

MASISA S.A.
ESG Supporting Document DJSI 2023
(FY 2022)

1.2.1 Board Independence:

Masisa complies with requirements for independent directors in accordance with Chilean law (Article 50 Bis of Law N° 18.046.)

Target share of independent directors:

Masisa is governed by the Securities Law and Law No. 18,046 on Corporations (Ley de Sociedades Anónimas or the "Chilean Corporations Act"), which regulates corporate governance. Specifically, the Chilean Corporations Act regulates, among other things, independent director requirements, disclosure obligations to the public and to the CMF, as well as regulations relating to the use of inside information, the independence of external auditors, and procedures for the analysis of transactions with related parties. Given we are regulated by this law, we cannot impose a specific independent director target on our shareholders. However, we work to go above and beyond the requirements of the law. Given our definition of Independent Director (that comply with the Chilean Law N° 18.046 article 50 and 6 criteria of S&P) we have 29% independent directors - this goes beyond the one independent director required by Chilean Law Chilean Law N° 18.046.

Target: Always go beyond the law.

1.2.6 Board Effectiveness:

Board attendance:

Average board meeting attendance: 100%

Minimum of attendance for all members required is 75%

Other board mandates:

Board member (2022)	Type of Director	Other Mandates
Andreas Eggenberg		1
Jorge Carey Tagle		1
Claudio Cabezas Corral		0
Mauricio Saldarriaga Navarro		0
Ignacio Pérez Alarcón	Independent Director	2
Tina Christa Rosenfeld		2
Bernhard Michael Jost	Independent Director	1

1.2.15 CEO Compensation:

The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation: 32

1.3 Materiality:

Materiality issues 2023:

Product Innovation Targets 2023:

Business innovation, new value-added products in the moldings category):

- Sale US\$22,500,000
- Volume: 30,000m³ Innovation Process, internal innovation ideas:
- New ideas: 60 ideas
- Ideas implemented: 10 ideas Innovation process, open innovation:
- Collaborative projects with startups: 5
- Startups evaluated for investment: 3

Product Innovation progress 2022:

Business innovation, new value-added products in the moldings category):

- Sale US\$36,938,128 (target US\$18,000,000)
- Volume: 24,000m³ (target 36,306m³)

Innovation process, internal innovation ideas.

- 108 collaborators participated in the shared ideas teams
- 27 sponsors support the development of the proposals:
- New ideas: 126 ideas

Innovation process, open innovation. 73 applications to MASISA LABORATORY:

- Collaborative projects with startups: 5 (goal 3)
- Startups evaluated for investment: 4 (goal 3)

Client Management annual target:

- Increase B2B and B2C NPS indicators yearly.

Client Management progress 2022:

- NPS indicator for the B2B segment of 65% and for its B2C channels of 54%.

Health and Safety Targets:

- By 2030 we want to be a world-class reference in Occupational Health and Safety throughout the industry.
- Yearly goal of zero fatal accidents.
- Work Accident Frequency Index: 0.5 for the year 2023.
- Severity Index: 10 for the year 2023.
- Zero serious accidents by the year 2023.

Health and Safety progress 2022:

- 1 fatality employee
- Work Accident Frequency Index: 10,51 or the year 2022.

Materiality Impact 1: Air emissions – impact environment and local communities.

MASISA Chile has fixed industrial sources at its facilities, which have high-tech abatement systems installed, including an electrostatic precipitator, bag filters and gas scrubbers. This allows maintaining low emissions of suspended particles, as well as complying with current regulations. Reducing emissions of particulate matter has a direct impact on our environment, as mentioned in the air decontamination plans

for the urban centers where the Masisa plants are located, and on the health of our local communities, as there is numerous evidence that particle pollution exposes people to premature death, lung and heart diseases and nonfatal heart attacks, as well as asthma.

Output Metric

- Air pollution reduction

Impact Valuation

- Improved quality of the air, associated to health impact

Impact Metric

- % decrease in emissions of particulate matter in operations

Materiality Impact 2: Strengthen local capacities, positively impact the well-being of communities, contribute to local employment and entrepreneurship. Strengthen the company's contribution to the local economy.

Masisa has a direct impact on local employment. Given this, in Chile training courses are held in the form of pre-contract and work scholarships for people from the communities where we have operations. The courses allow them to become potential employees of the company due to their acquired expertise. These courses are given under the company's mandate by specialized entities. In Venezuela, we offer jobs for people with low experience or recent graduates, and after these are later trained and given support in their areas of work. The calls for employment opportunities are public and shared with all our communities of influence. In addition, Masisa voluntarily carries out consultations in territories to find out the perception of people on employment and other issues. Training people from local communities has a direct impact on their employment opportunities and well-being and indirectly on local development.

Output Metric:

- Share of local people employed at the operating site level.
- Share of local people in senior management positions at the operating site level

Impact Valuation:

- Enhanced local work experience, skills, and employability.

Impact Metric:

- % increase in skilled local people (potential employees)

1.4.2 Risk Management and Process:

MASISA has a formal and systematic process through which it supports the risk management of its businesses. This process includes among its main components:

- Annual evaluation of key risks carried out by Management and reported to the Board of Directors.
- Independent evaluations carried out by the Internal Audit Management of the internal control structure.
- Certification evaluations (ISO, OHSAS, FSC®, etc.) carried out by external companies.
- Review of financial statements by External and Internal Audit.
- Inspection of risks in operations, carried out by insurance companies.

1.4.3 Emerging Risks:

Name of the risk & Category	Description of risk	Impact	Mitigating actions
<p>Forest fires (environment)</p>	<p>Climate change's generating increasingly favorable conditions for the spread of forest fires, due to the considerable increase in temperatures and prolonged droughts. The presence of highly flammable vegetation, such as sclerophyllous forest & plantations of exotic species, increases vulnerability of the area where Masisa & its suppliers' operations are located. These ecosystems have characteristics that make them susceptible to ignition and make it difficult to extinct once they start to burn. Urbanization in areas close to forests is also a determining factor since it increases human interaction with forest environment & can give rise to fires due to negligence or inappropriate activities. Lack of territorial planning & limited infrastructure for the prevention and fight of fires contribute to aggravate the situation. The delay in the detection and effective response to fires facilitates their spread and makes control difficult, endangering both population and biodiversity.</p>	<p>The impact on the business due to the forest fires may affect Masisa's supply chain, interrupting the availability of raw materials. This can affect production in the various product lines, generating a financial impact. In addition, the forest fires that occur around the Masisa plants can damage the infrastructure of the operations, the access roads, and even the homes of the collaborators. The reconstruction and repair of the infrastructure are additional costs and can cause delays in the operation. Another relevant point is the increase and payment of insurance premiums associated with forest fires. Already during the year 2022 there was a provision for the deductible associated with the expenses incurred for the extinction of fires near the Cabrero plant.</p>	<p>Given the risk of a forest fire, it is essential to have mitigating actions that are efficient to reduce the impact and prevent their uncontrolled spread. For this reason, Masisa has emergency brigades in all its operations, who are trained and certified by the National Fire Academy. In addition, Masisa has an emergency plan, which in the event of a fire on the site, stops the operation in a preventive manner, evacuates all personnel and responds to the emergency with internal resources, air resources and fire personnel from the corresponding district. From a financial point of view, Masisa has with damage coverage due to stoppage or loss of benefits, associated with the occurrence of a fire or other additional risk that may cause a forced stoppage of operations.</p>

Name of the risk & Category	Description of risk	Impact	Mitigating actions
Water scarcity (environment)	<p>Water scarcity has become an emerging risk in the south-central zone of Chile, where Masisa has its operations, due to various interrelated factors. Climate change such as prolonged droughts, rainfall variability and increased temperatures have affected the water balance of the Biobío Region. Agriculture, industry, and a significant percentage of the national population coexist in this region. The growing demand for water resources, together with excessive exploitation of aquifers and rivers, has exacerbated the problem. Deforestation and the expansion of agricultural and forestry activities have also negatively impacted the water retention capacity of the soil and infiltration into aquifers. In addition, urbanization without adequate planning has waterproofed surfaces, reducing the natural recharge of water resources.</p>	<p>The water scarcity in the south-central area of the country generates significant impacts on Masisa and its suppliers. In this line, the lack of water limits the growth of trees and reduces the productivity of forest plantations, resulting in a decrease in the supply of wood, which directly affects the business as a lack of raw material. Competition for water resources, especially in the summer when water availability decreases, increases competition for this resource between different sectors (agriculture, industry, and local population). The overuse of water in times of drought could negatively affect the biodiversity of the area, having repercussions on conservation and environmental sustainability. Finally, the impact of water scarcity can be affected in a reputational way, facing criticism from society and damaging their reputation as actors committed to the environment.</p>	<p>Masisa is committed to increasing water efficiency in each of its operations, to applying a solid and transparent governance of water resources; and to collaborate for a responsible and sustainable management of the environment. Its production plants are mainly supplied by groundwater sources. In order to establish a baseline and efficiently manage water consumption, during 2022, online monitoring systems were installed that measure effective extraction, in order to develop water efficiency goals and projects to be implemented from 2023 onwards.</p>

1.5.3 Corruption & Bribery:

Masisa does not make political and/or charitable contributions as a means of bribery and corruption.

1.6 Policy Influence:

Contributions & other spending (USD)

	FY2019	FY2020	FY2021	FY2022
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g., think tanks)	220,811	217,614	135,951	232,962
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Other (e.g., spending related to ballot measures or referendums)	0	0	0	0
Total contributions and other spending	220,811	217,614	135,951	232,962

Largest contributions and expenditure:

Name of organization	Description	Total amount paid in 2022 (USD)
<p>Chile Global Compact</p> <p>Global Compact Chile, seeks to promote and disseminate the 10 principles of the United Nations Global Compact and mobilize the contribution of the private sector in the Sustainable Development Goals through the commitment to sustainability.</p> <p>At Masisa we have integrated the Principles of the Global Compact and the United Nations Sustainable Development Goals into the Company's Sustainability Strategy, collaborating and contributing to progress in meeting the goals.</p> <p>Being part of the Global Compact has inspired us to be active leaders in Sustainability, working collaboratively</p>	<p>Masisa has signed its commitment to the Principles of the Global Compact since 2002, which are in accordance with the Company's Business Principles.</p> <p>Since 2015, he has actively participated in the Global Compact and in its executive committees in Chile, managing to chair the Global Compact Council in the Biobío Region, Chile, working collaboratively with other Companies, Universities and the Regional Government, to promote the Sustainable Development Goals of the 2030 Agenda.</p> <p>MASISA considers itself a relevant actor in the fight against climate change, it is converting the energy matrix of its industrial operations towards renewable and less carbon-intensive energy. Likewise, an Energy Efficiency program is developed</p>	7,287

Name of organization	Description	Total amount paid in 2022 (USD)
<p>and sharing best business practices. This leadership has allowed Masisa to chair the Global Compact Council in the Bio Bio Region, promoting the Sustainable Development Goals of the 2030 Agenda in companies in the Biobío region.</p>	<p>in operations to reduce energy consumption and CO2 emissions with annual and long-term goals; also highlighting the participation in a circular economy program together with other local and regional actors.</p> <p>Being part of the Global Compact has inspired us to be active leaders in Sustainability, working collaboratively and sharing best business practices with the purpose of mobilizing and activating processes with a positive impact to contribute to the 2030 Agenda.</p>	
<p>WBCSD Chile Business Action</p> <p>Acción Empresas, and encourages and accompanies companies to leave the paradigm of corporate social responsibility to move to sustainability as a business strategy, visualizing how economic development can last, in balance, with social and environmental development.</p> <p>We participate in the Clean Production Agreement (APL) which seeks a transition from a linear economy to a circular one, through the use of metrics that allow the development of concrete actions towards a circular economy. Moving towards a circular economy can open up new possibilities for sustainable business models, ensuring development in harmony with natural and social systems.</p> <p>Sustainable Territories Committee, where the importance of community relations for companies is established, generating new relationships with communities based on developing standards of management and operations with triple impact criteria</p>	<p>Participation in Acción Empresas reinforces the commitment to sustainability, established in the Company's Sustainability Policy, which seeks to positively impact the company's economic results, the environment, and communities.</p> <p>Participation in the APL Clean Production Agreement allows us to deepen our commitment to sustainable and harmonious development with the environment and communities, specifically through measures that implement circular economy strategies.</p> <p>Participation in the Sustainable Territories Committee has made it possible to change the perspective of the relationship with the community, not only to achieve the Social License, but also to establish bonds of trust and instances of citizen participation that are embodied in the Corporate Procedure for Social Management and Community Relations and that seek to contribute to the development of the territories and their communities through the construction of a Shared Value strategy.</p>	<p>37,531</p>

Name of organization	Description	Total amount paid in 2022 (USD)
depending on the territory, where the realization of co-managed projects with their interest groups, which translates into healthy, trusting and long-term relationships.		
<p>It is a Chilean trade association that brings together companies and people related to the forestry and lumber sector. The main topics reviewed at Croma are:</p> <p>Environment: Afforestation and reforestation, as well as the recovery of native forest are actions that contribute to the greater capture of CO₂.</p> <p>Social: Work with neighbors and rural communities in fire prevention activities, sustainable forest management, and training in land and water use.</p>	<p>We are associated with Croma as they promote:</p> <p>Strengthen value chains, with an emphasis on SMEs</p> <p>Work closely with communities</p> <p>Wood Promotion</p>	103,725

1.6.3 Lobbying and Trade Associations - Climate Alignment:

Management system established for lobbying activities and trade association memberships.

We have a policy for Public Officials and Politically Exposed Persons Relationship and Representation Management. This policy sets the criteria for determining which organizations to participate in and their ongoing involvement. Its purpose is to establish a framework for consistent behavior and accountability regarding interactions with the public, political world, and trade associations.

We also have another policy for Related Party Transactions and Conflict of Interest Management, which aims to safeguard the integrity of decision-making processes in cases where individuals with the ability to influence a particular decision also have a private interest in the outcome.

We actively participate in various working groups generated by all the trade associations to which Masisa is a member. We actively engage in sustainability, corporate communications, social responsibility, information technology sustainability, and people management working groups.

Among the trade associations where Masisa holds memberships are: CChC, AOA, AdDI, Corma, Sofofa, Irade, Cidere Bio Bio, Pacto Global, Acción Empresas, WBCSD, FGE, FSC Chile, Icare, and Desarrolla Biobío.

It is worth mentioning that Masisa leads the Biobío Global Pact Council (UN), which aims to coordinate the efforts of industry, academia, and local government to contribute to achieving the Sustainable Development Goals by 2030.

Governance framework for participation in public policies with clear responsibilities up to the executive level

The participation governance framework is established within the policies and through active engagement in organizations that inherently contribute to the creation of public policies, such as Corma, Sofofa, Pacto Global, Acción Empresas, Icare, and Desarrolla Biobío.

Position statement on public policies related to climate change, aligned with the Paris Agreement

Our company's position is aligned with public policies on climate change derived from the Paris Agreement. Proof of this commitment can be observed in our active participation in the United Nations Global Pact Council (leading the working group in influence of our industrial operations) and our participation in the World Business Council for Sustainable Development (WBCSD).

Both entities have publicly declared their alignment and commitment to working towards fulfilling the Paris Agreement.

Review and monitoring process to assess whether public policy and lobbying commitments are aligned with the Paris Agreement

Our Public Officials and Politically Exposed Persons Relationship and Representation Management Policy establish a mechanism for evaluating our continued involvement in various organizations. If these organizations are not aligned with our business strategy, they may undergo an analysis process to consider their continuity in the future.

- For direct lobbying activities: Yes, it is established in the Public Officials and Politically Exposed Persons Relationship and Representation Management Policy.
- For our trade associations: Yes, it is established in the Public Officials and Politically Exposed Persons Relationship and Representation Management Policy.

Clear framework to address discrepancies between the climate policy positions of trade associations and our own climate position.

Our Public Officials and Politically Exposed Persons Relationship and Representation Management Policy establish the mechanism for evaluating the continuity of a trade association if it is not aligned with our position on environmental matters, including climate change.

The program covers all jurisdictions where we have operations.

1.7 Supply Chain Management

We assess our suppliers (actual and new) during the tender period. The assessment considers the following parameters: internal customer satisfaction; commercial & tax management, performance & contractual relations; environmental, health & safety management through its own or certified systems and people management. These are all reviewed via a supplier desk assessment. Critical suppliers must respond to a survey and submit supporting information, when appropriate, in addition to Masisa's internal desk-based information. To create a supplier in the SAP system, we review the reports of commercial and social behavior (Dicom), compliance through the Gesintel system (legal issues monitoring) and availability to invoice the tax authorities. In the bidding processes, all participating suppliers are evaluated for technical, administrative (commercial, compliance and labor obligations) and health, safety and environmental aspects where applicable, in addition to the economic and operational risks inherent to the bidding process. In addition, our health, safety, and environmental department (SMS) does a periodical review to all supplier

companies that work in our installations. These involve on-site spot assessments. For our primary material suppliers, we request accreditation from an external 3rd party, for example: ISOs and raw material certifications.

From the evaluation of suppliers, the results are qualified in 4 categories (A, B, C and D). Those qualified with grade A, correspond to good suppliers who have obtained a minimum final score of 90 (scale 1 to 100) and no item less than 70 points. Those qualified with a B grade are those acceptable suppliers that obtained a minimum score of 80 and that do not have serious problems to correct. Suppliers rated with grade C (high risk) correspond to regular suppliers, with a minimum final score of 65, for which it is recommended to look for alternatives and develop a plan to mitigate gaps. Suppliers with a D rating are those that obtained less than 65 points and are classified as a supplier with deficiencies, and it is recommended not to continue a purchasing relationship with them until they improve or regularize their situation. Suppliers with high risk in sustainability would be suppliers evaluated with a grade of C or D. We do not train our suppliers, but we do provide them with formal feedback on their evaluations.

Supplier identification	2022
Total number of Tier-1 suppliers	1.709
Total number of significant suppliers in Tier-1	74
% of total spend on significant suppliers in Tier-1	29%
Total number of significant suppliers in non-Tier-1	0
Total number of significant suppliers (Tier-1 and non-Tier-1)	74

Supplier Assessment	2022	Target 2022
Total number of suppliers assessed via desk assessments/on-site assessments	74	100%
% of significant suppliers assessed	74	100%
Number of suppliers assessed with substantial actual/potential negative impacts	10	12,5%
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	63	76%
Number of suppliers with substantial actual/potential negative impacts that were terminated	0	0%

Supplier corrective action plan	2022
Total number of suppliers supported in corrective action plan implementation	10
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	12,5%

1.9 Cybersecurity:

Gonzalo Reyes H. is Masisa' Information System Officer. He's a professional with more than 15 years in important companies in the Chilean energy sector, leading multidisciplinary teams and being responsible for the complete operation of systems, including cybersecurity. In addition, the three-year cybersecurity plan is presented to the board of directors. The presentation is made every six months.

The Board member, Tina Christa Rosenfeld, has relevant experience in cybersecurity as she worked as she worked as IT Manager at Beiersdorf South Cone Group. Tina Rosenfeld sits on the Risk and Audit committee, which is also the committee which oversees any cyber security risks.

We test our continuity plan at least semi-annually.


Vulnerability:

External services are hired, so that specialized personnel try to violate our system and thus test it. There is a report from a third party that verifies the system. The test is performed 1 or 2 times a year.

Information security breaches:


	Quantity
Total number of information security breaches	0
Total number of clients, customers and employees affected by the breaches	0

2.1.3 EMS: Certification / Audit / Verification:

Certification/Audit/Verification	Coverage (% of group-wide production sites)																																																																														
<p>EMS is verified through international standards: The management system of MASISA S.A. has been assessed and certified as meeting the requirements of ISO 14001:2015. Certification documents can be found in the following link: https://corporativo.masisa.com/nuestra-empresa/gobernabilidad-y-transparencia/practicas-de-gobernabilidad/, where the company has documented, implemented and accessible policies, certifications and procedures for all its stakeholders.</p>	88																																																																														
<p>Third party certification /audit / verification by specialized companies: MASISA's management system was audited by the company SGS, where the audited standards/norms were: ISO9001:2015; ISO14001:2015; ISO45001:2018.</p>	12																																																																														
 <p>Management System Certification Certificación de Sistema de Gestión Audit Summary Report Informe resumen de auditoría</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Organization: (Organización)</td> <td colspan="5">MASISA S.A.</td> </tr> <tr> <td>Address: (Dirección)</td> <td colspan="5">APOQUINDO N° 3650, PISO 10 LAS, CONDES Calle Uno, N° 575, km 10 camino a Coronel, San Pedro de la Paz Ruta 146 N° 2015, Cabrero</td> </tr> <tr> <td>Standard(s): (Norma(s))</td> <td>ISO 9001:2015; ISO 14001:2015; ISO 45001:2018</td> <td colspan="4">Accreditation Body(s): UKAS, INN, ANAB (Organismos acreditadores)</td> </tr> <tr> <td>Representative: (Representante)</td> <td colspan="5">Tania Besnier (Jefe de medio Ambiental y coordinador SIG)</td> </tr> <tr> <td>Site(s) audited: (Sitios auditados)</td> <td>APOQUINDO N° 3650, PISO 10 LAS, CONDES Ruta 146 N° 2015, Cabrero</td> <td>Date(s) of audit(s): (Fecha(s) de auditoría(s))</td> <td colspan="3">15 al 19 de Mayo del 2023</td> </tr> <tr> <td>EAC Code: (Código EAC)</td> <td>06</td> <td>NACE Code: (Código NACE)</td> <td>20.1, 20.2</td> <td>Technical Area code: (Código de área técnica)</td> <td>6.1 EM8 OH8</td> </tr> <tr> <td>Effective No. of Personnel: (Cantidad efectiva de trabajadores)</td> <td>911</td> <td>No. of Shifts: (Cantidad de turnos)</td> <td colspan="3">Un turno</td> </tr> <tr> <td>Lead auditor: (Auditor líder)</td> <td>Roberto Morante Rizo</td> <td>Additional team member(s): (Miembros adicionales del equipo)</td> <td colspan="3">Marcelo Silva Luis Gonzalez Mariella Parraga Marlene Shick</td> </tr> <tr> <td>Additional Attendees and Roles: (Asistentes y roles adicionales)</td> <td colspan="5">N/A</td> </tr> <tr> <td colspan="6"> <p>This report is confidential, and distribution is limited to the audit team, audit attendees, client representative, the SGS office and may be subject to Accreditation Body, Certification Scheme owners or any other Regulatory Body sampling in line with our online Privacy Statement which can be accessed here Este informe es confidencial y su distribución está limitada al equipo auditor, a los asistentes de la auditoría, al representante del cliente y a la oficina SGS. Puede estar sujeto al organismo acreditador, a los propietarios del sistema de certificación o a todo otro organismo regulador que toma muestras de acuerdo a nuestra Declaración de Privacidad, que se encuentra en este enlace</p> </td> </tr> <tr> <td>Job n°:</td> <td>CL/SCL/2 0103619</td> <td>Report date:</td> <td>25 de Mayo del 2023</td> <td>Visit Type:</td> <td>Cer.</td> </tr> <tr> <td>CONFIDENTIAL</td> <td>Document:</td> <td>GS0304</td> <td>Issue n°:</td> <td>23S</td> <td>Page n°:</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1.1 1 of 44</td> </tr> </table>		Organization: (Organización)	MASISA S.A.					Address: (Dirección)	APOQUINDO N° 3650, PISO 10 LAS, CONDES Calle Uno, N° 575, km 10 camino a Coronel, San Pedro de la Paz Ruta 146 N° 2015, Cabrero					Standard(s): (Norma(s))	ISO 9001:2015; ISO 14001:2015; ISO 45001:2018	Accreditation Body(s): UKAS, INN, ANAB (Organismos acreditadores)				Representative: (Representante)	Tania Besnier (Jefe de medio Ambiental y coordinador SIG)					Site(s) audited: (Sitios auditados)	APOQUINDO N° 3650, PISO 10 LAS, CONDES Ruta 146 N° 2015, Cabrero	Date(s) of audit(s): (Fecha(s) de auditoría(s))	15 al 19 de Mayo del 2023			EAC Code: (Código EAC)	06	NACE Code: (Código NACE)	20.1, 20.2	Technical Area code: (Código de área técnica)	6.1 EM8 OH8	Effective No. of Personnel: (Cantidad efectiva de trabajadores)	911	No. of Shifts: (Cantidad de turnos)	Un turno			Lead auditor: (Auditor líder)	Roberto Morante Rizo	Additional team member(s): (Miembros adicionales del equipo)	Marcelo Silva Luis Gonzalez Mariella Parraga Marlene Shick			Additional Attendees and Roles: (Asistentes y roles adicionales)	N/A					<p>This report is confidential, and distribution is limited to the audit team, audit attendees, client representative, the SGS office and may be subject to Accreditation Body, Certification Scheme owners or any other Regulatory Body sampling in line with our online Privacy Statement which can be accessed here Este informe es confidencial y su distribución está limitada al equipo auditor, a los asistentes de la auditoría, al representante del cliente y a la oficina SGS. Puede estar sujeto al organismo acreditador, a los propietarios del sistema de certificación o a todo otro organismo regulador que toma muestras de acuerdo a nuestra Declaración de Privacidad, que se encuentra en este enlace</p>						Job n°:	CL/SCL/2 0103619	Report date:	25 de Mayo del 2023	Visit Type:	Cer.	CONFIDENTIAL	Document:	GS0304	Issue n°:	23S	Page n°:						1.1 1 of 44
Organization: (Organización)	MASISA S.A.																																																																														
Address: (Dirección)	APOQUINDO N° 3650, PISO 10 LAS, CONDES Calle Uno, N° 575, km 10 camino a Coronel, San Pedro de la Paz Ruta 146 N° 2015, Cabrero																																																																														
Standard(s): (Norma(s))	ISO 9001:2015; ISO 14001:2015; ISO 45001:2018	Accreditation Body(s): UKAS, INN, ANAB (Organismos acreditadores)																																																																													
Representative: (Representante)	Tania Besnier (Jefe de medio Ambiental y coordinador SIG)																																																																														
Site(s) audited: (Sitios auditados)	APOQUINDO N° 3650, PISO 10 LAS, CONDES Ruta 146 N° 2015, Cabrero	Date(s) of audit(s): (Fecha(s) de auditoría(s))	15 al 19 de Mayo del 2023																																																																												
EAC Code: (Código EAC)	06	NACE Code: (Código NACE)	20.1, 20.2	Technical Area code: (Código de área técnica)	6.1 EM8 OH8																																																																										
Effective No. of Personnel: (Cantidad efectiva de trabajadores)	911	No. of Shifts: (Cantidad de turnos)	Un turno																																																																												
Lead auditor: (Auditor líder)	Roberto Morante Rizo	Additional team member(s): (Miembros adicionales del equipo)	Marcelo Silva Luis Gonzalez Mariella Parraga Marlene Shick																																																																												
Additional Attendees and Roles: (Asistentes y roles adicionales)	N/A																																																																														
<p>This report is confidential, and distribution is limited to the audit team, audit attendees, client representative, the SGS office and may be subject to Accreditation Body, Certification Scheme owners or any other Regulatory Body sampling in line with our online Privacy Statement which can be accessed here Este informe es confidencial y su distribución está limitada al equipo auditor, a los asistentes de la auditoría, al representante del cliente y a la oficina SGS. Puede estar sujeto al organismo acreditador, a los propietarios del sistema de certificación o a todo otro organismo regulador que toma muestras de acuerdo a nuestra Declaración de Privacidad, que se encuentra en este enlace</p>																																																																															
Job n°:	CL/SCL/2 0103619	Report date:	25 de Mayo del 2023	Visit Type:	Cer.																																																																										
CONFIDENTIAL	Document:	GS0304	Issue n°:	23S	Page n°:																																																																										
					1.1 1 of 44																																																																										
<p>Internal certification /audit / verification by company's own specialists from headquarters: An internal audit was carried out in consultation with an external lead auditor. It has developed the internal audit of the integrated management</p>	-																																																																														

Certification/Audit/Verification	Coverage (% of group-wide production sites)
system (IMS) of MASISA Chile S.A. in ISO9001:2015, ISO14001:2015 and ISO45001:2018.	

USO INTERNO



Registro – **INFORME DE AUDITORÍA**
Versión n° 00 Fecha 01.02.2023

INFORME DE AUDITORÍA

1 DATOS DE LA AUDITORÍA

Tabla 1: Datos de la Auditoría

DATOS DE LA AUDITORÍA	
Empresa	MASISA S.A.
Responsable	Tania Besnier B.
Auditor Líder	Jaime Céspedes M.
Auditores	Anexo A
Fecha	13-24 de marzo de 2023
Objetivos	Evaluar la implementación del Sistema Integrado de Gestión ISO 9001:2015, ISO 14001:2015, ISO 45001:2018.
Alcance	Todas las instalaciones de MASISA Chile S.A. (Cabrero, Mapal y Santiago)
Normativas de Referencia	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018

2 RESUMEN EJECUTIVO DE LA AUDITORÍA

MAC Consultores ha desarrollado la auditoría interna del SIG de MASISA Chile S.A. en ISO 9001:2015, ISO 14001:2015 e ISO 45001:2018. El auditor Líder, Jaime Céspedes Muñoz, es auditor líder en esta 3 normas. La auditoría se llevó a cabo entre los días lunes 13 y viernes 24 de Marzo de 2023, utilizando 7,5 días de auditor en terreno.


Se verificaron todos los sitios de la organización, a saber, Cabrero, Mapal y Santiago .

La auditoría se llevó a cabo en forma presencial.

Aún no se ha oficializado el sistema documental del SIG, por lo que ningún documento auditado es oficial aún. La carga documental en el software MOSAIKUS está dentro de la carta Gantt de implementación. También las matrices de aspectos ambientales aún no son oficiales, están siendo validadas por las áreas y fueron auditadas.

Se identificaron 6 No Conformidades y 15 Oportunidades de Mejora.

La conclusión de la auditoría es que: el Sistema de Gestión Integrada implementando el control documental, oficializando las matrices de AA y gestionando las no conformidades de esta auditoría se encuentra en condiciones de comenzar el proceso de certificación externa.



Este documento ha sido elaborado por Masisa S.A. y es de su exclusiva propiedad, su distribución a terceros que no pertenecen a la Compañía está prohibida.

Página 1 de 18

2.2.1 Direct Greenhouse Gas Emissions (Scope 1):

Direct GHG (Scope 1)	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Total direct GHG emissions	Metric tonnes CO ₂	15,063	15,877	17,630	16,557.65	17,000

Direct GHG (Scope 1)	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
(Scope 1)	equivalents					
Data coverage (as % of denominator)	Revenues	71	91	78	88	

2.2.2 Indirect Greenhouse Gas Emissions (Scope 2):

Indirect GHG (Scope 2)	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Location-based	Metric tonnes CO ₂ equivalents	92,835	88,278	93,827	66,905.37	90,000
Data coverage (as % of denominator)	Revenues	71	91	78	88	
Market-based	Metric tonnes CO ₂ equivalents	92,835	88,278	93,827	66,905.37	-
Data coverage (as % of denominator)	Revenues	71	91	78	88	

2.2.3 Indirect Greenhouse Gas Emissions (Scope 3):

Indirect GHG (Scope 3)	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Total indirect GHG emissions (Scope 3)	Metric tonnes CO ₂ equivalents	45,511.03	53,385.99	73,210	56,332.71	69,000

Scope 3 Category	Emissions in the reporting year (Metric tons CO ₂ e)	Emissions calculation methodology and exclusions
1. Purchased Goods and Services	272.36	This category corresponds to the use of inputs, which consider the use of paints, adhesives, emulsion, and other chemicals.
2. Capital Goods	-	-
3. Fuel-and-energy-related-activities (not included in Scope 1 and 2)	-	-
4. Upstream transportation and distribution	26,721.67	This category corresponds to transport of raw materials and transport of inputs.
5. Waste generated in operations	228.29	This category corresponds to the transport of waste
6. Business travel	129.56	This category corresponds to business travel (airplanes).
7. Employee commuting	492.75	This category corresponds to

Scope 3 Category	Emissions in the reporting year (Metric tons CO ₂ e)	Emissions calculation methodology and exclusions
		employee commuting.
8. Upstream leased assets	-	-
9. Downstream transportation and distribution	25,332.87	This category corresponds to transport of products.
10. Processing of sold products	-	-
11. Use of sold products	-	-
12. End of life treatment of sold products	3,155.21	This category corresponds to waste disposal.
13. Downstream leased assets	-	-
14. Franchises	-	-
15. Investments	-	-
Other upstream	-	-
Other downstream	-	-

For every scope 3 category, GHG emissions were obtained by multiplying activity data by documented emission factors, according to GHG Protocol guidelines. Includes CO₂, CH₄, N₂O, SF₆, NF₃, HFC and PFC emissions.

Global warming potentials from the IPCC's Sixth Assessment Report (AR6) are used for direct emissions; and factors published directly by DEFRA/Ministry of Energy for indirect emissions.

2.2.4 NO_x Emissions:

Direct NO _x emissions	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Direct NO _x emissions	Metric tonnes	2.43	2.8	2.55	2.65	3.96
Data coverage (as % of denominator)	Revenue	71	91	78	88	

2.3.1 Energy Consumption:

Total energy consumption	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Total non-renewable energy consumption	MWh	240,578.76	235,775.23	249,596.34	230,727.80	240,000
Total renewable energy consumption	MWh	586,664.2	610,124.8	690,021.9	691,961.3	
Data coverage (as % of denominator)	Revenue	71	91	78	88	

2.4.1 Waste Disposal:

Waste disposal	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Total waste recycled/reused	Metric tonnes	496.4	513.3	522.4	744.6	
Total waste disposed	Metric tonnes	11,295.1	8,244.1	8,882.5	9,367.1	9,000
- Waste landfilled	Metric tonnes	1,825.1	2,636.1	3,076.5	2,519.8	
- Waste incinerated with energy recovery	Metric tonnes	0	0	0	0	
- Waste incinerated without energy recovery	Metric tonnes	0	0	0	0	
- Waste otherwise disposed: Slag	Metric tonnes	9,470.0	5,608.0	5,806.0	6,847.3	
- Waste with unknown disposal method	Metric tonnes	0	0	0	0	
Data coverage (as % of denominator)	Revenue	71	91	78	88	

2.4.2 Chemical Oxygen Demand:

Direct Chemical Oxygen Demand	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
Direct Chemical Oxygen Demand	Metric tonnes	330.8	328.6	442	311.5	750
Data coverage (as % of denominator)	Revenue	71	91	78	88	

2.5.1 Water Use:

Water consumption	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
a) Withdrawal: Total municipal water supplies (or from other water utilities)	Million cubic meters	0.0467	0.0551	0.074	0.065	
b) Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters	0	0	0	0	
c) Withdrawal: Fresh groundwater	Million cubic meters	0.442	0.444	0.543	0.613	
d) Discharge: Water returned to the source of extraction at similar or higher quality as raw	Million cubic meters	0.0415	0.045	0.07	0.09	

Water consumption	Unit	FY2019	FY2020	FY2021	FY2022	FY2022 target
water extracted (only applies to B and C)						
E. Total net freshwater consumption (A+B+C-D)	Million cubic meters	0.4472	0.4541	0.547	0.588	0.6
Data coverage (as % of denominator)	Revenues	71	91	78	88	

2.6.3 Climate-Related Management Incentives:

Who is entitled to benefit from this incentive?	Type of incentive	Incentivized KPIs	KPI description
Employees: All employees can receive recognition. Specifically, there is the category in SMS (HES): health, environment, and safety.	Monetary	Other	We have a recognition category in HES: health, environment & safety. Recognition of collaborators who promote safe work, care for the environment & care for others. They will be selected through a combination of criteria, behaviors & assessments between the talent manager, the Security team & the Recognition Committee. Criteria: Interdependence in HES: carry out approaches related to HES with other collaborators. Leadership: influence the positive behavior of the team. Commitment: Incorporates in daily work the value of commitment to himself, his peers & the organization. Gets things done safely & efficiently. Autonomy: Faces different situations & comes out of them gracefully, without having to constantly consult or depend on others. Accident rate: quantifies CTP & STP accidents, plus medical licenses for the 2015-2020 period. Focus on results: Contributes with the fulfillment of the HES objectives of its area. Rise management: compliance in the segregation of solid waste in its area.

2.6.10 Low Carbon Products:

	Level of aggregation	% of total revenues from climate change product(s) in FY2022	Estimated total avoided emissions per year
<p>Low carbon product: Masisa has a range of products that contain a percentage of recycled material in their composition. One way to verify this information is through SCS Global Services certification, which certifies the percentage of recycled material used in the manufacturing process. This certification promotes a circular economy, reduces the carbon footprint of the product, minimizes the extraction of new raw materials, and prevents the amount of waste sent to landfills. The materials used include Metro Ruma, Green Wood Chips, Dry Wood Chips, Sawdust, Pinchips, Fuel, Green Wood Chips with Bark, Other Species Green Wood Chips, Wet Shavings - Recovered, Wet Wood Chips with Bark - Recovered, Recovered Sawdust, and Recovered Pinchips.</p>	Group of products	87%	8,464.3 ton CO ₂ e
<p>Avoided emissions for third-parties: Masisa has power plants operating with biomass to heat the thermal oil used in the presses. All products are involved.</p>	Company-wide	100%	128,861 ton CO ₂ e

2.7.4 Biodiversity Exposure & Assessment:

	Number of sites	Area (ha)
a) Overall	47	72,389
b) Assessment	10	18,845,5
c) Exposure	2	856
d) Management plans	2	856

2.8 Product Stewardship:

List of chemicals prohibited at Masisa:

This is a list of chemicals prohibited within Masisa due to their status as persistent organic pollutants, which possess toxic properties and are subject to testing. The prohibited chemicals are as follows:

1. Aldrin

2. Chlordane
3. Dichlorodiphenyltrichloroethane (DDT)
4. Dieldrin
5. Endrin
6. Heptachlor
7. Hexachlorobenzene (HCB)
8. Mirex
9. Toxaphene
10. Lindane (2009)
11. Alpha-hexachlorocyclohexane
12. Beta-hexachlorocyclohexane
13. Chlordan
14. Endosulfan
15. Polychlorinated biphenyls (PCB)
16. Hexabromobiphenyl
17. Hexabromobiphenyl ether (heptabromodiphenyl ether, ether)
18. Tetrabromobiphenyl ether or pentabromobiphenyl ether
19. Perfluorooctanesulfonic acid PFOS
20. Pentachlorobenzene
21. Polychlorinated dibenzodioxins (PCDD)
22. Polychlorinated dibenzofurans (PCDF).

3.1.2 Workforce Breakdown: Gender

The information below covers 100% of Masisa' employees.

Indicator	% 2021
Share of women in total workforce (as % of total workforce)	17.7%
Share of women in all management positions, including junior, middle, and top management (as % of total management positions)	36.9%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	13.5%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	22.2%
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (e.g., excluding support functions such as HR, IT, Legal, etc.)	4.3%
Share of women in STEM-related positions (as % of total STEM positions)	15.8%

3.1.3 Workforce Breakdown: Race/Ethnicity & Nationality

The information below covers 100% of Masisa's employees.

Nationality	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle, and senior management (as % of total management workforce)
Chilean	58.9%	98.41%
Venezuelan	29.6%	0%
Peruvian	9.6%	0%
Others	0.98	1.59%

3.1.4 Gender Pay Indicators:

The information below covers 100% of Masisa's employees.

Employee level	Ratio (Average salary women/ Average salary men)
Executive level (base salary only)	1.17%
Executive level (base salary + other cash incentives)	1,16%
Management level (base salary only)	1,03%
Management level (base salary + other cash incentives)	1,03%
Non-management level (base salary only)	1,16%

3.2.2 Human Rights Due Diligence Procedure:

In line with Masisa's Human Rights Policy, in 2022, we initiated the implementation of our plan for enhancing human rights due diligence. This process involved the following steps:

1. **Training Process:** In order to train all critical positions of the organization in Human Rights, we conducted training to present the subject and the organization's approach, in line with our public commitment. This was carried out with the support of a Global Compact specialist.
2. **Screening of main risks:** The Internal Audit Management, together with the SMS and Community Relationship Management, conducted an exhaustive documentary analysis, where the 32 human rights were reviewed and based on the diagnosis, determined the evaluation of the 15 most relevant risks where potentially the organization, its suppliers, contractors, communities, authorities could generate impacts in each country where it maintains operations.

The potential impacts on human rights issues observed were as follows:

- i. **Forced Labor:** Affecting the health, dignified life, and safety of employees due to long working hours or forced labor.
- ii. **Human Trafficking:** Health, dignified life, and safety of natural persons affected by human trafficking practices.
- iii. **Child Labor:** Affectation of minors by child labor.
- iv. **Freedom of Association:** Affecting employees' freedom of association and right to collective bargaining.
- v. **Right to Collective Expression:** Physical or psychological affectation of natural persons and/or collaborators in demonstrations against our company.
- vi. **Discrimination and Fair Remuneration:** Discrimination in employment or unequal pay and working conditions.
- vii. **Health and Safety:** Affecting the health and safety of employees and their families due to inadequate working conditions.
- viii. **Data Protection:** Exposure of the private lives of different stakeholders through disclosure of sensitive information.
- ix. **Others:** Labor or sexual harassment of employees; Violation of degrading working conditions; Affecting the health and safety of employees and their families due to inadequate confiscations during health crises; Bribery practices to achieve the company's objective; Financing of terrorist activities to achieve the company's objective; Indiscriminate use of water in operational or consumption activities; Damage to the environment and to a dignified life due to geographic intervention to obtain raw materials, project execution or environmental non-compliance.

The following prioritized groups were covered when reviewing and assessing potential impacts:

- i. Workers
- ii. Women
- iii. Children

- iv. Indigenous people
- v. Migrant workers
- vi. Contractors
- vii. Local communities
- viii. Customers
- ix. Suppliers

3. **Survey:** Based on the initial survey, a survey was carried out to determine the prioritization of critical positions for the organization with respect to the level of impact that the company could have on human rights, and all those who attended the initial training were invited to participate in this survey, which reached 86 first- and second-line executives.
4. **Human Rights Impact Matrix:** The outcomes of the process allowed us to prioritize potential impacts on Human Rights and, following the exposure categories presented by the Global Compact, we were able to identify those risks where the organization could be a cause, contributor, or have a link through its business activities.

We are currently developing a plan to mitigate and prevent violations, and we already have mechanisms in place to file complaints. This matrix will operate with the same guidelines as the generation of our operational risk matrix, which is evaluated annually. Likewise, it will be monitored within the internal audit review plan and when necessary, and required by the Board of Directors, it will be submitted for review by external agencies.

3.2.4 Human Rights Mitigation and Remediation

- About Masisa’s implemented processes to mitigate human rights risks and the number of sites with mitigation plans:

Masisa has implemented guidelines in its corporate policies and procedures, including its human rights policy, Diversity, Inclusion, and Gender Equity Policy, and primarily in its Framework of Action and Business Principles. These are all disseminated and internally trained and are also publicly disclosed on our website as practices of the company's governance.

We have compliance platforms to assess whether any supplier, client or even collaborator has negative records regarding restrictive lists that mention human rights issues in the countries where we operate. This is being reinforced in some processes with compliance statements, which are treated as essential information for our relationships.

Through these mechanisms, we identify potential human rights violations, and if any are identified, we take action in line with our publicly available policies and protocols, [which can be found on our website](#).

- The type of remediation actions taken:

During 2022, no human rights violations were identified, so there were no remediation actions required.

3.3.1 Training and Development Inputs:

The information below covers 100% of Masisa’s employees.

	FY 2022
Average hours per FTE of training and development	7.8 hours
Average amount spent per FTE on training and development	94.8 USD

Data breakdown:

Business Unit	Av. Hours of training	
	Male	Female
Masisa Chile	12.53	19.5
Masisa Colombia	5.63	12.42
Masisa Ecuador	0.8	13.8
Masisa México	14.3	8.3
Masisa Perú	6.3	13.3
Masisa Placa Centros	0	19
Masisa Venezuela	14.6	15.2
Total	12.6	17.2


Age range	Av. Hours of training
20 - 30	13
31 - 40	15
41 - 50	15
51 - 60	10
61 - 70	9
Total	14

3.3.2 Employee Development Programs:

Program 1	
Name and description	<ul style="list-style-type: none"> School of Leaders: This program seeks to develop and strengthen leadership at Masisa through training in the leadership pipeline model. In the beginning, a 360° evaluation of the participants was made to measure how the leadership is at that moment, and another evaluation is made after three months that the program ends to see if the participants improved in the different aspects of leadership. It was 24 hours, divided into 6 sessions. They did 3 days in a row, a break for three weeks, and then three more classes. The classes were practical, there was little theory. Mainly the class was built together with the challenges that the participants presented (experience of the leaders). With this information, goals were set, they were provided with feedback, etc. We developed this initiative with the LPI Institute, a recognized international institution for training leaders.
Description of program objective/business benefits	The objective of this program is for participants to understand how to add value to the organization as "leaders of others" and "leaders of leaders", understanding how to free up time for their critical management tasks. Develop coaching and management styles to define objectives, delegate responsibilities, and monitor and evaluate the performance of others. A positive impact on the results and

	management efficiency of each leader was expected.
Quantitative impact of business benefits (monetary or non-monetary)	<ol style="list-style-type: none"> 1. Results in the Impact Measurement of Leadership through the 360° tool called MI/LI in the upcoming assessment (2024). <ul style="list-style-type: none"> • MI (Management Impact: 1st line of reporting, roles with responsibilities for defining strategies). • LI (Leadership Impact: 2nd line participants, those who execute the defined strategies). 2. More constructive leadership, positive relationship with business outcomes. Impact on the Company's Cultural results by 2023. 3. Improved work climate. 5. 4. In 2022, 108 people in leadership positions participated, a significant progress for this organizational initiative. 5. This program was launched in 2020, and to date, 10 groups/versions have been executed, with a total of 190 people in leadership positions participating, out of which 174 are active as of December 2022.
% of FTEs participating in the program	1.2%

<p>▪ Program 2</p>	
Name and description	<p>▪ Safe Align Program</p> <p>The Safe Align program offers two workshops for Leaders: 1. Fundamentals and 2. Safety Contacts.</p> <ol style="list-style-type: none"> 1. Fundamentals Workshop: <ul style="list-style-type: none"> • Learn how your behaviors influence the level of exposure. • Define your personal impact as a leader on the organizational culture. 2. Safety Contacts Workshop: <ul style="list-style-type: none"> • Develop the ability to recognize examples of safe and risky behaviors. • Master the art of providing effective and specific feedback. • Engage workers in meaningful conversations about safety and exposure in the workplace.
Description of program objective/business benefits	<p>▪ The objective of this program is to strengthen the skills of the organization's leaders in safety-related matters, a crucial dimension in Masisa's operations, particularly in industrial and operational units. The program, designed in collaboration with the Chilean Security Association (ACHS) aims to help leaders develop the following:</p> <ol style="list-style-type: none"> 1. A deep understanding of safety protocols and best practices. 2. Enhanced ability to identify and address potential safety hazards in the workplace.

	<ol style="list-style-type: none"> 3. Effective communication and engagement with teams on safety matters. 4. Proactive leadership in promoting a culture of safety and risk prevention. 5. Proficiency in providing constructive feedback and coaching to improve safety performance. <p>By empowering our leaders with these essential skills, we aim to create a safer and more secure work environment for all employees while fostering a culture of safety throughout the organization.</p>
<p>Quantitative impact of business benefits (monetary or non-monetary)</p>	<p>The quantitative impact of business benefits of this program was:</p> <ul style="list-style-type: none"> - Impact on safety indicators. - Increase in safety observations during walk-throughs. - Improvement in the quality of safety-related feedback. - Growth in the safety culture within the organization. <p>By achieving these outcomes, the program contributes to a safer work environment, reduces the risk of incidents, and fosters a culture where safety is prioritized at all levels of the organization. This, in turn, enhances overall productivity, employee morale, and the reputation of the company as a responsible and safety-conscious organization.</p>
<p>% of FTEs participating in the program</p>	<p>0.2%</p>
<p>Evidence:</p>	<ul style="list-style-type: none"> ▪ Example of a participant certificate: <div data-bbox="639 1041 1305 1493" style="border: 2px solid black; padding: 10px; text-align: center;">  <p>Programa de FORMACIÓN PERMANENTE MASISA</p> <p>CERTIFICADO DE PARTICIPACIÓN</p> <p><i>MASISA otorga el presente certificado a:</i></p> <p>Alejandro Javier Aguilar</p> <p><i>Por su participación en el curso</i></p> <p>Taller SafeAlign Contactos de Seguridad</p> <p>Completado el 10/28/2022</p> <p>MAXIMIZA MASISA. <i>Tu mundo, tu estilo</i></p> </div>

3.4.1 Hiring:

	FY2022
Total number of new employee hires	359
Percentage of open positions filled by internal candidates (internal hires)	15.7%

Data breakdown:

Age range	New hires 2022
<30 years	118
30-50 years	220
>50 years	21

Gender	New hires 2022
Women	74
Men	285

3.4.2 Type of Performance Appraisal:

Masisa conducts annual performance evaluations for its employees. Depending on the position, evaluations are carried out through 360-degree feedback as well as objective-based assessments.

3.4.4 Employee Support Programs:

- Sport & health initiatives:

Weekly, MASISA organizes sports events for its employees.

- Working-from-home arrangements:

Certain days of the week working from home is authorized (Tuesday and Friday) for staff who are not subject to clocking system. For the plant administrative group and employees with clocking system, working from home is used every other week.

- Childcare facilities or contributions

Masisa offers childcare contributions as a direct bonus to the worker in case of having medical authorization.

- Breast-feeding/lactation facilities or benefits

At our operations and headquarters, we are committed to supporting the well-being of our employees, including working mothers. As part of this commitment, we provide lactation facilities to ensure a comfortable and private space for nursing mothers. These facilities are equipped with all the necessary amenities to support breastfeeding mothers during their workday. We understand the importance of accommodating the needs of new mothers and promoting a family-friendly work environment. By offering lactation facilities, we aim to foster a supportive and inclusive workplace for all our employees.



3.4.5 Employee Turnover Rate:

The information below covers 100% of Masisa's employees.

Turnover Rate	FY2022
Total employee turnover rate	17.2
Voluntary employee turnover rate	4.8

Data Breakdown:

Age range	Total turnover 2022
<30 years	16%
30-50 years	56%
>50 years	28%

Gender	Total turnover 2022
Women	12.77%
Men	87.23%

3.5.2 OHS Programs:

Masisa has an Occupational Safety and Health Management System (OSHMS), which is integrated transversally throughout the company's operation and value chain. The system is guided by the Integrated

Management System Manual for Safety, Occupational Health, Environment, and Quality ("IMS"), which was updated in June 2023. In this document, Masisa describes its integrated management system and provides references to comply with the requirements of ISO 45001:2018, ISO 14001:2015, and ISO 9001:2015. The scope of the system applies to the "Production and commercialization of Sawn Timber, MDF Moldings, and solutions for furniture and interior spaces, including particle boards, fiberboards (MDF), veneered and grooved boards, painted boards, and melamine boards," processes carried out at MASISA facilities located in the Cabrero Industrial Complex, Mapal Plant, and corporate offices in Santiago, from the wood collection to delivery at national sales points and export ports.

This procedure was approved by the Corporate General Manager, Alejandro Carrillo, and establishes the responsibilities of different areas, committees, and positions to ensure compliance with the management system, both internally and externally (e.g., contractors, national and international accreditation bodies). It includes consultation and participation of workers in occupational health and safety matters, such as hazard identification, incident investigation, and behavioral observations, safety sessions, operational verifiers, and coaching sessions, all as part of the "SafeAlign" program aimed at helping the organization develop critical safety leadership skills at all levels, translating safety visions into safety actions, setting goals for exposure reduction and sustainable safety performance, and monitoring progress.

Based on the permanent commitment to protect the life, physical integrity, and health of our employees, Masisa S.A. has decided to establish the 5 Key Rules That Save Your Life. They recognize the value of safety as a corporate priority, sensitizing and engaging all employees with proper safety behavior.

In this sense, Masisa S.A. reinforces the idea and continually takes actions to achieve a safe operation.

These rules were defined after an analysis of the history of high potential events in operations, where these five factors were determined as the main causes and gave rise to the 5 Key Rules That Save Your Life:

- Rule #1 "Risk of explosion, explosive atmosphere zone," maintain basic cleanliness conditions and dust accumulation.
- Rule #2 "Apply lockout and tagging," for any intervention and assembly.
- Rule #3 "Work with a job risk analysis and a validated permit," when performing a high-risk task.
- Rule #4 "Confined spaces," obtain authorization before entering confined spaces.
- Rule #5 "Moving mobile equipment," stay away from moving equipment. Risk of being run over.

As part of preventive occupational health management, we have the Preventive Medicine, Quality of Life, and Well-being program for employees, their families, and the community, which aims to achieve the well-being of individuals, favoring the control of non-occupational diseases, especially cardiovascular diseases, reducing their incidence, considering that they are the main cause of death in Chile.

Through the preventive medicine, quality of life, and well-being program, awareness campaigns have been conducted on nutrition, physical activity, immunizations, blood pressure measurements, weight control, individual and collective training on-site with the goal of integrating and promoting participation in our program.

We have installed a nutritional clinic in the facilities of our sports complex, which is attended by a health professional who provides dietary habits, promotes a healthy lifestyle, and provides specific nutritional

guidelines for each patient according to a diagnosis, which is monitored monthly. The professional also attends directly and indirectly to employees, conducting weekly consultations in the operational areas of Masisa.

In December 2022, we inaugurated two modern exercise rooms located in the Cabrero sports complex and in the Mapal Plant facilities, which are available for use by all employees and their families (in Cabrero). These rooms are accompanied by a physical education teacher who creates physical training routines according to the individual needs of each attendee, with monthly check-ins. Physical education teachers also visit the operational areas twice a month to generate exercise routines aimed at preventing musculoskeletal injuries in workstations, which are replicated daily by employees during their shifts.

As part of the comprehensive occupational health management, auditory, respiratory, physical, and mental health is monitored in accordance with the established system's corporate requirements.

- i. OHS risk and hazard assessments to identify what could cause harm in the workplace.

Masisa has a Hazard and Risk Assessment Procedure, which was updated in 2023. The objective of this procedure is to describe the methodology used to identify, evaluate, record, and review hazards and health and safety risks related to the activities, products, or services that Masisa S.A. can control and influence within the scope of the Occupational Health and Safety (OHS) Management System.

The scope of this procedure covers all activities, products, or services performed by Masisa S.A. units under routine (R), non-routine (NR), and emergency (E) operating conditions, including minor modifications or expansions. When new projects or expansions are executed, hazard and risk identification is conducted according to the methodology defined in the document. Additionally, this procedure is also applicable to all Permanent Contractor Companies of Masisa S.A. as defined by Law 20.123.

Masisa assesses risks and threats in its workplace through risk assessment, analysis, and management. Areas, processes, and activities are identified, considering both direct and indirect hazards. Situations of emergency, normal and abnormal conditions, human behavior, external factors, infrastructure, equipment, and materials are considered. Hazards are classified into categories such as mechanical, physical, chemical, biological, behavioral, ergonomic, capacity, and SSO accidents. Detailed characterization of hazards is conducted, and resulting risks are identified. The personnel involved in the activities and the applicable legal regulations are considered. Finally, the primary risk is evaluated based on the frequency of occurrence, severity, and occupational hygiene, the severity of the incident, the existing operational control systems, and the number of affected individuals. All this information allows for determining whether the assessed risk is considered as non-significant, significant, or unacceptable risk. The final risk is considered intolerable when an unacceptable primary risk is identified without current control measures or when it has been demonstrated that existing control measures are ineffective or insufficient.

The process of identifying and evaluating risks at Masisa involves gathering input from trained employees and responsible individuals using a standardized methodology. This information is then documented in specific forms, such as the Hazard and Risk Identification and Assessment Matrix. These matrices provide a structured framework for specifying the activities, hazards, and associated risks within the organization's processes. They also describe event patterns and detail existing or necessary controls to effectively manage and mitigate these risks.

Furthermore, they have a specific procedure for Event Communication and Management, which aims to define the flow for communication and management of events to disseminate them quickly and effectively, ensuring immediate response and prevention of similar incidents in any of Masisa's operations.

ii. Prioritization and integration of action plans with quantified targets to address those risks.

After the Risk Assessment and Risk Assessment Matrix, a hierarchical approach is adopted to establish action plans aimed at controlling the risks based on their magnitudes. This process is systematically monitored through country-specific reporting dashboards and the Mosaikus management platform, allowing for quantifiable evaluation of implementation effectiveness. Significant and unacceptable risks identified through the Hazard and Risk Identification and Assessment Procedure serve as the basis for defining objectives and targets, as well as measures and monitoring within the Safety and Health Management System (SMS).

iii. Integration of actions to prepare for and respond to emergency situations.

The company has established specific procedures to prevent, respond to, and mitigate risks associated with identified emergency situations. Emergencies are identified and managed in accordance with the current Emergency Plans at MASISA, which include practical exercises involving direct and indirect employees and communities neighboring our facilities. Additionally, hazards, risks, environmental aspects, and impacts are evaluated according to the procedures established in the Hazard and Risk Management Procedure and the Environmental Aspect and Impact Identification Procedure, respectively.

As a strategy to respond to a crisis situation (business continuity), a Plant Protection program procedure is incorporated, which establishes the formation of the Corporate Crisis Committee and Plant Crisis Committee. Their mission is to achieve two fundamental objectives: first, to be prepared with training and material resources to properly handle an emergency, and second, to make well-informed decisions. This procedure includes five key protocols for adequate management during crisis situations:

- Serious or fatal accident.
- Lockout.
- Fire.
- Evacuation.
- Communications.

iv. Evaluation of progress in reducing/preventing health issues/risks against targets.

There is a corporate SMS (Safety Management System) management committee that meets monthly to review the progress towards occupational health and safety objectives by country. In this committee, the following aspects are analyzed: events with high potential and recordable accidents, panel of preventive and reactive indicators, monitoring of preventive tools (SafeAlign), occupational health management, and relevant activities associated with each business unit. It is important to mention that incidents are prioritized according to a safety pyramid model, which operates at the corporate level, highlighting the most serious cases.

v. Internal inspections.

To verify the proper implementation, effectiveness, and compliance with the requirements established in the Standards included in the Integrated Management System, as well as the planned provisions by

MASISA Chile, the company conducts Internal Audits at its administrative and operational facilities. These audits are coordinated by the System Management Administrator.

The activities involved in the planning, execution, record keeping, and qualification of Internal Auditors for the Integrated Management System are described in the Internal Audits Procedure, CL_5278. This procedure outlines the necessary steps and guidelines for conducting internal audits, ensuring that the company's processes and practices align with the established standards and requirements.

By conducting regular internal audits, MASISA aims to assess the effectiveness of its management system, identify areas for improvement, and ensure compliance with applicable standards and regulations.

In MASISA's Integrated Management Manual, responsibilities for internal audits are defined and involve an internal auditing team, the integrated management system coordinator, department heads as facilitators, and even the SMS manager in the planning of these processes. MASISA has a Corporate Risk and Audit Management Policy aimed at standardizing key activities to ensure proper development of the Internal Audit function within the organization. This policy independently evaluates the risk management carried out by the business, process, or country. The Corporate Procedure for Risk Evaluation and Internal Audit Methodology establishes the methodology used by MASISA S.A. to assess strategic and operational risks that affect its scope of operations, as well as the weighting of controls for their mitigation. Additionally, the monthly monitoring and compliance with legal requirements are managed through a legal committee, where the applicability of each regulatory body is verified using the Mosaikus platform.

vi. Independent external verification of health, safety, and well-being.

Masisa's occupational health and safety management system undergoes external verification in accordance with ISO 45001 standards. In addition, MASISA obtains certification for its frequency rates, absenteeism rates, and reporting of serious or fatal accidents from the Chilean Security Association (ACHS), a private non-profit mutual society responsible for administering social insurance against work accidents and occupational diseases as mandated by Chilean Law No. 16,744.

vii. Procedures to investigate work-related injuries, ill health, diseases, and incidents.

The company has implemented a dedicated procedure for Event Communication and Management, aimed at establishing a streamlined process for effectively communicating and managing events. This procedure ensures prompt and efficient dissemination of event information, enabling immediate response and the prevention of similar incidents across all Masisa's operations.

It is crucial that all events are managed in a systematic and thorough manner, with the level of management corresponding to the potential harm they pose. To guide the investigation of events, the company has defined specific criteria and a methodology in the document titled "Corporate Methodology for Event Investigation." This methodology outlines the step-by-step process for investigating events, considering their classification and severity.

By adhering to this procedure and methodology, Masisa aims to ensure comprehensive event management and effective preventive measures. The documented flow of the investigation process provides guidance and consistency in handling events, helping identify root causes and implement appropriate corrective actions. This proactive approach contributes to the continual improvement of safety and prevention practices throughout the organization.

- viii. OHS training is provided to employees and/or other relevant parties to raise awareness and reduce operational health & safety incidents.

Regarding employee training, the Procedure for Hazard Identification and Risk Assessment establishes the following:

“All employees, both direct and indirect (third parties), involved in the identification and analysis of risks, must receive training based on this program and in techniques and concepts of safety and health assessment.

Furthermore, all employees, both direct and indirect (third parties), involved in the activities assessed in risk identification must receive training on the risks and the importance of applying and complying with the established control measures.

In addition, all employees, both direct and indirect (third parties), involved in the assessed activities, should be trained and/or informed when there are changes in processes, activities, and risks.

All employees, both direct and indirect (third parties), must receive training in the Emergency Procedure or Plan at the unit. Training records must be maintained for all completed training sessions.”

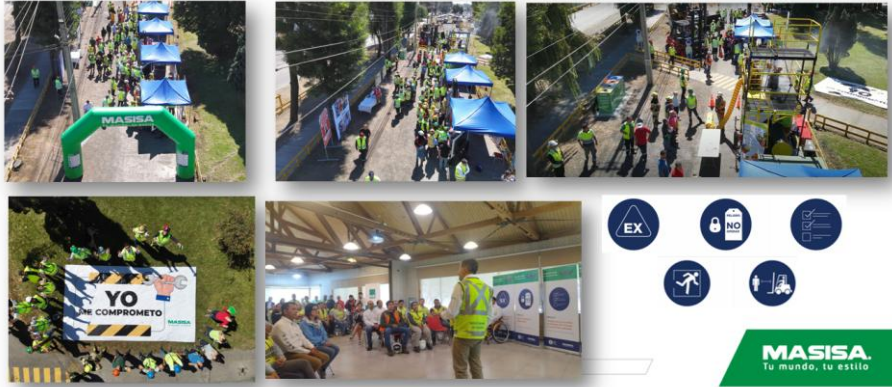
As part of the program to strengthen employees' competencies in safety and occupational health, the following training sessions are conducted:

- Certification of Industrial Emergency Brigade Competencies No.1.
- Training workshop on the new methodology for investigating accidents and incidents for all leaders in different areas of Masisa.
- Training on postural hygiene, noise as a health risk factor, among others.
- Course on scaffolding assembly and setup.
- Workshop on the Incident Command System (ICS).

These pictures are examples from our training instances:



Lanzamiento Corporativo, Campaña 5 Reglas Claves Que Salvan Tu Vida



Reforzamiento de las Cinco Reglas Claves

Se da inicio al reforzamiento de reglas claves que salvan tu vida donde se detienen las líneas de proceso y se reúne a todos los colaboradores directos e indirectos del área correspondiente.



Taller de Investigación de Incidentes/Accidentes

Participaron 33 Líderes de las distintas áreas de negocios (Maderas, Tableros, Molduras, Mapal y Santiago)

¿QUÉ ES EL MODELO?

Se realizaron dos jornadas de capacitación

¿Y CUÁNDO APLICAMOS EL MÉTODO EN EVENTOS?

Momentos SMS; Curso Montaje y Armado de Andamios

Participaron 26 líderes (Mapal y Cabrero) del área de mantenimiento, planificación, ingeniería y SMS. Duración del curso 4 días teórico-practico con un total de 16 hrs.



MASISA.
Tu mundo, tu estilo

Actividades Relevantes; México



Reforzamiento a operadores de equipos móviles

REGLA 5
Equipos móviles en movimiento
Mantente alejado en la interacción de equipos móviles.
Riesgo de atropello.



Capacitación de análisis de Riesgo, permisos de trabajo

REGLA 3
Trabaja con un Análisis de Riesgos del Trabajo (ART) y un permiso validado
Al realizar una tarea de alto riesgo de peligro.

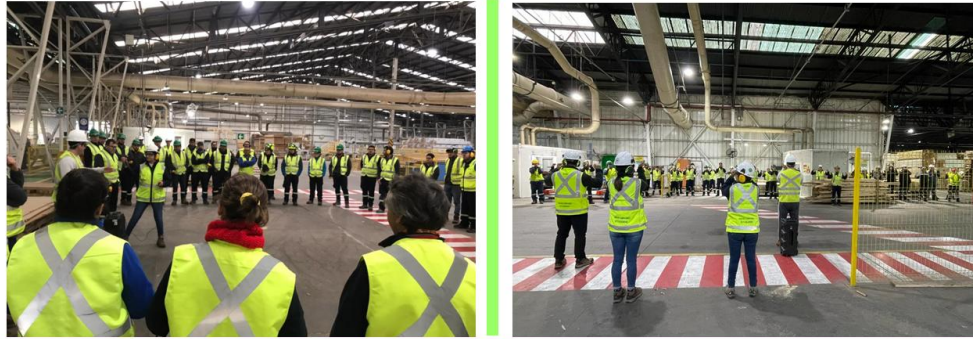


Reforzamiento de tarjeteo y bloqueo

REGLA 2
Aplica bloqueo y etiquetado
Ante cualquier intervención y montaje.

MASISA.
Tu mundo, tu estilo

Reinicio y Fortalecimiento de los Ejercicios Compensatorios en las Jornadas de Trabajo



Para este control administrativo, se conto con la participación activa de uno de los profesores de educación física del programa de medicina preventiva, calidad de vida y bienestar.

MASISA.
Tu mundo, tu estilo

Actividades Relevantes; Chile

- Se realiza capacitación en realidad virtual de uso y manejo de extintores en oficinas de Apoquindo.



MASISA.
Tu mundo, tu estilo

ix. OHS criteria introduced in procurement and contractual requirements. Masisa has incorporated Occupational Health and Safety (OHS) criteria in its procurement processes and contractual requirements. These criteria ensure that contractors comply with the necessary safety standards and regulations. The company includes specific OHS requirements in its internal regulations, such as the Internal Regulations for Order, Hygiene, and Safety, which outline the necessary guidelines and expectations for maintaining a safe work environment.

3.7 Social Impacts on Communities:

3.7.1 Active Community Engagement:

We have 60 active production assets and 100% of them have required community consultation. We do not currently have ongoing development projects.

3.7.5 Local Employment:

Training for local people

In Chile, training courses are held in the form of pre-contract and work scholarships for people from the communities where we have operations. The courses allow them to become potential employees of the company due to their acquired expertise. These courses are given under the company's mandate by specialized entities. In Venezuela, we offer jobs for people with low experience or recent graduates, and after these are later trained and given support in their areas of work. In Argentina, an initiative was developed with forest service companies that have been accompanying the company for many years in order to promote local development in the areas of influence and motivate the employment of labor close to the farms of MASISA. The calls for employment opportunities are public and shared with all our communities of influence.

In 2022, we focused on the training pillar of the Social Management and Community Relations Procedure, along with the implementation of the Annual Social Management Plan. As part of these efforts, we successfully conducted two Pre-Contract training courses, benefiting a total of 50 individuals. The training sessions amounted to 220 hours of skill development, enhancing their capabilities for future opportunities.

Furthermore, we were proud to offer four Vocational Scholarships training courses during the same period, benefitting a total of 60 individuals. Through these courses, participants received extensive training, totaling 416 hours, equipping them with valuable skills and knowledge for their personal and professional growth. These initiatives reflect our commitment to empowering our community members with the tools they need to thrive in their chosen paths.

Share of local people employed at Masisa

- Share of local people employed at the operating site level:

Indirect employees:

	Santiago	Concepción	Cabrero
Total employees	31	152	796
Local employees	31	152	725

Direct employees:

	Administrative offices	Operational facilities
Colombia	86.7%	-
Ecuador	87.5%	-
Perú	100%	
Chile	97.5%	74.1%
Mexico	80%	94.3%
Venezuela	89.7%	87.5%

- Share of local people in high-level management positions at the operational site level: 62.9% (36 individuals in high-level management, of which 22 are local).