



# IMPACT REPORT 2023







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KURA  
biotech

# FOUNDER STATEMENT

## WRITING THESE WORDS ABOUT OUR NEW IMPACT REPORT FILLS ME WITH IMMENSE HAPPINESS

Being able to consciously advance in the preparation of this report, despite having gone through the last 12 months of an intensity rarely seen in our organization, demonstrates that our impact and its measurement are not circumstantial for us. It is a priority on the same level as the last sales line of Finden, or the progress of Avenire and Blikka as they reach the market.

We are a group of people committed to the footprint we leave, determined to go through this life not only harvesting but also planting for those to come. We are dedicated to the regeneration of our ecosystem, and this is reflected in the objectives we have set for 2026.

**WILL IT BE EASY TO ACHIEVE THEM?**  
NOT AT ALL.

**IS IT POSSIBLE THAT WE WON'T ACHIEVE THEM?**  
ABSOLUTELY.

**AND WHAT DOES THIS SHOW?**  
THAT WE WILL GIVE OUR BEST TO TRY.

Because life shouldn't be a story of easy achievements, but an adventure in which we make the most of every second we have been given.

It is not time to settle for going unnoticed, not causing harm, and being neutral. Being neutral in the environmental field today means that the damage of the past will remain for the future. Being neutral implies that we are not counteracting the destruction that many others are causing, either out of necessity or greed. Being neutral on a community level means giving alms, offering enough to appear interested, but disconnecting from the result, from the life of that child who could have changed but didn't.

The last year has been difficult for the non-profit sector in Chile, affected collaterally by the corruption of a few. It has been a gift to bring resources to organizations that do so much good for our community, preventing their disappearance while the storm passes.

The next two years will be a fire test for Kura, as we will be economically stressed bringing two new business lines to the market. We will have to find a way, as we have done so far, to keep all the balls in the air and continue driving our model. Thus, we will maintain our proud path as a company that regenerates, a company that... "Kura" (heals).



# ABOUT US

## OUR PURPOSE

We create **Biotech products better and differently**, to be a force of good to the world



# OUR COMMITMENTS

## HUMAN CONNECTIONS

Employees, partners, clients, suppliers, community. It is easy to forget that behind all of them, there are people. We understand success only as the place where business achievements meet personal development. Therefore, we aim to be a human-centered organization as the seal of our management style. Why? Because we believe it is the only way.

## LIMITLESS SPIRIT

We make definitions based on potential rather than limitation. We believe in the unlimited possibilities of the human aspect, and stepping out of our comfort zones as an essential step towards evolution.

## INNOVATIVE CURIOSITY

Curiosity is the emotional feeling that triggers exploration, which is why we push ourselves by thinking outside the box and constantly challenging and wondering what is in front of us. The perfect mix comes with action and then innovation arises. We encourage bravery, smart risk-taking, embracing mistakes, and taking accountability, which allows us to build a sense of trust in ourselves and in our team, judgment-free.

## GIVE BACK WILL

We see our surroundings and community as an ally. And we commit to two socially essential challenges: Vulnerable communities and the environment. Each of our team members can contribute to their own self-realization by supporting, promoting, and actively participating in the execution of activities that move them. We don't do charity. We give back.

## INSPIRATIONAL ACCOUNTABILITY

We have a deep commitment to the company's success, motivating us to act in a responsible, proactive, aligned, and autonomous manner, continuously questioning our performance and that of others in pursuit of the expected outcome. That's why we honor every one of our commitments; if we say it, we do it. We execute on the details, keeping ourselves and others accountable to the highest standards.



# DESCRIPTION OF OUR MODEL

At Kura, we strive to integrate a business ethic that seeks to **leave a positive mark on all aspects of our activity.**

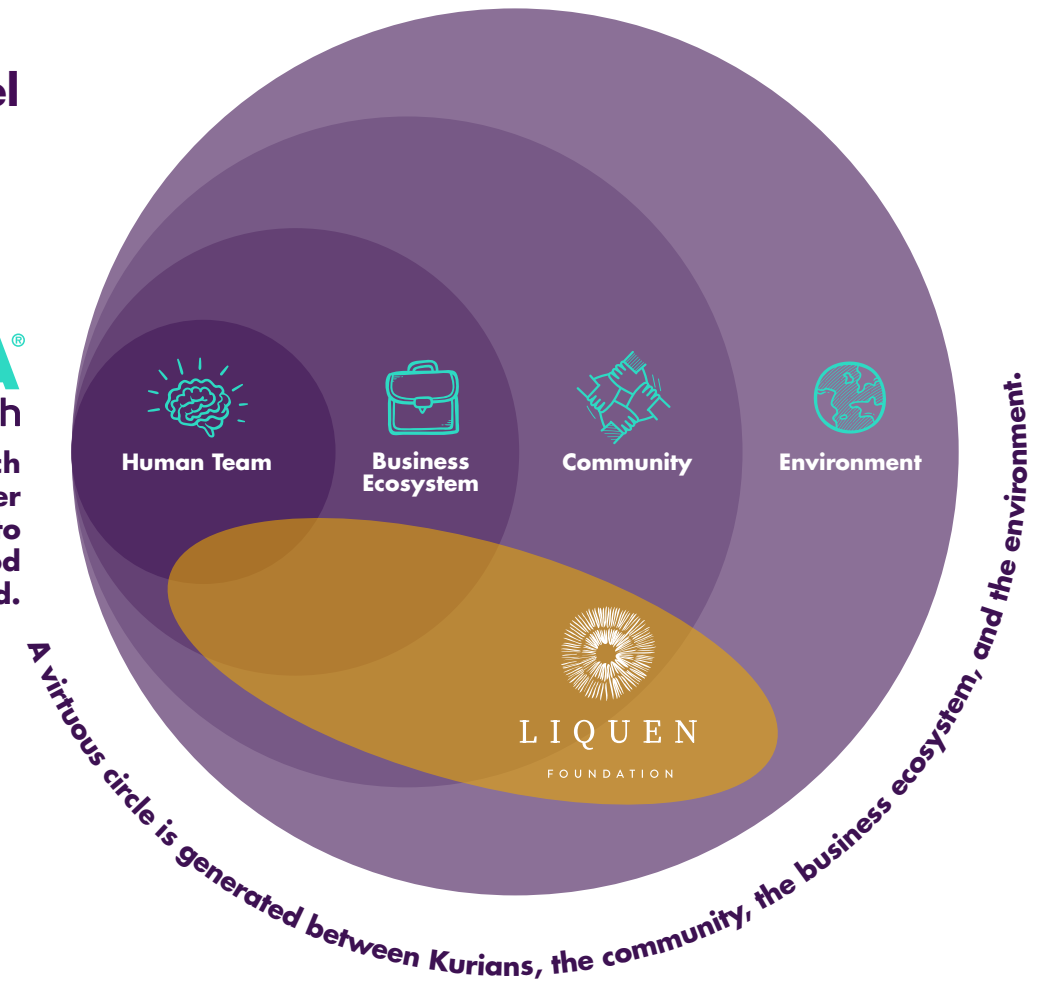
Our Impact Model is based on four fundamental pillars: **the human team, the business ecosystem, the community, and the environment.**

We recognize that our team, the Kurians, are the driving force behind our purpose. We seek their well-being and professional development, firmly believing that a motivated and committed team is the key to achieving sustainable success. Likewise, we understand that our responsibility as a company goes beyond our doors; we strive to strengthen and enrich the local business ecosystem, as well as extend our impact to vulnerable communities and the environment in which we operate. This model reflects Kura's holistic commitment to a sustainable future, where every action and metric is carefully aligned with the mission of being a positive and catalytic force for change in the world.

## Symbiotic Impact Model Kura-Liquen

**KURA**  
biotech

**We create biotech products better and differently, to be a force of good to the world.**







## Human Team

Kurians are the beating heart of this model, and for this reason, the well-being of the team must be deeply integrated into Kura's Impact Model. This allows us not only to measure our commitment to the personal and professional growth of each member of our team but also to celebrate the very essence that drives our success: the empowerment and inspiration of those who are part of Kura.



### METRICS OF THIS DIMENSION

#### PROFESSIONAL DEVELOPMENT

% of people ready for a Tour of Duty who sign the agreement to start it.

#### WORKPLACE WELL-BEING\*

Measured through the 15Five Check-in Pulses and our Work Environment Survey.

To drive the professional development of our Kurians, we are exploring an innovative approach inspired by the concept of "Tours of Duty" created by Reid Hoffman, co-founder of LinkedIn. This seeks to establish a temporary alliance between the employee and the company, where mutually agreed goals are defined to create a relationship of mutual benefit. Through the signing of a commitment letter, both parties commit to achieving specific goals that generate value for both Kura and Kurian. In this context, Kura provides resources, support, and growth opportunities, creating a conducive environment for professional development and the achievement of shared goals.

15Five is the Engagement tool that accompanies us weekly in the development and growth of the Kurians. It allows us to have continuous feedback in the monitoring of objectives, visibility of recognitions within the team, take the pulse of workplace well-being and also conduct our Climate Survey and 360 performance reviews, which helps us stay aligned with our values and organizational goals while fostering a collaborative and motivating work environment.

*\*Concept that allows the work environment to be healthy enough to deliver excellent business results, which is reflected in the improvement of the quality of employee experience and increased job satisfaction.*



At Kura, we understand that our influence as a company extends beyond our internal operations, reaching the business environment around us. This dimension focuses on two fundamental aspects: first, we seek to generate a multiplier effect by sharing our model with other organizations, thus promoting the adoption of sustainable and socially responsible business practices in a broader context. Second, we are committed to strengthening our community and contributing to regional economic growth through collaboration with local suppliers. By uniting these efforts, we aspire to create a stronger and more ethical business ecosystem that drives sustainable development locally and globally.



### METRICS OF THIS DIMENSION

#### NUMBER OF COMPANIES REACHED BY LIQUEN<sup>1</sup>

- Number of institutions that applied for or completed the Liqueen form.
- Number of visits to the website.

**% OF KURA'S EXPENDITURE ON LOCAL SUPPLIERS** over the total suppliers that have the potential to be local<sup>2</sup>

<sup>1</sup> Liqueen: organization through which Kura Biotech seeks to institutionalize its Give Back program.

<sup>2</sup> Definition of Local Suppliers according to B Corps: in Chile, they are those whose headquarters are less than 80 km from the company's headquarters.



## Business Ecosystem





This dimension represents our deep desire to be agents of change, sowing the seeds of progress and well-being in the place where our team is inserted. Every action we take to help vulnerable communities brings us closer to a better future, generating lasting bonds and contributing to the positive transformation of the environments in which we live and work.



### METRICS OF THIS DIMENSION

**NUMBER OF VULNERABLE  
CHILDREN\* SUPPORTED BY THE  
PROGRAM.**

**NUMBER OF VULNERABLE PEOPLE\*\*  
SUPPORTED BY THE PROGRAM.**

Since the beginning of Liquen, the projects that have received the most support from the Kurians have focused on vulnerable children and adults. In these six years, we have observed that each project varies in scope and depth of impact, which has led us to continuously evaluate this dimension and our priorities. Recently, we decided to focus on projects that truly contribute to reducing people's vulnerability and helping them overcome the barriers they face. Therefore, we have increased the requirements for metrics that demonstrate a reduction in vulnerability.

For us, a "vulnerable person" is one who faces disadvantages due to factors such as age, health, gender, disability, sexual orientation, ethnic origin, education, social environment, and economic situation, among others. These people are more prone to social exclusion, physical or emotional harm, and have limited access to resources and opportunities essential for their development and quality of life (reference: UN, SDGs, OECD).

*\*We are convinced that children are the most sacred of our society, which is why we created a metric focused on them. This group includes minors up to 16 years old.*


*\*\*Vulnerable people are understood as people who are at a disadvantage due to a characteristic of their own or their life status.*



## Community



We not only seek to be more conscious of the waste we generate both in the office and in our homes and reduce this negative impact through recycling, but we dream of leaving the world better than we found it. In every decision and every step we take, we seek to remember our responsibility towards the Earth and its valuable biodiversity. But we go further; we want to contribute to its preservation and restoration.



**METRICS OF THIS DIMENSION**

**AREA OF CONSERVED AND/OR UNDER RESTORATION ECOSYSTEM (m²)**

**CARBON FOOTPRINT (TONS OF CO<sub>2</sub> EQUIVALENT PRODUCED)**

We define 'Conservation' as the act of protecting and preserving natural areas, ecosystems, and biodiversity in their original state, without significantly intervening in them.

On the other hand, 'Restored Ecosystem' refers to a biological system composed of a community of living beings and their natural environment, to which its natural functionality is returned after being degraded. This involves the recovery of biodiversity, ecological processes, and interactions between species and their environment.

Our approach addresses various components, such as flora, fauna, soils, and water bodies, through a holistic and scientific approach, especially in large areas such as forests or wetlands, with the aim of restoring ecological balance and promoting environmental sustainability.

The Carbon Footprint is an environmental indicator that reflects the total amount of greenhouse gases (GHG) generated by the daily and economic activities of humanity. By converting these data into tons of CO<sub>2</sub>, we obtain a tangible measure of our impact as a company, allowing us to set goals and develop initiatives to reduce our negative impact.

Our ambition in this line is to be carbon-negative, which means not only mitigating and offsetting our emissions but also removing an additional amount of carbon from the atmosphere. This ambition reflects our commitment not only to minimize our environmental impact but also to actively contribute to the restoration and protection of the global environment.

To carry out this measurement, we rely on the "GHG Protocol" as the main tool to calculate Kura's emissions inventory. These emissions are quantified through a GHG inventory and are expressed internationally in tons of CO<sub>2</sub> equivalents (tCO<sub>2</sub>e).

\*Any reduction, regardless of the strategy, whether purchasing carbon credits or reducing emissions, will impact this metric.



# Environment





LIQUEN  
FOUNDATION

# LIQUEN FOUNDATION

**A Key Pillar in Our  
Impact Strategy**



Lichens are peculiar living beings, symbiotic organisms formed by the association of fungi and microalgae. The fungus protects and shelters the microalgae, maintaining the ideal conditions for its growth. The microalgae, thanks to its photosynthetic capacity, in turn, provides the necessary nutrients for the fungus to live. Both organisms live in a close mutualistic symbiotic association.

Lichen symbiosis represents a highly successful evolutionary strategy; one in five species of ascomycete fungi is lichenized.

We aspire to be the microalga that provides nutrients to the fungus, so that together we can continue to grow in harmony.

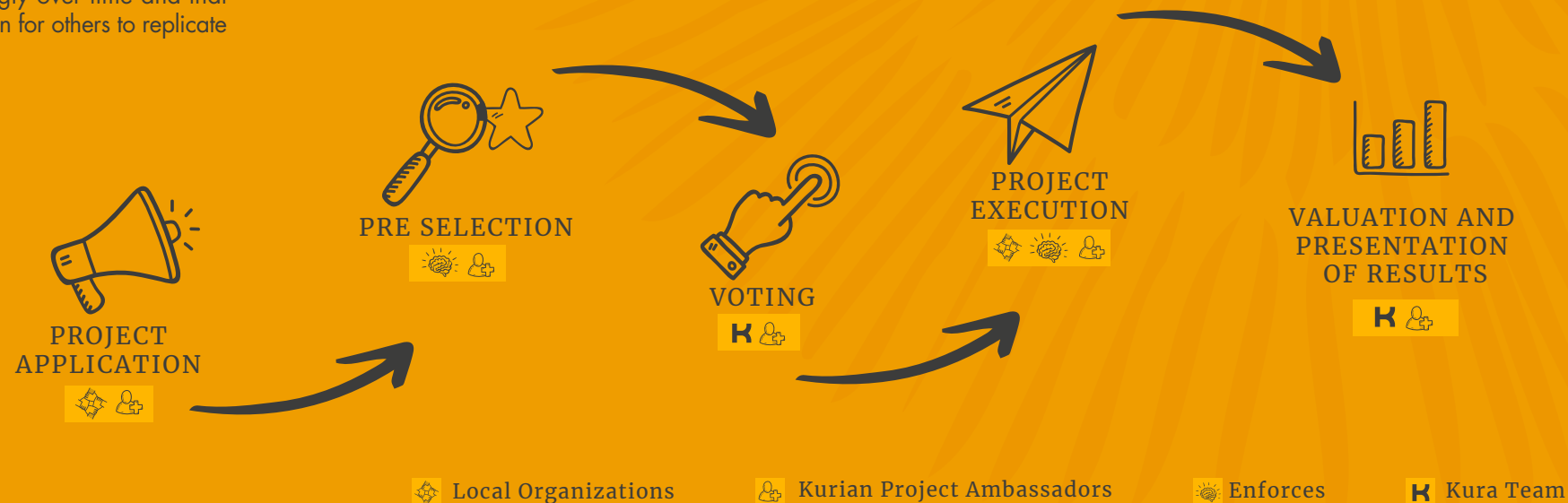
Liquen Foundation is the operational arm of Kura Biotech, through it, we reinforce our commitment to "Give Back Will," aiming to provide a solid and lasting structure to this successful symbiosis between Kura and its community.

## But, how do we do it?

At Kura, we donate 2% of our sales to the Liquen Foundation, adjusted to a financial sustainability model. Kura's commitment to Liquen is based on two essential and indivisible components: the financial aspect and the team. These elements are closely interconnected in pursuit of a common goal.

On the one hand, the financial sustainability model allows us to protect the existence of Liquen and support causes of great value to us. On the other hand, the active participation of the team in the execution of these projects plays a fundamental role in ensuring that our "Give Back Will" endures strongly over time and that we become a source of inspiration for others to replicate the model.

Through Liquen, we collaborate in the development of projects that we are passionate about, focusing on the dimensions of Environment and Community. Each member of our team has the opportunity to represent causes that make sense to them and to form a group of Ambassadors for a particular project. To decide which projects will be awarded the requested resources, they are subjected to a vote by all of Kura, a day that allows us to listen in detail to what the project consists of, what the expected impact is, and also to resolve all doubts regarding the development of these same projects.



LIQUEN

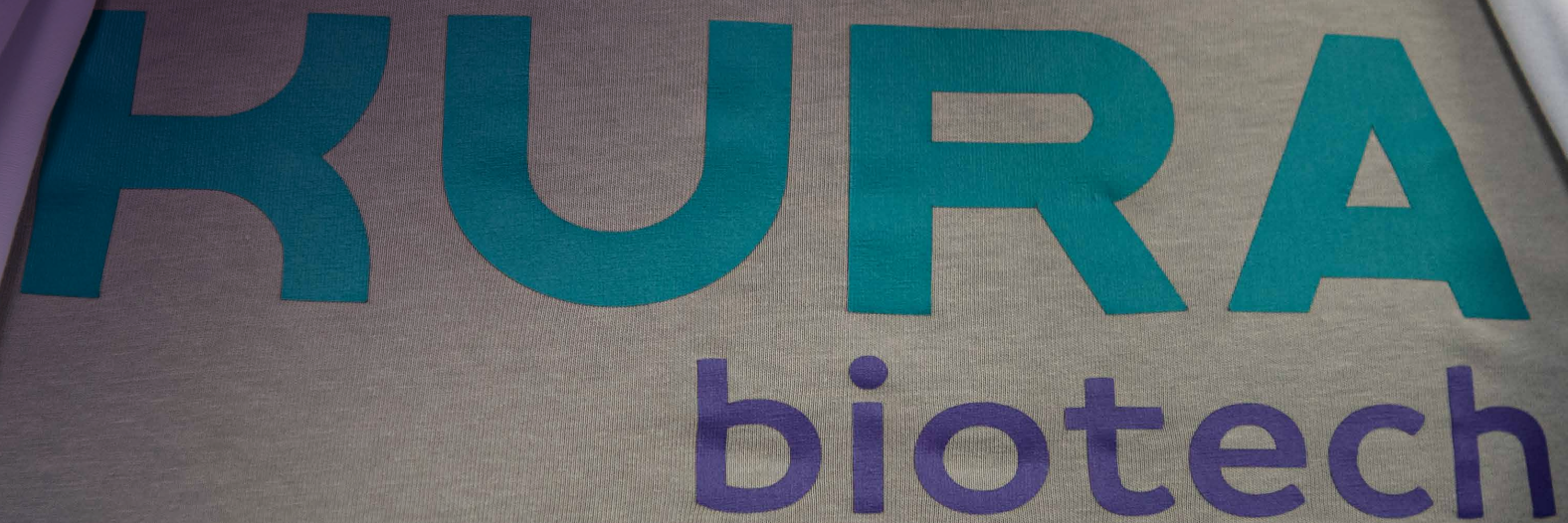
FOUNDATION





# IMPACT METRICS RESULTS

Now that you know more  
about our Impact Model,  
let's review the results  
obtained in 2023.

The KURA biotech logo is printed on a grey t-shirt. The word "KURA" is in a large, bold, teal font, and "biotech" is in a smaller, blue font below it. The t-shirt is being held by a person wearing blue nitrile gloves. The background is a blurred image of a laboratory setting with a teal circular graphic overlay on the right side.





# HUMAN TEAM Dimension Metrics

## PROFESSIONAL DEVELOPMENT

TOURS  
OF DUTY  
50%

% of people ready for a Tour of Duty who sign the agreement to start it. Since 2022, one of our goals has been to enhance professional development, with the goal that all Kurians have a career plan through the Tours of Duty (ToD). To

achieve this, a first generation of Kurians was selected, inviting 18 people to participate, of which 9 signed and started their ToD, successfully aligning their personal interests and ambitions with development opportunities at Kura.

In 2023, the process was relaunched, inviting two people, of which one signed and started their ToD. Although the participation rate remained at 50% in both years, the number of participants significantly decreased in 2023.

This reduction was due to changes within the People team, the main counterpart to support the creation, development, and monitoring of the ToD. Due to these changes, the team found it necessary to temporarily pause the creation of a new ToD to ensure the quality and effectiveness of managing the most critical processes.

## WORKPLACE WELL-BEING

Regarding Workplace Well-being, we are close to the goal!

Our goal is to average 4 on a scale of 5 for the Pulse metric and 80 on a scale of 100 points in response to "Are you happy at Kura?". These indicators reflect the constant efforts to ensure that week after week they can feel challenged and at ease, knowing that they are working with a purpose that stimulates them and makes them feel comfortable despite the constant demands of working in an innovation company.

In addition to these metrics, we have the eNPS (Employee Net Promoter Score), an indicator that allows us to understand the Kurians' experience and their level of loyalty to Kura. The average of both semesters was 28, reflecting that a significant number of our collaborators feel committed and satisfied in their work environment, which in turn contributes to a positive work atmosphere. Implicitly within these measurements, we can highlight some things that are highly valued by our team and undoubtedly contribute to their well-being.

Our commitment is to continue fostering an environment where the Kurians feel valued and have room to develop in the areas within our reach, not only professionally but also personally. It is important to continuously monitor this dimension and pay special attention to areas that require changes to continue cultivating this dynamic and versatile culture.

79.5 POINTS  
SATISFACTION  
QUESTION

3.9 AVERAGE  
15 FIVE  
CHECK-IN  
PULSES

### SOME EXAMPLES:

- **Flexible schedule** to balance our time according to our needs and interests.
- **An additional week of vacation** between Christmas and New Year.
- Quarterly **day off**.
- Balanced and **varied lunch benefit** at the office, which also allows us to build community with our colleagues in a relaxed and dispersed context.
- Healthy **snacks** available.
- **Vacation bonus** that encourages us to take a long break, allowing for real disconnection and renewal of energies.
- **Summer schedule** to enjoy long sunny days.
- Large windows with a **panoramic view of Lake Llanquihue** and volcanoes in the foreground.



AND THIS YEAR, WE  
ADDED A NEW BENEFIT:

**A HALF-DAY OFF** for birthdays and anniversaries at Kura.





# BUSINESS ECOSYSTEM

## Dimension Metrics

# 17

## INSTITUTIONS

NUMBER OF INSTITUTIONS THAT  
APPLIED FOR OR COMPLETED THE  
LIQUEN FORM

# 1,079

## VISITS ON THE LIQUEN WEBSITE

## NUMBER OF COMPANIES REACHED BY LIQUEN

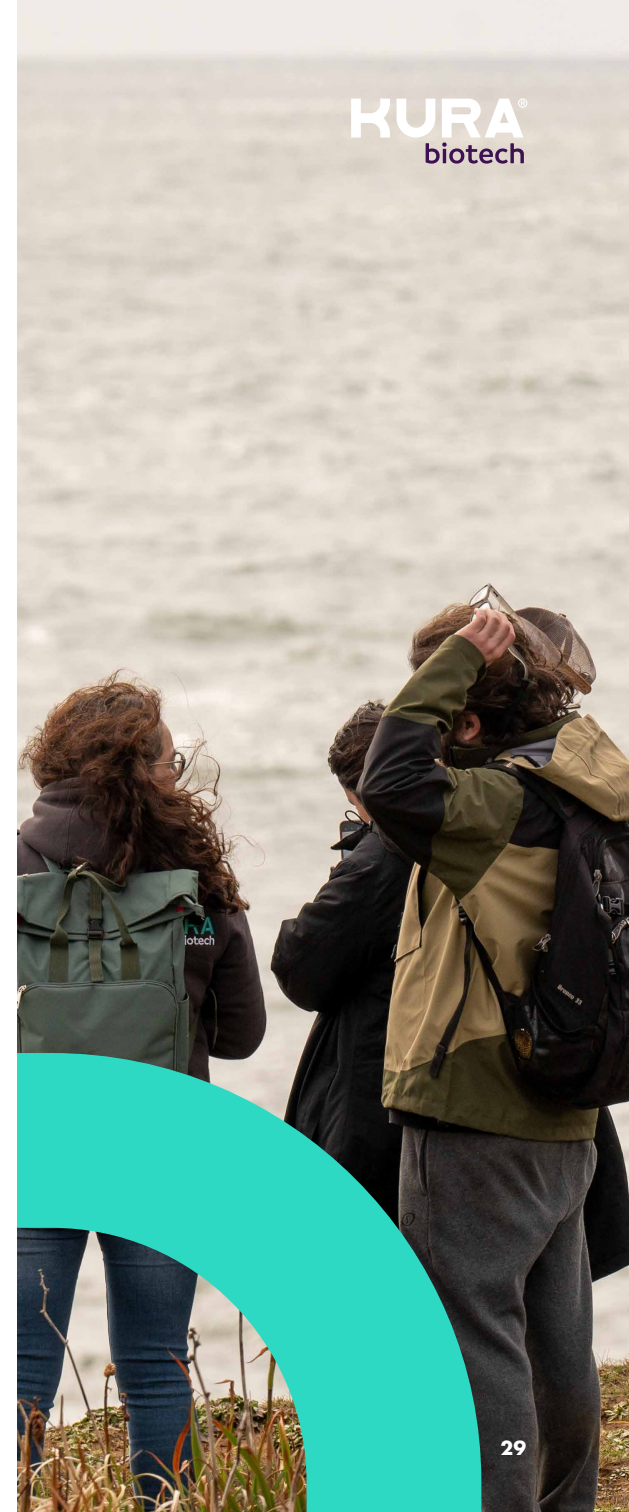
This metric becomes a strategic tool to map our influence network. We seek to promote the exchange of good practices and strengthen collaborations, spread our model, and expand our impact through direct or indirect relationships derived from projects shared with various institutions.

Therefore, in addition to measuring the two sub metrics just mentioned, we map the number of institutions related to our Liquen projects. For example, this year we developed a Liquen project with the Todo Mejora Foundation, which was presented at a massive event where more than 30 representatives from private sector organizations, NGOs, and public entities in the fields of health, education, childhood, reintegration, defense, and gender equality could see the impact of the program in the Los Lagos Region. Following this, two organizations mentioned Liquen as a reference to decide to replicate the project in another 2 Regions.

# 98.27%

**OF KURA'S EXPENDITURE ON LOCAL  
SUPPLIERS OVER THE TOTAL SUPPLIERS  
THAT HAVE THE POTENTIAL TO BE LOCAL**

It is important to clarify that this percentage does not indicate that 98.27% of our suppliers are local, but that 98.27% of our suppliers, who have the potential to be local, indeed are. In our biotechnology sector, characterized by its high technical specialization, it is common that some products or services are not yet available locally. Therefore, we carefully classify our suppliers according to their potential to be local and strive to prioritize those who are. This distinction reflects our ongoing commitment to supporting the local business community and fostering regional economic development while working within the limits of our highly specialized industry.







# COMMUNITY

## Dimension Metrics

During 2023, five new projects were awarded through the Liquen Foundation: **4 in the Community dimension and 1 in the Environment dimension**. These were supported by **21 Kurians**, who voluntarily decided to be the Ambassadors of the initiatives that made sense to them, actively participating in social action projects

**5** NEW PROJECTS  
THROUGH  
LIQUEN FOUNDATION

**4** COMMUNITY  
DIMENSION PROJECTS

**1** ENVIRONMENT  
DIMENSION PROJECTS

The topics addressed are as diverse as the group of Kurians that make up our company. The Kura-Liquen Give Back Will program allows us to reinforce work in interdisciplinary teams, as it brings together people with common interests who are often from completely different areas, and this has only brought us pleasant surprises.

**CONGRATULATIONS TO ALL OUR NEW AMBASSADORS!**



**“TERMINEMOS LA ESPERA”** with Fundación Lista de Espera, a project that seeks to improve the quality of life of children in the X Region who have been waiting a long time for their tonsillectomy.



Cynthia Tapia - Quality Control Assistant  
Nicole Lehna - Talent Attraction Specialist  
Juan Pablo Toledo - Senior Research Associate  
Cynthia Sanhueza - Head Scientist  
Norman Muñoz - Native Enzymes Assistant



**“PROYECTO MUJERES”** with Fundación Kalén, to promote the development of transversal skills in women deprived of liberty in the CCP of Osorno, through recreational, trade, and entrepreneurship group workshops within the penitentiary.



Daniela Contador - Scientist  
Valentina Pino - Bioprocesses Assistant  
Beatriz Álvarez - Field Application & Sales Specialist  
Isa Marx - Director of Research & Development  
Tamara Akentjew - Senior Product Manager



**“MÁS PALABRAS PARA MI HISTORIA”** with Corporación por la Niñez. It offers therapeutic experiences to children at the San Arnoldo Residence in Puerto Varas who have complex trauma after being severely violated, to expand their expressive resources and favor their process of resignifying emotional damage.



Camila Berner - Scientific Marketing Support  
Isabel Fredes - Scientist  
Mauricio Vargas - Head Scientist



**“QUIÉN TE QUIERE TE RESPETA”** with Fundación Honra, whose objective is to promote prevention and empowerment of the educational community regarding the issue of violence against women in the context of a couple, in three highly vulnerable educational establishments in the communes of Puerto Varas and Llanquihue.



Javier Cáceres - Principal Scientist  
María José Paredes - R&D Lab Manager



It is worth mentioning that within the figures of this report, **4 projects closed in 2023 are contemplated: 2 awarded and completed this same year (Terminemos la Espera y Proyecto Mujeres), 1 from the previous year whose execution had been postponed, and 1 from the Environment which we will review in the next section.**

During the year 2023, of the total number of people benefited by our projects:

**9%**

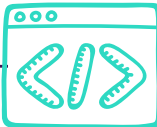
**PARTICIPATED IN PROJECTS THAT DIRECTLY IMPACTED ON THEIR LIFE QUALITY**

**13%**

**PARTICIPATED IN PROJECTS THAT IMPACTED LEARNING AND SKILL DEVELOPMENT**

**78%**

**PARTICIPATED IN PROJECTS THAT SEEK TO PROMOTE PERSONAL WELL-BEING AND SOCIAL CONSCIOUSNESS**



Instead of telling you about the impact caused by these projects, we invite you to **see it for yourself** in these videos that are testimony to it!:

- Watch Video** *“Terminemos la espera”* - Fundación Lista de Espera
- Watch Video** *“Proyecto Mujeres”* - Fundación Kalén
- Watch Video** *“Promoviendo la diversidad e inclusión desde el aula”* - Fundación Todo Mejora



**200 VULNERABLE CHILDREN**  
SUPPORTED BY THE PROGRAM

**30 VULNERABLE PEOPLE**  
SUPPORTED BY THE PROGRAM





# ENVIRONMENT

## Dimension Metrics

### AREA OF CONSERVED AND/OR UNDER RESTORATION ECOSYSTEM

To officially close Liquen Projects and allow both the involved Kurians and the counterpart to apply for the next round of voting, one of the requirements is to submit a detailed report with evidence of the activities carried out and the impact achieved. In this case, Fundación Legado Chile submitted its report in the first semester, corresponding to the previous project titled "Tactical Activations for the Participatory Design of the Maullín River Border Plan," developed in 2022, which sought to develop a participatory design and tactical activation process to build a common vision about the Maullín River, with the aim of turning it into the first River Park in the region.

The project involved the participation of 500 people in the design and activation, 2 environmental education and awareness-raising sessions, 4 cleaning and debris removal sessions where 4 tons of waste were removed, extraction of plant matter, 4 planting sessions with approximately 820 native trees and a 70% survival rate in the second month of planting, thus restoring 340 m<sup>2</sup> on the north bank of the Maullín River and achieving a total intervened area of 4,000 m<sup>2</sup>.

*GREAT JOB DONE BY ALL THE VOLUNTEERS!*



In 2023, a new Liquen project was awarded in the Environment dimension titled "**PLAN DE CONSERVACIÓN HUMEDAL DE PARGUA URBANO**" with Fundación Legado Chile, which seeks to protect this wetland located in the Commune of Calbuco, through a Conservation Plan that establishes short, medium, and long-term actions.



Diego Pereira - Bioprocesses Assistant

Javier Gimpel - Head Scientist

Bastian Barthabure - Product & Application Specialist

Andrea Jahn - Intellectual Property & Grants Specialist

Karina Barria - Accounting Technician

Santiago Browne - Chief of Staff

AREA OF CONSERVED AND/OR  
UNDER RESTORATION ECOSYSTEM

# 4,000m<sup>2</sup>





## CARBON FOOTPRINT

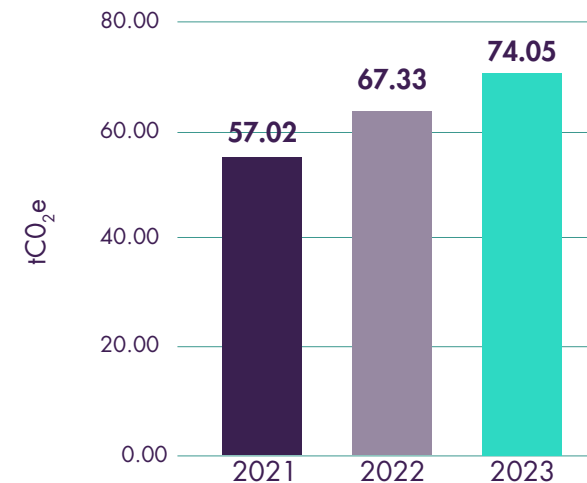
As a biotech company, our existence entails impacts in various areas, and taking responsibility for eliminating our waste in a safe and environmentally friendly manner is not enough. That's why in 2022 we took action by committing to reducing our carbon footprint and managed to bring the footprint of 2020 to -114 tCO<sub>2</sub>e, yes, carbon negative!

Today we face the challenge of offsetting the years 2021, 2022, and 2023. To do this, we are currently evaluating various initiatives that will help us both offset and mitigate our footprint; initiatives that we plan to implement during 2024.

When analyzing the distribution of our emissions, we see that they are led by corporate travel (32.3%), which increased by nearly 10 tons compared to the previous year, closely followed by electricity consumption (29.7%). Other significant emission sources include logistics transport (29.3%), which corresponds to shipments to our national and international customers, waste generated (6.1%), fuel (2.2%) used for our operations, and logistics of viscera transport (0.3%), corresponding to our main raw material that is transported in high volumes.



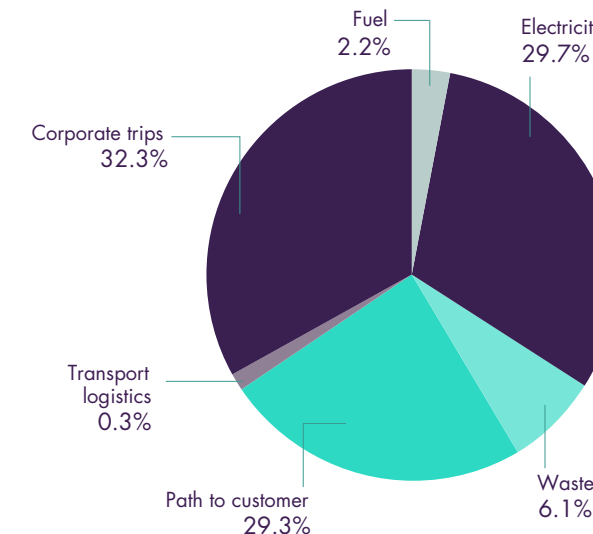
**Total GHG emissions (tCO<sub>2</sub>e) last 3 years**



For the year 2023, Kura's greenhouse gas emissions inventory showed a net result of 74.05 tCO<sub>2</sub>e, mainly attributed to an increase in corporate travel, which added to the emissions of 2021 and 2022 leaves us with the mission of offset 198.4 tCO<sub>2</sub>e produced.



**Distribution of GHG emissions by type of source**



It is important to highlight that this year's Carbon Footprint measurement was done internally, without an external verifier. We included Scope 1, 2, and 3, where the third is voluntary but includes key items for Kura's operation and success (waste, logistics transport, customer logistics, and corporate travel). Waste management is one of our oldest commitments, so we take action to avoid as much as possible the emission of greenhouse gases from our waste and residues. Recycling, composting, and the proper disposal of waste from our processes are essential to ensure that their destination is responsible and less harmful to our environment, which also allows us to contribute to reducing our gross footprint.



# HISTORICAL ACCUMULATION OF OUR IMPACT METRICS

## COMMUNITY

Measured since 2018:

**1,701**

**VULNERABLE CHILDREN**  
SUPPORTED BY THE PROGRAM

**751 VULNERABLE  
PEOPLE**

SUPPORTED BY THE PROGRAM

## ENVIRONMENT

Measured since 2020:

**83.81** tCO<sub>2</sub>e

**CARBON FOOTPRINT**

*\*provisional number, we still need to offset  
3 of the 4 years, so wait for it!*

Measured since 2020:

**4,000 m<sup>2</sup>**

**AREA OF CONSERVED AND/OR  
UNDER RESTORATION ECOSYSTEM**

## HUMAN TEAM

Measured since 2021:

**80.17** POINTS

**SATISFACTION QUESTION**

(KURA'S WORK ENVIRONMENT SURVEY)

Measured since 2022:

**50%** OF PEOPLE

**READY FOR A TOUR OF DUTY**

WHO SIGN THE AGREEMENT TO START IT

**3.96** **AVERAGE  
15FIVE  
CHECK-IN  
PULSES**

## BUSINESS ECOSYSTEM

Measured since 2022:

**26** INSTITUTIONS  
**THAT APPLIED OR COMPLETED  
THE LIQUEN FORM**

**96.24%**

**KURA'S EXPENDITURE ON LOCAL  
SUPPLIERS** OVER THE TOTAL SUPPLIERS  
THAT HAVE THE POTENTIAL TO BE LOCAL

Measured since 2023:

**1,079** VISITS  
**TO LIQUEN'S WEBSITE**



# IMPACT HIGHLIGHTS 2023

Our Impact Model focuses on 4 dimensions, and while each has defined metrics, there are many more factors that complement them. Here we highlight some of the 2023 novelties:



## ABOUT OUR TEAM

**63 KURIANS**

 **58.7%  
WOMEN**

 **41.3%  
MEN**

 **STUDIES**

**12.3% PHD  
26.9% MASTERS**

 **41.3%  
LEADERSHIP ROLES**

 **20.6%  
WOMEN**

 **20.6%  
MEN**

 **NATIONALITY**

**14.3% FOREIGNERS  
85.7% CHILEANS**

 **TALENT BROUGHT  
TO PUERTO VARAS**

**52.4% SANTIAGO  
20.6% OTHER REGIONS  
17.5% LOCAL  
9.5% INTERNATIONAL**



## GREAT SUMMIT 2023!

Once a year, we gather all the Kurians in a big event to review the goals of the year that is ending, internalize the lessons it leaves, and look together at Kura's future.

This Summit was very special for various reasons, including that we were finally able to be all together in person, including our USA Team! Additionally, we reviewed the Strategic Plan with a view to 2026, and it was tremendously powerful to imagine ourselves reaching there, achieving our ambitions, and understanding that we are also responsible for co-constructing the path... to infinity and beyond!

In each Summit, something that cannot be missed is the outdoor experience, which this time was guided by the local company Cahuil. This also had a very special component. Esteban, along with his team, planned every detail so that the experience would be unique and took us hiking to a place that none of us knew: the Isla Amortajado, a beautiful place on the coast of the X region where we could delight in its flora and fauna, but especially because it allowed us to connect with the reality of the community that inhabits it. There are around 7 families in this remote place, who welcomed us with open arms and a delicious "once de campo".



## PWC CHILE INNOVATION AWARD 2023

To recognize and promote innovative practices in Chile, the "PwC Chile Innovation" award is given each year. This 2023, we proudly received the award in the "Emerging Company" category. Kura received this recognition for the technology developed to test and combat Covid-19, which later became a tool for detecting pathogens in food, such as listeria or salmonella, ensuring food safety and promoting people's health and well-being.



## LEADERSHIP PROGRAM FOR MIDDLE MANAGERS

In March of this year, we launched an internal training program for all our Middle Managers, with the goal of driving their development and providing them with transversal tools to facilitate personal, team, and ultimately, Kura's transformation.

It was months of hard work, where these 18 people were constantly challenged, having to dedicate time and energy to trigger a change in themselves and their way of leading, doing personal reflection exercises, but also applying concrete tools with their teams. Without a doubt,



this program marked a before and after at Kura, and on the way we will face new challenges hand in hand with this empowered group of Managers!

## WE TURNED 10 YEARS OLD!!!

We celebrated a decade of innovation, dedication, and success. Ten years ago, a dream began to take shape with a small group of people, in a small semi-conditioned place to be a laboratory that, later, would be supplying the largest Toxicology laboratories. We celebrate constant innovation, sustainable growth, positive impact, our customers' trust, a culture of collaboration, the human team, and the symbiosis with our environment.

We celebrate not only our past achievements but also the unlimited potential of our future. Let's continue inspiring, innovating, and making a difference in the world.

**Let's continue to inspire, innovate and make a difference in the world.**



# LEARNINGS

It is gratifying to observe the progress we have made in various aspects, but we also recognize that each advance brings valuable lessons for the continuous growth of our impact.

Our commitment to professional development through the Tours of Duty (ToD) has provided us with valuable lessons about the importance of a long-term vision and diversity in career plans. As we implement these plans, we have recognized that not all Kurians have a clear understanding of their long-term ambitions and goals. This realization has led us to reevaluate our strategy, focusing on working with those who have a defined vision and are ready to commit to a ToD. However, we have also understood the need to expand our development options to include short and medium-term alternatives, ensuring that we can support a broader spectrum of Kurians in their professional growth.

Similarly, we have discovered the importance of paying more detailed attention to fluctuations in individual and team commitment and well-being. Although our annual Pulse average is encouraging, we recognize the need for more proactive management at the individual and team level to address challenges in real-time and maintain a healthy and productive work environment for all.

Finally, we acknowledge the importance of redoubling our efforts in reducing our carbon footprint. While we have made significant commitments to offset and mitigate our emissions, we understand the need to expand our mitigation strategies to achieve our carbon-negative and regenerative goals.

In summary, this impact report has provided us with a valuable opportunity to reflect on our achievements and areas for improvement. We recognize that the path to excellence is a continuous journey of learning and adaptation. By facing our challenges with humility and determination, we are committed to driving positive and sustainable change. We sincerely thank each member of our team for their hard work and dedication, and we look forward to continuing to advance together toward a brighter and more promising future.







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Corporation