



HABITAT

CONTENTS

O O

INTRODUCTION

Letter from the Chairman

Habitat at a Glance

Milestones of Year 2022

Page

3



MANAGEMENT REPORT

1.1 Financial Results

1.2 Pension Fund Investments

1.3 Market Position

1.4 Development of Human Resources

1.5 Risk Management

1.6 Clients

Page

8



THE COMPANY

2.1 Articles of Incorporation

2.2 Branch Offices

Page

29



SHAREHOLDERS, BOARD AND MANAGEMENT

3.1 Shareholders and Ownership Structure

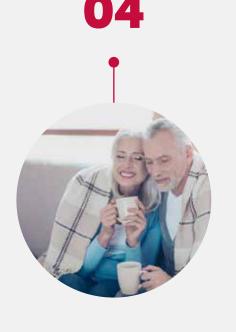
3.2 Board of Directors

3.3 Management

3.4 Directors and Audit Committee

Page

32



ACTIVITIES AND BUSINESSES

4.1 Economic Sector where it Operates

4.2 Affiliates and Contributors

4.3 Properties

4.4 Furniture Equipment and Supplies

4.5 Insurances

4.6 Trademarks and Patents

4.7 Suppliers

4.8 Financial Activities

4.9 Risk Factors

4.10 Related Parties

05



SUSTAINABILITY

5.1 Sustainability Context

5.2 Materiality and Stakeholders

5.3 Social Responsibility and Sustainable Development Report

5.4 Community and Social Investment

5.5 Economic Performance

Page

53



PROFIT DISTRIBUTION

6.1 Distributable Income

6.2 Dividend Policy 2022

6.3 Investment and Financing Policy

6.4 Material Facts

Page

72



FINANCIAL STATEMENTS

Financial Statements

Page

79





LETTER FROM THE CHAIRMAN

Dear Shareholders,

This is my first letter as Chairman of AFP Habitat, in which I will give an account of the financial year 2022. I will also address the outlook for pensions contained in the Government's pension reform bill. From our perspective, its design has an erroneous re-foundational focus that will have concrete effects on affiliates' future pensions.

As is publicly known, a possible pension reform is currently being discussed in Congress. Political debate on the topic formally began in 2006 with the Marcel Commission, when the current Minister of Finance concluded in his final report that there

was an imperative need for reform and officially acknowledged that individual capitalization had not failed. In the same report, Marcel makes four other relevant points: pension fund administrators have complied with their legal obligations, pension funds are safe, no AFP has gone bankrupt and there has been no fraud in the system.

Furthermore, the report states that workers who make regular contributions throughout their working lives achieve pension savings that allow them to finance pensions close to their working income. Finally, in his analysis of the system, Marcel himself



recognizes that individual capitalization has had a beneficial impact on the country's growth and on the depth of the local capital market.

The Marcel Commission's conclusions were widely valued to the point of becoming a permanent political and technical reference for experts and academics, but above all for its structural conclusion: I am referring to the "imperative need" for reform which has been firmly voiced for some 17 years, which we share as Habitat and as a fundamental link in the pension system chain.

It is indisputable that a reform is required to solve structural issues that determine pension amounts, especially to address a future in which lifespans are longer. However, the "imperative need" cannot lead us to approve any reform, and even less so one that does not improve what needs to be improved and destroys what works.

It is essential for the reform to be based on a correct diagnosis and for the new pension conditions introduced by the Universal Guaranteed Pension (PGU, for its initials in Spanish) to be a substantial part of the financial calculations and the reform's own social objective, so that efforts to increase pensions go to those who really need it. The central

point is that the proposed bill is based on an erroneous diagnosis which completely ignores the new social security reality of vulnerable pensioners due to the strengthening of the solidarity pillar supporting the PGU.

Thanks to this successful reform, approved in January 2022, solidarity with the most vulnerable group of the population is an undeniable reality. In fact, the pension bill omits in its calculations that Chile's solidarity pillar became one of the most generous in the OECD when measured as a percentage of people's average income. Evidence shows that vulnerable pensioners are achieving replacement rates [pensions as a percentage of average last salaries] above 70% and in some cases even above 100%.

To put the importance of this reform in context, the amount of resources used to increase the PGU is equivalent to having increased the contribution of all Chileans by five points and allocating it entirely to the most vulnerable pensioners. This demonstrates the extent of resources contributed by all Chileans through general taxation payments, which is the adequate way to finance pension solidarity.

Given the above, there is a broad consensus that the segment that most needs reform now is the middle

class, through a bill that increases their replacement rates. This is where citizens' views are relevant as it is the affiliates themselves who have consistently pointed out and demanded from the new authorities that their contributions must continue to contribute to improving their own pensions through individual capitalization accounts and not allocated to a payas-you-go system or notional accounts. As we know, these are not owned by the workers, do not allow free choice and cannot be inherited.

In the current context, in which citizens could verify from pension withdrawals that the AFPs are diligent and their pension savings protected, it should not concern the authorities that people choose. Indeed, if a future state entity does its job well and achieves higher returns than those obtained by the AFPs, it will be the affiliates themselves who will have the option of choosing a public administrator or a private one, being the only beneficiaries.

REVIEW OF FINANCIAL YEAR 2022

During the financial year 2022, the company managed the pension savings of 1,851,013 affiliates, resulting in a market share of 17.1%. In terms of assets under management, Habitat held CLP42,960,132,000, an increase compared to CLP42,077,146,000 in 2021.

With regards to results, in 2022 we achieved a profit of CLP108,847 million, a negative variation of 16.18% against the previous year-end, mainly explained by the lower performance of the Pension Funds, which had a negative impact on the income from the Obligatory Reserve. This situation, unknown to many and omitted by some critics, clearly reflects the alignment of interests between the AFP and its affiliates, since the funds' results directly impact the results of the administrator as the largest contributor in each fund with 1% of the total managed.

PROFITABILITY OF PENSION FUNDS

Without a doubt, the main event that marked 2022 was Russia's invasion of Ukraine, causing one of the biggest humanitarian crises in recent times and an important collapse of Europe's main stock markets.

Under this fragile global economic and geopolitical scenario, and despite a high level of political and economic uncertainty in the domestic market, local assets performed well. In fact, the IPSA increased by more than 22% and the 10-year local government rates* decreased by more than 20 basis points. These factors caused the funds managed by Habitat to have a mixed performance, reaching nominal returns in the last 12 months of -10.3%, - 4.76%, 2.8%, 14.0% and 22.2%, for Funds A, B, C, D and E, respectively.





CORPORATE REPUTATION

Once again, we were recognized by **Great Place to Work**, ranking 8th among the best companies to work
for in Chile, in the "more than 1,000 workers" category.
This fills us with pride since we improved three places
compared to the previous year, to the point that we
were the only AFP recognized in the Merco Chile
2022 Ranking. In the study of citizen brands (second
semester 2022), we were one of the companies that
improved the most in the ranking, rising 50 points
and becoming leaders in the AFP category.

Undoubtedly, among initiatives that have contributed to this improved corporate reputation is the consistency of the "Piensa en Grandes" (Think Big) project, an alliance we have held for years with Hogar de Cristo charity foundation and the Vinson consulting company, with whom we launched our third social innovation fund to promote innovative and high-

impact projects improving the elderly's quality of life in Chile. We also continue to actively participate in the "Por Un Bien Mayor" (For a Greater Good) program, led by Simón de Cirene Foundation and the National Service for the Elderly (SENAMA), to care for the senior citizens who live in Long-Term Care Facilities for the Elderly (ELEAM) in Puente Alto municipal district.

Luis Armando Rodríguez Villasuso

Chairman

March 2023







AFP HABITAT AT A GLANCE 2022



Our Mission

We want to improve the quality of life of our clients by providing them with an excellent pension service.



Our Vision

We want a country where people feel optimistic about their retirement, appreciating the importance of savings.

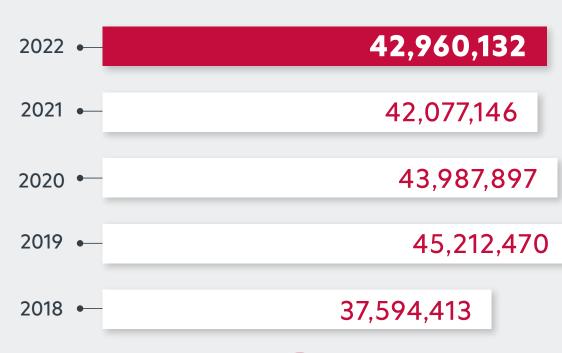


Our Values

- Ethics
- Service-minded Approach
- Excellence in the Workplace
- Teamwork

Managed Pension Funds

(MM CLP)





Income from Fees

(Th. CLP)















HIGHLIGHTS OF 2022



CORPORATE REPUTATION

- We were once again recognized by Great Place to Work, and ranked 8th among the best companies to work for in Chile, in the "more than 1,000 employees" category. This fills us with pride since we improved three places over last year.
- We were the only Pension Fund Administrator recognized in the **Merco Chile 2022 Ranking** for our corporate reputation.
- In the study of Citizens Brands of the second half of 2022, we were one of the brands that improved the most in the ranking rising 50 points, and becoming leaders in the AFP category.



CUSTOMER SERVICE

- During 2022, we managed a total
 144,084 requests regarding the
 "Withdrawal of 10%", totaling
 CLP 343,140 million.
- 87% of our clients were served using a digital channel.



- During 2022, as part of the "Piensa en Grandes"
 (Think Big) project, an alliance made up of Hogar de Cristo charity foundation, Vinson consulting company and AFP Habitat, we launched our third social innovation fund aimed at fostering high-impact innovative projects leading to an improved quality of life of the elderly in Chile.
- We continue to actively participate in the "Por Un Bien Mayor" (For a Greater Good) program, led by Simón de Cirene Foundation and the National Service for the Elderly SENAMA, strengthening care of senior citizens who live in Long-Term Care Facilities for the Elderly (ELEAM) in Puente Alto municipal district.



PROFITABILITY OF FUNDS

- We continue to be the N°1
 Pension Fund Administrator (AFP)
 in Profitability since the creation of multifunds.
- We remain the N°1 AFP in Total
 Managed Funds, with more than
 CLP 42.9 trillion assets.





MANAGEMENT REPORT

CLP108,847

millones

was the net of tax income of year 2022



HABITAT

1.1 FINANCIAL RESULTS 2022

As to the Financial Results, at year-end 2022, the company achieved a profit of CLP 108,847 million, a negative variation of 16.18% over the previous year-end, mainly due to the lower performance of the Pension Funds, which had a negative impact on income from the Obligatory Reserve, adversely affecting the company's final result.

In terms of ordinary income, AFP Habitat reached CLP 222,092 million, a rise of CLP 18,781 million over last year, equal to 9.24%. This increase mainly resulted from income from fees associated to mandatory savings, which increased by CLP 20,309 million. Besides, Operating Costs* increased by CLP 87,641 million, CLP 1,627 million lower than the previous year.

As far as non-operating results are concerned, income from the Obligatory Reserve reached CLP 11,606 million, which were significantly reduced by CLP 7,962 million over last year, that is, a drop of 40.69%, explained by the lower performance of pension funds during the year. Funds A and B had a negative return for the year, resulting in an obligatory reserve loss of CLP 11,760 million, while funds C, D and E reached positive profitability, that favorably impacted the income from the Obligatory Reserve by a total CLP 23,366 million

As to the "Profit (loss)-sharing from Associated Companies Using the Equity Method" account, it reached CLP 3,742 million, that is, a 18.43% increase over 2021. On the other hand, financial costs totaled

CLP9,364 million, a CLP7,927 million rise over 2021. This is mainly due to the sharp rise in the bank financing rate. The Income and Expenses other than the Operation recorded a net expense of CLP 929 million during the year, CLP 17,768 million lower than the previous year, mainly explained by the recognition, at year-end 2021, in this account of the payment of taxes related to the corporate reorganization process.

Finally, in net operating terms, i.e., isolating the results of the obligatory reserve, the other extraordinary income and the outcome of associated companies, the Company achieved CLP 96,570 million, a result showing a 10.8% growth with respect to year-end 2021.



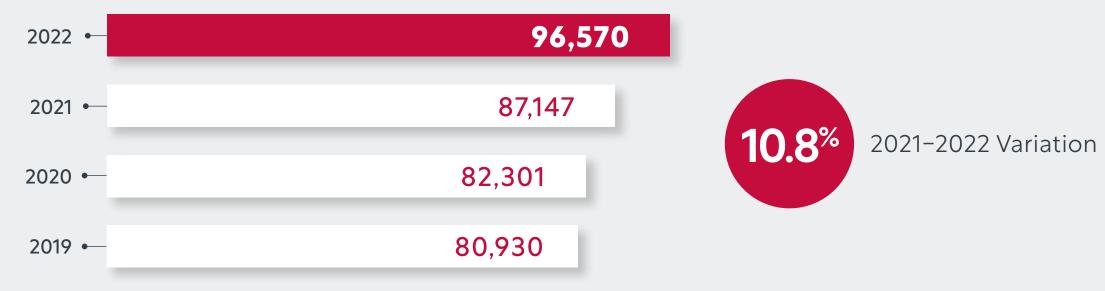


^{*} Personnel expenses, miscellaneous operation expenses, depreciation and impairment adjustments.



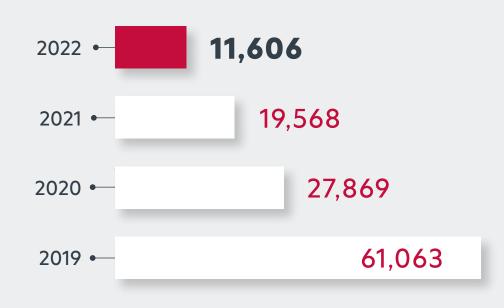


Net Operating Results* (Million CLP)



^{*} Financial Year Results, discounting net income from the Obligatory Reserve, Profit from subsidiary corporations that manage pension fund portfolios and provide services or invest abroad, profit from investment in other companies and other net additional income.

Profitability of the Obligatory Reserve (Million CLP)









1.2 PENSION FUND INVESTMENTS

In 2022, our funds A, B, C, D and E obtained nominal returns over the last 12 months of -10.3%, -4.76%, 2.8%, 14.0% and 22.2%, respectively, which positions us among the first in profitability of the industry for the last five years and leaders since the creation of the multifunds.

Following 2021, which was marked by the global economic recovery in which economic activity and inflation tended to show significant increases, Russia's invasion of Ukraine — causing one of the biggest recent humanitarian crises — was the event that marked the beginning of 2022.

Initially, this armed conflict caused an important collapse of the main stock markets, with Europe falling about 17% and the United States about 4.3% after the invasion. But the biggest impacts were on the stock markets of the countries directly involved in the conflict, which contracted between 55% and 60%.

From an economic point of view, the most significant consequences were a result of the

heavy dependence on energy that Europe and Asia have on Russia, the latter being a key player in the global oil and natural gas supply chain, exporting close to 60% of oil to Europe and 35% to Asia. On the basis of this, Russia used this dominant position as a retaliatory measure, thereby increasing the expectations of a recession in Europe, as measures to restrict the use of natural gas and oil were announced to ensure residential energy consumption, significantly increasing the main industries' production costs and impacting the region's economies.

As a result, a significant increase in commodity prices — especially energy-related — came to prominence again during the year, and impacted economies that were already overheated by very expansive monetary and fiscal measures. Likewise, the news of COVID case increases in China, which involved strict closures and new mobility restriction measures, strongly affected the production and distribution of goods, further impacting the rise in commodity prices.

Due to the aforementioned context, the macroeconomic narrative once again focused on doubts regarding the convergence of inflation. The question that began to resonate in the minds of those in charge of monetary policy, as well as of the financial markets, is how persistent the high price levels observed in recent quarters would turn out to be. In this context, the Federal Reserve (FED), which is the Central Bank of the United States, began to raise its monetary policy rate, taking it from a rate of 0% and 0.25%, to a level of 4.25% and 4.5%. It was one of the most aggressive rate hike cycles in recent decades and led to market uncertainty during the year.

This uncertain scenario led to both the main global fixed-income as well as variable-income assets showing negative returns. The S&P 500 index during the year had a volatile performance, falling by more than 19%, and the 10-year interest rate rose by close to 240 basis points, marking one of the worst historical performances of these asset categories.

The big question that will guide the markets is what will happen to inflation that has more permanent characteristics, in which employment dynamics is the main doubt as to whether the convergence of inflation can occur more quickly. It has been observed that the labor market is extremely tight; we were hearing stories a couple of months ago regarding the difficulty of large companies in the United States to find workers.

In China, the extreme quarantine measures lasted until late in the third quarter, when they began to be relaxed. As a result, Asian assets, which were hit hard for much of the year, showed a very positive performance during the last quarter, also helped by signs of greater regulatory support for both the technology and real estate industries, which were under extreme stress during the last two years.

In this difficult context for global financial assets, after a very complex 2021 with a high level of political and economic uncertainty, in Chile local assets performed well. The main benchmark for



















12 AN

local shares, IPSA, increased by more than 22% and 10-year local government rates* fell by more than 20 basis points.

Regarding the economy, the Central Bank continued with a strong adjustment process, raising the monetary policy rate by 850 basis points, leaving it at 11.25%. This rate increase, implemented to control domestic inflation, ended up being 12.8%, after hitting around 14% for a couple of months. In the

Central Bank's last Monetary Policy Report (IPOM) in December, it updated its growth estimates for the year, adjusting them upwards from 2% to around 2.4%. However, it made a more important downward correction to Gross Domestic Product in 2023 from -1% to -1.25%, delivering a message of greater caution for the year in which the Chilean economy would continue its adjustment process after the significant imbalances accumulated in the previous year.







^{*} Swap rates



TOTAL FUNDS MANAGED BY HABITAT

MM CLP

	Fund A	Fund B	Fund C	Fund D	Fund E
Total Funds Managed by Habitat (MM CLP)	6,407,888	6,248,653	16,608,567	7,006,547	6,688,479
Profitability Income (MM CLP)	-837,015	-368,986	425,120	838,506	1,111,409
Profitability % in 1 year Jan 22 - Dec 22	-10.33%	-4.76%	2.80%	14.00%	22.25%
Profitability % in 3 years Jan 19 - Dec 22	4.14%	5.21%	5.03%	5.55%	6.91%
Profitability % in 5 years Jan 17 – Dec 22	5.63%	6.34%	6.85%	7.26%	7.76%
Profitability % in 10 years Jan 12 – Dec 22	8.00%	7.82%	7.83%	7.62%	7.42%
Profitability % in 15 years Jan 07 – Dec 22	5.82%	6.46%	7.09%	7.28%	7.56%
% Since the Creation of Multifunds	9.14%	8.54%	8.33%	7.94%	7.44%

^{*} Profitability of 3, 5, 10, 15 years and since the creation of Multifunds were calculated by Management using Superintendence of Pensions as a source







1.3 MARKET POSITION

MANDATORY RETIREMENT SAVINGS

By the end of 2022, the industry had a total of 11,611,981 affiliates to the pension fund system, of which 15.9% belong to AFP HABITAT. This ranks us third among administrators in number of affiliates and contributors.

In turn, as at December 2022, the number of workers making mandatory contributions in Habitat totaled 1,107,995, reaching a market share of 17.1%.

Our contributors' average taxable income stood at CLP 1,270,297, increasing by 12.6% over the previous year, achieving a growth similar to the industry, which showed a 12.9% increase compared to 2021.

VOLUNTARY RETIREMENT SAVINGS

During 2022, AFP Habitat remained as a leader in voluntary retirement savings (APV, for its initials in Spanish), managing a total CLP 1,74 trillion, including a 38.0% market share.

VOLUNTARY SAVINGS ACCOUNT

Regarding the voluntary savings accounts (CAV, for its initials in Spanish), also known as "Account 2", at 2022 year-end AFP HABITAT's total managed funds amounted to CLP 933,271 million, also positioning us as the number one AFP in this segment with a 33.8% market share.

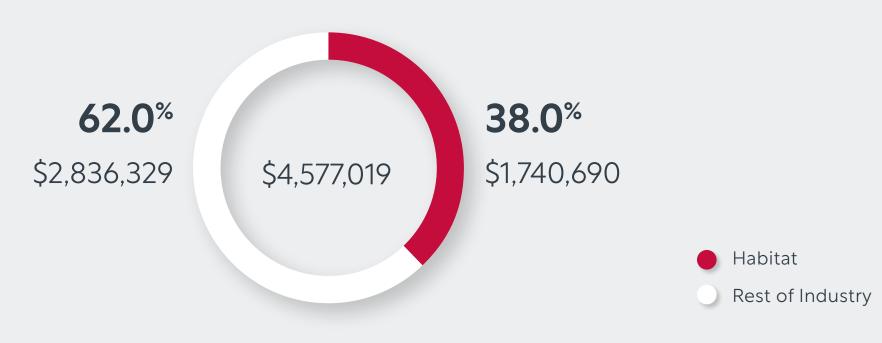
Overall, that is, joining mandatory and voluntary savings account, by the end of 2022, AFP Habitat recorded a total managed balance of CLP 42.96 trillion, equal to *US\$ 49,982 million, positioning us as the top AFP in managed funds, with a 28.3% market share.

Average Taxable Income of our Contributors / (CLP)

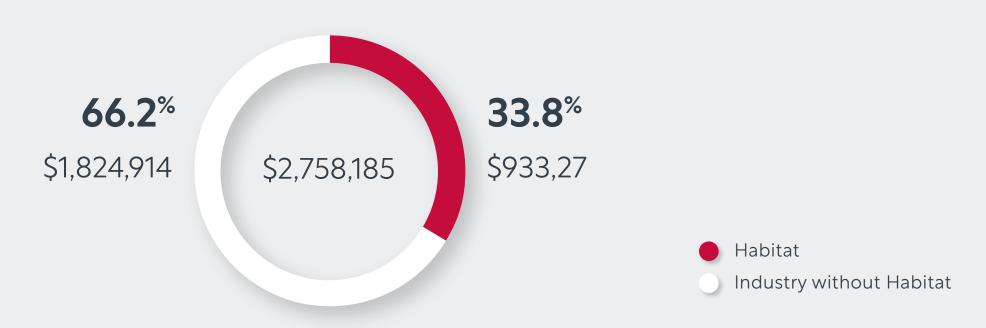




Market share - Number of APV Accounts 2022 (million CLP)



Market share- Number of CAV 2022 (million CLP)





^{*} Exchange rate as at 30 December 2022: CLP859.51 per USD. Source: Central Bank of Chile



1.4 DEVELOPMENT OF HUMAN RESOURCES

OUR PEOPLE: 2022 FOCAL POINTS

At AFP Habitat, we value all our employees and consider them an extremely important asset, since their experience and knowledge of an industry as complex and challenging as ours makes them our greatest competitive advantage. We exist to improve the life quality of our clients by providing an excellent pension service. We are sure that the know-how of our teams, their warmth and their connection to those who are part of the Habitat community reflect our more than 40-year commitment, thus contributing to the country's development.

The learnings and challenges of recent years have demonstrated that we have employees who are extremely willing to adapt to changes. In return, we try to offer them a work culture and environment of excellence that responds to their expectations and aims for all of them to have the best experience throughout their career with us.

We know that the market and the pension industry will probably continue to transform, so we face several capitalize on the lessons learned during the pandemic, front, the focus was placed on communication,

including flexibility and digital skills, as well as new ways of collaborating and leading hybrid work teams. We learned to make a better use of technology and to improve the way we communicate digitally to maintain close to our employees even when remote working.

In addition, as an industry we know that we are going through a complex period and, in this context, many of our people have expressed concerns and doubts. We have addressed these through discussions and talks led directly by our executives or by experts on topics such as the importance of our role in the pension system.

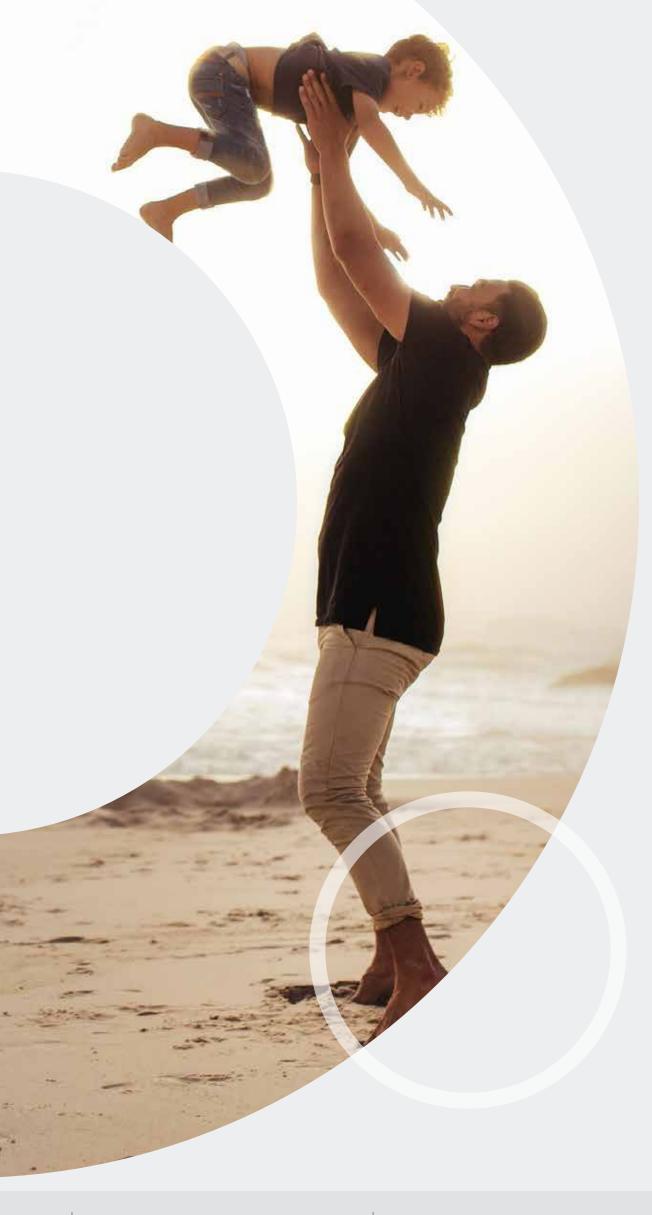
One of the most important challenges was maintaining healthy work environments, focusing on maintaining all the prevention and care measures already implemented in 2021 due to the pandemic. In this way, we achieved the COVID seal certification delivered by the Chilean Safety Association (ACHS, from its Spanish initials) nationwide.

It was also important to sustain the work teams' and employees' motivation to enable us to continue challenges ahead: providing options enabling to ensuring the organization's results. On the leadership









delegation, feedback and recognition. In addition, and capitalizing on the lessons learned during the pandemic, a new hybrid work model was implemented as of June. The model gave each area greater autonomy providing the flexibility to use eight days of remote work a month. We believe this model also promotes the reconciliation of work, family and personal time, as well as a collaborative organizational climate, making us, once again, worthy of receiving the Great Place To Work recognition for companies with more than 1,000 employees.

Training continues to be one of our fundamental pillars to having proficient employees who provide excellent service to our clients. Due to the regulatory changes that occurred during the year, the role of the commercial training team was crucial, as it delivered essential tools permanently and in a timely manner to the different service channels.

Regarding talent management, diversity, inclusion and gender balance played a relevant role. The Habitat team is characterized by having a higher proportion of women than men, which is consistent with the compensation policy where gender balance is a reality. Likewise, 2% of our employees comprised people with disabilities, for whom we have defined a differentiated benefit program with regard to health, time, flexibility and pension support.

TRAINING PROGRAMS

At AFP Habitat, we firmly believe that training is one of the main tools that allow us to strengthen the capacity of people to ensure knowledge, skills and attitudes that improve job performance and the achievement of organizational objectives. As we have maintained over time, our employees are the organization's main asset, and thus we are committed to their individual and collective development. Accordingly, in 2022, our training and education focus was on the commercial team, comprised of onboarding courses to adapt to job positions, programs to strengthen and deepen knowledge, and regulatory update courses. Each of these programs, known as Initial Syllabuses, Commercial Certification and New Regulations courses, had the purpose of training our employees in technical, regulatory and commercial matters to enable the delivery of excellent service to our clients and thereby generate a competitive and differentiating advantage in the industry.

In total, we updated and carried out 59 Initial Syllabuses, 44 Commercial Certification and 10 New Regulations courses. To complement this continuous training process, we held a recognition program that seeks to motivate participation in the Commercial Certification program and recognize individuals for their grades and attendance. In our Branch offices, 1.3 courses and 52 hours of training.

we awarded 18% of current service executives in each area every six months; in the Remote Channels area, we recognized 30% of employees, and 21% in Key Accounts. Meanwhile, in Sales eight teams were recognized, equivalent to 23% of the current staff.

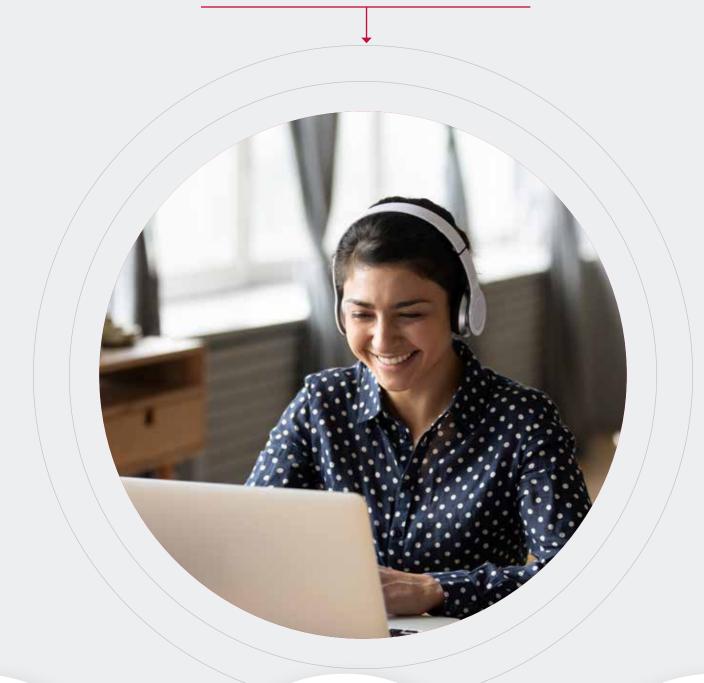
At the Corporate level, we maintained the Training Needs Identification processes and other scheduled training, prioritizing remote methodology due to the Health Emergency, and adapting to the hybrid work model that began in June. We trained a total of 251 employees considered in the Training Needs Detection plan, corresponding to 49.5% of the corporate workforce, and complying with 100% of the program planned for the year.

It should be noted that this year the Training Platform was renewed, which allows the different courses to be reviewed that are available in each of our Training Schools: Corporate, Operational Excellence, Consulting and Customer Service, and Leadership. This new platform serves as a library of training material, where you can review the courses, workshops, and webinars that have been held at any time of the year.

At the Company level, a total of 111,221 hours of training were carried out and 2,117 people were trained, meaning that on average each employee did



OUR FOCUS ON PEOPLE





TRAINING

59 courses were carried out



ORGANIZATIONAL CLIMATE

Ranked 8 in Great Place to Work



DIVERSITY & INCLUSION

4% of our workforce are foreigners

ORGANIZATIONAL CLIMATE MANAGEMENT

At Habitat, we have conducted a Working Environment Evaluation under the Great Place To Work model for more than a decade. The results obtained over the years reflect our focus and concern to maintain a good working environment and support employee wellbeing. In 2022, we ranked 8th in the index of the Best Large Companies to work for in Chile and received the Great Place to Work certification as a "good place to work". We achieved these results thanks to obtaining 87 points in Area Vision and 84 points in Corporate Vision.

The executive team plays a fundamental role in terms of modelling, communication of messages and knowledge of the reality of the teams and clients. Accordingly, in 2022, we carried out activities to create spaces in which to communicate the main focuses of work, country and industry-level topical issues and corporate guidelines. One of these activities was the discussion "Let's talk about the future" led by our Chief Executive Officer Alejandro Bezanilla. Discussions were also held with experts on topical matters, such as the revision of the proposed Constitution.

In addition, as Branch offices are one of our most important points of contact with customers, we deployed a site visit plan. These visits sought to learn in situ the experiences of the teams, listen directly to

their needs and maintain ties between the regions and the headquarters. This year the branches of Valdivia, Osorno and Puerto Montt were visited.

To complement this initiative, meetings were held by Commercial Unit every two months led by its Manager to maintain fluid and constant communication across all channels.

In addition to be above, we continued to reinforce the role of Habitat leaders, which is essential to maintain contact and communication with the teams. For this reason, we held Work Café meetings where, at least once a month, the Human Resources team met with the area heads to generate spaces for conversation, solve doubts and deliver important information to be later communicated by them to their teams. The Commercial Unit, due to its size and scope, holds these meetings with the leaders of each of its areas (Sales, Branch offices, Key Accounts and Remote Channels), and the activities are also divided by zones to maintain small groups and achieve a space for open conversation. The Work Cafés are held for all departments and areas of the organization and are attended by representatives of Human Resources, Risk Prevention, Organizational Development, Training, Compensation, Recruitment, Internal Communications, among others.



We also continued the traditional extended meetings led by the Chief Executive Officer, which aim to inform leaders, publicize the efforts and progress of the different areas and highlight achievements as well as topical industry issues. These meetings were held monthly and in each of them Habitat's mission, business results, important projects and current industry issues were reinforced to guide managers on what to communicate to their teams. After each meeting, leaders are responsible for holding meetings with their respective areas to communicate what has been discussed and emphasize the corporate messages, which are highly important in a context of uncertainty.

The "Corporate Vision Speech" workshop, led by Great Place to Work, was another relevant action to reinforce the support and communication role of leaders. This activity aimed to involve leaders in their role as "bearers" of the corporate vision and the importance of their management and discourse in forming employees' perceptions.

In addition to maintaining permanent contact with the area heads, we maintained close contact with the work teams through activities known as Workshops that were scheduled throughout the year with the Commercial Unit. These activities promoted relaxed conversations and the participation of attendees who people with disabilities or a disability pension in integrating this situation as part of life.

belong to the same area of a Unit and to different regions of the country (from Arica to Punta Arenas). The purpose was to open a space of trust and listening to resolve people's doubts and concerns as well as to form closer ties with employees in front office roles. We believe this is extremely important, especially for teams that work in a hybrid format (combining inperson and remote working models).

Finally, the Climate Committees, made up of team representatives (not managers), continued their integrating role. In 2022, we had Climate Committees in the areas of Operations, Human Resources and service channels: Branch Offices, Remote Channels and Digital Channels.

GENDER DIVERSITY AND INCLUSION

In 2022, we worked on compliance with Laws 21.015 and 21.275, which involved having a labor inclusion expert certified by an evaluation center, which has been accredited by ChileValora (the national certification and labor skills system), as well as preparing and implementing an annual training program to promote labor inclusion, based on equal opportunity standards in all Company activities.

We also conducted the annual inclusion survey of

accordance with our inclusion policy. Both current and future employees in this condition have differentiated benefits and work contracts, as well as inclusion activities that incorporate their families.

In 2022, we signed a cooperation agreement with Fundación Sofan, a foundation that seeks to develop accessible training programs for people with any type of disability to enhance their employment profiles. They provide us with databases of professionals with disabilities, making it easier for us to recruit applicants with disabilities in our selection processes.

It is important to highlight the participation of women in Habitat: 897 versus 680 men. As of the end of 2022, 56% of the company's total workforce was female, 4% foreign and 7.93% over 60 years old. The aforementioned shows the importance given by management to inclusion, from the point of view of disability, and also diversity.

In September, we carried out a new inclusion survey, in which 253 employees voluntarily took part. Of these, 240 participated for the first time, allowing us to identify 40 people who could be accredited as having a disability. The process allowed us to continue identifying employees' disability situation as a fact, without exclusions, reducing prejudice and

On 3 December, the International Day of Persons with Disabilities, we held a new drawing contest for employees' children in which they were invited to portray what inclusion means to them.

At the end of 2022, we achieved a 2% rate of people with disabilities in our workforce, thus managing to double Chile's legal requirement. Although this measure is driven by a regulation, we are convinced that great teams are made up of diverse people and their different contributions and approaches.

INSPIRA HABITAT RECOGNITION PROGRAM

Our Inspira Recognition program has been promoting our values and reinforcing exemplary and desired behavior in our organization for seven years. Throughout these years, the program's objective has been to encourage employees and promote a culture of recognition.

Using a platform, we invite everyone at Habitat to recognize our employees online by sending coupons that represent our corporate values. At the end of each month, semester and year, prizes are awarded to those who obtained the most coupons and to the teams and leaders who inspire us. This recognition practice, already rooted in our





culture, is essential to continue building a positive organizational climate and strengthen each worker's sense of pride in the Company.

In November, we held the annual Inspira program recognition ceremony along with the recognition of employees who completed 10, 20, 30 and 40 years working with us. This important event was broadcasted via streaming and all Habitat employees and their families participated.

Corporate Values Recognition Coupons 2022:

- > Number of coupons given: 8,657
- Number of annual awards granted: 64 individuals,19 teams.
- > Number of awards granted at mid-year:
 - First half: 57 individuals and 13 teams.
 - Second half: 53 individuals and 22 teams.
 - Total for both terms: 110 individuals and 35 teams.
- Number of awards granted monthly: 610 individuals, of which:
 - 348 were awarded to individuals by managers and
 - 262 were awarded to individuals for coupons.

PREVENTION AND SAFETY

In 2022, due to the COVID-19 health emergency, the work of the Risk Prevention area was critical to ensure that all our branches were certified at the national level as safe workplaces for our employees and clients. As a result, 100% of our branches and also Headquarters obtained the COVID-ACHS Seal. In addition, higher levels of in-person working by employees made it possible to resume drills nationwide, ending the year with at least one drill in all our branches and Headquarters.

We maintained the COVID work committee, as well as our TRAZACOVID (COVID TRACING) tool, which enabled us to obtain information to control possible close contacts and confirmed cases of infection. This allowed us not only to prevent infection, but also to ensure that no case was classified as work-related.

We also carried out other prevention activities including nutritional care, nutritional check-ups, cardiovascular check-ups, mental health care and breast cancer prevention in which more than 500







employees nationwide participated voluntarily. In addition, we established Corporate Health month.

Regarding our infections rate, we ended 2022 with a rate of 12.36 points, allowing us to maintain a zero additional contribution. This not only reflects our concern for the safety and health of our employees, but is also the result of planned, continuous and ongoing work to promote occupational safety.

To reinforce our employer brand through Social Networks, we also started a campaign on LinkedIn. The purpose was to show our internal culture — over and above business matters — to attract new talent and highlight those benefits that differentiate us from other employers.

BENEFITS

In 2022, we promoted new benefits for our workers through our Wellbeing Corporation. We incorporated dental coverage and reimbursements for corporate health expenses, increasing the amount to be reimbursed by 50%. In addition, we maintained additional coverage for expenses on mental health care and medicines. The foregoing meant an increase of more than 6 UF a year per employee.







1.5 RISK MANAGEMENT

AFP Habitat has a Corporate Risk Policy, approved by the Company's Board of Directors, which was last updated in November 2022. This policy was developed within the applicable legal framework regarding risk-based monitoring.

The Corporate Risk Policy is the risk management reference framework applicable across the Company, and it provides clear guidelines for the activities implemented by the Risk Committee, Senior Management, Risk Management, Business Areas and Internal Auditing for the various types of risks.

Risk Management governance includes a Risk Committee, that consists of three directors, responsible for supporting the Board of Directors, ensuring risk management is performed pursuant to the applicable regulations and approved policy.

Risk Management follows a model based on three lines of defense. The first line consists of the different business areas and their corresponding management, which bear primary responsibility for enforcing the risk policy. The second line consists of Risk Management and the Compliance Area, which provide the method and support to the various areas regarding the proper application of the risk management model. Finally, there is a third line fulfilled by the Internal Auditing Area, which ensures the enforcement of the risk management model.

During 2022, with the aim of fostering a risk management culture among all employees, involving elements of the risk model for the various risk types, the Company provided risk management training to employees on risk management and operation risk through e-learning. In total, 1,471 people were trained. In addition, specific training was offered on information security, cybersecurity and business continuity.

















O7FINANCIAL STATEMENTS







OPERATIONAL RISK

A risk management method approved by the Board of Directors is in place, which was last updated in November 2022. This method provides a preventative approach by producing a risk map enabling, on the one hand, to identify and assess process risks in risk matrices and, on the other hand, to focus on continuous improvement by examining and solving risk events or incidents.

INFORMATION SECURITY, CYBERSECURITY AND BUSINESS CONTINUITY RISKS

An information-security and cybersecurity management system is in place, which follows the above three defense lines model.

Firstly, the Technology Unit has a specific area for managing cybersecurity. Secondly, the Information Security Officer is responsible for the second line, that coordinates and controls the proper operation of the management system and the Information Security Policy, cybersecurity and business continuity. Lastly, the Comptroller Area is in charge of the third defense line. The Board of Directors is involved in the main definitions of the management

system, and it regularly monitors its operation and achievement of objectives, either directly or through the Risk Committee.

Likewise, at AFP Habitat ongoing follow-up of information security management, cybersecurity and business continuity is tackled by several management committees, which are tasked with monitoring, promoting and controlling the implementation of the Information Security Policy, cybersecurity and business continuity, and the related internal regulations.

FINANCIAL RISK

Financial Risk is controlled through several indicators and metrics developed by the Risk Management Unit, pursuant to the Investment and Conflict of Interest Policy.

The various indicators are regularly reported to the Investment and Conflict of Interest Committee. Administration committees' sessions are permanently held to discuss investment management matters, with the involvement of the Risk Management Unit.





1.6 CLIENTS

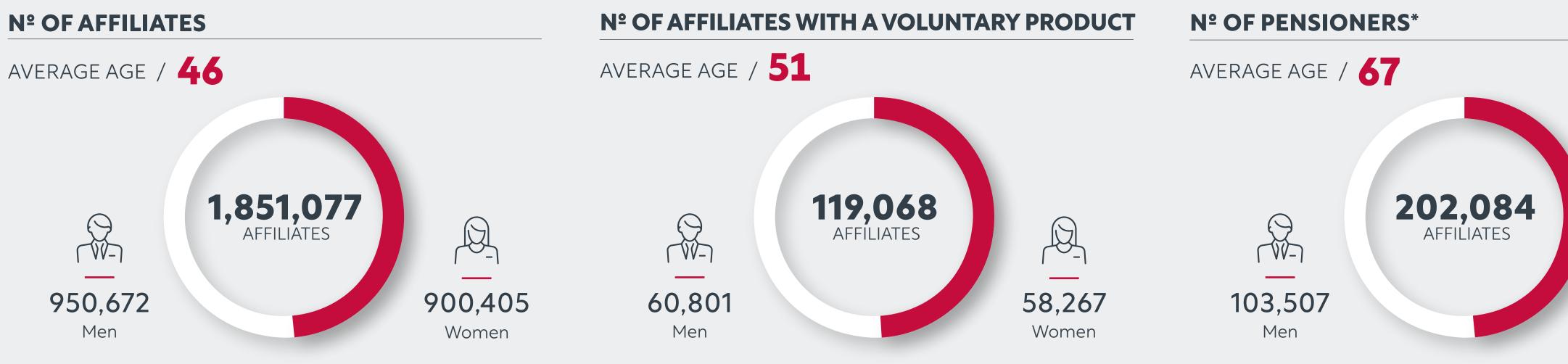
I. AFP HABITAT CLIENTS

At year-end 2022, a total 2,172,229 people chose to save their pension funds in AFP Habitat. This fills us with pride and reinforces our commitment to work in order to accompany and advise them at every stage of their lives. Of our total customers, we have 1,851,077 affiliates who have their mandatory pension savings account in our AFP and whose average age is 46 years old.

In addition, we provide support and advice to 202,084 pensioners whose average age is 67 years old and have 119.068 clients who, in spite of having their mandatory pension savings in another AFP, have decided to hold a voluntary product in Habitat.

We know that each of these segments has special needs and characteristics. For this reason, at Habitat we are constantly improving and innovating our client service channels to provide the required information, pension education and advice.

By December 2022:



^{*} Pensioners with a balance at their Individual Capitalization Account of Mandatory Contributions (CCICO, for its initials in Spanish) at the end of Dec-22





02 THE COMPANY SHAREHOLDERS, BOARD AND MANAGEMENT

04ACTIVITIES AND BUSINESSES

05SUSTAINABILITY

06PROFIT DISTRIBUTION

O7FINANCIAL STATEMENTS

98,577

Women







II. ADVICE AND SERVICE CHANNELS

Our commitment to provide a better service drives us to innovate and develop new alternatives that enable our clients to conduct proceedings more easily.

We provide a wide coverage with our face-to-face and non-face-to-face service channels, spaces that seek not only to respond to our customers' requests, but also to give the opportunity to provide a close, clear and timely advice to our clients, affiliates and pensioners.

II.A NON-FACE-TO FACE CHANNELS

DIGITAL CHANNELS: WEBSITE AND HABITAT APP

In 2022, more than 1.26 million clients were assisted through a digital channel. Seventy one percent of these clients used the web, while nine percent preferred the Habitat APP and 19% used both channels.

During 2022, more than 29.6 million transactions were carried out through our website including the following:



DIGITAL CHANNELS: WEB SITE AND HABITAT APP







IMPROVEMENTS IN OUR DIGITAL CHANNELS

New private site

At the beginning of August, the new private website was launched for our affiliates and clients under a new technology and architecture allowing to have a more scalable and stronger website.

With this development, new services were included, such as:

- > Chart of account status evolution
- > Chart of investment portfolios
- New quick pension simulator
- APV contracting for non-affiliates of Habitat AFP In August, the option for non-affiliates of Habitat AFP to sign up to an APV plan without the need for an executive or to go to a branch was made

Transfer of balances from other entities

available on the public website.

In order to foster voluntary savings and differentiate ourselves from our competitors, in December, the service of transferring APV balances and agreed deposits from other entities was enabled on the private website. We are the first AFP to have this service available to our members and clients.

ADVICE ON THE WEBSITE:

Although the website is a channel designed for selfservice, all our clients have alternatives available to receive the attention of an online executive:



Private Site Chat

We were the first AFP to open this service channel in June 2012. This tool allows to provide online advice from executives.

In 2022, more than 128 thousand requests were answered through this channel, reaching satisfaction levels of 75% during the second half of 2022.



Video Advisors

In 2022 the number of pensioners increased at national level, so this exclusive service for customers over 55 years old was critical. Through the private website, AFP Habitat affiliates may schedule a video call with an executive, without the need of visiting a doubts and requirements.

branch. This service allowed to conduct more than 5,000 video calls during the year, and this channel ended with a level of satisfaction of 92%.

CONTACT CENTER

This service is available from Monday to Friday until 11pm and every Saturday until 2 pm. This places Habitat as the AFP providing the most hours of assistance in the industry. In 2022, more than 351 thousand calls were answered by the Contact Center, which achieved the best satisfaction results over the last 24 months offering stabilized service levels above 90%.









Currently, we have the largest community of followers in the AFP Industry: 248,873 in Facebook, 72,634 in Twitter and 52,326 in LinkedIn. We play an active role in the development of content on our social networks, where in addition to providing informative and educational information, we provide customer service to our clients, solving their main

Because we understand that people increasingly use social networks as a customer service channel. we provided direct service through a specialized platform that allowed us to immediately respond to and direct queries, achieving an annual average satisfaction level of over 82%.



Email marketing

E-mail is one of the main means we use to contact our clients. Through this channel, we keep our customers constantly informed about significant pension matters and our company's initiatives. In line with this, we send our customers a monthly Newsletter including relevant information on services, pension planning education, and financial information, among others.



II.B FACE-TO-FACE CHANNELS

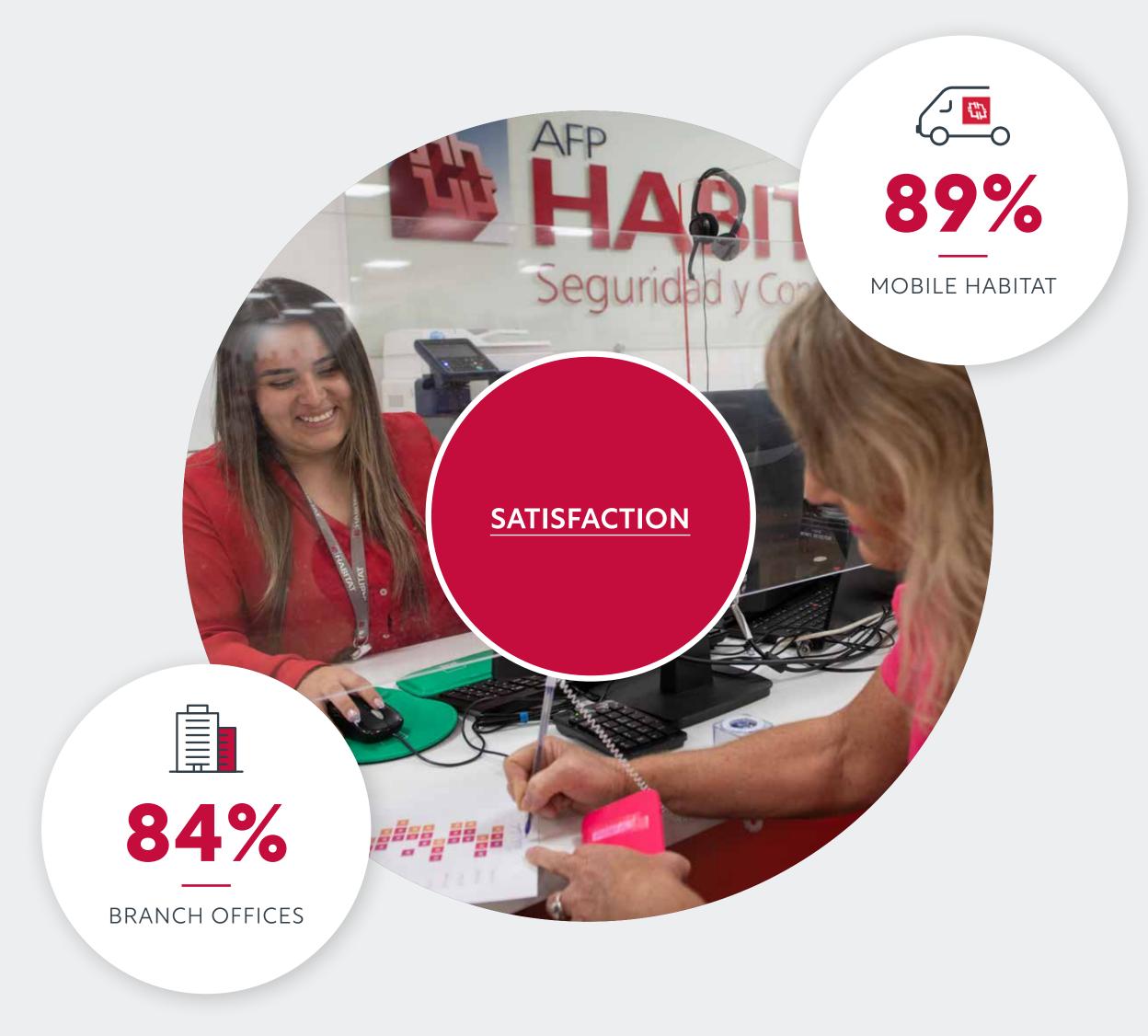
BRANCH OFFICES

During 2022, demand increased by 15% over 2021. This was due to the end of a maximum number of people allowed and to the increase in pension requests. The focus was on improving the service so as to respond to the increased demand, closing the year with a satisfaction level of over 80%.









MOBILE HABITAT

Mobile Habitat was implemented 10 years ago in order to bring our counselling and advisory services closer to our clients located in the most remote areas of the country.

To commemorate this, the campaign 10 years/10 stories was launched, which will highlight the 10 important milestones of Mobile Habitat through the AFP Habitat's official profile on Instagram.

Habitat is the only AFP providing this service, allowing our affiliates, pensioners and clients located in remote geographical areas to access procedures, such as "Bono por Hijo" (Child Bonus), "Pilar Solidario" (Solidarity Pillar) and "Garantía Estatal" (State Guarantee), as well as guidance on the AFP system, among many others.

This year we managed to provide assistance and counselling services to 141 locations across Chile, and served more than 19 thousand people on site, saving time and money on transfers.

III. 100% REMOTE PROCESS FOR OLD-AGE PENSION

Our commitment to provide a better service has encouraged us to develop solutions enabling our clients to conduct their procedures remotely in an easy, fast, safe and secure way.

This is why our clients aiming at receiving an oldage pension can perform the full process remotely, without the need to attend a branch office in person. It is important to highlight that by choosing a remote service the client has the support and advice of our executives, which we know is an important help in this process.

To begin the process, the client can do this through its virtual branch (website) or if he/she prefers, advice can be requested to an executive either by telephone or video call. As the process progresses, the affiliate has only to contact us through any of our customer service channels and contact an executive to continue with the process and receive advice.

This is a great benefit for our affiliates. About 10% of the procedures are completed remotely and we expect this to increase and that more clients will opt for this to save time, do everything from the comfort of their home and be supported by receiving our advice.







IV. CUSTOMER SATISFACTION AND EXPERIENCE

Throughout the year we measured our clients' satisfaction after using some of our service channels. This allowed us to identify needs and opportunities for improvement.

Satisfaction measurements ("Net Satisfaction", NS) and recommendations ("Net Promoter Score", NPS) have become one of our main indicators, ensuring us to identify critical points, needs and opportunities for improvement, and thereby drive our clients' experience to the highest level.

Service channels leading customers' satisfaction were Video Advisors and Mobile Habitat.

V. LEADERSHIP AND BRAND VALUE

AFP Habitat Brand was developed in 1981. During its more than 40 years of history, it has not changed its name and is widely recognized in Chile:

- It is recognized as the best AFP in the industry (Cadem Study, December 2022, whole population)
- > It has the highest recommendation in the whole population, C1 and C2 segments (Cadem Study, Dec. 2022)

- > It is recognized as the AFP with the best profitability. (Cadem Study, Dec. 2022, whole population, C1 segment)
- > It is recognized as the industry's leading AFP. (Cadem Study, December 2022, whole population, C1 segment)
- > It was recognized as Citizen Brand, leading the AFP industry.

1st. AFP in Citizen Brands

In the study of citizen brands for the second semester 2022, we were one of the brands that rose the most in the measurement, increasing 50 points and becoming leaders in the AFP category.

















2.1 ARTICLES OF INCORPORATION

Administradora de Fondos de Pensiones Habitat S.A. was incorporated through pubic deed executed before Mr. José Valdivieso M., Notary of Santiago, on 26 January 1981.

Its incorporation and bylaws were approved by the Chilean Superintendence of Pension Fund Administrators through Resolution N°E-002/81 dated 27 January 1981.

The extract of the aforesaid Resolution was registered on page 2.435 N°1.300 of year 1981 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and was published in the Official Gazette (Diario Oficial) on 30 January of the same year. The referred to bylaws have been subject to the following amendments:

➤ Through public deeds dated 16 April and 28 May 1982, executed before the Santiago Notary, Mr. Patricio Zaldívar, the Superintendence of Pension Fund Administrators approved the amendment of these bylaws through Resolution N°E-025 dated 8 June 1982. The extract of the aforementioned Resolution was registered on page 10.226 N°5.764 of year 1982 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and published in the Official Gazette on 22 June 1982.

- ➤ Through public deed dated 8 August 1995, executed before the Santiago Notary, Mr. René Benavente C., the Superintendence of Pension Fund Administrators approved the amendment of these bylaws through Resolution N°E118/95 dated 22 September 1995. The corresponding certificate and the aforesaid Resolution were respectively registered on page 22.581 N°18.262 and page 22.581 N°18.263 of year 1995 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and published in the Official Gazette on 30 September 1995.
- ➤ Through public deed dated 7 May 1996, executed before the Santiago Notary, Mr. René Benavente C., corporate bylaws were amended once again and a consolidated text of these was drafted. The amended bylaws were approved by the aforementioned Superintendence through Resolution N°E-122/96 dated 14 May 1996. The corresponding certificate and the aforesaid Resolution were respectively registered on page 14.714 N°11.411 and on page 14.714 N°11.412 of year 1996 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and published in the Official Gazette on 3 June 1996.
- ➤ Through public deed dated 10 May 2010, executed before the Santiago Notary, Mr. René Benavente C., corporate bylaws were amended to comply with the legislation in force, reduce the number of board members from nine to seven, and incorporate the category of autonomous directors and their respective alternate members. The amended bylaws were approved by the aforementioned Superintendence of Pensions through Resolution N°E-206/2010 dated 9 June 2010. The corresponding certificate and the aforesaid Resolution were registered on page 31.091 N°21.416 of year 2010 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and published in the Official Gazette on 21 June 2010.
- ➤ Through public deed dated 2 May 2016, executed before the Notary of Santiago, Mr. Eduardo Avello Concha, which was later rectified through complementary public deed dated 30 May 2016, executed at the same notary office, corporate bylaws were amended. The amended bylaws were approved by the aforementioned Superintendence of Pensions through Resolution N°E-227-2016 dated 17 June 2016. The corresponding certificate and the aforesaid

Resolution were registered on page 47.203 of year 2016 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and published in the Official Gazette on 28 June 2016.

DIVISION OF THE COMPANY:

> Through public deed dated 5 October 2021, executed before the Santiago Notary, Mr. Iván Torrealba Acevedo, corporate bylaws of Administradora de Fondos de Pensiones Habitat S.A. were amended, dividing the Company into two corporations. One is itself and is the legal successor of the current company, and the other, under the name of Administradora Americana de Inversiones S.A., has been incorporated as a new company. The Superintendence of Pensions approved the aforesaid division through Resolution N°E-247-2021 dated 29 November 2021. The corresponding certificate and the aforesaid Resolution were registered on page 98.278 N° 45.354 of year 2021 in the Registry of Commerce of the Real-Estate Registrar of Santiago, and published in the Official Gazette on 16 December 2021.









2.2 BRANCH OFFICES

BRANCH OFFICES IN THE METROPOLITAN REGION

Branch Office	Address	Phone Number	E-Mail
Providencia	Providencia 1909, 1 ^{st.} floor	(2) 23782436 - (2) 23782116	providencia@afphabitat.cl
Maipú	Monumento 2067	(2) 29892389 - (2) 29892340	maipu@afphabitat.cl
Moneda	Moneda 818	(2) 29892643	moneda@afphabitat.cl

REGIONAL BRANCH OFFICES

Branch Office	Address	Phone Number	E-Mail
Arica	Av. Cristóbal Colón 381	(58) 22378-2180	arica@afphabitat.cl
Iquique	Baquedano 626	(57) 2391981 - (57) 2529564	iquique@afphabitat.cl
Calama	Sotomayor 1945	(55) 2551665 - (55) 2555969	calama@afphabitat.cl
Antofagasta	Av. José Miguel Carrera 1693	(2) 2989 2218 - (2) 2989 2255	antofaga@afphabitat.cl
Copiapó	Los Carrera 599	(52) 2524044 - (52) 2537998	copiapo@afphabitat.cl
La Serena	Los Carrera 330 - 360	(51) 2550590 - (51) 2550586	lserena@afphabitat.cl
San Felipe	Prat 851 C	(34) 2343573 - (34) 2343574	sfelipe@afphabitat.cl
Quillota	Maipú 310	(33) 2333233 - (33) 2333582	quillota@afphabitat.cl
Viña del Mar	Libertad 777	(32) 2388140 - (32) 2460623	vdelmar@afphabitat.cl
Valparaíso	Esmeralda 945	223782243 - 223782235	valparaiso@afphabitat.cl

REGIONAL BRANCH OFFICES

Branch Office	Address	Phone Number	E-Mail
San Antonio	Av. Barros Luco 2210	(2) 2378 2244 - (2) 2378 2245	santonio@afphabitat.cl
Rancagua	Campos 207 Local 1	56 22989 2512	rancagua@afphabitat.cl
Curicó	Arturo Prat 301	(75) 2543955 - (75) 2543069	curico@afphabitat.cl
Talca	2 Oriente 1360	(71) 2511274 - (71) 2511281	talca@afphabitat.cl
Chillán	Arauco 725	(42) 2435066 - (42) 2435059	chillan@afphabitat.cl
Concepción	O'Higgins 444	(41) 2293200 - (41) 2888099	concepci@afphabitat.cl
Los Ángeles	Lautaro 267	(43) 2525318 - (43) 2525394	langeles@afphabitat.cl
Temuco	Claro Solar 934	(45) 2954500 - (45) 2911615	temuco@afphabitat.cl
Valdivia	Vicente Pérez Rosales 635	(63) 2228255 - (63) 2530524	valdivia@afphabitat.cl
Osorno	Freire 677	(64) 2226180 - (64) 2540814	osorno@afphabitat.cl
Puerto Montt	Urmeneta 310, Local 2	(65) 2220050 - (65) 2351128	pmontt@afphabitat.cl
Coyhaique	Eusebio Lillo 20	(67) 2573033 - (67) 2573035	cohyaiqu@afphabitat.cl
Punta Arenas	Federico Errazuriz 850	(61) 2730092 - (61) 2730096	parenas@afphabitat.cl

CUSTOMER SERVICE CENTERS

Branch Office	City	Address	Phone Number	Business Hours
Talca	Linares	Lautaro 408	(9) 94068318	Monday, Wednesday & Friday: 09:30 - 1:30 pm







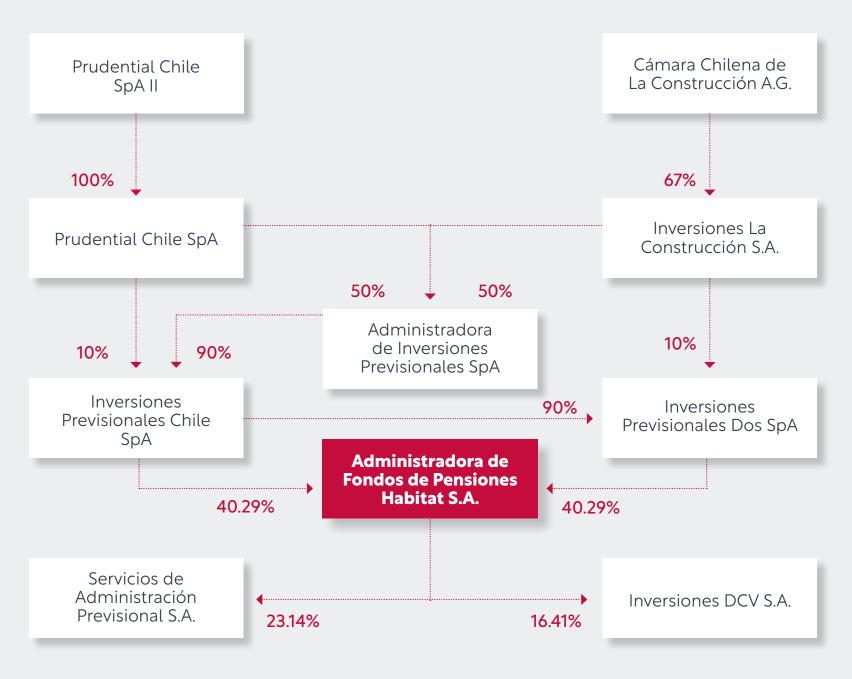


3.1 SHAREHOLDERS AND OWNERSHIP STRUCTURE

Based on the information provided by our major shareholders and on the Company's own records and information, the following may be reported:

CONTROLLING STRUCTURE*

(by December 31, 2022)



Administradora de Inversiones Previsionales SpA is the controlling entity of Administradora de Fondos De Pensiones Habitat S.A. (AFP Habitat). Inversiones La Construcción S.A. ("ILC") holds a 50% stake and is controlled by Cámara Chilena de la Construcción A.G., and Prudential Chile SpA, which holds the remaining 50% stake, is wholly owned by Prudential Chile SpA II, on its part controlled by Prudential Financial Inc. (jointly "Prudential"). Both ILC and Prudential have the same political and economic rights, and there is a shareholders' agreement in force that includes, among other provisions inherent to such agreements, pre-emptive rights to purchase shares of AFP HABITAT. Inversiones Previsionales

Dos SpA and Inversiones Previsionales Chile SpA are the major shareholders of AFP Habitat, holding 40.29% and 40.29%, respectively. Administradora de Inversiones Previsionales SpA controls and owns 90% of the political rights and 1% of the economic rights of Inversiones Previsionales Chile SpA. The latter owns and controls 90% of the political rights and 1% of the economic rights of Inversiones Previsionales Dos SpA. For its part, Prudential Chile SpA holds 99% of the economic rights and 10% of the political rights of Inversiones Previsionales Chile SpA, and ILC holds 99% of the economic rights and 10% of the political rights of Inversiones Previsionales Dos SpA.



^{*} Chart shows political rights and not economic rights.





MAJOR SHAREHOLDERS

Name or Business Name	Number of Shares by Dec. 31st., 2022	Ownership Interest
INVERSIONES PREVISIONALES DOS SpA *	402,928,760	40.29%
INVERSIONES PREVISIONALES CHILE SpA **	402,928,760	40.29%
INV UNION ESPANOLA S A	36,980,500	3.70%
BCI C DE B S A	17,779,865	1.64%
BANCO SANTANDER CHILE	16,740,498	1.57%
BANCHILE CORREDORES DE BOLSA S A	13,951,183	1.34%
LARRAIN VIAL S A CORREDORA DE BOLSA	9,436,707	1.30%
BANCO SANTANDER POR CUENTA DE INV EXTRANJEROS	9,244,858	0.88%
BTG PACTUAL CHILE S A C DE B	6,942,352	0.70%
SANTANDER CORREDORES DE BOLSA LIMITADA	6,882,321	0.61%
BANCO DE CHILE POR CUENTA DE TERCEROS NO RESIDENTES	6,050,725	0.60%
INVERSIONES COVADONGA S A	5,594,209	0.56%
OTHER SHAREHOLDERS (253)	64,539,262	6.51%
Total Shareholders (365)	1,000,000,000	100.00%

As at 31 December 2022, AFP Habitat shares were distributed among a total of 365 shareholders.

^{*} ID N°: 76.093.446-1

^{**} ID N°: 76.438.033-9



3.2 BOARD OF DIRECTORS

> Luis Armando Rodríguez Villasuso

Chairman

12045632N

Naval and Mechanical Engineer Universidad de Buenos Aires

> Mauricio Zanatta

Vice-Chairman

AAB334091

Accountant

Universidad de Belgrano, Buenos Aires

> Gustavo Santos Raposo

Director

FU884557

Civil Engineer

Universidad Federal de Rio de Janeiro

> Viviana Judith Chaskielberg

Director

21.486.584

Actuary

Universidad de Buenos Aires

> Sergio Samuel Urzúa Sosa

Director

13.254.910-9

Commercial Engineer

Universidad de Chile

> María Ximena Alzérreca Luna

Director

9.436.505-8

Commercial Engineer

Pontificia Universidad Católica de Chile

> Marisol Bravo Leniz

Director

6.379.176-8

Commercial Engineer

Universidad de Chile

> Carlos Budge Carvallo

Director

7.011.490-9

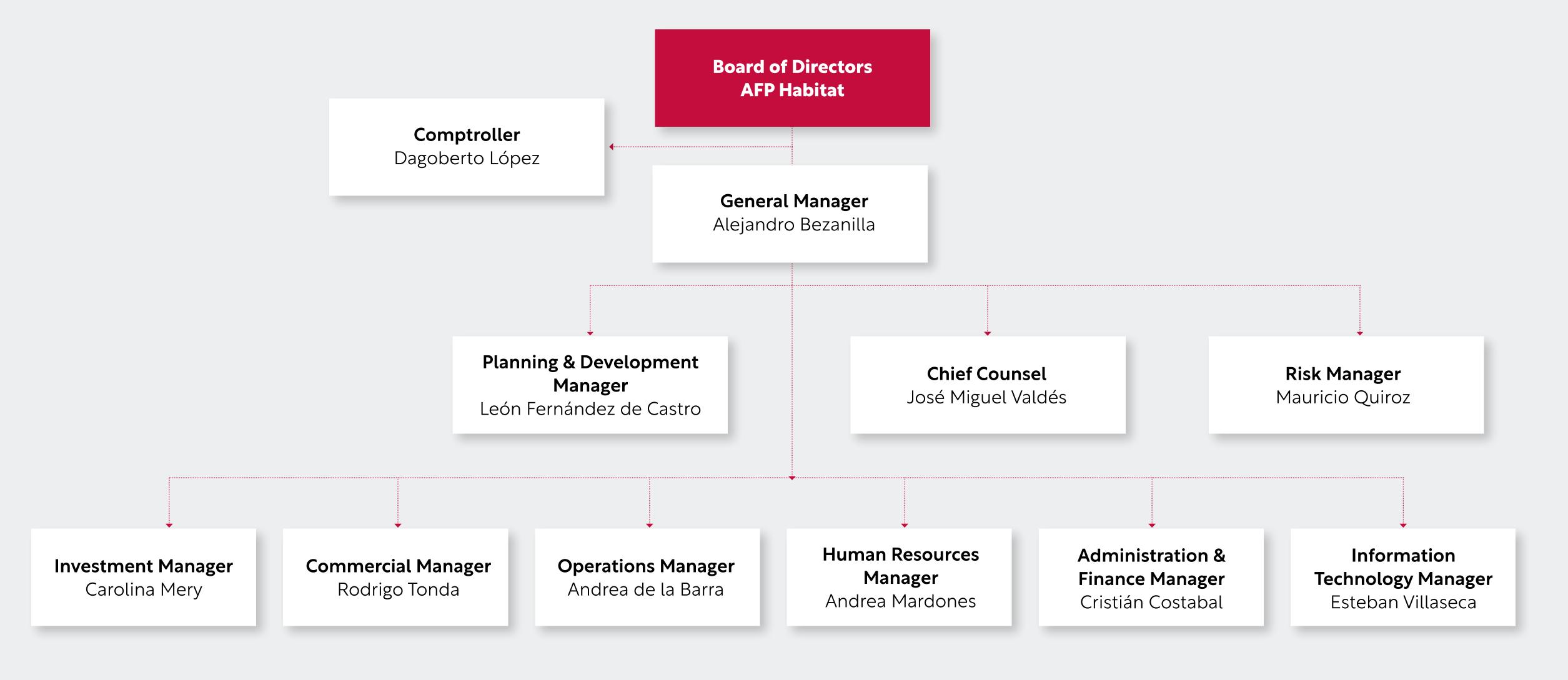
Agricultural Engineer

Pontificia Universidad Católica de Chile





3.3 MANAGEMENT







02THE COMPANY

O3
SHAREHOLDERS, BOARD AND
MANAGEMENT

O4
ACTIVITIES AND BUSINESSES

05SUSTAINABILITY

06PROFIT DISTRIBUTION

FINANCIAL STATEMENTS







BOARD OF DIRECTORS

At the Board of Directors' meeting held on 30 November 2021, the Directors Federico Spagnoli Jaramillo, Diego Fernando Paredes and Luis Armando Rodríguez Villasuso resigned from their positions. Appointed as replacement Directors were Mario Vela Berrondo, Viviana Judith Chaskielberg and Cristóbal Villarino Herrera, who took over as regular director. At the stockholders' meeting held on 21 April 2022, the following directors were appointed: Cristián Rodríguez Allendes (Chairman), Mauricio Zanatta (Vice-Chairman), Carlos Budge Carvallo, Sergio Samuel Urzúa Soza, Mario Vela Berrondo, María Ximena Alzérreca Luna, Gustavo Benjamín Vicuña Molina and Viviana Judith Chaskielberg. Subsequently, in an extraordinary board of directors' meeting on 15 June 2022, the director Mario Vela Berrondo submitted his resignation and Gustavo Santos Raposo was appointed to replace him. This was reported as a material fact on 16 June. Later on, on 21 July 2022, during an ordinary meeting of the Board of Directors, the resignation of the directors Cristián Rodríguez Allendes and Gustavo Benjamín Vicuña Molina was announced, and Luis Armando Rodríguez Villasuso, who was appointed as new Director, took over as Chairman. Finally, on 22 September 2022, Ms. Marisol Bravo Léniz was appointed to replace Gustavo Benjamín Vicuña Molina, and she became a Director of AFP Habitat as of that date.

In 2022, the Board of Directors was comprised of the following members:

Chairman	Luis Armando Rodríguez Villasuso
Vice-chairman	Mauricio Zanatta
Directors	Carlos Budge Carvallo
	Sergio Samuel Urzúa Sosa
	Gustavo Santos Raposo
	María Ximena Alzérreca Luna
	Marisol Bravo Leniz
	Viviana Judith Chaskielberg









HABITAT

MANAGERS

General Manager

Alejandro Bezanilla Mena

ID N°: 9.969.370-3

Industrial Civil Engineer

Pontificia Universidad Católica de Chile

> Planning Manager

León Fernández de Castro Peñafiel

ID N°: 11.472.231-6

Commercial Engineer

Pontificia Universidad Católica de Chile

Risk Manager

Mauricio Quiroz Jara

ID N°: 11.858.652-2

Industrial Civil Engineer

Universidad de Chile

> Administration & Finance Manager

Cristián Costabal González

ID N°: 13.067.326-0

Agricultural Engineer

Universidad Mayor

Comptroller

Dagoberto López Leiva

ID N°: 12.487.428-9

Audit Accountant

Universidad de Santiago

> Commercial Manager

Rodrigo Tonda Mitri

ID N°: 10.632.486-7

Commercial Engineer

Universidad de Santiago

> IT Manager

Esteban Villaseca Nieto

ID N°: 13.832.316-1

Industrial Civil Engineer

Pontificia Universidad Católica de Chile

Chief Counsel

José Miguel Valdés Lira

ID N°: 7.036.969-9

Lawyer

Universidad de Chile

Operations Manager

Andrea de la Barra Pérez-Cotapos

ID N°: 10.484.883-4

Commercial Engineer

Universidad de Santiago

> Investment Manager

Carolina Mery Nieto

ID N°: 8.351.521-K

Commercial Engineer

Pontificia Universidad Católica de Chile

> Human Resources Manager

Andrea Mardones Vegas

ID N°: 12.667.939-4

Commercial Engineer

Universidad Arturo Prat

> Fixed Income Manager

Raúl Muñoz Reyes

ID N°: 14.143.294-k

Commercial Engineer

Universidad de Chile

04

> Alternative Asset Manager

Rodrigo Ordoñez Laskowitz

ID N°: 16.211.471-9

Commercial Engineer

Pontificia Universidad Católica de Chile

> Indirect Variable Revenues Manager

Francisco Mina Bertossi

ID N°: 14.166.339-9

Commercial Engineer

Universidad de Chile

Direct Variable Revenues Manager

Francisco Busquet Errázuriz

ID N°: 11.834.059-0

Commercial Engineer

Pontificia Universidad Católica de Chile



HABITAT

ASSISTANT MANAGERS

> Sales Assistant Manager Juan Carlos Barrés Marticorena

ID N°: 7.762.339-6

Diploma in Administration

Universidad Adolfo Ibáñez

> Key Accounts Assistant Manager

María José Barrera Rigote

ID N°: 13.202.233-K

Commercial Engineer

Universidad Finis Terrae

> Marketing & Customers Assistant Manager **Claudia Bustos Turu**

ID N°: 15.431.137-8

Industrial Civil Engineer

Universidad de Chile

> Branch Offices Assistant Manager

Pamela Gatica Mandiola

ID N°: 12.480.709-3

Public Relations Person

Universidad del Pacífico

> Administration & Contracts Assistant Manager **Nelson Cabezas Castillo**

ID N°: 10.745.560-4

Industrial Civil Engineer

Universidad Católica de La Santísima Concepción

General Accountant

Claudio González Muñoz

ID N°: 13.093.357-2

Audit Accountant

Instituto Guillermo Subercaseaux

> Benefits Assistant Manager

Enzo Pizani Zanetti

ID N°: 14.069.140-2

Industrial Civil Engineer

Pontificia Universidad Católica de Chile

Investment Control Assistant Manager

Rodrigo Sandoval Rodríguez

ID N°: 13.939.234-5

Industrial Civil Engineer

Universidad de Chile

> Assistant Manager for Individual Accounts and Processes

ID N°: 13.026.873-0

Andrea Gajardo Lopez

Commercial Engineer

Universidad de Chile

> Engineering Assistant Manager

José Antonio Merino Petric

ID N°: 11.551.746-5

Industrial Civil Engineer

Universidad Central de Chile

> System Development Assistant Manager

Claudio Ilabaca Robles

ID N°: 10.555.656-k

Computing Civil Engineer

Universidad Diego Portales.

> Cyber Security Assistant Manager

Brian Escobar Poblete

ID N°: 15.469.599-0

Connectivity and Network Engineer

Duoc UC.

Compliance Officer

Juan Toledo Escobedo

ID N°: 8.373.160-5

Commercial Engineer

Universidad de Chile

> Planning Assistant Manager

Felipe Imbarack Charad

ID N°: 13.828.290- 2

Industrial Civil Engineer

Pontificia Universidad Católica de Chile

> Development Assistant Manager

Nicolás de la Maza Greene

ID N°: 16.532.623-7

Industrial Civil Engineer

Pontificia Universidad Católica de Chile

> Compensation & Benefits Assistant Manager

Irma Castillo Soto

ID N°: 13.087.068-6

Business Management

Instituto INACAP







> Organizational Development Assistant Manager

Maria Jesus Medina

ID N°: 16.606.914-9

Psychologist

Universidad Central de Chile

> IT Audit Assistant Manager Roberto Cereño Ávila

ID N°: 15.113.594-3

Computer Sciences Civil Engineer Universidad de Santiago de Chile

Chief Attorney

María Soledad Donoso Arteaga

ID N°: 6.857.031-K

Lawyer

Universidad de Chile

> Legal Assistant Manager

Cristóbal Ramírez Puyol

ID N°: 15.640.021-1

Lawyer

Pontificia Universidad Católica de Chile

> Project Manager

Natalia Leyton Morales

ID N°: 21.411.570-0

Bachelor in Organizational Information Systems

Universidad de Buenos Aires











2022 BOARD REMUNERATION

Divoctor	Profit	Board	Investment Committee	Commercial Committee	Audit Committee	Risk Committee	TOTAL
Director	Sharing	Attendance	Attendance	Attendance	Attendance	Attendance	TOTAL
Luis Armando Rodríguez Villasuso	45,753,425	10,272,633					56,026,058
Cristián Rodríguez Allendes	26,301,370						26,301,370
Mauricio Zanatta							
Sergio Samuel Urzúa Soza	50,000,000	9,931,783	47,672,558	5,959,071			113,563,412
María Ximena Alzérreca Luna	50,000,000	9,931,785		5,959,071	13,507,227		79,398,083
Gustavo Benjamín Vicuña Molin	50,000,000	3,157,990		1,482,297		3,377,092	58,017,379
Carlos Budge Carvallo		7,573,678	32,514,202		9,212,359		49,300,239
Cristóbal Villarino Herrera	4,246,575	9,931,586	15,157,396	1,894,675	4,294,596		35,524,828
Marisol Bravo Leniz		3,459,658		1,563,554		1,563,554	6,586,766
Mario Vela Berrondo							
Gustavo Santos Raposo							
Federico Spagnoli Jaramillo							
Viviana Judith Chaskielberg							

2021 BOARD REMUNERATION

Director	Profit Sharing	Board Attendance	Investment Committee Attendance	Commercial Committee Attendance	Audit Committee Attendance	Risk Committee Attendance	TOTAL
Luis Armando Rodríguez Villasuso	50,000,000	8,173,925	39,234,844	4,904,354	11,116,540	3,092,784	116,522,447
Cristián Rodríguez Allendes	80,000,000	5,859,702					85,859,702
Sergio Samuel Urzúa Soza	50,000,000	8,947,720	42,949,070	5,368,632			107,265,422
María Ximena Alzérreca Luna	50,000,000	8,947,722		5,368,632	12,168,904		76,485,258
Gustavo Benjamín Vicuña Molina	50,000,000	8,947,722				5,368,632	64,316,354
Cristóbal Villarino Herrera		773,797	3,714,226	464,278	1,052,364	464,278	6,468,943
Mauricio Zanatta							
Federico Spagnoli Jaramillo							
Diego Fernando Paredes							
Mario Vela Berrondo							
Viviana Judith Chaskielberg							







3.4 DIRECTORS AND AUDIT COMMITTEE



The purpose of the Directors and Audit Committee is to ensure compliance of the provisions under Article 50 bis of the Corporations Law. In addition, it has the objective to oversee the AFP's internal control systems and the enforcement of its internal regulations.

The Directors and Audit Committee has to strengthen and support both Habitat's Internal Audit role and its independence from Management, as well as to serve as a link between the internal audit and external auditors' tasks, also acting as a liaison between them and the AFP Board of Directors.

As at December 31st. 2022, the Committee is composed of the following directors: Ximena Alzérreca Luna; Carlos Budge Carvallo and Viviana Chaskielberg, who were appointed as directors during an extraordinary meeting by the Company's Board of Directors held on 21 April 2022.

The Committee convened 14 times during 2022, including 12 ordinary and two extraordinary meetings. During said meetings, the external audit reports and the remuneration systems were reviewed, the internal audit plan was approved, and its progress was monitored, among other matters.

In October 2022, the Directors and Audit Committee was informed of the results of the internal audit quality assessment carried out by the Spanish Institute of Internal Auditors (Instituto de Auditores Internos de España). According to this assessment, the Company is firmly committed to compliance with the Standards, the Code of Ethics of the Institute of Internal Auditors and with the international framework for the performance of internal auditing. This external assessment renews the evaluation carried out in 2017 by the same agency, which is an important recognition for the corporate governance of AFP Habitat.













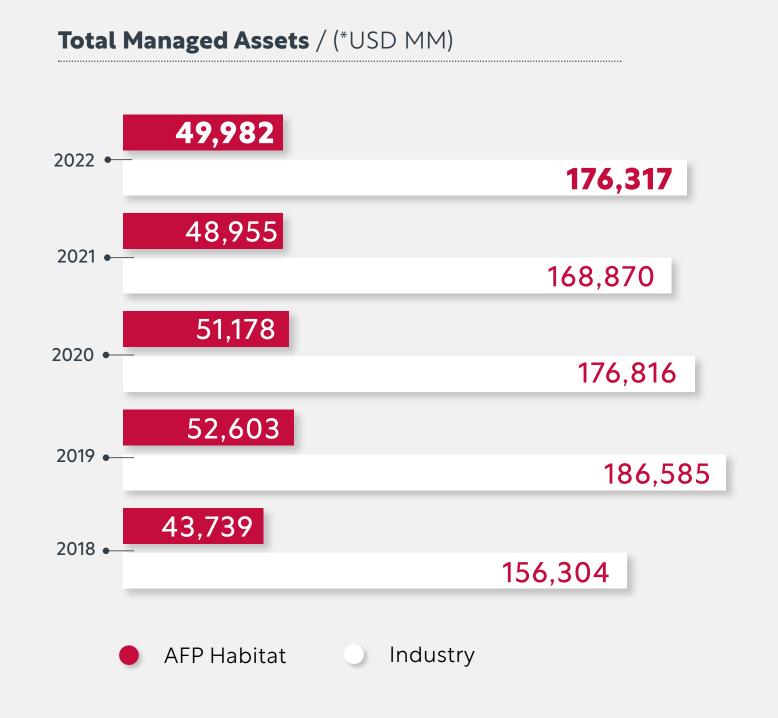
4.1 ECONOMIC SECTOR WHERE IT OPERATES

AFP HABITAT is one of the major players in the Chilean pension fund system, which was created in 1980 through Decree Law N° 3.500. This system is based on individual capitalization of pension savings.

Our Company has been part of the industry since its beginnings, consolidating a leadership position in the market as this Pension Fund Administrator (AFP, for its initials in Spanish) currently manages the highest number of pension funds' assets, with a 28.3% market share. It is also the leading AFP in terms of profitability of pension funds since the inception of multi-funds. In addition, it is the third AFP in total number of affiliates and contributors, reaching a market share of 15.9% and 17.1%, respectively.

Lastly, there are currently seven pension fund administrators in this economic sector, which provide citizens mainly with managing services of retirement savings; of voluntary retirement savings, both individual and collective; and of voluntary non-restricted savings and compensation savings, both from active affiliates and passive pensioners.

The industry's key indicators for the last years are the following:



*Exchange rate for December 30, 2022: 859.51 CLP per USD. Source: Central Bank of Chile.











Affiliates*

	2018	2019	2020	2021	2022
AFP Habitat	1,971,368	1,946,198	1,926,086	1,891,898	1,851,073
Industry	10,705,051	10,961,537	11,081,375	11,358,539	11,611,981

Contributors**

	2018	2019	2020	2021	2022
AFP Habitat	1,195,509	1,197,097	1,107.861	1.121.403	1.107.995
Industry	5.970.249	6.087.939	5.967.228	6.436.330	6.492,490

^{*} Affiliate means a person holding an individual capitalization account, who has contributed at least once to the Retirement Savings System.

The activities that AFPs are entitled to perform are provided in Decree Law N° 3.500 of year 1980, and its additional regulations, which establishes that AFPs shall manage pension funds, including the collection of regular contributions, deposits and other contributions, payment to their affiliates' individual capitalization accounts or voluntary savings accounts and investment. Likewise, the Company provides the services and benefits as set out by these legal provisions. In this regard, AFP Habitat's main activities are the following:

- Management of the mandatory retirement savings that affiliates have entrusted us with, which allows to generate 91.6% of the total income from fees.
- Management of voluntary individual pension savings, which affiliates maintain to increase their pension fund or enable early retirement. This service generates 3.2% of the Company's fee income.
- Management of collective voluntary pension savings by which a group of employees of the same company agree with their employer to make additional savings aimed at increasing their pension fund or enabling early retirement.
- Management of non-retirement or free available voluntary savings that affiliates maintain with the Company, which generate 2.6% of fee income.
- > Granting and payment of pensions including programmed withdrawal and temporary income

- of pensioners that choose to continue with pension savings after retirement, which generates 2.4% of fee income.
- > Management of pension savings and pension payment of voluntary affiliates' pension.
- > Management of compensation savings of domestic workers or workers benefitting from this scheme, a service the Company has decided to provide free of charge.
- > Services aimed at supporting pension funds administration and investments, such as electronic collection of pension contributions through the investment in Previred S.A., and management of financial securities documentation through Inversiones DCV S.A.



^{**} Contributors refer to the number of affiliates that contributed in December 2022 derived for remunerations accrued in any previous month. It includes active and passive affiliates, and arrears.





4.2 AFFILIATES AND CONTRIBUTORS

As at 31 December 2022, AFP Habitat has 1,851,073 affiliates, a 2.2% decrease over December last year, when it had 1,891,898 affiliates. In terms of contributors, AFP Habitat had 1,107,095 contributors at year-end 2022, a 1.2% decrease over the previous year.

4.3 PROPERTIES

As at 31 December 2022, Habitat has no properties, as it were assigned to Administradora Americana de Inversiones S.A., due to the company division process performed in 2021.

4.4 FURNITURE EQUIPMENT AND SUPPLIES

By the end of fiscal year (FY), the Company's assets in terms of furniture and supplies were valued at MM CLP 1,632, while the technological equipment was valued at MM CLP 827.

4.5 INSURANCES

AFP Habitat has an all-risk physical property insurance in the amount of UF 555,334 for its headquarters and branch offices with Insurances BCI Company, and a D&O insurance for Directors and Executives of AFP Habitat, subsidiaries and affiliates in the amount of USD 10,000,000 with Insurances CHUBBS Company, as well as a D&O insurance for Directors and Executives of AFP Habitat, subsidiaries and affiliates in the amount of USD 10,000,000 with Insurances Southbridge Company.









4.6 TRADEMARKS AND PATENTS

Certificates sequential N°	Trademark	Category	Record N°	Expiration
1	Habitat AFP, vamos donde tú estás	36	965333	Oct-32
2	El resultado de tu trabajo más el nuestro será todo tuyo, Habitat A.F.P.	36	886248	Jun-30
3	El resultado de tu trabajo más el nuestro será todo tuyo, Habitat A.F.P.	16	886249	Jun-30
4	Habitat Plus, Planificación Previsional Personalizada	36	1128585	Dec-24
5	Habitat Plus	36	1128585	Dec-24
6	Habitat Plus	16	1109221	Dec-24
7	Habitat Plus, Planificación Previsional Personalizada	16	1109219	Dec-24
8	AFP Habitat, Seguridad y Confianza	16-label	936857	Sept-31
9	AFP Habitat, Seguridad y Confianza	36	914091	Jun-31
10	HABITAT Administradora de Fondos de Pensiones HABITAT S.A.	36-38	951231	Jan-32
11	A.F.P. Habitat, Seguridad y confianza	36	556953	Dec-29
12	Habitat A.F.P.	36-38	943598	Nov-31
13	Habitat A.F.P.	16	943597	Nov-31
14	HABITAT Administradora de Fondos de Pensiones HABITAT S.A.	16	949367	Dec-31
15	Habimático	42	1171519	Nov-25
16	Habiservicio	42	1171516	Nov-25
17	Habinstante	42	1171515	Nov-25
18	Habired	42	1171518	Nov-25
19	Habifono	42	1171517	Nov-25









Certificates sequential N°	Trademark	Category	Record N°	Expiration
20	Habisíntesis	42	1171514	Nov-25
21	AFP Habitat	36	983178	Jan-33
22	Tu AFP no da lo mismo, Habitat AFP	36	983176	Jan-23
23	Estar en Habitat no da lo mismo, Habitat AFP	36	983174	Jan-23
24	Habitat me explicó y yo entendí, Habitat AFP	36	1036527	Aug-23
25	HABITATMOVIL	36	1050887	Oct-23
26	Habitat me explicó y yo ahorré, AFP Habitat	36	1180733	Sep-25
27	Aprende con Habitat, AFP Habitat	36	1201151	Apr-26
28	Habitat	36	1227407	Nov-26
29	Habitat	36	1229193	Dec-26
30	Habitat, JUNTOS MEJORAMOS TU FUTURO	36	1229194	Dec-26
31	Habitat, JUNTOS MEJORAMOS TU FUTURO	36	1244118	Apr-27
32	AFP Habitat, HABLEMOS DE TU FUTURO	36	1258909	Sep-27
33	Cuidemos nuestro HABITAT	36	1332018	Dec-29
34	HABITAT, Piensa en Grandes	36	1332019	Dec-29







4.7 SUPPLIERS

In order to provide an excellent service to its clients, AFP Habitat has maintained strategic relations with its suppliers to ensure business continuity.

Below we introduce our key suppliers with whom we have worked during 2022, representing 36% of the Company's annual billing*.

Supplier Name	Type of Service	Relation to business
SERVICIOS DE ADMINISTRACION PREVISIONAL	Collection Services and Other	Associated
COMPUTER GENERATED SOLUTIONS CHILE S A	Contact Center Services	Not related
ADMIN. AMERICANA DE INVERSIONES S.A.	Office Rental Service	Related
OMD CHILE S.A.	Media Agency	Not related
STATE STREET COPORATION	Banking Services Abroad	Not related
DEPÓSITO CENTRAL DE VALORES SA	Custody Service	Associated
SISTEMA ORACLE DE CHILE S. A.	Software Licensing	Not related
BANCO DEL ESTADO DE CHILE	Banking Services	Not related
SERVICIOS PUBLICITARIOS ON STREET S.A.	Mobile Office Services	Not related
MICROSOFT LICENSING, GP	Software Licensing	Not related





^{*} Total annual expenses in suppliers



4.8 FINANCIAL ACTIVITIES

As a Pension Fund Administrator, our operational activities are related to savings that workers have entrusted us with for its management. As at 31 December 2022, savings amounted to CLP 42,960,134 million and are distributed among the five pension funds. A breakdown of each fund is provided in the respective Financial Statement.

As an administrator company, our financial activities are subject to the mandatory reserve investment that AFPs must comply with, known as Obligatory Reserve requirement, equal to 1% of the pension funds under management, which pursuant to the legal regulations must be invested in units of Pension Funds, and thus must meet the investment regulations applicable to these funds.

These activities also consider the investment of the freely available funds of the Company, which are detailed in Notes N°4 of the Company's Financial Statements.

Regarding its financing, the Company is anchored on the ability to self-generate resources to finance its social and strategic goals, be adequately staffed and have optimal facilities. Without prejudice to self-generation, the Company could obtain external resources to the extent necessary.

4.9 RISK FACTORS

The main risk factors that might potentially impact our Company's outcome are related to economic, financial and regulatory risks.

Regarding the economic risks, the economic cycles are those that have an impact and effect on the country's labor market. A recession cycle could result in lower contribution rates, higher evasion rates, delay in contribution payments, increased informality of the labor market in addition to a stagnant growth of workers' taxable remuneration, factors which in turn affect the Company's operating income.

The financial risk is related to the investment of the legal reserve that AFPs must comply with, known as Obligatory Reserve requirement, and to the investment of the Company's own resources, which are exposed — just as the managed pension funds — to volatility risks of local and international financial markets, and to the variations in the exchange and interest rates, among other factors. For this reason, long-term investment policies are defined to ensure adequate diversification levels so as to achieve the expected risk-return ratio.

Lastly, AFP's industry is subject to potential regulatory changes concerning pension funds and social security, as it is a highly regulated and supervised industry by the State.









4.10 RELATED PARTIES

Owned Associated Company	Ownership Interest by AFP Habitat S.A.
Inversiones DCV S.A.	16.41%
Servicios de Administración Previsional S.A (Previred)	23.14%

ASSOCIATED COMPANIES

INVERSIONES DCV S.A.

Corporate Purpose: Inversiones DCV S.A. is a company established with the purpose of investing in publicly offered securities under deposit from corporations, as provided in Art. 2 of Law 18.876, facilitating the transfer operation of those securities pursuant to the applicable legal proceedings and regulations, and conducting any other activity explicitly permitted by the Law and its Rules of Procedure.

Subscribed and Paid-in Capital as at 31 December 2022:

The capital amounts to Th. CLP 914,233, equivalent to 9,854 shares.

Ownership interest in the Associated Company:

A.F.P. Habitat S.A. holds a 16.41% stake in Inversiones DCV S.A. as it holds 1,617 shares in this company.

BOARD OF DIRECTORS

Chairman:

Cristián Rodríguez Allendes

Directors:

Jaime Munita Valdivieso, Hector Herrera

MANAGERS AND EXECUTIVES

General Manager:

Constanza Bollmann Schele

SERVICIOS DE ADMINISTRACIÓN PREVISIONAL S.A. (Previred)

According to its corporate bylaws and its amendments, the line of business or purpose of the company is to "Implement a technological solution that allows to provide the electronic payment of retirement contributions through an information website, and the provision of services and advice for pension fund entities, both public and private, regarding requesting and collecting retirement contributions, contact center services and every other service intended to support the line of business of such institutions. With this aim, the Company shall be entitled to solicit bids and award contracts for the required technology services on a regular basis; hire the electronic debit and credit services for the banking accounts and the stamping service of pension contributions or any other stated information;

electronic payment vouchers issued by the website; inform about the electronic payment system and its use through talks, training, conferences, showrooms, exhibitions and seminars; contract training services for users in the use and management of the system; retain strategic commercial advisory services, as well as the necessary public media to promote the services identified and supported by the website; ensure confidentiality, accuracy and exclusive access supported by the website; secure confidentiality, accuracy and exclusive access to information stored on the website; manage and ensure strict compliance with the terms and conditions of the service contracts, whether technological or other, entered into by the Company; carry out the reception, validation and distribution of information by the declarants on their manage folders of users access to the website through authorizing mandates and the allocation and control of key passwords; provide telephone help lines services for users; coordinate and solve the service complaints by the institutions of all Social Security sectors pursuant to the legal and regulatory proceedings provided; and conduct any other activity authorized by law and/or any other regulation. To provide, under equivalent conditions, similar services to all existing and future pension entities in the country, as well as to other entities administering or managing Social Security benefits or services, upon their request."

Subscribed and Paid-in Capital: The subscribed and paid-in capital as at 31 December 2022 amounts to Th. CLP 7,271,053 and its social capital is represented in 745,614 ordinary and nominal shares of a single series and without par value.

Ownership Interest in the Associated Company:

A.F.P. Habitat S.A. holds a 23.14% stake in Servicios de Administración Previsional S.A., as it owns 172,534 shares in this company.

BOARD OF DIRECTORS

Diana Berstein Zimermann
Andrea De La Barra Pérez-Cotapos
Claudio Skarmeta Magri
Felipe Sutherland Wiegand
Cristóbal Irarrázaval Philippi

MANAGERS AND EXECUTIVES

General Manager:

Esteban Segura Revello

Administration and Finance Manager:

Hernán Pérez Carvallo

Commercial Manager:

Claudio Sepúlveda Varela

Operations Manager:

Daniel Cabrera Caroca

Technology Manager:

Cecilia Gutierrez Alvarado

Audit and Comptrollership Manager:

Arnaldo Eyzaguirre Miranda

Human Resources Assistant Manager

Carolina Parada Moreno













5.1 SUSTAINABILITY CONTEXT

In 2022, at AFP Habitat, we faced **many challenges** that once again tested our ability to adapt in order to respond to new external demands and thus protect the interests of each of our affiliates and clients*.

This scenario not only involved redoubling our efforts, but also reaffirmed our institutional commitment — in place now for over four decades — which has been established as a true hallmark for fulfilling our major task: working to deliver a pension service of excellence and contributing to improve the ecosystem of the elderly in Chile.

This drives us, and we address it with a vision for the future that is built on sustainable management, in which our affiliates and clients are placed at the center, and we develop initiatives to constantly innovate in the design of concrete solutions to optimize the quality of life of senior citizens. This is part of our DNA and drove each of our actions in the past year.

In **economic matters**, the world faced severe difficulties that increased market volatility due to factors such as the Russia-Ukraine conflict, the fuel price crisis and higher inflation situation which, certainly, impacted the profitability of the funds, especially the most high-risk ones.

However, despite the complex global financial environment, our investment diversification strategy allowed profitability to drop less than average global benchmark indicators. As well as reducing negative effects, our planning also had a communications component, focusing on generating new dissemination formats that would deliver more timely and personalized information to our clients about the performance of their savings.

This adjustment reinforced the links with those who place their trust in us through the development of content tailored to their different working life stages and using a multi-channel logic to deliver simple and reliable solutions.

^{*} Clients are those people that only have a voluntary savings product and not an obligatory savings account with Habitat.





a priority focus on clients, including enabling the pension process to be conducted 100% online with the corresponding advice and support from our expert team; providing personalized information on where affiliate funds are invested available on their private website; and promoting pension education through content development in alliance with the media and our website Hablemosdetufuturo.cl.

At the same time, from a legislative point of view, in 2022, there were also important milestones for our industry, which we addressed by generating rapid responses to high-profile events, such as the implementation of the Universal Guaranteed Pension (PGU, for its initials in Spanish), and the current Government's presentation of a Pension Reform bill.

At AFP Habitat, we played a leading role in relation to the delivery of the PGU, being in charge, during the first four months, of paying this state benefit that strengthened the Solidarity Pillar of the pension system. Its distribution is now handled by the Instituto de Previsión Social (IPS, Social Security Institute), and as an organization, we continued to collaborate with the delivery of data about people who are evaluated by the IPS to see if they qualify for the PGU.

In addition, we have played an active part in the discussion about the Pension Reform bill, both in the preliminary stage of **social dialogues**, as well as contributing with a constructive perspective to each of the technical consultations. Together with the rest of the industry, we also delivered new proposals to enhance the Government's bill, with the sole aim of improving pensions and taking on board citizens' feelings about the ownership of funds, heritability and freedom of choice.

Our conviction is that the pension system must allow public and private coexistence. Thus, the strengthening of the non-contributory pillar through the PGU reaffirms that its mixed nature is an effective measure to significantly and immediately increase the pensions of those who could not save adequately during their working lives, either due to low social security contributions, labor informality or coverage gaps.

In all the actions we took to address these challenges, we cannot fail to mention another priority stakeholder in our sustainability management: **employees**. Through their constant commitment, our employees have played an essential role in the delivery of agile and efficient solutions with a high vocation of service.

This high standard of service is part of our organizational culture, which has also been widely recognized, thanks to the many instances of talent promotion, the existence of a good work environment that fosters professional growth, and the implementation of adequate reputational management with each of our stakeholders. Together, these actions led us to obtain outstanding recognitions, including the 2022 "Great Place To Work" certification – ranking us 8th among companies in Chile, as well as the outstanding results in the Merco Corporate Reputation Index, ranking 71 and leading the industry, and the Merco Talent attraction and retention index, which placed us 36 and also first at the industry level. These are all achievements that fill us with pride.

Finally, in closing this introduction, we want to highlight one of the issues that causes the greatest concern in the execution of our sustainable management: how to improve the circumstances in which the elderly live. This is not only because of our specialized work to find the best alternatives to increase pensions, but also because an aging population is a real problem in Chile. Indeed, according to the latest National Statistics Institute (INE, for its initials in Spanish) data, it is forecast that one-third of the population will be over 60 years old by 2030.

We are not indifferent to this situation; quite the contrary. It has been a catalyst that has led to the design and implementation of many initiatives to contribute and position us as a significant actor in the generation of ideas helping to improve these circumstances.

With this in mind, in 2022, we continued to lead the "Piensa en Grandes" (Think Big) Alliance, in its various areas of focus seeking to support the development of high-impact projects for an improved overall ecosystem of the elderly. We recently developed the third Social Innovation Fund, with the participation of 69 start-ups, and we continued with the "Piensa en Grandes" broadcasts on Cooperativa Radio, allowing us to make visible remarkable senior citizens in our country.

This and other initiatives — such as the "Por un Bien Mayor" (For a Greater Good) program, which improves the care of people residing in Long-Term Care Facilities for the Elderly (ELEAM) — are part of our commitment to the country's elderly, which broadens our perspective and seeks to contribute proactively and early on the improvement of old age in Chile.





5.2 MATERIALITY AND STAKEHOLDERS

At AFP Habitat, we have promoted a new sustainability strategy since 2018. It was developed to plan and execute the guidelines of our institutional mission: to improve the quality of life of our clients by providing them with an excellent pension service.

To achieve our mission, our planning considers the responsible and transparent management of our services to strengthen our links with different stakeholders, generating value for them and society.

This strategy comprises four pillars: pension education and contribution to public debate, which seeks to provide equal and improved access to information on the pension system and its operation; promotion of a culture of service and innovation by building work teams made up of people with talent, social commitment, high ethical standards and a forward-looking vision; active ageing, which consists of promoting concrete measures that solve real and daily problems that afflict the elderly in a simple and efficient way; and lastly, care for the environment, with actions that contribute to a better future for people in Chile.

As part of the constant engagement with each of our stakeholders, we highlight the following activities carried out in 2022, enabling us to optimize the flow of information and permanent ties:

CLIENTS

Our focus has always been to provide a close and strong link with each one of our affiliates in order to provide an excellent and personalized advisory service, allowing to identify the actions impacting the performance of their savings and future pensions.

This is why along the year a number of efforts were made to continue with the task of always placing our customers at the center:

> Public Account 2022: An instance in which we shared with our affiliates the details of the Company's management of their funds, as well as the major milestones that marked the performance and service by AFP Habitat.

A bi-monthly communication on pension fund planning: information contents were submitted in a clear and didactic manner to our affiliates through email. This information includes four groups: those who are starting to work, those who have been working for a long time, adults about to retire, and pensioners. For each group, messages are developed based on their needs and stage of life.

Hablemos de tu futuro" (Let's talk about your future): a website providing all the information related to the operation of the pension system, as well as spaces to solve doubts and get to know more about savings for pension (more than 60 thousand users over the year).









- *An active social networks' strategy called #ElRestoEsFake (The Rest is Fake): an effort through which we participate in the debate on social networks regarding pension topic, with the purpose of providing information to our affiliates and the community in general, solving questions and mitigating potential sources of confusion or misinformation, in addition to having an impact on the debate of public opinion and the opinion of leaders who participate in the discussion. In 2022, the initiative resulted in nearly 50 million comments on Twitter and Facebook, more than 400 thousand interactions and a favorable feeling of 22.6%.
- > Talks covering current economic and pension issues: with a debate format organized and sponsored together with Pauta Radio aimed at informing our affiliates regarding the progress of discussions about the pension system and the variables that influence it.

THE MEDIA

The media are considered an important stakeholder At AFP H by AFP Habitat. Our relationship with editors, relationship ournalists and leaders of opinion from different based of media in order to share our technical vision about geograph what changes should be made to ensure the various of sustainability of the pension system and achieve of them.

better pensions for people were among our activities that stood up last year.

In addition, it is important to note that, as part of our Sustainability Strategy and focusing on senior citizens, we performed a third cycle of the "Piensa en Grandes" (Think Big) program, which involved broadcasting 24 chapters on Cooperativa Radio on Sundays. This initiative allowed us to find out about cases of remarkable older adults, experts in aging, as well as to share creative and innovative solutions to improve the welfare of the elderly, both from the public, private and civil society.

Finally, as mentioned above, we conducted a series of discussions on Pauta Radio with the participation of experts in pension matters, addressing current economic, capital market and labor issues for our affiliates and the general public. In total, we broadcasted 7 programs.

EMPLOYEES

At AFP Habitat, we keep a close and open-door relationship with our employees and their agents, based on the variety of positions, fields and geographic locations. This enables us to identify the various opportunities for improvement with each of them.

In addition, we seek to learn about their needs, concerns and expectations about our activities, and their problems on a recurring basis through visits to their offices, breakfasts led by executives and representatives of the Human Resources Unit, meetings with the teams, work cafes with leaders, personal interviews, surveys to learn their opinions on various topics, as well as other strategic engagement communication channels. Of the latter, the complaints channel and the new Intranet El Pulso, launched at the beginning of 2022, stand out.

PUBLIC AGENCIES

In line with our fiduciary role and the purpose of looking after the interests of our affiliates, the Company has evidenced an active participation and collaboration with the State and the regulatory agency with regards to issues related to the improvement of the Pension System. Particularly, last year, we focused on executing the implementation of the Universal Guaranteed Pension (PGU, for its initials in Spanish) by adapting our operating processes and carrying out the payment process during the first four months, as well as collaborating permanently with the IPS (Social Security Institute) for calculation of the pension as a beneficiary of this State contribution.



Besides, we have also actively participated in the debate about the Government's proposed Pension Reform, reflected by the fact that 22 of our employees took part in the social dialogues organized by the Government beforehand, which we attended to deliver our vision on how to improve people's pensions and strengthen the pension system.

In addition, together with the AFP Association and the other pension fund administrators, on 17 May, we participated in the technical consultation carried out by the Metropolitan region's Regional Secretariat of the Labor Ministry (Labor SEREMI, for its initials in Spanish). At this event, we were able to contribute our technical vision and also interacted with the Undersecretary of Social Welfare and his advisors.

SUPPLIERS

During 2022, we continued working with our suppliers and, as a result, 97,1% of suppliers received payment within less than 30 days in average, out of 7,345 documents processed, versus 91,3% in 2021. A strict control has also been put in place regarding the issuance of Purchase Orders (PO) and the numbering of contracts to ensure that the purchase of goods and services have a PO or contract number, so as

to expedite the processing of invoices from receipt, processing, release and payment to suppliers. On the other hand, control panels and systems have been developed to warn those responsible for the invoice release process in order to speed up the internal release process.

We maintained background checks on suppliers as part of our procedures to ensure that suitable companies provide us with services or goods through measures such as:

- Review of company financial statements, in which no company with an Equifax score of less than 99% can provide services to Habitat.
- > Systematic review of suppliers' debts to employees, in which companies must keep upto-date with the payment of salaries, contributions and other corporate obligations.
- > o Internal ranking of suppliers showing highest vs. lowest degree of compliance.

THE COMMUNITY

Habitat is constantly working with the communities, especially as regards senior citizens. For this reason, we have continued strengthening the implementation of the "Por un Bien Mayor" (For a Greater Good) program,

a public-private initiative aimed at improving living conditions of senior citizens who live in Long-Term Care Facilities for the Elderly (ELEAM) in the country.

Likewise, we highlight the work done through our Piensa en Grandes (Think Big) alliance, a joint effort with Hogar de Cristo charity foundation and Vinson consulting company. Its purpose is to provide advice and funds to innovative projects by entrepreneurs focusing on improving the quality of life of the elderly.

Thanks to our conviction to actively collaborate in the development and implementation of initiatives with a positive impact on citizens, in 2022, we were included in the Citizen Brand Ranking, which measures people's opinions regarding three valuation areas: positive communication, significance and social contribution. In this, we were recognized as the company with the highest valuation in this area. This fills us with happiness, and it challenges us to continue on the same track.

SHAREHOLDERS AND INVESTORS

Our communication with Shareholders and Investors is managed by the Administration and Finance Department. This unit is in charge of providing the Company's financial and commercial information.

This is done through the various quarterly reports that are made available on the Company's website. In addition, this Unit handles all the inquiries sent by the Company's various analysts or shareholders, who are mainly interested in business responsible management and our Company's leadership in the industry in which it operates. Regarding Corporate Governance, AFP Habitat is governed by high standards of risk control, an ethical business management and a strong brand reputation.

PUBLIC AGENCIES

In a new year marked by the sanitary crisis and the 10% pension fund withdrawal process, AFP Habitat has maintained a close relationship with the central government and Judicial Branch agencies in order to timely solve the issues citizens are facing. In this context, the Company adapted and responded to the regulatory changes and worked with celerity adjusting its operational processes, so that affiliates and pensioners with residency in Chile and abroad could withdraw their funds within the allocated timeframe.





5.3 SOCIAL RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT REPORT

A. COMPLIANCE REPORT

A.1 Fighting against corruption, asset laundering, terrorist funding and proliferation of weapons of mass destruction

The Company has a Manual, that includes a Policy to prevent asset laundering, terrorist funding and proliferation of weapons of mass destruction, which was implemented in 2012 and last updated in June 2022. These documents are annually checked by the Board of Directors and are compulsory for all persons working for the Company.

The main goal of both the Manual and the Policy is to ensure the Company has a comprehensive, coherent and sufficient model to prevent, detect and report suspicious operations, thus adequately covering any risks against asset laundering, terrorist funding and proliferation of weapons of mass destruction.

To complement the Policy, the Company publishes a guide with warning signs that could indicate asset laundering. This way, our personnel can recognize a suspicious transaction and can notify the Prevention Unit, as provided in the Manual. In addition, personnel receive annual training on various aspects of the prevention model implemented.

As part of this prevention model, AFP Habitat has in place a committee exclusively dedicated to preventing asset laundering and terrorist funding (PLAFT, for its initials in Spanish), made up of our General Manager, Commercial Manager, Human Resources Manager, Investment Manager, Operations Manager, IT Manager, Administration and Finance Manager, Planning & Development Manager, Risk Manager and Chief Counsel, all of whom are coordinated by the Compliance Officer who is in charge of supervising the Company's various prevention actions.

Likewise, the Company has developed technical solutions enabling to detect and report suspicious transactions and transactions in cash, which include monitoring activities by politically exposed affiliates.

A.2 Unfair Competition

The Company has declared its rejection of any practice of unfair competition as well as its commitment to comply with antitrust regulations, pursuant to its corporate Code of Ethics, whose last update was approved by the Board of Directors in June 2021, and which states in section 6.7 of Antitrust and Regulatory Agencies that:

"AFP Habitat obeys and complies with antitrust regulations provided by law and the market regulatory authorities, seeking to create a fair and active competition and business conduct by the Company, always taking a collaborative approach in the provision of information and requirements of the free competition authorities and other regulatory agencies.

Likewise, AFP Habitat rejects any unfair or anticompetitive practices in the markets in which it operates."

In addition, the aforementioned Code of Ethics provides that "the directors, executives and employees that participate or have an influence in any decision-making process of the Company or the Managed Pension Funds shall provide a statement of interests with the purpose of regularly checking into conflicts of interest." On the other hand, the Company's directors, executives, employees and outside consultants who are informed of the pension fund investments, as well as their spouses and business partnerships in which they have more than 10% interest, must report on their financial transactions, which have to comply with the terms and restrictions provided in the pension funds' system regulations, as well as in the Code of Ethics and Investment Behaviour.



A.3 Payment to Suppliers

During 2022, work continued to make suppliers payment more efficient. As a result, 97.1% payments were made within less than 30 days on average, achieving a 6.35% improvement over last year where it was 91.3%. The improvement was achieved by setting more controls in the authorization and payment process, creating alert systems and monitoring deadlines in the invoice release process.

Category	Amount Invoiced	% Amount Invoiced	Number of Invoices	% Numb. of Invoices
Payment under 30 days	34,273,792,309	97.09%	7,228	98.41%
Payment between 30 & 60 days	995,484,623	2.82%	112	1.52%
Payment over 60 days	32,669,161	0.09%	5	0.07%
Total, general	35,301,946,093	100.00%	7,345	100.00%

A.4 Supplier Assessment

The suppliers' assessment is performed to ensure competence and compliance by means of procedures allowing to define if the organization's standards are met, which are divided in three categories:

- > New Suppliers: Requirements are defined and an analysis is carried out regarding the commercial report, the compliance report and a review of current account information.
- > Suppliers with Subcontractors: Their business report (by Dicom) is reviewed every month to make

sure there are no past-due amounts or documents. As well, they are requested to submit the F30 and F31 documents on their compliance with employment and pension obligations of their contracted staff.

> Critical Suppliers: The compendium of pension system regulations provides in Book V, under Title V, the administrative aspects of critical services. Hence, an annual review is done to ensure all contracts contain the appendices required by law, have been certified by the operation continuity plan, have internal control systems, a financial assessment, along with risk level measurements defined by the Company's internal procedure, known as "Control of Critical Contracts".







B. ENVIRONMENTAL REPORT

It can be reported that AFP Habitat has continued to measure performance indicators in the operations it carries out, and to do a systematic monitoring to assess and display energy resource consumption by the organization. The objective is to develop a corporate methodology enabling to control the Company's environmental impacts.

AFP Habitat mainly impacts three measurable aspects:

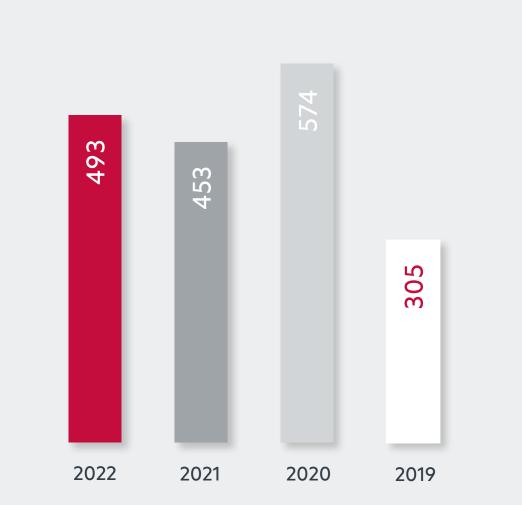
- Mobile Habitat: The organization has Mobile Offices that travel across the country to reach customers in locations that have no physical offices. This brings AFP Habitat closer to various places, and has a direct impact resulting from the kilometers covered by these vehicles.
- > Power Consumption: The organization has one head office, 26 Branch Offices, four Sales Offices and one Service Center, and their power consumption is measured.
- > Flights: The organization uses trips by plane to transport Company members for different purposes, including business, administrative or other

The main consumption indicators are shown below:

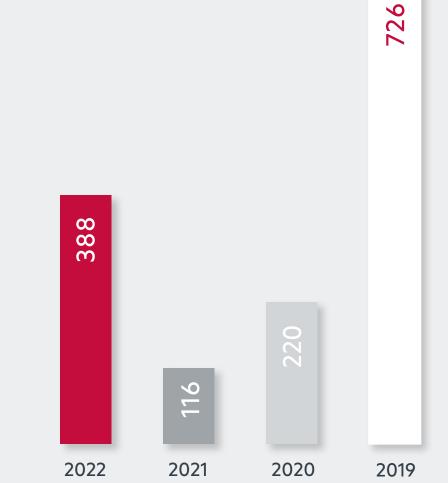
Indicator	Scope	Unit	2019	2020	2021	2022
Mobile Habitat [km covered]	Scope 1	Km	570,972	224,025	467,634	543,255
Power consumption	Scope 2	MWh	603	1,416	1,118	1,214
Business trips (by plane)	Scope 3	Km	2,606,236	789,088	414,962	1,391,006

Carbon Footprint 2019–2022 / (TCO2e)

MOBILE HABITAT (KM) POWER CONSUMPTION (MWH)







2021

2020

2022

2019





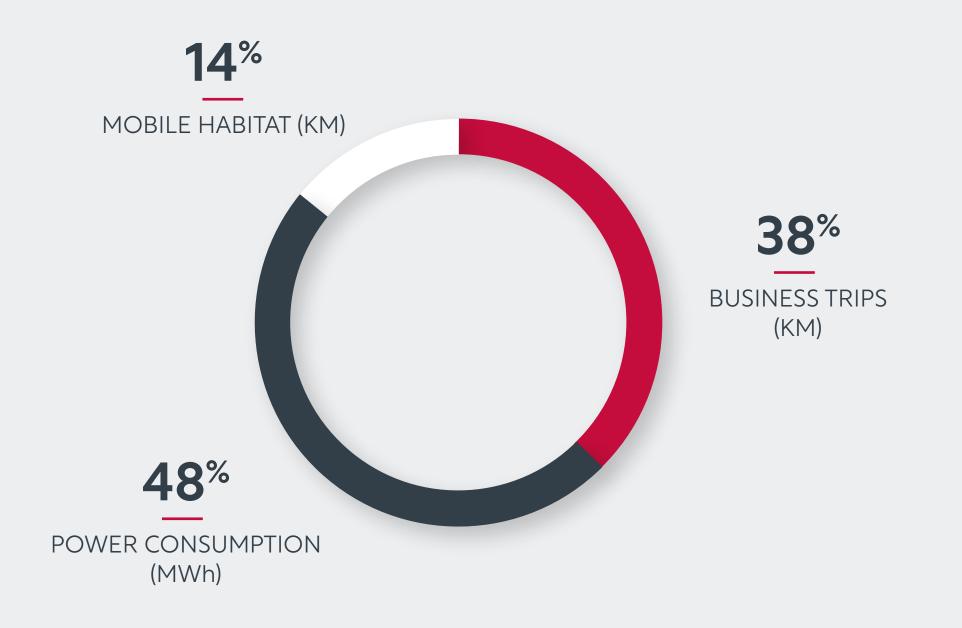


An increase can be seen in all the scopes. This is mainly due to the reduced sanitary restrictions involving an increase in the organization's activities consistent to pre-pandemic levels. If we take 2019 as a reference, Scope 1 was 5% lower and Scope 3 was 46% lower compared to 2022.

Carbon Footprint

There was an increase of 330 tons in CO2 emissions, reaching 1,021 tons. This is comparatively equivalent to 2019 overall emissions' measurement.

CO2 Emissions Composition (%)



C. SOCIAL REPORT

The information below refers to individuals who worked for AFP Habitat during 2022. It is important to point out that the Company does not have employees with the role of "Assistants", pursuant to the definition provided by the Financial Market Commission (CMF, for its initials in Spanish) on the amendment of the Social Responsibility and Sustainable Development Report. As such, the following tables will provide no information regarding this role. In addition, the information about Directors and Alternate Directors will only be included when applicable.

C.1 Postnatal Leave

In 2022, 34 women used their postnatal leave. Considering the use of parental leave, the average number of leave days was 123. Breakdown and detail by position is presented in the table below:

Role	Fe	Female		Male	Total	
	N° of people	N° of average days	N° of people	N° of average days	N° of people	N° of average days
Senior Managers	0	0	0	0	0	0
Managers	1	29	0	0	1	29
Head of Departments	2	80	0	0	2	80
Professionals	6	114	0	0	6	114
Technical Staff	16	113	0	0	16	113
Administrative Staff	10	160	0	0	10	160





THE COMPANY

SHAREHOLDERS, BOARD AND MANAGEMENT

Q4ACTIVITIES AND BUSINESSES

05SUSTAINABILITY

06PROFIT DISTRIBUTION

FINANCIAL STATEMENTS







C.2 Occupational Safety

The accident rate target of 2022 remained at a low level, although the number of incidents increased from 2 to 5, as well as the days involved per event. This result was achieved thanks to the important work carried out as a Company in terms of prevention and care of our people. The fatality rate remained at zero. Breakdown and comparison with previous years is shown in the table below.

Accident Rate Target (/100) 2022		0.32		
Fatality Rate Target (/100,000) 2022	0	0		
Indicator	2020	2021	2022	
Accident Rate	0.58	0.12	0.32	
Fatality Rate	0	0	0	
Average Lost Time Incident Rate (days)	20	9	31.2	

C.3 Training

At AFP Habitat, training is essential for our employees and their development. For this reason, during 2022, various training activities were offered, including courses provided through the National Training and Employment Service (SENCE, for its initials in Spanish). This corresponds to 0.3% of the Company's revenues.

2022 Target (MM\$)				6	45			
	Amount in MM CLP			% of revenues				
Investment	2019	2020	2021	2022	2019	2020	2021	2022
Employees Training	462	348	335	343	0.20%	0.50%	0.20%	0.20%
TRAINING + SENCE		616	505	617				

The following are the average hours of training received by our employees during 2022:

Role	Género Femenino	Género Masculino	Total
Senior Managers	12	22.4	18.93
Managers	47.62	42.23	43.96
Head of Departments	40.66	43.59	42.17
Professionals	31.48	33.94	33.01
Technical Staff	55.86	65.34	62.84
Administrative Staff	48.35	41.05	46.39

C.4 Diversity

During 2022, we worked on the compliance with laws 21.015 and 21.27. This involved having an expert in labor inclusion matters certified by an evaluation center accredited by ChileValora agency. In addition, we developed and implemented an annual training program to promote labor inclusion based on equal opportunity standards in all activities at Company level.

In addition to the above and based on our Inclusion Policy, the annual survey of people with disabilities or invalidity pension was carried out through an inclusion survey. They, as well as our future employees in this condition, have differentiated benefits and labor agreements, as well as inclusion activities that incorporate their families.

In 2022, we entered into a cooperation agreement with SOFAN, a social company devoted to developing accessible training programs for people with any kind of disability, with the aim of enhancing their employability profiles, and we are provided with the databases of professionals with disabilities, which facilitates the recruitment of candidates through our available selection processes.

It is important to highlight that at AFP Habitat there are 897 female and 680 male employees. At the end of 2022, Female staff represented 56% of the Company's total workforce, of which 4% are foreigners and 7.93% are over 60 years old.







All of the above shows the importance we place on managing not only inclusion from the point of view of disability, but also diversity.

In September, we conducted a new inclusion survey in which 253 people voluntarily participated. Of them, 240 answered the survey for their first time. This allowed us to identify 40 people likely to be registered as disabled and, therefore, to continue recognizing the disability situation as a reality of our workforce, making no exclusions, reducing prejudices and integrating this aspect as part of the life of the Company.

On 3 December, which is the International Day of Persons with Disabilities, a new drawing contest was held with employees' children in which they were invited to portray what inclusion meant to them.

By the end of 2022, we doubled the legal minimum established in Chile, and people with disabilities account for 2 % of our staff. Although this is an effort driven by a regulation, we are convinced that great teams are formed by diverse people which bring their different contributions and perspectives.

The majority of our workforce is made up of women. In December 2022, 897 of our employees were women, which accounts for 57% of our total workforce.

Role	Female	Male	Total
Incumbent Directors	3	5	8
Alternate Directors		2	2
Senior Managers	3	8	11
Managers	9	17	26
Head of Departments	78	88	166
Professionals	91	153	244
Technical Staff	418	272	690
Administrative Staff	298	142	440











Besides, diversity of nationalities also increased within the Company, since in 2022 there were 57 foreign employees compared to 48 in the previous year. This figure represents 4% of the Company's workforce.

							Citizenship							
Role	Chilean	Mexican	Venezuelan	Colombian	Argentinean	Peruvian	Brazilian	German	Cuban	Ecuadorian	Spanish	Guatemalan	Bolivian	Laotian
Incumbent Directors	4				3		1							
Female	2				1									
Male	2				2		1							
Alternate Directors	2													
Female														
Male	2													
Senior Managers	11													
Female	3													
Male	8													
Managers	25				1									
Female	8				1									
Male	17													
Head of Departments	163		2								1			
Female	77										1			
Male	86		2											
Professionals	236		2	2		3				1				
Female	88		1			1				1				
Male	148		1	2		2								
Technical Staff	654		26	2	1	3		1				1	1	1
Female	399		12	2	1	2						1		1
Male	255		14			1		1					1	
Administrative Staff	431		7	2										
Female	292		4	2										
Male	139		3											









As to the age of our employees, at the end of 2022, 28% were over 50 years old, so the percentage remained the same as 2021. A breakdown of the age distribution is shown in the following table:

Role per Age	Below 30	Between 30 & 40	Between 41 & 50	Between 51 & 60	Between 61 & 70	Over 70
Incumbent Directors			2	3	3	
Female				2	1	
Male			2	1	2	
Alternate Directors		1	1			
Female						
Male		1	1			
Senior Managers			6	4	1	
Female			2	1		
Male			4	3	1	
Managers		7	13	3	3	
Female		2	5	1	1	
Male		5	8	2	2	
Head of Departments	1	39	69	48	8	
Female		13	36	24	5	
Male	1	26	33	24	3	
Professionals	47	113	42	30	12	
Female	11	42	20	15	3	
Male	36	71	22	15	9	
Technical Staff	57	223	178	174	55	4
Female	31	128	117	112	54	
Male	26	95	61	62	1	4
Administrative Staff	45	158	131	84	20	2
Female	25	103	102	60	7	1
Male	20	55	29	24	13	1









Regarding seniority in the Company, 33% of our employees have worked for six or more years with the Company; while almost 16% has been part of the staff for more than 12.

Role per Seniority	Below 3 years	Between 3 & 6 years	Between 6 & 9 years	Between 9 & 12 years	Over 12 years
ncumbent Directors	4	3			1
Female	2	1			
Male	2	2			1
Alternate Directors	2				
Female					
Male	2				
Senior Managers	1	2	3	1	4
Female				1	2
Male	1	2	3		2
Managers	7	7	5	4	3
Female	2	3	1	1	2
Male	5	4	4	3	1
lead of Departments	37	42	22	15	50
Female	9	18	8	11	32
Male	28	24	14	4	18
Professionals	97	64	20	13	50
Female	30	22	9	6	24
Male	67	42	11	7	26
echnical Staff	358	160	78	19	75
Female	192	114	53	14	45
Male	166	46	25	5	30
Administrative Staff	162	118	52	32	76
Female	109	84	35	25	45
Male	53	34	17	7	31









By the end of 2022, the Company had 31 employees with disabilities, seven more than the previous year. This number has been increasing over the last years, since our work has focused on opening spaces through an annual survey of people with disabilities or invalidity pensions by means of an inclusion survey where each employee can feel free and confident to state his/her situation. By recognizing it as part of their characteristics, we also facilitate their accreditation process. Along with this, we have established a program of benefits with reasonable adjustments to accompany their disability condition, because at AFP Habitat we are convinced that each one of them can add a value to the Company.

We know that we have exceeded the legal requirement, as people with disabilities account for 2.0%% of our workforce. However, we must continue to increase this number. This is why we have recruitment processes in place based on the applicant's skills and expertise, regardless of whether they have a degree of disability. We therefore expect this number to be higher in the future.

	People with disabilities				
Role	Female	Male			
Incumbent Directors					
Alternate Directors					
Senior Managers					
Managers					
Head of Departments	4	2			
Professionals	1				
Technical Staff	11	1			
Administrative Staff	11	1			

C.5 Salary Gap

Differences in remuneration account for worker's career path, based on their development or merit during their time in the Company, along with the expertise required by each role, which often makes direct comparisons between roles complex. Pay is also defined by the financial market, organizational levels and internally-defined bands, without any gender distinction. For salary gap calculation, monthly salary was considered: gross salary, variable bonuses, commuting and food allowances.

Role	Average Salary Gap (%)	Median Salary Gap (%)
Senior Managers	75%	71.51%
Managers	78%	83.13%
Head of Departments	96%	98.20%
Professionals	91%	91.40%
Technical Staff	95%	113.06%
Administrative Staff	97%	97.63%

C.6 Employee Benefits

The Company provides several benefits to its employees, including Christmas bonus, national festivities bonus, vacation bonus, nursery, schooling bonus, flexible bonus and performance bonus, among others. Some benefits vary based on the person's role and type of contract, and all these benefits were considered as total compensation when calculating gross salary per hour received during 2022.







	% of Benefits over Gross Salary per Hour						
	Fen	nale	Male				
Role	Full-Time	Part-Time	Full-Time	Part-Time			
Senior Managers	40.61%	N/A	52.27%	N/A			
Managers	31.89%	N/A	40.86%	N/A			
Head of Departments	20.36%	N/A	22.74%	N/A			
Professionals	16.24%	N/A	18.35%	N/A			
Technical Staff	4.70%	N/A	3.91%	N/A			
Administrative Staff	17.68%	21.98%	16.77%	21.38%			

C.7 Social Programs

During 2022, a total CLP 95,570,093 was invested in social programs, which accounts for 0.04% of the total income earned over the year.

	A	Amount Th, CL	P	% of Income		
Program	2020	2021	2022	2020	2021	2022
Poverty Eradication and Integration	407,880	157,019	95,570	0.21%	0.08%	0.04%

As highlighted in the chapter Community and Social Investment, Habitat has actively participated in various initiatives driven by our sustainability strategy framework, which are focused on improving the quality of life of the elderly in Chile: the "Piensa en Grandes" (Think Big) alliance, the "Por un Bien Mayor" (For a Greater Good) program and a collaboration agreement entered into with Las Rosas Foundation by the end of December. The latter aims to contribute its experience on homes management to help the "Por un Bien Mayor" program and thus achieve a greater impact on improving the care of the elderly living in these homes.

For instance, regarding the "Por un Bien Mayor" program, of the CLP 100 million allocated to the program, a first investment was made in 2021 and by 2023 the rest will be made to consolidate the intervention in the homes, in training programs and in critical infrastructure. During this year, the Company has been designing programs and implementing best practices in the homes sponsored by Habitat to then scale them to the rest of the more than 80 homes in the program in Chile. In the case of the "Piensa en Grandes" program, the third competitive fund was launched this year and the winners were selected in January 2023.

On the other hand, we also maintain our commitment to support various foundations with which we have been collaborating for many years and that we know need our support, such as María de la Luz Foundation, Corporación Niño Levántate and Hogar las Creches, among many others.





5.4 COMMUNITY AND SOCIAL INVESTMENT

In AFP Habitat, we are concerned about the comprehensive ecosystem that surrounds the future of our pensioners; therefore, we have strengthened the planning and execution of activities allowing to identify the needs of the elderly, in order to foster solutions to improve their quality of life.

In this connection, one of the programs with which we promote actions that put the elderly at the center is "Piensa en Grandes" (Think Big), a joint alliance with Hogar de Cristo charity foundation and Vinson Consulting, seeking to have a positive impact on the ecosystem of the elderly and promote an active aging process.

In this regard, in 2022, we launched the third Social Innovation Fund, which in its last edition had 69 participating projects and awarded prizes to the following projects:

In the Scale category, the winners were:

> Bondup: A venture including a social network that helps to connect senior citizens with panoramas and networking.

> Aluna: A venture that develops absorbent and sustainable underwear for the elderly.

And in the Implements category:

> Actualizate APP (Upgrade APP): A venture that promotes digital literacy for seniors through a tutorial.

Through the Alliance, we provide not only funding, but also accompaniment and mentoring to these winning projects, access to contact networks and dissemination of their ventures through various media. All this with the aim of consolidating their business model, growing and having the possibility of scaling to impact more seniors.

This program has a space in Cooperativa Radio, which is broadcast on Sundays and that in 2022 increased its reach to almost 5.000 listeners in the Metropolitan Region and almost 20,000 across Chile.

Another initiative with which we aim to support the elderly is the "Por Un Bien Mayor" (For the Greater Good) program, which emerged from a pilot project

launched through a public-private partnership with Senama, Compromiso País, Simón de Cirene organization, the Puente Alto municipal district and the "Piensa en Grandes" (Think Big) alliance, which seeks to improve the living conditions of senior citizens living in the country's Long-Term Facilities for the Elderly (ELEAM).

At present, this program is led by Simón de Cirene organization, and it involves the public sector as central and regional governments, as well as the private sector. It also has the support of the academic sector where, through collaboration agreements, spaces are provided to perform professional work placements, workshops or degree projects aligned with the project and the needs of the ELEAM homes. During 2022, work was conducted with more than 80 ELEAM homes throughout the country, and from Habitat we worked with homes of the Puente Alto municipal district.

On the other hand, in December 2022, we entered into a collaboration agreement with Las Rosas Foundation with the purpose of integrating the

latter into the "Por un Bien Mayor" (For a Better Future) program, by providing advice to strengthen the management of the ELEAM that do not have a sanitary authorization, in addition to improving the care of the elderly residing in these homes.

The signing of this agreement involves generating a positive impact on more homes, continuing with the effort of improving the ecosystem, both with innovative projects and through collaborations with the various institutions concerned with the elderly.

Lastly, and together with the AFPs, we are still participating in the "Mis Beneficios" (My Benefits) program led by the AFP's Association (AAFP), which seeks to pass on benefits to more than 10 million affiliates and pensioners through ongoing discounts, special benefits and contests rewarding the affiliates' savings behaviors.

All these initiatives aim to significantly contribute to building a better future for people, and our challenge is to permanently assess new alternatives pointing in that direction.







5.5 ECONOMIC PERFORMANCE

GENERATED ECONOMIC VALUE

AFP Habitat has calculated the economic value it generates by adding all of the Company's revenues. Information on the generation and distribution of the economic value provides a basic indication of how AFP Habitat has created economic value for all its stakeholders and how much of this value has been retained for reinvestment.

Generated Economic Value

REVENUES Th. CLP	2022	2021
Operation income	222,091,789	203,310,835
Profitability of the Obligatory Reserve	11,606,489	19,568,053
Revenue from investments in associated businesses	3,741,815	26,442,689
Revenue from financial investments	4,971,914	844,565
Revenue from fixed-assets sales and other	85,264	2,723,869
Revenue from deferred tax income	0	4,875,646
Other non-operating income	123,965	692,331
Generated Economic Value	242,621,236	258,457,988

To ensure a minimum yield from Pension Funds, as referred to in article 37 of D.L. 3.500 of 1980, pursuant to article 40 of the same legal instrument, Pension Fund Administrators (AFPs) are required to keep an asset called Obligatory Reserve for each type of fund they manage, equivalent to one per cent (1%) of the Pensions Fund, which must be kept invested in units of the same fund.

The Profitability of the Obligatory Reserve corresponds to the acknowledgement of variations in the value of units.

Distributed Economic Value

EXPENSES Th. CLP	2022	2021
Operating costs	-35,275,262	-33,467,937
Employees' salaries and benefits	-44,854,279	-41,615,360
Depreciation and amortization	-7,565,218	-5,480,163
Payments to Government (1)	-30,596,719	-15,428,260
Deferred tax expenses	-5,018,048	0
Community investment	-123,568	-151,826
Other non-operating expenses	-10,341,202	-32,451,352
Payment to providers of capital	-120,000,000	-110,000,000
Distributed Economic Value	-253,774,296	-238,594,898

Retained Economic Value

RETAINED VALUE Th. CLP	2022	2021
Generated Economic Value	242,621,236	258,457,988
Distributed Economic Value	-253,774,296	-238,594,898
RETAINED VALUE	-11,153,060	19,863,090

In the reported year, the economic value generated by AFP Habitat was \$ 242,621 million CLP, which means a decrease of 6.13 % over 2021. Of this amount, 104.6% was distributed among stakeholders, including employees, the State, shareholders, suppliers and the community, which resulted in a 2022 retained value of -\$11,153 million CLP.



MANAGEMENT REPORT

THE COMPANY

SHAREHOLDERS, BOARD AND MANAGEMENT

ACTIVITIES AND BUSINESSES

05SUSTAINABILITY

06PROFIT DISTRIBUTION

O7FINANCIAL STATEMENTS















6.1 DISTRIBUTABLE INCOME

AFP Habitat's Distributable Income corresponds to the net income for the financial year (FY) less the Obligatory Reserve Profitability. For the FY 2022, AFP Habitat 's Distributable Income is CLP 97,240 million.

CONCEPTS	2022	2021
Individual AFP Habitat Result	108,846,939,818	129,863,090,226
Obligatory Reserve Profitability	11,606,486,331	19,568,051,280
Distributable Income	97,240,453,487	110,295,038,946

6.2 2022 DIVIDEND POLICY

Pursuant to the Dividend Policy in force approved by the Board of Directors, and at all times in compliance with the minimum legal and statutory distribution requirements, the Company has undertaken to distribute at least 90% of the "available income", that is, the amount resulting from deducting from the FY net income the results recognized in the FY arising from the interest in the subsidiary and associated businesses, and the Obligatory Reserve variation in the event it is positive, and from adding the FY earned dividends arising from the subsidiary and associated businesses. For duly applying the aforementioned Dividend Policy, the positive variation of the Obligatory Reserve shall mean the increase in value of the Obligatory Reserve arising out of both net investment (purchases minus sales) in Obligatory Reserve units and the greater value of the Obligatory Reserve units. Should either of these values be negative, said value shall not be included in calculations.

Pursuant to our Interim Dividend Payment Policy, the Board of Directors shall be entitled to distribute up to two interim dividends at the expense of the available income of each FY.

CONCEPTS	2022	2021
Distributable Income	97,240,453,487	110,295,038,946
Net Acquisition on Obligatory Reserve Purchases (Sales)	-4,483,704,994	-55,603,537,303
Results of Subsidiaries and Associated Businesses (Recognized VPP in FY)	3,741,814,979	26,442,688,855
Dividends of Subsidiaries and Associated Businesses (Actually received in FY)	3,347,986,373	2,995,663,028
Available Income	96,846,624,881	86,848,013,119
Minimum Amount to be Distributed (90% of Available Income)	87,161,962,393	78,163,211,807
Interim Dividend Paid Out in the FY	55,000,000,000	50,000,000,000
Minimum Balance to be Distributed Pursuant to the Dividend Policy	32,161,962,393	28,163,211,807









DIVIDENDS AND STATISTICS OF DIVIDENDS PAID PER SHARE OVER THE LAST THREE YEARS

Year	Div. N°	Payment Date	Distributed Amount (CLP)	Type of Dividend	Year the Income Relates to
2020	131	2020-01-31	10.0	Interim	2019
2020	132	2020-05-22	20.6	Final Obligatory Minimum	2019
2020	133	2021-01-08	20.0	Interim	2020
2021	134	2021-05-14	80.0	Eventual Final	2020
2021	135	2021-10-08	10.0	Interim	2021
2021	136	2022-01-07	40.0	Interim	2021
2022	137	2022-05-06	65.0	Eventual Final	2021
2022	138	2022-10-14	15.0	Interim	2022
2022	139	2023-01-06	40.0	Interim	2022

COMPANY STOCK TRANSACTIONS OVER THE LAST THREE YEARS IN STOCK EXCHANGES

Period	Year	Units Traded	Total Amount Traded (CLP)	Average Price (CLP)
1 st Quarter	2020	3,051,717	1,837,291,671	617.63
2 nd Quarter	2020	4,817,786	2,695,830,368	620.87
3 rd Quarter	2020	7,084,489	3,676,537,798	516.67
4 th Quarter	2020	10,476,023	5,040,735,920	489.87
1 st Quarter	2021	6,905,786	3,844,893,010	585.37
2 nd Quarter	2021	8,871,531	4,932,615,314	534.10
3 rd Quarter	2021	5,101,365	2,089,212,146	424.95
4 th Quarter	2021	4,062,876	1,619,609,554	424.84
1 st Quarter	2022	5,252,493	2,497,496,783	478.93
2 nd Quarter	2022	11,848,433	4,258,220,370	448.86
3 rd Quarter	2022	17,318,043	7,086,203,587	390.88
4 th Quarter	2022	3,231,873	1,437,218,103	457.12

STOCK TRANSACTIONS OF RELATED PARTIES

There were no stock transactions of related parties during 2022



6.3 INVESTMENT AND FINANCING POLICY

The Investment and Financing Policy is based on the ability to self-generate, to the extent possible, sufficient resources to meet social objectives, enable growth, disseminate corporate image, invest in employees' development and training and have the appropriate facilities to maintain coverage of AFP Habitat throughout the country. In addition, the Investment and Financing Policy includes the purchase of goods required by the Managing

Company for the performance of activities of its line of business.

Likewise, in this Policy it is put on record that the Managing Company is prohibited from acquiring shares and units of Investment Funds to be purchased through Pension Funds, as well as low liquidity assets, pursuant to article 152 of the Decree Law N° 3.500 of 1980.









6.4 MATERIAL FACTS

As at 31 December 2022

A) SANCTION BY THE SUPERINTENDENCE OF **PENSIONS**

On 3 January 2022, through Resolution 001 sent on 3 January 2022, the Superintendence of Pension Fund Administrators imposed a fine of 900 UF on the Company for breaching the provisions of Book V, Title III, Letter A, Chapter V, N°4 of the Compendium of Pension System Regulations, due to its failure to comply with the agency closing procedures at the closing of the Service Center located in the city of San Fernando.

B) DIVIDENDS

On 7 January 2022, shareholders were paid an interim dividend of CLP 40 per share (Th. CLP 40,000,000), at the expense of the FY 2020 profit, as agreed upon at the Board of Directors Ordinary Meeting held on 23 December 2021.

INDIVIDUAL FINANCIAL STATEMENTS

On 27 January 2022, the Superintendence of

and instructed the Company that the next Financial Statements had to include, for comparative purposes, the information of the individual Financial Statements of the corresponding period.

D) MATERIAL FACT AUDITOR CONSULTANTS PRICEWATERHOUSECOOPERS SPA (PWC)

On 24 February 2022, the Financial Market Commission was informed by PwC, as a material fact, that on 23 February of the same year, and in order to solve and put a definitive end to the lawsuits derived from the case of La Polar, disputes it has with some Pension Fund Administrators, including AFP Habitat S.A., it communicated a further improved proposal, which for this Company involved an offer to pay USD 9,166,586.51 and \$5,033,150,000, pointing out that after concluding its analysis, it communicated its acceptance of the payment proposal, so that in the next few days it expects to endorse the transaction.

In addition to the above, PwC pointed out that it had put forward said proposal in the conviction that it was the best alternative to maximize the recovery in favor of Pensions, through Official Letter N°1628, informed the funds managed by each of the institutional investors. N° 1.264. dated July 2 2020.

E) CONSULTATION AND REQUEST TO THE **INTERNAL REVENUE SERVICE**

On 25 February 2022, the Company submitted an interpretation request to the Internal Revenue Service, pursuant to the provisions in sections 14, 29 et seq and 84 et seq of the Income Tax Law, regarding the division of companies' case. And given the binding relationship that the Law expressly states among the monthly provisional payments (MPP), the gross monthly income constituting the taxable event that generates them and the final result according to the rules for defining the first category net taxable income related to the same income, the MPP that the dividing company has paid to tax coffers between the 1st. January of the year of the division and the date on which it will actually occur, and having their direct origin in the income forming part of the interim result allocated to the new company, these could be transferred to said new company created by the division in the same proportion corresponding to it based on the tax equity that is divided, thus changing the interpretative criterion sustained, among others, through the Official Letter

F) UPDATE ON THE STATUS OF THE ARBITRATION PROCEEDINGS WITH LIFE **INSURANCE COMPANIES**

In March 2022, Life Insurance Companies answered the claim and in response to it, by the Pension Fund Administrators, a reply was filed and a response from said Insurance Companies is pending, that is, the arbitration proceedings are in the discussion stage.

G) OFFICIAL LETTER N° 5.885 **SUPERINTENDENCE OF PENSIONS**

On 4 April 2022, the Superintendence of Pensions, through Official Letter N°5.885, informed and instructed the Company about certain observations and corrections to the Notes of the Financial Statements as at 31 December 2021. These observations mainly refer to the addition of paragraphs at the bottom of some tables of notes, that improve the disclosure of the Financial Statements initially submitted. Consequently, in this version of the Company's Financial Statements, the information on the following has been completed: Note 1, Note 4, Note 5, Note 6, Note 9, Note 11, Note 12, Note 13, Note 24, Note 29, Note 32, Note 33, Note







38, Note 44 and the Material Facts. These changes have not modified the equity, nor the integral result previously reported by the Company.

H) MATERIAL FACT – INFORMATION ON THE ACQUISITION BY ADMINISTRADORA **AMERICANA DE INVERSIONES S.A., THROUGH** SUBSIDIARY HABITAT ANDINA S.A., OF A.G.F (GENERAL FUND MANAGER) NEVASA S.A.

On 13 April 2022, the Financial Market Commission was informed, as a material fact, that Administradora Americana de Inversiones S.A. ("AAISA") has informed AFP Habitat S.A that through its subsidiary Habitat Andina S.A., it has entered into an acquisition agreement for purchase/sales of shares of A.G.F. (General Fund Manager) Nevasa S.A.

MATERIAL FACT – CONVENING NOTICE FOR ORDINARY AND EXTRAORDINARY SHAREHOLDERS MEETING

On 21 April 2022, the Financial Market Commission was informed, as a material fact, that on an Ordinary Meeting held on that same day, the following resolutions were adopted:

a. Approval of Annual Report, Balance Sheet and other Financial Statements of the Company for FY 2021;

- b. Distribution and payment of a final dividend, at the expense of FY 2021, of CLP 65 per share on 6 May 2022, in addition to the two interim dividend for a total CLP 50 per share, distributed in October 2021 and January 2022;
- c. Dividend, Investment and Financing Policies;
- d. Appointment of External Auditors for FY 2022, to Deloitte;
- e. Definition of 2022 wages for the Board of Directors, Directors Committee, Investments and Conflicts of Interests Committee, Commercial Committee and Risk Committee, and of a budget for operating expenses of the Directors Committee and its advisors;
- f. Appointment of a new Board of Directors with eight standing members and two alternate members, for a three-year period.
- g. Selection of the El Mercurio Newspaper, Santiago, for the publication of notices convening shareholders' meeting;
- h. Report on the operations performed by the Company pursuant to Article 146 of Law N° 18.046 on corporations;

The annual management report of the Directors' Committee was presented.

DIVIDENDS

On 6 May 2022, shareholders were paid a final dividend of CLP 65 per share (Th. CLP 65,000,000), at the expense of FY 2021 profit, as agreed upon at the Board of Directors Ordinary Meeting held on 21 April 2022.

K) MATERIAL FACT – REGISTRATION OF ADMINISTRADORA AMERICANA DE INVERSIONES S.A. AND OF ITS SHARES IN THE **SECURITIES REGISTRY AND AGREEMENTS CONCERNING THE DISTRIBUTION OF ITS** SHARES TO THE SHAREHOLDERS OF AFP **HABITAT S.A.**

On 27 May 2022, the Financial Market Commission was informed, as a material fact, about the registration of Administradora Americana de Inversiones S.A. and of its shares in the Securities Registry and about the agreements regarding the distribution of its shares to the shareholders of AFP Habitat S.A. Regarding the above, AFP Habitat S.A. has been informed about Administradora Americana de Inversiones S.A. ("AAISA") and that the Financial Market Commission registered this company under the number 1.202, in Luis Rodríguez Villasuso, will not run for reelection to

the Securities Registry kept by that entity, as well as the 1,000,000,000 shares into which its capital stock is distributed.

L) MATERIAL FACT – RESIGNATION OF **DIRECTOR**

On 16 June 2022, the Financial Market Commission was informed, as a material fact, about the resignation of the Director Mario Vela at extraordinary meeting held on 15 June 2022, and that Mr. Gustavo Santos Raposo was appointed as new Director in replacement.

M) CHANGES IN MANAGEMENT

On 23 June 2022, the Financial Market Commission was informed, as a material fact, that on the Board of Directors meeting held that same day, it was learned that its Chairman, Mr. Cristián Rodríguez Allendes, had reported that he would leave his position by the end of July 2022, to assume the position of Executive Director of Administradora de Inversiones Previsionales (AIP), controlling company of AFP Habitat, and of chairman of Administradora Americana de Inversiones S.A. (AAISA), company of which Mr. Rodríguez was the manager at that date.

It was also learned that the Chairman of AAISA, Mr.





the Board of Directors of AAISA at the shareholders meeting called for 21 July 2022. Habitat's Board of Directors anticipated its willingness to appoint Mr. Luis Rodríguez Villasuso as Director of Habitat in replacement of Mr. Cristián Rodríguez Allendes.

N) MATERIAL FACT – RESIGNATION OF CHAIRMAN AND NEW APPOINTMENT AT AFP HABITAT S.A.

On 21 July 2022, the Financial Market Commission was informed, as a material fact, that on the Board of Directors Ordinary Meeting held on that date, the Chairman of the Company, Mr. Cristián Rodríguez Allendes, made effective as of that date the resignation he had already announced last June, and which had been communicated as a material fact on 23 June 2022. In addition, Mr. Gustavo Vicuña Molina resigned, as of that date, to his role as Director of the Company. Subsequently, at an extraordinary meeting held on that same date, the Director agreed to appoint as a new Director, in replacement of Mr. Cristián Rodríguez Allendes, Mr. Luis Rodríguez Villasuso, who was also elected Chairman of the Board of Directors of this Company.

O) MATERIAL FACT – INTERIM DIVIDEND AND APPOINTMENT OF NEW DIRECTOR

On 22 September 2022, the Financial Market Commission was informed, as a material fact, by the Company that on an Ordinary Meeting held on that same date, and pursuant to the Dividend Policy agreed on at the Ordinary Shareholders' Meeting held in April 2022, it was agreed to distribute an interim dividend, at the expense of FY 2022 profit, of CLP15 (fifteen Chilean Pesos) per share, which was paid on 14 October 2022.

During the same Board of Directors' meeting, it was agreed to appoint Ms. Marisol Bravo Léniz as a new director to replace the former Director, Mr. Gustavo Vicuña Molina. She also became a member of the Company's Risk and Commercial Committees.

P) PAYMENT OF INTERIM DIVIDEND

On 14 October 2022, shareholders received an interim dividendo f CLP 15 per share (Th. CLP 15,000,000), at the expense of FY 2022 profit, as agreed during the Board of Directors' meeting held on April 2022.













