

<b>CORPORATE POLICY ON DIVERSITY, EQUITY, AND INCLUSION</b>			 FCO-GCRH-RRH-POL-001	
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# CORPORATE POLICY ON DIVERSITY, EQUITY, AND INCLUSION

ISSUED BY:  
**HUMAN RESOURCES - FERREYCORP**

THIS DOCUMENT HAS BEEN AUTHORIZED IN THE REGULATORY SYSTEM BY:

Prepared by:	Reviewed by:	Approved by:
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## 1. **MAIN OBJECTIVE**

This policy aims to communicate the principles and commitments assumed by the corporation in terms of diversity, equity, and inclusion, and to establish guidelines that promote a culture within the corporation and all its companies that ensures equal treatment and opportunities for employees, regardless of their geographical origin, level of education, culture and beliefs, race or ethnicity, age, disability, sex, sexual orientation, gender identity and expression, based on the values professed by the corporation: integrity, equity, respect, and commitment.

## 2. **SPECIFIC GOALS**

- Continue to promote a work environment that guarantees respect for individuals, regardless of their individual characteristics, and values diversity, as it enriches the vision and capabilities of teams and employees.
- Be recognized by employees, potential employees, and society in general as an equal, diverse, and inclusive organization. In this regard, the following areas of action have been defined for the corporation:
  - Gender equality
  - Races, ethnicities, and cultures, including different geographical origins
  - Generations
  - LGTBIQ+ community
  - People with disabilities
- Institutionalize the PARES+ Program and its various initiatives as an equity, diversity, and inclusion program promoted by senior management and managed by the PARES Committee to ensure its objectives and sustainability, promoting the representation and equal development of all vulnerable and underrepresented populations in the workforce of the corporation and its companies, including greater participation of women in leadership positions, as well as the fully inclusive participation of diverse ethnicities and cultures, different generations, the LGTBIQ+ community, and people with disabilities.
- Raise awareness and establish guidelines to prevent and sanction conduct that violates this policy.
- Externally, we seek to reflect Ferreycorp's and its companies' commitment to building an organizational culture based on diversity, inclusion, and equal opportunities, thereby strengthening our employer brand and reputation.
- Reinforce gender diversity, promote female empowerment and leadership, and ensure equal pay, in line with the law on equal opportunities between men and women. This includes preventing and punishing sexual and/or sexist harassment, maintaining a safe and respectful work environment. The corporation will comply with current legal regulations, implement mechanisms to identify, control, eradicate, and punish such behavior, and protect victims.
- Promote awareness of the LGTBIQ+ community among our employees to ensure a safe and discrimination-free work environment, where respect for each person's identity is the basis for their full development.
- Recognize the coexistence of different generations as a source of continuous enrichment, due to their diverse abilities and approaches, promoting awareness of the interests and challenges faced by each, as well as collaborative work among all of them with empathy and respect for the diversity of views and perspectives.

- Take into account that certain physical or cognitive limitations may be an obstacle to performing some tasks, but do not limit the ability to perform other tasks and may, on the contrary, represent significant added value.
- Recognize the international nature of the Corporation and the contribution made to it by people of different origins, races, ethnicities, and cultures.
- Promote the identification and management of unconscious biases against certain minorities at all levels of the organization in order to promote an inclusive and equal working environment, providing employees with tools to recognize and address them effectively.

### **3. SCOPE**

This corporate policy applies to the Ferreycorp corporation, including its parent company and all companies in the group. Its guidelines constitute a permanent guide for leaders, managers, and those responsible for human resources management in the development of other policies, rules, and procedures, as well as for all employees and, where applicable, suppliers, customers, and other stakeholders, in accordance with specific policies and rules that may be included in contracts with said stakeholders.

### **4. BACKGROUND**

The corporation and its companies have established that sustainability and management in Environmental, Social, and Governance (ESG) aspects are part of their strategy. In this regard, they are aligned with the Sustainable Development Goals that promote an inclusive and equitable society, recognizing the positive impact that private companies can have in this area.

ESG (Environmental, Social, and Governance) programs improve companies' financial performance by optimizing their organizational reputation and meeting society's expectations for good corporate behavior.<sup>1</sup>

### **5. COMMITMENT**

The corporation and its companies seek to ensure equal treatment and opportunities for employees, without distinction.

In the corporation:

- We value each individual's diversity, heritage, and experience.
- We do not use labels or promote stereotypes that limit the development of our employees.
- We believe in and promote equal opportunities in an environment of mutual respect, where all identities and expressions are recognized.
- We promote safe spaces for dialogue, listening, and continuous learning.
- We reject all forms of discrimination, direct or indirect, whether based on gender, sexual orientation, gender identity or expression, age, disability, culture, ethnicity, religion, or other conditions.

To ensure that goals are met, the PARES+ corporate program has been established, which includes the implementation of a series of initiatives and actions aligned with our values.

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<sup>1</sup> McKinsey (2020)

## 6. DEFINITIONS

- 6.1. **Race or ethnicity:** a group of people who share certain biological characteristics of genetic inheritance. An ethnicity also comprises a human group that shares a series of cultural traits, such as religion, language, art, or festivities, among others.
- 6.2. **Discrimination:** Any distinction, exclusion, or restriction based on ethnic origin, sex, age, disability, social or economic status, health conditions, pregnancy, language, religion, opinions, sexual preferences, marital status, or any other factor that has the effect of preventing or nullifying the recognition or exercise of the rights and real equality of opportunity of a group.
- 6.3. **Diversity:** The plurality of identities that characterize the groups and societies that make up humanity. It is based on abundance, variety, and difference. It manifests itself in the variety of religions, sexual orientations, political positions, ethnicities, customs, traditions, experiences, cultures, languages, ages, and their coexistence.
- 6.4. **Gender:** Set of ideas, behaviors, and attributes that a given society considers to be specific to each sex. Group to which human beings of each sex belong, understood from a sociocultural rather than an exclusively biological point of view.
- 6.5. **Equity:** A principle that seeks to recognize and address existing differences, inequalities, or barriers in order to provide fair conditions that allow equal access to opportunities, resources, and rights.
- 6.6. **Gender expression:** Refers to the way in which each person expresses their gender and makes it visible to others. Sometimes these expressions are in line with what is socially expected based on a person's gender identity and sex. Sometimes they are not. Some gender expressions include feminine, masculine, androgynous, among others. Thus, a person may identify as a woman and their gender expression could be masculine, feminine, a mixture of both, or something new.
- 6.7. **Gender identity:** This is a person's self-perception and self-identification of gender, which may or may not coincide with what is socially expected of a person based on the sex assigned at birth. When a person's self-perception of gender matches what is socially expected of their assigned sex, we refer to them as cisgender. When a person's self-perception of gender does not match what is socially expected based on their assigned sex, we refer to them as transgender. It is also possible for someone to identify outside the male-female binary, in which case we refer to them as non-binary. No gender identity is pathological.
- 6.8. **Inclusion:** The process and result of building environments in which all people, regardless of their abilities, can participate fully, be valued, and develop with freedom and dignity.
- 6.9. **LGBTIQ+:** Acronym representing lesbian, gay, bisexual, transgender, intersex, queer, and other non-heteronormative identities and orientations. It recognizes the diversity of experiences in terms of sexual orientation, gender identity, and expression. This acronym refers to people with gender identities and sexual orientations other than heterosexual.
- 6.10. **People with disabilities:** These are people with disabilities who, in relation to their physical, cognitive, sensory, or other health conditions, interact with various contextual, attitudinal, and environmental barriers and face restrictions in their full and active participation in society.
- 6.11. **Sex:** Differences established by biological, anatomical, physiological, and chromosomal characteristics of human beings that define them as male or

female. It refers to characteristics that are innate, universal, and unchangeable.

6.12. **Unconscious biases:** These are automatic mental shortcuts we use to process information and are formed from our experiences, culture, environment, and learned stereotypes. These biases operate unintentionally, quickly, and unconsciously, and can influence our perceptions, decisions, and behaviors, even when we believe we are acting objectively. They can be related to gender, age, ethnicity, sexual orientation, disability, cultural background, among other aspects.

6.13. **Blind CV:** This is a CV in which details such as names, age, gender, nationality, photograph, or place of residence are not visible to recruiters, in order to avoid including any personal information that could discriminate against candidates applying for a recruitment and selection process.

6.14. **Social Photocheck:** Freedom to change the name that appears on your photocheck. In other words, employees can use and be recognized within the company by the name with which they identify themselves.

## **7. TRANSVERSAL AXES OF ACTION OF THE “PARES+” PROGRAM**

### **7.1. PARES+ Diversity, Equity and Inclusion Committee**

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

When it was first created in 2018, the PARES committee focused exclusively on gender equality. Currently, our PARES+ Diversity, Equity, and Inclusion program covers five areas: gender equality, people with disabilities, generations, ethnicities and cultures, and the LGBTIQ+ community. The current members of the committee are listed in **Annex 1**.

The corporation's companies may create similar committees or working groups to implement the initiatives arising from this policy and the corporate PARES Committee, always with the participation and leadership of human resources managers or heads to ensure alignment with other policies and standards relating to company employees.

### **7.2. Guidelines for internal and external communications**

Internal and external communications must reflect the diversity, equity, and inclusion promoted by the corporation, showing in a respectful and representative manner the plurality of identities that form part of our companies. It is necessary to:

- Promote images and messages that represent diversity in terms of gender, generations, cultures, sexual orientations, gender identities, people with disabilities, and other relevant aspects of identity.
- Avoid stereotypes, biases, or expressions that reinforce prejudice or exclusion toward any group.
- Use inclusive, clear, and respectful language, in accordance with our Inclusive Language Manual (see appendix).
- Ensure that, at internal and external events (fairs, conferences, campaigns, among others), people are not used for the sole purpose of reinforcing gender stereotypes or other visual or cultural stereotypes.
- Use corporate channels to highlight actions, content, and messages that promote

- respect, equal opportunities, and recognition of differences.
- Ensure that all communications are accessible and inclusive by incorporating the necessary adjustments according to the characteristics of the different diversity axes. This includes, for example, accessible formats for people with disabilities, linguistic and cultural adaptations according to the context, inclusive language in terms of gender and sexual orientation, and communication styles relevant to different generations.
- Include in the annual communication program messages and content to raise awareness of certain minorities and stereotypes, the commemoration of certain dates and national or international campaigns, and train and sensitize employees and stakeholders in the culture of diversity and inclusion.

### **7.3. Awareness-raising spaces and agents of change PARES+:**

Aware that acts of discrimination, stigmatization, polarization, among others, still persist in Peruvian society and in the countries of the region where the corporation operates, the corporation must include training and/or awareness-raising opportunities throughout the year. Through these spaces, we seek to highlight and combat biases and stereotypes that create barriers to embracing diversity and foster a culture of equity, empathy, and mutual respect. These spaces should also promote the creation of healthy relationships among employees, regardless of their differences, and the strengthening of a safe work environment for all.

There will be talks, workshops, webinars, podcasts, and meetings on key commemorative dates, such as:

- Day Against Sexual Harassment in the Workplace (February)
- International Women's Day (March)
- Cultural Diversity Day (May)
- LGTBIQ+ Pride Day (June)
- Senior Citizens' Day (October)
- Day for the Elimination of Violence against Women (November)
- International Day of Persons with Disabilities (December)

Likewise, experiential workshops are developed that address cross-cutting issues such as unconscious biases, inclusive leadership, diverse organizational culture, and other areas covered in the PARES+ program. Communities of interest groups and learning circles are also promoted, providing safe spaces where employees can share experiences, reflect, receive training, propose actions, and build support networks based on their experiences or as allies. Along these lines, during the corporate onboarding process, a space is incorporated dedicated to learning about the PARES program, explaining its areas of focus and reinforcing the organization's commitment to diversity, equity, and inclusion from day one.

### **7.4. Recruitment and selection**

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

- a. Job profiles should not be restrictive to a single gender, understanding that both can perform any type of task. Stereotypes of tasks solely for men or solely for women should not be created. Efforts should be made to ensure that a woman is

included in the final shortlist or group in the selection process, and that women have participated in a significant proportion of the initial list.

- b. Salary levels should not establish any difference based on the gender of the person occupying the position; there should be equity in the salaries and variable remuneration received by men and women.
- c. Use blind CVs for recruitment processes, i.e., CVs should not contain information such as names and surnames, photos, date of birth, age, address, marital status, and gender. This should be indicated on the websites.
- d. Encourage job interviews to avoid asking questions such as family situation, number of children, age, and other personal aspects that do not contribute to assessing the suitability of the candidate. Therefore, it is advisable to remove these types of questions from application forms and not to take them into account if they appear on the person's CV. (See the Ministry of Labor's Guide to Good Practices in Equality and Non-Discrimination in Access to Employment and Occupation<sup>2</sup>).
- e. The evaluation of the CV or application form should be treated and processed in the same way: Different criteria cannot be used for male and female applicants.
- f. Experience gained through volunteer work, participation in associations, and even in the domestic sphere (administration, planning, caring for others) should be taken into account as it contributes to the development of skills that may be relevant to the job.
- g. It is necessary to be careful not to make assessments based on gender preconceptions, for example, about what activities women or men can perform, people's availability for possible travel, geographical mobility, or what qualities or skills are more typical of one sex than the other.

## 8. AXES OF ACTION ON GENDER EQUITY

### 8.1. Management and monitoring of indicators

We seek to increase the participation of women in all companies within the group, especially in areas where their presence has traditionally been lower, such as leadership positions, commercial, operational, technical, and warehouse areas. We also promote their retention and development within the organization, with a long-term view that ensures their professional growth under conditions of equality.

In addition, various indicators are monitored to assess gender equality and progress toward our diversity, equity, and inclusion goals, allowing us to set progressive targets for these indicators. These include:

- % of training hours completed by women
- % of women by organizational profiles
- % of women in leadership positions
- % of voluntary turnover among women
- % of women participating in mentoring programs
- % of internal movements involving women
- % gender pay gap between men and women
- % of reports of Workplace Sexual Harassment
- % utilization of the phased return-to-work post-maternity benefit

### 8.2. Development and retention of female talent

- a. **Corporate mentoring program:** Promote the growth of high-potential talent

<sup>2</sup> Ministerial Resolution No. 159-2013-TR

through a corporate mentoring program, ensuring that 70% of mentees are women. Each mentorship will include a minimum of six sessions for the mentor and mentee to track objectives.

- b. Promote an annual ***networking and reflection space for women leaders*** in the corporation, to be called the “Ferreycorp Women Leaders Meeting,” in which women who are leaders in the field will participate as promoters of women's development and empowerment.
- c. Offer female staff in leadership and middle management positions additional **experiences** beyond their job functions, such as participating in external organizations that promote events and initiatives on gender equality, with the aim of increasing their level of exposure and enhancing their leadership and interaction skills, or providing them with access to training and talks.
- d. **Women's Mentoring Programs:** Provide a women's mentoring program specifically designed to give guidance and support to female technicians in our companies.

### 8.3. Work–Life Balance (Flexibility)

One of the main barriers to the development of employees with family responsibilities in the workplace 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 have a balance between their work and professional life. Therefore, 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 is being adopted by some companies under the name of “flexible working hours.”
- Management provides flexibility to attend to medical appointments, certain emergencies, or personal and family matters, with the commitment to make up the hours granted, provided that the continuity of service is not affected. Under certain conditions and in specific situations, employees may work from home when they have to attend to an emergency or unusual situation, agreeing with management on the best way to achieve the objectives of their job, provided that the roles of their position allow it.
- Each company must implement the benefit of “progressive return” or reduced working hours for employees after the postnatal period, with full pay. Employees can organize their schedule in coordination with their manager in the way that best suits them, beyond the breastfeeding time established by the regulation.
- The Human Resources and/or Well-being departments will promote training activities on shared family responsibilities or co-responsibilities.
- The Human Resources and/or Well-being departments will promote development and training activities for entrepreneurship in which the families of our employees can participate.

### 8.4. Promotion of women as valuable talent for society

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

- a. The workshops organized by the **Ferreycorp Association** for young

people attending universities and technical institutes must have significant participation by women, ideally 50% of attendees. Likewise, the topic of gender equality must continue to be incorporated into the workshops.

- b. The participation of women in the **Operators and Technicians Clubs** must be promoted.
- c. Other initiatives that may be defined in the future within the framework of this policy, such as scholarships or any other contributions, should be developed in partnership with institutes and associations that are already working on this issue, through the Ferreycorp Association.
- d. Promote talks aimed at high school and institute students, with the aim of inspiring more women to pursue traditionally male-dominated careers, especially in the technical and operational fields.

### **8.5. Prevention and sanction of sexual harassment in the workplace**

Ferreycorp, in accordance with the provisions of Law No. 27942, the Law on Prevention and Punishment of Sexual Harassment and its Regulations D.S.- 014-2019-MIMP, as well as similar regulations in the countries where it operates, has established a policy on Prevention and Punishment of Harassment which stipulates zero tolerance for sexual and/or sexist harassment in the workplace. In this regard, Ferreycorp takes 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 effectively prevent, identify, control, eradicate, and punish sexual harassment and situations of discrimination and violence in the workplace, including mechanisms for employees to file a complaint if they are victims of sexual harassment. To this end, Ferreycorp will conduct periodic evaluations and assessments.
- c. Train and raise awareness among employees about internal rules and policies against sexual harassment in the workplace, and disseminate information about the channels through which such behavior 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 about sexual harassment based on reasonable belief, in confidence and without fear of reprisals, and allow complaints to be filed through the various established reporting channels.
- f. Facilitate the selection and development of Ferreycorp and its companies' Sexual Harassment Intervention Committees.
- g. Provide ongoing training to Ferreycorp and its companies' Sexual Harassment Intervention Committees.
- h. Provide protection measures for victims of sexual harassment.
- i. Conduct training and awareness courses for middle managers (those who can most quickly detect such behavior because they are in closer contact with workplace staff) and those responsible for Human Resources, Personnel Management, or the Personnel Office who must investigate possible allegations of harassment.
- j. Provide informational workshops, possibly in coordination with the competent authorities, to raise awareness of 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 that work with the Corporation.

- I. Incorporate obligations regarding the prevention of sexual harassment in the workplace into the clauses of service, outsourcing, and intermediation contracts.

## **8.6. Prevention of gender violence.**

Ferreycorp complies with Law No. 30364 on the Prevention, Punishment, and Eradication of Violence against Women and Family Members and its Regulation No. 009-2016-MIMP; Law No. 26485 on Comprehensive Protection for Women; and State Policies No. 7 "Eradication of violence and strengthening of civic values and citizen security" and No. 11 "Promotion of equal opportunities without discrimination" of 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 support teams to address cases of gender-based violence or domestic violence, in partnership with the Ministry of Women and Vulnerable Populations through the Women's Emergency Centers (CEM, for its acronym in Spanish).
- 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 the prevention and awareness of gender-based violence.
- Provide employees with informational material on the prevention of gender violence.
- Promote the communication of concerns based on reasonable belief, in confidence and without fear of reprisals, and collect reports of non-compliance with the Policy and regulations against Violence and Discrimination against Women through the various established reporting channels.
- Promote the continuous improvement of the Gender Violence Prevention System.
- Provide primary care for cases of violence: psychological, social, and legal.
- Include women's emergency centers and other related entities in social welfare activities.

## **9. AXES OF ACTION REGARDING PERSONS WITH DISABILITIES**

Ferreycorp recognizes the importance of offering opportunities to people who, despite having physical, sensory, or cognitive limitations, have many other skills that enable them to perform certain tasks in business and in life in general. The corporation is aware that society often imposes various barriers that prevent them from fully and effectively participating in society on an equal footing with others, and even from achieving personal, economic, and self-care development. In accordance with Law No. 29973, it is committed, to the best of its ability, to provide them with opportunities, and therefore takes the following actions:

### **9.1. Incorporation of workers with disabilities**

- Make reasonable adjustments to retain the services of employees with any type of acquired disability; for example, providing special equipment or

assistive devices, adapting the workplace, reducing working hours, or offering specialized training. Seek to evaluate profiles through job analysis studies to ensure adequate working conditions.

- Maintain a talent bank to facilitate inclusive identification and recruitment.
- Establish partnerships with institutions that promote job placement and provide technical support throughout their career.

## **9.2. Accessibility and inclusive environment**

- Implement physical accessibility measures such as ramps, elevators, automatic doors, Braille signage, accessible bathrooms, and preferential parking, among others, where applicable.
- Ensure adapted work equipment or empathetic tools to facilitate job performance.
- Provide assistance and support in procedures related to disability.
- Provide emotional support to employees and their families..

## **9.3. Training**

- Includes people with disabilities in training/professional development programs.
- Provide training to work teams on inclusive interaction and discrimination prevention.
- Provide training and awareness-raising on preventing discrimination against people with disabilities to all our employees.
- Create opportunities for reflection on the International Day of Persons with Disabilities, reinforcing the institutional commitment.

## **10. AXIS OF ACTION ON GENERATIONS**

Ferreycorp recognizes the intrinsic value associated with each generation and that the coexistence of different generations in business contributes to added value in companies. Therefore, in response to this, the following actions will be taken:

- Recognition programs for years of service, as a way of valuing career paths and commitment.
- Training aimed at developing technological skills and new competencies, promoting adaptation to change.
- Training and awareness-raising on the coexistence of generations.
- Mentoring and coaching programs in which older staff can pass on knowledge and corporate culture to younger employees. Similarly, promote reverse mentoring programs in which young people can communicate their vision and new ways of working, as well as the new challenges they may be facing, to more senior leaders.
- Retirement preparation program that accompanies people in this transition stage with guidance and tools for comprehensive planning for their future.

## **11. AXIS OF ACTION ON THE LGTBIQ COMMUNITY +**

We recognize that the acronym LGTBIQ+ encompasses a wide range of gender identities and expressions and sexual orientations. As a company, we are committed to creating a workplace where all LGTBIQ+ people feel safe, included, and able to reach their full

potential. Discrimination against members of the LGTBIQ+ community is a widely documented phenomenon that manifests itself through violence, harassment, and inequality. In response to this reality, Ferreycorp is taking the following actions:

- Conduct training and awareness-raising activities to promote respect and prevent discrimination against the LGTBIQ+ community.
- Generate awareness-raising communications on key dates such as International LGBTIQ+ Pride Day on June 28. Promote inclusive benefits such as the use of social names on photo ID cards and insurance for same-sex couples.
- Establish a corporate LGBTIQ+ community and network of allies as a safe space for dialogue, learning, representation, and proposing initiatives. Likewise, offer the possibility for any employee, whether a member of the community or an ally, to voluntarily join this internal community.

## 12. AXIS OF ACTION ON ETHNIC GROUPS AND CULTURES

We value ethnic and cultural diversity and seek to promote inclusion at all levels of the organization. To this end, we carry out the following actions:

- Evaluate candidates fairly and objectively, without distinction based on their ethnic or cultural background, level of education, or place of origin.
- Offer awareness talks on ethnic and cultural diversity.
- Promote awareness and respect for the different traditions, practices, and cultural perspectives present in the organization.
- Celebrate relevant cultural dates and events, such as Cultural Diversity Day or the national holidays of each country and/or region where we operate.
- Offer discounts or benefits for access to cultural spaces that promote appreciation of diversity.
- Develop internal cultural spaces/exhibitions that highlight the richness of cultures present in our corporate community.

## 13. ROLES AND RESPONSIBILITIES

- The Corporation's General Management approves the policy, its modifications, and the annual program.
- The Diversity, Equity, and Inclusion Committee is responsible for following up on ongoing initiatives, proposing improvements, and monitoring progress and indicators related to the annual plan.
- Corporate Human Resources Management is responsible for ensuring that corporate human resources policies and those of each company are aligned with this policy and that the indicators set out in this policy are available. It will also facilitate and promote the committee's initiatives.
- The general managers and human resources managers of each company are responsible for monitoring, in each of their companies, the consolidation of this policy and monitoring the indicators listed above, on a quarterly or semi-annual basis, as applicable, promoting diversity and inclusion.

**ANNEX 1****Members of the Pares+ Corporate Committee on Diversity, Equity, and Inclusion**

- Mariela García
- Patricia Gastelumendi
- María Teresa Merino
- Diana Hamada
- Angélica Paiva
- Camila Orlandini
- Bárbara Pita
- Greta Limaco
- Jorge Durán
- Ronald Orrego
- José Gutierrez
- Gonzalo Romero



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