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|---|--|---------------------------------|-----------------------------|
|  | CORPORATE POLICY ON EQUITY, DIVERSITY AND INCLUSION | CÓDE | VERSIÓN |
| | | GEN - GCRH-PC-020 | 02 |
| | | INITIAL EFFECTIVE DATE | FINAL EFFECTIVE DATE |
| | | 17.08.2021 | 17.08.2023 |
| PROCESSING MANAGEMENT | CORPORATE HUMAN RESOURCES MANAGEMENT | | |
| ELABORATED BY | REVIEWED BY | APPROVED BY | |
| María Teresa Merino | María Teresa Merino | Mariela García Figari de Fabbri | |
| HUMAN RESOURCES MANAGER | HUMAN RESOURCES MANAGER | GENERAL MANAGER | |

1. MAIN OBJECTIVE

This policy seeks to establish guidelines that promote a culture of equity, diversity and inclusion, ensuring equal opportunities for employees, regardless of sex, sexual orientation, gender identity and expression, different abilities, culture, ethnicity and age.

2. SCOPE

This corporate policy applies to the Ferreycorp corporation, including its parent company and all subsidiaries, and its guidelines constitute a permanent guide for leaders, managers and those responsible for human resources management, for the development of other policies, standards and procedures, as well as for all employees, suppliers and customers in their daily behavior.

3. SPECIFIC OBJECTIVES

- To continue promoting a work environment in which equity, diversity and inclusion are valued. In this sense, the corporation's main lines of action on diversity issues will be put on the agenda:
 - Gender equity.
 - LGTBIQ+ community
 - Ethnicities and cultures.
 - Generations.
 - Different abilities.
- Institutionalize the PARES+ Program and its various initiatives, as an equity, diversity and inclusion program that is promoted by the PARES Committee in order to ensure its sustainability, maintaining as one of its axes the increased participation of women in the workforce of the corporation and its subsidiaries and in leadership positions.
- Raise awareness and establish guidelines to prevent and sanction conduct that goes against this policy.
- Externally, to position the Ferreycorp employer brand and reinforce its reputation as a company that promotes diversity, inclusion and equal opportunities.
- Reinforce gender diversity, promotion and empowerment of women in accordance with the Law on Equal Opportunities for Men and Women.
- Raise awareness and promote respect for gender diversity among employees, specifically towards the LGTBIQ+ community.
- Recognize the coexistence of different generations as a source of continuous enrichment, due to their diverse capabilities and approaches.
- Take into consideration that certain limitations in capabilities that may be an obstacle to the development of some tasks, represent, on the contrary, a significant added value in other tasks.
- Recognize the international character of the Corporation and the contribution made by people of different origins, races, and ethnicities.

4. **BACKGROUND**

Several studies show the benefits of having diverse and inclusive teams in companies within an equitable environment. Diversity impacts business, for example, in the ability to innovate (organizations with diversity generate 38% more revenue from innovative products and services); in retaining talent (60% of employees would have stayed if their company had been more "fair and inclusive") or in their profitability (companies with ethnically diverse executives are 35% more likely to be more profitable).¹

5. **COMMITMENT**

The corporation and its subsidiaries seek to ensure equal opportunities for all employees, without distinction.

At the corporation:

- We value diversity. Legacy, experience.
- We do not use labels.
- We create and generate equal opportunities.

The PARES+ program, which includes the deployment of a series of initiatives, was established to ensure compliance with these objectives.

6. **DEFINITIONS**

- 6.1. Race or ethnicity:** a group of people who share certain biological characteristics of genetic inheritance. An ethnicity also includes a human group that shares a series of cultural traits, such as religion, language, art or festivities, among others.
- 6.2. Persons with different abilities:** These are people with disabilities who, in relation to their physical, mental, intellectual, sensory or other health conditions, interact with various contextual, attitudinal and environmental barriers, present restrictions in their full and active participation in society.
- 6.3. LGTBIQ+:** These acronyms refer to people with gender identities and sexual orientation different from heterosexual. These acronyms designate the group composed of lesbian, gay, transgender, transsexual, bisexual, intersex, queer and other identities and orientations included in the +.
- 6.4. Discrimination:** Any distinction, exclusion or restriction based on ethnic or racial origin, sex, age, disability, social or economic condition, health conditions, pregnancy, language, religion, opinions, sexual preferences, marital status or any other that has the effect of preventing or nullifying the recognition or exercise of rights and real equality of opportunities of a group.
- 6.5. Diversity:** plurality of identities that characterize the groups and societies that make up humanity. It lies in abundance, variety and difference. It is manifested in the variety among religions, sexual orientations, political stances, ethnicities, customs, traditions, experiences, cultures, languages, age and coexistence among them.
- 6.6. Gender:** Set of ideas, behaviors and attributions that a given society considers respective to each sex. Group to which human beings of each sex belong, understood from a sociocultural rather than exclusively biological point of view.
- 6.7. Gender expression:** This refers to the way in which each person expresses his or her gender and makes it visible to others. Sometimes, these expressions are in accordance with what is socially expected according to the person's gender identity and sex. Sometimes they do not. Some gender expressions are: feminine, masculine, androgynous, among others. Thus, a person may identify as a woman and her gender expression could be masculine, feminine, a mixture of both, or something new.
- 6.8. Gender identity:** It is the self-perception and self-identification of gender, and it may or may not match what is socially expected of a person based on the sex assigned at birth. When the self-perception of gender matches what is socially expected of the assigned sex, we speak of cisgender people. When the self-perception of gender does not coincide with what is socially expected according to the assigned sex, we speak of transgender people. It is also possible that someone identifies outside the male-female binomial, in which case we speak of non-binary gender people. No gender identity is pathological.
- 6.9. Sex:** Differences established by biological, anatomical, physiological and chromosomal characteristics of human beings that define them as male or female. It refers to characteristics with which one is born, which are universal and unchangeable.
- 6.10. Unconscious gender biases:** Unconscious biases are an instinctive reaction to a person or situation that comes from learned stereotypes. Gender bias, which favors one gender over another, occurs when someone unconsciously associates certain stereotypes with different genders.

¹ Source Handbook of Inclusive Communication AEQUALES, year, publishing house

6.11. Blind resume: A resume in which data such as age, sex, nationality, photograph or place of residence are not visible to recruiters, in order not to include any personal data that could discriminate against candidates in a recruitment and selection process.

6.12. Social photocheck: Freedom to modify the name that appears in their photocheck. In other words, employees may use and be recognized within the company by the name under which they identify themselves.

7. LINES OF ACTION OF THE "PARES+" PROGRAM

Transversal and by main lines of action

7.1. Transversal

7.1.1. Diversity and Inclusion Committee PARES+

This committee establishes the initiatives to be deployed and follows up on them. The committee has the participation of the parent company and subsidiary companies, and is chaired by the General Manager. Plans and progress are monitored by corporate human resources management, which also serves as the committee's secretary. It will meet at least three times a year to follow up on initiatives and indicators.

Originally, at its creation (2018), the PARES committee was focused exclusively on the topic of GENDER EQUITY. The current members of the Committee are listed in Annex 3.

7.1.2. Guidelines for internal and external communications

Internal and external communications should seek to contain photos of male and female staff, not only elements typically related to "the masculine", but should also communicate the participation of women in business and in companies.

All internal or external communication shall use inclusive language and avoid sexist images or content. In this sense, in external or internal events (e.g. fairs, congresses, etc.) no female or male personnel will be hired where the positioning is exclusively to promote or use their beauty or attractiveness.

The internal media must disseminate and make visible content on diversity and respect for differences. In this sense, the strong message of PARES + will be reinforced: equal capabilities, equal opportunities.

In addition, it is proposed to use inclusive language in communications, as suggested by some good practices. Here are some examples:

1. Shall avoid the use of the masculine gender to be inclusive of the feminine.

Example:

Non-inclusive: Throughout history, men have developed sustainable technologies.

Inclusive: Throughout history, mankind has developed sustainable technologies.

2. Use of generics, collective nouns or neutral words.

Example:

Non-inclusive: "The company's technicians must participate in the life skills course".

Inclusive: "The company's technical staff must participate in the life skills course."

3. Use of typographic strategies for more inclusive communication.

Example:

Non-inclusive: Dear Members of the Diversity Committee (...)

Inclusive: Dear members of the Diversity Committee (...)

In the case of Ferreycorp we suggest using the @ sign:

Dear employees:

We are looking for a Workshop Manager:

4. Para convocatorias:

"We are looking for a specialist in...

We are looking for a male or female engineer. Applicants must present.

7.1.3. Awareness-raising spaces and agents of change

PARES+ Talks:

- Workshops that reinforce the importance of diversity and how we can improve the bonds we create with our peers. These talks / reports will be organized and disseminated on special dates such as: Non-Violence and Peace Day, Diversity Day, Sexual Harassment Prevention Day, Women's Day, among others.

In the Gender Equity axis:

- **He for She workshops:** engaging male leaders ("he for she") with the gender equity initiative. Workshops to sensitize about the importance of breaking paradigms and talking about unconscious gender biases.

On the LGTBIQ+ community axis:

- Workshops and spaces to raise awareness about diversity and the LGTBIQ+ community.

7.2. By main lines of action:

Gender equity

Management and monitoring of indicators

The medium-term goal is to achieve 25% participation of women in all companies. In addition, to increase the participation of women in leadership positions to 35% and the participation of women in commercial and operations positions (including technical and warehouse positions) to 10%. These three indicators were measured according to Annex 1, which shows the situation in 2021.

In addition, other indicators are monitored, leading to those described above, such as the participation of female personnel in training programs and promotions, as a percentage of total training and promotions, with the possibility of establishing progressive goals for these indicators.

- Hours of training.
- Number of promotions.
- Number of female staff hired.
- Salary by category and gender (average salary for men vs. women).
- Number of women who participated in any activity outside the company.
- Number of women who participated in mentoring programs.

8. GUIDELINES FOR HUMAN RESOURCES MANAGEMENT

8.1. Recruitment and selection

The recruitment and selection process should facilitate the inclusion of female staff, the LGTBIQ+ community, people with different abilities, different ethnicities, different generations, taking into account, for example, the way we communicate with candidates, to ensure that we attract to the process, also such staff. In that sense:

- a. Job profiles should not be restricted to only one sex, given the understanding that both can carry out any type of task. The selection process must include a woman on the shortlist or final group, and the initial list must have included a significant proportion of women.
- b. Salary levels should not establish any difference based on the sex of the person occupying the position, there is equity in the salaries and variable remuneration received by men and women.
- c. Use blind CVs for recruitment processes, meaning that the resumes do not contain information such as: photos, date of birth, age, address, marital status and sex, for this purpose place such indication on the web pages.
- d. Encouraging job interviews not to ask similar questions such as family situation, number of daughters and/or sons, age, and other personal aspects does not provide any element to evaluate the suitability of the candidate. Therefore, it is advisable to eliminate this type of questions from the application forms, and not to take them into account if they appear in the person's CV (see "Guide of good practices in matters of equality and non-discrimination in access to employment and occupation" of the Ministry of Labor²).
- e. The evaluation of the CV or application form must be treated and processed in the same manner: One criteria cannot be used for male applications and another for female applications.
- f. Experience gained through volunteer work, participation in associations, and even in the domestic sphere (administration, planning, caring for people) should be taken as a factor to be valued as it contributes to the development of skills that may be related to the job position.

- g. It is necessary to pay attention to avoid making the assessment based on gender preconceptions, for example, about which activities women or men can carry out, the availability of people for possible travel, geographic mobility or which qualities or skills are more characteristic of one sex than the other.

8.2. Development and retention of female talent

- a. **Mentoring for young people:** A mentoring program will be established for a rotating group of female personnel in middle management and high potential positions. This group will remain in place for one year. Mentoring will consist of an initial goal-setting meeting and three subsequent coaching sessions. Promote an annual space for **networking and reflection for the corporation's women** leaders, which will be called "Ferreycorp Women Leaders Meeting", with the participation of leading women in the field as promoters of women's development and empowerment.

Offer female personnel in leadership and middle management positions, experiences outside their daily work, such as joining institutions and trade organizations (e.g. AMCHAM, AEQUALES, OWIT, Peru2021) that promote events and initiatives on gender equity, in order to increase their level of exposure and enhance their leadership and interaction skills, or have exposure to some training and lectures.

8.3. Work-life balance (Flexibility)

One of the main barriers to the development of employees with family responsibilities in the work and professional field is the time they need to dedicate to the training and education of their children. The corporation recognizes that one of the benefits most valued by staff is flexibility, specifically, being able to balance their work and professional lives. For this reason, it is proposed that:

- Each company, within its particular conditions, can organize more than one work schedule to allow employees to choose which one to adhere to. This practice has been adopted by some companies under the name of "flextime".
- Managers provide flexibility to attend to medical care, some emergencies or personal and family contingencies, with the commitment to recover the hours granted, and provided that the continuity of service is not affected. In certain conditions and particular situations, employees may perform their work from home when they have to attend to an urgent or unusual case, agreeing with the management the best way to achieve the objectives of their job, and as long as the roles of their position allow it. Among the benefits that can be implemented, flexible working hours, birthday day on account of vacation, summer Fridays, some "home office" days for employees with family responsibilities or extended paternity leave. These flexibilities will depend on the feasibility arising from the nature of the position.
- Each company must implement the benefit of "progressive return" or reduced working hours for female employees after the post-natal period, receiving their full salary. The employee may organize her schedule in coordination with her manager in the way that is most beneficial to her, beyond the breastfeeding hour established by the regulation.
- The Welfare areas will promote training activities on shared family responsibilities or co-responsibilities.
- The Welfare areas will promote development and training activities for entrepreneurship in which the family of our employees can participate.

8.4. Promotion of women as a valuable talent for society

Given the importance that the corporation attaches to the impact it generates in the societies in which it operates, the *PARES+* Program also includes some lines of action outside our organization, such as:

- a. The workshops held by **the Ferreycorp Association** for young university and technical institute students should have a significant participation of women, if possible 50% of the attendees. Likewise, the workshops should continue to incorporate gender equity as a theme.
- b. The participation of women in the **Operators' and Technicians' Clubs** should be promoted.
- c. Others that may be defined in the future within the framework of this policy, such as a Ferreycorp *Pro Mujer* Scholarship or any other contribution and partnership with institutes and associations that are already working on this issue.

² MTPE (2013): "Guide to good practices on equality and non-discrimination in access to employment and occupation".
http://www.mintra.gob.pe/archivos/file/SNIL/normas/2013-09-11_159-2013-TR_3061.pdf

8.5. Prevention and Punishment of Sexual Harassment in the Workplace

Ferreycorp, in accordance with the provisions of Law No. 27942, Law for the Prevention and Punishment of Sexual Harassment, and its analogous laws in the countries where it operates, has established a policy for the Prevention and Punishment of Harassment, which establishes Zero Tolerance for sexual and/or sexist harassment in the workplace. In this regard, Ferreycorp carries out the following actions within the framework of the prevention and punishment of Sexual Harassment:

- a. Disseminate and comply with current legal regulations on the prevention and punishment of sexual harassment in the workplace.
- b. Establish guidelines and mechanisms to prevent, identify, control, eradicate and effectively punish sexual harassment and situations of discrimination and violence in the workplace, including mechanisms for employees to file a complaint in case they are victims of sexual harassment. To this end, Ferreycorp will conduct annual evaluations and diagnostics.
- c. Train and sensitize employees on the internal rules and policies against sexual harassment in the workplace, and disseminate information on the channels through which such conduct can be reported.
- d. Provide material that facilitates the identification of situations that qualify as sexual harassment, as well as the sanctions that the company could apply.
- e. Promote the communication of concerns regarding sexual harassment on the basis of reasonable belief, in confidence and without fear of retaliation, and that allow the filing of complaints through the different established complaint channels.
- f. Facilitate the election and development of the Sexual Harassment Committees of Ferreycorp and subsidiary companies.
- g. Constantly train the Sexual Harassment Committees of Ferreycorp and subsidiary companies.
- h. Provide protection measures for victims of sexual harassment.
- i. Conduct training and awareness courses aimed at middle management (the people who can detect this type of behavior more quickly as they are more in contact with the personnel in the workplace) and the people responsible for Human Resources, Personnel Management or Personnel Office who must investigate possible complaints of harassment.
- j. Provide informative workshops, in coordination with competent authorities, in order to make known the prevention and defense mechanisms provided by the state.
- k. Promote good practices in the prevention and punishment of sexual harassment in outsourcing and intermediation companies working with the Corporation.
- l. Incorporate in the clauses of service, outsourcing, and intermediation contracts the obligations regarding the prevention of sexual harassment in the workplace.

8.6. Prevention of gender violence.

Ferreycorp in accordance with the provisions of Law No. 30364 Law to Prevent, Punish and Eradicate Violence against Women and Family Members; to Law No. 26485 Law for the Comprehensive Protection of Women and State Policies No. 7 "Eradication of Violence and Strengthening of Civility and Citizen Security" and No. 11 "Promotion of Equal Opportunities without Discrimination" of the State Policies, in order to guarantee a non-hostile environment and prevent as far as possible acts of discrimination or violence against women, Ferreycorp carries out and promotes the following actions:

- Create programs or assistance teams to attend to cases of gender violence or domestic violence, in alliances with the Ministry of Women and Vulnerable Populations through the Women's Emergency Centers (CEM, by its Spanish acronym).
- Train, raise awareness and motivate all employees about the importance of complying with policies and legal regulations against violence and discrimination against women.
- Conduct training on prevention, sensitization and prevention of gender-based violence.
- Provide employees with information material on the prevention of gender-based violence.
- Promote the communication of concerns on the basis of reasonable belief, in confidence and without fear of retaliation, and collect complaints about non-compliance with the Policy and regulations against Violence and Discrimination against Women through the different complaint channels established.
- Promote the continuous improvement of the Gender Violence Prevention System.
- Provide primary care for cases of violence: psychological, social and legal.
- Include within social welfare activities the women's emergency centers and other related entities.

8.7. Different skills

Ferreycorp recognizes the importance and value of having male and female employees with different abilities, therefore the following actions are carried out.

- Make reasonable adjustments to retain the services of employees who have some type of disability; for example, training, provision of special equipment, reduction of working hours.
- Gradually incorporate a greater number of people with different abilities. See **Appendix 2**.
- Establish alliances with groups and/or associations that promote the inclusion of people with different abilities.
- Include people with different abilities in training/development programs.
- Fully and appropriately assess people with disabilities applying for jobs; and consider making reasonable accommodations based on their specific skills and abilities to enable them to perform their jobs.
- Implement training and sensitization on prevention of discrimination against people with different abilities.

8.8. Generations

Ferreycorp recognizes the intrinsic value associated with each generation and that the coexistence between the different generations in the business contributes to an added value to each area of the companies. Therefore, in attention to this, the following actions are carried out.

- Recognition for years of service in the Corporation. See **Appendix 2**.
- Training to develop technological skills.
- Promote the hiring of senior citizens through the reinsertion modality regulated by the standard.
- Implement training and sensitization on the coexistence of generations.

8.9. LGTBIQ+ Community

Discrimination towards people from the LGTBIQ+ community is a widely documented phenomenon that manifests itself through violence, harassment and inequality. Ferreycorp, attending to the reality described, performs the following actions.

- Conduct training and awareness-raising on prevention of discrimination towards the LGTBIQ+ community.
- On June 28, LGTBIQ+ Pride Day, promote communications or graphic material (photo gallery) to raise awareness.
- Incorporate health insurance for same-sex couples among the benefits.
- Gradually standardize benefits in order to include the LGTBIQ+ community to a greater extent.
- Provide employees with the possibility of using a social photocheck, i.e., they can put the name with which they identify themselves.
- Belong to networks of organizations that promote inclusive work environments (such as: Pride Connection, *Presente*, among others).
- Make corporate discounts with cultural centers that promote inclusion and respect for the LGTBIQ+ community.

9. ROLES AND RESPONSIBILITIES

- The Corporation's General Management approves the policy, its modifications and the annual program.
- The Equity, Diversity and Inclusion Committee proposes the annual program and monitors its execution.
- The Corporate Human Resources Management is responsible for ensuring that corporate human resources policies and those of each subsidiary are aligned with this policy and for ensuring that the indicators contemplated in this policy are in place. It will also be a facilitator and promoter of the committee's initiatives.
- The general managers and human resources managers of each subsidiary are responsible for monitoring, in each of their companies, the consolidation of this policy and for monitoring the indicators listed above, on a quarterly or semi-annual basis, as applicable, to promote diversity and inclusion.

APPENDIX 1

Increase women's participation to 25%

Data as of March 2021

| Company | # women | actual % | # of women to reach 25% |
|--|----------------|-----------------|--------------------------------|
| Ferreycorp | 71 | 55% | - |
| Ferreyros | 420 | 12% | 433 |
| Unimaq | 110 | 20% | 29 |
| Orvisa | 15 | 10% | 22 |
| Soltrak | 107 | 30% | - |
| Motored | 22 | 23% | 3 |
| Trex Peru | 14 | 21% | 3 |
| Fargoline | 36 | 18% | 14 |
| Forbis | 40 | 52% | - |
| Sitech | 2 | 10% | 3 |
| Ferrenergy | 9 | 17% | 5 |
| Trex Chile | 32 | 26% | - |
| Trex Colombia | 4 | 25% | - |
| Maquicentro | 7 | 25% | - |
| General de Equipos | 28 | 15% | 18 |
| Forbis Chile | 4 | 44% | - |
| Forbis EEUU | 8 | 44% | - |
| Gentrac Belize | 9 | 27% | - |
| Gentrac Guatemala | 53 | 18% | 22 |
| Motored (El Salvador, Honduras, Nicaragua) | 44 | 23% | 4 |
| Soltrak Nicaragua | 4 | 16% | 2 |

Increase the participation of women in leadership positions to 35%

Data as of March 2021

| Company | # of total leaders | # of women leaders | actual % | # of women leaders to reach 35% |
|----------------|---------------------------|---------------------------|-----------------|--|
| Ferreycorp | 77 | 34 | 44% | - |
| Ferreyros | 538 | 69 | 13% | 119 |
| Unimaq | 63 | 11 | 17% | 11 |
| Orvisa | 34 | 3 | 9% | 9 |
| Soltrak | 60 | 19 | 32% | 2 |
| Motored | 10 | 2 | 20% | 2 |
| Trex Peru | 17 | 3 | 18% | 3 |
| Fargoline | 31 | 7 | 23% | 4 |
| Forbis | 24 | 10 | 42% | - |

| | | | | |
|--|----|---|-----|----|
| Sitech | 5 | 1 | 20% | 1 |
| Ferrenergy | 6 | 0 | 0% | 2 |
| Trex Chile | 25 | 6 | 24% | 3 |
| Trex Colombia | 1 | 0 | 0% | 1 |
| Maquicentro | 4 | 1 | 25% | 1 |
| General de Equipos | 27 | 4 | 15% | 6 |
| Forbis Chile | - | - | - | - |
| Forbis EEUU | - | - | - | - |
| Gentrac Belize | 3 | 0 | 0% | 1 |
| Gentrac Guatemala | 50 | 5 | 10% | 13 |
| Motored (El Salvador, Honduras, Nicaragua) | 22 | 7 | 32% | 1 |
| Soltrak Nicaragua | 2 | 0 | 0% | 1 |

Increase the participation of women in commercial and operations positions (incl. Logistics) to 10%

Data as of March 2021

| Company | # of commercial and operations personnel | # of commercial and operational women | Actual % | # of commercial and operational women to reach 10% |
|--|---|--|-----------------|---|
| Ferreyros | 1958 | 69 | 6% | 127 |
| Unimaq | 263 | 15 | 6% | 11 |
| Orvisa | 50 | - | 0% | 5 |
| Soltrak | 73 | 19 | 26% | - |
| Motored | 44 | 2 | 5% | 2 |
| Trex Peru | 28 | 3 | 11% | - |
| Fargoline | - | - | - | - |
| Forbis | - | - | - | - |
| Sitech | 10 | - | 0% | 1 |
| Ferrenergy | 6 | - | 0% | 1 |
| Trex Chile | 4 | - | 0% | 1 |
| Trex Colombia | 4 | - | 0% | 1 |
| Maquicentro | 17 | 1 | 6% | 1 |
| General de Equipos | 79 | 4 | 5% | 4 |
| Forbis Chile | - | - | - | - |
| Forbis EEUU | - | - | - | - |
| Gentrac Belize | 12 | - | 0% | 1 |
| Gentrac Guatemala | 173 | 15 | 9% | 2 |
| Motored (El Salvador, Honduras, Nicaragua) | 151 | 26 | 17% | - |
| Soltrak Nicaragua | 7 | - | 0% | 1 |

APPENDIX 2

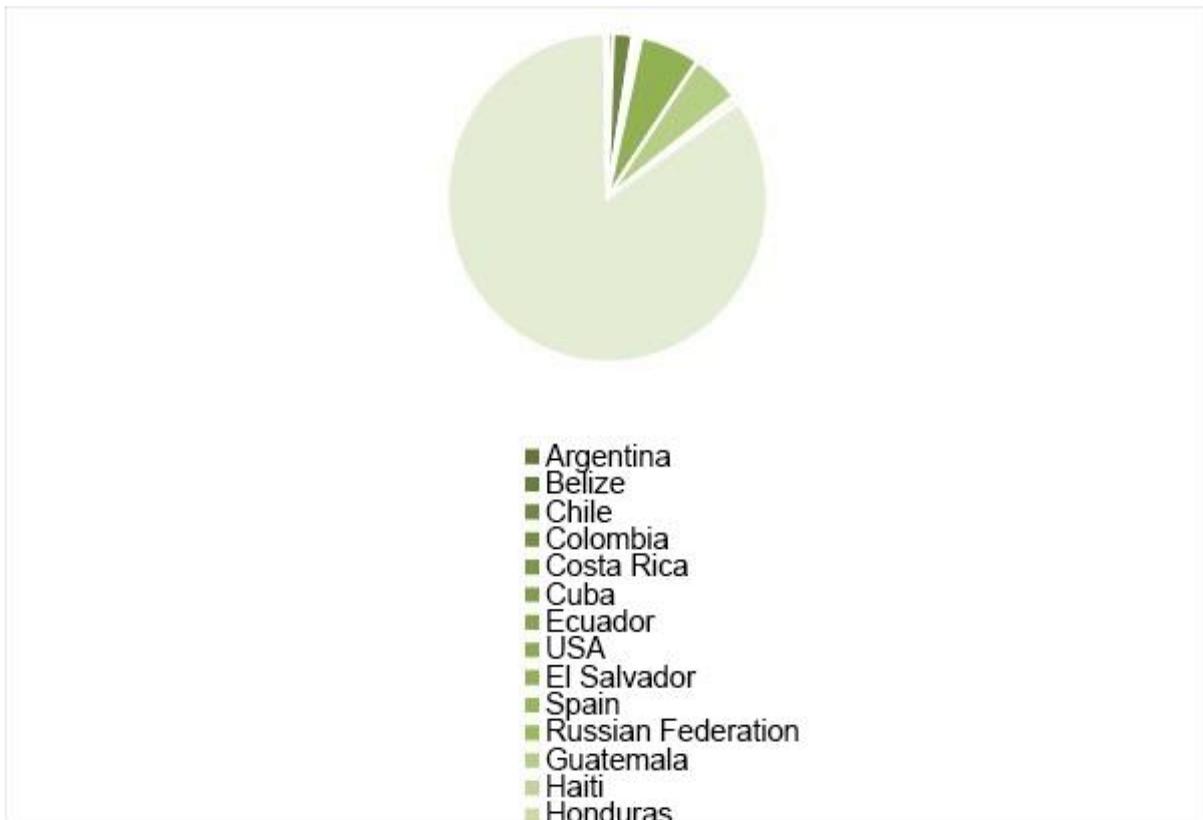
Participation rate of employees with Different Abilities

Data as of March 2021

| Company | # of personnel with different skills | actual % |
|-----------|--------------------------------------|----------|
| Ferreyros | 7 | 0.2% |
| Unimaq | 2 | 0.3% |
| Orvisa | 1 | 0.7% |
| Soltrak | 1 | 0.3% |

Participation rate of employees by ethnicity (measured by country of birth)

Data as of March 2021



Employee participation rate by generation

Data as of March 2021

| Company | Centennial | Millennial | Generation x | Baby Boomers |
|--|-------------------|-------------------|---------------------|---------------------|
| Ferreycorp | - | 69 | 39 | 22 |
| Ferreyros | 11 | 2488 | 800 | 112 |
| Unimaq | - | 422 | 117 | 15 |
| Orvisa | - | 92 | 49 | 5 |
| Soltrak | - | 255 | 94 | 5 |
| Motored | - | 60 | 34 | 3 |
| Trex Peru | - | 55 | 10 | 1 |
| Fargoline | 1 | 126 | 62 | 10 |
| Forbis | - | 63 | 12 | 2 |
| Sitech | - | 18 | 1 | 1 |
| Ferrenergy | | 44 | 8 | 2 |
| Trex Chile | - | 86 | 27 | 12 |
| Trex Colombia | - | 14 | 1 | 1 |
| Maquicentro | - | 21 | 7 | - |
| General de Equipos | 1 | 99 | 58 | 24 |
| Forbis Chile | - | 9 | - | - |
| Forbis EEUU | - | 5 | 12 | 1 |
| Gentrac Belize | 2 | 9 | 12 | 10 |
| Gentrac Guatemala | 10 | 211 | 65 | 14 |
| Motored (El Salvador, Honduras, Nicaragua) | - | 117 | 65 | 11 |
| Soltrak Nicaragua | - | 16 | 9 | - |

APPENDIX 3

Members of the Gender Equity Committee

- Mariela Garcia
- Patricia Gastelumendi
- Maria Teresa Merino
- Ursula Franco
- Angelica Paiva
- Camila Orlandini
- Mariella Ferrero
- Melissa Aponte
- Barbara Pita
- Jorge Duran
- Luis Bracamonte
- Alberto Parodi

THIS DOCUMENT HAS BEEN AUTHORIZED IN THE REGULATORY SYSTEM BY:

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| Reviewer | Maria Teresa Merino Caballero | HUMAN RESOURCES MANAGER | Approved – 08/17/2021 10:22 |
| Approver | Mariela García Figari De Fabbri | GENERAL MANAGER | Approved – 08/17/2021 10:40 |