

Compliance and Ethics Credicorp Occupational Health and Safety (OHS) Program Corporate Occupational Health and Safety Policy

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Credicorp Group is one of the largest financial holdings in Latin America, with more than 135 years of experience and over 40,000 employees in Peru, Chile, Colombia, Panama, Bolivia, and the United States. Our purpose is to help improve lives by accelerating the changes needed in the countries where we operate, which guides our decisions and actions across each of our businesses.

Recognizing that Occupational Health and Safety (OHS) is a fundamental value, we are committed to managing our activities in alignment with a risk-prevention culture aimed at protecting the life, health, and well-being of all individuals who carry out activities under our direction—both at our facilities and when representing the organization—as well as those who, without having an employment relationship, perform activities within our premises, by promoting safe and healthy working environments.

In compliance with the regulatory frameworks of the countries where we operate in matters of OHS, with the organization's Occupational Health and Safety Management System, and with the principles of the International Labor Organization on safe and healthy work as a fundamental right, Credicorp Group adopts and promotes the following commitments in our Corporate Occupational Health and Safety Policy:

- Comply with all applicable occupational health and safety legislation in the countries where we operate, as well as with internal requirements and other commitments undertaken by the organization.
- Identify hazards and assess and control occupational risks associated with our activities, services, and work environments, considering risks such as ergonomic, psychosocial, environmental, organizational, and any other factors that may affect the safety and health of our employees and third parties.
- Develop change management in the area of risk prevention in a systematic, planned, and ongoing manner, assigning responsibilities, activities, and achievable preventive goals to ensure a safe and healthy work environment.
- Promote and maintain a preventive culture in matters of occupational health and safety. Actively prevent the occurrence of workplace accidents and occupational diseases through a strong preventive culture based on self-care, visible leadership, and collaborative work.
- Investigate, assess, determine root causes, and implement corrective actions for all accidents and dangerous incidents that cause harm to people or property, ensuring proper reporting to prevent recurrence.
- Promote active participation and ongoing consultation of all employees and their representatives, as well as Joint Committees responsible for Occupational Health and Safety and other representative bodies, to foster effective involvement in the planning, implementation, monitoring, and continuous improvement of the OHS Management System, including the management of occupational risks.

- Ensure continuous and timely training and capacity building for our employees and contractors, with the goal of strengthening their competencies in occupational risk prevention and health protection and fostering a responsible attitude toward occupational health and safety.
- Maintain clear, effective, timely, and ongoing communication on occupational risks, preventive measures, emergency plans, and OHS responsibilities for all workers and stakeholders.
- Conduct periodic evaluations, internal audits, and regular reviews of results in order to identify improvement opportunities, correct deviations, and strengthen OHS performance, promoting continuous improvement.
- Encourage, promote, and ensure the protection of the safety and health of all employees in the performance of their duties, both at their regular workplace and in any location assigned for work-related activities, with the primary objective of preventing occupational accidents and diseases.
- Foster safe, healthy, and inclusive working environments, promoting decent working conditions, gender equity, workplace inclusion, and the protection of workers who are especially sensitive to certain risks, in accordance with the applicable regulatory framework.
- Integrate OHS management into all strategic and operational processes of the company, allocating the necessary resources and procedures to ensure its effective functioning.
- Periodically review this Occupational Health and Safety Policy to ensure its relevance, effectiveness, and alignment with regulatory developments, organizational evolution, and the working environment, and make it available to employees and stakeholders.

This policy is mandatory for all Credicorp employees, as well as for third parties who provide services on behalf of the organization or within our facilities, and for all stakeholders applicable to the organization.

Document approved by:
Credicorp Ltd. and Grupo Crédito S.A. Board of Directors in session dated on 06/23/2022, 04/24/2025 and 10/23/2025
Regulatory Compliance Division