

ESG APPENDIX

2021

I. ECONOMIC DIMENSION

- Director Independence According to S&P Criteria

Directors that comply with at least 4 of the 9 criteria (of which at least 2 of the 3 first criteria) set by S&P	Rafael Marín Jordán, Mariano Fontecilla de Santiago Concha, Janet Awad Pérez
Directors who do not comply with at least 4 of the 9 criteria (of which at least 2 of the 3 first criteria) set by S&P	Alfonso Larraín Santa María, Rafael Guilisasti Gana, Andrés Larraín Santa María, Pablo Guilisasti Gana

See the complete declaration of independence of the Board according to S&P criteria here:

VIÑA CONCHA Y TORO
— FAMILY OF WINERIES —

Independence Criteria	Alfonso Larrain Santa María	Rafael Guilisasti Gana	Rafel Marín Jordán	Mariano Fontecilla de Santiago Concha	Janet Awad Pérez	Andrés Larrain Santa María	Pablo Guilisasti Gana
Condition 1: The director must not have been employed by the company in an executive capacity for the past five years.	1	0	1	1	1	0	1
Condition 2: The director must not accept or have a "family member accept any payment from the company or a parent or subsidiary of the company in excess of USD\$60,000* during the current fiscal year or any of the last three fiscal years."	0	0	1	1	1	0	0
Condition 3: The director must not be a "member of the family of a person who has been employed, or during the past three years was employed, by the company or by a parent or subsidiary of the company as an executive officer".	0	0	1	1	1	0	0
Condition 4: The director must not be (and must not be affiliated with a company that is) an advisor or consultant to the company or a member of the company's senior management.	1	1	1	1	1	1	1
Condition 5: The director must not be affiliated with a significant customer or supplier of the company.	1	1	1	1	1	1	1
Condition 6: The director must not have personal service contract(s) with the company or with a member of the company's senior management.	1	1	1	1	1	1	1
Condition 7: The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.	1	1	1	1	1	1	1
Condition 8: The director must not have been a partner or employee of the company's external auditor during the last three years.	1	1	1	1	1	1	1
Condition 9: The director must not have any other conflict of interest that the board of directors itself determines cannot be considered independent.	1	1	1	1	1	1	1
Complies with, total	7	6	9	9	9	6	7
Complies with first three	1	0	3	3	3	0	1
Independent	NO	NO	YES	YES	YES	NO	NO

***USD\$60,000 payment clarification (Condition 2)**

A director who accepted or who has a Family Member who accepted any payments from the company or any parent or subsidiary of the company in excess of \$60,000 during any period of twelve consecutive months within the three years preceding the determination of independence, other than the following:

- (i) compensation for board or board committee service;
- (ii) payments arising solely from investments in the company's securities;
- (iii) compensation paid to a Family Member who is a nonexecutive employee of the company or a parent or subsidiary of the company;
- (iv) benefits under a tax-qualified retirement plan, or nondiscretionary compensation;
- (v) loans from a financial institution provided that the loans (1) were made in the ordinary course of business, (2) were made on substantially the same terms, including interest rates and collateral, as those prevailing at the time for comparable transactions with the general public, (3) did not involve more than a normal degree of risk or other unfavorable factors, and (4) were not otherwise subject to the specific disclosure requirements of SEC Regulation S-K, Item 404;
- (vi) payments from a financial institution in connection with the deposit of funds or the financial institution acting in an agency capacity, provided such payments were (1) made in the ordinary course of business; (2) made on substantially the same terms as those prevailing at the time for comparable transactions with the general public; and (3) not otherwise subject to the disclosure requirements of SEC Regulation S-K, Item 404; or
- (vii) loans permitted under Section 13(k) of the Act. Provided, however, that in addition to the requirements contained in this paragraph (B), audit committee members are also subject to additional, more stringent requirements under Rule 4350(d).

- **Emerging Risks**

Cybersecurity	Shipping Crisis
<p>Cybersecurity issues could become more relevant for the Concha y Toro Group in the coming years due to the growing dependence on the use of information technology networks and systems for data analysis, processing, and storage, added to the exponential development of new cybercrime techniques.</p>	<p>As demonstrated by the Covid-19 pandemic, global logistics systems may become increasingly vulnerable to economic, health or geopolitical crises. Specifically, the vulnerability of shipping services could increase as the global economy becomes more connected, with demand for transportation of goods rising, as well as port congestion and a decrease in the availability of shipping containers.</p>
<p>If not properly managed, critical information could be lost, privileged information could be leaked and even the continuity of processes crucial to operations could be compromised.</p>	<p>If not managed properly, further shipping emergencies could impact our value chain, with our products delayed in ports or with no possibility of transportation. This could mean that contractual agreements may be impossible to meet, as well as increase transportation expenses and affect our storage system.</p>
<p>The company has increased its efforts to mitigate technological risks through different control measures at the level of processes, infrastructure, and technological tools. It has also updated its methodologies to identify, evaluate and mitigate this type of risk, based on global best practices. Viña Concha y Toro uses external consulting services to evaluate its exposure to risks associated with cyber-attacks. In addition, annual audits of general computer controls have been carried out by the Corporate General Auditing area to generate action plans that allow for continuous improvement in the security of the Company's information systems.</p>	<p>Concha y Toro has already started to adopt actions to mitigate risks of growing shipping crisis. We have created a team in charge of managing possible events on this regard, who may dedicate 100% of their energy in case of an emergency situation. Moreover, the company has defined economic measures as to assure transportation of its products in case of emergencies, such as overcharge payments for container space.</p>

- **Reports to the Ethics Channel**

Type of report received	Number of reports received in 2021	Status of reports	Actions taken in confirmed cases
Labour and sexual harassment	7	All 7 investigations closed	No reports substantiated. Alternative measures of coaching and work climate workshop implemented
Corruption	0	Non-applicable	Non-applicable
Labour (with no sexual or labor harassment)	71	All 71 investigations closed	Alternative measures implemented: work climate workshop
Company property misuse	5	All 5 investigations closed	2 terminations, 3 reports not substantiated

- **Policy Influence Contributions**

Contributions to (CLP):	2018	2019	2020	2021
Lobbying Organizations	0	0	0	0
Political Organizations / Candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	502,407,459	777,064,299	622,000,000	694,443,438
Other	0	0	0	0

- **Contributions and largest expenditures for Policy Influence**

The company collaborates with different associations that are related to its main activity. Some of them are the Chamber of Commerce of Santiago, the California Chamber of Commerce, Wines of Chile A.G., the Wine Institute of California, and the Argentine wineries. These alliances allow the company to promote the competitive potential of the wine industry and create a solid network of collaboration with other organizations for this purpose. No contributions to political entities have been made in 2021.

Our contributions to Wines of Chile contribute to the development of this industry around the world, and foster the creation of synergies and efficiencies amongst wine producers of the country. The total amount contributed during 2021 was Ch\$ 694.143.438.

Our contributions to the National Agricultural Society of Chile allow us to promote and support initiatives that will benefit food production in Chile, as well as supporting public policies that foster competitiveness and entrepreneurship in agriculture. The total amount contributed during 2021 was Ch\$ 300.000.

- **Supply Chain Management Transparency**

Regarding the integration of ESG aspects within our supply chain management strategy, all suppliers providing services or products to Concha y Toro must meet the criteria listed as 'core' in our ethics and sustainability checklist, and new suppliers must also pass the ESG and financial compliance checks conducted by World Check. In 2021, we identified 575 suppliers as critical, which corresponded to a 23% of the total spent in supplier for the year. 138 of these critical suppliers were found to have high sustainability risks.

2021 also marked the company joining the Sedex platform, where we seek to incorporate our suppliers to this network, as to systematize the delivery of information on the environmental and social performance of suppliers, so that we can reduce potential risks that may arise in the supply chain. We aim to include 200 of our suppliers into the Sedex platform by 2025. During 2021, 6 suppliers were already incorporated into the Sedex platform.

- Tax Reporting (in thousand CLP)

Country	Revenues	Profits (Losses) before taxes	Profits (Losses) due to income tax	Reimbursed (paid) taxes during the period	Number of employees
Chile	705,807,557	82,863,662	-14,677,652	-24,303,968	3,848
Argentina	50,091,792	17,270,392	-6,100,258		439
Brasil	54,307,771	8,424,166	-2,849,469	-4,226,058	84
Inglaterra	220,143,339	2,578,094	-521,990		78
Finlandia	7,067,169	110,141	-22,188	-109,535	2
Noruega	12,820,991	1,704,936	-409,185	-209,554	2
Suecia	18,801,310	1,180,147	-244,379	-335,253	8
China	10,484,516	-1,725,264	431,254	-	38
Singapur	5,323,522	349,103	-13,626	-815,374	17
USA	145,474,460	13,137,338	-3,532,499	-156,690	265
México	37,137,292	4,011,654	-1,202,245	-3,447,949	1
Canadá	-	-110,852	13,464	-	-
Francia	1,008,603	40,062	-10,491	-6,352	5

II. ENVIRONMENTAL DIMENSION

- **Environmental Compliance**

Concha y Toro has not identified any substantial noncompliance with environmental laws or regulations in the past four years.

- **Operational Eco-Efficiency**

GHG Emissions

Scope	Unit	FY 2021
Scope 1	tCO2e	35,227
Scope 2 - Location Based	tCO2e	27,188
Scope 2 Market Based	tCO2e	4,568
Scope 3	tCO2e	192,398

Waste Management

	Unit	FY 2021
Total waste recycled/ reused	metric tonnes	79,118
Total waste disposed	metric tonnes	1,784
- Waste disposed by landfill	%	100

Water Consumption

Water Source	Unit	FY 2021
Withdrawal: Total municipal water supplies (or from other water utilities)	Million cubic meters	0.1018
Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters	23,1168
Withdrawal: Fresh groundwater	Million cubic meters	13,9157
Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million cubic meters	0.7408
Total Consumption	million cubic meters	36,3935

Energy Consumption

Type of Energy	Unit	FY 2021
Non-Renewable Energy Consumption	MWh	82,301
Renewable Energy Consumption	MWh	51,417

- **Food Loss & Waste**

Waste Generated	Unit	FY 2021
Pomace and Stems	ton	64,413
Lees	ton	8,131
% Reused in alternative purposes	%	100

- **Biodiversity Assessment**

Type of Assessment	Number of Sites	Hectares
Total operational area used	79	12,313
Total area with biodiversity assessment	9	4,272
Total area in proximity to critical biodiversity	3	2,005
Total area with biodiversity management plan	3	2,005

- **Main Supplies for Packaging**

Material	Unit	Weight Used
Wood/Paper	ton	9,774
Aluminum	ton	551
Total Glass	ton	85,183
Recycled Glass	ton	28.110
Plastic	ton	369

III. SOCIAL DIMENSION

- **Diversity Indicators**

Category	% Women in Concha y Toro 2021
% Women in Company	25.6%
% Women in all management levels	23.8%
% Women in senior management levels	25.5%
% Women in junior management levels	22.2%
% Mujeres in management from revenue-generating areas	22.4%
% Women in STEM	33%

- **Due Diligence Process Human Rights**

During 2021, in our Human Rights due diligence process, an audit was carried out at the Bodega Lontué Genéricos, with 73% score in terms of compliance.

As part of our Human Rights mitigation plans to improve these numbers, material related to corporate ethical standards was delivered to field administrators, in order for them to guide workers on how the company must behave and how they should behave when carrying out their work.

These corporate ethical standards are defined both by international parameters (such as the Global Compact) and by the requirements of relevant stakeholders (such as our clients) and other relevant company documents (such as the Code of Ethics)

The content covered in these corporate ethical standards includes (among other aspects)

- Rejection of discrimination
- Eradication of child labor
- Freedom of association and collective bargaining
- Fair wage
- End to forced labor
- Healthy and safe working and living conditions
- Work in a respectful way with the environment
- Promote probity and transparency.

- **Hiring**

	2019	2020	2021
New Hires	1,053	650	573
% of vacancies filled with internal candidates	63%	74%	34%
Average Hiring Cost (USD)	\$ 2,117.9	\$2,246	\$1898.5

- **2021 New Hires per age**

Age Range	Number of Cases
25 or younger	102
26 to 35	254
36 to 45	143
46 to 55	62
56 to 65	11
65 or older	1
Total	573

- **2021 New Hires per management level**

Management Level	2021
Executive	20
Head of area	8
Professional	165
Administrative-Technician	124
Operative	256
Total	573

- **Employee Support Programs**

Complementing what has been described in our 2021 Report for employee benefits, Concha y Toro has a Nursery Room agreement that covers the cost of tuition and monthly fees for workers who have children up to 2 years of age.

Additionally, the company provides the possibility of accessing a bonus in case the child has medical problems that make it impossible to attend the nursery. On the other hand, the company has an equipped lactation room for employees, at the Headquarters.

	2019	2020	2021
Total turnover rate	17.1%	8.9%	13.3%
Voluntary Turnover rate	6.6%	3.7%	5.4%
% FTEs covered in date	100%	100%	100%

- **Gender Turnover 2021**

Gender	Total Turnover	Voluntary Turnover
Male %	12.6%	4.6%
Female %	15.4%	8.1%

- **Turnover by management levels 2021**

Management Level	Total Turnover	Voluntary Turnover
Executive	6.9%	1%
Head of areas	3%	8.1%

Operators	14.4%	5.2%
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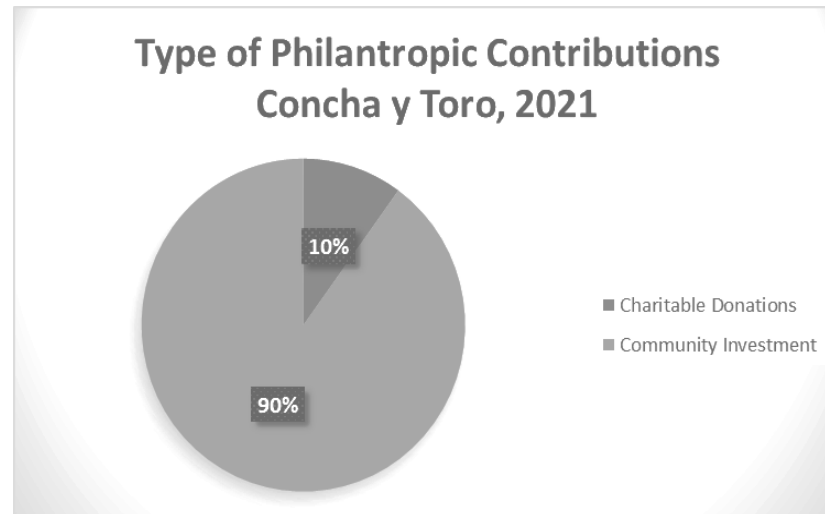
- **Employee Engagement**

During the year 2021, the company carried out a measurement of the engagement of its employees, yielding the following results:

Year	2019	2021	Target 2021
% Engagement	66%	67%	72%
% Coverage	83%	85%	N/A

In 2020 the survey was not applied, doubling with the results of the previous year

- **Philanthropic Contributions**



In terms of inputs, Concha y Toro donated a total \$122.000.000 CLP in cash to the community in 2021. Our administrative expenses amounted to \$32.000.000 CLP

- **OHS Policy**

Concha y Toro has a policy from which a series of guidelines are established, including:

- A safeguard of health and safety for all operations and the value chain
- Compliance with relevant OHS international standards and regulations
- Commitment to continuous improvement, from which action plans with OHS objectives and KPIs are derived.

In addition, the operation of the party committee of workers is regulated, where participation mechanisms are generated in these plans, in accordance with decree 54 of the Ministry of Labor and Social Welfare of Chile.

This policy has been validated and endorsed by executive staff

- **OHS Programs**

In relation to security management system and the risk prevention plan, derived from the OHS policy, the following elements are included

- Identification of risks and hazards in operations
- Protocols to act in emergency situations
- Frequent monitoring of KPIS of accidents and absences, with determined targets
- Procedures to investigate causes of incidents and accidents
- Training and talks to staff
- Applicability for contractor and subcontractor companies to comply with the security plan

- **Lost Time Injury Frequency Employees**

LTIFR	2017	2018	2019	2020	2021
Viña Concha y Toro	20.4	19.8	19.3	17.7	14.2*

LTIFR= (Number of lost-time injuries) / (Total hours worked in accounting period) x 1'000'000

- **Lost time Injury Frequency Contractors.**

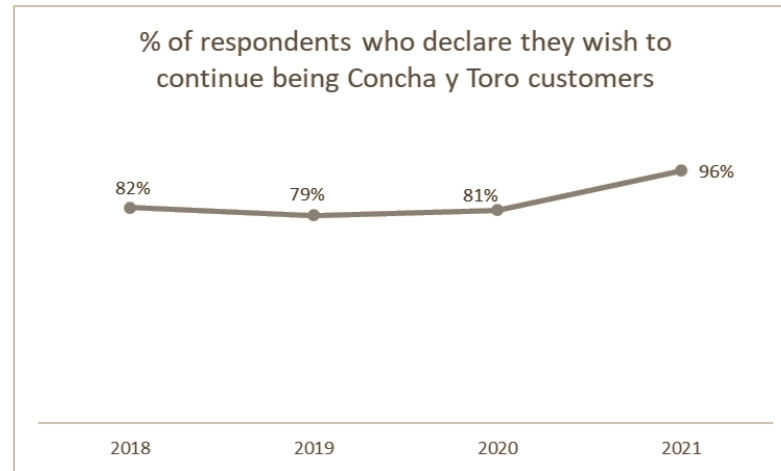
LTIFR	2017	2018	2019	2020	2021
Viña Concha y Toro	10.31	8.72	9.16	8.59	11.12

LTIFR= (Number of lost-time injuries) / (Total hours worked in accounting period) x 1'000'00)

In 2021 no fatalities were registered in our operations for employees and contractors

- **Client Satisfaction**

Concha y Toro has regularly measured the perception of its clients through the IPSOS survey. This includes a question as to whether respondents want to remain customers of the company. The graph below shows the results of that question for the last years



- **Ethical Marketing & Advertising**

Concha y Toro has launched a responsible consumption site, whose objective is to inform about the impact that our alcoholic beverage products have. This considers campaigns to promote moderate consumption, as well as its restriction to minors and the harmful effects it can bring to certain groups.

The company is governed by ethical advertising guidelines, which operate under the principle of fair reporting, avoiding greenwashing, that is, misinformation about the social and environmental impacts of the products and services offered. On the other hand, we are governed by the standards of the self-regulation and advertising ethics council, CONAR, a Chilean organization that seeks to promote best practices. Article 14 of its code considers comparative advertising based on objectivity, avoiding any type of exaggeration regarding the competition.