

D. Superintendent's Resolution 018-2020-SMV/02

CORPORATE SUSTAINABILITY REPORT (10180)

Name:

Credicorp Ltd.

Fiscal year:

2023

Web Page:

www.grupocredicorp.com

Name or company name of the reviewing firm:¹

RPJ

B60051

¹ It is only applicable in the event that the information contained in this report has been reviewed by a specialized company (e.g. audit firm or consulting firm).

I. ENVIRONMENT AND CLIMATE CHANGE

Environmental Policy:

Question 1

	Yes	No	Explanation:
<p><i>Does the company have an environmental policy or management system that includes environmental commitments?</i></p>	X		<p>We have 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, including the reduction of our operational carbon footprint. In addition, we have other complementary policies relevant to environmental issues:</p> <ul style="list-style-type: none"> - Credicorp Sustainability Policy (2022).

a. If the answer to question 1 is yes, indicate the name of the document evidencing the management policy or system adopted by the company, the date of approval and the year since its implementation:

Name of the document	Date of approval	Year of implementation
Credicorp Environmental Policy	11/22/2021	2021

b. If the answer to question 1 is yes, please specify:

	Yes	No	Explanation:
<p><i>Has such environmental policy or management system been approved by the Board of Directors?</i></p>	X		<p>The policy was approved during the Board of Directors' meeting of November 25th, 2021.</p>
<p><i>Has this environmental policy or management system included risk management, identification and measurement of the environmental impacts of your operations related to climate change (*)?</i></p>	X		<p>At the operational level, environmental issues have been incorporated in the ESG risk integration initiative as part of our sustainability policy, and in the reduction of the environmental impact of our operations as part of our environmental policy.</p>

<p><i>Does the company have an annual report evaluating the results of its environmental policy, which has been brought to the attention of the Board of Directors?</i></p>	X	<p>We have a Sustainability Report that shows the results of our environmental management. This document is reviewed by the Board of Directors and approved at the General Shareholders' Meeting.</p> <p>In addition, we have issued our first report under the Task Force for Climate-related Financial Disclosures (TCFD) framework. Here we detail the relevant issues of our climate change governance and management. This report is approved by the Sustainability Committee of the Board of Directors.</p>
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(*)It is expected that the company will consider, in the management related to climate change, the "physical" aspects (floods, landslides, droughts, desertification, etc.) and/or the aspects of "transition" to a new low-carbon economy (use of new technologies, decarbonization of investment portfolios, etc.).

Question 2

	Yes	No	Explanation:
<p><i>During the fiscal year, has the company been subject to any investigation, community complaint, public controversy or been imposed any corrective measure, precautionary measure, fine or other sanction involving the violation of environmental regulations by it? (*)</i></p>		X	<p>During 2023, Credicorp has not been subject to any investigation, community complaint, public controversy or been imposed any corrective measure, injunction, fine or other infraction that is considered significant and involves the violation of environmental regulations.</p>

(*)It is expected that the company will consider in this point those investigations, community complaints, public controversies or corrective measures, precautionary measures, fines or other sanctions, which are linked to impacts of a material nature. In accordance with the definition of the Global Reporting Initiative, material aspects are understood as those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

a. If the answer to question 2 is yes, indicate the type of investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction involving the violation of environmental regulations to which the company has been subject during the fiscal year; as well as the status or situation of the same at the close of the fiscal year:

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

b. Indicate whether the company maintains in force any investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction involving non-compliance with environmental regulations initiated in previous fiscal years, as well as the status or situation of the same at the end of the fiscal year:

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

Greenhouse Gas Emissions (GHG):

Question 3	Yes	No	Explanation:
<p><i>Does the company measure its GHG emissions (*)?</i></p>	X		<p>Credicorp's 2023 GHG measurement includes the subsidiaries BCP, Mibanco, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia and contemplates Scope 1, Scope 2, and Scope 3 material category emissions, except for portfolio emissions. Before 2022, measurements were made with a smaller scope because not all the main subsidiaries were included (in previous years BCP Bolivia and Mibanco Colombia were not measured, and partial measurements of Pacifico Seguros were accounted for) and therefore, they are not comparable to the current metrics.</p>

(*)**Greenhouse Gases (GHG):** Gases in the atmosphere, of natural or human origin, capable of trapping the sun's energy in the atmosphere, causing it to heat up (Law No. 30754, Framework Law on Climate Change, or regulation that replaces or modifies it).

a. *If the answer to question 3 is yes, please specify:*

Name of the document	Information required

<p>If the company has a certification, report from a third party evidencing the measurement of total GHG emissions (*), indicate its name, date of issue and whether it is in force at the end of the fiscal year.</p>	<p>Yes, Credicorp audits its GHG measurement with an independent third party. Certification will be published during 1S24.</p>
<p>If the company has an internally developed platform, tool or standard for measuring total GHG emissions (*), indicate the name of the platform, its implementation date and, if applicable, the last update.</p>	<p>No, the measurement of the greenhouse gas inventory is outsourced.</p>

(*)The total GHG emissions generated by a company are referred to as corporate carbon footprint.

b. If the answer to question 3 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal year	Total GHG Emissions (MT CO ₂ e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)
2021	2,335.29	10,177.90	13,271.54
2022	2,065.28	16,078.63	25,322.31
2023	2,321.19	16,862.82	25,706.53

(*) **Scope 1:** GHG emissions that are directly generated by the company. For example, emissions from combustion in boilers, furnaces, vehicles, etc.

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

Question 4	Yes	No	Explanation:
<p><i>Does the company have objectives or targets to reduce GHG emissions?</i></p>	X		<p>Credicorp is committed to reducing its net greenhouse gas emissions by 10% each year at all its operations, taking 2022 as a base year, reaching carbon neutrality by 2032. The goal is to contribute to the global goal of limiting the temperature increase to 1.5°C above pre-industrial levels.</p>

a. If the answer to question 4 is yes, please indicate the name of the document supporting the company's GHG emission reduction objectives or targets, the date of approval of the objectives or targets and the year in which they have been applied:

Name of the document	Date of approval	Year of implementation
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Credicorp Environmental Policy	11/25/2021	2021
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b. If the answer to question 4 is yes, please specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>	X		The policy was approved during the Board of Directors' meeting of November 25th, 2021.

Water:

Question 5	Yes	No	Explanation:
<i>Does the company measure its water consumption (in m3) in all its activities?</i>	X		Credicorp's 2023 water consumption measurement includes the subsidiaries BCP, Mibanco, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Before 2022, measurements have been made with a smaller scope because not all the main subsidiaries were included (in previous years BCP Bolivia and Mibanco Colombia were not measured, and partial measurements of Pacífico Seguros were accounted for) and therefore they are not comparable to current metrics.

If the answer to question 5 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal year	Total Water Consumption (m ³)
2021	445,530
2022	632,801
2023	653,847

Question 6	Yes	No	Explanation:
<i>Does the company measure its water footprint (*)?</i>		X	As part of the Carbon Footprint measurement, only direct water consumption is accounted for, which is billed through a Service Provider Company. As a financial institution, we do not have a production process that requires extensive use of water.

(*)Water Footprint: Indicator that defines the total volume of water used and impacts caused by the production of goods and services. Direct and indirect water consumption is considered throughout the production process, including the different stages in the supply chain ("Rule that Promotes the Measurement and Voluntary Reduction of the Water Footprint and Shared Value in Watersheds" - Chief Executive Resolution No. 023-2020-ANA, or rule that replaces or modifies it).

If the answer to question 6 is yes, please specify:

Water footprint measurement	Information required
If the company has a certification, report from a third party evidencing the measurement of its water footprint, indicate its name, date of issue and whether it is in force at the end of the fiscal year.	
If the company has an internally developed platform, tool or standard for measuring its water footprint, indicate its name, its implementation date and, if applicable, the last update.	

Question 7

	Yes	No	Explanation:
<i>Does the company have objectives or goals to reduce its water consumption?</i>		X	Credicorp's subsidiaries incorporate efficient technologies that contribute to the responsible use of water in their agencies and headquarters. Additionally, some of the HC reduction initiatives include water consumption efficiency measures.

a. If the answer to question 7 is yes, please indicate the name of the document showing the company's water consumption reduction objectives or goals adopted, the date of approval and the year since it has been implemented:

Name of the document	Date of approval	Year of implementation

b. If the answer to question 7 is yes, please specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>			

Question 8

	Yes	No	Explanation:
<i>Does the company control the quality of its effluents (*)?</i>		X	Credicorp and its subsidiaries are supplied through service companies and waste water is discharged through their sewage systems.

(*)**Effluent:** Direct discharge of wastewater into the environment, whose concentration of pollutants must comply with the Maximum Permissible Limits (MPL) ruled by Peruvian law. Wastewater refers to those whose characteristics have been modified by anthropogenic activities, require prior treatment and can be discharged into a natural body of water or be reused (Glossary of Terms for Peruvian Environmental Management, General Directorate of Environmental Management Policies, Standards and Instruments, 2012, Ministry of Environment - MINAM).

If the answer to question 8 is yes, indicate the name of the document that evidences the effluent control:

Name of the document

Energy:

Question 9	Yes	No	Explanation:
<p><i>Does the company measure its energy consumption (in kWh)?</i></p>	X		<p>Credicorp's 2023 energy consumption measurement includes the group's main subsidiaries: BCP, Mibanco, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Prior to 2022 measurements were made with a smaller scope because not all the main subsidiaries were included (in previous years BCP Bolivia was not measured, nor Mibanco Colombia, and partial measurements of Pacifico Seguros were accounted for) and therefore are not comparable to the current metrics.</p>

If the answer to question 9 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal year	Total Energy Consumption (kWh)
2021	72,323,660
2022	78,355,110
2023	78,566,770

Question 10	Yes	No	Explanation:
<p><i>Does the company have objectives or goals to reduce its energy consumption?</i></p>		X	<p>In 2022, the subsidiaries initiated development of their Environmental Management Plan; one of the thematic axes is energy consumption. For this reason, we believe that we will be able to generate commitments to reduce our electricity consumption once the baseline and short and medium-term projects are identified. For more detail, review our Sustainability report.</p>

a. If the answer to question 10 is yes, please indicate the name of the document showing the reduction targets adopted by the company, the date of approval and the year since it has been implemented:

Name of the document	Date of approval	Year of implementation

b. If the answer to question 10 is yes, please specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>			

Question 11

	Yes	No	Explanation:
<i>Does the company measure the solid waste it generates (in tons)?</i>	X		Credicorp's 2023 waste measurement includes the subsidiaries BCP, Mibanco, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Prior to 2022 they performed measurements with a smaller scope because not all the main subsidiaries were included (in previous years BCP Bolivia and Mibanco Colombia were not measured, and partial measurements of Pacifico Seguros were accounted for) and therefore, they are not comparable to the current metrics.

If the answer to question 11 is yes, please provide the following information for the last three fiscal years:

Fiscal year	Hazardous solid waste (MT) (*)	Non-hazardous solid waste (MT)(**)	Total solid waste (MT)
2021	0.00	1,134.45	1,134.45
2022	0.00	1,367.53	1,367.53
2023	0.00	1,157.14	1,157.14

(*) **Hazardous solid waste:** Hazardous solid wastes are considered those referred to in Annex III of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integrated Solid Waste Management, approved by Supreme Decree No. 014- 2017-MINAM, or rule that supersedes or amends it.

(**) **Non-hazardous solid waste:** Non-hazardous solid wastes are considered to be those referred to in Annex V of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integrated Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or rule that supersedes or amends it.

Question 12	Yes	No	Explanation:
Does the company have objectives or goals to manage (reduce, recycle or reuse) its solid waste?		X	Credicorp and its subsidiaries measure and manage the waste generated mainly in its headquarters and agencies, thus avoiding the inadequate disposal of its waste. However, no reduction targets or goals have been established so far. On the other hand, some of HC's reduction initiatives include measures to reduce waste generation, such as initiatives to digitize documents and reduce paper consumption.

a. If the answer to question 12 is yes, indicate the name of the document evidencing the solid waste management objectives adopted by the company, the date of approval and the year since it has been implemented.

Name of the document	Date of approval	Year of implementation

b. If the answer to question 12 is yes, please specify:

	Yes	No	Explanation:
Have these reduction targets been approved by the Board of Directors?			

II. SOCIAL

Stakeholders:

Question 13	Yes	No	Explanation:
Has the company identified the risks and opportunities in relation to its stakeholders (such as, for example, employees, suppliers, shareholders, investors, authorities, customers, community, among others)?	X		Credicorp maintains a long-term relationship with its stakeholders, and seeks to gather in a recurrent and structured manner their needs, concerns and expectations about Credicorp's activities and its subsidiaries (as applicable). Without prejudice to this ongoing relationship, a more in-depth exercise is carried out at least every 2 years through studies, interviews, surveys, among others. The information obtained is used as input to build and review

		<p>materiality for sustainability. Note that, although different areas of Credicorp and its subsidiaries lead the relationship with each stakeholder group, all companies are responsible for coordinating with the Sustainability Office processes to gather the aforementioned information so that the materiality analysis can be performed. Credicorp's most relevant stakeholders are as follows:</p> <ul style="list-style-type: none"> a) Employees b) Customers c) Investors and shareholders d) Government and regulators e) Suppliers f) Community g) Media and communications h) Public opinion
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a. *If the answer to question 13 is yes, please specify:*

	Yes	No	Explanation:
<p><i>Do you have an action plan to manage risks and opportunities in relation to your stakeholders?</i></p>	x		<p>The launch of our Sustainability Strategy frames the relationship with our stakeholders. Each of the teams responsible for relations with the different stakeholders prepares its action plan in line with the strategy and annual plan of the company sustainability and Credicorp's Sustainability Policy that establishes the general principles to cultivate the relationship with the stakeholders, considering the inputs obtained in the materiality study conducted every 2 years. Also, some subsidiaries operate under the Objectives and Key Results (OKR) methodology. According to this methodology, annual objectives and quarterly key results are defined. At the same time, the initiatives that must be carried out to achieve the key results are identified. At the same time, the different KPIs that have been selected are monitored. For more information, please refer to the Sustainability Report 2023 and the Sustainability Policy.</p>
<p><i>Does the company have a report evaluating the results of its action plan and has it been brought to the attention of the Board of Directors?</i></p>	x		<p>The annual progress and results of the sustainability strategy are presented to the Sustainability Committee of Credicorp's Board of Directors, as well as to Credicorp's Sustainability Steering Committee, and are also summarized in the Annual Sustainability Report, which is approved by</p>

			Credicorp's Board of Directors. In the case of some subsidiaries, the objectives identified under the OKR methodology are incorporated in the indicators of the performance spreadsheet of the teams and management, and are also included in the Annual Sustainability Report, which is approved by Credicorp's Board of Directors and management performance indicators, and the latter are approved by the Board of Directors. Specific plans for certain fronts (Employees or Client Experience, for example) are presented in accordance with their specific governance scheme.
<i>Do you publicly report your action plan and progress in relation to your stakeholders?</i>	X		Part of the management carried out with our stakeholders is detailed in our Sustainability Report 2023.

b. If the answer to question 13 is yes, indicate the name of the document that evidences the company's action plan in relation to its stakeholders:

Name of the document
Annual Report and Sustainability Report 2023

Question 14	Yes	No	Explanation:
<i>During the fiscal year, has the company had any controversy or material conflict (*) with any of its stakeholders, including the social conflicts contained in the Social Conflicts Report of the Ombudsman's Office (**) and the Willaqniki Report on social conflicts issued by the Presidency of the Council of Ministers (***)?</i>		X	Credicorp and its subsidiaries reported no controversy or material conflict with any of its stakeholders 2023.

(*)According to the definition of the Global Reporting Initiative, materials are defined as those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

(**)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 contradiction may lead to violence." Source: Office for the Prevention of Social Conflicts and Governance of the Ombudsman's Office of Peru. Social Conflicts Report No. 186 (August-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 in conflict, generally over the fiscal year of a fundamental right or access to goods and services, adopting actions that may constitute a risk or threat to governance and/or public order. As a social process it can escalate into scenarios of violence between the parties involved, meriting the articulated intervention of the State, civil society and the productive sectors. Social conflicts are addressed when the demands that generate them are within Government policies and their guidelines." Source: Secretariat for Social Management and Dialogue of the Presidency of the Council of Ministers. ABC of the Secretariat of Social Management and Dialogue. Lima, 2018, p.3.

If the answer to question 14 is yes, indicate the material controversy or conflict with any of your stakeholders; the status or situation thereof and the year in which such controversy or conflict began:

Controversy or conflict	Status or situation	Starting year

Question 15

	Yes	No	Explanation:
<p><i>Does the company include environmental, social and corporate governance (ESG) aspects in its criteria for purchasing and/or selecting suppliers of goods and/or services?</i></p>	x		<p>The relationship with our suppliers is established in our Sustainability Policy, which promotes a dynamic ecosystem with good business practices. Since 2021, we have 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 2 years, are focused on the constant optimization of expenses through a centralized model of strategic purchases; and, on the homologation of supplier management throughout Credicorp. The supplier homologation process in BCP is performed in suppliers that have an annual turnover >USD 100,000 and seeks to perform an evaluation of ESG aspects through a questionnaire conducted by an external rating company, which contains questions related to compliance with aspects of formality, labor, as well as health and safety at work. For more information, please see the 2023 Annual and Sustainability Report.</p>

If the answer to question 15 is yes, indicate the name of the document that evidences the inclusion of ESG aspects in the criteria for the purchase and/or selection of suppliers of goods and/or services:

Name of the document
Annual Report and Sustainability Report 2023

Labor Rights:

Question 16

	Yes	No	Explanation:
<p><i>Does the company have a labor policy?</i></p>	x		

a. If the answer to question 16 is yes, please specify:

	Yes	No	Explanation:
<i>Has this labor policy been approved by the Board of Directors?</i>	x		We have internal policies that specifically address the main issues in labor matters, which are approved by Management. For example, the Internal Work Regulations, the Corporate Ethics and Conduct Policy, and the Sexual Harassment Prevention and Sanction Policy. In addition, we are adhered to the Global Compact and are committed to preventing any violation of human and labor rights.
<i>Does the company have a report evaluating the results of its labor policy and has it been made known to the Board of Directors?</i>		x	A report on legal proceedings, inspections and labor union matters is submitted to the General Management on a semi-annual basis.

b. If the answer to question 16 is yes, please indicate whether such labor policy includes and/or promotes, as appropriate, the following issues; as well as specify the name of the document evidencing its adoption, date of approval and the year since it has been in effect:

	Yes	No	Name of the document	Date of approval	Year since it has been implemented
<i>a. Equality and non-discrimination.</i>	x		Sustainability Policy (replaces the Stakeholder Relations Policy approved and in effect from 2014 to 2022)	04/28/2022	2022
<i>b. Diversity.</i>	x		Sustainability Policy (replaces the Stakeholder Relations Policy approved and in effect from 2014 to 2022)	04/28/2022	2022
<i>c. Sexual harassment Prevention(*)</i>	x		Sexual Harassment Prevention and Punishment Policy for each subsidiary / Code of Ethics (approved in 2022) / Sustainability Policy (2022) / Gender Equity Policy (approved on October 6th, 2020, applicable as of January 15th, 2021)	10/08/2020	2021
<i>d. Prevention of harassment and sexual harassment offenses (**)</i>	x		Code of Ethics (2022) / Sustainability Policy (2022) / Gender Equity Policy (approved on October 6th, 2020, applicable as of January 15th, 2021)	05/14/2020	2020
<i>e. Freedom of association and collective bargaining.</i>	x		Corporate Labor Relations Policy	03/23/2018	2018
<i>f. Eradication of forced labor.</i>	x		Human Rights Policy	09/02/2022	2022

<i>g. Eradication of child labor.</i>	X	Sustainability Policy published in 2022 (replaces the Stakeholder Relations Policy approved and in effect from 2014 to 2022).	09/02/2022	2022
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(*) Take into consideration the scope of Law No. 27942.

(**) Take into consideration the scope of Articles 151-A and 176-B of the Penal Code, respectively.

c. Indicate the number of men and women within the organization and the percentage they represent of the total number of employees.

Employees	Number	Percentage of total employees
Women	20,108	54.23
Men	16,968	45.77
Total	37,076	100.00

Question 17	Yes	No	Explanation:
<i>During the fiscal year, has the company been subject to investigation or been imposed any corrective action, precautionary measure, fine or other sanction related to non-compliance with labor, health and safety, forced labor or child labor standards?</i>		X	We have not received through Alerta Genética any reports of non-compliance with regulations related to forced labor or child labor. Therefore, we have not been sanctioned for these issues. Likewise, during 2023, we have received 127 requests for information from the Labor Authority (Sunafil) both in Lima and in the provinces, in order to verify compliance with Occupational Health and Safety regulations. None of them have resulted in a sanction.

a. If the answer to question 17 is yes, indicate the type of investigation, corrective measure, precautionary measure, fine or other sanction to which the company has been subject during the fiscal year related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, corrective action, precautionary measure, fine or other sanction	Status or situation

b. Indicate whether the company maintains in force investigations, corrective measures, precautionary measures, fines or other sanctions from previous fiscal years related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, corrective action, precautionary measure, fine or other sanction	Status or situation

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Question 18	Yes	No	Explanation:
Does the company perform an annual assessment of its compliance or observance of Occupational Health and Safety standards?	X		Credicorp, in compliance with the Policy of legal requirements and other requirements of the SGSST, evaluates compliance with the legal requirements applicable to the organization evaluates annually on an internal basis and via independent assessment.

Question 19	Yes	No	Explanation:
Does the company keep a record of occupational accidents?	X		Credicorp, in compliance with the Policy for the Investigation of Incidents, Accidents and Occupational Illnesses, has the following records: <ul style="list-style-type: none"> • OSH Statistics. • Preliminary Report. • Investigation of occupational accidents.

If the answer to question 19 is yes, indicate the following information corresponding to occupational accidents (*) of direct employees (**) and hired employees (***) of the company in the last three (3) fiscal years:

Indicator	Fiscal year	(Fiscal year – 1)	(Fiscal year – 2)
Fiscal year	2023	2022	2021
N° of Direct Employees	31,689	32,871	32,039
Total Hours worked by all direct employees during the year	64,117,052	62,495,358	62,519,385
N° of Minor Accidents (Direct Employees)	21	16	11
No. of Lost Time Injuries (Direct Employees)	81	93	48
No. of Fatal Accidents (Direct Employees)	0	0	0

Indicator	Fiscal year	(Fiscal year – 1)	(Fiscal year – 2)
Fiscal year	2023	2022	2021
N° of employees hired	0	0	0
Total hours worked by all hired employees during the fiscal year	0	0	0

N° of Minor Accidents (Hired employees)	0	0	0
No. of Lost Time Injuries (Hired employees)	0	0	0
No. of Fatal Accidents (Hired employees)	0	0	0

(*)**Mild Accident:** Event whose injury, as a result of the medical evaluation, generates a short rest for the injured party, with a maximum return to normal work the following day.

Disabling Accident: Event whose injury, as a result of medical evaluation, results in time off, excused absence from work and treatment.

Fatal Accident: Event whose injuries result in the death of the worker.

Source: Glossary of Terms of the Regulations of Law No. 29783 - Occupational Safety and Health Law, Supreme Decree No. 005-2012-TR or regulation that replaces or modifies it.

(**)Direct employees are considered to be all those who are directly linked to the company through any type of contract.

(***)Hired employees are considered to be all those who perform outsourced activities.

Question 20	Yes	No	Explanation:
Does the company measure its work climate?	X		All Credicorp's subsidiaries measure their work environment.

a. If the answer to question 20 is yes, please specify:

	Yes	No	Explanation:
Does the company have objectives or goals to improve its work climate?	X		Each subsidiary has its own labor climate goal. This information will be shown in their own annual reports.

b. If you have indicated that you have objectives or goals to improve your work environment, please indicate the name of the document in which these objectives are evidenced, the date of approval and the year since it has been implemented:

Name of the document	Date of approval	Year since it has been implemented

Question 21	Yes	No	Explanation:
Does the company have a talent management policy for its employees?	X		Credicorp's Sustainability Policy is committed to identifying and retaining talent by developing their skills face new challenges.

a. If the answer to question 21 is yes, indicate the name of the document that supports the talent management policy for your employees:

Name of the document
Credicorp Sustainability Policy: https://credicorp.gcs-web.com/static-files/1459d620-bc14-4017-bcf4-4e9c18afe34a

b. If the answer to question 21 is yes, please specify:

	Yes	No	Explanation:
<i>Has such talent management policy been approved by the Board of Directors?</i>	X		Credicorp's Board of Directors approved on April 28th, 2022 the aforementioned policy (which supersedes the Credicorp Stakeholder Relations Policy approved in 2014)

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

(*)Take into consideration the scope given by Law No. 27942 to sexual harassment and by Supreme Decree No. 003-97-TR to labor hostility or norm that supersedes or modifies it.

If the answer to question 22 is yes, indicate the name of the company document that supports the procedures to prevent sexual harassment and hostility in the workplace:

Name of the document
Code of Ethics Gender Equity Policy Prevention and Punishment of Sexual Harassment

Human Rights:

Question 23	Yes	No	Explanation:
<i>Does the company have an internal and external policy or management system that includes a grievance/complaint channel to address human rights impacts?</i>	X		Yes, we have Credicorp's Human Rights Policy. In addition, we have the Genetic Alert System on Credicorp's website (https://grupocredicorp.com/alerta-genetica/) which is available at all times. Through this platform, you can report any fact or reasonable suspicion of behaviors that demonstrate an alleged violation of the internal rules, also, if you wish, you can do it anonymously. One of the categories that can be reported is "Human Rights Violations".
<i>Does the company record and respond, within a specified period of time, to the results of the investigations derived from the complaints referred to in the preceding question?</i>	X		The subsidiaries register and respond, within a certain period of time, to the complaints received through the mechanisms implemented and complying with the procedures established for this purpose.

a. If the answer to question 23 is yes, indicate the name of the document evidencing the internal and external management policy or system adopted by the company, the date of issue and the year since its implementation:

Name of the document	Date of issue	Year of implementation
Human Rights Corporate Policy	06/01/2022	2022

b. If the answer to question 23 is yes, please specify:

	Yes	No	Explanation:
<i>Does the company have a report assessing the results of its internal and external policy or management system to remedy human rights impacts?</i>		X	During 2023, we completed the HR risk analysis for our main subsidiary (BCP) and determined action plans for addressing and managing HR in BCP. By 2024, we have initiated a consultancy to strengthen our long-term strategy. Achievements and progress on the HR front will be published in the Credicorp Sustainability Report.
<i>Does the company have an organization-wide human rights training plan?</i>		X	We do have training on topics that address human rights issues. Such as anti-corruption, crimes precedent to money laundering, protection of personal data, etc. During 2024 we will expand the scope to address other issues.

III. ADDITIONAL INFORMATION

Question 24	Yes	No	Explanation:
<i>Does the company have an international Corporate Sustainability certification?</i>	X		Credicorp is evaluated by independent external rating agencies; it currently has a score of AA corresponding to "leading" in its 2023 performance by MSCI and a score of 22.1 (Medium Risk) by Sustainalytics.

If the answer to question 24 is yes, please indicate the certification that the company has and indicate the web link where it can be validated.

International Certification	Web link
MSCI ESG Rating 2023 Sustainalytics Company ESG Risk Ratings	https://www.msci.com/our-solutions/esg-investing/esg-ratings-climate-search-tool/issuer/credicorp-ltd/IIID000000002132433 https://www.sustainalytics.com/esg-rating/credicorp-ltd/1008275058

Question 25

	Yes	No	Explanation:
Does the company have a Corporate Sustainability Report other than this report?	x		Credicorp Annual Report and Sustainability Report 2023.

If the answer to question 25 is yes, please indicate the name of the report and the web link through which the latest available report can be accessed:

Name of the Report	Web link
Credicorp Annual Report and Sustainability Report 2023	https://credicorp.gcs-web.com/annual-materials