

**Banco de Chile:**  
**ESG Supporting Document DJSI 2022**  
**(FY 2021)**

**Board Effectiveness:**

The biography of each of the board members can be found on our website, at our local annual report and our Form 20-F (both for the year 2021).

**Corruption & Bribery**

Banco de Chile has in place policies to prevent bribery and corruption, such as our Prevention of Corrupt Practices Policy, publicly available at our website.

Banco de Chile does not make contributions to political parties. We only make charitable donations that are legal and ethical under local laws and practices. Our Charitable Donations Policy, also available at our website, covers how we manage charity donations.

**Workforce Breakdown: Nationality**

<b>NATIONALITY</b>	<b>Share in total workforce (as % of total workforce)</b>	<b>Share in all management positions, including junior, middle and senior management (as % of total management workforce)</b>
Chilean	97.16%	98.18%
Venezuelan	1.55%	0.42%
Peruvian	0.34%	0.07%
Others	0.95%	1.33%

This information only includes bank employees which are 84% of our corporate FTEs. Subsidiary employees are not included in this count.

**Employee Support Programs**

-Childcare facilities (or contribution):

There is an agreement with the Sodexo and Vitamina Nursery Network, in addition to the option of a compensatory bonus due to illness for children who cannot go to a nursery.

-Breast feeding/ lactation facilities or benefits:

There's a breastfeeding room in our premises, and a breastfeeding kit is also sent to all mothers when they return from their postnatal care.

- Absentee Rate

Absentee rate	Unit	FY 2018	FY 2019	FY 2020	FY 2021
Employees	% of total days scheduled	0.044%	0.033%	0.022%	0.042%
Data coverage	% of employees	82.1	82.2	82.8	84

This information only includes bank employees which are 84% of our corporate FTEs. Subsidiary employees are not included in this count. It only contains the information associated with the total number of days lost due to absenteeism due to occupational accidents and illnesses"

## OHS Programs

Banco de Chile's Labor Safety and Occupational Health (OHS) management system is integrated across the Bank's entire value chain and is based on the following five pillars:

1. Preventive management Occupational Safety and Occupational Health
2. Legal compliance
3. Risk Management
4. Emergency Management
5. Contractor Management

Through these pillars, working methods are established to comply with current legal requirements in this area, and ensure the safeguarding of the occupational health and safety of all the people who make up the organization.

**-OHS risk and hazard assessments to identify what could cause harm in the workplace // Prioritization and integration of action plans with quantified targets to address those risks // Evaluation of progress in reducing/preventing health issues/risks against targets // Internal inspections:**

Banco de Chile has a risk matrix used to identify work-related hazards and assess specific risks by position, based on the specific work that each worker performs. This is carried out defining each task as

routine or non-routine, applying a methodology for prioritizing risks, determining and implementing operational controls to eliminate hazards, minimize risks and anticipate the different situations that will be generated. Said matrix is constantly monitored and updated each time the need is identified, whether due to serious accidents, changes in a process, new work positions, inspections, changes in current legal regulations, etc. Thus, we are always alert to strengthen or reinforce new controls and work plans. Workers have communication channels to report any action or condition they identify, including the Occupational Health & Safety Box, the SOS emergency cell phone, and Ucenco (Banco de Chile's central internal communication unit).

**-Integration of actions to prepare for and respond to emergency situations:**

Banco de Chile has an Emergency Management Procedure, the main objective of which is to identify the potential for emergencies and establish the measures for preparation and response to situations of this type, being able to communicate, implement and evaluate these measures periodically to improve the procedure.

**-Internal inspections:**

We have internal inspections that are referred to in the "Procedure for Identification, Evaluation and Risk Management of the Occupational Health and Safety Management System".

**-Independent external verification of health, safety and well-being: please provide the names and standards used (such as ISO 45001):**

Does not apply. Only specific concepts associated with ISO 45001 are taken, this associated with "Administration Procedure of the Occupational Safety and Occupational Health Management System."

The main objective of Banco de Chile's Occupational Health and Safety Management System is to guarantee the occupational health and safety of employees, contractors and customers. This through the implementation of a Work Program that establishes the necessary tasks to implement, maintain and continuously improve the Occupational Health and Safety Management System, including the necessary processes and their interactions, in accordance with the requirements indicated in this document.

Each process associated with the program has defined objectives and goals, considering that all the activities that will be carried out are based on compliance with these and the minimum actions of Occupational Safety and Occupational Health established in the Current Legal Regulations.

**-Procedures to investigate work-related injuries, ill health, diseases and incidents:**

Banco de Chile has an "Incident Management and Statistical Control Procedure", the purpose of which is to discover the origin and root cause of the personal and work factors that cause the Incidents/Accidents that occur at the Banco de Chile Corporation or in the direct route to the dependencies, in order to establish the control measures on the risks that originate these events.

The main purpose is to establish a methodology for the investigation of incidents/accidents, which allows determining the necessary preventive actions, the preparation of statistics, the necessary indicators to measure trends and thereby improve performance through learning from experience.

**-OHS training provided to employees and/or other relevant parties to raise awareness and reduce operational health & safety incidents:**

Yes, this through the talk on "Obligation to Report Occupational Risks". It indicates the details of preventive management according to the position and tasks assigned.

**-OHS criteria introduced in procurement and contractual requirements:**

Yes, this through the internal and special regulations associated with occupational safety.