

LATAM AIRLINES DJSI SUPPORTING DOCUMENT

ECONOMIC DIMENSION

Efficiency & Reliability

1.10.1 Delays Exceeding 15 minutes

	Percentage of flights with more than 15 minutes delay
Short-haul	4.7%
Long-haul	13.3%

For LATAM, short haul flights are domestic routes and long-haul flights are international routes.

1.10.2 Load Factor

	Load Factor (%)
Short-haul	78.7%
Long-haul	73.8%

For LATAM, short haul flights are domestic routes and long-haul flights are international routes.



ENVIRONMENTAL DIMENSION

Environmental Policy & Management Systems

2.2.3 Return on Environmental Investments (USD)

USD	2017	2018	2019	2020
Investments (USD)	521,100	1,880,000	1,770,000	3,000,000
Expenses (USD)	6,379,127	2,625,684	2,951,274	1,145,000
TOTAL (USD)	6,900,227	4,505,684	4,721,274	4,145,000
Cost Savings (USD)	100,365,212	150,632,408	145,440,000	63,800,000

Climate Strategy

2.4.1 Climate Risk Management

LATAM Airlines doesn't apply the TCFD framework in the management of climate-related risks and opportunities but is planning on doing so by 2023.

Packaging

2.6.2 Packaging Materials

Packaging Materials	Coverage (% of cost of goods sold)	Total Weight (metric tonnes)	Recycled and/or Certified Material (% of total weight)
Wood/Paper fiber packaging	100	92,132	3.53
Metal (e.g. aluminum or steel) packaging	100	88	0
Glass packaging	100	219	0

Data consists of packaging material only managed by LATAM, this includes the warehouse, cargo operations, in-flight sale service and catering supplies. The packaging managed by third parties is not included.

For cargo operations, the amount of wood packaging provided corresponds to the 2 cities that concentrate most of the cargo operations (SCL and MIA) and Brazilian main cities.

Metal and glass packaging is only used in in-flight sale services and catering supplies.

Recycled content for packaging is mostly used in catering supplies.



2.6.3 Plastics

	2017	2018	2019	2020
A. Total weight (tonnes) of all plastic packaging	145,296	129,637	170,104	156,122
B. Percentage of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	0.01	0.03	0.34	0.4
C. Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	0	0	0	0
D. Percentage of recycled content within your plastic packaging (as a % of the total weight of all plastic packaging)	0	0.01	0.01	0.01

Data consists of packaging material only managed by LATAM, this includes the warehouse, cargo operations, in-flight sale service and catering supplies. The packaging managed by third parties is not included.

Data for catering supplies were included only for 2018 and 2019 since previous data was not available.

Recycled content for packaging is mostly used in catering supplies.



SOCIAL DIMENSION

Labor Practice Indicators

3.2.2 Workforce Breakdown: Gender

Diversity Indicator	Percentage (%)
Share of women in total workforce (as % of total workforce)	37.9
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	34
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	36.5
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	12.0
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	32.5
Share of women in STEM-related positions (as % of total STEM positions)	35.2

3.2.3 Workforce Breakdown: Race/ Ethnicity & Nationality

Nationality	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Brazilian	54	39
Chilean	22	33
Peruvian	9	8
Colombian	4	5
Argentinean	3	5
Ecuadorian	2	2



Human Capital Development

3.5.1 Hiring

	2017	2018	2019	2020
Total number of new employee hires	5,577	5,007	6,150	1,896
Percentage of open positions filled by internal candidates (internal hires)	53%	56.3%	60.8%	76%

Breakdown of Total Number of New Employee Hires:

Number of People Hired (by gender)	2020
Women	721
Men	1,175
Total	1896

Number of People Hired (by Employee Level)	2020
General	1277
Cabin crew	251
Middle management	278
Pilots	65
Executive Management	25
Total	1896



Corporate Citizenship & Philanthropy

3.6.2 Type of Philanthropic Activities

Category	Percentage of Total Costs
Charitable Donations	0
Community Investments	90
Commercial Initiatives	10
Total (must equal 100%)	100

3.6.3 Philanthropic Contributions

Type of Contribution	USD \$
Cash Contributions	0
Time: employee volunteering during paid working hours	0
In-kind giving: product or services donations, projects/partnerships or similar	1.795.662
Management overheads	370.534