



SUSTAINABILITY REPORT

2023

MONTGRAS

— BOLDLY ATTRACTIVE WINES —

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ABOUT THIS REPORT

Chapter 01

We are pleased to present MontGras's first sustainability report, prepared in reference to the GRI 2021 Standard. This standard, developed by an independent international organization, is widely recognized globally as one of the most commonly used frameworks for sustainability and corporate responsibility reporting.

The report covers the management period from January 1, 2023, to December 31 of the same year. Each material topic is meticulously addressed, referencing the corresponding thematic GRI standards.

At the end of the document, there is an index listing all the GRI indicators used in the report.

The content of this document has been reviewed and validated by Matías Lema, Quality and Sustainability Manager at Viña MontGras. For inquiries about this report, please write to: mlema@montgras.cl.

Content Definition

Our report has been prepared considering our material topics and general data about the company to provide a comprehensive view of the context in which our organization operates.

We have identified material topics as representative of the significant economic, environmental, and social impacts of our activities. This approach will allow our stakeholders to make an accurate assessment of our performance.

Likewise, we understand the importance of making continuous optimizations year after year in the sustainability report to provide even greater transparency about our practices and results.



Materiality Analysis

To prepare this sustainability report, we conducted a thorough materiality analysis. This process allowed us to identify the most important topics for our stakeholders and those on which we must report our performance in the environmental, social, and governance areas. The analysis was carried out in three stages:

1

Benchmarking with leading companies in our industry to identify the most significant impacts and sector trends. This allowed us to create a list of potential material topics to consider.

2

Consultation with internal and external stakeholders, as well as business insights. We conducted a survey asking participants to rate each potential impact to understand which were considered most relevant by them.

3

Analysis of the responses obtained to identify the topics that received the highest scores. This allowed us to determine the most relevant material topics to be reported for 2023.

Stakeholders

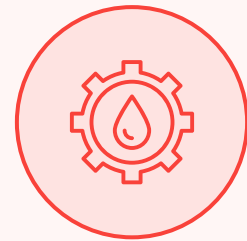
We consider stakeholders to be all those who may be affected, directly or indirectly, by our operations. In this sense, we have identified the following stakeholders for the materiality analysis:

- ❖ BOARD OF DIRECTORS
- ❖ EMPLOYEES
- ❖ SUPPLIERS
- ❖ AGRICULTURAL PRODUCERS
- ❖ CLIENTS
- ❖ ORGANIZATIONS



List of Material Topics

From a set of 16 evaluated impacts, it was decided to select the top 30% with the highest scores. As a result, **5 material topics were prioritized**. However, we have voluntarily chosen to include **3 additional topics** in our report.



WATER MANAGEMENT

Development of initiatives for monitoring and managing a more efficient water consumption.



WASTE MANAGEMENT

Implement measures to reduce the volume of waste sent to final disposal, recycling, and using sustainable packaging, along with employee training.



NON-DISCRIMINATION AND EQUAL OPPORTUNITIES

Establish guidelines and a company commitment to non-discrimination in selection processes, expand job opportunities, and design infrastructure.



ETHICS AND ANTI-CORRUPTION MANAGEMENT

Establish guidelines on values, behaviors, and criteria that the company sets to ethically interact, along with protocols and complaint management procedures.



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Manage employee health, safety, and well-being through protocols, procedures, and audits.



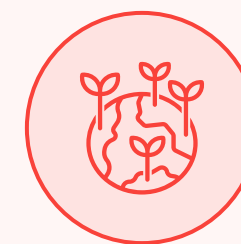
DECENT WORKING CONDITIONS

Establish guidelines and practices associated with employee benefits, such as work environment management, wages beyond legal requirements, training, among others.



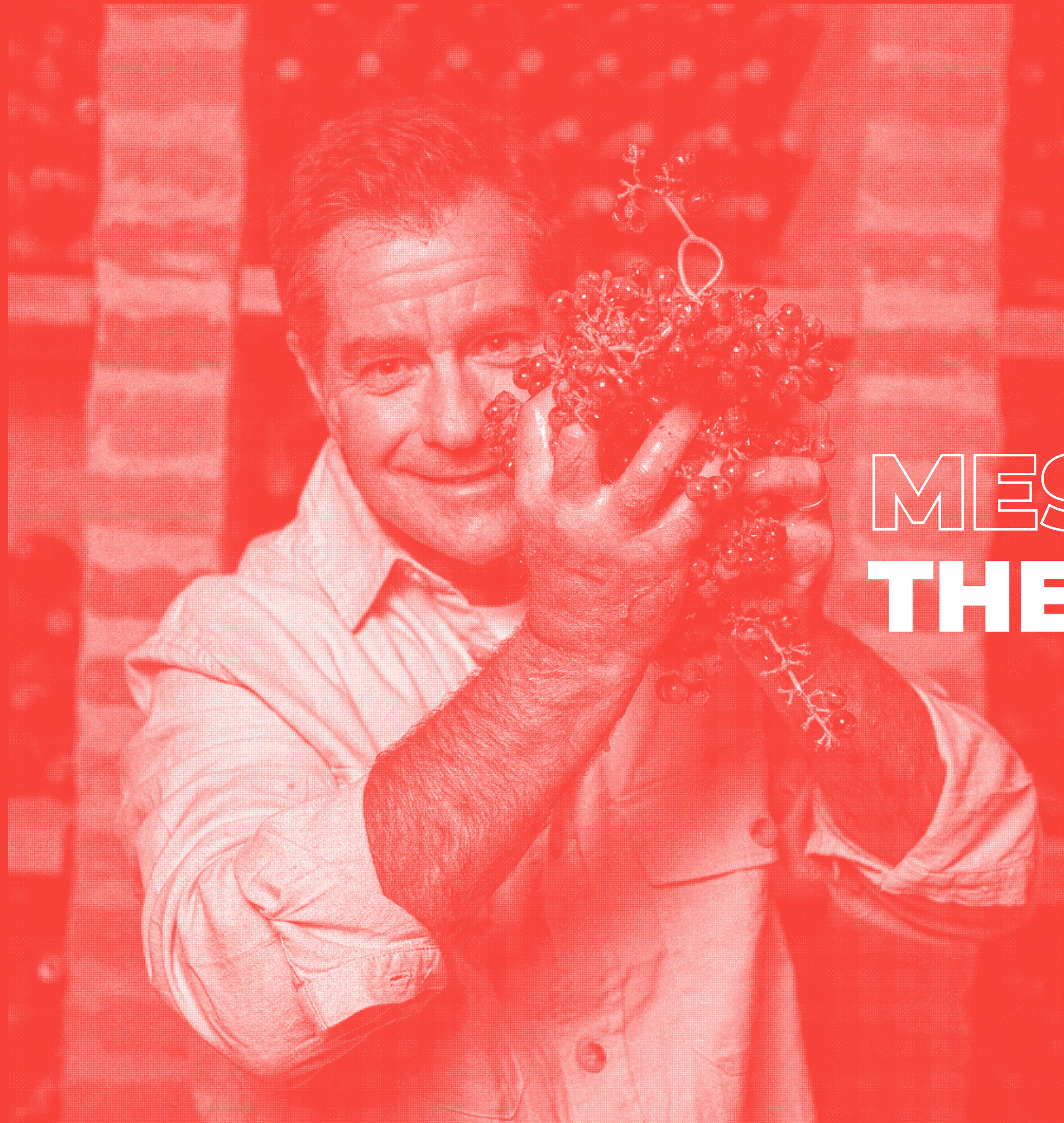
BIODIVERSITY

Implement measures to ensure the protection and conservation of biodiversity.



GREENHOUSE GAS EMISSIONS MANAGEMENT

Set parameters for measuring, managing, and tracking GHG emissions.



MESSAGE FROM **THE CEO**

Chapter 02



Dear employees and customers,

I hope each of you is doing well. I write these words within the framework of our first Sustainability Report, where we transparently and responsibly share the progress, challenges, and commitments of Viña MontGras during 2023.

Since our beginnings, MontGras has aimed not only to produce excellent wines but also to do so sustainably, with deep respect for the environment and the communities we interact with. Our vision is to be an attractive, relevant, and sustainable winery, oriented towards building premium and innovative brands. This sustainability report is a key tool to clearly and honestly communicate our progress and challenges. Each material topic has been addressed in detail, allowing our stakeholders to accurately assess our performance.

The year 2023 has been a period of great challenges for our industry. The climate crisis and global economic conditions have forced us to adapt and reinforce our commitment to sustainable practices. In this regard, we are pleased to report that we have made significant progress on our path to sustainability.

Firstly, we quantified our Corporate Carbon Footprint corresponding to the company's annual emissions, built a photovoltaic plant in Ninquén, and replaced forklifts with elec-

tric-powered ones. These actions favor efficient management of the environmental impact derived from resource consumption, aligning us with the principles of the Chilean Sustainable Vineyard Code, which we have complied with at over 95% of its requirements.

Looking to the future, we have set ambitious goals to continue advancing on our sustainable path. We are committed to reducing our annual water consumption by 3%, continuing to implement eco-design in our products, and increasing our training in environmental management and business ethics. We also aim to maintain and improve our sustainability and quality certifications.

Of course, innovation is a fundamental part of our DNA and strategy to achieve our goals. We launched our organic wine line MontGras Organic and transformed our portfolio into vegan wines, reaffirming our leadership in the industry and our commitment to healthier and more sustainable products, and we continue exploring new methods to improve our practices and products.

Finally, this year we proudly celebrate our 30-year history, a trajectory made possible by the commitment and passion of everyone who is part of this great family. I want to express my



sincere gratitude to all our employees, suppliers, customers, and communities for their constant support and trust. Together, we have built a winery that not only produces quality wines but also contributes to a more sustainable future.

We recognize that the path to sustainability is full of challenges, but also great opportunities.

We will continue working to overcome climatic and economic challenges, implementing innovative and sustainable practices that allow us to keep growing and contributing to the well-being of communities and the environment, striving to be a company that inspires and leads by example.

Sincerely,

A handwritten signature in red ink that reads "A. Hurtado". The signature is fluid and cursive.

Adolfo Hurtado
Chief Executive Officer · Viña MontGras



WHO WE ARE

Chapter 03

Who We Are

We are a winery distinguished by our passion and commitment to innovation and sustainability. Every day, we strive to surprise and delight our customers with the highest quality wines, produced with audacity and attention to detail.

Our approach focuses on sustainability at every step of the process, from grape cultivation to winemaking. We plant our vineyards in Chile's main wine-producing valleys, taking advantage of the diverse wine regions our country offers. From the Andes Mountains' elevations to the Pacific Ocean shores, each location imparts unique characteristics to our wines.

Overall, we manage 1,769 hectares of land, 614 of which are planted. This extension allows us to ensure the quality and consistency of our products, as well as to maintain our commitment to sustainable and environmentally friendly agricultural practices.

To us, wine production is more than a process; it is a continuous journey of discovery and learning.

We are dedicated to exploring new techniques and methods, always with the goal of exceeding our expectations and those of our consumers.

1769
total
hectares

614
planted
hectares



History

1993	1994	1998	2002	2005	2006	2011
MontGras is founded in the beautiful Colchagua Valley.	MontGras Cabernet Sauvignon Reserva '94 is awarded as the "Best Wine of Chile" by the Chile Wine Guide.	Establishment of Ninquén , the first vineyard in the Chilean mountains, located in the heart of the Colchagua Valley.	MontGras is recognized as the "Best Chilean Wine Producer" by the IWSC in the United Kingdom.	Establishment of Intriga , located at the foot of the majestic Andes Mountains in Alto Maipo.	Founding of Amaral , just 12 km from the calm Pacific Ocean in the Leyda Valley.	MontGras becomes one of the first wineries in Chile to be certified under the Wines of Chile Sustainability Code , a voluntary commitment promoting sustainable practices in the wine industry.

NINQUÉN

INTRIGA AMARAL



2013	2014	2015	2016	2021	2022
MontGras experiences significant growth and becomes the tenth-largest winery in Chile in terms of export market sales.	Opening of a commercial office in Asia and launch of a new commercial strategy and brand.	MontGras achieves BRC Level A certifications, implements the BSCI ethical code of conduct, and is selected among the 30 most attractive tourist destinations in Chile by TripAdvisor .	Our wine Intriga Maxima 2012 receives a score of 93 points and is chosen as Chile's standout wine by Wine Spectator upon release.	MontGras converts its entire portfolio to 100% vegan wines and also introduces organic wines with the new MontGras Organic line.	MontGras Handcrafted is chosen as the best wine line of the year by Descorchados 2022 .



Location



1. NINQUÉN HILL
Colchagua Valley



2. AMARAL VINEYARD
Leyda Valley



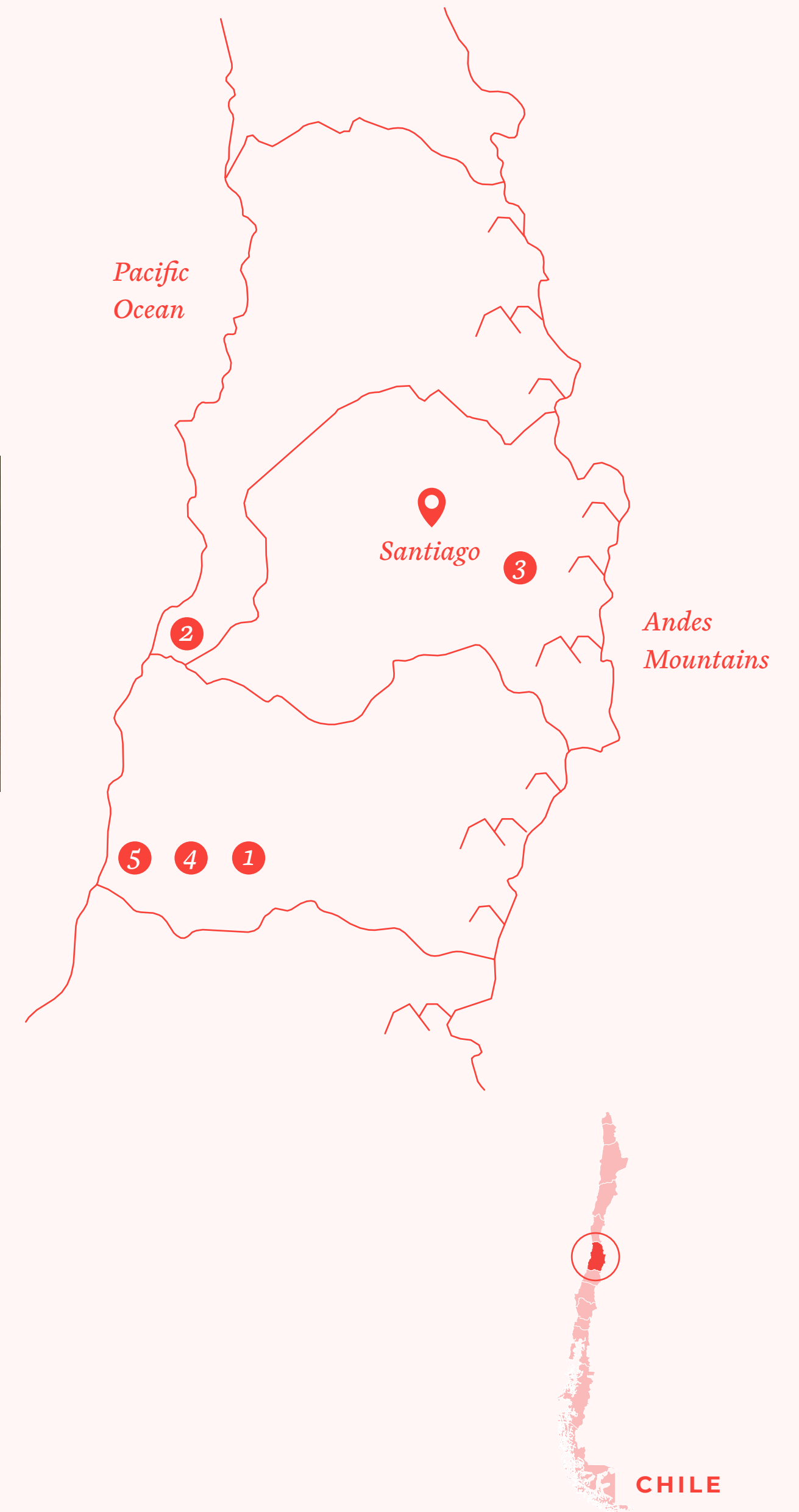
3. INTRIGA VINEYARD
Maipo Valley



4. SAN JOSÉ VINEYARD
Colchagua Valley



5. PUMANQUE VINEYARD
Colchagua Valley (Coastal)



Mission

We create excellent wines that delight those who wish to enjoy a great moment, demanding high standards of innovation and ethics from ourselves, ensuring responsible use of resources and actions aimed at the development of our people and communities.

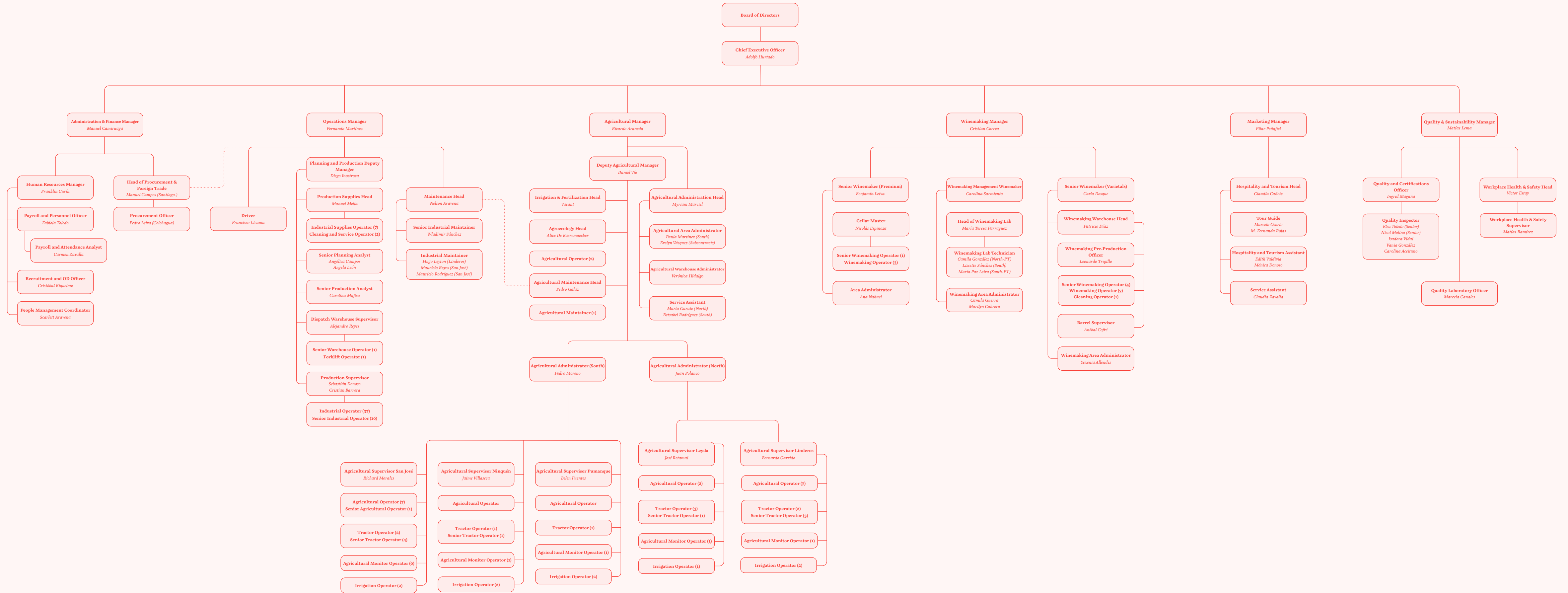
Vision

To be an attractive, relevant, and sustainable winery, oriented towards building premium and innovative brands.



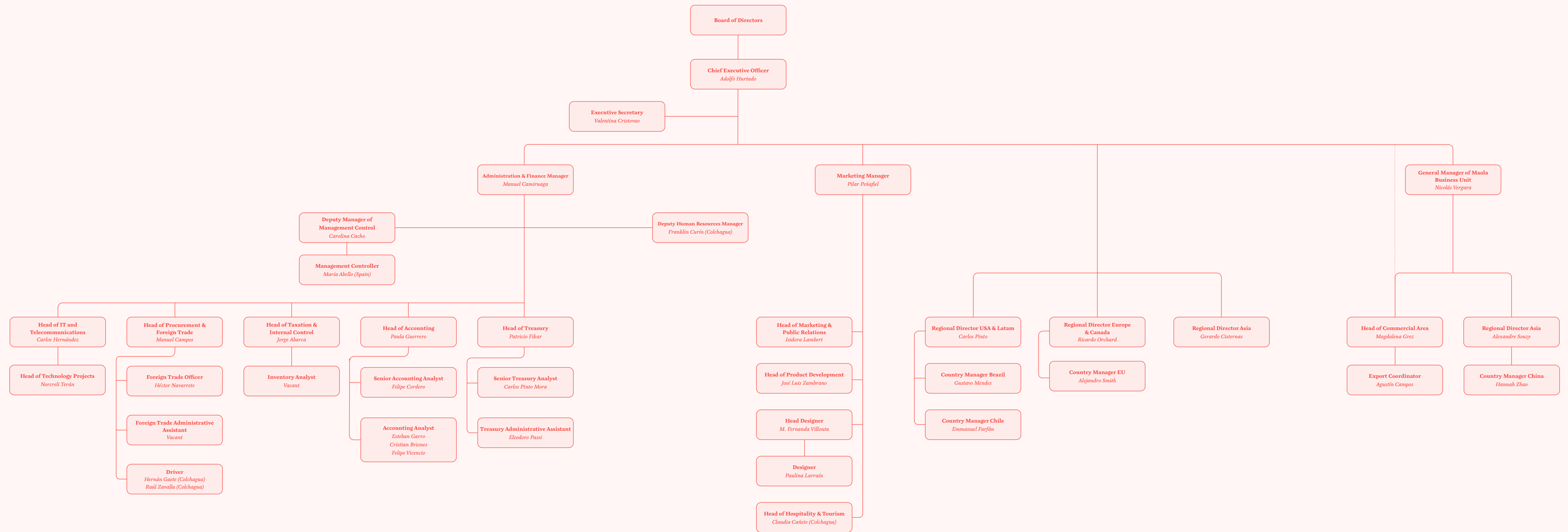
ORGANIZATIONAL CHART:

Wineries & Vineyards



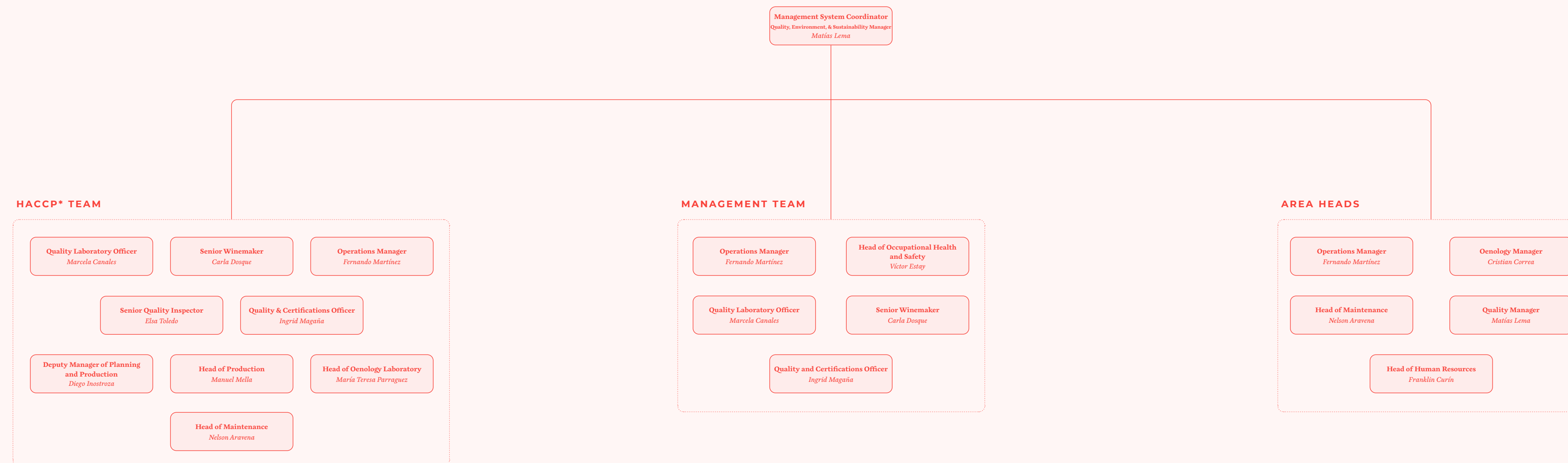
ORGANIZATIONAL CHART:

Santiago Office & Commercial



ORGANIZATIONAL CHART:

Quality Management



*Hazard Analysis and Critical Control Points.



GOVERNANCE DIMENSION

Chapter 04



Ethics & Anti-Corruption Management

Ethical management is a fundamental pillar for the development of any business. Ethics guides a company's behavior, ensuring its actions align with the values and principles it promotes as an organization, as well as with the applicable laws and codes for the company in question.

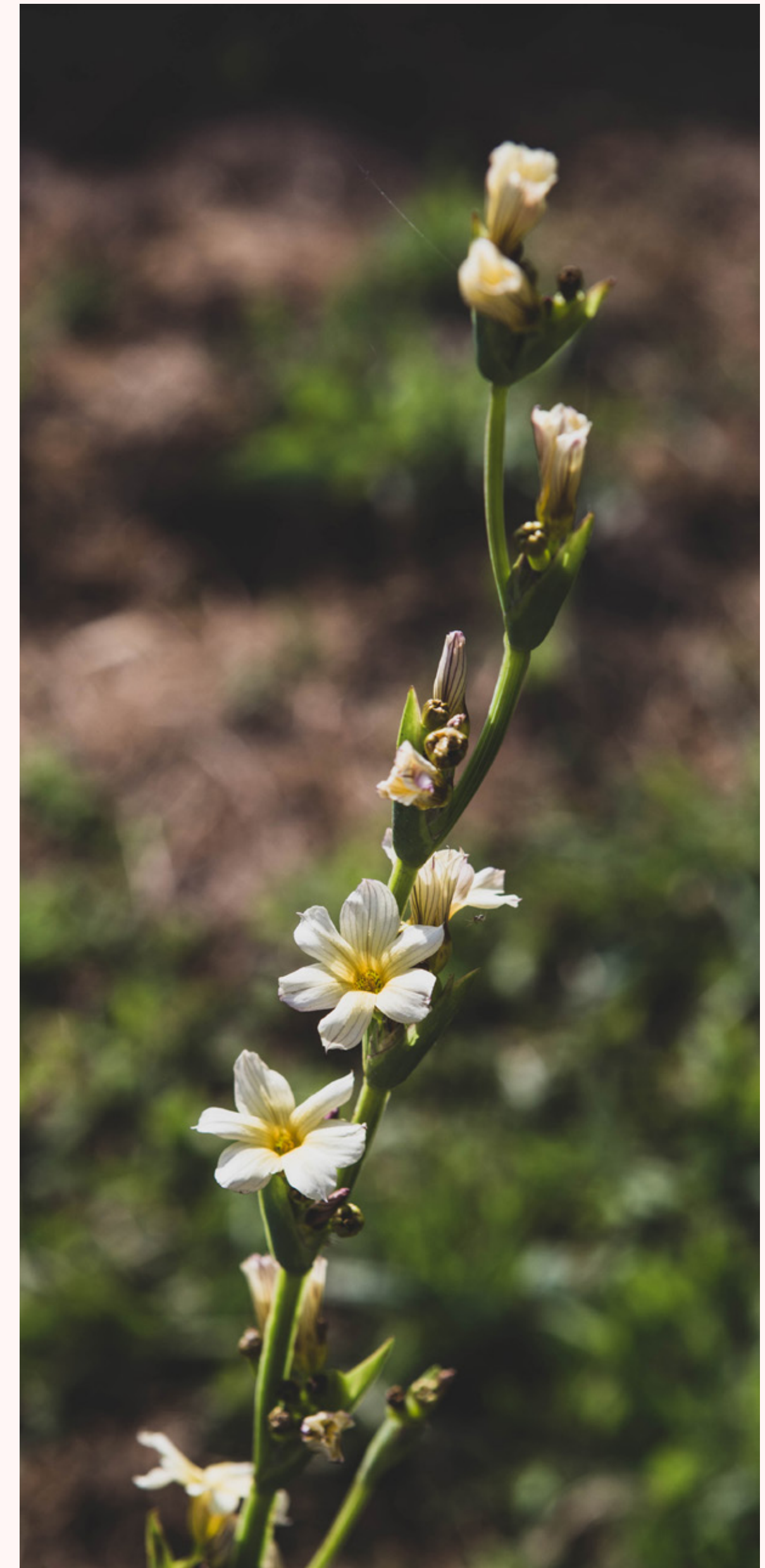
At Viña MontGras, we have documents that help reinforce our commitment to ethical business management, favoring trust-building and mutual benefit between business partners to facilitate long-term relationships.

BUSINESS SOCIAL COMPLIANCE INITIATIVE

We are members of the Business Social Compliance Initiative (BSCI), an initiative aimed at:

Consolidating ethical businesses by improving working conditions across companies' global supply chains.

Its principles are aligned with those of the International Labour Organization and the Universal Declaration of Human Rights.





Internal Controls

CODE OF CONDUCT

We have a set of internal documents regulating business transparency and propriety at MontGras. Firstly, we have our Code of Ethics, which outlines the duties and expected behaviors of all company members, including shareholders and owners.

Similarly, the Code of Conduct formalizes procedures governing conflict-of-interest situations, the use of privileged information, dealings with clients and suppliers, environmental engagement, and relationships with politically exposed individuals, among others. For more information, you can consult our Code of Conduct directly.

MARKETING AND COMMUNICATIONS POLICY

Another document in our internal controls family is our Marketing and Communications Policy. With this, we aim to assure our customers that the product they are purchasing is evaluated and rated to the highest quality standards.

Accordingly, the Policy aims, among other things, to use truthful content in our advertising campaigns, avoid misleading practices, respond to customer complaints effectively and swiftly, and promote the responsible consumption of our wines.

WHISTLEBLOWER CHANNEL

We have a dedicated Whistleblower Channel to receive all kinds of complaints, comments, and/or commendations from our clients, employees, suppliers, or any other stakeholders connected to the company.

The Channel is available digitally on our website, but we also have physical boxes in various zones of our operational centers serving the same function. Regarding whistleblower information, it is handled anonymously unless the person chooses to include their details. The company's Human Resources department is responsible for managing the complaint and investigation processes.

The severity of complaints determines the level of investigation. We have trained staff to handle complaints of up to intermediate severity, and we rely on our lawyer's expertise when necessary to resolve reported conflicts. Fortunately, we have not yet received complaints requiring our lawyer's intervention.



PREVENTION

In matters of prevention, we have developed an Ethical Risk Matrix that covers all operations identified as vulnerable to situations that could compromise the integrity of MontGras's business processes. These risks are also classified according to their impact level on the company and the likelihood of occurrence. With this matrix:

We have evaluated 100% of Viña MontGras's operations for potential risks or issues related to corruption among our members.

This allowed us to identify a set of risks, such as the theft of databases, conflict of interest in certain recruitment and selection processes for candidates and/or suppliers, and workplace harassment, among others.

As a result, the company has established, firstly, an Ethics Committee responsible for managing most of these risks, actively applying its controls and preventive measures. We expect the Committee to begin its activities at the beginning of 2024.

In terms of training on these documents, every new hire at MontGras receives a series of documents, including the Code of Conduct and information on the Whistleblower Channel. For those who have been with the company longer, we reinforce communication and information sharing through the Talana Human Resources management platform. Additionally, we conduct training sessions with our lawyer's assistance to provide more in-depth reinforcement of the documents mentioned above. However, we recognize that we need to strengthen communication about the content of these internal documents and plan to increase the number of training sessions for all MontGras employees, regardless of their operational center.

It is important to highlight that in 2023, we recorded no cases of corruption. However, while our board did not receive training or communication on anti-corruption policies and procedures during this period, these topics were addressed with our employees and suppliers.

EMPLOYEES

Job Categories	Total employees	Number of employees informed about anti-corruption policies and procedures, broken down by job category	Percentage of employees informed about anti-corruption policies and procedures, broken down by job category
Category A: General Management - Line Management	10	5	50%
Category B: Deputy Management - Senior Oenologists - Regional Directors	8	8	100%
Category C: Management - Coordinators - Administrators - Area Managers	41	41	100%
Category D: Analysts - Administrative Staff - Supervisors - Tour Guides	50	50	100%
Category E: Operators	227	227	100%

BUSINESS PARTNERS (SUPPLIERS, CLIENTS, ETC.)

Type of business partner	Total business partners	Number of business partners informed about anti-corruption policies and procedures, broken down by type	Percentage of business partners informed about anti-corruption policies and procedures, broken down by type
Suppliers of inputs and services	110	119	100%

**MontGras's Code of Ethics, quality policies, sustainability policies, and BSCI principles were sent by email.*

EMPLOYEES

Job Categories	Total employees	Number of employees trained in anti-corruption policies and procedures, broken down by job category	Percentage of employees trained in anti-corruption policies and procedures, broken down by job category
Category A: General Management - Line Management	10	5	50%
Category B: Deputy Management - Senior Oenologists - Regional Directors	8	6	75%
Category C: Management - Coordinators - Administrators - Area Managers	41	28	68%
Category D: Analysts - Administrative Staff - Supervisors - Tour Guides	50	34	68%
Category E: Operators	227	2	1%



EMPLOYEE DIMENSION

Chapter 05



Occupational Health & Safety Management

Safety is another essential element that must be strictly safeguarded to ensure the success of any business. Accidents, regardless of severity, disrupt the natural course of business operations, making it imperative to maintain safe and healthy spaces for all employees.

At Viña MontGras, we have established an Occupational Health and Safety Policy aligned with our Integrated Health System based on the ISO 45001 standard. This policy focuses on promoting a preventive culture in health and safety through the leadership of key stakeholders, responsible behavior, and self-care.

The strategic objectives of this policy include:

- 1) Minimizing the number of workplace accidents.
- 2) Reducing the consequences of workplace accidents that occur.
- 3) Decreasing the accident rate.
- 4) Ensuring compliance with the Integrated Health System, among other objectives.

In addition to identifying risks in the various workstations throughout the vineyard, we conduct joint risk assessments with specialists from the Chilean Safety Association (ACHS). This has enabled us to develop our Occupational Risk Matrix along with corresponding control and mitigation protocols. Concurrently, we are working on creating a psychosocial risk matrix to complement the previously mentioned matrix, again with the ACHS's support.

For hazard notification processes, those who identify a situation classified as hazardous are required to report it to the area supervisor. The





supervisor then informs the risk management area to apply the necessary mitigation controls established by the matrix. These processes result from extensive teamwork and collaboration, and for this reason, we continuously emphasize the importance of self-care and preventive action among employees through informational circulars.

In addition, in the event of accidents, we have designated spaces for first aid and care, including first-aid kits and first-aid brigades staffed by volunteer firefighters and paramedics at MontGras locations. This is further supported by an annual audit program to certify the Integrated Health System at each MontGras plant.

Furthermore, we have operational Health and Safety Committees at some of our plants. However, for those plants that lack a committee due to an insufficient number of employees required by law to form one, we include representatives from these plants in the committees at nearby production centers during our monthly meetings.

GRI 403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Percentage of workers covered by the health and safety management system	Percentage of activities covered by the health and safety management system	Percentage of locations covered by the health and safety management system
87,50%	Marketing, commercial, and finance activities are not covered.	87, 50%

**Staff working at the central office (Santiago city, in Finance, Marketing, and Commercial areas) who are not involved in the wine production process have been excluded.*

GRI 403-5 WORKER TRAINING ON HEALTH AND SAFETY

Number of training courses conducted	28
Number of individuals trained	264
Percentage of training hours	41,4%

GRI 403-9 WORKPLACE ACCIDENT INJURIES

Formulas for calculations:
$\frac{\text{Number of fatalities resulting from workplace injuries}}{\text{Number of hours worked}} \times [200,000 \text{ or } 1,000,000]$
$\frac{\text{Number of workplace injuries with major consequences (excluding fatalities)}}{\text{Number of hours worked}} \times [200,000 \text{ or } 1,000,000]$
$\frac{\text{Number of recordable workplace injuries}}{\text{Number of hours worked}} \times [200,000 \text{ or } 1,000,000]$

	Employees		Workers not employed by the company but whose work or workplace is controlled by the organization	
	Number	Rate	Number	Rate
Fatalities resulting from workplace injuries	0	0	0	0
Workplace injuries with major consequences (excluding fatalities)	1	4,63	0	0
Recordable workplace injuries	11	4,63	0	0
Main types of workplace injuries	Falls on the same level		Not registered	
Total number of hours worked	330.288		0	

GRI 403-10 OCCUPATIONAL ILLNESSES AND DISEASES



	Employees	Workers not employed by the company but whose work or workplace is controlled by the organization
Number of fatalities resulting from an occupational illness or disease	0	0
Number of recordable cases of occupational illnesses and diseases	0	0
Main types of occupational illnesses and diseases	Lower back pain (not work-related)	





Decent Working Conditions

We understand that the agricultural industry is globally a vulnerable industry in terms of its workers' labor conditions. For this reason, at Viña MontGras, we view work dignity as a starting point, not a goal.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER 2023

New Employee Hires							
Age	Under 30	30 - 40	41 - 50	51 - 60	61 - 70	Over 70	Hiring Rate
Male 	23	20	13	4	4	2	20%
Female 	9	8	11	1	0	0	9%

Employee Turnover							
Age	Under 30	30 - 40	41 - 50	51 - 60	61 - 70	Over 70	Turnover Rate
Male 	44%	39%	39%	22%	15%	23%	31%
Female 	65%	28%	38%	7%	0%	0%	23%



**Turnover data is calculated by dividing the total number of exits during the month by the total number of active employees during the month, multiplying the result by 100, and then averaging these values.*



SALARIES

First, we have a Compensation Policy, through which we have been able to establish competitive salary bands based on a salary study in the agricultural industry and defined for each of the company's job categories. Based on the results of this study, we have ensured that all tasks are compensated above the market rate. As a result,







no MontGras employees earn less than 600,000 Chilean pesos gross per month.

BENEFITS

In addition to the above, Viña MontGras offers a series of additional benefits beyond the legal requirements, both general and collective, to create a positive work environment for those who work with us. Specific information about each benefit and its respective conditions can be found in our Benefits Manual. Each MontGras employee, regardless of job category, has access to catastrophic life insurance at no extra

cost, which can also extend to family members under certain conditions. We also offer supplemental health insurance available for an additional fee for those interested.

In parallel, the Manual outlines various activities and recognitions for those who support our operations daily and help create our products. Examples of these are:

-  **Recognition for 10, 15, and 20 years of service**
-  **Gift and half-day off on birthdays**
-  **Birth allowance**
-  **Salary adjustment according to annual CPI variation**
-  **Administrative days off**
-  **Festive activities for National Holidays & Christmas**

Regarding our specific collective bargaining agreements, we have a dental and ophthalmological agreement with local health institutions, along with special allowances such as attendance bonuses, night shift bonuses, productivity bonuses, school and academic excellence bonuses, among others.

During 2023, four women took parental leave. All of them returned to work within the same year after completing their leave and continued to be employed 12 months after their return. This resulted in a 100% return-to-work and retention rate.

WORK CLIMATE AND JOB SATISFACTION

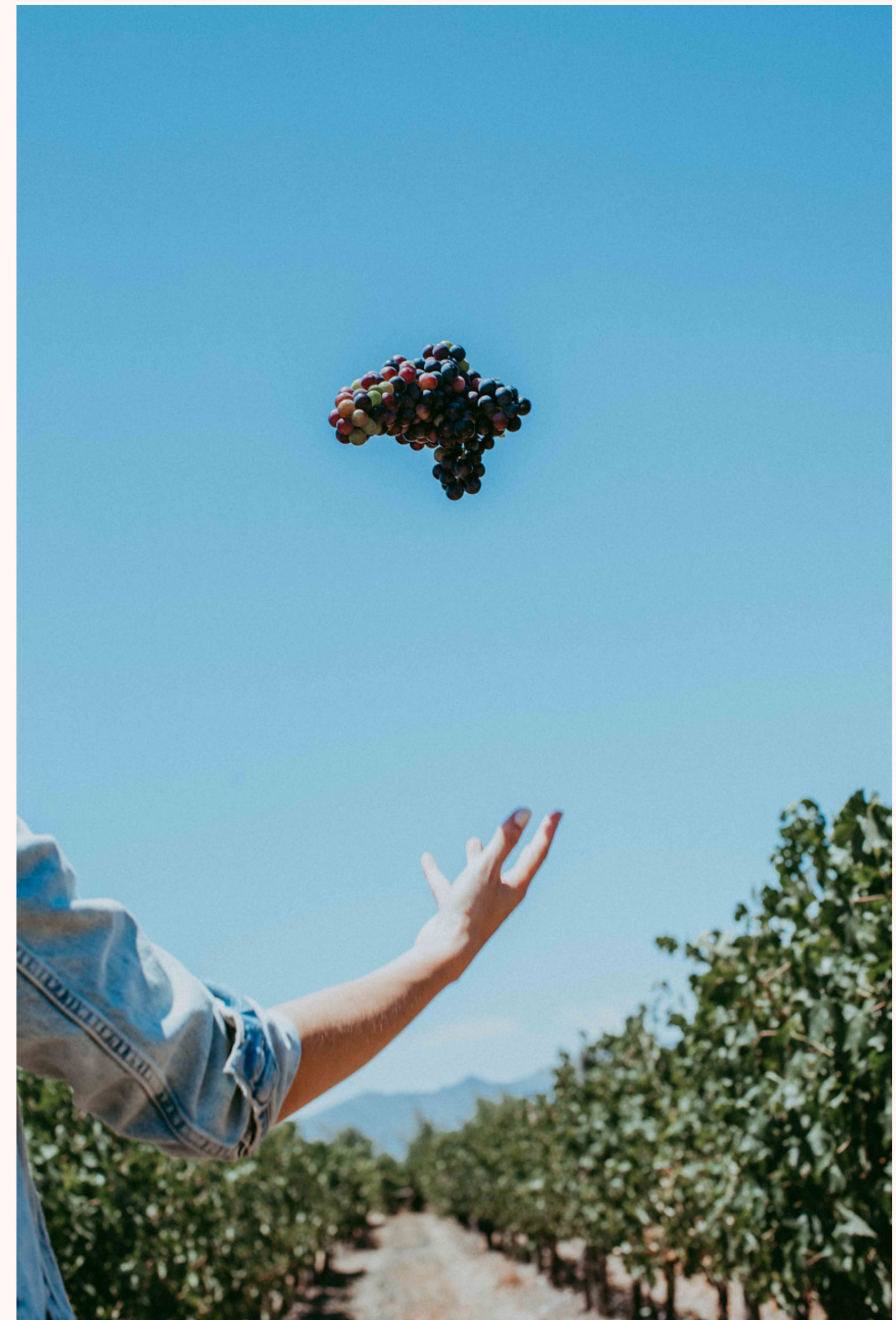
At Viña MontGras, we are committed to creating a positive work environment for those who work with us. Therefore, we conduct work climate surveys, with our last survey conducted in 2021.

In 2023, we carried out a new work climate survey using a revised methodology for measuring results. Going forward, we intend to conduct this evaluation annually to assess MontGras's organizational climate, identifying

strengths and areas for improvement to actively manage employee satisfaction and commitment.

The survey was administered to all company personnel, including our sites in Colchagua, Leyda, Linderos, and Santiago, and results were shared with all organization members.

Key data include:





The work climate results showed that 46.3% of respondents rated MontGras as a "Favorable" work environment for performing their tasks and activities, while 20.4% considered it "Unfavorable." The remaining 33.3% rated MontGras as a "Neutral" work environment. As a result, although the majority rated MontGras in the highest category, the weighted average of the evaluation classifies the company as having a "Neutral" rating (5.12). Job satisfaction results mirrored the climate assessment, with respondents again assigning a "Neutral" rating.

The results revealed significant differences in responses based on the gender of respondents, their work location, and department. These insights are essential for MontGras to enhance work climate and job satisfaction management.

Based on these findings, we have identified several measures to improve our results in the coming years:

- ❖ Strengthen leadership within MontGras with a focus on teamwork and organizational cohesion.
- ❖ Establish an Internal Communications Committee to define and coordinate the most effective communication channels.
- ❖ Evaluate new initiatives focused on work-life balance for our employees.

TRAINING AND DEVELOPMENT

At MontGras, we have two training regimens: the first focused on internal protocols and the second on external training programs.

The internal protocol training is designed to reinforce employees' understanding of company procedures and improve performance in their respective roles. This training regimen focuses on ensuring optimal job performance for our teams. The second regimen addresses gaps in technical management skills through a Training Needs Assessment (TNA) process, identifying areas where further skills development is required.

AVERAGE TRAINING HOURS PER EMPLOYEE PER YEAR

Total training hours provided to employees	Total employees	Average training hours per employee per year
3.235	336	9,6



Total hours provided to female employees	Total female employees	Average training hours per woman
750,5	101	7,4



Total hours provided to male employees	Total male employees	Average training hours per man
2.484	235	10,6

Average Training Hours by Job Category	Total number of training hours provided to each category	Total number of employees in each category	Average training hours per category
Core competencies related to the role	1382,5	242	5,7
Continuing and/or professional education	1050,0	5	210
Cross-functional skills	290,5	235	1,2
Life skills (professional and personal development)	511,5	69	7,4

PROGRAMS TO ENHANCE EMPLOYEE SKILLS

Program Type	Scope	Attendance
Internal Auditor BRC V9	11	1
Sustainability Training	250	165
Diversity, Equity, and Inclusion Awareness Talk	250	11
Code of Ethics Training	250	75
Organic Certification Talk	69	18
BRC Standard Conversion (V8 to V9)	11	1
Course on SAG Pesticide Application	23	11
Irrigation Operators Course	12	9
Basic Accounting Diploma for Non-Specialists	3	2
Diploma in Accounting and Account Analysis (IFRS MYPES)	5	1
Diploma in Logistics and Supply Chain Management	3	2
Basic Excel	10	1
Intermediate Excel	15	7
Self-Leadership Development	38	5
ISO 19011:2018 Guidelines for Auditing Management Systems	11	4
Office Tools Training	15	7
Food Defense Plan	250	85
Biodynamic Viticulture	69	18





Non-Discrimination and Equal Opportunities

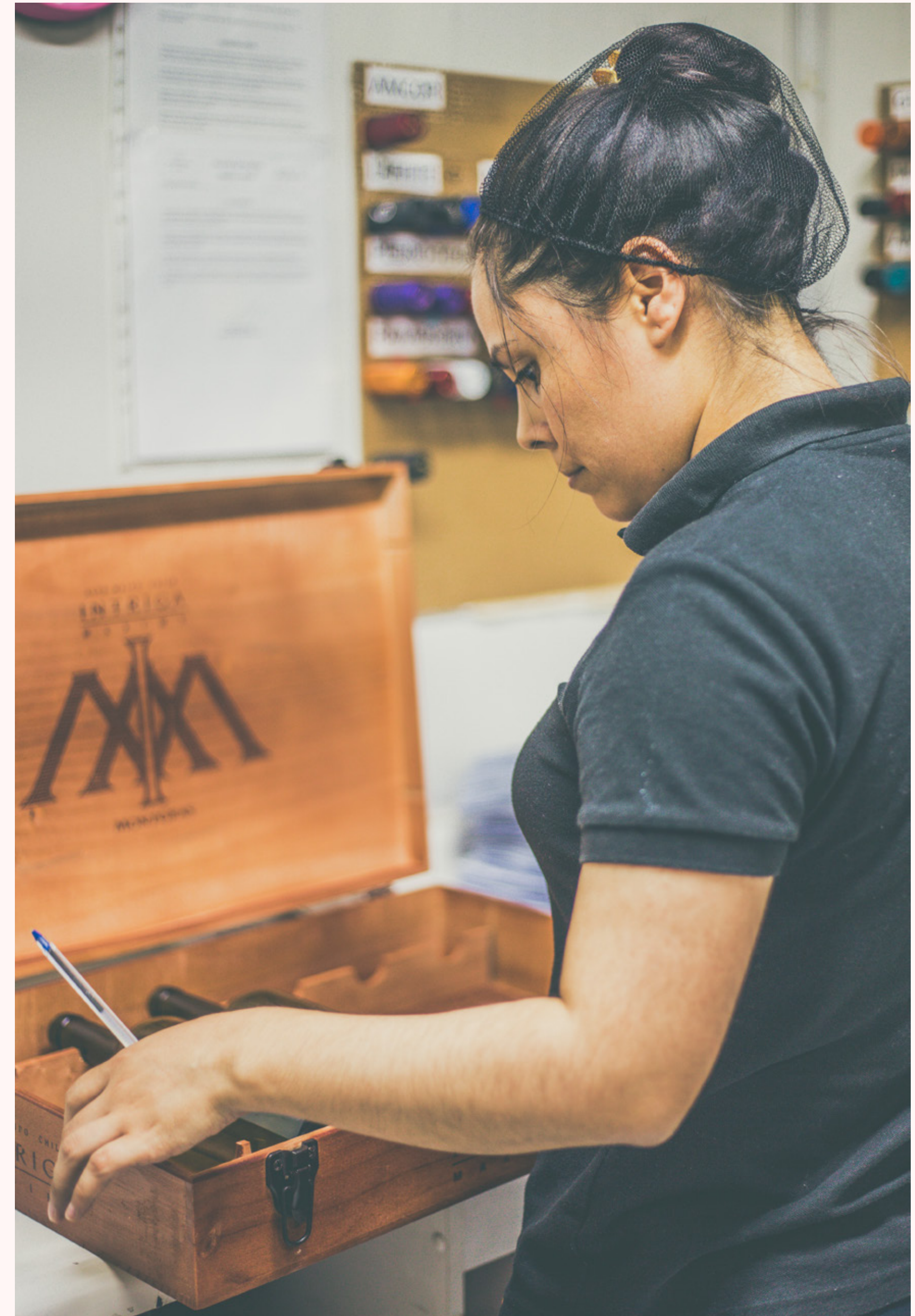
At MontGras, diversity, equity, inclusion, and equal opportunities are values that guide our management. We believe in the richness that arises from diverse experiences, perspectives, and talents. We are also committed to equal opportunities, ensuring that everyone has access to the same growth and development possibilities.

Our approach to these topics is rooted in our Diversity, Equity, and Inclusion (DEI) procedure, which establishes the guidelines that we, as a company, follow to remain true to our commitments. All MontGras personnel management is centralized in the company's Human Resources area.



In 2023, we updated our Diversity, Equity, and Inclusion Policy (DEI) and formalized the DEI procedure to protect all our employees against harassment based on discrimination. In parallel, we have focused on attracting talented professionals through job postings that



avoid unintended discrimination, such as associating the offered position with the applicant's gender.

We are always searching for professionals with the necessary experience and knowledge in the area where they will work. Thus, we prioritize candidates from locations near our operations. However, finding talent with the required profile in areas close to Viña MontGras work centers has been challenging, which has led us to expand our search radius.



DIVERSITY IN GOVERNANCE BODIES AND EMPLOYEES

People in the governing bodies of the organization for each of the following diversity categories						
	Male 	Female 	< 30 years old	30 - 50 years old	> 50 years old	
Eduardo Gras Diaz (Director)	X				X	
Guadalupe Sánchez Videla (Director)		X		X		
Felipe De la Jara De Solminihac (Director)	X				X	
Blas Troncoso Montégu (Director)	X				X	
José Ignacio Gras Carmona (Chairman)	X			X		
Adolfo Hurtado Cerda (Chief Executive Officer)	X				X	

Employees by job category for each of the following diversity categories							
	Male 	Female 	< 30 years old	30 - 50 years old	> 50 years old	% Minority or Vulnerable Group	
Family A: General Management - Line Management	9	1	0	8	2	0%	
Family B: Deputy Management - Senior Oenologists - Regional Directors	5	3	0	7	1	0%	
Family C: Management - Coordinators - Administrators - Area Manager	25	16	2	32	7	0%	
Family D: Analysts - Administrative Staff - Supervisors - Tour Guides	27	23	9	32	9	0%	
Family E: Operators (including foreign workers and those with disabilities)	169	58	42	102	83	9%	

We conduct an annual survey of individuals with disabilities as part of our commitment to workplace inclusion. This survey is complemented by internal questionnaires used twice a year and informational forms completed for each new hire.

We currently employ five individuals with disabilities. However, we have identified an area for improvement in enhancing the accessibility of our facilities for individuals with physical disabilities; for now, only our facilities related to wine tourism have specialized access for people with physical limitations.



ENVIRONMENTAL DIMENSION

Chapter 06

At MontGras, one of our priorities is the sustainable production of wine,

and for this reason, we have been voluntarily certified under the **Chilean Sustainable Vineyard Code** since 2011, achieving compliance with 95% of its requirements. While the code also promotes the social benefits generated by the wine industry, it emphasizes the need for conscious use and preservation of natural resources essential for wine production, such as energy, water, and biodiversity.



As a complementary measure, this year (2023), we launched our **Sustainability Policy**, in which Viña MontGras recognizes sustainable business development as an integrated process that requires all company members to be committed and responsible in resource use, meeting present needs without compromising future generations' quality of life. Through this policy, MontGras has defined its framework of action and initiatives to fulfill our commitment.





“My Harvest”; grape stomping.





“My Harvest”; grape harvesting & “Picnic”.

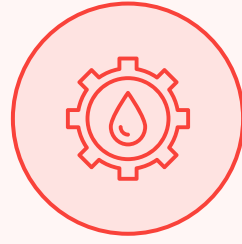


“Make Your Own Wine”.

Our management also extends to the tourism aspect of our industry. We have a **Sustainable Wine Tourism Policy**, which incorporates sustainability principles into our services:

-  **Wine and Flavors Tour**
-  **Make Your Own Wine**
-  **My Harvest**
-  **Picnic**
-  **Blind Tastings**

For more details, you can review our policies on the Sustainability Portal on our **website**.



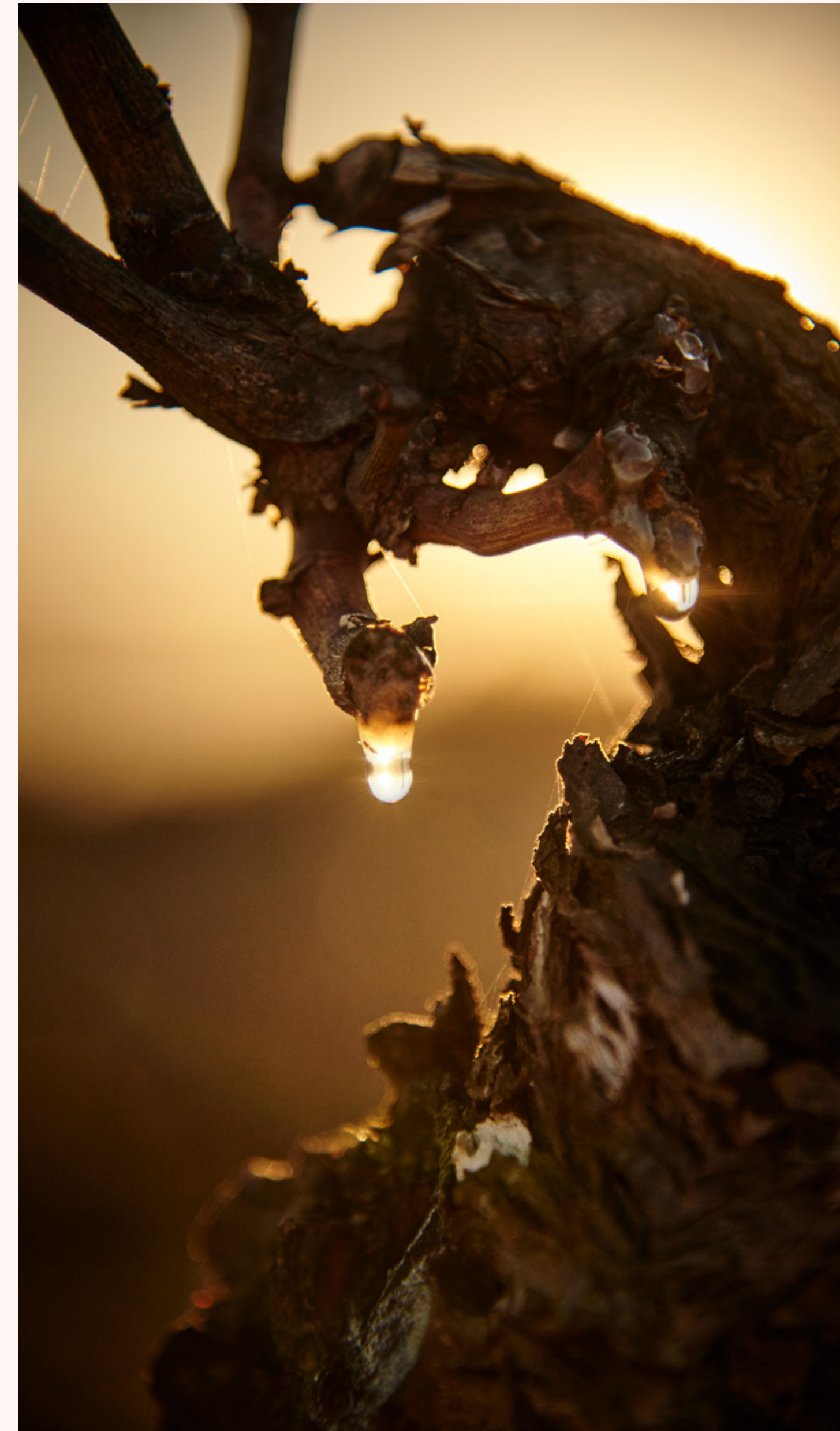
Water Management

Efficient water resource management is a commitment we made when implementing the Sustainable Vineyard Code, and these principles are reinforced in our Sustainability Policy. These commitments include the company's responsibility to use water consciously and implement management plans aimed at gradually reducing water consumption in wine production.

Additionally, our policy requires us to treat wastewater properly to avoid contaminating aquifers, a source of fresh water used by various actors in the ecosystem. It is important to note that every new MontGras emplo-

ye receives training on the contents of our Sustainability Policy, along with other corporate documents.

Since 2013, we have also based our environmental management on an Environmental Management System aligned with the ISO 14001 standard.





CONSUMPTION

As an agricultural company, we fully understand that water is an essential resource for the continuity of our vineyard operations, and thus,

given the country's water scarcity, we aim to progressively reduce our water consumption.

We use a technified drip irrigation system, constantly monitoring the plants to ensure they are watered according to defined water efficiency parameters. This allows us to control water usage actively, minimizing waste and increasing consumption efficiency. In 2023, for instance, we set a goal to reduce our water consumption by 3% compared to the previous year. This goal was accompanied by a series of measures focused on optimizing processes that require water, such as standardizing washing protocols and training staff on the use of pressure washers, as well as monitoring the number of washings throughout the

year. Additionally, we keep detailed records of our water use, categorized by production processes and wine tourism services.



GRI 303-3 WATER WITHDRAWAL

Total water withdrawal from all areas (in megaliters) and breakdown of that total based on the following sources, if applicable:		
	Intriga (Vineyard)	San José (Vineyard)
Surface water		
Groundwater	2.090	27.121
Seawater		
Produced water		
Third-party water		
Total (megaliters)	2.090	27.121

Breakdown of the total water withdrawal from each of the sources listed in the previous 2 tables (in megaliters), according to the following categories:		
	Freshwater (total dissolved solids ≤ 1000 mg/l)	
	Intriga (Vineyard)	San José (Vineyard)
Groundwater	2.090	27.121

GRI 303-5 WATER CONSUMPTION

Total water consumption (in megaliters) from all areas		
	Intriga (Vineyard)	San José (Vineyard)
Total (megaliters)	2.090	27.121

IRRIGATION 2022-2023

Vineyard	Has	Kg	Year Total (M3)	M3/ HA	M3/Kg of Grape
Amaral	92,17	963.737	354.330	3.844	0,37
Intriga	123,86	973.106	473.470	3.823	0,49
San José	198,05	3.651.718	803.520	4.057	0,22
Ninquén	95,24	746.872	547.015	5.744	0,73
Pumanque	112,44	876.654	358.338	3.187	0,41
Total	621,76	7.212.087	2.536.673	4.080	0,35

The represented data corresponds to the irrigation per season, converted to m³/ha and m³/kg of grapes produced.

QUALITY

Liquid Industrial Waste (RILes) are part of the residual materials from our operations. In line with our commitment to increasing water consumption efficiency and the Sustainable Vineyards Code, we have a wastewater treatment system that is then integrated into the irrigation systems of our vineyards. In this way, we promote the conscious use of water in our operations.



Biodiversity

MontGras has facilities located in areas of great importance for biodiversity. As a company, we have taken steps to reduce the impact of our activities on the natural development of local flora and fauna.

First, we identified the species of flora and fauna present in the area and determined which of them were at risk. Based on this information, we implemented plans to restore degraded or intervened spaces, promoting the creation of biological corridors with native flora species.

We conducted a flora inventory through four field campaigns carried out during 2022 and 2023, using the transect method. The collected species were preserved and cataloged in the University of Chile's Forestry Science Herbarium under the title "Flora of Cerro Ninquén."

This work was made possible by close collaboration between the company and CONAF, leading to the creation of a greenhouse where native species are propagated. Once mature,

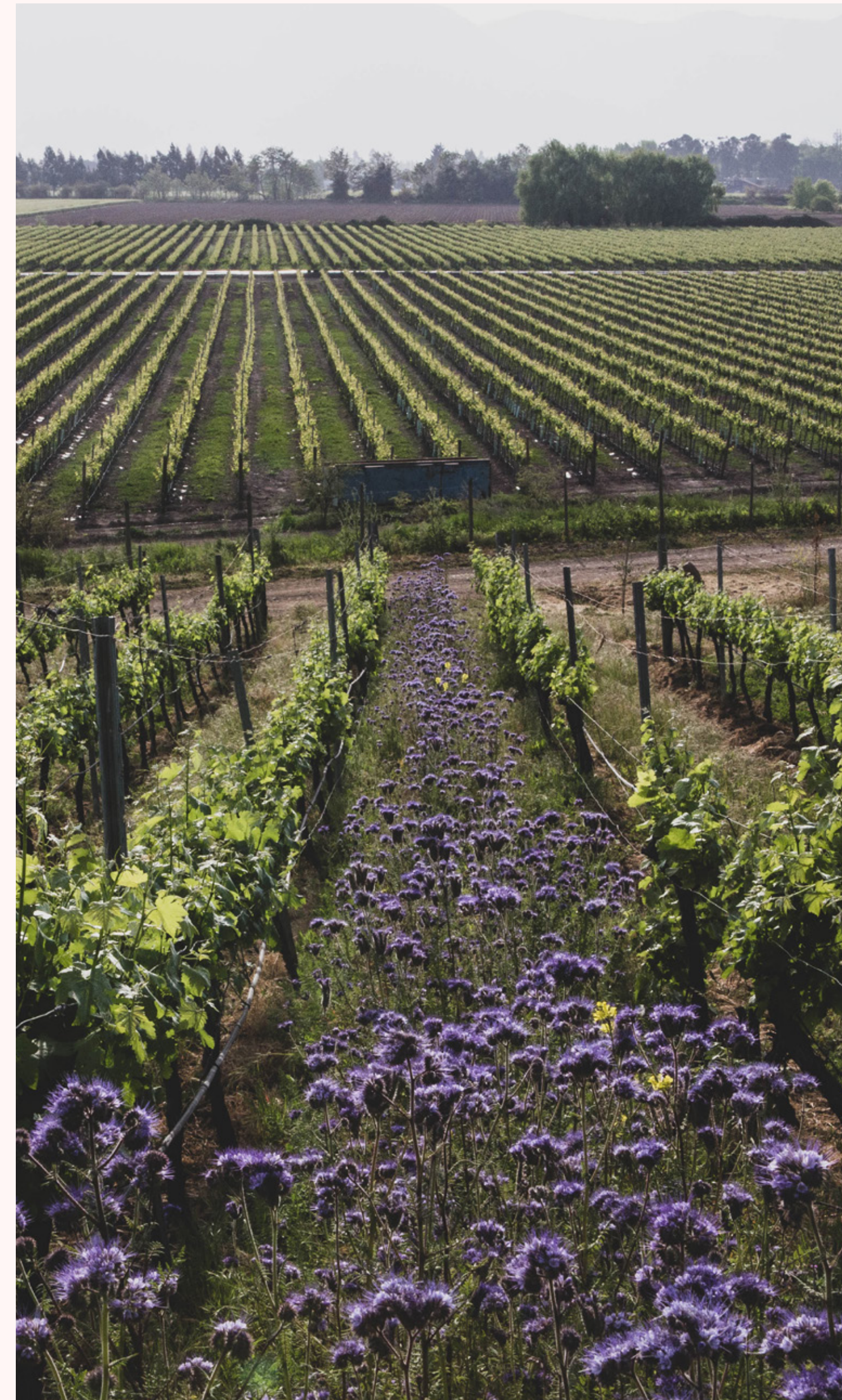
these plants are strategically placed by expert landscapers. As a result, all our fields have conservation projects for forests and biological corridors. We also train employees during harvest and pruning to avoid intervention in these areas.

In the coming years, we hope to collaborate with local schools to teach children about composting and gardening, fostering local awareness about the preservation of wild areas and their benefits for communities and agricultural life.



GRI 304-4 SPECIES ON THE IUCN RED LIST AND NATIONAL CONSERVATION LISTS AFFECTED BY OPERATIONS

The total number of species on the IUCN Red List and national conservation lists found in areas impacted by the organization's operations, by extinction risk level:	
Critically Endangered	None
Endangered	None
Vulnerable	One flora species, <i>Rhodophiala pratensis</i>
Near Threatened	None
Least Concern	Three flora species (<i>Adiantum excisum</i> , <i>Adiantum scabrum</i> and <i>Cheilanthes hypoleuca</i>), one bird species (<i>Falco peregrinus</i>), three reptile species (<i>Liolaemus lemniscatus</i> , <i>Liolaemus tenuis</i> and <i>Philodryas chamissonis</i>) and two mammal species (<i>Galictis cuja</i> and <i>Pseudalopex griseus</i>)





Waste Management

As part of our commitment to a sustainable wine industry, our goals include promoting recycling, reuse, and reduction of both organic and inorganic waste.

We maintain an inventory of waste, allowing us to categorize and separate waste based on hazard level and type in our storage centers. This inventory also helps us identify improvement opportunities as we track the tonnage of waste removed. To support these efforts, we provide waste separation and management training to our employees, preparing them for the various annual certification audits we undergo.

HAZARDOUS WASTE

This category includes chemicals, fuels, and other elements that may be harmful to health and the environment. We have management protocols that allow for the safe separation of these items, storing them in our material warehouse and arranging for their removal by the specialized external company, Ecoam.

ORGANIC WASTE

We generate two main types of organic waste: pomace and stalks, both derived directly from grapes. These residues are composted on-site at MontGras and later used as fertilizer in our vineyards. Other waste, like paper, cardboard, and glass, falls into the non-hazardous waste category, collected by the company Recuperadora Santa Cruz.



PACKAGING

Our wines are packaged using FSC-certified cardboard, indicating it is made with recycled materials. This choice supports MontGras's goal of reducing waste and promoting material circularity by reusing forestry-derived materials. Additionally, we use natural corks in our wine bottling process, which, unlike synthetic corks, has a smaller environmental impact.

In compliance with Chile's Extended Producer Responsibility (REP) law, we have contracted waste collection services from ReSimple, a specialized company that tracks annual collection volumes. This allows us to meet our initial collection volume targets for 2023.

ECO-DESIGN

At MontGras, we are exploring new ways to present our products. Eco-design focuses on creating more sustainable products with packaging materials that generate less waste and increase recyclability.

Our teams are working together to offer customers a high-quality, attractive product that positively impacts all dimensions.





GRI 306-3 WASTE GENERATED

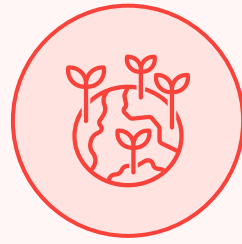
Total weight (metric tons) of waste generated and broken down by waste composition.	
Waste Composition	Weight (metric tons)
Paper and Cardboard	13
Rigid Plastics	9
Glass	30
Filter Earth and Sludge	25,91
Household Waste	33,87
Hazardous Waste	2,264
Total Waste	114,044

GRI 306-4 NON-DISPOSAL WASTE

Total weight (metric tons) of waste not intended for disposal and broken down by waste composition.	
Waste Composition	Weight (metric tons)
Paper and Cardboard	13
Rigid Plastics	9
Glass	30
Filter Earth and Sludge	25,91
Hazardous Waste	2,264
Total Non-Disposal Waste	80,174

GRI 306-5 DISPOSAL WASTE

Total weight (metric tons) of waste intended for disposal and broken down by waste composition.	
Waste Composition	Weight (metric tons)
Household Waste	33,87



Greenhouse Gas Emissions Management

Agriculture is a key industry for addressing the climate crisis, as it is directly impacted by its consequences; water scarcity, soil erosion, flooding, and more frequent fires are just a few examples linking agriculture to climate challenges.

MontGras recognizes the need for meaningful initiatives to mitigate climate change impacts. Recently, we have implemented several initiatives with a positive effect on our business.

A significant achievement in this area was the construction of a photovoltaic plant at the Ninquén site to power our drip irrigation system, with plans to replicate it at our Linderos Plant. We also replaced gas-powered forklifts with electric ones, upgraded lighting to more efficient options, and trained our teams in resource-conscious use and greenhouse gas emissions management. A notable recent milestone was the quantification of our 2023 Corporate Carbon Footprint.



2023 CARBON FOOTPRINT

In 2023, we began quantifying our Corporate Carbon Footprint under the GHG Protocol measurement standard. This effort aimed to gauge our contribution to climate change within our operations and manage impact indicators, while exploring emission reduction strategies.

The emissions estimation covered our visitor centers, Colchagua Plant, and Linderos Plant. Business operations analyzed included input acquisition through to waste generation at the end of production, providing a comprehensive view of emissions at every production stage.

As a result, our corporate carbon footprint for 2023 amounted to 13,445 tonCO₂eq, with emissions from the winemaking process as the primary source (96%).

EMISSIONS FROM PRODUCTION PROCESSES

Scope	Vinification Process			Vineyard Process						Total
	Colchagua Winery	Linderos Winery	Vinification (Total)	San José	Ninquén	Pumanque	Amaral	Intriga	Vineyards (Total)	
1	227	21	249	90,6	55,3	48,5	41	16,6	252	501
2	349	43	392	7,4	74,8	26,7	81,3	736	264	656
3	12.203	75	12.278	0,3	1,5	5,5	2,4	0,9	11	12.289
Total	12.779	139	12.919	98	132	81	125	91	526	13.445

RELATIVE INTENSITY INDICATORS

Relative Indicator	2023 Emission Intensity
Liters of Wine	2.79* kg CO ₂ eq/Liter
Dispatched Cases	18.3* ton CO ₂ eq/Case



GRI CONTENT INDEX

Chapter 07

USE STATEMENT: MontGras has prepared this report based on the GRI Standards, for the period between January 1 and December 31, 2023.
GRI USED: GRI 1: Foundation 2021

Standard GRI	Contents	Location / Answer	Page	Omission / Explanation
General Contents				
GRI 2: General Disclosures 2021	2-1 Organization details	Who We Are	11, 12, 13, 14, 15	
	2-2 Entities included in the organization's sustainability reports	About This Report	6	
	2-3 Reporting period, frequency, and contact point	About This Report	4	
	2-4 Information update	There is no information update.	-	
	2-5 External verification	This report has not been externally verified.	-	
	2-9 Governance structure and composition	Organizational Chart	16, 17, 18	
	2-15 Conflict of interest	Ethics and Anti-Corruption Management, Internal Controls	20, 21	
	2-25 Processes to remedy negative impacts	It is developed throughout each of the reported material topics.	-	
	2-27 Compliance with laws and regulations	Where applicable, it is indicated in each of the material topics.	-	
	2-28 Membership in associations	Chilean Safety Association (ACHS)	-	
	2-29 Approach to stakeholder engagement	Stakeholder Groups	6	
Material Topics				
GRI 3: Material Topics 2021	3-1 Process for determining material topics	Materiality Analysis	6	
	3-2 List of material topics	List of Material Topics	7	
<i>Ethics and Anti-Corruption Management</i>				
GRI 3: Material Topics 2021	3-3 Management Approach	Ethics and Anti-Corruption Management	20, 21, 22, 23	
GRI 205: Anti-Corruption	205-1 Operations assessed for corruption-related risks	Ethics and Anti-Corruption Management	22	
	205-2 Communication and training on anti-corruption policies and procedures	Ethics and Anti-Corruption Management	22, 23	
	205-3 Confirmed cases of corruption and actions taken	In 2023, there were no cases of corruption	22	

Standard GRI	Contents	Location / Answer	Page	Omission / Explanation
Occupational Health and Safety Management				
GRI 3: Material Topics 2021	3-3 Management Approach	Occupational Health and Safety Management	25, 26, 27	
GRI 403: Occupational Health and Safety	403-1 Occupational Health and Safety Management System	A work health and safety management system is in place based on ISO 45001:2018	25	
	403-2 Hazard identification, risk assessment, and incident investigation	Hazards are identified and assessed according to the “Hazard Identification, Risk Assessment, and Control Procedure” (P-SST-02), which identifies hazards associated with activities, products, or services	25	
	403-3 Occupational health services	Occupational Health and Safety Management	26	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Management	27	
	403-5 Worker training on health and safety	Occupational Health and Safety Management	27	
	403-6 Promotion of worker health	Occupational Health and Safety Management	26	
	403-7 Prevention and mitigation of health and safety impacts directly related to business relationships	Occupational Health and Safety Management	25	
	403-8 Coverage of the occupational health and safety management system	248 - 87.5% of all employees are covered by the occupational health and safety management system	25	
	403-9 Work-related injuries	Occupational Health and Safety Management	27	
	403-10 Work-related illnesses and diseases	0	27	
Decent Working Conditions				
GRI 3: Material Topics 2021	3-3 Management Approach	Decent Working Conditions	28, 29, 30, 31, 32, 33	
GRI 404: Training and Education	404-1 Average training hours per year per employee	9,6	32	
	404-2 Programs to improve employee skills and transition assistance programs	Decent Working Conditions - Employee Skill Improvement Programs	33	
	404-3 Percentage of employees receiving regular performance reviews	DNo programs were developed during the reporting period	-	
GRI 401: Employment	401-1 New employee hires and turnover rates	Male hiring rate: 20% Female hiring rate: 9% Male turnover rate: 31% Female turnover rate: 23%	28	
	401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees	All employees receive the same benefits.	29	
	401-3 Parental leave	Decent Working Conditions - Benefits	29	
Non-Discrimination and Equal Opportunities				
GRI 3: Material Topics 2021	3-3 Management Approach	Non-Discrimination and Equal Opportunities	34, 35	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Non-Discrimination and Equal Opportunities	34	
	405-2 Ratio of basic salary and remuneration of women to men	-	-	Confidentiality Restrictions
GRI 406: Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	During 2023, there were no incidents of discrimination, so no corrective actions were needed	35	

Standard GRI	Contents	Location / Answer	Page	Omission / Explanation
Water Management				
GRI 3: Material Topics 2021	3-3 Management Approach	Water Management	39, 40, 41	
GRI 303: Water and Effluents	303-1 Interaction with water as a shared resource	Water Management	39, 40	
	303-2 Management of water discharge-related impacts	There is no discharge of effluents into surface water bodies.	-	
	303-3 Water withdrawal	Water Management - Consumption	41	
	303-4 Water discharge	No water discharge is conducted.	-	
	303-5 Water consumption	Water Management - Consumption	41	
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management Approach	Biodiversity	42, 43	
GRI 304: Biodiversity	304-1 Operational sites owned, leased, or managed in or adjacent to protected areas or areas of high biodiversity value outside protected areas	Biodiversity	42	
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity	42	
	304-3 Protected or restored habitats	Biodiversity	42	
	304-4 Species listed in the IUCN Red List and national conservation lists whose habitats are in areas affected by operations	Biodiversity	43	
Waste Management				
GRI 3: Material Topics 2021	3-3 Management Approach	Waste Management	44, 45, 46	
GRI 306: Waste	306-3 Waste generated	114,044	46	
	306-4 Waste not intended for disposal	80,174	46	
	306-5 Waste intended for disposal	33,87	46	
Greenhouse Gas Emissions Management				
GRI 3: Material Topics 2021	3-3 Management Approach	Greenhouse Gas Emissions Management	47, 48	
GRI 305: Emissions	305-1 Direct GHG emissions (scope 1)	501 ton CO2eq	48	
	305-2 Indirect GHG emissions from energy generation (scope 2)	656 ton CO2eq	48	
	305-3 Other indirect GHG emissions (scope 3)	12.289 ton CO2eq	48	
	305-4 GHG emissions intensity	Greenhouse Gas Emissions Management - Relative Intensity Indicators	48	
	305-5 Reduction of GHG emissions	-	-	
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	



SUSTAINABILITY REPORT

2023

MONTGRAS

— BOLDLY ATTRACTIVE WINES —