

Code of ethics

BUSINESS PHILOSOPHY

Good governance is a framework of common and consistent behavior of the organization that aims to achieve and ensure compliance with the mission, vision and values of the company. The commitment to good governance and ethical behavior is the axis of our internal and external actions. Integrity, transparency and honesty are the principles that have guided, that guide and that will always guide our work. Innovation and creativity characterize us as a company. We anticipate the changes that can affect any of the areas of our work and we approach them with creativity. To adopt procedures and systems aimed at strengthening a modern, transparent and responsible corporate governance, we identify, prevent and deal with possible situations that may damage the image, reputation and sustainability of the company in the long term. The pride of working at Enjoy is and must remain one of the most important reasons to belong to the company.

OUR SECTOR

We assume the commitment and leadership to ensure a transparent, reliable, reputable and socially responsible industry, through the development and implementation of good practices. We favor the regulation of the industry as a way to make it sustainable. We firmly believe that our industry should constitute an important contribution to the economic development of the country and the regions. We are aware that our activity is an engine for the development of tourism and we assume it as a goal of our company. We reject bad practices, because they harm the long-term development of the industry. We are committed to the development of responsible entertainment.

OUR SHAREHOLDERS

We assume the commitment with the shareholders to contribute to increase the value and profitability of the company, within the framework of relations based on loyalty and transparency. We develop business activity in an efficient and competitive way, trying to optimize in a responsible way the use of available resources, responding to the trust that investors have placed in us. We strive to maintain a good relationship with our shareholders and meet their requirements efficiently.

OUR CLIENTS

We want our customers to enjoy life. We privilege a long-term relationship with our customers. We strive so that our clients live a magical experience with us. We try that our clients enjoy our offer of entertainment in a responsible and safe way. The warmth, integrity and transparency are our hallmark in relationships with them. We serve them with courtesy, efficiency and passion for good service. We safeguard the highest quality of the products and services we offer, based on excellence. We are committed to the constant search for new and innovative offers and forms of entertainment in order to exceed the expectations of our customers. We care about protecting your privacy.

OUR PEOPLE

Our collaborators are one of the main focuses of our company. We move on the basis of results, we have an entrepreneurial character and we rely on good individual performance. Equality of opportunity is a basic principle of our actions. We ensure non-discrimination within the company and believe in merit as the only way to develop work. Internal mobility is a priority for us. We take care of our employees by providing them with the necessary resources for the full realization of their talents through continuous professional development, in an environment that stimulates learning, and by providing opportunities to perfect themselves and develop new skills. We constantly encourage our employees to comply with the company's values: commitment, passion, warmth, excellence, integrity and transparency. We encourage our collaborators to value and practice innovation in the performance of their work both for their work development and for the success of Enjoy, where innovation is a priority. We strive to create a work environment that fosters personal and professional development, as well as a culture that respects the individual and recognizes both personal initiative and teamwork. We firmly believe that leadership is earned with trust, teamwork and example. We value the family and that is why we are concerned about achieving a good balance between work and family life, as well as making the families of our employees feel close to our company. We are convinced that being informed strengthens our commitment to the company, its vision, mission and values, and allows us to share responsibility with the company's objectives and to understand decisions in a broader context. We maintain an active and timely communication. We encourage participation, the interest to be informed and to communicate the concerns of our collaborators, through means and instances of feedback. Our communication style is the sincerity, the coherence and the closeness. At the same time, we know how to safeguard confidentiality and we do not practice or spread rumors or comments that may harm others. Enjoy's collaborators - and especially the bosses - have a policy of open doors, so they are always willing to listen and respond to the requirements, comments or suggestions of those who depend on them, keeping due discretion. In Enjoy we promote a culture of example. Therefore, we value the role and importance of leaders and encourage the emergence of leadership.

OUR COMMUNITY

We are a reliable partner and a good neighbor in the communities where we are located and where we live. We constitute a decisive contribution for the economic development of local communities, especially in the field of tourism. We make the communities in which we are present more entertaining, offering a great variety of leisure and relaxation possibilities. To root ourselves in the cities in which we are present is an essential element of our culture. We contribute decisively to the social, economic and cultural development of our environment. We try to offer the best working conditions to people and hire as many people as possible from the locality. We respect and rescue the traditions and culture of the areas in which we find ourselves, with a unique and differentiating stamp. We value the care of the environment and support sustainable economic development. We are committed to continuously improve the environmental impact of

our activities and to develop a sustainable business as a long-term goal. We favor entrepreneurship in our communities by linking it with our activity.

GOOD PRACTICES

I. Of the commercial operations

CURRENT LEGISLATION

We respect and abide unconditionally the legal and regulatory provisions that govern our society and the countries where we are present. We have the obligation to know the laws and regulations that govern our activities. We treat with equality and correction all the people with whom we operate (clients, suppliers, visitors and the general public), avoiding any type of discrimination. We especially reject discrimination based on ideological, religious, racial, social, gender, age, nationality or disability.

CONFIDENTIALITY

An important part of Enjoy's prestige depends on the confidentiality it offers to the people it relates to based on their work. That is why we protect information about your strategy and business plans, your customers, the payroll of our collaborators, your corporate plans, the programs and technological applications, among others. We are aware that, for reasons specific to our profession, many of us can access private information of our current or potential customers, our suppliers, our shareholders, other Enjoy employees or the company itself. However, we know that we have received this information to fulfill a purpose strictly related to the exercise of our position, for which we are clear that we must use it with total discretion and not disclose it to anyone, except to the people of the company who need to know it. due to its functions. We are clear that we must only access information that is relevant to the position we hold. And if we have any doubt, we should consult with the corresponding head office, which is obliged to deliver the information that each one requires to carry out their work. Each of us is responsible for knowing and becoming familiar with the company's information protection systems and standards and taking all necessary measures to protect it.

RELATIONSHIP WITH CUSTOMERS

We relate to our clients with warmth and cordiality, but we do not fall into the abuse of trust or incur in familiarities, because they are not typical of the relationship with a client. We try that our clients live unforgettable experiences and we worry that in Enjoy the entertainment is enjoyed in a responsible way.

GOODS OF THE COMPANY

The appropriate use and care of tangible and intangible assets of the company are essential to preserve the financial strength of Enjoy. This includes all assets, information, products and services. We are prohibited from removing furniture, equipment, supplies, products and

intangibles from the company's facilities -for example, Enjoy's intellectual property created or acquired for its exclusive use- for purposes other than the operation of the business, unless we have an authorization official and express of the corresponding headquarters. At Enjoy, we only use programs and applications that have the proper licenses. The programs and other elements of particular origin that you wish to install in equipment provided by the company must be in possession of the respective license and have it available to be displayed if required, so as not to damage the assets of the company or its image . The programs and applications (software) that are provided by Enjoy to work on the company's computers can not be used or installed on computers of particular use. Enjoy products and services are your property, therefore, the contribution we make in the exercise of our functions is also owned by the company and belongs to you, even when we withdraw from it.

BOOKS, FILES AND ACCOUNTING

Regardless of our position within the company, we respect the internal control policies and the accounting and file maintenance data as a way to protect the company's assets. We perform all transactions in accordance with established procedures and register them in a timely manner in order to keep the accounting updated. The persons authorized to incur expenses are obliged to inform with accuracy and opportunity about them.

RELATIONSHIP WITH SUPPLIERS

The collaborators that we have in charge of the acquisition of products and supplies for Enjoy make decisions only based on the company's interest, without favoritism and ensuring complete transparency. If we are invited by suppliers to participate in meetings or unusual events to evaluate current or future products that Enjoy has purchased or can buy, we must consult the corresponding head office before agreeing to participate. The collaborators that we associate with the usual, sporadic or potential suppliers of Enjoy do not accept invitations, gifts or any other kind of attention that may affect the independence and neutrality required by the exercise of our functions. And if we have doubts, we consult with our superiors.

II. Conflicts of interest

The most important principle that governs Enjoy's policy to avoid this type of conflicts is that we must never allow our personal interests to enter or appear to conflict with the interests of the company. Enjoy interests will always prevail over our personal interests. Some of the rules that avoid possible conflicts of interest and that respect our collaborators are the following: - Our Enjoy collaborators do not work simultaneously for another company, institution or person of the same or similar line, either as dependent worker, independent, advisor or any other modality. - To develop any other type of remunerated or unpaid activity, to which a time and effort should be allocated that may eventually affect our work performance, we require express authorization from the corresponding head and, if the situation requires it, the Good Practices Committee .

We do not ask for or accept gifts from those who can generate business relationships with Enjoy or those who have them. - We do not give preferential treatment to applicants to any position in our company that have personal or family relationships with us. - Employees who have direct relatives (parents, children, spouses, siblings) who work in companies of the competition (hotels, casinos) must inform the corresponding management in writing and this to the people management. - Our collaborators, directors and shareholders can not play in their casinos on their own or through an intermediary person. - We recommend that spouses and partners of our collaborators, directors and shareholders refrain from playing at the Enjoy casinos.

PERSONAL FINANCE

For Enjoy it is essential that each one of us has a correct financial behavior as the only way to have the indispensable transparency and credibility that our business demands. We know that the repeated registration without just cause of delinquency, protests and commercial or economic breaches by a collaborator are serious infractions.

III. Of the conducts and the collaborators

HARASSMENT

In Enjoy we sanction harassment or sexual harassment, understanding by this any attitude of a sexual nature not desired by the affected person.

OF THE RELATIONSHIP WITH PAIRS, SUBORDINATES AND SUPERIOR

Enjoy's employees must not exert undue pressure on our co-workers, be they superior, subordinate or equal. In Enjoy we consider that the rumors about our work colleagues and about the company, the veiled criticism and the disparaging or humiliating treatment are harmful for the organization and its collaborators. We recognize the structures of command and communication, we respect them and we seek their efficient functioning. Our verbal or written communications should not include statements or content that is offensive or intimidating. The information that we deliver to our heads and to external institutions or organizations that require it and to which we must inform, will be truthful, timely and serious. Those who are bosses at Enjoy have the obligation to do and demand that the work be carried out correctly and efficiently, but they do so respecting the dignity of their subordinates and without abusing the power entrusted to them. The bosses do not have favoritism or privilege any of their subordinates. Their treatment towards them is based on equity. The bosses are especially careful in respect to the current labor legislation and company regulations. At Enjoy, we are all responsible for safeguarding the safety and health of our environment, so as not to endanger or affect the health of those who work in the company. In Enjoy, drug use is not allowed. Neither should we consume alcohol or be under its effects while we are working. At the Enjoy facilities, both during work hours and outside of them, we must behave sensibly and decorously, remembering that we are there as representatives of the company. At Enjoy we are also responsible for the behavior of our colleagues that are at odds

with the rules of this code, so we put them in the instances that correspond in a truthful, timely and serious.

FOLLOW-UP AND FEEDBACK PROCESS

Compliance with a Code of Ethics and Good Practices requires the existence of mechanisms that facilitate compliance with its standards. Without them, it could become a mere declaration of good intentions. That is why we must have an agency in charge of ensuring its correct application, that works with mechanisms known to all of us. This is the Ethics and Good Practices Committee. On the other hand, it is very important that the monitoring of your application is not limited to the rules that are not met, but also highlight the people and events that stand out in a positive way and contribute to Enjoy being a better company every day. Enjoy's employees must feel responsible for our Code of Ethics and Good Practices being respected and strengthened more and more. That is why if we know of behaviors that contravene it or that empower it, we must assume our responsibility and inform them in a responsible manner.

The following describes how to raise a complaint or positive information.

REQUIREMENTS TO RAISE A SITUATION

All of us who work at Enjoy, regardless of our position or seniority in the company, can make an approach before the Ethics and Good Practices Committee. Enjoy's Attorney will be in charge of protecting confidentiality and due process. Any approach that we make will be carried out in a responsible manner, that is, it will have well-founded bases, it will not respond to personal motivations and it will be done in writing or by telephone, and the person can do it anonymously. This should be sent to the e-mail address lineaconfidencial@enjoy.cl or to the telephone box 800 222 335 for our collaborators in Chile and 0800 222 0354 for our employees who call from Mendoza, Argentina. In both cases, calls will be received by the company's Attorney.

REQUIREMENTS OF THE INVESTIGATION PROCESS

The investigation process will be carried out by Enjoy's Fiscal and will be developed with the utmost discretion, trying to involve as few collaborators as possible. The report will be made in writing and will be confidential. The report will conclude recommending measures to the Ethics and Good Practices Committee, according to the results of the investigation.

SANCTIONS AND NON-COMPLIANCE

Any act that is contrary to this Code will be subject to an internal review and may have consequences that affect him or the collaborators involved. In addition, it could be subject to an investigation, civil or criminal process. Failure to comply with this Code may involve a reprimand or recommendation to the detachment of Enjoy and its respective complaint to the respective authority or to the courts.

GOOD PRACTICE COMMITTEE

The Ethics and Good Practices Committee will decide which measures should be adopted in each case. The Committee will be integrated by the general manager of Enjoy, Fiscal and 3 members belonging to the organization, appointed by the General Manager. In case one of the members of the Committee should be disqualified, it will not be replaced. The Ethics and Good Practices Committee will hold at least 4 meetings during the year.