

G. RULING SMV N° 018-2020-SMV/02

CORPORATE SUSTAINABILITY REPORT (10180)

Name:

Credicorp Ltd.

Period:

2021

Web Page:

www.grupocredicorp.com

Name or company name of the reviewing company:¹

Not audited

RPJ

B60051

¹ This is only applicable in the case that the information contained in this report has been reviewed by a specialized company (for example: an auditing or consulting company).

I. ENVIRONMENT AND CLIMATE CHANGE

Environmental Policy:

Question 1	Yes	No	Explanation:
<i>Does the company have an environmental policy or management system that includes environmental commitments?</i>	X		The company has a Credicorp Environmental Policy, which establishes the reference framework for the planning and implementation of actions for the continuous improvement of environmental performance and the management of direct and indirect impacts in the operations of our subsidiaries.

a. If the response to question 1 is affirmative, indicate the name of the document that serves as evidence of the existence of a policy or system that has been adopted by the company; date of approval; and year that the same went into effect:

Document name	Approval date	Effective year
Credicorp's Environmental Policy	22/11/2021	2021

b. If the answer to question 1 is affirmative, indicate:

	Yes	No	Explanation
<i>Has said environmental policy or management system been approved by the Board?</i>	X		The policy was approved at the Board meeting on November 25.
<i>Does said environmental policy or management system contemplate managing risks as well as identifying and measuring the environmental impacts of its operations in the realm of climate change (*)?</i>	X		At the operational level, environmental issues have been incorporated into the ESG risk integration initiative within the risk management framework and the reduction of the environmental impact of our operations.
<i>Does the company compile an annual report that assesses the results of its environmental policy and has the same been provided to the Board for review?</i>	X		We have a Sustainability Report which shows the results of our environmental management. This document is reviewed by the Board of Directors and approved at the General Shareholders' Meeting.7

(*) It is expected that the company will consider, in its management of climate change, "physical" changes (floods, landslides, drought, desertification, etc.) and/or aspects of "transition" to a new low-carbon economy (use of new technologies, decarbonization of investment portfolios, etc.)

Question 2	Yes	No	Exploitation:
<i>Has the company been subjected to any investigation; received complaints from communities; been involved in any public controversy; or been subjected to any corrective or cautionary measure, fine or other sanction for violations of environmental regulations? (*)</i>		X	During 2021, Credicorp has not been the subject of any investigation, community complaint, public controversy or been subject to any corrective action, injunction, fine or other violation that is considered significant and involves the violation of environmental regulations.

(*) It is expected that the company will include in this point any community complaints, public controversies or corrective measures, cautionary measures, fines or other sanctions that are linked to material impacts. According to the definition of the Reporting Initiative, material is understood as referring to those aspects that reflect significant economic, environmental and social impacts generated by the organization or those that substantially influence valuations and decisions of stakeholders.

a. If the answer to question 2 is affirmative, indicate the type of investigation, community complaint, public controversy, corrective measure, cautionary measure, fine or other sanction that involves violations of environmental regulations in which the company has been involved and indicate the status of said case at the time the reporting period ended:

Investigation, community complaint, public controversy, corrective measures, cautionary measure, fine or other sanction	Status or situation

b. Indicate is the company is involved in any investigation, community complaint, public controversy, corrective measure, cautionary measure, fine or other sanction that involves failure to comply with environmental regulations and which initiated in a previous period but is still on-going; indicate the status or situation of the same as of the end of the reporting period:

Investigation, community complaint, public controversy, corrective measure, cautionary measure, fine or other sanction	Status or situation

Green House Gas Emissions (GHGs):

Question 3	Yes	No	Explanation:
Does the company measure its GHGs (*)?	X		Credicorp's 2021 and 2020 GEI metrics include the subsidiaries BCP, Mibanco, Prima AFP, Pacifico Seguros and Credicorp Capital. For 2019 only BCP's measurement is included.

(*) Greenhouse Gas Emissions (GHGs): Gases in the atmosphere that are natural or human in origin that trap energy from the sun in the atmosphere, which leads to warming (Law N° 30754, Framework Law on Climate Change, or norm that replaces or modifies the same).

a. If the answer to question 3 is yes, indicate:

Name of the document	Information required
If the company has certification or reports from a third party that prove that total GHGs have been measured (*), indicate the name of said document, date of issuance and if the same was in effect at the end of the reporting period.	Yes, Credicorp audits its GEI measurement with an independent third party. The certification will be published during 1H22
If the company has developed its own platform, tool or standard to measure total GHG emissions (*), indicate the name of the same, the date of implementation and, if applicable, its date of its most current update.	No, the measurement of the greenhouse gas inventory is outsourced.

(*) GHGs generated by the company are known as the corporate carbon footprint.

b. If the answer to question 3 is year, indicate the following information for the last three (3) reporting periods:

Reporting period	Total GHGs (MT CO ₂ e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)
2019	1,605	10,458	18,682
2020	1,632	11,286	9,796
2021	2,335	11,507	13,272

(*) Scope 1: GHG emissions that are directly generated by the company. For example, emissions from fuels used in burners, stoves, vehicles, etc.

(*) Scope 2: GHG emissions that are indirectly generated by the company's use of energy.

(*) Scope 3: All other GHG emissions that are indirectly generated by the company. For example: travel by airplane or land, paper consumptions, transportation of employees, etc.

Question 4	Yes	No	Explanation:
Does the company have goals or targets to reduce GHG emissions?	X		Credicorp is committed to reducing its net greenhouse gas emissions by 10% each year in all its operations globally, with a base year of 2022, reaching carbon neutrality by 2032. This is in order to contribute to the global goal of limiting the temperature increase to 1.5°C above pre-industrial levels.

a. If the answer to question 4 is affirmative, indicate the name of the document that contains the company's goals or targets for GHG reduction; date or approval of the same; and the year in which said goals or targets went into effect:

Document name	Date of approval	Year in which the same went into effect
Credicorp's Environmental Policy	25/11/2021	2021

b. If the answer to question 4 is affirmative, indicate:

	Yes	No	Explanation
Have said goals and targets for reduction been approved by the Board?	X		The policy was approved at the Board meeting on November 25.

Water:

Question 5	Yes	No	Explanation:
Does the company measure its water consumption (in m3) through all of its activities?	X		Credicorp's 2021 and 2020 water consumption metering includes the subsidiaries BCP, Mibanco, Prima AFP, Pacifico Seguros and Credicorp Capital. For 2019 only BCP metering is included.

If the answer to question 5 is affirmative, provide the following information for the last three (3) reporting periods:

Reporting period	Total water consumption (m ³)
2019	589,430
2020	473,841
2021	445,530

Question 6	Yes	No	Explanation
Does the company measure its water footprint (*)?		X	As part of the Carbon Footprint measurement, only direct water consumption is counted, which is billed through a Service Provider Company.

(*) Water Footprint: indicator that represents the total water volume used and the impacts caused by the production of goods and services. This includes direct and indirect water consumption from the entire productive process, including different stages in the supply chain ("Regulation that Promotes the Measurement and Voluntary Reduction of the Water Footprint and the Shared Value in the Hydrographic Basins" - Resolucion Jefatural N° 023-2020-ANA, or regulation that replaces or modifies the same).

If the answer to question 6 is affirmative, indicate:

Water footprint measurement	Information required
If the company has a certificate or report from a third party that is proof of measurement of its water footprint, indicate the name of the same, date of issuance, and if the same was in effect at the end of the reporting period.	
If the company has a platform, tool or standard that has been developed internally to measure the water footprint, indicate the name of the same, date of implementation and if applicable, date of the latest update.	

Question 7

Yes	No	Explanation:
-----	----	--------------

<p><i>Does the company have goals or targets to reduce water consumption?</i></p>		<p>X</p>	<p>Credicorp's subsidiaries incorporate efficient technologies that contribute to the responsible use of water in its agencies and headquarters; however, it is working on the definition of its reduction objectives or targets.</p>
---	--	----------	---

- a. If the answer to question 7 is affirmative, indicate the name of the document that proves that goals or targets to reduce water consumption have been adopted; the date of approval; and the year that the same went into effect:

Document name	Approval date	Year that the same became effective

- b. If the answer to question 7 is affirmative, indicate:

	Yes	No	Explanation:
<p><i>Have these goals or targets for reduction been approved by the Board?</i></p>		<p>X</p>	<p>Credicorp and its subsidiaries do not yet have targets or goals to reduce their water consumption.</p>

Question 8	Yes	No	Explanation:
<p><i>Does the company control its effluents (*)?</i></p>		<p>X</p>	<p>Credicorp and its subsidiaries are supplied by utility companies and discharged through their sewage systems.</p>

(*) Effluent Direct discharge of waste waters into the environment and whose concentration of polluting substances must be under Maximum Permissible Limits (MPL) as regulated under Peruvian legislation. Waste waters are those whose characteristics have been modified by anthropogenic activities, require prior treatment and can be discharged into a natural water body or be reused. (Glossary of Terms for Peruvian Environmental Management, General Office of Policies, Norms and Instruments for Environmental Management, 2012, Ministry of the Environment – MINAM).

If the answer to question 8 is affirmative, indicate the name of the document that proves that effluents are controlled:

Document name

Energy:

Question 9	Yes	No	Explanation
Does the company measure its energy consumption (in kWh)?	X		Credicorp's 2021 and 2020 energy consumption metering includes the subsidiaries BCP, Mibanco, Prima AFP, Pacifico Seguros and Credicorp Capital. For 2019 only BCP metering is included.

If the answer to question 9 is affirmative, provide the following information for the last three (3) reporting periods:

	Total energy consumption (kWh)
2019	65,088,250.00
2020	75,167,883.49
2021	68,550,864.51

Question 10	Yes	No	Explanation:
Does the company have goals or targets to reduce energy consumption?		X	During the last few years Credicorp and its subsidiaries have been consistently reducing their energy consumption; however, in the year 2022 the subsidiaries will start with the elaboration of their Environmental Management Plan, where they establish their objectives and indicators, one of the thematic axes being energy consumption. For this reason, we believe that in the near future we will be able to make public our commitments to reduce our electricity consumption.

a. If the answer to question 10 is affirmative, indicate the name of the document that proves that the company has set reduction targets the date of approval of the same; and the year in which the same went into effect:

Document name	Date of approval	Year that the same went into effect

b. If the answer to question 10 was affirmative, indicate:

	Yes	No	Explanation
<i>Have said goals or targets for reduction been approved by the Board?</i>			

Solid Waste:

Question 11	Yes	No	Explanation:
<i>Does the company measure the wastes it generates (in tons)?</i>	X		Credicorp's 2021 and 2020 residual measurement includes the subsidiaries BCP, Mibanco, Prima AFP, Pacifico Seguros and Credicorp Capital. For 2019 only the measurement of BCP is included.

If the answer to question 11 is affirmative, provide the following information for the last three reporting periods:

Reporting period	Dangerous solid wastes (MT) (*)	Harmless solid wastes (MT) (**)	Total solid wastes (MT)
2019	0	1,092.08	1,092.08
2020	0	1205.25	1205.25
2021	1.58	1154.78	1154.78

(*) **Dangerous solid wastes:** dangerous solid wastes are those contemplated in Annex III of the Regulation of the Legislative Decree N° 1278, Legislative Decree that approves the Comprehensive Law for Solid Waste Management, approved by Supreme Decree N° 014–2017–MINAM or the norm that replaces or modifies the same.

(**) **Harmless solid wastes:** harmless solid wastes are those contemplated in Annex V of the Regulation of Legislative Decree N° 1278, Legislative Decree that approves the Law for Comprehensive Management of Solid Wastes, approved by Supreme Decree N° 014–2017–MINAM or the norm that replaces or modifies the same.

Question 12

Yes	No	Explanation
-----	----	-------------

<p><i>Does the company have goals or targets to manage (reduce, recycle or reuse) its solid wastes?</i></p>		<p>X</p>	<p>Credicorp and its subsidiaries measure, segregate and recycle waste generated mainly at its headquarters and agencies, thus avoiding improper disposal of its waste. However, no waste reduction targets or goals have been set so far.</p>
---	--	----------	--

a. If the answer to question 12 is affirmative, indicate the name of the document that proves that the company has set goals for solid waste management, the date of approval of the same, and the year in which the same went into effect.

Document name	Date of approval	Year in which the same went into effect

b. If the answer to question 12 is affirmative, indicate:

	Yes	No	Explanation
<p><i>Have these reduction targets been approved by the Board?</i></p>			

Stakeholders:

Question 13	Yes	No	Explanation
<p><i>Has the company identified risks and opportunities with regard to its stakeholders (for example, employees, suppliers, shareholders, investors, authorities, clients, community, among others)?</i></p>	X		<p>Credicorp and its subsidiaries maintain a very close relationship with its different stakeholders, which allows us to identify both the different opportunities and potential risks with each one of them. In addition, we seek to raise in a recurrent and structured way their needs, concerns and expectations about our activities and those of our subsidiaries (as applicable) through studies, interviews, surveys, and other communication channels that are strategic for this relationship. We have identified the following stakeholders for our management:</p> <ul style="list-style-type: none"> a) Employees b) Investors / shareholders c) Customers d) Government and regulators e) Suppliers f) Opinion leaders / media g) Public opinion h) Community

a. If the answer to question 13 is affirmative, indicate:

	Yes	No	Explanation:
<p><i>Does the company have a plan of action to manage the risks and opportunities associated with its stakeholders?</i></p>	X		<p>Each of the teams responsible for stakeholder relations draws up its action plan in line with its company's strategy and annual sustainability plan, considering the inputs</p>

		obtained in the materiality study carried out every 2 years, as well as taking into consideration the value levers of its annual sustainability plan. In addition, some subsidiaries operate under the Objectives and Key Results (OKR) methodology. According to this methodology, annual objectives and quarterly key results are defined. In turn, the initiatives that need to be implemented in order to achieve the key results are identified. In parallel, the selected KPIs are monitored.
<i>Does the company have a report that assesses the results of its plan of action and has the Board reviewed this document?</i>	X	The annual progress and results of the sustainability strategy are presented to Credicorp's Sustainability Steering Committee and summarized in the Annual Sustainability Report, which is approved by Credicorp's Board of Directors. In the case of some subsidiaries, the objectives identified under the OKR methodology are incorporated in the performance indicators of the teams and management and the latter are approved by the Board of Directors.
<i>Does the company publish information on its plan of action relative to different stakeholder groups and its progress in implementing the same?</i>	X	Part of our stakeholder engagement is detailed in our Sustainability Report 2021.

b. If the answer to question 13 is affirmative, indicate the name of the document that proves the existence of the company's plan of action with regard to its stakeholder groups:

Name of the document
Annual and Sustainability Report 2021

Question 14

Yes	No	Explanation:
-----	----	--------------

<p><i>During the reporting period, has the company been involved in any material controversy or conflict (*) with any stakeholder, including any of the social conflicts contained in the Social Conflict Report of the Ombudsman's Office (**) and the Willaqniki Report on social conflicts issued by the Presidency of the Council of Ministers (***)?</i></p>		X	<p>Credicorp and its subsidiaries had no material controversy or conflict with any of its stakeholders during 2021.</p>
---	--	---	---

(*) According to the definition of the Global Reporting Initiative, material is understood as referring to those aspects that reflect significant economic, environmental and social impacts generated by the organization or those that substantially affect stakeholders' valuations and decisions.

(**) A "social conflict" should be understood as a "complex process in which sectors of society, the State and companies perceive that their objectives, interests, values or needs are contradictory and that said contradiction can lead to violence." Source: Adjuntia para la Prevencion de Conflictos Sociales y la Gobernabilidad de la Defensoria del Pueblo del Peru. Reporte de Conflictos Sociales N° 186 (agosto-2019), Lima, 2019, p. 3.

(***) "Social conflict" is defined as a "dynamic process in which two or more social actors perceive that their interests are opposed based on the exercise of a fundamental right or access to goods and services, and which entails adopting actions that may constitute a risk or threat to governability and/or public order. Given that the social process can escalate to scenarios of violence between the parties involved, this deserves the articulated intervention by the State, civil society and productive sectors. Social conflicts are addressed when the demands are within the policies of the Government and its guidelines." Source: Secretaria de Gestion Social y Dialogo de la Presidencia del Consejo de Ministros. ABC de la Secretaria de Gestion Social y Dialogo. Lima, 2018, p.3.

If the response to question 14 is affirmative, indicate the material controversy or conflict with any of the stakeholders; the status or situation of the same; and the year that said controversy or conflict arose:

Controversy or conflict	Status or situation	Year that the event began

Question 15	Yes	No	Explanation
<p><i>Does the company include environmental, social and corporate governance aspects (ESG) in its criteria for procurement and/or selection of suppliers of goods and/or services?</i></p>	X		<p>From 2021 we implemented a new model that seeks to extend the experience of negotiation with suppliers, acquired in BCP for more than 10 years, to all Credicorp. The main objectives of the model, for the next 3 years, are focused on the constant optimization of expenses through a centralized model of strategic purchases; and, in the homologation of supplier management throughout Credicorp. The supplier homologation process in BCP is carried out in suppliers with an annual turnover of more than USD 100,000 and seeks</p>

			to evaluate ASG aspects through a questionnaire conducted by an external rating company, which includes questions related to compliance with aspects of formality, labor, as well as occupational health and safety.
--	--	--	--

If the answer to question 15 is affirmative, indicate the name of the document that proves that aspects of ESG are included in the criteria to purchase and/or select providers of goods and/or services:

Name of the document
Annual and Sustainability Report 2021

Labor rights:

Question 16	Yes	No	Explanation
<i>Does the company have a labor policy?</i>	X		

a. *If the answer to question 16 is affirmative, indicate:*

	Yes	No	Explanation:
<i>Has the labor policy been approved by the Board?</i>	X		We have internal policies that specifically address the main labor issues, which are approved by the management in charge. For example, the Internal Work Regulations, the Corporate Ethics and Conduct Policy, and the Sexual Harassment Prevention and Punishment Policy. We are also a member of the Global Compact and are committed to preventing any violation of human and labor rights.

Does the company have a report that assesses the labor policy's results and has the Board reviewed this policy?		X	A report on legal proceedings, inspections and trade union matters is submitted to the General Management on a half-yearly basis.
---	--	---	---

b. If the answer to question 16 is affirmative, indicate if said labor policy includes and/or promotes, as applicable, the following issues and provide the name of the document that proves its adoption; date of approval; and the year in which the same came into effect:

	Yes	No	Name of the document	Approval date	Year in which said document came into effect
a. Equality and no discrimination.	X		Stakeholder Relations Policy / Gender Equality Policy (approved on 12/31/2020, applicable as of 2021) / Corporate Ethics and Conduct Policy (approved on 05/14/2020, applicable as of 2020)	22/10/2014	2014
b. Diversity.	X		Stakeholder Relations Policy / Gender Equality Policy (approved on 12/31/2020, applies from 2021)	22/10/2014	2014
c. Prevention of sexual harassment (*).	X		Sexual Harassment Prevention and Punishment Policy for each subsidiary / Corporate Ethics and Conduct Policy (approved 05/14/2020, applies from 2020)	8/10/2020	2020
d. Prevention of crimes of harassment and sexual harassment (**).	X		Corporate Policy on Ethics and Conduct	14/05/2020	2020
e. Freedom of affiliation and liberty to engage in collective bargaining.	X		Corporate Labour Relations Policy	23/03/2018	2018

f. <i>Eradication of forced labor.</i>	X		Stakeholder Relations Policy	22/10/2014	2014
g. <i>Eradication of child labor.</i>	X		Stakeholder Relations Policy	22/10/2014	2014

(*) Take into consideration the scope of Law N° 27942.

(**) Take into consideration the scope of articles 151-A and 176-B of the Criminal Code respectively.

c. Indicate the number of men and women within the organization and the percentage of the total workforce that each represents.

Employees	Number	Percentage of total workforce
Women	20213	55.6
Men	16145	44.4
Total	36358	100.0

Question 17	Yes	No	Explanation:
<i>Has the company been a subject of investigation or corrective measure, cautionary measure, fine or other sanction for failure to comply with norms relative to labor, health and security, forced labor or child labor during the reporting period?</i>		X	We have not received through Alerta Genética any complaints of non-compliance with regulations related to forced or child labor. Therefore, we have not received any sanctions as a result of such complaints received through this channel. Likewise, during 2021, we have received inspection visits from the Labor Authority (Sunafil) both in Lima and in the provinces, as well as visits from the Public Prosecutor's Office, MINSA and municipal authorities in order to verify compliance with Health and Safety at Work regulations, especially with regard to COVID-19 regulations; we have not received any sanctions.

a. If the answer to question 17 is affirmative, indicate the type of investigation, corrective measure, cautionary measure, fine or other sanction that was applied to the company for failure to comply with norms on labor, health and safety, forced work or child labor; indicate the status or situation of said measures as of the end of the reporting period:

Investigation, corrective measure, cautionary measure, fine or other sanction	Status or situation
---	---------------------

--	--

b. Indicate if the company is involved in on-going investigations, corrective measures, cautionary measures, fines or other sanctions from previous periods with regard to failure to comply with labor, health, safety, forced labor or child labor norms and indicate the status or situation of the same at the end of the reporting period:

Investigation, corrective measure, cautionary measure, fine or other sanction	Status or situation

Question 18	Yes	No	Explanation
<i>Does the company conduct and annual assessment of its compliance with or observance of norms for Occupational Safety and Health?</i>	X		An internal audit of the SST Management System is carried out once a year to measure the level of compliance with national standards.

Question 19	Yes	No	Explanation:
<i>Does the company keep a registry of workplace accidents?</i>	X		We have a Workplace Accident and Incident Investigation Management Policy, in which we have a record of SST statistics as required by Peruvian standards, where accidents, incidents and dangerous accidents occurring during the year are recorded.

If the answer to question 19 is affirmative, provide the following information on workplace accidents () direct employees (**) and contracted services (***) at the company for the last three (3) reporting periods:*

Indicator	Reporting Period	(Reporting period - 1)	(Reporting period - 2)
<i>Reporting period</i>	2021	2020	2019
<i>N° of Direct Employees</i>	32039	32583	33234

<i>Total number of hours worked by all direct employees during the reporting period</i>	62519385	62613209	70219036
<i>N° of minor accidents (Direct employees)</i>	11	26	83
<i>N° of incapacitating accidents (Direct employees)</i>	48	57	180
<i>N° of fatal accidents (Direct employees)</i>	0	0	0

Indicator	Reporting period	(Reporting period- 1)	(Reporting period - 2)
<i>Reporting period</i>	2021	2020	2019
<i>N° of employees hired</i>	0	0	0
<i>Total number of hours worked by all employees hired during the reporting period</i>	0	0	0
<i>N° of minor accidents (employees hired)</i>	0	1	15
<i>N° of incapacitating accidents (employees hired)</i>	10	13	17
<i>N° of fatal accidents (employees hired)</i>	0	1	0

(*) Minor accident: Event causing injury that requires, following medical evaluation, a brief rest period of no more than one day following the event.
Incapacitating accident: Event causing injury that requires, following a medical evaluation, rest, justified absence from work and treatment.
Fatal Accident: Evident that causes injuries that result in the death of an employee.
Source: Glossary of Terms of the Regulation of Law N° 29783 – Law on Occupational Safety and Health, Supreme Decree N° 005-2012-TR or norm that replaces or modifies the same.

()** Direct employees are those that are directly linked to the company through any type of contract.

(*)** Includes, within employees hired, all those that perform outsourced activities.

Question 20	Yes	No	Explanation
<i>Does the company measure its workplace climate?</i>	X		All Credicorp's subsidiaries measure their working environment.

a. If the answer to question 20 is affirmative, indicate:

	Yes	No	Explanation:
<i>Does the company have objectives and goals to improve the workplace climate?</i>	X		Each subsidiary has its own work climate goal.

b. If you have indicated that objectives or goals exist with regard to improving the workplace climate, indicate the Explanation name of the document that proves the existence of said objectives; date of approval; and year that the same went into effect:

Name of the Document	Approval date	Year that the same went into effect

Question 21	Yes	No	Explanation:
<i>Does the company have a talent management policy?</i>	X		In the Stakeholder Relations Policy, Credicorp is committed to identifying and retaining talent by developing their skills in order to face new challenges.

a. If the answer to question 21 is affirmative, indicate the name of the document that proves that a talent management policy exists:

Name of the document
Stakeholder Relations Policy at Credicorp

b. If the answer to question 21 is affirmative, indicate:

	Yes	No	Explanation:
<i>Has the talent management policy been approved by the Board?</i>	X		Credicorp's Board of Directors approved the aforementioned policy at its meeting on October 22nd, 2014.

Question 22	Yes	No	Explanation
<i>Does the company have procedures in place to identify and sanction sexual harassment and workplace harassment? (*)</i>	X		Reports are made through Alerta Genética and go through a process, which is detailed in the sustainability report.

(*) Focus on the scope of Law N° 27942 on sexual harassment and Supreme Decree N° 003-97-TR on workplace hostility or the norm that replaces or modifies the same.

If the answer to question 22 is affirmative, indicate the name of the document that proves the existence of procedures to prevent sexual harassment and workplace hostility:

Name of the document
Corporate Policy for Ethics and Conduct Prevention and Sanction of Sexual Harassment

Human Rights:

Question 23	Yes	No	Explanation
<i>Does the company have a policy or internal and external management system that includes a channel for complaints to address impacts on human rights?</i>	X		We have the Alerta Genética System on Credicorp's website (www.credicorpnet.com) which is available at all times. Through this platform, you may report any fact or reasonable suspicion of behavior evidencing an alleged violation of internal rules, and you may also do so anonymously if you wish.
<i>Does the company register and respond, within a specified period, the results of the investigations of the complaints mentioned in the previous question?</i>	X		Subsidiaries receive and respond to registered complaints within a certain period of time.

- a. If the answer to question 23 is affirmative, indicate that name of the document that proves the existence of the policy or internal or external system of management adopted by the company; date of issuance; and the year that the same went into effect:

Name of the document	Date of issuance	Year of implementation
Corporate Policy for the Credicorp's System Alerta GenEtica	12/06/2019	2019

b. If the answer to question 23 is affirmative, indicate:

	Yes	No	Explanation:
<p><i>Does the company have a report that assesses the results of its policy or internal or external management system to remediate impacts on human rights?</i></p>		X	<p>It is planned to create the Credicorp Human Rights policy during the first half of 2022, and to elaborate a Human Rights risk analysis and action plan to address and manage Human Rights by the second half of the year. The achievements and progress on the Human Rights front will be published in the Credicorp Sustainability Report.</p>
<p><i>Does the company have a training plan for human rights issues that covers the entire organization?</i></p>		X	<p>Employees are trained in specific areas such as gender equality, sustainability, sexual harassment in the workplace, occupational health and safety, ethics and anti-corruption, among others.</p>

III. COMPLEMENTARY INFORMATION

Question 24	Yes	No	Explanation:
Does the company have an international certificate for Corporate Sustainability?	X		Credicorp, through its subsidiary Mibanco, is rated A by MFR (a global rating agency specializing in inclusive and sustainable finance).

In the case that the answer to question 24 is affirmative, indicate the certification held by the company and indicate the web page where said information can be validated.

International Certification	Web page

Question 25	Yes	No	Explanation:
Does the company have a Corporate Sustainability Report other than this report?	X		Credicorp's Annual and Sustainability Report 2021

If the answer to question 25 is affirmative, indicate the name of the same and the web page through which the latest report can be accessed:

Name of the report	Web page
Credicorp's Annual and Sustainability Report 2021	https://credicorp.gcs-web.com/annual-materials