

FALABELLA



OCCUPATIONAL HEALTH AND SAFETY POLICY

I. Introduction

Falabella Group is committed to creating and continuously improving a safe and healthy work environment within its facilities for all its Employees and third parties who perform functions or activities within them, safeguarding their overall well-being and proactively seeking to prevent the occurrence of workplace incidents or accidents.

To this end, Falabella Group actively promotes a risk-prevention culture, compliance with applicable regulations, and adherence to best practices in Occupational Health and Safety.

II. Objective

The objective of this Policy is to: **i)** establish the principles and obligations that must guide the behavior of Falabella Group and its Employees to prevent and minimize the occurrence of workplace accidents and/or occupational illnesses; **ii)** promote the physical and psychological well-being of Employees; and **iii)** establish a corporate standard and specific measures on Occupational Health and Safety.

III. Scope

This Policy is corporate in nature, so it is applicable to Falabella as a whole, and must be implemented and complied with by all its Employees.

In addition, Falabella will encourage its Suppliers to align their conduct with 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 guiding the behavior of Falabella Group and its Employees in Occupational Health and Safety matters are the following:

1. Protection of life and health

Falabella Group respects and protects the life and health of its Employees, ensuring a work environment that guarantees their well-being and prevents accidents and occupational illnesses. Concerning third parties who perform functions or activities within its facilities, Falabella Group will comply with the obligations established by applicable regulations.

2. Risk prevention

Falabella Group conducts due diligence processes to identify, evaluate, and control Occupational Health and Safety risks associated with its activities. It also requires and promotes employee participation in risk-prevention initiatives, such as Occupational Health and Safety training, and implements corrective measures when necessary.

3. Promotion of an Occupational Health and Safety culture

To foster a culture of prevention and workplace care, Falabella Group encourages Employee consultation and participation on Occupational Health and Safety matters, as well as open communication regarding risk situations. It also promotes a work environment based on respect, dignity, and inclusion, preventing psychosocial risks that may affect mental health. Falabella Group implements measures to identify, monitor, and manage workplace harassment, sexual harassment, and violence, ensuring timely reporting, support, and corrective mechanisms.

4. Continuous improvement

Falabella Group will conduct annual assessments to review compliance with this Policy and the effectiveness of its Occupational Health and Safety practices. The results of these assessments will support continuous improvement efforts.

5. Safe facilities

Falabella Group is committed to maintaining its facilities under adequate safety and health conditions, minimizing risks that may cause harm to individuals performing services there.

6. Compliance

Falabella Group ensures the implementation of the mechanisms and responsibilities necessary to meet legal requirements and those voluntarily assumed, in accordance with the Legal Requirements Management Procedure. The Group also works to ensure that its Suppliers adopt and respect the Occupational Health and Safety guidelines established in this Policy.

VI. Specific measures

1. Hazard and risk identification

Each Company must identify its workplace hazards and risks using the corporate Risk Matrix, which allows a uniform and systematic analysis of risk factors for implementing effective controls. A Risk Map must also be developed to visually represent work areas and the associated risks that may affect Employees' life and health.

2. Risk prevention program

Each Company must prepare a preventive work plan based on the Risk Matrix, including at least the preventive and corrective measures to be implemented, deadlines, and responsible parties. Annual evaluation of the program's effectiveness must be conducted.

3. Training and communication

Each Company must train its Employees and regularly disseminate the contents of this Policy, Occupational Health and Safety risks, and other regulatory requirements. The guidelines of this Policy must also be communicated to Suppliers and third parties as determined by the corresponding management.

4. Governance and participation

Each Company must adopt necessary measures for the formation and proper functioning of Joint Committees, the Occupational Health and Safety Delegate, and the Risk Prevention Area. Employee consultation and participation must be encouraged. In the event of operational or structural changes, the Company must identify potential Occupational Health and Safety impacts and apply preventive or mitigation measures.

5. Occupational Health and Safety Management System

When required by applicable law, each Company must design and implement an Occupational Health and Safety Management System to ensure coordinated and effective compliance with this Policy.

VII. Compliance with the Policy

The Administration and Management Control Department of Servicios Falabella SpA is responsible for ensuring compliance with this Policy. All Employees are responsible for complying with the guidelines established herein and the internal regulations issued by each Company.

Any violation of this Policy may result in disciplinary actions, in accordance with the Code of Integrity, applicable regulations, and the Internal Rules on Order, Hygiene, and Safety, including termination of employment in cases of serious or repeated violations.

VIII. Integrity Channel

Employees must report any information they may have, or any complaint 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 made available for this purpose.

IX. Related documents

- Integrity Code
- Policy on Human Rights and Business
- Policy against Sexual Harassment, Workplace Harassment, and Workplace Violence
- Internal Rules on Order, Hygiene, and Safety
- Legal Requirements Management Procedure

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:

"Company" means any company belonging to Falabella Group.

"Employee" means any person bound to a Company by an employment contract; anyone acting on behalf of a Company; and members of the Board or equivalent governing bodies.

"Falabella Group" means: **i)** Falabella S.A.; **ii)** any other legal entity, in any jurisdiction, in which Falabella S.A. controls, directly or indirectly through another natural or legal person, more than 50% of its voting capital, or of its capital if it is not a corporation, or may elect or appoint or have elected or appointed the majority of its directors, advisors, or administrators; and, **iii)** any other legal entity, in any jurisdiction, in which Falabella S.A. owns, directly or indirectly through another natural or legal person, 50% or less of its voting capital or capital, provided that the former is distinguished publicly as a business with trademarks of Falabella S.A., or of any of the Falabella companies described in the immediately preceding item ii).

"Joint Committee" means a bipartite committee made up of Employee and Company representatives to advise on occupational risk prevention matters.

"Occupational Health and Safety Delegate" means an Employee elected to represent workers in occupational risk prevention matters.

"Occupational Health and Safety" means the protection of worker safety and health through identification and control of workplace hazards and risks.

"Occupational Health and Safety Management System" means a set of elements that integrate occupational risk prevention within a Company, including organization, planning, implementation, controls, and evaluations.

"Risk Prevention Area" means the functional area responsible for planning, organizing, advising, implementing, supervising, and taking actions for continuous improvement in occupational risk prevention management.

"Risk Map" means a graphical representation of the workplace showing risks that may affect workers' health and safety.

"Risk Matrix" means a tool that identifies hazards and evaluates risks associated with job roles.

"Supplier" means any natural or legal person that provides goods or services to a Company.

CLASIFICACIÓN	FECHA APROBACIÓN	N° DE POLÍTICA
Uso Interno	31/03/2026	35

CONTROL DE VERSIONES					
Fecha	Versión	Modificaciones	Responsable	Revisor	Aprobador
31/03/2026	1	Texto Original	Gerencia de Administración y Control de Gestión de Servicios Falabella SpA	Gerencia de Asuntos Legales Laborales de Falabella S.A. Gerencia de Gobernanza Falabella S.A.	Gerente Corporativo de Análisis y Planificación Financiera Falabella S.A.