



CORPORATE SUSTAINABILITY POLICY

ENGIE Energía Perú S.A.



1. INTRODUCTION:

ENGIE is a global reference group in low-carbon energy and services. With its 96,000 employees, customers, partners and stakeholders, ENGIE is committed every day to accelerate the transition towards a carbon-neutral world, through more efficient and environmentally-friendly solutions. Guided by its *raison d'être*, registered in the Group's bylaws, it reconciles economic performance with a positive impact on people and the planet, backed up by its key businesses to offer competitive solutions to its customers.

Each ENGIE business unit globally adopts and implements, according to their capabilities, the needs and objectives as well as the lines of action proposed in the Group's Corporate Social Responsibility Policy. In Peru, ENGIE aims to reach the Net Zero Carbon goal by 2045 as a contribution to global efforts.

In this regard, ENGIE Energía Perú S.A. (hereinafter, "EEP"), true to global and local commitments, has developed its Corporate Sustainability Policy. Its mission is to promote the company's commitment to its stakeholders to articulate business objectives with social development and environmental care, generating shared value and positive impacts.

EEP's vision for a sustainable Peru is to build a new carbon neutral and inclusive energy world, which is reflected in the pillars of management that support its decisions and the priorities that generate value to its stakeholders.

This document integrates policies currently implemented in the company and frames them in the commitments undertaken by ENGIE Group and ENGIE Energía Perú, which are consistent with the Sustainable Development Goals (SDG) established by the United Nations.

2. OBJECTIVES OF THE POLICY:

To adapt and adopt in EEP ENGIE Group's global commitments on Corporate Sustainability, which considers social, environmental and economic aspects.

To establish the general principles and essential framework for sustainable management by all EEP employees with its different stakeholders

3. SCOPE OF THE POLICY:

The scope of the Corporate Sustainability Policy is mandatory for all activities and/or relationship actions carried out by EEP personnel with stakeholders within and outside the areas of influence of the operations and/or projects.

This Policy is developed and complemented by the different guidelines, policies, procedures and instructions of EEP aimed at meeting its stakeholders' needs, expectations and requirements.

4. DEFINITIONS:

- 4.1. **Corporate Sustainability / Corporate Social Responsibility:** It is the commitment undertaken by EEP in the medium- and long-term that ensures the generation of shared economic, environmental and social value.
- 4.2. **Stakeholders:** A group of people organized around a common interest, who, individually or collectively, are involved by the decisions and actions adopted by EEP in the development of its activities within and outside the areas of direct or indirect influence of its operations and/or projects.
- 4.3. **Dialogue/Commitment with Stakeholders:** Activity carried out to create a space for dialogue between the organization and one or more stakeholders to inform of the decisions of the organization.
- 4.4. **Social Management:** The execution of actions and processes aimed at promoting investment and social relationships with the population located in the areas of direct and indirect influence of EEP operations and/or projects. This management involves transparent and permanent dialogue with different social actors in a given locality.
- 4.5. **Social Investment:** Economic resources allocated by EEP to strengthen the social, environmental and economic environment of the stakeholders located in the areas of direct or indirect influence, the operations and/or projects, or to generate positive impacts in the Peruvian society through initiatives that contribute to the improvement in quality of life.
- 4.6. **Environmental Management:** Model governed by a policy that allows the identification, evaluation and continuous control of environmental aspects to prevent potential impacts caused by emissions, effluents, and solid waste as a result of EEP activities.
- 4.7. **Good Corporate Governance (GCG):** A set of procedures and processes established by EEP to work based on high standards of transparency, professionalism and efficiency, generating confidence in the market, which will produce in the long term a positive impact in terms of value and competitiveness.
- 4.8. **Sustainability Committee:** Multidisciplinary team that evaluates and prepares action plans to meet ENGIE Group's CSR objectives, in addition to fulfilling the role of sustainability ambassadors in its respective areas.

5. GLOBAL COMMITMENTS:

In accordance with ENGIE Group's Corporate Social Responsibility Policy, the commitments underlying this Policy are the following:

- **Responsible consumption:** To involve our customers in the energy transition.
- **Sustainable purchases:** To extend the scope of our commitments to our suppliers.
- **Stakeholders:** Committed to generate shared value and trust to build lasting and stable relationships.
- **Social Influence:** To actively contribute to social debate.
- **Environment:** To minimize our carbon and ecological footprint.
- **Responsible Investments:** To provide relevant and clear information in the long term.
- **Business Ethics:** To always act in line with our ethical principles.
- **Human Capital:** To promote diversity and skills.
- **Occupational Health and Safety:** Keeping everyone safe is the top priority.
- **Human Rights:** To always ensure respect for fundamental rights.
- **Access to Energy:** To promote universal access to reliable, secure and sustainable energy.

6. VISION AND SUSTAINABILITY MODEL OF EPP:

Taking into account the SDGs, the Group's purpose, its global sustainability objectives and related policies, EEP proposes a vision of sustainability in line with the above-mentioned guidelines. In that regard, EEP has developed a sustainability model that serves the Group's purpose of "accelerating the transition to a carbon-neutral economy", with the 3 pillars that support all our decisions and ensure the sustainability of the company (Safety and Excellence; Ethics and Responsibility; Customer Focus) and that defines our ambition for a sustainable Peru: to build together a new carbon neutral and inclusive energy world. We want to achieve such ambition through 3 priorities that generate value for our stakeholders at the society, environment and community level: equal access to opportunities, access to energy and water, access to a green future



7. SUSTAINABILITY OBJECTIVES AND COMMITMENTS OF EEP:

To evaluate our progress regarding the We have defined objectives and commitments to be met by 2030. Every year we review these objectives, monitor our progress and update them if relevant.

Sustainability objectives

Update June 2023

Climate and Environmental objectives		
CLIMATE	Reach the Net Zero Carbon	2045
CLIMATE	Reach 40% of renewable capacity in energy production	2030
CLIMATE	Reach carbon neutrality in our ways of working, via reduction and compensation of Green House Gases	2030
Social objectives		
SAFETY	Lost Time Injury Frequency Rate for employees and subcontractors in closed and controlled access environments ≤ 2.3	2030
SAFETY	Zero fatal accidents throughout all our activities	Every year
DIVERSITY	At least 40% women in leadership roles	2030
DIVERSITY	At least 30% female labor force	2030
EQUALITY	Maintain the gender pay gap at $< 2\%$	2030
HUMAN CAPITAL	100% trained employees	Every year
CORRUPTION PREVENTION	100% employees trained about the risks of corruption	Every year
SOCIAL IMPACT	60% increase in the coverage of initiatives and improvements in education for headquarters and other national locations compared to 2020	2030

8. OUR STAKEHOLDERS: ENGAGEMENT

The dialogue with our stakeholders allows a better understanding of social and environmental challenges and changes to adjust their strategy to the concerns of civil society, enrich their thinking and structure an engagement process. ENGIE thus commits itself to listen to its stakeholders' needs and expectations and conduct this dialogue with integrity and in an open and transparent manner.

EEP methodology is based on a 6-step dialogue process:

- To study the context of the territory to detect challenges related to our activities and identify all actors;
- To prioritize challenges;
- To prioritize impacted stakeholders and impact activities for each prioritized topic;
- To map stakeholders by priority topic;
- To define dialogue/commitment strategy. This strategy follows an action plan tailored to each identified stakeholder: information, bilateral meetings, briefings and/or potential alliances through associations;
- To oversee the implementation of the dialogue strategy to ensure continuous improvement and optimal and sustainable monitoring of the relationship

The stakeholders of ENGIE Energía Perú have been identified and prioritized, taking into account the impact that our activities generate on them and vice versa.

At the corporate level this information is reviewed and updated every two years through the tool called "Stakeholder Survey" to ensure updating their mapping and prioritizing the issues relevant to them, which will allow us to develop action plans that will give them answers.

At present, our main stakeholders are divided into 5 large blocks:

- **Internal** (collaborators, unions, directors).
- **Society** (communities, grassroots organizations, educational institutions, ONG/OI, associations, mass media, and opinion leaders).
- **Business** (customers, contractors and suppliers, industrial partners).
- **Authority** (local, national).
- **Financial** (shareholders, analysts, bond holders, financial institutions).

8.1. INTERNAL

- **Collaborators:** Any person who is on the payroll of ENGIE Energía Peru with an indefinite or fixed-term contract. It includes personnel in training.
- **Unions:** Organization of workers who, regardless of the contracting method, defend and promote the professional, economic and social interests of its members.
- **Directors:**
 - ✓ **Non-independent:** They are related to the majority economic group.
 - ✓ **Independent:** They are not related to the majority economic group. They are selected for their professional career, honorability, sufficiency and economic independence and disassociation with the company, its shareholders or directors.

8.2. SOCIETY

- **Communities:**
 - ✓ **Populations in areas of direct influence (ADI):** People from localities where EEP carries out productive operations. These areas include human settlements, neighborhoods, peasant communities, districts, etc.
 - ✓ **Populations in areas of indirect influence (AII):** People from surrounding localities where EEP carries out productive operations. These areas include human settlements, neighborhoods, peasant communities, districts, etc.
- **Grassroots organizations:** Local organizations created to meet basic needs, receive donations, and have legal personality.

- **Educational institutions:** Elementary and high schools, higher education institutions, vocational training centers, and universities, located in both ADIs and AIs where EEP operates.
- **Local associations:** Group of companies or persons who develop a similar profession, trade or activity and who share interests. They operate locally in villages, localities or districts.
- **National associations:** Group of companies or persons who develop a similar profession, trade or activity and who share interests. They operate nationally and their actions can impact regions and provinces (SNMPE, AAP, etc.).
- **ONG:** Nonprofit organizations with specific objectives, such as environmental or social objectives.
- **Mass Media:**
 - ✓ **Local:** Local print press, radio, digital and television press in the areas of influence where EEP carries out productive operations. Media with limited scope, but many times it is the only mass media.
 - ✓ **National:** National print press, radio, digital and television press. They generally have regional and/or provincial editions.
 - ✓ **International:** International mass media. They generally perform economic analyses of Peru and other countries in the South American region.
- **Opinion leaders:** Person or organization who influences other individuals regarding their way of thinking or even their behavior. They are perceived as reliable sources of information.

8.3. BUSINESS

- **Customers:** Legal persons who have a contract or could potentially hire ENGIE's solutions.
 - ✓ **Mining and related activities:** Mining companies and/or those who also carry out other activities such as foundries and/or metallurgical activities.
 - ✓ **Distributors:** Any distribution company that must hold a public tender for the purchase of the electric power supply, which in turn will sell it to regulated users who consume up to 2500 kW.
 - ✓ **Other:** This group comprises those companies or economic groups who consume from 5 MW to more than 10 MW of energy and/or have more than 10 supply points throughout the country.

- **Contractors and suppliers:** Natural or legal person who supplies goods or provides services to the Group's companies.
 - ✓ **Local contractors and suppliers:** Companies with legal personality and/or natural persons domiciled within the areas of influence who provide services or materials to EEP.
 - ✓ **National contractors and suppliers:** Any company that provides services or materials to EEP.
 - ✓ **International contractors and suppliers:** EEP suppliers with legal personality abroad who provide services or materials.
 - ✓ **Insurance companies and brokers:** Providers of insurance against business risks.
- **Industrial partners:** Organization that provides services, knowledge, know-how, as well as other intangibles that similarly contribute to the operation of the company. It provides technical knowledge, consultancy and advice to the company.

















8.4. AUTHORITY

- **Local:**
 - ✓ **Local authorities:** Any person holding public office at both rural and urban levels. They can be municipal authorities in villages, districts and regions, as well as public officials in other State institutions.
 - ✓ **Political authorities:** Regional governors, provincial, district and village mayors, civil servants, prefects, subprefects, and other State representatives.
 - ✓ **Social leaders:** Formal representatives, but not recognized by the bylaws, however, they generate opinion in communities where EEP carried out productive operations.
 - ✓ **Regional:** Representatives democratically elected by citizens or residents of a particular Peruvian region. Regional Governments.
 - ✓ .
 - ✓ **Leaders of social organizations:** Representatives legally recognized by the bylaws of a particular social organization.
- **National:**
 - ✓ **National sectoral:** Government representatives on specific issues. They audit and verify compliance with standards (ANA, OSINERGMIN, COES, MINEM, MINAM, SMV, SUNAT).
 - ✓ **Congress:** Legislative Power.

8.5. FINANCIAL

- **Shareholders:** Companies or natural persons who own a percentage of EEP shares.
- **Analysts:** Person in charge of analyzing and studying the current financial situation of the company.
- **Bond holders:** Companies or natural persons holding EEP bonds.
- **Potential investors:** Funds or natural persons who could potentially acquire shares or securities from EEP.
- **Investment advisor / Trader:** Companies dedicated to advising and executing investments.
- **Financial institutions:** Institutions that provide financing for short- and long-term needs, including hedging derivative instruments, payment platforms, exchange rate operations, among others.

In EEP we promote continuous and transparent dialogue with our main stakeholders through various communication channels, which are adapted to each of their needs within a framework of respect for diversity and multiculturalism by every area where the company is present.

STAKEHOLDER		COMMUNICATION CHANNELS
FINANCIAL STAKEHOLDERS	FINANCIAL ENTITIES 	<ul style="list-style-type: none"> • Presentation of quarterly results • Shareholders' meeting • Institutional website • Integrated report • Direct contact (Corporate Finance Management and Investment Relations) • Media / Social Networks
	BOND HOLDERS 	
	ANALYSTS 	
	SHAREHOLDERS 	
AUTHORITY STAKEHOLDERS	NATIONAL 	<ul style="list-style-type: none"> • Formal channels • Direct contact (Regulation, Development, Social Affairs, Institutional Relations Managements) • Integrated Report • Media / Social Networks
	LOCAL 	<ul style="list-style-type: none"> • Roundtables • Attendance in local committees • Integrated Report Social Affairs Coordinators • Media / Social Networks
BUSINESS STAKEHOLDERS	BUSINESS PARTNERS 	<ul style="list-style-type: none"> • Agreements • Alliances • Commercial website • Integrated Report Media / Social Networks
	CONTRACTORS AND SUPPLIERS 	<ul style="list-style-type: none"> • Supplier Portal (Website) • Direct contact (Logistics Management and Supplier Manager) • Annual meeting • Regular individual meetings • Integrated Report • Media / Social Networks • Notices sent by email
	CLIENTS 	<ul style="list-style-type: none"> • Annual, quarterly and transactional surveys • Direct contact (Commercial Management) • Events with clients • Commercial Website • Client Extranet • Integrated Report • Media / Social Networks • Newsletter • User Guides • Sector courses
SOCIETY STAKEHOLDERS	MEDIA AND OPINION LEADERS 	<ul style="list-style-type: none"> • Press releases • Interviews • Media / Social Networks • Institutional Website Events / webinars
	TRADE UNIONS 	<ul style="list-style-type: none"> • Attendance in Committees and roundtables • Direct contact (Institutional Relations Management) • Integrated Report • Institutional Website • Events / webinars • Media / Social Networks
	NGO/ON 	<ul style="list-style-type: none"> • Direct contact (Institutional Relations and Social Affairs Management) • Integrated Report • Institutional Website • Media / Social Networks • Events / webinars
	COMMUNITIES 	<ul style="list-style-type: none"> • Roundtables / dialogue/ negotiation • Participatory workshops and public hearings • Integrated Report • Media / Social Networks • Direct contact (Social Affairs coordinators) Emailing, Whatsapp, calls and letters • CGC Inbox (Concerns, Grievances and Claims) - Digital and hard copies • Visit to plants • Events and campaigns
INTERNAL STAKEHOLDERS	DIRECTORS 	<ul style="list-style-type: none"> • Quarterly meetings • Integrated Report • Media / Social Networks
	UNIONS 	<ul style="list-style-type: none"> • Collective bargaining process • Bimonthly meetings • Media / Social Networks
	WORKERS 	<ul style="list-style-type: none"> • Internal digital platforms • ENGIE&Me survey • Performance management • Training and leadership program • Internal campaigns • Leader sessions (Management Team Meetings) • All hands meetings (Direct contact) • Media / Social Networks

9. GOVERNANCE:

The Sustainability management proposes and executes the sustainable strategy and action plan, in coordination with the different areas involved, and reports its compliance.

The **Sustainability Committee** analyzes ENGIE Group's CSR objectives and proposes the necessary action plans. Its members also play the role of Sustainability Ambassadors in

their respective areas, which is to disseminate the information delivered during the Committees and clarify any questions that their teams may have.

The Executive Committee approves the sustainability strategy and annual action plan, as well as evaluates compliance.

10. APPLICATION:

Each EEP employee knows and takes part in the Group's purpose: to accelerate the transition towards a carbon-neutral economy.

10.1. Each area and vice-presidency of EEP:

- Make their decisions complying with the 3 pillars that ensure the company sustainability: Safety and Excellence; Ethics and Responsibility; Customer Focus.
- Seek to contribute to the achievement of our ambition for a sustainable Peru: to build together a new carbon neutral and inclusive energy world. We want to achieve such ambition through 3 priorities that generate value for our stakeholders at the society, environment and community level: equal access to opportunities, access to energy and water, access to a green future.

10.2. The Sustainability Management, within the framework of the approved strategy and action plan:

- Supports different areas so that they can position themselves with a sustainable perspective
- Monitors progress through the following:
 - ✓ Survey to all stakeholders every two years (assessment of perception, expectations and priorities of our stakeholders)
 - ✓ Materiality matrix updated every two years (afterwards and based on the survey)
 - ✓ Stakeholders matrix updated every two years (based on the survey)
 - ✓ Annual progress report on achieving sustainability objectives

- Executes or collaborates with the actions foreseen in the plan through 3 lines of action:
 - ✓ Path to Sustainability: to raise awareness and increase internal knowledge
 - ✓ To achieve our ambition for a sustainable Peru and generate value for our stakeholders
 - ✓ Positioning ourselves as a sustainable development actor
- Coordinates non-financial reporting for stakeholders (Integrated Reporting, questionnaires and external evaluations)
- Maps the company's stakeholders at corporate level, the communication channels used and supports each area in increasing the level of engagement of the stakeholders with whom it interacts, in order to create spaces of trust and build inclusive and lasting relationships with all its stakeholders.

11. RELATED POLICIES:

EEP's Corporate Sustainability Policy complies with and is framed in the following Group policies: CSR, Environmental, Societal policies and is directly related to other policies of the company in Peru:

- Engie Energía Perú Operational Excellence Policy.
- Logistics of goods and services policy.
- Occupational Health and Safety Policy in projects and purchases.
- Environmental Policy.
- Social Affairs Policy.
- Occupational Health and Safety Consequences Policy: Acknowledgments and Sanctions.
- OHS Non-compliance and Sanctions Policy.
- Occupational Health and Safety Policy.
- ENGIE Ethics Policy.
- Conflict of interest prevention policy
- Ethical Charter.
- Practical Guide to Ethics.
- Human rights policy
- Anti-corruption policy
- Purchasing Policy
- Industrial Control Systems Security Policy
- Management Control Policy
- Information technology and communications policy



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