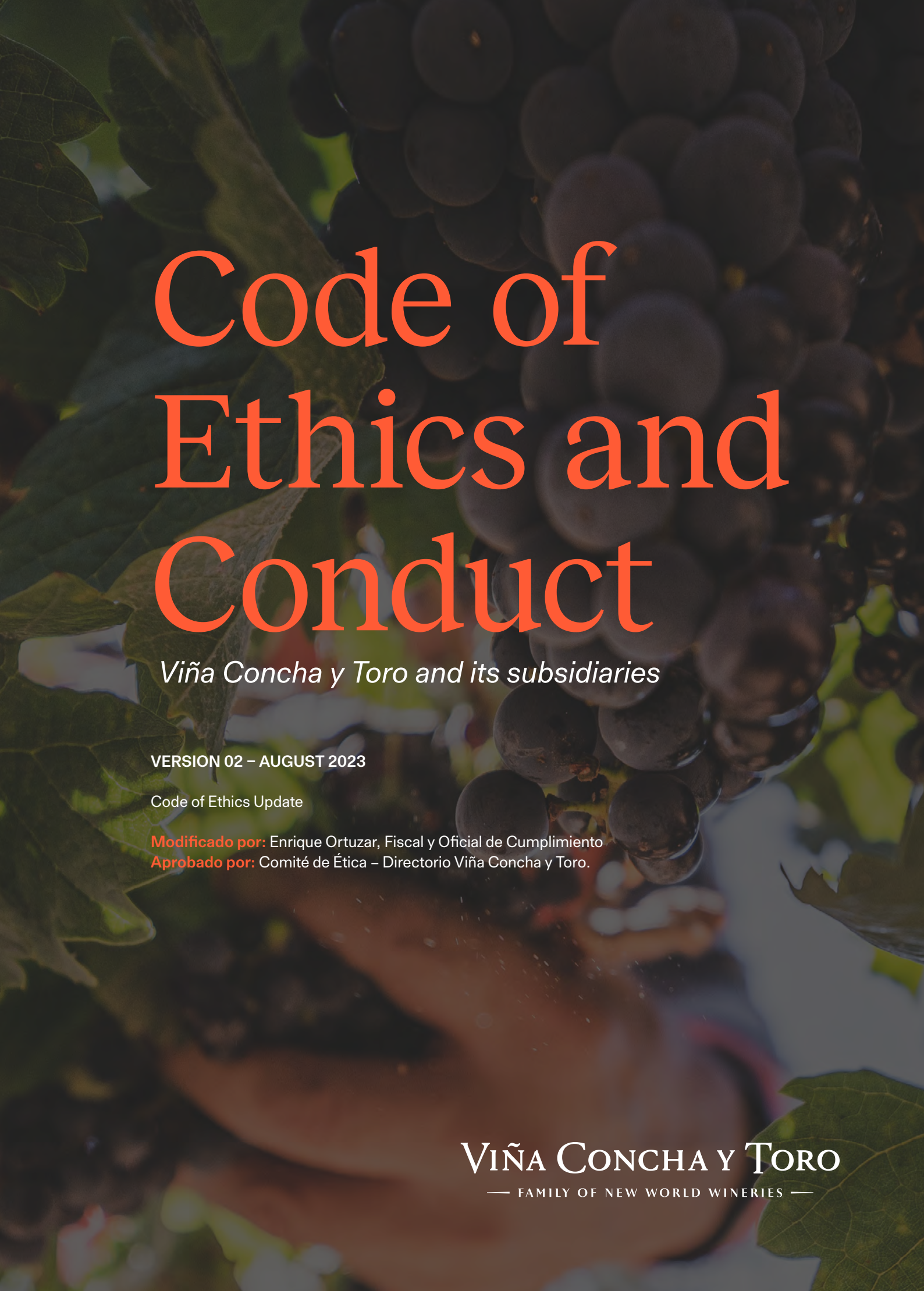




Code of Ethics and Conduct

Viña Concha y Toro and its subsidiaries

VERSION 02 – AUGUST 2023

Code of Ethics Update

Modificado por: Enrique Ortuzar, Fiscal y Oficial de Cumplimiento

Aprobado por: Comité de Ética – Directorio Viña Concha y Toro.

VIÑA CONCHA Y TORO

— FAMILY OF NEW WORLD WINERIES —

Letter from the CEO

Dear co-workers,

In 2022, the Company's Board of Directors approved an updated version of the Code of Ethics and Conduct to further reinforce and uphold the principles and values that all employees at Viña Concha y Toro and its domestic and international subsidiaries are expected to adhere to.

In this regard, the new Code of Ethics and Conduct strengthens the Company's commitment to human rights and reaffirms our opposition to corruption. It also outlines the main guidelines for interactions with public officials, donations, and the exchange of gifts or invitations.

The Board of Directors prioritizes upholding the highest standards of corporate ethics at all stages of product development, distribution, and sales as a core part of the Company's mission. This demands that every director, executive, and employee personally commit to maintaining and promoting these high ethical standards within their respective areas of responsibility. Each individual must handle this responsibility with concrete actions, strategic improvements, and ongoing reviews of the organization's processes.

Let's carefully review our Code of Ethics and Conduct. We'll read it again and go over it thoroughly. Let's make sure we understand and follow it, both individually and as a team, including our suppliers.

Eduardo Guilisasti Gana
Viña Concha y Toro CEO

1. Values

Respect

Our way of relating to one another is built on mutual respect, regardless of our rank, gender, age, nationality, or background. We are committed to showing kindness, positivity, and constructive actions. By integrating all areas and working together seamlessly, we believe that respectful and good practices should flow naturally across everything we do.

Collaboration

We promote a corporate culture based on trust, remove redundancies, and enable efficient operations within the organization through streamlined structures that seek synergies, resulting in cost savings. Our goal is to avoid siloed departments or sectors; we are a unified entity that encourages collaboration among managers, colleagues, and teams. We aim for active and enthusiastic participation from all members in pursuing a shared purpose.

Excellence

At Viña Concha y Toro, excellence is our core value, underscoring our commitment to ongoing improvement and remaining a leading global wine industry Company. Maintaining our position demands a forward-thinking approach, driven by the individual and collective efforts of our teams. We constantly challenge ourselves and our methods, harnessing the strength to transform opportunities into achievements.

2. Scope and application

This Code of Ethics and Conduct applies to all operations of Viña Concha y Toro and its subsidiaries (collectively referred to as “Viña Concha y Toro,” the “Company,” or the “enterprise”), including all directors, executives, and employees. They are expected to familiarize themselves with its content and adhere to its rules.

This Code of Ethics and Conduct was not intended to address all conceivable circumstances or serve as a comprehensive compilation of all applicable laws, regulations, voluntary commitments, and policies that may influence the Company. Accordingly, under no circumstances should it be interpreted as a replacement or superseding of other internal policies and/or procedures; rather, it is meant to be supplementary and/or integrated with them.

3. Visión

Viña Concha y Toro aims to become a leading global company, focusing on the consumer and developing premium wine brands.



4. Mission

For Viña Concha y Toro to achieve its vision, the Company commits to concrete actions:

- ▶ Produce wines whose quality standards are the highest in the international industry.
- ▶ Deliver safe products to our consumers by maintaining and monitoring the safety systems of our products and ensuring compliance with legal requirements in Chile and our export markets.
- ▶ Understand our clients' current and future needs, consistently striving to meet and exceed their expectations.
- ▶ Foster and consistently enhance commercial relationships with our clients, producers, and suppliers, along with their operations and systems throughout all phases of development, distribution, and sales.
- ▶ Create and promote a healthy relationship with wine by practicing conscious and responsible drinking, keeping consumption moderate and limited to avoid endangering personal health or the health of society at large.
- ▶ Work with special care and respect for the environment, utilizing sustainable resource management and socially equitable practices with our workers and the communities we serve.
- ▶ Offer job opportunities to both our current and prospective employees, ensuring fairness and non-discrimination in all aspects of the hiring process.
- ▶ Support employee engagement in a positive environment and support their professional growth through training, promoting the acquisition of knowledge and skills that enhance their performance.
- ▶ Create and sustain an inspiring, enriching, and rewarding workplace for all Viña Concha y Toro employees, fostering professional growth and ensuring a secure environment that prioritizes health and safety.

5. Everyone's commitment

Commitment of everyone involved with Viña Concha y Toro

All members of Viña Concha y Toro S.A. and its subsidiaries pledge to perform their duties in accordance with applicable laws and regulations at every stage of production, distribution, and sales. They are committed to upholding the highest ethical standards and integrity, striving for excellence in their work and transparency.

All employees of Viña Concha y Toro and its subsidiaries must adhere to and comply with this Code of Ethics and Conduct, as well as the policies that govern it, their individual and collective employment contracts, the Company's Internal Regulations, the core conventions of the International Labor Organization (ILO), and current labor laws.



6. Personal Integrity

During their activities, the directors, executives, and employees of Viña Concha y Toro and its subsidiaries shall:

- ▶ Maintain impeccable ethical conduct. This obligation extends to their private lives when it affects the Company's reputation or good name, or compromises compliance with this Code of Conduct.
- ▶ Maintain loyalty to the Company by performing their duties, defending the Company's interests, image, and patrimonial integrity, complying with relevant laws and regulations, and, when required, providing accurate and truthful information.
- ▶ Act with honesty, proactivity, responsibility, diligence, professionalism, objectivity, collaboration, respect, agility, openness to change, and a commitment to excellence.
- ▶ Fully embrace the responsibilities of being positive team leaders, and as such, accept the personal and professional responsibilities that this entails.

6.1. Relationship with Public Officials

Under both national and international laws governing the Company, preventing bribery of public officials—whether domestic or foreign—is essential. Bribery occurs when a private individual offers or agrees to give a public official an improper benefit of any kind, with the intent to influence their official actions, neglect their duties, breach their responsibilities, exercise undue influence, or commit an official crime. It also encompasses any activity that goes against the Company's stated values and principles or violates applicable laws. Under no circumstances should objects of value, benefits, or money be offered, promised, or given to any public official worldwide.

The Company considers offering or paying bribes—whether directly or indirectly—to be an unacceptable and reprehensible practice. This includes facilitation payments or payments made to speed up or secure routine government actions, which are strictly prohibited.

6.2. Conflict of interest

For these purposes, a conflict of interest is defined as the incompatibility that occurs in any act or negotiation between Viña Concha y Toro and/or one of its subsidiaries and a related person, when there are business relationships, kinship, or emotional ties between the person evaluating, performing, or deciding on such act

and/or participating in the administration, supervision, or control of the processes derived from it, and the related individual party. Such a relationship implies a lack of independence or impartiality in decision-making, thereby increasing the likelihood of directly or indirectly benefiting the pertaining person and/or the Company's employees involved in the decision-making process. Similarly, a conflict of interest is recognized as one defined or established by relevant legislation. In all these cases, the provisions of current legislation shall apply.

In cases of conflicts of interest, whether real or perceived, involving transactions with producers, suppliers, clients, or other individuals with whom the Company has business relationships, affected directors, executives, and employees must disclose them in a clear, timely, and transparent manner. This enables the Company to make informed decisions in accordance with the relevant regulations. Conflicts of interest may happen when directors, executives, or employees in decision-making roles, as well as their spouses or relatives up to the second degree of kinship, have a significant investment or hold a managerial or executive position in another entity with which Viña Concha y Toro or its subsidiary maintains business relationships.

People involved in conflicts of interest, whether real or perceived, should consider the following principles:

Independence

One must consistently demonstrate loyalty to the Company and its shareholders, regardless of personal or external interests.

Information

Any conflict of interest must be reported immediately to the appropriate executive, supervisor, or designated authority, as required by law, once it is identified, along with the circumstances that led to it.

Abstention

Directors, executives, and employees must avoid interfering with or influencing decision-making that could affect individuals or organizations with whom they have a conflict of interest. Specifically, they must fully adhere to all relevant provisions of current legislation.

Confidentiality

Anyone with a conflict of interest must avoid accessing confidential information related to their conflict.

6.3. Gifts and Invitations

Gifts and corporate presents to clients and suppliers are not allowed unless explicitly permitted by the Company's Gift Policy. Any such gifts must accurately reflect the corporate image of Viña Concha y Toro S.A. and/or its subsidiaries, as appropriate.

Viña Concha y Toro employees should exercise caution when inviting others to dinners or work-related events. These invitations should not suggest, or be seen as, a commitment, undue influence, or an attempt to sway the independence, impartiality, or judgment of others, especially considering their nature, character, or frequency. When unsure, employees are advised to consult the Compliance team Office.

Viña Concha y Toro S.A. and its subsidiaries declare their opposition to manipulating the will of individuals outside the Company to gain any advantage through unethical practices. They also will not permit others to use such practices with their employees.

The Company's employees will strictly adhere to the current Gift Policy and consult it whenever they have questions.

6.4. Use of Company Assets, Resources, and Information

The Company's assets, facilities, and financial resources will be used solely to fulfill its mission. Principles of efficiency, security, rationality, austerity, and savings must be adopted.

All information accessible to employees during their work must always be considered confidential and may only be used for work-related purposes within the Company.

Se encuentra prohibido el uso o entrega de la información a terceros no autorizados, así como el uso de dicha información en beneficio propio o en beneficio de terceros, de manera contraria a lo establecido en las leyes o en forma perjudicial a los intereses de la empresa, de sus clientes o proveedores.

The use or sharing of information with unauthorized third parties is strictly forbidden, as is using such information for personal gain or benefiting third parties in ways that are unlawful or damage the interests of the Company, its clients, or suppliers.

Similarly, the Company's policy requires that it, along with all its subsidiaries and employees, comply with laws and internal policies regarding the accuracy and integrity of financial records and their ongoing maintenance. The

accounting and legal records of Viña Concha y Toro and its subsidiaries, as well as operational records and other information, must be reliable, current, and aligned with internal policies and procedures. Falsifying information or providing inaccurate data is strictly prohibited under any circumstances.

The trademarks, products, designs, and, in general, any creation protected by Intellectual Property Law are a significant part of Viña Concha y Toro and its subsidiaries' assets. That's why the proper use of these assets must always be maintained to protect the Company's interests.

6.5. Insider Information

Any information related to Viña Concha y Toro, its businesses, or one or more securities issued by the Company that has not been disclosed to the market and whose knowledge, by its nature, could influence the trading price of the issued securities, shall be considered as 'insider information.'

For these purposes, individuals who, due to their position, role, activity, or relationship with the Company, possess any type of privileged information are prohibited and must refrain from engaging in, whether directly or indirectly, on their own behalf or on behalf of others, any of the following activities:

- ▶ Perform or carry out any operation related to the affected values that the information pertains to.
- ▶ Disclose or communicate such information to third parties unless it is necessary for the regular performance of your work, position, or profession.
- ▶ Recommend or advise a third party to acquire or transfer the Company's marketable securities or financial instruments based on that information.
- ▶ Engage in any other activity involving such information that is explicitly prohibited by applicable local law. During the study and negotiation phases of any legal or financial transaction that could significantly affect the valuation of the involved securities or instruments, responsible executives must consider:
 - Keep a confidential documentary record of each operation, including the names of the people involved in these transactions..
 - Explicitly warn the individuals involved in the operation about the confidential nature of the information and the prohibition of its use regarding said transaction. Likewise,

the disclosure of the information will be strictly limited to those internal or external persons to the organization who must have access; security measures must be adopted for the custody, filing, access, reproduction, and distribution of said information.

7. Cultura y Ética de Viña Concha y Toro

7.1. Legal Compliance

Viña Concha y Toro S.A. and its subsidiaries strive for comprehensive adherence to current local regulations and uphold respect for the international treaties ratified by each country in which the Company operates, with a particular emphasis on corporate criminal responsibility, environmental issues, and labor concerns.

Therefore, it is essential to always adhere to and respect current laws and relevant corporate policies when providing valuable items, such as gifts, entertainment, hospitality, and donations, to ensure compliance and maintain a positive reputation.

7.2. Crime Prevention Model

Compliance with Law 20.393 on the criminal liability of legal entities

In accordance with Law No. 20.393, which establishes the criminal liability of legal entities for offenses such as money laundering, terrorism financing, bribery of a public official—whether national or foreign—receiving stolen goods, bribery, incompatible negotiations, mismanagement, misappropriation, water pollution, migrant trafficking, violations of the weapons control law, cybercrimes, and other offenses specified within this legislation, the Company may be held accountable for crimes committed by its employees and representatives within the scope of their duties, provided these acts are performed for the benefit of the Company.

In light of the above, the Company explicitly prohibits all its directors, managers, executives, and employees from engaging in any behavior that could result in criminal liability for the legal entity under the specified law. In other words, the values and principles promoted by the Company aim to prevent any activity that undermines these values and principles and could also lead to criminal liability for the organization. Therefore, Viña Concha y Toro S.A. states that it has a Crime Prevention Model, which is part of its current Crime Prevention Program Policy.

7.3. Corruption

Viña Concha y Toro S.A. has a zero-tolerance policy regarding bribery at all times and in all places. Therefore, it is strictly forbidden to accept, request, involve oneself in, do, offer, promise, or authorize any kind of bribe to anyone, anywhere, at any time—whether to suppliers, customers, commercial agents, or public officials—whether to obtain or maintain business, influence decisions, or gain an undue advantage in our operations. This also encompasses bribes through others, such as third parties, and making payments to facilitate procedures.

7.4. Donations

Any donation made by Viña Concha y Toro S.A. and its subsidiaries must be previously approved in writing by the Board of Directors of each Company, regardless of the amount, beneficiary institution, or purpose. The approval authority is delegated to the Chairman of the governing body, except for political donations, which must be approved by the full Board of Directors in compliance with current regulations.

8. Relationship with Third Parties

8.1. Responsible Consumption

We promote healthy and responsible wine consumption and educate about the benefits of moderate drinking.

What is responsible drinking? It is the consumption of alcoholic beverages by healthy adults that does not exceed risky limits and does not affect their well-being or that of others.

Viña Concha y Toro objects to and disapproves of the consumption of wine and alcoholic beverages in at-risk groups: minors, pregnant women, and people who drive vehicles.

The Company discusses and promotes the responsible consumption and sale of wine and alcoholic beverages as part of its corporate and marketing policies.

8.2. Relationship with Suppliers

All equipment, raw materials, supplies, services, and similar items must be acquired based on their own merits, selected according to objective criteria, and in accordance with the Company's internal awarding procedures.

Grape and wine producers, suppliers, vendors, contractors, and subcontractors of Viña Concha y Toro and its subsidiaries must be treated fairly and equitably, without arbitrary discrimination, and in full compliance with all contracts and commitments they have made, as well as all applicable local and international laws at all times. Financial settlements, reports, controls, and invoicing must accurately and faithfully reflect transactions with producers and suppliers, as well as the fulfillment of their commitments to the Company.

The selection and hiring of suppliers must always be based on technical, professional, and ethical criteria, as well as the company's needs. Proposals should be chosen based on objective factors, including competence, timeliness, price, and quality. The selection procedures must be transparent, established before the process begins, and demonstrable to the senior management of Viña Concha y Toro S.A. and its subsidiaries. Negotiations with companies or individuals about whom there is reasonable doubt regarding their integrity or principles should be avoided.

8.3. Customer Relationship

Client satisfaction is a core principle guiding our Company and its staff. Therefore, all actions by directors, executives, and employees should focus on fulfilling client needs while strictly adhering to all internal and external regulations.

We need to comprehend, meet, and fulfill our customers' needs by providing top-quality products and services in a competitive environment. Similarly, all customer requests and complaints should be addressed promptly and effectively by the managers and staff of Viña Concha y Toro and its subsidiaries.

The sale of the Company's products and services must be conducted honestly, avoiding all forms of collusion and the use of deceptive or fraudulent strategies. We should never attempt to gain unfair advantages from our customers solely to achieve short-term profits. Our relationship with customers should focus on building long-term trust and mutual understanding.

The executives and employees of Viña Concha y Toro and its subsidiaries will diligently and in good faith carry out and uphold the various contracts the Company enters into with its clients.

The exchange of client information will only be accepted when it is reasonably sure that it is being received and used within the limits permitted by applicable laws and Company policies.

8.4. Relationship with Competitors (Free Competition and Antitrust)

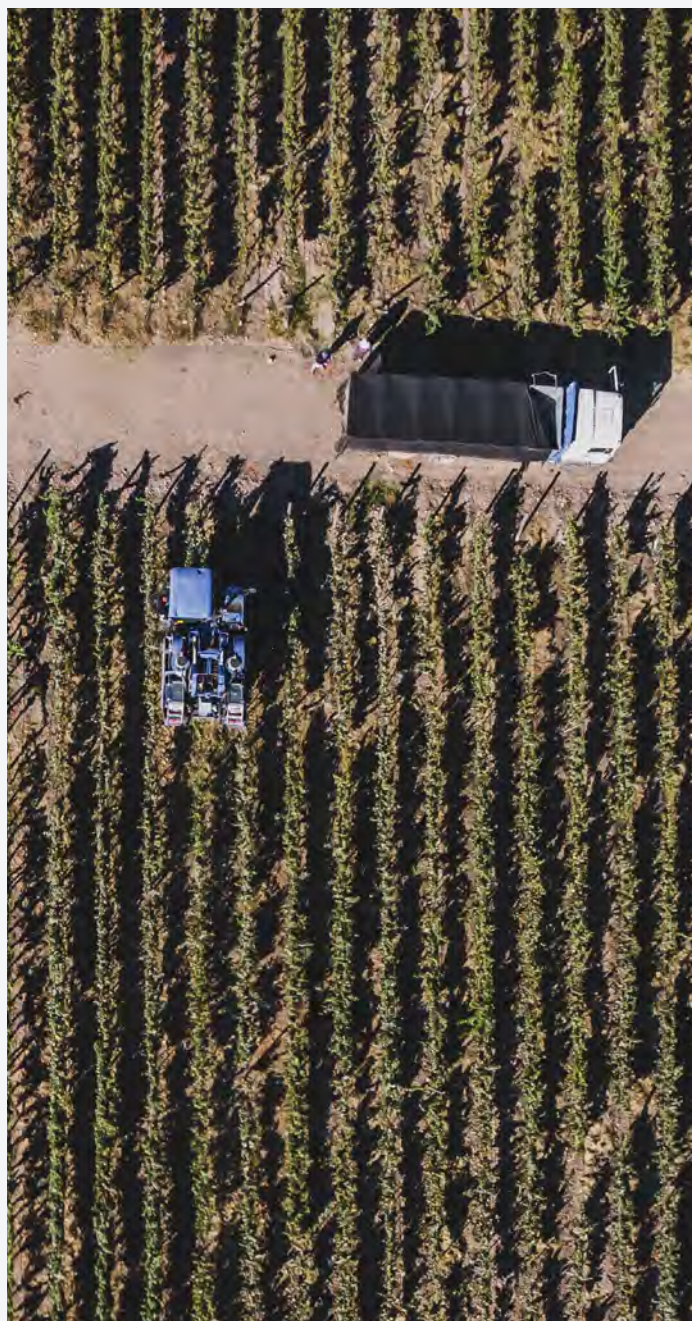
The Company, its directors, executives, and employees must uphold and base their actions on the principles of respect for free and fair competition, as well as for other market participants, regardless of their size or market position. The Company's employees, in their pursuit of profits and benefits for the Company, should always keep these principles and the ultimate benefit of the customer in mind.

For the purposes of this Code, practices that hinder free competition are regarded as serious violations of this Code of Ethics and Conduct, including, among others, the following:

- a) Attracting potential clients or retaining current ones by offering benefits that are not compatible with healthy market practices and good customs;
- b) Offering products, services, or combinations of both at prices or rates lower than the costs associated with such products or services, with the purpose of gaining business at the expense of a competitor; conducting advertising campaigns whose content or format do not conform to reality or the instructions provided by laws on consumer protection, the instructions of the regulatory agency in the matter, and any other applicable regulations on this subject.
- c) Colluding or operating jointly with other market participants in a way that restricts supply or artificially inflates prices, to the detriment of customers or third-party competitors;
- d) Abusing a dominant position to secure more favorable conditions than what could be achieved through market intervention alone, and
- e) Acting, in any way, against the rules of Free Competition or Consumer Rights.

8.5. Relationship with Government and Authorities

Viña Concha y Toro S.A. respects both national and international governments and authorities and is committed to maintaining honest and transparent relationships with them, always fulfilling the obligations it has undertaken or those mandated by law.



9. Human Rights

The Company's core policy emphasizes respect for individual dignity and human rights. It strives to eliminate arbitrary discrimination in the workplace and promote equal opportunity and treatment for all employees.

The Company strongly condemns sexual and/or workplace harassment, as well as actions involving the improper employment of minors or situations of forced or mandatory labor. Any behavior that infringes on fundamental rights is likewise rejected.

Any employee who believes they have been a victim of such conduct or has witnessed it has the right to report it in accordance with the procedures outlined in this Code, the applicable Labor Law, and the Company's Internal Regulations on Order, Health, and Safety.

9.1. Freedom of Association

All employees, unless legally restricted, have the right to freely form or join labor unions or workers' associations and to leave them, provided they comply with the law and their statutes. Actions that restrict or undermine a worker's freedom to associate or form a union will be regarded as unacceptable under this Code.

Where there is no union, the Company will maintain a neutral stance and will not hinder workers from organizing into unions, nor will it discriminate for or against such affiliation.

The Company respects workers' right, subject to legal restrictions, to choose whether to establish their working conditions through collective bargaining or individual contract negotiations, as outlined in the Labor Code. Any actions that obstruct the freedom to negotiate collectively or to associate for such negotiations, in accordance with applicable law, will be considered unacceptable under this Code.

The Company, its executives, and workers will fulfill their obligations derived from individual and collective labor contracts with diligence, accuracy, and good faith with the regulation that establishes social benefits for workers, as well as the Internal Regulations of Order, Health, and Safety, and the applicable labor and social security legislation.

Viña Concha y Toro acknowledges these worker rights and is committed to respecting, protecting, and upholding these principles. It also aims to implement different mechanisms to address any violations of these principles.

9.2. Diversity and Inclusion

It is everyone's responsibility to treat each member of the Company equally, regardless of their ethnicity, religion, nationality, marital status, age, political views, sex, physical disability, or any other factor.

9.3. Sexual and Workplace Harassment

The Company guarantees the safety of its workers by strictly prohibiting any conduct involving sexual or workplace harassment. As a result, all employees must avoid behaviors that include physical or verbal violence, mistreatment, abuse of authority, or any action that could be deemed sexual or workplace harassment, whether intentional or not. Employees should always be aware of their actions to prevent engaging in behaviors or situations that might be classified as harassment.

9.4. Child Labor and Minors

The International Labor Organization (ILO) regards child labor as a harmful practice that must be abolished, as it violates the rights outlined in the International Convention on the Rights of the Child, adopted by the United Nations (UN), which states that "every child has the right to be protected against economic exploitation and against any work that endangers their health, education, or overall development. The State has the obligation to establish minimum ages for starting work and to specify the working conditions."

Viña Concha y Toro may only employ teenagers in strict accordance with laws and international treaties, and in all cases, with safety and security measures aligned with the Company's operations and facilities, excluding tasks related to the handling of alcoholic beverages.

9.5. Forced Labor

According to the ILO's Forced Labor Convention No. 29, signed in 1930, forced or compulsory labor is any work or service demanded of an individual under threat of penalty and for which the person does not volunteer. Additionally, in 2014, the ILO expanded the definition of forced labor to include "traditional practices of forced labor, such as the aftermath of slavery or slavery-like practices and various forms of debt bondage, as well as new forms of forced labor that have emerged in recent decades, such as human trafficking."

That is why Viña Concha y Toro S.A., and its subsidiaries are committed to complying with current legal regulations and

international treaties, ensuring their workers a dignified and voluntary work environment, based on the labor and union rights of each worker.

9.6. Health and Safety

Viña Concha y Toro strives to create a safe work environment for its employees, free from risks that could compromise their safety, physical health, psychological well-being, and overall welfare. When necessary, appropriate clothing or protective gear is supplied to prevent potential accidents or health issues. Employees, in turn, agree to actively support and follow the occupational safety programs established by the Company and its Joint Committees, where applicable. They implement and ensure the adoption of all necessary measures for safe work and properly use the safety equipment provided by the Company for their personal safety protection.

In their interactions with workers, managers and supervisors will consistently maintain an attitude that fosters a positive work environment, including following the usual rules of social conduct and avoiding any discriminatory or disrespectful behavior toward other workers or toward the union or trade organizations that legitimately represent them.

9.7. Equal opportunity

The Company believes that a fair society can only be achieved if everyone has equal access to the same opportunities. That's why each of the Company's workers will receive equal opportunities and fair treatment from Viña Concha y Toro.

9.8. Everyone's Commitment to Quality

One of the Company's core principles is pursuing excellence in product and service quality through the daily efforts of all managers and employees at Viña Concha y Toro and its subsidiaries. Leadership and staff are committed to upholding the highest standards of quality, safety, legality, and excellence at every stage—production, distribution, and sales—within an ethical framework.

Any employee who becomes aware of a violation of the Company's quality processes must report it either through the whistleblowing channel or directly to the Corporate Quality Auditor, following the procedures outlined in the current complaints policy.

9.9. Transparency

All members of Viña Concha y Toro and its subsidiaries are required to carry out their responsibilities with complete transparency and honesty towards clients, competitors, suppliers, superiors, and the organization as a whole. Their



actions should be grounded in integrity and comply with applicable laws and regulations. All shared information must comply with both legal and internal standards, particularly regarding rules related to privileged information and the proper use of Company resources.

9.10. Community

Because the Company operates in multiple regions of Chile and internationally, it is integrated into various communities. Therefore, the Company and its members must ensure harmonious coexistence with their environment by creating effective mechanisms to achieve their social goals.

9.11. Data Privacy

Viña Concha y Toro respects and protects the privacy of all individuals. We uphold the privacy and dignity of our employees and customers by collecting only the personal data necessary for the company's operations. The company is committed to adhering to all data privacy laws in every country where it operates.

9.12. Medioambiente

The Company is dedicated to environmental stewardship. Accordingly, all executives and employees undertake to perform their duties and deliver services while minimizing, to the greatest extent reasonably and practically feasible,

their environmental impact, and in all circumstances, strictly adhere to current legal requirements in this area.

Equally, individuals governed by this Code who become aware of any event or activity involving the Company that could harm the environment or potentially violate regulations must report it promptly to the relevant administrative authorities.

When it is legally appropriate, necessary, or correct, the Company will provide shareholders, regulatory agencies, and the public with accurate and complete information about this situation, thereby ensuring compliance with applicable laws regarding this matter.

10. Whistleblowing Channel

Employees should remain vigilant and avoid becoming complacent about behaviors that violate the rules outlined in this Code of Conduct. They must report any actual or suspected violations of the Code's provisions to the Company. Viña Concha y Toro will support employees who report these issues responsibly and thoughtfully. Retaliation of any kind against employees for reporting such concerns is strictly prohibited.

The Company provides multiple channels for employees, suppliers, customers, and other third parties to report any violations of this Code in a confidential manner.

They are as follows:

- ▶ Whistleblowing Channel: allows anonymous reports or the option to identify oneself if desired. It is freely accessible to anyone who needs it and can be found on the corporate website at <https://vinacyt.com/informacion-legal/>.
- ▶ Mailboxes are available at the farms and warehouses for submitting reports, which can be done anonymously.
- ▶ Corporate email: denuncias@conchaytoro.cl, used by the Compliance Office to handle reported complaints.
- ▶ Traditional mail: addressed to the Compliance Officer and sent via any messaging or courier service to Av. Nueva Tajamar 481, Torre Norte, 15.º piso, Las Condes, Santiago, Chile.

11. Penalties

Failure to follow the provisions of this Code of Ethics and Conduct will be considered, when legally appropriate, a labor violation and a breach of an employee's obligations to the Company, regardless of any decisions made by the Courts of Justice, and regardless of civil or criminal liability established by current law as a result of such violation.

Employees are personally and officially accountable for their conduct and any breaches of this Code of Ethics and Conduct. This does not affect the responsibilities of their hierarchical superiors, who may have been aware of, or should reasonably have been aware of, the employees' behavior.

12. Ethics Committee

The Ethics Committee is responsible for overseeing the dissemination and proper application of this Code of Ethics and Conduct, ensuring its effective implementation and enforcement. Therefore, it must:

- ▶ Promote the values and behaviors encouraged in the Code of Ethics and Conduct.
- ▶ Support the Compliance Officer in developing, implementing, and maintaining the effectiveness of the Crime Prevention program Model.
- ▶ Be an advisory body.
- ▶ Facilitate the resolution of conflicts related to the application of the Code of Ethics and Conduct, serving as an arbitrator between the parties.
- ▶ Handle complaints in accordance with the guidelines in this Code, while respecting workers' rights and employees' rights, particularly ensuring that any resolutions made against them are well-justified and fair.
- ▶ Channel exceptional cases to the appropriate authority.
- ▶ Propose updates and modifications to the Code of Ethics and Conduct to the Board of Directors.
- ▶ Review the clarification requests regarding specific situations of Viña Concha y Toro S.A. employees. The Ethics Committee will be formed and governed in accordance with its regulations.

Any employee can, through any Ethics Committee member—by email, letter, or in person—ask questions or provide information about violations of this Code. All communications must be kept strictly confidential and discreet. Employees may also contact us via email: comiteetica@conchaytoro.cl.

All employees must acknowledge their understanding of this Code of Ethics and Conduct by signing the attached Commitment Letter, which is maintained in their employee file by the Human Resources Department.

13. Validity and Interpretation

This Code will take effect once it is published on the Company's website, which is expected to happen within 10 calendar days after its approval by the Board of Directors. A copy or extract will be provided to each worker, and upon receipt, it will be assumed that employees of Viña Concha y Toro and its subsidiaries are aware of it, and therefore, compliance with it can be demanded.

The Company shall furnish each director, executive, and employee with a copy of the Code of Ethics and Conduct upon their initial appointment. Any inquiries or ambiguities regarding the interpretation or scope of this Code should be directed to the Viña Concha y Toro Compliance Office, which, in collaboration with the Ethics Committee, will be responsible for interpreting and clarifying its provisions.

At the same time, the Tax Officer's Department, with the approval of the Ethics Committee, will be responsible for assessing any potential regulatory changes that require modifications to this Code and suggesting the necessary changes to its text to the Board of Directors.

14. Commitment letter

Failure to comply with the provisions of this Code of Ethics and Conduct will be considered, when legally appropriate, as a labor violation and a breach of your obligations to the Company, regardless of any decision made by the Courts of Justice, and without prejudice to civil or criminal liability established by current law as a result of such violation.

Employees are personally and officially responsible for their behavior and any violations of this Code of Ethics and Conduct. This applies regardless of the responsibilities their hierarchical superiors may have, even if those superiors have been aware of, or reasonably should have been aware of, the employees' behaviors charged.

Place and Date

Full Name

Signature

15. Annex: Corporate Ethical Standards

(10 principles)

1. Compliance with Legislation

We comply with all laws and regulations related to labor, social security, environmental protection, health, and employee safety.

2. Management System

We have a system to ensure compliance with all ethical and social principles within the Company and its supply chain.

3. Diversity, Equity, and Inclusion

We provide the same opportunities to all employees, rejecting any form of discrimination.

4. Prohibition of Child Labor

El trabajo infantil está prohibido en la empresa y en nuestra cadena de suministro, evitando que cualquier actividad relacionada con nuestras operaciones provoque consecuencias negativas sobre los menores de edad.

5. Prohibición del Trabajo Forzoso

The Company prohibits all forms of forced labor throughout its operations and supply chain. It commits to treating all employees with dignity and respect, strictly forbidding any physical or verbal abuse.

6. Fair Salary and Working Hours

We make sure that all employees' work schedules, pay, breaks, and holidays comply with legal regulations, adhere to industry standards, and are in accordance with the Company's collective agreements.

7. Freedom of Association and the Right to Collective Bargaining

We respect the right to freedom of association and collective bargaining for all workers.

8. Healthy and Safe Working Conditions

We ensure a healthy and safe work environment by assessing the risks associated with our operations and taking all necessary measures to eliminate or mitigate them.

9. Environmental Protection

We take all necessary measures to prevent negative impacts on the environment.

10. Comportamiento Ético Empresarial

We don't tolerate any acts of corruption, extortion, embezzlement, or bribery.

Osvaldo Solar Venegas
Corporate Finance and Corporate Affairs Manager
Viña Concha y Toro S.A

Enrique Ortuzar Vergara
General Counsel and Compliance Officer
Viña Concha y Toro S.A

VIÑA CONCHA Y TORO

— FAMILY OF NEW WORLD WINERIES —