

SUSTAINABILITY 20 REPORT 22



Petroperú

Contact

Petróleos del Perú-PETROPERÚ S.A.
(GRI 2-2)

Headquarters

Avenida Enrique Canaval Moreyra 150, San Isidro, Lima 27, Perú
(GRI 2-1)

Share your questions and feedback

(511) 614-5000
vrubinos@petroperu.com.pe
www.petroperu.com.pe
(GRI 2-3)

Prepared with the advice of AC Sostenibilidad SAC

TABLE

Message from our Chairman of the Board	Pag. 06	2. Corporate Governance	Pag. 17	4. Environmental management	Pag. 71	6. Community Relations	Pag. 137
1. Commitment to sustainability	Pag. 09	2.1. About PETROPERÚ	Pag. 18	4.1. Emissions management	Pag. 72	6.1. Community Relationship Management	Pag. 138
1.1. Sustainability strategy	Pag. 10	2.2. Market operations	Pag. 18	4.2. Power management	Pag. 76	6.2. Supporting local development	Pag. 141
1.2. Contribution to the Sustainable Development Goals	Pag. 12	2.3. Offered products	Pag. 21	4.3. Waste management	Pag. 79	6.2.1. Major local development support programmes	Pag. 141
1.3. Stakeholder management	Pag. 13	2.4. Good corporate governance	Pag. 23	4.4. Water management	Pag. 84	6.2.2. Works for tax	Pag. 151
1.4. Certifications	Pag. 14	2.4.1. Corporate Governance Code	Pag. 24	4.5. Preserving biodiversity	Pag. 92	7. Cultural Management: constant and committed to the country	Pag. 153
		2.4.2. General Assembly of shareholders	Pag. 25	4.6. Environmental emergencies	Pag. 93	7.1. Our cultural social networks	Pag. 154
		2.4.3. Directory	Pag. 26	4.7. Environmental remediation	Pag. 96	7.2. Cultural Management and Petroleum Museum Websites	Pag. 155
		2.5. Business ethics	Pag. 39	4.8. Regulatory compliance	Pag. 96	7.3. Digital publication	Pag. 155
		2.5.1. Integrity System	Pag. 44	5. Employment practices	Pag. 99	7.4. 2022 Copé Award	Pag. 156
		2.5.2. Risk and compliance management	Pag. 47	5.1. Human Capital	Pag. 100	7.5. We resumed the distribution plan for Ediciones Copé	Pag. 156
		2.5.3. Our Prevention System	Pag. 47	5.1.1. Organizational climate and culture	Pag. 102	7.6. Virtual and in-person activities	Pag. 157
		2.5.4. Internal and external socialization of anti-corruption policies and procedures	Pag. 49	5.1.2. Personal and work well-being	Pag. 102	7.6.1. Sponsorships and participations	Pag. 157
		2.5.5. Conflict of Interest Prevention Management	Pag. 50	5.1.3. Parental leave	Pag. 104	7.6.2. Our cultural products	Pag. 157
		3. Market Leadership	Pag. 53	5.1.4. Equality, Diversity and Inclusion Policy	Pag. 107	7.6.3. Participation in book fairs	Pag. 159
		3.1. Economic performance	Pag. 54	5.2. Employment	Pag. 108	7.6.4. Other Cultural Management actions	Pag. 159
		3.2. Management with suppliers	Pag. 59	5.3. We promote collective associations	Pag. 111	7.7. Valuation of mentions in the press about cultural activities	Pag. 160
		3.3. Client management	Pag. 62	5.4. Talent Development	Pag. 112	Our Sustainability Report	Pag. 163
		3.4. Talara Refinery progress	Pag. 64	5.5. Occupational health and safety	Pag. 116	GRI Content Index	Pag. 171
		3.5. Acknowledgements obtained	Pag. 67	5.5.1. Management actions, procedures and guidelines	Pag. 119		
		3.6. Main allies	Pag. 68	5.5.2. We encourage the participation of our workers	Pag. 120		
				5.5.3. Risk management and preventive actions	Pag. 120		
				5.5.4. Culture of prevention against occupational hazards and risks	Pag. 125		
				5.5.5. Committed to health	Pag. 127		
				5.6. Achievements achieved through the CASS	Pag. 134		
				5.6.1. Safety with our customers	Pag. 134		

MESSAGE FROM OUR CHAIRMAN OF THE BOARD

(GRI 2-22)

El 2022 was characterized by challenges and challenges, especially the lack of availability of inventories due to liquidity problems from March to October (a situation faced with the financial support granted by the Peruvian State), continuous port closures, a higher level of competition in the national fuel market and social mobilizations. This context led to a lower sales rate in the domestic market, which led to a net loss of USD 271'000,000, contrary to the net profit recorded in 2021.

Likewise, we recorded lower margins in the marketing of products, due to cost overruns in imports generated by liquidity problems. It should be noted that our competition was favored by high international margins that strengthened its competitiveness, so we granted greater commercial discounts to our customers and joined the Price Stabilization Fund for diesel (vehicular use), 90/84 gasoline, 84 gasohol, and LPG.

Added to this was the non-optimized operation of the New Talara Refinery because it was in the start-up sequence, contingency costs generated by international outages and the operational loss in the North Peruvian Pipeline (ONP) -of USD 84'000,000-, events that generated losses at the end of 2022.

To improve our operational management, we adopted measures such as reducing expenses and increasing the value of inventories of intermediate and final products, actions that allowed us to obtain revenues of USD 5,580'887,456. Based on our actions, at the end of the 2022 period, we managed to maintain revolving credit lines, from national and international banks, up to USD 3,070'513,000, an amount that allowed us to meet our obligations and reverse the negative working capital.

In 2022, we increased our total assets by USD 1,256'000,000, as well as our total liabilities by USD 513'000,000. In addition, regarding the Talara Refinery Modernization Project (PMRT), we carried out actions that allowed a comprehensive progress of 98.5% and achieved a participation of unskilled local labor of 96.7%.

In this context, we base our actions on the value of integrity, and we establish cross-cutting ethics in our performance and activities carried out in our areas, especially through our Corruption Crime Prevention System and the ISO 37001: 2016 Anti-Bribery Management System. Along these lines, we approved the Integrity System Awareness, Dissemination and Training Plan, from which we carried out thirteen training activities on issues of integrity, ethics, transparency and access to information. We are committed to improving our environmental performance. Therefore, we recover 6% of the non-hazardous solid waste from the Talara Refinery, a percentage that represents the starting point in the management of this waste.

Based on our focus on promoting the development of our workers, in 2022 we carried out 445 training activities at the corporate level, with an executed budget that amounted to S/ 579,703. This investment allowed us to train 92% of our human team, with a total of 142,466 hours of training. The training topics taught focused on technical, operational, soft skills and leadership, support management and business management.

We have the ISO 45001:2018 recertification, which validates compliance with our Integrated Quality, Environment, Safety and Health at Work (CASS) Management Policy, applied according to international occupational health and safety requirements and standards. In addition, during this period, we obtained the recertification of ISO 14001, 45001 and 9001.

In 2022, we allocated S/ 11'060,137.77 in activities, programs and projects to support local development, which have benefited 794,631 inhabitants of the communities and localities of neighboring areas to our operations. While, in terms of Cultural Management, we had 776,636 visits to the website of the PETROPERÚ Cultural Center, we increased by 156.6% the reproductions on our Instagram account, and we achieved an increase of 22.36% of followers on Facebook, compared to 2021. In addition, we organized the renowned national literary competition 2022 Copé Award, which celebrated forty-three years of promotion and dissemination of Peruvian literature.

Among the recognitions obtained, we highlight having obtained the second place among companies in the energy sector in the prestigious Merco Empresas reputation ranking of 2022, which represents an increase compared to 2021, occupying position 75 in the general ranking. Likewise, we achieved first place in the CXINDEX Customer Experience index, organized by Centrum PUCP, XCustomer and Datum Internacional, in the service station category, and the Proactive Award for the technified irrigation project in Ninacaca (Pasco).

Through this Sustainability Report we want to share the progress of our business management, which reflects our commitment to optimize the standards that contribute to the sustainability of the Company, as well as to social and environmental responsibility. A fundamental part of this is the promotion of good corporate governance, and the drive for efficiency and transparency that characterizes our management at PETROPERÚ.

Pedro Chira Fernández
Chairman of the Board of Directors

1 Commitment to sustainability



(GRI 2-13) (GRI 2-22) (GRI 2-26)

We seek to position ourselves as a cutting-edge company with a development model that harmoniously intertwines the economic, social, environmental, cultural and ethical axes, since these represent essential components for sustainable development at national and international scales.

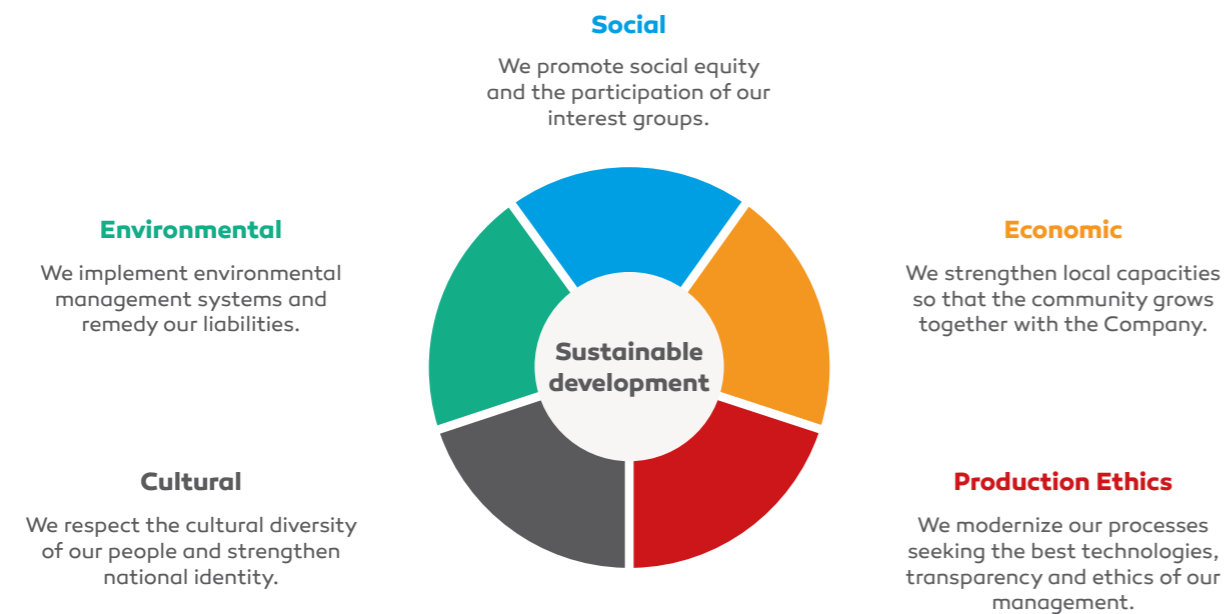
Therefore, in our business management we include sustainability transversally and we seek that our actions generate a positive impact at an environmental, social and economic level.

1.1 Sustainability strategy

We adhere to the notion of social responsibility of the World Business Council for Sustainable Development (WBCSD), understood as the set of practices, principles and values that imply the commitment of the Company to have an ethical behavior and contribute to the development and quality of life of its stakeholders.

Under this premise, we base our sustainability strategy on three basic pillars: protection and conservation of the environment; economic growth; harmony, cordiality and social progress. Therefore, we integrate environmental, social and economic responsibilities and actions to mitigate, reduce and compensate the impact of our operations.

Figure 1 - Sustainability Pentagon



Source: Sustainable Development Corporate Management.



Through the philosophy of the pentagon, we expand our framework of action in order to increase the shared value of the Company, as well as the populations and environments adjacent to our operations and facilities, in addition to contributing to local development and the conservation of ecosystems, with responsibility and vision for the future.

In addition, in response to market trends and demands, the ESG criteria of the international financial world guide our operational and strategic actions. For this reason, at the end of 2022, coordination was carried out with the prestigious company S&P Global with the aim of guiding our new sustainability strategy and establishing the roadmap for its implementation, which will include ESG goals, objectives and indicators. This strategy design will be finished in 2023.

1.2 Contribution to the Sustainable Development Goals

(GRI 2-28)

As an energy company, one of our biggest challenges is to make sustainability sustainable. That is, that sustainability actions are viable, and that they guarantee ethical and responsible profitability. It is important to note that traditional fossil fuel and renewable energy are not enemies of the path of sustainability, but are partners in it.

Under this philosophy, we voluntarily link ourselves to the Principles of the United Nations Global Compact, the Declaration of Human Rights, the Principles of the Organization for Economic Cooperation and Development and the Equator Principles, in addition to betting on the Sustainable Development Goals (SDGs)- UNDP.

Our action on environmental matters is guided by six principles aligned with the SDGs, which represent the basis of our environmental protection and performance standards: efficient use of energy, care for air quality, responsible consumption of water, reduction of impacts on the soil, comprehensive waste management and protection of biodiversity.

Figure 2 - SDGs aligned to PETROPERÚ's environmental management principles



Source: Sustainable Development Corporate Management.

¹ ESG o ASG (ambiente, social y gobernanza).

1.3 Stakeholder management

(GRI 2-16) (GRI 2-25) (GRI 2-26) (GRI 2-29)

Our stakeholders are the ones who can perceive the impacts of our activities and propose actions to improve our management. For these reasons, it is essential to identify them, collect their perceptions, and incorporate the management of their expectations and needs, through our dialogue mechanisms. This procedure helps us to propose activities, programs and projects, as well as to identify changes, risks and opportunities for strengthening our relationship, considering the materiality issues that are most important for these groups.

We analyze the results of the evaluation of compliance with the indicators for the relationship with our main stakeholders and these are reported to Senior Management. Our management model includes ISO 9001, 14001 and 45001 standards. In addition, monthly presentations are made to the Committee on Corporate Governance Practices, in order to communicate concerns and queries, as well as the main impacts of the management of our activities on our stakeholders.

Annually, we update and review the matrix of our stakeholders, validating the information with the responsible area. During 2022, we have strengthened our relationship with ten stakeholders mapped through the following dialogue mechanisms:

Table 1 - PETROPERÚ Stakeholders

Stakeholders	Dialogue mechanisms	Frequency
Shareholders - Shareholders' Meeting	E-mail	Permanent
	Meetings	According to schedule
	Earnings release	Quarterly
Shareholders- Investors	Press releases	When required by a matter of importance
	Inquiries by mail	Permanent
	Investor website	Permanent
Partners	Digital channels, face-to-face and virtual meetings	Permanent
Status	Relationship meetings Official Notices	Permanent
Contractors	Digital channels, face-to-face and virtual meetings	Permanent
Civil Society Organisations	Digital channels and newsletter	Permanent
	Meetings	Permanent
Clients	Digital channels, face-to-face and virtual meetings	Permanent

Workers	Intranet and Yammer E-mail Meetings Panels Magazine Relationship with unions (letters, meetings)	Daily Daily According to schedule Bi-Weekly Quarterly According to schedule
Local communities	Meetings, participation in assemblies, letters and visits Digital channels and newsletters Complaints and grievance mechanism	Permanent Annual Permanent
Media	Press releases and notices Press Releases Attention to queries Interviews Visits to facilities or projects Press workshops Meetings or relationship activities for journalists	Permanent According to schedule Permanent According to schedule Annual Annual According to schedule

Source: Corporate Management Sustainable Development, Corporate Commercial Management, Corporate Finance Management, Corporate Human Resources Management, Corporate Communications and Institutional Relations Management, General Secretariat.

1.4 Certifications

Within the framework of the CASS Corporate Management Model, we have maintained the following certifications:

- ① ISO 9001:2015 Quality Management System Certification
- ① ISO 14001:2015 Environmental Management System Certification
- ① ISO 45001:2018 Occupational Health and Safety Management System Certification, which is valid until December 21, 2024.

In addition, we achieved the recertification of port facilities in Talara, Oleoducto, Conchán and Iquitos with the Code PBIP/IPE/RAD 10-2007, granted by the National Port Authority (APN).

We approve, without findings, the Recertification Audit in the Quality Management System at the Bayóvar Terminal, carried out on December 20, 2022, by the audit company SGS.

In May, for another year, we approved with a score of 100% in all the areas audited the Certificate of Homologation, carried out by the company SGS del Perú sac, for the client Volcan Compañía Minera SAA.

In August 2022, we obtained the Annual Certification of compliance with the EP and Performance Standards (ND) of the International Financial Cooperation (IFC) of the PMRT, in terms of environmental, social, industrial safety and occupational health management, which was granted by INERCO Consultoría Perú sac.

Likewise, we managed to maintain the Port Facility Security Certificate (CSIP) for the Talara Refinery Port Terminal, in accordance with the first verification carried out by the APN on August 22, 2022. Likewise, on December 22, 2022, the MU2 Hybrid Dock Port Terminal obtained the CSIP.

We maintained the Declaration of Compliance of the Port Facility (DCIP) to the Talara Refinery Port Terminal, as well as to the MU2 Hybrid Dock Port Terminal, in accordance with the second and first verification carried out by the APN on September 7, 2022, respectively.

In September 2022, for Operation Antapaccay, we went through an external Glencore audit process: Fatal Hazard Protocols (FHPS) at the corporate level, with a 100% compliance result, with no findings.

Concession of the Natural Gas Distribution System by Pipeline Network of the Southwest Concession: obtaining the ITSE Certificate by the Civil Defense division of the Municipality of Yanahuara in the administrative building of our Corporate Gas Management (GCGS) of Arequipa, valid for two years, so it extends until June 2024.

² Technical Building Safety Inspection



2 Corporate Governance



Petroperú

Petroperú

Nueva Refinería Talara
Mejores combustibles para un mejor Perú

AMAZONIA

2.1 About PETROPERÚ

(GRI 2-1) (GRI 2-6) (GRI 2-13) (GRI 2-23)

Since our foundation, through Decree Law No. 17753 issued on July 24, 1969, we have carried out highly specialized activities for the operation and maintenance of almost the entire complex oil industry in the country.

In fact, we are a Peruvian state-owned company under private law dedicated to the production, transport, refining, distribution and marketing of both fuels and other petroleum products. Our goal is to permanently and sustainably supply fuel to the national territory and maintain a policy of continuous improvement and environmental protection.

Mission

Provide quality hydrocarbons, carrying out our activities with reliability, financial sustainability and socio-environmental responsibility.

Coordinate, with the relevant stakeholders, the actions necessary to promote the sustainable development of the Company and the energy industry in Peru.

Vision

To be a mixed capital energy company, recognized for its transparency, efficiency and socio-environmental responsibility.

Our Values

We base our actions on values such as transparency, integrity, efficiency, focus on people, safety and sustainability.

Based on our mission, vision and values, we have been able to overcome multiple challenges, guide the actions of our managers and workers, as well as interact with other stakeholders. For this reason, we conquer and maintain leadership in the hydrocarbon sector on a national scale.

2.2 Market operations

(GRI 2-1) (GRI 2-6)

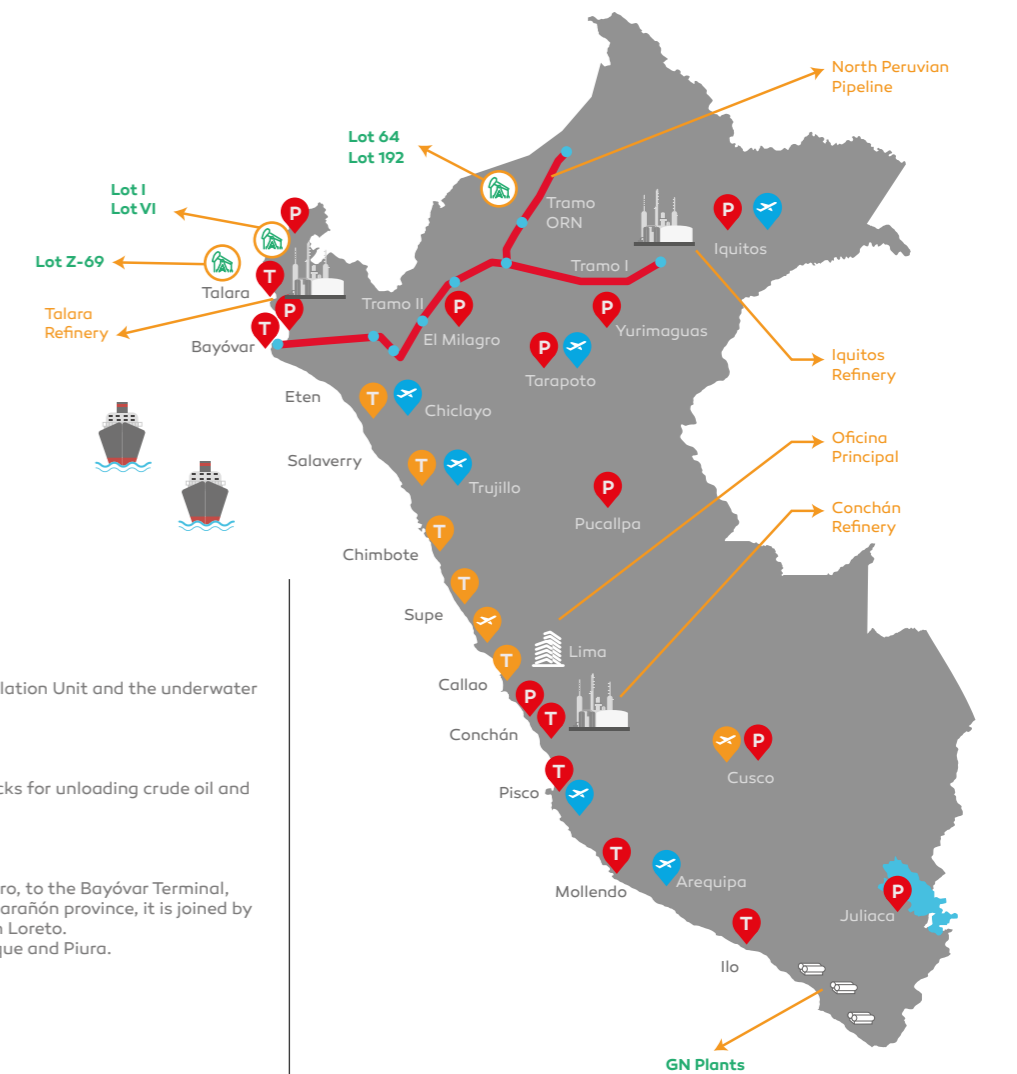
Focusing on meeting the needs of the market in all regions of the country and providing quality products has allowed us to successfully position ourselves in Peru.

This is possible through plants and sales terminals strategically distributed in the Peruvian territory, as well as through the network of service stations affiliated to our brand, on a national scale, managed mainly from the Main Office (OFP).

Complementarily, we have operations on a national scale between sales plants, terminals, refineries, marine and land fleet, among others.

Figura 3 - Ubicación de operaciones de PETROPERÚ

Through its network of refineries and supply plans, **PETROPERÚ is present throughout Peru**, supplying regions that private companies do not reach.



Talara Refinery

In July 2022, the PMRT units were gradually started up. Department: Piura

Conchán Refinery

Consisting of a Primary Distillation Unit, a Vacuum Distillation Unit and the underwater mooring, in addition to other facilities. Department: Lima

Iquitos Refinery

Consisting of a Primary Distillation Unit, Mercox Unit, docks for unloading crude oil and products and other facilities. Department: Loreto

North Peruvian Pipeline

It extends from Station 1 located in San José de Saramuro, to the Bayóvar Terminal, located on the coast of Piura. At Station 5, Datem del Marañón province, it is joined by the North Branch, which originates in Andoas, located in Loreto. Departments: Loreto, Amazonas, Cajamarca, Lambayeque and Piura.

Plants and Terminals

- a) 10 Own sales plants
 - Talara and Piura Sales Plants, Piura Department
 - El Milagro Plant, Amazonas Department
 - Conchán Sales Plant, Lima Department
 - Iquitos and Yurimaguas Sales Plant, Loreto Department
 - Pucallpa Sales Plant, Ucayali Department
 - Tarapoto Sales Plant, San Martín Department
 - Cusco Sales Plant, Cusco Department
 - Juliaca Sales Plant, Puno Department

b) Terminals PETROPERÚ S.A. owns:

- Terminales Norte (Contrato de Operación)
 - o Eten – Departamento Lambayeque
 - o Salaverry – Departamento La Libertad
 - o Chiclayo – Departamento Ancash
- Terminales del Centro (Contrato de Operación)
 - o Terminal Supe – Departamento Lima
 - o Terminal Callao – Provincia Constitucional del Callao
 - o Terminal Piisco – Departamento Ica
- Terminales del Sur (Operación Directa)
 - o Terminal Mollendo – Departamento Arequipa
 - o Terminal Ilo – Departamento Moquegua c) Otras Plantas
- Planta Aeropuerto Trujillo – Departamento La Libertad

- Planta Aeropuerto Chiclayo – Departamento Lambayeque
- Planta Aeropuerto Iquitos – Departamento Loreto
- Planta Aeropuerto Tarapoto – Departamento San Martín
- Planta Aeropuerto Cusco – Departamento Cusco
- Planta Aeropuerto Arequipa – Departamento Arequipa
- Oficina de Facturación Puerto Maldonado – Departamento Madre de Dios
- Aeropuerto Lima – Provincia Constitucional del Callao

Lot I

Departamento: Piura
 PETROPERÚ opera el lote bajo el marco del Contrato de Licencia Temporal por un periodo de 22 meses, mediante el Decreto Supremo No. 030-2021. Este lote se enfoca exclusivamente en mantener la producción de hidrocarburos.

Head Office

Departamento: Lima
 Sede principal de la empresa ubicada en Av. Enrique Canaval Moreyra 150 San Isidro – Lima

Note. The sustainability information presented by PETROPERÚ is divided into operations; the map shows the departments of each operation that corresponds to the region requested by the Global Reporting Initiative (GRI).

Source: Corporate Communications and Institutional Relations Management.



2.3 Offered products

(GRI 2-6)

We are at the forefront and ready to take advantage of the new opportunities offered by the market. Therefore, we classify the offer of our products according to the sector that uses them and the function they perform.

Figure 4 - Products and sector to which they are aimed

> Gas licuado de petróleo (GLP)	Automotriz	Comercial	Industrial
> Gasolinas	Automotriz		
> Gasoholes	Automotriz		
> Diésel B5	Automotriz	Minería	Industrial, Maquinaria pesada
> Diésel B5 S - 50 (Diésel Ultra)	Automotriz	Minería	Industrial, Maquinaria pesada
> Marine Gas Oil (MGO)	Embarcaciones para pesca		
> Marine Fuels (IFO)	Barcos		
> Gasolina de Aviación	Aviones		
> Turbo Jet A-1	Aviones, Helicópteros, Aviones militares		
> Petróleos Industriales	Industrial, Calefactores, secadores		
> Blue	Automotriz		

> Solventes	 Difusión de pintura	 Lavado en seco	 Limpieza de maquinaria
> Ácido Nafténico	 Difusión de pintura	 Inhibidores de corrosión	 Secantes de madera
> Asfaltos	 Construcción de carreteras	 Pistas de aterrizaje	
> Gas natural	 Distribución		

Note. More information at the following link: www.petroperu.com.pe/productos

Source: Commercial Corporate Management.

During 2022, we carried out improvement actions in the processes of the Conchán and Iquitos refineries. We also approved the quality specifications for regular and premium gasoline and gasohols to be marketed from January 1, 2023, and those for sulfuric acid and coke to be produced at the New Talara Refinery. Likewise, the specifications of the imported products (naphtha, ULSD gasoline, DB5 S15) were updated.

In addition, we managed the participation of Talara and Conchán laboratories in the ASTM 2022 Inter Laboratories Program, organized by ASTM-USA, in which laboratories participated on an international scale, and completed the reception of diesel, jet fuel and crude oil samples.

2.4 Corporate governance

(GRI 2-14) (GRI 2-15) (GRI 2-23) (GRI 2-24) (GRI 2-27)

We manage our governing bodies and workers through the Code of Corporate Governance, which represents the Company's commitment to achieve the best standards of corporate governance, which is achieved through the following actions:

- ① Encouraging respect for their stakeholders.
- ① Adherence to the rules.
- ① Clear rules and procedures.
- ① Transparency in the management and dissemination of information.

Our governing bodies are formed as follows:

- ① General Assembly of Shareholders
- ① Board of Directors
- ① Board Committees
- ① General Management

On our website, you can view the regulations governing the corporate governance of the Company:

- ① PETROPERÚ's Articles of Association and amendments.
- ① PETROPERÚ Shareholders' Meeting Regulations
- ① Internal Regulations for the Organization and Operation of the PETROPERÚ Board of Directors
- ① Internal Regulations of the Committee on Corporate Governance Practices of the PETROPERÚ Board of Directors
- ① Internal Regulations of the Management Committee of the Board of Directors of PETROPERÚ
- ① Internal Regulations of PETROPERÚ's Audit and Board Control Committee
- ① Internal Regulations of the Innovation and Business Development Committee of the PETROPERÚ Board of Directors
- ① Corporate Governance Code

For more details on our regulations, you can click on the following link: www.petroperu.com.pe/buen-gobierno-corporativo/normativa.

Every year the performance of corporate governance is evaluated, in order to ensure compliance. To this end, the main references are the PETROPERÚ Code of Corporate Governance, the Code of Corporate Governance for Peruvian Companies and the Corporate Governance Action Plan approved by the Board of Directors, as well as other references, taking into account the pillars of corporate governance.

2.4.1 Corporate Governance Code

Since 2010 we have had the Code of Corporate Governance. This includes the main aspects aimed at improving and implementing corporate governance practices. Our current Code of Corporate Governance was approved on May 28, 2018, by Board Agreement No. 047-2018-PP, and updated by Board Agreement No. 110-2020-PP, on November 5, 2020.

This document has a structure similar to the Code of Corporate Governance for Peruvian Companies of the Superintendency of the Securities Market (SMV) and includes the main aspects included in the aforementioned document, appropriate to our status as a state company and applicable legal regulations. It contains five pillars and thirty-one principles: Following the approval of Emergency Decree No. 023-2022, of October 25, 2022, which establishes the economic and financial measures



aimed at avoiding the shortage of fuel at the national level, the review and updating of the Bylaws and other corporate instruments is planned, which will generate the updating of our Code of Corporate Governance. For this reason, by 2023, it is planned to identify and implement improvements in the corporate governance of our Company.

For more details, you can click on the following link:
www.petroperu.com.pe/Docs/spa/files/BGC/codigobgc2020.pdf.

2.4.2 General Assembly of Shareholders

(GRI 2-9) (GRI 2-10) (GRI 2-14)

In accordance with Supreme Decree No. 014-2018-EM and its amendments, the only shareholder of our company is the Peruvian State, which is represented at the General Shareholders' Meeting by five members:

Shareholders' Meeting	
	Minister of Energy and Mines, Chairman of the Board
	Minister of Economy and Finance, Board Member
	Deputy Minister of Hydrocarbons of the Ministry of Energy and Mines, member of the Board
	Deputy Minister of Finance of the Ministry of Economy and Finance, member of the Board
	Secretary General of the Ministry of Energy and Mines, member of the Board

Each member of the General Shareholders' Meeting represents 20% of the shares of the share capital of our company, as indicated in the aforementioned Supreme Decree.

Extraordinary General Meetings of Shareholders are held, whose notices are publicly available on its official website, in the convening notices section. In this section all the calls are published.

The General Meeting of Shareholders appoints the members of the Board of Directors when it deems it appropriate for the interests of the Company, or when resignations or removals have been filed by the members. Likewise, they are empowered to propose candidates for members of the Board of Directors to the General Shareholders' Meeting, the Board of Directors and the shareholders.

During 2022, the General Shareholders' Meeting held ten sessions, seven of them in person and three in person. In these sessions, we had 100% direct exercise of shareholder rights, the main topics being the following:

- ➊ Approval of the increase in share capital.
- ➋ Approval of Annual Report and Audited Financial Statements.
- ➌ Appointment of Directors.



2.4.3 Directorio

**(GRI 2-9) (GRI 2-10) (GRI 2-12) (GRI 2-13)
(GRI 2-14) (GRI 2-24)**

Our Board of Directors is made up of six members, in accordance with the provisions of Legislative Decree No. 043 (Ley de la Empresa Petróleos del Perú SA). Five of them are elected by the State as the sole shareholder, and one by our workers. Likewise, at least two of the members of the board must be independent directors. All members of the Board of Directors are of Peruvian nationality.

The General Shareholders' Meeting is responsible for appointing and appointing the members of the Board of Directors. For us, its proper formation is a fundamental pillar for the existence of an efficient Board of Directors, which provides value to shareholders.

The Board of Directors is the highest decision-making body of PETROPERÚ. Its main mission is the administration, control and supervision of the Company. In the exercise of their functions, the directors must ensure the benefit, interests and rights of PETROPERÚ.

The Articles of Association and the Internal Rules of Organization and Operation of the Board of Directors establish the functions of the Board of Directors. Among the main ones we find:

- ① Establish and direct the general policy of PETROPERÚ.
- ① Define, supervise and review the PETROPERÚ Strategic Plan.
- ① Approve the Social Responsibility Policy.

Likewise, the following related functions are considered:

- ① Stakeholder engagement process and how these outcomes are considered.
- ① Efficiency of the organization's processes.
- ① Describe how ESG impact management is delegated. Describe the processes and frequency of reporting to the highest governance body on ESG impact management.

The aforementioned topics are brought to the attention of the Board of Directors through the different departments of the Company: Corporate Finance Management, Corporate Sustainable Development Management, Corporate Communications and Institutional Relations Management, Corporate Processes and Risks Management, and the General Secretariat.

During 2022, the Board held sixty-four sessions. These were attended by the majority of directors, indicating alignment with the activities envisaged in the Board's Annual Work Plan for 2022.

As of January 1, 2022, the composition of our Board of Directors was as follows:

Table 2 - Board Members from January to April 2022

Board Member	Position
Mario Candelario Contreras Ibárcena	Chairman/Independent Board Member
Luis Rafael Zoeger Núñez	Vice President/Independent Board Member
Juan Donato Pari Choquecota	Independent Board Member
Hugo Ángel Chávez Arévalo	Non-independent Board Member
Carlos Alberto Palacios Olivera	Non-independent Board Member
Óscar Electo Vera Gargurevich	Board member representative of the workers

Source: General Secretariat.

On April 1, 2022, the General Shareholders' Meeting approved the appointment of five new members of the Board of Directors, who exercised functions as of April 2.

Table 3 - Board Members from April to September 2022

Board Member	Position
Humberto Juan David Campodónico Sánchez	Chairman/Independent Board Member
Carlos Edgar Vives Suárez	Vice President/Independent Board Member
Víctor Murillo Huamán	Non-independent Board Member
José Andrés Olivares Canchari	Non-independent Board Member
Luis Antonio Gonzales Talledo	Non-independent Board Member
Óscar Electo Vera Gargurevich	Board member representative of the workers

Source: General Secretariat.

On September 12, 2022, Luis Antonio Gonzales Talledo submitted his resignation as a member of our Board of Directors.

At the meeting of the General Shareholders' Meeting on October 26, 2022, it was approved to appoint Edmundo Raúl Antonio Lizarzaburu Bolaños as a member of the Board of Directors, as of October 27, 2022.

On October 27, 2022, Humberto Juan David Campodónico Sánchez submitted his resignation, which was formalized on November 2, 2022 at the universal session of the General Shareholders' Meeting.

Finally, on December 11, 2022, Óscar Electo Vera Gargurevich submitted his resignation from the position of director representing our workers, to assume the position of Minister of Energy and Mines. Consequently, Antonio Leonardo Manosalva Alarcón assumed the position of workers' representative director, who previously had the status of alternate director.

(GRI 2-11)

Table 4 - Members of the Board of Directors at the end of 2022

Board Member	Position
Carlos Edgar Vives Suárez	Vice President/Independent Board Member
Víctor Murillo Huamán	Non-independent Board Member
José Andrés Olivares Canchari	Non-independent Board Member
Edmundo Raúl Antonio Lizarzaburu Bolaños	Non-independent Board Member
Antonio Leonardo Manosalva Alarcón	Board member representative of the workers

Source: General Secretariat.



Carlos Edgar Vives Suárez
Independent Board Member

Vulnerable social group: elderly (72 years)
Start date: 02.04.2022
Specialization: Petroleum engineer, graduate of the Universidad Nacional de Ingeniería, with forty years of experience in the petroleum industry in the phases of exploration and exploitation of hydrocarbons (upstream), and related activities such as oil negotiation and contracting, environmental protection, community relations and prior consultation. He worked eighteen years in PETROPERÚ, two years in private activity and twenty years in PERUPETRO. In the latter company he held the top position in important management: Contracts (including Contract Negotiation), Promotion, Environmental Protection and Community Relations, and General.

Víctor Murillo Huamán
Non-independent Board Member

Vulnerable social group: elderly (60 years)
Start date: 02.04.2022
Specialization: Electrical engineer from the Universidad Nacional del Centro del Perú, master's degree in Economics from the Pontificia Universidad Católica del Perú and master's degree in Economic Regulation of Public Services from the Universidad de Barcelona (Spain). He has more than thirty years of experience in the Peruvian Energy sector, leading public and private organizations. His experience as a specialist and manager of companies and institutions (state and private), as well as the exercise of university teaching, in addition to having served as Deputy Minister of Hydrocarbons, allows him to have a transversal approach to the energy sector. He currently serves as Chairman of the Board of Directors of the Generación del Sur company.

José Olivares Canchari
Non-independent Board Member

Start date: 02.04.2022
Specialization: Degree in Economics from the Universidad del Pacífico and master's degree in Financial Engineering from the Universidad de Alcalá de Henares (Spain). Fellow of the Carolina Foundation to follow the program Expert in Management of Financial Institutions by the Fundación de Cajas de Ahorro de España (FUNCAS). With twenty-four years of experience in treasury management, debt management, risk management, corporate finance, asset and liability management, capital markets, valuation of financial and credit assets, credit portfolio management, investment portfolio management, structuring and issuance of debt instruments and financial regulation. He currently serves as a member of the Board of Directors at Caja Sullana.

Edmundo Raúl Antonio Lizarzaburu Bolaños
Non-independent Board Member

Start date: 27.10.2022
Specialization: PhD in Management, master's degree in Research, PON in Negotiation, Global MBA and industrial engineer. Senior executive with more than twenty-two years working in companies and developing research and consulting in the technology, banking, stock exchange, hydrocarbons, retail and business sectors in Latin America and the United States. Experience in operations development, process improvement, risk management, integrity, corporate governance, compliance and auditing. Oriented to results, innovation and business profitability, as well as change management and leadership of multifunctional and multicultural teams. He is currently Vice Chairman of the Board of Inversiones Coril Sociedad Gestora de Fondos SA and Chairman of the Board at Esvicsac.

Antonio Leonardo Manosalva Alarcón
Board member representative of the workers

Start date: 11.12.2022
Specialization: Electrical mechanical engineer from the University of Piura and Master of Business Administration from Centrum PUCP, with Master in Management certification from Grenoble École de Management (France). Since 2012, he has been a member of the Beta Gamma Sigma Society (The International Business Honor Society). He has more than seventeen years of experience in PETROPERÚ, and has held positions as Head of Integrity and Reliability, Engineering, and Management Control of the Pipeline Department Management. Currently, he is in charge of the position of Pipeline Department Manager.

It should be noted that the Board of Directors publicly maintains an affidavit of interest during the term. This statement details the companies in which the directors hold shares, as well as other information of interest. To access this document, you can visit the following link:

www.petroperu.com.pe/buen-gobierno-corporativo/directorio.

Selection of the highest governing body

(GRI 2-10)
In our Internal Regulations for the Organization and Operation of the Board of Directors, the requirements for the election of independent members are detailed:

- ➊ Develop a full and qualified professional activity outside the Board of Directors.
- ➋ Maintain a financial situation that allows them to presume their economic independence in the face of the remuneration they may receive for participating in the Board of Directors.
- ➌ Have a professional and personal profile that allows them to presume their independence.
- ➍ Not be a public servant or official.
- ➎ Have had no employment relationship, or commercial or contractual relationship of a significant nature with our Company, in the two years prior to their appointment.
- ➏ No litigation or conflict of interest with our Company.

To qualify an independent board member, in addition to what is established in the corporate documents, we are limited to the Guidelines for the Qualification of Independent Board Members, approved by SMV Resolution No. 016-2019 SMV/01, as we are registered in the Public Registry of the Securities Market. It should be noted that, during 2022, board members qualified as independent have been incorporated into the collegiate, who met the requirements described in this section.

The General Shareholders' Meeting is the competent body to appoint the members of the Board of Directors, in accordance with the General Companies Law and the Bylaws. In addition, we have a board member who is elected by our workers, in universal, direct and secret election. This process is supervised by the National Office of Electoral Processes (ONPE) and subsequently ratified by the Board.

To implement and comply with the decisions of our Board of Directors, embodied in agreements and orders, we use a web tool called the System for Tracking Agreements and Orders (SSAP). With this platform, we seek to have effective control of the requests made by the different corporate bodies.

Presidente del máximo órgano de gobierno

(GRI 2-11)
During 2022, the positions of Chairman of the Board and General Manager fell to different people. Each of them exercised their functions in accordance with the provisions of the Internal Regulations for the Organization and Operation of the Board of Directors and the Articles of Association. It should be noted that, during this period, at least one of the members of the Board of Directors held a management position.

In addition, actions were taken to strengthen the autonomous performance and segregation of functions of the Company's governing bodies, such as approval of the bill on the strengthening and appointment of members of the Board of Directors of Petróleos del Perú-PETROPER, aimed at strengthening the independent performance of the Board and making effective its control role with respect to Management.

Board Committees

(GRI 2-9) (GRI 2-24)
Our Articles of Association establish that the Board of Directors may constitute such committees as it deems necessary for the operation of the Company. Each committee must be headed by an independent director, and composed of an independent director and an additional non-independent member of the Board, who are appointed for a period of two years.

During 2022, our Board of Directors has had four support committees:



Each of our Board of Directors committees is composed of three directors, two of whom have the status of independent directors. The chairmanship of each committee was held by the independent directors.

Committee of Corporate Governance Practices³ (GRI 2-13)

President:
Carlos Edgar Vives Suárez
Independent board member

Members:
Humberto Juan David Campodónico Sánchez
Independent board member

Óscar Electo Vera Gargurevich
board member representing the workers

Objective: to recommend to the Board of Directors mechanisms that allow the adoption, monitoring and improvement of corporate governance practices.

Functions:
Coordinate that the corporate social responsibility (CSR) policies, plans and programs that we implement are in accordance with the standards of corporate governance.

Coordinate with our administration the dissemination of good corporate governance practices among all members, in addition to promoting training programs for management personnel on the subject.

Supervise the effective application of good corporate governance practices, on which we operate, and propose improvements.

During 2022, this committee focused on overseeing the following topics:

- ➊ Issues reported to investors.
- ➋ Results obtained when executing social management plans.
- ➌ Situational status of social and environmental projects.
- ➍ Good corporate governance communication plan.
- ➎ Practices adopted from a sustainability perspective.
- ➏ Progress of the Corporate Governance Action Plan.
- ➐ Supervision of the attention of requests for information by Transparency Law.
- ➑ Proposal for regulations on the selection of directors.

Audit and Control Committee⁴ (GRI 2-27)

President:
Carlos Edgar Vives Suárez
Director Independiente

Members:
Humberto Juan David Campodónico Sánchez
Director Independiente

José Andrés Olivares Canchari
Director no Independiente

Objective: To supervise the issues related to risk management and internal control, the system for the prevention of money laundering and financing of terrorism (LAFT), the anti-bribery management system, and the system for the prevention of corruption crimes, in addition to the process of preparing the relevant economic-financial information.

Monitor and review the results obtained in the execution of external and internal audit work, as well as the Office of the Comptroller General of the Republic.

Functions:
Recommend to the Board the guidelines, policies, principles and methodologies to strengthen the Internal Control System (ICS), and supervise its implementation.

Supervise the integrity of our financial and accounting policies, as well as regulatory compliance, internal controls, financial reporting, financial reporting practices, certain financial matters, such as our capital structure, complex financial transactions, financial risk management, retirement plans, and tax planning, in relation to matters within its competence.

Know the issues related to effective compliance with the Integrity Code, as well as our financial reporting process. Likewise, to know and follow up on complaints of corruption, as well as accounting and financial fraud, that impact our financial statements, in addition to complaints in matters related to ethics and conflicts of interest.

Review the reports of risk exposure levels, prepared by our competent bodies, in order to determine the most significant, and report to the Board of Directors to arrange immediate actions, in order to minimize their impact.

Maintain communication with external and internal auditors to receive information on situations that may jeopardize their independence and others related to the performance of their functions within the Company.

During 2022, this committee focused on overseeing the following topics:

- ➊ Reporting of risks related to strategic objectives.
- ➋ SCI Implementation.
- ➌ Monitoring and control over cases of complaints against ethics, conflicts of interest, fraudulent use of assets and transactions between interested parties.
- ➍ Results of audit reports issued by the Institutional Control Body and action plans to be implemented in its recommendations.
- ➎ Compliance with internal rules of conduct.
- ➏ Actions of the Internal Control Body and audits related to internal control.
- ➐ Status of the external audit to the financial statements.
- ➑ Business Continuity Plan.
- ➒ Classification of information.
- ➓ Evaluation of the performance of the Information Security Management System.

Administrative Committee⁵

President:
Humberto Juan David Campodónico Sánchez
independent board member

Members:
Carlos Edgar Vives Suárez
independent board member

Edmundo Lizarzaburu Bolaños
non-independent board member

Objective: To support the activity carried out by the Board of Directors, in charge of supervising the acts of management, direction and administration provided for in our Articles of Association.

Functions:
Periodically monitor compliance with policies and standards regarding evaluations, remuneration and incentives for staff, and make recommendations to the Board of Directors.

Present to the Board of Directors, through the chairman of the committee or any of its members, reports of its sessions,

and indicate the main recommendations and decisions adopted.

Request reports from our management on the management, direction and administration activities of the Company. It is the power of this committee, if necessary, to request additional information.

Review the information provided by our management on the management, direction and administration activities of the Company. For this, corporate documents are considered as a frame of reference, as well as administrative and legal rules that regulate our activities and practices of good corporate governance.

During 2022, this committee focused on overseeing the following topics:

- ➊ Compliance with the PETROPERÚ-Corporate University Organizational Learning Policy and the Annual Training Plan.
- ➋ Compliance with the Annual and Five-Year Goals 2019-2023, 2021 and 2022.
- ➌ Status of the administration of the Family Medical Assistance Program (PAMF).
- ➍ Performance Evaluation.
- ➎ Implementation of cultural change management.
- ➏ Optimization of our Company at the organizational level.
- ➓ Evaluation of the Board Remuneration Policy and Salary Policy, among others.

Innovation and Business Development Committee⁶

President:
Carlos Edgar Vives Suárez,
independent board member

Members:
Víctor Murillo Huamán
non-independent board member

Humberto Juan David Campodónico Sánchez
independent board member

Objective: To support the management carried out by the Board of Directors in the implementation of research, development and innovation strategies, in order to guarantee our continuity as a leading company in the energy sector.

³ Information at the end of 2022.

⁴ Information at the end of 2022.

⁵ Información al cierre de 2022.

⁶ Información al cierre de 2022.



Functions:

Recommend to the Board the approval of general policies necessary to provide technological innovation solutions for production processes and the development of hydrocarbon or energy sector activities.

Periodically monitor compliance with policies and standards related to research, development and innovation, and formulate their improvement to the Board of Directors.

Contribute to the formulation and consolidation of our Company's research, development and innovation strategy, aligned with its long-term development.

Supervise the implementation of research, development and innovation strategies of our Company, and recommend improvements. These must show a clear alignment with the business objectives in order to guarantee the continuity of our organization as a leading company in the energy sector.

Know the issues related to the implementation of the digital strategy, cultural change at the technological level, the implementation of agile methodologies and disruptive projects.

During 2022, this committee focused on overseeing the following topics:

- Reports on energy matrix change projects, energy efficiency and business models.
- Situational status of the electric gas station projects, convenience stores and PETROPERÚ service stations.
- Digital and cultural transformation.
- Licensing contracts for the exploitation of hydrocarbons, among others.

Commitments & Policies (GRI 2-23)

Our Board of Directors is responsible for reviewing, updating and approving the policies and guidelines that govern the good conduct of the Company and its critical stakeholders.

Policies and guidelines during 2022

- Policy on Integrity and the Fight against Corruption and Fraud
- PETROPERÚ Integrity Code
- Corporate Transparency Policy
- Money Laundering and Terrorist Financing, Corruption and Anti-Bribery Policy

- Integrated Management Policy for Quality, Environment, Process Safety and Occupational Health.
- Social Management Policy.
- Corporate Policy: Donations from PETROPERÚ.
- PETROPERÚ Organizational Learning Policy-Corporate University.
- PETROPERÚ People Management Policy.
- Corporate Policy: Featured Personnel for PETROPERÚ.
- Corporate Policy: Performance Management.
- Corporate Policy: PETROPERÚ Succession.
- Corporate Policy: Appointment of PETROPERÚ Management and Executive Personnel who report to the General Management and the Board of Directors.
- Cultural Policy.
- Equality, Diversity and Inclusion policy.
- Biodiversity Management Policy.
- Pricing Policy for Liquid Fuels and Specialties Marketed in the Local Market.
- Corporate Policy: Marine Fuels for Export, Approved with A/D No. 101-2007-PP and amended with A/D No. 005-2014-PP.
- Personal Data Protection Policy.
- Information Security Policy.
- Corporate Policy: PETROPERÚ Information and Communications.
- Integrated Internal Control Policy.
- Risk Management Policy.
- Corporate Policy: Market Risk Management using Derivative Financial Instruments.
- Evaluation of the Board of Directors, Board Committees and Directors.
- Housing for Staff Administrative Technician Employee
- Induction Policy for new Board Members.
- Corporate Policy: PETROPERÚ Sales and Discounts.
- Per diem policy of PETROPERÚ.
- PETROPERÚ Trade and Discounts Policy.
- Corporate Policy: Travel Abroad of PETROPERÚ staff.

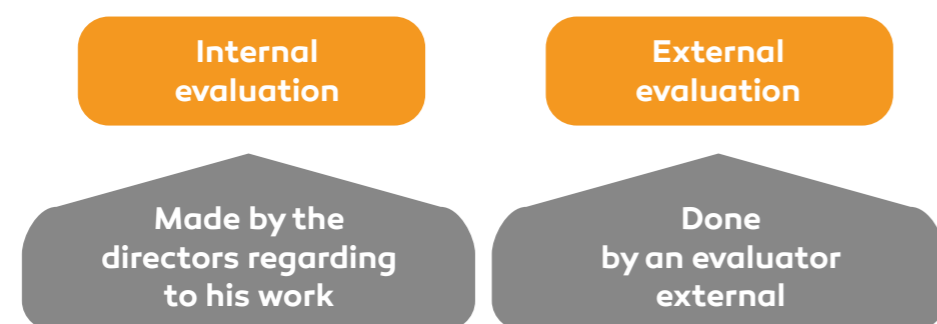
You can find our policies at the following link: : www.petroperu.com.pe/acerca-de-petroperu/politicas.

It should be noted that we have specific guidelines on the eradication of forced labour (Social Management Policy) and eradication of child labour (Circular No. RRHH-RI-007-2014). Likewise, in our Social Management Policy we express our commitment to human rights.⁷

⁷ www.petroperu.com.pe/Storage/tbl_documentos_varios/fld_1160_Documento_file/480-p8Fm0Eq1Qt1Rc7M.pdf.

Evaluation and training of the Board of Directors (GRI 2-17) (GRI 2-18)

Our Board Evaluation Policy, Board Committees and Directors approved in November 2018, establishes two evaluation systems:



Annually, our directors must go through a process of evaluation of their work, individually and collectively. This allows us to ensure the correct performance of their functions and optimise their work.

Based on these evaluations, we highlight the work carried out by the directors regarding their participation in the Board of Directors, in the Board committees and individually. In this way, we give value to their individual and group work to each of our directors. It should be noted that, during 2022, no performance evaluation of the Board of Directors was carried out⁸.

On the other hand, the training and inductions carried out for our directors are based on the Induction Policy for new directors. During the incorporation of the members in the Board of Directors for the period 2021-2022, induction activities were carried out for the new members, in April, May, June and November 2022. The trainings and inductions include topics related to sustainability.

Remuneration Policy (GRI 2-19) (GRI 2-20) (GRI 2-21)

The Remuneration Policy of the Board of Directors was approved by the General Shareholders' Meeting Agreement of June 27, 2018. It established the amount of remuneration of the members of the Board of Directors amounting to S/ 3,000 for attendance at the sessions of the Board of Directors, with a maximum of two paid sessions per month.

In addition, this policy establishes the amount of the remuneration of the members of the Board of Directors equivalent to 50% of the established diet for each session of the Board of Directors for participation in the sessions of the Board of Directors committees, with a maximum of one paid session per month.

On April 22, 2021, we approved the new Salary Policy with Board Agreement No. 043-2021-PP, which established the payment of a monthly variable remuneration for the management personnel of levels 1 and 2 with a report to the General Management, which would be paid based on the fulfillment

⁸ Due to internal changes in PETROPERÚ.

of objectives and goals established for each management and aligned with the objectives of the PETROPERÚ Strategic Plan. Subsequently, with Board Agreement No. 131-2021-PP, of November 18, 2021, the payment of the variable remuneration was void.

However, as a result of a restructuring process of PETROPERÚ, carried out in 2021 by Arthur de Little (ADL), it was recommended that a variable remuneration system be implemented again, linked to the business indicators (EBITDA and ROE, fundamentally), to leverage the commitment at a critical moment for the Company, which is in the process of evaluation and formulation for the next two years.

It should be noted that, to date, the members of the Board of Directors do not participate in a specific committee related to the appointment of remuneration within the Company. However, on this point, the aforementioned restructuring plan specifically establishes, in relation to the strengthening of governance, the creation of an Appointment and Remuneration committee, in order for it to determine the policy and remuneration of the management levels.

It is the Board of Directors of the Company that approved with Board Agreement No. 043-2021-PP the implementation of a new Salary Policy, the Salary Administration Procedure and the Single Salary Scale of the Company that allow to have a flexible remuneration administration tool, aligned with the objectives of the Strategic Plan and the Principles of Corporate Governance of PETROPERÚ.

The approved Salary Administration Procedure contains the methodological proposal for the design of a new salary structure of the Company, which is firmly based on the relative value of the positions, resulting from the application of the job valuation/approval system and the analysis of external competitiveness of the salaries of the hydrocarbon sector, with the aim of enabling and facilitating horizontal and vertical development, in order to grant greater autonomy for the salary administration of personnel at all levels of the organization.

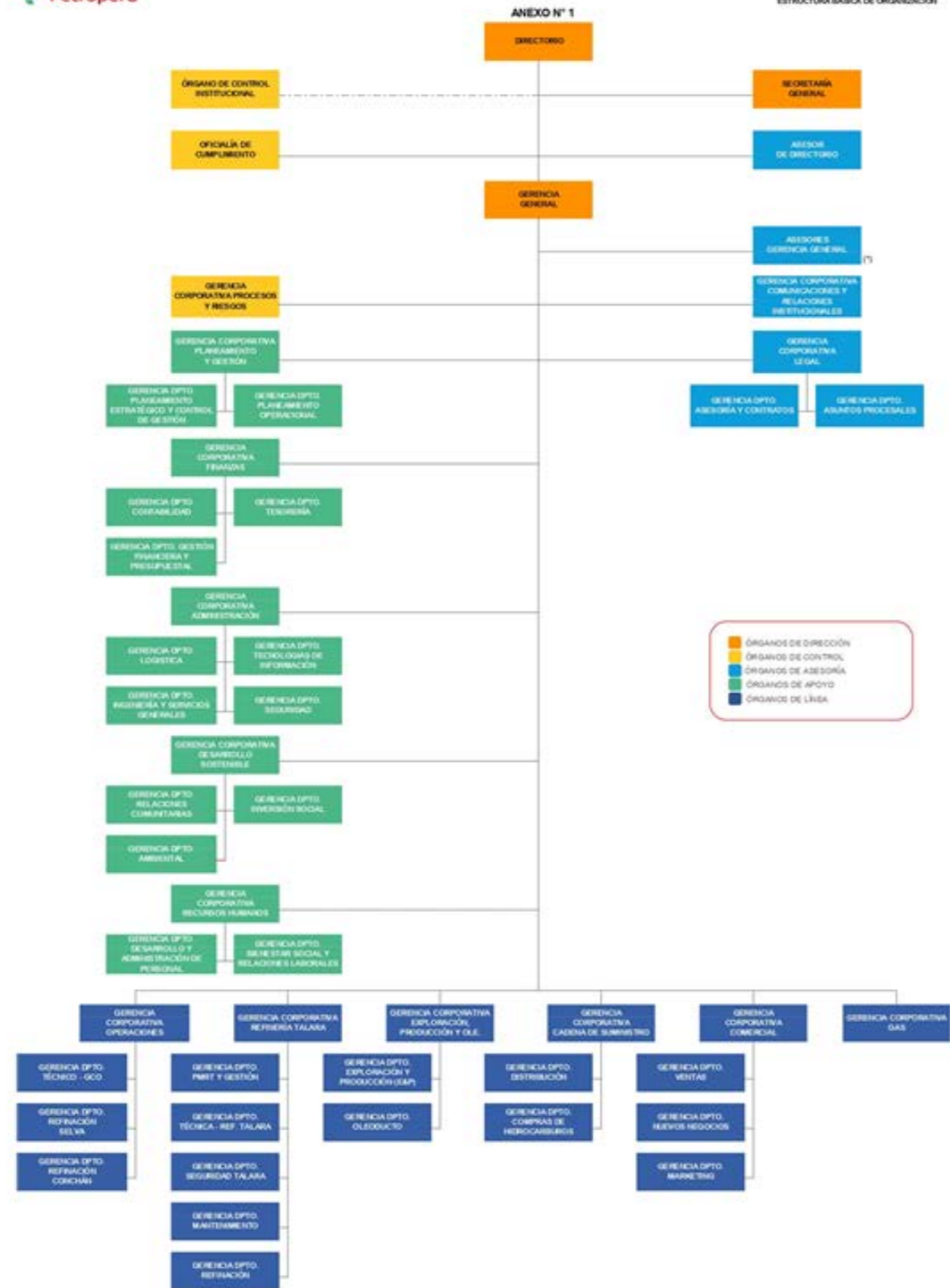
The new salary structure for the management level with the highest projection aligns with the average trend of basic salaries in the Oil & Gas sector, according to the latest salary survey of the Oil & Gas Club 2020 prepared by the Korn Ferry Consultancy (Hay Group SA).

It should be noted that, during 2022, we did not make any salary increase to the personnel of our Company. When considering the highest compensation of a worker in 2022, which amounts to S/ 494,576.84, divided by the total median remuneration of PETROPERÚ staff, which amounts to S/ 139,674.51, we obtained 3.54 as a value ratio for the 2022 remunerations.

Our organizational chart

Our General Management is the body that executes the management of PETROPERÚ. Exercises the legal representation of the Company. The general manager is a representative of the Board of Directors, and is responsible for directing, coordinating and controlling the actions of the other bodies of the company.

(GRI 2-9)



2.5 Business ethics

(GRI 2-15) (GRI 2-16) (GRI 2-25) (GRI 2-27) (GRI 205-2) (GRI 205-3)

As a Peruvian State company, we consider integrity as one of our corporate values, and we establish cross-cutting ethics in our performance and in the activities of all our areas.

In this line, we focus on establishing a culture of “zero tolerance” that drives PETROPERÚ to act with probity and ethics, and not to tolerate any type of active or passive conduct that constitutes corruption, fraud or any other irregular or inappropriate act.

In order to maintain honest and transparent relationships with our stakeholders and citizens in general, it is essential to manage and address the anti-corruption issue. Therefore, we align ourselves with objective 5 of our strategy, which reflects our interest in strengthening the governance of the Company, fostering a culture of integrity and the fight against corruption.

In addition, we aim to prevent acts of corruption and fraud, detect them and take measures to avoid putting our image at risk, as well as the well-being of our stakeholders or citizens in general.

Systems that group internal management instruments

Integrity System

- Drives and strengthens the culture of integrity in our Company. In addition, it guides the behavior of our officials and workers to prevent irregular acts of fraud and corruption, and thus raise standards of ethical conduct and maintain a good image of our Company with stakeholders.

System for the Prevention of the Crime of Corruption

- Early warning system that focuses on generating a climate of internal and external trust in the Company, allowing to identify risky situations, prevent possible commissions of crimes, adopting appropriate measures for their mitigation.
- It is supported on the basis of Law No. 30424 (Law regulating the administrative liability of legal persons), its Regulations and NTP-ISO-37001:2017 (anti-bribery management systems).
- Attends to good practices recommended by international entities, such as the Organization for Economic Cooperation and Development (OECD), the United Nations (UN) and the Financial Action Task Force (FATF), so that companies assume responsibility for the commission of crimes that have been committed in their name and for direct or indirect benefit.

System for the Prevention of Money Laundering and Financing of Terrorism

- PETROPERÚ, in accordance with the law, is considered as a subject obliged to inform the Financial Intelligence Unit (FIU-Peru) and, as such, obliged to implement a System for the Prevention of Money Laundering and Financing of Terrorism (SPLAFT), given that it is a company that produces and markets chemical inputs that can be used in illegal mining, under the control and oversight of SUNAT.

Our management systems related to the fight against corruption are established at the corporate level and are evaluated by means of indicators of the degree of compliance with the activities stipulated in their annual work plans.

Table 5 - Internal management systems and achievements in 2022

System	Objective	Components	Achievements
Integrity System	Establish a standard of ethical conduct in all our internal and external workers.	Policy on Integrity and the Fight against Corruption and Fraud. Integrity Code. Integrity System Guideline (anti-fraud, anti-corruption, conflict of interest, gifts and attentions). Whistleblowing Channel: Integrity Hotline. Awareness raising and training.	We approved the 2022 Integrity System Awareness, Dissemination and Training Plan. Our Board of Directors, with the participation of the General Management, signed the Annual Commitment to Integrity and Anti-Corruption. We conducted 13 ethics and integrity trainings with 796 attendees nationwide. We received 74 complaints through the Company's receiving channels. Regarding these, we recommend disciplinary measures in 3 complaints. 67% of the obligated subjects levels 4 and 5, as well as 100% of director levels 1, 2 and 3, complied with the presentation of the affidavit of interest of the Comptroller General of the Republic. We answered 330 queries about conflicts of interest.
System for the Prevention of the Crime of Corruption In accordance with Law No. 30424 and Legislative Decree No. 1352.	Provide an early warning system regarding possible breaches or commission of crimes that allow timely measures to be taken and reduce the risk of exposure, in order to generate a climate of internal and external trust in our Company.	Prevention manager. Risk assessment. Dissemination and training. Evaluation and monitoring. Complaints procedure. Supplier due diligence.	We automate the Commitment to Adherence to the System for the Prevention of Corruption and Anti-Bribery Crimes, for its application at the national level. Attention to 85 queries. We conducted training for the International Anti-Corruption Day, corresponding to the Crime Prevention System, with the participation of 179 workers from different areas.
SPLAFT In compliance with Law No. 27693.	Depending on the risk factors of the LAFT, apply procedures and controls that allow timely detection and reporting of warning signs to prevent the products marketed by PETROPERÚ from being used for purposes related to LAFT crimes.	Appointment of the Compliance Officer. Strengthening of the internal regulatory framework of the SPLAFT (LAFT Prevention Manual, Code of Conduct, Procedures). Reports of the Compliance Officer (work plan, semi-annual reports to the Board of Directors and the FIU). Risk Management of Money Laundering and Terrorist Financing. Due diligence in the knowledge of the client. Operations record (RO). Identification of warning signs, unusual and suspicious operations. Awareness and training for Senior Management and our workers on the SPLAFT. Evaluation of the SPLAFT (internal and external audit).	We carry out the LAFT risk report with recommendations to improve its identification and evaluation. We strengthened the knowledge and internal regulatory framework of the system. We maintain the system by monitoring the LAFT warning signals and applying SPLAFT evaluation mechanisms.

Source: Compliance Officer and Corporate Management of Processes and Risks.

Table 6 - Common achievements of the three internal management systems during 2022

System	Common achievements
Integrity System	We achieved the automation of the commitment to adhere to the System for the Prevention of Corruption Crimes, the SPLAFT and the Anti-Bribery Management System, signed by 2,500 workers, with which they undertake to comply with the Policy for the Prevention of Money Laundering and Financing of Terrorism, Corruption Crimes and Anti-Bribery Management.
System for the Prevention of the Crime of Corruption	We carry out awareness-raising and training actions aimed at staff regarding issues of integrity, conflict of interest, affidavit of interest, whistleblowing channel, anti-corruption and anti-bribery, and the SPLAFT.
SPLAFT	We update and incorporate clauses to prevent LAFT, as well as corruption and bribery offences, in contracts and documents signed with our business partners.

Source: Compliance Officer and Corporate Management of Processes and Risks.

As part of the implementation of good integrity management practices, our Board of Directors, with the participation of the General Management, signed the Annual Integrity and Anti-Corruption Commitment Act with the aim of strengthening the tone of the top.

Through this act, we are committed to supporting the strengthening of a culture of integrity and the fight against corruption in our Company, which allows us to maintain honest and transparent relationships with our stakeholders and citizens in general.

The instruments and respective reporting mechanisms allow to prevent, detect and control any irregular act, and are socialized by different means. Thus, we improve our reputation, ensure compliance with these mechanisms and achieve our business objectives.

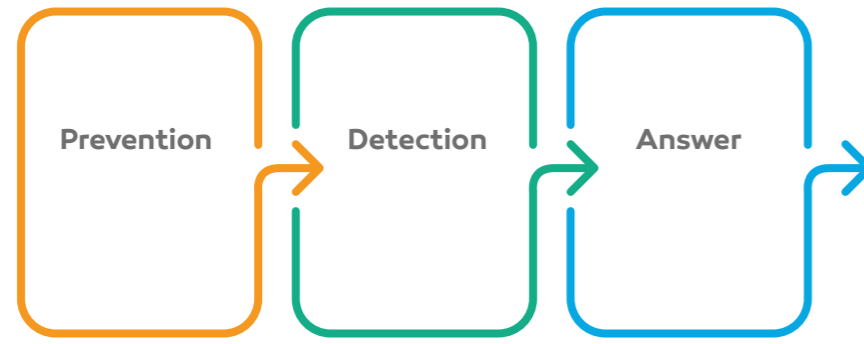
In this way, the realization of our business lays its foundations in corporate governance and ethical practices. We maintain a firm position of “zero tolerance” towards acts that generate affinity of negative externalities and that represent an obstacle to the development of Peru. These acts include fraud, corruption, deception, payment, improper authorization, bribery, money laundering, terrorism or other inappropriate conduct in the Company, both internally and externally.



2.5.1 Integrity System

(GRI 2-15) (GRI 2-16)

In order to strengthen our ethical culture, we have developed an Integrity System with three components:



Prevention

We have instruments that help us comply with this component, as they guide the conduct of our workers and are disseminated among the different stakeholders. These instruments are part of the contracts or agreements that, under any form of contract, are signed with natural or legal persons.

We seek the continuous strengthening of a culture of integrity, based on our clear “zero tolerance” stance towards fraud, corruption, bribery and any irregular acts. Therefore, in 2022, we approved the Awareness, Dissemination and Training Plan, and we managed to carry out **thirteen training activities on issues of ethics and integrity, transparency, and access to information.**

Integrity Code

Our Integrity Code is part of our corporate culture, and represents a guide to focus the behavior and actions of our workers.

This code aims to execute the business strategy and fulfill the mission of our Company. Therefore, it seeks to do the right thing and maintain integrity, good values and transparency.

Our Integrity Code is a document disseminated among the different stakeholders, and is part of the contracts or agreements that, in any form or modality, we sign with any natural or legal person.

Content of the Integrity Code:

- 1 Ethical commitments.
- 2 Procedures for denouncing the commitments of the Integrity Code.
- 3 Commitment to Adherence to the Integrity System.

You can find more information about our Integrity Code at the following link: www.petroperu.com.pe/Docs/spa/files/BGC/codigo-de-integridad.pdf.

Integrity System Guidelines

This document represents a behavioral guide designed to guide our action in the face of different situations that we may face in carrying out our activities.

It establishes the complementary guidelines to the Integrity Code, in relation to fraud, corruption, conflict of interest, acceptance and granting of gifts and attentions, and implementation of the culture of “zero tolerance”, in order to develop preventive actions and detect inappropriate acts.

You can find more information about our Integrity Code at the following link: : www.petroperu.com.pe/Docs/spa/files/BGC/manual-sistema-integridad2.pdf.

Corporate Policy on Integrity and the Fight against Corruption and Fraud

It sets out the general principles for implementing a culture of integrity and “zero tolerance” for unethical acts, corruption or fraud. To reinforce this work, we have mechanisms designed to detect, prevent and control risks related to acts of corruption, conflict of interest, bribery or related crimes, in accordance with the prevention systems implemented to protect the assets and reputation of our Company.

You can find more information about our Integrity Code at the following link:

<https://petroperu.com.pe/publicaciones/politica-corporativa-de-integridad-y-lucha-contra-la-corrupcion-y-el-fraude/>.

Detection

We have a whistleblowing channel called PETROPERÚ Integrity Line that works as a confidential whistleblowing system twenty-four hours a day, seven days a week.

Integrity Line

Our integrity line aims to ensure that our workers and citizens in general can report any suspicion of evidence of non-compliance with the Integrity Code and related standards.

Within this framework, we provide the following channels:

Web form. A space for our stakeholders to report their complaints. In this, we explain how to correctly fill out the form (www.lineadeintegridadpetroperu.com/report/create). After the report, users can check the status of the report by entering the code provided when filling out the form.

Email. Our users can easily and efficiently send their complaints to the following email address: reportes@lineadeintegridadpetroperu.com.

Voicemail. We provide the telephone line 0-800-77-788, option 2, access twenty-four hours a day, seven days a week.

Telephone line. By calling 0-800-77-788, stakeholders who wish to make a complaint can contact an advisor, from Monday to Friday, from 8.00 am to 6.30 pm.

Mail Address. Stakeholders may submit their report at the offices of BDO, at the following address: Avenida Antonio Miró Quesada 425 (antes Juan de Aliaga), piso 10, oficina 1005, Magdalena del Mar, Lima 17, Perú, with attention to Flavio San Martín or Alexander Sedano.

Personal interviews. We provide the opportunity to make complaints through interviews at the aforementioned address.

The Integrity Line is operated by an independent company, in order to ensure the confidentiality of the whistleblower's identity and allow anonymity. The treatment and handling of complaints is regulated by the Whistleblowing Response Plan procedure for Breach of the Integrity System. Once the complaints have been received by the operating company, they are evaluated by our professionals in the investigation of complaints and, if they meet the admissibility requirements, their investigation begins.

It should be noted that, at the end of 2022, we registered 74 complaints through our receiving channels, 8 of which corresponded to alleged cases of corruption, which represents approximately 10% of the total. These cases are subject to investigation by the competent authorities. Thus, 43 of them are attended or closed.

Table 7 - Complaints received by PETROPERÚ (2021-2022 comparative)

System	2021	2022
Number of complaints	107	74
Percentage of allegations of corruption	15%	10%

Source: Compliance Officer and Corporate Management of Processes and Risks.

We also recommend the application of disciplinary measures in three complaints for non-compliance with the Integrity System. In this regard, it is important to note that the imposition of a sanction is subject to the verification of the reported fact.

It should be noted that, in accordance with principle 22 of the Code of Integrity and Conflicts of Interest of the Code of Corporate Governance of PETROPERÚ, the General Management and the Board of Directors are informed of cases of non-compliance or any risk event that may affect the provisions of the Code of Integrity.

Within this framework, during 2022, the status of complaints that enter the Integrity Line is periodically reported to the Audit and Control Committee, made up of three members of the Board of Directors. Likewise, in accordance with the Corporate Governance Action Plan, at the end of the year the Board is informed of the actions taken within the framework of conflict of interest management. On the other hand, the Annual Work Plan of the Prevention Systems (Integrity System, Corruption Crime Prevention System and LAFT Prevention System) are approved at the Board level, and the progress of compliance with the aforementioned plan is reported through the Agreement and Order Tracking System of the SSAP Directory-Application.

Answer

Due to the deactivation of the Integrity and Discipline Committee in 2021, Corporate Compliance Management (today called Corporate Processes and Risks Management) assumed the role of handling complaints. During 2022, this management was in charge of the functions previously carried out by the Integrity and Discipline Committee.

This function is being reinforced especially in the following points:

- 🔗 Strengthening and restoring trust in the whistleblowing channel.
- 🔗 Recomposition of the Integrity Committee and improved management of complaints.
- 🔗 Dissemination, training and other activities and programs to strengthen the Integrity System of our Company.

2.5.2 Risk and compliance management

(GRI 2-15)

Internal Risk Management

In 2022, Corporate Compliance Management changed its name to Corporate Processes and Risks Management, with a reporting level to General Management.

Likewise, the maturity level of our SCI, according to the global self-rating, was 3.95-SCI Optimal. This qualification is determined according to the established criteria and indicates that the conditions to implement the SCI exist, are formalized, in operation and there is documentary evidence of its compliance.

The progress of risk management for this period was 93.07%. In addition, we managed to implement 90% of the total action plans established to address risks in 2022, within the framework of the 2019-2023 strategic objectives.

It should be noted that the results obtained by the aforementioned systems were reported to the Board of Directors and the Audit and Control Committee during 2022.

External Risk Management

Our Board of Directors is responsible for proposing, before the General Shareholders' Meeting, the criteria for selecting the auditing companies for approval. These criteria are incorporated into the bases of the public merit contest carried out by the Office of the Comptroller General of the Republic for the designation of the auditing company of the Company's financial statements.

The chosen audit firm is submitted to the General Shareholders' Meeting for consideration in order to formalise its appointment. The audit process began in May and ended in September 2022, after the recomposition of the Board of Directors.

2.5.3 Our Prevention System

(GRI 2-15) (GRI 2-27)

System for the Prevention of the Crime of Corruption

We managed to automate the signing of the Commitment to Adherence to the System for the Prevention of Money Laundering and Financing of Terrorism, Corruption and Bribery Crimes, by workers, through an application found on our corporate intranet. We also carry out various awareness-raising and training activities for the prevention system.

Within the framework of the prevention of corruption, in 2022 85 queries were answered related, among others, to the following topics: 28 cases of searches on the Inspektor platform, 5 cases on the application of the policy, 13 for the attention of compliance questionnaires, 8 related to information requirements and 31 on the review of clauses.



2.5.4 Internal and external socialization of anti-corruption policies and procedures

(GRI 2-27) (GRI 2-15) (GRI 205-2) (GRI 205-3)

In 2022, by completing the Integrity System Adherence Commitment, more than 95% of our workers achieved knowledge of anti-corruption policies and procedures.

Tabla 8 - Internal socialization of anti-corruption policies and procedures

Workers	Total workers informed ^o	Number of workers trained	Percentage 2022	Percentage 2021
Executive	14	14	100%	94%
Supervisors	1,352	1,321	97%	99%
Employees	1,290	1,189	87%	87%
Total	2,656	2,526	95%	93%

Source: Compliance Officer and Corporate Management of Processes and Risks.

In relation to our business partners, we have strengthened our anti-corruption systems and our Zero Tolerance Policy, as 100% of our suppliers of goods, services and works are aware of anti-corruption policies and procedures.

Table 9 - External socialization of anti-corruption policies and procedures

Partners	Total partners	Number of partners communicated	Percentage 2022	Percentage 2021
Suppliers of goods, services and works	469	469	100 %	100 %
Clients	742	208	28 %	66 %

Source: Compliance Office, Corporate Management Processes and Risks and Logistics Department Management.

Regarding capacity building, during 2022, Board members were trained in a culture of integrity as a mechanism to fight corruption. In addition, of a total of 1,355 supervisors and 1,300 workers, 518 and 179 of these, respectively, were trained on issues of integrity, conflict of interest and whistleblowing channel. Likewise, training was provided on anti-corruption and anti-bribery issues and the SPLAFT.

Table 10 - Staff trained in ethics and anti-corruption topics in 2022

Ethical and anti-corruption topics	Number of participants**
Integrity	796
LAFT	451
Corruption prevention (anti-bribery)	161
Total	1,408

* The number of participants corresponds to the number of attendees per talk.

Source: Compliance Officer and Corporate Management of Processes and Risks.

2.5.5 Conflict of Interest Prevention Management

(GRI 2-15)

As part of our conflict of interest prevention management, we have a commitment to “avoid conflict of interest”, which is part of the Company’s Integrity Code.

In addition, the Integrity and Anti-Corruption and Fraud Policy establishes that our employees undertake to identify and communicate to the corresponding body situations of real, apparent or potential conflicts of interest, personal or in relation to third parties, for their verification, analysis, registration, control and monitoring. This communication allows the implementation of relevant mechanisms that prevent harm to our workers and the Company, in accordance with the Conflict of Interest Prevention Management regulations approved for this purpose.

Through the Commitment of Adherence to the Integrity System, we adopt measures of evaluation and analysis of the information declared by our workers about their particular interests and those of their relatives within the second degree of consanguinity and affinity to prevent, manage and disclose conflicts of interest. Our workers sign this commitment annually, in accordance with the Integrity Code and the Procedure for Detection, Verification, Control and Follow-up of Conflict of Interest.

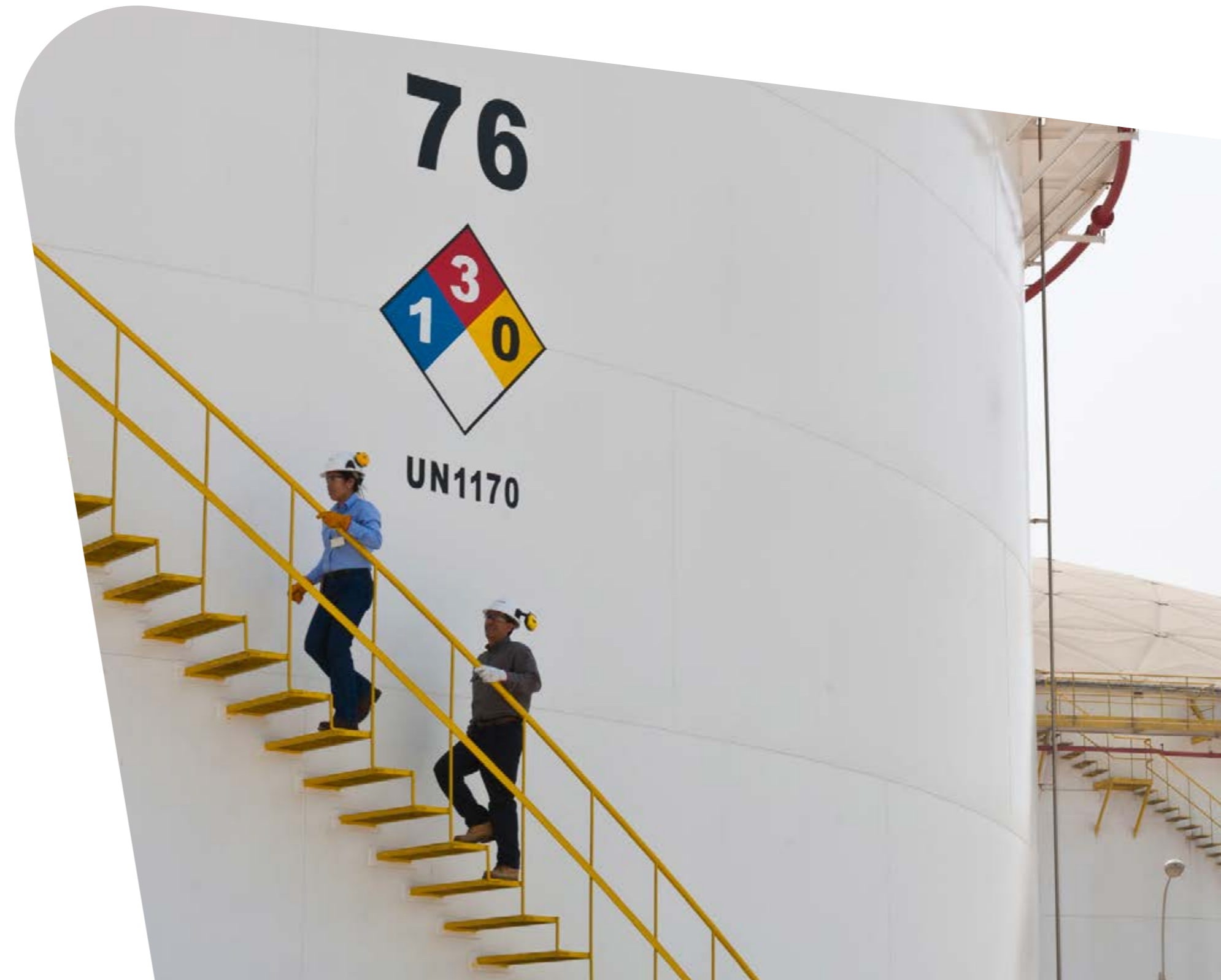
This declaration is completed and signed virtually. The information is stored on a digital platform that is verified by the corresponding area in order to warn of the occurrence of any conflict of interest and take action in a timely manner.

Likewise, according to the provisions of the indicated procedure, prior to the contracting of goods, services or works, the participating areas must review the digital platform, since it stores the information of the legal or natural persons declared by our workers, in order to warn before a contract the existence or not of a conflict of interest.

If any declared company is detected, the areas consult the corresponding area, which issues its opinion, determining if there is a conflict of interest and, if applicable, submits a recommendation to apply control measures.

Regarding the processes of contracting goods and services, it is a requirement that all suppliers comply with submitting the affidavit of conflict and interests of suppliers, in which they can indicate if they have any conflict of interest when contracting with our Company.

It should be noted that, within our training programs, we include awareness-raising activities aimed at our workers to avoid and prevent situations of conflict of interest.





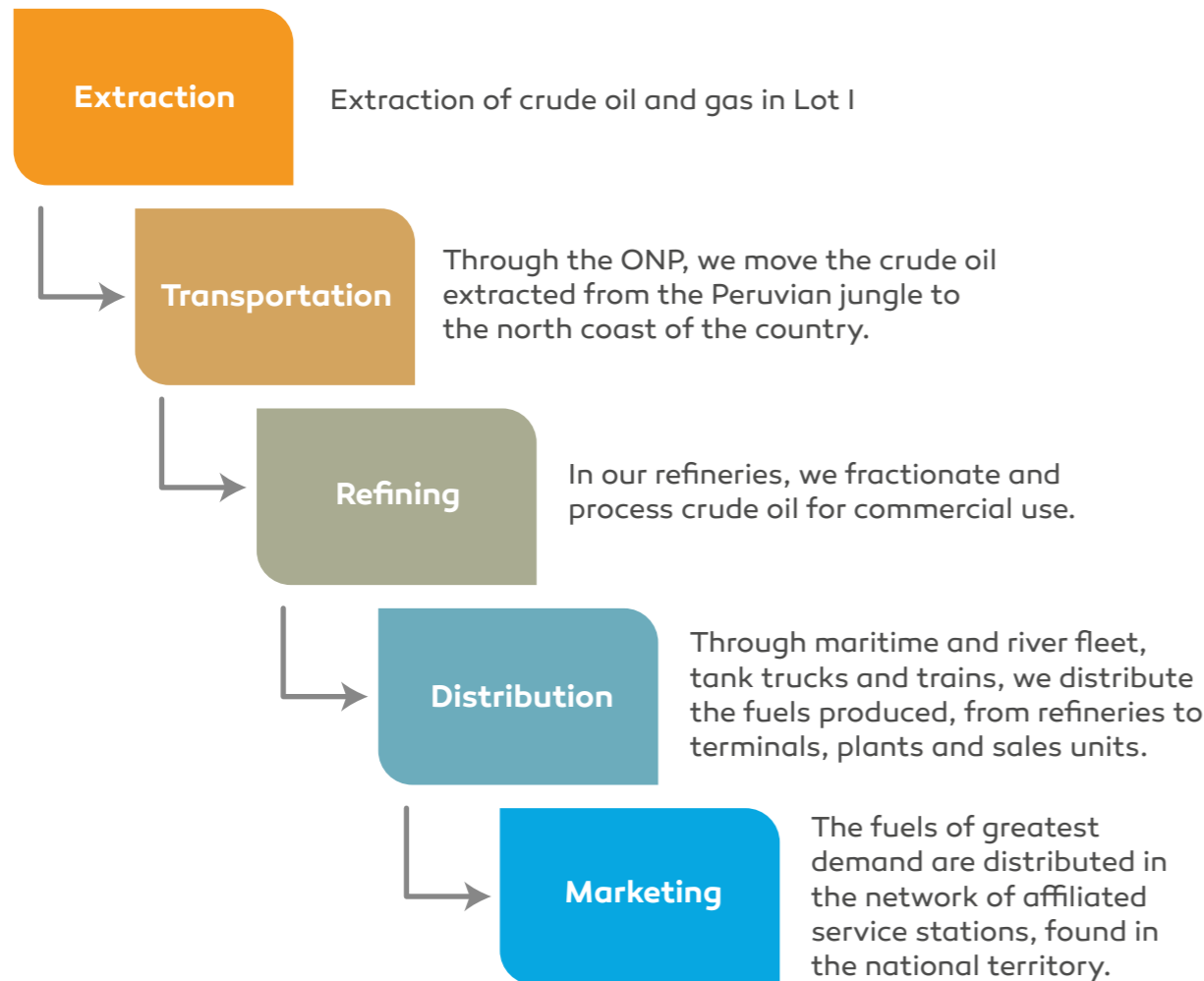
3 Market
Leadership

3.1 Economic performance

(GRI 2-6) (GRI 201-1)

We are specialists in the production and marketing of high-quality fuels on a national scale, as well as having extensive experience in the hydrocarbon sector.

As the main processes, we carry out transport, refining, distribution and marketing activities, which have made us a successful company focused on meeting the needs of the market in Peru.



In 2022, we adopted measures to improve management in operational management, such as increasing the value of inventories of intermediate and final products, as well as reducing spending. Consequently, we obtained favorable economic results.

USD5,574,000,000

Renueve generated

On our share capital, as of December 31, 2022, the authorized, subscribed and paid-up capital is represented by 5,572'168,000 common shares, whose nominal value is S/ 1 each.

Table 11 - Common Stocks by Class

Class	Number of shares	Percentage
A	4,457,734,400	80 %
B	1,114,433,600	20 %
Total	5,572,168,000	100 %

Class A shares have the right to vote, but they are indivisible, non-transferable and non-attachable shares, and may not be subject to security, usufruct or any impairment.

Class B shares have the right to vote and may be transferred through centralized stock market trading mechanisms.

Execution of investments

During 2022, we prioritized our investment portfolio, and managed to execute the amount of USD 582'000,000: USD 524'000,000 in investment projects and USD 58'000,000 in current investments.

The main investment projects correspond to the PMRT, Nuevo Terminal Ilo, Ninacaca Supply Plant, Puerto Maldonado Sales Plant, Lot 192 and Lot 64. Regarding the PMRT, we achieved an overall physical advance of 98.5% versus 100% programmed.

As for the current investment projects, these were aimed at maintaining the operation of the refineries, plants and terminals operated by the Company, improving operational performance and for regulatory compliance.

In 2022, our total assets grew by USD 1,256'000,000 and our total liabilities increased by USD 513'000,000.

In order to periodically monitor our cash flow projects and constantly monitor transactions, we file quarterly financial reports to report our economic management. These reports demonstrate our transparency to the Peruvian State and our main stakeholders.

The financial results for 2022 were audited by the Audit Firm Gaveglío Aparicio y Asociados SCRL-Price Waterhouse Coopers (PwC). Likewise, they were approved by the Board of Directors with A/D No. 120-2023-PP dated 09.21.2023 and 09.29.2023 approved by the General Shareholders' Meeting.

We consolidate and disclose the Company's own information through our financial statements.

Table 12 - Economic results

Item	2021 (million USD)	2022 (million USD)
Direct economic value created		
Net sales	4,156.41	5,517.24
Other income	65.84	63.64
Total Gross Income	4,222.25	5,580.88
Economic value distributed		
Wages and benefits	113.69	139.05
Suppliers	3,724.95	5,586.13
Capital providers	21.50	151.95
Taxes (including IR, SBS payments and excise duties)	126.24	- 28.45
Donations	0.019	-
Social and/or environmental programs ¹⁰	1.56	2.10
Other operating costs	158.74	- 1.308
Total expenditures	4,020.49	5,852.10
Economic value retained	67.93	- 271.21

Source: Corporate Finance Management.

¹⁰ This amount does not include the investment amount of the Nueva Refinería Talara and Puerto Maldonado projects.

In 2022, we recorded a net loss of USD 271'000,000, contrary to the net profit recorded in 2021 which amounted to USD 67'900,000, mainly explained by the following factors:

- Lower sales in the domestic market, due to the lack of availability of inventories given the liquidity problems faced by the Company from March to October 2022 (a situation that was faced with the financial support provided by the Peruvian Government), continuous port closures, social mobilizations and a higher level of competition in the Peruvian fuel market.
- Lower margins in the marketing of products due to cost overruns in imports generated by liquidity problems, as well as greater commercial discounts granted to customers to face competition that was favored by high international margins that strengthened the competitiveness of integrated companies and oil refiners, as well as by the incorporation of diesel (vehicular use), 90/84 gasoline, 84 gasohol and LPG into the Price Stabilization Fund.
- Non-optimized operation of the New Talara Refinery as it is in the start-up sequence.
- Operating loss in the ONP of USD 84'000,000 and contingency costs, however, has been offset by the lower value of the exchange rate, which has had a favorable impact on the determination of the provision for Income Tax and deferred tax (USD 57'000,000 versus USD 105'000,000 as of December 2021), as well as on the gain for the exchange differential (USD 57'000,000 versus USD 66'000,000 as of December 2021).





PETROLEOS DEL PERÚ - PETROPERÚ S.A.

ESTADOS FINANCIEROS
31 DE DICIEMBRE DE 2022 Y 31 DE DICIEMBRE DE 2021

Gavoglio Aparicio y Asociados Sociedad Civil de Responsabilidad Limitada.
Av. Santo Toribio 143, Piso 7, San Isidro, Lima Perú, T: +51 (1) 919 - 292001 pe_mesadepartes@pwc.com
www.pwc.pe

Gavoglio Aparicio y Asociados Sociedad Civil de Responsabilidad Limitada es una firma miembro de la red global de PricewaterhouseCoopers International Limited (PwCIL). Cada una de las firmas es una entidad legal separada e independiente que no actúa en nombre de PwCIL, ni de cualquier otra firma miembro de la red. Inscrita en la Partida No. 11029527, Registro de Personas Jurídicas de Lima y Callao.

3.2 Management with suppliers

(GRI 2-6) (GRI 204-1)

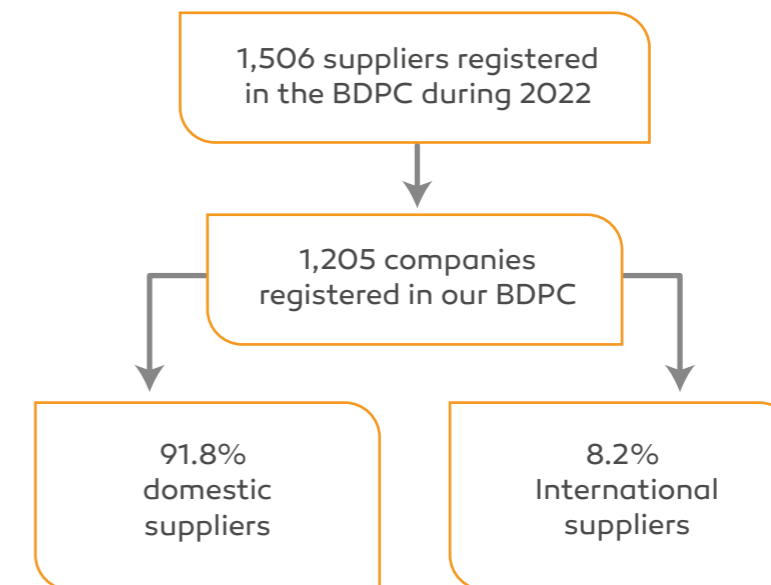
During 2022, we continued to carry out activities aimed at optimizing the procurement management process, such as updating logistics procedures, among which we can highlight the processes by competition and selective award, contracts not subject to the regulations, the formulation and management of requirements, and the abbreviated award.

We actively participate in the dissemination of policies focused on the protection of the environment, health and quality of life. In our administrative bases, we include the new Integrated Quality Management Policy, Environment, Process Safety, Safety and Health at Work, and we have the Procurement Regulations that establish the principle of sustainability applied to procurement management. Likewise, we ask the suppliers to sign an affidavit of commitment to observe the provisions of the indicated policy.

In the environmental context, we continue to use the SUPLOS Call Portal (<https://proveedorespetroperu.suplos.com>), where suppliers can submit their technical and economic proposals. In this way, we not only provide greater access to bidders, but we also reduce the use of paper in the presentation of their applications.

It should be noted that, in order to pre-qualify our suppliers and evaluate the level at which they are governed by sustainability principles, both socially and environmentally, in our Qualified Supplier Database (BDCP) we use a questionnaire as an affidavit, in addition to entering information on their social, environmental and governance management.

We propose as a goal to increase the number of suppliers in our BDCP, with the aim of maintaining the quality of its management and reducing its registration costs for suppliers. To do this, we consider the increase in suppliers and the reduction in supplier subscription costs as indicators.



The results obtained from the evaluations carried out on the 1,205 companies registered in our BDCP are relevant to establish actions necessary to manage the expectations of critical actors and mitigate the social risks of each operation. Likewise, we carried out a performance evaluation of our contractors in different factors, of which, from what was reported by the contract administrators regarding the factor of economy, environment and person, in 2022, 0% of negative incidents were obtained.

In relation to the contracting processes during 2022, the following result was obtained in the initial strategic procurement matrix, based on the financial impact and the risk/complexity of the requirement:

Table 13 - Number of processes per quadrant

Kraljic Quadrant	Conchán Refinery	Iquitos Refinery	Refinería Conchá	Pipeline	OFP	Total
Strategic	12	1	5	20	23	61
Leveraged	2	5	12	10	4	33
Critical	35	2	74	193	85	389
Routine	23	27	71	147	25	293

Source: Logistics Department Management.

To meet the requirements of the different units of the Company during 2022, we formalize the conclusion of the contract, either through work orders to third parties, purchase orders, literal contracts and framework contracts.

It should be noted that, by the regulations governing our contracts, we maintain free competition and transparency through the selection processes in accordance with the contracting modalities, in addition to allowing contracts of up to three years or exceptionally longer than this, according to the operational needs of the Company, which allows us to strengthen relationships with suppliers, optimize planning, generate savings and reduce administrative procedures.

In this framework, in 2022, we updated the BDCP procedure, which includes the supplier performance evaluation format, which allows us to adopt measures regarding the evaluations of suppliers that obtain a negative score. We are also working on updating the technical conditions of the administration service of the BDCP.

In 2022, the suppliers registered in the BDCP increased by 6.4%, compared to 2021. It should be noted that, in the audits carried out in that period, we did not receive observations about our suppliers.

It should be noted that, annually, our Company carries out different audits such as financial and forensic due diligence, in order to verify compliance with the procedures. Contract administrators perform the performance evaluation on suppliers, which is uploaded to the Achilles Platform (BDPC), in the event that said supplier has a negative score in their evaluation.

Suppliers registered in our BDCP are monitored in the restrictive lists, in order to prevent any linkage with suppliers with LAFT crimes. In addition, based on the update of the technical conditions of the administration service of our BDCP, we identified opportunities for improvement for its future administration. This will make it possible to manage the contracting for the next period, such as monthly monitoring of suppliers registered in the BDCP, verification of suppliers disqualified in the OSCE and the decrease in prices to register as suppliers, among others.

Based on these actions, in 2022, we did not contract with any supplier that was on the restrictive list. In addition, we carry out the verification of the registration of suppliers in the BDCP on the date of submission of the offer, the granting of a good offer and the signing of the contract. In addition, during this period, we continued to use the Inspektor platform, which allows us to consult and verify restrictive, binding, inhibitory or conditioning, informative, and PEP lists.

It should be noted that in the supplier registration process we include the new Integrated Management Policy for Environmental Quality, Process Safety, Safety and Health at Work, and we have the Procurement Regulations that establish the principle of sustainability applied in procurement management. Likewise, we ask the suppliers to sign an affidavit of commitment to observe the provisions of the indicated policy.

Table 14 - Management with suppliers (comparative 2021-2022)

Suppliers	2021	2022
Companies registered in our BDCP	1,128	1,205
National suppliers	91.1 %	91.8 %
International suppliers	8.9 %	8.2 %

Source: Logistics Department Management.

3.3 Client management

(GRI 2-6)

We seek to meet the needs of our customers, as this contributes to the positioning of the brand on a national scale. Under this line, we classify our clients as follows:

- PETROPERÚ NETWORK
- Affiliated gas/service stations
- Distributors
- Retailer
- Wholesale distributor
- Bulk LPG distributor
- Chemical distributor
- White (unaffiliated) gas/service stations
- LPG packaging plant
- Industrial companies
- Aviation
- Maritime
- Oil companies
- Construction
- Mining
- Transportation
- Fisheries
- Agroindustrial
- Utility service providers
- Armed Forces and the National Police of Peru
- Among others.

In 2022, we managed to increase the number of service stations affiliated with the PETROPERÚ Network by 31, compared to the end of 2021.

We focus on meeting the needs of customers and consumers, as this contributes to the positioning of the brand on a national scale. Along these lines, based on actions and initiatives to strengthen our 731 service stations, we managed to increase the PETROPERÚ Network by 4% in 2022.

In addition, we achieved a market share of liquid fuels and LPG of 31%.

The Blue PETROPERÚ product was placed on the market, the first project in the Company with royalty income (brand use).

¹¹ The information is expressed as a percentage because it is sensitive information.

We monitor our performance

- To ensure the continuous improvement of our customer service processes at the service stations affiliated with the PETROPERÚ Network, we apply the incognito customer program:
 - In 2022, we managed to exceed the target service level for the entire network by 2% (72% versus 70%)

We reinforce our cultural identity

- At the end of 2022, we managed to identify 158 service stations with the new visual identity of our brand.

We take care of complaints and suggestions

- We manage to respond to all queries, recommendations, complaints and suggestions received on the web portal, as well as through customer service mail.

We continuously train our PETROPERÚ Network

We carry out the following training and face-to-face monitoring at the service stations of the PETROPERÚ Network nationwide:

- Verification of the OSH protocol.
- Quality assessment of the Customer Service Protocol service.
- In the training program with external exhibitors, we carried out 60 trainings, 25 virtual and 35 face-to-face, which were aimed at the PETROPERÚ Network. From this program, we achieved 2,475 attendees, 60 hours of training and 148,500 man hours of training.
- In the training program with technical services exhibitors, we held 20 videoconferences aimed at the PETROPERÚ Network. We achieved, 1,646 attendees, 20 hours of training and 32,920 man hours of training.
- Convenience Store Assessment.
- Verification of protocols in storage tanks.

We also improve our sales processes and attract new customers through innovative initiatives that strengthen our brand.

Table 15 - Actions to improve sales processes and attract new customers

Processes	Improvement actions
VAO stores	We continue with the implementation of the franchise model of the PETROPERÚ Network, with four new convenience stores. At the end of 2022, we had nine VAO stores.
Altoke	Digital sales channel for direct customers (PETROPERÚ Network service stations and industry) that allows self-management of fuel orders in an efficient and practical way. In 2022, we implemented six sales plants. We held training meetings with clients, as well as pilots with service stations that supplied in Talara, Iquitos and Conchán.
Pilot QR Code	VAO stores are in the process of growth and evolution. Therefore, we need information to improve and gain a foothold in the market.

Source: Commercial Corporate Management.

During 2022, to ensure our participation in key sectors for the country's development, we have consolidated the following contractual actions with our industrial customers.

In mining, we obtained the Certificate of Homologation with Volcan for another year. It should be noted that we were audited by the consulting firm SGS del Perú sac and we managed to pass with a score of 100% in all the areas audited.

In line with the recovery of the aviation sector, we managed to increase our fuel sales by 74%.

We won fuel awards for companies in the transport and aviation sector.

We managed to make extraordinary sales to companies in the electricity sector.

3.4 Talara Refinery progress

(NO GRI: IPN-2)

The PMRT is an engineering megaproject that has as its main objective the production of cleaner fuels (with less than 50 ppm sulfur content), as well as increasing the refinery's processing capacity from 65,000 to 95,000 barrels. The New Talara Refinery will allow the processing of heavy crude oil, generating products with greater added value such as LPG, gasoline, A1 turbo and diesel.

The construction of the New Talara Refinery includes new process units, industrial services and facilities aimed at improving the quality of fuels.



During 2022, the commissioning of the new process units that allow the start of the start-up stage has been carried out. This important milestone occurred in April 2022 with the start of the gradual and progressive start-up of the New Refinery.

In relation to the investment amount of the PMRT, by Board Agreement No. 077-2022-PP, of July 27, 2022, the update of the investment amount for USD 5,290'000,000 was approved, without considering capitalizable interest (USD 6,218'000,000, including capitalizable interest). Subsequently, capitalizable interest increased to USD 927'920,000, which brings the investment amount, which includes pre-operational financing interest, to USD 6,218'000,000. In 2022, we carried out actions that allowed a comprehensive advance of 98.50% of the PMRT. Regarding the accumulated economic progress of the project, its execution amounts to USD 4,967'000,000, which represents 95% of the total investment amount approved (not including capitalizable interest).

At the end of 2022, the labor force amounted to 2,553 jobs: 96.7% was local unskilled labor (out of a total of 340), and the skilled labor force was 2,213.

During 2022, we continued with the purchase of crude oil from Talara's -main suppliers CNPC, SABA, SAPET and UNNA-Lot IV- with a total acquired volume of 9,391 MB. We also purchased a total volume of 841,029 Napo crude.

The gradual and progressive start-up process of the New Talara Refinery began in April 2022. In August of the same year, the Primary Distillation Unit was launched.

Projects completed in 2022

Major maintenance of stage I tanks (Talara Refinery)	Replacement of liquid loading dock control room air conditioning.	Major maintenance of tanks 523, 2002 and 520.
Acquisition of natural gas service equipment.	Mechanical integrity of UDP equipment and treatments.	Operation and maintenance of auxiliary units.





We reached the Ready to Start (LPA) milestones in DP1, FCK, PAR, SCR, AM2, WS2, TGL, RG2, RG2-DV3, HTD, HTN, RCA, STA, RCO, CAF, DV3, HTF, FWS, MU1, MU2, edificio ED1, SE1, SE2, SE3, SE4, SEP, SO1, SO5, SO3, SO9, RIE1, RIE2, RIE3, RIE4, RIE5, RIE6, OF1, CM2 OFM.

TR training, we managed to successfully complete the training on the OTS platform of the operating personnel of the different complexes.

Capitalization of process units DP1 and DV3; auxiliary services MU2, CWC, FWS, RCO, CAF, NIS, OR2-DM2, SO2, SO7, MU1, BAW, SLP, WWS, BD1, GLP, SGV, TKS; complementary works TC-16, 1C-17, TC-18 and TC-19 of the PRMT.

3.5 Acknowledgements obtained

During 2022, we received the following recognitions:

	First place in customer experience index Organized by Centrum PUCP, Datum Internacional and XCostumer in the category of service stations, for standing out in the dimensions of brand, product, service and emotional experience.
	Obtained by the Technified Irrigation Project in Ninacaca (Pasco), developed in the peasant community of San Pedro and which benefits about two hundred peasant families.
	Distinction granted in recognition of the contribution of our workers through the Ponle Corazón collection, to make the construction of a new home a reality that will double the attention of children, youth and adults in the country.
	We are ranked 75 out of 100 in the Merco Empresas 2022 ranking. In the energy sector, we occupy the second place, which represents an increase compared to 2021.



Recognition as speakers at the IV Annual Congress of Occupational Health and Safety-Seal 2022, as part of the Concession of the Natural Gas Distribution System by Pipeline Network of the South West Concession.

3.6 Main allies

(GRI 2-28)

Complementarily, aware of the importance of intersectoral alliances to promote the development of our society, and especially the supply of high-quality fuels for our customers, we work in a series of strategic alliances with various guilds and associations, in order to generate synergies that add to our economic, social and environmental management.

Our main allies during 2022



National Society of Mining, Oil and Energy



Peruvian Hydrocarbon Society



Association of Corporate Secretariats of Latin America



Piura Chamber of Commerce



Canada-Peru Chamber of Commerce (CCCCP)



Alliance for Works for Taxes (ALOXI)



Lima Chamber of Commerce



Regional Association of Companies in the Oil, Gas and Biofuel Sector in Latin America and the Caribbean



Lima Section

Institutional Collaboration Agreement between the SPE Lima Section Association



Talara Chamber of Commerce and Industries



4 Environmental management

Our approach is based both on preventing the impact of the environments in which we operate and on complying with the growing and increasingly demanding environmental regulations, while in the medium and long term we work on incorporating a strategy and vision based on the energy transition and the incursion into alternative business models.

By 2023, we aim to update our sustainability strategy, aligned with the new demands in ESG, climate change and energy transition, in order to establish a roadmap and KPIs for its implementation.

4.1 Emissions management

(GRI 305-1) (GRI 305-2) (GRI 305-3)

We are aware that the use of fuels has an impact on the atmosphere, as well as the role played by the companies that supply these products. Therefore, we are committed to continue contributing to the country's development, guaranteeing the production and marketing of quality fuels, and introducing improvements to reduce and control its own emissions.

Although the Company carries out periodic environmental monitoring of its emissions on a frequent basis in compliance with current legal regulations, in 2022, the Board of Directors requested a new process for the formulation of PETROPERÚ's Annual and Five-Year Objectives, for the period 2023-2027, aligned with the National Energy Policy and the international requirements ratified by the country such as the Paris Agreement.

Faced with this request, the Administration works on a specific objective that involves the management of the carbon footprint with activities that include:

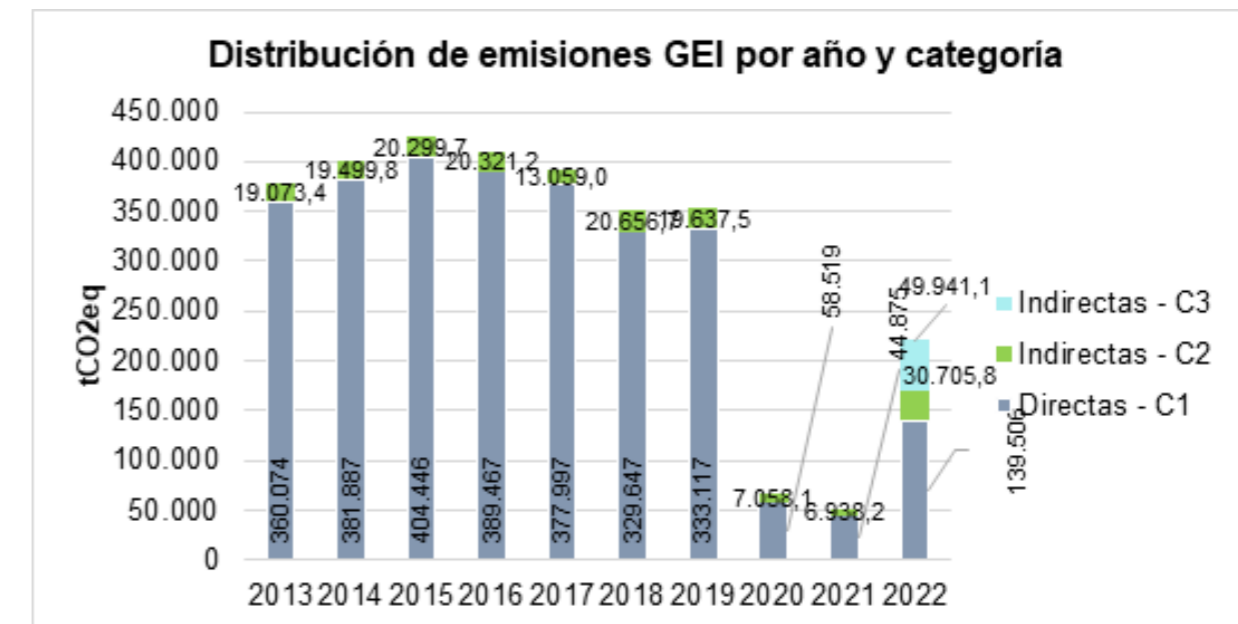
- 🔴 Periodic update of the Biodiversity Management Policy, to incorporate climate change management.
- 🔴 Strengthen the diagnosis, measurement and verification of PETROPERÚ's carbon footprint.
- 🔴 Implement the greenhouse gas (GHG) emissions intensity index.
- 🔴 Operate cooperation agreements with institutions specialising in biodiversity and climate change management.
- 🔴 Definition of the climate change strategy.
- 🔴 Implementation of projects to offset GHG emissions.

The GHG Emissions Inventory is the main tool to measure our carbon footprint. To carry it out, we use the methodology established in 2006 by the Intergovernmental Panel on Climate Change (IPCC) and the annual sectoral GHG reports (RAGEI, 2019) of the Infocarbon platform of the Ministry of Environment in those cases in which the compendium did not provide greater guidance for the calculation of emissions from certain GHG sources not directly associated with the oil industry. These methodologies allow us to convert the emissions of different gases into a standard unit: tCO₂eq. The quantification and consolidation of PETROPERÚ's GHG emissions is approached from the operational control approach. Under that approach, all activities and facilities in which the Company has full authority to introduce and implement its respective operational, environmental and industrial safety and occupational health standards were considered within the GHG emissions inventory. In this sense, this Report contains information corresponding to the GHG emissions of the Talara, Conchán and Iquitos refineries, Lot I, ONP and OFP, which have generated a total of 170,211.66 tCO₂eq in categories 1 (direct emissions) and 2 (indirect emissions from energy purchases).

For the measurement of our carbon footprint, carbon dioxide (CO₂), nitrous oxide (N₂O) and methane (CH₄) gases have been included.

On the other hand, category 3 emissions have been calculated for the first time, which are carried out by our product ground transport contractors, both at sales plants and to our main industrial customers such as the river transport of inputs, which has generated a total of 49,941.13 tCO₂eq.

Figure 6 - Distribution of GHG emissions by year and category



Source: Sustainable Development Corporate Management.

Table 16 - GHG Emissions in 2022

Dependency	Categories (ISO standard)			Total
	Category 1	Category 2	Category 3	
	tCO ₂ eq	tCO ₂ eq	tCO ₂ eq	tCO ₂ eq
Talara Refinery	82,796.10	28,273.65	Corporate	111,069.75
Conchán Refinery	21,469.36	1,511.88		22,981.25
Iquitos Refinery	12,259.78	215.29		12,475.07
ONP	8,215.18	260.00	49,941.13	8,475.17
OFP	17.28	440.77		458.06
Lot I	14,748.20	4.16		14,752.36
Total	139,505.90	30,705.75		220,152.78

Source: Sustainable Development Corporate Management.

As evidenced in tabla 16, 65% of GHG emissions came from Talara Refinery operations. Likewise, Table 18 shows that emissions.

Regarding the source of direct emissions (fixed and mobile), they are the most relevant, with 63.93% in relation to the total.

Table 17 - Otras emisiones en 2022 (biomasa)

Other emissions	Otras emisiones	Otras emisiones
Biomass combustion C1 + C2	275.13	16
Biomass combustion C3	1,400.42	84
Total	1,675.55	100

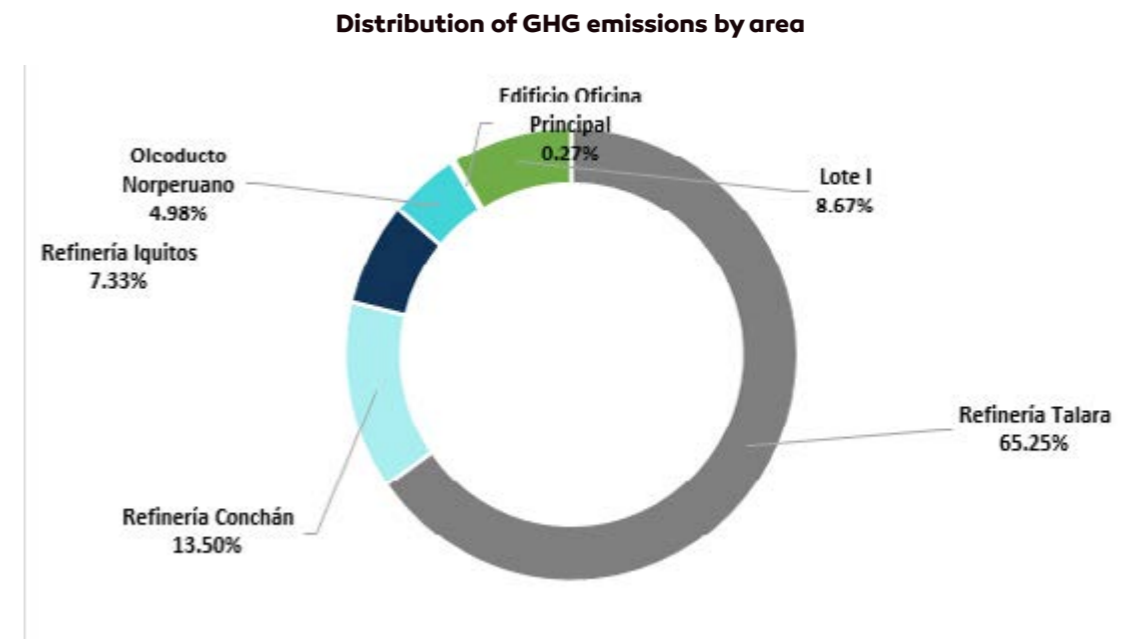
Source: Sustainable Development Corporate Management.

Table 18 - Emissions by source type

Emissions	Operation	tCO ₂	tCH ₄	tN ₂ O	tCO ₂ eq	%
Direct emissions (1)	Combustion sources	139,225.84	2.97	0.40	139,424.40	63.33 %
	Vent/process sources	0.00	0.00	0.00	0.00	0.00 %
	Fugitive emissions	0.00	2.69	0.01	81.51	0.04 %
Indirect Emissions (2)	Electricity consumption	30,606.19	1.56	0.19	30,705.75	13.95 %
Indirect Emissions (3)	Supplies transportation	49,152.88	3.08	2.55	49,941.13	22.68 %
Total		218,984.90	10.30	3.15	220,152.78	100.00 %

Source: Sustainable Development Corporate Management.

Figure 7 - Distribution of GHG emissions, during 2022, according to dependency (categories 1 and 2)



Source: Sustainable Development Corporate Management.

It is important to emphasize that, for the first time, we estimate the category 3 emissions of our contractors for the land transport (fuel tanks) and river transport of inputs (fuel transport barges). This could be calculated from the number of trips taken in 2022 and an approximate kilometer-per-gallon yield. In this framework, we estimate the generation of 49,941.13 tCO₂eq.

Table 19 - Category 3 Emissions

Activity	Carbono Dioxide	Methane	Nitrous Oxide	Total
	tCO ₂	tCH ₄	tN ₂ O	
Ground transportation for the supply of sales plants	35,820.82	2.23	1.80	36,377.35
Ground transportation supplying industrial customers	7,682.73	0.48	0.38	7,802.09
River transport	7,049.75	0.37	0.37	7,162.10
Subtotal	50,553.30	3.08	2.55	51,341.55
Biomass Emissions C3				1,400.42
Total				49,941.13

Fuente: Gerencia Corporativa Desarrollo Sostenible.

4.2 Power management

(GRI 302-1) (GRI 302-4)

As part of the update of the 2023-2027 strategic objectives, the Administration is working on a specific objective for energy management that allows to ensure supply, optimize costs and evaluate and implement “energy efficiency” tools and techniques, in order to obtain improvements that favorably impact the productivity and energy competitiveness of the processes and minimize their environmental impact.

Organizationally, the operations have energy saving subcommittees and periodic meetings of the Central Energy Committee are held organized by the Technical Department Management (GDTC) of the Corporate Operations Management, whose main objectives are:

- 🕒 Monitor operations specific energy consumption KPIs (with emphasis on furnaces and boilers).
- 🕒 Report progress of energy efficiency improvement plans (evaluation of equipment replacement, technological renovations, interconnection to the SEIN, etc.).
- 🕒 Follow up on the agreements and commitments made.

During 2022, we consumed 2'938,846.51 gigajoules (GJ), registering an increase of 359%, compared to 2021, due to the gradual start-up of the units of the New Talara Refinery. It should be noted that 81% of this consumption was self-generated, while 19% came from the purchase of energy from electricity companies.

To determine energy consumption, a calculation methodology based on the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories was used.

The energy consumption values of each combustion engine or stationary source were collected, in addition to the amount and type of fuel consumed in each case. These values were converted into units of energy, according to the respective values of lower calorific value.

In the case of indirect energy consumption, information was collected on the activity parameters that the electricity service provider delivers to our operating units.

Our main source of energy is natural gas, which represents 71% of our Company's total energy consumption.

Table 20 - Energy consumption in 2022

Energy source	Energía consumed 2022		Energía consumed 2021	
	GJ	%	GJ	%
Natural gas	2,110,043.82	71.80	314,003.90	38.51
Acid gas/Refinery gas	0.00	0.00	399.04	0.05
Regenerator gas	0.00	0.00	0.00	0.00
Diesel	169,917.61	5.78	253,500.72	31.09
Electricity	548,297.36	18.66	140,935.04	17.29
Industrial/Residual oil	110,137.23	3.75	105,933.50	12.99
Gasohol	399.40	0.01	513.95	0.06
LPG	51.08	0.00	13.29	0.00
Total	2,938,846.51	100.00	815,299.45	100.00

Source: Sustainable Development Corporate Management.



4.3 Waste management

(GRI 306-1) (GRI 306-2) (GRI 306-3) (306-4)

Based on the Solid Waste Management Law and its Regulations, we formulate and execute strategies to reduce, segregate, recover and properly dispose of waste generated at our facilities on a national scale.

Waste management measures adopted during 2022

Talara Refinery and Lot I

In 2022, as part of the agreement with the Municipality of Talara, we started the segregation of waste at the source in which we implemented 84 ecological points in Talara Refinery, Sales Plant, Lot I and Mile Six.

Conchán Refinery

We deliver reusable material to the Children's Villages entity for its valorisation.

Iquitos Refinery

We reuse the organic waste generated in Refinería Iquitos through composting and this is used as fertilizer for the green areas of the operation.

At the corporate level

We encourage the completion of digital procedures, which allows us to reduce the use of paper and associated shipping procedures.

In 2022, we generated 24.8 tons of non-hazardous solid waste and 48,279.54 tons of hazardous waste.

The following table presents detailed information on the generation of solid waste by site, which shows that the Talara Refinery records the highest generation of solid waste.

¹² Includes reusable waste destined for Children's Villages and composted waste in Selva.

Table 21 - Generation of hazardous and non-hazardous solid waste by site (t)

Location	Non-hazardous waste		Hazardous waste	Total	%
	Organic Waste	Inorganic Waste			
Conchán Refinery	0.00	18.97	0.80	19,771.49	0.0 %
Iquitos Refinery	16.59	7.23	95.39	119,219.80	0.2 %
Talara Refinery	8.54	8.15	48,137.38	48,154,079.97	99.2 %
ONP	103.04	50.88	13.56	167,480.65	0.3 %
OFP	0.00	17.41	0.00	17,410.00	0.0 %
Plants and terminals	3.31	9.69	32.39	45,398.70	0.1 %
Lot I	0.00	0.00	0.03	25.84	0.0 %
Total	131.50	112.34	48,279.54	48,523.38	
Percentage	0.3 %	0.2 %	99.5 %		

Source: Sustainable Development Corporate Management.

As for non-hazardous solid waste, the ONP headquarters generates a higher rate of this waste, with 153.92 tons.

Tabla 22 - Non-hazardous solid waste by site

Location	Non-hazardous (t)	Final provision
Conchán Refinery	18.97	Managed by the District Municipality of Lurín.
Iquitos Refinery	23.83	Agreement with the District Municipality of Punchana. The waste is taken to landfills.
Talara Refinery	16.70	In the places authorized by the Provincial Municipality of Talara, these are taken to landfills.
ONP	153.92	They are taken to landfills.
OFP	17.41	Final disposition by the District Municipality of San Isidro and authorized companies.
Plants and Terminals	13.01	Agreement with the municipalities where the sales plants and airport plants are located.
Lot I	0.00	In places authorized by the Provincial Municipality of Talara and are taken to landfills.
Total	243.84	

Source: Sustainable Development Corporate Management.

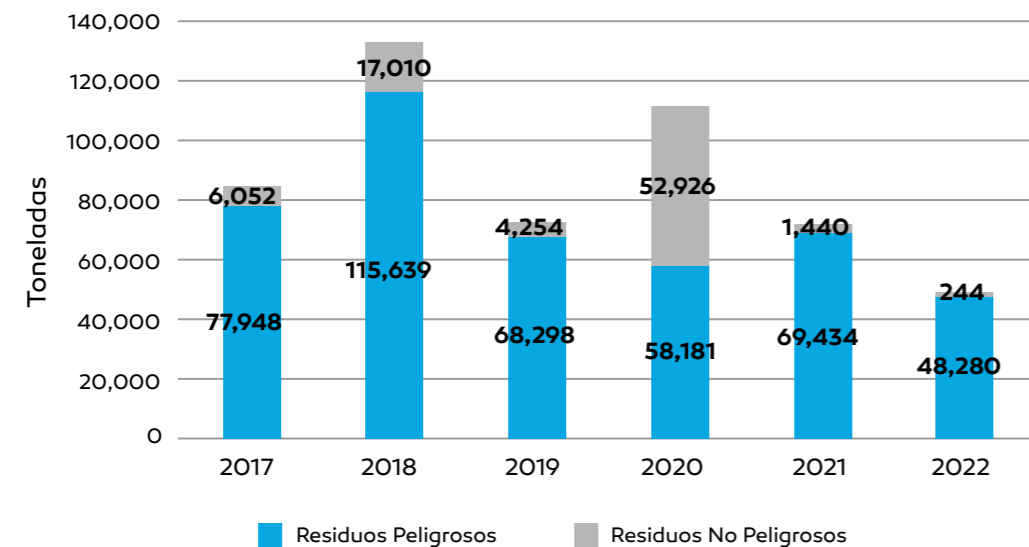
The headquarters that generated the most hazardous waste during 2022 was the Talara Refinery, with 48,137.38 tons.

Table 23 - Residuos sólidos peligrosos por sede

Location	Hazardous (t)	Final provision
Conchán Refinery	0.80	Disposal through authorized companies.
Iquitos Refinery	95.39	Disposal in an accredited safe landfill.
Talara Refinery	48,137.38	Disposal in a secure landfill owned by PETROPERÚ.
ONP	13.56	Disposal through authorized companies.
OFP	0.00	Final disposal by authorized companies.
Plants and terminals	32.39	Disposal through authorized companies.
Lot I	0.03	Disposal through authorized companies.
Total	48,279.54	

Source: Sustainable Development Corporate Management.

Figure 7 - Solid waste generation (t) 2017-2022



Source: Sustainable Development Corporate Management.

Waste management in Talara

(306-4)

At Refinería Talara, we started with the comprehensive waste management program with different actions to reduce, reuse and recycle. As a result of the effectiveness of the program, in 2022 we managed to recover 6% of its waste. This percentage represents the starting point for improving this environmental performance indicator year after year.

We implement the following actions regarding waste management:

Waste management in Talara

We implemented ecological points. In 2022, we started the implementation of 84 ecological points in Talara Refinery, Sales Plant, Lot I and Mile Six, in order to provide the necessary resources to workers for an adequate segregation of solid waste, in accordance with NTP 900.058:2019.

Segregation at the Source Program. Through this program, we benefit the formal associations of waste pickers in Talara, jointly with the municipality. Since 2022, we have adopted this practice and continue to work on staff awareness. Therefore, in 2022 we delivered 16,702.53 kilos of usable waste to the program for its recovery.

Toner collection. Since 2022, we have participated in the HP Planet Partners Program of the HP brand, which consists of returning empty toner to the supplier to be reinserted into their processes.

Campaigns. During 2022, we have carried out different awareness campaigns such as the Recyclaton, information flyers and environmental activities, among others.

4.4 Water management

(GRI 303-1) (GRI 303-2) (GRI 303-3) (GRI 303-5)

We recognize the importance of properly managing the water resource, especially its proper and rational use, as well as the controlled extraction of water from surface and underground sources intended for the Company's operational processes.

It should be noted that the water resource represents a basic element for the proper development of our processes and activities, especially those that require cooling, steam production and washing of impurities.

We manage water resources responsibly and rationally as part of operational controls to reduce effluent generation in our operations.

Likewise, we adopt measures to use water resources sustainably, of which we highlight the following: at the technological level, we modernize our equipment; at Talara, we use water from the sea through our desalination plant; at the operational level, we implement wastewater treatment plants and their reuse; at the user level, we promote the responsible consumption of water resources.

The areas of non-industrial services or management control of each headquarters account for the consumption of their water resources. For this measurement, they use contometers or receipts provided by supplier companies. During 2022, we extracted a total of 1,585,184.45 m³ (1,585.18 megaliters) of water. Of these, 74% come from the sea. The water extraction is in accordance with the authorized volumes and water rights granted by the competition entity

Table 24 - Water consumption by source and operation in m³

Operation	Surface water	Groundwater	Municipal supply/other company	Total
OFP	0.00	0.00	12,968.00	12,968.00
Conchán Refinery	112,967.00	0.00	Cisterna 19,328.88 Bidón 63.60	132,295.88
Talara Refinery	1,172,407.42	0.00	0.00	1,172,407.42
Iquitos Refinery	97,203.88	0.00	1,610.00	98,813.88
ONP	90,524.68	37,118.00	9,065.00	136,707.68
Plants and terminals	0.00	0.00	30,754.99	30,754.99
Lot I	0.00	0.00	1,173.00	1,173.00
Total	300,695.56	37,118.00	1,247,370.89	1,585,184.45

Source: Sustainable Development Corporate Management.

¹⁵ The actual consumption records of the meter are presented, which is within the authorization range of the National Water Authority (Ana).



Table 25 - Water extraction by source at corporate scale

Source type	Total Extraction (m ³)	Percentage
Municipal or other company supply	74,963.47	4.7 %
Surface water from the ocean	1,172,407.42	74.0 %
Surface water from rivers	187,728.56	11.8 %
Surface water from the lake	112,967.00	7.1 %
Groundwater	37,118.00	2.3 %
Total	1,585,184.45	

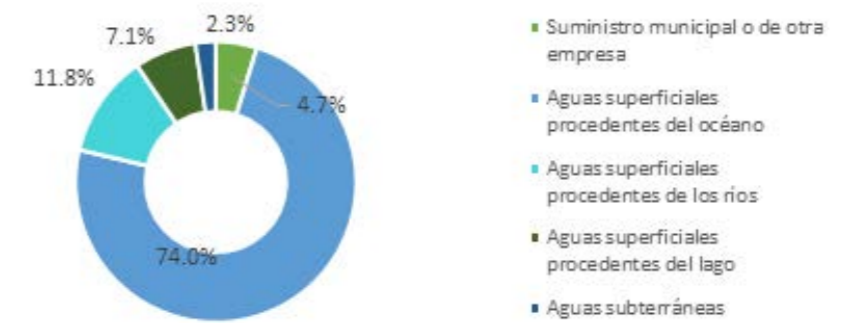
Source: Sustainable Development Corporate Management.

Table 26 - Water extraction by source and by headquarters at corporate scale in m³

Source Type/ Location	OFP	Conchán Refinery	Talara Refinery	Iquitos Refinery	ONP	Plants and terminals	Total
Municipal or other company supply	12,968	19,392	0	1,610	9,065	30,755	1,246,198
Surface water from the ocean	0	0	1,172,407	0	0	0	1,172,407
Surface water from rivers	0	0	0	97,204	90,525	0	187,729
Surface water from the lake	0	112,967	0	0	0	0	112,967
Groundwater	0	0	0	0	37,118	0	37,118
Total	12,968	132,359	1,172,407	98,814	136,708	30,755	1,584,011

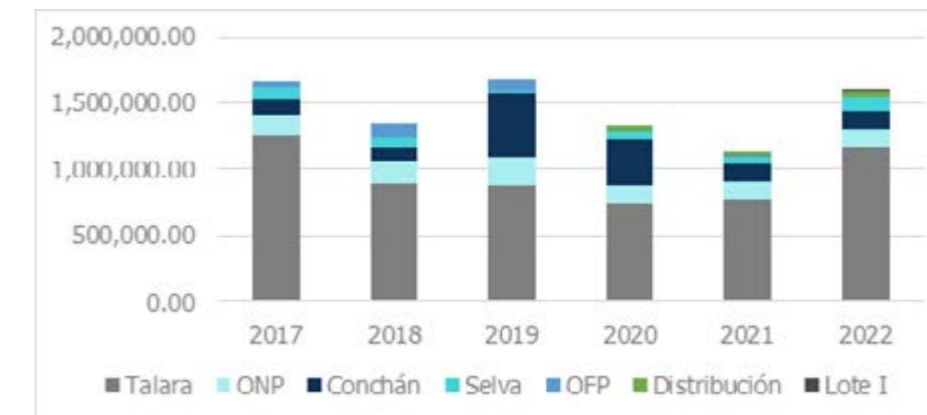
Source: Sustainable Development Corporate Management.

Figura 8 - Water consumption by source-corporate area 2022



Source: Sustainable Development Corporate Management.

Figura 9 - Water consumption by site in m³



Source: Sustainable Development Corporate Management.

In areas with water stress, such as the department of Piura, we supply ourselves with seawater to reduce the pressure of groundwater and surface water. We avoid competing with neighboring populations for the use of water, since they require it for their consumption. In total, during 2022, 1'327,927.90 m³ (1,327.97 megaliters) of water have been extracted in areas of water stress.

Table 27 - Water consumption in water stress areas in m³

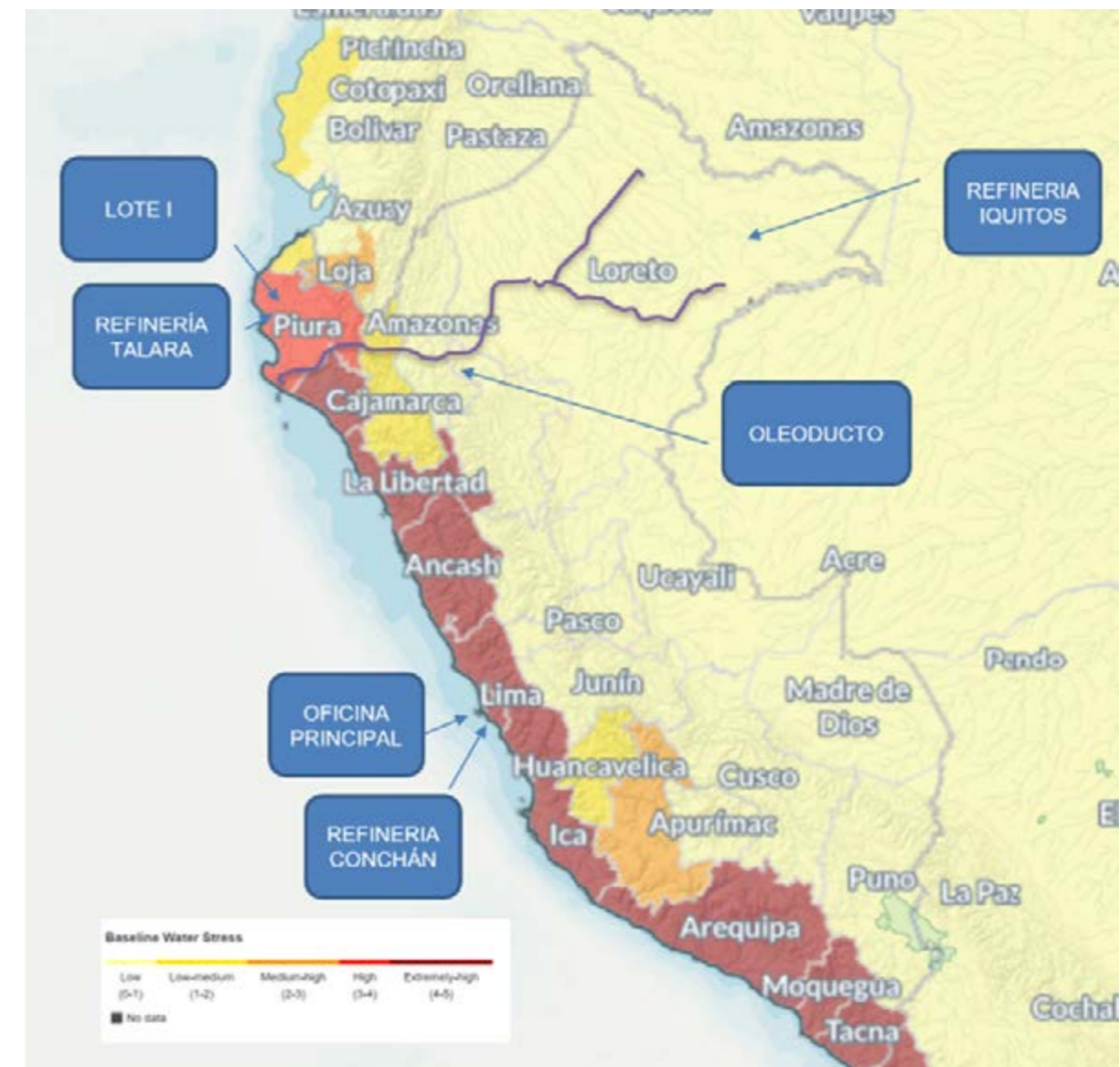
Operation	Surface water	Groundwater	Municipal supply/ other company	Total
OFP	0.00	0.00	12,968.00	12,968.00
Conchán Refinery ¹⁴	112,967.00	0.00	Cisterna Bidón 19,328.88 63.60	132,295.88
Talara Refinery	1,172,407.42	0.00	0.00	1,172,407.42
ONP-only Bayóvar	0.00	0.00	9,065.00	136,707.68
Lot I	0.00	0.00	1,173.00	1,173.00
Total	1,285,374.42	0.00	42,598.48	1,327,972.90

Source: Sustainable Development Corporate Management.

For more information on the distribution of major operations in water stress areas, according to Aqueeduct, you can visit the following link:

www.wri.org/applications/aqueduct/country-rankings.

Figure 10 - Main operations in water stress areas



Source: Sustainable Development Corporate Management.

Regarding the management of our effluents, our operations must comply with the maximum permissible limits established in DS No. 037-2008-PCM (Establish Maximum Permissible Limits of Liquid Effluents for the Hydrocarbons Subsector). Along these lines, the analytical results of the monitoring carried out on the effluents at the frequency established in their respective environmental management instrument for each operation are reported to the Environmental Assessment and Control Agency (OEFA).

Below are the values of the regulated parameters for the maximum permissible limits (LMP) of liquid effluents:

¹⁴ The actual consumption records of the meter are presented, which is within the authorization range of the ANA.



Table 28 - Parameters regulated by the LMPs of liquid effluents.

Regulated parameter	Maximum permissible limits (mg/l) (concentrations at any time)
Total petroleum hydrocarbons (TPH)	20
Chloride	20
Hexavalent chromium	500 (a ríos, lagos y embalses)
Total Chromium	2,000 (estuarios)
Mercury	0.1
Cadmium	0.5
Arsenic	0.2
Phenols for FCC refinery effluents	0.5
Sulfides for FCC refinery effluents	1.0
Biochemical oxygen demand (BOD)	50
Chemical oxygen demand (COD)	250
Residual chlorine	0.2
Ammonia nitrogen	40
Total coliforms (NMP/100 mL)	< 1,000
Fecal coliforms (NMP/100 mL)	< 400
Phosphorus	2.0
Barium	5.0
pH	6.0 – 9.0
Fats and oils	20
Lead	0.1
Temperature rise*	< 3°C

* Increase with respect to the ambient temperature of the receiving body measured at 100 meters in diameter from the pouring point.

4.5 Preserving biodiversity

(GRI 304-1) (GRI 304-3)

We have a Biodiversity Policy that includes criteria to manage the natural resources of the areas surrounding our operations, and guide our actions towards a culture of prevention and conservation of the biological diversity of our headquarters at the national level.

It should be noted that our policy guarantees compliance with the requirements demanded at national and international levels in the actions of reform and modernization of the units, in accordance with the demands of the market and society in general, in order to continue generating sustainable value.

In addition, we have the Biodiversity Management Plan, which focuses on protecting and conserving the highly sensitive biodiversity of the Company's areas of influence. We currently have 5,744 km² of facilities near protected natural areas, which represent the same area as in 2021.

Table 29 - Facilities near protected natural areas

Facility	Type of facility	Facility surface (km ²)	Location with respect to the ANP or high biodiversity area
Morona Station	Industrial zone (pumping and storage)	0.067	Inside the Santiago Comaina reserved area . The size, location and status of this protected area can be found at the following link: www.gob.pe/institucion/sernanp/informes-publicaciones/1945895-zona-reservada-santiago-comaina .
	Housing area		
Station 1	Industrial zone (pumping and storage)	0.39	Inside the buffer zone of the Pacaya Samiria National Reserve . The size, location and status of this protected area can be found at the following link: www.gob.pe/institucion/sernanp/informes-publicaciones/1749588-reserva-nacional-pacaya-samiria .
	Housing area		

¹⁵ Decreto Supremo N° 023-2007-AG.

¹⁶ Decreto Supremo N° 007-2007-AG.

Station 5	Industrial zone (pumping and storage)	0.027	Within unprotected areas with high biodiversity. Terrestrial and freshwater ecosystems.
	Housing area		
Station 6	Industrial zone (pumping and storage)	0.062	Within unprotected areas with high biodiversity. Terrestrial and freshwater ecosystems Adjacent to the Illescas reserved area ¹⁷ .
	Housing area		
Bayóvar Terminal	Industrial zone (pumping and storage)	5.198	The size, location and status of this protected area can be found at the following link: www.gob.pe/institucion/sernanp/informes-publicaciones/1945785-reserva-nacional-illescas .
	Housing area		

Land and marine ecosystems.

Source: Sustainable Development Corporate Management.

In 2022, we extended for three more years the framework agreement for inter-institutional cooperation with the National Service of Natural Areas Protected by the State (SERNANP), with the aim of forming a strategic alliance for the exchange of experiences and information related to the strengthening of institutional capacities for the management of natural resources that contribute to the conservation of biodiversity and maintenance of ecosystem services.

For more information on the addendum, you can visit the following link: www.petroperu.com.pe/Storage/tbl_documentos_del_proceso/fid_1418_Archivo_file/631-o6Ow2Qp8Bd9Vi7N.pdf.

4.6 Environmental emergencies

(GRI 2-25) (GRI 2-27)

In order to contribute to the sustainability and continuity of our business, we seek to strengthen the culture of prevention in order to respond in a timely manner to an emergency due to operational or natural causes.

In this sense, to act in a timely manner in the event of an environmental emergency, we propose certain actions to reduce the impact on the environment:

¹⁷ Ministerial Resolution No. 251-2010-MINAM.

We followed up on the Maintenance Master Plan

We develop environmental assessments after closing remediation projects.

We implement facilities aimed at protecting the soil and the environment

We remediate sites impacted by our previous operating activities and privatized units.

We implement emergency response teams, procedures and plans, including barriers and response brigades.

We investigate and remediate sites impacted by our facilities and operational actions.

During 2022, 32 environmental emergencies were reported, of which 18 were significant. Below is a breakdown of their presence in venues.

Table 30 - Significant environmental emergencies by location during 2022

Nº	Location	Date	Location	Substance	Volume (barrels)
1	Conchán Plant	01/06/2022	Dispatch Island	Gasoline	8.00
2	Conchán Plant	05/07/2022	Dispatch Island	Gasoline	15.00
3	Iquitos Refinery		Tank watertight area 332-T-230	Diesel 2	1.00
4	ONP	21/01/2022	km59 + 130-Section I	Crude	517.00
5	ONP	27/01/2022	km609+510-Section II	Crude	114.70
6	ONP	28/03/2022	km24+320-Section I	Crude	To be determined*
7	ONP	31/03/2022	km20+189-Section I	Crude	To be determined*
8	ONP	03/05/2022	km184+528-Section I	Crude	To be determined*
9	ONP	23/06/2022	km 24+259-Section I	Crude	To be determined*
10	ONP	01/07/2022	km67+240-Section I	Crude	To be determined*
11	ONP	07/07/2022	km55+396-Section I	Crude	To be determined*
12	ONP	29/07/2022	km235+239-Section I	Crude	To be determined*
13	ONP	04/09/2022	km104+190-Section I	Crude	To be determined*
14	ONP	10/09/2022	km177+670-North Branch Section	Crude	To be determined*
15	ONP	16/09/2022	km42+092-Section I	Crude	To be determined*
16	ONP	22/10/2022	km404+605-Section II	Crude	To be determined*
17	ONP	22/10/2022	km15+476-Section II	Crude	To be determined*
18	ONP	26/12/2022	km51+798-Section I	Crude	To be determined*

* The “to be determined” volumes of the ONP emergencies correspond to values that will be determined when the ONP operations, currently paralyzed, are restored.

Source: Sustainable Development Corporate Management.

¹⁸ We use the definition of significant emergencies in the OSINERGMIN regulations, which requires events greater than one barrel to be reported immediately, that is, within twenty-four hours. While events smaller than one barrel are reported each month to the competition entity.



The ONP is the operational unit where the largest number of significant events occur, with a total of 15 environmental emergencies of which 14 were caused by third parties and 1 contingency in root cause analysis.

As part of the application of the contingency plan, we hire specialized companies to carry out first response work, such as environmental remediation of the affected areas or containment actions. In addition to remediation activities, we carry out follow-up monitoring that allows the achievement of environmental objectives in the intervened areas.

4.7 Environmental remediation

(GRI 2-25) (GRI 2-27)

At PETROPERÚ we are committed to the environmental remediation of the impacts generated by our operations. Therefore, we carry out environmental remediation actions in accordance with current regulations and within the framework of our philosophy of respect and care for the environment.

Below, we present the amounts of investment - until 2022 - in environmental remediation issues, in our external and own units.

Table 31 - Amount of accumulated investment in external and own units

Unit	USD(million)
External units	70.3
Own units	16.57
Total	86.87

Source: Sustainable Development Corporate Management.

4.8 Regulatory compliance

(GRI 2-25) (GRI 2-27) (NO GRI: IPN-1)

We are a state-owned and privately owned company subject to permanent compliance with legal obligations and contractual commitments. Regarding environmental compliance, we are subject to supervision by entities that, within the framework of their functions, have powers to verify and supervise that the development of the Company's activities is carried out in accordance with current environmental regulations. These entities include the following:

- OEFA.
- Other administrative authorities (ANA, SERNANP and DICAPI, among others).

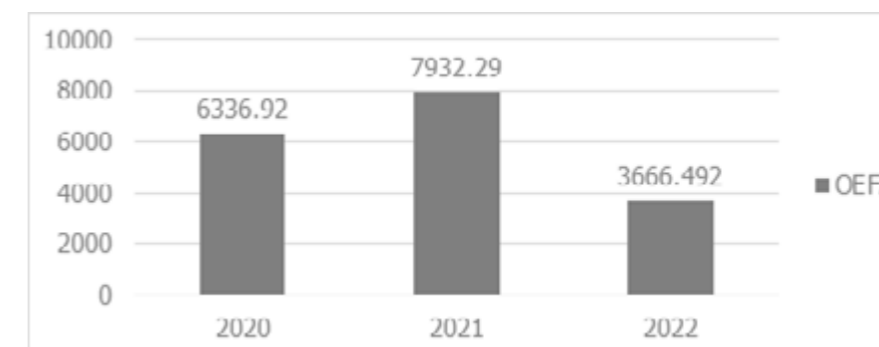
In 2022, despite preventive actions and technical-legal support, the OEFA imposed the following fines and socio-environmental sanctions on us

- Significant fines¹⁹ amounting to 3'666,492 tax units (UIT)²⁰ in the processing of three sanctioning administrative procedures (PAS), for allegedly failing to adopt prevention measures against the generation of negative environmental impacts as a result of spills that occurred in the ONP.
- Non-significant fines amounting to 1'646,895 UIT.²¹
- Six non-monetary sanctions related to the imposition of corrective measures.

The fines and non-monetary sanctions imposed by the OEFA were assigned within the framework of sanctioning administrative procedures initiated as a result of supervision of the Company's facilities and operations.

In addition, the OEFA, within the framework of four monitoring procedures, has imposed a total of sixteen preventive measures by warning that there is an imminent risk of damage to the environment due to environmental emergencies occurring in the ONP

Figure 11 - Comparative Significant Environmental Fines 2020-2022



Note. Information expressed in terms of the UIT.

Source: Corporate Legal Management.

¹⁹ Internally, in accordance with the provisions of Corporate Legal Management, significant fines will be those in excess of 1,000 UIT.

²⁰ Value in soles established by the State to determine taxes, infractions, fines and other tax aspects. At the end of 2022, one UIT was equivalent to S/ 4,600, that is, USD 1,206.72.

²¹ It should be noted that some pas will make their fine effective during 2023.



5 Employment practices

5.1 Human capital

(GRI 2-7)

An essential axis in our business is human capital. Therefore, in 2022, we based our actions on the 2021-2023 Management Strategy, which guarantees the continuous motivation of our workers and optimal work performance. Likewise, we gradually resume face-to-face activities and, to optimize the work environment, we update and adapt to the different work modalities.

At the end of 2022, we registered a total of 2,656 workers: 526 are women, which represents an approximate percentage of 20%.

Table 32 - Workers by age and sex

Age group	Sex	Plants and terminals	OFP	ONP	Conchán Refinery	Iquitos Refinery	Talara Refinery	Total general
Under 30	Femenine	1	14	3	5	6	35	64
	Male	20	6	20	10	6	133	195
Between 31 and 40	Femenine	24	84	11	7	7	69	202
	Male	52	103	66	45	60	373	699
Between 41 and 50	Femenine	6	74	9	12	4	14	118
	Male	56	100	48	53	48	205	510
Between 51 and 60	Femenine	6	30	2	5	2	4	49
	Male	17	56	25	22	25	41	186
Over 61	Femenine	8	44	16	4	6	15	93
	Male	23	80	174	48	41	174	540
Total		213	590	374	211	205	1,063	2,656

Source: Corporate Human Resources Management.

Table 33 - Workers by type of contract, sex and region

Age group	Sex	Plants and terminals	OFP	ONP	Conchán Refinery	Iquitos Refinery	Talara Refinery	Total general
Indefinite term contract	Femenine	42	233	37	31	25	127	495
	Male	114	315	306	172	177	820	1,904
Fixed term	Femenine	3	11	4	1	-	7	26
	Male	54	25	14	5	3	85	186
Injunction	Femenine	-	1	-	1	-	3	5
	Male	-	5	13	1	-	21	40
Total		213	590	374	211	205	1,063	2,656

Source: Corporate Human Resources Management.

Table 34 - Workers by type of working day and sex

Working day	Sex	Plants and terminals	OFP	ONP	Conchán Refinery	Iquitos Refinery	Talara Refinery	Total general
48 horas	Femenine	44	241	36	33	25	137	516
	Male	168	339	100	176	179	926	1,888
44 horas	Femenine	1	4	5	-	-	-	10
	Male	-	6	233	2	1	-	242
Total		213	591	374	211	205	1,063	2,656

Source: Corporate Human Resources Management.

Table 35 - Total workers (comparative 2021-2022)

Sex	2021	2022
Femenine	526	554
Male	2,256	2,130
Total	2,810	2,656

Source: Corporate Human Resources Management.

(GRI 2-8)

On the other hand, as of December 2022, 7,922 workers were reported who were not part of the Company (contractors), but whose work was carried out in the PETROPERÚ operations. It is important to note that the largest number of workers (30%) come from the work for the PMRT for the start of the refinery.

Table 36 - Non-Employee Workers²²

Operation	Quantity	%
Plants and terminals	1,268	16 %
Conchán Refinery	474	6 %
OFP	107	1 %
ONP	2,330	29 %
Iquitos Refinery	350	4 %
Talara Refinery	3,393	43 %
Total	7,922	100 %

Source: Corporate Human Resources Management.

²² The calculation is made on the basis of monthly reports from the access control of the security area.

5.1.1 Organizational climate and culture

We care about maintaining a good working environment and the motivation of our workers, which is possible through fluid and interactive internal communication between all parties. Therefore, the information provided by our workers through our exchange spaces was considered by the Company as an input to promote initiatives that positively impact the well-being of our human capital.

Main actions during 2022

- 🕒 We maintain spaces for direct dialogue between our leaders and workers, through virtual presentations by General Management. This action makes it possible to report the situation of the Company and the progress of the main projects.
- 🕒 We carried out group discussions led by the General Management and the Presidency of the Board of Directors, in which our workers participated. These conversations were held weekly, and allow to know the concerns and requirements of the staff on labor issues, benefits and other topics of interest.
- 🕒 We increased the reach of the internal social network Yammer, in which our workers actively participated.
- 🕒 We interact quickly with our workers through the Petroinforma communication channel, via WhatsApp.

5.1.2 Personal and work well-being

(GRI 401-2)

Our philosophy focuses on generating personal and work well-being for our workers. Therefore, we provide the following benefits to our workers:

Table 37 - Benefits to workers

Social benefits	Full time workers
Social security (Essalud)	X
Pension fund: Pension Fund Administrators (AFP) Office of Pension Standardization (ONP)	X
Medical insurance - EPS (PAMF self-insurance)	X
Accident Insurance-Más Vida from Essalud	X
Holiday Premium - Interest Free Holiday Loan	X
Sponsorship for studies-CTS SENATI Program	X
Disability and incapacity coverages	X
Paternity leave	X
Paid leave in case of serious or terminal illness of a direct family member	X
Paid leave due to the death of immediate family members	X
Flexible working hours	X

Source: Corporate Human Resources Management.

(GRI 402-1)

When there is an operational change that could affect them, such as transfers to operations, it is important to specify that the minimum amount of notice time that is usually given to workers is four weeks for single people and eight for married people. These types of agreements are not specified in the 2022 collective bargaining agreement.

It should be noted that, during 2022, we carried out the following activities:

- 🕒 Our social work professionals provided individualized attention to workers and family members at the corporate level, on consultations on various issues, and achieved a change in attitudes for the solution of detected problems and their personal growth.
- 🕒 We held three virtual conferences with professionals in nutrition and psychology, who addressed topics of interest on comprehensive health.
- 🕒 We signed collective labor agreements 2021-2022 with the Unified Union of Petroleum Workers of Peru-Pipeline Operations (SIN OLE), the National Convention of PETROPERU Unions and the Unified Union of Petroleum, Energy, Derivatives and Related Workers of the Grau Region (SUTPEDARG).

- We have approved the benefits for employees who entered the workforce on or after 01.01.2018. This was possible through the agreements reached with trade unions with the signing of the 2021-2022 collective labour agreements.

On the other hand, we have been the target of fifty-two control processes in investigation, corrective measure, precautionary measure, fine or other sanction related to non-compliance with labor, health and safety standards, filed by the National Superintendence of Labor Control (SUNAFIL). Of these processes, thirty-four were filed and eighteen are in force.

Our achievements have a positive impact on the overall well-being of our workers.

5.1.3 Parental leave

(GRI 401-3)

We give our temporary workers the same benefits as full-time staff. However, we must point out that, by internal regulations of the Company, there are benefits that are granted under certain requirements and are voluntary affiliation. Such is the case of the PAMF, to which the worker and his family group (spouse, children and parents) can join, there being a three-month waiting period to attend the clinics affiliated with said program, a time that could exceed the periods of temporary hiring of staff.

In the following tables, we present the total number of employees who have been entitled to parental leave.

Table 38 -Workers entitled to parental leave by age and sex

Age group	Sex	Plants and terminals	OFP	ONP	Conchán Refinery	Iquitos Refinery	Talara Refinery	Total general
Under 30	Male	20	6	20	10	6	134	196
	Female	1	14	3	5	6	35	64
Between 31 and 40	Male	52	103	66	45	60	373	699
	Female	24	84	11	7	7	69	202
Between 41 and 50	Male	56	100	48	53	48	206	511
	Female	6	74	9	12	4	14	119
Between 51 and 60	Male	17	56	25	22	25	41	186
	Female	0	0	0	0	0	0	0
Over 61	Male	23	80	174	48	41	175	541
	Female	0	0	0	0	0	0	0
Total		199	517	356	202	197	1,047	2,518

Source: Corporate Human Resources Management.

Table 39 - Workers on parental leave according to sex

According to sex	Maternity leave		Paternity leave	
	No. of employees	No. of days	No. of employees	No. of days
Feminine	23	1,721	-	-
Male	-	-	77	823
Total	23	1,721	77	823

Source: Corporate Human Resources Management.

Table 40 - Workers on parental leave who returned to work

According to sex	Maternity leave	Paternity leave
	No. of employees	No. of employees
Feminine	18	-
Male	-	77
Total	18	77

Source: Corporate Human Resources Management.

Table 41 - Workers on parental leave who returned and continue to work twelve months later

According to sex	Maternity leave	Paternity leave
	No. of employees	No. of employees
Feminine	22	-
Male	-	75
Total	22	75

Source: Corporate Human Resources Management.

It should be noted that, during 2022, the rate of return to work and retention of workers who took parental leave, according to gender, was 95.



5.1.4 Equality, Diversity and Inclusion Policy²³

(GRI 405-1)

This policy represents a key instrument of human management and aims to implement actions that promote equality for our direct workers and contractors without distinction of sex, age, social status, religion, sexual orientation, ethnic origin, color, marital status, unionization, political opinion, disability and nationality, among others.

The Joint Committee is made up of three representatives elected by vote, as well as three appointed by the administration, who are responsible for promoting the Equity, Diversity and Inclusion Policy. The function of this committee is to propose the action plan in which transversal objectives of diversity in the Company are established, as well as strategies aimed at meeting short, medium and long-term objectives.

It should be noted that, to determine the baseline on diversity and equal opportunity, have a diagnosis and develop indicators to evaluate performance in this area, a survey is used.

Table 42 - Board Members by Age Range and Sex

Age range	<30		31-40		41-50		51-60		>61		Total
Sex	H	M	H	M	H	M	H	M	H	M	
Board of Directors	-		-	-	-	-	2	-	4	-	6

Note. Members of the Board of Directors at the end of 2022.

Source: Corporate Human Resources Management.

Table 43 - Board Members (comparative 2021-2022)

According to sex	2021	2022
Men	6	6
Women	-	-
Total	6	6

Source: Corporate Human Resources Management.

²³ Equity, Diversity and Inclusion Policy (POLA1-O12), approved in Board Agreement No. 108-2020-PP.

Tabla 44 - Workers by Job Category, Age Range and Sex

Age range	<30		31-40		41-50		51-60		>61		Total
	H	M	H	M	H	M	H	M	H	M	
Gerente Manager	0	0	0	0	0	1	0	0	0	0	1
Corporate Managers	0	0	0	1	1	1	4	0	6	0	13
Departament Managers	0	0	2	0	12	3	3	2	8	0	30
Heads	0	0	34	15	60	8	21	3	35	3	179
Coordinators/ supervisors	54	28	355	139	235	82	75	24	106	45	1,143
Employees	141	36	308	47	202	23	83	20	385	45	1,290
Total	195	64	699	202	510	118	186	49	540	93	2,656

Source: Corporate Human Resources Management.

5.2 Employment

(GRI 401-1)

We maintain an approach aimed at optimizing employability management. Therefore, during 2022, in order to improve the recruitment time, we approved version 9 of the Personnel Recruitment Procedure. In addition, we prepared version 3 of the Internal Personnel Recruitment Procedure (PROA1-101), to fill vacancies generated in positions at levels 4, 5 and 6, with our own personnel with experience and knowledge acquired in the Company.

We implement the Work with Us job board, which filters profiles and manages to reduce the curricular review time in the selection process.

To retain human talent, and with the aim of having a strategic process that measures the contributions of our workers, we designed the Performance Evaluation Program to evaluate the period January-December 2022. Therefore, we are able to identify gaps and address them based on individual development plans that promote the professional growth of our human talent; this evaluation will be developed in 2023.

We established guidelines for the temporary hiring of personnel with the aim of reducing the number of modal hiring in substitutes for administrative positions, specific services and in the face of increased activity.

The following tables detail the turnover rate and new hires based on sex and age factors.

Table 45 - Employee turnover

Employee turnover	Plants and terminals	OFP	ONP	Conchán Refinery	Iquitos Refinery	Talara Refinery	Total general
Staff turnover rate	19	18	11	20	19	4	12
Voluntary Resignation Turnover Rate	1	4	0	1	0	2	2
Number of workers due to dismissal or dismissal	2	24	-	1	-	3	30
Number of workers due to death	1	1	1	1	1	2	7
Number of workers due to retirement	1	6	22	4	2	25	60
Number of Workers by Mutual Dissent	-	-	-	-	-	-	0
Number of workers due to resignation	3	23	1	2	1	22	52
Number of workers due to contract expiration	37	64	40	41	40	22	244
Overall total number of workers	44	118	64	49	44	74	393
Percentage of workers retired by mutual agreement	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Percentage of voluntary resignations/total resignations	6.8	19.5	1.6	4.1	2.3	29.7	13.2

Source: Corporate Human Resources Management.

Table 46 - Employee turnover by age and sex

Employee turnover	Plants and terminals		OFP		ONP		Conchán Refinery		Iquitos Refinery		Talara Refinery		Total general		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
31 - 40 years	8	11	-	19	-	13	1	12	2	19	4	20	26	94	120
41 - 50 years	2	8	1	25	1	11	2	7	-	6	1	5	21	62	83
51 - 60 years	-	1	-	17	-	1	-	-	-	1	-	2	4	22	26
Over 61	1	1	-	14	-	25	1	4	-	4	1	27	7	75	82
Under 30	2	10	2	8	2	11	4	18	-	12	2	12	11	71	82
Overall total	13	31	3	83	3	61	8	41	2	42	8	66	69	324	393

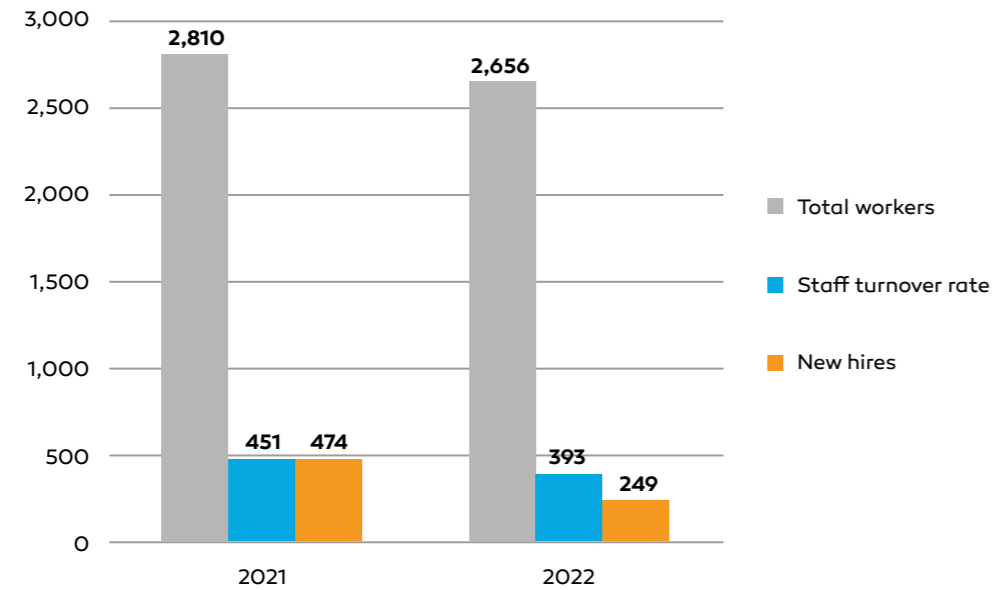
Source: Corporate Human Resources Management.

Table 47 - New hires

New hires	Plants and terminals		OFP		ONP		Conchán Refinery		Iquitos Refinery		Talara Refinery		Total general		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Under 30	-	14	-	2	-	2	-	2	1	2	5	18	6	40	46
Between 31 and 40	2	30	9	12	2	10	-	2	-	1	2	31	15	86	101
Between 41 and 50	1	9	1	12	2	4	1	1	-	1	-	33	5	60	65
Between 51 and 60	-	1	2	1	-	1	-	-	-	-	-	6	2	9	11
Over 61	-	-	1	6	-	6	-	-	-	-	1	13	2	24	26
Total general	3	54	13	23	4	23	1	5	1	4	8	101	30	219	249

Source: Corporate Human Resources Management.

Figure 12 - Comparative Employment 2020-2022



Source: Corporate Human Resources Management.

5.3 We promote collective associations

(GRI 2-30) (407-1)

With the aim of promoting a better working environment and satisfaction in our workers, we maintain harmonious working relations with trade union organizations in respect of the right to free trade union membership. Currently, there is no risk that collective associations can be established in operations, since we have trade union organizations with a strong organization within the Company.

At the end of 2022, at the corporate level, we registered 11 union organizations, which include 2,117 of our unionized workers. This rate represents 79.7% of a total of 2,656 workers.

Table 48 - Unionized workers, by type of work and affiliated union

Nº	Union organizing	Workers
1	Sindicato Único de Trabajadores de Petróleos del Perú-Operaciones Oleoducto (SIN OLE)	128
2	Unión Sindical de Trabajadores de Petróleos del Perú-Operaciones Oleoducto (US OLE)	27
3	Sindicato de Unidad Nacional de Trabajadores Petroleros de PETROPERÚ (SIN UNTP)	67
4	Sindicato de Trabajadores de Petróleos del Perú-OFP (STPP OFP)	32
5	Sindicato Nacional de Profesionales de Petróleos del Perú-PETROPERÚ (SINAPROPP)	285
6	Sindicato de Trabajadores Administrativos de PETROPERÚ (STAPP)	947
7	Sindicato Único de Trabajadores de Petróleos del Perú SA-Operaciones Conchán (SUTRAPEP OC)	134
8	Sindicato Único de Trabajadores de Operaciones Selva (SU TOS)	102
9	Sindicato Unificado de los Trabajadores del Petróleo, Energía, Derivados y Afines de la Región Grau (SUTPEDARG)	252
10	Sindicato de Trabajadores Refineros de PETROPERÚ-Refinería Talara (SITRAREPP)	54
11	Sindicato Nacional Único de Trabajadores Empleados y Administrativos de PETROPERÚ (SINUTREAPP)	89
Total		2,117

Source: Corporate Human Resources Management.

At the end of 2022, in line with the 2021-2022 Collective Labor Agreements, signed on 11.30.2021 and 12.06.2021, we approved to increase the remuneration of our workers by 66.8%, and grant 55.8% an extraordinary bonus for closing the specifications.

In addition, as part of both agreements with trade unions, signed on 11.30.2021 and 12.06.2021, since 2022 we have approved the benefits for employed category personnel who entered the workforce as of January 1, 2018.

The staff covered by collective bargaining is 79.6%.

In this line, in relation to the 2022 Collective Bargaining followed by the STAPP, the 2022 Collective Bargaining Agreement was signed on 10.14.2022. From this, it was agreed to increase remuneration, bonus for closing 2022 specifications and the homologation of benefits for personnel affiliated to the STAPP, as well as non-union administrative technical employee category personnel who have entered as of 01.01.2018. Although this agreement was submitted to the Board of Directors, it was not possible to manage its approval in the 2022 period. However, in June 2023, the Board of Directors unilaterally approved the implementation of these benefits, considering some guidelines for their application.

With regard to non-unionized staff, the provisions of Article 28 "Scope of the collective agreement" of the TUO Regulations of the Collective Labor Relations Act must be borne in mind, which literally states:

"In the collective agreement, the parties may establish the scope, limitations or exclusions that they agree on as long as they do not establish unjustified differences between the workers in the field or are contrary to the legal system.

The employer may not unilaterally extend the scope of the collective agreement to workers who do not fall within its scope."

Considering that PETROPERÚ does not have a majority union, the collective agreements are subject to the provisions of the preceding paragraph. Therefore, in the 2021-2022 Collective Labor Agreement signed with the SUTPEDARG and WITHOUT OLE, non-union employee category personnel were considered, while in the 2022 Collective Labor Agreement signed with the STAPP, non-union administrative technical employee category personnel were also considered.

5.4 Talent Development

(GRI 404-1)

We care about strengthening the capacities and enhancing the skills of our workers, as this impacts our business performance and creates value for the community and the country. Our actions contribute to compliance with the Organizational Learning Policy of PETROPERÚ-Corporate University, in charge of regulating the requirements and conditions of training, which prioritizes the training activities that must be implemented.

Indeed, training represents a vehicle that contributes to the development of our staff and allows us to generate greater value in the Company through its alignment with strategic objectives. In this sense, within the framework of the difficult economic-financial situation and the social impact as a result of the COVID-19 pandemic on a national scale, our General Management approved the 2022 Annual Training Plan.



We provide training programs to strengthen the attitudes and knowledge of our human talent. In this line, we carry out the delivery of courses virtually and, in addition, we established agreements with educational institutions for the delivery of free courses to our workers.

In the context of the COVID-19 pandemic, 70% of the training activities were carried out in virtual mode, through the PETROPERÚ Virtual Classroom, a tool in which, in addition to the scheduled activities, staff can freely participate in courses, conferences and talks, among others, that are on the platform.

During 2022, we carried out specialized programs based on the needs of the user area, in accordance with our Annual Training Plan and in compliance with the law. As for the execution of this plan, at the end of 2022, we carried out 445 activities at the corporate level, including operational techniques, support management, commercial management, soft skills, and leadership, as well as regulatory compliance, with a total of 142,466 hours of training and an average of 58.24 man-hours. The executed budget amounted to S/ 579,703.

On the other hand, as part of our PETROPERÚ-Corporate University Organizational Learning Policy, we promote self-training in our workers through co-financing in activities that are related to the Company's core business, with programs such as the Educational Assistance Plan (PAE) which, in 2022, had 104 participants and a budget execution of S/ 70,043.

Within this framework, we managed to train 2,446 of our workers, which represents 92% of our total workforce.

For the execution of our 2022 Annual Training Program, we prioritize the development of mandatory training activities, in accordance with current legal standards, related to occupational safety and health, digital transformation, good corporate governance, money laundering and terrorist financing prevention system, anti-corruption, certifications, and those activities relevant to the continuity of our company's operations.

Table 49 - Capacitación del personal

Trained workers	2021	2022
Number of workers trained	1,764	2,446
Number of hours of training	82,565	142,446
Average man hours	46.8	58.24
Percentage of workers who received training	63 %	92 %

Source: Corporate Human Resources Management.

The 142,446 hours of training provided guarantee the development of our workers and their continuous training. Strategic training topics are associated with health, safety, operations, procedures, IT, and skills.

Table 50 - Training hours by facility

Location	Number of Hours
Plants and terminals	12,144
OFF	19,592
ONP	11,616
Talara Refinery	84,068
Conchán Refinery	8,559
Iquitos Refinery	6,648
Total	142,446

Source: Corporate Human Resources Management.

Table 51 - Number of Participations in Training Activities by Category

Job Range	Man:		Women:		Total:
	Number of employees trained	Hours of training	Number of employees trained	Hours of training	Average hours of training per worker hours
Supervisor ²⁴	1041	58,433.86	339	15,936.56	53.89
Employees	913	58,022.49	153	10,073.09	63.88
Total	1954	116,456.35	492	26,009.65	58.24

Source: Corporate Human Resources Management.

²⁴ Total supervisors: 1,367, and total employees: 1,294.

In terms of training hours by job rank, our managers, administrative and operational staff received, on average, 90 hours of training per person.

Specifically, female managers received an average of 30 hours of training, and male managers, 60 hours.

Regarding training activities according to the area of knowledge, human talent mainly received training in occupational safety and health, as well as in operational technical management.

Table 52 - Number of Training Activities by Knowledge Area

Knowledge area	Number of activities
Regulatory management system	10
Support Management	81
Occupational health and safety	181
Operational technical management	148
Leadership and Soft Skills	21
Sales management	4
Total	445

Source: Corporate Human Resources Management.

5.5 Occupational health and safety

**(GRI 403-1) (GRI 403-2) (GRI 403-4)
(GRI 403-7) (GRI 403-8) (GRI 403-9)**

El The physical, mental and social well-being of our workers is an issue of particular importance to us. Therefore, to offer a good product and service, and guarantee the quality of life of our stakeholders, we base our actions on our CASS Integrated Management Policy, which is publicly available.

We have the recertification of ISO 45001:2018, which validates compliance with our Integrated CASS Management Policy, applied according to international occupational health and safety requirements and standards. It should be noted that, during 2022, we obtained the maintenance of ISO 14001, ISO 45001 and ISO 9001 certifications.

As part of the commitments reached with our customers, we maintain our Occupational Health and Safety System, in order to maintain a good business relationship. An example of this is our regular participation in the approval and audit processes by customers.

Our management considers an approach focused on promoting a better culture of health and safety, hazard identification, and risk control. In effect, we offer safe work to our workers, which does not involve risks to their health and which avoids the presence of agents that cause occupational diseases.

To assess the progress of occupational health and safety management, we have the following objectives and indicators:

Objectives

- 🔗 Develop and consolidate the preventive culture at an independent level.
- 🔗 Implement the CASS Corporate Management Model (ISO 14001, ISO 45001, ISO 9001) in all PETROPERÚ processes.

We have the document MANA1-074-Manual of the CASS KPIs, applied for the monitoring and measurement of the performance of the management of quality, environment, industrial safety, patrimonial safety, process safety and occupational health of PETROPERÚ, in all its offices and dependencies, both for its own personnel and for contractors.

Reactive/efficacy indicators

- 🔗 Workplace Accident Frequency Index (IFAT)
- 🔗 Workplace Accident Severity Index (ISAT)
- 🔗 Preventable Vehicle Accident Index (PVIA)
- 🔗 Number of fires
- 🔗 Number of process safety events
- 🔗 Closing percentage of SACs.

Proactive indicators/efficiency

- 🔗 Percentage of compliance with the CASS Comprehensive Program.
- 🔗 Percentage of compliance with the Leadership Objective CASS.
- 🔗 Percentage of closure of reporting of acts and sub-standard conditions reported.
- 🔗 Percentage of closure of corrective actions for unwanted events.
- 🔗 Index of PETROPERÚ T-Cuida cards.
- 🔗 Percentage of maintenance compliance of the CASS Corporate Management Model.
- 🔗 Occupational Health and Safety Training Index.

It should be noted that each of the locations of the Management Model has a residual matrix for hazard identification, risk assessment and determination of controls, for the processes or activities that are carried out. This matrix details the measures and controls that are taken to prevent or mitigate impacts.

In addition, we have implemented the CASS Incident Management Procedure, which acts under the precautionary principle and focuses on mitigating possible negative impacts, in addition to designing prevention and intervention strategies.

We integrate a safety system, based on Supreme Decree No. 005-2012-TR and its respective Regulations, Law No. 29783 (Occupational Safety and Health Law) and DS No. 043-2007-EM (Safety Regulations for Hydrocarbon Activities). It should be noted that this system has been validated with ISO 45001 and its scope impacts all our facilities.

To effectively evaluate our management, an incident occurrence report, reports, indicators and other necessary data are issued monthly. In evaluating our management, the Company's leaders ensure compliance with the Occupational Safety and Health Act.

Likewise, as part of our CASS Corporate Management Model, we have a compliance evaluation process that focuses on reviewing those applicable standards in the field of health and safety.

It should be noted that we have the CASS Corporate Management Model Manual (MANA1-001), which details processes and activities in order to ensure compliance with the Integrated Quality, Environment, Process Safety, Occupational Health and Safety (corporate) Management Policy, as well as the legal and other applicable requirements related to quality, environment, and occupational health and safety management.

Likewise, we have established the corporate application procedure PROA1-044 Identification and Evaluation of Compliance Obligations and Other Requirements, which explains the methodology to be followed for the identification, updating, dissemination and access, and evaluation of compliance obligations, including the commitments entered into between our Company and other interested parties.

The following main processes of procedure PROA1-044 should be highlighted: monitoring, measurement, analysis and evaluation; compliance evaluation; analysis and evaluation of results.

In order to evaluate the performance of the CASS Corporate Management Model, the CASS Corporate Management Model Technical Committee has determined the salient data of the measurements and monitoring associated with occupational health and safety, environment and quality, which must be analyzed and evaluated using performance indicators:

- ① Results of monitoring of physical, chemical, ergonomic and microbiological agents.
- ① Training Index Result CASS.
- ① Results of the IFAT and accident severity ISAT.
- ① Results of IAVP.
- ① Leadership objective compliance.
- ① Results of monitoring the degree of compliance with the Comprehensive Plan CASS, as corresponds to the scope of each headquarters.
- ① Results of monitoring the degree of compliance with periodic medical examinations.

Within our Management Model, we have the Alert Procedure, Lessons Learned, Lesson Learned Analysis and Success Lesson CASS PROA1-378, whose objective is to establish the guidelines for recording and disseminating events, their causes and actions carried out. to avoid its occurrence and prevent its recurrence, as well as situations of positive impact on our facilities.

Thanks to our compliance, we have not been the subject of an investigation, nor have any corrective, precautionary, fine or other sanctions been imposed on us related to non-compliance with health and safety regulations.

We have a Procedures Manual of the CASS Corporate Management Model, which is based on regulations ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

5.5.1 Management actions, procedures and guidelines

(GRI 403-4)

Actions in the field of occupational safety and health are managed by Senior Management with the support of the Central Committee for Occupational Safety and Health, which meets monthly and has the following main responsibilities:

- ① Approve the Internal Health and Safety Regulations
- ① Approve the Annual Occupational Health and Safety Management Program
- ① Approve the Annual Training Plan for Employees on Occupational Health and Safety
- ① Monitor compliance with the law, internal regulations and labor technical specifications related to occupational safety and health, as well as compliance with the Internal Safety and Health Regulations
- ① Promote that new workers receive adequate guidance, instruction and training on risk prevention
- ① Periodically inspect administrative and operational areas, facilities, machinery and equipment, in order to reinforce preventive management
- ① Investigate the causes of incidents, accidents and occupational diseases that occur in the workplace; issue the respective recommendations to prevent them from recurring.

In 2022, we mainly implemented the following actions to ensure optimal results, based on our safety indicators:

- ① Monthly awareness campaigns
- ① Internal and external audits
- ① Identification of emergency situations
- ① Review, update and approval of contingency plans
- ① Emergency response training and education
- ① Communication during an emergency
- ① Drill planning, execution and evaluation
- ① Issuance of drill reports.

In this regard, during 2022, we continued to implement actions, procedures and guidelines that allow the efficient development of our management, under an occupational health and safety approach. Below are the most relevant:

- ① CASS Incident Management Procedure
- ① Golden Rules, CASS Corporate Indicators, CASS Alert, CASS Corporate Induction
- ① Safety Pillar Objective Leadership, which involves line managers in the application of occupational safety and health management tools
- ① PETROPERÚ T-Cuida card
- ① At the beginning of work meetings, there is a moment of safety
- ① Application of the Alert tool, Lessons Learned, Lesson Learned Analysis and CASS Success Lesson
- ① Continuation of the Corporate Training Program in Behavior-Based Safety (SBC) and defensive driving, in order to avoid unwanted situations.

5.5.2 We encourage the participation of our workers

(GRI 403-1) (GRI 403-4) (GRI 403-8)

Senior Management approves that our workers are involved in the development, review of practices, and in the improvement of elements of occupational health and safety management.

We implement communication channels (email, weekly meetings, CASS suggestion box) that encourage the participation of our workers. In this context, the Occupational Health and Safety Management System (OHSMS) has a full scope and does not exclude any worker or contractor.

Table 53 - Coverage of the Occupational Health and Safety Management System*

Scope	2021		2022	
	Quantity	Percentage	Quantity	Percentage
Workers covered by the Occupational Health and Safety Management System*	2,810	100 %	2,656	100 %
Contractors covered by the Occupational Health and Safety Management System*	7,835	100 %	7,922	100 %

*Subject to internal audit and certification by a third party.

Source: Security Department Management.

5.5.3 Risk management and preventive actions

(GRI 403-9)

We focus on ensuring that work environments are free of agents that have an impact on the physical or mental well-being of our workers. Therefore, we apply a procedure to identify hazards, assess risks and determine controls, in order to intervene and prevent occupational injuries or diseases in our workers.

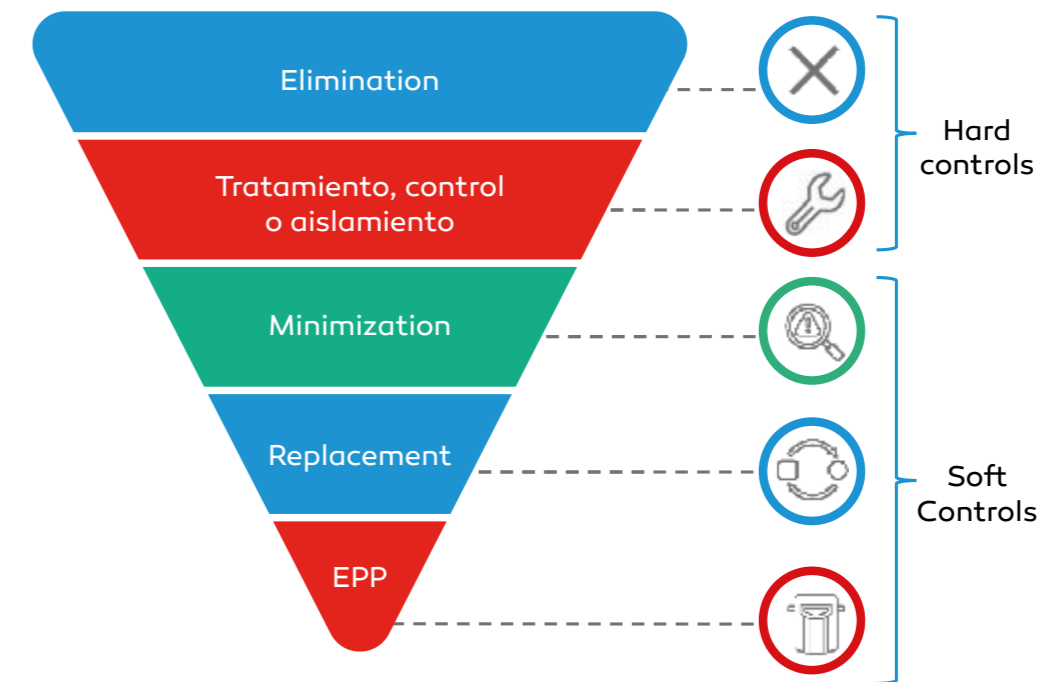
Under this line, we have the procedure PROA1-043 Hazard Identification, Risk Assessment and Determination of Controls, which is part of our CASS Corporate Management Model. The Technical Committee of the Corporate Management Model is responsible for the review of the document, and the Corporate Management Administration, in charge of the indicated model, is responsible for preparing, approving and controlling after its approval the distribution of the procedure in all our offices.

This procedure is applied in all our sites, products, processes and services, and considers routine (normal) and non-routine (non-normal) conditions, as well as activities carried out under emergency situations by our staff and all people who have access to the workplace (suppliers, contractors, subcontractors, customers and visitors).

In addition, this procedure considers the associated hazards and risks that originate in the workplace environment and that may adversely affect the safety and health of persons under the control of our Company.

As for the development of the procedure, it integrates five stages:

- 1 Formation of work teams, under the responsibility of the leaders of the CASS Management Model, who, if necessary, may request advice and participation of specialized personnel from other functions (medical services, occupational health and safety, among others).
- 2 Preparation of the work procedure, which consists of sequentially describing the work to be performed.
- 3 Identification of processes, sub-processes and activities, the results of this stage are recorded in the Hazard Identification, Risk Assessment and Control (IPERC) matrix.
- 4 Identification of hazards and risks.
- 5 Establishment of current control measures, after identifying the hazards and risks, the current (existing) controls are identified, based on the hierarchy of controls presented in the pyramid figure.





We train our human talent in safety and health through the IPERC course to improve their ability to identify risks. Likewise, we apply the stop work procedure, which allows our workers to inform their immediate boss about a situation that poses a danger to their life, which causes the immediate cessation of the activity they were carrying out.

It should be noted that, annually, we evaluate the performance of occupational health and safety management to implement improvements.

However, despite our concern to invest in safety and health training for our workers, the following occupational accidents were reported during 2022:

Table 54 - Reported accidents

Accidents	Accidents	Quantity 2021	Quantity 2022
Own	Mild	1	2
	Serious	5	18
	Fatal	0	0
Contractors	Mild	22	16
	Serious	19	13
	Fatal	0	2
Total		47	51

Fuente: Security Department Managem.

In the case of reported accidents, to comply in a timely manner and ensure adequate reporting internally and to different authorities, we apply our Incident, Hazardous Incident, Accident and Emergency Management mechanism.

In addition, we implement good preventive and corrective practices, and we have a frequency and safety index that allows us to monitor the culture of prevention in our Company.

Table 55 - Corporate security indices

Indicator	Quantity 2021	Quantity 2022
IFAT*	1.61	1.85
ISAT*	23.67	451.57

*The calculation has been made on the basis of 1'000,000 hours worked

Source: Security Department management.

In 2022, the rate of injuries due to a recordable occupational accident or corporate IFAT for own personnel and contractors is 1.85, including serious and minor accidents, and the corporate ISAT is 451.57. Both indicators include women and men.

During 2022, the following injuries or accidents were identified in our internal staff and contractors.

Table 56 - Main injuries and accidents identified

Nature of the injury	Quantity	Percentage (
Impact	21	48.8 %
Contusión	7	16.3 %
Cut	5	11.6 %
Amputation	2	4.7 %
Contracture	2	4.7 %
Sprain	1	2.3 %
Fracture	1	2.3 %
Wound	1	2.3 %
Irritation	1	2.3 %
Burn	1	2.3 %
Tendinitis	1	2.3 %
Total	43	100 %

Source: Safety Department Management

Below are the main indicators in terms of safety and health in workers and contractors.

Table 57 - Main health and safety indicators for own workers and contractors*

Indicator	2021**		2022			
	Workers	Contractors	Workers		Contractors	
			H	M	H	M
Number of deaths resulting from an occupational accident injury	0	0	0	0	2	0
Number of deaths resulting from an occupational accident injury	0	0	-	-	-	-
Number of workplace accident injuries with major consequences (not including fatalities)	1	23	16	2	13	0
Workplace Accident Injury Rate with Major Consequences (Not Including Deaths)	0.93	0.76	-	-	-	-
Number of Recordable Workplace Accident Injuries	6	41	2	0	16	0
Recordable Workplace Accident Injury Rate	1.11	1.68	3.48		1.42	
Number of hours worked	5,386,301.60	23,806,163.63	5,754,666.0		21,884,387	

*The calculation has been made on the basis of 1'000,000 hours worked. For data collection, the Safety Heads of each of the operations deliver monthly, to the Management of the Safety Department, a record of information on accidents (minor, serious and fatal), broken down by their own personnel and contractors, which is consolidated for corporate reports.

**2021: Accident registration is carried out for own personnel and contractors, gender is not specified.

Source: Security Department Management.

5.5.4 Culture of prevention against occupational hazards and risks

(GRI 403-2) (GRI 403-5) (GRI 403-6)
(GRI 403-7) (GRI 403-9)

Based on our management model, we established methodologies to identify hazards and environmental aspects, and assess risks, which have made it possible to determine controls to mitigate risks and prevent workplace damage, as well as associated environmental impacts. The hazard and risk review is carried out at least once a year or when making changes to the process or installation.

Our approach to prevention

In order to reduce accidents at work, we base our actions on principles that seek to protect the physical integrity, health and quality of life of our workers, contractors and the immediate environment of our operations.

Table 58 - Main trainings and prevention talks

Action	Topic
Talk	Awareness-raising on the Integrated Policy of the PETROPERÚ CASS. Stop Work. IPER Matrices/Matrices.
Course	CASS Corporate Induction Occupational Health and Safety Management and Leadership. Work Permits, Safe Work Analysis (ATS), Hazard Identification and Risk Assessment and Control (IPERC), Behavior Based Safety (SBC) and Defensive Management.
Activities	Safety and Fire Prevention Week. Occupational Safety and Health Week Fire Prevention Week Training of emergency response brigades
Improvement tools	Contractor CASS Management Management of work permits Vehicle Management

Source: Security Department Management.

In addition, during 2022, we developed the CASS Awareness Program, in order to generate a change in the way our workers act, who must assume a responsible attitude and respect for the protection of the safety and health of the environment. From this program, we achieved the following:

- We provide a total of 70,077 man-hours of health and safety training, including our own staff as contractors.
- Execution of 10 corporate security stops at all locations, with the participation of 30,448 workers, including internal staff and contractors.
- Issuance of 1,899 PETROPERÚ T-Cuida cards.
- Constant execution of safety moments when starting work meetings.
- Conducted 12 awareness campaigns: Process Safety, Property Safety, Management Model, Occupational Health and Safety, Behavior-Based Safety, Vehicle Accident Prevention, Fire Prevention, Critical Risks Hand Care, Fall Prevention, PETROPERÚ T-Cuida Card, Management Walk.
- Carrying out 81 drills.

We maintain a focus on prevention and mitigation of impacts on the safety and health of our workers, as a result of commercial activities. For this reason, we make sure that our marketable products are made in accordance with the technical specifications and current regulations.

5.5.5 Committed to health

(GRI 403-3) (GRI 403-6)

We aim to promote a culture of prevention in the human capital of our operations at the national level, in accordance with our commitment to the safety, promotion of the health and well-being of our workers.

During 2022, we focused on promoting the improvement of the preventive culture in our Company through actions carried out by the Head of Medical Services and Social Welfare, which provide training, talks, workshops and other prevention actions in health matters.

Medical-Occupational Vigilance

We carry out medical-occupational vigilance with the participation of a multidisciplinary team composed of doctors, nurses, psychologists, nutritionists and nurse technicians. This service is assumed 100% by our Company and is in accordance with our occupational medicine guidelines.

Covid-19 Surveillance, Prevention and Control Plan

We continue with the Covid-19 Surveillance, Prevention and Control Plan in our facilities, at the corporate level, in compliance with current regulations, from which all our workers were constantly monitored.

We implement preventive measures related to covid-19 (awareness, education, monitoring, evaluation, surveillance, among others). Likewise, we carry out the surveillance of exposure to other risk factors, aimed at our own workers and contractors, subcontractors, customers and field visits to our facilities, through the evaluation or detection of symptomatic respiratory workers.

Programa de Atención Médico Familiar (PAMF)

This program provides medical care, dental care, medications, and therapies to affiliated workers. During 2022, the program reached 8,381 beneficiaries.

Table 59 - Afiliados al PAMF

Operation	Afiliate holders	Afiliate Dependents	Total
OFF/COM	729	1,745	2,474
Conchán	202	476	678
Talara	1,016	2,336	3,352
ONP	348	757	1,105
Selva	198	574	772
Total	2,493	5,888	8,381

Source: Corporate Human Resources Management.

It should be noted that, during 2022, we provided social-emotional support to staff and family members who were facing medical issues and who needed coordination on the PAMF program, as well as guidance for excess coverage and other socio-family issues.

Club Mi Salud program (chronic patients)

This program is carried out by a PAMF provider. It is aimed at our active workers affiliated with our PAMF, who have a diagnosis of uncomplicated high blood pressure, diabetes mellitus and associated dyslipidemia, who sign up voluntarily and at no cost. Workers who are members of this program receive specialized medical care on a monthly basis, with medication, periodic laboratory checks, as directed by the medical specialist.

In 2022, 315 workers joined this program and the number of services was 3,405.

Table 60 - Club Mi Salud Program

Operation	Affiliates	Hospitality
ONP/COM	53	650
Conchán	23	299
Talara	143	1,426
ONP	48	756
Selva	48	274
Total	315	3,405

Source: Corporate Human Resources Management.

Self Insurance

The PAMF is self-insured and is recognized by the Ministry of Health (MINSa) as an Institution Managing Health Insurance Funds (IAFAS), under conventional benefit, to which our workers can voluntarily join, in order to enjoy medical coverage and other economic benefits related to their insurance.

Regarding the coverage of expenses, our Company assumes the payment of the benefit, and we charge the worker only the coinsurance and expenses not covered in the payroll. Likewise, the worker contributes his monthly membership fee.

Medical evacuations

These evacuations consist of transferring our workers to Lima for any illness that cannot be attended to in the operation in which they are. During 2022, we evacuated 148 of our workers.



Table 61 - Medical evacuations

Operation	Number of evacuees	Number of evacuations	Total
OFP/COM	0	0	0
Conchán	0	0	0
Talara	29	49	78
ONP	16	20	36
Selva	9	25	34
Total	54	94	148

Source: Corporate Human Resources Management.

Professional diseases

It should be noted that, during 2022, no cases of occupational diseases were reported in any of our operations.

Educación para la salud

In the pursuit of adopting a culture of prevention, we focus on continuously educating and training our workers. In this line, we address two significant topics: occupational medicine and health prevention.

During 2022, we provided 714 occupational medicine talks to 10,079 workers.

Table 62 - Health talks: occupational medicine

Operation	Number of talks	Workers		Total employee headcount
		Contrators	PETROPERÚ	
OFP/COM	3	393	418	811
Conchán	23	33	792	825
Talara	21	0	235	235
ONP	633	3,735	3,164	6,899
Selva	34	150	445	595
Subtotal	714	4,311	5,054	10,079

Source: Corporate Human Resources Management.

In addition, during 2022, we held 258 health prevention talks, which benefited a total of 10,592 workers.

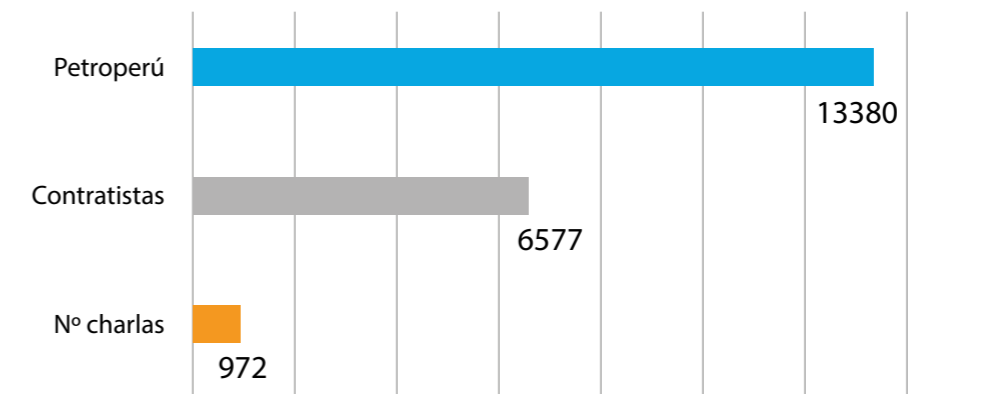
Tabla 62 - Health talks: occupational medicine

Operation	Number of talks	Workers		Total employee headcount
		Contrators	PETROPERÚ	
OFP/COM	9	1,086	2,483	3,569
Conchán	56	25	2,497	2,522
Talara	90	0	1,461	1,461
ONP	31	87	133	220
Selva	72	1,068	1,752	2,820
Subtotal	258	2,266	8,326	10,592

Source: Corporate Human Resources Management.

Indeed, during 2022, both contractors and workers benefited from 972 health education talks on occupational medicine and prevention issues, as shown in the following figure.

Figura 13 - Health Education: Talks and Recipients



Source: Corporate Human Resources Management.

Health Post medical care

In compliance with internal occupational medicine regulations, we have implemented first aid topics in refining areas and at the main headquarters. Therefore, our workers and third parties have medical services on the topics of the Company, which provide emergency care or medical emergencies. During 2022, we provided 34,557 topical health care services.

Table 64 - Topical medical care

Patient	OFF/COM	Conchán	Talara	ONP	Selva	Total atenciones	%
PETROPERÚ	854	748	211	13,620	209	15,642	45.3
Contratistas	135	206	76	18,358	95	18,870	54.6
Visitantes	0	0	0	45	0	45	0.1
Total	989	954	287	32,023	304	34,557	100.0

Source: Corporate Human Resources Management.

Healthcare: Psychology and Nutrition

This program consists of providing counseling, training, and follow-up services to our staff. During 2022, a total of 1,951 of our workers received psychological care, and 10,144 in nutrition.

Table 65 - Health Care in Psychology and Nutrition

Patient	OFF/COM	Conchán	Talara	ONP	Selva	Total atenciones	%
Psychology	210	268	769	439	265	1,951	16.1
Nutrition	317	1,034	1,079	6,745	969	10,144	83.9
Total	527	1,302	1,848	7,184	1,234	12,095	100.0

Source: Corporate Human Resources Management.

It should be noted that the Medical Services Area handles the documentation related to the health of our workers confidentially.

Occupational immunization campaigns

We recognize the importance of applying tetanus, seasonal influenza, hepatitis B, and yellow vaccines to our staff, based on biohazard. Therefore, during 2022, we carried out 33 immunization campaigns that benefited 6,204 of our workers. These campaigns are executed by the authorized vaccination center.

Tabla 66 - Health campaigns

Operation	Number of campaigns	Number of beneficiaries
OFF/COM	4	651
Conchán	5	262
Talara	15	4,227
ONP	0	0
Selva	9	1,064
Total	33	6,204

Source: Corporate Human Resources Management.

Oncology program

During 2022, we achieved 3,390 affiliates, between owners and dependents, in the ONCOPRO and ONCO-PLUS programs.

Table 67 - Oncology program

Operation	ONCOPRO program		Subtotal (A)	ONCO-PLUS program		Subtotal (B)	Total (A+B)
	Affiliate holders	Affiliated Dependents		Affiliate holders	Affiliated Dependents		
OFF/COM	145	373	518	214	401	615	1,133
Conchán	53	139	192	45	91	136	328
Talara	133	402	535	150	350	500	1,035
ONP	123	349	472	61	131	192	664
Selva	40	109	149	22	59	81	230
Total	494	1,372	1,866	492	1,032	1,524	3,390

Source: Corporate Human Resources Management.

5.6 Achievements through CASS

Incorporation of process safety into the Integrated Management Policy.

Carrying out an internal audit of the CASS Corporate Management Model, by auditors accredited by the Ministry of Labor and Employment Promotion (MTPE).

Carrying out an external audit of the CASS Corporate Management Model, by the certifier SGS del Perú.

Implementation of CASS management procedures, instructions and guidelines.

Development of 100% awareness program.

Implementation of the safety stop, IC drill, dissemination talks and training for emergency response brigades.

Adoption of good practices in health and safety in the sector.

We properly implemented the new and strict biosecurity protocols, and we managed to become the leading company in the sector by receiving the SGS Certification in Covid-19 Controls from the renowned international certifier SGS.

5.6.1 Safety with our customers

(GRI 416-1)

Each product we sell has a Material Safety Data Sheet (MSDS), which shows reference information for safe handling and measures to be considered for possible incidents. These files are public and can be found on our website:

www.petroperu.com.pe/productos

In the case of industrial clients, the Ground Transportation to Clients Unit assigns the administration of the contract to a qualified supervisor and experience in the administration of transport services having the following considerations:

- In transport services to mining clients, the assignment of an HSE supervisor exclusively to each transport service is considered, managing its work in occupational safety and health, as well as environmental aspects. The cost of this is included in the price of the product to the customer.
- Prior to each start of the ground transportation service contract and on an annual basis, the roadmap is updated. This specifies the route, speed, transit schedules, places of active breaks and overnight stays. Likewise, the coordinates of the main curves on the route are attached to configure the control geofences.
- Conducting monthly meetings to expose the identification of consultants with major transgressions en route to take control measures on this, from mild or rigid actions such as their withdrawal from service for recidivism.
- Implement a 24 x 7 monitoring control area or pre-established driving schedules, which allows the generation of reports of driver transgressions on a daily, weekly and monthly basis.

- GPS and control platform that allow to verify compliance with the roadmap and identify excesses of speed, unauthorized stops, excess working hours and route diversion, among others; all in real time.
- Sleep control bands, steps taken, heart rate and stress, among others.
- Interior and exterior cameras to identify substandard actions and as evidence in accident investigations.

Regarding our clients in the PETROPERÚ Network, we carry out training on safety issues, such as the use of fire extinguishers, first aid, risk management and fire safety. In 2022, 136 affiliated service stations participated in these trainings.





6 Community Relations

(GRI 413-1)

We reaffirm our commitment to respect for human rights in all activities carried out by the Company. Therefore, during 2022, in conjunction with the operational areas, we have worked to avoid affecting these rights, seeking to pre-emptively identify the potential impacts that could be generated with our activities, in application of our Social Management Policy and our Integrity Code.

In compliance with our Social Management Policy, we develop our activities based on what is planned and approved in the Annual Community Relations Plan, which addresses lines of intervention aimed at promoting local development, articulating with the State, and managing the risks and social impacts in the activities, in a climate of respect, intercultural approach and confidence-building with the population of the areas in which we operate.

6.1 Community Relationship Management

(GRI 2-25) (GRI 2-26) (GRI 411-1) (GRI 413-1)

To manage the monitoring of the relationship activities with our stakeholders, we apply social management tools that we keep updated for efficient use.

Within this framework, our Mechanism for Attention to Complaints and Social Grievances allows us to timely and efficiently collect and address the doubts and concerns of the main stakeholders. In addition, through early intervention, identify and manage the interests of social actors, in order to address the underlying needs.

This mechanism has different means to receive complaints, claims and suggestions from the population, organizations and local authorities, whose requests can be submitted through the following channels:

- ① In person, on or off Company premises.
- ① Virtual, through the web.
- ① Written, by letter.
- ① By telephone.
- ① Physical mailbox, in areas that are difficult to access.

Our workers are responsible for managing these requests, for which they are permanently trained. In addition, in the event that the user requires support to transmit their complaint, claim or suggestion orally or in writing, our workers have the ability to guide them and provide them with appropriate care.

Regarding responsibilities, the manager is responsible for communicating to the interested party the actions taken and their implementation period, in addition to evaluating the progress of these.

It should be noted that our mechanism provides for the possibility for users to submit their complaints or grievances anonymously if they prefer. Likewise, the result of the Mechanism for Attention to Complaints and Social Complaints of 2022 is contemplated in the materiality procedure for the preparation of this report.

As of the end of 2022, no cases of violation of the human rights of indigenous citizens of native communities have been identified.

Social risk management

In compliance with our Social Management Policy and in accordance with international standards, we identify and evaluate the social risks that may be generated by our operations and activities to propose management measures in the annual Community Relations plans, which must be approved by the General Management.

During 2022, there have been various situations of escalation of social tensions. However, through dialogue and consensus building with social actors, carried out by the team of community relations supervisors in the different operations, we achieve the transformation of these events, channeling the expectations of local actors and encouraging the participation of the State sectors to reduce the impact on the Company's operational activities.

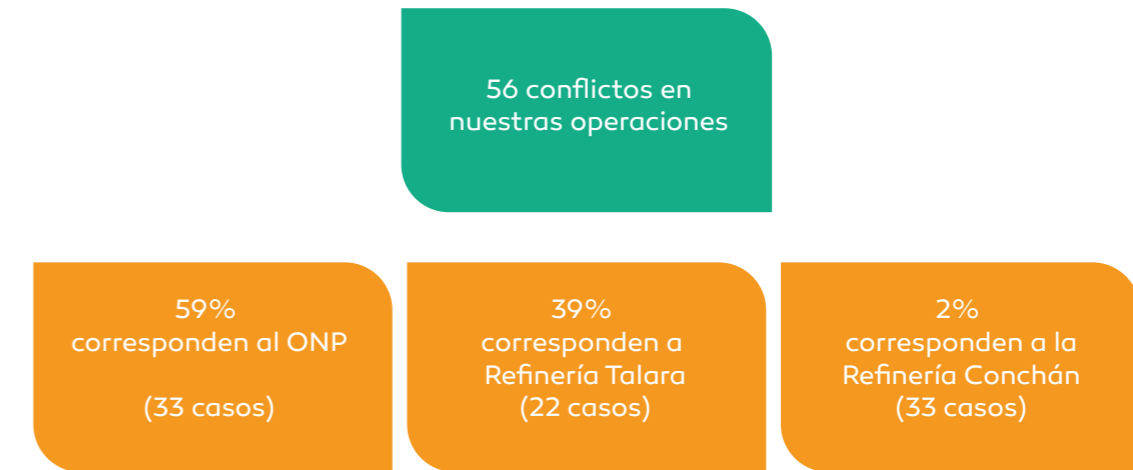


Table 68 - Social conflicts (comparative 2021-2022)

	2021	2022
Number of social conflicts	59	56
Number of social conflicts managed	51	36

Source: Sustainable Development Corporate Management.

To date, of the total conflicts in the environment of our operations, only 20 cases are in the process of management. Therefore, we managed to promote the consensual transformation of 36 disputes thanks to the strategies deployed, which have allowed us to move forward with the implementation of preventive measures in response to previous problematic situations before their escalation.

ONP

In compliance with our procedures and guidelines for community relations, we continue to accompany the execution of operational activities, such as maintenance and contingency assistance, and we emphasize the following actions:

- ① Coordination with a permanent intercultural approach with community authorities and local population for the entry and execution of tasks.
- ① Accompaniment to operations and contractors in the management of employment and local suppliers.
- ① Monitoring of compliance with social management procedures by contractors.
- ① Attention to complaints and claims.

We deployed strategies for the dissemination of information, dialogue and continuous relations with the population, community authorities, indigenous organizations and local institutions, in a timely and culturally appropriate manner.

We managed to make operations viable in 15 of the 17 contingencies registered during 2022.

We maintained our Local Labor Non-hire Policy for remediation work.

Refinería Talara

At the end of 2022, the labor force amounted to 2,553 jobs: 96.7% was local unskilled labor (out of a total of 340), and the skilled labor force, of 2,213.

We obtained the revalidation of the certification of Compliance with the Equator Principles and Performance Standards of the IFC, an institution belonging to the World Bank. This was possible thanks to the adequate implementation and compliance with the aforementioned standards, which allows mitigating the risk of generating reputational damage as a result of non-compliance with environmental and social legislation.

Our relationship actions with the population and local authorities are aimed at efficiently managing critical issues and generating favourable conditions for establishing dialogue and consensus, in order to generate shared value for the Company and its stakeholders.

6.2 Supporting local development

(GRI 413-1)

In 2022, we allocated S/11,000,000²⁵ in activities, programs and projects to support local development, which have benefited the inhabitants of the communities and localities in the areas surrounding our operations.

Table 69 - Operations, amount and beneficiaries of contributions to local development

Operation	Amount (S/)	Beneficiaries
Talara Refinery and North Plants	4,021,410.85	452,371
ONP	5,210,718.00	61,726
Conchán Refinery	221,476.45	7,206
Central and South Terminals and Plants	622,401.36	9,840
Iquitos Refinery and Eastern Plants	583,085.90	260,787
Corporate	401,045.21	1,081
Total	11,060,137.77	794,631

Source: Sustainable Development Corporate Management.

Table 70 - Local development (comparative 2021-2022)

Investment	2021	2022
Amount (S/) invested	9,545,651.07	11,060,137.77
Number of beneficiaries	289,478	794,631

Source: Sustainable Development Corporate Management.

6.2.1 Major local development support programmes

During 2022, we have implemented projects and programs that contributed to the reduction of social gaps in our areas of operation, which generated a positive impact on the population. In these areas, the main causes of the escalation of social tensions would be determined by the absence or little coverage of basic services, as a result of a reduced management capacity of local and regional governments, as well as the national government.

²⁵ Of the total investment, S/7,500,000 correspond to the operating budget and S/3,500,000 correspond to the investment budget of the Nueva Planta Ilo and Talara Refinery projects.

S/4,500,000

is the approximate investment in programs and projects for local

310,723 personas beneficiadas

from localities close to our operations

Action Components

Below are the main activities carried out according to the action component.

Education

We developed three projects in education that benefited 48,146 children and young people, as well as 150 families from localities and communities surrounding our operations.

Table 71 - Educational activities and beneficiaries

Activity	Beneficiary population	Total number of Beneficiaries	Objective
Scholarships in technical careers ²⁶	Communities surrounding the Iquitos Refinery	40 young people	Provide opportunities to improve the quality of life of students through technical education.
Jinkay Educational Project ²⁷	Fernando Rosas and Nazareth Communities (ORN, ONP)	150 families 230 students	Improve learning levels and development of social-emotional skills.
Delivery of school supplies ²⁸	Communities and populations surrounding our operations	48,106 children	Provide students in the area of influence with materials that allow them to improve their study space.

Source: Source: Sustainable Development Corporate Management.

²⁶ For more information on the Scholarships in Technical Careers activity, visit the following link: www.petroperu.com.pe/jovenes-de-comunidades-de-loreto-acceden-a-beca-petroperu.

²⁷ For more information on the Jinkay Educational Project activity, check the following links: www.petroperu.com.pe/ninos-de-comunidades-amazonicas-refuerzan-sus-conocimientos-gracias-a-petroperu
www.petroperu.com.pe/culmina-con-exito-programa-de-reforzamiento-escolar-jinkay
www.youtube.com/watch?v=I53__AV9BZk&t=85s.

²⁸ For more information on the Delivery of School Supplies activity, check the following links: www.petroperu.com.pe/ninos-de-comunidades-amazonicas-refuerzan-sus-conocimientos-gracias-a-petroperu
www.petroperu.com.pe/culmina-con-exito-programa-de-reforzamiento-escolar-jinkay
www.youtube.com/watch?v=I53__AV9BZk&t=85s.



Productivo y generación de ingresos

Desarrollamos 13 proyectos en el área de desarrollo productivo y generación de ingresos, y logramos un total de 6,360 beneficiarios.

Tabla 72 - Actividades y beneficiarios en el campo de acción productivo y generación de ingresos

Activity	Beneficiary population	Total number of Beneficiaries	Objective
Proyecto de innovación en técnicas productivas artesanales en fibra vegetal y en cerámica ²⁹	Comunidades aledañas a Refinería Iquitos	30 artesanos 393 pobladores	Strengthen the skills and abilities of artisans in order to provide greater dynamism to economic activity in the participating populations.
Spray Technified Irrigation Project ³⁰	San Pedro de Ninacaca Farming Community	200 familias	Efficiently use the water resource for irrigation in times of cold and drought in 12 hectares of pasture cultivation, in order to promote better breeding of the community's sheep and benefit their sustainable production
Pota Hamburger Manufacturing Project ³¹	Ilo Province, Moquegua Region	60 fishermen	Capacitar a los pescadores en el manejo y procesamiento de la pota, con el fin de buscar mayor dinamismo económico.
Iusu Project-Cocoa and Macambo Farming	Nuevo Milagro Community (Morona, North Branch of the ONP)	16 familias	Strengthen the technical capacities for the management and cultivation of cocoa and macambo, and achieve the installation of 15 hectares of cocoa.

²⁹ For more information on the Project of Innovation in Artisanal Productive Techniques in Vegetable Fiber and Ceramics, check the following links:

www.petroperu.com.pe/petroperu-desarrollo-taller-gratuito-de-ceramica-para-pobladores-de-iquitos
www.petroperu.com.pe/artesanas-loretanas-tuvieron-alta-demanda-en-feria-nacional-ruraq-maki
www.petroperu.com.pe/garantizan-conservacion-de-especies-forestales-utilizadas-en-productos-artesanales
www.youtube.com/watch?v=-5NirBlcm3A
www.youtube.com/watch?v=_xS5OhOwH7k

³⁰ For more information on the Technified Sprinkler Irrigation project activity, check the following links:

www.petroperu.com.pe/petroperu-activo-sistema-de-riego-tecnificado-en-ninacaca
www.youtube.com/watch?v=MSm3WsR8MdY
www.petroperu.com.pe/petroperu-obtiene-distincion-por--proyecto-hidrico-en-pasco

³¹ For more information on the Pota Hamburger Manufacturing project, check the following links:

www.petroperu.com.pe/pescadores-de-ilo-fueron-capacitados-por-petroperu-en-el-manejo-de-la-pota
www.petroperu.com.pe/pescadores-de-ilo-participan-en-proyecto-de-elaboracion-de-hamburguesas-de-pota
www.petroperu.com.pe/pescadores-de-ilo-culminan-taller-para-preparar-alimentos-con-alto-valor-nutritivo
www.youtube.com/watch?v=GOsz6XXlBmg

Alas para Crecer Project (small birds) ³²	Communities of the Manseriche and Pastaza districts, ONP	389 families	Strengthen capacities in the management, reproduction, feeding, and health of small birds to diversify and enrich the diet in protein.
Program for the Development of Skills and Competencies for the Improvement of Trajectory ³³	Populations of Conchán, Ninacaca, Ilo, Talara	1,047 alumnos 34 docentes	Enhance employability or job creation through skills and competency development.
Urban Agriculture Program in Conchán ³⁴	Area of influence of the Conchán Refinery	56 familias	Ensure the sustainability of bio-gardens through the recovery of public spaces, and contribute to food security.
Paremos la Olla Program ³⁵	Community soup kitchens in Pariñas, Talara	20 comedores 60 personas	Contribute to the implementation of soup kitchens in Talara and strengthen their capacities for self-sustainability, self-generation of their resources, knowledge for safe food handling, and design of healthy and rich menus.
Entrepreneurship fairs (Talara tourism week)	Population of Talara	1,000 attendees	Support economic initiatives in the area.
Digital Literacy Program	Population of Talara	15 women entrepreneurs	Ensure the sustainability and growth of managed enterprises through digital literacy and the productive development of their enterprises.

³² For more information on the Wings to Grow project, please review the following links:

www.petroperu.com.pe/familias-de-loreto-se-beneficiaran-con-proyecto-productivo-de-crianza-de-aves-menores
www.petroperu.com.pe/petroperu-capacito-a-familias-de-comunidades-con-proyecto-de-crianza-de-aves

³³ For more information on the program for the Development of Skills and Competencies for the Improvement of the Trajectory, review the following links:

www.petroperu.com.pe/jovenes-mejoran-sus-habilidades-socio-emocionales-para-insertarse-al-mercado-laboral
www.petroperu.com.pe/emprendimientos-escolares-reciben-fondo-semilla-de-petroperu
www.youtube.com/watch?v=j7UDqVLsG74

³⁴ For more information on the Urban Agriculture program in Conchán, check the following link:

www.petroperu.com.pe/programa-de-biohuertos-de-petroperu-promueve-el-sembrio-de-alimentos-ecologicos

³⁵ For more information about the Stop the Pot program, check out the following links:

www.petroperu.com.pe/petroperu-pone-en-marcha-programa--paremos-la-olla--en-beneficio-de-comedores-populares
www.petroperu.com.pe/-paremos-la-olla--contribuyo-a-implementacion-de--comedores-populares-de-talara
www.youtube.com/watch?v=Ju_T-OSX9KM

Technical-productive workshops in gastronomy, and computing and informatics³⁶	Population of Talara	40 women	Strengthen technical skills to increase their job qualification (employability), in order to improve their socio-economic situation and quality of life.
Technical Training in Electromechanical Painting³⁷	Population of Talara	40 inhabitants	Maximize employment opportunities in companies involved in the construction of the New Talara Refinery or in any nationwide project.
Technical-Productive Program in Fishing³⁸	Artisanal Fishermen of the Port of San Pedro, Talara	120 fishermen 1,240 people	Strengthen the capacities of artisanal fishermen in the use of technological support and geolocation tools in the performance of their fishing activity, in order to contribute to bridging the innovative gap and economic development.

Source: Sustainable Development Corporate Management.

³⁶ For more information on the Technical-Productive Workshops in Gastronomy and Computing and Informatics, check the following link: www.petroperu.com.pe/mujeres-talarenas-se-capacitan-en--gastronomia-y-computacion.

³⁷ For more information on the Technical Training in Electromechanical Painting activity, check the following links: www.petroperu.com.pe/talarenos-recibiran-homologacion-en-pintura-electromecanica-gracias-a-petroperu www.petroperu.com.pe/cuarenta-talarenos-certifican-experiencia-y-obtienen-homologacion-en-pintura-electromecanica.

³⁸ For more information on the Technical-Productive Program in Fishing, check the following links: www.petroperu.com.pe/gremio-de-pescadores-de-talara-fortalece-su-sistema-de-cadena-de-frio-gracias-a-petroperu www.petroperu.com.pe/pescadores-de-talara-se-capacitan-en-herramientas-de-geolocalizacion www.petroperu.com.pe/pescadores-de-talara-reciben-equipos-gps-para-optimizar-sus-faenas-de-trabajo www.youtube.com/watch?v=3z7sRKGyKIs.

Health

We developed six projects in the field of health action and achieved a total of 220,766 beneficiaries

Table 73 - Activities and beneficiaries of the health field of action

Activity	Beneficiary population	Total number of Beneficiaries	Objective
Corporate Accompaniment Intervention Program for Pregnant Mothers and Families with Children³⁹	Población de Talara (Piura) y Villa El Salvador (Lima)	1,150 families	Strengthen community health strategies to promote good practices in early childhood care and nutrition (0-12 months of age).
Delivery of biosafety and cleaning equipment⁴⁰	Population of the town of Pariñas and La Brea	17,358 people 25 schools 20 soup kitchens	Contribute to the improvement of sanitary conditions, as well as the guarantee of health in the population.
Free medical campaigns⁴¹	Population of the town of Negritos, district of La Brea, Talara	5,300 inhabitants	Fill health gaps through health campaigns and delivery of medicines, in partnership with regional health directorates and the private sector.
Delivery of drinking water (transport and rental of cisterns) due to the shortage of water in the area⁴²	Population of the province of Talara	98,309 inhabitants	Contribute to the temporary supply of water to the inhabitants and to the health care of their families.

³⁹ For more information on the Corporate Intervention Program for the Accompaniment of Pregnant Mothers and Families with Children, check the following links: www.petroperu.com.pe/petroperu-lanza-programa-en-beneficio-de-gestantes-y-ninos www.petroperu.com.pe/petroperu-capacita-a-madres-de-familia-en-lucha-contra-la-anemia www.petroperu.com.pe/petroperu-entrega-equipos-medicos-a-centro-de-salud-de-talara www.youtube.com/watch?v=3_o49_-iuYo www.youtube.com/watch?v=TKegVUnFsNQ.

⁴⁰ For more information on the delivery of biosafety and cleaning equipment, check the following link: www.petroperu.com.pe/colegios-de-talara-reciben-equipo-de-proteccion-personal-ante-el-covid-19.

⁴¹ For more information on free medical campaigns, please check the following link: www.petroperu.com.pe/petroperu-inicio-campanas-medicas--gratuitas-en-talara.

⁴² For more information on the delivery of drinking water (transport and rental of cisterns) due to water shortages in the area, check the following link: <https://petroperu.com.pe/petroperu-contribuye-al-suministro-de-agua-potable-ante-desabastecimiento-en-talara>.



Campañas de desinfección y fumigación en terminal pesquero y comedores populares⁴³	Population of the town of Pariñas, Talara	300 fishermen 20 soup kitchens	Contribute to the care of the population's health.
Support with urban ambulance type II in favor of the Talara II Health Center	Population of Talara	98,309 inhabitants	Contribute to the improvement of health services in the city of Talara, in order to guarantee the timely and adequate transfer of those patients who require specialized care in other health facilities.

Source: Sustainable Development Corporate Management.

Infrastructure

We carried out an infrastructure activity that benefited 5,212 residents of communities surrounding our operations.

Table 74 - Activities and beneficiaries of the infrastructure field of action

Activity	Beneficiary population	Total number of Beneficiaries	Objective
Support for public infrastructure⁴⁴	Communities and populations surrounding our operations	5,212 inhabitants	Improve public spaces in communities and populations in the area of influence.

Source: Sustainable Development Corporate Management.

Environment

We developed three activities in the field of environmental action, which benefited 29,786 residents of communities surrounding our operations.

⁴³ For more information on disinfection and fumigation campaigns in fishing terminals and soup kitchens, check the following links:
www.petroperu.com.pe/petroperu-realiza-desinfeccion-de-desembarcadero-pesquero-y-mercados-de-talara
www.youtube.com/watch?v=a3XkZyz8Rx0.

⁴⁴ For more information on supporting public infrastructure, check the following link:
www.petroperu.com.pe/petroperu-promueve-el-turismo-en-comunidad-de-iquitos.

Table 75 - Activities and beneficiaries of the environmental field of action

Activity	Beneficiary population	Total number of Beneficiaries	Objetive
Program Solid Waste Management in Amazonian Communities⁴⁵	Communities surrounding the Iquitos Refinery	2,160 inhabitants	To train new agents of change, committed to improving their environment, so that they can increase the environmental, social and sustainable tourism benefits.
Project Vegetable Planting⁴⁶	Communities surrounding the Iquitos Refinery	580 inhabitants	Strengthen agriculture through the planting and cultivation of vegetables, in order to complement the nutrition of students in public schools in the area.
Program Segregation, Environmental Awareness and Implementation of Clean Points⁴⁷	Population of Talara	27,046 inhabitants	Contribute to recycling and public cleaning in the province of Talara, in order to generate sources of economic income and minimize the final disposal of waste to the landfill.

Source: Sustainable Development Corporate Management.

⁴⁵ For more information on the Solid Waste Management Program in Amazonian Communities, check the following links: www.petroperu.com.pe/petroperu-y-unap-implementaran-proyecto-de-gestion-de-residuos-en-comunidades-amazonicas and www.petroperu.com.pe/vecinos-de-comunidades-nativas-promueven-generacion-de-espacios-saludables.

⁴⁶ For more information on the Vegetable Planting Project, check the following link: www.petroperu.com.pe/escolares-de-iquitos-fortalecen-su-alimentacion-gracias-a-petroperu.

⁴⁷ For more information on the Segregation, Environmental Awareness and Clean Point Implementation Program, please review the following link: www.petroperu.com.pe/petroperu-contribuye-al-reciclaje-y-limpieza-publica-en-talara.

Governance

We carried out an activity in the field of governance, which managed to benefit 300 neighbourhood authorities in towns surrounding our operational framework.

Table 76 - Activities and beneficiaries of the governance field of action

Activity	Beneficiary population	Total number of Beneficiaries	Objetive
Capacity Building of Community Authorities (Neighborhood Boards) in Local Governance, Leadership and Public Management⁴⁸	Neighborhood councils of Pariñas and La Brea, Talara	300 leaders	Provide representatives with the necessary tools for the performance of their duties.

Source: Sustainable Development Corporate Management.

6.2.1 Works for tax

The execution of eight investment projects with the National Rural Sanitation Program of the Ministry of Housing, Construction and Sanitation is evaluated to implement basic water and drainage services in native communities of the Morona River basin, in Datem del Marañón, Loreto. This execution must be strictly framed in the provisions of Law No. 29230 and its regulatory rules.

⁴⁸ For more information on strengthening the capacities of community authorities (neighbourhood boards) in local governance, leadership and public management, see the following link: www.petroperu.com.pe/lideres-vecinales-de-talara-fortalecen-sus-capacidades-en-gestion-publica-gobernabilidad-y-liderazgo.

7 Cultural Management: constant and committed to the country



(GRI 413-1)

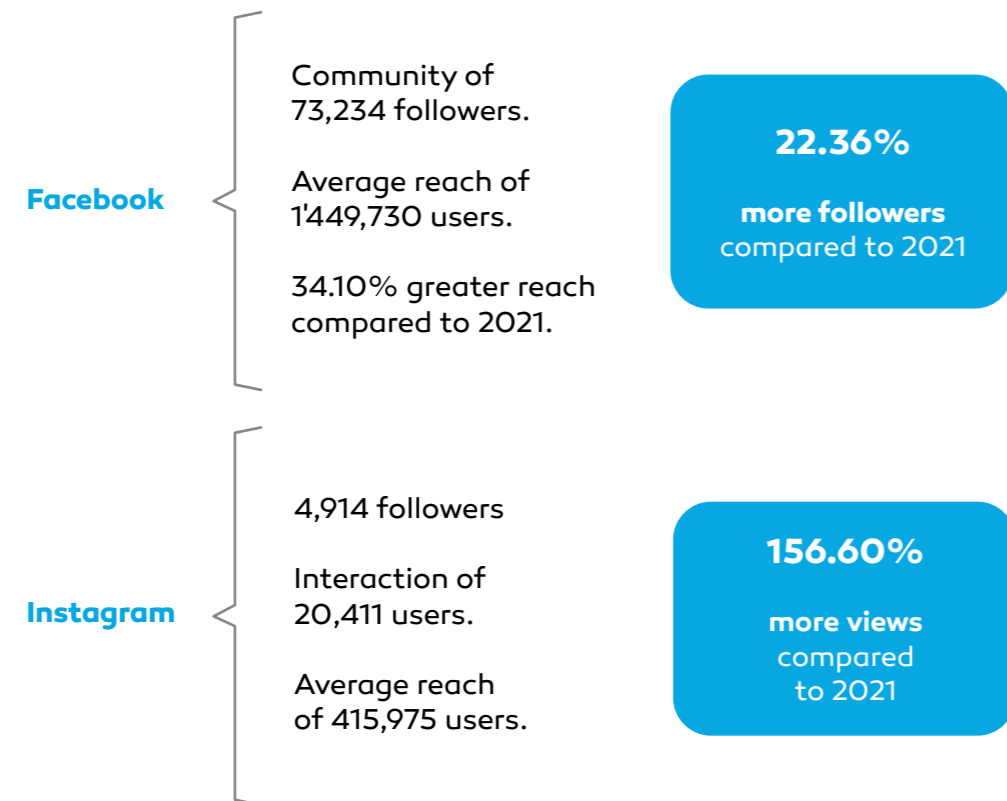
In 2022, we continued with the gradual return to face-to-face presence of our Cultural Management activities. Within this framework, our action program integrated mixed activities based on its own events, and in partnership with public and private institutions in the country and abroad.

It should be noted that cultural social networks maintain a predominance in the determination to reach new and greater beneficiaries.

7.1 Our cultural social networks

In order to disseminate timely information and achieve positive interaction with our users, we continue to strengthen our cultural social networks, adapting them to new communication trends.

For this reason, we achieved the goals set and obtained the following achievements:



7.2 Cultural Management and Petroleum Museum Websites

In order to disseminate our actions in a timely manner and provide greater interaction options to our users, we do the following:

We strengthened the Virtual Library and Virtual Exhibitions sections. We added spaces with new articles related to literature, science and history.



7.3 Digital publication

In order to promote the reading and dissemination of the book, we have added new publications to our Virtual Library, so that our users can enjoy reading online and for free. Among the forty titles included during 2022, are the following:

Winning works of the 2021 Copé Award

- El resplandor de la serpiente
- Ciertas formas de fuego
- El buey manso y doce días para disuadir al matarife
- Cinco días en Huarochirí, among others.

Other titles

- Collected works. Abraham Valdelomar
- Maranga
- Desde el usnu de los incas
- El cuento peruano (collection)

Regarding sentiment in cultural social networks, we achieved 29% neutral reach and 55% positive reach, while, on the negative side, we achieved 16%.

7.4 2022 Copé Award

We organized the nationally recognized Copé Award literary contest that, in 2022, celebrated forty-three years of promotion and dissemination of Peruvian literature.

The number of participants in the XXII Story Biennial was 1,960 stories, and in the VIII Essay Biennial, 59 works. Therefore, 2,019 texts participated for both biennials of the 2022 Copé Prize.

Below are the results of these awards:

Table 77 - Results of the 2022 Copé Awards

	Category	Writer	Work
XXII Story Biennial	Premio Copé Oro	David del Águila Quevedo	Días de prueba esperando a Paradise
	Premio Copé Plata	Christian Elguera	El último sortilegio de Fernando Pessoa
	Premio Copé Bronce	Reynaldo Santa Cruz	Tribus urbanas
VIII Essay Biennial	Copé Award	Jorge Valenzuela Garcés	Un mundo precario. Ensayo sobre la obra y la escritura de Franz Kafka

Source: Cultural Management Unit of the Communications and Institutional Relations.

7.5 We resumed the distribution plan for Ediciones Copé

We resumed the Library Implementation Program with books published by Ediciones Copé, arrested in recent years due to the covid-19 pandemic, with which we managed to benefit various teaching and research centers in the national territory.

15,450 books distributed.

1,940 copies sold, with this we achieved the capture of S/66,205 for the Company's budget.

7.6 Virtual and in-person activities

7.6.1 Sponsorships and participations

In partnership with the Ministry of Culture (MINCUL), we promoted two face-to-face exhibitions at the National Museum of Peru (MUNA) and achieved 14,536 visits:

- Huauque. Symbols of power in ancient Peru.
- Stone oil. The energy of time. Contribution of the hydrocarbon industry to national development
- We supported the presentation of a concert program of national casts in the MUNA, in partnership with the MINCUL.
- We supported the publication of the book La caída de los imperios, in coordination with the Fondo de Cultura Económica, the Universidad Nacional Mayor de San Marcos (UNMSM) and the Universidad Nacional Autónoma de México (UNAM).
- We supported the Creando Escritores storytelling contest, aimed at secondary school students from emblematic and national schools in the country.
- We organized the II Story Contest and IV Essay Contest for schoolchildren in Talara, in order to contribute to the communities surrounding our operations.

7.6.2 Our cultural products

Encrucijadas. Miradas hacia el Bicentenario

In 2022, we organized the sixth edition of the series of conferences established by PETROPERÚ, led by prominent Peruvian researchers who addressed current issues and those with an impact on national history.

Cycle scope
65,543
views

Cycle scope
508,757
views

Gold COPersaciones

Series of interviews to pay tribute to the winners of the Copé Award. During 2022, 16 programs/ interviews were conducted with the winners of the Novel and Essay category.

El Salvador, Honduras y Panamá
guest countries

Cycle scope
63,543
views

Copé International Dialogues

In September 2022, in partnership with the Ministry of Foreign Affairs, we began discussions on the winning works of the Copé Award, with the aim of disseminating Peruvian literature abroad, promoting the reading of our Virtual Library and disseminating the Copé Awards, as well as the publications of the Ediciones Copé label.

Cycle scope
30,449
views

Literary anniversaries

We developed four programs related to outstanding dates in Peruvian literature, in which we considered four emblematic works for the literary world.

Poetry recitals

In partnership with the Peruvian Academy of Language (APL), and with the participation of prestigious Peruvian poet teachers, we held four poetic recitals.

Alcance del ciclo
21,480
reproducciones

994
people attracted



500
participants
in specialized workshops

Training programs through specialized workshops

We carry out ten workshops in the following disciplines: theatre for children and adolescents, poetry, reading for women, theatre for adults, creation for children, and literary creation.

These workshops were attended by renowned national artists and writers, as well as winners of the Copé Prize from previous years, such as Cronwell Jara, Óscar Limache, Rebeca Urbina, Carmen Ollé, Giovanni Arce, Rocío Uchofen and Victoria Guerrero, among others.

7.6.3 Participation in book fairs

We make public presentations of the winning works of the 2021 Copé Award, in poetry and novel, as well as.

El microrrelato peruano

21. Relatos de mujeres que lucharon por la Independencia del Perú.

We hosted the 26th Lima International Book Fair (FIL de Lima 2022), in which we participated in person with the Ediciones Copé stand and three activities that were broadcast on cultural social networks.

We participate in the international book fairs of Ayacucho, Huancayo, Iquitos, Ica, Arequipa and Piura, with a varied agenda of presentations of works and holding talks.

We implemented school libraries in the areas where we participate in the IDF, during 2022.

3 538
reproducciones
en las redes sociales
culturales

7.6.4 Other Cultural Management actions

In coordination with the Cultural Center of Peru, in Munich, we organized a colloquium on book 21. Stories about women who fought for the Independence of Peru, in which Peruvian and foreign writers participated.

In coordination with the Economic Culture Fund and the UNMSM, we present the book Repúblicas sudamericanas en construcción.

We presented the Narradoras de la pandemia program, which garnered 787 views.

We held a discussion around the exhibition Huauque. Símbolos del poder en el antiguo Perú, which reached 24,350 views on our Facebook cultural page.

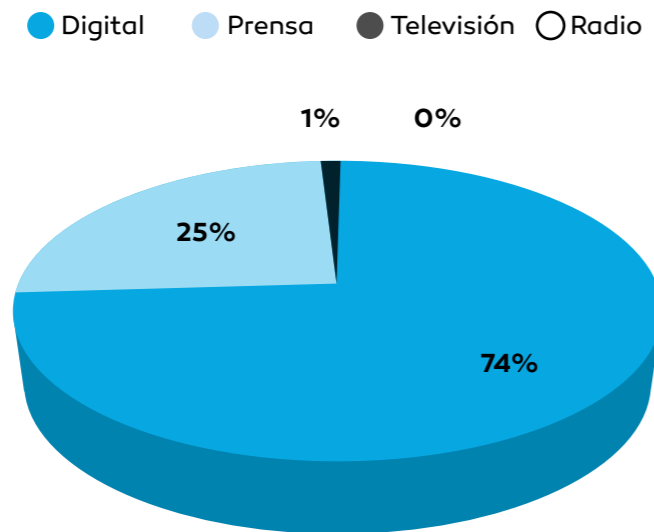
We created a new section of columnists on the Cultural Management website, called Puentes, which contains technical and specialized articles from various branches of knowledge, by renowned Peruvian exponents and researchers.

7.7 Valuation of mentions in the press about cultural activities

Without own investment, we managed to obtain a reach of USD 232,062.09, in which the appearances obtained the following distribution:



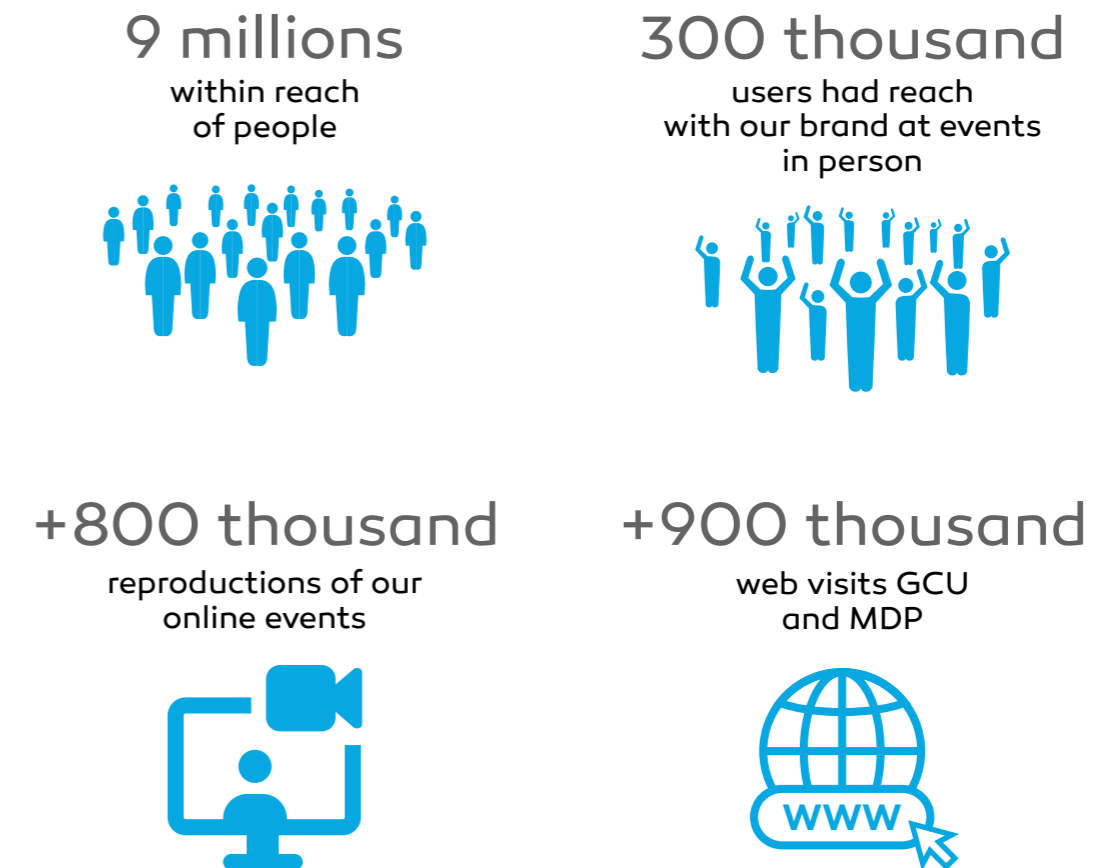
Figura 14 - Percentage distribution of valuations of mentions in the press about cultural activities



Source: Cultural Management Unit of the Communications and Institutional Relations Management.

Therefore, the appreciation and appearances in the specialized press media about cultural activities that we have promoted have been greater than the investment made by the Company to carry them out. In this way, we contribute to a responsible practice and help the institutional reputation of PETROPERÚ.

Figure 15 - Scope of our cultural work



Source: Cultural Management Unit of the Communications and Institutional Relations Management.



Our Sustainability Report

(GRI 3-1) (GRI 3-2) (GRI 2-13) (GRI 2-14) (GRI 2-26) (GRI 2-29)

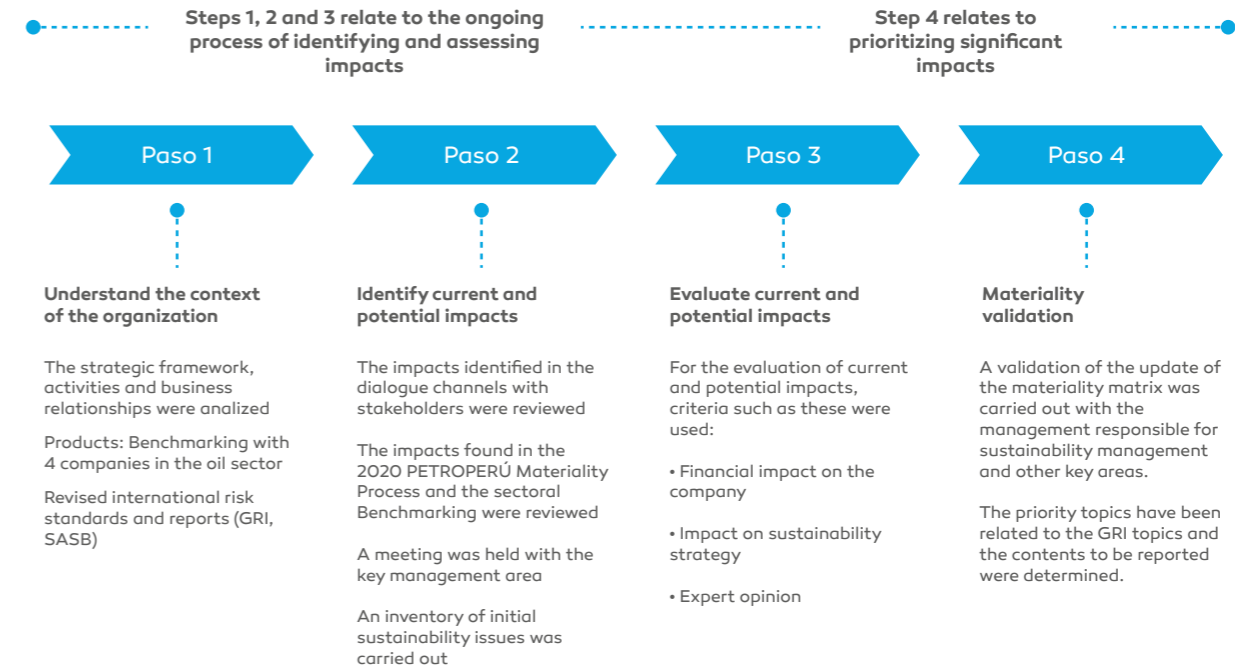
We present our main results of economic, social and environmental management, during the period between January 1 and December 31, 2022. A GRI compliant methodology is used. This demonstrates our commitment to meeting the expectations of our various stakeholders.

The preparation cycle of this report is annual and there are no significant changes in information in relation to the previous reports. The date of the last report is 2021.

For the preparation of this document, we carried out an update of the materiality analysis and validated the sustainability issues communicated in the 2021 Sustainability Report. The update included both the review of the context of the organization, consulting documentary information, the preparation of a benchmarking of the leading companies in the sector on an international scale, and the review of global and national risk reports.

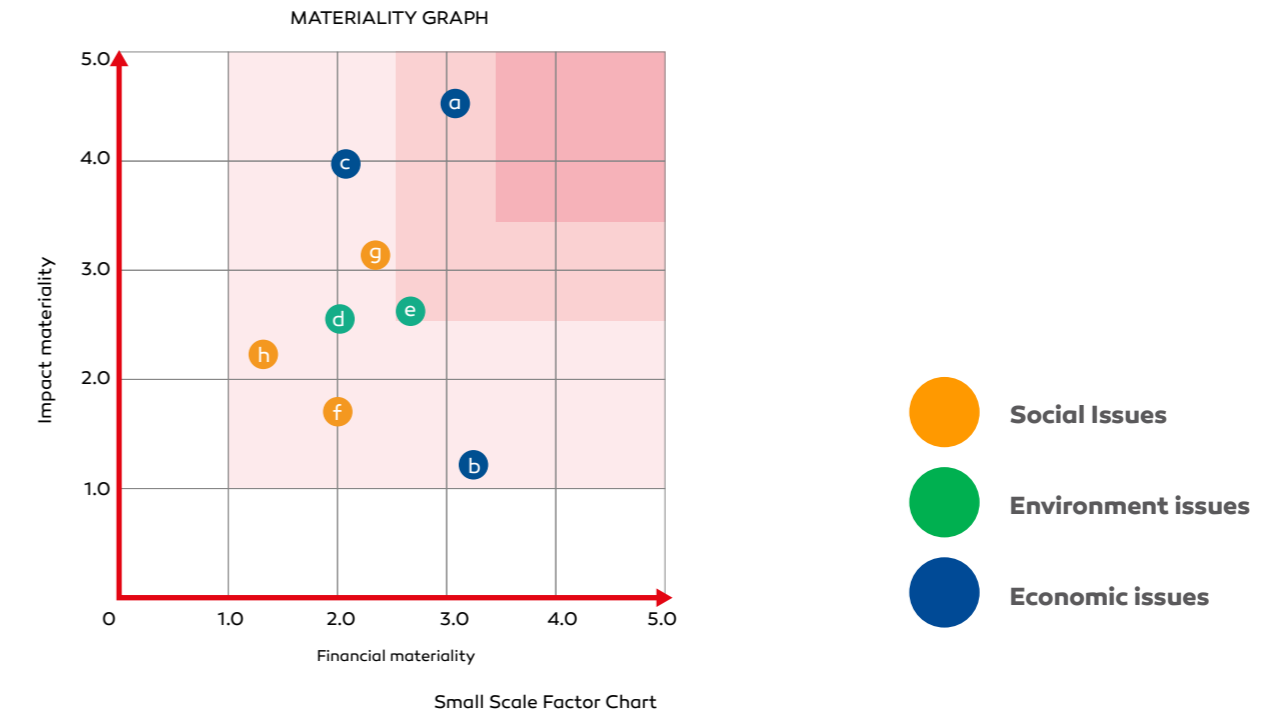
Likewise, the consolidation of the identification of impacts found in the dialogue channels of our stakeholders (investors, customers, contractors, workers and local communities) was reviewed. These opinions, queries and complaints are collected through our dialogue channels, and are included in PETROPERÚ's work plans and corporate reports, in order to strengthen management with our stakeholders and the information provided.

On the other hand, a workshop was held with the sustainability area and two workshops with managers. The material issues are crossed with the GRI 11: Oil and Gas Sector 2021 supplement, to finally have our materiality matrix. Finally, the materiality matrix is validated by Corporate Management Sustainable Development, and then reviewed and approved by the Board of Directors (including the most critical concerns), once the 2022 Sustainability Report is concluded. This analysis included four stages detailed below:



Our indicators

During this process, we have updated our material topics pertaining to the management of our Company in 2022. In addition, we established a relationship between the material topics and the contents of the GRI.



a Generation of economic value

Direct economic value generated and distributed. Safe, gradual, progressive and timely start-up of the New Talara Refinery.

b Management with suppliers

Sourcing practices.

c Business ethics

Ethical communication. Incidents of corruption and measures taken. Training of workers in SST.

d Climate change management

Energy management. Emissions management.

e Environmental management

Water management. Waste management. Attention and prevention of environmental spills

f Labor practices

Hiring and retaining workers. Talent development. Diversity on the board.

g Commitment to health and safety

Security and health at work.

h Local relationship

Local development. protection of rights of indigenous peoples.



Tabla 78 - List of material aspects, coverage and related interest groups

Nº	Tema material	Estándar serie	Cobertura	Grupo de interés
01	Generación de valor económico	GRI 201-1 NO GRI: IPN-2	Interna y externa	Comunidad, Estado, sociedad civil, socios, medios de comunicación, accionistas
02	Gestión con proveedores	GRI 204-1	Externa	Trabajadores, contratistas
03	Ética empresarial	GRI 205-1 GRI 205-2 GRI 205-3	Interna y externa	Accionistas, clientes, socios, Estado, sociedad civil
04	Gestión del cambio climático	GRI 302-1, GRI 302-4 GRI 305-1, GRI 305-2 GRI 305-3, GRI 305-4 GRI 305-5, GRI 305-7	Interna y externa	Comunidad, Estado, sociedad civil, socios, medios de comunicación, accionistas
05	Gestión ambiental	GRI 303-1, GRI 303-2 GRI 303-3, GRI 303-4 GRI 303-5, GRI 304-1 GRI 304-2, GRI 304-3 GRI 304-4, GRI 306-1 GRI 306-2, GRI 306-3 GRI 306-4, GRI 306-5 NO GRI: IPN-1	Interna y externa	Comunidad, Estado, sociedad civil, socios, medios de comunicación, accionistas
06	Prácticas laborales	GRI 401-1, GRI 401-2 GRI 401-3, GRI 402-1 GRI 404-1, GRI 404-2 GRI 404-3, GRI 405-1 GRI 407-1	Interna	Trabajadores, contratistas, accionistas, comunidad, Estado
07	Compromiso con la seguridad y salud	GRI 403-1, GRI 403-2 GRI 403-3, GRI 403-4 GRI 403-5, GRI 403-6 GRI 403-7, GRI 403-8 GRI 403-9, GRI 416-1	Interna y externa	Contratistas, trabajadores, clientes
08	Relacionamiento local	GRI 411-1 GRI 413-1	Externa	Comunidad, medios de comunicación, sociedad civil

(GRI 2-5)

On the other hand, our 2022 Sustainability Report carried out an external assurance verification by the supplier AENOR, for which it was attended by senior executives from the most strategic and representative areas of PETROPERÚ.⁴⁹ Finally, the highest governing body in PETROPERÚ has the responsibility of reviewing and approving this Sustainability Report.



⁴⁹ In accordance with the PETROPERÚ Contracting Regulations, three proposals were requested and reviewed, of which the supplier AENOR was chosen for meeting the required criteria and times.

Índice de contenidos GRI



Statement of Use	Petróleos del Perú-PETROPERÚ S.A. has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022.
GRI 1: Used	GRI: Foundation 2021
Applicable GRI Sector Standards	GRI 11: Oil & Gas Sector 2021

Below is our GRI Table of Contents:

Estándar GRI	Contenido	Detalle	ODS	Omisión			Estándar sectorial GRI
				Requerimiento omitido	Razón	Explicación	
Perfil de la organización							
GRI 2: Contenidos generales	2-1 Organizational details	Pages 2, 13-15 There are no other social reasons involved besides Petróleos del Perú-PETROPERÚ S.A.					
	2-2 Entities included in the Sustainability Reporting	Page 2 Petróleos del Perú-PETROPERÚ S.A.					
	2-3 Period covered by the report, frequency and point of contact	Page 3 January 1 to December 31, 2022					
	2-4 Updating information	As of the date of the report, it has not been necessary to update the previous report.					
	2-5 External verificación	Pg. 145					
	2-6 Activities, value chain and other business relationships	Pages 13-17,49-59					

2-7 Employees	Pages 86-86						
2-8 Non-employee workers	Pages 86	2-8	Information not available	Significant fluctuations are not presented since it is the first year that this indicator is reported and there is no information from the previous year.			
2-9 Governance structure and composition	Pages 19-22, 26, 35						
2-10 Designation and selection of the highest governance body	Pages 19-22, 24-25						
2-11 Chair of the highest governance body	Pages 22-24, 25						
2-12 Role of the highest governance body in overseeing the management of impacts	Pages 20-22	2-12	Information not available	Although the highest governance body carries out the atomized supervision of various sustainability issues (see example of the Social Management report to the Committee on Corporate Governance Practices), the supervision of the due diligence of the organization and other processes to identify and address its impacts on the economy, the environment and people is not carried out in a comprehensive manner. Currently, we are developing the sustainability strategy, in which it will strengthen and report this indicator in 2024.			

2-13 Delegation of responsibility for impact management	Pages 8-9, 13, 20-22, 26-27, 141-145					
2-14 Role of the highest governance body in overseeing the management of impacts	Pages 17-22, 141-145					
2-15 Conflicts of Interest	Pages 17-19, 36-48					
2-16 Communication of critical concerns	Pages 10-11, 36-44		2-16, numeral b	Information not available	By approving the Sustainability Report, the highest governance body becomes aware of the material issues and concerns of stakeholders. However, there is no indicator that identifies the total amount and nature of critical concerns. We are currently developing a sustainability strategy, in which we will strengthen and report this indicator in 2024.	
2-17 Collective knowledge of highest governance body	Page 32		2-17	Information not available	We are currently developing a sustainability strategy, in which we will strengthen and report this indicator in 2024.	
2-18 Evaluating the highest governance body's	Page 32		2-18	Information not available	The document has shown how the performance evaluation is carried out, as well as its frequency. However, it has not been carried out due to operational changes (rotation of directors). There is a commitment to carry out the evaluation for the 2024 report.	

2-19 Remuneration policies	Pages 33-34					
2-20 Processes for determining remuneration	Pages 33-34					
2-21 Annual total compensation ratio	Pages 33-34		2-21, numeral b	Information not available	Annual compensation ratio is omitted because there is no increase.	
2-22 Sustainable Development Strategy Statement	Pages 6-9					
2-23 Commitments & Policies	Pages 13, 17-19, 30-32					
2-24 Incorporating Commitments and Policies	Pages 13, 17-19, 30-32					
2-25 Processes to remediate negative impacts	Pages 10-11, 36-40, 81-84, 120-123					
2-26 Mechanisms for seeking advice and raising concerns	Pages 8-9, 10-11, 120-123, 141-145					
2-27 Compliance with laws and regulations	Pages 17-19, 27-29, 36-40, 45-47, 81-84					
2-28 Membership of associations	Pages 9, 63-64					
2-29 Membership of associations	Pages 10-11, 141-145					

	2-30 Collective bargaining agreements	Pages 96-98						
GRI 3:3 Contenidos generales	3-1. Material Topic Determination Process	Pages 141-145						
	3-2. List of material topics	Pages 141-145						
GRI 201: Economic Performance 2016	3-3 Management Approach	Pages 141-145						
	201-1 Direct economic value generated and distributed	Pages 49-53	SGD 8 SDG 9					
GRI 204: Sourcing Practices 2016	3-3 Management Approach	Pages 53-56						
	204-1 Proportion of spending on local suppliers	Pages 53-56	SDG 10					
GRI 205: Anti-corrupción	3-3 Management Approach	Pages 36-48						
	205-1 Operations assessed for risks related to corruption	Page 153	SDG 16	205-1	Information not available	During 2022, there was no matrix of significant corruption risks identified by processes and operations, so the risks related to corruption were not measured. There is a commitment to implement it by 2024.	11.20	
	205-2 Communication and training about anti-corruption policies and procedures	Pages 36-40, 46-47	SDG 16					

	205-3 Confirmed corruption incidents and actions taken	Pages 36-40, 46-47	SDG 16					
GRI 302: Water and effluents 2018	3-3. Management approach	Pages 74-79						
	303-1 Interaction with Water as a Shared Resource	Pages 74-79	SDG 6	303-1	Information not available	During 2022, no goals and objectives related to water management were set. PETROPERÚ is developing a 2023 sustainability strategy. As part of the consultancy, management indicators will be defined and reported in 2024.	11.6	
	303-2 Managing Water Discharge-Related Impacts	Pages 74-79	SDG 6					11.6
	303-3 Water extraction	Pages 74-79	SDG 6					11.6
	303-4 Water	Pages 155	SDG 6	303-4	Information not available	PETROPERÚ is developing a consultancy to establish the 2023 sustainability strategy. This indicator will be reported in 2023.		
GRI 304: Biodiversity 2016	303-5 Water consumption	Pages 74-79						11.6
	3-3. Management approach	Pages 79-81						
	304-1 Owned, Leased or Managed Operations Centers	Pages 79-81	SDG 14					11.4

	304-2 Significant impacts of activities, products and services on biodiversity	Pages 155-156	SDG 14	304-2	Information not available	In Peru, an environmental impact study (EIA) required by Peruvian regulations is carried out, which is publicly available. Our operation located in Talara is the most significant according to our EIA. In this study, a systematization is carried out where an assessment of our environmental impacts is carried out, including the flora and vegetation of the operation. Currently, this has a slight impact.	11.4
	304-3 Habitats protected or restored	Pages 79-81	SDG 14				11.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Pages 156	SDG 14	304-4	Information not available	Corporate-level information on species on the IUCN Red List is not available. It should be noted that in the environmental management instrument, the Company's most important project (PMRT) shows a slight to moderate impact on the fauna of the area. This is also evidenced by the fact that PMRT management plans do not have exhaustive biological monitoring. There is a commitment to report this indicator in 2024.	11.4
	3-3 Management approach	Pages 65-69					
	305-1 Direct GHG emissions	Pages 65-69	SDG 13				11.1

GRI 305: Emissions	305-2 Energy-related indirect GHG emissions (Scope 2)	Pages 65-69	SDG 13				11.1
	305-3 Other indirect GHG emissions (scope 3)	Pages 65-69	SDG 13				11.1
	305-4 Intensity of GHG emissions	Page 157	SDG 13	305-4	Information not available	PETROPERÚ is developing a consultancy to establish the sustainability strategy in 2023. As part of the consultancy, management indicators will be defined and reported from 2023.	11.1
	305-5 Reduction of GHG emissions	Page 157	SDG 13	305-5	Information not available		11.1
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Page 158	SDG 13	305-7	Information not available		11.1
GRI 306: Waste 2020	3-3 Management approach	Pages 70-73					
	306-1 Waste generation and significant waste-related impacts	Pages 70-73	SDG 12				11.5
	306-2 Management of significant waste-related impacts	Pages 70-73	SDG 12				11.5
	306-3 Waste generated	Pages 70-73	SDG 12				11.5

	306-4 Waste not destined for disposal	Pages 70-73	SDG 12				11.5
	306-5 Waste destined for disposal	Pages 71-72	SDG 12				11.5
GRI 401: Employment 2016	3-3 Management approach	Pages 92-96	SDG 12				11.5
	401-1 New Employee Hires and Staff Turnover	Pages 92-96	SDG 5 SDG 8 SDG 10				
	401-2 Benefits for full-time employees that are not given to part-time or temporary employees	Pages 87-88					
	401-3 Parental Leave	Pages 89-90					11.11
	3-3 Management approach	Pages 88-89					
GRI 402: Employee Company relations 2016	402-1 Minimum notice periods regarding operational changes	Pages 88-89					11.7
	3-3 Management approach	Pages 101-119					
	403-1 Occupational health and safety management system	Pages 101-104, 106	SGD 8				11.9
	403-2 Hazard identification, risk assessment and incident investigation	Pages 101-104, 110-112	SDG 3 SGD 8				11.9
	3-3 Management approach	Pages 98-101					

	403-3 Occupational health services	Pages 112-119					11.2
	403-4 Participation of workers, consultation and communication on health and safety at work	Pages 101-106	SGD 8				11.9
	403-5 Worker training on occupational health and safety	Pages 110-112	SGD 3 SGD 8				11.9
	403-6 Promoting workers' health	Pages 110-119	SGD 3 SGD 8				11.9
	403-7 Prevention and mitigation of impacts on the health and safety of workers directly linked through business relationships	Pages 101-104, 110-112	SGD 3 SGD 8				11.9
	403-8 Workers covered by an occupational safety and health management system	Pages 101-104, 106	SGD 3				11.9
	403-9 Work-related injuries	Pages 101-104, 106-112	SGD 3				11.9
	3-3. Management approach	Pages 98-101					
	403-9 Work-related injuries	Pages 101-104, 106-112	SDG 3				11.9
	3-3. Management approach	Pages 98-101					

GRI 404: Training and education 2016	404-1 Average annual training hours per employee	Pages 98-101	SDG 4 SDG 5 SGD 8 SDG 10				11.10 11.11
	404-2 Programmes for upgrading employee skills and transition assistance programs	Page 161	SGD 8	404-2	Information not available	The organization regarding this point does not have continuous employability programs and proceeds in accordance with current regulations.	11.7 11.10
	404-3 Percentage of employees who receive periodic performance evaluations and professional development	Page 161	SGD 8	404-3	Information not available	Not applicable, in the 2022 period the performance evaluation process was not carried out at the corporate level. It should be noted that the evaluation of the 2022 period has been scheduled for 2023	
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management approach	Pages 91-92					
	405-1 Diversity in government bodies and employees	Pages 91-92	SDG 5, SDG 8, SDG 10				11.11
GRI 407: Freedom of association and collective bargaining 2016	3-3 Management approach	Pages 96-98					
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pages 96-98	SGD 8				
	3-3 Management approach	Pages 120-123					

	411-1 Incidents of violations involving rights of indigenous peoples	Pages 120-123	SDG 2, SDG 3, SDG 4, SDG 5, SDG 10, SDG 11, SDG 16				
GRI 413: Local Communities 2016	3-3 Management approach	Pages 120-140					
	413-1 Operations with local community participation, impact evaluations and development programmes	Pages 120-140	SDG 2, SDG 3, SDG 4, SDG 5, SDG 10, SDG 11, SDG 16				11.15
GRI 416: Customer health and safety 2016	3-3 Management approach	Pages 118-119					
	416-1 Assessment of the health and safety impacts of product and service categories	Pages 118-119					11.3
NO GRI: IPN-1	Attention and prevention of environmental spills	Pages 83-84					
NO GRI: IPN-2	Safe, gradual, progressive and timely start-up of the New Talara Refinery	Pages 60-61					



Av. Enrique Canaval Moreyra 150, Lima 27 - Perú

Central telefónica: (511) 614 5000

Portal empresarial: www.petroperu.com.pe

