

MASISA ESG Supporting Document 2025

The information disclosed in this document pertains to the 2024 period and is published as a supplementary document to [MASISA's Integrated Report 2024](#), following the recommendations and indicators proposed by S&P Global in its Corporate Sustainability Assessment (CSA) 2025.

This supporting document includes all activities consolidated for financial reporting purposes. If there are any discrepancies in the coverage of information, we will provide an explicit explanatory note.

For simplicity, the document is separated into three dimensions - Governance, Environmental and Social.

I. Governance & Economic dimension

1.2 Corporate Governance

1.2.16 ESG Governance Oversight

Masisa has established a formal governance structure to manage ESG (Environmental, Social and Governance) topics, both at the board and executive levels.

At the board level, the Risk and Audit Committee oversees the achievement of ESG objectives, in alignment with the Sustainability Strategy 2025. This committee receives periodic updates on key sustainability and climate change metrics and targets.

At the executive level, the company has a Sustainable Development Council, led by the CEO and composed of first-line managers. This council is responsible for proposing Masisa's short-, medium-, and long-term sustainability strategy, ensuring compliance with world-class standards, and monitoring the company's commitments to the United Nations Global Compact Principles, the Sustainable Development Goals (SDGs), and the International Finance Corporation Performance Standards.

In addition, the key executive role in sustainability is held by Reinaldo Gallegos Rabanal, Manager of Health, Environment, Safety and Community Relations. He performs duties equivalent to those of a Chief Sustainability Officer and reports directly to the company's CEO.

1.3 Materiality Analysis

1.3.2 Material Issues for Enterprise Value Creation

- Metrics and targets for the "Occupational Health and Safety" management:
 - 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 (IFAT): 0.5 for the year 2024.
 - Severity Index (ISAT): 10 for the year 2024.
- Progress on metrics and targets FY 2024:
 - 0 fatality accidents 2024 (Employees and contractors).
 - 2024 Occupational Accident Frequency Index (IFAT): 0.72 (-40% YoY)
 - 2024 Severity Index (ISAT): 12.37 (-54% YoY)

1.3.5 Materiality Metrics for External Stakeholders

Sustainable Social Value

Masisa measures the effectiveness of its preventive medicine, quality of life, and wellness program through a structured, data-driven approach. Since its launch in October 2022, the program has expanded from an initial pilot involving 200 workers to more than 1,700

participants, 383 of whom participated in 2024 alone. Each individual is assessed through a comprehensive diagnostic that includes anthropometric data such as: weight, body mass index (BMI), visceral fat percentage, body fat percentage, muscle mass, and waist circumference, allowing for an estimation of cardiovascular risk and nutritional status by sex and age.

The program provides personalized support from nutritionists and physical education instructors, focused on improving cardiovascular function and strengthening muscles. Progress is monitored over time, and in 2024, 90% of participants showed measurable improvements in their health indicators. This outcome reflects not only physical benefits, but also a psychosocial impact, as participants reported improved well-being, social connection, and quality of life. Currently, Masisa continues working on consolidating this database into longitudinal records to analyze trends and more accurately demonstrate the long-term impact of the initiative.

This represents an avoided health cost for program users of approximately 53,430,000 Chilean pesos in nutritionist evaluations. Regarding physical conditioning activities provided through personalized attention at the gym established by Masisa and made available to both direct and indirect employees as well as the community, participants avoided an additional cost of approximately 38,570,000 pesos.

The majority of the direct beneficiaries of the program come from the community.

Circular Economy

In collaboration with Universidad del Bío-Bío and the local community of Coliumo, Masisa provided slag residues to co-design marine substrates for kelp (huito) forest regeneration. The slag, characterized by a 54.07% silica content, was processed and molded using digital fabrication tools into four functional capsule prototype. These were deployed in the coastal zone and monitored over two immersion cycles. All capsules supported visible kelp regrowth, indicating their potential for long-term marine ecosystem restoration. This circular economy innovation also strengthens artisanal fishing communities dependent on biodiversity in southern Chile's coastal ecosystems.

1.5 Business Ethics

1.5.4 Whistleblowing Mechanism

- Oversight Structure and Responsibilities in Masisa's Whistleblowing Process

The whistleblowing mechanism is overseen by the Risk and Audit Committee, composed of three Board members, who are ultimately responsible for supervising the process. Additionally, the Ethics Committee, formed by General Management, People Management, Legal, and Internal Audit and Compliance Manager, is responsible for investigating reports. The Compliance team manages the operational handling of incoming reports.

- Integrity and Accountability in Masisa's Ethics Reporting Framework

Although the whistleblower channel is not managed by an external third party, Masisa has an internally developed ethics reporting and inquiry platform, designed according to best practices for this type of solution. These include safeguards such as the impossibility of deleting submitted reports, a built-in communication function to maintain the anonymity of the whistleblower, and role-based access for Board members. The system is managed independently by the Internal Audit and Compliance Department, which reports all cases and resolutions directly to the Board's Risk and Audit Committee.

This channel is accessible both internally and externally through Masisa's official website and intranet.

- Anonymous Reporting and Follow-Up Mechanism in Masisa's Whistleblower Channel

The channel allows individuals to submit reports without having to reveal their identity. Upon completing the submission of a report, the platform provides a unique code. The whistleblower must create a password—known only to them—in order to follow up on the case and/or provide additional information. A secure communication channel is established through the platform.

Depending on legal requirements (for example, in Chile: the "Law on Workplace Harassment, Sexual Harassment, or Violence at Work"), the whistleblower may later be asked to authorize the disclosure of their identity if required for legal proceedings.

- Confidentiality and Restricted Access to Whistleblower Reports

All reports are stored securely in a dedicated database administered by the Ethics Committee. Access is restricted only to the committee members involved in the investigation process. Confidentiality is maintained at every stage, and information is disclosed strictly on a need-to-know basis.

- Zero Tolerance for Retaliation Against Whistleblowers

The company has a zero-tolerance policy for any retaliation or adverse treatment against whistleblowers. This principle is explicitly communicated in internal policies, and disciplinary measures are taken if retaliation occurs.

- Awareness and Training on Reporting Mechanisms

Masisa has implemented a structured communication and training plan to inform employees and stakeholders about what to report, how to report, and where to submit concerns. This includes training sessions, internal communications, and materials accessible through the internal platforms.

- Investigation and Case Resolution Process

Once a whistleblower report or ethics inquiry is submitted, it is received by the Internal Audit and Compliance Manager, who, together with the Ethics Committee, evaluates the nature of the matter (e.g., financial, environmental, criminal, labor-related, or other) to determine whether it should be handled internally or externally.

The case then follows a structured process led by the Ethics Committee, which includes an initial assessment, evidence gathering (which may involve interviews), data analysis, and reporting to the Risk and Audit Committee. This committee is responsible for validating the completeness of the investigation and the resolution of the case and may request additional information or stricter disciplinary measures if deemed necessary.

The whistleblower is notified when the case is closed and receives a summary of the outcome, ensuring transparency and demonstrating that the issue has been appropriately addressed.

- Reporting on breaches

Masisa confirms that, during the 2024 fiscal year, there were no fines imposed nor convictions registered related to corruption or bribery cases. Further details are publicly disclosed on page 85 of the company's Integrated Report.

1.7 Supply Chain Management

1.7.2 Supplier ESG Programs

- Supplier Audits and Evaluation Methodologies

eMasisa conducts on-site audits of certain suppliers, specifically those related to wood sourcing, through sporadic evaluations carried out by an independent third-party auditing team. These external assessments aim to verify the traceability of the supply chain and ensure compliance with responsible sourcing criteria.

In addition, traceability audits conducted for various fiber suppliers follow recognized international standards. These evaluations are carried out in alignment with the global policies of the Forest Stewardship Council (FSC), ensuring adherence to best practices in sustainable forest management.

Supplier screening - Key Performance Indicators

KPIs for Supplier Screening	FY 2023	FY 2024
Total number of Tier-1 suppliers	2.562	2.606
Total number of significant suppliers in Tier-1	98	99
% of total spend on significant suppliers in Tier-1	33%	36%
Total number of significant suppliers in non Tier-1	0	0

Supplier assessment and development – Key Performance Indicators

KPIs for Supplier Assessment	2024	Target for FY 2024
Total number of suppliers assessed via desk assessments/on-site assessments	99	100%
Number of suppliers assessed with substantial actual/potential negative impacts	57	
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100%	
Number of suppliers with substantial actual/potential negative impacts that were terminated	0	

KPIs for Corrective action plan support	2024
Total number of suppliers supported in corrective action plan implementation	57
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100%

KPIs for Capacity Boulding programs	2024	Target for FY 2024
Total number of suppliers in capacity building programs	0	NAP
% of unique significant suppliers in capacity building programs	0	

1.8 Tax Strategy

1.8.2 Tax reporting

Please see this information on page 43 of Masisa's Annual Report 2024. We only provide the number of employees in this document.

	CHILE	PERU	USA	ECUAD OR	COLO MBIA	OTHERS	TOTAL
Number of employees	1,177	2	6	3	10	Venezuela: 548 Mexico: 8	1,754
Primary activities	Please read pages 193 - 204 from our 2024 Annual Report						

Effective tax rate

	FY 2023	FY 2024
Earnings before tax	(28,783,489)	(15,609,564)
Reportes Taxes	(511,801)	(467,358)
Reported tax rate	1.77%	2,99%
Cash taxes paid	(245.028)	(193.322)
Cash tax rate	0,851%	1,238%

Masisa's current tax rates are below the industry average (Materials - Paper & Forest Products) due to the net losses. These net losses are mainly explained by the Argentine forestry assets sale at the end of 2022. In addition, during 2023 the Company signed a sale agreement for the Chihuahua's plant located in México affecting the non-operating result. Both divestments resulted in losses in the 2022 & 2023 non-operational result 2022 & 2023 due to the sales price of the assets being less than the investment amount paid. Also, the Company provisioned a tax expense in the non-operational result in 2023 associated with a proceeding in Colombia. For more information, please refer to Masisa's consolidated financial statements in the 2023 Integrated Annual Report.

During 2024, the company was affected by the port strike at the Port of Coronel, which resulted in a stoppage of over 50 days at the main port used by Masisa for exporting its products. This situation is particularly relevant considering that approximately 60% of the company's revenue comes from international markets. The strike had an immediate impact on distribution costs (1), mainly due to the need to create an alternative logistics network with consolidation and transportation capacity through other ports in the country.

Additionally, due to delays caused in this context, the company had to compensate certain export clients through the payment of penalties (2), which further increased costs.

Moreover, the global logistics environment was affected during the last months of 2024 by the strike at ports on the East Coast of the United States—a situation entirely external to the company but which led to delivery delays due to the significance of these ports and their impact on the international supply chain. This event, combined with the consequences of the Coronel port strike, meant that planned price increases (3) for products in the second half of the year had to be postponed, resulting in a negative impact on revenue.

1.9 Information Security

1.9.1 Information Security Governance

The board level responsibility for Monitoring information security issues in Masisa is the Risk and Audit Committee (another board level committee), and the Executive level responsibility for overseeing information security issues is maintained by the Chief Technology Officer (CTO), Gonzalo Reyes H.

1.9.3 Information Security Management Programs

Masisa has an information security management program, which covers the following:

Information security-related business continuity plans:

The company has Business Continuity Plans (BCP) and Disaster Recovery Plans (DRP) in place to protect critical information assets essential to its operations. As part of this approach, an annual formal disaster recovery test is conducted to verify the company's ability to restore essential IT services in the event of major incidents or unplanned disruptions.

These tests include the recovery of platforms, databases, and services hosted on external infrastructure, validating recovery times (RTO/RPO), technical procedures, roles, and responsibilities. Each exercise is documented, and when necessary, continuous improvement plans are developed.

This process ensures that, in the event of a contingency, the company can resume operations in a controlled manner, minimizing the impact on information security, data integrity, and business continuity.

Information security vulnerability analysis:

At Masisa, we first conduct vulnerability assessments using a "black box" approach focused on our web applications. These assessments are performed periodically, rotating among different cybersecurity providers to obtain a comprehensive and objective view of our exposure surface.

The reports provided by the vendors include the technical characterization of identified vulnerabilities, along with specific mitigation recommendations. Based on this information, we internally prioritize actions considering the level of criticality, business impact, and likelihood of exploitation. Remediation plans are then implemented and monitored until effectively closed.

Secondly, we maintain ongoing and periodic analysis of vulnerabilities affecting our IT infrastructure, including servers, databases, and other critical assets. This monitoring is carried out monthly by our IT infrastructure provider, who issues reports classifying detected vulnerabilities by severity. These reports are managed in coordination with Masisa's internal technology team, initiating mitigation efforts based on the level of risk and potential impact. The entire process is documented and followed through until resolution.

Internal audits of the IT infrastructure and/or information security management systems:

The company has an internal audit department that maintains and carries out periodic review processes of information systems and controls related to information security. These audits aim to verify compliance with internal policies, regulations, and established standards, as well as to identify improvement opportunities and manage IT security risks.

Independent external audit of the IT infrastructure and/or information security management systems:

Our IT processes and infrastructure are outsourced to a specialized technology outsourcing provider, who is responsible for the operation, support, monitoring, and security of our IT environments. In this context, independent external audits are conducted to evaluate the processes and controls maintained by the provider over the infrastructure used to deliver services to our organization.

These audits are formalized through reports issued by external auditing entities, which provide evidence on the design, implementation, and operational effectiveness of controls throughout the audited period. The provider holds current international certifications such as ISO/IEC 27001:2013 (Information Security Management) and ISO/IEC 20000-1:2018 (IT Service Management), supporting compliance with best practices in protecting information assets. As an organization, we review and follow up on the results of these audits, managing any findings applicable to our services.

Escalation process for employees to report incidents, vulnerabilities or suspicious activities:

At Masisa, all employees, third parties, or suppliers who detect an incident or suspicious activity that could compromise the confidentiality, integrity, or availability of IT assets must report it immediately through the internal incident and request portal and simultaneously notify their direct supervisor.

The report should include, as far as possible, technical details, type of incident, affected systems, involved users, and relevant dates. Once received, the IT team analyzes the incident to determine its nature, scope, and potential impact on information security.

Depending on the severity, corrective measures are implemented, the issue is escalated if necessary, or coordinated with the external IT service provider for resolution. The incident is managed and monitored until it is fully mitigated, applying recovery actions such as backup restoration, patching, or system rebuilding.

After the process, lessons learned are documented, security procedures are updated, and a final report is issued to those involved. This process is outlined in our "IT Security Incident Notification Procedure," which is publicly available to the entire company.

Incident response: The Disaster Recovery Plan (DRP) is tested for incident response every two years. Additionally, server backup and recovery tests are conducted on a monthly basis.

Disclosure of total number of breaches occurred in last FY:

In the last fiscal year (2024), thanks to the implementation of preventive controls, defined procedures, and continuous oversight of our information security processes, zero incidents were recorded that compromised the confidentiality, integrity, or availability of information. This result reflects the effectiveness of our cybersecurity strategy, adherence to best practices, and the collaboration across different areas of the organization to maintain a secure and controlled technological environment.

Information security breaches summary:

- In 2023, there were no information security breaches.
- There were also no breaches affecting clients, customers, or employees.

II. Environmental Dimension

2.3 Waste and Pollutants

2.3.1 Waste management programs

Masisa is committed to advancing sustainability through innovation and research. As part of its circular economy strategy, the company invests in R&D initiatives aimed at minimizing waste generation, improving resource efficiency, and creating new value from industrial by-products. These efforts support both environmental goals and long-term business resilience. The investments in innovation and/or R&D to minimize waste are the following:

- **APL Projects (e.g., water-oil separator):** A water-oil separator was installed at a cost of USD 4,708.26, which resulted in a reduction of 82,000 liters per year of water used in the board manufacturing process, along with a USD 11,000 decrease in waste disposal costs.
- **University of Bío-Bío Fondecyt Project:** MASISA and the University of Bío-Bío won a Fondecyt project that enabled the development of prototypes for workwear and other items made from sawdust. As part of this research, textile coatings were created using radiata pine dust—a residue generated by MASISA. This material was applied to a plant-based fabric to manufacture reusable and easily recyclable

workwear. Strategic partnerships with academic institutions and the promotion of circular models are key to addressing sustainability challenges in the industry. This approach not only minimizes impacts but also creates new opportunities for innovation and local development.

- **APL Seal –‘Transition to a Circular Economy’:** Masisa committed to the Clean Production Agreement (CPL/APL) with the goal of increasing the company's circularity. This commitment includes the implementation of metrics to establish a circularity baseline and the adoption of concrete actions to move forward in the process. In 2023, Masisa received the APL TEC Circularity Recognition, awarded by the Agency for Sustainability and Climate Change, for significant progress in implementing circular practices in its production process as part of the APL.

In 2024, Masisa evaluated the impact of APL projects at its Cabrero and Mapal plants, achieving 100% compliance with the established goals. This achievement led to the company receiving the APL Seal from Acción Empresas and the Agency for Sustainability and Climate Change. Thanks to the implemented projects, water consumption was reduced by 202.1 m³, and 205.8 tons of waste were eliminated.

2.3.3 Chemical oxygen demand

In 2024, Masisa set a target of 190 tons for Chemical Oxygen Demand (COD) as part of its wastewater quality management objectives. The actual result achieved during the year was 172.4 tons, successfully meeting the goal, since lower COD values indicate better water quality—reflecting a lower concentration of organic pollutants—this outcome demonstrates effective wastewater control and improved environmental performance.

The data coverage as % of revenues for this indicator in 2024 was 96%.

2.3.4 NOx Emissions

In 2024, Masisa set a target of 3.5 tons for direct NOx emissions. The actual result achieved was 3.2 tons, successfully meeting the goal. Since lower NOx emissions indicate better environmental performance by reducing air pollution and associated health risks, this outcome reflects the company's effective emissions management.

2.4 Water

2.4.3 Water Consumption in Water-Stressed Areas

Masisa set a target for 2024 of 0.140 million cubic meters of water consumption in water-stressed areas. The actual water consumption in these areas for 2024 was 0.127 million cubic meters. This means the company not only met but also exceeded its target, as a lower consumption value reflects better performance in managing water use in high-risk zones.

2.4.6 Water risk management programs

This year, an update to the materiality analysis was conducted, which identified the "Water Resource/Water Management" issue as a medium-high priority. This prioritization stems from the potential negative impacts on our business due to the risk of water scarcity in the area, given that water is essential for all our products' processes. As a result, we have based our actions on the commitments and goals of the Clean Production Agreement (CPA/APL) for the Transition to a Circular Economy, developing strategies that promote resource circularity and reduce dependency risks.

The materiality analysis provided insights into our dependency on water resources and the impact of our water usage on the environment. Consequently, various measures have been implemented at the plants to enhance water efficiency, reduce the use of virgin water, and minimize MASISA's potential negative environmental impact.

Building on the baseline established under the Clean Production Agreement (CPA/APL) for the Transition to a Circular Economy, we evaluated the sensitivity of future water availability for MASISA's plant operations. This assessment led to the implementation of efficiency measures across plant lines, aimed at reducing water consumption.

In several production lines, water is crucial for efficient operation, and maintaining high water quality is essential for product integrity, particularly in key processes such as impregnation. To address this, we ensure that 100% of discharged water complies with environmental regulations, and that recirculated water meets the necessary standards for re-entry into processes.

At MASISA, we continuously monitor our water consumption through an online monitoring system that tracks our water rights, connected in real-time with the Water Authority to ensure that we do not negatively impact shared water resources.

Additionally, MASISA maintains a legal applicability matrix, which is regularly updated through constant review of the Official Gazette. This ensures that our company and processes remain in compliance with relevant regulations.

2.5 Climate Strategy

2.5.9 Financial Opportunities Arising from Climate Change

Masisa committed to joining the Clean Production Agreement (CPA/APL) with the goal of increasing the company's level of circularity. This commitment includes the implementation of metrics to establish a circularity baseline and the adoption of concrete actions to advance this process. In 2023, Masisa received the APL TEC Circularity Recognition from the Sustainability and Climate Change Agency for achieving significant progress in implementing circular practices in its production process.

In 2024, Masisa evaluated the impact of APL projects at its Cabrero and Mapal facilities, achieving 100% compliance with the established targets. This milestone led to the awarding of the APL Seal by Acción Empresas and the Sustainability and Climate Change Agency.

Thanks to the implemented projects, water consumption was reduced by 202.1 m³ and waste generation was reduced by 205.8 tons.


Within the concrete initiatives Masisa implemented for increasing the company's level of circularity was the implementation of an oil-water separator implemented to reduce the disposal of oil-contaminated water. An oil-water separator removes oil from contaminated water by separating substances based on their density, allowing the cleaned water to be 100% reused. Instead of disposing of large volumes of contaminated water, the system enables its recovery, reducing the need for fresh water and helping to prevent pollution. This supports the circular economy by minimizing water waste, lowering environmental impact, promoting resource recovery, and enabling cleaner production processes—making it a practical example of closing resource loops in industrial operations.

The annual costs associated with developing this opportunity was USD\$ 4.708,26.

The following document is an email, showing the internal cost report from Masisa confirming the installation of an oil-water separator in the Melamine area. It includes a detailed breakdown of materials and services used, along with corresponding costs. The total investment is reported as USD 4,708.26, including the purchase of the AQUAMAT CF168 oil-water separator, accessories, and installation services. This document serves as formal evidence of the implementation of the oil-water separation system, which supports Masisa's efforts to improve wastewater treatment and reduce environmental impact.

15/7/25, 15:43

Correo de MASISA S.A. - Fwd: Informe de costo Instalación Separador de agua-aceite Melamina



Javiere Parra A. <javiere.parra@masisa.com>

Fwd: Informe de costo Instalación Separador de agua-aceite Melamina

Johannathan Salazar C. <johannathan.salazar@masisa.com>

Para: "Javiere Parra A." <javiere.parra@masisa.com>

15 de julio de 2025

Hola Javiere!

Saludos cordiales!

----- Forwarded message -----

De: Johannathan Salazar C. <johannathan.salazar@masisa.com>

Date: mié, 20 mar 2024 a las 10:22

Subject: Informe de costo Instalación Separador de agua-aceite Melamina

To: Javiere Cabrera <javiere.cabrera@masisa.com>

Hola Javiere

Junto con saludar, según lo revisado se registra el siguiente costo de instalación de Separador agua-aceite de Melaminas

COSTOS (USD) COSTOS (CLP)

4.708,26 3.377.797

DETALLE:

OT	Doc material	Texto breve de material	Fecha doc.	Cta mayor	Material	Dest. mercancías	Cantidad	U/M	Cts. reales	Mon.	Cts. reales	Mon.	Proveedor	Pedido	Fe. contab.
80514349	4945292860	TUBO FLEXIBLE PUN-12"2 BL	27.07.2022	5141002	10688248RURGOS5		36	JN	46,29	CLP					27.07.2022
80514349	4945292860	TUBO FLEXIBLE PUN-12"2 BL	27.07.2022	5141002	10688248RURGOS5		14	JN	10,72	CLP			6000007716		27.07.2022
80514349	5020341124	SEPARADOR AGUA/ACEITE AQUAMAT CF168	20.01.2022	5141009	3 LUCATEGLU			JN	3.010,77	CLP			6000047004	4500472309	20.01.2022
80514349	4945281040	PROTECTOR OJOS FILTRO MAP3	25.07.2022	5157505	15054338RURGOS5			JN	14,39	CLP			6000005439		25.07.2022
80514349	5020905099	INST SEPARADOR AGUA/ACEITE AREA MELAMINA	14.12.2022	5154003				JRV	288,20	CLP			6000079939	4600167553	14.12.2022
80514349	4945292860	ADHESIVO INSTANTANEO LOCITITE 495 20 GRS.	27.07.2022	5141003	15001828RURGOS5			JN	7,45	CLP			6000010968		27.07.2022
									3.377,79	CLP		4708,26	JND		

15/7/25, 15:43

Correo de MASISA S.A. - Fwd: Informe de costo Instalación Separador de agua-aceite Melamina

Cl.coste	Clase de coste (Texto)	Total de costes plan	Tot.csts.reales	Desviación plan/real	DesvP/R(%)	Moneda
5141002	Piezas de Reposición -Repuestos	0,00	67,16	67,16		USD
5141003	Materiales	0,00	8,08	8,08		USD
5141009	Repuestos y Materiales de Cargo Directo	4.480,31	3.738,93	741,38-	16,55-	USD
5154003	Contratistas de Mantenención y Reparación	0,00	335,87	335,87		USD
5157505	Implementos de Seguridad	0,00	15,39	15,39		USD
5159530	Mano de Obra mantención	227,95	0,00	227,95-	100,00-	USD
CARGO		4.708,26	4.165,43	542,83-		USD
5141002	Piezas de Reposición -Repuestos	0,00	67,16	67,16		USD
5141003	Materiales	0,00	8,08	8,08		USD
5141009	Repuestos y Materiales de Cargo Directo	0,00	3.738,93-	3.738,93-		USD
5154003	Contratistas de Mantenención y Reparación	0,00	335,87-	335,87-		USD
5157505	Implementos de Seguridad	0,00	15,39-	15,39-		USD
LIQUIDACIÓN		0,00	4.165,43-	4.165,43-		USD
		4.708,26	0,00	4.708,26-		USD

Quedo atento a sus comentarios

Muchas gracias

Saludos cordiales!

MASISA

JOHANNATHAN SALAZAR

C. Planificador

Mantenimiento

(56) 412446218

Carrera 8 Central, Rm 10, Calle 1 N° 575, San Pedro de la Paz, Concepción

www.masisa.com

2.6 Biodiversity

2.6.1 Biodiversity Risk Assessment

Forest Management Plan Approval Resolution issued by CONAF (Chile's National Forestry Corporation).

RESOLUCIÓN N° 18832-1425 DL 701, DE 1974
MATERIA: SOLICITUD N° 18832-1425 DEL DL 701
Concepción, 2 de Abril de 2025

Hay que evaluar lo que sigue:

VISTOS:

Las facultades que me confiere el Decreto de Ley 701 de 1974, cuyo texto fue reemplazado por el artículo primero de decreto ley N° 2.585 de 1979, modificado por la ley N° 18.959 y por el artículo primero de la ley N° 19.561, y el artículo 68, N° 21 de Julio de 1984 de la Dirección Ejecutiva.

CONSIDERANDO:

1°.- La Solicitud Relativa al D.L. N° 701 de 1974, N° 18832-1425 sobre PLAN DE MANEJO PLANTACIONES FORESTALES presentada por **HÉCTOR HERNÁN ESPINOZA RIFFO**, con fecha **26 de Marzo de 2025** respecto del predio denominado:

- **LOTTE B-1**, del de avío: **265-543** de la comuna de **Florida**, provincia de **Concepción**, de la región **Del Bío-Bío**, Inscripción **5 YTA**, YTA del Conservador de Bienes Raíces de **FLORIDA** del Registro de propiedad del año **2022**.

RESULTIVO:

Regístrase la Solicitud Relativa al D.L. N° 701, N° 18832-1425 sobre PLAN DE MANEJO PLANTACIONES FORESTALES, presentada por **HÉCTOR HERNÁN ESPINOZA RIFFO**, con fecha **26 de Marzo de 2025** respecto del predio denominado:

- **LOTTE B-1**, del de avío: **265-543** de la comuna de **Florida**, provincia de **Concepción**, de la región **Del Bío-Bío**, Inscripción **5 YTA**, YTA del Conservador de Bienes Raíces de **FLORIDA** del Registro de propiedad del año **2022**.

a) Superficie aprobada: **1.12 H.**

b) Observaciones:

1. SE APRUEBA LA PRESENTE SOLICITUD.
2. REVISIÓN ADMINISTRATIVA.
3. SE DEDICARÁ LA CONSTANCIA QUE LA EVALUACIÓN DE LA SOLICITUD SE EJECUTÓ SOBRE LOS ANTECEDENTES APORTADOS POR EL INTERESADO, SIENDO EL PRONUNCIAMIENTO SUJETO DE EVENTUAL REVISIÓN POSTERIOR, CONFORME A LOS PROCEDIMIENTOS ESTABLECIDOS EN LA NORMATIVA FORESTAL Y LA LEY N° 19.806, QUE ESTABLECE LAS BASES DE LOS PROCEDIMIENTOS ADMINISTRATIVOS QUE DEBEN LOS ACTORES DE LOS ÓRGANOS DE LA ADMINISTRACIÓN DEL ESTADO.
4. EL PROPIETARIO QUE SUSCRIBE, DECLARA CONOCER TODOS LOS ASPECTOS TÉCNICOS Y ADMINISTRATIVOS CONTENIDOS EN EL PRESENTE INSTRUMENTO.
5. SE SE CONSIDERA EL USO DEL FUEGO PARA ELIMINAR DESCHOS, SE DEBERÁ DAR AVISO A CONAF Y ADOPTAR LAS MEDIDAS PARA NO AFECTAR LAS ZONAS COLINDANTES A LA EVENTUAL QUEMA.
6. EL INTERESADO DEBERÁ PRESENTAR EN CONAF EL RESPECTIVO AVISO DE EJECUCIÓN DE FAENAS ANTES DE DAR INICIO A LAS ACTIVIDADES APROBADAS.
7. LAS ACTIVIDADES APROBADAS DEBEN REALIZARSE SEGUINDO LAS INDICACIONES CONTENIDAS EN LA "PAUTA DE PRESCRIPCIONES TÉCNICAS: PROGRAMA DE PROTECCIÓN CONTRA INCENDIOS FORESTALES" VERSION 4.1 DE OCTUBRE DE 2022.
8. EL PRONUNCIAMIENTO APROBADO POR PARTE DE CONAF, EN NINGÚN CASO VIENE A VALIDAR U OFICIALIZAR LOS ELEMENTOS REPRESENTADOS CARTOGRAFICAMENTE, QUE SE ENCUENTRAN FUERA DEL ÁREA AFECTA, LAS QUE SÓLO PODRÁN CARACTER REFERENCIAL, COMO SON LAS CLASES DE CAPACIDAD DE USO DE SUELO, VEGETACIÓN CIRCUNDANTE, INFRAESTRUCTURA, ROLES PREDALES CONTIGUOS, CLASIFICACIÓN O DESCRIPCIÓN DE VEGETACIÓN NATIVA CIRCUNDANTE, ETC. Y QUE SON PARTE DE LOS ELEMENTOS DEL DIAGNÓSTICO PRELIMINAR.
9. EL PREDIO QUE DA CUENTA A LA COPIA DE INSCRIPCIÓN, FUE OBJETO DE UNA SUBDIVISIÓN, RESULTANDO LOS LOTES B-1, B-2 Y B-3. SE ESTABLECE QUE EL PRESENTE PLAN DE MANEJO RECAE SÓLO SOBRE EL LOTE B-1. MATERIA DE LA PRESENTE SOLICITUD, PLANO DE SUBDIVISIÓN QUE SE ACOMPAÑA EN FORMATO PAPEL Y SUBIDO A SAF.

TRANSCRIBASE, COMUNIQUESE, REGISTRESE Y ARCHIVASE

JUAN RUFFO ORMEÑO
JEFE(A) PROVINCIAL (S)

Distribución:

- Propietario
- CE Provincial

Process description:

The document above is a forest management plan approval resolution issued by CONAF (Chile's National Forestry Corporation) for Lot B-1 of the property "Los Troncos", located in the Biobío Region. It authorizes forestry activities including harvesting and reforestation over a total of 1.12 hectares. The resolution outlines compliance with Chilean forestry regulations (DL 701), includes technical and administrative requirements, and emphasizes adherence to fire prevention guidelines and the need to submit prior notices before executing approved operations.

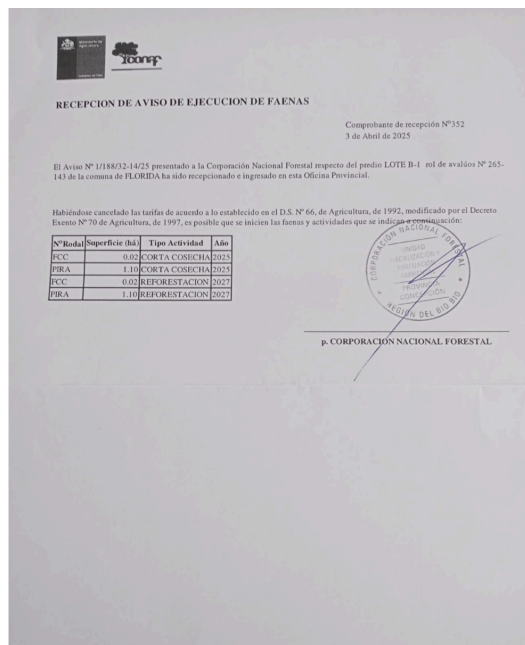
This forest management plan is part of the process conducted by Masisa for all of its wood suppliers, ensuring that their forestry operations comply with environmental regulations and responsible sourcing practices.

This document:

- Refers to a specific geographic area with defined surface area and property boundaries.
- Requires technical documentation and cartographic inputs from the landowner (supplier).
- Includes environmental safeguards, such as fire prevention measures and operational restrictions, based on local ecological conditions.
- Mentions referential ecological features (e.g., native vegetation, soil use capacity) as part of the land diagnosis.

Therefore, it supports the fact that Masisa conducts a site-specific assessments for its wood suppliers, that help identify and manage biodiversity-related risks, in line with national forestry standards and sustainability commitments.

Forestry operation's executions notice:



- This official document from CONAF confirms the planned execution of forestry operations (harvesting and reforestation) for Lot B-1 in the commune of Florida.
- Activities are authorized for specific subplots and timeframes (2025–2027), reinforcing regulatory oversight and geographical specificity

Field and document checklist – Controlled Wood Program

Controlled wood is a category within the FSC (Forest Stewardship Council) certification system that refers to wood that is not FSC-certified, but has been verified to come from acceptable sources that do not involve unacceptable forestry practices.

Most of Masisa's sourced wood is controlled wood, which represent the wood that goes through this program, and the other part is FSC certified wood. The purpose of controlled wood is that it allows companies to mix FSC-certified wood with non-certified wood in products labeled as FSC Mix, while still maintaining certain environmental and social standards. This is exactly what Masisa does with most its products.

Although controlled wood is not the same as the complete FSC certification, it has strict parameters regarding the source of the wood. Controlled wood must not come from these 5 types of sources:

- Illegally harvested wood
- Wood harvested in violation of human rights
- Wood from forests with high conservation values
- Wood from forests being converted to plantations or non-forest use

- Wood from genetically modified trees

This is verified by companies who implement a Due Dilligence System (DDS) to assess and mitigate the risk coming from wood from any of the five unacceptable sources. This includes document reviews, field checks and risk assessments.

In summary, controlled wood is non FSC-certified wood that has been checked and verified to avoid major environmental or social harm. It plays a key role in ensuring the credibility of products labeled as FSC-Mix.

Suppliers choose controlled wood because it is more accessible, less costly, and less demanding, yet it still allows them to access responsible markets and contribute to more sustainable supply chains. This is specially beneficial for small to medium suppliers, that are not financially and technically able to go through the whole FSC certification process.

Also, for some suppliers is an intermediate step while they prepare to obtain full FSC certification, allowing them to improve their practices and built capacity, without being excluded from the market.

The Field and Document Checklists from the Controlled Wood Program are tools used by Masisa to assess the compliance and environmental responsibility of its wood suppliers. Together, these checklists ensure that wood from non-certified sources meets FSC Controlled Wood standards, using a risk-based and location-specific approach.

Field checklist

[illegible]

The Field Checklist involves on-site verification to identify biodiversity risks, such as the presence of endangered species, proximity to high conservation value areas, or social conflicts. It also assesses land use, forest conditions, and operational practices, recommending buffer zones or exclusion areas when needed.

MASISA
Tu mundo, tu estilo

Lista de Verificación Documental para programa de maderas controladas de MAMISA S.A.					
2. Medidas de Control para Mitigación de riesgo a ASOCIADOS A CADENA DE SUMINISTRO.					
- VARIANTES DE CADENA DE SUMINISTRO:					
VARIANTES	TIPO DE COMPROBACIÓN	EXPLICACIÓN MODALIDAD DE COMPROBACIÓN / JUSTIFICACIÓN RIESGO	EVALUACIÓN DEL RIESGO: CADENA DE SUMINISTRO (preverar categoría)	MEDIDAS DE CONTROL	VERIFICACIÓN
1	COMPROBACIÓN DE VALOR	Muestra S.A., realiza compra directa al propietario del bosque. Mediante la atención al cliente (la información) y registros, incluye Muestra coccinea y Muestra transportada a destino final a Planta Masisa.	Bajo	No	
2	ORILLAS CANTONALES	Muestra S.A., realiza compra directa al propietario del bosque de la muestra coccinea y muestra transportada a destino final a Planta Masisa.	Bajo	No	
3	PROVEEDOR DIRECTO	Proveedor realiza su propia cosecha y transporta en forma directa a Planta Masisa.	Medio	1-2-3-4-5-6	
4	PROVEEDOR INDIRECTO	Proveedor realiza su propia cosecha, transporta y exporta en su propia camioneta de propiedad personalmente transporta a Planta Masisa como destino final.	Alto	1-3-4-5-6-7	
5	PROVEEDOR ORIGINAL DEL BOSQUE	Proveedor compra bosque en su propio Patrimonio original del bosque, transporta directamente a Planta Masisa como destino final.	Medio	1-3-4-5-6-7	X
6	PROVEEDOR CANTONAL	El propietario del bosque o un proveedor vende en el piso al proveedor quien transporta y almacena en el campo, luego el proveedor transporta desde el campo a la Planta Masisa como destino final.	Alto	1-3-4-5-6-7-8	
7	PROVEEDOR CANTONAL	El propietario del bosque o el proveedor transporta y vende al proveedor final quien almacena y transporta a planta Masisa como destino final.	Alto	1-3-4-5-6-7-8	
8	PROVEEDOR CANTONAL	El propietario del bosque o sub proveedor 1 vende a otro campo a su proveedor 2 quien a su vez vende a otro campo a su proveedor final quien transporta a destino final a Planta Masisa.	Alto	1-3-4-5-6-7-8	
9	PROVEEDOR CANTONAL	El propietario del bosque o sub proveedor 1 vende a un proveedor final quien procesa y genera un coprolito (Muestra) y transporta a destino final a Planta Masisa.	Alto	1-3-4-5-6-7-8	
10	PROVEEDOR CANTONAL	El propietario del bosque o sub proveedor 1 vende a sub proveedor 2, quien procesa y genera un coprolito (Muestra) y transporta a destino final a Planta Masisa.	Alto	1-3-4-5-6-7-8	
11	PROVEEDOR CANTONAL	El propietario del bosque o sub proveedor final quien transporta a destino final a Planta Masisa.	Alto	1-3-4-5-6-7-8	

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Categoría 3: Madera de bosques en los que los altos valores de conservación se ven amenazados por las actividades de manejo:

OBSERVACIONES

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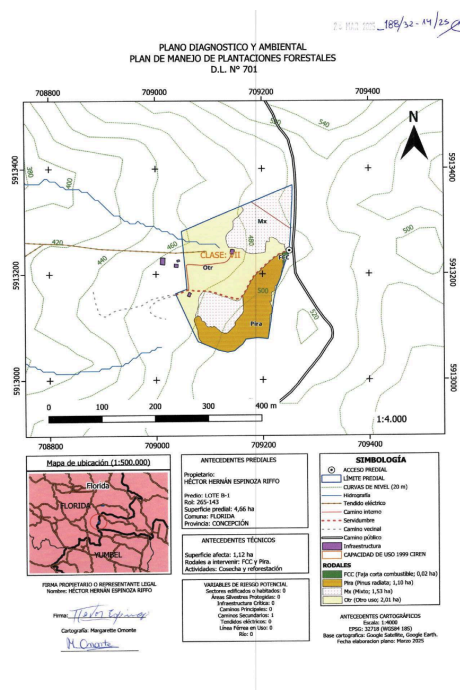
MEDIDAS DE CONTROL APLICABLE EN TERRENO PARA MITIGAR EL RIESGO

	C	NC	OP	N
1- El proveedor deberá enviar las coordenadas UTM con ubicación geográfica del punto o del área en cuestión.	X			
2- Verificación documentación de campo y Plan de Manejo aprobado en caso de ser necesario su actualización. Certificados (Análisis, otros que puedan aportar evidencia)				
3- Verificación del rendimiento del bosque vs. volumen ofrecido mediante visita terreno.				
4- Visita a unidad de suministro a fin de validar origen y volumen de producto				
5- Evidencia de cumplimiento Laboral [F-30]	X			
6- Guías de despacho del proveedor indican, como, predio de origen y rol respectivo y otros exigidos por la legislación vigente.				Despacho a falsifica
7- Guías de despacho del proveedor indican, como, predio de origen y rol asociado a volumen de producto.				Despacho a falsifica
8- Facturas de compra o venta y/o contratos de compra y/o venta de la madera o bosque por parte del proveedor al propietario.	X			
9- Indicador Cumplimiento Buena Madera.				

C: Cample, NC: No cample, Cp: Cample parcialmente, N/A: No aplica

OBSERVACIONES POR ÍTEM

Plot Map (Plano predial – Lot B)



- A geo-referenced, technical map outlines the precise boundaries of Lot B-1, forest strata, intervention areas, and surrounding risk factors (e.g., slope, access routes, rivers).
- It provides visual confirmation of a location-specific approach, enabling targeted risk analysis and land-use planning.

Scope of Biodiversity Risk Assessment

Masisa holds FSC certification, which includes compliance with three standards:

- Multi-Site Chain of Custody Certification
- Sourcing of Controlled Wood
- Trademark Use

This ensures wood traceability from its origin to its final output (upstream and just before downstream stage).

Additionally, Masisa conducts semiannual monitoring of aquatic biota in the Coihueco stream, which is located within the area of influence of the Cabrero plant and considered an adjacent area. These monitoring activities help identify the effects of the plant's discharges on the stream, and no negative impacts have been observed on microalgae, fish, or macroinvertebrates.

The following documents are the biodiversity assessment carried out on the Coihueco stream, during March and September, 2024:



MONITOREO DE LA BIOTA ACUÁTICA DEL ESTERO COIHUECO,
EN EL ÁREA DE INFLUENCIA DE LA DESCARGA DE MASISA S.A.



Septiembre 2024

MONITOREO DE LA BIOTA ACUÁTICA DEL ESTERO COIHUECO,
EN EL ÁREA DE INFLUENCIA DE LA DESCARGA DE MASISA S.A.



Marzo 2024

Risks identified

Masisa has also identified risks in its value chain, through the work done with its suppliers, following the guidelines established by the FSC. Masisa conducts risks assessments of the suppliers who provide them with wood through checklist-based evaluations, including both document review and on-site inspections.

2.6.3 No deforestation commitment

Extent of Policy or Commitment

Masisa has a "Biodiversity and no-deforestation commitment", and the extent of the no deforestation is no net deforestation, which means they commit to compensate with future reforestation through its suppliers, given that Masisa does not own any forest plantations. Masisa sources wood from suppliers with forest management plans approved by CONAF (Chile's national forest corporation), which define designated áreas exclusively for that use (i.e., no land-use change) and also include reforestation measures.

Given the nature of Masisa's business, they cannot commit to a no-gross deforestation, as their business depends on wood as a key input/raw material.

Scope of Commitment

Masisa's no-deforestation commitment applies to both its own operations and its wood suppliers. Within its operations, Masisa ensures that no land-use change occurs, as it does not own forest plantations and sources all wood externally. For suppliers, the company enforces strict requirements through its responsible sourcing program. All wood suppliers must operate under forest management plans approved by CONAF (Chile's National Forestry Corporation), which explicitly designate land for forestry use only and include mandatory reforestation measures to compensate for harvesting. Additionally, these plans require the specification of the exact tree species to be harvested, ensuring that native flora with high ecological value is not affected. This approach helps prevent land conversion, safeguards biodiversity, and aligns with Masisa's commitment to avoid deforestation and promote sustainable forest management, in both their own operations and their suppliers.

Policy endorsement

The following document titled "Política de Delegación de Autoridad"(Delegation of Authority Policy) indicates that the highest endorsing decision-making body for company-wide policies—such as Masisa's Biodiversity and No Deforestation Commitment—is the Executive Management.

Specifically, on page 2, the approval of the policy is shown under section I. Gobernability structure; 1. Primary elements; 1.7.2 Other corporative policies, where the biodiversity and no-deforestation commitment is classified, you can see the approval comes from Executive management.

[illegible]

2.6.4 Biodiversity Exposure & Assessment

The following table provides a summary of Masisa's biodiversity exposure and assessment across its operational sites. It confirms that the company has identified two sites totaling 168 hectares, both of which have undergone biodiversity impact assessments. One of these sites, covering 155 hectares, is located near critical biodiversity areas and has a biodiversity management plan in place.

As part of Masisa's biodiversity commitments, the company also conducts semiannual monitoring of the aquatic biota in the Coihueco stream, which is located within the area of influence of the Cabrero plant. These monitoring activities help identify the potential effects of plant discharges on the stream, and no negative impacts have been observed on microalgae, fish, or macroinvertebrates.

Aspects	Number of sites	Area (hectares)
A) Overall What is the total number and the total area of the company's operational sites?	2	168
B) Assessment Has the company conducted biodiversity impact assessments for its own operational sites?	2	168
C) Exposure Of the sites assessed, how many sites have a significant biodiversity impact, or are in proximity to critical biodiversity, and what is the total area of these sites?	1	155
D) Management plans Of those sites that have a significant biodiversity impact, or are in proximity to critical biodiversity, how many sites have a biodiversity management plan, and what is the total area of these sites?	1	155

2.6.5 Biodiversity Mitigating Actions

Masisa holds FSC certification (FSC-C009554), ensuring responsible forest management and full wood traceability across its supply chain. This applies to key sites like Cabrero and Mapal and includes various FSC Mix and Controlled Wood products. To protect biodiversity, Masisa requires suppliers to submit CONAF-approved forest management plans with mandatory reforestation. For example, the plan for the Los Troncos site defines specific harvesting and replanting areas.

In addition, Masisa carries out detailed document and field audits to verify land ownership, legal compliance, and species-specific harvesting, while identifying risks to native flora and conservation areas. These practices serve as effective biodiversity mitigation actions aligned with FSC standards and the company's sustainable sourcing policy.

Masisa FSC Certification, forest management plan, CONAF approval, notice of operation execution, property location map, and both document and field checklists.

As part of its measures to prevent the occurrence of biodiversity impacts or dependencies, to avoid impacts on the biodiversity of natural forests, MASISA has implemented the "Masisa Chile Wood Purchasing Policy," which states that the company is committed to not purchasing fiber originating from any of the following categories:

- Illegally harvested wood, in violation of current legal regulations.
- Wood harvested in violation of traditional and civil rights.
- Wood sourced from forests where high conservation values are threatened by poor management practices.
- Wood from natural forests that are being converted into plantations or used for non-forest purposes.
- Wood from forests where genetically modified trees are planted.

Masisa applies the FSC Controlled Wood standard and evaluates all wood suppliers through a Due Diligence System (DDS) to ensure that only authorized areas are harvested.

Its procurement procedures verify the legal, social, and environmental origin of raw materials from plantations, reducing sourcing risks. Additionally, Masisa's Wood Purchasing Policy prohibits sourcing from illegal logging, land-use change, or areas with high conservation value. These practices are directly connected to measures that help minimize or reduce biodiversity impacts, even if they do not eliminate them entirely, by avoiding high-risk sources and promoting responsible forest management throughout the supply chain.

A forest management plan approved by CONAF is required, which includes a commitment to reforestation. This ensures the application of standards for the sustainable forest management of the wood used in our production processes. The certification guarantees that our wood inputs come from sustainable forests.

This approach is directly connected to measures aimed at regenerating biodiversity, as reforestation promotes the recovery of ecosystems after harvesting. By requiring sustainable harvesting and the replanting of trees, these practices help restore ecological functions, maintain habitat continuity, and support the long-term resilience of forest biodiversity.

Masisa holds FSC certification, ensuring that its wood comes from sustainably managed forests. To verify this, the company requires CONAF-approved forest management plans from suppliers, which include mandatory reforestation. It also conducts document and field checklists to ensure traceability and confirm the responsible origin of the wood.

These practices are directly connected to biodiversity restoration, as reforestation efforts contribute to the recovery of forest ecosystems following harvesting. By ensuring that suppliers replant and manage forests responsibly, Masisa supports the re-establishment of ecological functions, the return of native species, and the long-term restoration of biodiversity in affected areas.

Masisa holds SCS (Scientific Certification Systems) certification for its MDF products, confirming that a portion of the material comes from wood recovered from other industrial processes. This reduces the need for sourcing virgin wood from forest plantations.

This approach aligns with transformational measures, as it promotes a shift toward circular production models and helps reduce pressure on natural ecosystems. By incorporating recycled content, Masisa contributes to changing the underlying drivers of nature loss—such as overextraction of resources—fostering a more sustainable and regenerative industry model.

The following certificate confirms that Masisa is certified by SCS Global Services for its MDF products, verifying that they contain at least 22% pre-consumer recycled wood fiber, in compliance with the SCS Recycled Content Standard.



2.7 Product Stewardship

2.7.3 Exposure to hazardous substances

For Masisa the substance classified as hazardous by a regulatory authority is formaldehyde, during the production process for MDF products in both production plants (Cabrero and Mapal).

The company has gone through a risk assessment for its potential impact on human health and the environment. The percentage of products (in terms of revenues) assessed is 84%.

2.7.5 Revenues from sustainable timber and paper

Revenues from:	FY 2021	FY 2022	FY 2023	FY 2024
Recycled wood-based products (paper, cardboard, etc.): Products with SCS Certification (USD)	166,260,131	250,482,478	136,768,942	149,852,697
Certified timber products: FSC (USD)	16,927,131	17,580,274	12,447,621	15,077,873
Other (USD): Without certification, but product with sustainable material (sawdust)	10,957,223	9,927,281	5,917,214	8,832,241

SCS Certification: guarantees that the products contain a certain amount of recycled material in their composition.

Products with SCS Certification:

Cabrero: Minimum 22% Pre-Consumer Recycled Wood Fiber Content: Lackering MDF, Masisa MDF Melamine, Veneer Surfaced MDF, MDF Moulding Primed, MDF Moulding Jesso, MDF Moulding Raw

Mapal: Minimum 12% Pre-Consumer Recycled Wood Fiber Content: Masisa MDF Standard, Masisa MDF Light, Masisa MDF Light Pigmented, Masisa MDF STDM, Masisa MDF Ultralight, Masisa MDF RH Thin, Masisa MDF RH Light, Masisa Melamine Surfaced MDF Standard

FSC Certification: guarantees that the products come from responsibly and sustainably managed forests. Masisa does not hold land certifications as it currently does not own forest plantations.

Other: Products without certification; wood chips, dust, and sawdust are used, resin is applied for adhesion, and the board is pressed under high pressure.

Medium-density particleboards, manufactured from wood particles, which makes them highly structurally resistant and provides excellent performance in anchoring and screw holding processes. They use layered wood particles (fine on the surface and coarse in the core).

III. Social Dimension

3.1 Labor Practices

3.1.1 Labor practices commitment

Masisa's Commitment to Fair Labor Practices

Masisa is committed to fostering a fair, transparent, and equitable work environment that safeguards the rights and well-being of its employees. The company guarantees salaries that meet or exceed Chile's legal minimum, with operational roles paid well above statutory levels through collective bargaining agreements and internal policies. Clear guidelines on compensation, overtime, and benefits are set forth in the Internal Regulations, ensuring transparency for all staff.

To promote efficiency and flexibility, Masisa uses a modern electronic time tracking system with biometric and remote clock-in capabilities, enabling compliance with Chilean labor laws, including the gradual transition to a 40-hour workweek under Law No. 21.561. Overtime is strictly monitored, approved, and justified by supervisors, paid with the legally mandated 50% premium, and included in the same month's payroll.

The company upholds equal pay for men and women in equivalent roles, with policies and procedures regularly reviewed to ensure fairness and competitiveness. All statutory paid leaves are granted—including annual vacation, parental, medical, and special leave—with proactive monitoring of unused vacation days to encourage rest and work-life balance. In 2024, only 33 cases exceeded the internal threshold of 30 days, reflecting Masisa's dedication to employee well-being and a healthy, sustainable workplace.

Masisa sets minimum consultation and notice periods before carrying out any mass terminations at plants, ensuring transparent communication, compliance with labor regulations, and respect for employees' rights during organizational changes. These conversations tend to take place three months before the closure of the plant.

This commitment is valid for Masisa's own operations employees and also for their contractors.

3.1 Labor Practices

3.1.3 Labor practices programs

Masisa has programs in place to manage its labor practices, which include:

1. Adequate and Fair Remuneration:

Masisa guarantees remuneration that complies with or exceeds the legal minimums established by Chilean law. Through collective bargaining agreements and internal compensation policies, the company maintains base salaries significantly above the statutory minimum wage for operational roles, supporting the dignity and economic well-being of employees. The Internal Regulations (Title I, Chapter VII) detail the structure and payment of remuneration, including overtime pay and additional benefits, ensuring clarity and transparency for all employees.

2. Monitoring of Working Hours and Overtime:

The company has implemented an advanced electronic timekeeping system to record working hours, which combines biometric registration and remote clock-in capabilities to adapt to flexible work arrangements. This system ensures compliance with Chilean legislation, including the gradual reduction of the maximum ordinary working week to 40 hours, as established by Law No. 21.561. Overtime is monitored through systematic reviews that identify deviations, with supervisors accountable for their approval and justification.

3. Extra hours compensation:

All extra hours are compensated with a 50% premium over ordinary pay, in line with legal requirements. Correct payment is guaranteed within the wages of the month in which the overtime is incurred.

4. Regular engagement with worker representatives regarding labor conditions:

The company recognizes and collaborates with workers' representatives and unions as established by law (Chapter XXIII, RIOHS), facilitating their participation in matters related to working conditions, safety and labor relations. In this case, collaborative meetings are held periodically with the Labor Relations Assistant Manager, ensuring the participation of representatives and their concerns.

5. Wage gap: In line with the principles of non-discrimination and inclusion, Masisa maintains policies and procedures to guarantee equal pay for men and women performing work of equal value. This point is periodically reviewed and adjusted, if necessary, based on market conditions and/or the company's internal compensation policies.

6. Expansion of social protection coverage for workers beyond public programs:

Masisa provides comprehensive coverage beyond the legal minimums, including occupational risk insurance, preventive health programs and training in safety, ergonomics and psychosocial risk prevention, as detailed in the Internal Regulations and evidenced by our Occupational Health and Safety Management System certified under ISO 45001.

7. Paid Leave and Annual Vacation Entitlements:

Masisa grants all employees annual paid leave and other legally established paid leaves, including maternity and paternity leave, illness-related leave, and special permissions. To support employee well-being and ensure adequate rest, the company proactively monitors the accumulation of vacation days and systematically reminds employees to take their leave. As a result of this approach, in the most recent period there were only 33 cases exceeding the internal threshold of accrued vacation days, demonstrating Masisa's commitment to fostering work-life balance and preventing excessive postponement of rest periods.

8. Provide training and skills to mitigate the negative effects.

At Masisa, we are committed to continuous learning, which is why we have agreements with universities, scholarships for workers, and a partnership with LinkedIn Learning.

3.1 Labor Practices

3.1.6 Gender Pay Indicators

In 2024, due to the company's financial performance and in line with the provisions established in collective agreements and internal policies, no bonus payments were made. And this is why Masisa does not report the mean and median bonus gap.

Masisa maintains a commitment to transparent compensation practices, and variable incentives are directly linked to the achievement of defined financial and operational targets.

3.2 Human Rights

3.2.3 Human Rights Assessment

Category	A. % of total assessed in last three years	B. % of total assessed (column A) where risks have been identified	C.% of risk (column B. with mitigation actions taken)
Own operations (including joint ventures where the company has management control) As % of: FTE	100	100	100
Contractors and Tier I Suppliers (as a % of contractors or Tier I Suppliers)	100	50	50
Joint Ventures (including stakes above 10%) (as a % of joint ventures) Not relevant/Not applicable. The company does not have any joint ventures at stakes above 10%:	NAP	NAP	NAP

- Masisa did not have any joint ventures agreements in 2024.

3.2.4 Human Rights Mitigation & Remediation

During 2024, Masisa strengthened its human rights management through the implementation of preventive, training, and risk management measures. Two key new policies were developed and disseminated:

- The Preventive Policy on Workplace Harassment, Sexual Harassment, and Workplace Violence, which promotes safe, inclusive, and violence-free work environments with a gender perspective.
- The Due Diligence Policy, which sets minimum guidelines for incorporating human rights due diligence as part of responsible business conduct.

To strengthen understanding and commitment regarding human rights-related policies, an internal communications plan was implemented. Training sessions were also carried out for various internal audiences and contractors, including sessions on the Framework for Action and the Crime Prevention Model in the countries of operation (Chile, Venezuela, Peru, Ecuador, Colombia, and Mexico), as well as on the Karin Law and workplace harassment prevention in Chile. Some of these training sessions were conducted through digital platforms, expanding their reach.

From the Safety, Environment, and Health (SMS) area, various additional training spaces were developed, aimed at strengthening the preventive management of occupational and psychosocial risks, contributing to fostering an organizational culture based on respect, care, and human rights.

From the Compliance area, an update was carried out on the human rights risk matrix, incorporating considerations arising from the new business model in Peru, Ecuador, Colombia, and Mexico, and also including the United States.

Projections and Continuity in 2025:

In January 2025, the Human Rights Policy was updated and disseminated, incorporating measures to prevent corporate complicity in human rights violations identified in 2024. As a complement, a 2025 corporate communications plan was implemented, focused on strengthening the organizational culture around human rights.

Additionally, the Compliance area worked on defining the scope of controls related to human rights, which will begin to be monitored during the second half of 2025 as part of the internal control system. Furthermore, corporate human rights training sessions will be scheduled for the executive team and first- and second-line positions in the company across different countries, with the aim of strengthening responsible leadership in this area.

Regarding the processes implemented to mitigate human rights related risks and the number of sites with mitigation plans in Masisa:

Masisa operates in seven countries (Chile, United States, Venezuela, Mexico, Peru, Ecuador, Colombia) with human rights risk mitigation plans aimed at reducing the likelihood of potential negative impacts. The company has implemented a structured plan that includes: (i) risk identification; (ii) tailored training (SMS, crime prevention, Karin Law, due diligence); (iii) grievance channels; (iv) suggestion, complaint, and recognition boxes; and (v) periodic

monitoring with indicators and assigned responsibilities. These plans are systematically reviewed and updated.

In addition, Masisa has implemented guidelines in its corporate policies and compliance platforms to manage background checks within its value chain. These policies include the Human Rights Policy, Diversity, Inclusion and Gender Equity Policy, Preventive Policy on Workplace Harassment, Sexual Harassment and Workplace Violence, Due Diligence Policy, and primarily its Framework for Action and Business Principles, which are published on our website as governance practices.

Complementarily, our compliance platforms enable the evaluation of suppliers, customers, and employees, among others, against restricted lists related to human rights in the countries where we operate, thereby strengthening integrity and accountability throughout our value chain.

During 2024, situations that could affect the human rights of our stakeholders were investigated, and remediation actions were taken.

The remediation actions taken and implemented by Masisa are the following:

In 2024, MASISA implemented significant remediation measures through its Whistleblower Channel, receiving a total of 27 reports across all countries where it operates. This reflects the high awareness and effective use of the channel.

Reported cases:

- 13 for discrimination or harassment (workplace and/or sexual)
- 2 for conflict of interest
- 12 classified as "other," corresponding to violations of the company's business principles.

It is worth noting that none of these reports were related to human rights violations.

All reports were investigated and managed by the Ethics Committee, with reporting to the Board of Directors through the Risk and Audit Committee. Resolutions included corrective measures such as dismissals, targeted training, improvements in internal controls, and updates to policies and procedures.

Additionally, MASISA and its subsidiaries have not been subject to investigations by local or international authorities for crimes such as money laundering, terrorism, bribery, or other illicit activities, nor for human rights violations.

Type of Performance Appraisal:

Masisa conducts annual performance evaluations for its employees. Evaluations are objective-based assessments.

Trend of Employee Wellbeing:

MASISA conducts a survey every three years to address aspects relevant to employee satisfaction and engagement, as well as organizational culture. In terms of workplace climate, this tool allows us to:

- **Evaluate Job Satisfaction:** A positive climate is associated with happier, more motivated, and productive employees.
- **Identify Areas for Improvement:** Workplace climate can reveal issues such as communication gaps, work-related stress, or discrimination.
- **Promote Positive Change:** Understanding employee perceptions enables us to implement initiatives that enhance the work environment. Simultaneously, evaluating organizational culture helps us to:

Identify Values and Beliefs: This allows us to align strategies and actions with the company's core identity.

- **Understand Organizational Behavior:** Culture influences how employees interact, make decisions, and solve problems.
- **Attract and Retain Talent:** A strong and positive culture can be a differentiating factor in attracting and retaining talent.

By considering both workplace climate and organizational culture regularly and in combination, we gain a holistic view of our organization's state, allowing us to make informed decisions to improve employee well-being and business success. This is why MASISA utilizes a methodology based on Human Synergistics International, which integrates both approaches. In its results, the Cultural Transformation Report of Somos Masisa (2021) includes a comprehensive evaluation of employee satisfaction across various organizational dimensions. Specifically, our Organizational Culture Inventory (OCI) and Organizational Effectiveness Inventory (OEI) collect data that enables us to analyze employee satisfaction in several key areas related to their work environment and organizational culture. Some of the areas assessed include:

- **Job Satisfaction:** Evaluates employee satisfaction with their work, their department, and the organization as a whole.
- **Intent to Stay:** Assesses whether employees intend to remain with the organization in both the short and long term.
- **Recommendation as a Good Place to Work:** Measures whether employees would recommend the organization as a good place to work.
- **Satisfaction with Current Situation:** Examines employee satisfaction with their current position within the department.

This evaluation has successfully allowed us to assess conditions necessary for developing policies aimed at attracting, retaining, and developing top talent, as well as identifying areas for improvement.

Hiring

Indicador	2021	2022	2023	2024
Total number of hires	287	359	176	162
% of internal hires	14.1	15.7	13,1	14,3

Average Hiring Cost FTE	128	130	144	155
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Age range	Hiring 2023	Hiring 2024
<30 years	60	64
30-50 years	107	92
>50 years	9	6

Gender	Hiring 2023	Hiring 2024
Women	57	45
Men	119	117

Nationality	Hiring 2023	Hiring 2024
Chilean	51	136
Colombian	4	
Ecuadorian	1	
Spanish	1	
Mexican	93	3
American	1	4
Peruvian	4	1
Venezuelan	21	18

Employee Development and Support Programs

1. Coaching and Mentoring

At the company's discretion, external coaching programs are offered annually. Each year, approximately 10 to 15 employees participate in coaching sessions to further develop and consolidate their potential. This initiative aims to support their professional growth and subsequently enable them to apply the acquired skills within their respective teams. Most of the participating employees hold key and strategic positions with leadership responsibilities.

2. Teams and Networking

Recognizing the fast-paced changes in today's environment and the need for organizations to adapt, the company fosters a culture of continuous learning. To achieve this, partnerships have been established with e-learning providers, such as LinkedIn Learning. Through this platform, a wide range of training content is made available to employees at any time, without restrictions. The content includes personal skill development, organizational skills, IT applications, diversity, sustainability, and change management,

among other topics. Courses can be self-assigned by employees according to their interests and professional challenges, assigned by direct managers, or recommended among colleagues.

3. Cultural Diversity Education

The company has implemented a comprehensive Diversity and Inclusion Training Program in collaboration with the Internal Training Team, Community Relations, consultants, experts, and the SOFOFA Foundation. The main purpose of this program is to educate employees and ensure that the company's commitment to diversity and inclusion is effectively integrated across the organization. The program covers fundamental topics such as awareness and sensitivity training, best practices for integrating diversity and inclusion into daily work practices, union training, and general education. It also aims to provide knowledge on the role of unions, organizational protocols, leadership roles, and management of related issues.

4. Transition Program for Retired or Disengaged Employees

At its discretion, the company provides benefits to employees undergoing disengagement processes. These may include assistance or outplacement programs offered under certain circumstances, such as mass layoffs or for specific positions identified based on tenure and/or performance within the company.

5. Digital Transition

Cybersecurity is a key factor in the management and protection of both personal and corporate data. To strengthen awareness, the Technology Team has developed a series of educational capsules to promote data protection practices and introduce new functionalities that optimize resources and team effectiveness. These capsules also aim to help employees identify and respond to potential unauthorized access to company data. Examples include educational sessions on Gemini AI, G-Suite, cybersecurity, management of institutional passwords, and awareness of corporate data protection.