



2024

ANNUAL REPORT



NAME OF THE COMPANY: AFP Habitat S.A.
COMPANY'S LINE OF BUSINESS: Pension Fund Administrator
TAX PAYER ID No.: 98.000.100-8
ADDRESS: Providencia 1909 (legal address)
LEGAL REPRESENTATIVE: Alejandro Bezanilla Mena
INCORPORATION: 26 JANUARY 1981 (date of deed)

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2024 | LETTER FROM THE CHAIRMAN

Dear Shareholders,

Over the past year, pension reform has been a key issue for Chileans and, of course, also for our Company. While we all want better pensions for the current and future retired persons, before discussing the reform, it is important to understand the causes that explain the current levels of self-funded pensions.

Direct explanation about pension levels in Chile lies in insufficiency of retirement savings during work life to fund passive life period. Main causes of lack of savings are the high rate of informal employment of our country which, linked with the lack of compulsory contributions for most freelancers, means that less than half of current system affiliates save for their pension (even when all will retire) and retirement age is early based on life expectancy, particularly in the case of women where working life time is similar to post-retirement life span.

CHANGES TO THE SYSTEM

Pension reform, approved in January 2025, does not tackle the issues mentioned, so it is not a long-term solution and, conversely, it introduces changes likely to have a negative impact on future pensions.

While it has significant improvements to its original project, that does not make it a good reform. Some of the changes and the introduction of the payment fund and defined benefits make it necessary to greatly strengthen the current institutionalization and even the proposal, since the system becomes more vulnerable to political pressures and to long-term viability risks.

The great virtue of this amendment is to materialize a substantial increase in the contribution including more than 70%, even though only 45% (4.5% of salary) is allocated directly and gradually to the account of workers. The award for years of contribution goes in the right direction, but the way of payment discourages postponement of retirement age.

In order to look for investments in line with the age of the affiliates, multi-funds are changed by generation funds where persons are allocated based on their year of birth, forbidding to move their savings into a different fund. This deprives affiliates of current freedom to choose a level of risk different from that defined by the regulator of their age. In addition, the investments of these funds will currently be defined by the authority through a benchmark that the administrator will have to follow through rewards and punishments.



Luis Armando Rodríguez-Villasuso Sario
CHAIRMAN



Besides, a State-administered pay-as-you-go fund is introduced, that will award defined benefits and will involve the survivors and disability insurance, that will have to be amended in the coming months. In addition, 10% of the affiliates will be transferred every two years to a lower-cost Pension Funds Administrator (AFP, for its initials in Spanish), regardless of its history or profitability, service and solvency.

Regarding AFPs, requirements for managing funds are eased by unexplainably changing the nature of the obligatory reserve —a reserve requiring the administrators to address certain breaches regarding funds administration— from a percentage of managed funds to another of fees charged, the Institute of Social Security (IPS, for its initials in Spanish) is authorized as provider of account management and service to affiliates without limiting its market share, and currently the authority defines the investment portfolio through benchmarks.

Affiliates tendering, which directly impacts future results of our Company, is based solely on commissions and, in addition to the significant lowering of requirements to manage pension funds, it raises a red flag about security and profitability of pension savings in the future. In addition, as it is based only on commissions, there is no resulting benefit to those who are not contributing, who are the majority of the affiliates, as only the commission is paid at the time of contribution, while for those who are contributing the lower commission has no impact on their pension as it is deducted from the salary, not from the savings.

Finally, the impact of this amendment will largely depend on how the regulations are implemented. This is why it is essential that regulations

defining their application ensure institutional soundness, avoid risks of politicization, and ensure that the management of accumulated funds, of benefits and of investment portfolios are carried out according to long-term technical criteria.

As an AFP, we are available to contribute our knowledge and technical experience so as to develop a good regulation and implementation of the amendment.

KEY CORPORATE MILESTONES OF 2024

Going over the topics that shaped the corporate management of AFP Habitat in the previous year, I would like to highlight the efforts aimed at consolidating our strategy focused on the elderly people and on improving the customers' experience. Regarding the first topic, the actions carried out over the last 5 years, through the *Piensa en Grandes* Program —an alliance made up between AFP Habitat, Hogar de Cristo charity foundation and Vinson Consulting— have allowed us to foster the wellbeing of the elderly and the development of "Silver Economy". More than 700 applications were received and there were 15 winners of the social innovation fund that we provided with mentoring, financing and networks to boost their ventures and drive a high impact in the larger ecosystem.

I would like to highlight the SelloMayor recognition that we received as a company committed with elderly people, reaching the second position in the ranking, which assesses and certifies the Company's progress in

including the elderly in the dimensions of their business strategy, customers, staff members and communication. Another important milestone was the development of the Silver Economy group in ICARE, an initiative that we launched together with SelloMayor and that ratifies our conviction of improving the quality of life of the elderly people in Chile.

Regarding the institutional dimension, AFP Habitat again stood out prominently at Great Place to Work ranking as one of the best companies to work for in Chile in the “more than 1,000 workers’ category. In the ranking made public in March 2025, we achieved fourth place, a result that reflects a shared purpose at all levels of the Company. Among the initiatives that contributed to consolidate our outstanding position in this ranking is the special recognition of the inter-generational practices we have implemented.

Regarding service experience, 2024 was a year in which as a Company we invested in substantially improving our customers’ experience. We created work cells made up of multidisciplinary teams to promote initiatives aimed at improving support and advice at key moments in the life cycle of our members. We also launched a new service channel through WhatsApp and shaped a new advisory strategy to help our clients make better decisions about their pension planning.

Finally, and in terms of investment, the leadership achieved by AFP Habitat through its alternative assets program is remarkable, since during 2024 we were awarded 49% of the outlets of Parque Arauco, which undoubtedly sets a milestone in the industry. This is the first transaction in local alternative assets carried out directly by an AFP on behalf of the pension funds, as

there have been previous initiatives of this kind carried out through the investment funds.

AFP HABITAT RESULTS 2024

Regarding fiscal year 2024 results, AFP Habitat achieved a net profit of CLP 140,146 million, a positive variation of 6.5% compared to the previous year (CLP 131,600 million). This difference is explained by the higher profitability of the Obligatory Reserve, which rose by 21.7%, from CLP 33,245 million in 2023, to CLP 40,444 million in 2024. Meanwhile, the Company’s revenues reached CLP 251,522 million, an annual growth of 5.1%.

With respect to the operating results, which do not consider the profitability of the Obligatory Reserve and investments in other companies, the Company experienced a nominal growth of 3.15% compared to the same period of the previous year. The higher income from commissions, due to the increase in affiliates’ salaries in recent months, was offset by increased depreciation and operational expenses, which rose 7.07%, mainly as a result of the higher levels of investment we made in recent months in technology and infrastructure.

Finally, I end this letter by thanking all the staff, customers and shareholders of AFP Habitat for their committed work throughout the year, their preference for us and their trust in the management of the Company.

Luis Armando Rodríguez-Villasuso Sario
CHAIRMAN AFP HABITAT



2024 | MAIN FIGURES



RESULTS

AS AT 31 DECEMBER

PROFIT OF
FINANCIAL YEAR
Million CLP

140,146

EBITDA
Million CLP

208,069

TOTAL PROFITABILITY
OF FUNDS
Million CLP

4,087,244

EARNINGS FREE
OF OBLIGATORY RESERVE
AND RELATED INVESTMENTS
Million CLP

106,447



CUSTOMERS

TOTAL
AFFILIATES
As at 31 December

1,765,844

WOMEN

855,062

MEN

910,782

TOTAL
CONTRIBUTORS
As at 31 December

1,026,521

CONTRIBUTORS'
MARKET SHARE

16.1%



THE COMPANY

TOTAL EMPLOYEES

1,593

BRANCH OFFICES

26

MOBILE HABITAT

17

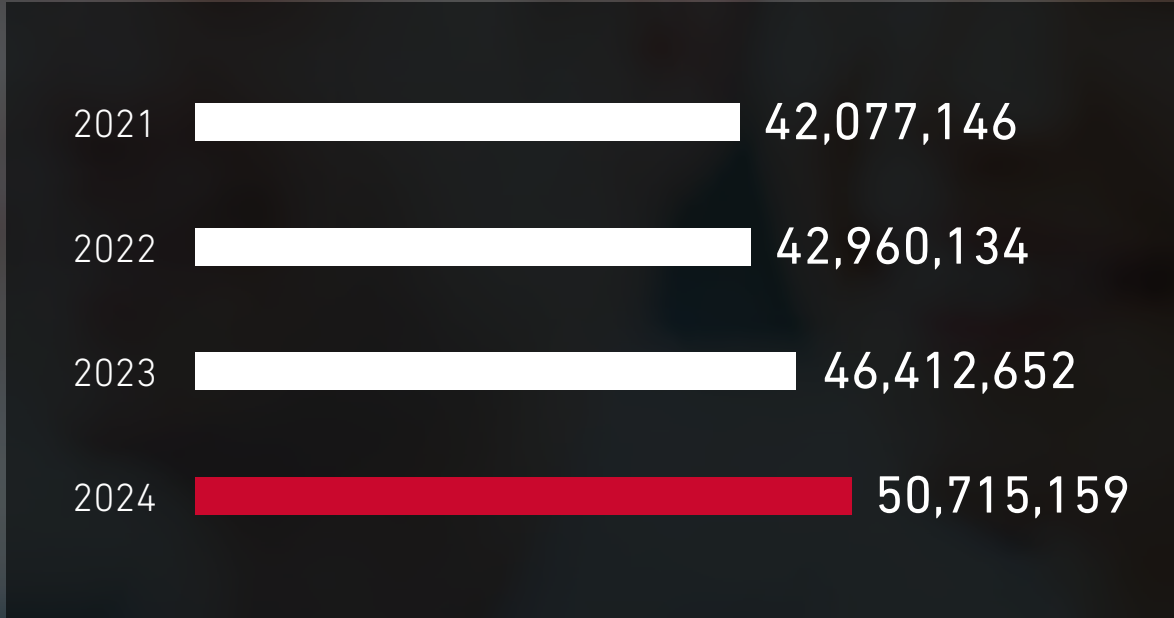
LOCATIONS VISITED
BY MOBILE HABITAT

150



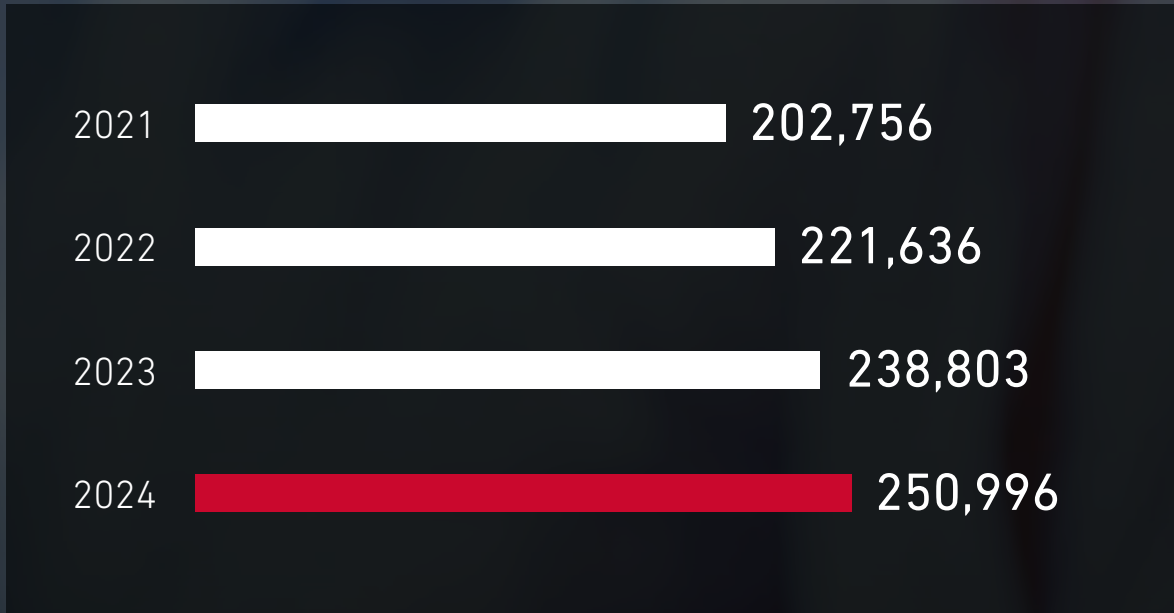
TOTAL ASSETS UNDER MANAGEMENT (AUM)

MILLION CLP
As at 31 December



INCOME FOR FEES

MILLION CLP
As at 31 December



3,660,694

PENSIONS
PAID IN THE YEAR

As at 31 December



316,959

PENSIONERS
As at 31 December

178,709

WOMEN

138,250

MEN



AFP N° 1

IN TOTAL MANAGED
ASSETS



02

ENTITY'S PROFILE



IN PROFITABILITY, RANKED

N°1 AFP

since the creation
of multifunds

Since its inception, AFP Habitat has offered its affiliates the services and pension services defined in the Decree Law No.3.500 and its supplementary regulations, including the management of the Mandatory Contributions' Individual Capitalization Account, voluntary retirement savings accounts and voluntary savings accounts, among others, in addition to the granting of the different benefits of the system, including the payment of pensions in the programmed withdrawals and temporary pensions, payment of inheritances, freely usable surpluses and mortuary fees.

The commitment and concern for the future of each of its affiliates has been an ongoing focus of attention of the Company, working every day to provide them with the best service and advice, innovating to adapt to their needs and ensuring the protection of their pension savings, always seeking the best investment alternatives to boost them in the long term.

Likewise, and in its more than 40 years of operation, the Company has successfully adapted to the various regulatory changes, including withdrawals of mandatory savings funds, implementation of Universal Guaranteed Pension (PGU, for its initials in Spanish) and payment of alimony under the Parental Responsibility Act and Actual Payment of Alimony Debts.



43 YEARS

Of care and commitment for
the future of each one
of its affiliates.

2.1. MISSION, VISION AND VALUES



MISSION

During 43 years, the company has made its best efforts to provide efficient, good quality and timely efforts. It always does so with an idea in mind accompanying it since its beginnings:

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



VISION

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



VALUES

Values are the principles that guide the behavior and development of the Company's projects. In AFP Habitat we seek to carry out the actions of:

- **ETHICS:**
Be transparent, act with truth, authenticity and professional honesty.
- **SERVICE ATTITUDE:**
Serious, kind, timely and responsible service to our internal and external customers.
- **EXCELLENCE IN THE WORKPLACE:**
Constantly seek quality and excellence in our work.
- **TEAMWORK:**
Achieving successful results is much more effective and gratifying when done in cooperation with others.



AFP Habitat keeps an explicit commitment to the recognition and respect for the fundamental rights of its employees, who represent an unbreachable and strict barrier to its powers as an employer.

Likewise, the Company is committed, through its policies approved at the highest management level, to a non-discriminatory and inclusive treatment of its employees, whether regarding their age, gender, race, religion, political allegiance, physical condition, sexual preference or marital status. Thus, fairness and dignity are among the key pillars of the relationship between the Company and its employees.

These commitments are aligned with the Guiding Principles on Human Rights and Companies, even if the Company has not formally stated its adherence to them.



2.2. HISTORICAL DATA

1981

The Company was incorporated on January 26, 1981 as an open stock corporation, by the Chilean Chamber of Construction (CChC, for its initials in Spanish), so as to participate in the recently created Individual Capitalization Retirement System. Bylaws were amended on 1982, 1995, 1996 and 2010 due to resolutions by the Superintendency of Pensions.

2013

As part of its international growth strategy, it began its operations in Peru, through its subsidiary AFP Habitat Perú S.A., set up with the aim of participating in the bidding process for new affiliates carried out that same year in that country.

2016

Inversiones La Construcción S.A., which is a business arm of CChC, entered into a strategic alliance with the American company Prudential Financial Inc., creating an agreement to control the shares of AFP Habitat S.A. with a 40.3% participation each.

2019

AFP Habitat acquired AFP Colfondos S.A., in Colombia, thus achieving a significant Latin American presence in the industry of pension funds management.

2021

In order to provide greater flexibility when managing the administration of businesses abroad and be able to acquire businesses with a different line of business than pension, during 2021 the international subsidiaries were separated and transferred to the company created for these purposes, Administradora Americana de Inversiones S.A. (AAISA). As a result, AFP Habitat began to focus solely on managing the pension business in Chile.

MILESTONES OF THE YEAR | 2024



2nd PLACE

SELLOMAYOR RECOGNITION

as a company committed to seniors.



LEADERS IN TOTAL MANAGED ASSETS

50,715,159

Million CLP managed.



Nº 4

IN GREAT PLACE TO WORK RANKING

In the category best companies to work in Chile with more than 1,000 workers.



AFP Nº 1

IN REPUTATION IN THE SECTOR

Achieving Nº63 position in the Ranking Merco Chile 2024.

- Launch of the fifth Social Innovation Fund *"Piensa en Grandes"*, with four winning projects. Funding and mentoring were provided for scaling up of businesses that improve quality of life of the elderly.

- Launch of *"Por Un Bien Mayor"* (For a Greater Good), a management and care training program for Long-Term Care Facilities for the Elderly (ELEAM, for its initials in Spanish), in partnership with Simón de Cirene and Fundación Las Rosas, benefiting 40 homes, 1,050 elderly people and 750 employees of these facilities.

- Prudential AGF (General Fund Administrator) and AFP Habitat alliance, whose purpose is to strengthen affiliates' voluntary retirement savings, thus contributing to creating a more secure future for all clients.

- Acquisition of Outlet Parque Arauco. In November, AFP Habitat directly acquired 49% of the company Todo Arauco SpA, on behalf of its funds A, B, C, D and E. The transaction meant a total investment of UF 893,606.

2.3. PROPERTY

CONTROLLING STRUCTURE

The controlling entity of Administradora de Fondos de Pensiones Habitat S.A. (AFP Habitat) is Administradora de Inversiones Previsionales SpA, and 50% of its shares are held by Inversiones La Construcción S.A. (“ILC”), whose final controlling entity is Cámara Chilena de la Construcción A.G., and the remaining 50% belongs to Prudential Chile II SpA, and the final controller of the latter is Prudential Financial Inc. (jointly “Prudential”).

Both ILC and Prudential hold 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 Hábitat, 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 II SpA holds 99% of the economic rights and 10% of the political rights of Inversiones Previsionales Chile SpA and ILC 99% of the

economic rights and 10% of the political rights of Inversiones Previsionales Dos SpA.

CONTROLLING GROUP'S SHAREHOLDING INTEREST 2024

NAME OF GROUP	TAX PAYER ID N°	NUMBER OF SHARES	SHARE
ADMINISTRADORA DE INVERSIONES PREVISIONALES SpA	76.438.032-0	805,857,520	80.58%

IDENTIFICATION OF NATURAL AND/OR LEGAL ENTITIES OF THE CONTROLLING GROUP 2024

COMPANIES	NAME OF SHAREHOLDERS	TAX PAYER ID N°	SHARE
Inversiones La Construcción S.A.	Cámara Chilena de La Construcción A.G.	94.139.000-5	50%
Prudential Chile II SpA	Prudential Financial Inc.	76.497.603-7	50%

CHANGES IN OWNERSHIP

During 2024 there have been no significant ownership changes.





IDENTIFICATION OF PARTNERS OR MAJOR SHAREHOLDERS

Major shareholders for 2024 period are the following:

MAJOR SHAREHOLDERS

BUSINESS NAME	TAX PAY. ID No.	NUMBER OF SHARES	OWNERSHIP INTEREST
INVERSIONES PREVISIONALES DOS SpA	76.093.446-1	402,928,760	40.29%
INVERSIONES PREVISIONALES CHILE SpA	76.438.033-9	402,928,760	40.29%
INVERSIONES UNIÓN ESPAÑOLA S.A.	96.513.200-7	36,980,500	3.70%
BCI CORREDOR DE BOLSA S.A.	96.519.800-8	17,266,479	1.73%
BANCHILE CORREDORES DE BOLSA S.A.	96.571.220-8	14,799,754	1.48%
BANCO SANTANDER CHILE	97.036.000-K	13,873,272	1.39%
BANCO SANTANDER ON BEHALF OF THE FOREIGN INVESTORS ACCOUNT	97.036.000-K	9,453,910	0.95%
LARRAÍN VIAL S.A. CORREDORA DE BOLSA	80.537.000-9	9,390,892	0.94%
BTG PACTUAL CHILE S.A. CORREDORES DE BOLSA	84.177.300-4	7,058,993	0.71%
SANTANDER CORREDORES DE BOLSA LIMITADA	96.683.200-2	6,933,210	0.69%
BANCO DE CHILE THROUGH NON-RESIDENT THIRD PARTIES	97.004.000-5	6,793,524	0.68%
ITAÚ CORREDORES DE BOLSA LIMITADA	96.665.450-3	5,975,496	0.60%
TOTAL		934,383,550	93.44%
OTHER SHAREHOLDERS		65,616,450	6.56%
TOTAL SHAREHOLDERS		1,000,000,000	100.00%

At the end of 2024, there were no natural persons or legal entities other than the controller, that alone or with others with whom they have a joint action agreement, can appoint at least one member of the company’s management or hold 10% or more of the voting capital.

SHAREHOLDERS’ INTEREST

BUSINESS NAME	NUMBER OF SHARES	OWNERSHIP INTEREST
Controlling group	805,857,520	80.58%
Major shareholders ^(*)	128,526,030	12.86%
ADRs or other certificates issued abroad	0	0
Pension funds	0	0
Other funds	0	0
Other shareholders	65,616,450	6.56%
TOTAL	1,000,000,000	100%

^(*) It corresponds to the 10 main shareholders other than the shareholders of the controlling group.

SHAREHOLDERS’ INTEREST

Percentage of interest



SHARES, THEIR CHARACTERISTICS
AND RIGHTS

All of the Company’s shares are of a single series, and are fully subscribed and paid.

As shown in the tables, AFP Habitat capital is made up of one billion shares and, as at 31 December 2024, the Company’s shares were distributed among a total of 275 shareholders.

Regarding the Dividend Policy in force in fiscal year 2024, approved by the Board of Directors, and that complies with the minimum legal and statutory distribution requirements, it was undertaken to distribute at least 90% of the available income, that is, the amount resulting from deducting from fiscal year (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 (purchase minus sales) in Obligatory Reserve units and the profitability 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.

DIVIDENDS

DATE	DIVIDEND PER SHARE (IN CLP)	AMOUNT PAID (MM CLP)	PROFIT YEAR	TYPE
Jan-22	40	40,000	2021	Interim
May-22	65	65,000	2021	Final
Oct-22	15	15,000	2022	Interim
Jan-23	40	40,000	2022	Interim
May-23	53	53,000	2022	Final
Oct-23	15	15,000	2023	Interim
Jan-24	40	40,000	2023	Interim
May-24	60	60,000	2023	Final
Oct-24	20	20,000	2024	Interim

DIVIDENDS PAID PER SHARE (IN CLP)

TYPE OF DIVIDEND	2022	2023	2024
Interim	55	55	60
Final	65	53	60
TOTAL	120	108	120

AVAILABLE INCOME (IN THOUSANDS CLP)

CONCEPTS	2024	2023	VARIATION
Individual AFP Habitat Result	140,145,938	131,600,369	6,5%
Obligatory Reserve Profitability	40,444,931	33,245,293	21,7%
Net Acquisition of Obligatory Reserve Purchases (Sales)	1,524,961	720,281	111,7%
Results of Subsidiaries and Associated Businesses (recognized VPP in FY)	4,132,865	4,053,112	2,0%
Dividends of Subsidiaries and Associated Businesses (actually received in FY)	3,851,524	3,597,348	7,1%
AVAILABLE INCOME	97,894,705	97,179,031	0,7%



SUMMARY TABLE OF STOCK EXCHANGE TRANSACTIONS OF SANTIAGO · 2024 (IN CLP)

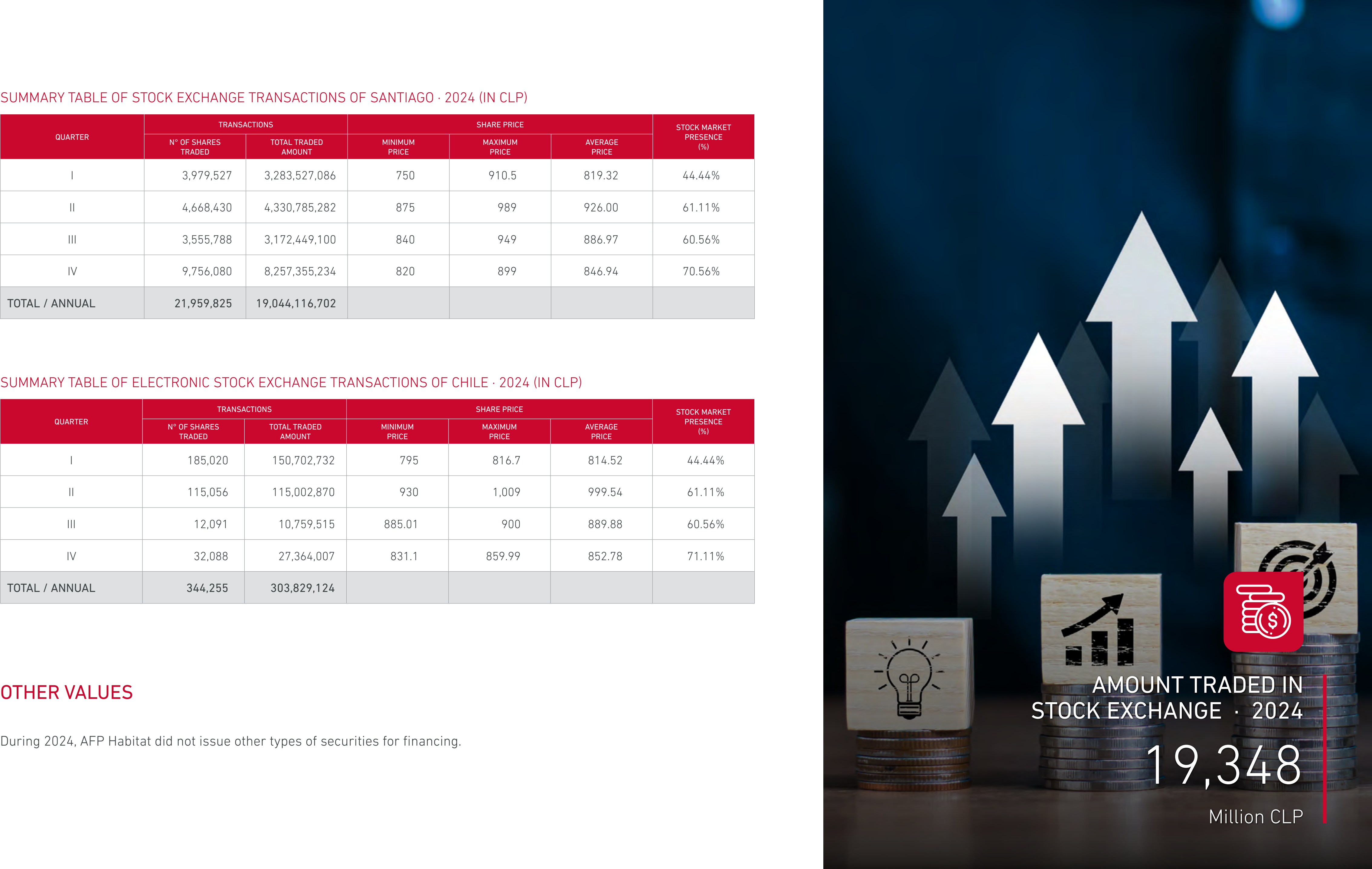
QUARTER	TRANSACTIONS		SHARE PRICE			STOCK MARKET PRESENCE (%)
	N° OF SHARES TRADED	TOTAL TRADED AMOUNT	MINIMUM PRICE	MAXIMUM PRICE	AVERAGE PRICE	
I	3,979,527	3,283,527,086	750	910.5	819.32	44.44%
II	4,668,430	4,330,785,282	875	989	926.00	61.11%
III	3,555,788	3,172,449,100	840	949	886.97	60.56%
IV	9,756,080	8,257,355,234	820	899	846.94	70.56%
TOTAL / ANNUAL	21,959,825	19,044,116,702				

SUMMARY TABLE OF ELECTRONIC STOCK EXCHANGE TRANSACTIONS OF CHILE · 2024 (IN CLP)

QUARTER	TRANSACTIONS		SHARE PRICE			STOCK MARKET PRESENCE (%)
	N° OF SHARES TRADED	TOTAL TRADED AMOUNT	MINIMUM PRICE	MAXIMUM PRICE	AVERAGE PRICE	
I	185,020	150,702,732	795	816.7	814.52	44.44%
II	115,056	115,002,870	930	1,009	999.54	61.11%
III	12,091	10,759,515	885.01	900	889.88	60.56%
IV	32,088	27,364,007	831.1	859.99	852.78	71.11%
TOTAL / ANNUAL	344,255	303,829,124				

OTHER VALUES

During 2024, AFP Habitat did not issue other types of securities for financing.



AMOUNT TRADED IN
STOCK EXCHANGE · 2024

19,348

Million CLP

03

CORPORATE GOVERNANCE



OF THE 8 MEMBERS OF
THE BOARD OF DIRECTORS

4

ARE WOMEN

3.1. MANAGEMENT FRAMEWORK

The principles of the Code of Ethics of AFP Habitat provide the guidelines for a commitment to integrity and responsibility to which the Board of Directors, the executives and employees must comply with. This Code states the values and behaviors in which internal and external actions must be framed, and each person belonging to the Company must:

- Encourage and maintain an environment of transparency in the activities that correspond to them, according to their role and level of responsibility.
- Foster labor and management relations based on ethics, integrity and honesty.
- Promote and require that all directors, executives and employees of AFP Habitat perform their duties in an honest manner.
- Encourage respect for and compliance with the laws and regulations of the auditing bodies.
- Work with dedication, righteousness, probity and be consistent with the values and policies of AFP Habitat.
- Work in a team, with a collaborative approach aimed at customer service, results-oriented and high ethical standards, seeking the personal development of AFP Habitat workers.

In addition, the Company has a number of policies and procedures for developing its activities. The Compliance Area is in charge of controlling these regulations and updating them every year. On the other hand, there is a Directors and Audit Committee that has established an Internal Audit area, in compliance with the international standards.

CONFLICTS OF INTEREST

Within its guidelines, the Code states that the directors, executives and employees of AFP Habitat that participate or have any influence in any decision-making process of the Company or the managed Pension Funds shall provide a statement of their interests with the purpose of regularly checking conflicts of interest. Such statement shall be provided to the Compliance Officer and be reviewed at least once a year.

On the other hand, the Company's directors, executives, employees and outside consultants who are informed of the Pension Fund investments, as their spouses and domestic and foreign business partnerships in which they hold at least 10% interest or that may appoint a member of the Board of Directors or management, must report the financial transactions they carry out, 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.



Work in a team, with a collaborative approach aimed at customer service, results-oriented and high ethical standards, seeking the personal development of AFP Habitat employees.



This also refers to the fact that they must refrain from carrying out actions of personal interest using Company assets, and avoid to develop activities using their knowledge, experience or position within the organization that could affect and/or put at risk the interests of the administrator and the pension funds. Any situation or activity that may result in legal or regulatory non-compliance, moral disapproval or that could impact the Company's image, must be reported to a direct supervisor.

The same internal regulations prevent them from advising, directly or indirectly, competitors or suppliers. Any investment or involvement in companies related to them or in competitors, customers or major suppliers of AFP Habitat must be reported to the Administration and Finance Management Unit. If necessary, the Ethics Committee will evaluate the submitted situation and will define a solution to the conflict of interest that may arise or exist. For these purposes, competitors, customers or major suppliers shall be understood as those who provide services or receive annual payments of UF 2,000 or more.

ASSET LAUNDERING PREVENTION

The Code of Ethics also addresses the prevention of asset laundering, terrorism funding and proliferation of weapons of mass destruction, through a Prevention Manual and a specific Policy (https://www.afphabitat.cl/wp-content/uploads/2024/07/Manual-PLAFT-politica_V2024_Extracto.pdf), which was updated on March 2024. The purpose of both tools is to ensure that the Company has

a comprehensive, coherent and sufficient model to prevent, identify and report suspicious operations, thus adequately covering the risks of such illicit activities.

As a complement, AFP Habitat publishes a guide with asset laundering warning signs. This enables our personnel to recognize a suspicious transaction and notify the Compliance Unit, as provided in the applicable manual. In addition, personnel undergo annual training on various aspects of the Crime Prevention Model (MPD, for its initials in Spanish) implemented.

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

Likewise, Habitat has technical solutions enabling it to identify and report any suspicious transaction, including the monitoring of activities by affiliates considered as Politically Exposed Persons (PEP).

UNFAIR COMPETITION

Regarding Unfair Competition, AFP Habitat has declared its rejection of any unfair competition as well as its commitment to comply with

any antitrust regulation, pursuant to its corporate Code of Ethics, whose last update was approved by the Board of Directors in September 2024.

With respect thereto, in the section on Antitrust and Regulatory Agencies, the following is stated: “AFP Habitat observes and complies with antitrust regulations provided by law and by the market regulatory authorities, seeking to create a fair and active competition and business conduct by the Company, and it keeps a collaborative approach in the provision of information and requirements of the authority regarding free competition and other regulatory agencies. Likewise, AFP Habitat rejects any unfair or anti-competitive practices in the markets in which it operates.”

A SUSTAINABILITY APPROACH

AFP Habitat considers ESG (Environmental Social Governance) and climate change variables in its investment analysis, because it understands that these, together with others, are significant dimensions that can create opportunities or risks in the different investment alternatives.

In this point, AFP Habitat is aware that the subject matter is in continuous development, so it devotes time and resources to produce and include state-of-the-art knowledge.

As far as possible, the analysis will always be done on the basis of comparables, so as not to be biased by opportunities that may appear to be of low ESG quality. Such variables will be included in the investment process considering it as an additional set and always in conjunction with other classic analysis criteria, such as fundamental, valuation or technical criteria, and that should at least consider the impact on the expected return or risk of the marginal investment and impact on the specific portfolio, or the viability of the investments based on public information.

In this sense, ESG factors are assessed according to the nature of the investment: applicable in the measurement of credit risk and sustainability in the performance of companies in which debt is held, as well as being considered part of a market risk as they are associated with the current and future performance of companies in equity investments.



RELATIONSHIP WITH STAKEHOLDERS

AFP Habitat identifies as stakeholders its customers, employees, media, public agencies, suppliers, shareholders and investors, community and major ecosystem.

During 2024, the Company carried out a series of activities that had a direct impact on them, which are detailed below:



01.
CUSTOMERS

AFP Habitat’s mission is to provide its customers, that is, its affiliates, pensioners and/or customers who have voluntary savings products, with an efficient, timely and involved service. During 2024, the work of the Company and its collaborators’ team was focused on providing the best service and advice, taking care of their present and future pension plans. Under this commitment, the corporate affairs and sustainability area led a series of actions to complement the service and attention provided by the commercial area through its different channels:

- **CERTIFICATION OF SELLOMAYOR 2024:**
The Company participated in the certification process and received a recognition by SelloMayor —an initiative that distinguishes various organizations that develop effective strategies to address population aging— as a company committed to the elderly. The initiative promotes the incorporation of good practices in four dimensions: strategic vision, collaborators, customers and communication. From the link with the service, an action plan was designed with initiatives seeking to improve the service experience of the elderly customers, ensuring a good treatment and communication adapted to their needs.
- **PUBLIC ACCOUNT:**
In the number eight consecutive year, the Public Account was held, an instance to report in a transparent way about AFP Habitat’s performance. This year a special focus was placed on explaining the operation of the administrator and the main processes and resources involved in the services it provides to its customers.

- **#ELRESTOESFAKE (THE REST IS FAKE) INITIATIVE IN SOCIAL NETWORKS:**
It provides objective information on the pension system and it debunks myths circulating in public opinions. It is an open channel in X and Facebook social networks, to address the concerns and questions of affiliates and users in general. In 2024, more than 10 million interactions were achieved in X and more than 28 million users were reached via Facebook.
- **PENSION PLANNING EDUCATION ON DIGITAL PLATFORMS:**
As part of our ongoing commitment to provide timely information, so that affiliates and customers can make better decisions in building their pension savings, we continued to send educational content in a clear and didactic manner, structured in four groups: people who are starting to work, those who have been working for quite some time, adults about to retire and pensioners. In addition, the “Hablemos de tu futuro” (Let’s talk about your future) website provides, through didactic language, all that needs to be known about pension system and pension savings. In 2024, it had 111 thousand visitors.
- **TALKS COVERING CURRENT ECONOMIC AND PENSION ISSUES:**
Under the title “Desafíos para el crecimiento: políticas públicas e inversión” (Challenges for growth: public policies and investment) a discussion was held with customers of AFP Habitat in Punta Arenas and Santiago. The series of conversations with Radio Pauta was also continued, mainly focusing on issues related to the economic outlook at the global and Chilean level.



02. EMPLOYEES

- **ORGANIZATIONAL CLIMATE:**

Ongoing concern for employees' lives and the work environment in which they operate has been reflected in the Great Place to Work (GPTW) recognition, where Habitat was ranked 4th among the best companies to work for in Chile in the more than a 1,000 employees' category..

- **COMMUNICATION:**

At Habitat a culture of transparency and ongoing communication with its employees is promoted, so that they be updated on the reality of the teams and customers. In 2024, this was achieved through conversations led by the General Management, field visits, work coffees with leaders, surveys to find out their opinions on issues that matter to them and the strengthening of other strategic communication channels for this relationship, among which the complaints channel and the El Pulso Intranet stand out.



03. THE MEDIA

AFP Habitat understands that its role in the pension system requires a timely and effective communication with the media, in order to be able to communicate its views on the proposals under discussion, analyze their implications and highlight their impact on the current pension system and on the future pensions. This is also key to enable the delivery of clear and accurate information about this industry. As part of this commitment, in 2024, multiple activities were carried out with editors, journalists and leaders of opinion in order to share a technical vision on the development of the debate regarding the Pension Reform Bill.

In addition, the radio program "*Piensa en Grandes*" was strengthened in alliance with Cooperativa Radio, a space devoted to foster the silver economy and to promote active aging, bringing together key stakeholders in order to address the challenges and opportunities of the demographic change in Chile.



04. PUBLIC AGENCIES

With the purpose of looking after the interests of each one of its customers and in line with the fiduciary role of the Company, there is an active collaboration with the State, the regulatory agency and other agencies in the pension sector, in all matters related to regulatory changes and the enforcement of new laws.

During 2024, the Company continued collaborating with the Social Security Institute (IPS, for its initials in Spanish), with the payment process of the Universal Guaranteed Pension (PGU, for its initials in Spanish) and with all the agencies involved in the Law of Parental Responsibility and Effective Alimony Payments.

Likewise, together with the AFP Association, the Company actively participated in the debate about the Pension Reform by making available the technical knowledge of Habitat's experts for the development of studies and proposals for improvement and by participating in the presentation of the Pension Reform Bill made at the Senate Labor Committee in April, 2024.



05. SUPPLIERS

As an integral part of the procedures of AFP Habitat, an in-depth review of the critical and priority suppliers' backgrounds was conducted to ensure the suitability of companies for providing services or supplies. The process includes the following:

- Assessment of the suppliers' financial statements, with the requirement that no company with an Equifax score of less than 99% may provide services to Habitat.
- Systematic analysis of suppliers' debts with their workers, ensuring that companies are up to date in the payment of salaries, contributions and other corporate obligations.
- Maintenance of an internal ranking that highlights suppliers according to their degree of compliance, allowing a more effective and efficient management of the business relations.
- Risk assessment in areas, such as control environment, financial solvency, business continuity and information assurance.

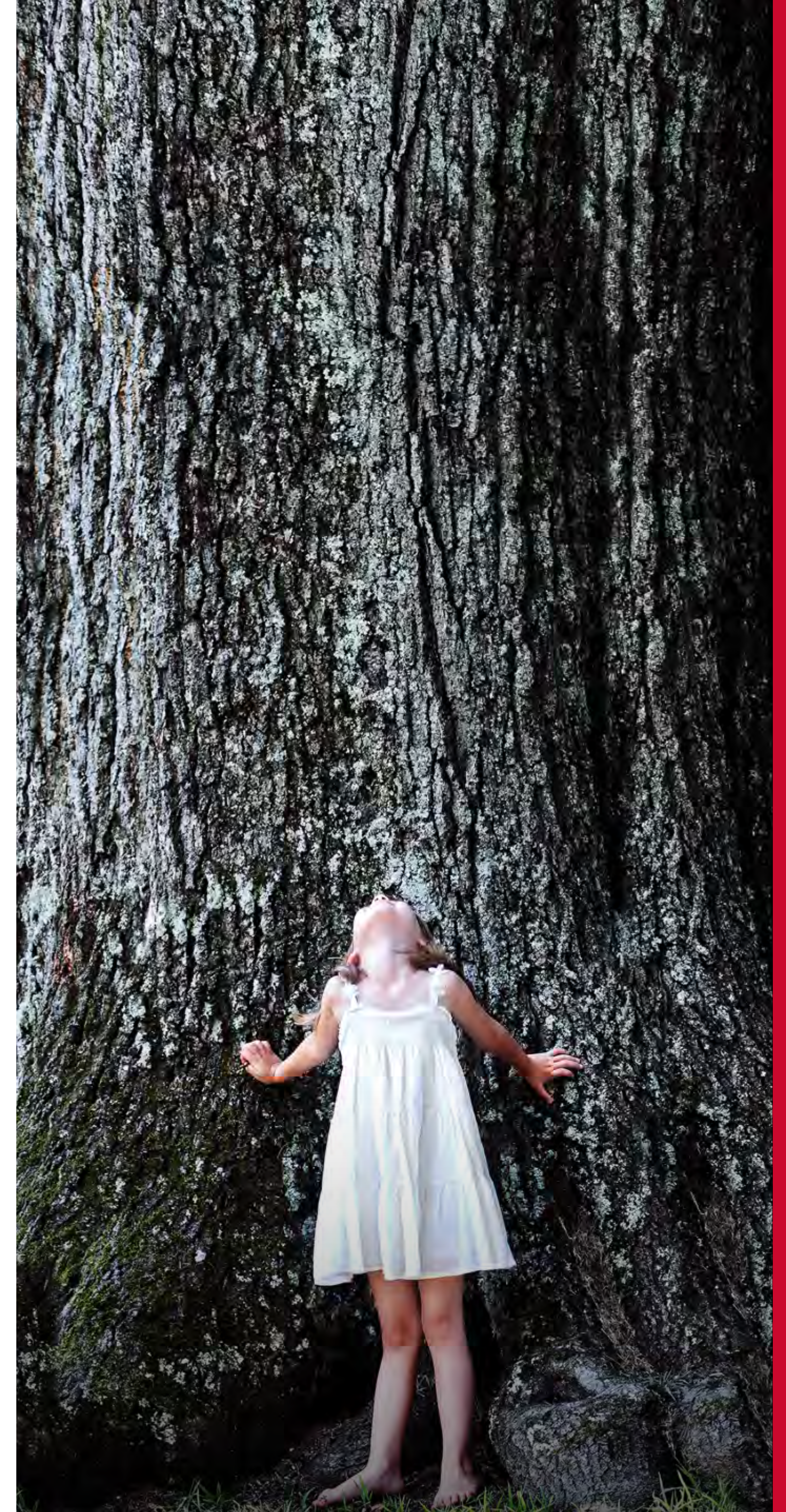


06. SHAREHOLDERS AND INVESTORS

Our relationship 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 to these stakeholders on the Company's website: <https://inversionistas.afphabitat.cl/>.

In addition, through the email:

InvestorRelations@afphabitat.cl, 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 is involved.





07. COMMUNITY AND LARGER ECOSYSTEM

One of the important challenges in Chile is the demographic change, since in 2050 one third of the population will be people of over 60 years of age.

This is why one of the pillars of the Sustainability Strategy of AFP Habitat are the elderly, focused on active aging and the development of silver economy to improve their quality of life.

For this purpose, during 2024 the Company headed several actions:

- ***“PIENSA EN GRANDES”:***

An Alliance made up with Hogar de Cristo charity foundation and Vinson Consulting company, whose purpose is to promote high-impact and scalable initiatives that improve the quality of life of the elderly. Since 2019 to date, five social innovation funds have been launched with more than 700 applications received, 15 winners, more than CLP\$250 million in funding and 850 hours of mentoring. In July 2024, the fifth fund was launched that received 173 applications.

- ***“PARTNERSHIP WITH “EMPRENDE TU MENTE” (ENTREPRENEURIAL MINDSET) CORPORATION:***

Its aim is to promote innovative initiatives and the emerging silver economy. Habitat actively participated in the EtMday 2024 meeting, with several activities, including the discussion about “Think Big and about the Big Ones”, the panel “from channel to opportunity: unlocking the potential of silver economy” and a space where entrepreneurs submitted their winning projects of the “Think Big” fund.

- ***“POR UN BIEN MAYOR” (FOR A GREATER GOOD):***

In Alliance with the Simón de Cirene Corporation and Fundación Las Rosas. In October a call for proposal was launched to strengthen Long-Term Facilities for the Elderly (ELEAM, for its initials in Spanish), with training programs regarding home management and elder care techniques. 40 homes were selected to participate, which serve more than 1,000 residents and where 750 staff members work. This first call was focused on the Metropolitan Region, with an 80% representation; however, homes from the Ñuble, Los Lagos and Valparaíso regions also participated.



This year innovation projects have been led involving artificial intelligence (AI) in customers service, allowing executives to provide assistance and advice in different procedures.

INNOVATION

Habitat has fostered the development of a culture of service and innovation in order to provide the best service experience to customers and adapt to their growing needs. In this way, its focus is to develop better solutions for service and advice for affiliates and customers, adapting services to make them more agile, simple and secure.

This is how this year innovation projects have been led involving artificial intelligence (AI) in customers service, enabling executives to provide assistance and advice in different procedures. Innovations have also been implemented in the service channels: in the self-service areas of the branches, authentication via fingerprint has been included; in the private site, a video call service with an executive has been incorporated and a new WhatsApp channel has been developed, allowing customers to solve doubts and carry out some procedures through this platform.

On the other hand, as Pension Fund Administrator requiring high cybersecurity standards, significant progress have been made in strengthening cyber resilience against both current and emerging threats, ensuring business protection. (More details in section 3.6, under the subheading Risks Associated with the Activity). As cybersecurity is a strategic aspect within the Company, the amounts invested in innovation in this area are confidential.

Thus, with the purpose of complying with the commitment to provide an excellence service, the Company is involved in incorporating state-of-the-art technologies to continuously improve its operations and data protection, while ensuring compliance with the internal and external regulations of the sector.

DIVERSITY OF SKILLS, KNOWLEDGE AND EXPERIENCE

Diversity, inclusion, talent management and gender balance are a permanent focus of action in AFP Habitat. Along this line, during 2024 work was done on a series of initiatives and strategies to promote an inclusive culture, as detailed below:

PERMANENT ASSESSMENT OF THE ORGANIZATIONAL ENVIRONMENT

In AFP Habitat, the quality of life of the employees is a priority, which is reflected in the care of the work environment. This is why, since more than 20 years, an annual evaluation has been carried out under the Great Place To Work evaluation model —reaffirming the commitment to be a great place to work— which considers, within its reagents, questions that seek to measure the employees' perception in relation to respect and treatment of people, regardless of their personal conditions and characteristics, such as age, gender, social status and sexual orientation. In this line, during 2024, the results of the above-mentioned items in area vision and corporate vision were maintained, obtaining in both cases over 90% of positive perception.

REVIEWING PROCESSES AND POLICIES

There is a statement regarding inclusion in Habitat, since 2022, which is based on five commitments:

1. AFP Habitat does not allow any type of discrimination, either among workers or applicants in the selection process.
2. Inclusion will be an essential part of the Company's work, both in the processes of selection, training, evaluation and professional development of workers, as well as in extra-work activities, in response to a culture of respect for the diversity of people.

3. AFP Habitat promotes equal opportunities for all employees, ensuring that meritocracy be the main factor of mobility in the organization.
4. The benefits, support and accreditation will be based on the balancing of work and personal life, so that employees can balance their personal lives with their work responsibilities, also setting the required reasonable adjustments for the inclusion of people with disabilities. AFP Habitat recognizes, through protection and benefits actions, all workers who require support in the process of accreditation of their disability.
5. Work networks and links, through the development of links with key players of the civic world, including foundations, advisors and public agencies, which enable to maintain a relationship both with people who want to join the company and with advisors in the ongoing process of inclusion of people with disabilities.

A significant fact from the social and educational field is that, since 2023 and in agreement with the university Universidad Nacional Andrés Bello (UNAB), the “Special Skills Diploma” has been carried out, which allows students with disabilities regarding slow learning and/or cognitive difficulties, to perform their internship in Habitat. To date, four people have already completed their internship in the corporate library, learning computer and management tools.

TRAININGS AND AWARENESS

Courses and lectures, as part of onboarding, that aim to raise awareness of employees about the importance of diversity and inclusion in the organization and learn about internal policies that foster this commitment

with an inclusive culture, including the activities of Habitat and the benefits for employees with a disability. This awareness, in addition to setting the Company’s guidelines for each functional diversity, offers a communication channel with the employees who have a disability, in order to support them in their accreditation and provision of benefits for inclusion.

WELFARE CORPORATION

Through this agency, support is addressed for particular situations of employees and their families, including children with serious illnesses of very high dependency, benefits focused on complex situations that employees may experience. In the case of inclusion, this corporation grants additional reimbursements for children with disabilities in the amount of flexible 10 UF, so as to improve the refund of reimbursements. (More details in Chapter 5).

COMMUNICATING AND PROMOTING AN INCLUSIVE CULTURE

People Management regularly visit sales and branch offices throughout Chile in order to keep communication with employees, get to know their experience closely and raise queries or problems that require solutions, thus overcoming organizational barriers to learn about the reality and particularities of employees and teams. In addition, the Climate Committees —with the involvement of representatives from the Operations, People and Service Channels areas of the Commercial Management— play an integrating role and are critical to foster collaboration, as well as to gather the team’s concerns, strengthening the commitment to a positive, participative and inclusive work environment.





To identify organizational, social and cultural barriers, AFP Habitat starts by recognizing that diversity in skills, knowledge, conditions, experiences and visions is critical to fulfill the Company's values. The different teams not only enrich the Company, but also enable it to adapt to the needs of those who rely on it to plan for a more safe and optimistic future.

Commitment to diversity begins by identifying the skills and experiences required by each role in the Company. This process is carried out by:

1. IDENTIFYING SKILLS:

Through the selection process, the skills and knowledge, and previous experience required for each position are analyzed, ensuring that vacancies will be filled by applicants with the technical abilities and personality characteristics that fit with the position and corporate values.

2. INCLUSIVE PARTICIPATION:

Ensure that everybody, regardless of gender, age, origin or physical condition, have the same access and development opportunities within the organization. To this end, a performance assessment process in line with objectives has been designed, in addition to the skills set for the position.

3. PROMOTING INCLUSION:

As previously mentioned, and in alliance with UNAB university, graduates of its inclusion program have been hired to work in the Company's library, thus strengthening the commitment with labor integration of people with disabilities. For young

talented people, there is an "Habitat Tour" initiative, which invites professionals from various universities and professional institutes to get to know the Company, explore job opportunities and understand the impact of the work of the AFP on society. Students of Pontificia Universidad Católica de Chile, Universidad Tecnológica Metropolitana, DUOC UC and INACAP participated during 2024.

4. TRAINING AND AWARENESS:

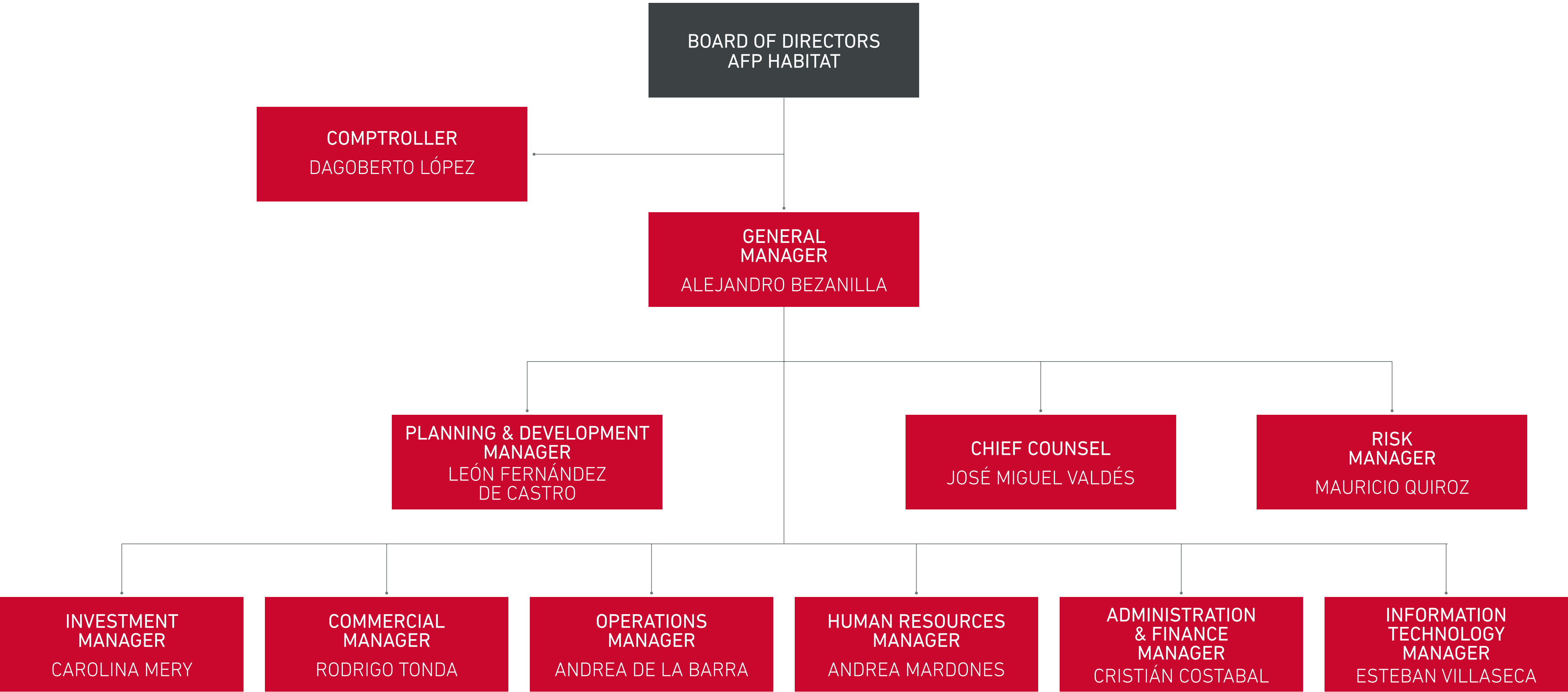
During the second half of 2024, training and awareness-raising lectures were provided to the teams regarding good treatment and Law No. 21.643 (Karin Law), highlighting the relevance of diversity and fostering an ambience of respect and collaboration.

5. GENERALISTS TEAM:

The Company has two teams of generalists, who work closely with the Commercial Management (GCOM, for its initials in Spanish) and corporate teams. Their main objective is to understand the needs, challenges and cultural dynamics of each team, enabling to identify opportunities and strengths to support the selection, training and development processes. This strategic approach broadens the view and strengthens diversity and inclusion at all levels of the Company.

All the aforementioned practices have allowed to build various teams that reinforce the ability to meet the customers' needs from multiple viewpoints. By means of diversity, the Company will continue to move towards a more inclusive and sustainable future, in which all the people who are part of AFP Habitat can develop their maximum potential.

ORGANIZATIONAL STRUCTURE



Relations with shareholders and investors are managed by the Administration and Finance Department. Media relations are handled by the Company's Corporate Affairs area.

3.2. BOARD OF DIRECTORS

The highest Corporate Governance entity of AFP Habitat is made up of eight regular members and two alternate members, with the participation of four women:

LUIS RODRÍGUEZ-VILLASUSO SARIO Chairman ID No.: AAH092434 Marine and Mechanical Engineer. Universidad de Buenos Aires. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent	MAURICIO ZANATTA Vice-Chairman ID No.: AAH456058 Public Accountant and Bachelor's Degree in Business Administration. Universidad de Belgrano, Buenos Aires. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent	MARÍA ELENA MELÉNDEZ-WADA (*) Director ID No.: A01072041 Administrator. Georgetown University (BFSF) Johns Hopkins University (MA). APPOINTMENT DATE / LAST RE-ELECTION: 30-05-2024 Incumbent Director · Not Independent	DESIREE GREEN Director ID No.: 566674249 Specialist in International Development. College of William & Mary (BA) Harvard University Kennedy. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent
SERGIO URZÚA SOZA Director ID No.: 13.254.910-9 Commercial Engineer. Universidad de Chile. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent	MARÍA XIMENA ALZÉRRECA LUNA Director ID No.: 9.436.505-8 Commercial Engineer. Pontificia Universidad Católica de Chile. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Independent	CARLOS BUDGE CARVALLO Director ID No.: 7.011.490-9 Agricultural Engineer. Pontificia Universidad Católica de Chile. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Independent	MARISOL BRAVO LÉNIZ Director ID No.: 6.379.176-8 Commercial Engineer. Universidad de Chile. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent
JUAN ANDRÉS ILHARREBORDE CASTRO Director ID No.: 16.096.580-0 Lawyer. Pontificia Universidad Católica de Chile. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent	CRISTÓBAL VILLARINO HERRERA Director ID No.: 10.693.713-3 Lawyer. Pontificia Universidad Católica de Chile. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent	VIVIANA JUDITH CHASKIELBERG (**) Terminated ID No.: AAI151616 Actuary. Universidad de Buenos Aires. APPOINTMENT DATE / LAST RE-ELECTION: 27-04-2024 Incumbent Director · Not Independent	

(*) She assumed her position on May 30, 2024.

(**) She left her position on May 2, 2024.

BOARD OF DIRECTORS BY GENDER, INCUMBENTS & ALTERNATES

	MEN	WOMEN	TOTAL
Incumbent Directors	4	4	8
Alternate Directors	2	0	2
TOTAL	6	4	10

BOARD OF DIRECTORS BY CITIZENSHIP, GENDER, INCUMBENTS & ALTERNATES

CITIZENSHIP	GENDER	INCUMBENT	ALTERNATE	TOTAL
Chilean	Men	2	2	4
	Women	2	0	2
Argentinean	Men	2	0	2
	Women	0	0	0
American	Men	0	0	0
	Women	2	0	2
TOTAL		8	2	10

In AFP Habitat there are no Directors with disabilities.



BOARD OF DIRECTORS BY AGE RANGE, GENDER, INCUMBENTS & ALTERNATES

TYPE OF DIRECTOR	GENDER	LESS THAN 30 YEARS OLD	BETWEEN 30 & 40 YEARS OLD	BETWEEN 41 & 50 YEARS OLD	BETWEEN 51 & 60 YEARS OLD	BETWEEN 61 & 70 YEARS OLD	MORE THAN 70 YEARS OLD	TOTAL
Incumbent	Men	0	0	2	1	1	0	4
	Women	0	0	0	3	1	0	4
Alternate	Men	0	1	1	0	0	0	2
	Women	0	0	0	0	0	0	0
TOTAL		0	1	3	4	2	0	10

BOARD OF DIRECTORS BY LEVEL OF SENIORITY, GENDER, INCUMBENTS & ALTERNATES

TYPE OF DIRECTOR	GENDER	LESS THAN 3 YEARS	BETWEEN 3 & 6 YEARS	MORE THAN 6 & LESS THAN 9 YEARS	BETWEEN 9 & 12 YEARS	MORE THAN 12 YEARS	TOTAL
Incumbent	Men	2	0	2	0	0	4
	Women	3	0	1	0	0	4
Alternate	Men	0	2	0	0	0	2
	Women	0	0	0	0	0	0
TOTAL		5	2	3	0	0	10



REMUNERATION OF THE BOARD OF DIRECTORS

The Board of Directors' income of 2024 versus 2023 is presented below:

BOARD OF DIRECTORS' REMUNERATION

NAME OF DIRECTOR	POSITION IN THE BOARD OF DIRECTORS	2023 MM CLP			2024 MM CLP		
		FIXED INCOME	VARIABLE INCOME	TOTAL	FIXED INCOME	VARIABLE INCOME	TOTAL
Luis Rodríguez-Villasuso Sario	Chairman	19.8	35.9	55.7	22.5	80.0	102.5
Mauricio Zanatta (*)	Vice-Chairman	0	0	0	8.6	0	8.6
María Elena Meléndez-Wada (**)	Director	0	0	0	0	0	0
Desiree Green	Director	0	0	0	0	0	0
Sergio Urzúa Soza	Director	9.9	50.0	59.9	11.3	50.0	61.3
María Ximena Alzérreca Luna	Director	9.9	50.0	59.9	11.3	50.0	61.3
Carlos Budge Carvallo	Director	9.9	34.9	44.8	11.3	50.0	61.3
Marisol Bravo Léniz	Director	9.9	13.8	23.7	11.3	50.0	61.3
Juan Andrés Ilharreborde Castro	Director	0	0	0	0	0	0
Cristóbal Villarino Herrera	Director	9.9	15.1	25.0	11.3	0	11.3
Viviana Judith Chaskielberg (***)	Director	0	0	0	0	0	0
Gustavo Benjamín Vicuña Molina (****)	Director	0	27.7	27.7	0	0	0
TOTAL		69.3	227.4	296.7	87.6	280.0	367.6

* The Director waived his remuneration for profit sharing, board attendance and attendance to the different committees until June 2024.
** She took office on May 30, 2024.
*** She left office on May 2, 2024.
**** He served on board of directors on 2023.



BOARD KNOWLEDGE MATRIX

The members of the AFP Habitat Board of Directors have a significant experience in the industry, in addition to studies and training in the areas of finance, risks, commercial management and fulfilment among others. Below is a brief description of their knowledge and skills:

LUIS RODRÍGUEZ-VILLASUSO SARIO	MAURICIO ZANATTA	MARIA ELENA MELÉNDEZ-WADA	DESIREE GREEN	SERGIO URZÚA SOZA
<p>Marine and Mechanical Engineer from the Universidad de Buenos Aires, MBA from Universidad Austral and IAE Business School.</p> <p>Certified Corporate Director of the Institute of Corporate and Public Governance. He worked in his early professional career in Techint and Deloitte, and then as Regional Manager of Latam Pension Funds at Citibank, where he held that position during 13 years, and later assumed management positions in various companies. He served as Chairman of the Board of Directors of Administradora Americana de Inversiones S.A. (AAISA), during 2021 and 2022.</p> <p>Director of AFP Habitat between 2010 and 2021 and, as of 2022, he is the Chairman of the Board of Directors of the Company.</p>	<p>National Public Accountant; he holds a Bachelor's Degree in Business Administration of the Universidad de Belgrano.</p> <p>He stands out for his expertise in finance. He worked as Finance Manager at Allianz Group during 6 years, and then assumed the same position at Prudential, which he held for 9 years, being later Executive Director.</p> <p>Executive Director and Chairman of the Board of Prudential Argentina for more than 13 years, as well as Director of AMCHAM, also for 13 years, and President of the Asociación Argentina de Compañías de Vida y Retiro (Argentine Association of Life and Retirement Companies) between 2016 and 2020.</p> <p>He has been Director of AFP Habitat since 2017, assuming the Vice-chairmanship from 2020 to date.</p>	<p>Administrator, Bachelor of Science in Foreign Service and International Economics from Georgetown University, and Master of Philosophy and Literature of Johns Hopkins University, School of Advanced International Studies (SAIS).</p> <p>She has a long career in multinational companies, such as Global Pension Corporation, American International Group, Pershing LLC (NBY Mellon Company), Federal Reserve Bank of New York, S&P Global and Prudential. In the latter she is Director of Emerging Markets Operations.</p> <p>She is Director of AFP Habitat since 2024.</p>	<p>A specialist in International Development, who has developed strategies to foster growth in the financial and economic sectors in more than 20 countries. While at the Banco Mundial bank, she received the prestigious Presidential Award for Excellence as a team leader for projects supporting private sector and financial sector in Eastern Asia and the Pacific. She also served on Capitol as a press secretary and speechwriter for U.S. representative Mr. Timothy Roemer, former US Ambassador to India.</p> <p>She is currently Vice President and Director of Mercados Emergentes (Emerging Markets) at the International Government Affairs of Prudential and a Director at AFP Habitat since 2023.</p>	<p>Commercial Engineer, Bachelor of Arts, with a major in Economics, and Master in Economics from the Universidad de Chile. In addition, Master and Ph.D. in Economics from the University of Chicago.</p> <p>He has worked as a consultant for the Banco Mundial, in the Ministry of Finance, the Centro de Estudios Públicos (Center for Public Studies) and the Fundación para la Superación de la Pobreza (Foundation for Overcoming Poverty), as well as a professor at Northwestern and Maryland Universities. Within his professional career he has stood out for his studies on public policies and inequality by publishing several papers and books.</p> <p>He is a Director of AFP Habitat since 2016.</p>

MARÍA XIMENA
ALZÉRRECA LUNA

Commercial Engineer with a major in Business Administration from Pontificia Universidad Católica de Chile, with further studies in the AMP Program at ESE Business School.

She has a solid experience in the marketing area of important multinational companies of mass consumption, such as SC Johnson & Son, Kodak and Textiles Contex, developing most of her professional career in The Walt Disney Company, where she worked for more than 20 years in different roles with responsibilities at Latin American level, among them as Marketing Director for several business lines of the Company.

Since 2018, she has been a director of different companies, both public and private. In particular, she has been a Director of Habitat since 2019.

CARLOS BUDGE CARVALLO

Agricultural Engineer, Agrarian Economist and Master of Science in Agricultural Economics from the Pontificia Universidad Católica de Chile. He holds a Master and a PhD in Applied Economics from Stanford University.

He has a solid experience in the Chilean financial sector, working for 18 years at the Grupo Security and 11 years at Bicecorp, where he held the positions of Investment Manager and Finance Manager.

He has been a director of several companies, mainly in the food, financial retailing and industrial sectors. He has been a director of AFP Habitat since 2022.

MARISOL BRAVO LÉNIZ

Commercial Engineer from Universidad de Chile, with studies in the Senior Management Program (PADE, for its initials in Spanish) at ESE Business School.

With more than 30 years of experience and an expert in marketing and corporate affairs, she has worked in companies, such as Citicorp, and also at CCU, where she has held the position of Manager of Public Affairs and Sustainability.

She has been a director of various companies and at AFP Habitat she has been a member of the Board of Directors since 2022.

JUAN ANDRÉS
ILHARREBORDE CASTRO

Lawyer from Pontificia Universidad Católica and Master in Laws from Columbia University.

Since 2010, he has worked in different law firms, being also a Professor of Commercial Law at Pontificia Universidad Católica since 2020. Since that same year, he has been a partner of the law firm Estudio Villarino e Ilharreborde Limitada.

He has been an alternate Director at AFP Habitat since April 2020.

CRISTÓBAL VILLARINO
HERRERA

Lawyer from Pontificia Universidad Católica, and Masters in Laws from Northwestern University.

Since 2004, he has worked in different law firms, being a Professor of Commercial Law at the Universidad de los Andes from 2010 to 2020. He is currently a partner of the law firm Estudio Villarino e Ilharreborde Limitada.

He has been an alternate Director at AFP Habitat since April 2020.



EXTERNAL ADVISORS AND INDUCTION
OF NEW DIRECTORS

The Board has not set a formal policy for hiring advisors. Notwithstanding the above, it is empowered to hire experts in accounting, tax, financial, legal or any other matters.

For the external audit of the Company and Pension Funds, Deloitte company was hired, which was approved at the Shareholders’ Meeting held in April 2024.

On the other hand, in Habitat there is an induction process for new directors on business know-how and on their duties and rights, as well as on the applicable regulations, as required.

In addition, the Board has defined the hiring of an expert in corporate governance, assessing his/her performance and supporting him/her in the areas requiring training and knowledge strengthening.

MEETINGS WITH RISK MANAGEMENT
AND AUDIT UNITS

The Committees of Risks, Directors and Audit, as well as Investment and Conflict of Interest Resolution meet monthly with the attendance of its member directors, and have a high involvement of the rest of the directors, in which the matters pertaining to the committees are addressed. Also attending are the General Manager and the area managers involved in the matters under review, with their teams, as appropriate.

For the audit of financial statements, the Board meets twice a year with the external auditors to review the annual action plan and the results of the audit.

Likewise, the Board meets at least once a year with Risk Management in order to review the Company’s risk level and to approve the risks’ appetite and tolerance.

COMMUNICATION OF RISK AND
SIGNIFICANT ESG INFORMATION
TO THE BOARD OF DIRECTORS

During 2024, no communications were made to the Board regarding environmental, social or climate change issues. However, making this presentation on investments on 2025 is being considered.





VISIT OF DIRECTORS

As a built-in performance practice, once a year, the Board conducts at least one visit to a branch in the regions.

In 2024, they went to the Punta Arenas office, together with the General Manager and other executives, in order to find out about the status and operation of these facilities, talk to the commercial team, listen to their opinions and suggestions, as well as gain access to more information about the characteristics of the affiliates and customers in the region, so as to better understand their needs and receive recommendations or opportunities for improvement.

In addition, and as is customary, directors visit the headquarters, especially for Board meetings.

OPERATION OF THE BOARD OF DIRECTORS

The Board of Directors agrees every year an agenda of monthly meetings and, in advance, the directors receive minutes with the topics to be discussed, together with background info for their review. There is no pre-determined time for the time allocated for these meetings. However, the average is approximately five hours, and those meetings can be either face-to face or online.

According to the bylaws, normal meetings are held monthly. If necessary, extraordinary meetings may be convened when the situation so requires. As a good practice, the General Manager, Chairman and Vice Chairman meet regularly to address general business issues and be coordinated.

In order to access the minutes and documents of each Board meeting, Habitat has an online system so that they can obtain them remotely with their credentials. These are kept for up to three years.

On the other hand, directors may register their complaints using all the channels open to employees, including the email denuncia@afphabitat.cl, the link on the website <https://www.afphabitat.cl/canal-de-denuncias/>. (Details of all channels are provided hereinbelow under the subheading Code of Ethics).

3.3. BOARD OF DIRECTORS COMMITTEES

BOARD OF DIRECTORS COMMITTEES

NAME	JOB DESCRIPTION AND DUTIES
BOARD OF DIRECTORS AND AUDIT COMMITTEE	Its purpose is to comply with the provisions of Article 50 bis of the Corporations Law. In addition, its goal is to monitor the AFP's internal control systems and support the Internal Audit role, among other tasks.
RISK COMMITTEE	It is in charge of supporting the Board, ensuring that risk management be conducted in accordance with the regulations and policies approved by the Board. Besides, it shall have the power to request any information on events or incidents that impact or compromise the Company's assets.
INVESTMENT AND CONFLICT OF INTEREST SOLUTIONS COMMITTEE	It is set and operates in accordance with the provisions of Article 50 of D.L. 3.500 and, in addition, it is supplemented by the provisions of the Compendium of Pension System Regulations
BUSINESS COMMITTEE	The Company's commercial and service strategies are reviewed, as well as the indicators and goals of all sales and services channels for customers. Strategies are set for the follow-up of the main projects aimed at improving customer service through the different service channels, both face-to-face and on line or digital.

BOARD OF DIRECTORS AND AUDIT COMMITTEE

NAME OF MEMBERS	YEAR IN WHICH SHE / HE JOINED THE COMMITTEE	INDEPENDENT / NOT INDEPENDENT	INCUMBENT / ALTERNATE
María Ximena Alzérreca Luna	2023-2024	Independent	Incumbent
Carlos Budge Carvallo	2023-2024	Independent	Incumbent
Viviana Chaskielberg	2023	Not Independent	Incumbent

RISK COMMITTEE

NAME OF MEMBERS	YEAR IN WHICH SHE / HE JOINED THE COMMITTEE	INDEPENDIENTE / NO INDEPENDIENTE	INCUMBENT / ALTERNATE
Mauricio Zanatta	2023-2024	Not Independent	Incumbent
Sergio Urzúa Soza	2023-2024	Not Independent	Incumbent
Marisol Bravo Léniz	2023-2024	Not Independent	Incumbent

INVESTMENT AND CONFLICT OF INTEREST SOLUTIONS COMMITTEE

NAME OF MEMBERS	YEAR IN WHICH SHE / HE JOINED THE COMMITTEE	INDEPENDIENTE / NO INDEPENDIENTE	INCUMBENT / ALTERNATE
Sergio Urzúa Soza	2023-2024	Not Independent	Incumbent
Carlos Budge Carvallo	2023-2024	Independent	Incumbent
Mauricio Zanatta	2023-2024	Not Independent	Incumbent

BUSINESS COMMITTEE

NAME OF MEMBERS	YEAR IN WHICH SHE / HE JOINED THE COMMITTEE	INDEPENDIENTE / NO INDEPENDIENTE	INCUMBENT / ALTERNATE
María Ximena Alzérreca Luna	2023-2024	Independent	Incumbent
Marisol Bravo Léniz	2023-2024	Not Independent	Incumbent
Desiree Green	2023-2024	Not Independent	Incumbent
Viviana Chaskielberg	2023	Not Independent	Incumbent

ACTIVITIES PERFORMED DURING 2024

BOARD OF DIRECTORS AND AUDIT COMMITTEE
<div>ACTIVITIES</div> <div><ul style="list-style-type: none">• To acknowledge and analyze the results of internal audits and reviews.• To review external audit reports, balance sheet and other financial statements.• To review the executives' compensation and remuneration systems.• Approval and compliance with the Internal Audit Plan and any change that may occur.• Review and approval of Internal Audit goals and budget.• Proposal to the Board of the names of the external auditors.• Evaluation of the Comptroller's performance.</div>

RISKS COMMITTEE
<div>ACTIVITIES</div> <div><ul style="list-style-type: none">• Approval and monitoring of the progress of the Risk Management work plan.• Approval of criteria and standards associated with the risk methodology of the Administrator.• Review and proposal to the Board about the level of appetite and risk tolerance of the AFP.• Review of the evolution of the Company's risk levels.• Become aware of the risk evaluations of the cross-cutting mitigators.• Become aware of the audits based on the risk-based supervision.• Review the progress status regarding the fulfillment of the commitments associated with risk management in the AFP.• Review the materialized incidents and risk events, their causes and action plans.• Review the levels of preventive risk indicators.• Be aware of the penalties and charges brought by the Superintendency of Pensions.• Be informed of strategic risks, emerging risks and other matters related to risk management.</div>

INVESTMENT AND CONFLICT OF INTEREST SOLUTIONS COMMITTEE
<div>ACTIVITIES</div> <div><ul style="list-style-type: none">• Develop the Conflict-of-Interest Resolution Policy and suggest it to the Board.• Supervise and report quarterly to the Board on the compliance of the Investment and Conflict of Interest Solution Policies.• Review objectives, policies and procedures for managing investments risk.• Take knowledge of the investments management.• Examine operations with related instruments and foreign degrees.• Develop an annual report regarding the assessment of the implementation and compliance with the policies.• Approve those services or products that support the investment process and are funded by a third party, "complementary non-remunerated service."• Other matters assigned by the Board.</div>

BUSINESS COMMITTEE

ACTIVITIES

- Review of transfers in favor and against.
- Net growth.
- Productivity index per executive
- Net income transferred.
- Sales of voluntary product.
- Market Shake in the different indicators.
- Levels of service.
- Customers' satisfaction.
- Customers' recommendation.
- Loss of customers.

The Directors' Committee met 16 times during 2024:

12 corresponded to ordinary sessions and 4 to extraordinary sessions. The main topics addressed with the Internal Audit area were: approval of the annual plan; budget and goals of Internal Audit; review and approval of audit reports; follow-up and progress of the plan and status of compliance with action plans resulting from audit work, and assessment by the Comptroller.

The General Manager participated in all the committees held during the year. The Administration and Finance Manager participated in

those sessions where there is approval of financial statements and, occasionally, some managers are summoned, depending on the topic to be discussed. It should be noted that, on a monthly basis, the chairman of each committee reports to the Board the issues discussed in each of these meetings.

The Risks Committee met 12 times during 2024, approving the annual plan and following up on its compliance, checking risk management in its different aspects and the execution of action plans, analyzing incidents that have arisen and taking into account the different matters that could impact the Company's risk level.

DIRECTORS' INCOME FROM THEIR PARTICIPATION IN COMMITTEES (MM CLP) · 2023

NAME OF DIRECTOR	POSITION IN THE BOARD OF DIRECTORS	INVESTMENT & CONFLICT OF INTEREST SOLUTIONS COMMITTEE	BUSINESS COMMITTEE	BOARD OF DIRECTORS & AUDIT COMMITTEE	RISKS COMMITTEE	TOTAL
Luis Rodríguez-Villasuso Sario	Chairman	0	0	0	0	0
Mauricio Zanatta	Vice Chairman	0	0	0	0	0
María Elena Meléndez-Wada	Director	0	0	0	0	0
Desiree Green	Director	0	0	0	0	0
Sergio Urzúa Soza	Director	47.6	1.6	0	4.3	53.2
María Ximena Alzérreca Luna	Director	0	5.9	13.5	0	19.4
Carlos Budge Carvallo	Director	47.6	0	13.5	0	61.1
Marisol Bravo Léniz	Director	0	5.9	0	5.9	11.9
Juan Andrés Ilharreborde Castro	Director	0	0	0	0	0
Cristóbal Villarino Herrera	Director	0	0	0	0	0
Viviana Judith Chaskielberg	Director	0	0	0	0	0
TOTAL		95.2	13.5	27.0	10.3	145.9

Note: some directors who are members of committees have declined to receive allowances for their participation in committees.

DIRECTORS' INCOME FROM THEIR PARTICIPATION IN COMMITTEES (MM CLP) · 2024

NAME OF DIRECTOR	POSITION IN THE BOARD OF DIRECTORS	INVESTMENT & CONFLICT OF INTEREST SOLUTIONS COMMITTEE	BUSINESS COMMITTEE	BOARD OF DIRECTORS & AUDIT COMMITTEE	RISKS COMMITTEE	TOTAL
Luis Rodríguez-Villasuso Sario	Chairman	0	0	0	0	0
Mauricio Zanatta	Vice Chairman	27.3	0	0	3.4	30.7
María Elena Meléndez-Wada	Director	0	0	0	0	0
Desiree Green	Director	0	0	0	0	0
Sergio Urzúa Soza	Director	54.0	0	0	6.8	60.8
María Ximena Alzérreca Luna	Director	0	6.7	15.4	0	22.1
Carlos Budge Carvallo	Director	54.0	0	15.4	0	69.4
Marisol Bravo Léniz	Director	0	6.7	0	6.8	13.5
Juan Andrés Ilharreborde Castro	Director	0	0	0	0	0
Cristóbal Villarino Herrera	Director	0	0	0	0	0
Viviana Judith Chaskielberg	Director	0	0	0	0	0
TOTAL		135.3	13.4	30.8	17.0	196.5

Note: some directors who are members of committees have declined to receive allowances for their participation in committees.

As mentioned above, although the Board does not have a formal policy for hiring advisors, it has the powers to engage the services of external experts. However, during 2024 no expenses have been incurred for this concept for its committees.



ANNUAL MANAGEMENT REPORT OF THE BOARD OF DIRECTORS

The purpose of the Board of Directors and Audit Committee is to comply with the provisions under Article 50 bis of Law No. 18.046 regarding corporations, as well as to oversee the AFP's internal control systems and compliance with its internal regulations.

As at December 31, 2024, the Committee was composed of the Directors Ximena Alzérreca Luna and Carlos Budge Carvallo. During the monthly meetings, in addition to the member directors, other directors, the General Manager, the Comptroller, the Chief Counsel and other managers or persons as required by the Committee attended as guests.

In addition to its legal compliance, it performs functions aimed at strengthening the Company's Internal Audit work, fostering the Independence and objectivity of the Comptroller's Office as a third line of defense in risk management.

The Committee held 16 meetings during the year, 12 of which were ordinary meetings and 4 were extraordinary meetings.

During 2024, the Committee performed the following functions, among others:

- It reviewed and approved the quarterly and annual Financial Statements.
- It suggested to the Board of Directors the appointment of auditors for the Financial Statements for fiscal year 2024.
- It reviewed the remuneration systems and compensation plans.
- It approved the internal audit strategic plan and its annual work plan, following up on the same.
- It followed up on action plans arising from audit work.
- It met with the external auditors to learn about their work plan and progress.
- It analyzed the communications received from the regulators.
- It assessed the performance of the Comptroller and approved the budget of the Comptroller's Office.



3.4. TOP EXECUTIVES

ALEJANDRO BEZANILLA
MENA

General Manager

ID No.: 9.969.370-3

Industrial Civil Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
01 July 2018

RODRIGO TONDA
MITRI

Commercial Manager

ID No.: 10.632.486-7

Commercial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
23 July 2018

CRISTIÁN COSTABAL
GONZÁLEZ

Administration
& Finance Manager

ID No.: 13.067.326-0

Agricultural Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
1 March 2014

CAROLINA MERY
NIETO

Investment Manager

ID No.: 8.351.521-K

Commercial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
1 July 2018

ANDREA DE LA BARRA
PÉREZ-COTAPOS

Operations Manager

ID No.: 10.484.883-4

Commercial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
1 January 2015

ANDREA MARDONES
VEGAS

Human Resources Manager

ID No.: 12.667.939-4

Commercial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
1 June 2022

LEÓN FERNÁNDEZ DE CASTRO
PEÑAFIEL

Planning &
Development Manager

ID No.: 11.472.231-6

Commercial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
28 November 2016

DAGOBERTO LÓPEZ
LEIVA

Comptroller

ID No.: 12.487.428-9

Audit Accountant

YEAR OF APPOINTMENT
TO THE POSITION:
23 May 2016

JOSÉ MIGUEL VALDÉS
LIRA

Attorney General

ID No.: 7.036.969-9

Lawyer

YEAR OF APPOINTMENT
TO THE POSITION:
1 January 2006

ESTEBAN VILLASECA
NIETO

Information Technology
Manager

ID No.: 13.832.316-1

Civil Industrial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
1 January 2021

MAURICIO QUIROZ
JARA

Risk Manager

ID No.: 11.858.652-2

Civil Industrial Engineer

YEAR OF APPOINTMENT
TO THE POSITION:
30 July 2018

MAIN EXECUTIVES

JUAN CARLOS BARRÉS SALES ASSISTANT MANAGER ID No.: 7.762.339-6 Diploma in Administration APPOINTMENT TO THE POSITION: 26 October 2015	FRANCISCO BUSQUET VARIABLE REVENUES MANAGER ID No.: 11.834.059-0 Commercial Engineer APPOINTMENT TO THE POSITION: 04-03-2013	MARÍA JOSÉ BARRERA KEY ACCOUNTS ASSISTANT MANAGER ID No.: 13.202.233-K Commercial Engineer APPOINTMENT TO THE POSITION: 01-10-2018	HERMAN GRANZOW STRATEGY MANAGER ID No.: 15.38.1425-2 Commercial Engineer APPOINTMENT TO THE POSITION: 01-09-2024	MARÍA NATALIA MARTÍNEZ COMPLIANCE OFFICER ID No.: 18.012.943-k Lawyer APPOINTMENT TO THE POSITION: 01-11-2023
RODRIGO NADER FIXED INCOME MANAGER ID No.: 10.430.041-3 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 30 December 2024	PAMELA GATICA BRANCH OFFICES ASSISTANT MANAGER ID No.: 12.480.709-3 Public Relations Person APPOINTMENT TO THE POSITION: 01-10-2021	FELIPE IMBARACK PLANNING ASSISTANT MANAGER ID No.: 13.828.290-2 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 17-06-2013	CLAUDIA BUSTOS MARKETING & CUSTOMERS ASSISTANT MANAGER ID No.: 15.431.137-8 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 09-06-2021	NATALIA LEYTON PROJECT MANAGER ID No.: 21.411.570-0 Bachelor in Organizational Information Systems APPOINTMENT TO THE POSITION: 01-02-2020
CLAUDIO ILABACA SYSTEM DEVELOPMENT ASSISTANT MANAGER ID No.: 10.555.656-K Computing Civil Engineer APPOINTMENT TO THE POSITION: 03 July 2020	ANDREA GAJARDO ASSISTANT MANAGER FOR INDIVIDUAL ACCOUNTS AND PROCESSES ID No.: 13.026.873-0 Commercial Engineer APPOINTMENT TO THE POSITION: 01-12-2021	RODRIGO SANDOVAL INVESTMENT CONTROL ASSISTANT MANAGER ID No.: 13.939.234-5 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 20-06-2016	CRISTÓBAL RAMÍREZ LEGAL ASSISTANT MANAGER ID No.: 15.640.021-1 Lawyer APPOINTMENT TO THE POSITION: 16-12-2019	DANNA MOLINA BENEFITS ASSISTANT MANAGER ID No.: 25.535.951-7 Civil Engineer APPOINTMENT TO THE POSITION: 01-04-2023
NELSON CABEZAS ASSISTANT MANAGER-ADMINISTRATION ID No.: 10.745.560-4 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 06-01-2015	IRMA CASTILLO COMPENSATION & BENEFITS ASSISTANT MANAGER ID No.: 13.087.068-6 Business Management APPOINTMENT TO THE POSITION: 01-09-2022	FRANCISCO MINA VARIABLE REVENUES MANAGER ID No.: 14 166 339-9 Commercial Engineer APPOINTMENT TO THE POSITION: 01-07-2018	RODRIGO ORDOÑEZ ALTERNATIVE ASSET MANAGER ID No.: 16.211.471-9 Commercial Engineer APPOINTMENT TO THE POSITION: 01-03-2022	SHIRLEY HERNÁNDEZ CYBERSECURITY ASSISTANT MANAGER ID No.: 27.340.537-2 Systems Engineer APPOINTMENT TO THE POSITION: 10-06-2024
JOSÉ ANTONIO MERINO IT SERVICE ASSISTANT MANAGER ID No.: 11.551.746-5 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 04-02-2019	CLAUDIO GONZÁLEZ GENERAL ACCOUNTANT ID No.: 13.093.357-2 Audit Accountant APPOINTMENT TO THE POSITION: 16-02-2015	ROBERTO CEREÑO IT AUDIT ASSISTANT MANAGER ID No.: 15.113.594-3 Computing Civil Engineer APPOINTMENT TO THE POSITION: 14-06-2021	NICOLÁS DE LA MAZA DEVELOPMENT ASSISTANT MANAGER ID No.: 16.532.623-7 Industrial Civil Engineer APPOINTMENT TO THE POSITION: 25-05-2020	

REMUNERATION OF SENIOR MANAGERS, MANAGERS AND ASSISTANT MANAGERS

The fixed remuneration for Senior Managers, Managers and Assistant Managers amounted to CLP\$5.453 billion, and variable compensation was CLP\$2.664 billion, totaling CLP\$8.117 billion for 2024.

The Company's top executives do not have compensation plans nor special benefits.

In addition, there are no directors or managers having any direct or indirect ownership interest.

3.5. ADHERENCE TO NATIONAL OR INTERNATIONAL CODES

The Internal Audit of AFP Habitat adheres to the International Framework for the Professional Practice of Internal Audit (MIPP, for its initials in Spanish) of the Institute of Internal Auditors, which includes the definition of internal auditing, the code of ethics and the core principles for professional practice and international standards.

The Company has not formally declared its adherence to national or international codes. However, through policies approved at the highest management level, it keeps a strong commitment to the area of human rights, discrimination and inclusion, based on non-discriminatory and inclusive treatment of its employees, whether with respect to their age, gender, race, religion, political affiliation, physical condition, sexual orientation or marital status.



3.6. RISK MANAGEMENT

AFP Habitat keeps a strong internal control environment, for which it has a Corporate Risk Policy, approved by the Company's Board of Directors, which is framed within the current risk-based supervision regulations.

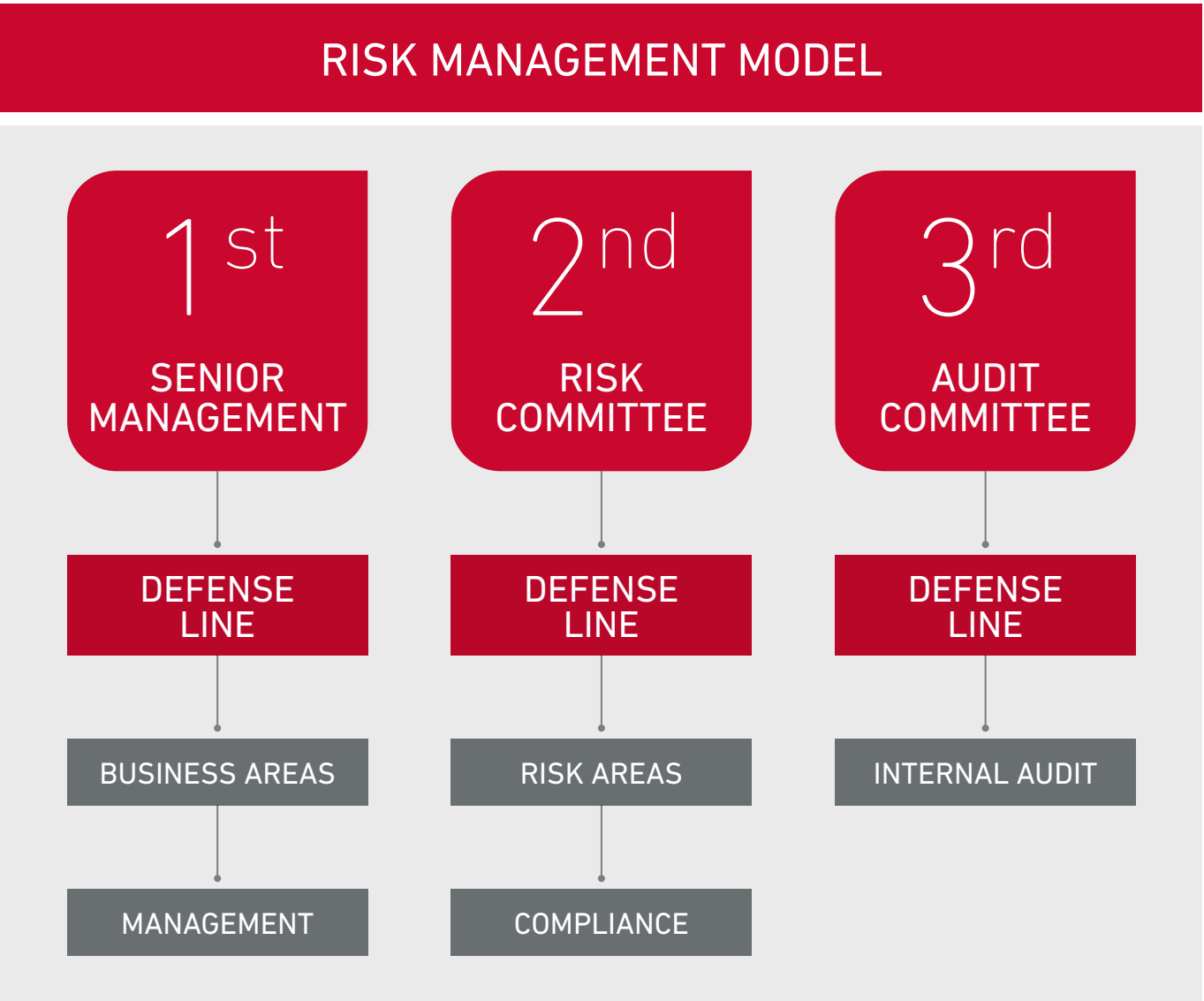
This policy is the risk management framework applicable across the Company, and it provides the guidelines for the activities implemented by the Risk Committee, Senior Management, Risk Management, Business Areas and International Auditing.

Regarding risk management governance, AFP Habitat has a Risk Committee made up of three directors, which supports the Board of Directors, ensuring risk management is performed pursuant to the applicable regulations and approved policy.

The Company's risk management follows a model based on three lines of defense. The first line is made up of the different business areas and their corresponding management, bearing primary responsibility for enforcing the Risk Policy. The second line consists of Risk Management and the Compliance Area, which provide the method

and support the various areas regarding the proper application of the risk management model.

The third one is represented by the Internal Auditing Area, which ensures the enforcement of the risk management model.



The Corporate Risk Policy addresses the identification and handling of the different types of risks, including the application of other specific policies and procedures for each of them. In particular, for identifying and managing financial risks, and governance, social, environmental and climate change factors, there is an Investment and Conflict of Interest Resolution Policy for pension funds.

It should be noted that Risk Management area is in charge of ensuring the correct application of the Risk Management Policy and the integrated risk management methodology, in particular, allowing to identify, assess, manage and monitor risks, as well as to report the Company's risk level to Senior Management, the Board of Directors and the Board committees, as appropriate.

During 2024, and with the purpose of enhancing the Risk Management culture among all employees, training was conducted on risk management, incident reporting, information security and cybersecurity, personal data protection, business continuity and phishing prevention campaigns, among others.



RISKS INHERENT TO THE ACTIVITY

OPERATIONAL RISK

The Risk Management method approved by the Board of Directors—which was last updated in November 2024—provides a preventative approach by producing a risk map enabling to identify and assess those risks in risk matrices. In addition, it sets a continuous improvement approach by examining and solving risk events or incidents.

INFORMATION SECURITY, CYBERSECURITY
AND BUSINESS CONTINUITY RISKS

The information-security and cybersecurity management system is based on the above-mentioned three defense lines’ model and it follows the guidelines of the Information Security Policy, Cybersecurity and Business Continuity of the Company.

As it can be seen in the “Risk Management Model” chart, the first line is composed of the different business areas and their respective management units, being these the first responsible ones for implementing the Risk Policy. In addition, the Information Technology Management Unit has a specific area for managing cybersecurity, that supports the first line in the implementation and maintenance of controls. The second line involves the Information Security Officer role, in charge of coordinating and controlling the proper operation of the management system and compliance of the policy.

Lastly, the Comptroller Area is in charge of the third defense line in order to ensure the process.

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 an ongoing follow-up of information security management, cybersecurity and business continuity is kept by several management committees, which are tasked with monitoring, promoting and controlling the implementation of the above-mentioned policy, as well as the related internal regulations.

In addition, there is a Privacy and Security for Digital Channels Policy, that aims to provide an adequate maintenance of Habitat’s digital media, i.e., website and Mobile App, and also to establish the general guidelines in order to ensure the protection of privacy and confidentiality of the information of all natural and legal persons, customers and non-customers who use these platforms.

FINANCIAL RISK

Financial Risk is controlled through several indicators and metrics developed and monitored by the Risk Management Unit, pursuant to the Investment and Conflict of Interest Resolution Policy. Those indicators and metrics are regularly reported to the Investment and Conflict of Interest Resolution Committee. In addition, administration committees’ sessions are permanently held to discuss investment management matters, with the involvement of the Risk Management Unit.

It should be noted that, due to the nature of the Company, there are no risks related to the health and safety of consumers. Regarding the risk of Free Competition, it has not been identified as such in the Company.





RISK FACTORS IN INVESTMENTS

The Company keeps an investment structure and an investment risk analysis in accordance with its Investment Policy, in order to meet the objective of maximizing the profitability of its affiliates.

This policy is described in the Annual Report on Investment Factors and Risks — previously mentioned under the subtitle A Sustainable Approach— which is addressed to the affiliates and that addresses the significant financial factors and their consideration in investment decisions and risk analysis, pursuant to the provisions of Decree Law No. 3.500, Compendium of Pension System Regulations and the provisions of the General Standard Rule (NCG, for its initials in Spanish) No.276.

The Investment Policy identifies three main financial risks:

A. CREDIT RISK

It corresponds to the one that may eventually materialize when a counterparty does not comply with its obligations under the Pension Funds. The following types are identified:

- **Issuer risk:** risk of loss associated with issuers of debt instruments not meeting their obligations under the Pension Funds.
- **Counterparty risk:** risk of loss associated with the failure of counterparties to meet their obligations under the Pension Funds or loss of their creditworthiness.

B. MARKET RISK

It refers to the risk of fluctuations in the portfolio's values as a result of market volatility. Three sources can be identified:

- **Equity Risk:** it is associated with variations in the price of variable income assets when incorporating or updating the information of the different companies

(financial situation, business environment, changes in the relevant industry, regulatory framework or ESG factors), as well as variations in the supply and demand for this type of investments.

- **Interest Rate Risk:** in relation to the variation resulting from changes in interest rates for debt instruments.
- **Currency Risk:** it corresponds to the change in the valuation of an investment regarding variations in exchange rate.

AFP Habitat uses two metrics for measuring market risk:

- **Absolute Risk:** it is measured as the standard deviation of the monthly return of the nominal quota for 36-month moving periods. This risk is managed using a portfolio criterion, in which each asset is evaluated according to its contribution to the portfolio risk, considering both direct and underlying assets, in conventional assets, alternative assets and exposure in derivatives.
- **Relative Risk:** it is related to the legal obligation of “minimum profitability” provided under D.L. No. 3.500 and it is measured as the “tracking-error” of the funds with respect to the relevant competition, in periods of 12 months.

C. CASH RISK

Due to being unable to transact prevailing prices because there is insufficient activity in the market for that asset. It is difficult to quantify, because it not only depends on the fundamentals of the particular asset, but also on market conditions.

The management of this risk is based on two principles: a proper diversification and an adequate risk-return relationship. This is why the lack of liquidity of each particular asset must be compensated by requiring an additional award that must be translated into an expected return higher than that of an asset with the same characteristics, but with a greater liquidity in the secondary market.

ESG VARIABLES AND CLIMATE CHANGE

ESG factors and climate change, as indicated above, are considered in the Company’s investment analysis, as they are significant dimensions that may develop opportunities or risks in the various investment options.

Being aware that these matters are in continuous development, the Company devotes time and resources to create and include state-of-the-art knowledge, through the analysis based on comparables, in order to avoid biases in the event of opportunities that may seem to be of low ESG quality.

Said variables are included in the investment process, considering them as an additional set and always in conjunction with other classic analysis criteria, such as fundamental, valuation or technical criteria, and considering at least the impact on the expected return or risk of marginal investment and the impact on the specific portfolio, or the viability of the investments based on public information.

For Habitat, the definition of the ESG factors, as well as their most important topics are the following:

A. ENVIRONMENTAL

It considers the assessment and monitoring of issues connected with pollution and environmental damage. Main factors include the following:

- **Greenhouse gas (GHG) emissions:** policies aimed at reducing the emissions of polluting gases.

- **Energy Uses and Sources:** guidelines encouraging the increased use of non-polluting renewable energies..
- **Waste Management:** it considers the adoption of measures to control and reduce the emission of chemical substances that are hazardous to the environment, as well as policies for the reuse of the resources.

B. SOCIAL

It includes labor and product liability issues, risks such as data security and stakeholder opposition:

- **Relationship with the community:** areas of communication and contribution to community projects.
- **Relationship with customers** (customer welfare).
- **Relationship with employees** (organizational development).

C. CORPORATE GOVERNANCE

It comprises items related to the Company’s governance framework and performance, such as the quality and effectiveness of the board of directors or diversity and inclusion policies:

- **Organizational Structure:** attendance of the Board, controller and minority shareholders.
- **Financial Transparency:** quality and regularity in the publication of significant information related to the Company’s operations.



ESG factors and climate change are considered in the Company’s investment analysis, as they are significant dimensions that may develop opportunities or risks in the various investment options.



For developing all the activities associated with risk management, Habitat uses as a reference framework the standard of the Committee of Sponsoring Organizations of the Tradeway Commission, COSO ERM.

Likewise, as mentioned above, from the standpoint of financial, governance, social and environmental risks, the provisions of the following are considered: Decree Law. No. 3.500, Compendium of Pension System Regulations, and of General Standard Rule (NCG, for its initials in Spanish) No. 276 of the Superintendency of Pensions. In addition, the analysis criteria provided by the Sustainability Accounting Standards Board (SASB Standards), are taken into consideration as a general frame of reference.

Additionally, with respect to the information security and cybersecurity risks, the frame of reference corresponds to General Standard No. 278, issued by the Superintendency of Pensions. In connection with the protection of personal data, it is observed the compliance with Law No. 19.628 and the associated regulations in the compendium of rules of the Superintendency of Pensions.

Habitat does not yet consider human rights due diligence procedures. On the other hand, and due to the nature of the Company, its Board does not monitor environmental or climate change risks. However, as mentioned above, these topics are considered in the Company's investment analysis.

SUCCESSION PLAN

Regarding the availability of a succession program, in AFP Habitat there is a Management and Talent Plan, whose purpose is to ensure that the organization has the right employees at the right time to ensure continuity to the organization's leadership and processes.

This plan considers the identification, development and loyalty of key employees, giving priority to executive levels and critical work teams, according to the strategic challenges of the organization. This process is reviewed annually through validation by senior management.

SALARY STRUCTURES

Annually, in December, the salary structure and compensation and indemnity policies of the General Manager and other senior executives are submitted for review by the Directors' Committee, pursuant to the provisions of Article 50 bis of Law No. 18.046, which includes the compensation procedure (income, incentives and benefits). For the above, a reference compensation study is in place, which is carried out by two external companies.

AFP Habitat does not have procedures for submitting these compensations and indemnification policies for shareholders' approval, and the disclosure of these structures and policies to the general public is not considered.

CODE OF ETHICS

Ethics is a significant part of AFP Habitat's actions in managing the Company and, in particular, in the management of pension funds under its responsibility. Acting with the highest sense of integrity is key to maintain the security and trust of shareholders, directors, executives, employees, clients, affiliates, suppliers, the Superintendency of Pensions (SP), the Financial Market Commission (CMF, for its initials in Spanish), State agencies and all other individuals, agencies and organizations related to the Company.

For this reason, it has a Code of Ethics, which was mentioned above in this report, and whose purpose is to set the required guidelines to keep a line of action consistent with the Company's values and in harmony among all its members. The Code includes and states the ethical and behavioral values in which the internal and external actions of the Board, executives and employees must be framed to. Any doubt about the interpretation of its contents or referring to the way to solve situations not specifically described in it should be clarified with a senior officer or the Ethics Committee.

As indicated, this Code addresses the issues of conflict of interest, money laundering and unfair competition, but also those related to policies on the management and use of information and crime prevention.

The Company has a formal procedure to receive complaints about such irregularities and illegal acts. The reporting channels set are available to employees, shareholders, customers, suppliers and third parties. These are the following:

- Email to: denuncia@afphabitat.cl
- Regular mail: letter addressed to the Crime Prevention Officer of AFP Habitat, address: Marchant Pereira N°10, Piso 9, Providencia, Santiago, Chile, specifying its "reserved" nature.
- Personal interview with the Crime Prevention Officer of AFP Habitat.
- Electronic form available on the Company's intranet El Pulso.
- Link on website (<https://www.afphabitat.cl/canal-de-denuncias/>)

All inquiries or complaints received are confidentially handled through an independent and objective review.

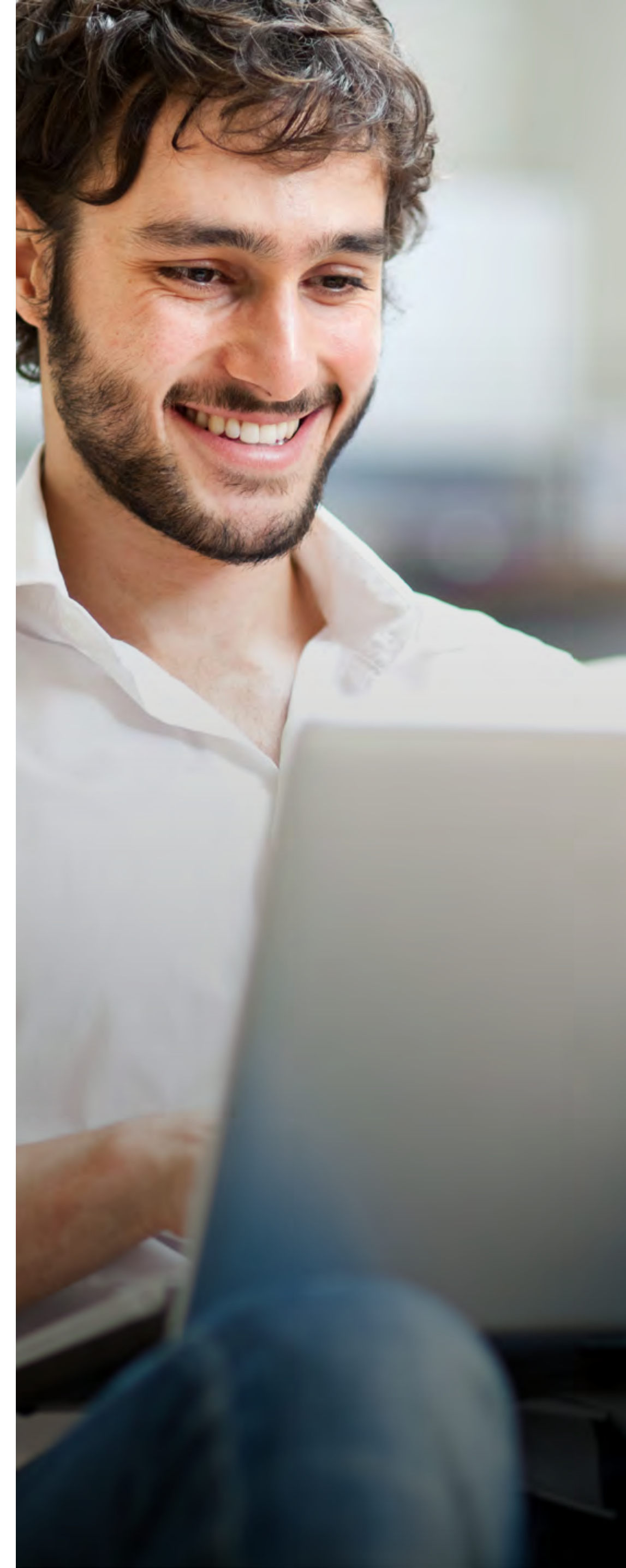
CRIME PREVENTION MODEL

AFP Habitat is committed to compliance with legal provisions, and in accordance with Law No. 20.393 it keeps a model of organization, administration and supervision for preventing crimes, known as "Crime Prevention Model", that provides corporate guidelines and promotes an environment of transparency through the values, principles and standards set by the Company.

Under this model, the Company undertakes not to perform any action against the interest of its affiliates, customers or shareholders. It also states that it is against any type of corruption.

AFP Habitat requires its directors, officers and employees to strictly comply with the Crime Prevention Model (MPD, for its initials in Spanish).

During 2024, the Company adapted the MPD pursuant to the latest legislative changes included in Law No. 21.595 on Economic Crimes.



3.7. INFORMATION TO STAKEHOLDERS

As reported in the subheading “Relationship with Stakeholders”, AFP Habitat’s stakeholders are key pillars of its work. The identification and understanding of the material or significant factors associated with each one of them is done through active listening processes in order to learn about and include their interests and expectations.

This ongoing dialogue with customers, employees, suppliers, the media, regulators and public bodies, investors and the community enables to prioritize and effectively address the issues that most concern them, with the aim of maintaining a close and collaborative relationship.

Given the diversity of stakeholders, there are specialized areas that manage the relationship with each one of them, with the purpose of meeting their requirements, developing a long-term relationship and building value in each one of the relationships.

The Investor Relations (investorrelations@afphabitat.cl) area is in charge of dealing with those groups and the media requiring information on the Company’s economic, financial and legal situation. There

is also a specific section on Habitat’s website where financial information documents and all matters related to investors are published.

Regarding the dissemination of disclosures made by AFP Habitat to the market, pursuant to the provisions of General Rule No. 270 of the Financial Market Commission and exercising its self-regulatory powers, the Company has a Manual for Handling Information of Interest to the Market included in the Disclosure and Transparency Policy (https://www.afphabitat.cl/wp-content/uploads/2023/04/Politica-Divulgacion-y-Transparencia_octubre-2019.pdf) which provides the rules, criteria and guidelines necessary to ensure transparency and fairness to investors in accessing information related to the Company that may be of interest to them.

In addition, the Board is responsible for setting the provisions, contents, updates and interpretations of that Manual, which may only be modified or revoked by resolution of the highest governance body. The procedure for improving the Manual is reviewed every two years or as required by the Board.



INFORMATION FOR SHAREHOLDERS

AFP Habitat currently does not have a procedure for shareholders to be informed before the meeting at which directors will be elected about the diversity of skills, conditions, experiences and visions that, according to the Board, is advisable to have by those who are part of the Board. Notwithstanding the above, the Company ensures diversity among the members of its Board, where it currently maintains equal representation of both genders and it has four foreign directors.

Besides, at least two days prior to the Ordinary Shareholders' Meeting, the list of candidates for directors for each Board of Directors renewal or new election is published in the investors' section of the AFP Habitat website, in order to comply with the provisions of Article 73 concerning the Regulations of the Corporations Law.

In relation to mechanisms allowing them to exercise their right to vote by remote means, pursuant to the provisions of General Rule No. 435 and Circular No. 1141 and 1149, both of the Financial Market Commission (CMF, for its initials in Spanish), the Board of Directors of Habitat agreed to allowed participation in the meeting through the use of technological means ensuring the identity of shareholders and proxies, the involvement of the CMF and/or the Superintendency of Pensions, if so required, and the synchronization or confidentiality in the voting that take place. Likewise, in the case of shareholders who wish to participate remotely in the meeting, they may do so through the aforementioned remote means as a mechanism for their participation.

For the above, AFP Habitat makes use of the "Click & Vote" Platform provided by the Central Securities Depository (CSD), which operates through a pre-enrollment procedure for registration at Shareholders' Meeting. This facilitates the voting process and allows to improve their participation and involvement, while safeguarding the principle of simultaneity or secrecy of voting. The use of the aforementioned platform safeguards, in turn, the security, trust and traceability of the information received by the AFP.

All the instructions regarding the pre-enrollment process, participation instructions, electronic voting system, use of the interface, among others, are provided to the shareholders with due anticipation in the "Investors" section of the AFP Habitat's website.



04

STRATEGY



TOTAL
AFFILIATES

1,765,844

As at 31 December de 2024

4.1. TIME HORIZONS

Throughout its history, AFP Habitat has kept a short, medium and long-term strategy and vision in order to maximize value for its stakeholders. This strategy has enabled it to maintain a clear leadership position since the beginning of the Chilean pension system, highlighting a great ability for adapting and being flexible when facing the various external changes.

In accounting terms, all the “property, plant and equipment” assets are valued at acquisition cost, minus accumulated depreciation and possible losses due to impairment. For its part, the Company depreciates these assets from the time the assets are ready for use, distributing their cost on a straight-line basis over the years of estimated useful life.

For AFP Habitat, a short-term view of the useful life of its assets is less than or equal to one year; medium-term, longer than one year and equal to or less than two years; and long-term, longer than two years.

NON-CURRENT ASSETS	RANGE OF USEFUL LIFE IN YEARS
Buildings	100
Properties, plants and equipment	5-10
Other properties, plants and equipment	5-10
Information technology equipment	3-5
Fixed installations and accessories	10
Motor vehicles	7-10
Improvements to leased assets	5

At year-end 2024, AFP Habitat has assets consisting of furniture and supplies, valued at MM CLP 583, and technological equipment valued at MM CLP 960.

4.2. STRATEGIC GOALS

AFP Habitat manages and leads the largest amount of pension savings in the industry, with a market share of 27.42% in mandatory savings and 37.63% in voluntary savings. Its mission is to improve the quality of life of its affiliates and clients through an excellent pension service. Its vision is to promote a country where people face their retirement with optimism, valuing the effort of saving.

Within its strategic objectives, the Company’s role in the pension debate has been solid throughout its history, contributing with its technical expertise solutions to improve pensions and defending the principles it considers key to the interests of its affiliates: the ownership of its savings and freedom to choose.

In this same line, the Company is worried about the financial wellbeing of its affiliates, innovating in its services so as to provide clear and simple information on the performance of the pension system and timely advising, so that they can make better pension savings decisions.

In addition, aware of the accelerated demographic change that Chile is experiencing, AFP Habitat aims to go further and contribute to the development of the silver economy, promoting innovative initiatives that improve the quality of life of the elderly. This is why six years ago it created the *Piensa en Grandes* Alliance which, through a social innovation fund, supports ventures that seek to positively impact the ecosystem and achieve greater inclusion of the elderly in society.

This commitment also involves developing services and assistance channels that are adapted to the needs of older customers and, internally within the organization, promoting senior talent and intergenerational diversity.

Regarding the Sustainable Development Goals (SDGs) of the United Nations, the Company has not undertaken a formal commitment in this area; however, the analysis of environmental, social and human rights factors is carried out as a complement to other criteria, variables and tools that are considered in investment decision-making, including regulatory requirements established by the authority for the industry.



4.3. INVESTMENT PLANS

The Company has an investment plan covering various time horizons, which is aligned with its strategic objectives, focusing on the following:

- Improve the quality and timing of the service provided to customers.
- Strengthen the cybersecurity of the technological platforms.
- Renew technologies at risk due to obsolescence.
- Ensure the operational continuity of the service.
- Reduce the operational risk of the business.
- Increase the efficiency of the operation by means of automation of tasks and processes.

During the financial year 2024, the Company invested MM CLP 9,062 in the development of softwares, acquisition of licenses, assets for operational use, improvements in real estate and other that are recorded in the account of properties, plants and equipment, as well as intangible assets, whose source of financing corresponds to its own resources. The allocation of these resources to the various initiatives and projects that make up the plan is considered strategic information for the business, so it cannot be disclosed.

AFP Habitat's mission is to improve the quality of life of its clients, by providing them with an excellent pension service and contributing to improve the ecosystem of the elderly people in Chile.



INVESTMENT
2024

9,062

million CLP



05
PEOPLE



HOURS OF
TRAINING

106,781

98% of the workforce trained

5.1. STAFFING

The following is the staffing of AFP Habitat, as at 31 December 2024:

STAFFING BY TYPE OF POSITION AND GENDER

TYPE OF POSITION	MEN	WOMEN	TOTAL
Senior Management	8	3	11
Management	15	9	24
Head of Department	91	80	171
Operator ^(*)	0	0	0
Sales Force	224	478	702
Administrative	126	301	427
Auxiliary ^(**)	0	0	0
Other Professionals	159	99	258
Other Technicians ^(***)	0	0	0
TOTAL	623	970	1,593

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.



61%
FEMALE
STAFF

STAFFING BY TYPE OF POSITION, GENDER AND CITIZENSHIP

TYPE OF POSITION	GENDER	CHILEAN	ARGENTINEAN	BOLIVIAN	BRAZILEAN	CANADIAN	COLOMBIAN	CUBAN	ECUADORIAN	SPANISH	GUATEMALAN	PERUVIAN	SALVADORAN	VENEZUELAN	URUGUAYAN	TOTAL
Senior Management	Men	8	0	0	0	0	0	0	0	0	0	0	0	0	0	8
	Women	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Management	Men	15	0	0	0	0	0	0	0	0	0	0	0	0	0	15
	Women	7	1	0	0	0	1	0	0	0	0	0	0	0	0	9
Head of Department	Men	89	0	0	0	0	0	0	0	0	0	0	0	2	0	91
	Women	78	0	0	0	0	0	0	0	1	0	1	0	0	0	80
Operator ^(*)	Men	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Force	Men	212	0	0	1	0	1	0	0	0	0	1	0	8	1	224
	Women	440	1	1	0	1	1	1	0	0	1	4	0	28	0	478
Administrative	Men	123	0	0	0	0	0	0	1	0	0	0	0	2	0	126
	Women	285	0	0	0	0	4	0	0	0	0	0	1	11	0	301
Auxiliary ^(**)	Men	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Professionals	Men	153	0	0	0	0	2	0	0	0	0	2	0	2	0	159
	Women	95	1	0	0	0	0	0	1	0	0	0	0	2	0	99
Other Technicians ^(***)	Men	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL		1,508	3	1	1	1	9	1	2	1	1	8	1	55	1	1,593

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

STAFFING BY TYPE OF POSITION, GENDER AND AGE RANGE

TYPE OF POSITION	GENDER	LESS THAN 30 YEARS	BETWEEN 30 & 40 YEARS	BETWEEN 41 & 50 YEARS	BETWEEN 51 & 60 YEARS	BETWEEN 61 & 70 YEARS	MORE THAN 70 YEARS	TOTAL
Senior Management	Men	0	0	2	5	1	0	8
	Women	0	0	1	2	0	0	3
Management	Men	0	3	7	4	1	0	15
	Women	0	1	7	1	0	0	9
Head of Department	Men	2	26	30	29	3	1	91
	Women	1	9	32	31	7	0	80
Operator ^(*)	Men	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0
Sales Force	Men	14	74	55	57	20	4	224
	Women	23	145	155	120	33	2	478
Administrative	Men	20	40	23	30	12	1	126
	Women	23	105	94	62	16	1	301
Auxiliary ^(**)	Men	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0
Other Professionals	Men	30	68	32	18	10	1	159
	Women	12	45	24	12	6	0	99
Other Technicians ^(***)	Men	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0
TOTAL		125	516	462	371	109	10	1,593

(*) This position does not apply in the financial industry.
(**) Included in Administrative.
(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.



STAFFING BY TYPE OF POSITION, GENDER AND YEARS OF SERVICE

TYPE OF POSITION	GENDER	LESS THAN 3 YEARS	BETWEEN 3 & 6 YEARS	MORE THAN 6 & LESS THAN 9 YEARS	BETWEEN 9 & 12 YEARS	MORE THAN 12 YEARS	TOTAL
Senior Management	Men	0	3	2	1	2	8
	Women	0	0	0	1	2	3
Management	Men	2	7	1	5	0	15
	Women	1	6	0	1	1	9
Head of Department	Men	26	27	9	9	20	91
	Women	17	11	9	10	33	80
Operator ^(*)	Men	0	0	0	0	0	0
	Women	0	0	0	0	0	0
Sales Force	Men	136	32	12	17	27	224
	Women	286	93	16	45	38	478
Administrative	Men	43	38	3	15	27	126
	Women	123	79	27	29	43	301
Auxiliary ^(**)	Men	0	0	0	0	0	0
	Women	0	0	0	0	0	0
Other Professionals	Men	72	36	14	12	25	159
	Women	37	18	11	8	25	99
Other Technicians ^(***)	Men	0	0	0	0	0	0
	Women	0	0	0	0	0	0
TOTAL		743	350	104	153	243	1,593

(*) This position does not apply in the financial industry.
(**) Included in Administrative.
(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

DISABILITY

Habitat has complied, since 2020, with Law No. 21.015 by hiring 1% of workers with disabilities. In 2024, it kept a percentage of 2%. In addition, since 2022 it has complied with Law No. 21.275, which states to have a professional certified as Inclusion Manager in Human Resources Management, in addition to have internal policies to address labor inclusion, covering the selection process and the entire working life cycle of the employee.

In addition, Habitat has gone a step further by granting additional assistance in health coverage for the children of employees with a disability. (More info under the subheading Benefits).

STAFFING BY TYPE OF POSITION AND GENDER

TYPE OF POSITION	MEN	WOMEN	TOTAL
Senior Management	0	0	0
Management	0	0	0
Head of Department	2	5	7
Operator ^(*)	0	0	0
Sales Force	2	10	12
Administrative	0	16	16
Auxiliary ^(**)	0	0	0
Other Professionals	0	1	1
Other Technicians ^(***)	0	0	0
TOTAL	4	32	36

(*) This position does not apply in the financial industry.
(**) Included in Administrative.
(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

5.2. LABOR FORMALITY

The following tables provide the data regarding labor formality in AFP Habitat for the year 2024. It is worth mentioning that the Company has no contracts for work or site work, nor fee contracts:

STAFFING BY JOB CATEGORY, GENDER AND TYPE OF CONTRACT (N° OF PEOPLE)

TYPE OF POSITION	GENDER	TERM TYPE OF CONTRACT		TOTAL
		INDEFINITE TERM	FIXED TERM	
Senior Management	Men	8	0	8
	Women	3	0	3
Management	Men	15	0	15
	Women	9	0	9
Head of Department	Men	91	0	91
	Women	80	0	80
Operator ^(*)	Men	0	0	0
	Women	0	0	0
Sales Force	Men	190	34	224
	Women	425	53	478
Administrative	Men	123	3	126
	Women	287	14	301
Auxiliary ^(**)	Men	0	0	0
	Women	0	0	0
Other Professionals	Men	157	2	159
	Women	96	3	99
Other Technicians ^(***)	Men	0	0	0
	Women	0	0	0
SUBTOTAL	Men	584	39	623
	Women	900	70	970
TOTAL		1,484	109	1,593

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

STAFFING BY JOB CATEGORY, GENDER AND TYPE OF CONTRACT (% OF PEOPLE)

TYPE OF POSITION	GENDER	TERM TYPE OF CONTRACT		TOTAL
		INDEFINITE TERM	FIXED TERM	
Senior Management	Men	0.5%	0%	0.5%
	Women	0.2%	0%	0.2%
Management	Men	0.9%	0%	0.9%
	Women	0.5%	0%	0.5%
Head of Department	Men	5.7%	0%	5.7%
	Women	5.0%	0%	5.0%
Operator ^(*)	Men	0%	0%	0%
	Women	0%	0%	0%
Sales Force	Men	12%	2.1%	14.1%
	Women	27%	3.3%	30.3%
Administrative	Men	7.7%	0.2%	7.9%
	Women	18%	0.8%	18.8%
Auxiliary ^(**)	Men	0%	0%	0%
	Women	0%	0%	0%
Other Professionals	Men	9.8%	0.1%	9.9%
	Women	6.0%	0.2%	6.2%
Other Technicians ^(***)	Men	0%	0%	0%
	Women	0%	0%	0%
SUBTOTAL	Men	36.6%	2.4%	39%
	Women	56.7%	4.3%	61%
TOTAL		93.3%	6.7%	100%

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.



5.3. WORK ADAPTABILITY

All employees of AFP Habitat have regular working hours, and there is no part-time staffing, with adaptability agreement, nor partial or full teleworking. The figures for 2024 are shown below:

STAFFING BY JOB CATEGORY, GENDER AND TYPE OF WORKDAY
(N° OF PEOPLE)

TYPE OF POSITION	GENDER	TYPE OF ORDINARY
		WORK DAY
Senior Management	Men	8
	Women	3
Management	Men	15
	Women	9
Head of Department	Men	91
	Women	80
Operator ^(*)	Men	0
	Women	0
Sales Force	Men	224
	Women	478
Administrative	Men	126
	Women	301
Auxiliary ^(**)	Men	0
	Women	0
Other Professionals	Men	159
	Women	99
Other Technicians ^(***)	Men	0
	Women	0
SUBTOTAL	Men	623
	Women	970
TOTAL		1,593

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

STAFFING BY JOB CATEGORY, GENDER AND TYPE OF WORKDAY
(% OF PEOPLE)

TYPE OF POSITION	GENDER	TYPE OF ORDINARY
		WORK DAY
Senior Management	Men	0.5%
	Women	0.2%
Management	Men	0.9%
	Women	0.6%
Head of Department	Men	5.7%
	Women	5.0%
Operator ^(*)	Men	0.0%
	Women	0.0%
Sales Force	Men	14.1%
	Women	30.0%
Administrative	Men	7.9%
	Women	18.9%
Auxiliary ^(**)	Men	0.0%
	Women	0.0%
Other Professionals	Men	10.0%
	Women	6.2%
Other Technicians ^(***)	Men	0.0%
	Women	0.0%
SUBTOTAL	Men	39.1%
	Women	60.9%
TOTAL		100.0%

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

5.4. GENDER PAY EQUITY

In order to preserve the external competitiveness in the AFP's market and the financial services industry, Habitat conducts annually three compensation and benefits studies to create a salary structure that is presented every year to the Board and whose last approval took place in December 2024.

Below is the salary gap between women and men, according to the average and median salary and by job categories:

STAFFING BY TYPE OF POSITION AND GENDER

TYPE OF POSITION	AVERAGE SALARY GAP	MEDIAN SALARY GAP
Senior Management	88%	91%
Management	64%	70%
Head of Department	86%	91%
Operator ^(*)	NA	NA
Sales Force	96%	94%
Administrative	98%	104%
Auxiliary ^(**)	NA	NA
Other Professionals	90%	93%
Other Technicians ^(***)	NA	NA

NA: Non-applicable
^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

5.5. WORKPLACE HARASSMENT, SEXUAL HARASSMENT AND VIOLENCE AT WORK

On August 1, 2024, the Company updated its Internal Regulations of Order, Hygiene and Safety, through a schedule to Law No.21.643 regarding Prevention, Investigation and Penalties for Workplace Harassment, Sexual Harassment and Violence at Work (Karin Law).

This schedule included the following items

- General background, concepts and legal context
- Investigation procedure, reporting channels.
- Identification of risks, preventive measures and training.

In addition, the Company trained all the executives, frontline staff and leaders. Inductions were carried out by an external consulting company, which was responsible for reporting about the implications of its role regarding the implementation of this law. The focus was on educating about the new and significant aspects through technical concepts, but also through examples with cases, for a better understanding of the different types of violence that can occur at work and how, in their role as leaders, they should address them, both through application of the new protocol and in the context of managing people with a good treatment.

Training was also incorporated into the Induction Program, aimed at new workers of the Company. The main aspects of this law were addressed, as well as the definition of types of violence, the reporting channels they can use, examples of what is understood as violence and how Habitat promotes good treatment among its employees. In addition, a briefing was given on the investigation procedure of the causes.



98.7%

ANNUAL TRAINING
Workplace Harassment, Sexual Harassment & Violence at Work



At the end of 2024, the training percentage reached 98.7% of the active and current employees. Likewise, Habitat is working on an annual improvement program, starting in 2025, in addition to establishing communication programs for the prevention of workplace harassment, sexual harassment and violence at work, focusing on the importance of good treatment among all collaborators.

No. OF SEXUAL HARASSMENT CASES REPORTED

	MEN	WOMEN	TOTAL
Cases reported in the same organization	0	0	0
Cases reported in the Labor Directorate*	0	0	0
TOTAL NUMBER OF REPORTED CASES	0	0	0

* Or equivalent organization (in the case of other jurisdictions).

No. OF WORKPLACE HARRASMENT CASES REPORTED

	MEN	WOMEN	TOTAL
Cases reported in the same organization	1	1	2
Cases reported in the Labor Directorate*	0	1	1
TOTAL NUMBER OF REPORTED CASES	1	2	3

* Or equivalent organization (in the case of other jurisdictions).

No. OF VIOLENCE AT WORK CASES REPORTED

	MEN	WOMEN	TOTAL
Cases reported in the same organization	0	1	1
Cases reported in the Labor Directorate*	0	0	0
TOTAL NUMBER OF REPORTED CASES	0	1	1

* Or equivalent organization (in the case of other jurisdictions).

5.6. OCCUPATIONAL SAFETY

AFP Habitat has an annual scheduled work plan focused on occupational health and safety, and a work program with the insurance administration agency, namely the Chilean Safety Association (ACHS, for its initials in Spanish), through an annual collaboration agreement.

In the plan developed with ACHS, the following items were established and addressed during 2024:

- Health and safety at work.
- Preventive tactical interventions.
- Management of the Joint Health and Safety Committee.
- Emergency management.
- Legal Aspects.
- Occupational hygiene.
- Health management.
- Culture and wellbeing.



WORKPLACE SAFETY GOALS BY TYPE OF INDICATORS

TYPE OF INDICATORS	2024
Accident Rate per each hundred workers	0.52
Fatality Rate per one hundred thousand workers	0
Occupational Disease Rate per one hundred workers	0.05
Average Number of Days Lost due to accidents	22.39

WORKPLACE SAFETY INDICATORS

TYPE OF INDICATORS	2024
Accident Rate per each hundred workers	0.24
Fatality Rate per one hundred thousand workers	0
Occupational Disease Rate per one hundred workers	0
Average Number of Days Lost due to accidents	86.25

5.7. POSTNATAL LEAVE

In the Company there are two additional benefits to those provided by law:

- Mothers, once they finish the post-natal parental period, can take their vacations and then make a gradual return. In the first month, the exit is at 3:00 p.m.; in the second month at 5:00 p.m.; while in the third one they return to normal schedule, respecting the meal break.
- Meanwhile, fathers, with the aim of fostering parental co-responsibility, are allowed to leave an hour earlier, for a continuous period of 30 days (after the five legal days).

The following tables show the figures for postnatal usage for the year 2024. It should be noted that for this year the Company has not identified the eligible men to take this leave:



94.5

AVERAGE POSTNATAL DAYS
used by women

No. OF ELIGIBLE PERSONS TO USE THE POST-NATAL PERIOD
BY TYPE OF POSITION

TYPE OF POSITION	GENDER	TOTAL
Senior Management	Men	0
	Women	0
Management	Men	0
	Women	0
Head of Department	Men	0
	Women	2
Operator ^(*)	Men	0
	Women	0
Sales Force	Men	0
	Women	11
Administrative	Men	0
	Women	16
Auxiliary ^(**)	Men	0
	Women	0
Other Professionals	Men	0
	Women	4
Other Technicians ^(***)	Men	0
	Women	0
SUBTOTAL	Men	0
	Women	33
TOTAL		33

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.



NUMBER OF WOMEN WHO USED MATERNITY LEAVE
BY TYPE OF POSITION

TYPE OF POSITION	TOTAL
Senior Management	0
Management	0
Head of Department	2
Operator ^(*)	0
Sales Force	11
Administrative	16
Auxiliary ^(**)	0
Other Professionals	4
Other Technicians ^(***)	0
TOTAL	33

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

PERCENTAGE OF WOMEN WHO USED MATERNITY LEAVE
BY TYPE OF POSITION

TYPE OF POSITION	TOTAL
Senior Management	0.0%
Management	0.0%
Head of Department	6.1%
Operator ^(*)	0.0%
Sales Force	33.3%
Administrative	48.5%
Auxiliary ^(**)	0.0%
Other Professionals	12.1%
Other Technicians ^(***)	0.0%
TOTAL	100.0%

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

AVERAGE NUMBER OF DAYS USED
BY TYPES OF POSITION

TYPE OF POSITION	GENDER	TOTAL
Senior Management	Men	0
	Women	0
Management	Men	0
	Women	0
Head of Department	Men	0
	Women	28
Operator ^(*)	Men	0
	Women	0
Sales Force	Men	0
	Women	102
Administrative	Men	0
	Women	119
Auxiliary ^(**)	Men	0
	Women	0
Other Professionals	Men	0
	Women	129
Other Technicians ^(***)	Men	0
	Women	0
GENERAL AVERAGE	MEN	0
	WOMEN	94.5

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

In 2024, women only used maternity leave, and the average days correspond only to those recorded in 2024, with the difference reported from the previous year.



5.8. TRAINING AND BENEFITS

AFP Habitat is committed to the professional development of its employees, under the belief that continuous training provides knowledge, skills, and attitudes that improve job performance and, therefore, favors the achievement of the organizational goals and the provision of a quality service to customers.

The following tables show the information on investment, staffing and training hours of the Company for 2024:

MONETARY RESOURCES FOR EDUCATION AND PROFESSIONAL DEVELOPMENT

	MM CLP
Amount for Training and Professional Development	703
% of Annual Income for Ordinary Activities	0.28



INVESTMEN
IN TRAINING
703
million CLP



TRAINED
STAFF
98%
as at December 2024

STAFF TRAINED BY TYPE OF POSITION AND GENDER

TYPE OF POSITION	MEN	WOMEN	TOTAL	% THAT REPRESENTS THE TOTAL STAFF		
				MEN	WOMEN	TOTAL
Senior Management	8	3	11	0.5%	0.2%	0.7%
Management	14	9	23	0.9%	0.6%	1.4%
Head of Department	90	79	169	5.6%	5.0%	10.6%
Operator ^(*)	0	0	0	0.0%	0.0%	0.0%
Sales Force	214	467	681	13.4%	29.3%	42.7%
Administrative	125	297	422	7.8%	18.6%	26.5%
Auxiliary ^(**)	0	0	0	0.0%	0.0%	0.0%
Other Professionals	155	98	253	9.7%	6.2%	15.9%
Other Technicians ^(***)	0	0	0	0.0%	0.0%	0.0%
TOTAL	606	953	1,559	38%	60%	98%

(*) This position does not apply in the financial industry.
(**) Included in Administrative.
(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.





ANNUAL TRAINING HOURS BY TYPE OF POSITION
AND GENDER


TYPE OF POSITION	MEN	WOMEN	TOTAL
Senior Management	234	96	330
Management	398	408	806
Head of Department	3,330	4,012	7,342
Operator ^(*)	0	0	0
Sales Force	25,139	40,684	65,823
Administrative	6,577	14,901	21,478
Auxiliary ^(**)	0	0	0
Other Professionals	5,564	5,438	11,002
Other Technicians ^(***)	0	0	0
TOTAL	41,242	65,539	106,781

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.

AVERAGE ANNUAL TRAINING HOURS BY TYPE OF POSITION
AND GENDER

TYPE OF POSITION	MEN	WOMEN	PROMEDIO GENERAL
Senior Management	29.3	32.0	30.6
Management	26.5	45.3	35.9
Head of Department	36.6	50.2	43.4
Operator ^(*)	0	0	0
Sales Force	112.2	85.1	98.7
Administrative	52.2	49.5	50.9
Auxiliary ^(**)	0	0	0
Other Professionals	35.0	54.9	45.0
Other Technicians ^(***)	0	0	0
GENERAL AVERAGE	48.6	52.8	50.7

^(*) This position does not apply in the financial industry.
^(**) Included in Administrative.
^(***) Staff with technical backgrounds are in Other Professionals, Sales Force and Administrative positions.



TRAINING
HOURS

106,781

as at December 2024

BENEFITS

The Company offers a series of benefits to its employees and families, among which the following stand out:

■ **INSURANCE**

Catastrophic insurance, with 100% coverage at the Company's expense, and a supplemental insurance with a 50% contribution by Habitat towards the premium. They are both available to employees with an indefinite contract.

■ **COVERAGE OF HEALTH CARE**

Through its Welfare Corporation, Habitat provides a list of coverage in various health care items, totaling more than 140 UF per year. It also maintains a benefit that allows employees to access healthy lifestyle activities nationwide, reimbursing an annual cost of 3 UF.

For all workers with an indefinite contract, in 2024, dental coverage was increased, and a new benefit was added corresponding to reimbursement for personal accident insurance and exclusive medical care.

■ **NEW BENEFITS**

With the approval of the Welfare Corporation Board, reimbursements were activated for fertility treatments and psychiatric care. In addition, considering the older workers, those over 50 years old, the coverage for optical lenses, prosthesis, and orthosis was increased.

Benefits focused on complex situations were also implemented, such as the increase in domestic violence in the post-pandemic

period, providing additional coverage for psychological and psychiatric treatments for men and women suffering this type of aggression and for children experiencing school bullying, setting a more comprehensive approach to these issues. Employees with an indefinite contract can opt for this benefit.

■ **PREVENTION**

Various preventive activities are carried out, such as Corporate Health Month, aimed at developing concrete actions and educational activities regarding the care of physical, emotional and mental health. These include cardiovascular assessments, healthy eating talks, breast cancer prevention, responsible parenting, mindfulness workshops, active breaks and healthy interventions, such as express massages and healthy snacks, on a weekly basis.

■ **COMPREHENSIVE BENEFITS**

It highlights the operation of the Guacolda Vega Library, which allows over 400 families —through Habitat collaborators— to access 10,000 literary titles.

■ **LABOR INCLUSION**

Thinking of the employees who have some disability, in 2024 support was provided to 11 people in the accreditation process of their disability, also granting them additional benefits of health, time and finances.

Likewise, the Welfare Corporation provides additional reimbursement amounts of 10 flexible UF for children with disabilities, to improve the

coverage of refunds. It also addresses the damages that workers may suffer in their homes due to disasters, such as fires, earthquakes, and tsunamis among others. Through this entity, support for specific situations of employees and their families is also addressed, for example, children with serious illnesses requiring severe dependence. Housing modifications for the proper care of children, as well as purchase of technical support items for their treatment have been made.

The following are some of the economic benefits for the employees of Habitat:

■ **FLEXIBLE BONUS**

For the professional staff and managers who have an indefinite term contract.

■ **TRADITIONAL BENEFITS**

A meal allowance through an electronic card or as an allocation in the salary statement for all workers with both indefinite and fixed-term contracts.

■ **CHRISTMAS GIFTCARD**

It is provided to all employees with an indefinite term contract.

■ **SCHOOL ALLOWANCE**

For all workers who have children at school, in secondary education or also in higher education; school bonuses are also included for those employees who are pursuing higher education.

ACKNOWLEDGEMENTS

As reported on Chapter 3 of this Report, Habitat actively promotes an organizational culture that values diversity of experiences and capabilities, which includes recognizing the wealth that each employee brings with their unique experience, as well as the support of Senior Management to consolidate these values at all levels of the organization.

The “*Inspira*” (Inspire) Program, which has been part of the daily routine in the Company for nine years, aims to promote our institutional values and reinforce exemplary and desired behavior for those who are part of AFP Habitat, encouraging employees and fostering a culture of recognition at all organizational levels across the country.

Through an online platform, everyone is invited to recognize the achievements of the colleagues by sending coupons that represent the corporate values. At the end of each month, semester and year, prizes are awarded to those who have received the most coupons and to the teams and leaders that inspire them.



RECOGNITION COUPONS FOR REPRESENTING VALUES

29,367
coupons given



“INSPIRA” (INSPIRE) PROGRAM

MONTHLY AWARDEES

805 individuals
352 for rewarded head of departments
453 for coupons

SEMI-ANNUAL AWARDEES

SELECTION FROM THE MONTHLY WINNERS

1ST HALF
52 individuals 12 teams
2ND HALF
68 individuals 22 teams

ANNUAL AWARDEES

SELECTION FROM THE MONTHLY AND SEMI-ANNUAL WINNERS

65 individuals 18 teams



5.9. SUBCONTRACTING POLICY

Although there is no specific subcontracting policy, clear guidelines have been established regarding subcontracting companies, that is, those that provide personnel who perform duties under the supervision of Habitat.

In contractual terms, with suppliers operating under the subcontracting system, it is explicitly stated that they must strictly and timely fulfill each and every obligation established in the current legislation. In addition, they are requested to submit documentation proving the existence of employment contracts, the payment of wages and social security contributions of subcontracted workers. In the event that such documents are not delivered, the Company reserves the right to withhold payments corresponding to the obligations of subcontracted workers. In cases of serious breach, the contract may be terminated.

The application and accreditation of the aforementioned documents is done once a month and it is an essential requirement for the processing of the monthly invoices.





06

BUSINESS MODEL



3rd PLACE

in the industry

BY NUMBER
OF AFFILIATES

6.1. INDUSTRIAL SECTOR

AFP Habitat’s main service is the administration and management of pension funds for its affiliates and pensioners through voluntary retirement savings solutions and various benefits of the system, including the payment of pensions in the modalities of programmed withdrawals. among others.

Among its most notable products and services are the following:

01. PENSION FUND MANAGEMENT

AFP Habitat manages the pension funds of all its affiliates and clients in the individual capitalization system. Pension funds are managed through the administration of five funds, classified according to the risk level of their investments.

02. PROGRAMMED WITHDRAWALS

For affiliates who begin the pension process, AFP offers a Programmed Withdrawal service, through which periodic payments can be received based on the accumulated savings balance.

03. VOLUNTARY SAVINGS

In addition to mandatory funds, the Company offers Voluntary Savings products, including Voluntary Retirement Savings (APV, for its initials in Spanish), allowing contributors to increase their pension savings with tax incentives, the Voluntary Savings Account or Account 2, and the Agreed Deposit.

04. OTHER SERVICES

STATE PROCESSES AND SOCIAL SECURITY BENEFITS, AS PROVIDED IN DECREE-LAW No. 3.500

AFP Habitat collaborates with the State in the implementation of various state processes associated with the pension system, with the following standing out:

- **COLLECTION OF SOCIAL SECURITY CONTRIBUTIONS**
The mandatory pension contributions that affiliates and employers must make each month are collected and managed by the AFP. These contributions are allocated to pension funds and are regulated by the Superintendency of Pensions, ensuring transparency and compliance with current regulations.
- **PENSION PROCESSING**
AFP Habitat actively participates in the processing and payment of old age, disability, and survival pensions. These processes are regulated by the State and are carried out in coordination with other entities, such as the Institute of Social Security (IPS, for its initials in Spanish) and the Insurance Companies in order to ensure that affiliates receive their pension benefits in an adequate and timely manner.

These products and services are designed to provide comprehensive pension savings solutions, facilitating financial planning for retirement and contributing to the economic well-being of affiliates in their post-working years.



COMPETITION

AFP Habitat operates in a highly regulated and competitive market. The Chilean pension industry is made up of several Pension Fund Administrators (AFP), which compete in the management of workers' pension savings in an environment where fund profitability, customer service, commissions, and service innovation are key differentiating factors.

The Company competes directly with six administrators in the Chilean system. These entities, like AFP Habitat, manage pension funds under the regulation of Decree Law No. 3.500, which generates constant competition to attract and retain customers and affiliates.

Regarding the Company's stakeholders, previously mentioned in section 3.1, these are customers, employees, the media, public bodies, suppliers, community and wider ecosystem, as well as shareholders and investors. Details of why they are the most significant stakeholders, as well as AFP Habitat's membership of trade unions and associations, are discussed in section 6.3 of this Report.

LEGAL FRAMEWORK AND REGULATORY ENTITIES

AFP Habitat is subject to 1980 Decree Law No. 3.500, which establishes a New Pension System, and Decree with Force of Law No. 101 of 1980, which states the organic statute of the Superintendency of Pension Fund Administrators.

In addition, it is regulated by Securities Market Law No. 18.045 and Corporations Law No. 18.046, as they are special corporations responsible for the administration of pension funds.

Regarding the entities that regulate it, the Company is supervised by the Superintendency of Pensions, a regulatory agency representing the State within the Chilean pension system. It is also governed by the Financial Market Commission (CMF, for its initials in Spanish), which is the entity responsible for ensuring the proper operation, development, and stability of the financial market, facilitating the participation of this market agents, and promoting public trust. In addition, since it is registered in the securities registry, it is also subject to the regulations and practices of the financial market, both national and international.

Likewise, in accordance with the provisions of Law No. 19.913, Article 3, it is required to report to the Financial Analysis Unit (UAF, for its initials in Spanish) about any suspicious transactions involving money laundering and terrorist financing that may be detected in the course of its activities.

The Company's ability to provide personalized advice and ongoing education is key for retaining and attracting clients in a highly competitive market.

6.2. BUSINESS

As noted above, AFP Habitat specializes in pension fund management, offering products designed for long-term retirement savings. These are aimed both at workers enrolled in the mandatory pension system and those seeking additional savings options through voluntary mechanisms. The main services offered by the Company and the markets where they are marketed are detailed below:

01. MANDATORY SAVINGS

AFP Habitat's main product is the accreditation and management of mandatory pension funds. This system, set under Decree Law No. 3.500, requires workers to contribute a percentage of their monthly salary to an AFP to ensure their future pension. AFP Habitat manages these funds under five types (A, B, C, D, E), each with different levels of risk and return.

TARGET MARKET

Active workers contributing to the Chilean social security system.

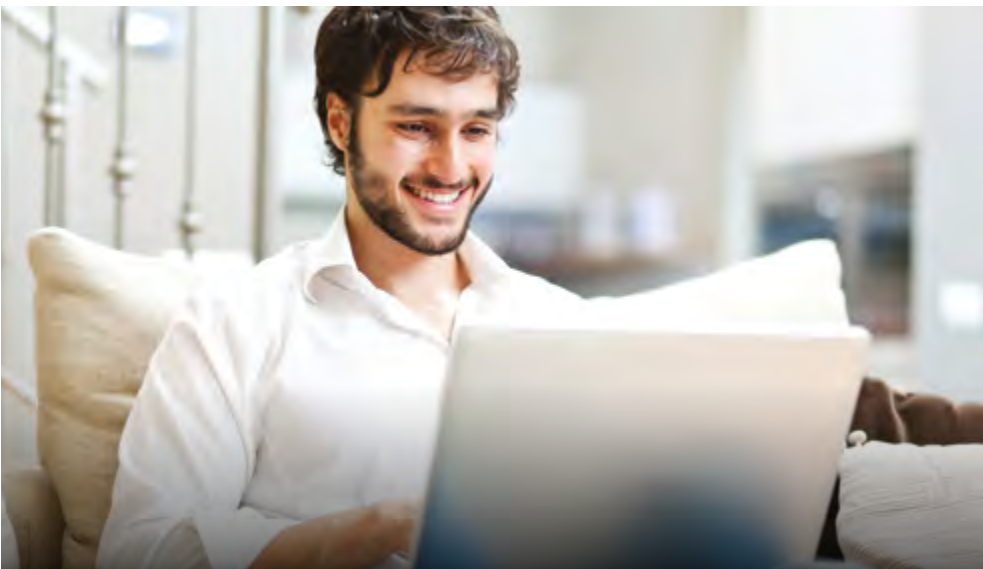


02. VOLUNTARY RETIREMENT SAVINGS (APV)

The APV is a tool designed for contributors to increase their savings so as to improve their future pension. This product allows them to make additional contributions that supplement their mandatory savings, with tax incentives offered by the government. AFP Habitat manages these savings under the same fund categories as mandatory savings, providing flexibility and long-term return options.

TARGET MARKET

Workers seeking to increase their retirement savings with tax benefits.



03. VOLUNTARY SAVINGS ACCOUNT (ACCOUNT 2)

The Voluntary Savings Account, also known as Account 2, is a product allowing affiliates to make additional savings outside the mandatory pension system, but with greater flexibility than the APV. Unlike the APV, withdrawals from this account are not subject to restrictions, making it an attractive option for those seeking liquidity. However, this type of account does not have the tax benefits of the APV.

TARGET MARKET

Those seeking a flexible and liquid savings option outside the pension system.



04. AGREED DEPOSIT

The Agreed Deposit is a voluntary savings mechanism that arises through an agreement between the employer and the employee. In this system, the employer makes additional contributions to the worker's pension fund, supplementing the voluntary savings. Like the APV, the Agreed Deposit also has tax incentives, making it an attractive option for improving the worker's future pension without requiring any additional savings effort on their part.

TARGET MARKET

Companies seeking to offer additional pension benefits to their employees and workers who want to increase their pension savings without directly impacting their monthly salary.



MARKET SHARE IN 2024

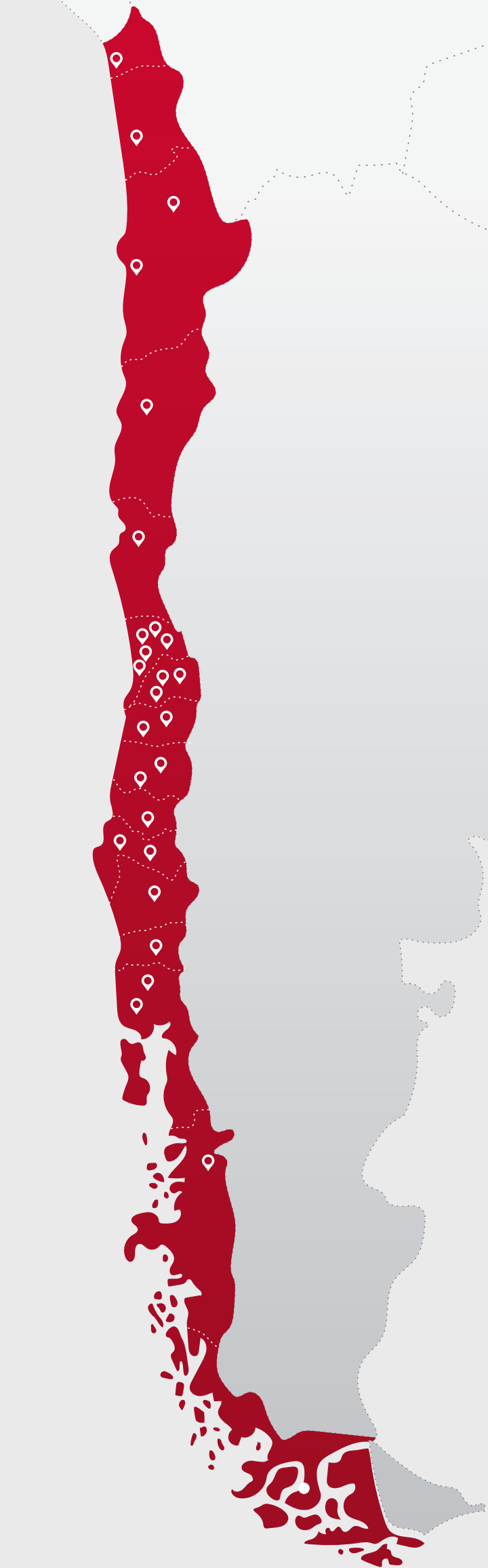
At the end of 2024, AFP Habitat positioned itself as a leader in the pension fund management industry, with a market share in assets under management of 27.42%. In terms of participation by the number of affiliates, it reached 14.81%, ranking third in the industry.

In terms of voluntary savings, AFP Habitat closed 2024 with a 37.63% share of managed APV, Voluntary Savings Account, and Agreed Deposit balances, ranking first in the industry.



MARKET
SHARE
37.63%
in voluntary savings

SERVICE THROUGHOUT CHILE



BRANCHES
26



SERVICE
CENTERS
1



MOBILE
HABITAT
17



LOCATIONS
VISITED
150
by Mobile Habitat



SALES CHANNELS

AFP Habitat uses a combination of in-person and remote channels to market its mandatory and voluntary savings products, with the aim of facilitating access to its services for a broad base of affiliates. Through these channels, customers can manage their mandatory and voluntary pension savings efficiently and securely.

01. MANDATORY SAVINGS

Mandatory savings are the basis of the pension system in Chile, and AFP Habitat offers this product mainly through the following channels:

■ SALES TEAMS

Executive specialists certified by the Superintendency of Pensions, for transferring mandatory and voluntary savings of clients.

■ BRANCH NETWORK

It has a network of physical branches throughout the country, where affiliates can carry out their pension-related procedures in person. At these offices, they receive advice on fund selection, information on their contributions, and guidance on pension procedures. This channel is critical for those who prefer direct, personalized service.

■ WEB PLATFORM

The AFP Habitat website allows to transfer customers' mandatory savings balances using a transfer form.

■ REMOTE CUSTOMER SERVICE EXECUTIVES OR TELESALES

This channel is responsible for transferring potential contributors.

■ MOBILE HABITAT

It brings AFP services to the most remote areas of the country, allowing procedures related to mandatory savings to be carried out in areas that do not have physical branches nearby, where transfers can also be made.

02. VOLUNTARY SAVINGS (APV, VOLUNTARY SAVINGS ACCOUNT, AND AGREED DEPOSIT)

For voluntary savings products, AFP Habitat has developed channels focused on providing flexibility and ease of access to affiliates and customers interested in supplementing their mandatory savings. As mentioned above, these products include Voluntary Pension Savings (APV), the Voluntary Savings Account (Account 2) and the Agreed Deposit.

■ PERSONALIZED ADVICE IN BRANCHES

Through its network of branches, the Company offers specialized advice for those who wish to save voluntarily. At these offices, customers can obtain detailed information on the advantages of APV, the terms of the Voluntary Retirement Account and the way to take advantage of the tax benefits of the Agreed Deposit.

■ TELESALES

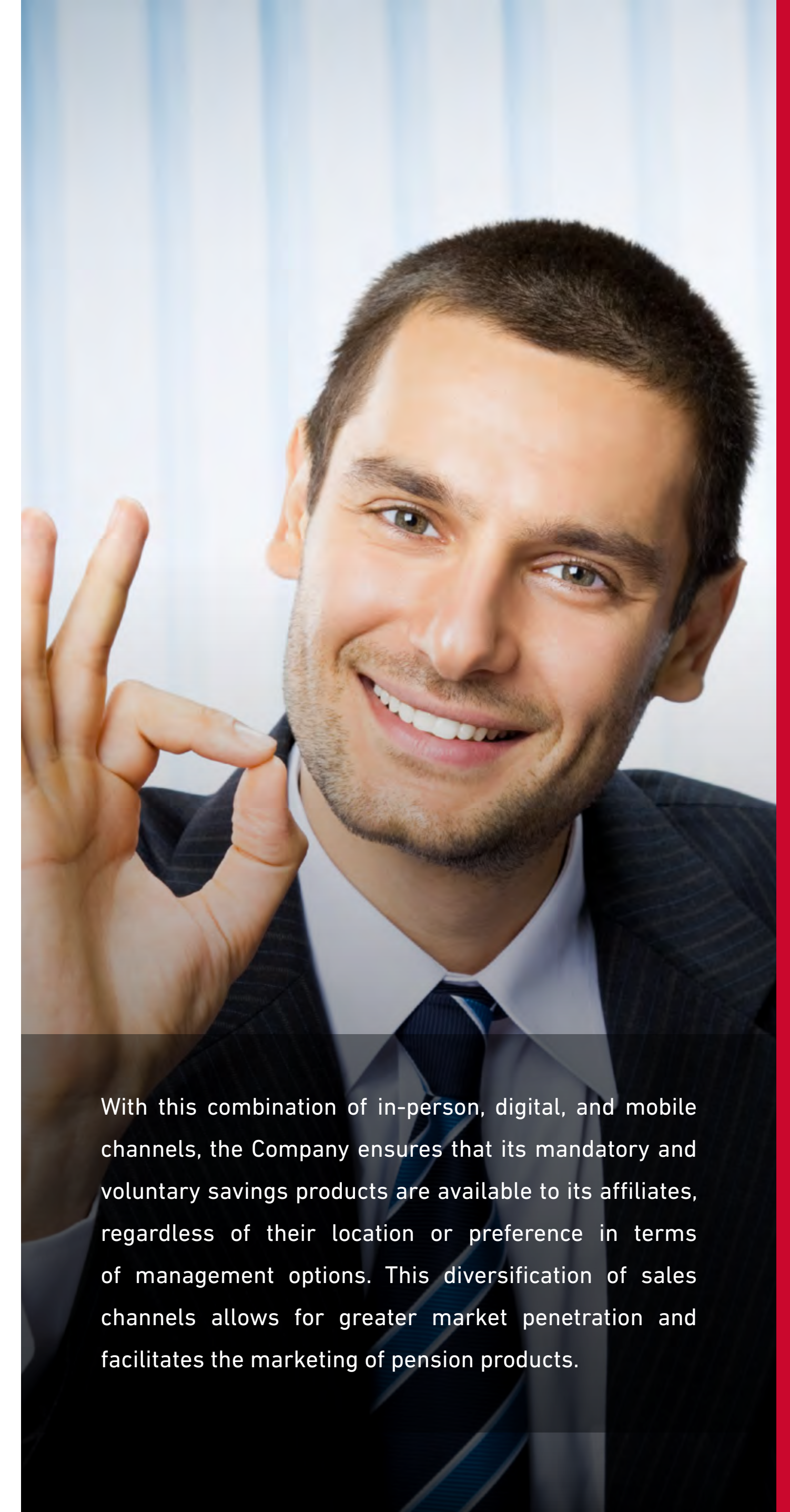
Customer service executives via telephone; it is an additional channel for customers to sign up for voluntary savings products.

■ WEB PLATFORM AND MOBILE APPLICATION

Both the AFP Habitat website and mobile app allow members to manage their voluntary savings accounts. Both enable members to sign up for voluntary savings products and/or direct deposits, as well as for transferring balances from other institutions.

■ AGREEMENTS WITH EMPLOYERS (AGREED DEPOSIT)

For the Agreed Deposit product, AFP Habitat works closely with companies, which act as intermediaries to make additional contributions on behalf of their employees. This method is carried out through agreements with employers, who automatically contribute to their employees' pension savings.



With this combination of in-person, digital, and mobile channels, the Company ensures that its mandatory and voluntary savings products are available to its affiliates, regardless of their location or preference in terms of management options. This diversification of sales channels allows for greater market penetration and facilitates the marketing of pension products.

CUSTOMERS AND SUPPLIERS

There are no clients who concentrate at least 10% of AFP Habitat’s income, as these come from collecting fees from individuals, crediting contributions to their individual mandatory contribution accounts, paying pensions as programmed withdrawals or temporary income, as well as managing voluntary savings balances or voluntary pension savings.

There are also no suppliers that individually account for at least 10% of total purchases made during the period for the supply of goods and services in the segment.

TRADEMARKS AND BRANDS

MAIN TRADEMARKS

SERVICE/PRODUCT (CLASS)	TRADEMARKS
16	Habitat A.F.P.
36-38	Habitat A.F.P.
42	Habimático (Habimatic)
42	Habinstante (Habimatic)
42	Habired (Habinetwork)
42	Habifono (Habiphone)
42	Habisíntesis (Habisynthesis)
42	Habiservicio (Habiservice)
36	A.F.P. Habitat, Seguridad y Confianza (Security and Trust)
16	HABITAT Administradora de Fondos de Pensiones (Pension Fund Administrator) HABITAT S.A.
36-38	HABITAT Administradora de Fondos de Pensiones (Pension Fund Administrator) HABITAT S.A.
16 (type: label)	AFP Habitat, Seguridad y Confianza (Security and Trust)
36	AFP Habitat, Seguridad y Confianza (Security and Trust)
36	Habitat Plus
36	Habitat Plus, Planificación Previsional Personalizada (Customized Pension Planning)
16 (type: label)	Habitat Plus


SERVICE/PRODUCT (CLASS)	TRADEMARKS
16	Habitat Plus, Planificación Previsional Personalizada (Customized Pension Planning)
36	The result of your work plus ours will be all yours, Habitat A.F.P.
16	The result of your work plus ours will be all yours, Habitat A.F.P.
36	Habitat AFP, we go where you are
36	AFP Habitat
36	Habitat explained it to me, and I understood, Habitat AFP
36	HABITATMÓVIL
36	Habitat explained it to me, and I saved money, AFP Habitat
36	Learn with Habitat, AFP Habitat
36	Habitat
36 (type: label))	Habitat
37 (type: label)	Habitat, TOGETHER WE IMPROVE YOUR FUTURE
36	Habitat, TOGETHER WE IMPROVE YOUR FUTURE
36	AFP Habitat, LET’S TALK ABOUT YOUR FUTURE
37 (type: label)	Let’s take care of our HABITAT
37 (type: sentence)	HABITAT, Think Big
37 (type: sentence)	AFP Habitat, a new deal

EXTERNAL FACTORS

With regard to external factors that are relevant to business development, it should be noted that Decree Law No. 3.500 and its complementary regulations limit the activities that can be carried out, as well as the products and services that can be offered by the AFPs. Therefore, decisions made by the country’s authorities, whether in the form of new laws or regulations or amendments to existing ones, are decisive for the development of the Company’s business. This can be seen, for example, in changes to the scope of action of the Administrators as part of the Social Security System, as well as the emergence of new obligations or activities that the company must comply with. On the other hand, the general macroeconomic environment, which includes factors such as the level of formal employment and wage growth in the country, directly affects the ability to generate income in the short term. Likewise, demographic trends such as population aging can have a long-term impact on the way the Company conducts its business.

6.3. STAKEHOLDERS

The company's stakeholders are considered as such for the following reasons:




CLIENTS

Affiliates, pensioners, and non-pensioners, together with customers who hold voluntary savings accounts, are the fundamental basis of the Company's business. Therefore, efforts are focused on providing them with specialized attention and advice, with efficient and timely responses, striving at all times to ensure sound and ethical administration of their retirement savings.




EMPLOYEES

They have always been the main capital, because thanks to the team of professional people that makes up AFP Habitat, the commitment to improve the quality of life of clients, affiliates, and pensioners for more than 40 years has been possible.



MEDIA

They serve as a bridge to the community and the general public. Through them, AFP Habitat can provide relevant, up-to-date, and accurate information.



PUBLIC BODIES

They are an important group, as AFP Habitat is committed to complying with all applicable laws and regulations in each and every one of its operations or activities. This is why relations with public officials, whether national or foreign, are conducted within the legal and regulatory framework governing their actions.



SUPPLIERS

As a substantial part of the Company's operational continuity chain, AFP Habitat maintains a strategic, transparent, and long-term relationship with its suppliers. Thus, purchasing or contract awards decisions are impartial and based on factors such as price, quality of service, security, and timeliness of delivery or compliance, among others.



SHAREHOLDERS AND INVESTORS

They are the economic heritage of the company, and therefore the Company must act to maximize their value and ensure their permanence and viability in the long term. In addition, they are what motivates the Company to manage the business in which it participates responsibly.



COMMUNITY AND BIGGER ECOSYSTEM

Since one of the pillars of AFP Habitat's Sustainability Strategy is elderly people, a large part of the Company's actions focuses on active aging and on the development of the so-called silver economy, which seeks to improve the quality of life of this particular community.



MEMBERSHIP IN TRADE UNIONS,
ASSOCIATIONS OR ORGANIZATIONS

AFP Habitat is part of the Association of AFPs of Chile. This entity has focused on participating in public policies aimed at the subsistence and well-being of contributors to the pension system and pensioners in the country, in line with the changes Chile has undergone in recent decades.

It is also a member of the Chilean Institute of Rational Business Administration (ICARE, for its initials in Spanish), a private non-profit corporation whose purpose is to promote business excellence in the country. In 2024, the Company, together with SelloMayor, proposed the creation of a Silver Economy group at ICARE, with the aim of addressing the challenges and opportunities posed by the longevity of the population in the private sector. This group aims to raise awareness of the impact of demographic change on businesses, promote innovation in products and services for elderly people, foster older talent, and be a place for meeting and public-private collaboration.

6.4. PROPERTIES AND FACILITIES

Below are the main properties of the Company:

REGIONS

CITY	ADDRESS	PURPOSE	OWNERSHIP OF THE FACILITY
Arica	Av. Cristóbal Colón 381	Branch office	Rented
Iquique	Baquedano 626	Branch office	Rented
Calama	Sotomayor 1945	Branch office	Rented
Antofagasta	Av. José Miguel Carrera 1693	Branch office	Rented
Copiapó	Los Carrera 599	Branch office	Rented
La Serena	Los Carrera 330 - 360	Branch office	Rented
San Felipe	Prat 851 C	Branch office	Rented
Quillota	Maipú 310	Branch office	Rented
Viña del Mar	Libertad 777	Branch office	Rented
Valparaíso	Esmeralda 945	Branch office	Rented
San Antonio	Av. Barros Luco 2210	Branch office	Rented
Rancagua	Campos 207, Local 1	Branch office	Rented
Curicó	Arturo Prat 301	Branch office	Rented
Talca	2 Oriente 1360	Branch office	Rented
Linares	Lautaro 408	Service Center	Rented
Chillán	Arauco 725	Branch office	Rented
Concepción	O´Higgins 444	Branch office	Rented
Los Ángeles	Lautaro 267	Branch office	Rented
Temuco	Claro Solar 934	Branch office	Rented
Valdivia	Vicente Pérez Rosales 635	Branch office	Rented
Osorno	Freire 677	Branch office	Rented
Puerto Montt	Urmeneta 310, Local 2	Branch office	Rented
Coyhaique	Eusebio Lillo 20	Branch office	Rented
Punta Arenas	Federico Errázuriz 850	Branch office	Rented

REGIÓN METROPOLITANA

	ADDRESS	PURPOSE	OWNERSHIP OF THE FACILITY
Providencia	Providencia 1909	Headquarter & Branch Office	Rented
Maipú	Monumento 2067	Branch office	Rented
Moneda	Moneda 818	Branch office	Rented

It should be noted that AFP Habitat does not have concession areas or other lands that could be used for the exploitation or extraction of natural resources, given the type of industry in which it operates. Likewise, it does not hold licenses, franchises or royalties.

INSURANCE

For 2024, AFP Habitat has an all-risk physical property insurance for its headquarter and Branch offices with Chubb Company in the amount of UF 2,566.75.

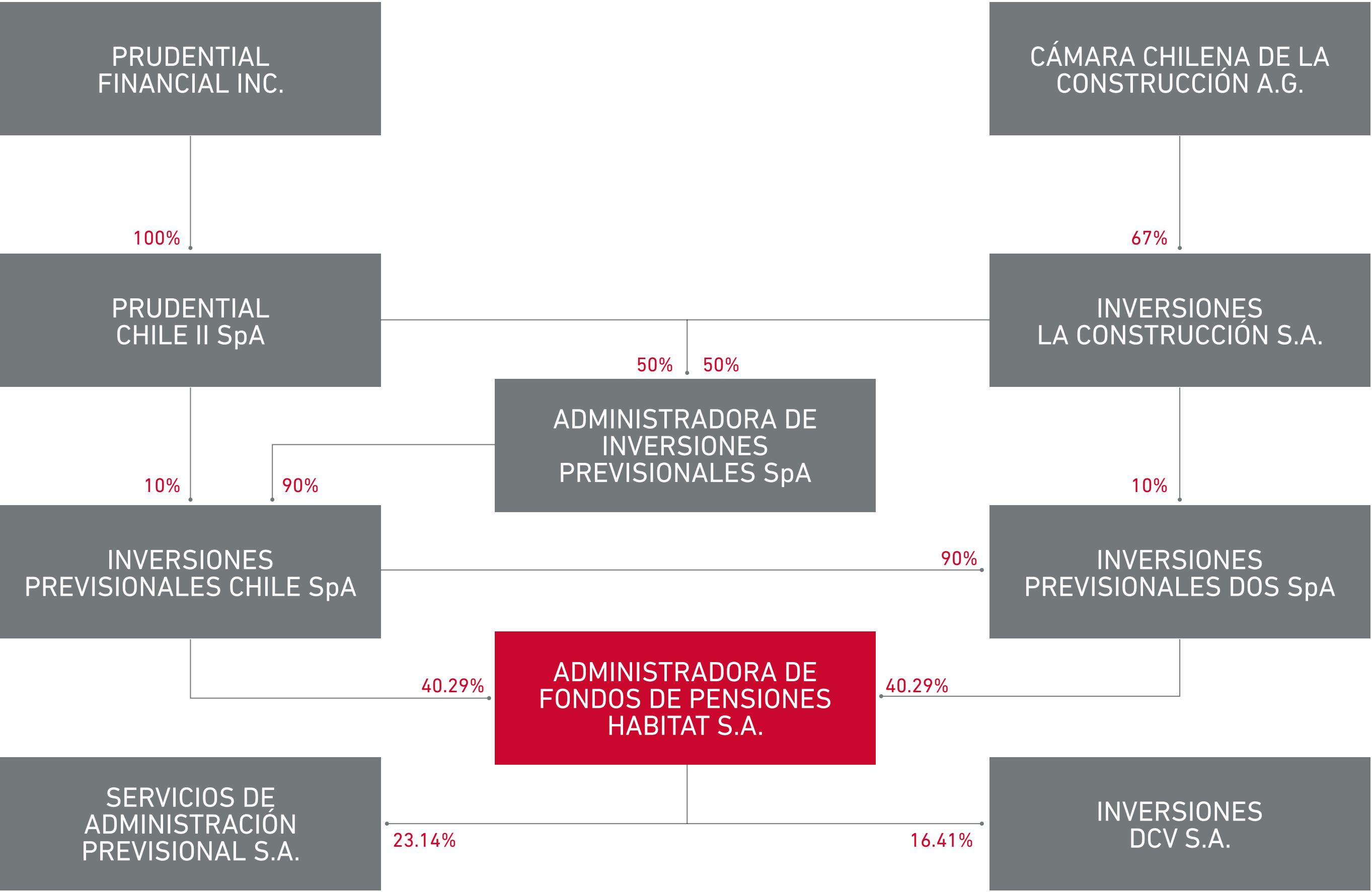
It also holds liability and personal accidents insurance with companies Contempora and Continental, respectively, for a premium of 104.71 UF, and a D&O insurance for director and executives, with a coverage of US\$ 20,000,000, with insurance companies Chubb and Southbridge.

6.5. SUBSIDIARIES, ASSOCIATED BUSINESSES AND INVESTMENTS IN OTHER COMPANIES

IDENTIFIED SUBSIDIARIES, ASSOCIATED BUSINESSES AND INVESTMENTS IN OTHER COMPANIES

COMPANY (LEGAL NAME)	SERVICIOS DE ADMINISTRACIÓN PREVISIONAL S.A.	INVERSIONES DCV S.A.
TYPE OF COMPANY (LEGAL NATURE)	Closed Joint Stock Company	Closed Joint Stock Company
IDENTIFICATION (TAX PAYER ID NUMBER)	96.929.390-0	96.654.350-7
COUNTRY	Chile	Chile
LEGAL ADDRESS	Marchant Pereira 10, floor 18, Providencia	Av. Apoquindo 4001, floor 12, Las Condes
PHONE	+56 2 2428 8200	+56 2 2393 9341
EXTERNAL AUDITORS	KPMG Auditores Consultores Limitada.	BDO Auditores y Consultores Ltda.
SUBSCRIBED AND PAID-IN CAPITAL AS AT 31/12/2024 IN MM CLP	It amounts to 7,271 million CLP and its share capital is represented by 745,614 ordinary and regulatory shares of a single series and without par value.	It reaches 914 million CLP, which are represented in 9,854 shares.
PERCENTAGE SHARE (DIRECT & INDIRECT)	23.14%	16.41%
INVESTMENT / TOTAL INDIVIDUAL ASSETS PARENT COMPANY	1.09%	0.14%
DESCRIPTION OF CORPORATE PURPOSE	The purpose or aim of the Company is to implement a technological solution allowing to provide an electronic payment service for pension contribution through an online information website, and a provision of services and advice to public or private social security institutions in the areas of fundraising, collections in the pension's area, contact center services and any other service aimed at supporting the operations of such institutions.	It has been created for the purpose of investing in shares of public offering corporations, corresponding to the entities referred to in Article No. 2 of Law No. 18.876; facilitating the transfer operations of such securities pursuant to the legal and regulatory procedures that are stated; and carrying out any other activity that the aforementioned Law and its regulations expressly authorize.
BUSINESS RELATIONSHIP	The Administrator keeps collection and payment contracts for different operational, business and IT services	Inversiones DCV S.A. has no business relations with its shareholders.
CHAIRMAN OF THE BOARD	Diana Berstein Zimmermann	Cristián Rodríguez Allendes
DIRECTORS	Andrea De La Barra Pérez-Cotapos Claudio Skármeta Magri Felipe Sutherland Wiegand Cristóbal Irrarrázaval Philippi	Héctor Herrera Echeverría César Soto Cavieres
GENERAL MANAGER	Esteban Segura Revello	Constanza Bollmann Schele

CONTROLLING STRUCTURE*



* The Chart shows political rights and not economic rights.

AFP Habitat has no investments in other companies at year-end 2024.

INVESTMENT AND FINANCING POLICY

The Investment and Financing Policy of AFP Habitat is based on the ability to self-generate, to the extent possible, enough resources to meet social purposes, enable growth, disseminate corporate image, invest in employees' development and training, and have the appropriate facilities to maintain coverage of the Company throughout the country. In addition, it includes the purchase of goods required by the Managing Company for the conduct of activities in 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 Decree Law No.3.500 of 1980.



07

MANAGEMENT OF SUPPLIERS



NUMBER
OF SUPPLIERS

758

Domestic and Foreign

7.1. PAYMENT TO SUPPLIERS

During 2024, Habitat continued strengthening its relationship with its suppliers and working to reduce payment terms, achieving a maximum of 96% of invoices being processed within 30 days.

In addition, it maintained exhaustive control over purchase orders (POs) and contract numbering, thus ensuring that all purchases of goods and services are associated with a PO or contract number. This approach streamlines the entire invoice processing process, from receipt to payment to suppliers.

At the same time, panels and control systems were established to effectively alert those responsible for invoice release processes, thereby optimizing internal approval times.

As an integral part of supplier management, a thorough review of their backgrounds was maintained in order to ensure that the companies providing services or supplies were suitable. This process is described in Chapter 3 of this Report and includes an evaluation of their financial statements, a systematic analysis of their debts, and an internal ranking that highlights suppliers according to their degree of compliance.

The following table shows the 2024 figures for the number of invoices, amounts paid, and total number of suppliers, both domestic and foreign, by payment terms of up to 30 days, between 31 and 60 days, and more than 60 calendar days, from the date of receipt of the invoice:

PAYMENT TO SUPPLIERS 2024

	TYPE OF SUPPLIER	UP TO 30 DAYS	BETWEEN 31 & 60 DAYS	MORE THAN 60 DAYS
Number of invoices	Domestic	6,379	141	15
	Foreign	142	8	18
	TOTAL	6,521	149	33
Total Amount in MM CLP	Domestic	37,349	979	187
	Foreign	1,676	86	462
	TOTAL	39,025	1,065	649
Number of Suppliers	Domestic	515	64	11
	Foreign	142	8	18
	TOTAL	657	72	29

By 2024, there were no interest on late payment of invoices. Habitat also has no agreements in the Register of Agreements with Exceptional Payment Terms, administered by the Ministry of Economics.



7.2. SUPPLIERS ASSESSMENT

Although the Company does not have formally established policies for supplier evaluation, it is considered a fundamental process to ensure competitiveness and compliance with the standards set by the organization. This procedure allows to determine whether suppliers have met the required criteria, classifying them into the following categories:

■ NEW SUPPLIERS

A comprehensive analysis is carried out including the review of commercial reports, regulatory compliance reports, and verification of current account information.

■ SUBCONTRACTING SUPPLIERS

A monthly review of the business report [DICOM, for its initials in Spanish] is carried out to ensure that there are no unpaid amounts or documents. In addition, the submission of forms F30 and F31 is required, which certifies compliance with the labor and social security obligations of subcontracted personnel.

■ CRITICAL SUPPLIERS

In accordance with the provisions of the Compendium of Pension System Regulations, Book V, Title V, on the administrative aspects of critical services, an annual verification is carried out to ensure that all contracts include the annexes required by current regulations. The existence of certifications of the Operational Continuity Plan, internal control systems, financial analysis, and risk level measurement is also evaluated, in accordance with the Company's internal procedure, known as "Critical Contract Control".

■ MAIN SUPPLIERS

The organization has defined a specific category for suppliers

that play a key role in operational continuity, calling them Key Suppliers. They are subject to a more thorough analysis, which includes a detailed evaluation of the characteristics of the contract, operational continuity, financial statements (balance sheet and income statement), as well as a review of incidents reported during the year. This evaluation is carried out annually, ensuring that suppliers comply with the performance and stability standards required by the organization.

It should be noted that, for the incorporation of a new supplier, a procedure has been defined including, among other aspects, the review of the Compliance Tracker—an identity verification service in relation to lists of individuals sanctioned for money laundering and crimes related to the Criminal Liability of Legal Entities Act, among others—as a basic criterion. In the case of companies, verification of the Commercial Bulletin is also required.

Likewise, when the incorporation of a supplier involves the formalization of a contract, the presentation of the relevant legal documentation is required.

For spot purchases (without a set frequency), at least one report confirming the existence of a current account in the name of the supplier company is required.

In the case of purchases made through a Purchase Order, specific clauses have been incorporated to reinforce compliance with the Crime Prevention Model. These provisions include detailed information on regulatory compliance obligations, as well as the official reporting channel, thus ensuring transparency, control, and integrity in the contracting processes.

SUPPLIERS ASSESSMENT 2024

	TYPE OF SUPPLIER	
N° of Suppliers Under Analysis*	Domestic	94
	Foreign	0
	TOTAL	94
N° of Suppliers Assessed	Domestic	94
	Foreign	0
	TOTAL	94
% of Suppliers Assessed	Domestic	12%
	Foreign	0%
	TOTAL	12%
Total Purchases from Suppliers (MM CLP)	Domestic	38,515
	Foreign	2,224
	TOTAL	40,739
Total Purchases from Assessed Suppliers (MM CLP)	Domestic	725
	Foreign	0
	TOTAL	725
% of Purchases from Assessed Suppliers	Domestic	2%
	Foreign	0%
	TOTAL	2%

* Number of suppliers likely/feasible to be assessed during the period (universe under assessment)



08

LEGAL AND REGULATORY COMPLIANCE



5

WHISTLE-BLOWER LINES

Available to
Habitat Collaborators

8.1. IN RELATION TO CUSTOMERS

Due to the nature of Pension Fund Administrators, the basic elements for establishing a consumer relationship are not in place, and therefore Law No. 19.496 on Consumer Rights Protection is not applicable. However, the Company's pension regulations and internal policies establish a series of obligations including, as a relevant component, management and activities focused on the needs of members and users.

To this end, AFP Habitat has a Service Policy that recognizes the importance of customer service and responsiveness to its affiliates, pensioners, beneficiaries, and clients. It establishes general guidelines and various service channels through which highly specialized executives must ensure a correct, timely, and effective experience for them. Likewise, customer satisfaction measurement systems have been established, and Habitat's communication strategy includes initiatives to reach out members and users, taking into account their needs and personal characteristics.

Besides, the company safeguards the information of its affiliates and clients, recognizing the importance of having security mechanisms in place to ensure its proper protection. These aspects are addressed in AFP Habitat's Information Security and Business Continuity Policy.

On April 24, 2024, by resolution 059, notified on April 26, 2024, the Superintendency of Pensions imposed a fine of UF 1,500 on the Administrator for regulatory violations and failure to comply with instructions issued by the Superintendency of Pensions regarding the services that AFP Habitat S.A. must provide to its members through its website.

8.2. IN RELATION TO ITS EMPLOYEES

In the annex to its Internal Regulations, AFP Habitat has implemented the procedure for reporting complaints related to Law No. 21.643 on "Prevention, investigation, and punishment of workplace, sexual harassment, or violence in the workplace," known as the "Karin Law."

In addition, the Company has the following reporting channels:

- Email: denuncia@afphabitat.cl.
- Traditional mail: letter addressed to the Human Resources Manager of AFP Habitat.
- Electronic form available on the corporate intranet "El Pulso".
- Personal interview with the head of AFP Habitat's Labor Relations.
- Website: <https://www.afphabitat.cl/canal-de-denuncias/>.

The penalties implemented include a verbal or written warning to the harassing employee, up to a 25% deduction from the harassing employee's daily pay.

There are no penalties enforced for the year 2024.





8.3. ENVIRONMENTAL

It is not applicable, due to the scope of the AFP's business. However, as mentioned in previous chapters of the Report, Habitat makes sustainable and responsible investments that comply with environmental standards and assess ESG factors.

Habitat has not received any sanctions from the Superintendency of the Environment, nor are there any plans for environmental damage remediation or enforceable sanctions in this regard, for the reasons set forth above related to the Company's line of business.

8.4. FREE COMPETITION

AFP Habitat's Code of Ethics mentioned in Chapter 3 of this Report, establishes general guidelines regarding antitrust and regulatory agencies. In this regard, the company observes and complies with the antitrust rules established by law and by the authorities that regulate the market, which are designed to ensure healthy and active competition and development of its activities. It also maintains a cooperative attitude in providing information and responding to requests from authorities and regulatory bodies regarding free competition.

Likewise, AFP Habitat rejects any unfair or anti-competitive practices in the markets in which it operates.

With regard to procedures, these are set out in the Crime Prevention Manual (MPD, for its initials in Spanish), which seeks to prevent such acts from being committed.

To receive complaints regarding non-compliance with ethical standards, the following channels have been established:

- Email: denuncia@afphabitat.cl.
- Traditional mail: Letter addressed to the Comptroller of AFP Habitat, Marchant Pereira No. 10, 11th floor, Providencia, Santiago, Chile, indicating that it is "Confidential".
- A personal interview with the Comptroller or the Human Resources Manager.
- Website: <https://www.afphabitat.cl/canal-de-denuncias/>.
- By any other means available to the company.

There were no enforceable penalties for free competition during 2024.

8.5. OTHER

As mentioned in the Corporate Governance section, the company maintains a Crime Prevention Model (MPD) defined in Law No. 20.393, which was adapted to the latest legislative changes included in Law No. 21.595 on Economic Crimes.

During 2024, there were no enforceable penalties in this area.

09

SUSTAINABILITY



ASSETS UNDER
MANAGEMENT (AUM)

50,715,159

MILLION CLP

9.1. SASB METRICS

CUSTODY AND ASSET MANAGEMENT ACTIVITIES

TRANSPARENT INFORMATION AND FAIR ADVICE FOR CLIENTS

FN-AC-270A.1

(1) Number and (2) percentage of employees (staff/officers) who are decision makers and have authorization (license) to work in securities or investment businesses, who have a history related to investigations in matters of investments, consumer complaints, private civil litigation, or other regulatory proceedings.

AFP Habitat has not tracked this indicator to date.

FN-AC-270A.2

Total amount of monetary losses resulting from legal proceedings related to marketing and communication of information related to financial products to new and existing customers.

There are no monetary losses from legal proceedings related to marketing or communications at AFP Habitat.

FN-AC-270A.3

Description of the approach to inform customers about products and services.

AFP Habitat uses a wide range of sales and distribution channels to market its products and services, with the aim of offering accessibility and efficient service to its members and customers throughout the country. These channels are designed to ensure that they can carry out social security procedures quickly and conveniently, both in person and remotely, with an accessibility panel on the website for people with visual impairments.

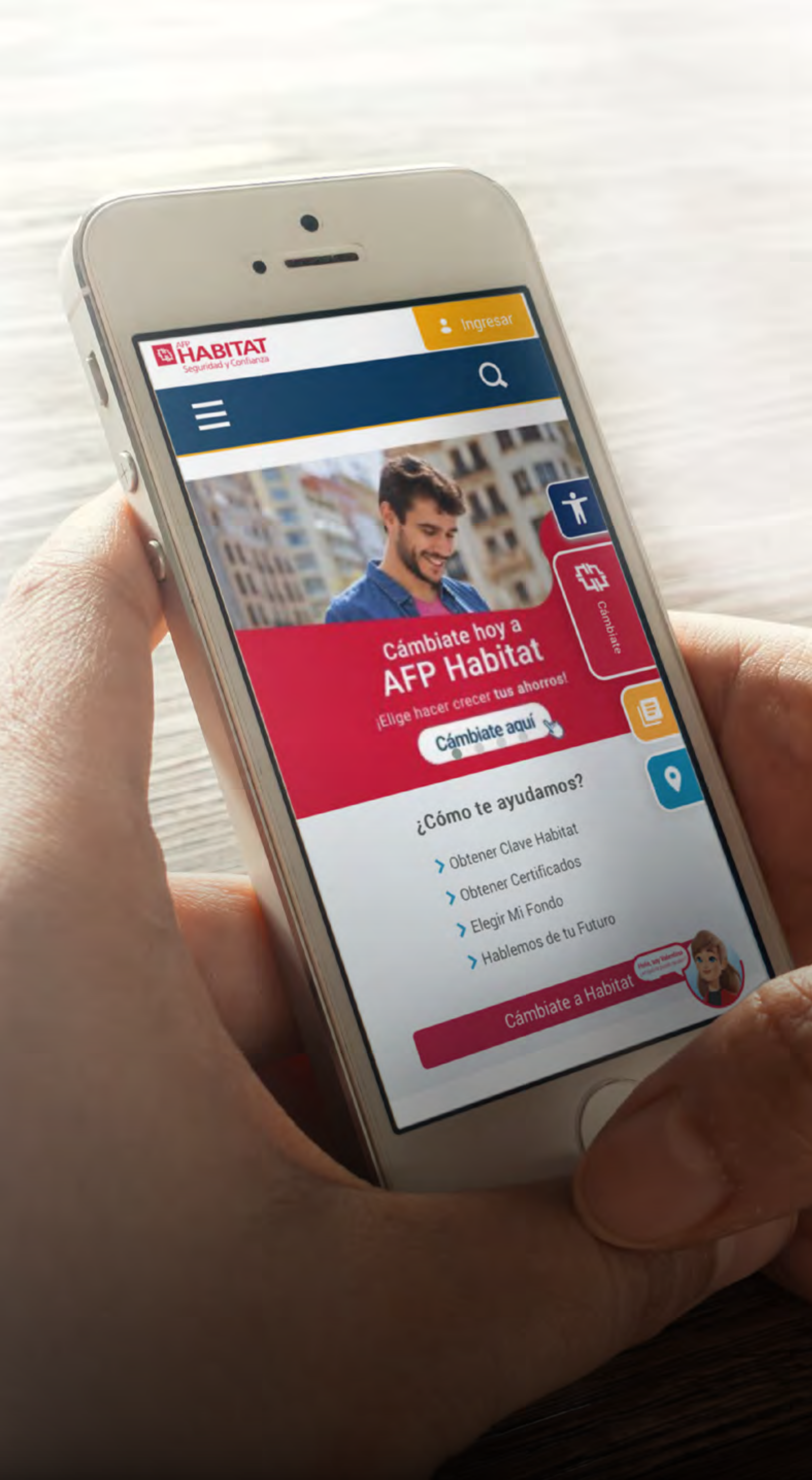
BRANCH NETWORK

AFP Habitat has 26 branches distributed throughout the country. These physical offices are located at strategic points to offer customized attention and pension advice to affiliates and clients, providing service from Monday to Saturday. At the branches, users can carry out procedures such as updating their information, changing funds, applying for pensions, among other services. This network of branches is a key component of direct customer service and ensures that members have access to the necessary information and support in person.

HABITAT MÓVIL (MOBILE HABITAT)

As part of its effort to bring its services closer to its members and adapt to new mobility and accessibility needs, the company has implemented the Mobile Habitat service with 17 mobile units distributed throughout the country. This channel consists of vehicles equipped as mobile offices that travel to different areas of the country, especially remote areas or those with limited access to physical branches. It allows members to carry out social security procedures and obtain advice without having to travel long distances, thus facilitating access to their services at remote locations.





REMOTE CHANNELS

In line with digital transformation and the demand for more efficient service, AFP Habitat has developed a series of remote channels allowing affiliates to manage their funds and make inquiries from anywhere, without having to go to a physical branch. These channels include:

■ VIRTUAL BRANCH

Through the AFP website, members can securely access their accounts, check the status of their funds, transfer funds between accounts, review returns, and receive online advice. This platform is essential for those seeking fast service without geographical barriers.

■ HABITAT APP

AFP Habitat offers a mobile app that allows users to carry out a series of social security procedures from their smartphone. The app includes features such as contribution tracking, balance inquiries, fund changes, and the ability to contact customer service. This tool has been designed to provide a fast and accessible experience, adapting to the lifestyle of members and customers.

■ CONTACT CENTER

AFP has a telephone service where members can obtain information and conduct social security procedures. This channel is especially useful for those affiliates who prefer direct interaction with an agent, but without having to go to a branch.

■ DIGITAL SERVICE CHANNELS

AFP Habitat also offers advice through digital media, such as online chat and social media, allowing members and customers to resolve queries or carry out procedures quickly and without having to travel. These channels are part of the Company's digitalization strategy, ensuring efficient service that is accessible to everyone.

■ WHATSAPP CHANNEL

As part of AFP Habitat's goal of providing good service, at the end of 2024 a new customer service channel was implemented through WhatsApp, facilitating quick and efficient access to key information and procedures.

This channel operates 24/7 thanks to Sofía, the virtual executive who assists affiliates, clients, and pensioners with inquiries such as:

- Download certificates
- Account balance review
- Information on pensions
- Procedures in the event of death
- Password recovery
- Other services

In addition, in order to ensure customized and effective service, during business hours users can be assisted by real executives, providing more personalized and responsive experience. This initiative reinforces the commitment to digitization and improved accessibility of services, ensuring efficient and quality service for members at all times.

■ SOCIAL NETWORKS

Through mass digital channels, AFP Habitat's social networks keep affiliates up to date on relevant issues related to their pension savings, so that they can make informed decisions about their savings and future pensions. Some of the topics covered include profitability of the funds, financial market trends, voluntary product alternatives, recommended funds based on risk profile and age, among others. This information is also readily available at our branches, where we provide a personalized service to those who go to each of the branches.

■ DIRECTED COMMUNICATION

The commitment is to offer personalized experiences tailored to the needs and life cycles of the affiliates and pensioners. Through targeted communications, the aim is to ensure that they are timely, clear, and intuitive, enabling customers to make informed decisions about their future. Habitat has a one-to-one communication strategy, as mentioned above, using personalized channels, such as email, SMS, and WhatsApp to inform customers about regulatory issues, important procedures, fund performance, pension education, and voluntary savings opportunities.

■ SUBMISSION OF STATEMENT OF ACCOUNT

Every month, an account statement is sent by email with information on the quota value and contingent details about the financial market, among other things.

■ CONTACT FREQUENCY

At the end of the year, high contactability levels were achieved, with 80.6% via email, 80.4% via cell phone, and 70.2% using both channels.

■ REGULATORY CAMPAIGNS

Communications such as the quarterly statement, information on the Universal Guaranteed Pension (PGU, for its initial in Spanish), the Solidarity Disability Pension Contribution (APSI, for its initials in Spanish), and as updates on returns and share value are sent out.

With this combination of face-to-face, mobile and digital channels, AFP Habitat ensures that its members and customers have access to a comprehensive service and the necessary information, regardless of their location or contact preference.

EMPLOYEES' DIVERSITY AND INCLUSION

FN-AC-330A.1

Representation percentage of genders and racial/ethnic groups in (1) executive management (including support managers, assistant managers, and heads of departments); (2) non-executive management (including first-line managers and executives who establish policies, strategies, and general guidelines); (3) professionals; and (4) all other employees.

GENDER REPRESENTATION

	WOMEN	MEN	% WOMEN	% MEN
Executive management	24	50	2%	8%
Non-executive management	68	64	7%	10%
Professionals	99	159	10%	26%
Other employees	779	350	81%	56%
TOTAL	970	623	100%	100%

Note: The company has no segment by racial/ethnic groups.



INCORPORATION OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE FACTORS, IN INVESTMENT MANAGEMENT AND ADVISORY SERVICES

FN-AC-410A.1

Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and corporate governance (ESG) issues, (2) thematic investment in sustainability, and (3) screening (monitoring).

FN-AC-410A.2

Description of the approach for incorporating environmental, social, and corporate governance (ESG) factors into investment and/or management processes and strategies of equity.

As indicated in the Corporate Governance section, AFP Habitat keeps an investment and risk analysis structure for its investments, in accordance with its Investment Policy, with the aim of maximizing profitability for its affiliates.

This policy is included in the Annual Report on Investment Factors and Risks, which is addressed to the affiliates. The report addresses significant financial factors and their consideration in investment decisions and risk analysis (including the ESG approach), pursuant to three main criteria: the provisions of D.L. No. 3.500, Compendium of Pension System Regulations; the provisions of General Standard Rule (NCG) No. 276 of the Superintendency of Pensions; and the SASB Standards, as a general reference for the industry.

FN-AC-410A.3

Description of the policies and procedures for proxy voting and intervention in investee companies

POLICIES AND PROCEDURES FOR VOTING BY PROXY AND INTERVENTION IN INVESTEE COMPANIES

AFP Habitat has established a structured framework for participation and representation in the companies in which it holds investments, complying with current regulations set forth in the Compendium of Rules of the Superintendency of Pensions and focusing on the selection of independent directors and active participation in board of shareholders.

SELECTION OF INDEPENDENT DIRECTORS

The Company participates in coordination with the Association of AFPs in the identification and selection of suitable candidates for the board of directors through a rigorous process that complies with the provisions of Article 155 of D.L. No. 3.500:

- The Board of Directors of AFP Habitat states the names of the candidates for whom its representatives will vote.
- Proposed candidates must be independent as defined in Article 155 of D.L. No. 3.500, considering the following:
 - Be registered in the Registry of Directors of the Superintendency of Pensions.
 - Not be disqualified under the provisions of the first paragraph of Article 155 of D.L. No. 3.500.

- During the meeting, the representative appointed by AFP Habitat votes aloud for the previously selected candidate, this being recorded in the minutes of the respective Shareholders' Meeting, as required by regulation.
- The elected directors act with complete independence, prioritizing the best interests of all shareholders.

PARTICIPATION IN BOARD OF SHAREHOLDERS

AFP Habitat is required to attend the Board of Shareholders of companies whose shares have been acquired with Pension Fund resources, as established in the second paragraph of Article 45 bis of D.L. No. 3.500.

However, the Superintendency of Pensions establishes the following exception to the above obligation:

- The Administrator may be exempted from attending a Board of Shareholders when the sum of the investment of the funds it manages is less than 1% of the total subscribed and paid for the instrument, measured at the close of the business day preceding the date of the meeting. In the case of issuers with more than one series of shares, the exemption criterion shall apply to all of the shares.

However, AFP Habitat cannot exempt itself from attending a meeting when it has information indicating that its attendance will be relevant for electing an independent director or for deciding on other matters it considers important.



RELEVANT ADDITIONAL POLICIES

The company actively promotes good corporate governance practices in the companies in which the Pension Funds participate, including:

- A policy of rotating external auditors that establishes a maximum of five years for the same audit firm, formally rejecting proposals that exceed this period.
- Directors elected with votes from AFP Habitat will not be able to be re-elected if they have already served six years in office.
- AFP Habitat’s Board of Directors discusses and defines annually a position regarding the remuneration of the directors of the companies in which the Pension Funds participate, evaluating their productivity and market references.
- Preliminary assessment of all remaining issues to be discussed at the meetings.

These policies and procedures reflect AFP Habitat’s commitment to active and responsible participation in the companies in which it invests, promoting transparency, independence, and good corporate governance practices, without interfering in the management of the companies in which it has elected one or more directors, pursuant to current regulations.

FINANCED EMISSIONS

FN-AC-410B.1

Absolute gross emissions financed, broken down by (1) Scope 1, (2) Scope 2, and (3) Scope 3.

FN-AC-410B.2

Total amount of assets under management (AUM) included in the disclosure of financed issues.

FN-AC-410B.3

Percentage of total assets under management (AUM) included in the calculation of financed emissions.

FN-AC-410B.4

Description of the methodology used to calculate financed emissions.

AFP Habitat does not track these data with the scope and metrics established in the SASB indicators for Finance-Related Emissions.

BUSINESS ETHICS

FN-AC-510A.1

Total amount of monetary losses resulting from legal proceedings related to fraud, insider trading, antitrust, unfair competition, market manipulation, malpractice, or other industry-related laws or regulations.

The Company has not incurred any monetary losses due to legal proceedings or administrative sanctions imposed by the Superintendency of Pensions in relation to fraud, antitrust violations, market manipulation, or other illegal activities during 2024.

FN-AC-510A.2

Description of policies and procedures for reporting irregularities.

The Company has a Crime Prevention Policy whose purpose is to describe and establish guidelines for the effective adoption, implementation, and operation of the Crime Prevention Model (MPD, for its initials in Spanish) of Law No. 20.393, described in Chapter 3.

This model provides the Company with a formal structure for proper compliance with that law and it also serves as a framework for the prevention of the crimes identified therein. In addition, it has a Procedure for the Investigation of Irregular Conduct, which establishes guidelines for the execution of this process.

In addition, it should be noted that there is whistle-blower line (<https://www.afphabitat.cl/canal-de-denuncias/>) and other means for receiving reports of irregularities and illegal activities, which are also mentioned in Chapter 3 of this Report.

ACTIVITY PARAMETERS

FN-AC-000.A

Total assets under management (AUM).

Total Assets Under Management (AUM)	MM CLP	50,715,159

FN-AC-000.B

Total assets under custody and supervision.

The custody service for securities and other financial instruments in which the pension fund resources managed by the Company are invested, is contracted to specialized third parties.

INSURANCE

TRANSPARENT INFORMATION AND FAIR ADVICE FOR CLIENTS

FN-IN-270A.2

Complaint ratio.

Although AFP Habitat does not track this data using the metric defined by the SASB indicator, for 2024 the Company measured its complaint ratio based on the total number of inquiries and complaints divided by the number of members at year-end.

	2024
Complaint index	0.0095
Total CREC (inquiries and complaints)	16,788
Total members as of December 2024	1,765,844

FN-IN-270A.3

Customer retention rate.

For the year 2024, the Company has not measured the customer retention rate.

9.2. INDEPENDENT VERIFICATION

Habitat did not carry out a verification process, by a third-party external to the entity, regarding the information and metrics related to sustainability.



10

SIGNIFICANT OR ESSENTIAL FACTS

SIGNIFICANT OR ESSENTIAL FACTS

JANUARY

PAYMENT OF PROVISIONAL DIVIDEND

On January 5, a provisional dividend of CLP 40 per share (MM CLP 40,000) was paid to shareholders, charged to the 2023 fiscal year earnings, as agreed at the Board of Directors meeting held on December 21, 2023.

FEBRUARY

TENDER FOR DISABILITY AND SURVIVAL INSURANCE

On February 13, the bidding terms for the Disability and Survivorship Insurance for the coverage period from July 2024 to June 2025, plus some portions of the claims in process associated with the contracts with coverage from July 2020 to June 2022 were sent for comments to the Financial Market Commission and the Superintendency of Pensions.

MARCH

ESSENTIAL FACT – CONVENING NOTICE FOR ORDINARY AND EXTRAORDINARY SHAREHOLDERS' MEETING

On March 20, the Financial Market Commission was informed, as a Material Fact, that the Company's Board of Directors, at a regular meeting held on that same day, agreed to call an Ordinary Shareholders' Meeting for April 30, 2024, at 11:00 a.m., in the auditorium of the Company's building, located in the street Marchant Pereira No. 10, 2nd floor, in the Providencia municipal district, in the city of Santiago.

APRIL

OFFICIAL LETTER No. 6158 SUPERINTENDENCY OF PENSIONS

On April 5, the Superintendency of Pensions, through Official Letter No. 6158 and other communications, informed and instructed the Administrator regarding remarks and corrections to the notes of the Financial Statements as at December 31, 2023. These instructions mainly refer to the inclusion of footnotes to some tables in the notes, the addition of paragraphs, the reclassification of certain figures, and also changes in the wording to improve the disclosures in the Financial Statements originally presented.

Consequently, in this version of the Administrator's Financial Statements, the information was updated and supplemented regarding the 2.05 Supplementary Statements II) Detail of Commission Income, and IX) Breakdown of Income and Expenses According to the Type of Fund from which they originated, in addition to Notes 2, 4, 5, 6, 9, 15, 17, 20, 24, 32, 33, and 46. These changes did not affect the equity or comprehensive income previously reported.

SIGNIFICANT EVENT - ORDINARY BOARD OF SHAREHOLDERS

On April 30, the Financial Market Commission was informed, as a Material Fact, that at a regular meeting held on that same day, it was agreed to distribute and pay a final dividend, charged to the profits for the 2023 fiscal year, of CLP 60 per share, to be paid as of May 17, 2024, in addition to the two interim dividends totaling CLP 55 per share, distributed in October 2023 and January 2024.





MAY

DIVIDENDS

On May 17, a final dividend of CLP 60 per share (MM CLP 60,000) was paid to shareholders, charged to the 2023 fiscal year profits, which was approved at the Ordinary Board of Shareholders held on April 30, 2024.

MATERIAL FACT – RESIGNATION OF DIRECTOR AND NEW APPOINTMENT

On May 30, the Financial Market Commission was informed, as a Material Fact, that at a regular meeting of the Board of Directors and on the occasion of the resignation of director Viviana Chaskielberg, María Elena Meléndez-Wada was appointed as her replacement.

JUNE

OFFICIAL LETTER No. 11589 SUPERINTENDENCY OF PENSIONS

On June 26, the Superintendency of Pensions, through Official Letter No. 11589, notified and instructed administrators to include information in their financial statements, effective as of June 2024, in the “Other Disclosures” Note, specifically including a breakdown of advertising expenses.

SEPTEMBER

RESERVES TRANSFERRED FROM LIFE INSURANCE COMPANIES FOR DISABILITY AND SURVIVAL INSURANCE

At the end of September, life insurance companies transferred reserves totaling MM CLP 48,011 to the Administrator corresponding to Disability and Survivors Insurance contracts (SIS, for its initials in Spanish) under contract 8, which considered adjustments at the end of its term. These companies proceeded to transfer the balances of the reserves they held, so that Habitat could take over their administration.

OCTOBER

PROVISIONAL DIVIDEND PAYMENT

On October 11, a provisional dividend of CLP 20 per share (MM CLP 20,000), was paid to shareholders charged to the 2024 fiscal year earnings. This was done in accordance with the resolution adopted at the Board of Directors meeting held on September 26, 2024.

SURVIVAL AND DISABILITY INSURANCE

On October 17, the Superintendency of Pensions issued Official Letter No. 1945 on Survival and Disability Insurance, which addresses instructions regarding the expiration of coverage for insurance contracts.



11 INPUT FROM SHAREHOLDERS

During 2024, there were no comments or proposals regarding the advance of the social business made by shareholders or by the Board Committee.

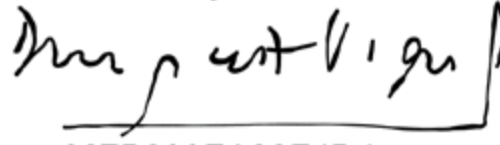
FINANCIAL STATEMENTS


Financial Statements of the Company are available on the website of AFP Habitat <https://inversionistas.afphabitat.cl/estados-financieros/estados-financieros-afp-habitat/> and on the website of Financial Market Commission (www.cmfchile.cl).

Likewise, the link of the Financial Statements of Pension Funds is: <https://www.afphabitat.cl/nuestra-empresa/estatutos-y-estados-financieros/>

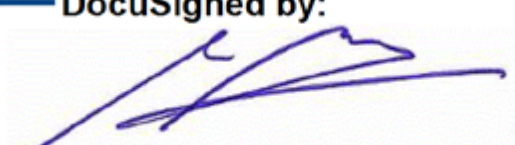
STATEMENT OF RESPONSIBILITY

The undersigned, as Directors and General Manager of Pension Fund Administrator Habitat S.A., located in Avenida Providencia 1909, 10th floor, Santiago, hereby declare under oath that the information provided in this Annual Report is true and accurate. Therefore, we accept the corresponding legal responsibility.

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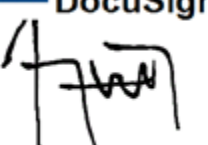
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