

CORPORATE SUSTAINABILITY POLICY

Intercorp Retail

InRetail Perú adopted Intercorp Retail's Corporate Biodiversity Policy.

Modifications were approved at Board of Director's Meeting of July 21, 2022

1. OBJECTIVE

This document establishes the guidelines for the sustainable management of business operations, including their supply chains, taking into consideration global standards, best practices in the corresponding sectors and the constant search for innovation.

In this way, it seeks to maintain consistency with the values that govern the management of Intercorp Retail and its companies, strengthening the corporate culture and the fulfilment of its purpose, guaranteeing sustainable operations, and reducing the reputational risks to which they may be exposed.

2. SCOPE

This policy is addressed to, and is mandatory for, all Intercorp Retail Companies and Collaborators; and takes into consideration its stakeholders.

3. DEFINITIONS

- 3.1. **Environment:** Environment composed of variables of nature (climate, plants, water, among others) that interacts with the operations of companies; determines the well-being of living beings; and sustains the development of economic activities.
- 3.2. **Collaborators:** Employees (permanent or contracted), officers or directors of the Companies that make up Intercorp Retail.
- 3.3. **Community:** Group of people who live and interact in areas close to the Companies' operations.
- 3.4. **Companies:** All the companies that are part of the Intercorp Group, and those over which, without being part of the group, Intercorp has influence in their management.
- 3.5. **Suppliers:** Any company or entrepreneurship that provides services, supplies or commercial products to the Companies.
- 3.6. **Sustainability:** Satisfying current needs without compromising the ability of future generations to satisfy theirs, ensuring a balance between economic growth, environmental care and social welfare.

4. RESPONSIBILITIES

The guidelines of this policy, as well as the sustainability management system at Intercorp Retail and its companies, are carried out by the following executives:

- 4.1. **Vice Presidency of Human Management and Sustainability:** Responsible for reviewing, approving and supervising this policy and the sustainability plan of Intercorp Retail and its companies.
- 4.2. **Corporate Sustainability Management:** Responsible for designing and managing the sustainability plan and policies at Intercorp Retail and its companies, as well as for their

implementation, compliance and updating together with the sustainability managers of each company.

- 4.3. **Sustainability managers or leaders of Business Units:** Intercorp Retail companies' representatives are responsible for executing sustainability plans in their companies, ensuring compliance with policies and staying informed about public and/or private regulations that could affect the companies.
- 4.4. **Sustainability Ambassadors:** Group of employees from each of the Intercorp Retail companies who, apart from their day-to-day role, support the sustainability leaders with the execution of plans. In addition, they actively encourage the participation of other employees through training and communication activities.
- 4.5. **Intercorp Retail Corporate Sustainability Committee:** Participants are sustainability leaders of all Intercorp Retail companies. In this committee, tools and guidelines on sustainability are shared; there are also recommendations and feedback on plans and activities.
- 4.6. **Management in charge of monitoring the compliance of the Strategic Plan:** Led by the corporate process transformation manager or its equivalent in each business unit, who are in charge of monitoring the accomplishment of the goals and objectives of the corporate sustainability plans periodically.

The guidelines are approved by Intercorp's General Management and are distributed to all General Managers (or their equivalents) of the Companies, who must ensure their adequate dissemination to those responsible for sustainability in their organisation.

5. **POLICY GUIDELINES**

General Guidelines

- 5.1. Promote sustainability in the Companies through management systems; establishing indicators that allow evaluating, verifying and reporting the fulfilment of objectives and goals, with the purpose of improving results and achieving operational, commercial and administrative excellence.
- 5.2. Encourage the incorporation of sustainability criteria at a transversal level in the different processes and lines of business of the Companies.
- 5.3. Encourage the generation of sustainable businesses in harmony with the Community and the Environment, seeking a better way of doing business.

About Employees

- 5.4. Promote in an equitable manner the development of its Employees based on their merits, capabilities, competencies and performance; avoiding any type of discrimination or unjustified differentiation; and fostering a diverse, inclusive and meritocratic culture.
- 5.5. Promote work practices that allow Employees to achieve personal goals and fulfil the responsibilities of a family and civic life.

- 5.6. Inform Employees about the Company's Sustainability policies and practices, encouraging their knowledge and participation in the activities or initiatives adopted along these lines.
- 5.7. Promote high standards of Safety, Occupational Health and Environment, developing work insurance systems and a culture of occupational risk prevention and reduction of environmental pollution.

About the Community

- 5.8. Create social value through the generation of employment, environmental awareness and education, and volunteering; promoting experiences that connect the Community with the Company and its Employees, thus contributing to the development of the country.
- 5.9. Encourage the relationship and approach to the Community in situations of vulnerability, providing assistance according to their needs and the Company's capabilities.
- 5.10. Maintain a transparent and trusting relationship with the Community, providing information on the positive impact generated by the Company's actions and providing opportunities for participation.
- 5.11. Consider in decision making, variables of social impact, such as the inclusion of minorities, gender equality, and vulnerable populations.
- 5.12. Promote, through example, modernity, development and well-being in the communities where the Companies operate.

About Suppliers

- 5.13. Promote fair operational and commercial practices with suppliers, complying with high standards of quality and transparency; ensuring the alignment of suppliers with the Company's sustainability standards and criteria.
- 5.14. Encourage all suppliers to fully comply with labour and social regulations and practices that guarantee decent work among its collaborators.
- 5.15. Provide facilities, technical advice and support for the formalisation of small suppliers so they may enter the Company's supply chain.

About the Environment

- 5.16. Promote the care, respect and protection of the environment, encouraging best practices throughout the Company's value chain.
- 5.17. Promote increasing efficiency in the use of water and energy in the Company's operations, through the implementation of best practices, technological solutions and innovative proposals.

- 5.18. Revalue waste by segregating and using it according to international standards and best practices.
- 5.19. Reduce the use of disposable products and promote the use of recyclable packaging, as well as to encourage recycling among customers, employees, suppliers and the community.
- 5.20. Promote innovative actions to reduce environmental impacts and generate greater efficiency in the Company's value chain, promoting a circular economy.
- 5.21. Mitigate the impact on climate change of the Companies through specific plans that reduce greenhouse gas emissions generated by their products and services.
- 5.22. Promote sustainable transportation among customers, collaborators, suppliers and the community.

6. RELATED REGULATIONS/DOCUMENTS

Not applicable.

7. APPENDIX

Not applicable.