Program (Sitrans Hauliers): Professionals on the move



In 2022 Ruterros Sitrans completed seven years of operation. The program was created with the idea of building loyalty among drivers and carriers that provide services to Sitrans, with the aim of professionalizing their activity while also contributing to their professional development and quality of life.

The carriers are our strategic partners and as part of the commitments of our Sustainability Strategy, it is important for us to provide development opportunities to our suppliers.

The program allows our Ruterros Partners to have access to industry best practices through training, forums, interviews and other activities.

Years of experience have guided us to emphasize road safety to ensure the safety and well-being of each driver, as well as to enhance the self-care of team members.

To learn more about what we do in this program, visit their website ruterrosdesitrans.cl

2015-2022



+5,400
members trained



+330
trainings conducted

Highlights 2022



+830
Ruterros Partners enrolled



+410
Ruterros Partners trained



26
trainings carried out



+9
thousand visits to the website



+9
million reproductions

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New equipment for Ruterros Partners

During 2022, three new Volvo tractors were delivered to drivers who are Ruterros Partners of San Antonio.

This initiative was part of a new model for transporting empty containers that was promoted in the depot business.

The three pieces of equipment were added to the 16 that had already been delivered in the last three years, through different schemes to support our carriers in the central zone. Under this project, we seek to contribute to the development of our local suppliers and also to support the improvement of service levels for our customers, in a model of collaboration and shared value.



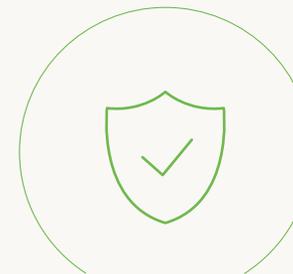
3

**new Volvo tractors
were added to the
16 that have been
delivered in the last 3
years**



Ruterros signs agreement with Mutual de Seguridad

As part of the commemoration of Truckers' Day 2022, and to continue strengthening the culture of safety and care for truckers, Ruterros Sitrans signed a collaborative agreement with Mutual de Seguridad, which seeks to provide truckers with targeted advice, a robust model in road safety and first-level attention thanks to Mutual's comprehensive network throughout Chile.



**The new agreement
will allow Ruterros to
have access to special
advice from Mutual de
Seguridad**



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General supplier management policy

In Sitrans and its related companies, we maintain a corporate supplier and contractor management policy, which aims to strengthen the relationship with this important stakeholder group, defining a management that responds to the pillars and commitments set out in the Sustainability Strategy that governs our actions. For more information on our suppliers, see [ANNEX 10](#).



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At Sitrans we have established 7 commitments with our suppliers

- 1 Maintain clear definitions.
- 2 Identify contextual needs and requirements.
- 3 Establish sustainability and human rights requirements.
- 4 Maintain transparent and open bidding and procurement processes.
- 5 Encourage the participation and development of local suppliers.
- 6 Establish responsible payment procedures and timelines.
- 7 Evaluate suppliers and processes with a focus on continuous improvement.

Managing environmental and social impacts

During 2022, at Sitrans we assessed the environmental impacts arising from the operation of 11 suppliers and contractors, in 10 of which we identified significant negative environmental impacts.

From a social perspective, 8% of new suppliers or contractors were awarded contracts with Sitrans after an evaluation based on social criteria.



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7.1 Environmental footprint of the operation



7.1 Environmental footprint of the operation

The national and international transportation industry is an area that, in itself, has effects that could affect the environment, such as through the emission of greenhouse gases, waste generation and water use. For Sitrans and its business lines, a strategic preventive management of environmental impacts has been a relevant issue in all its processes for years, promoting a route of good practices to minimize these potential impacts on the environment.

Caring for the planet is one of the pillars of our Sustainability Strategy and, under this commitment and confirmed by the materiality study we conducted for this report, it was determined that the environmental footprint of our operations is one of the relevant topics to report.

Sitrans' and its companies' environmental footprint impact areas



Waste



Emissions



Water Footprint





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IMPACT THEME: ENVIRONMENTAL FOOTPRINT OF THE OPERATION

Type of impact (actual or potential)	<input checked="" type="checkbox"/> Actual impact <input type="checkbox"/> Potencial impact
Type of impact (positive or negative)	<input checked="" type="checkbox"/> Negative
Through its activity or as a result of its business relationships	Through its activity.
Policy and/or procedures to manage the issue	<ul style="list-style-type: none"> Corporate Sustainability Policy. ISO 9001:2015 (some facilities). ISO 14.001 (some facilities). Ethics Guidelines of Sitrans and its companies. <p>WASTE Hazardous waste management plan.</p> <p>EMISSIONS</p> <ul style="list-style-type: none"> GHG mitigation initiatives. Clean Energy Certification with Colbún until 2027 where it is determined that the energy supply for our terminals in Santiago, San Antonio and Valparaíso will come from renewable sources. <p>WATER FOOTPRINT Compliance with current regulations.</p>
How it is managed	<p>WASTE</p> <ul style="list-style-type: none"> Waste management with traceability and under current regulations in each of the Company's agencies nationwide. Traceability of non-hazardous waste is done through SINADER and of hazardous waste through SIDREP. A pilot plan was carried out to clean oils, extending their useful life and reducing the amount of HW generated. We were able to manage 11% of waste recycling. <p>EMISSIONS Sitrans and its companies have developed a series of logistical and technological efficiency initiatives to manage their emissions, among them the incorporation of electric cranes and the optimization of loading in Sider containers, which allows stacking on two floors and thus reduce the number of trips.</p> <p>WATER FOOTPRINT With regard to water and effluent management in the Sitrans business unit, water consumption per agency is monitored.</p>
How it is evaluated	<p>All process activities with environmental aspects are subject to annual evaluation of impacts through a corporate evaluation matrix, where the degree of impact on the environmental component is determined.</p> <p>WASTE Sitrans and its companies have a waste recycling goal of 10%.</p> <p>EMISSIONS Carbon footprint measurement under scopes 1, 2 and 3 under the Greenhouse Gas (GHG) protocol.</p>
How stakeholder engagement has influenced the actions taken and how it has informed whether they have been effective	<p>In Sitrans we understand the relevance of the subject, so it is permanently included in the relationship with our main stakeholders.</p> <p>CUSTOMERS We understand that we are strategic partners in their own logistics chains and that we must proactively contribute to minimize the environmental footprint of our services and products.</p> <p>COMMUNITIES The environmental impact of our operation is part of our relationship agenda.</p> <p>EMPLOYEES Environmental responsibility and preventive culture in the management of equipment is part of the contents addressed through our internal communications and in our ethics guidelines that governs the actions within the Company.</p>

Waste management

Throughout Chile, our agencies manage their waste in full compliance with legal regulations through the registration of hazardous and non-hazardous waste and complying with the necessary procedures to ensure traceability in transportation to their final destinations, which in 100% of our agencies are authorized sites.

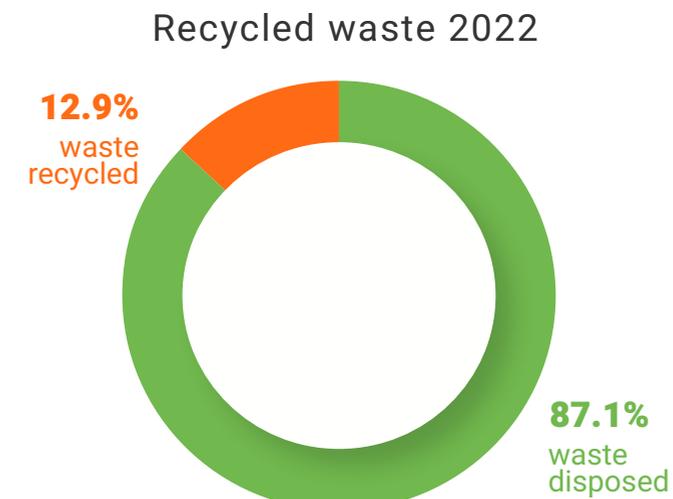
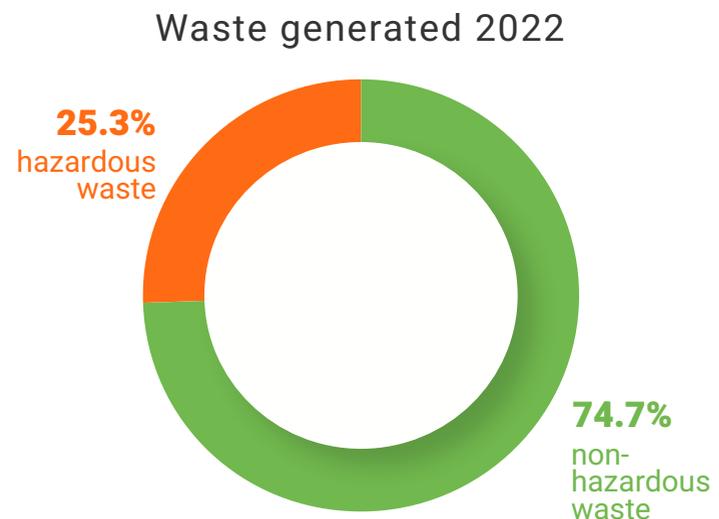
But we know that regulatory compliance is only the beginning of responsible waste management. That is why at Sitrans, SIX, Mintral and ELB we promote the prioritization of the valorization of these wastes, before their final disposal in authorized landfills or dumps.

For hazardous waste, each agency has a HW management plan in accordance with Supreme Decree No. 148, which establishes the conditions for storage, transportation and final disposal of this waste.

But this 2022 we decided to go a step further and start pushing for the fulfillment of a first recycling goal!

This is a first achievement that fills us with pride! Thanks to the collaboration and commitment of our teams, we exceeded the overall goal. However, we have a lot to work on, because some of our agencies,

despite great effort and management, were unable to meet their individual goal, due to the lack of circular economy ecosystems in their territories, without local waste valorizers, which has made it difficult to meet their goals.



+1,764
tons of waste generated
by our operations

2022 initiatives highlighted

Lubricant reuse pilot

During 2022, a pilot plan was launched in the central zone agencies, in conjunction with our strategic supplier Copec, which allows us to refilter oils to extend their useful life, thus helping to reduce the amount of HW generated. The results will be evaluated during 2023.



Returnable packaging at Mintral

At Mintral, cage-type transport elements were used as a pilot for returnable packaging, as well as pallets made of eco-wood (recycled plastic), which are more resistant than traditional pallets. These actions contribute to waste reduction.



2023 Challenge: launch of Policy R

Starting in the second half of 2023, we will launch Policy R. An initiative that seeks to raise awareness of daily consumption behaviors and encourage the reduction of waste generated in our operations through the “8Rs”: reflect, reject, reduce, reuse, repair, recycle, respect, report.

For more information on the types of hazardous and non-hazardous waste generated by Sitrans, SIX, Mintral and ELB see [ANEXO 11](#).

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“Achieving our first recycling goal is a source of pride, but we are going for more! With collaboration and innovation, we are confident that we will continue to make progress in reducing our waste”.

Rodrigo Servieri, HSE Manager



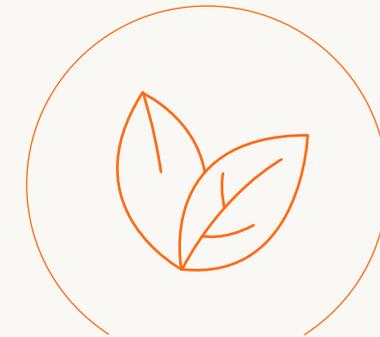
Atmospheric emissions

The transportation sector is responsible for 26% of total greenhouse gas (GHG) emissions, according to the latest data from the National Greenhouse Gas Inventory of the Chilean Ministry of the Environment.

In Sitrans we are aware of this reality and that is why since 2020 we started measuring our carbon footprint. The quantification of the calculation of GHG emissions was made based on data between January and December 2022 Sitrans, using the methodology of the GHG Protocol*.

* This measurement is associated with the quantification of the carbon footprint with a corporate approach, i.e. the carbon footprint of an organization over a set period of time (a calendar year). This is the most widely used international tool for calculating and communicating the emissions inventory.

** The emissions considered in the calculation are related to Sitrans' facilities and operations, which correspond to 26 facilities between divisions and branches.



+6,000
tons of Co2 reduced per year

**Electrical
equipment**



+178
Ton CO₂
year

**Photovoltaic
plant**



+194
Ton CO₂
year

**Optimization
transport**



+3,350
Ton CO₂
year

**Clean
energies**



+2,620
Ton CO₂
year

This 2022 we measured our footprint under scopes 1, 2 and 3 reaching a total gross value of 11,864 tons of CO2, under an operational approach.

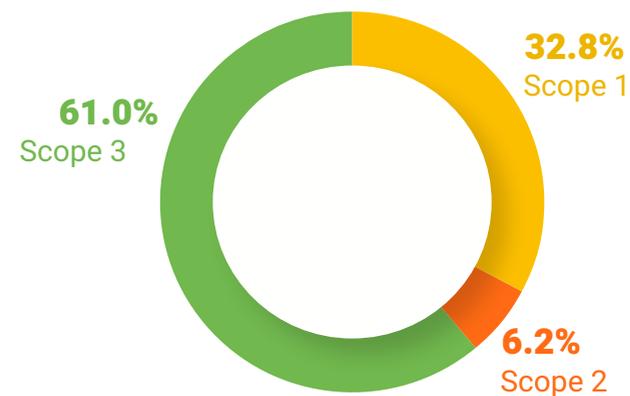
- **Scope 1 emissions:** direct emissions produced by the combustion of fuels by the emitter (fuels from stationary sources, mobile sources, refrigerant gases and fire extinguishers).
- **Scope 2 emissions:** indirect emissions generated by electricity consumed and purchased by the emitter.
- **Scope 3 emissions:** indirect emissions that are produced by the emitter’s activity, but are owned and controlled by an agent outside the emitter.

Quantification was performed according to Equation 1, in which the carbon footprint is equal to the multiplication of the activity data by the emission factor corresponding to the emission source in question and by the Global Warming Potential (GWP).

The specific parameters (denominator) selected to calculate the ratio were:

- Number of mining packages.
- Containers out Sitrans/SIX.
- Kilometers traveled for mining.

Toneladas de CO2*



These 2022 carbon footprint measurement results showed no significant changes from the previous 2021 exercise.

For emission factors and GWP rates used, see [ANNEX 12.](#)

* All gases were included in this calculation.

* An allocation is made per endowment for the electricity consumption of the facilities that are shared, which correspond to: Antofagasta, Copiapó, Pozo Almonte and Santiago. ELB uses Adblue solution in its mobile sources, which contributes to a reduction of up to 90% in NOx gas emissions, so a discount is applied to the mobile diesel emission factor in the case of NOx gas.

Formula for calculating the carbon footprint

The carbon footprint is equal to the multiplication of the activity data by the emission factor corresponding to the emission source in question and by the Global Warming Potential (GWP).

GHG Emission = Activity data x Emission Factor

What is Global Warming Potential (GWP)?

GWP, or Global Warming Potential, is a relative measure of how much heat can be trapped by a given greenhouse gas compared to a reference gas, usually carbon dioxide.

We aim to make our terminals carbon neutral.

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Towards the management of our carbon footprint

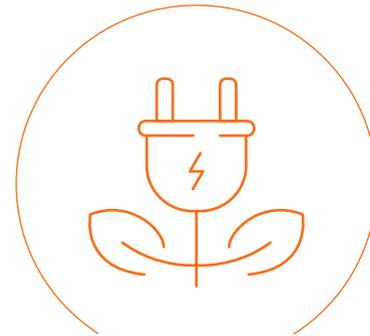
The GWP indicator allows us to understand and visualize the impact of our companies on the environment and thus the option to develop and implement emission reduction plans.

In 2022 we developed a mitigation program to achieve greater efficiency in transportation and implemented a pilot plan for the use of returnable packaging material.

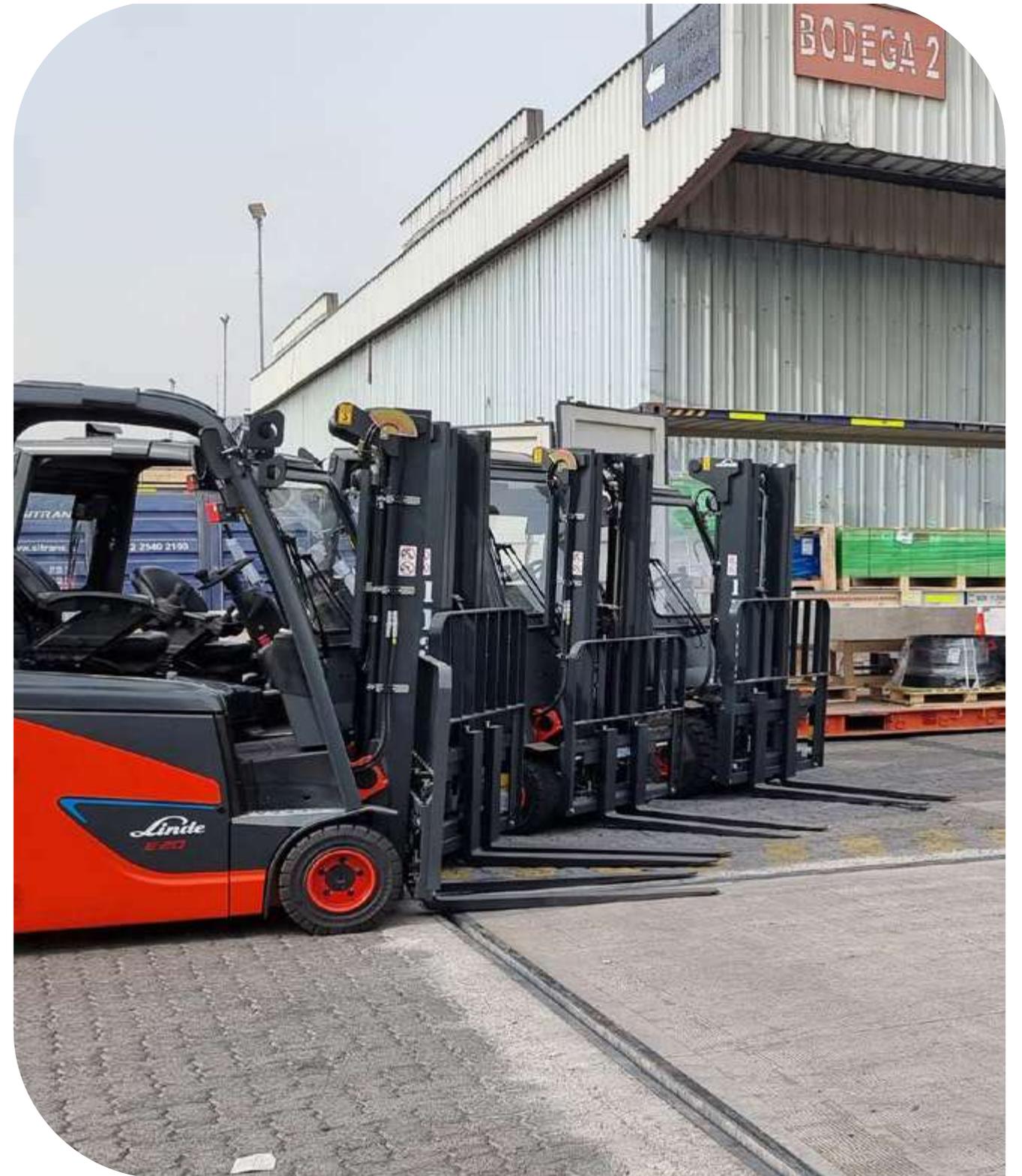
In June 2022 we incorporated 25 electric cranes with lower gas emissions compared to Liquefied Petroleum Gas (LPG) and the objective is to increase this type of equipment in the agencies with the highest demand, thus reaching 90% of electric equipment for the agencies in Antofagasta and Santiago. Progress was also made on clean energy certification, which will come into effect in 2023. The mitigation program also includes placing double-deck palletized cargo in our Sider containers, making a more efficient use of cubic meters and reducing the number of trips, which allows us to optimize the use of

space and remove vehicles from the route, thereby reducing our emissions.

For more information on Sitrans' main consolidated emissions results for 2022, please see [ANNEX 12](#).



**We reached 90% of
electrical equipment
in Antofagasta and
Santiago**



water footprint: water and effluents on footprint

The management of water and effluents was identified as part of the material topic “Environmental footprint of the operation” only for the Sitrans, Deposit and Logistics business line. Although there is not yet a formal procedure in place, it has been established that the management of this issue must comply with the applicable regulations in force:

- Control of water consumption by agency.
- Each agency develops an analysis to verify compliance with sewage discharge regulations.



Agency	Water sources
Arica, Iquique, San Antonio bajo, Santiago and Valparaíso	From the sanitation companies and are discharged to sewage systems for subsequent treatment in their treatment plants.
Antofagasta	By tanker truck. There is a wastewater treatment plant (WWTP) and, once treated, it is used for irrigation.
San Antonio Alto	Water is obtained from its own well and through a tanker truck. It has a WWTP and a wastewater treatment plant. The water treated at the WWTP is used for irrigation, while the riles treatment water is recirculated in the washing process. During 2022 the plant was undergoing maintenance, so the liquid waste generated was sent to an external treatment plant.
Talcahuano and Puerto Montt	Sewage water is disposed of in a pit system with drains. The Puerto Montt agency obtains its water from its own well.



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Environmental management program by agency

All process activities with environmental aspects are subject to an annual impact evaluation through a corporate evaluation matrix, where the degree of impact on the environmental component is determined. If there is a legal requirement, the impact on the community is classified as “significant” and control measures are established and included in each agency’s environmental management program.

In order to meet the regulatory requirements of the corresponding authority, physicochemical analyses of the water are performed, according to the requirements. In the case of discharges that can be used for irrigation, we have achieved the improvement of green areas and thus a better standard for people thanks to the beautification of the workplace.

During 2022 we did not have established goals, but we made progress in the construction of a consumption reduction plan for 2023.



Water withdrawal, discharge and consumption at Sitrans

Regarding water withdrawal, this only applies to groundwater (in San Antonio and Puerto Montt agencies) and third-party water (sanitary), these same sources are considered “water stressed areas”.

Water is only discharged into the sanitary sewer system, reaching 54,408 m3 in 2022.

The discharge standards are established in current regulations. In the case of Sitrans and its Deposit and Logistics businesses, industrial liquid waste (ILW) is subject to DS No. 609 and NCh1333 for sewage and irrigation, respectively.

In order to comply with the measured parameters, activities are programmed to clean the decanter and oil and grease separator chambers, train personnel involved in the washing process, and maintain the infrastructure, among others. There is no mass balance.

Since there is no water discharge because the agencies have a public sewer system, the water is deposited there in compliance with applicable regulations.

Therefore, there is no treatment of discharges due to hazardous substances. Sitrans and its related companies do not measure

discharges to the sewer, but it is estimated that 80% of consumption is discharged there. When there is no sewage system, the water is sent to an in-house or external treatment plant.

In 2022, there were four incidents of non-compliance with discharge limits, specifically in the Valparaíso agency.

For more information on the main results of Sitrans Deposit and Logistics’ Water and Effluent management during 2022, see [ANNEX 13](#).

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Annex 1: definition of stakeholders

Authorities: considers the set of persons, bodies and institutions that control and administer the power of the State at the national, regional, provincial and local levels

Territorial social organizations: refers to organizations whose purpose is to represent a territory, such as Neighborhood Councils (JJVVV) and Communal Unions (UNCO), whose purpose is to promote the integration, participation and development of the community of a locality.

Organized civil society: refers to the collective participation that aims to unite the competencies and resources of several people for specific objectives, with the purpose of coordinating common actions, in search of a higher joint good or benefit. Examples of these are NGOs, sports clubs, cultural and educational corporations, among others.

Productive Associations: this includes guilds or collectives and those associations of different items, which bring together individuals and/or legal entities, with the purpose of promoting the rationalization, development and protection of the activities they carry out, by reason of their profession, trade or branch of production or services.

Employees and unions: involves all those persons who provide personal services in compliance with the work or task contracted in Ultramar or in any of its companies. This also considers union participation, since employees have the freedom of association and the right to organize, to be represented in the exercise of rights arising from individual work contracts, when required.

Suppliers and contractors: this includes all those natural or legal persons who carry out activities of production, manufacture, import, construction, distribution or commercialization of goods or provision of services to Ultramar or any of its companies.

Costumers: considers natural or legal persons who purchase goods or services from Ultramar or any of its companies.

Neighboring companies: refers to all those companies located in the territories where Ultramar or any of its companies are located.

Media: refers to all mass media (television, radio, websites, newspapers, among others), which are relevant locally and nationally in the territories where Ultramar or any of its companies are located.



Annex 2: Ethics Management

Corruption incidents 2022

Description	Quantity
The total number and nature of confirmed incidents of corruption.	0
The total number of confirmed incidents of corruption as a result of which employees were dismissed or disciplined.	0
The total number of confirmed cases in which contracts with business partners were terminated or not renewed due to corruption-related violations.	0
Public legal cases related to corruption brought against the organization or its employees during the reporting period and the outcomes of those cases.	0

Unfair competition actions 2022

Description	Quantity
The number of legal actions pending or completed during the reporting period regarding unfair competition and infringements of applicable laws on monopolistic and anti-competitive practices in which the organization has been identified as having participated.	0
Key findings of completed legal actions, including any decisions or judgments.	0

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Customer privacy breach claims

Description	Quantity
Complaints received from third parties and corroborated by the Organization.	0
Complaints from regulatory authorities.	0
Total number of identified cases of leakage, theft or loss of customer data.	0

Corporate induction on anti-corruption policies: Complaints Channel

Description	Quantity
Number of campaigns carried out.	2
Number of training processes.	30

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Employees trained on anti-corruption policies

Position	No. of people who received the information	% of total staff	No. of people trained	% of total staff
Directors	0	0%	0	0%
Senior Management	0	0%	0	0%
Line Manager	1	11%	1	11%
Assistant managers / senior head	7	37%	7	37%
Managers	6	8%	6	8%
Middle management	16	26%	16	26%
Professional specialist	30	21%	30	21%
Administrative	20	33%	20	33%
Operative	0	0%	0	0%
TOTAL	80	8,1%	80	8,1%

External stakeholders trained in anti-corruption policies

Position	No. of people who received the information	% of total staff	No. of people trained	% of total staff
Suppliers	0	0%	0	0%
Customers	0	0%	0	0%
Communities	0	0%	0	0%
TOTAL	0	0%	0	0%

Annex 3: Regulatory compliance

Cases of non-compliance with regulations

Description	Quantity
Cases resulting in fines	1
Fines paid 2022	60 UTM equivalent to \$3,618,600*
Cases that resulted in non-monetary sanctions	0
Amounts paid for fines for years prior to 2022	0

Cases of non-compliance by topic*

Description	Quantity
Health and Safety	No significant non-compliances (red). There are minor (green) and less serious (yellow) deviations.
Environment	2 significant non-compliances
Legal	0
Amount	0

* Fine related to labor law violations.

** The matrix of legal requirements is drawn up by an external audit that classifies deviations as minor, less serious, serious and very serious. The last two are considered significant.

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Annex 4: Headcount

Direct employees* as of december 31 SITRANS-SIX-MINTRAL-ELB

Region	Full time contract	Part-time contract	Indefinite contract	Fixed-term contract	Total (n°)	Total (%)
Arica and Parinacota	Full time contract	Part-time contract	Indefinite contract	Fixed-term contract	12	1.22%
Tarapacá	0	0%	78	9	87	8.87%
Antofagasta	12	11%	125	9	134	13.67%
Atacama	0	37%	13	3	16	1.63%
Coquimbo	12	8%	1	0	1	0.10%
Valparaíso	1,22%	26%	316	23	339	34.59%
Metropolitan	87	21%	327	6	333	33.97%
Biobío	0	33%	36	0	36	3.67%
Los Lagos	78	0%	22	0	22	2.24%
Gender						
Women	309	0	289	20	309	31.53%
Men	671	0	641	30	671	68.47%
TOTAL	980	0	930	50	980	100%

*We do not have non-guaranteed hourly employees.

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Headcount business line by gender

Business line	Man	Man (%)	Woman	Woman (%)	Total	Total(%)
SITRANS	423	69%	192	31%	615	62.8%
MINTRAL	90	55%	75	45%	165	16.8%
ELB	143	90%	16	10%	159	16.2%
SIX	15	37%	26	63%	41	4.2%
TOTAL	671	68%	309	32%	980	100%

Age range by gender

Age range	Woman	Woman (%)	Man	Man (%)	Total	Total(%)
Under 20 years old	5	50%	5	50%	10	1%
Between 21 and 30 years old	157	55%	129	45%	286	29.2%
Between 31 and 40 years old	209	65%	114	35%	323	35.1%
Between 41 and 55 years old	229	82%	51	18	280	26.5%
Between 56 and 74 years old	71	88%	10	12%	81	8.2%
Over 75 years old	0	0%	0	0%	0	0%
TOTAL	671	68%	309	32%	980	100%

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Headcount by type of position and gender

Type of position	Man	Man (%)	Woman	Total (%)	Total
Senior Management	1	100%	0	0%	1
Line Manager	8	88.9%	1	11.1%	9
Assistant Manager/Senior Head	19	79.2%	5	20.8%	24
Middle Management	114	67.5%	54	32.5%	168
Professional / Specialist	99	46.1%	122	53.9%	221
Administrative	41	34.7%	72	65.3%	113
Operations	389	87.5%	55	12.5%	444
TOTAL	671	68%	309	32%	980

Chilean and foreign headcount by gender

	Women	Men	Total	Total %
Chilean	274	642	916	93.5%
Foreigners*	35	29	64	6.4%
TOTAL	309	671	980	100%

*8 NATIONALITIES PRESENT: Argentine, Brazilian, Colombian, Haitian, Peruvian, Venezuelan, Bolivian and Afghan.

Number of workers who are not employees (indirect employees)*

Position	Description	Total
Assistant	Responsible for the reception, placement, maintenance and dispatch of cargo in the agencies. Must prepare orders effectively and efficiently, following established procedures. Handles loads with forklifts.	1,004
Operator	They take actions related to the processes of picking, storage, sorting and transportation of cargo.	

*Employees of contractors who perform functions at Sitrans facilities and its lines of business.

Annex 5: Recruitment and rotation

Turnover rate 2022

Region	Age range					Gender		Total
	Under 20 years old	21 - 30 years old	31 - 40 years old	41 - 55 years old	56 - 74 years old	Woman	Man	
Arica and Parinacota	0%	0%	50%	0%	0%	0%	20%	9.1%
Tarapacá	0%	26.7%	19.2%	0%	50%	16.0%	17.5%	17.4%
Antofagasta	0%	36.8%	31.9%	31%	40%	36.4%	31.8%	32.6%
Atacama	0%	0%	33.3%	0%	0%	0%	30%	25%
Coquimbo	0%	0%	0%	0%	0%	0%	0%	0%
Valparaíso	100%	13.3%	22.5%	14.9%	11.8%	19.5%	16.3%	17.2%
Metropolitan	0%	30.2%	41.6%	14.6%	0%	28.9%	25.5%	26.8%
Biobío	0%	33.3%	42.9%	5.6%	10%	30%	10.7%	15.8%
Los Lagos	0%	0%	0%	7.7%	0%	0%	5.0%	4.5%
TOTAL	100%	22.9%	30.3%	16.1%	16.7%	25.7%	21.6%	22.8%

Hiring of new employees 2022

Region	Age range					Gender		Total
	Under 20 years old	21 - 30 years old	31 - 40 years old	41 - 55 years old	56 - 74 years old	Woman	Man	
Arica and Parinacota	0	2	1	0	0	1	2	3
Tarapacá	1	12	13	1	3	12	18	30
Antofagasta	2	12	19	9	2	10	34	44
Atacama	1	1	3	2	0	2	5	7
Coquimbo	0	0	0	0	0	0	0	0
Valparaíso	12	53	30	10	0	38	67	105
Metropolitan	3	53	36	10	1	51	52	103
Biobío	0	4	0	1	0	2	3	5
Los Lagos	0	0	1	0	0	0	1	1
TOTAL	19	137	103	33	6	116	182	298
TOTAL %	6.38%	45.97%	34.56%	11.07%	2.01%	38.93%	61.07%	100%

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Internal promotion 2022

Region	Age range					Gender		Total
	Under 20 years old	21 - 30 years old	31 - 40 years old	41 - 55 years old	56 - 74 years old	Woman	Man	
Arica and Parinacota	0	0	0	0	0	0	0	0
Tarapacá	0	3	6	3	0	3	9	12
Antofagasta	0	7	7	1	0	4	11	15
Atacama	0	0	2	0	0	0	2	2
Coquimbo	0	0	0	1	0	1	0	1
Valparaíso	0	16	14	12	0	10	32	42
Metropolitan	0	17	28	12	3	29	31	60
Biobío	0	1	0	2	0	1	2	3
Los Lagos	0	1	0	2	0	0	3	3
TOTAL	0	45	57	33	3	48	90	138
TOTAL %	0%	33%	41%	24%	2%	35%	65%	100%

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Annex 6: Organizational growth

Average hours of training by gender

Gender	Women	Men
The average number of hours of training the organization's employees have received.	34.8 hours	17.8 hours
TOTAL	22,718 hours	

Average hours of training 2022 by position type

Type of position	Average hours 2022
Directors / executives	20
Managers	13.3
Middle management	20.9
Professionals / specialists	35.8
Support and administrative areas	39.1
Operators / Operatives	13.6

Selection of undergraduate scholarships according to gender

Type of studies	Women	% women applicants	Men	% men applicants
Selected undergraduate studies	3	30%	7	70%
Selected graduate studies	0	0%	2	100%
TOTAL	3	25%	9	75%

Training programs carried out (of major relevance)

Competency training	Tool training	Technical trainings
Leadership in safety	Excel	Mooring and stowage
Leadership Seal	Power BI	Power Platform
Young professionals		Forklift crane certification

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Performance evaluations and career development*

Type of position	Women	Men	Total evaluted	% evaluated	Total headcount
Senior Management	0	1	1	100%	1
Line Manager	1	8	9	100%	9
Assistant Manager/Senior Head	4	15	19	100%	19
Middle Management	41	96	137	100%	137
Professional / Specialist	85	55	140	99%	141
Administrative	37	21	58	100%	58
Operations	28	212	240	89%	270
TOTAL	122	363	575	92%	635*

(* The performance evaluation is carried out on the basis of the people who joined the Organization up to March of the current year (2022); in the case of the reported cycle, the total universe was 635 employees who met the requirement to participate in the annual evaluation. In the case of operatives, all ELB employees are not considered, due to the nature of their position, since most of them are drivers.

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Use of parental leave 2022

Indicator	Women	Men	TOTAL
Total number of employees entitled to parental leave.	6	11	17
Total number of employees who have taken parental leave.	6	17	17
Total number of employees who have returned to work in the reporting period after completing parental leave.	5	11	16
Total number of employees who returned to work after parental leave ended and who were still employed 12 months after returning to work.	5	11	16
Return to work and retention rates of employees who took parental leave.	83%	100%	94.1%

Annex 7: health and safety

Health and safety training for workers

Description	Quantity
No. of health and safety courses given to own employees.	22
Hours of health and safety training provided to own employees.	2,247
No. of workers trained in health and safety.	242
No. of health and safety courses given to contractors.	29
Hours of health and safety training provided to contractors.	2,564
Main topics covered in annual health and safety training.	9

Health and safety management system coverage

Description	Quantity
Number of employees.	973
% of workers employed in relation to total staff.	100%
Total number of contractor workers.	1,075
Contractor workers as a % of total contractor workforce.	100%

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Occupational injuries 2022

Indicator	Employees	Non-employees
No. and rate of fatalities resulting from occupational injuries.	0	0
No. and rate of occupational injuries with major consequences (excluding fatalities).	0	0
Number of occupational accidents with lost time.	2	8
Rate of occupational accidents with lost time.*	1.17	3.83
Number of occupational accidents with no lost time.	3	32
Rate of occupational accidents with no lost time.	11.69	20.08
Hours worked	1,540,896	1,907,834

* The rates have been calculated per 1,000,000 hours worked.
Excluded workers are administrative personnel, totaling 212.

Occupational injuries, illnesses or diseases

Indicator	Employees	Non-employees
No. of deaths resulting from an occupational disease or illness.	0	0
Number of cases of recordable occupational diseases and illnesses.	0	0
Main types of occupational diseases and illnesses.	Hypoacusia	Hypoacusia

Workers excluded from this content: 1,000.

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SASB employee health and safety / driver's working conditions

Employee health and safety

Indicator	Employees	Contractors
Number of total incidents with and without lost time.	20	74
Mortality rate.	0	0

SASB accident and safety management

Accident and safety management

No. of accidents	1
Road incidents	0

Employee health and safety

(1) Reckless driving	Driving after hours, speeding, stopping at an unsafe point.
(2) Fulfillment of duty hours	Electronic logbook.
(3) Fitness to drive	Pre-occupational driver examination, driver's license, defensive driving, subjection and stowage.
(4) Controlled Substances/Alcohol	Alcohol and illicit substances (cannabis, cocaine, benzodiazepine, amphetamine and opiates).
(5) Vehicle maintenance	Technical review, maintenance program and field verification.
(6) Hazardous materials standards compliance	Procedure for transporting hazardous substances

Annex 8: Labor relations

Collective bargaining agreement coverage

Business line	Headcount 2022	% of employees covered by collective bargaining
SITRANS	615	42.0%
MINTRAL	165	0.0%
SIX	41	0.0%
ELB	159	0.0%
TOTAL	980	26.3%

Annex 9: Community engagement

Community benefits investment amounts

Total amount of investment related to the Community Engagement Plan (USD)	Total amount of donations (investment not related to the plan) (USD)	Total social investment (USD)	Total number of people benefited	Number of institutions benefited
14,925.37	361,785	376,710.37	2,500	8

Areas of investment in community benefits

Investment area	Community investment (USD)	Donations (USD)
Education and culture	0	238,594
Environment	14,925.37	
Equipment and labor	0	17,221
Others	9,344	105,970
TOTAL	24,269.37	361,785

Corporate volunteer initiatives

No. of workers who participated in the volunteer program	% of total staff	No. of total volunteer hours	Average volunteer hours per worker
217	22.14%	65	6.68

Annex 10: Supplier management

Suppliers 2022

Total number of suppliers and contractors.	1,755 (1,727 local and 28 international)
N° of suppliers and contractors that represent (alone) at least 10% of the total purchases made by the SBU in 2022.	6 (3 local and 3 international).
Total amount of purchases of goods and services from suppliers and contractors.	USD 135,161,083 to local suppliers. USD 18,508,419 to international suppliers.
No. of suppliers and contractors Micro, Small and Medium Enterprises (MSMEs)	943
Total amount of goods and services purchased from MSME suppliers and contractors in 2022.	USD 52,080,675

% Of the supply budget for operating locations spent on local suppliers

SITRANS	87.96%
MINTRAL	100%
SIX	100%
ELB	100%

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Proportion of spending on local suppliers

	Chilean	International	Total	% of local suppliers and contractors
Total suppliers and contractors	1,727	28	1,755	98.4%
N° of suppliers and contractors that represent (alone) at least 10% of total purchases made by the SBU in 2022.	3	3	6	50.0%
Total amount of purchases of goods and services from suppliers and contractors (USD)	135,161,083	18,508,419	153,669,503	87.96%
Average days of payment to suppliers and contractors	26	No information	No information	N/A
Maximum payment days to suppliers and contractors	30	No information	No informationn	N/A
No. of suppliers and contractors Micro, Small and Medium-Sized Enterprises (MSMEs)	943	0	943	N/A
Total amount of purchases of goods and services from suppliers and contractors MSMEs during 2022	52,080,675	0	52,080,675	N/A
Average days of payment to suppliers and contractors MSMEs	28	No information	No information	N/A
Maximum days for payment to suppliers and contractors MSMEs	30	No information	No information	N/A

Environmental impacts in the supply chain

Number of suppliers and contractors assessed for environmental impacts.	11
Number of suppliers and contractors identified with significant potential and actual significant negative environmental impacts.	10
Significant potential and actual negative environmental impacts identified in the supply chain of the SBU.	At Sitrans, the negative impacts generated correspond to the operation (noise and dust) and not to the supply chain.
% of supplier and contractor companies identified with significant negative environmental impacts - potential and actual - with which improvements have been agreed upon as a result of an assessment.	0%
% of suppliers and contractors identified as having significant negative environmental impacts - potential and actual - with which the relationship has been terminated as a result of the assessment, with an indication of the reason.	0%

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Social impacts in the supply chain

% of new suppliers and contractors that have passed a selection (to be awarded a purchase or service) also based on social criteria.	8%
Number of suppliers and contractors assessed for social impacts.	4
Number of suppliers and contractors identified as having significant potential and actual significant negative social impacts.	0
Potential and actual significant negative social impacts identified in the supply chain.	Sitrans: Does not exist in the supply chain. ELB: Riles: Equipment washing. Spills: Tractor and semi-trailer maintenance providers. Tires to landfill: final disposal of end-of-life tires. CO2 emissions: maintenance suppliers of tractors when generating idling of our equipment, transportation of people.
% of suppliers and contractors identified as having significant negative social impacts - potential and actual - with which improvements have been agreed upon as a result of an assessment.	0%
% of suppliers and contractors identified as having significant negative social impacts - potential and actual - with which the relationship has been terminated as a result of the assessment, with an indication of the reason.	0%

Measures to manage sustainability risks with critical suppliers

Type of supplier	Total	Amount of purchases by type of supplier	No. of suppliers assessed
Strategic Suppliers*	105	22,597	10
Non-strategic suppliers	380	13,007	39

* According to the Corporate Supplier Policy, strategic suppliers and contractors are those companies that provide key and critical inputs or services for the company, since their absence could jeopardize the reputation and business of our SBUs. For example, companies that provide maintenance, fuel, cranes, spare parts, qualified personnel, etc.

Annex 11: Waste management

Waste and significant impacts

Waste of significant impact	Type of impact	Inputs, activities and resulting products that give rise to or could give rise to these impacts
Used oils	Actual and potential	These wastes come from the maintenance of equipment in the mechanical workshop.
Filters	Actual and potential	
Batteries	Actual and potential	
Material contaminated with oils	Actual and potential	
Metallic wastes	Actual and potential	In the repair of containers
Wood waste from wood	Actual and potential	
Pallet in bad condition	Actual and potential	
Metal strapping	Actual and potential	Waste generated in warehouses corresponding to packaging material.
Plastic strapping	Actual and potential	
Cardboard	Actual and potential	
Film and other plastics	Actual and potential	
Paper	Actual and potential	Offices
Electronic items	Actual and potential	

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Measures to manage sustainability risks with critical suppliers

Types of non-hazardous waste	Tons 2022
Household garbage	1,170
Cardboard and paper	9
Wood	90
Metal and cans	33
Plastic	14
Organic waste	0.35
Glass	0.7
TOTAL	1,317

Non-hazardous waste not destined for disposal	Tons 2022
Preparation for reuse	0
Recycling	146.7
Other recovery operations	0.35
TOTAL	147.1

Non-hazardous waste not destined for disposal	Tons 2022
On Premises	0
Off-site	Talcahuano: 25.7 Puerto Montt: 9.92 Santiago: 8.89 Antofagasta: 20.8 Copiapó: 11.58 Curauma: 95.30 Sai Bajo: 19.80 Sai Alto: 35.15 Pozo Almonte: 0 Iquique: 0 Arica: 0
TOTAL	227.1

Non-hazardous waste for disposal	Tons 2022
Incineration (with energy recovery)	0
Incineration (without energy recovery)	0
Transfer to landfill	1,170
Other disposal operations	0
TOTAL	1,170

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Hazardous waste management

Types of hazardous waste	Tons 2022
Used oil	35.84
Oil additive	0.2
Contaminated water	182.26
Washing water	189.1
Batteries	1.409
Scrap metal	0.08
Expired corrosive	0.705
Oil filters	3.8
Infineum (tank washing residue)	4
Sludges, sands contaminated with hydrocarbons	13.74
Oil contaminated material	12.52
Waste electrical and electronic equipment	0.246
Used solvents	0.6
Empty containers	2.06
TOTAL	447

Hazardous waste not destined for disposal	Tons 2022
Preparation for reuse	0
Recycling	0
Other recovery operations	0
TOTAL	0

Hazardous waste not destined for disposal	Tons 2022
On Premises	0
Off-site	No information
TOTAL	0

Hazardous waste for disposal	Tons 2022
Incineration (with energy recovery)	0
Incineration (without energy recovery)	0
Transfer to landfill	0
Other disposal operations	447
TOTAL	447

Annex 12: Emissions

Emissions of ozone-depleting substances (ODS) 2022

ODS Gas	Not applicable as the operation does not use ODS gas.
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Nox, sox AND OTHER SIGNIFICANT EMISSIONS 2022

Type of gas	Kilograms
NOx	No information available
SOx	No information available
Persistent Organic Pollutants (POPs)	No information available
Volatile organic compounds (VOC)	No information available
Hazardous air pollutants (HAP)	No information available
Particulate Matter (PM)	No information available
Other standard categories of air emissions identified in relevant regulations	No information available

Fuel consumption 2022

Total fuel consumed	4,542,133 liters of oil
Percentage of natural gas	17,475 kg LPG
Percentage of renewables	514,922 liters LPG

Source of emission factors:

The source of the emission factors and Global Warming Potential (GWP) rates used or a reference to the GWP source were:

- DEFRA 2022, 2022 Greenhouse Gas Conversion Factor Repository.
- DECC's GHG Conversion Factors for Company Reporting, Produced by AEA for the Department of Energy and Climate Change (DECC) and the Department for Environment Food and Rural Affairs (Defra), UK.

- Emission factors National Energy Commission of the Government of Chile.
- GHG Protocol.
- IPCC 2106, 2106 IPCC Guidelines for National Greenhouse Gas Inventories, Prepared by the National Greenhouse Gas Inventories Programme, Eggleston H,S, Buendia L, Miwa K, Ngara T, and Tanabe K, (eds), Published by: IGES, Japan.

Annex 13: Water management

Total water consumption - SITRANS deposit and logistics*

Consumption	Megaliters
Water consumption in all areas	98,475
Water consumption in water-stressed areas	63,690 m3

(* The data is obtained from the consumption recorded in the bills delivered by the corresponding sanitation company.

Water withdrawal - SITRANS deposit and logistics

Total water withdrawal	Megaliters
Surface water	0
Groundwater	Withdrawal in San Antonio (6,576 m3/year 2022) and Puerto Montt (4,320 m3/year 2022) agencies
Marine water	0
Produced water	0
Third party water	Sanitary: 57.114m3

Water withdrawal from water-stressed areas - SITRANS deposit and logistics

Total water withdrawals from water stressed areas	Megaliters
Surface water	---
Groundwater	Only SAI
Marine water	0
Produced water	0
Third party water	In the San Antonio agency, water is obtained by water truck. The rest is potable water supplied by sanitation companies.

Water withdrawal sources - SITRANS deposit and logistics

Source	Megaliters
Fresh water (total dissolved solids ≤ 1000 mg/l)	0
Other waters (total dissolved solids > 1000 mg/l)	0

Water discharge - SITRANS deposit and logistics

Water discharge	Megaliters
Surface water	0
Groundwater	0
Marine water	0
Produced water	0
Third party water	54,408 m3 to sanitary sewers

Sources of water discharge from water-stressed areas - SITRANS deposit and logistics

Total water discharge from water-stressed areas	Megaliters
Fresh water (total dissolved solids \leq 1000 mg/l)	0
Other waters (total dissolved solids $>$ 1000 mg/l)	0

Water discharge sources - SITRANS deposit and logistics

Source	Megaliters
Fresh water (total dissolved solids \leq 1000 mg/l)	0
Other waters (total dissolved solids $>$ 1000 mg/l)	0

Annex 14: GRI Indicators

Mandatory Indicators

GRI 2: general content 2021	Indicator Number	Indicator name	Page number / Reason for omission / Response
1. The organization and its reporting practices	GRI 2-1	Organization details	Back cover
	GRI 2-2	Entities included in the organization's sustainability reports.	31
	GRI 2-3	Reporting period, frequency and contact point.	31
	GRI 2-4	Updating of information	Not applicable (first report)
	GRI 2-5	External Verification	31
2. Activities and Employees	GRI 2-6	Activities, value chain and other business relationships	6- 8- 9- 10- 75- 80 to 86- 92
	GRI 2-7	Employees	39- 40- annex 4 (114 to 116)
	GRI 2-8	Non-employee workers	annex 4 (116)
3. Governance	GRI 2-9	Governance structure and composition	19- 20- 21
	GRI 2-10	Appointment and selection of the highest governance body	21
	GRI 2-11	Chair of the highest governance body	19
	GRI 2-12	Role of the highest governance body in overseeing impact management.	22
	GRI 2-13	Delegation of responsibility for impact management.	22
	GRI 2-14	Role of the highest governance body in sustainability reporting.	The function of reviewing and approving the information presented was delegated to the General Manager and to each of the organization's divisions.
	GRI 2-15	Conflicts of interest	23- 69
	GRI 2-16	Communication of critical concerns	23
	GRI 2-17	Collective knowledge of the highest governance body	21
	GRI 2-18	Performance evaluation of the highest governance body	23
4. Strategies, policies and practices	GRI 2-19	Remuneration policies	23
	GRI 2-20	Process for determining compensation	Information on the compensation of the highest governance body and senior executives has been declared confidential by Sitrans.
	GRI 2-21	Total annual compensation ratio	
	GRI 2-22	Sustainable development strategy statement	04-may
	GRI 2-23	Commitments and policies	71 to 73
	GRI 2-24	Incorporation of commitments and policies	71 to 73
	GRI 2-25	Processes for remediating negative impacts	58- 59
	GRI 2-26	Mechanisms for seeking advice and raising concerns	67- 73
	GRI 2-27	Compliance with laws and regulations	71- annex 3 (113)
	GRI 2-28	Memberships	17- 18
5. Stakeholder engagement	GRI 2-29	Approach to stakeholder engagement	28- 29- 30- annex 1 (109)
	GRI 2-30	Collective bargaining agreements	61- annex 8 (127)

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GRI Material Indicators

Material Topic	Subtopic	Indicator Number	Indicator name	Page number / Reason for omission / Response	
GRI 3: MATERIAL TOPICS 2021		GRI 3-1	Process of determining the material topics	32- 33- 34	
		GRI 3-2	List of material topics	34	
ENVIRONMENTAL FOOTPRINT OF THE OPERATION	ENVIRONMENTAL FOOTPRINT OF THE OPERATION	GRI 3-3	Management of the material topic "environmental footprint of the operation".	99	
	WASTE	GRI 306-1	Waste generation and significant waste-related impacts	100-101- annex 11 (132 to 134)	
		GRI 306-2	Management of significant impacts related to waste	100-101- annex 11 (132 to 134)	
		GRI 306-3	Waste generated	100-101- annex 11 (132 to 134)	
		GRI 306-4	Waste not destined for disposal	100-101- annex 11 (132 to 134)	
		GRI 306-5	Waste for disposal	100-101- annex 11 (132 to 134)	
	ATMOSPHERIC EMISSIONS	GRI 305-1	Direct GHG emissions (Scope 1)	103 to 105- annex 12 (135)	
		GRI 305-2	Energy-related indirect GHG emissions (Scope 2)	103 to 105- annex 12 (135)	
		GRI 305-3	Other indirect GHG emissions (Scope 3)	103 to 105- annex 12 (135)	
		GRI 305-4	Intensity of GHG emissions	103 to 105- annex 12 (135)	
		GRI 305-5	Reduction of GHG emissions	103 to 105- annex 12 (135)	
		GRI 305-6	Emissions of ozone-depleting substances (ODS)	annex 12 (135)	
		GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	annex 12 (135)	
	WATER AND EFFLUENTS	GRI 303-1	Interaction with water as a shared resource	106-107- annex 13 (136-137)	
		GRI 303-2	Management of impacts related to water discharges	106-107- annex 13 (136-137)	
		GRI 303-3	Water withdrawal	106-107- annex 13 (136-137)	
		GRI 303-4	Water discharge	106-107- annex 13 (136-137)	
		GRI 303-5	Water consumption	106-107- annex 13 (136-137)	
	HEALTH AND SAFETY IN THE OPERATION	OCCUPATIONAL HEALTH AND SAFETY	GRI 3-3	Management of the material topic "Health and Safety at Work".	57
			GRI 403-1	Occupational health and safety management system	58- 59
GRI 403-2			Hazard identification, risk assessment and incident investigation	60	
GRI 403-3			Occupational health services	58 - annex 7 (124)	
GRI 403-4			Worker participation, consultation and communication on health and safety at work	57 to 60	
GRI 403-5			Occupational health and safety training for workers.	60 - annex 7 (124)	
GRI 403-6			Worker health promotion	57 to 60	
GRI 403-7			Prevention and mitigation of occupational health and safety impacts directly related to business relations	57 to 60	
GRI 403-8			Coverage of the occupational health and safety management system	58- annex 7 (124)	
GRI 403-9			Occupational injuries	annex 7 (125)	
GRI 403-10	Occupational injury, illness or disease	annex 7 (125)			

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GRI Material Indicators

Material Topic	Subtopic	Indicator Number	Indicator name	Page number / Reason for omission / Response	
EMPLOYMENT GENERATION	EMPLOYMENT GENERATION	GRI 3-3	Management of the material topic "employment generation".	42	
		GRI 401-1	Hiring of new employees and staff turnover	43- 44- annex 5 (117 to 119)	
	EMPLOYMENT PRACTICES	GRI 401-2	Benefits for full-time employees that are not provided to part-time and temporary employees	49	
		GRI 401-3	Parental leave	50- annex 6 (123)	
		GRI 404-1	Average hours of training per year per employee	47- 48- annex 6 (120-121)	
		GRI 404-2	Programs to improve employee skills and transition assistance programs.	47- 48- annex 6 (120-121)	
		GRI 404-3	Percentage of employees receiving regular performance and career development reviews.	45- 46- annex 6 (122)	
		GRI 3-3	Management of the material issue "Anti-corruption"	64	
	ETHICS AND TRANSPARENCY	ANTI-CORRUPTION	GRI 205-1	Operations assessed for risks related to corruption.	66
			GRI 205-2	Communication and training on anti-corruption policies and procedures	70- annex 2 (111-112)
GRI 205-3			Confirmed incidents of corruption and actions taken	65- annex 2 (110)	
UNFAIR COMPETITION		GRI 206-1	Legal actions related to unfair competition and monopolistic and antitrust practices.	65- annex 2 (110)	
	CUSTOMER PRIVACY	GRI 418-1	Substantiated claims relating to violations of customer privacy and loss of customer data.	65- annex 2 (111)	

Annex 15: SASB Indicators

SASB - Air cargo and logistics

Topic	Code	Indicator	Page number / Reason for omission / Response
Greenhouse gas emissions	TR-AF-110a.1	Global gross Scope 1 emissions	103 to 105- annex 12 (135)
	TR-AF-110a.2	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets, and analysis of performance against these targets.	103 to 105- annex 12 (135)
	TR-AF-110a.3	Fuel consumed by road transport. Percentage (a) natural gas and (b) renewable fuels.	Annex 12 (135)
	TR-AF-110a.3	Fuel consumed by air transport. Percentage (a) alternative and (b) sustainable fuels.	Not applicable
Air Quality	TR-AF-120a.1	Atmospheric emissions of the following pollutants: (1) Nox (excluding N2O). (2) Sox (3) Particulate matter (PM10).	Annex 12 (135)
Labor Practices	TR-AF-310a.1	Percentage of drivers classified as independent contractors	Sitrans has no record of this indicator.
	TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings related to labor law violations.	Annex 3 (113)
Employee health and safety	TR-AF-320a.1	Total Recordable Incident Rate (TRIR) Mortality rate for a) directly employed and b) contract employees.	Annex 7 (126) Annex 7 (126)
Supply chain management	TR-AF-430a.1	Percentage of carriers with BASIC percentiles above the U.S. Federal Motor Carrier Safety Administration (FMCSA) intervention threshold.	Not applicable
	TR-AF-430a.2	Total greenhouse gas (GHG) footprint across all modes of transportation.	103 to 105- annex 12 (135)
Accident and safety management	TR-AF-540a.1	Description of the implementation and results of a safety management system	57 to 60
	TR-AF-540a.2	Number of aviation accidents	Not applicable
	TR-AF-540a.3	Number of road accidents and incidents	Annex 7 (126)
	TR-AF-540a.4	BASIC percentiles of the safety measurement system for: (1) Reckless driving (2) Hours of Service Compliance (3) Fitness to drive (4) Controlled Substances/Alcohol (5) Vehicle maintenance (6) Hazardous materials compliance.	Annex 7 (126)
Activity parameters	TR-AF-000.A	Revenue per ton-kilometer (RTK) for (1) road transport and (2) air transport.	In transportation: Sitrans/Six: 78,357,349 RTM (Revenue per tons of miles). Mintral: 2,857,041,617.00 RTM (revenue per ton miles) ELB: Work is underway to incorporate this indicator into management. In Air Transportation: Not Applicable.
		Load factor for (1) road transport and (2) air transport	In transportation: Sitrans/Six: 59%. Mintral: 100%. ELB: Work is underway to incorporate this indicator into management. In air transportation: Not applicable.
	TR-AF-000.C	Number of employees, number of truck drivers	Employees: 980 Number of truck drivers: 102

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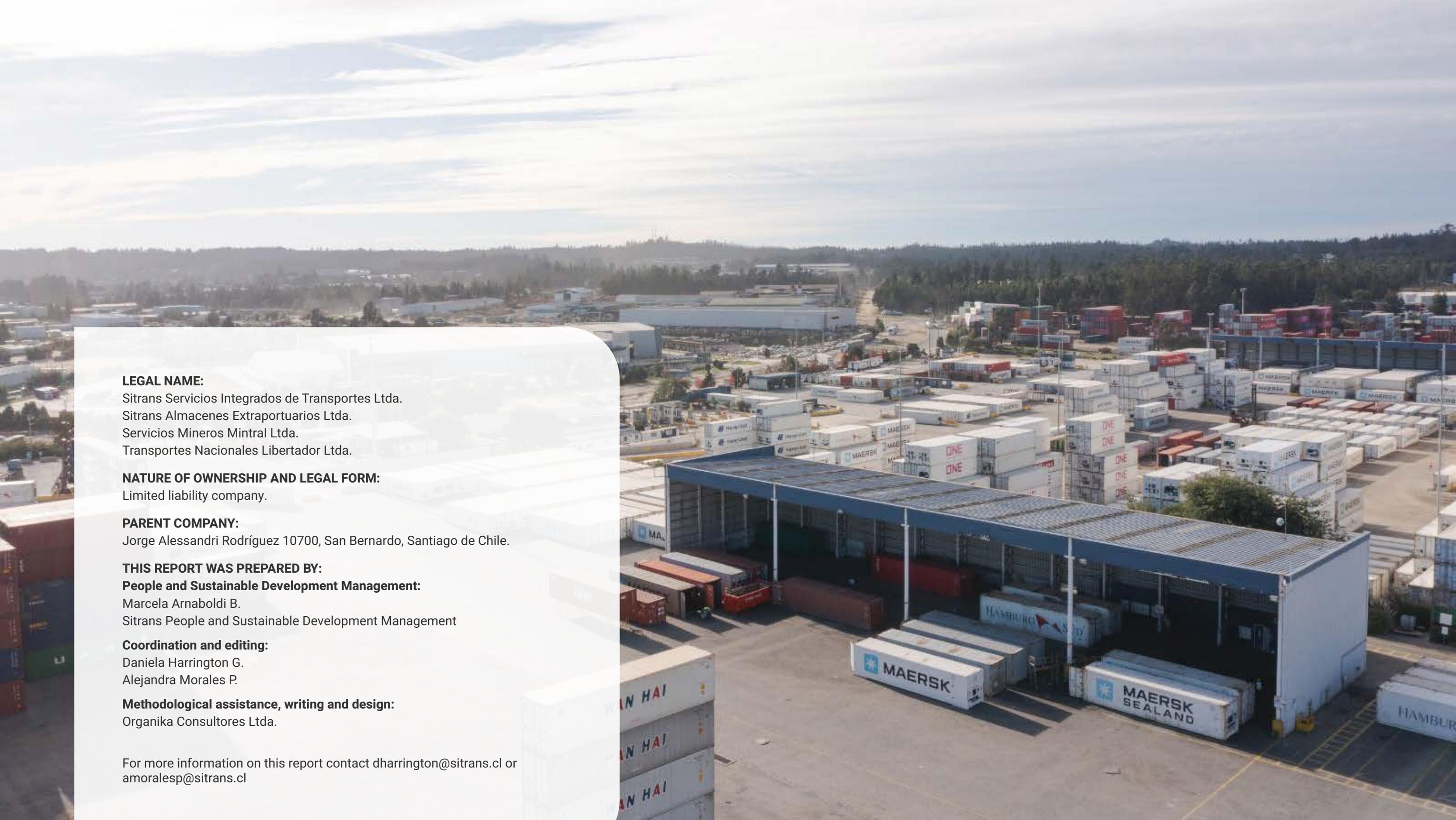
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SASB - Road transport

Topic	Code	Indicator	Page number / Reason for omission / Response
Greenhouse gas emissions	TR-RO-110a.1	Global gross Scope 1 emissions	103 to 105- annex 12 (135)
	TR-RO-110a.2	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and analysis of performance against these targets.	103 to 105- annex 12 (135)
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage of natural gas, (3) percentage of renewables.	Annex 12 (135)
Air Quality	TR-RO-120a.1	Atmospheric emissions of the following pollutants: (1) Nox (excluding N2O). (2) Sox (3) Particulate matter (PM10).	Annex 12 (135)
Driver's working conditions	TR-RO-320a.1	Total Recordable Incident Rate (TRIR). Mortality rate for a) direct employees and b) contract employees	Annex 7 (126) Annex 7 (126)
	TR-RO-540a.1	Number of road accidents and incidents road	Annex 7 (126)
Accident and safety management	TR-RO-540a.2	BASIC percentiles of the safety measurement system for: (1) Reckless driving (2) Hours of Service Compliance (3) Fitness to drive (4) Controlled Substances/Alcohol (5) Vehicle maintenance (6) Compliance with hazardous materials standards.	Annex 7 (126)
	TR-RO-540a.3	(1) Number and (2) total volume of discharges and releases to the environment	26 low impact spill incidents. Less than 10 L per event.
Activity parameters	TR-RO-000.A	Revenue per ton-mile (RTM) ²	In transportation: Sitrans/Six: 78,357,349 RTM (Revenue per tons of miles). Mintral: 2,857,041,617.00 RTM (Revenue per ton miles). ELB: Work is underway to incorporate this indicator into management.
	TR-RO-000.B	Load factor ³	In transportation: Sitrans/Six: 59%. Mintral: 100%. ELB: Work is underway to incorporate this indicator into management.
	TR-RO-000.C	Number of employees, number of truck drivers	Employees: 980 Number of truck drivers: 102



LEGAL NAME:

Sitrans Servicios Integrados de Transportes Ltda.
Sitrans Almacenes Extraportuarios Ltda.
Servicios Mineros Mintral Ltda.
Transportes Nacionales Libertador Ltda.

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