



CODE OF BUSINESS ETHICS AND CONDUCT

The Code of Business Ethics and Conduct of Holding C&L and each of the companies that comprise it (hereinafter also the “Company” or “Holding C&L”) reflects the values and ethical principles that drive our actions.

At Holding C&L, we are committed to performing our work and corporate activities in compliance with all applicable laws, rules and regulations, in accordance with the highest ethical standards and standards of good corporate conduct applicable both nationally and internationally.

This document, together with the Crime Prevention Manual implemented by the Company, constitutes a guide to conduct applicable both within the Company and to those bodies related to it, and must be known and applied by our suppliers, contractors and clients, among others, as well as by all employees, executives and directors of the Company.

It is the responsibility of each member of Holding C&L to know and apply the laws and policies related to their work, including those defined specifically for each function, which are contained, among other documents, in the Internal Regulations on Order, Health and Safety, the Crime Prevention Manual and the other policies and protocols designed and implemented by the Company. These principles are part of our organizational culture and of what we do, which is why the Board of Directors of Holding C&L has approved this Code of Ethics, requesting its proper dissemination and strict compliance.

A. VALUES AND ETHICAL PRINCIPLES

1. **Trust:** We believe in trust as an essential value, since it tends to be reciprocal and is transmitted externally. We have credibility and transparency in what we communicate.
2. **Commitment:** All of us who make up Holding C&L Fruit identify with the institution and feel part of it, carrying out our duties with responsibility and professionalism and providing service of excellence. Responsibility and enthusiasm for the commitment undertaken.
3. **Quality:** We strive to ensure that all of our functions and the characteristics of our services meet the highest standards in order to satisfy the needs of our clients, both internal and external. We think of every detail in order to achieve a consistently outstanding product and/or service.
4. **Transparency:** This refers to the practice of being open and clear regarding its decisions, actions, policies, practices and results. This means that Holding C&L Fruit shares relevant information about its operations in an accessible and understandable manner, both internally (with employees and managers) and externally (shareholders, clients, suppliers, stakeholders).

5. **Operational excellence:** We execute a business strategy in a reliable and consistent manner, being efficient and effective throughout the entire process. There is a passion for a job well done.

B. ETHICAL STANDARDS

1. Compliance with Laws, Rules and Regulations

At all times we comply with the Law, the rules and the regulations applicable to our business, both in Chile and in each of the countries where we reach with our products and services. Likewise, we comply with the internal rules that the company has imposed upon itself through this Code, which may go beyond what the Law requires. It is the responsibility of each one of us to comply with all of its provisions and, where necessary, to seek help from a hierarchical superior in the event of doubts as to “what is right” and as to the compatibility or incompatibility of a course of conduct with legislative, regulatory or supervisory compliance.

2. Integrity in Business

We are committed to the highest standards of integrity in business. We seek to establish commercial relationships with suppliers, service providers, contractors, distributors and clients with ethical standards similar to our own. We ask our counterparties for correct, strict and diligent conduct, and we select them with impartiality and objectivity, applying criteria of quality, cost, timeliness, reputation and good commercial practices, without decisions being affected by factors outside the legitimate interests of the company.

3. Decent Employment

We are committed to providing decent conditions and fair remuneration in relation to the duties of the position, in accordance with the salary and labor laws of the country, additionally guaranteeing the right to rest of all employees.

4. Conflicts of Interest

As far as possible, we avoid conflicts of interest, and if they arise, we communicate them immediately to our hierarchical superior, so that they may be resolved in a timely, fair and transparent manner. A conflict of interest exists when our personal interests compete with the interests of the company. Our decisions regarding hiring, remuneration, promotions, transfers and employee development will be fair and objective, always based on performance, competencies and experience. Direct family members and partners may be hired, provided that these guidelines of suitability are respected and that there is no relationship of employment dependency between them. It is the duty of every employee of Holding C&L to report any potential conflict of interest. In addition, it is their duty to review their actions and decisions conscientiously and, in the event of doubts regarding situations that may generate conflicts of interest, to consult their superiors in a timely manner.

5. Bribery and Corruption

We do not offer, promise, deliver or consent to personal favors, money or products to public officials, whether national or foreign, for the purpose of getting them to do or refrain from doing something pertaining to their position for the benefit of the company, under no pretext or circumstance and by no means whatsoever.

6. Gifts, Hospitality Expenses and Donations

We avoid being improperly influenced by third parties through the receipt of favors or gifts, and we avoid improperly influencing third parties through the giving of favors or gifts. We only accept or give gifts of low value, symbolic or promotional gifts, or those customary at times such as Christmas and Anniversaries, appropriate to the circumstances, and provided that such acceptance or delivery does not give the impression of constituting improper influence with respect to the corresponding relationship. The hospitality expenses we incur are appropriate to the circumstances. The same applies to the donations we make, which are transparent and regulated, thus avoiding that they contribute to purposes other than those for which they were given.

7. Environment

We respect and care for the environment, taking special care in the rational use and management of the natural resources we employ in our operations, minimizing their waste and the negative impacts they may generate. In this way, we also seek to comply with legal requirements, attempting to reduce, as far as possible, the environmental impact of our activities.

8. Respect

We promote mutual respect, non-discrimination on grounds of gender, sexual orientation, age, race, religion, political opinion, nationality, different abilities or any other reason unrelated to work, and we do not accept conduct involving verbal, sexual or physical harassment, coercion, punishment or mistreatment. In addition, we reject and prohibit child labor (minors).

9. Freedom of Association and Collective Bargaining

Our company has historically respected freedom of association and collective bargaining, facilitating and respecting the rights of workers to form bodies that represent workers in the exercise of the rights arising from individual employment contracts, for the purpose of joining together in the defense and promotion of their social, economic and professional interests related to their work activity, and without any reprisals arising from the exercise thereof.

10. Forced Labor

At Holding C&L we neither validate nor tolerate forced and/or compulsory labor. All employment is voluntary and freely chosen, and employees are free to terminate their contractual relationship, or to leave their job, upon reasonably justified prior notice.

11. Safety

We take care to ensure that our workplace is safe, allocating the resources necessary to prevent accidents and illnesses, and promoting a healthy lifestyle among us.

12. Protection of Assets

We make correct and efficient use of the company's financial resources, and always in lawful operations or activities that benefit it. We reject fraud and other dishonest conduct involving its assets or financial assets or those of a third party. In particular, we take care to

ensure that our money or assets, as well as the execution of acts and contracts, are in no case used for the commission of the offenses of bribery, money laundering and terrorist financing.

13. Relationship with Suppliers, Service Providers, Contractors, Distributors and Clients

We expect from our suppliers, service providers, contractors, distributors and clients correct, strict, transparent and diligent conduct aligned with our code of ethics, and we seek to establish long-term relationships and mutual cooperation with them in order to offer products and services of excellent quality.

14. Free Competition

We believe in the importance of free competition and we are prepared to compete successfully with strict adherence to the rules on the defense of free competition, antitrust rules and fair trading. Trade policy and prices are set independently and will never be agreed, formally or informally, with competitors. Clients, distributors, territories or product markets will never be allocated between the company and its competitors, but will always be the result of fair competition. We prohibit purchasing and sales practices contrary to ethics, such as pressure, deception, undue influence and extra payments, among others.

15. Confidentiality of Information

We value and protect our confidential information and we respect the confidential information of third parties. We do not disclose, nor do we allow the disclosure of, confidential information to third parties, unless required by Law or authorized by the company's management.

16. Disciplinary Measures

We apply disciplinary measures to breaches of the Code of Business Ethics and Conduct, of the Internal Regulations on Order, Health and Safety, and of the Crime Prevention System, as set out in the Internal Regulations on Order, Health and Safety.

17. Whistleblower Channel

We have an anonymous, confidential and secure whistleblower channel, and a reporting and internal investigation procedure known to all employees of the company. Through this channel, queries or reports may be made regarding breaches of the values and ethical principles contained in this Code, breaches of the legal and regulatory rules in force, and breaches of the provisions of the Internal Regulations on Order, Health and Safety.

C. CRIME PREVENTION

Law 20,393, which establishes the Criminal Liability of Legal Entities, as amended by Law 21,595 on economic and environmental crimes, provides that companies will be criminally liable for the offenses indicated in Article No. 1 of said law. In accordance with the aforementioned Law, companies will be criminally liable for any of the offenses indicated in its Article 1 when these are perpetrated within the framework of their activity by or with the intervention of any natural person holding a position, function or office in them, or providing services to them by managing their affairs before third parties, with or without representation, provided that the perpetration of the act is favored or facilitated by the failure of the legal entity to effectively implement an adequate model for the prevention of such

offenses. This liability also applies to acts perpetrated by or with the intervention of a natural person related to a different legal entity, provided that the latter provides services to it by managing its affairs before third parties.

In accordance with the foregoing, this Code establishes the fundamental principles that guide our conduct in the prevention of offenses, promoting integrity, transparency and responsibility in all of our actions. In line with ethical standards and the guidelines of good corporate conduct, as well as with the principles and values of the Company, and given our commitment to full compliance with the legal regulations in force, Holding C&L has implemented a Crime Prevention Model, the objective of which is to prevent and monitor, through different control activities, the company's processes that are exposed to the commission of the offenses indicated in Law 20,393 and its subsequent amendments. In this way, we promote the making of the corresponding reports through the Whistleblower Channel established by the Company, in the event of detecting the possible or actual commission of any of the offenses and conduct referred to above.

D. EFFECTIVE DATE AND UPDATING

The Code of Ethics is deemed to be in force as from the date of its approval by Management, and must be reviewed and updated every two years or whenever Management so determines, or whenever a significant change occurs that makes its updating necessary.

E. DISSEMINATION

The mechanism for disseminating this code will be through informational circulars, mass emails or any other means deemed appropriate, seeking to support awareness-raising with infographics that facilitate understanding by all users.

F. INDUCTION AND TRAINING

During the induction process of the employees of Grupo C&L, this code and the company's Ethics Channel will be made known, and at least one training session will be held each year.