

CORPORATE SUSTAINABILITY REPORT (10180)

Official Company name:

Ferreycorp

Year:

2023

Website:

www.ferreycorp.com.pe

Registered company name or trade name of the reviewing firm: ¹

Ferreycorp S.A.A.

RPJ (Register of Legal Entities):

B60001

I. ENVIRONMENT AND CLIMATE CHANGE

Environmental Policy

Question 1	YES	NO	Explanation:
<p><i>Does the company have an environmental policy or management system that includes environmental commitments?</i></p>	X		<p>In 2021, the Corporate Environmental Policy was published. Updated in 2023, it contemplates the corporation's environmental commitments detailed below:</p> <ol style="list-style-type: none"> 1. To prevent environmental pollution in our operations. 2. To comply with legal and other environmental requirements assumed in our operations. 3. To review the product portfolio of our principals to promote those products that use innovative technologies that have less impact on the environment. 4. To anticipate customer demand for innovative, eco-efficient and sustainable products and services. 5. To participate in the life cycle of our products through component repair programs, rebuilding of machinery, remanufacturing of spare parts and disposal in the secondary market, and even in their scrapping or recovery of parts and elements that can be used in a next life and thus recycled in the economy. 6. To seek to reduce direct and indirect negative environmental impacts along our value chain, including distribution and logistics processes, by encouraging our suppliers and customers to reduce their footprint. 7. To contribute to the mitigation of climate change through the constant and sustained reduction of our carbon footprint and the use of clean energy and take measures in our operations to reduce the risks associated with climate change. 8. To ensure environmental due diligence and mainstreaming of the environmental management system. 9. To have an environmental system based on world-class standards, which allows us to evaluate and control significant environmental aspects, continuously improving our environmental performance; to this end, we must carry out environmental measurements in order to reduce impacts and compensate for them where possible. 10. To maintain strategic objectives, targets and indicators aligned with the SDGs. 11. To optimize processes, taking into account digitalization and other technological tools, in

			<p>order to reduce the use of paper and other resources.</p> <p>12. To promote greater environmental awareness throughout the organization, employees and suppliers through communication programs.</p> <p>(*) For more information, visit the Environmental Management Policy: https://bit.ly/3l2z2Do.</p> <p>The corporation's companies carry out their environment-related activities through an environmental management system aligned with ISO 14001. In this way, it defines the environmental aspects that must be regulated through corporate guidelines, operational plans and controls, as well as verification of environmental incidents. At the same time, the companies Fargoline, Forbis Logistics, in Peru, and Trex, in Chile, have certified their environmental management system under ISO 14001 for their sites in Callao, as well as in Antofagasta and Santiago, respectively.</p>
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- a. If the answer to question 1 is affirmative, indicate the name of the document evidencing the policy or management system adopted by the company, the date of approval and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Corporate Environmental Policy (makes the environmental policy independent, which was previously only contained in the safety, health and environment policy (updated in May 2023).	05/14/2021	2021
Integrated Corporate Safety, Health and Environment Policy (for more than 20 years).	01/01/2017	2017

- b. If the answer to question 1 is affirmative, specify:

	YES	NO	Explanation:
<i>Has this environmental policy or management system been approved by the Board?</i>		X	The policy has been approved by the General Management.
<i>Does this environmental policy or management system contemplate risk management, identification and measurement of the environmental impacts of their operations related to climate change (*)?</i>	X		The policy expressly indicates the commitment to contribute to the mitigation of the effects of climate change on the corporation and the adoption of measures to reduce the risks associated with this phenomenon. In addition, the

			Environmental Management System contemplates the evaluation and control of significant environmental aspects in order to mitigate the impacts that the operations of the corporation and its subsidiaries may have on the environment. As part of environmental management, the corporation assessed climate risks along the value chain, identifying both physical and transitional risks.
<i>Does the company have an annual report evaluating the results of its environmental policy, which has been brought to the knowledge of the Board?</i>	X		The Annual Report presents the results of the corporation's environmental management. The Board prior to publication approves this document and is taken to the Nominating, Compensation, Corporate Governance and Sustainability Committee of the Board of Directors. There is also a Sustainability Report published on the website.

(*) Society is expected to consider, in managing climate change, the "physical" aspects (floods, landslides, droughts, desertification, etc.) and/or the aspects of "transition" to a new low-carbon economy (use of new technologies, decarbonization of investment portfolios, etc.).

Question 2	YES	NO	Explanation:
<i>Has the company, during the fiscal year, been subject to any investigation, community complaint, public controversy or been imposed any corrective measure, precautionary measure, fine or other sanction involving its violation of environmental regulations? (*)</i>	X		The OEFA issued a sanction to the company Ferrenergy for not having the Environmental Management Instrument (PAD) approved for the photovoltaic plant. Resolved: the document was processed and approved, and the fine was cancelled.

(*) The company is expected to consider in this point those investigations, community complaints, public controversies or corrective measures, precautionary measures, fines or other sanctions, which are linked to impacts of a material nature. According to the definition of the Global Reporting Initiative, material aspects are understood as those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

- a. If the answer to question 2 is affirmative, indicate the type of investigation, community complaint, public controversy, corrective action, precautionary measures, fine or other sanction.

Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction	Status or situation
Ferrenergy Company: Fine for not having the Environmental Management Instrument (PAD) approved for the photovoltaic plant.	Resolved: the document was processed and approved, and the fine was cancelled.

- b. Indicate whether the company maintains in force any investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction involving non-compliance with environmental regulations initiated in previous fiscal years, as well as the status or situation thereof at the close of the fiscal year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction	Status or situation
Soltrak Company: In 2021, OEFA declared the existence of administrative responsibility for 4 infractions related to the presentation of progress reports, monitoring and non-compliance with the Environmental Management Instrument.	The administrative sanctioning process has been concluded and the fine has been assigned. This penalty was notified in 2023 via the electronic mailbox.

Greenhouse Gas Emissions (GHG)

Question 3	YES	NO	Explanation:
Does the company measure its GHG emissions (*)?	X		The GHG emissions register considers Ferreycorp S.A.A. and its subsidiaries in Peru and Chile, achieving a total of 79 sites in 2022 and 68 sites in 2023.

(*) Greenhouse Gas Emissions (GHG): Gases in the atmosphere, of natural or human origin that trap the sun's energy in the atmosphere, causing it to heat up (Law No. 30754, Framework Law on Climate Change, or regulation that replaces or modifies it).

- a. If the answer to question 3 is affirmative, specify:

Name of the document	Information required
<i>If the company has a certification, report or the report from a third party that evidences the measurement of total GHG emissions (*), indicate its name, date of issue and whether it is valid at the close of the fiscal year.</i>	<p>We do have carbon footprint measurements verified by an independent third party from 2017 to 2022. These measurements are performed in compliance with the principles of the GHG Protocol and the guidance of the international standard ISO 14064-1. Verification certificates for these emissions can be found on the corporation's website at https://www.ferreycorp.com.pe/es/sostenibilidad/responsabilidad-social/medio-ambiente.</p> <p>In 2022, the measurement took place in 79 sites, achieving a sales coverage of 89.7%, this being the last period audited. Since that</p>

	<p>year, in addition to categories 1 and 2, categories 3 and 4 (except freight transport) were also measured.</p> <p>The 2022 measurement considers the companies Ferreycorp, Ferreyros (and its subsidiary Ferrenergy), Unimaq, Orvisa (and its subsidiaries Servitech and Motomaq), Sitech, Forbis Logistics, Fargoline, Soltrak, Unimaq, Motriza, and Trex's operations in Chile.</p> <p>The 2023 measurement has not yet been audited.</p>
<p><i>If the company has an internally developed platform, tool or standard for measuring total GHG emissions (*), indicate the name of the platform, its implementation date and, if applicable, its last update.</i></p>	<p>In 2022, the digital platform Ecodatos was implemented, which compiles the information used to calculate the corporation's carbon footprint, in scopes 1 and 2. Since 2023, it has been extended to the collection of data from categories 3 and 4:</p> <p>Categ. 1: Direct emissions. Categ. 2: Electricity. Categ. 3: Third-party transportation (waste, personnel paid by the company, and personnel air flights). Categ. 4: Home office, use of packaging.</p>

(*) The total GHG emissions generated by a company are referred to as its corporate carbon footprint.

b. If the answer to question 3 is affirmative, provide the following information for the last three (3) fiscal years:

Fiscal year	Total GHG Emissions (MT CO2e)		
	Scope 1 (*)	Scope 2(**)	Scope 3(***)
2020	1,262.14	1,236.12	83.8*
2021	1,611.59	1,725.06	
2022	6,362.08	2,609.54	5,434.22

(*) **Scope 1:** GHG emissions that are directly generated by the company. For example, emissions from combustion in boilers, furnaces, vehicles, etc.

(*) **Scope 2:** GHG emissions generated indirectly by the use of energy by the company.

(*) **Scope 3:** All other GHG emissions generated indirectly by the company. For example: air travel, land travel, paper consumption, employee transportation, etc.

Question 4	YES	NO	Explanation:
<p><i>Does the company have objectives or targets to reduce GHG emissions?</i></p>	X		<p>By 2023, the objective was set to reduce GHG emissions through 3 energy eco-efficiency projects, achieving the implementation of a second stage of photovoltaic solar panels in La Joya, installation of LED lighting, presence sensors, among other actions.</p>

- a. If the answer to question 4 is affirmative, indicate the name of the document supporting the objectives and targets for reducing GHG emissions by society, the approval date of the objectives or targets and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Objectives Sub-manager of corporate and environmental services	01/01/2023	From 2020

- b. If the answer to question 4 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>		X	The objectives have been approved at management level.

Water:

Question 5

	YES	NO	Explanation:
<i>Does the company measure its water consumption (in m3) in all its activities?</i>	X		The 2023 measurement considers the companies Ferreycorp, Ferreyros, Unimaq, Orvisa (and its subsidiaries Servitech and Motomaq), Forbis Logistics, Fargoline, Soltrak, Unimaq and Trex's operations in Chile. The measurement coverage is 66 sites with a coverage of 90.8% of sales. The 2023 measurement has not yet been audited.

If the answer to question 5 is affirmative, provide the following information for the last three (3) fiscal years:

Fiscal year	Total Water Use (m3)
2021	119,342
2022	126,617
2023	131,441

Question 6

	YES	NO	Explanation:
<i>Does the company measure its water footprint (*)?</i>	X		Ferreycorp has been gradually measuring the water footprint of its main facilities and taking measures to reduce it. It has measured the water footprint of CDR, La Joya, Rentafer and Fargoline Callao. In 2022, Ferreycorp was awarded its first Blue Certificate

		<p>by the National Water Authority (ANA), a recognition granted to water-responsible companies for measuring, reducing and executing a related social project. This fiscal year was carried out at the Spare Parts Distribution Center (CDR), which supplies more than 30 Ferreyros warehouses throughout Peru, achieving a reduction of more than 30% in water consumption, equivalent to 6,135 m³ of water. Likewise, the case of Works for Taxes related to the water project in Cusco was presented, which benefited more than 2,000 people, achieving for them an increase in the availability of drinking water of more than 126,000 m³ per year.</p>
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(*) Water Footprint: indicator that defines the total volume of water used and impacts caused by the production of goods and services. It considers direct and indirect water consumption throughout the production process, including its different stages in the supply chain ("Standard that Promotes the Measurement and Voluntary Reduction of the Water Footprint and Shared Value in hydrographic basins" - Head Resolution No. 023-2020-ANA, or standard that replaces or modifies it).

In case the answer to question 6 is affirmative, specify:

Water footprint measurement	Required information
<p>If the company has a certification, report or the report from a third party that evidences the measurement of its water footprint, indicate its name, date of issue and whether it is valid at the close of the fiscal year.</p>	<p>There is a calculation report from a specialized consulting firm with extensive demonstrable experience validates that the water footprint study for Ferreycorp was conducted under the parameters of the ISO 14046 standard. This measurement process is a requirement to apply for the National Water Authority's Blue Certificate (Certificado Azul de la Autoridad Nacional del Agua).</p>
<p>If the company has an internally developed platform, tool or standard for measuring its water footprint, indicate the name of the platform, its implementation date and, if applicable, its last update.</p>	<p>In 2022, the digital platform Ecodatos was implemented, which consolidates the consumption of more than 70 sites of 10 companies of the corporation, where data on water, electricity, waste, fuels, sludge, fire extinguishers, compressed gases and refrigerants are recorded, resulting in the calculation of the carbon footprint and other environmental indicators such as water consumption by site.</p>

	In this way, company and site managers review the evolution of their consumption, identify opportunities for improvement and use this information in making decisions.
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Question 7	YES	NO	Explanation:
<i>Does society have objectives or targets to reduce its water use?</i>	X		By 2024, the objective is to install water-saving pipes and toilets, and technical irrigation.

- a. If the answer to question 7 is affirmative, indicate the name of the document in which the objectives or targets for reducing water consumption adopted by the company, the date of approval and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Objectives Sub-manager of corporate and environmental services	01/01/2023	From 2020

- b. If the answer to question 7 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>		X	The objectives have been approved by the General Management.

Question 8	YES	NO	Explanation:
<i>Does the company control the quality of its effluents (*)?</i>	X		There is a corporate program for environmental monitoring of effluents at various sites of the corporation, through the service of accredited laboratories.

(*) **Effluent:** Direct discharge of wastewater into the environment, whose concentration of polluting substances must comply with the Maximum Permissible Limits (MPL) regulated by Peruvian legislation. Wastewater is considered wastewater whose characteristics have been modified by anthropogenic activities, it requires prior treatment and can be discharged into a natural body of water or reused (Glossary of Terms for Peruvian Environmental Management, General Directorate of Policies, Standards and Instruments of Environmental Management, 2012, Ministry of the Environment - MINAM).

If the answer to question 8 is affirmative, indicate the name of the document that evidences the effluent control:

Name of the document
Sustainability Report 2021 (audited by SGS, under the best practices of the Global Reporting Initiative (GRI) standards and the ISAE 3000 assurance standard).

Energy:

Question 9	YES	NO	Explanation:
<i>Does the company measure its energy consumption (in kWh)?</i>	X		The 2023 measurement considers the companies Ferreycorp, Ferreyros, Unimaq, Orvisa (and its subsidiaries Servitech and Motomaq), Forbis Logistics, Fargoline, Soltrak, Unimaq and Trex’s operations in Chile. Measurement coverage is 66 sites / 90.8% of sales.

If the answer to question 9 is affirmative, the following information corresponding to the last three (3) fiscal years:

Fiscal year	Total Energy Consumption (kWh)
2021	34,220,559
2022	38,461,339
2023	43,176,553

Question 10	YES	NO	Explanation:
<i>Does the company have objectives or targets to reduce its energy consumption?</i>		X	By 2024, the objective is to install solar panels at 2 major sites, as well as the implementation of automation systems and LED lighting. Improvements to the air-conditioning systems are also planned. Additionally, measures are being implemented to reduce the impact of energy use, including the implementation of energy efficiency projects and the acquisition from 2020 of renewable energy for five main facilities; and from 2022, the acquisition of renewable energy in La Joya, the second most important operational site of the corporation.

			These facilities currently use 100% renewable energy, provided directly by a generating company, instead of energy from the National Interconnected Electrical System (SEIN)
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- a. If the answer to question 10 is affirmative, indicate the name of the document evidencing the reduction objectives adopted by the company, the approval date and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Objectives Sub-manager of corporate and environmental services	01/01/2023	From 2020

- b. If the answer to question 10 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>		X	The objectives have been approved by the General Management.

Solid Waste

Question 11	YES	NO	Explanation:
<i>Does the company measure the solid waste it generates (in tons)?</i>	X		The 2023 measurement considers the companies Ferreycorp, Ferreyros, Unimaq, Orvisa (and its subsidiaries Servitech and Motomaq), Forbis Logistics, Fargoline, Soltrak, Unimaq and Trex's operations in Chile. Measurement coverage is 66 sites / 90.8% of sales. The 2023 measurement has not yet been audited.

If the answer to question 11 is affirmative, provide the following information corresponding to the last three fiscal years:

Fiscal year	Hazardous solid waste (TM) (*)	Non-hazardous solid waste (TM) (**)	Total solid waste (TM)
2021	737.20	1,412.50	2,149.70
2022	836.21	1,333.87	2,170.08
2023	1,026.15	1,709.29	2,735.44

(*) **Hazardous solid wastes:** Hazardous solid wastes are considered to be those contemplated in Appendix III of the Regulations of Legislative Decree No. 1278, Legislative Decree that approves the Law on Integral Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or regulation that replaces or modifies it.

(**) **Non-hazardous solid wastes:** Non-hazardous solid wastes are considered to be those contemplated in Appendix V of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integral Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or regulation that replaces or modifies it.

Question 12	YES	NO	Explanation:
<p><i>Does the company have objectives or targets to manage (reduce, recycle or reuse) its solid waste?</i></p>	X		<p>In 2023, the Clean Production Agreement was signed with the Ministry of the Environment, whose purposes are: to achieve targets related to the circular economy of the product (recovery), to have more eco-efficient packaging, to train employees and to support a local government in the management of its waste in Waste Management and Handling. This agreement has a duration of one year and is currently in the implementation phase. In fulfilment of these targets, in 2023, more than 40 tonnes of wood were reused at two sites (CDR and Industrial), and more than 1,600 tonnes of scrap metal were recovered, preventing their disposal. In addition, 84% of Ferreycorp and its subsidiaries' employees were trained in waste management and circular economy, training was provided to formalized recyclers in one municipality, and information was disseminated to the external public on the environmental benefits of rebuilding machinery.</p>

- a. If the answer to question 12 is affirmative, indicate the name of the document showing the solid waste management objectives adopted by the company, the approval date and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Clean Production Agreement between the Ministry of Environment and the company Ferreycorp	04/01/2023	2023
Objectives Sub-manager of corporate and environmental services	01/01/2023	From 2020

- b. If the answer to question 10 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>		X	The objectives have been approved by the General Management.

III. SOCIAL

Stakeholders:

Question 13	YES	NO	
<i>Has the company identified the risks and opportunities in relation to its stakeholders (such as, for example, employees, suppliers, shareholders, investors, authorities, customers, community, etc.)?</i>	X		

- a. If the answer to question 13 is affirmative, indicate:

	YES	NO	Explanation:
<i>Do you have an action plan to manage risks and opportunities in relation to your stakeholders?</i>	X		Each material issue identified is addressed by corporate initiatives and programs, with their own objectives and indicators, and is managed by different management, as explained in the following section.
<i>Does the company have a report evaluating the results of its action plan and has it been brought to the attention of the Board?</i>	X		The results of stakeholder engagement are set out in the Annual Report, which is approved by the Board of Directors, and in the Audited Sustainability Report.

			<p>Action plans with shareholders and investors are the responsibility of the Finance Management and are reported to the Nomination, Remuneration, Corporate Governance and Sustainability Committee, including investor relations activities, holding shareholder meetings and quarterly conferences, among others.</p> <p>Action plans with employees are the responsibility of the Human Resources Management of the corporation and its subsidiaries and are reported to the aforementioned committee.</p> <p>Actions with customers are the responsibility of the Marketing and Business departments and include the measurement of satisfaction surveys and complaint handling processes.</p> <p>The relationship with authorities is carried out by administrative and legal areas, and is monitored through the legal management in its annual compliance report submitted to the Audit and Risk Committee.</p>
<i>Do you publicly report your action plan and progress in relation to your stakeholders?</i>	X		This information is also included in the Annual Report and the Audited Sustainability Report.

- b. If the answer to question 13 is affirmative, indicate the name of the document that evidences the company's action plan in relation to its stakeholders.

Name of the document
Annual Report 2023

Question 14	YES	NO	Explanation:
<i>During the fiscal year, has the company had any controversy or material conflict (*) with any of its stakeholders, including the social conflicts contained in the Social Conflicts Report of the</i>		X	During the year, Ferreycorp S.A.A. has not been subject to any process of this

<i>Ombudsman's Office (**)</i> and the <i>Willaqniki Report on social conflicts issued by the Presidency of the Council of Ministers (***)</i> ?			nature for the aforementioned issues.
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(*) In accordance with the definition of the Global Reporting Initiative, materials are understood to be those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

(**) A "social conflict" should be understood as "a complex process in which sectors of society, the State and companies perceive that their objectives, interests, values or needs are contradictory and that contradiction can lead to violence." Source: Deputy Ombudsman for Prevention of Social Conflicts and Governance of the Office of the Ombudsman of Peru (Adjuntía para la Prevención de Conflictos Sociales y la Gobernabilidad de la Defensoría del Pueblo del Perú). Report of Social Conflicts No. 186 (August-2019), Lima, 2019, p.3.

(***) The "social conflict" is defined as "a dynamic process in which two or more social actors perceive that their interests are in conflict, generally over the exercise of a fundamental right or access to goods and services, adopting actions that may constitute a risk or threat to governance and/or public order. As a social process it can escalate into scenarios of violence between the parties involved, meriting the articulated intervention of the State, civil society and the productive sectors. Social conflicts are addressed when the demands that generate them are within Government policies and their guidelines." Source: Secretariat for Social Management and Dialogue of the Presidency of the Council of Ministers (Secretaría de Gestión Social y Diálogo de la Presidencia del Consejo de Ministros). ABC of the Secretariat for Social Management and Dialogue. Lima, 2018, p.3.

If the answer to question 14 is affirmative, indicate the material controversy or conflict with any of your stakeholders; the status or situation thereof and the starting year in which said controversy or conflict began:

Controversy or conflict	Status or situation	Starting year

Question 15	YES	NO	Explanation:
<i>Does the company include Environmental, Social, and Corporate Governance (ESG) aspects in its criteria for purchasing and/or selecting suppliers of goods and/or services?</i>	X		<p>A large part of the corporation's purchases are made from global companies with very high standards and ESG reporting. Such is the case of Caterpillar, Metso, AGCO, Chevron, 3M, Goodyear, Kimberly Clark, among others.</p> <p>In addition, for local acquisitions, there is a Supplier Code of Conduct, which aims to establish the guidelines for behaviour required of suppliers in the development of their activity, maintaining an ethical commitment, with social and environmental responsibility. Particularly noteworthy is the requirement for an anti-corruption policy and</p>

			<p>respect for workers' rights. This policy is part of all contracts signed with suppliers. There is also a General Standard for Non-Commercial Purchases and Supplier Management. Suppliers of Ferreycorp and its subsidiaries receive training on issues related to sustainable procurement management and the corporation's ethical guidelines, criteria that are taken into account in the selection and approval processes.</p> <p>In the case of construction contractors, there is an approval process that includes ESG aspects.</p>
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If the answer to question 15 is affirmative, indicate the name of the document that evidences the inclusion of ESG aspects in the criteria for purchase and/or selection of suppliers of goods and/or services:

Name of the document
Supplier Code of Conduct Corporate Standard for Due Diligence on Customers, Suppliers and Employees Internal Approval Form for Contractors General Standard for Non-Commercial Purchases and Supplier Management

Labor Rights

Question 16	YES	NO	Explanation:
<p><i>Does the company have a labor policy?</i></p>	X		<p>Ferreycorp has the following documents: Internal Work Regulations, Talent Management and Development Policy, Corporate Gender Equity Policy, Corporate Standard and Prevention and Punishment of Sexual Harassment, General Standard on Ferreycorp S.A.A. Salary Policy, among others specific to the health and safety of the employees.</p>

a. If the answer to question 16 is affirmative, specify:

	YES	NO	Explanation:
<i>Has this labor policy been approved by the Board?</i>		X	The labor policies have been approved by the General Management.
<i>Does the company have a report evaluating the results of its labor policy and has it been made known to the Board?</i>	X		The Board has a Nominating, Remuneration, Corporate Governance and Sustainability Committee, which monitors the results related to employees

b. If the answer to question 16 is affirmative, indicate whether such labor policy includes and/or promotes, as appropriate, the following topics; as well as specify the name of the document evidencing its adoption, approval date and the year since it has been applied:

	Yes	No	Name of the document	Approval date	Year since it has been applied
<i>a. Equality and non-discrimination.</i>	X		Corporate Equity, Diversity and Inclusion Policy	08/17/2021	2018
<i>b. The diversity.</i>	X		Corporate Equity, Diversity and Inclusion Policy	08/17/2021	2018
<i>c. Prevention of sexual harassment (*).</i>	X		Corporate Standard for the Prevention and Punishment for Sexual Harassment	10/18/2019	2019
<i>d. Prevention of harassment and sexual harassment offenses (**).</i>	X		Corporate Standard for the Prevention and Punishment for Sexual Harassment	10/18/2019	2019
<i>e. Freedom of association and collective bargaining.</i>	X		Corporate Human Rights Policy	07/13/2021	More than 20 years
<i>f. Eradication of forced labor.</i>	X		Corporate Human Rights Policy	07/13/2021	More than 20 years
<i>g. Eradication of child labor.</i>	X		Corporate Human Rights Policy	07/13/2021	More than 20 years

(*) Take into consideration the scope of Law No. 27942.

(**) Take into consideration the scope of articles 151-A and 176-B of the Penal Code, respectively.

c. Indicate the number of men and women within the organization and the percentage they represent of the total number of employees.

Employees	Number	Percentage of total employees
Women	1,439	19%
Men	6,025	81%
TOTAL	7,464	100%

Question 17

	YES	NO	Explanation:
<i>Has the company during the fiscal year been subject to investigation or been imposed any corrective action, precautionary measure, fine or other sanction related to non-compliance with labor, health and safety, forced labor or child labor standards?</i>	X		See explanations in section 17.a and 17.b.

a. If the answer to question 17 is affirmative, indicate the type of investigation, corrective measure, precautionary measure, fine or other sanction to which the company has been subject during the fiscal year related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction	Status or situation
During 2023, inspections were carried out by the inspection authority in the subsidiaries Ferreyros, Unimaq, Orvisa, Fargoline, Soltrak. There were 11 labour inspections, mainly in the area of occupational health and safety and social and labour obligations. In addition, 6 legal proceedings were initiated (reinstatement of social benefits, arbitrary dismissal, among others).	These are currently in process. Routine inspections: Sunafil visits companies to review a series of aspects of regulatory compliance, but does not conduct investigations. Legal proceedings initiated: Claims filed by former employees due to discrepancies in the reimbursement of benefits or termination conditions, but which are under discussion in the corresponding instances.

b. Indicate whether the company maintains in force investigations, corrective measures, precautionary measures, fines or other sanctions from previous years related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction	Status or situation
In 2023, between Ferreycorp and its subsidiaries Ferreyros, Unimaq, Orvisa, Fargoline, Soltrak, there were 54 labour inspections in force and 47 legal proceedings in progress (reinstatement of social benefits, arbitrary dismissal, reinstatement, among others) with no final rulings to date.	At the end of the year, 6 proceedings were closed in favor of the corporation's companies. The rest are currently in process.

Question 18	YES	NO	Explanation:
<i>Does the company perform an annual assessment of its compliance or observance of Occupational Health and Safety standards?</i>	X		Ferreycorp has developed a Safety, Occupational Health and Environmental Management System of high standards, which reflects the commitment to protect employees, society and the environment, in line with corporate values such as fairness, integrity and respect for the individual. This system includes regulatory aspects, dissemination mechanisms, monitoring and follow-up.

Question 19	YES	NO	Explanation:
<i>Does the company keep a record of occupational accidents?</i>	X		The record of occupational accidents considers Ferreycorp S.A.A. and its subsidiaries Ferreyros, Unimaq, Orvisa, Fargoline, Soltrak, Soluciones Sitech Perú, Forbis Logistics and Motriza.

If the answer to question 19 is affirmative, indicate the following information corresponding to labor accidents (*) of direct (**) and controlled (**+) employees of the company in the last three (3) fiscal years:

Indicator	Fiscal year	(Fiscal year - 1)	(Fiscal year - 2)
<i>Fiscal year</i>	2023	2022	2021
<i>No. of Direct Employees</i>	6,361	6,161	5,613
<i>Total Hours worked by all direct employees during the fiscal year</i>	14,509,645.9	13,327,665.3	11,424,754.8
<i>No. of Minor Accidents (Direct Employees)</i>	7	10	13
<i>No. of disabling accidents (Direct Employees)</i>	17	15	36
<i>No. of Fatal Accidents (Direct Employees)</i>	0	0	0

Indicator	Fiscal year	(Fiscal year - 1)	(Fiscal year - 2)
<i>Fiscal year</i>	2023	2022	2021
<i>No. of employees hired</i>	7,157	6,702	7,123
<i>Total Hours worked by all hired employees during the fiscal year</i>	4,721,891.3	3,232,839.4	3,220,208.4
<i>No. of Minor Accidents (Contracted employees)</i>	2	0	2
<i>No. of disabling Accidents (Contracted employees)</i>	7	7	10
<i>No. of Fatal Accidents (Contracted Employees)</i>	0	0	0

(*) **Minor Accident:** An event whose injury, as a result of the medical evaluation, results in the injured person taking a short rest with a maximum return to his/her usual work the following day.

Disabling Accident: Event whose injury, as a result of the medical evaluation, results in rest, justified absence from work and treatment.

Fatal Accident: Event whose injuries result in the death of the worker.

Source: Glossary of Terms of the Regulations to Law No. 29783 - Occupational Safety and Health Law (Glosario de Términos del Reglamento de la Ley N° 29783 – Ley de Seguridad y Salud en el Trabajo), Supreme Decree No. 005-2012-TR or regulation that replaces or modifies it.

(**) Direct employees are considered to be all those directly linked to the company through any type of contract.

(***) Contracted employees are considered to be all those who perform outsourced activities.

Question 20	YES	NO	Explanation:
<i>Does society measure its work climate?</i>	X		A Work Climate Survey is conducted every year. During 2023, the Work Climate Survey was applied at the corporate level.

a. If the answer to question 20 is affirmative, specify:

	YES	NO	Explanation:
<i>Does the company have objectives or targets to improve its work climate?</i>	X		Ferreycorp has work climate objectives for each of its business and corporate units and for each of its companies. Various elements are measured, including <i>engagement</i> . Each unit establishes action plans to improve the working environment, which are permanently evaluated and monitored by the Corporate Human Resources Management and the Human Resources Managements of each subsidiary.

b. If you have indicated that you have objectives or targets to improve your working environment, indicate the name of the document in which these objectives are evidenced, date of approval and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Objectives of General Managers of all the companies of the corporation have a Work Climate objective.	01/01/2023	2007

Question 21

	YES	NO	Explanation:
<i>Does the company have a talent management policy for its employees?</i>	X		

- a. If the answer to question 21 is affirmative, indicate the name of the document that supports the talent management policy for your employees:

Name of the document
Corporate Policy on Talent Management and Development

- b. If the answer to question 21 is affirmative, specify:

	YES	NO	Explanation:
<i>Has such talent management policy been approved by the Board?</i>		X	The policy has been approved by The General Management.

Question 22	YES	NO	Explanation:
<i>Does the company have procedures to identify and sanction sexual harassment and workplace hostility?</i>	X		

(*) Take into consideration the scope of Law No. 27942 on sexual harassment and Supreme Decree No. 003-97-TR on labor hostility or any regulation that replaces or modifies it.

If the answer to question 22 is affirmative, indicate the name of the company's document that supports the procedures to prevent sexual harassment and workplace hostility:

Name of the document
Corporate Procedure of the Protocol for dealing with cases of sexual harassment in the workplace.

Human Rights

Question 23	YES	NO	Explanation:
<i>Does the company have an internal and external policy or management system that includes a grievance/complaints channel to address human rights impacts?</i>	X		The Corporate Code of Ethics specifies the following: "We are characterized by being respectful and fair in our dealings with others. We are honest and fair in our business relationships, as well as defenders of human rights, seeking to ensure that our actions do not affect the rights of others". Any complaint of this nature can be registered through the Whistleblower Channel of the Corporate Ethics and Compliance System.

			In addition, since 2021, there has been a Corporate Human Rights Policy in which it is mentioned that Complaints Channel of the Ethics and Corporate Compliance System is the official means to file reports/complaints related to Human Rights.
<i>Does the company record and respond, within a specified timeframe, to the results of investigations arising from the grievance/complaints referred to in the preceding question?</i>	X		The corporation has an Ethics Officer, responsible for dealing with grievance/complaints with the Code of Ethics and other compliance system policies, including the Corporate Human Rights.

If the answer to question 23 is affirmative, indicate the name of the document evidencing the internal and external management policy or system adopted by the company, the date of issue and the year since its implementation:

Name of the document	Approval date	Year since it has been applied
Corporate Human Rights Policy	07/13/2021	2021

a. If the answer to question 23 is affirmative, indicate:

	YES	NO	Explanation:
<i>Does the company have a report assessing the results of its internal and external management policy or system to remedy human rights impacts?</i>	X		The Ethics Officer periodically submits a report to the Board on cases of non-compliance with the Code of Ethics.
<i>Does the company have an organization-wide training on human rights issues?</i>	X		Employees of the corporation are trained in the Corporate Code of Ethics. Likewise, suppliers are trained on the corporation's ethical and sustainability principles, which include topics such as prevention of child labor, forced labor and sexual harassment, as well as ensuring freedom of association, respect for diversity, among other criteria.

IV. ADDITIONAL INFORMATION

Question 24	YES	NO	Explanation:
<i>Does the company have an international certification in Corporate Sustainability?</i>	X		In 2023, Ferreycorp was included for the second consecutive year in the S&P Global Sustainability Yearbook, and reaffirmed its position as the only Peruvian company to be included in all editions of the Dow Jones Sustainability Index for the MILA-Pacific Alliance region, which it has been included in for the seventh consecutive year. It is worth noting that, in the S&P Global yearbook, Ferreycorp has been considered in the Top 5 of the Trade and Distribution category.

If the answer to question 24 is affirmative, indicate the certification that the company has and indicate the web link where it can be validated.

International Certification	Web link
Sustainability Yearbook 2023	https://bit.ly/3SLupUn
Dow Jones Sustainability Index MILA – Alianza Pacifico	https://bit.ly/3SqcaCt

Question 25	YES	NO	Explanation:
<i>Does the company have a Corporate Sustainability Report other than this report?</i>	X		Ferreycorp publishes an annual Sustainability Report prepared in accordance with the Global Reporting Initiative (GRI) Standards, which is publicly available on its website, and whose summary is part of the Annual Report

If the answer to question 25 is affirmative, indicate the name of the report and the web link through which the latest available report can be accessed:

Name of the Report	Web Link
Audited Sustainability Report 2022	https://bit.ly/3w6WbC0