

FALABELLA



GENDER EQUITY POLICY

I. Introduction

Equality of opportunities, rights and responsibilities between men and women is a factor that promotes development, stability and justice in societies. It also contributes to the induction and retention of talent in companies, reduces recruitment costs and absenteeism, and improves the performance and motivation of workers.

Falabella therefore seeks to consolidate an organizational culture that actively promotes Gender Equality and the reconciliation of work and family life for its Employees.

II. Objective

This Policy is intended to establish the principles and general measures and actions that will guide Falabella's approach to promoting Gender Equality as part of its organizational culture.

III. Scope

This Policy is corporate in nature, so it is applicable to Falabella as a whole, and must be implemented and required to be complied with by all its Employees. In addition, Falabella will encourage its suppliers to ensure that their conduct conforms to the principles set forth in this Policy.

IV. Definitions

The capitalized terms used in this Policy are defined in Annex No. 1.

V. General Principles

The general principles of Gender Equality that should guide Falabella's actions are as follows:

1. Equal Opportunity

Falabella will take care to establish conditions that allow any person to access the job opportunities it offers on equal terms, regardless of the applicant's sex or Gender Identity. Likewise, it will ensure that its Employees can access the professional advancement and training opportunities available in the organization, under the same conditions mentioned above.

Notwithstanding the foregoing, each Company may establish the measures it deems necessary to promote greater participation of women in those areas or positions in which they are underrepresented, or in training programs in which low female participation is detected.

2. No Arbitrary Discrimination

Falabella will not tolerate any act of arbitrary distinction, exclusion or restriction against individuals that is not based on current legislation or on a person's ability or suitability to perform a job. Such acts of arbitrary discrimination include, but are not necessarily limited to, those based on a person's sex or Gender Identity.

Each Company shall implement measures to detect and eliminate practices or acts of arbitrary discrimination based on the aforementioned attributes.

3. Work-Life Balance

Falabella will adopt measures, within its scope of action and relevance, that allow its Employees to live in co-responsibility with their families, so that they can reconcile their work responsibilities with those of a personal, family and domestic nature.

With this in mind, Falabella will adopt measures, or improve those already in place, to enable its Employees to participate actively and equally, regardless of their sex or Gender Identity, in those activities or tasks traditionally assigned to women, including, but not limited to, those related to raising and caring for children or dependents, or household chores.

VI. Actions and Measures

1. Balancing the Participation of Women with Men

Falabella will promote the participation of women in executive and management positions, or in those positions or areas in which they are underrepresented. For these purposes, each Company may establish the women's participation goals it wishes to achieve, and the measures it will take to achieve them. As long as these objectives have not been achieved, it may intentionally prefer female applicants who meet the profile assigned to the position over male applicants as a decisive criterion.

In addition, Falabella will implement various training activities to enhance the skills and competencies of female Employees, such as specific training programs, mentoring programs or scholarships.

2. Pay Equity

Falabella will ensure pay equity among people in the same position or function, who will be paid within the same salary range. Differences in remuneration within the same salary bracket may only be justified on reasonable grounds, applied to female and male Employees, such as capacity, qualifications, suitability, responsibility, productivity, academic preparation, experience, expertise and performance history.

3. Prevention of Gender-Based Violence

Falabella promotes a work environment that allows its Employees to fully develop their capabilities in an atmosphere of integrity, respect, and safety. For this reason, each Company must implement measures to prevent, detect and punish any type of Gender-Based Violence, as well as support measures in the event that such behavior occurs.

The Internal Health, Safety and Hygiene Regulations of each Company shall contemplate the corresponding sanctions in the event of Gender-Based Violence.

4. Promotion of Communications without Gender Bias

Falabella will promote the use of forms of expression and language without gender bias in its internal and external communications.

5. Additional Measures

In addition, each Company may adopt and implement specific measures in addition to those already mentioned that allow it to comply with the principles established in this Policy, including, but not limited to, the support and promotion of internal professional networks of women or the measurement in external rankings to facilitate the management of gender gaps in the organization.

VII. Awareness

The Human Resources Department will be responsible for developing, at the intervals determined by each Company, dissemination campaigns to explain the basic concepts or aspects related to Gender Equality and the internal regulations related to the matter.

VIII. Measurement of Objectives

Each Company shall establish its own Gender Equality objectives. These objectives shall include, among others: **i)** specific goals to be achieved; **ii)** specific measures to be implemented; **iii)** indicators to measure the effectiveness of the commitments made; **iv)** deadlines and resources committed; and **v)** those responsible for implementing and monitoring compliance with the measures and deadlines that have been determined. The established objectives shall be reviewed at least annually to adjust to the new objectives established by the Diversity and Inclusion Committee.

IX. Integrity Channel

Employees must channel any information they may have, or complaints regarding any activity contrary to this Policy through the Integrity Channel.

The Integrity Channel's communication channels are: **i)** by e-mail to contactochile@gerenciadeetica.com; **ii)** by telephone at 800 726 100; and **iii)** through the online platform that the Company has provided for this purpose.

X. Related Documents

- Code of Integrity
- Diversity and Inclusion Policy
- Personnel Selection Policy
- Protocol Against Gender-Based Violence
- Gender Transition Protocol

Annex No. 1 Definitions

The words and terms defined below, when capitalized as defined in their respective definitions below, whether or not it is necessary according to the rules of capitalization, and regardless of where they are used in this Policy, or whether they are used in a person, number, manner, tense or grammatical variable, as necessary for the proper understanding of this Policy, shall have the meanings ascribed to each such word or term below:

“Employee” means, **(i)** any and all persons bound to a Company by an employment contract; and, **(ii)** all members of the Board of Directors, management board or any other collectively constituted body of senior management that under applicable law pertains to a Company.

“Company” means, that Falabella Company of which what is said in this document may be predicated for a specific case.

“Gender Identity” means a person’s personal and internal conviction of being male or female, as he or she perceives himself or herself, which may or may not correspond to the sex and name registered in the birth registration certificate.

“Gender Equality” means that everyone should be granted, regardless of their gender, the same opportunities and treatment, recognizing, in any case, the obstacles or difficulties that many women face to enter the labor market, or during the development of the same, which may require the implementation of specific actions aimed at overcoming them.

“Falabella” means: **i)** Falabella S.A.; and, **ii)** any other legal entity, in any jurisdiction, in which Falabella S.A. controls directly or through another individual or legal entity more than 50% of its voting capital or capital, if it is not a joint stock company, or may elect or appoint or have elected or appointed a majority of its directors, advisors or administrators.

“Gender-Based Violence” means any act of violence or aggression, which may be physical, psychological or of a sexual nature, and which is exercised against a person solely or primarily because of his or her gender.

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05/25/2022	1	Original Text	Governance Dept. Falabella S.A.	Diversity, Equality and Inclusion Department Falabella S.A.	Diversity and Inclusion Committee Falabella S.A.