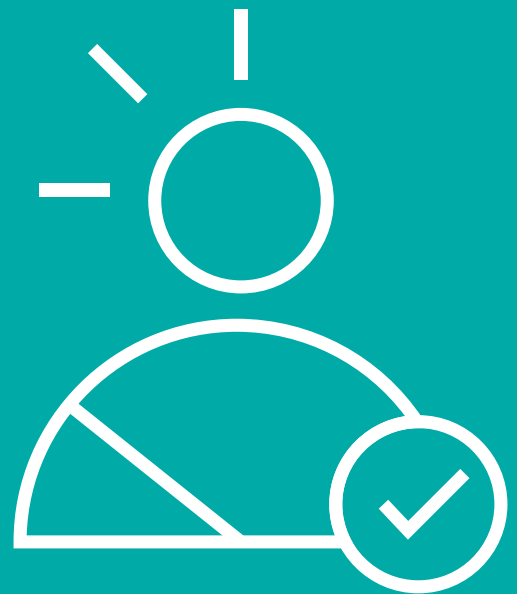




Compliance

HUMAN RIGHTS POLICY



arauco

1. OBJETIVE AND SCOPE

In line with our commitment to always act with the highest standards of ethical and regulatory compliance, Arauco North America Inc, Arauco Canada Limited and its subsidiaries, (hereinafter "ARAUCO") respect the human rights set forth in the United Nations Universal Declaration of Human Rights (hereinafter "Human Rights") in all its operations and activities.

This policy establishes the guidelines that guide ARAUCO's actions in compliance with its duty to respect Human Rights.

Compliance with this policy is mandatory and must be observed by all directors and employees of ARAUCO, globally.

2. CONTENTS

ARAUCO recognizes and respects human rights. For ARAUCO, this commitment is essential in its relations with its employees, its commercial relations with customers, suppliers, and contractors, and the company's relations with the communities surrounding its operations.

- a) Respect the right of workers to form and join a union freely and without fear of reprisals in accordance with the local legislation of each country in which ARAUCO operates.
- b) Reject child labor in all its forms, in accordance with local legislation and Convention No. 138 of the International Labor Organization.
- c) Reject all forms of forced and compulsory labor. ARAUCO's selection processes are voluntary and informed for all candidates. Likewise, ARAUCO employees are free to decide to terminate their employment relationship with the company.
- d) Recognizes that environmental protection and care for biodiversity and ecosystem services are necessary conditions for sustainable development. Arauco works permanently, actively, and responsibly to protect the environment, considering the environmental aspects where it operates. To this end, it has adopted good industrial practices, values, and commitments, seeking to minimize impacts and fully comply with current legislation in this area.
- e) Promote safe working environments, seeking to prevent risks continuously and progressively in operations.

f) Respect the dignity and diversity of people. Arauco rejects and prohibits discriminatory attitudes based on race, religion, gender, sexual orientation, age, nationality, descent, marital status, disability, etc. All employees have the right to respectful and dignified treatment.

g) Have processes of dialogue and consultation with the communities, with the objective of identifying and addressing the impacts of its operations, as well as the concerns and opportunities that may arise, as appropriate.

3. COMPLAINTS CHANNEL

ARAUCO has a complaints channel administered by an independent third party that guarantees both the confidentiality of the complaints and the anonymity of the complainant if the complainant so prefers.

Any conduct that may be considered a violation of this Policy should be reported through the Complaints Channel by accessing the Company's website na.arauco.com, or through the other mechanisms indicated in the Complaints Procedure.

4. DISCLOSURE

The complete and updated text of this Policy will be made and maintained available on the Company's website <https://na.arauco.com/>.

5. APPROVAL AND VALIDITY

This Policy has been approved by the President of Arauco North America and will be effective as of June 2nd, 2023.

DocuSigned by:

Pablo Franzini

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