Ferreycorp	**ESG PROGRAM FOR SUPPLIERS**	**CODE**	**VERSION**
		FCO-GCFI-FIN-PGR-009	002
		EFFECTIVE DATE	**EXPIRATION DATE**
		01/09/2026	02/09/2030
ISSUING MANAGEMENT	CORPORATE MANAGEMENT		
WRITTEN BY	**REVIEWED BY**	**APPROVED0 POR**	
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SUPPLIERS EXECUTIVE	CORPORATE SERVICES & ENVIRONMENTAL ASSISTANT MANAGER	CORPORATE FINANCE MANAGER	

In accordance with the provisions of the **Ferreycorp Corporate Sustainability Policy (GEN-GCCI-PC-004)**, Ferreycorp seeks to strengthen its value chain through a supplier selection process based in principles of transparency, fair treatment, and mutual growth, encouraging them to foster sound labor practices and respect for human rights. Within its scope of capability, the corporation implements "KNOW YOUR SUPPLIER" practices and promotes the engagement of suppliers upholding rigorous ethical, labor, safety, and environmental standards. Ferreycorp views its suppliers as long-term strategic partners and aims to establish fair, trust-based relationships governed by transparency and equity. To achieve this, the corporation promotes best labor practices and training across key domains, including environmental management, ethics and compliance, and occupational health and safety. Furthermore, it promotes the formalization and development of local vendors, supporting the growth of smaller suppliers and contributing to the economic development of their communities of origin.

1. ELEVA Program Strategy for Ferreycorp Supplier Development

Objective: Elevate environmental, social, and governance (ESG) performance across its value chain, Ferreycorp and its subsidiaries have deployed the ELEVA Supplier Program, an initiative aligned with the corporation's strategic pillar of Sustainability.

Vision: Transform the supply chain into a benchmark for sustainability that maximizes positive impact on the industry, society, and the economy.

Mission: Support and empower suppliers in adopting ESG standards, for the purpose of strengthening the resilience, reputation, and competitiveness of their businesses.

The objective of the ESG supplier program is to enhance and strengthen suppliers' capabilities in sustainability standards (ESG), as well as to enable them to achieve passing scores in the corporate qualification process.

Supplier management at Ferreycorp and its subsidiaries serves as a fundamental pillar of the corporate supplier strategy.

Ferreycorp actively promotes the development of sustainable best practices among its suppliers through programs, policies, and guidelines that promote responsible management aligned with ESG (Environmental, Social, and Governance) principles. As part of this commitment, the corporation has implemented qualification processes that incorporate ESG evaluation criteria. This qualification process not only ensures compliance with quality, safety, and regulatory standards, but also identifies areas for improvement and provides technical support to foster long-term sustainable growth.

2. Sustainability and Supplier Program Governance

2.1. The Board of Directors and its respective committees define the sustainability/ESG policies, strategy, and framework.

2.1.1 The Board of Directors' Nomination, Compensation, Corporate Governance, and Sustainability committee is primarily responsible for approving the corporate sustainability strategy, which encompasses corporate governance, social, and environmental management. Additionally, the committee supervises the execution of action plans designed to fulfill the company's ESG commitments. Specifically, within this strategy, it monitors positive impacts on corporate stakeholders, including suppliers. The committee convenes three (3) times per year.

2.1.2. The Ferreycorp Board of Directors' Audit and Risk Control committee is responsible for ensuring the integrity of accounting systems and financial reporting, as well as reviewing the recommendations of external auditors. The committee convenes four (4) times per year and possesses the following duties and powers

- **Internal Audit:** Approves the Annual Internal Audit Plan and continuously monitors its reports and action plans.
- **Risk Management:** Periodically evaluates and reviews the primary risks of the Corporation and its subsidiaries, establishing policies and measures for their mitigation.
- **Ethics and Compliance:** Supervises the proper operation of the Corporate Compliance System, the performance of the Ethics and Compliance Officer,

and the guidelines on Human Rights, which include matters related to employees, clients, and suppliers.

2.2. General Management is the highest executive body of the Corporation. It is responsible for executing, coordinating, and deploying the operational strategy across the entire corporation and its subsidiaries. Specifically, its functions include maintaining alignment of interests, adherence to the company's mission, and equitable treatment for all stakeholders. The model for delivering positive impacts to stakeholders is executed by the Corporate Finance Management and the various departments reporting to it.

2.2.1. Corporate Finance Management is responsible for establishing the Corporation's sustainability strategy. Additionally, it oversees the following areas: Corporate Governance, Social Responsibility, Environmental Affairs, and Corporate Risk; noting that supplier management is carried out by Corporate Services and Environment Assistant Management.

From its position, Corporate Finance Management monitors the achievement of corporate objectives defined across each of these areas through the following organizational units:

i) Corporate Services and Environment Assistant Management leads the definition of the corporate environmental strategy and, through its Corporate Purchasing department, improves sustainability across the supply chain and oversees the ELEVA Program. Therefore, it prioritizes development programs for non-commercial goods and services suppliers, focusing its efforts on the growth of MSEs (Micro and Small Enterprises). A regulatory system supports the Purchasing and Supplier Management strategy, which is reviewed annually through internal or external audit processes. During this review, policies are evaluated and updated as necessary to incorporate new provisions or execute process improvements.

ii) Corporate Risk Department leads risk management across the entire corporation by establishing policies and guidelines. Its scope encompasses the identification, mapping, and assessment of strategic, financial, and operational risks across corporate companies, ensuring the definition of cross-cutting action plans that safeguard organizational value.

3. References

- Conduct Supplier Code
- Corporate Sustainability Policy
- Corporate Purchasing Management and Suppliers Policy
- Corporate Human Rights Policy
- Corporate Due Diligence Standard for Clients, Suppliers, and Employees

- Corporate Standard for Non-Commercial Supplier Development
- Corporate Standard for drafting contracts with non-commercial suppliers
- Standard for Contracting External Consultancies and Advisory Services
- Procedural Manual for Non-Commercial Purchasing

4. Procedures

4.1. Supplier Selection

Ferreycorp and its subsidiaries conduct corporate tenders to procure goods or contract services. Tender processes evaluate selection criteria such as price, quality, delivery timeframe, and sustainability best practices (environmental, human rights, social responsibility, and governance). Furthermore, Ferreycorp and its subsidiaries' contracts include anti-corruption clauses, ethical principles, human rights, and sustainable development clauses.

4.2. Supplier Qualification

Compliance with the Conduct Supplier Code is reinforced through periodic supplier qualifications. Furthermore, all qualifications across Ferreycorp and its subsidiaries incorporate ESG variables.

In the medium term, maintaining a valid qualification questionnaire will become mandatory for all active suppliers (all company qualifications currently feature ESG-related questions). Currently, some of the company’s subsidiaries already comply with this requirement, such as Ferreyros S.A. and Unimaq, which do not procure goods or contract services from suppliers lacking a valid qualification.

4.3. Training Programs

ELEVA Program seeks to improve the growth of Ferreycorp and its subsidiaries’ suppliers, as well as strengthen their competitiveness and develop best practices. The program offers internal and external training sessions, along with programs aimed at improving suppliers' internal processes and building commercial relationships among them.

Ferreycorp aims to provide training in different areas that contribute to supplier development, including sustainability (ESG factors), waste management and circular economy, environmental and climate management, eco-driving, health and safety, human rights, compliance systems, and due diligence, among others.

These training sessions are delivered through in-person and virtual courses, as well as animated video modules designed to inform suppliers about the ongoing strategy, internal processes within the supply chain value proposition, and the benefits of participating in the program. Additionally, Ferreycorp has a YouTube channel, which allows registered suppliers to access shared educational video content on these topics.

4.4. Evaluations

In alignment with Corporate Purchasing policies and ESG program standards, the supplier performance evaluation process can be executed within the SAP Fiori (S/4HANA) environment. This system centralizes both quantitative and qualitative diagnostics across the corporate supply chain through the following operational applications and milestones:

4.5. Gap Closure

ELEVA Program uses supplier qualifications as a baseline to measure performance, identify sustainability gaps, and structure continuous improvement plans through three main stages:

- **Initial Diagnosis:** Annual evaluation of qualification reports to map critical ESG areas or those with the largest compliance gaps.
- **Targeted Training Plan:** Deployment of annual training programs differentiated by supplier segment (MSEs, SMEs, and medium-sized enterprises) to strengthen specific competencies in environmental, social, and governance matters.
- **Incentive Program:** Recognition mechanism to award organizations that complete the ESG learning pathway and demonstrate substantial progress in their sustainability metrics.

Aligned with one of the pillars of our supplier strategy: Promoting a sustainable supply chain, we have established the Support Procedure for Suppliers with low ratings on ESG variables.

1. Evaluate new suppliers, or those with expired certificates, through the qualification process to ensure compliance with the standards required by the corporation.

2. Identify on a monthly basis suppliers that do not reach the minimum score, as well as evaluate the areas related to ESG variables where suppliers scored the lowest.

Validity Table for Supplier Qualification Certificates
Qualifications every 2 years (score between 76% and 80% on the Questionnaire)
Qualifications every 2 and a half years (score between 81% and 90% on the Questionnaire)
Qualifications every 3 years (score between 91% and 100% on the Questionnaire)

3. In the event that a supplier does not reach a score of 76% in the overall qualification assessment, or falls below 70% in ESG standards, internal and external training sessions must be provided to reinforce their competencies in the necessary areas.

If the areas requiring reinforcement are related to ESG factors, specialized courses may be offered covering Environmental Management (climate change, resource availability, risk and opportunity management), Legal and Regulatory Compliance, Quality Management, Occupational Health and Safety, and Social Responsibility (diversity and inclusion, health and well-being, labor rights), among others.

Additionally, asynchronous training will be delivered via the YouTube platform, providing suppliers requiring support with access to various video modules (that encompass the ESG variables).

4. Corporate Services and Environment team will schedule progress tracking for this group of suppliers to help them successfully obtain certification and enhance their sustainability capabilities. The Corporate Services and Environment team will schedule progress tracking for this group of suppliers to help them successfully obtain certification and enhance their sustainability capabilities.

In collaboration with a strategic partner, a tool has been implemented to evaluate the progress of key suppliers and micro- and small-sized enterprises (MSEs) in sustainability matters (Environmental, Social, and Governance).

Classification levels:

Level	Name	Score	Detailed description
1	**Initial**	0 - 19 points	No policy, practice, or related evidence exists. The organization has not initiated actions nor possesses formal documentation.
2	**Basic**	20 - 39 points	General commitments or isolated actions exist. They are not documented, systematically applied, or aligned with standards. Only minimum legal requirements or informal initiatives are met.
3	**Intermediate**	40 - 59 points	Formal policies, procedures, or systems are in place. There is some evidence of implementation. Regular practices are performed, but with limited scope (e.g., restricted to specific personnel, operations, or value chain segments).
4	**Advanced**	60 - 79 points	Policies and systems are broadly implemented across the organization. Roles are defined, tracking indicators are established, and internal audits and stakeholder communications are conducted. Continuous improvement is observed in some areas.
5	**Leader/Benchmark**	80 - 100 points	Comprehensive practices with organization-wide and value-chain-wide scope. Full compliance with international standards (e.g., ISO, GRI, ILO, OECD). Processes feature external audits, public targets, proactive transparency, and an established organizational culture.

5. Continuous Improvement and ESG Program KPI Establishment

Develop a supplier support program to ensure that a percentage of suppliers who fail the qualification process successfully complete it through direct advisory and mentoring provided by the group's subsidiaries.

<u>KPI´s</u>

- Quantity of externally qualified suppliers / Total suppliers
- Quantity of internally qualified suppliers / Total suppliers
- Quantity of suppliers supported under a corrective action plan
- Quantity of suppliers receiving training in courses or programs related to ESG variables
- Quantity of buyers receiving training in courses or programs related to ESG variables
- Quantity of claims/complaints logged into the system
- Evaluations conducted in ERP SAP (FIORI)

- **THIS DOCUMENT HAS BEEN AUTHORIZED IN THE POLICY SYSTEM BY:**

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