



TOESCA ASSET MANAGEMENT

toesca.

SUSTAINABILITY

REPORT

2025



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PRESIDENT'S LETTER

DEAR INVESTORS, PARTNERS & COLLABORATORS:

Toesca was founded on a clear conviction: that creating long-term value demands discipline, transparency, and a genuine alignment of interests with those who entrust us with their capital. This first Sustainability Report is a natural extension of that conviction.

During 2025, our focus was on defining an institutional sustainability framework. This report captures that work and lays the foundations on which we will continue building this agenda, as well as the way we will report its progress in the years ahead. Beyond the framework itself, this process reflects how we understand our role as asset managers: identifying, evaluating, and rigorously managing those climate, social, or governance factors that materially affect the performance and resilience of the investments under our management. In that sense, sustainability, for Toesca, is above all a dimension of risk management for invested capital.

At Toesca, sustainability originates from the investment process itself. Accordingly, the integration of these criteria is approached in proportion to the nature of each strategy and the degree of influence

we hold over the underlying assets. In strategies with direct operation or an effective capacity to intervene on material variables, this work is expressed through concrete operational initiatives, measurement, and systematic monitoring. In others, the main channel of influence is governance, active oversight, and the rigor of the investment process.

This approach translates into concrete progress. In Farmland, for example, we have spent four years developing an operational sustainability management platform built on objective metrics, including water efficiency measured through telemetry, wage equity monitoring, and an active native forest conservation program. In Real Estate, the office portfolio's assets consistently outperform CBRE's external benchmark across every dimension evaluated. In Infrastructure, we participate actively on the boards and committees of every relevant portfolio company. In Private Credit and Equities, the strength of process governance and direct engagement with issuers constitute the natural channel for integrating these factors.

As is the case with any institutional process still under development, the coverage and depth of information still show differing levels of maturity across strategies, which remains one of the key challenges ahead. That said, the work carried out during the period has strengthened oversight structures, advanced the formalization of policies, and consolidated monitoring mechanisms.

This report is part of an institutional building process that we will continue to develop with the same sense

of responsibility with which we assume our fiduciary obligations. In this context, we explicitly distinguish between aspirations under development and formal commitments, ensuring that the latter reflect real execution capabilities. Our goal is to keep improving the quality, consistency, and comparability of available information, strengthen the management capabilities that support it, and build an organization capable of attracting, developing, and retaining talent. The strength of our teams is, in itself, a fundamental pillar for sustaining execution quality, the continuity of our culture, and the creation of long-term value.

We thank our Investors, Partners, and Teams for their trust.

Alejandro Montero P.
Chairman of the Board
Toesca Asset Management





WHO WE ARE

1.1 TOESCA

Toesca Asset Management is a Chilean general fund manager, founded in 2016 by executives with more than 20 years of combined experience. Specialized in alternative assets in Latin America, it operates under a partnership model and maintains investments in every fund it manages, establishing a real, structural alignment with the long-term interests of its investors.

With more than US\$2.4 billion in capital raised and 47 professionals, Toesca operates across five asset classes. Its growth has been organic, prioritizing depth of expertise over scale.

1.2 / 1.3 PARTNERSHIP MODEL & ALIGNMENT OF INTERESTS

The partnership model operates as a structural governance mechanism: most of the partners' capital is invested in the funds themselves. Compensation is designed to reward consistency and long-term value creation, consistent with the time horizon of the assets under management.

US \$2.4 BN

Capital Raised

2016

Year Founded

47

Professionals

5

Investment Strategies



toesca.



1.4 INVESTMENT STRATEGIES

STRATEGY	DESCRIPTION	SUSTAINABILITY FOCUS
 Infrastructure	Strategic assets: solar energy (Luz del Norte ~390 GWh/yr; Cóndor del Sol), GasValpo, Suralis, Nueva Atacama, road concessions, hospitals, airports.	Active governance: 12 advisory committees, participation in 11 portfolio boards, 88 board sessions, 100% attendance.
 Private Credit	Private financing: NBFIs, renewable energy (TCER), distressed assets, real estate assets.	Credit governance: advisory committees with independent members, corporate governance analysis of borrowers.
 Real Estate	Offices, shopping centers, multifamily, warehouses, senior living residences. 11 assets, ~160,000 m ² GLA.	Operational sustainability management: NCRE in 5 buildings, LEED EBOM certification in progress, monthly carbon footprint tracking in 2 assets, above-CBRE-benchmark score in both evaluated assets.
 Farmland	Regenerative agriculture for export fruit. Los Monos (350 ha, Maule) and La Herradura (335 ha, O'Higgins). Partnership with Astarte Capital Partners.	Integrated operational sustainability: Regenerate (water, carbon, soil) and Care (human capital) programs.
 Equities	Active equity management. Universe of ~50 companies.	Active engagement: 168 direct meetings with issuers, 22 shareholder meeting minutes reviewed.



HOW TOESCA UNDERSTANDS SUSTAINABILITY

2.1 GUIDING PRINCIPLE: RISK MANAGEMENT

The integration of sustainability criteria at Toesca stems from its overall risk management strategy—specifically, identifying and managing environmental, social, and governance risks that are material to the financial performance of investments. This definition precisely delimits the scope of the work: the depth of analysis is proportional to each asset class’s exposure to material risks.

Toesca has been a signatory of the UN PRI (Principles for Responsible Investment) since 2020, formalizing its commitment to integrating these criteria into investment analysis and decision-making.

During the 2025 reporting cycle, the firm received its PRI Assessment Report, whose results are used as an internal diagnostic and prioritization tool to continue strengthening policy, governance, monitoring, and reporting, both at the corporate level and by investment strategy.

The report reflected a relatively higher level of development in the firm’s cross-cutting policy,

governance, and strategy modules, as well as in the Chilean Equities strategy, while also providing reference points for continuing to strengthen the integration of these criteria across the different asset classes.

2.2 SUSTAINABILITY POLICY

The Sustainability Policy was drafted during 2025 and approved by the Board in the first half of 2026.



SCOPE

Funds and managed assets.
Internal corporate operations, including employees, suppliers, and stakeholders.

DIFFERENTIATED APPROACH

Proportional by asset class. Agriculture: climate, water, biodiversity.
Real Estate: energy, water.
Other strategies: governance and transparency.

REPORTING

Annual report to investors.
Quarterly report to the Board.

EXPLICIT EXCLUSIONS

Deforestation and labor exploitation, excluded from the investment process.



2.3 SUSTAINABILITY COMMITTEE

VERÓNICA MONTERO / CHAIR

MEMBERS

- Portfolio Managers.
- Head of Operations.
- Compliance Officer.

FIRST-YEAR MANDATE

- Define the roadmap.
- Oversee audits.
- Approve annual targets.
- Annually review the PRI Assessment Report results and prioritize improvement actions.

FREQUENCY

- Quarterly.

REPORTING

- Quarterly to the Board.
- Annually to investors.

PRI AS AN EXTERNAL BENCHMARK

The 2025 PRI Assessment Report is used by Toesca as a benchmarking and institutional learning tool.

Its results allow the firm to compare the level of formalization of its policies and practices against the global median of PRI signatories, and to identify priorities for strengthening policy, due diligence, monitoring, and disclosure.

The information in the report is based on data self-reported by the signatory and not audited by PRI, and should therefore be interpreted as a reference for process and continuous improvement, rather than as a conclusive evaluation of the firm's overall performance.





CORPORATE GOVERNANCE

3.1 BOARD OF DIRECTORS

Toesca's Board is composed of 5 members, 2 of whom are independent and 1 of whom is a woman. During 2025, the Board held 35 sessions in total: 12 ordinary and 23 extraordinary.

5

• BOARD MEMBERS

1

• WOMEN

40%

• INDEPENDENT DIRECTORS

20%

• WOMEN ON THE BOARD

35

• SESSIONS IN 2025

3.2 INSTITUTIONAL COMMITTEES

Toesca operates eight committees covering corporate governance, investment management, risk, and ethics:

COMMITTEE	MAIN FUNCTION
Investments	Approval and monitoring of new investments and divestments.
Infrastructure	Oversight of the infrastructure portfolio's performance.
Private Credit	Approval of private debt operations and specific oversight of the credit portfolio.
Farmland	Approval and monitoring of new investments and divestments; specific portfolio oversight.
Risk	Monitoring of the consolidated risk profile.
Audit	Oversight of internal and external audits.
Compliance	Management of regulatory and legal compliance.
Sustainability	Implementation of the Sustainability Policy (established in 2025).
Ethics	Management of the code of ethics and conflicts of interest.



3.3 POLICY FRAMEWORK

POLICY	STATUS	LAST REVIEW	NOTE
<i>Sustainability Policy</i>	In development as of year-end 2025	Approved 1st half 2026	During 2025 Toesca built the foundations of its institutional sustainability framework and formalized the policy in 2026, a milestone reflected in this first annual report.
<i>Code of Ethics</i>	In force	Last approved: Dec 17, 2025	n.a
<i>Anti-Corruption Policy</i>	In force	Last approved: Dec 17, 2025	n.a
<i>Conflict of Interest Policy</i>	In force	Last approved: 2018	The policy is being updated to properly reflect organizational and regulatory developments, with a review scheduled for 2026.
<i>AML-CFT-FP Manual</i>	In force	Last approved: May 2025	n.a
<i>Code of Self-Regulation</i>	In force	Last approved: May 2025	n.a



3.4 WHISTLEBLOWER CHANNEL & COMPLIANCE

Since January 2025, Toesca has operated a whistleblower channel through the Buk platform, available for anonymous or named reports. The platform's form allows users to describe the facts, identify the person being reported, and attach supporting evidence. All reports are investigated following the reporting procedure, by a committee made up of a director, the general manager, and the compliance officer.

INDICATOR	2025 VALUE	NOTE
Regulatory sanctions (CMF or other)	0	No sanctions in the period.
Reports received (ethics channel)	0	Channel operational since January 2025. First year of operation, with traceability and tracking via identifier and PIN.
% of employees trained in compliance	100%	Training completed for the entire workforce.



ACTIVE PORTFOLIO GOVERNANCE BY STRATEGY

FOR INFRASTRUCTURE, PRIVATE CREDIT, AND EQUITIES,
WHERE TOESCA DOES NOT DIRECTLY
OPERATE THE ASSETS, SUSTAINABILITY INITIATIVES
FOCUS ON THE DIMENSION OF GREATEST DIRECT
AND VERIFIABLE INFLUENCE: GOVERNANCE.

4.1 INFRASTRUCTURE

Toesca's presence on the governing bodies of portfolio companies is the main channel of influence on sustainability matters in this strategy. Physical and transition climate risks are identified during due diligence and documented in financial evaluation reports.

INDICATOR	2025 VALUE	NOTE
<i>Advisory committees held</i>	12	Formal active oversight sessions.
<i>Independent members on Advisory Committees</i>	2	External perspective incorporated.
<i>Portfolio companies with formal boards</i>	11	Assets with formal board governance.
<i>Board sessions at portfolio companies</i>	88	Instances of active governance during the period.
<i>Toesca's attendance at board sessions</i>	100%	Full attendance during the period.

NOTE ON RENEWABLE POWER GENERATION ASSETS

The Infrastructure funds' portfolio includes investments linked to renewable generation assets, including Luz del Norte (~390 GWh/yr) and C ndor del Sol (expansion to 120 MW). In certain structured financing operations, the guarantees provided by the borrower may differ from the assets or projects that constitute the economic destination of the financed funds. In these cases, the sustainability evaluation of the investment is carried out primarily by considering the use of funds and the economic activity financed, while the guarantees are analyzed as a credit risk mitigation mechanism. For example, one of the portfolio's operations was backed by preferred shares of the Cochrane plant as collateral. However, the proceeds of that financing were directed toward the development and construction of AES renewable energy projects. Accordingly, for sustainability evaluation purposes, the operation was classified according to the use of funds and the projects financed, rather than by the nature of the asset used as collateral.



4.2 PRIVATE CREDIT

The sustainability approach focuses on governance of the credit process and the governance of the counterparties involved. The strategy includes financing for renewable energy projects (TCER), consistent with the criteria of the Sustainability Policy.

GOVERNANCE INDICATOR	2025 VALUE	COMMENT
<i>Advisory committees held</i>	10	Credit portfolio review sessions.
<i>Independent members on Advisory Committee</i>	2	External perspective in the process.
<i>Financing for renewable energy</i>	yes (TCER)	Financing for renewable energy.

4.3 EQUITIES

The Equities team holds direct meetings with issuer management, generating qualitative information on governance, culture, and operational practices that feeds into investment analysis.

ENGAGEMENT INDICATOR	2025 VALUE	COMMENT
<i>Direct meetings with issuers</i>	168	Average of exclusive meetings per company (~50). In addition to quarterly public contacts.
<i>Shareholder meeting minutes reviewed</i>	22	Systematic review of resolutions and governance patterns.



4.4 REAL ESTATE

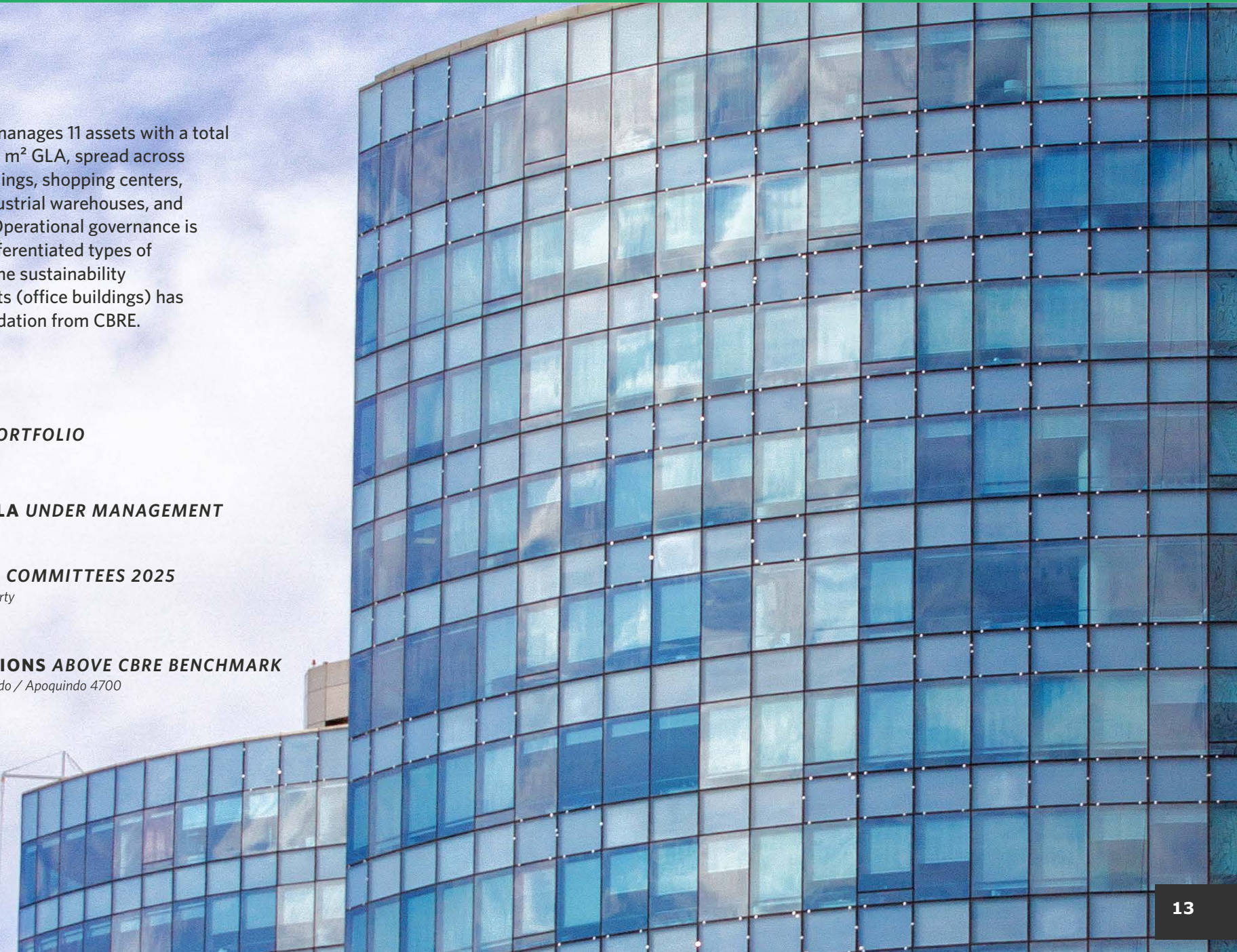
The Real Estate strategy manages 11 assets with a total leasable area of ~160,000 m² GLA, spread across five use types: office buildings, shopping centers, multifamily buildings, industrial warehouses, and senior living residences. Operational governance is exercised through two differentiated types of committees, and part of the sustainability management for the assets (office buildings) has independent external validation from CBRE.

11 • ASSETS IN PORTFOLIO

~160K M² • GLA UNDER MANAGEMENT

204 • ANNUAL COMMITTEES 2025
Asset + Property

7/8
8/8 • DIMENSIONS ABOVE CBRE BENCHMARK
SCL Apoquindo / Apoquindo 4700





4.4.1 ASSET PORTFOLIO

ASSET	TYPE	APPROX. GLA	COMMITTEES (ASSET/PROPERTY)
Torre A Parque Titanium	Offices	19.297 m²	Yes / Yes
BLVD (Av. Apoquindo)	Offices / Retail	6.696 m²	Yes / Yes
CC Viña Centro	Shopping Center	24.267 m²	Yes / Yes
PC Curicó	Retail	12.768 m²	Yes / Yes
Bodega Chañarcillo	Industrial Warehouse	14.505 m²	n.a. (triple net)
Ed. Apoquindo 4700	Offices	7.111 m²	Yes / Yes
Ed. SCL Apoquindo	Offices	21.465 m²	Yes / Yes
Ed. Apoquindo 3001	Offices	4.430 m²	Yes / Yes
Ed. Guardiamarina	Offices	8.595 m²	Yes / Yes
Ed. Placilla	Offices	10.348 m²	Yes / Yes
Senior Living Residences (6)	Residences	30.982 m² total	n.a. (Toesca is a partner in a company managed by a third party)

4.4.2 OPERATIONAL GOVERNANCE: MANAGEMENT COMMITTEES

For actively managed assets, Toesca participates in two types of committees, each with a different focus:

ASSET COMMITTEE

Frequency	No. of Annual Sessions	Focus
Monthly per asset	~108/year (9 assets × 12)	Commercial: contracts, tenants, capex, asset strategy.

PROPERTY COMMITTEE

Frequency	No. of Annual Sessions	Focus
Monthly per asset	~96/year (8 assets × 12)	Operational: maintenance, efficiency, sustainability initiatives.

Toesca’s participation in Asset committees reaches 82% of assets under management. In Property committees, where sustainability initiatives are directly discussed and implemented, coverage is also 82%.



4.4.3 OPERATIONAL SUSTAINABILITY INITIATIVES

Real Estate portfolio assets are incorporating sustainable management standards in three concrete areas:

INITIATIVE	DETAIL
<i>Non-Conventional Renewable Energy (NCRE)</i>	The electricity consumption of the Apoquindo 4501, Apoquindo 4700, Apoquindo 3001, Torre A, and Boulevard buildings' comes from non- conventional renewable energy sources. This measure reduces operational carbon footprint and positions these assets favorably with tenants who have their own sustainability commitments.
<i>Carbon Footprint Measurement</i>	The Apoquindo 4501 and Apoquindo 4700 buildings keep a monthly record of their carbon footprint. This measurement is the basis for identifying reduction opportunities and for the LEED certification process.
<i>LEED EBOM Certification</i>	Apoquindo 4501 and Apoquindo 4700 are in the process of obtaining LEED EBOM (Existing Buildings' Operations and Maintenance) certification. This certification confirms that the buildings' operational performance meets demanding international environmental standards.



4.4.4 EXTERNAL BENCHMARK: CBRE EVALUATION

As an independent indicator of the management standard achieved, Toesca commissioned CBRE to carry out an ESG Pre-Assessment for its Apoquindo office buildings. The results show that both assets consistently rank above the average of the Chilean corporate real estate market across the dimensions evaluated.

SUSTAINABILITY DIMENSION	MCBRE AVERAGE (52 BLDGS.)	SCL APOQUINDO	APOQUINDO 4700	VS. MEDIA
Environmental	56%	71%	69% ↑	+15pp / +13pp
Social	58%	69%	65% ↑	+11pp / +7pp
Governance	53%	72%	68% ↑	+19pp / +15pp
Compliance and Ethics	59%	82%	75% ↑	+23pp / +16pp
Environment & Surroundings	52%	75%	64% ↑	+23pp / +12pp
Social Engagement	39%	56%	48% ↑	+17pp / +9pp
Consumption Control	53%	77%	71% ↑	+24pp / +18pp
Mobility and Spaces	63%	76%	68% ↑	+13pp / +5pp
Maintenance	73%	73%	78%	= / +5pp
Modernization	58%	71%	74% ↑	+13pp / +16pp
Innovation	33%	46%	45% ↑	+13pp / +12pp

COMPETITIVE POSITIONING
IN SUSTAINABLE REAL ESTATE
MANAGEMENT



SCL Apoquindo significantly outperforms the market average in 7 of 8 dimensions evaluated (87.5% of dimensions above benchmark).

Apoquindo 4700 outperforms the average in all 8 of 8 dimensions evaluated (100% of dimensions above benchmark).

The widest margin is in Consumption Control: +24pp for SCL Apoquindo and +18pp for Apoquindo 4700, reflecting active management of energy and water efficiency.

Source: CBRE ESG Pre-Assessment, April 2025. Benchmark based on 52 buildings managed by CBRE in Chile.

Methodological note: the benchmark corresponds exclusively to the buildings evaluated by CBRE and does not represent the entire Chilean corporate real estate market.



FARMLAND: REGENERATIVE AGRICULTURE

5.1 FARMLAND

Farmland is the strategy with the greatest potential and, consequently, the greatest depth of sustainability work within Toesca. Sustainability initiatives are not seen as an add-on to the strategy, but as a fundamental part of the investment team's toolkit. There is a firm conviction that the long-term viability of agricultural assets, as well as their predictability and resilience, is intrinsically linked to the pursuit of ecosystem coherence and the proper stewardship of natural resources.

In line with high international standards on this front, Astarte Capital Partners, partners in the Farmland strategy, require rigorous sustainability standards as part of their mandate. Sustainability work in Farmland has been under development since 2021.

5.2 CURRENT PORTFOLIO

ASSET	LOCATION	AREA	CHARACTERISTICS
Los Monos	Molina, Maule Region	350 ha total 245 ha planted	Nectarines / 145ha Cherries / 75ha Peaches / 12ha Plums / 13ha Operated by Agrícola La Hornilla (35+ years of experience). Operations began: June 2021
La Herradura "Project Tagua"	Litueche, O'Higgins Region	335 ha total 237 ha to be planted	Avocados / 98ha D'Agen Plums / 77ha Oranges / 62ha Operated by San José Farms (30+ years of experience). Operations began: October 2025.



5.3 SUSTAINABILITY FRAMEWORK:
REGENERATE & CARE

Based on the proprietary sustainability analysis developed in 2024, which maps more than 50 factors across 10 areas of agricultural management, Toesca Farmland structured two programs to implement its sustainability initiatives, recognizing the challenge of a portfolio diversified across fruit species, geographic location, climate conditions, and different operators:



• TOESCA REGENERATE

A program that frames all environmental management initiatives, focused on water resources, carbon balance, and soil health through the implementation of regenerative practices. Long-term objective: integrate high-yield agricultural production with the surrounding environment where the assets are located, aligned with ecosystem coherence.



• TOESCA CARE

A program that frames initiatives with social impact, with particular emphasis on implementing the “equal work – equal pay” mandate, which prohibits wage discrimination within the same job categories, and promotes the creation of formal jobs with social security coverage, long-term employment, positive impact on nearby communities, and local workforce development, among others.

5.4 MATERIALITY MATRIX:
STRATEGY PRIORITIES

PRIORITIZE — Critical	DIFFERENTIATE — Opportunity	MONITOR — Tracking
Carbon sequestration	Women in leadership positions	Total water resource extraction
Wage equity in comparable roles	Timely payment to local suppliers	Educational programs
Water management and stewardship	Community engagement	Sector certifications
Soil degradation mitigation	—	Agrochemical monitoring

This is the materiality matrix currently in force for the Farmland sustainability strategy. It is worth noting, however, that the strategy has engaged Anthesis, a leading international sustainability consultancy, for the second and third quarters of 2026.

The work to be carried out with Anthesis aims to conduct a comprehensive review of the sustainability strategy, including a gap analysis against relevant

benchmarks. This process seeks to align and position the strategy in line with demanding international standards, with particular emphasis on the level of detail, operational efficiency, and the integration of sustainability criteria within investment tools and processes.



5.5 OPERATIONAL DATA SUMMARY
(LOS MONOS, 2024-2025 SEASON)

INDICATOR	AVAILABLE DATA	SOURCE / COMMENT
Irrigation efficiency (extraction vs. irrigation)	~99.7% (+16.6% y/y)	DropControl + Formation Environmental telemetry. 2024-2025 season
Machinery fuel consumption	~4.4 L/hr average	Tractor hour-meter records.
Permanent staff composition	~30% women	Monthly indicators.
Equal work - Equal pay	Women +1.6% vs. men	Measured monthly through payroll supervision.

MONITORING OF SUSTAINABILITY INDICATORS

As part of its sustainability strategy, the team systematically monitors and records a set of environmental, social, and governance indicators aimed at measuring performance, identifying risks and opportunities, and strengthening decision-making. These indicators include, among others, estimated carbon emissions, consumption of critical resources (fuel, electricity, water, and agricultural inputs), water management and irrigation practices, waste treatment, certifications, and climate-change-related impacts.

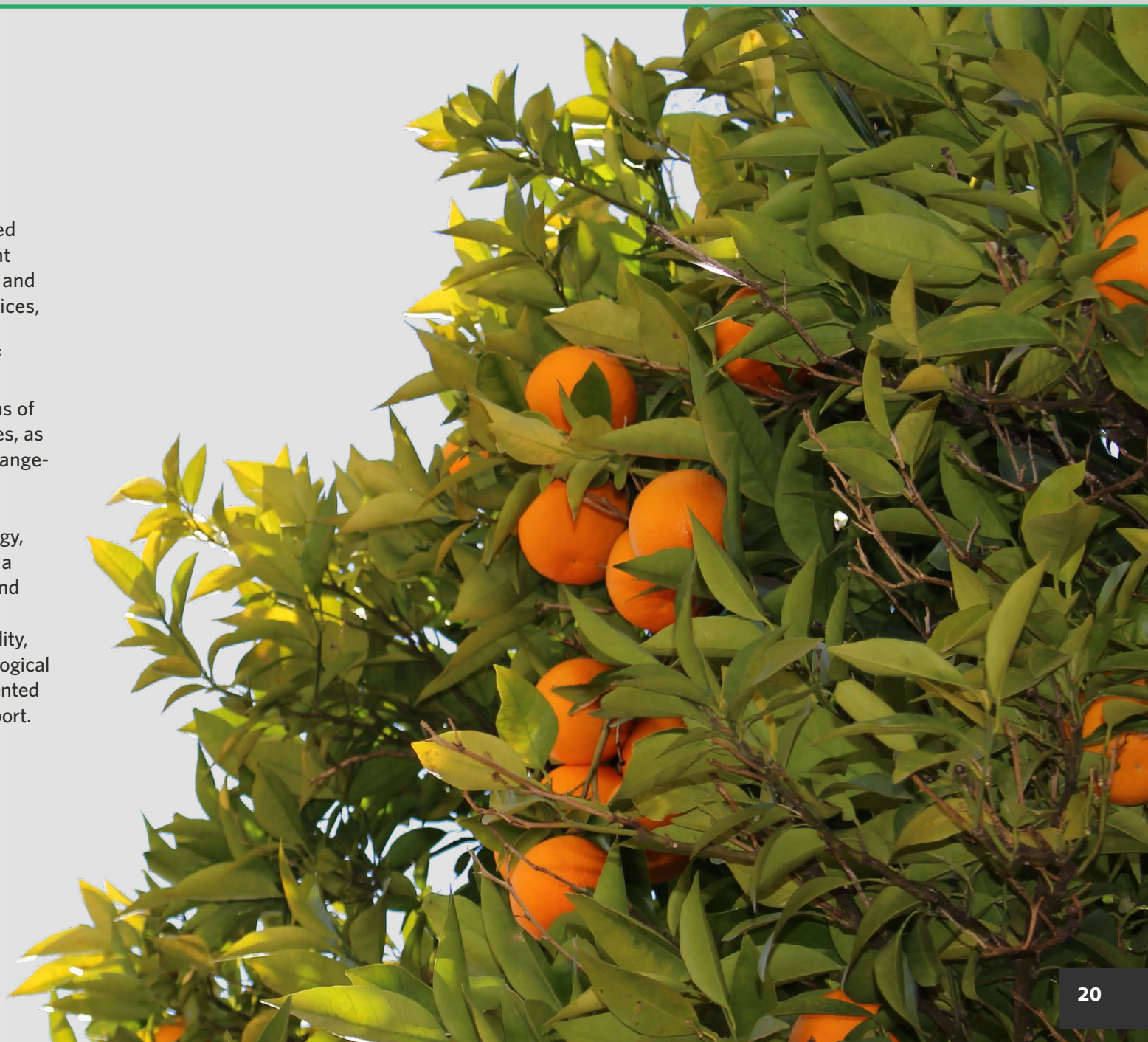
On the social side, the team carries out detailed monitoring of workforce-related variables, such as total headcount, female participation (at the operational,



leadership, and corporate governance levels), training hours, composition of foreign workers, workplace accidents, retention, salary structure, and gender gaps.

In addition, metrics and analysis are incorporated related to responsible supply-chain management (for example, tracking supplier payment terms) and the evaluation of regenerative agricultural practices, such as the use of cover crops, the adoption of regenerative practices, and the measurement of native forest areas or conservation zones. This is complemented by qualitative descriptions of environmental and social management strategies, as well as the identification of the main climate-change-related risks and opportunities for the crops.

As part of the ongoing strengthening of this strategy, and in the context of the joint work with Anthesis, a thorough review of the measurement, reporting, and verification (MRV) processes will be carried out, with the aim of strengthening the quality, traceability, and consistency of the information. The methodological detail and progress from this process will be presented in the Farmland strategy's 2026 Sustainability Report.

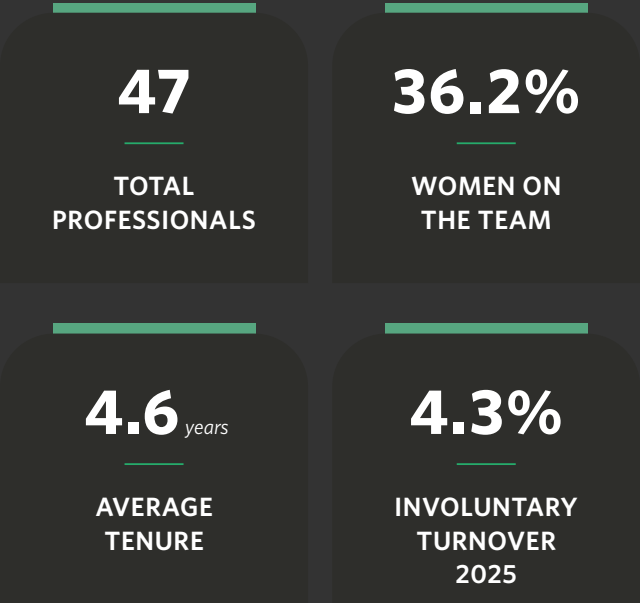




HUMAN CAPITAL

6.1 TEAM OVERVIEW

Toesca is an organization of 47 professionals, small by design. The partnership model creates long-term incentives aligned with investors. The firm prioritizes quality over scale and direct access to senior management as part of its culture.



6.2 PEOPLE INDICATORS

INDICATOR	2025 VALUE	COMMENT
Total headcount	47	At period-end.
% women in workforce	36.2%	17 women out of 47 professionals.
Involuntary turnover	4.3%	Undesired departures / average headcount.
Average tenure	4.6 years	51% of the firm's history (9 years). A solid indicator of stability
New hires 2025	8	n.a
Adjusted M/F pay ratio	1.0	The pay-equity analysis was adjusted for seniority, years of experience, and work schedule type.

6.3 CULTURE & WORK ENVIRONMENT

Toesca has operated with an open-plan office model since its founding, maintained in its current premises. This design reflects a culture of access, transparency, and collaboration across teams and hierarchical levels. Direct access to senior management, uncommon at larger firms, is part of the organization's identity.

People management at Toesca rests on three principles: stable teams, competitive working

conditions, and a set of concrete benefits that complement compensation. Headcount data reflects this orientation: the team's average tenure reaches 4.6 years, equivalent to 51% of the firm's history, and undesired voluntary turnover stands at 4.3%.



EMPLOYEE BENEFITS

Toesca has a formal benefits program that complements base compensation for all employees. The program covers work flexibility, health, time off, and performance recognition. Below is a summary of the main benefits in force as of 2026.

HOME OFFICE OR ADDITIONAL VACATION DAYS

Option to choose between 20 remote working days per year or 5 extra days off per year, in addition to statutory leave.

BIRTHDAY AFTERNOON OFF

Leave from 2:00 PM on the employee's birthday (or within that same week).

HOLIDAY EARLY DEPARTURES

Afternoon off (leaving from 2:00 PM) on the last business day before Easter, Independence Day, Christmas, and New Year.

DAY OFF OF CHOICE

One additional day off to be used on December 24 or 31, not counted against vacation days.

MEDICAL LEAVE

Toesca covers the first three days of medical leave not covered by health insurance.

SUMMER FRIDAYS

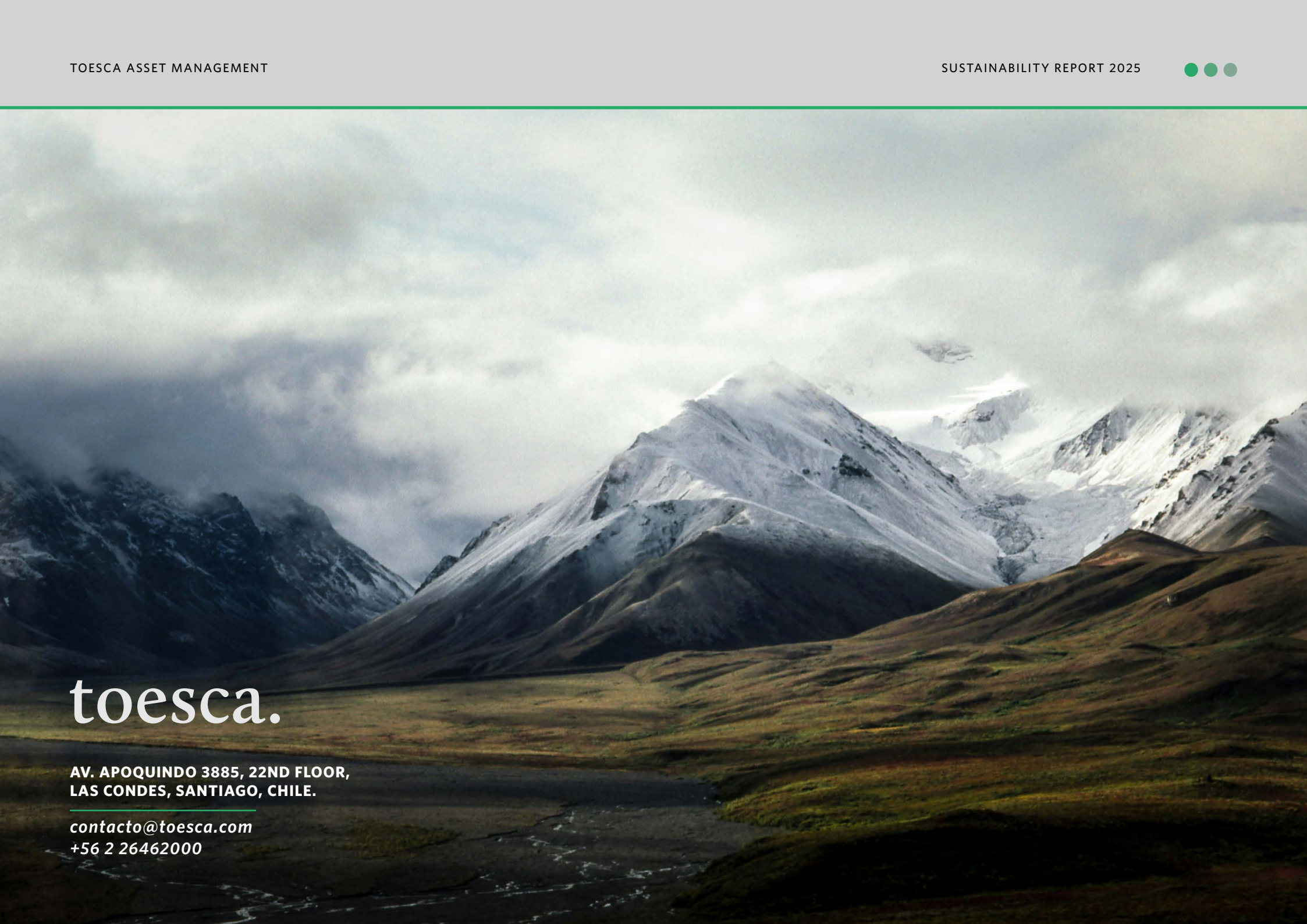
Early departure on Fridays at 2:00 PM during January and February.

SUPPLEMENTARY HEALTH INSURANCE

Company-paid supplementary health insurance covering the employee and dependents.

ACTIVITIES AND EVENTS

Monthly birthday breakfast celebration and annual year-end lunch for the whole team.

A full-page background image of a majestic mountain range with significant snow cover. The peaks are rugged and partially shrouded in mist or low clouds. The foreground consists of rolling, grassy hills in shades of green and brown, with a small stream or riverbed visible in the lower left. The overall atmosphere is serene and natural.

toesca.

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