

CORPORATE DIVERSITY AND
INCLUSION POLICY
Intercorp Retail

InRetail Perú adopted Intercorp Retail's Corporate Diversity and Inclusion Policy.

CORPORATE DIVERSITY AND INCLUSION POLICY

1. OBJECTIVE

The objective is to recognise the importance of gender equity, inclusion and diversity as fundamental pillars/values for the sustainable development of our organisation. Thus, to actively promote the development of all our employees based on their merits, skills, competencies and performance, therefore fostering a diverse culture based on meritocracy.

Likewise, that our employees understand diversity as an advantage in the management of our different businesses, since our differences are our special and particular contribution, which allows us to form more demanding and prepared teams to direct all our processes towards continuous improvement.

2. SCOPE

This policy applies to all employees and third parties, suppliers and partners, who provide services to Intercorp Retail and its subsidiaries.

3. DEFINITIONS

- 3.1. **Gender expression:** The way in which a person communicates and makes visible his or her gender, whether through clothing, personal behaviour, social interaction, among others.
- 3.2. **Gender identity:** Experience of gender as each person feels, which may or may not correspond to the sex assigned to the person at birth.
- 3.3. **Sexual orientation:** The physical, emotional, erotic, affective and spiritual attraction that a person may feel towards another person.
- 3.4. **Sex:** Physical aspects such as genital, hormonal and chromosomal, generally assigned at birth, taking into account the appearance of the genitalia.
- 3.5. **Disability:** Condition in which a person has a physical, mental, intellectual or sensory impairment.
- 3.6. **Discrimination:** Actions or omissions that generate a differentiated and detrimental treatment towards a person based on reasons such as origin, age, sex, identity, sexual orientation, creed, among others; which has the purpose or result of nullifying or impairing the exercise or enjoyment of rights of a person or group of people.
- 3.7. **Workplace harassment:** Conduct of aggression or harassment, exercised by one employee against another or others, verbal, non-verbal or physical, that results in the affected employee(s) being undermined, mistreated or humiliated, or that threatens or harms their work situation or their employment opportunities.

4. RESPONSIBILITIES

- 4.1. The Corporate Sustainability Manager of Intercorp Retail is responsible for ensuring that this policy is communicated, complied with and reflects the vision of Intercorp Retail.
- 4.2. All employees of Intercorp Retail's Human Management and Sustainability areas are responsible for complying with and enforcing compliance with this policy.

5. POLICY GUIDELINES

General

Maintain an excellent work environment of mutual respect, with no tolerance for discrimination, safe for all employees and in accordance with the law, without distinction of sex, age, social status, religion, sexual orientation, gender expression, gender identity, race expression, skin color, marital status, political opinion, disability, nationality, ethnic group or any other condition.

Specific

- 5.1. Development and Career Line: We seek to promote training opportunities in an equitable manner in the staff, taking into account the different situations in which each one finds. We are committed to guaranteeing objectivity in the fulfilment of remuneration, compensation and promotion policies, avoiding unjustified differentiation based on any discriminatory motive. To achieve this, we carry out performance evaluations that, among other factors, allow us to support promotions objectively and based on meritocracy.

Likewise, we guarantee respect for individual and mass talent attraction policies, as well as ensuring equitable processes.

- 5.2. Flexibility and respect for personal time: We respect all employees in such a way that we implement and respect flexibility and life balance practices that allow the team to comply with family life responsibilities, seeking to eliminate gender stereotypes and promoting the participation of all employees in raising their children and family care in a shared manner, regardless of gender or any other factor.
- 5.3. Internal and external communications: We seek to include inclusive communication that eliminates gender stereotypes, using inclusive language (using both genders such as "his or her" or using neutral words such as spokesperson for spokesman, chair/chairperson for chairman), always addressing diversity with respect and tolerance. Likewise, also at an external level, inclusive communication will be used, seeking to represent images and communications that recognise and respect diversity.
- 5.4. Violence-free organisation: In this organisation, no act of violence, discrimination, sexual harassment or harassment at work is tolerated. Any reported act is investigated and sanctioned, ensuring compliance with investigation and sanction procedures for acts of discrimination and violence that may occur within the organisation. Through our ethics line, ConÉtica, we provide safe and confidential communication channels for reporting. We are

responsible for the awareness and periodic training of our team in the prevention of violence and discrimination.

5.5. The reporting channels are through ConÉtica (Website: www.conetica.pe) as well as each subsidiary's own reporting channels through their human resources areas.

5.6. Employees must commit to the following:

- Always act under criteria of equality and diversity, without distinction of sex, age, social status, religion, sexual orientation, gender expression, gender identity, race, skin color, marital status, political opinion, disability, nationality, ethnic group or any other condition.
- Promote equal opportunities, valuing and evaluating people for the quality of their work.
- To ensure a work environment where everyone can interact freely and give the best of themselves.
- Reject any discriminatory act, and promote acceptance and respectful treatment within our teams.

6. RELATED REGULATIONS / DOCUMENTS

Not applicable.

7. ANNEXES

Not applicable.