



ANNUAL SUSTAINABILITY REPORT 2023



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01

MESSAGE FROM OUR CEO



RAÚL ALBERTO FRANCISCO MUSSO VENTO
Chief Executive Officer (CEO)
Industrias Electro Químicas S.A. - IEQSA

MESSAGE FROM OUR CEO

Dear readers,

I am pleased to present our 2023 Sustainability Report which highlights our commitment to ESG (Environmental, Social, and Governance) criteria.

As CEO of IEQSA, it is an honor to share with you the significant achievements we have made in our ongoing pursuit of sustainable excellence.

Environmentally, we have implemented initiatives to reduce our carbon footprint and by prioritizing the optimization of our production processes, we have made significant progress towards a more eco-efficient and environmentally friendly operation.

On the social front, we have strengthened our commitment to our employees and the community by promoting diversity, gender equality and inclusion in our workforce and ensuring the safety and health of our employees.

In terms of corporate governance, we continue to align our operations with the pillars of transparency, integrity and ethics.

Our focus on ESG criteria has been a fundamental guide on our path to sustainability. We are proud of our contribution to meeting these criteria and remain committed to integrating them into our business strategy.

As we look to the future, we reaffirm our commitment to lead the change to a more sustainable and responsible industry.

We recognize that there are challenges ahead, but we are prepared to address them with determination and creativity.

I sincerely appreciate the hard work and dedication of our entire team, as well as the continued support of our partners and stakeholders. Together, we can build a sustainable future for all.



02

ABOUT IEQSA

ABOUT US

We are an industrial company with **60 years in the market**, dedicated to the transformation of non-ferrous metals, under the highest standards of quality and service.

Our metallurgical products have a wide range of industrial applications and are manufactured in compliance with the requirements of various international technical standards, such as: EN 988, EN1774, ASTM B240-07, among others.

We are located near the main port area of Peru, from where we ship our products all over the world.

We currently export more than 95% of our sales and our products reach 47 countries in the world, competing with several European and Latin American manufacturers.



Our vision

To be a leading company in the transformation of non-ferrous metals, achieving high levels of quality, efficiency and competitiveness, striving to maximize the satisfaction of the needs and expectations of our customers, focused on the development of our employees, value for our shareholders and sustainable development.

VEROZINC

Our laminated tanzinc (titanium zinc) is manufactured according to the specifications of the European standard EN 988. It is also approved for the manufacture of pipes and other pluvial fittings by the TIG spot welding method.



ZINC OXIDE

Through the French indirect reduction process and using only special high-grade zinc from Peruvian refineries, we produce a type of zinc oxide, internationally classified as "Pharmaceutical Grade" or "Gold Seal".



ZINC ANODES

The first quality of Peruvian electrolytic SHG zinc, with a minimum purity of 99.995%, makes it the ideal raw material for the production of electroplating anodes, either in the form of zinc balls (50 mm and 40 mm diameter), half balls, domes, hexagonal shapes or zinc plates.



BATTERY PRODUCTS

Such as zinc calots used in the manufacture of dry cell batteries. We have a complete range of zinc calots, from R-25 to R-03, round or hexagonal, with or without lubrication.



ZINC ALLOYS

We have more than four decades of experience in the production of this type of zinc alloy and currently offer a complete range based on the technical standard EN1774 (Europe), ASTM B240-07 (USA), among others.



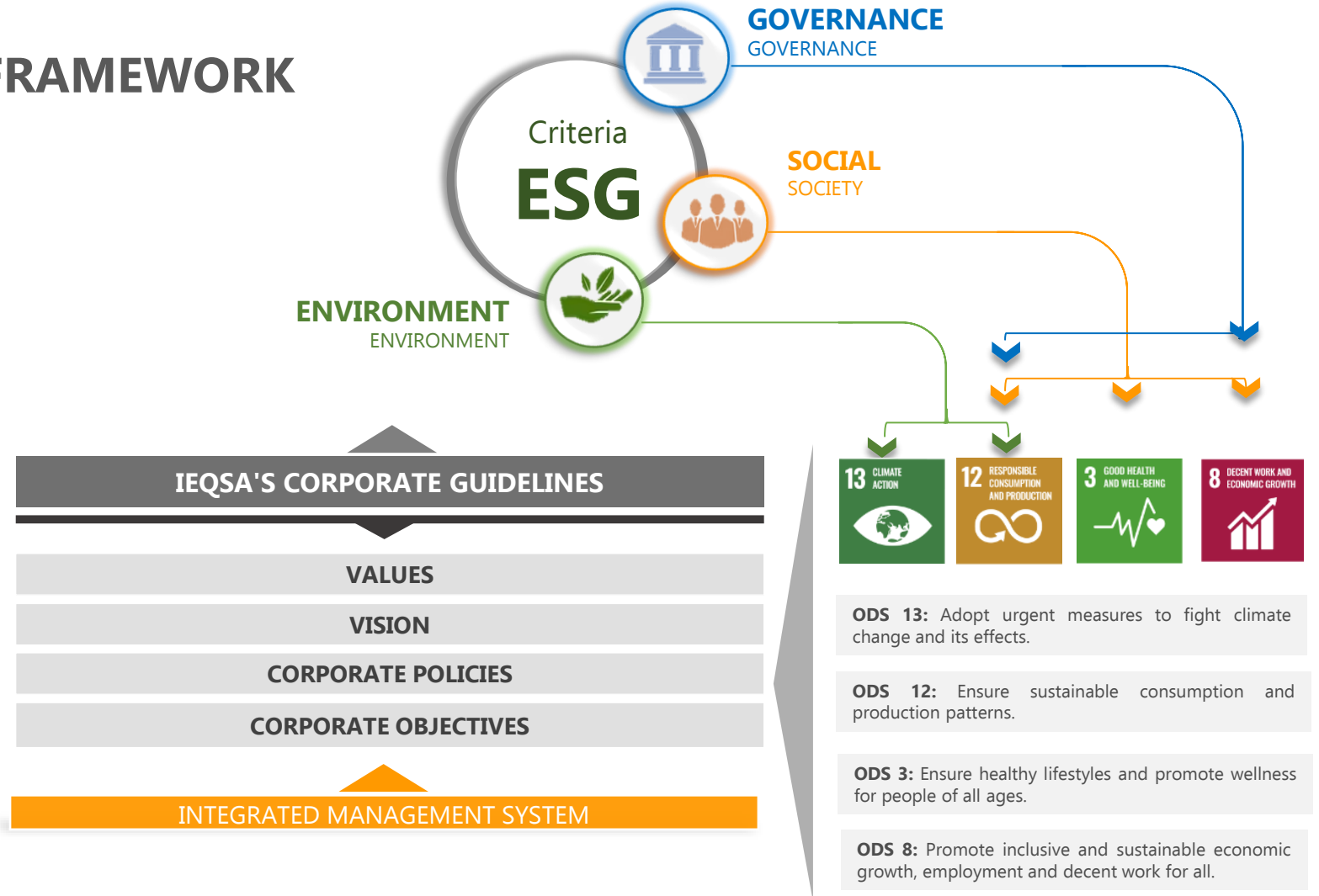
SUSTAINABLE STRATEGIC FRAMEWORK

As a company with 60 years of experience in the local and international market, we are aware of the importance of managing our business in a sustainable way to ensure its continuity.

At IEQSA, we have established and continuously manage corporate policies that form part of our **STRATEGIC FRAMEWORK**, supported by our **CORPORATE VALUES** as pillars of our actions.

Our **Strategic Framework** is aligned with **ESG** (Environment, Social and Governance) **criteria** and has been implemented from IEQSA's **VISION** to our **CORPORATE POLICY** and **OBJECTIVES** and is transversally supported by our **INTEGRATED MANAGEMENT SYSTEM**.

We have also voluntarily aligned our STRATEGIC FRAMEWORK with the **Sustainable Development Goals (SDGs)** to which IEQSA is contributing.



Since 2008, as part of our efforts to make our processes more efficient, we have embarked on a journey to implement management systems, starting with the certification of the Quality Management System - ISO 9001 as the basis of our operations.

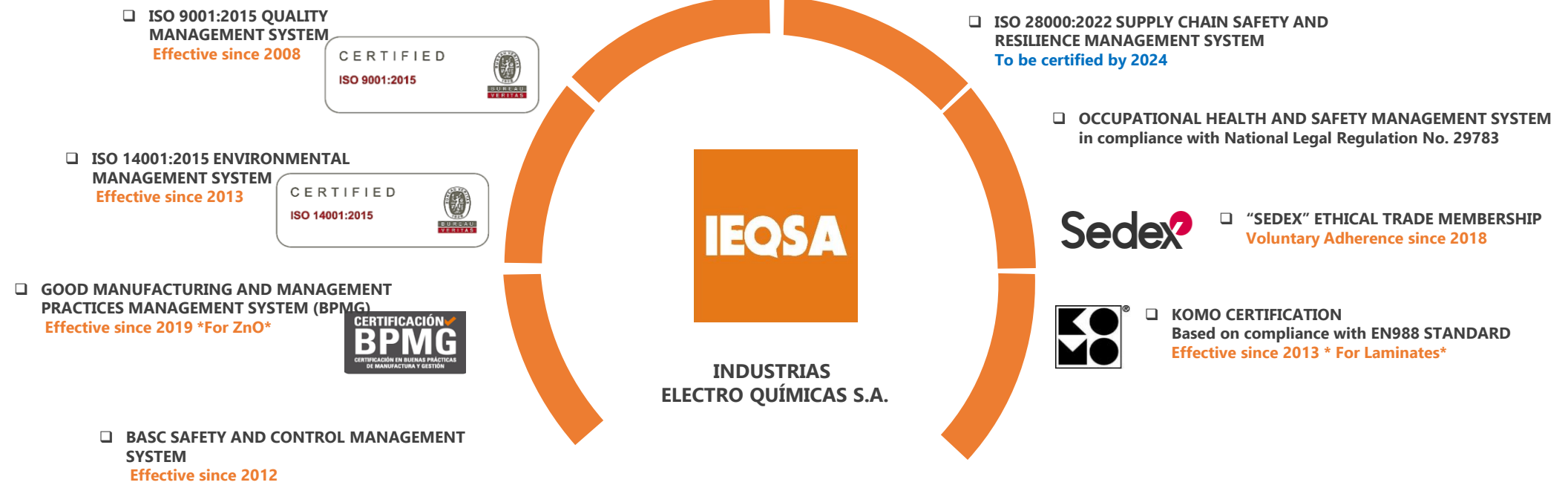
Today, we have a solid Integrated Management System that has positioned itself as a **transversal axis of all our operations**, allowing us to have the structure and processes necessary to align them and address ESG criteria in an integral and effective manner.

Our Integrated Management System provides us with a single framework for managing all processes, ensuring coherence and consistency in the management of environmental, social and governance issues.

It also enables us to respond in a timely manner to the needs of our stakeholders in an increasingly complex and dynamic business environment.



OUR INTEGRATED MANAGEMENT SYSTEM



AGREEMENTS AND CORPORATE ALLIANCES

reciclar para ayudar
a los niños de ANIQUEM

ALLIANCE WITH "ANIQUEM"
(Waste: Paper and plastic bottles)

Reciclamos para Dejar Huella

AGREEMENT WITH "RECOLECC"
(WEEE electronic waste)

HP PLANET PARTNERS

PARTICIPATION IN CAMPAIGN WITH HP PLANET
(WEEE: Cartridges and toners)



03

ENVIRONMENTAL: RESPONSIBLE FOR OUR PLANET

SUPPLY (SUPPLIERS)

ZINC SUPPLIER (RAW MATERIAL)

✓ Measurement of carbon footprint.



✓ GHG targets :

- "Absolute reduction" of direct emissions by 2030.
- "Neutrality" of emissions by 2040.
- "Net zero" emissions by 2050.

✓ Build of an "ESG Strategy"

✓ Operations according to the framework of the Sustainable Development Goals (SDGs).

ALLOY SUPPLIER (INPUTS)



✓ Measurement and management of the carbon footprint :

- Supplier of copper cathodes
- Supplier of Magnesium
- Supplier of Aluminum and Titanium

PACKAGING SUPPLIER



✓ Measurement and management of the carbon footprint :

- Supplier of paper bags for ZnO.
- Supplier of plasticized paper

PRODUCTION (IEQSA)

✓ Measurement and management of our organizational carbon footprint.



✓ Our strategic framework aligned to ESG criteria.

✓ Build alliances for voluntary participation in sustainable initiatives.

✓ Integrated Management System to support compliance with ESG Criteria.

☐ ISO 9001:2015 Quality Management System



☐ ISO 14001:2015 Environmental Management System



☐ Supply Chain Safety and Control Management System

☐ Occupational Health and Safety Management System (National Legal Regulations – Act 29783)

☐ Membership of ETHICAL TRADE "SEDEX"



☐ BPMG Management System

USE

CUSTOMERS

✓ Responsible supplier management based on compliance with sustainability and quality requirements.

LOGISTICS OPERATORS - PORT OF CALLAO

✓ Integrated Management Systems.

✓ Corporate Policies that include commitments to:

Social Responsibility, Quality, Environment, Health and Safety, Anti-bribery and prevention of illegal activities.

TRANSPORTATION TO CUSTOMERS

SHIPPING

✓ Measurement and management of the carbon footprint.

✓ ISO 14001:2015 Certification.



CO₂ ORGANIZATIONAL CARBON FOOTPRINT



2023

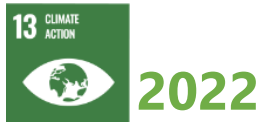
- ❑ We conducted the 2nd measurement of our Organizational Carbon Footprint year 2022.
- ❑ We obtained the 1st Star of recognition from MINAM, for measuring the CF 2022.
- ❑ We performed the external verification of our Carbon Footprint 2021 and 2022 with the SGS Peru Certification Body based on ISO 14064:2018.
- ❑ We obtained the Carbon Footprint 2021 and 2022 verification statements from SGS Peru.

THIS 2024

WE ARE PROCESSING:

- ❑ Our 2nd Star of recognition, for having verified the CF 2021 and 2022.
- ❑ Our 3rd Star of recognition, for having reduced the CF 2022 with respect to 2021.

MAIN ACHIEVEMENTS 2023



- ❑ We adhere to the Peru Carbon Footprint Initiative promoted by the Ministry of the Environment (MINAM).
- ❑ We carried out our first Organizational Carbon Footprint (OC) measurement in 2021.
- ❑ We obtained the 1st Star of recognition from MINAM for measuring the CF 2021.



CO₂ **10%** REDUCTION in tons of CO₂eq generated by direct emissions of CF 2022 compared to 2021

CO₂ **3.4%** TOTAL REDUCTION of our Carbon Footprint 2022 compared to 2021.

□ PARTICIPATION IN THE "ZIS" PROJECT

In 2023, we began our **participation in the "Development of Sustainable Industrial Zones in Peru" (ZIS Project)**, implemented by the Ministry of Production (PRODUCE) in collaboration with the United Nations Industrial Development Organization (UNIDO) and funded by the Global Environment Facility (GEF).

This project aims to enable **companies to adopt sustainable technologies to reduce greenhouse gas (GHG) emissions and/or emissions of non-intentional persistent organic compounds (NI POPs)**.

Within this framework, **our participation in the ZIS PROJECT is focused on the adoption of technologies to reduce GHG emissions**, specifically by reducing the ratio of natural gas and/or energy consumption per ton processed in our kilns.



Implemented by:



Financed by:



Operated by:



PROGRESS 2023

- We present our "Letter of Interest" in participating in the ZIS PROJECT.
- We were **SELECTED** as an **"Eligible Company"** to participate in the "ZIS PROJECT".
- With the technical assistance of the consultant assigned by "ZIS Peru", we started:
 - ✓ The analysis of our processes to identify potential sustainable technology solutions to be applied.
 - ✓ The feasibility study of potential projects for presentation to "ZIS Peru".

THIS 2024

WE ARE PROCESSING:

- The submission of our Feasibility Study for evaluation and subsequent approval by the Project Management Unit (PMU) of the ZIS.

This will allow **IEQSA to be considered a "ZIS PROJECT Beneficiary Company" and to have access to co-financing.**



We are aware of the importance of **managing and controlling the environmental impact of our activities** and for this reason we have a monitoring program that is carried out every six months to monitor our environmental performance in terms of the quality of atmospheric emissions, air quality, environmental noise and wastewater quality.

The measurement parameters and reference limits are defined in our Environmental Management Instrument (IGA), approved by the Ministry of Production (PRODUCE).

□ ATMOSPHERIC EMISSIONS 2023

The atmospheric emissions quality parameters evaluated are concentration of **Nitrogen Oxides (NOx)**, **Carbon Monoxide (CO)** and **Particulate Matter (PM₁₀)**, in 18 fixed sources.

□ AIR QUALITY 2023

The air quality parameters evaluated are **Carbon Monoxide (CO)**, **Nitrogen Dioxide (NO₂)**, **Particulate Matter (PM₁₀)**, **Zinc** and **Lead**.

□ NOISE QUALITY 2023

Environmental noise quality levels are measured in IEQSA's areas of influence **during daytime and nighttime hours**.

□ WATER QUALITY 2023

As part of the commitments established in our IGA, we treat our wastewater prior to their discharge into the sewer system, **ensuring that it remains below the Maximum Allowable Values (MAV)** established by current legislation.

To guarantee the effectiveness of the treatment process, **we carry out continuous monitoring in our laboratory**, where the **treated water is analyzed before it is discharged**.

We also carry out annual **monitoring of our wastewater with an external laboratory** to evaluate the parameters established by the legislation.



RESULTS 2023

- **100%** compliance in the execution of the 2023 Environmental Monitoring Program.
- **100%** of the **MONITORING RESULTS ARE LOWER THAN THE** maximum permitted **LIMITS and STANDARDS** approved in the EMI.

At IEQSA we are concerned about the proper management of the waste we generate as part of our operations.

In line with our commitment to the environment and national legislation, we have a waste management system that includes various stages of handling, from segregation, temporary storage, collection, transport, recycling and/or final disposal.

WASTE SEGREGATION

We have established **waste segregation points** strategically distributed in our facilities, so that our employees can perform the proper segregation according to the color code established in the national regulations (NTP 900.058.2019).



"Color code for waste segregation"

TEMPORARY STORAGE OF WASTE

We have **temporary warehouses assigned by type of waste**, which meet the required conditions for storage according to the specifications established in the legal regulations (D.S. 014-2017-MINAM):

- Central warehouse for hazardous waste.
- Warehouse for general waste (non-usable).
- Warehouse for reusable waste.

WASTE MANAGEMENT

We ensure **responsible management of the waste generated**, prioritizing the implementation of good recovery practices to **increase the reintroduction of waste into the production chain** and reduce the amount of waste disposed of in landfills.

We use the services of waste management companies (EO-RS) duly authorized by the competent authority, which guarantees the proper collection and final disposal of waste.



RESULTS 2023

100% of the waste generated was **PROPERLY MANAGED**.

278.4 tons of waste were **VALORIZED AND REINCORPORATED** into the production chain of other companies through practices such as marketing and donation.

710.9 tons of waste were **PROPERLY DISPOSED** with EO-RS duly authorized by the competent authorities.

GOALS 2024



- INCREASE THE VALORIZATION** of the waste generated.
- IMPLEMENT RESPONSIBLE SOLUTIONS** for the reduction of disposed waste.

OUR APPROACH TO THE CIRCULAR ECONOMY

As part of our compliance with ESG criteria, we are committed to managing our processes towards a circular economy approach.

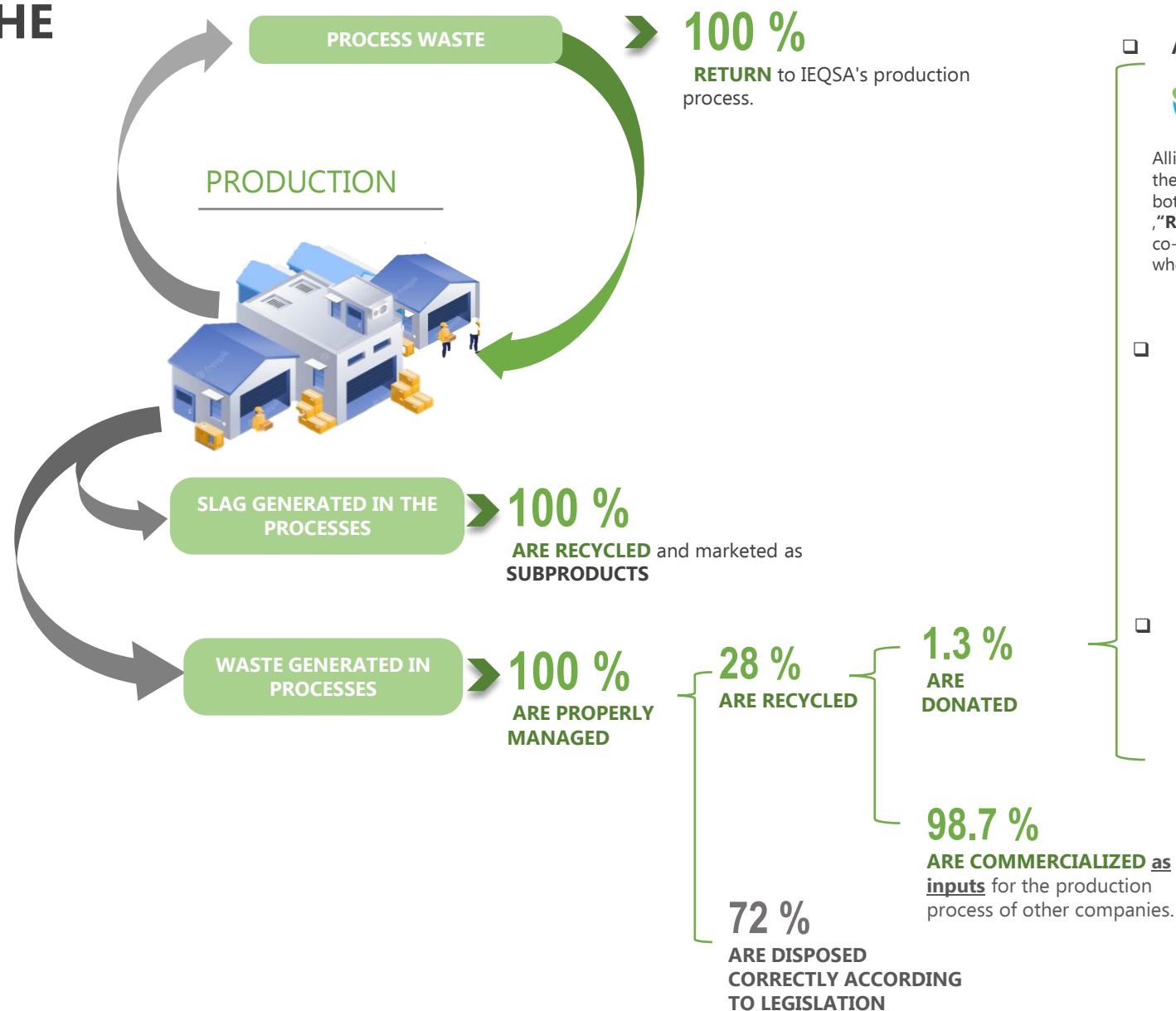
Our main focus is on adopting and promoting circular practices that enable us to reduce our environmental impact.




As part of our efforts in this approach to circularity, we seek and implement responsible alternatives to optimize our production processes, reduce the generation and disposal of waste, and promote its reintroduction into the production chain through reuse.

As part of our environmental management, we are currently prioritizing:

- ❑ The **total recycling** of the waste generated in the production processes.
- ❑ The **recovery of the slags** generated and their **commercialization** as by-products.
- ❑ **Responsible waste management** through recycling practices.

Among the actions implemented in 2023, we have established alliances for voluntary participation in sustainable initiatives with organizations such as ANIQUEM, RECOLECC and HP; initiatives aimed at promoting responsible waste management.



- ❑ **ALLIANCE WITH "ANIQUEM"**

 Alliance through which we contribute with the donation of waste such as plastic bottles, cardboard and paper to the "RECYCLE to HELP", program, aimed at co-financing the rehabilitation of children who have survived burns.
- ❑ **ALLIANCE WITH "RECOLECC"**

 We participated in the "RECYCLE TO LEAVE A FEAR" campaign aimed at promoting good practices in the management and handling of waste electrical and electronic equipment (WEEE).
- ❑ **ALLIANCE WITH "HP"**

 We participated in the "HP PLANET PARTNERS" campaign by donating ink and toner cartridges.

Recognizing that compliance with environmental regulations is a clear demonstration of our commitment, responsibility and environmental awareness as a company, **we have established mechanisms within our environmental management system to ensure timely identification of and compliance with applicable legal requirements.**

In August 2023, we had an unannounced inspection by the Organismo de Evaluación y Fiscalización Ambiental (OEFA), which **evidenced IEQSA's correct compliance with all the environmental commitments approved** in its Environmental Management Instrument (EMI).

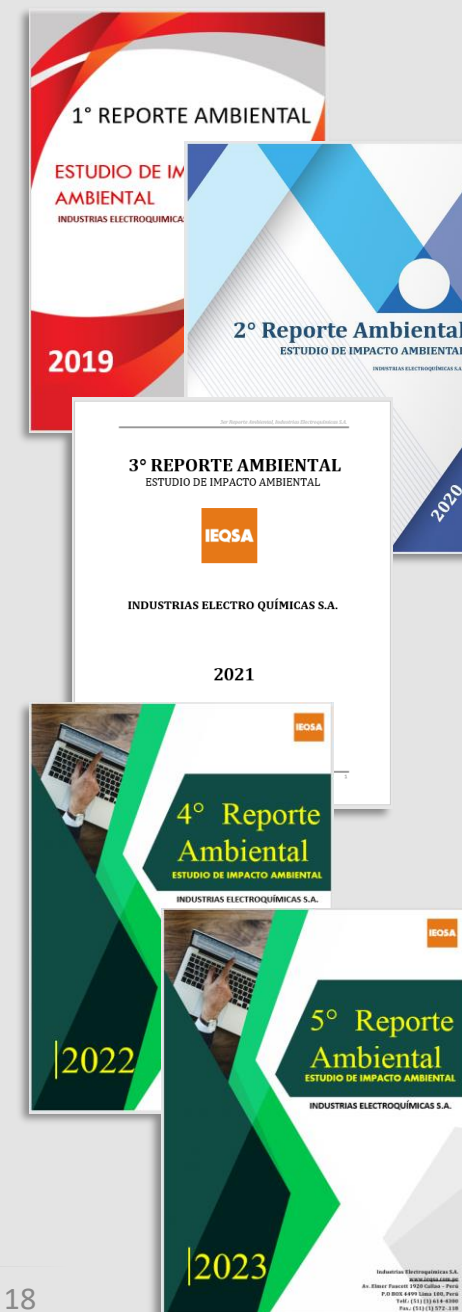
□ OUR ENVIRONMENTAL MANAGEMENT INSTRUMENT (EMI)

Since July 2018, we have had the "Environmental Impact Assessment (EIA)" as the only Environmental Management Instrument (EMI).

Our current EIA comprises **28 environmental commitments established by IEQSA** to prevent and/or mitigate the alteration of air, water, soil quality, our commitment with the community, as well as the Environmental Monitoring Program where the parameters, limits, frequencies and points to be monitored are established.

Reaffirming our commitment to constantly improve our environmental performance, **in December 2023 we submitted our 2nd EIA update to the Ministry of Production (PRODUCE) for evaluation and approval.**

Our **2nd EIA update includes 22 commitments** established in the Environmental Management Plan, aimed at managing our impact on both the environment and the community in our area of influence.



RESULTS 2023

- **0** OBSERVATIONS IDENTIFIED DURING OEFA'S UNANNOUNCED INSPECTION.
- **100%** COMPLIANCE WITH ENVIRONMENTAL COMMITMENTS APPROVED IN EMI.
- **5th** ENVIRONMENTAL REPORT SUBMITTED TO OEFA WITH EVIDENCE OF COMPLIANCE WITH COMMITMENTS ESTABLISHED IN EMI.



One of our Corporate Objectives is to **“Optimize the efficient use of resources in our processes**, working safely and strengthening the application of good environmental practices”.

In this context, we strive to identify, evaluate and implement opportunities that contribute to optimize the consumption of resources used in our operations (water, electricity and gas), to reduce the depletion of natural resources and ensure their sustainability.

Since 2013, we have held **ISO 14001 Environmental Management System Certification** through which we manage the environmental aspects and impacts associated with our processes.

We have an **Annual Environmental Management Program**, which includes indicators, goals and actions aimed at contributing to the reduction of resource depletion.

We constantly monitor the consumption of our resources used in our operations (electricity, gas and water).

Since 2008, we have continuously obtained the **ISO 9001 Quality Management System Certification** which allows us to carry out our processes in a standardized, planned and controlled manner, ensuring the effective execution of maintenance of equipment, facilities and systems to prevent the generation of significant deviations in the use of resources. As well as taking timely action in the event of deviations.

Among the main actions we have:

- ❑ **Registration and continuous monitoring of IEQSA's resource consumption.**
- ❑ **Progressive replacement of conventional lighting with LED.**
- ❑ **Training and constant awareness of the correct use of resources.**
- ❑ **Continuous monitoring to detect water leaks.**

RESULTS 2023



3% LESS WATER CONSUMED
COMPARED TO 2022



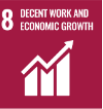
10% LESS ELECTRICITY CONSUMED
COMPARED TO 2022



14% LESS GAS CONSUMED
COMPARED TO 2022

04

SOCIAL: GENERATING VALUE FOR PEOPLE



At the end of 2023, we had **373 employees in our work team**, 70% of which were local workers.

DIVERSITY AND GENDER EQUALITY

In IEQSA we are aware that gender equality is the first step towards Diversity Management, therefore, we are committed to **ensuring that all people who are part of our team or are interested in joining it (applicants) have the same opportunities** for professional growth, feel valued and respected.

In 2023, the **presence of women in our company was 7%**, both in production, administration and finance, logistics and export areas.

TRAINING

In 2023, as we do every year, we have continued to strengthen the necessary competencies of our employees so that they can continue to perform their activities efficiently and safely.

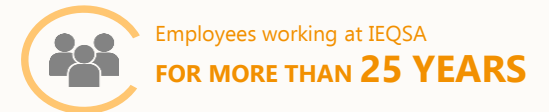
We **implemented our annual training plan**, which included topics related to occupational health and safety, environment, carbon footprint, supply chain and trade security, information security, sexual harassment, and other topics derived according to specific needs.

“We are committed to continuing to promote an **INCLUSIVE WORKING ENVIRONMENT, based on respect for our employees and third parties”.**

OUR **2023**



IN OUR TEAM WE COUNT WITH:



WELL-BEING AND WORK ENVIRONMENT

One of our most important commitments as a company is to protect the physical and mental integrity of all people involved in our operations (direct and indirect employees). Therefore, we make it a priority to provide a working environment that allows us to maintain a high level of safety and health at all times.

We maintain an Occupational Safety and Health (OSH) Management System, which has allowed us to manage our OSH risks, reduce the occurrence of accidents that could result in fatalities, and increase operability by reducing emergency situations.

Currently, our OSH Management System is based on the current legislation "Law N°29783 and its Regulation D.S. 005-2012" and is applied to all IEQSA employees as well as third parties within our facilities.

Main management processes:

- OSH Legal Compliance Management.
- Identification of Hazards, Risks and Determination of Controls (IPERC) and (IPERC COVID-19)
- Planning and execution of OSH inspections.
- Planning and execution of monitoring of occupational agents.
- OSH training to employees.
- OSH induction to contractors.
- Safe Work Analysis (SWA) and High-Risk Work Permits (HWWP).
- Execution of 5-Minute Talks.
- Personal Protective Equipment (PPE) Management.
- Management of accidents and work incidents.
- Planning and execution of Medical Surveillance.
- Among others.

Our mechanisms of action in OSH:

- We have a **Safety, Occupational Health and Environment Department** (SSOMA), responsible for managing, organizing and applying the protocols and policies established for employees, contractors and anyone who enters our facilities.
- We have a joint **OCCUPATIONAL HEALTH AND SAFETY COMMITTEE** made up of 4 representatives of employees and 4 representatives assigned by the company.
- We have an **EMERGENCY TEAM** headed by an **INCIDENT COMMAND** and made up of **4 FIRST RESPONSE EMERGENCY TEAMS**, trained and deployed throughout IEQSA.
- We have an **EMERGENCY STAFF available 24 hours a day**, as well as an Occupational Physician.
- We plan and execute **EMERGENCY DRILLS** to verify the effectiveness of our controls established by the Contingency Plans.
- IEQSA has **COMMUNICATION, PARTICIPATION AND CONSULTATION MECHANISMS** for use in relation to occupational health and safety.

RESULTS 2023



0

Fatal accidents



0

Occupational diseases



373

IEQSA employees trained



4 704

hours of training for IEQSA's employees



505

contractor personnel trained



1 010

hours of training for contractor personnel



180

Points monitored for occupational health and safety

PHYSICAL AGENTS

120 Points

CHEMICAL AGENTS

28 Points

ERGONOMIC AGENTS

12 Points

BIOLOGICAL AGENTS

20 Points



8 DECENT WORK AND ECONOMIC GROWTH



3 GOOD HEALTH AND WELL-BEING



At IEQSA, we are convinced that our **WORKING TEAM IS A KEY PLAYER** in the continuity of our operations, so we take care to provide a healthy and comfortable working environment, motivating working conditions that encourage the commitment and quality of service of our employees.

As part of our efforts to promote the well-being of our employees, we conducted the following activities in 2023:

IEQSA'S 60th ANNIVERSARY

- INTEGRATION DAY** or the 60th anniversary of IEQSA.
- SOCCER CHAMPIONSHIP** for the 60th anniversary of IEQSA.



CAMPAIGNS CONDUCTED

- Ophthalmologic campaign.
- Annual preventive checkup campaign with Pacifico Insurance Company.
- Glucose and diabetes screening campaign.
- Massage therapy campaign.
- Campaigns of "Salary Account Benefits" with financial institutions (BanBif and Interbank).

RECOGNITION AND INTEGRATION ACTIVITIES

- Celebration of Women's Day.
- Mother's Day Celebration.
- Father's Day Celebration.
- Labor Day Celebration.
- Special recognition to our employees who came to work on Labor Day.
- Christmas celebration (delivery of Christmas baskets and gifts to the children).
- Celebration of the International Day of Safety and Health at Work.
- Celebration of World Environment Day (June 5th).



"INTERNATIONAL ENVIRONMENT DAY"





INSURANCE

- **EPS:** System of care in clinics only for affiliated employees. The company pays 60.47% of the costs.
- **ONCOSALUD:** The agreement provides for monthly installments at special rates according to age.
- **TRAVEL INSURANCE (ABROAD):** For service commission.
- **CAR INSURANCE:** Group policy for employees who have their own car. The benefit is deducted from the salary.

SPECIAL BENEFITS

- **LUNCH - DINNER:** The company subsidizes 64.50% of the cost of lunch or dinner for employees.
- **TRANSPORTATION OF FEMALE PERSONNEL:** transportation in the morning and afternoon hours.
- **RECOGNITION FOR YEARS OF WORK "FIVE-YEAR PERIODS":** Recognition given to employees with more than 20 years of service.

FAMILY BENEFITS

- **EDUCATIONAL EXCELLENCE AWARD:** Recognizes the children of employees who are in elementary or high school and who were first in their class the previous year.
- **SCHOOL LOAN:** For all employees who are studying or whose children are studying.
- **EMERGENCY LOAN:** For emergency, health or housing, according to a justified and evaluated request.
- **LEAVE FOR DEATH OF DIRECT RELATIVE:** Leave without deduction of 02 working days.

IEQSA



BENEFITS OF LAW

- ESSALUD
- Family allowance
- Leave for immediate family member
- Maternity and paternity leave
- Breastfeeding period (lactation)
- Company doctor
- Supplemental high-risk insurance (SCTR in Spanish)
- Mandatory life insurance according to law (Vida Ley)
- Company's medical evaluations
- Personal protective equipment
- Work training insurance (trainees)

AGREEMENTS

- **MONARK BICYCLE BRAND:** July and December campaign with special discounts, installment payments and payroll deductions.
- **SENATI EDUCATIONAL INSTITUTION:** Grants to employees or children of employees to develop a technical career.

✓ COMMUNICATION PROGRAM

To continue strengthening the relationship and trust between IEQSA and the population of its area of influence, we held, as we do every year, an informative talk on the **“Performance of our Environmental Management”**.

In April 2023, the presentation was held in person at the premises of the Airport Association, with the **participation of representatives of the associations in our environmental sphere of influence**.

The purpose of the meeting was **to inform our main stakeholders about IEQSA's efforts to care for and protect the environment as part of its operations**, and to encourage them to become more environmentally aware.

Also, in order to know the comments and opinions of our community regarding IEQSA, the participants were asked to comment on the information provided. These comments have been satisfactory.

“IEQSA representative explaining our management to the members of our community”



✓ LOCAL LABOR HIRING PROGRAM

This program consists of facilitating mechanisms for work articulation between IEQSA and the residents of the area of direct influence, so that they can fill jobs through a selection and hiring process.

 **70%**
belong to areas close to IEQSA



“Community representative and representatives of IEQSA”

05

GOVERNANCE:

GOVERNANCE FOR SUSTAINABILITY

We recognize that the quality of our corporate governance has a direct impact on the level of trust with our stakeholders, on our reputation, and on the generation of value creation and sustainability of our business. Therefore, at IEQSA we are committed to strengthening our corporate governance structure and management based on the principles of *"Fairness, Transparency and Accountability"*.

Our Governance model at IEQSA is supported by the following pillars of action :



ETHICAL APPROACH



INTERNAL REGULATORY SYSTEM



RESPECT AND PROMOTION OF HUMAN RIGHTS

Within the framework of Governance, IEQSA reports its **"Annual Report"** and **"Report on compliance with the Code of Good Corporate Governance for Peruvian companies"** to the Peruvian Superintendence of the Stock Market (SMV in Spanish) on an annual basis.

PILLARS ON WHICH THE GOOD CORPORATE GOVERNANCE REPORT IS BASED:

- PILLAR I:** SHAREHOLDERS' RIGHTS
- PILLAR II:** GENERAL SHAREHOLDERS' MEETING
- PILLAR III:** THE BOARD OF DIRECTORS AND SENIOR MANAGEMENT
- PILLAR IV:** RISK AND COMPLIANCE
- PILLAR V:** TRANSPARENCY OF INFORMATION



IEQSA'S BOARD OF DIRECTORS



IEQSA's Board of Directors, as the company's highest decision-making body, is responsible for guiding and reviewing the company's strategy and adopting the company's policies on economic, social and environmental matters:

Alex Gliksman Goldstein



Chairman of the Board

Raúl Alberto Francisco Musso Vento



Executive

José Manuel Rivera Minaya



Executive

Mohit Kumar Sharma



Executive

James Kenan Williams



Executive



ETHICAL APPROACH

At IEQSA, we are proud of our integrity and reputation result from our commitment to our criteria of transparency and ethical conduct. In this **way we have gained the trust of all our stakeholders**, thus becoming one of the most valuable assets of our company.

To this end, we have a "**CODE OF ETHICS**" approved by Senior Management, which establishes standards, criteria and values that constitute our actions and continue to **GENERATE TRUST** in all our stakeholders.

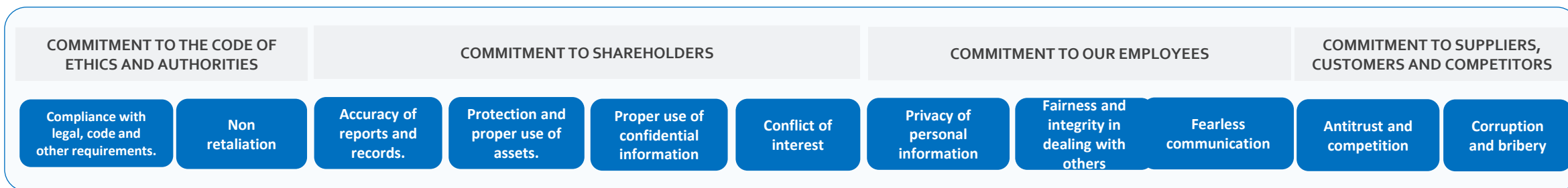


INTERNAL REGULATORY SYSTEM

- Corporate values.
- Code of ethics.
- Human resources policy and prevention of sexual harassment and harassment in the workplace.
- Internal Labor Regulations (RIT in Spanish).
- Internal Regulations on Occupational Health and Safety (RISST in Spanish).
- Procedure for the prevention and sanction of sexual harassment.
- Work Climate and Mental Health actions.



TOPICS COVERED BY OUR "CODE OF ETHICS"





RESPECT AND PROMOTION OF HUMAN RIGHTS

We are committed to **respecting and promoting human rights** in all aspects of our value chain.

Our **Human Rights Policy** is our key policy that, together with our other established policies, guides our conduct and actions. Since its approval, this document has been part of the official documentation shared with our employees.



COMMITTEE FOR INTERVENTION AGAINST SEXUAL HARASSMENT

Since 2020, we have had a **PEER COMMITTEE FOR INTERVENTION AGAINST SEXUAL HARASSMENT**, made up of 2 members elected by the employees and 2 members appointed by IEQSA.

In 2023, we carried out the election process of the new **COMMITTEE FOR INTERVENTION AGAINST SEXUAL HARASSMENT in force for the period 2024- 2025**.

RESULTS 2023

0 COMPLAINTS

for cases related to human rights

0 COMPLAINTS

cases of sexual harassment and harassment at work



ISSUES ADDRESSED IN

HUMAN RESOURCES POLICY AND PREVENTION OF SEXUAL HARASSMENT AND HARASSMENT AT WORK



DIVERSITY

NO CHILD RECRUITMENT

DIGNIFIED AND EQUAL TREATMENT

NON-DISCRIMINATION

NO SEXUAL HARASSMENT AND HARASSMENT AT WORK

OPEN DOORS

WELFARE

INDUCTION AND TRAINING

EMPLOYEE DEVELOPMENT

PERFORMANCE MANAGEMENT

BONUSES

TERMINATION OF EMPLOYMENT



IMPORTANT:

We have **COMMUNICATION MECHANISMS** available to our employees to confidentially report matters that breach human rights.



