



SUSTAINABILITY REPORT

2024



Petroperú

GRI 2-1

Sustainability Report 2024

Petróleos del Perú-PETROPERÚ S.A.

Headquarters

Avenida Enrique Canaval Moreyra 150, San Isidro,
Lima 27, Perú

GRI 2-2

This report includes all entities included in the Company's financial information for the same fiscal year.

GRI 2-3

This report covers the annual period from January 1st to December 31, 2024, in accordance with the Company's financial information. It was prepared and published in July 2025.

Share with us your queries and feedback

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www.petroperu.com.pe



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Message from the Chairman of the Board of Directors

Petroperú towards 2030: Strong commitment to sustainability and energy transition

In a context of global transformation towards more sustainable and resilient development models, Petroperú reaffirms its commitment to responsible and transparent management aimed at generating value for the country. Aware of the strategic role we play in the national energy sector, we assume with conviction the challenge of evolving towards

an operation aligned with the highest Environmental, Social and Governance (ESG) standards.

In December 2024, Petroperú's Board of Directors approved the 2024-2030 Sustainability Strategy, a fundamental milestone that consolidates our vision of the future and defines the path for an orderly, in-

clusive and human rights-based energy transition.

This strategy, built on five pillars - Strategy and Leadership, Climate Action, Environmental Management, Stakeholder Engagement and Corporate Governance - represents a comprehensive roadmap for strengthening our financial, operational and re-



putational sustainability, as well as ensuring the continuity of our operations in harmony with the environment.

The design of this strategy has considered international best practices and recommendations from organizations such as the International Finance Corporation, the United Nations Global Compact and the Sustainable Development Goals (SDGs) framework, as well as independent audits and assessment tools such as S&P Global's ESG Score. This multi-sector approach enables us to respond more robustly to the demands of our stakeholders and the regulatory environment, both nationally and internationally.

During 2024, we achieved substantial progress in the implementation of the ESG Plan, reaching an annual compliance of 84% of the planned actions and an accumulated progress of 16.8%, which reflects the joined effort of our teams and the firm institutional will to improve our sustainable performance, even in the face of challenging scenarios. This progress has been translated into concrete initiatives to reduce our carbon footprint, improve efficiency in environmental management, strengthen dialogue with communities and reinforce our internal governance.

Our sustainable management has also been reflected in various awards that value the positive impact

of our actions. In the ProActivo Awards 2024, we won second place thanks to our Music Training Program, which for more than five years has benefited more than 300 students from public schools in Villa El Salvador, promoting art, discipline and values.

We were also awarded first place in the "Best Service Station" category of the Customer Xperience Index (CX Index) Peru 2024, positioning the Petroperú Network as the preferred one by consumers throughout the country, with more than 700 affiliated stations committed to excellence in service.

In the area of human talent, we reached 24th place in the general ranking of Merco Talento 2024, as well as in the category of technicians and professionals, a recognition that evidences our commitment to a positive, inclusive and growth-oriented work environment for our employees.

Additionally, we have incorporated the prioritization of the SDGs in our operations, aligning ourselves with the roadmap promoted by the Association of Oil, Gas and Renewable Energy Companies in Latin America and the Caribbean (Asociación de Empresas de Petróleo, Gas y Energía Renovable de América Latina y El Caribe, ARPEL) for the hydrocarbon sector in Latin America. This approach has allowed us to link our strategic objectives with global goals, promoting a just energy transition that respects people's rights and contributes to collective well-being.

We know that the road to sustainability requires consistency, innovation and continuous commitment.

Therefore, in 2025 we will focus our efforts on strengthening monitoring and evaluation mechanisms, developing internal capabilities and consolidating projects related to the energy transition, so that we can expand our alternative energy portfolio and diversify our business responsibly.

Petroperú projects itself as a company that evolves, learns, and adapts, committed to being an active part of the solutions required by the country's present and future energy sector. We will continue to work with integrity and strategic vision so that every step we take is guided by a common purpose: to build a more sustainable, inclusive and reliable energy model for the next generations.

Alejandro Narváez Licerias

Presidente de Directorio
Petróleos del Perú - PETROPERÚ S.A



Relevant management data

Environmental



2024

1,195,176.03
tCO₂eq
(Cat. 1 y 2)
93,123.12
tCO₂eq
(Cat. 3)

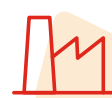
Emissions Intensity
30.38 tCO₂eq

per thousand barrels
processed for
the refineries, and

97.9 tCO₂eq
for lots.

Emissions per site:

65.9%
Talara Refinery



16.8%
Lot Z69



12.4%
Transportation
and distribution



Solid waste management



3,823.67
Non-hazardous

76,399.87
Hazardous

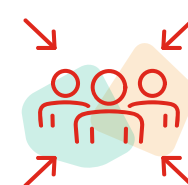
Water Consumption

12,916.95
megalitros



Social

95% of conflicts handled
(39 out of 41 cases)



No violation of human rights
cases were reported.



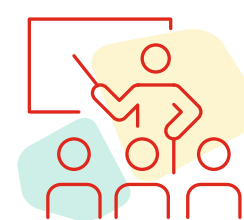
We invest
7.45 MMS/
in community
relations and
8.26 MMS/
in local development
programs



Social initiatives
reached
189,269
beneficiaries



84%
of our unionized
workforce



143,446
Training
hours

Trained employees

2,882

Employees
38.5
average hours

Technicians
administrative
61.18
average hours

Gobernance



126 complaints
recibidas a través de Línea
de Integridad
48% casos archivados o resueltos
26% en investigación



20 Critical risks
identified
Information from risk
inventories (299)



**681 requests for
information**
received through our customer
service channels 99%
attended.



**53 Board of
Directors meetings**
13 meetings
Boards of Directors
Committees



82%(*)
Renewal of the commitment
to adhere to the Integrity
System



95%(*)
Signing of commitment
to adhere to the Crime
Prevention System

(*) Not reached 100% due to restructuring and operational modifications.

1 PETROPERÚ



1. PETROPERÚ

GRI 2-1

We are a Peruvian state-owned company under private law engaged in the production, transportation, refining, distribution and marketing of fuels and petroleum derivatives. With more than fifty years of experience operating in Peru, we play a fundamental role in the country's energy supply, guaranteeing the production and supply of fuels with high standards of quality and sustainability.

Our company operates three refineries strategically located in Talara (Piura), Iquitos (Loreto) and Conchán (Lurín, Lima). It is also in charge of the North Peruvian Oil Pipeline, which transports crude oil extracted in the Amazon to the Bayovar maritime terminal on the country's northern coast.

PETROPERÚ also manages the operation of oil production lots, in order to supply both the domestic market -including areas of difficult access in the jungle- and the export market. These include lots I, VI and Z-69 in Talara, as well as lots 192 and 64 in Loreto, which at the close of this report are in the process of selecting strategic partners.

In addition, Petroperú has an extensive national network of terminals, storage plants, transportation units and service stations, which enables it to ensure the supply of fuels in the coastal, highland and jungle regions of Peru.

Our management is governed by principles of transparency, efficiency and social responsibility, promoting the development of the communities in our areas of influence and contributing to Peru's economic growth. Furthermore, as a company that belongs to all Peruvians, we reaffirm our commitment to energy security, the transition to cleaner energy and the continuous improvement of our processes.

Mission

Provide quality energy in a competitive, reliable and sustainable manner, contributing to the development and energy security of the country.

Visión

To be the leading energy company creating value for the country, recognized for its good corporate governance, quality, efficiency and socio-environmental responsibility, committed to the global energy transition.

Values

- Transparency
- Integrity
- Efficiency
- Focus on people
- Safety and Sustainability

Strategic Objectives

PETROPERÚ's Annual and Five-Year Objectives 2023-2027 were approved by the Board of Directors (Board Agreement No. 019-2023-PP) and by the Ministry of Energy and Mines (Ministerial Resolution No. 125-2023-MINEM/DM). The Objectives consider measures to ensure the supply of our products, operate safely, efficiently, minimize the environmental impact of our activities and establish harmonious relations with the communities surrounding our operations.

Table 1: Strategic Objectives 2023 - 2027

Strategic Objective n.º 1	Supply the market in an efficient, timely and profitable manner.
Strategic Objective n.º 2	Operate safely, efficiently and protecting the environment.
Strategic Objective n.º 3	Financial sustainability of PETROPERÚ.
Strategic Objective n.º 4	Ensure the sustainability of operations, promoting the energy transition.
Strategic Objective n.º 5	Vertical integration of PETROPERÚ.
Strategic Objective n.º 6	Strengthen corporate governance and human talent management

1.1. Our activities and operations

PETROPERÚ is a state-owned company under private law that operates under a specific legal regime established by national norms that regulate its incorporation, operation, autonomy and relationship with the State. Its creation dates back to Decree Law No. 17753, issued on July 24, 1969, and was subsequently organized by Legislative Decree No. 43, which approves the Law of Empresa Petróleos del Perú - Petroperú S.A.

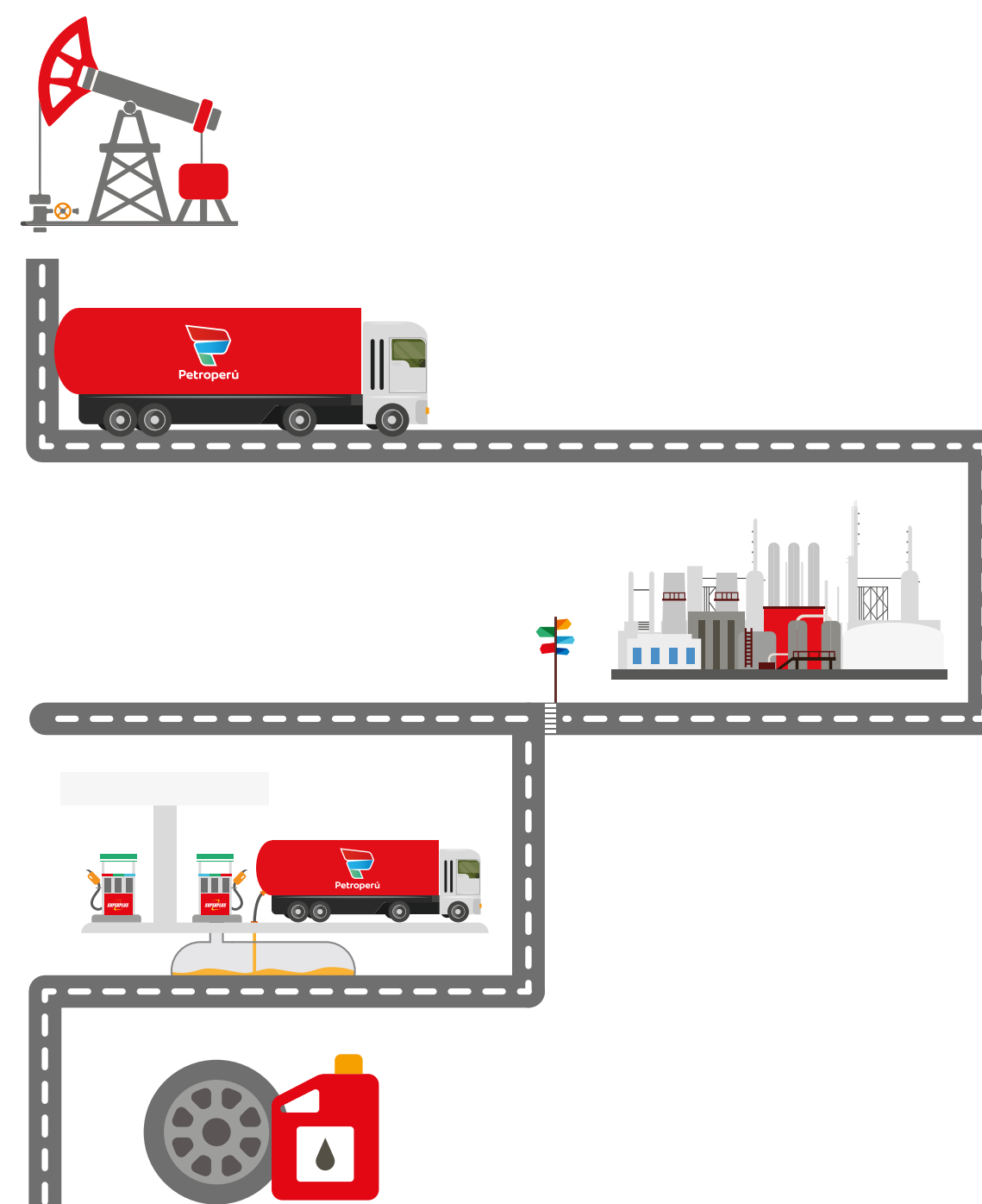
PETROPERÚ carries out its activities in accordance with the framework established by the Organic Hydrocarbons Law - Law No. 26221, which regulates the exploration, exploitation, refining, transportation and commercialization of hydrocarbons in the country. In addition, the company is governed by the provisions of the General Corporations Law - Law No. 26887, as it is a state-owned corporation.

Thus, the legal framework that regulates PETROPERÚ's operations reflects its nature as an autonomous state-owned company, strategically positioned in the national energy sector, with obligations of efficiency, sustainability, integrity and social responsibility to the State and the citizens.

Our activities in the hydrocarbons sector include refining, transportation, distribution and marketing of fuels and other petroleum products. In refining, we operate the Talara, Conchán and Iquitos refineries. For the transportation of oil, we have the North Peruvian Oil Pipeline.

ONP). For distribution, we have a maritime and river fleet, as well as tanker trucks and trains. Finally, for commercialization, we have sales plants and a wide network of affiliated service stations throughout the country.

Our operations are developed on the basis of the 2023-2027 Strategic Objectives, approved by the Ministry of Energy and Mines (MINEM) and its An-



nual Operating Plan, approved by the Board of Directors and published in the Institutional Transparency Portal.

New Talara Refinery (NTR)

IPN-2: OPERATION OF THE TALARA REFINERY

The NRT is the most modern in the country and on the southern Pacific coast, producing cleaner fuels that help preserve air quality and the health of Peruvians. With a production capacity of up to 95,000 barrels per day, it specializes in the refining and marketing of hydrocarbons both domestically and internationally. Its products include liquefied petroleum gas (LPG), motor gasoline, solvents, turbo A-1, diesel 2, industrial oils and asphalts. In addition, it promotes the economic development of the Piura region and the country in general.

It consists of the following main units: Primary Distillation (DP1), Vacuum Distillation (DV3), Hydro-treatment of Naphtha (HTN), Hydrotreatment of Diesel (HTD), Catalytic Reforming (RCA), Fluidized Catalytic Cracking (FCC), Hydrotreatment of Cracked Naphtha (HTF), LPG Treatment (TGL) and Flexicoking (FCK).

It also has outsourced ancillary services, including: electric power cogeneration (CGE), water treatment plant, seawater collection, closed cooling water circuit, hydrogen production, nitrogen production and sulfuric acid production, among others. It also has

The NRT was built in compliance with Law No. 30130, which declared of public necessity and national interest the priority execution of the project. The investment amount of the NRT, approved by A.D. 095-2023-PP dated August 11, 2023, amounted to MMUS\$ 5,538.5, excluding interest. Subsequently, by means of A.D. 175-2023-PP dated December 29, 2023, the pre-operating financing interest was adjusted from MMUS\$ 972.59 to MMUS\$ 991.79. Consequently, the total amount of investment, including interest, amounted to MMUS\$ 6,530.3.

a Multibuoy Submarine Terminal, two Liquid Cargo Docks, and facilities for storage, formulation and transfer of products.

NRT incorporates new process units with state-of-the-art technology, industrial services and facilities that allow it to increase its processing capacity from 65,000 to 95,000 barrels of crude oil per day. This modernization also allows the processing of heavier and more economical crudes into higher value light products such as LPG, gasoline and diesel with less than 50 ppm sulphur.

By the end of 2024, the NRT was operating at full capacity, having completed the gradual startup of its units in late 2023. THE REFINERY

Production of clean fuels in the New Talara Refinery

In 2024, with the progressive stabilization of the NRT, the production of clean fuels with low sulphur content was doubled compared to 2023, which im-

proved the quality and yield of the products, and, especially, to significantly reduce their environmental impact in serving the domestic market.

Table 2: Fuel production 2023 - 2024
(millions of barrels)

Product	2023	2024
Low sulphur diesel	5,204.6	8,030.7
Gasoline (incl. Regular and premium)	1,716.4	5,267.2
Total	6,921.0	13,297.9

Iquitos Refinery

Our Iquitos Refinery promotes the development of the region through the production of fuels such as motor gasoline, turbo A-1, diesel 2, industrial oils and heavy crude oil, supplying hard-to-reach places in the jungle, in harmony with nature and with respect for the native communities and the local population. The Iquitos refinery has a processing capacity of up to 12,000 barrels of oil per day, which covers the fuel demand in the Loreto region and a large part of Ucayali.

Conchán Refinery

It is located at kilometer marker 26.5 of the South Panamerican Highway (Lurín, Lima). Its main function is to process, refine and store products such as gasoline, gasohol for engines, solvents, diesel 2, diesel B5, industrial oils and asphalts of export quality. The Conchán Refinery has a processing capacity of 25,500 barrels per day (primary and vacuum distillation), and storage capacity of up to 2 million barrels of liquid fuels that are sold in the city of Lima and other parts of the country.

North Peruvian Oil Pipeline (ONP)

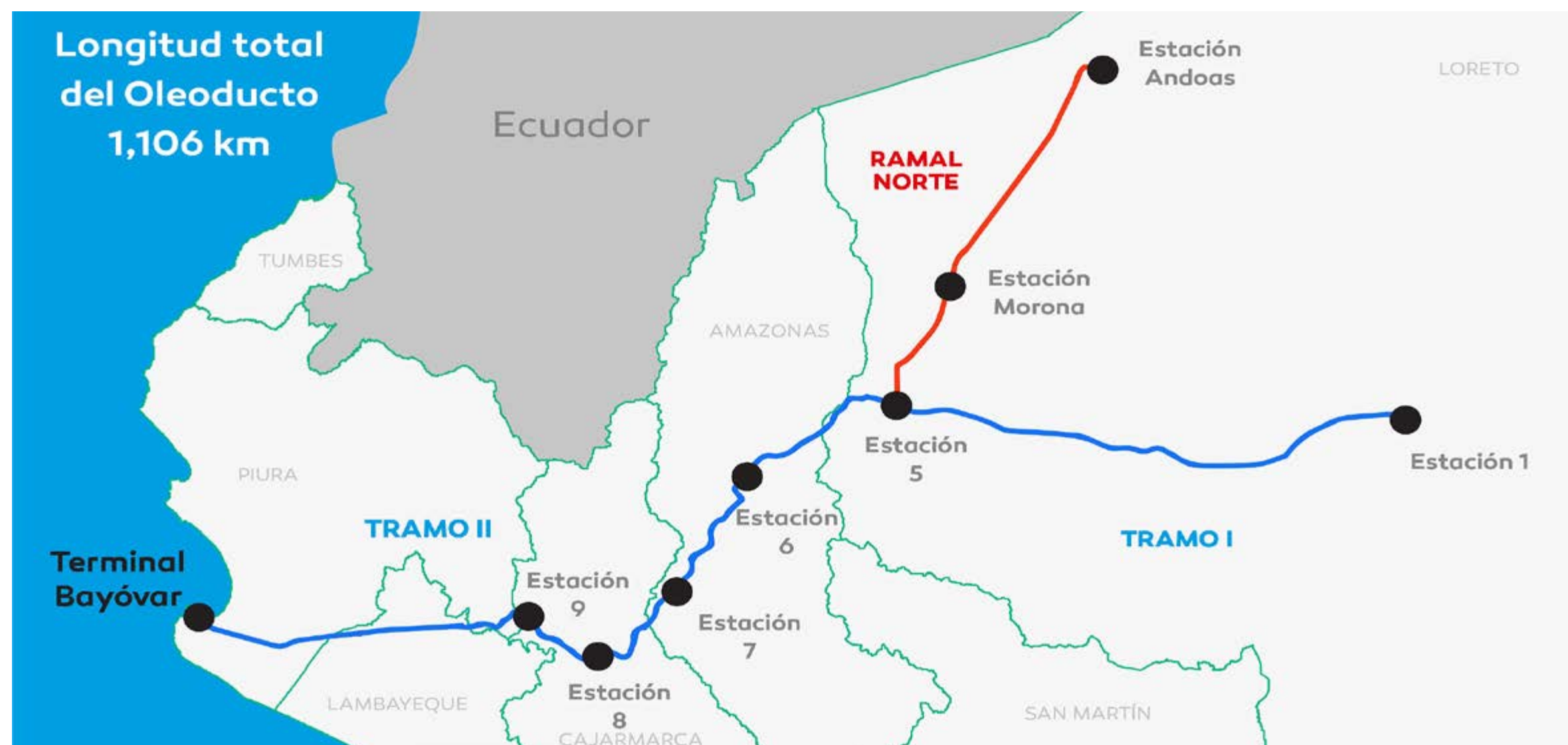
The ONP is a key infrastructure for oil transportation in Peru, connecting the jungle to the coast through an extensive pipeline system. Its route starts at Station 1, in Loreto, and advances along the Marañón River to Station 5. From there, Section II continues in a southwesterly direction, crossing Amazonas and Cajamarca, until it ascends the Andes mountain range and descends to the Bayovar Terminal in Piura.

The ONP, in operation since 1977, is one of the country's most outstanding engineering works. With more than 1,100 kilometers, it has made it possible to transport close to one billion barrels of oil from the jungle to the Bayovar terminal, facilitating its processing and commercialization on the coast.

Vertical integration

In line with the Company's strategic objectives, we have continued to work to operate the lots 192 and

Figure 1: North Peruvian Pipeline



64 (Jungle) and temporarily operating the northwest lots that historically supplied the Talara Refinery, as well as participating in the operation of Lot X under a 30-year hydrocarbon exploitation license agreement.

Lot 1

Lot I is located in the districts of La Brea and Pariñas (Talara), and has a production of 500 barrels per day and 3.4 million cubic feet of natural gas per day (MMPCD). Oil production is transferred to Talara Re-

finery to process low sulphur fuels for domestic consumption. Gas production is sold to Enel Generación Piura SA for electricity generation. Lot I is under our operation through a license agreement for a period of up to two years, as established in Supreme Decree No. 022-2023¹.

Lot VI

Lot VI, located in the districts of Lobitos and Pariñas (Talara), is under our operation by means of a license agreement for up to two years as provided in Supre-

me Decree No. 023-2023². This lot has 31 reservoirs and an approximate production of 2,000 barrels of oil per day, in addition to 4 million cubic feet of gas per day. It is also interconnected to our Talara Refinery, allowing an efficient process in the production and distribution of hydrocarbons.

Lot Z-69

Lot Z-69, located in the continental shelf off the provinces of Talara, Paita and Sechura (Piura), has been under our operation since November 2023 as set forth in Supreme Decree No. 027-2023³. It has more than 70 offshore platforms and an average production of 4,700 barrels of oil per day, in addition to 13.8 million standard cubic feet of natural gas per day.

Lote X

Located in the Piura region, Lot X plays a key role in the Peruvian oil industry, contributing close to 30% of national crude oil production. In May 2024, a new license agreement for its exploitation was put in place for a thirty-year term. This agreement was signed by the consortium formed by Offshore International Group INC, Aguaytía Energy del Perú SRL, Termoselva SRL and PETROPERÚ, which has a 40% participation in the operation of the lot.

Salaverry (La Libertad) and Chimbote (Áncash); the central terminals in Supe (Lima), Callao and Pisco (Ica); and we directly operate the southern terminals in Mollendo (Arequipa) and Ilo (Moquegua). We com-

¹ Published el 21.10.2023.

² Published el 21.10.2023.

³ Published el 21.10.2023.

plement this network with other specialized facilities such as airport plants in Tarapoto and Cusco, and billing offices in Puerto Maldonado (Madre de Dios) and Jorge Chávez International Airport (Callao), thus reinforcing our operational presence nationwide.

Lot 64

At the end of 2024, we launched a call for proposals to find a strategic partner to take on the role of operator of Lot 64, located in the Datem del Marañón district (Loreto). This lot has 55 million barrels of light oil reserves, discovered in the Situche Central field, with an estimated initial production of 10 thousand barrels per day.

Its strategic location, close to the ONP, gives us important advantages for the efficient transportation of crude oil to the Bayovar terminal in Piura, optimizing logistics costs and better integrating our operations. In addition, this project has the potential to generate synergies with neighboring heavy crude oil producing lots, allowing a better use of resources and contributing to the sustainable energy development of the region.

Lot 192

Lot 192 is located in the district of Andoas, province of Datem del Marañón, districts of Tigre and Trompeteros (Loreto). This lot has the highest cumulative production in the Marañón basin, with estimated reserves of 127 million barrels of oil and a field production estimated at 12,000 barrels per day.

In March 2024, PETROPERÚ, PERUPETRO and Altamesa Energy signed the assignment of the contractual position

of the license agreement for the exploitation of hydrocarbons in Lot 192, with the authorization of the Executive Power⁴. With this signing, the Canadian company Altamesa Energy Perú SAC became the strategic operating partner of the country's main crude oil producing field, obtaining a 61% participation in the hydrocarbon exploitation agreement, while PETROPERÚ retained 39%.

In October, MINEM identified financial challenges at the Canadian company, which called into question its ability to continue with the development of the lot. This situation had an impact on PETROPERÚ due to our association with the company.

Since then, PETROPERÚ has worked to reaffirm its commitment to sustainable development and the wellbeing of the communities, seeking to reach agreements with the leaders of the native communities near Lot 192.

Within the framework of Strategic Objective No. 5, aimed at the vertical integration of operations, the oil produced in lots I, VI, Z-69 and X is entirely destined to the NRT, while the associated natural gas is delivered to specialized processing plants. 3.1 million barrels of oil were transferred at production cost from lots I, VI, Z-69 and X (40%) to NRT.

Below is a summary of the production generated by operating and association agreements for each case.

Plants and terminals

We have an extensive infrastructure network to guarantee the efficient supply of fuels in the country. We operate ten of our own sales plants, strategically located in the departments of Piura (Talara and Piura), Amazonas (El Milagro), Lima (Conchán), Loreto (Iquitos and Yurimaguas), Ucayali (Pucallpa), San Martín (Tarapoto), Cusco and Puno (Juliaca). We also own the

Table 3: Production by lot and contract type 2024

Lot	Contract type	Participation	Start	Finish	Production	
					Oil (BOPD)	Gas (MPCD)
Lot I	Operation	100%	20.10.2023	2 years or effective date of new license agreement	473	2,474
Lot VI	Operation	100%	22.10.2023		1,918	3,220
Lot Z-69	Operation	100%	16.11.2023		4,400	9,194
Lot X	Operation	40%	20.05.2024	30 años	3,101	4,788

⁴ Supreme Decree N.º 005-2024-EM.

North terminals, located in Eten (Lambayeque), Salaverry (La Libertad) and Chimbote (Áncash); the central terminals in Supe (Lima), Callao and Pisco (Ica); and we directly operate the southern terminals in Mollendo (Arequipa) and Ilo (Moquegua). We complement this network with other specialized facilities such as airport plants in Tarapoto and Cusco, and billing offices in Puerto Maldonado (Madre de Dios) and Jorge Chávez International Airport (Callao), thus reinforcing our operational presence nationwide.

Plants and terminals

10 Owned sales plants:

Talara and Piura Sales Plants. Department: Piura El Milagro Plant. Department: Amazonas.
Conchán Sales Plant. Department: Lima
Iquitos and Yurimaguas Sales Plants. Department: Loreto
Pucallpa sales plant. Department: Ucayali
Tarapoto Sales Plant. Department: San Martín Cusco Sales Plant. Department: Cusco
Juliaca Sales Plant. Department: Puno

Terminals

PETROPERÚ S.A. owns the property of Terminales del Norte (Operation Contract): Eten - Lambayeque Department,

Salaverry La Libertad Department, Chimbote - Anchash Department
Central Terminals (Operating Contract): Supe Terminal - Lima Department
Callao Terminal - Callao Constitutional Province Pisco Terminal - Ica Department
South Terminals (Direct Operation) Mollendo Terminal - Arequipa Department Ilo Terminal - Moquegua Department

Other Plants

Tarapoto Airport Plant - San Martín Department Cusco Airport Plant - Cusco Department
Puerto Madonado Billing Office - Madre de Dios Department
Lima Airport - Callao Constitutional Province

Figure 2: Refineries and Sales Plants Network

Through its network of refineries and supply plants Petroperú is present throughout Peru, supplying regions where private companies do not reach.

The New Talara Refinery

It consists of 16 process units, 5 auxiliary units and complementary services, 2 liquid loading docks, 21 new storage tanks.

Department: Piura

Conchán Refinery

It consists of a Primary Distillation Unit, a Vacuum Distillation Unit and the underwater mooring, in addition to other facilities.

Department: Lima

Iquitos Refinery

Integrated by a Primary Distillation Unit, Merox Unit, docks for unloading crude oil and products, polyduct for product transportation and other facilities.

Department: Loreto.

North Peruvian Oil Pipeline

It extends from Station 1, located in San José de Saramuro, to the Bayovar Terminal, located on the coast of Piura. At Station 5, in the province of Datem del Marañón, it connects with the Northern Branch, which originates in Andoas, located in Loreto

Departments: Loreto, Amazonas, Cajamarca, Lambayeque and Piura.



Lot I

PETROPERÚ operates the lot under the framework of the Temporary License Agreement for a period of 22 months, through Supreme Decree No. 030-2021. This lot focuses exclusively on maintaining hydrocarbon production.

Department: Piura

Lot VI

Lot VI is operated by Petroperú under a license agreement for up to two years, authorized by Supreme Decree No. 0232023

Department: Piura

Lot Z-69

Lot Z-69, located in the continental shelf, has an average production of 4,700 barrels of oil per day and 13.8 million cubic feet of natural gas.

Department: Piura

Lot 64

Petroperú is currently conducting the Environmental Impact Assessment (EIA). Once this is approved and the installation of production equipment and infrastructure is completed, it is expected to produce the light oil reserves discovered in the Situche Central field.

Department: Loreto

Lot 192

Petroperú S.A., Perupetro and Altamesa Energy signed the assignment of contractual position of the License Contract for the Exploitation of Hydrocarbons in Lot 192, authorized by the Executive Branch through Supreme Decree 005-2024-EM.

Department: Loreto

Lot X

Petroperú S.A. and the consortium Offshore International Group INC, Aguaytia Energy del Perú S.R.L., Termoselva S.R.L. signed with Perupetro the License Contract for the Exploitation of Hydrocarbons in Lot X (Talara), for a term of 30 years.

Department: Piura

Head Office

Company's head office is located at Av. Enrique Canaval Moreyra 150 San Isidro - Lima

Department: Lima

Natural gas concession

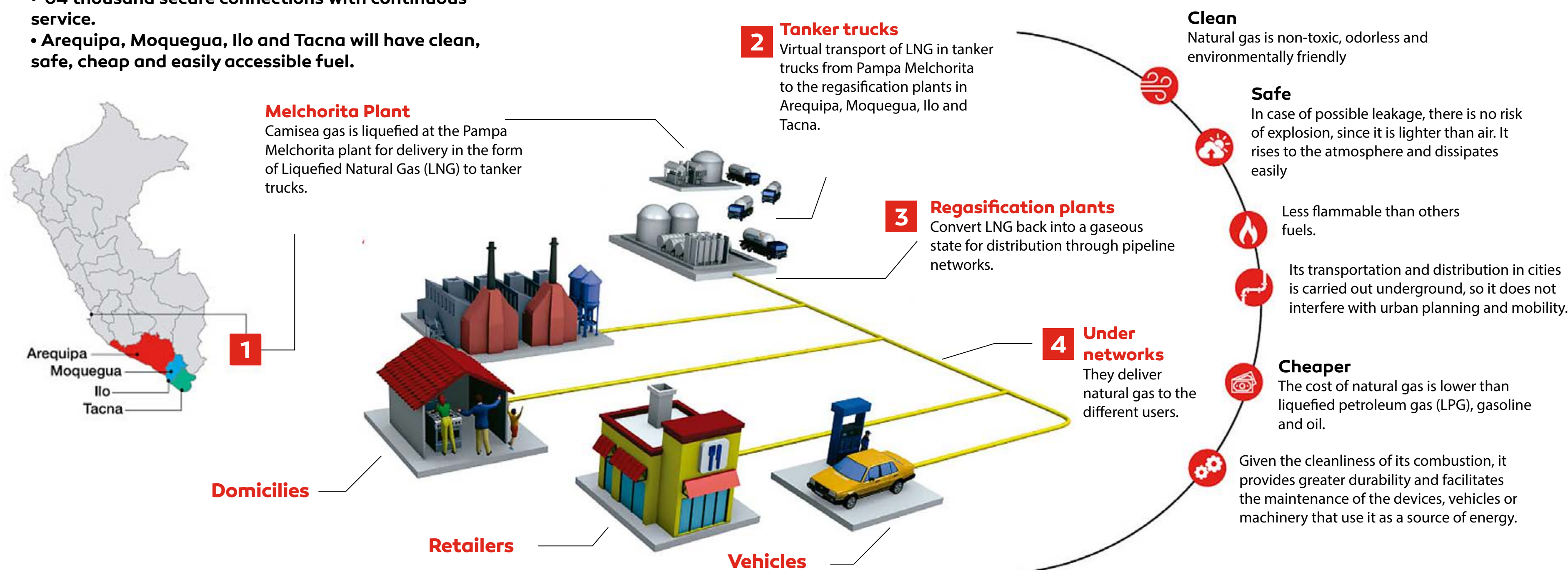
In December 2020, we assumed the concession of the Natural Gas Distribution System by Pipeline Network of the Southwest Concession, which co-

vers the regions of Arequipa, Moquegua and Tacna, initially for three years and later extended until 2026⁵. Our commitment is to guarantee the continuity of the public natural gas distribution service in these areas.

Since then, we have worked to boost industrial development in the southwest of the country, ensuring the efficient distribution of natural gas and contributing to the economic growth and well-being of local communities.

- 64 thousand secure connections with continuous service.
- Arequipa, Moquegua, Ilo and Tacna will have clean, safe, cheap and easily accessible fuel.

Figure 3: Proyecto de masificación del uso de gas natural



⁵ By means of Supreme Decree No. 029-2020-EM, PETROPERÚ was granted a special assignment to manage the aforementioned gas distribution system. Initially, a three-year term was granted (from December 2020 to December 2023); however, this was extended by Supreme Decree No. 019-2023-EM for an additional three years (until 2026).

1.2. Network of gas stations and services

GRI 2-29

We have **more than 700 service stations affiliated to the PETROPERÚ Station Network**. To provide a better experience for our customers, we continuously implement improvements and optimizations in our network and services, guaranteeing quality, efficiency and coverage throughout the country.

In line with our commitment to constantly strengthen the PETROPERÚ Network and ensure an optimal shopping experience for our consumers, we launched the **Training Program 2024**, designed to train and develop the personnel of our stations, with active follow-up on a national scale.

In 2024, we trained personnel at 476 service stations, with the participation of 2,873 people and a total of 6,074.5 hours of training, strengthening the customer experience. The face-to-face sessions were attended by 1,232 people and addressed key topics such as cash management, customer service, use of fire extinguishers, and quality of products such as regular and premium gasohol. The virtual training sessions attracted 1,641 participants, reflecting a high level of interest and commitment from the team.

On the other hand, we successfully continued the Incognito Customer Program, a strategy designed to evaluate the shopping experience, the quality of ser-

Figure 4: PETROPERÚ network and VAO stores

Petrored

The decentralized network of service stations present throughout the country.

+700 service stations

With more than 700 service stations throughout Peru, our fuels meet the highest quality standards, which guarantees optimum performance and better performance in the operation of all vehicles.



In addition, we have 35 **VAO** stores, our convenience store, your meeting point along your route, with everything you need to refuel and continue your journey.



vice and the implementation of the Customer Service Protocol at our service stations. The Incognito Customer Program aims to evaluate the shopping experience and increase the value of the brand through compliance with the PETROPERÚ Network's customer service protocol. In 2024, the total network scored 73% and the service stations identified with the new image scored 75%.

Similarly, **VAO convenience stores** have expanded their participation, entering new markets such as Cusco, Ica and Ucayali, as well as adding four new stores in Lima. By the end of 2024, we will operate

a total of 35 stores, offering an innovative proposal for our customers.

Likewise, the Altoke order portal (<https://altoke.petroperu.com.pe/>) is designed for direct customers, such as service stations of the PETROPERÚ Network and the industrial sector, in order to expedite the purchase of fuels. Its process is developed in four steps: generate the order, coordinate the transport, schedule the appointment at the plant and follow up. In addition, the platform allows you to quote, consult balances and generate SCOP codes, optimizing management and providing a more efficient experience.

At the end of 2024, 74 new service stations were added, bringing the total number of affiliated stations to 322.

Thus, during 2024, we made significant progress in optimizing our sales processes and winning new customers through the implementation of innovative initiatives. It is important to note that, during this period, we comprehensively managed all queries, recommendations, complaints and suggestions received through our web portal.

Likewise, in order to consolidate our presence in key sectors for the country's development, we have strengthened our collaboration with industrial clients through various contractual initiatives. In the fishing sector, we were able to obtain the homologation certificate with TASA. In addition, we were awarded and renewed contracts with aviation companies, wholesale distributors and the electricity sector. We also make one-off sales to companies in the electricity sector, which reinforces our commitment to strategic sourcing.

1.3. Our products

Our Company offers a wide variety of products including fuels, solvents, naphthenic acid, asphalts and natural gas. In this regard, it is important to mention that in 2024 we had an average 25% share of the liquid fuels market, reaching 29% in December.

With the objective of offering products and services of the highest quality, we adopted the guidelines of ISO 9001: 2015, quality management, which provides us with a structured framework that guides the standardization of our management, ensuring the continuous improvement of our processes and the quality of the products or services we offer.

Our adherence to the ISO 9001 standard reinforces the Corporate Management Model for Quality, Environment, Safety and Health at Work (CASS), guaranteeing compliance with the relevant standards in all processes and activities carried out at our sites and facilities. The scope of this certification is presented below (See Table 4):

Liquefied Petroleum Gas

PETROPERÚ produces and markets LPG in compliance with NTP 321.007 and the international standard ASTM D-1835. LPG is used in various sec-

tors: in the home for cooking, hot water and heating; in industry for furnaces, boilers and power generation; and in transportation, including automobiles, tractors, buses and trucks, as well as vehicles converted to LPG or with dual gasoline-LPG systems.

Regular and premium gasoline

Since 2023, we have been marketing regular and premium gasoline and gasohol throughout the country, in compliance with MINEM regulations. This measure is part of a simplification process that seeks to improve the supply of cleaner and more efficient fuels, in line with national and international energy policies.

Ultra B5 S-50 Diesel

Ultra B5 S-50 diesel has a very low sulphur content, less than 50 parts per million (ppm), a level required by Euro IV emission engines and environmentally friendly; it is designed for optimum performance of

Table 4: Certified Processes under ISO 9001:2015

Certified Process	Location/unit
Loading and unloading of liquid hydrocarbons in tankers at docks and basic port services.	• Talara Refinery Terminal • Iquitos Refinery Terminal • Conchán Refinery Terminal • Bayóvar Terminal
Dispatch of liquid fuels, hydrocarbon derivatives, and biofuels to tanker trucks and/or metal containers.	• Conchán Refinery Sales Plant
Discharge of liquid hydrocarbons from tankers and basic port services	• Mollendo Terminal

powerful engines in the transportation, automotive, mining, heavy machinery and industrial sectors.

Blue PETROPERÚ (AUS 32)

This product is a high quality chemical solution that improves the emission cleanliness of diesel vehicles with SCR⁶ (Selective Catalytic Reduction) systems, especially those with Euro 5⁷ engines. Its use helps reduce nitrogen oxide (NOx) emissions, contributing to cleaner air.

Industrial oils

Industrial residual fuels, derived from petroleum refining and in compliance with peruvian standards and ASTM D-396⁸, are used as an energy source in industrial and commercial boilers, burners and furnaces.

Solvents N.º 1 y N.º 3

Son productos de alta calidad elaborados en las Talara and Conchán refineries, and are designed to meet a variety of industrial needs. While solvent No. 1 stands out due to its application in the manu-

facture of adhesives and rubber products, solvent No. 3 is widely used in dry cleaning, wax making and industrial maintenance. Their chemical stability and efficiency make them versatile and reliable solutions for multiple sectors.

Asphalts

We produce asphalts with advanced technology and a rigorous selection of oils, adapted to the diverse climatic conditions of the country. Our range includes solid, liquid, emulsion, modified and industrial asphalts used in infrastructure, paving and various industrial applications.

Aviation fuels

The Turbo A-1, produced at the Talara and Iquitos refineries, complies with international standard ASTMD-1655⁹, guaranteeing its quality and use as fuel in turbine and turboprop aircraft, including commercial passenger and cargo airplanes, as well as helicopters.

Marine fuels

Marine fuels are classified into distillates, such as marine diesel fuel used in ships engines, especially

in fishing vessels, and residuals, commonly used in ships' boilers. Both types are formulated according to ASTM D-2069¹⁰ and comply with ISO 8217¹¹.

Ácido nafténico

This product is obtained from the caustic extraction of kerosene and diesel distillates. It also undergoes strict quality controls according to ASTM tests. Due to its high reactivity it is ideal for the manufacture of metal naphthenates, used in wood preservatives, corrosion inhibitors, paint driers, fungicides and emulsifiers.

Natural Gas

PETROPERÚ temporarily manages the distribution of natural gas in Arequipa, Moquegua and Tacna, benefiting families and companies in southwestern Peru. This resource drives industrial development by providing an efficient and sustainable source of energy, improving energy consumption, reducing emissions, increasing the useful life of equipment, and generating savings and employment in the region¹².

⁶ Refers to vehicles that use a technology to reduce nitrogen oxide (NOx) emissions.

⁷ European Union environmental standard that regulates the amount of pollutants.

⁸ Standard that establishes the quality requirements and classification of diesel fuel and liquid fuel oils used in boilers and internal combustion engines. International.

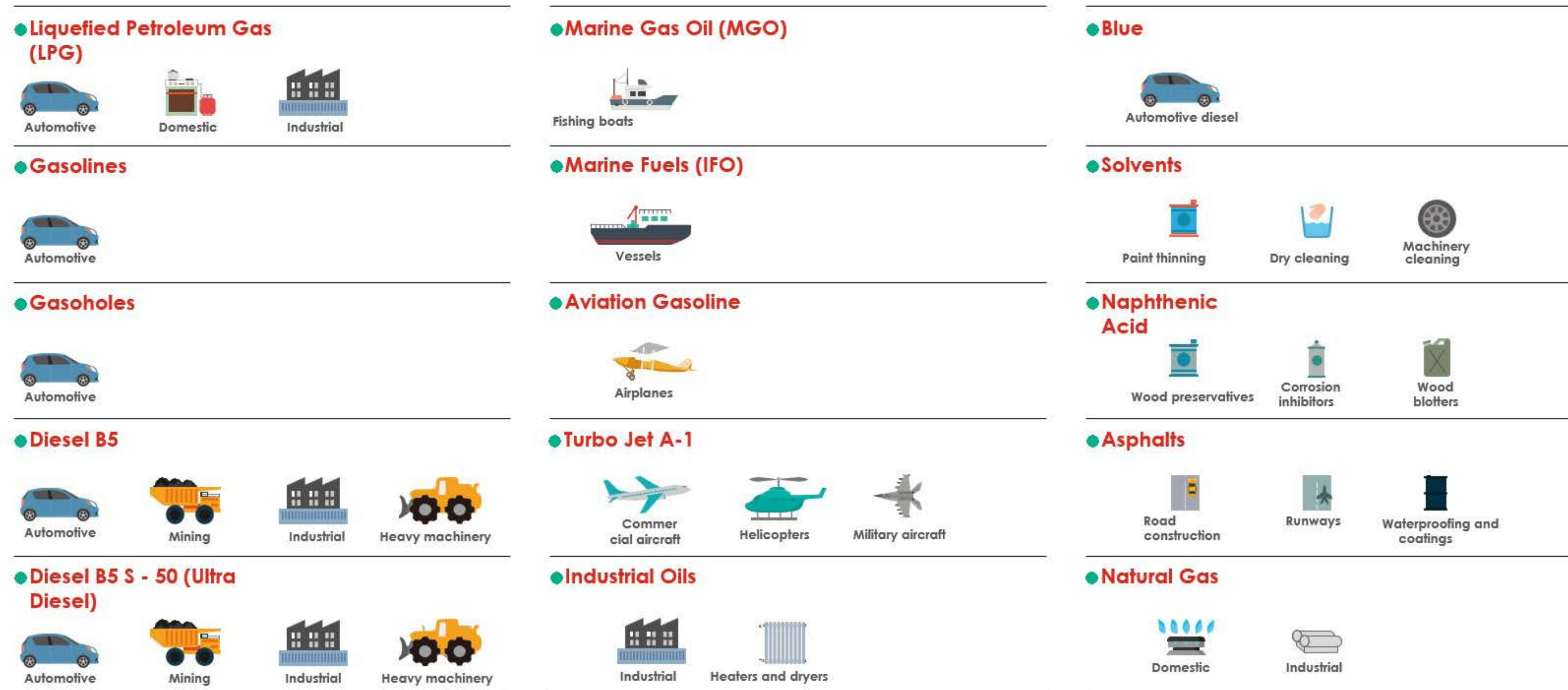
⁹ Standard that establishes quality requirements and specifications for aviation turbine fuel.

¹⁰ The ASTM D-2069 international standard establishes quality specifications and requirements for distillate marine fuel used in marine diesel engines.

¹¹ Establishes the quality specifications and classification of marine fuels used in diesel engines and ship turbines.

¹² For more information: <<https://gnsur.petroperu.com.pe/>>.

Figure 5: Our products¹³



¹³ For more information: <<https://www.petroperu.com.pe/productos>>.

1.4.Awards

Our management has enabled us to achieve the following accomplishments and recognitions in 2024:

Second place in the 2024 ProActivo Awards



For the third consecutive year, PETROPERÚ has received an important recognition, achieving **second place in the 2024 ProActivo Awards** thanks to our **Music Training Program**. This program, with five years of experience and more than three hundred beneficiary students, is aimed at students from public schools in the district of Villa El Salvador (VES), near our Conchán Refinery. Through music, we seek to strengthen artistic skills and promote values such as responsibility and discipline, offering adolescents a space for healthy entertainment, and helping to keep them away from situations of risk and vulnerability in their environment.

First place in Customer Experience Index 2024



We have been recognized as the leading company in the **Best Service Station** category in the third edition of the **Customer Xperience Index (CX Index) Peru**, an initiative of Centrum PUCP, Datum Internacional and CXLatam Group. This recognition reflects our commitment to quality and excellence in customer experience. The report highlighted the performance of our PETROPERÚ Network, made up of more than seven hundred affiliated service stations throughout the country, positioning us as the first choice of preference among those surveyed.

Merco Talento 2024



In the Merco Talento 2024 edition, we achieved the twenty-fourth place in the ranking of companies that stand out for offering a good working environment and quality of work, reflecting our commitment to excellence and the professional development of our team.

We also ranked 24th in the category of technicians and professionals, recognizing the work and commitment of our employees in the oil and gas sector, as well as their contribution to the country's growth.

In addition, in Merco Empresas 2024, we continue to be among the one hundred most outstanding companies in the country, reaffirming our commitment to responsibility, transparency and efficiency in each of our operations.

2

ECONOMIC PERFORMANCE



2. ECONOMIC PERFORMANCE

GRI 201-1

In 2024 and 2023, the Company's net loss amounted to 774 MMUSD and 1,064 MMUSD, respectively. The loss in 2024 was associated with several factors, among them, the restriction of sales in the domestic market, the downward trend in international crude oil prices and its derivatives, as well as the export of residuals at prices below the cost of crude oil. This was in addition to higher net operating expenses derived from the stabilization period of the NRT and the operation of the oil lots.

However, it is important to note that the operation of lots I, VI, Z-69 and X generated a net profit of US\$77 million, which contributed positively to the company's overall result.

CONCEPT (THOUSANDS OF DOLLARS)	2022	2023	2024
DIRECT ECONOMIC VALUE CREATED			
Net Sales	5,517,239	3,943,970	3,456,398
Other Income	56,456	65,114	70,923
Total Gross Income	5,573,696	4,009,085	3,527,321
ECONOMIC VALUE DISTRIBUTED			
Wages and Benefits	139,053	147,490	146,699
Suppliers	5,586,137	3,756,736	2,733,583
Capital Providers	151,954	260,031	380,989
Taxes (incl. IR, payments to SBS and levies)	-28,451	-164,043	-157,015
Donations		-	-
Social and/or Environmental Programs*	2,107	2,529	6,498
Environmental Remediation	132	157	255
Social Projection	100	58	34
Social Responsibility	401	993	4,093
Community Relations	1,474	1,320	2,116
Other Operating Costs	-5,884	1,070,722	1,190,470
Total Expenses	5,844,915	5,073,465	4,301,225
RETAINED ECONOMIC VALUE	-271,220	-1,064,380	-773,905

In 2024, the Direct Economic Value Created reflected a 12% reduction compared to the previous year. This result is part of a context of strategic adjustments aimed at operational efficiency and financial sustainability. In terms of Distributed Economic Value, salary and benefit expenses remained stable, while the significant reduction in services to suppliers was due to cost optimization efforts and greater efficiency in contract management. There was also an increase in payments to capital suppliers, in line with the financial commitments assumed. On the other hand, social and environmental programs increased from USD 2.5 million in 2023 to USD 6.5 million in 2024, with emphasis on Social Responsibility actions and strengthening community relations. Finally, although the Retained Economic Value continues to be negative, the 2024 result represents a substantial improvement over the previous year, which is evidence of positive signs in the Company's economic recovery process.

It is important to mention that PETROPERÚ's financial statements are prepared in accordance with International Financial Reporting Standards (IFRS), issued by the International Accounting Standards Board (IASB).

At PETROPERÚ, we are confident in our capacity to meet our financial obligations, supported by the

Main lines of action for economic and financial recovery

- Stabilization of the operation of the New Talara Refinery (NRT), with a focus on maximizing the profitability of the refining business, which includes advancing in the operational consolidation, optimizing the economic performance of the refinery and prioritizing the implementation of the Economic Refining Model.
- Increase sales revenues by revising the commercial policy, prioritizing fuel sales to the mining sector and strengthening mainly the direct sales channel.
- Reduction of costs and expenses in compliance with DU No. 013-2024, by importing crude oil and products at lower prices, diversifying the countries of origin and optimizing the expense budget.
- Deepen vertical integration, which considers maintaining the operation of Lots I, VI and Z69, evaluate the partner of Lot 192 (Altamesa Energy) and obtain an operating partner for Lot 64.

progressive stabilization of NRT, access to credit lines and the generation of operating cash flows. These conditions will allow us to improve our margins and strengthen working capital management in the short and medium term. To this end, we have been implementing a series of actions aimed at strengthening our liquidity, such as the expansion of our portfolio of financial institutions, cost optimization, the implementation of a restructuring plan and the development of higher value-added products from the operability of all the units of the Talara Refinery.

Additionally, by means of Emergency Decree No. 013-2024, extraordinary financial support measures¹⁴ have been established. These measures include guarantees for working capital loans, extension of debt maturities, capitalization of temporary financial support and the assumption of certain obligations by the Ministry of Economy and Finance (MEF). These initiatives strengthen our financial position and contribute to ensuring the sustainability of our operations.

¹⁴ Emergency Decree that establishes extraordinary and urgent economic and financial measures to overcome PETROPERÚ's financial situation, ensuring the marketing of hydrocarbons nationwide and the sustainability of the Company. In: <<https://busquedas.elperuano.pe/dispositivo/NL/2325196-1>>.

In line with its commitment to strengthen its position in the local market, the Company implements several strategies, among them the increase of sales through more competitive commercial conditions, supported by the sustained increase of NRT's production and the support of imports, ensuring profitability for the company. Likewise, continuous supply has been guaranteed nationwide and the plan to strengthen the brand continues to be implemented through a change in the visual identity of the PETROPERÚ network, 64% of which already have the new visual identity.

2.1. Relations with investors

Within this framework, at PETROPERÚ we believe that the relationship with our financial stakeholders is key to strengthen market confidence, increase the Company's ESG value and facilitate access to sustainable financing. To this end, our investor relations team is strengthening direct and timely attention to requests for information from international banks, risk rating agencies and other players in the financial sector, ensuring transparent and efficient management that reinforces our commitment to sustainability and good corporate governance.

Within the framework of the above, during 2024 we carried out the following activities:

- **Four videoconferences (conference calls)** in which we reported on government support, our economic-financial situation, NRT, credit lines and corporate actions, among other topics. These sessions were well received by our financial stakeholders, contributing to strengthen market transparency and confidence.
- **We publish four quarterly earnings releases (earnings releases)** trimestrales dirigidos a nuestra comunidad de inversionistas, que incluye bonistas, bancos, clasificadoras de riesgos y otras entidades financieras. Estos reportes ofrecen un análisis detallado de nuestros Estados Financieros trimestrales, así como de nuestra gestión operativa, administrativa, comercial y ESG (ambiental, social y de gobernanza), entre otros aspectos clave.
- **We publish press releases** addressed to our investor community, providing relevant information for these stakeholders.
- We provided clear and timely response to inquiries from investors, risk rating agencies, banks and other financial sector entities, whether in writing, in person or online.
- We maintain our relationship with local credit rating agencies until May 24, 2024. However, in accordance with General Superintendency Re-

Main measures of Emergency Decree No. 013-2024

- Extraordinary economic and financial measures. Urgent actions are implemented to overcome the financial crisis in PETROPERÚ, including strategic, operational and financial adjustments aimed at ensuring its sustainability and maintaining the national commercialization of hydrocarbons.
- Hiring of a specialized firm. Authorizes the hiring of an external firm to design and supervise a Comprehensive Transformation Process, focused on modernizing

PETROPERÚ through investments, operational improvements and financial restructuring.

- Capitalization and financial support from the State. A capitalization is approved through the Ministry of Economy and Finance, extending the transitory support authorized by DU 010-2022. An amount of up to S/. 750 million, plus accrued interest, is established, thus extinguishing previous debts.

solution SMV No. 039-2024-SMV/11.1, our First Short-Term Instrument Program PETROPERÚ was automatically excluded. This resolution was notified to us through the portal of the Superintendencia del Mercado de Valores (SMV) on the indicated date.

- As for the international rating agencies, we provided the required information, together with the relevant and necessary support for the preparation of their rating reports.
- We keep our investor web portal updated, with the objective of facilitating access to information for the financial community and other stakeholders.
- Through our stock exchange representation, responsible for the publication of important events on the SMV's website and press releases, we keep our investor community, local and foreign banks, as well as the market in general, clearly informed about the events that took place during 2024.

We have an Investor Relations web portal (<https://inversionistas.petroperu.com.pe/>), which facilitates access to our financial information and the risk ratings granted to PETROPERÚ. In addition, users can consult share classes and ESG developments, as well as other information of interest to the investment community.

In order to strengthen our relationship with investors, we make available the following information mechanisms:

- **Email box** (investorrelations@petroperu.com.pe). Channel designed to centralize queries and provide quick and timely answers.
- **Videoconferences (conference calls)**. Quarterly online meetings where we share with our investment community the results of the Company's management. These sessions are led by the Chairman of the Board, with the participation of the Chief Executive Officer and other corporate managers.
- **Results Report (earnings releases)**. Quarterly reports presenting the Company's financial, management and operational performance.
- **Press releases** Statements issued when a relevant event occurs that may impact investor decision-making or is of interest to the financial community.

2.2. Supplier management

IPN-4: SUPPLIER MANAGEMENT

During 2024, various procedures related to supplier management were updated in order to optimize efficiency and strengthen transparency in the processes. These updates responded to the specific needs of the different areas of the Company, ensuring a more agile management aligned with operational requirements.

The updated procedures include the formulation and management of requirements, procurement not subject to regulations, abbreviated awards and contract administration.

We also strengthened our relationships with suppliers through contracts of up to three years or, exceptionally, longer terms depending on our Company's operational needs. We also made progress in modernizing our procurement processes through the implementation of electronic bidding, thus optimizing resources and encouraging greater participation of bidders. In addition, in 2024, the mandatory use was extended to contracting processes not subject to regulations (NSR), whose estimated reference amount (MER) is greater than one and less than ten tax units (UIT).

In February 2024, the new platform of the Qualified Suppliers Database (BDPC), called My Achilles, came into force, which also allows active participation in the dissemination of policies focused on environmental protection, health and quality of life,

more personalized monitoring of supplier registration, and has as an additional tool the performance evaluation of the services or goods supplied to PETROPERÚ.

In order to participate in PETROPERÚ's procedures, all suppliers must be registered and have the status of registered in the BDPC, as established in the Company's Procurement Regulations.

During 2024, 1,579 suppliers were registered in our system, of which 968 (61.3%) obtained BDPC registered status. Compared to 2023, when 1,923 suppliers were registered, there is a decrease in the number of suppliers. This reduction is attributed to some suppliers not renewing their registration in 2024.

Of the registered suppliers, 90.80% are domestic and 9.20% are international. It is also important to note that the 968 registered companies were evaluated by means of questionnaires in affidavit format, covering issues such as integrity, anti-corruption and ML/FT prevention (See Table 5).

It is important to point out that Achilles Perú SAC, the current administrator of PETROPERÚ's BDPC, is in charge of the interaction with suppliers, providing support and training for their registration in the platform.

In this way, PETROPERÚ avoids direct interaction with suppliers to ensure compliance with the fundamental principles that govern the Company's

Table 5: Enrolled and registered suppliers 2023 2024

BDPC	2023	%	2024	%
Enrolled companies	1,923	-	1,579	-
Registered companies	1,277	66.4	968	61.3
Registered domestic suppliers	1,183	92.6	879	90.8
Registered International suppliers	94	7.4	89	9.2

procurement, such as fairness, transparency, impartiality, integrity and free competition.

In 2024, PETROPERÚ continued to establish its contracting modalities based on the levels of risk,

complexity and financial impact, which allows it to evaluate the strategic relevance of the goods, services and works acquired with suppliers. The results obtained during this period are presented below (See Table 6).

Table 6: Contracting processes by financial impact and complexity

Requirement Complexity	Talara Refinery	ONP	Iquitos Refinery	Conchán Refinery	OFP	Total
Strategic	11	10	1	1	71	94
Leveraged	5	6	4	8	13	36
Critical	62	54	5	10	359	490
Routine	38	76	18	19	278	429
Total	116	146	28	38	721	1,049

According to the above, of the total number of contracted products and services, 46.7% are critical, meaning they have a low financial impact but few product and supplier alternatives on the market (high complexity). These are mainly concentrated in our OFP (73%) and Talara Refinery (12.7%). Routine contracting processes, i.e., those with low financial impact and wide market supply (low complexity) represent 40.9%. Strategic and leveraged products

and services represent 9% and 3.4%, respectively¹⁵.

It is important to mention that, in the current financial context of the Company and in order to meet the payment obligations to suppliers, the reformulation of the payment term to suppliers remains in force in accordance with the following considerations, which are applicable to all the Company's departments¹⁶:

- The term of payment to suppliers in the contracting of goods, services and works will be sixty (60) days from the correct presentation of the corresponding payment voucher.
- Exceptionally, it will only proceed for payments in advance of the execution of services, in cases where the

nature of the contracting so warrants, or due to particular market conditions.

- In the case of MYPES, the payment term for the cancellation of invoices or receipts for fees issued will be thirty (30) calendar days from the date of issuance of the invoice or receipt for fees.

¹⁵ "Strategic" procurement processes refer to those products and services with a high impact on financial results and high complexity in the supply chain. The "Leveraged" type, are those that represent a high financial impact and low complexity.

¹⁶ CIRCULAR GGRL-1512-2022 of 19.05.2022, GGRL-2860-2022 of 23.12.2022.

3 SUSTAINABILITY STRATEGY



3. SUSTAINABILITY STRATEGY

GRI 2-22

In December 2024, by means of Board of Directors Agreement No. 114-2024 dated December 3, 2024, PETROPERÚ's Sustainability Strategy 2024-2030 was approved, which constitutes a new corporate guideline that will guide the Company's actions in this area.

This strategy is based on five fundamental pillars, strengthening PETROPERÚ's role as a strategic company to guarantee the continuity of its operations and seek to consolidate its position as a key player in sustainable development and energy transition.

This approval reflects the Company's growing commitment to improve its environmental, social and governance (ESG) performance, reaffirming its focus on responsible management to successfully meet and overcome current and future challenges.

Pillars of the Sustainability Strategy

PETROPERÚ's Sustainability Strategy with ESG criteria is based on five pillars:

Strategy and Leadership

Objective: Prepare PETROPERÚ for a smooth and effective energy transition to a low-carbon future.

Climate Action

Objective: Reduce greenhouse gas emissions (GHG) and diversify the Company's business by entering emerging alternative energy markets.

Environment Management

Objective: Mitigate environmental impacts, especially in terms of biodiversity, water use and waste management.

Stakeholder Relations

Objective: Establish relationships of trust and effective communication with all of PETROPERÚ's stakeholders.

Corporate Governance

Objective: Ensure a good decision-making structure and strengthen the financial stakeholders' trust.

Figure 6: Sustainability Strategy



Figure 7: Strategic axes of the ESG Plan

The deployment and implementation of each of the five pillars on which the Sustainability Strategy is based with ESG criteria is detailed in the **ESG Plan, which is comprised of fifteen strategic axes and sixty prioritized actions**, which began to be implemented in 2024.

Corporate Governance

Ensure a good decision-making structure and strengthen the financial stakeholders' trust

Governance
Corporate Ethics
Transparency

Relations with stake holders

Establish relationships of trust and effective communication with all of PETROPERÚ's stakeholders.

Development and Shared Value
Labor Practices and Safety
Human Rights

Strategy and Leadership

Strengthen sustainability management and prepare the company for an energy transition scenario.

Climate Action

Reduce greenhouse gas emissions and diversify the Company's business by entering emerging alternative energy markets.

Energy Efficiency
Emissions
Management
Energy Transition

5 Pillars, 15 Strategic, 60 Prioritized Actions

- 2024-2030 Period
- 2030 Reduction Target: 15% GHG Emissions Intensity (base year 2025)
- Permanent reporting to the Board of Directors

Environmental management

Mitigate environmental impacts, especially in terms of biodiversity, water use and waste management.

Biodiversity Protection
Water Management
Circular Economy



Implementation of the ESG Plan during 2024

Below, we detail the main actions developed in the implementation of the ESG Plan during 2024, as well as their alignment with the SDGs.

Pillar 1: Strategy and Leadership

- **Board of Directors Commitment:** Approval of the ESG Plan by the Board of Directors (03.12.2024) and specialized training with the support of the Association of Oil, Gas and Renewable Energy Companies in Latin America and the Caribbean (ARPEL).
- **Organization and Policies:** We established the Sustainability Working Group and implemented a sustainability communication and awareness program for the entire organization.
- **Impact and Management:** We update our materiality analysis and ensure its dissemination on the corporate website.



Pillar 2: Climate Action

- **Energy Efficiency:** We completed the energy diagnosis of our business units, which allowed us to establish a baseline for the implementation of our 2025 Energy Management Plan.
- **Emissions Management:** We developed the 2024 GHG inventory and implemented an Air Quality Monitoring Program. The implementation of



emission mitigation measures is planned and will be implemented as financial constraints are overcome.

- **Energy Transition:** We made progress in the evaluation of renewable projects, highlighting a feasibility study for a wind farm in Bayóvar. In addition, we have initiated discussions with a specialized renewable energy company to explore a green hydrogen partnership and have identified land in Talara with potential for the development of alternative energy projects.
- **Circular Economy:** In alliance with the Provincial Municipality of Talara, we participate in the segregation at source program, facilitating the collection of usable waste, which is then recovered by local recycling associations. Likewise, in our Main Office (OFP), we implemented segregated waste collection, in collaboration with the Municipality of San Isidro.

Pilar 3: Environmental Management

- **Biodiversity Protection:** We participated in the development of the Master Plan for the Illescas Reserved Zone and have provided signage and information material for its conservation.



Pillar 4: Stakeholder Relationship

- **Development and Shared Value:** We updated our stakeholder map.
- **Labor and Safety Practices:** We include the monitoring of GRI indicators in the Sustainability Report.
- **Humans Rights:** We initiated the corporate due diligence diagnosis and gap closure plan, which will be completed by 2025.



- **Business Ethics:** We are 100% compliant with the training and communication activities of our Money Laundering and Terrorism Financing Prevention System (SPLAFT), Integrity System and Crime Prevention System. We also ensure compliance with transparency, information security and corruption prevention alert reporting mechanisms.
- **Transparency:** We approve and disseminate the 2023 Sustainability Report on our website. We participated in the S&P Global Corporate Sustainability Assessment to obtain the ESG Score 2024 and managed our affiliation to the United Nations Global Compact.

Pillar 5: Corporate Governance

- **Governance:** We prepare the semi-annual report of the Board of Directors committees and ensure that our directors qualified as independent meet the established criteria, in accordance with the declarations subscribed. In addition, in November 2024, we established the Board of Directors Nominating and Compensation Committee.



During 2024, we have made significant progress in the implementation of our ESG Plan, despite the challenging scenarios that PETROPERÚ still faces, reaching an **annual compliance of 84% and an overall progress of 16.8%..**

Contribution to the ODS

We have incorporated SDG prioritization into our management, aligning ourselves with the [“Roadmap to boost the SDG contribution of the oil and gas industry”](#), developed by ARPEL. This integration is reflected in the five pillars of our Sustainability Strategy from an approach that promotes respect for human rights and fair transition.

Pillar of our Sustainability Strategy	Target	Strategic Axis	Alignment with GRI requirement 	Alignment with SDGs 
1. Strategy and Leadership	Prepare PETROPERÚ for a smooth and effective energy transition to a low-carbon future.	1.1 Board of Directors Commitment 1.2 Organization and Policies 1.3 Impact and Risk Management	GRI 2-22	 
			GRI 2-23, GRI 2-24	
			GRI 2-16, GRI 3-1, GRI 3-2, GRI 3-3, GRI 2-25	
2. Climate Action	Reduce greenhouse gas emissions and diversify the Company's business by entering emerging alternative energy markets.	2.1 Energy Efficiency 2.2 Emissions Management 2.3 Energy Transition	GRI 302-1, GRI 302-4	 
			GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-7	
3. Environmental Management	Mitigate environmental impacts, especially in terms of biodiversity, water use and waste management.	3.1 Biodiversity Protection 3.2 Water Management 3.3 Circular Economy	GRI 304-1, GRI 304-2, GRI 304-3,	
			GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5	
			GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5	
4. Stakeholder Relationship	Establish relationships of trust and effective communication with all of Petroperú's stakeholders.	4.1 Development and Shared Value 4.2 Labor Practices and Safety 4.3 Human Rights	GRI 411, GRI 413,	 
			GRI 401, GRI 402, GRI 403, GRI 404, GRI 405, GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 2.29	
			GRI 405-1, GRI 405-2, GRI 407-1, GRI 411-1	
5. Corporate Governance	Ensure a good decision-making structure and strengthen the financial stakeholders' trust.	5.1 Governance 5.2 Business Ethics 5.3 Transparency	GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12	
			GRI 2-15, GRI 205-1, GRI 205-2, GRI 205-3	
			GRI 2-5, GRI 2-26, GRI 2-27, GRI 2-28	

4 STAKE HOLDERS



4. STAKEHOLDERS

IPN-9: REPUTATION AND COMMUNICATIONS

GRI 2-29

PETROPERÚ declares its commitments regarding communication and transparency in its **Information and Communications Policy**, updated with Board of Directors Agreement No. 001-2024-PP dated January 11, 2024. It also deploys procedures and guidelines for the internal and external management of communications that allow us to comply with the commitments established in the aforementioned policy. Among them, we find:

- Organization of Press Conferences.
- Implementation of Media Plans for information campaigns in traditional and digital media.
- Preparation and dissemination of communications to the press and public opinion.

- Internal Communication Manual.
- Internal communication guide for leaders

Likewise, it has established in its **Annual and Five-Year Objectives 2023-2027: “Implement the Corporate Reputation Plan with ESG principles** to strengthen its relationship with stakeholders.

As part of this, the **Reputation Plan 2023-2024**, approved by Board of Directors Agreement No. 155-2023-PP on November 23, 2023, was implemented, with indicators and goals defined for each Management, which **was implemented at 91%, due to the austerity measures that were implemented during that period.**

Likewise, in 2024 we developed the **Corporate Communication Plan**, approved by the Communi-

cations Management, with the purpose of disseminating PETROPERÚ's management progress in order to contribute to the recovery of its stakeholders' trust.

As part of this, the dissemination of the Company's Restructuring Plan was 100% completed; however, the need to implement new digital communication channels was identified.

In 2024, we carried out an internal process to **update the identification of our stakeholders**, in charge of the areas that interact with different stakeholders. This analysis allowed us to identify the most relevant stakeholders, define subgroups and validate communication channels, as well as the frequency of interaction, ensuring a management aligned with our sustainability strategy.

Table 7: Stakeholders

Number	Type	Stakeholders	Detail	Main communication channels	Frecuency
1	Internal	Strategic partners	• General Shareholders' Meeting • Board of Directors	Virtual and face-to-face meetings	Permanent
2	Internal	Workers	• All employees of the Company • Unions	• Intranet • Senior Management Presentations (remote or through visits to operations) • Informative webinars for internal audiences • Recognition meetings • WhatsApp Channel	Permanent
3	External	Investors and financial ecosystem	• Investors/bondholders • Risk Rating Companies • Local and international financial banking	• Conferences call • Earnings Release • Investors Website • Sustainability website	Permanent
4	External	Customers	• Retail • Industry customers • Trade customers	• PETROPERÚ Web • Face-to-face and virtual meetings • Guided tours of our facilities • Customer visits	Permanent
5	External	Suppliers	• Supply providers (tenders) • Carriers • Suppliers of equipment and supplies • Other suppliers	• PETROPERÚ Web • Face-to-face and virtual meetings	Permanent
6	External	State	• National government • Regional governments • Local governments • Congress of the Republic • Regulatory agencies	• Guided tours of our facilities • Work tables • PETROPERÚ Web	According to schedule

Number	Type	Stakeholders	Detail	Main communication channels	Frecuency
7	External	Guilds and Institutions	• Specialized guilds • Private non-profit institutions • Non-governmental organizations	• Specialized Committees • Training	According to schedule
8	External	Civil society organizations	• Cultural groups • Indigenous organizations • Human rights organizations	• Virtual bulletin • Transparency Portal	Permanent
9	External	Local Communities	• Neighborhood councils • Educational centers • Health centers	• Participation in assemblies • Guided tours of our facilities • Grievances and Complaints Mechanism • Press releases and notices • Press conferences	Permanent
10	External	Competing companies	• Marketing producers	• Web site • Social networks	According to significant events
11	External	Media	• International press • National press • Local press • Social networks • Independent journalists	• Response to queries • Press conferences • Interviews • Press workshops • Informative meetings • Relations with journalists	Permanent

4.1. Strategic Alliances

GRI 2-28

We recognize the importance of establishing inter-institutional alliances to promote sustainable development and advance in the fulfillment of our mission. Therefore, during 2024 we consolidated strategic alliances with various entities to create synergies that strengthen our economic, social and environmental management.

Collaborations with the following institutions have enabled us to expand our reach and enhance our positive impact on society:

- Chamber of Commerce, Industries and Tourism of Talara Chamber of Commerce and Production of Piura
- Association of Oil, Gas and Renewable Energy in Latin America and the Caribbean (ARPEL)
- Alianza para Obras por Impuestos (ALOXI) Institutional collaboration with the Society of Petroleum Engineers (SPE), Lima section.

At the end of 2024, we took steps to directly adhere to the United Nations Global Compact in order to strengthen the commitment of our strategies and operations to the universal principles in the areas of human rights, labor standards, environment and anti-corruption. It is important to emphasize that since 2006, PETROPERÚ has been committed to this initiative through ARPEL.



5 OUR MATERIALITY



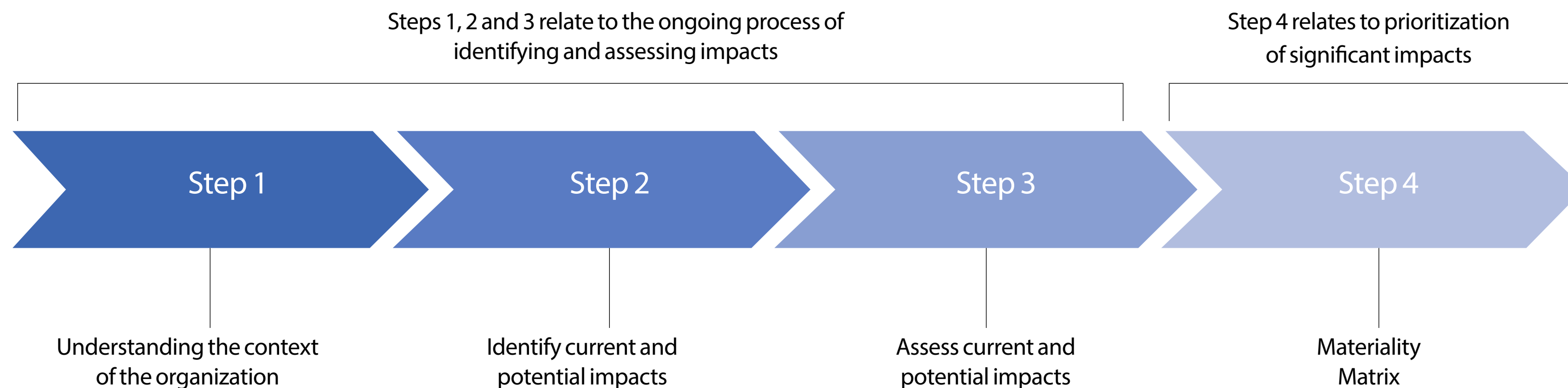
5. OUR MATERIALITY

GRI 3-1, GRI 3-2, GRI 3-3

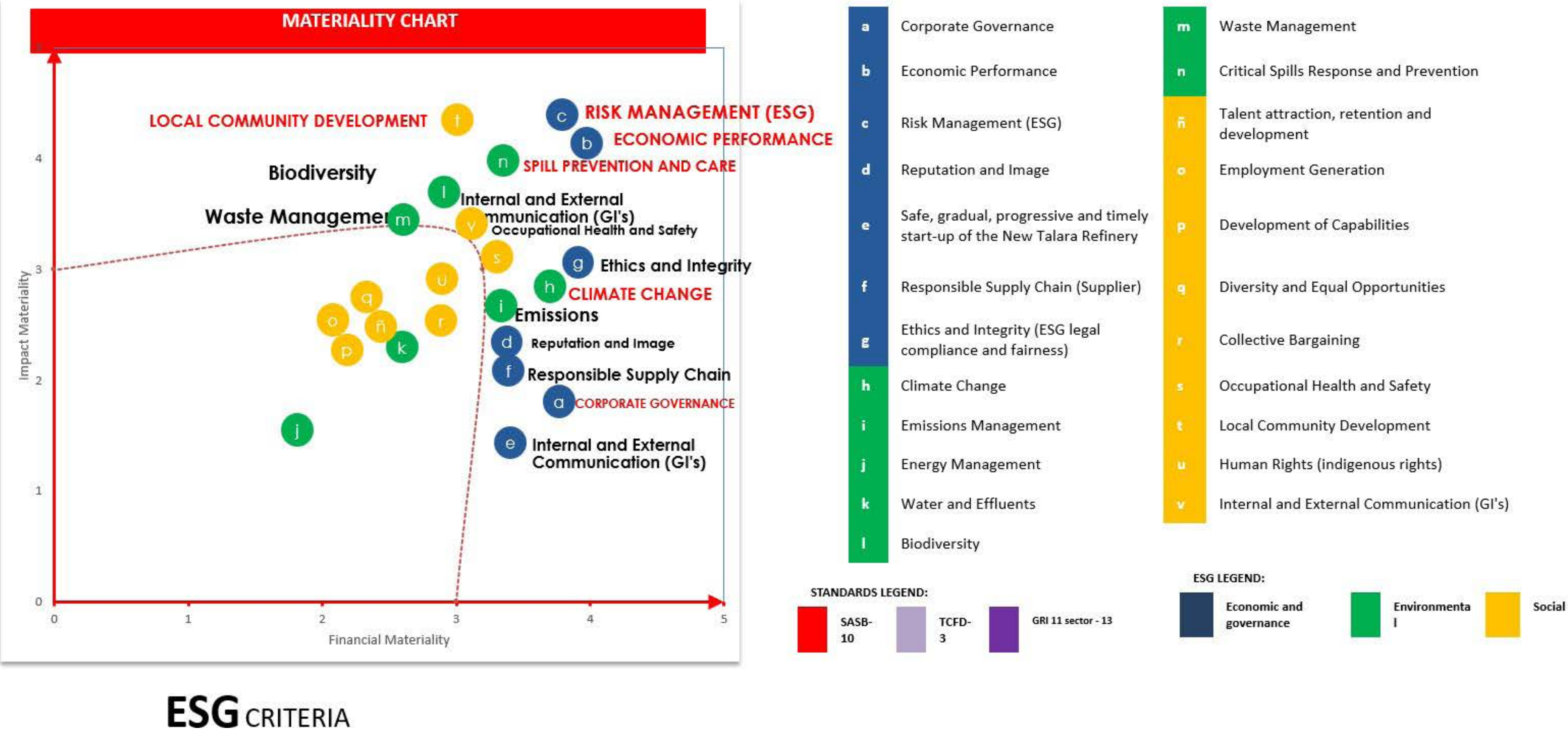
In 2023, we updated our materiality analysis, with the advice of the consulting firm AC Sostenibilidad, aligned with the GRI Standards in order to identify and evaluate the most relevant economic, social and environmental areas based on financial and impact materiality (double materiality). The first considered factors such as the economic impact on the Company, risks, opportunities and alignment with our strategic objectives.

The second analyzed the perception of stakeholders and the significance of the impacts identified, with the direct participation of representatives of neighboring communities, workers, suppliers and other stakeholders through dialogue panels and surveys.

Our materiality analysis covered the following process:



The result of the 2023 review was as follows:



GRI 2-4

Within the framework of our **Strategy and Plan as well as the preparation of the Sustainability**, the Company's material topics have been updated with respect to the previous year. This is due to changes in the operational and strategic context of the organization.

This review made it possible to incorporate emerging issues and adjust priorities, taking into account the evolution of our internal situation, sectoral challenges and the expectations of our stakeholders. The update of our materiality analysis reflects more accurately the issues that are critical to PETROPERÚ's sustainability and performance today.

To this end, a process of identification and analysis of key information was carried out to review and update our material topics, taking into account the following sources of information:

- 1) The Company's strategic objectives for the 2023-2027 period**, approved by the Board of Directors (Board Agreement No. 019-2023-PP) and the Ministry of Energy and Mines (Ministerial Resolution No. 125-2023-MINEM/DM), constitute the main framework of PETROPERÚ's priorities.
- 2) Business Critical Risks Matrix**, which identifies and evaluates 20 risks categorized as operational, financial, regulatory, environmental and social. This matrix is essential to understand the internal

and external challenges faced by the company.

- 3) The 2024 corporate monitoring reports of traditional and digital media** identified as topics of greatest interest to the public opinion aspects such as the operation of the New Talara Refinery, the company's financial situation, governance, transparency, prices and fuel shortages, as well as issues related to the upstream, the North Peruvian Pipeline, Lots 192 and 64, and oil spills.
- 4) Citizen demands under the Transparency and Access to Public Information Law.** According to the Annual Transparency Report 2024, the topics most requested by citizens through various channels of access to public information reflect the interest and social concerns regarding PETROPERÚ's management. Among the most requested items are the company's restructuring plan, Board of Directors' meeting minutes, reports on annual and five-year objectives, procurement and contracting processes, information related to the company's terminals and personnel, as well as aspects related to the Talara Refinery Modernization Project (PMRT) and the North Peruvian Oil Pipeline (ONP).
- 5) Survey applied in 2024 to workers of PETROPERÚ**, identified as the main topics of interest the new projects and the progress of the Strategic Plan, the company's financial situation, the operation of production units, and aspects related to products, such as quality, prices, and promotions.

6) Global Risks 2024 and 2025 : The World Economic Forum's 2024 and 2025 reports were reviewed, where climate change (Extreme Weather) and social polarization top the lists of global risks. This global perspective allows the company's risks to be contextualized within a broader picture.

7) Alignment with the ESG Sustainability Plan. PETROPERÚ's ESG Plan 2024-2030 defines five strategic pillars: Strategy and Leadership, Climate Action, Environmental Management, Stakeholder Relationship and Corporate Governance. These pillars address the material issues identified, strengthening their operational and reputational application. The ESG Plan also considers risk management and materiality as cross-cutting criteria.

A comprehensive review and analysis of the aforementioned sources allows us to affirm that the material issues defined in 2023 remain valid and, therefore, are included in this Sustainability Report. This continuity is based on the fact that these issues coincide with the institutional strategic focuses, represent the main interests of our stakeholders and global risks, and are aligned with identified corporate risks and, in addition, their permanence strengthens the traceability of the report in accordance with GRI standards, ensuring methodological continuity with respect to the previous year; however, some designations have been updated.

In line with our commitment to sustainability and continuous improvement, the following table presents the material issues defined in 2023 and their corresponding update for 2024, as well as their impacts.

Table 8: Materiality update

Number	Material Topics 2023	Number	Material Topics 2024	Actual (R) or Potential (P) impact	Internal (I) or External (E)	Environmental, social and economic impact
1	Economic Performance	1	Economic Performance	R	I/ E	(+) Contribution to the country's economy, (+) We bring fuel to more remote places, (-) Complex financial situation
2	Responsible supply chain	2	Supplier Management	R	E	(+) Compliance generates development
						(-) Delays affect local economy
3	Ethics and Integrity	3	Ethics and Integrity	P	I/ E	(+) Improves confidence
						(-) Mistrust and reputational damage
4	Climate Change	4	Climate Change	R	E	(-) Unmitigated GHG emissions
5	Emissions Management	5	Emissions Management	R	E	(-) Unmitigated GHG emissions
6	Energy Management	6	Energy Management	R	E	(-) High energy levels
7	Water and Effluents	7	Water Management	R	E	(-) Availability for communities (+) Population support
8	Biodiversity	8	Biodiversity	P	E	(-) Impact on areas of high biodiversity
9	Waste Management	9	Waste Management	R	E	(+) High waste generation
10	Talent attraction, retention and development	10	Talent development	R	I	(+) Employment (+) Improve performance and talent retention
11	Employment Generation	11	Employment Generation	R	I	(+) Direct and indirect jobs

Number	Material topics 2023	Number	Material topics 2024	Actual (R) or Potential (P) Impact	Internal (I) o External (E)	Environmental, social and economic impact
12	Development of Capabilities	12	Development of Capabilities	R	I	(+) Capacities and opportunities (-) Labor disputes or lawsuits
13	Diversity and Equal Opportunities	13	Diversity and Equal Opportunities	R	I	(+) Employment (+) Inclusion and improvement of working environment
14	Collective Bargaining	14	Collective Bargaining	R	I	(+) Negotiation spaces (-) Labor conflicts
15	Occupational Health and Safety	15	Occupational Health and Safety	P	I	(-) Worker Health and Safety
16	Local Community Development	16	Local Community Development	R	E	(+) Local Development (-) Socio-environmental conflicts
17	Human Rights	17	Human Rights	P	I/E	(-) Violation of rights
18	Environmental Spills Prevention and Response	18	Environmental Spills Prevention and Response	R	E	(-) Environmental impact
19	Safe, gradual, progressive and timely start-up of the NRT	19	Operation of the new Talara Refinery	R	E	(+) Cleaner fuels, latest technology (-) Supply
20	ESG Risk Management	20	Risk Management	P	I/E	(-) Unidentified risks
21	Reputation and Image	21	Reputation and communications	P	E	(-) Public Trust
22	Internal and external communication					
23	Corporate Governance	22	Corporate Governance	R	I	(-) Transparency in decision making (-) Sustainability in strategy

GRI 2-14

As can be seen, our sustainability report and the material topics identified undergo a validation process by the Sustainability and Energy Transition Project Management prior to approval by the Board of Directors. This procedure ensures that the most relevant aspects for both our stakeholders and the Company are addressed, ensuring a management aligned with our sustainability commitments.

Verification of the Sustainability Report

GRI 2-4, GRI 2-5

In order to ensure the soundness, accuracy and reliability of the information published and that it adequately reflects the material topics identified, our Sustainability Strategy and ESG Plan approved by the Company's Board of Directors, provides for independent verification by a specialized external provider based on the current version of the GRI Standards.

It is important to mention that, in 2022, the company prepared its Sustainability Report in accordance with the GRI Standards, as part of a process of continuous improvement in sustainability management. In 2023, due to organizational changes and the financial situation, the external verification of the report was not carried out. For 2024, a new Sustainability Report has been prepared and will be submitted for external verification, and we have chosen to present it in reference to the GRI Standards, maintaining the same level of alignment used in previous years. This decision ensures the transparency and consistency of the report, while establishing a solid basis for moving towards a future fully supported declaration of conformity.

6 CORPORATE GOVERNANCE



6. CORPORATE GOVERNANCE

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13,
GRI 2-14, GRI 2-17, GRI 2-18, GRI 219, GRI 2-20,
GRI 2-21, GRI 2-23, GRI 2-24

IPN-6: CORPORATE GOVERNANCE

We are a state-owned company committed to good corporate governance practices. Since 2010, we have developed a continuous and dynamic process to achieve business objectives, generating value for the Company and its stakeholders.

By maintaining securities registered in the Public Registry of the Securities Market, we are required to report to the market our adherence to the principles contained in the Code of Good Corporate Governance for Peruvian Companies, which is included as an appendix to the Annual Report.

Likewise, there are different legal provisions that establish the implementation of international corporate governance practices, as well as the reinforcement of the principles of good corporate governance, such as: Emergency Decree No. 004-2024, Emergency Decree No. 023-2022, Legislative Decree No. 1292 and Law No. 30130.

On the other hand, one **of the Strategic Objectives of the Company is “Strengthen Corporate Governance and Human Talent Management”;** whose indicator **“Implement Plan to Strengthen Good Cor-**

porate Governance” was 93.5% executed in 2024, due to the fact that certain actions could not be carried out due to the delay in the formation of the collegiate. It should be noted that the actions that could not be carried out are considered for the 2025 Plan.

Our management model is based on national and international standards, incorporating integrity and transparency in our activities and seeking synergies between the economic and the ethical. Currently, through Compliance Management, we annually implement a multi-stage corporate governance implementation framework.

1. Diagnosis: We carried out an annual diagnosis to evaluate the current standard of corporate governance in PETROPERÚ, having as main standard for the diagnosis the Code of Good Corporate Governance for Peruvian Companies as well as other references, such as: Guidelines for Good Corporate Governance for State-Owned Companies and the Principles of Corporate Governance of the OECD and the G20¹⁷.

2. Annual Action Plan: We identify feasible standards to be implemented during the period, as well as those already achieved, with the objective of maintaining and strengthening their adoption. This plan is evaluated by the Corporate Governance Best Practices Committee and subsequently approved by the Board of Directors.

3. Approval: The Board of Directors validates the Action Plan for the period, ensuring commitment to the implementation of corporate governance standards throughout the Company. The Compliance Management promotes its execution in the different areas of PETROPERÚ.

4. Follow-up: Compliance Management is responsible for advising, supervising and implementing the corresponding actions, as well as reporting to the Corporate Governance Best Practices Committee and/or the Board of Directors on progress and compliance with the plan.

Likewise, in line with the environmental and community protection commitments assumed by the States and non-State actors, as well as to provide information to the financial sector, in 2024, in coordination with the Sustainability and Energy Transition Project Management, governance criteria were included in the New Sustainability Strategy approved by the Board of Directors at the end of 2024.

6.1. Good Corporate Governance Code

Through Agreement No. 047-2018-PP, our Board of Directors approved the [Good Corporate Governance Code](#), which incorporates international best practices and the principles established in the Good Corporate Governance Code for Peruvian Companies.

¹⁷ The G20 (Group of Twenty) is an international forum that brings together the world's leading economies to coordinate economic, financial and social policies at the global level.

It is important to mention that our Good Corporate Governance Code is updated on an ongoing basis, with its last version in December 2023.

PILLAR I: SHAREHOLDERS' RIGHTS	PILLAR II: GENERAL SHAREHOLDERS' MEETING	PILLAR III: BOARD OF DIRECTORS AND MANAGEMENT	PILLAR IV: RISK AND COMPLIANCE	PILLAR V: TRANSPARENCY OF INFORMATION
Principle 1: Parity of treatment Principle 2: Shareholder participation Principle 3: No dilution in share capital Principle 4: Information and communication to shareholders Principle 5: Company's share of dividends Principle 6: Change or takeover. Principle 7: Arbitration for Dispute Resolution	Principle 8: Function and Competence Principle 9: Regulations of the General Shareholders' Meeting Principle 10: Call Principle 11: Proposed Agenda Items Principle 12: Procedures for the exercise of votes Principle 13: Delegation of votes Principle 14: Monitoring of General Shareholders' Meeting Resolutions	Principle 15: Composition of the Board of Directors Principle 16: Functions of the Board of Directors. Principle 17: Duties and Rights of Board of Directors Members Principle 18: Board of Directors' Regulations Principle 19: Independent Directors Principle 20: Operability of the Board of Directors Principle 21: Special Committees Principle 22: Code of Integrity and conflicts of interest Principle 23: Related party transactions Principle 24: Senior Management Functions	Principle 25: Management System Environment Principle 26: Audit and Internal Control Principle 27: External Auditors	Principle 28: Information Policy Principle 29: Financial Statements and annual report Principle 30: Information on shareholding structure and shareholder agreements Principle 31: Corporate Governance Report

GRI 2-23, GRI 2-24

The regulations listed below govern the implementation of good corporate governance practices and are available for consultation at the following [link](#):

- Bylaws of PETROPERÚ
- Internal Regulations on the Organization and Operation of PETROPERÚ'S Shareholders' Meeting
- Reglamento de Régimen Interno de Organización y Funcionamiento del Directorio de PETROPERÚ
- Internal Regulations on the Organization and Operation of PETROPERÚ'S Board of Directors
- Internal Regulations of the Audit and Control Committee of PETROPERÚ'S Board of Directors.

Our corporate policies are available for consultation at the following [link](#):

- Energy Management Policy
- Corporate Transparency Policy
- Biodiversity Management Policy
- Policy for the Prevention of Money Laundering and Terrorist Financing, Corruption Crimes and Anti-Bribery Management
- Equity, Diversity and Inclusion Policy
- Pricing Policy for Liquid Fuels and Specialty Fuels Sold in the Local Market
- Social Management Policy
- Personal Data Protection Policy
- Integrated Management Policy for Quality, Environment, Process Safety, Occupational Health and Safety
- Information Security Policy
- Information and

- Communications Policy
- Cultural Policy
- Integrated Internal Control Policy
- Dividend Policy
- Risk Management Policy
- Corporate policy on Integrity and Anti-Corruption and Fraud.

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13

6.2. General Shareholders' Meeting

In accordance with [Legislative Decree No. 43 and PETROPERÚ's Bylaws](#), the organization, management and administration of PETROPERÚ are the responsibility of the General Shareholders' Meeting, the Board of Directors and the General Management.

The Peruvian State, as sole shareholder, is represented at the General Shareholders' Meeting by five members, in accordance with the provisions of [Supreme Decree No. 014-2018-EM](#) and its amendments, and is composed as follows:

- Minister of Energy and Mines, presides over the Board
- Minister of Economy and Finance, member of the Board
- Vice-Minister of Hydrocarbons of the Ministry of Energy and Mines, member of the Board
- Vice Minister of Finance of the MEF, member of the Board
- Vice Minister of Economy of the MEF, member of the Board (member as amended by Supreme Decree No. 004-2024-EM).

Each member of the General Shareholders' Meeting represents 20% of the total subscribed and paid-in shares.

We also have the Internal [Regulations for the Organization and Operation of the Shareholders' Meeting](#), which detail the rights and responsibilities of shareholders.

The General Shareholders' Meeting has exclusive and non-delegable responsibilities, such as evaluating the management and financial results, modifying the Bylaws, adjusting the share capital and deciding on the allocation of profits, respecting the Dividend Policy. In addition, it may remove and appoint directors, issue debentures, order audits, and authorize the sale or pledge of significant assets

It is also empowered to approve mergers, spin-offs, reorganizations or the dissolution of the Company, as well as any other matter of corporate interest.

It should be noted that in 2023, the modification of certain articles of the aforementioned Regulation was approved, incorporating measures aimed at strengthening the Company's governance and sustainability.

During 2024, 9 sessions of the General Shareholders' Meeting were held, 5 were held in person and 4 remotely, in which 100% of the shareholders' rights were exercised.

The following are the main topics discussed during these sessions:

- Appointment of the Chairman of the Board of Directors and board members
- Modification of the Compensation Policy of the Board of Directors
- Modification of the Corporate Bylaws due to the change in share capital
- Approval of the selection criteria for appointing the Audit Firm.
- Approval of the Annual Report and the
- Audited Financial Statements.

6.3. Board of Directors

The Board of Directors is our highest decision-making body and is responsible for the administration of the Company, with all the powers of management and legal representation, except in matters reserved to the General Shareholders' Meeting. Their role includes approving and directing corporate strategy, overseeing management and corporate governance practices, and establishing policies for their proper implementation.

Our Board of Directors is composed of six members: five appointed by the General Shareholders' Meeting (three independent and two non-independent directors) and one representative elected by the workers. These directors are appointed for a term of three years, renewable. The director appointed by the workers is elected for a two-year term.

The process of selection and appointment of Board of Directors members varies according to the type of director (independent or non-independent) and is carried out in four phases: call for applications, evaluation of resumes, evaluation of soft skills, and approval and appointment of the new directors. To carry out this process, we hired a company specialized in head hunting or selection of senior executives, ensuring a transparent and rigorous procedure.

In 2024, the position of Chairman of the Board of Directors and the General Manager were held by different persons, each exercising their functions in accordance with the provisions of the corpora-

te documents. In addition, at least one member of the Board of Directors held a management position during the year.

Throughout the year, PETROPERÚ underwent changes in its management structure. Carlos Linares Peñaloza served as Chairman of the Board of Directors until his resignation on April 26, and was replaced by Oliver Stark Preuss, who initially assumed the Vice-Chairmanship and then the Chairmanship on June 12, until his resignation on September 10. On the same date, David Alfredo Tuesta Cárdenas, Carlos Augusto Villalobos Dulanto and Pedro Fernando Gamio Aita also left their positions as directors.

Between September and November, PETROPERÚ operated without a functioning Board of Directors, which represented a challenge for management and strategic decision making. In spite of this, the Company continued its operations normally, under the established guidelines, guaranteeing the continuity of its activities until the appointment of the new Board of Directors.

On November 7, Alejandro Narváez Liceras was appointed as the new Chairman of the Board of Directors.

Table 9: Board of Directors (as of December 2024)¹⁸

Alejandro Narváez Licerás	Chairman of the Board of Directors and independent director
Fidel Moreno Rodríguez	Vice Chairman of the Board of Directors and non-independent director
David Quispe Figueroa	Non-independent director
César Augusto Rodríguez Villanueva	Independent Director
José Luis Balta Chirinos	Independent Director
Antonio Leonardo Manosalva Alarcón	Worker's representative

GRI 2-17

We have an Induction Policy for new directors, designed to provide them with information about their roles, responsibilities and the Company's organizational structure. In addition, as part of the ESG Plan Board of Directors Training Plan, ARPEL provided training on ESG trends.

Number of Board of Directors meetings and topics discussed

During 2024, 53 meetings of the Board of Directors were held, which were attended by the majority of its members, in accordance with the provisions of the Company's Bylaws and Internal Rules of Organization and Operation. The following are the main topics discussed during these sessions:

- Appointments and assignments of personnel in positions at levels 1, 2 and 3, classified as managerial and trustworthy
- Progress in the implementation of PETROPERÚ Restructuring Plan
- Economic and financial management of the Company
- Status of implementation of the Enterprise Risk Management System
- Compliance officer reports
- Implementation of the Community Outreach Plan 2023
- Reports on the Internal Control System (SCI) of PETROPERÚ
- Reports on compliance with the Code of Integrity of PETROPERÚ
- Approval of the Annual Report and the Audited Financial Statements
- Reports on the System for the Prevention of Corruption Crimes of PETROPERÚ
- Annual and Five-Year Objectives 2023-2027
- Sustainability Plan with ESG 2024 2030 criteria
- PETROPERÚ's Operating Plan and Budget by 2025
- Sustainability Report 2023 of PETROPERÚ
- Annual Integrity and Anti-Corruption Act of Commitment, signed by the Board of Directors of PETROPERÚ
- PETROPERÚ's austerity measures for 2025

¹⁸ <<https://www.petroperu.com.pe/acerca-de-petroperu/organizacion/directorio/>>.

GRI 2-18

Board of Directors Evaluation

The amendments to the corporate documents made in September 2023 incorporated into Article 55 of the [Internal Regulations for the Organization and Operation of the Board of Directors](#) the self-assessment process based on four dimensions:

- Structure and Governance, which measures the strength of the Board of Directors structure.
- Coordination, which measures the Board's ability to manage information between the Board of Directors and management, between the Board of Directors and shareholders, and between the Board of Directors and stakeholders.
- Interaction, which measures the strength of relationships among directors, between directors and the chairman, and between directors and management.
- Strategic focus, which measures the clarity of the Board of Directors role in adding value to the company.

It also states that the self-evaluation process shall be led by the Chairman of the Board of Directors and the conclusions shall be subject to self-reflection, while the reports shall be submitted to the General Shareholders' Meeting.

It should be noted that, due to the changes in the Board of Directors during 2024, the self-evaluation

process will be carried out once the members of the Board of Directors have been in office for at least six months.

GRI 2-19, GRI 2-20

Board of Directors' Compensation Policy

Our compensation policy seeks to attract professionals with experience and integrity, encouraging efficient management. The General Shareholders' Meeting approves this policy, respecting the statutory limits and the principles of moderation, aligned with PETROPERÚ's long-term interest.

The members of the Board of Directors receive a per diem per meeting, the amount of which is fixed by the General Shareholders' Meeting, while the Chairman of the Board of Directors receives a fixed monthly remuneration. The director appointed by the workers receives the same per diem as the others, in addition to his salary as an employee.

GRI 2-24

Board of Directors Committees

In accordance with the provisions of our Bylaws, the Board of Directors has the power to create the committees it deems necessary for the proper functioning of the Company. These committees must be chaired by an independent director, with the participation of another independent director and a non-independent director.

During 2024, the following Board of Directors committees were in operation:

- Corporate Governance Best Practices Committee
- Audit and Control Committee Administration and Finance Committee.

In March 2024, the creation of the Administration and Finance Committee was approved, with the purpose of supporting the fulfillment of the mandate established in [Emergency Decree No. 004-2024](#), aimed at the approval and implementation of measures necessary for the restructuring of the Company. It should be noted that the activities of this committee ended in November 2024.

At the end of the period, the composition of the Board of Directors' committees was reconstituted:

- Corporate Governance Best Practices Committee
- Audit and Control Committee
- Nominating and Compensation Committee

GRI 2-9

Number of meetings of the Board of Directors' committees and topics discussed

Corporate Governance Best Practices Committee

The purpose of this committee is to recommend to the Board of Directors mechanisms that allow the adoption, follow-up and improvement of good corporate governance practices.

Meetings held	1
Issues addressed in 2024	• Progress report on compliance with the Good Corporate Governance Code for Peruvian companies 2023. • Status of Community Relations developed in 2023. • Results of the S&P Global ESG Score PETROPERÚ 2023. • Requests for access to public information, requested to PETROPERÚ under the protection of the Transparency and Access to Public Information Law

Audit and Control Committee

This committee has two objectives: 1) Oversee topics related to risk management and internal control, the prevention system of money laundering and financing of terrorism (LA/FT), the anti-bribery management system and the system for the prevention of

corruption offenses; in addition to the process of preparing the relevant economic and financial information; 2) to follow-up and review the results obtained from conducting external and internal audit activities, as well as those conducted by the Comptroller General of the Republic (CGR).

Meetings held	10
Issues addressed in 2024	• Report on the activities carried out as part of the ICS. • High-Criticality Risks in processes supporting PETROPERÚ's Value Chain. • Follow-up and control of complaints related to ethics, conflicts of interest, fraudulent use of assets and transactions between stakeholders. • Report on the Crime Prevention System. • Report on the Determination of General and Specific Risk Appetite • Report on the Anti-Money Laundering and Terrorism Financing Prevention System. • Actions and implementation of recommendations issued by the CGR, external and internal auditors. • Reports on the implementation of the Restructuring Plan, in aspects of financial sustainability. • Report on the response to queries from the Investor Stakeholders during 2023. • Report on Risk Management System. • Management report of the Regulatory Compliance Committee and activities conducted by the stock exchange representatives. • Approval of the Committee's Work Plan.

Finance and Administration Committee

The purpose of this committee was to contribute to the fulfillment of the mandate established in Emergency Decree No. 004-2024, which sets forth extraordinary economic and financial measures aimed at guaranteeing the continuity of fuel supply for economic activities on a national scale and making PETROPERÚ's governance more efficient.

Meetings held¹⁹	2
Issues addressed in 2024	• Statement of the financial position of PETROPERÚ • Plan for the General Shareholders' Meeting on the financial situation of PETROPERÚ

Nominating and Compensation Committee

The purpose of this committee is to assist the Board of Directors in its duties of appointing, re-electing, and removing the Company's directors and management, as well as overseeing related-party transactions and the company's governance regulations.

It should be noted that the Nomination and Compensation Committee of the Board of Directors did not meet in 2024.

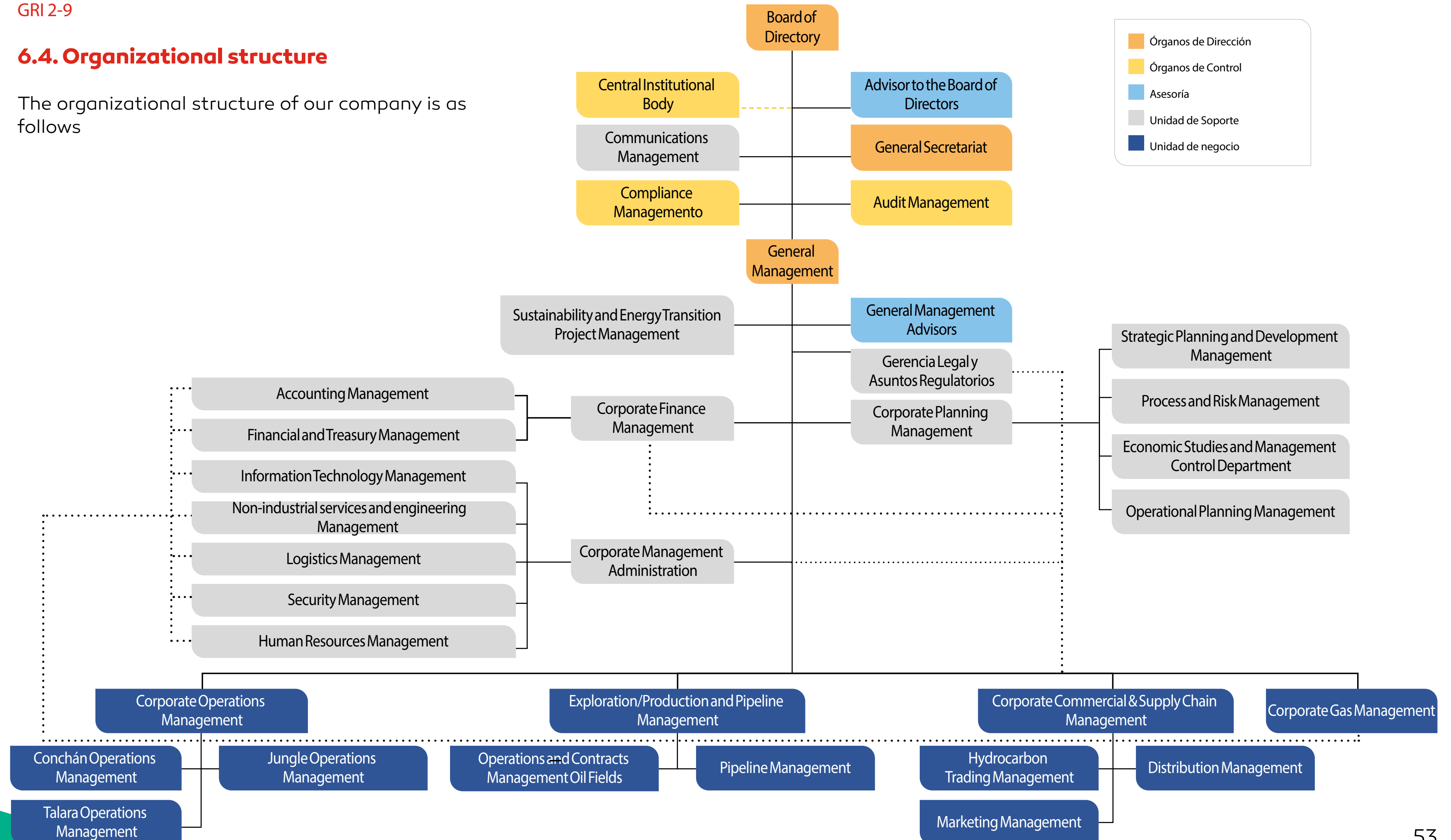
¹⁹ The Finance and Administration Committee was established by Board Agreement No. 024-2024-PP dated 03.14.2024, and the conclusion of its activities was approved by Board Agreement N.º 111-2024-PP del 21.11.2024.

Figure 8: Organizational structure of PETROPERÚ 2024

GRI 2-9

6.4. Organizational structure

The organizational structure of our company is as follows



7

COMPLIANCE AND INTEGRITY



7. COMPLIANCE AND INTEGRITY

GRI 205-1, GRI 205-2, GRI 205-3

7.1. Integrity System

Our Integrity System establishes the standards of ethical conduct to be followed by employees, directors and shareholders, in compliance with the current legal framework and in line with the best national and international integrity practices. This system is fundamental to achieving our mission and vision, allowing us to operate with honesty and transparency, and guaranteeing the sustainability of the business.

In this line, we comply with **Implement the Strengthening of the Integrity System, within the framework of the Annual and Five-Year Objectives 2023-2027**. At the end of 2024 **89.9% of the aforementioned indicator had been met, and the Ethics and Transparency Committee is in the process of being formed, to be implemented in 2025**.

At PETROPERÚ, we manage integrity through three fundamental pillars:

Prevention

This component considers the integrity standards, which are disseminated to stakeholders, guide the conduct of our employees and is part of the contracts signed with individuals or legal entities.

The main elements of the prevention pillar of the Integrity System are:

1. Integrity and Fight against Corruption and Fraud policy

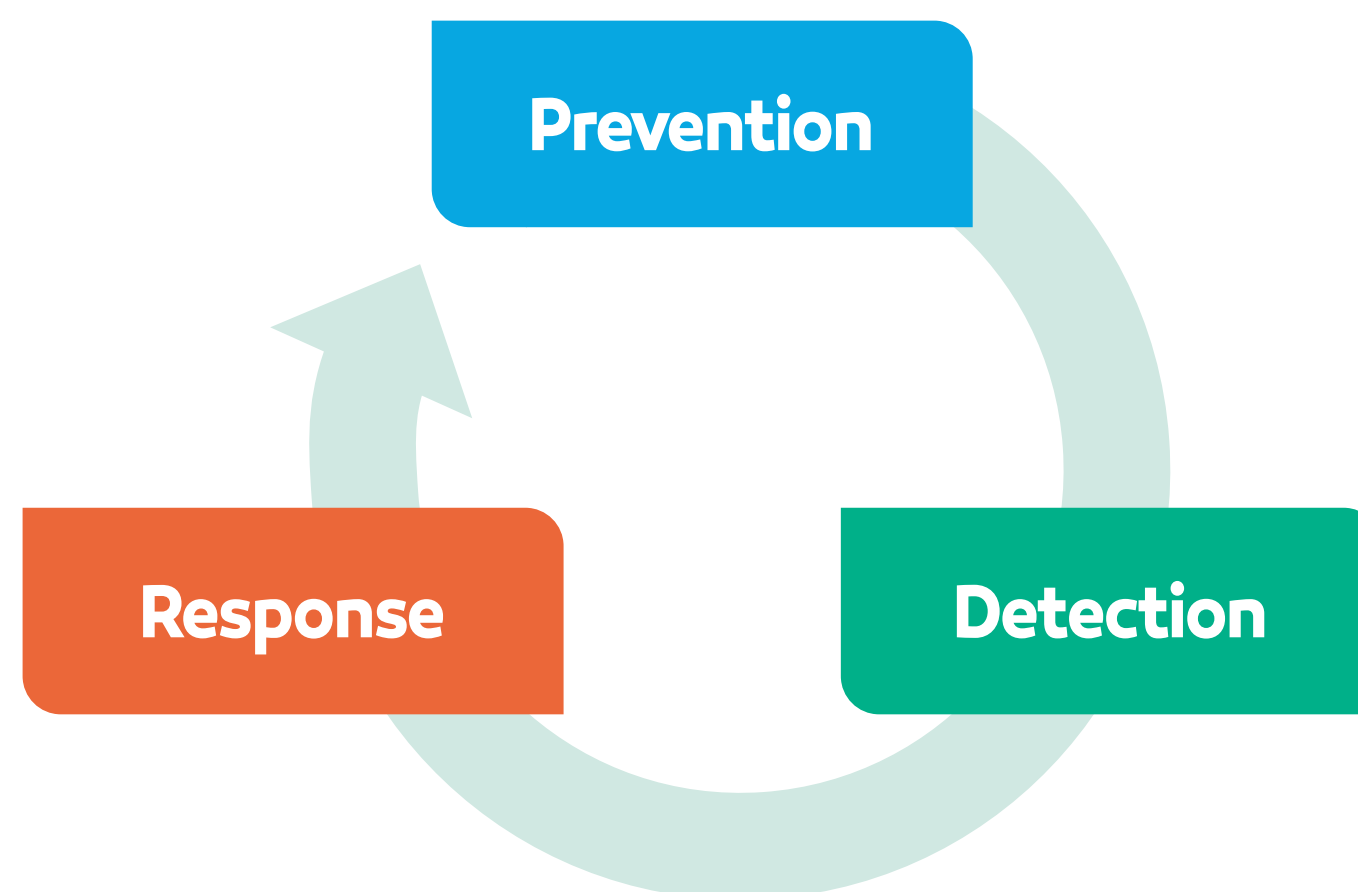
Establishes the general principles for implementing a culture of integrity and “zero tolerance” for unethical, corrupt or fraudulent acts. In this regard, our position is to always act in accordance with the ethical standards of the Code of Integrity, corporate values and other applicable standards.

Our culture of integrity and “zero tolerance” drives us to act with probity and ethics, and to no longer tolerate any type of conduct, active or passive, that constitutes corruption, fraud or any other irregular or inappropriate act by employees or business partners.

2. Integrity Code

The Integrity Code is fundamental to our corporate culture, guiding the conduct of our employees with principles of morality, honesty and ethics, both at work and in their personal and business relations-

Gráfico 9: Pilares del Sistema de Integridad de PETROPERÚ



hips. Its purpose is to ensure that the company's strategy and mission are fulfilled with integrity, solid values and transparency. In addition, a semi-annual report on compliance is submitted to the Board of Directors.

3. Integrity System Guidelines

Its purpose is to establish complementary guidelines to the Code of Integrity, in relation to fraud, corruption, conflict of interest, acceptance and granting of gifts, hospitality, and implementation of the “zero tolerance” culture, in order to develop preventive actions and detect inappropriate acts, in proper compliance with current regulations and national and international standards on the subject.

Strengthening the integrity culture

Each year we approve work plans that incorporate management, training and communication activities to strengthen the culture of integrity and thus reinforce the prevention of irregular acts.

In 2024, the following activities have been carried out:

- **Implementation of actions of the 2024 Gap Closure Plan:** Developed based on the results of the II Integrity Perception Survey conducted in 2023. The following actions were implemented to strengthen the integrity culture and management:

- Integrity System Virtual Course (with 1,193 participants).
- Integrity Guide for Leaders, distributed to Company managers.
- Trivia contest, developed within the framework of the International Anti-Corruption Day.
- Proposed integrity or values competency in performance evaluation.
- Dissemination of the status of Complaints, including information on recommended corrective or preventive actions.

- **Approval of the Complaint Handling Procedure,** which includes the best practices established in ISO 37002:2021, systems for managing irregularities complaints, and the use of the Single Digital Citizen Complaint Platform.

- **Training activities** in the framework of ethics, integrity, values, complaints and conflict of interest to strengthen the culture of integrity and compliance, in which 2,377 participants took part, resulting in 56.4% of personnel trained.

- **Communication programs to disseminate** among our employees the relevance of ethical conduct at work. These include:

- Celebration of the seventh anniversary of the Integrity System: in May 2024, the conference “Integrity as a driver of change and trust generator” was held by the Public Integrity Secretariat of the Presidency of the Council of Ministers (PCM).

- Commemoration of International Anti-Corruption Day: Anti-CorruptionWeek took place from December 4 to 13. Within this framework, Risk Consulting Colombia gave a talk on International Anti-Corruption Day.
- Monthly dissemination of messages on ethics, integrity and values, through corporate mailings and the internal social network.
- Periodic distribution of the PETROPERÚ Integrity newsletter, with concepts and advice for applying ethics, integrity, and values in our daily work.

- **Signing of the Annual Integrity and Anti-Corruption Commitment Act.** In December, all the members of the Board of Directors, together with the participation of the General Management, signed the Annual Integrity and Anti-Corruption Commitment Act. Through this document, they reaffirm their commitment to strengthening an organizational culture based on integrity and transparency, as well as the prevention of acts of corruption. The objective is to promote honest and responsible business relationships with all our stakeholders and with the general public. The minutes is published on our institutional website.

- **Implementation of national regulations in integrity and transparency:**

- Approval of the procedure Management of the Sworn Declaration of Interests, within the framework of Law no. 31227²⁰.

- Approval of action sheet no. GGRL-19142024, within the framework of Law no. 31564 (law on prevention and mitigation of conflict of interest in the access and exit of public service personnel) and its Regulations.
- Periodic monitoring of the operation and functioning of the OnlineVisits Registry and Official Agendas implemented within the framework of Directive No. 001-2022-PCM/SIP (guidelines to ensure integrity and transparency in the management of interests and other activities through the OnlineVisits Registry and Official Agendas Registry).
- **Gestión de conflicto de intereses**
 - We attended 738 consultations for the prevention of conflicts of interest, recommending controls to prevent an apparent, potential or real conflict of interest.
 - Renewal of the commitment to adhere to the Integrity System, reaching 82% compliance by our personnel.
 - We implemented key actions within the Conflict of Interest Detection, Verification, Control

and Follow-up procedure, reviewing 943 commitments in which our employees declared links with companies or institutions, in order to prevent possible real, apparent or potential conflicts of interest.

- Ongoing monitoring and control over the presentation of the commitment to adhere to the Integrity System and sworn declarations of interests before the CGR, thus strengthening our culture of integrity.
- **Reporting to the Board of Directors** on the process of detecting, verifying, controlling and monitoring conflicts of interest, as well as the effectiveness of training and communication activities in this area.

- **Weekly report on compliance with the Code of Integrity.**

Detection

The purpose of this component is to identify possible irregular situations within our Company. To this end, we have an [Integrity Hotline](#), a formal complaints system that allows workers and citizens to report

potential irregularities or non-compliance related to our Integrity Code, Integrity and Anti-Corruption and Fraud Policy, Integrity System Guidelines and other PETROPERÚ regulations in force, as well as any act of corruption. This channel is available twenty-four hours a day, seven days a week.

In 2024, the Integrity Hotline migrated to the Single Digital Platform for Citizen Complaints (digital channel of the Peruvian State for the submission of complaints²¹).

²⁰ Law No. 31227 (June 2021) which transfers to the CGR the competence to receive and exercise control, supervision and sanction with respect to the sworn declaration of interests of authorities,

²¹ <<https://denuncias.servicios.gob.pe/>>.

Figure 10: Channels of our Integrity hotline

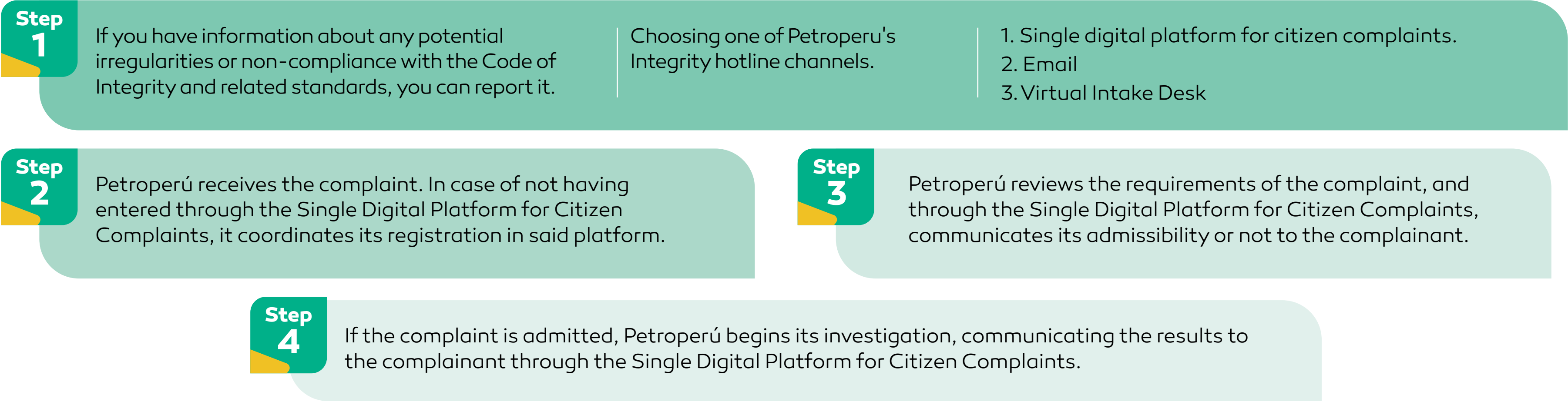


Our Integrity hotline allows you to report possible irregularities or non-compliance with the Code of Integrity and related regulations through different channels: the Single Digital Platform of Citizen's

Complaints, e-mail or theVirtual Intake Desk. Upon receipt of the complaint, we verify its registration in the Digital Platform, review the requirements and notify the the complainant of its admissibility.

If the complaint is accepted, we initiate an investigation and communicate the results through the same platform.

Figure 11: Integrity hotline



Response

The purpose of this component is to guarantee an effective response to irregular events, confirming the facts and adopting the necessary corrective and preventive measures. All admitted complaints are investigated in accordance

with our established procedure, and if confirmed, we issue recommendations to the corresponding areas. We also suggest improvements when we identify management opportunities. The process is concluded when the areas involved confirm the implementation of the recommendations.

Reporting through the Integrity Hotline

In 2024, 126 complaints were registered through the Integrity hotline, of which 48% (61 cases) were filed or closed, while 26% (33 cases) are still under investigation. The remaining are in follow-up (5), evaluation (10) and were referred (17), at the close of this report.

Of the total of 61 complaints closed, 20 correspond to claims or complaints that were attended to, 21 were closed at the evaluation stage for not having merit, 9 were declared founded, 11 were declared unfounded after the investigation carried out. In 2024, disciplinary measures have been applied to PETROPERÚ employees in three cases and recommendations for improvement opportunities in the Company's processes have been generated.

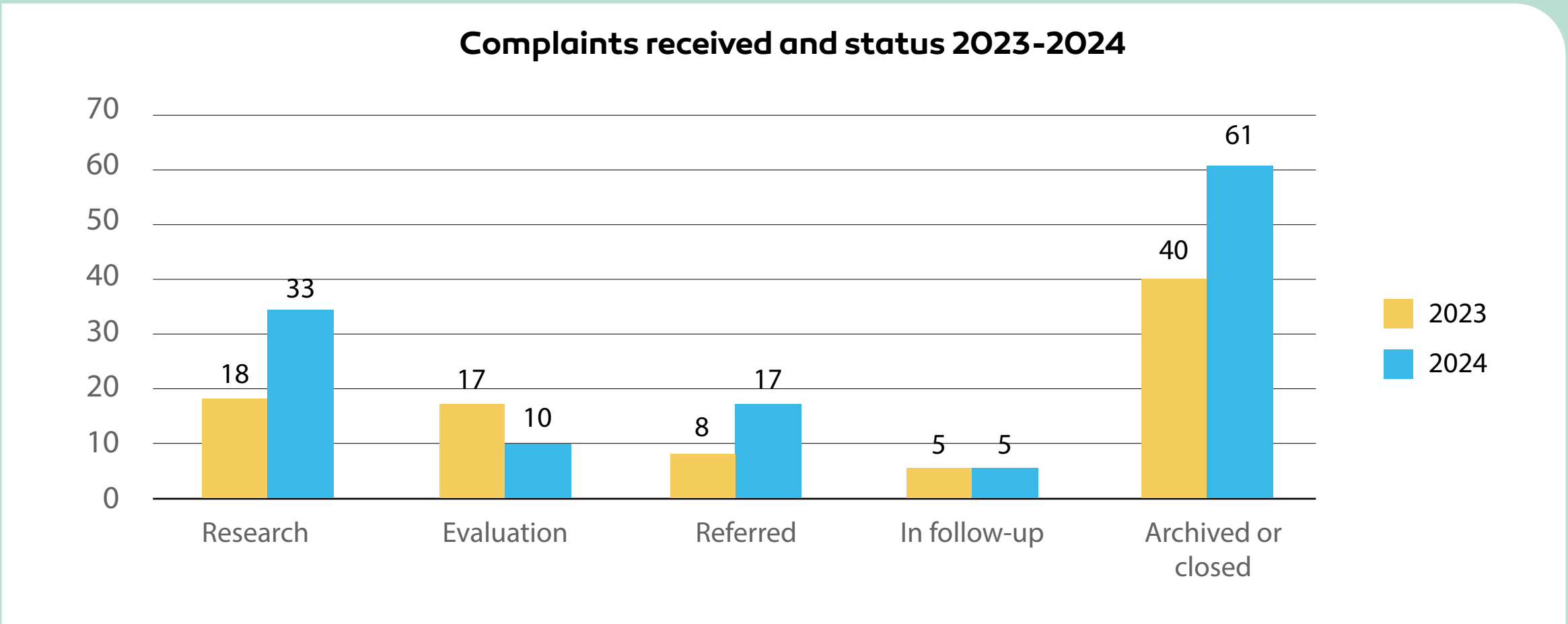
En comparación con el año anterior, se observa un incremento en la cantidad de casos, pasando de 88 a 126. Anualmente, informamos al Comité de Auditoría y Control sobre el estado de las denuncias, poniendo especial énfasis en aquellos casos de mayor relevancia.

Compared to the previous year, there was an increase in the number of cases, from 88 to 126. Annually, we report to the Audit and Control Committee on the status of complaints, with special emphasis on the most relevant cases.

During 2024, no contracts were terminated or renewed due to corruption-related violations in dealings with customers,

suppliers of goods, services and works, and hydrocarbons purchasers.

Likewise, from the records of disciplinary measures applied to workers in 2024, there is no record of any case of corruption, nor any confirmed corruption processes.



7.2. Corruption Crime Prevention

We have a Corruption Crime Prevention System based on Law No. 30424 (law regulating the administrative liability of legal persons) and its Regulations; and on the Anti-Bribery Management System - Peruvian Technical Standard (NTP) ISO-37001:2017-, which complies with best practices recommended by international entities, such as the Organization for Economic Cooperation and Development (OECD) and the United Nations (UN).

Our system focuses on combating corruption and establishing a defense in the event of a tax investigation, as well as providing an early warning system for possible non-compliance or crimes that allows for timely action to be taken to reduce the risk of exposure.

- The policies and procedures we have implemented to prevent crimes are as follows:
- [Policy for the Prevention of Money Laundering and Terrorist Financing, Corruption Crimes and Anti-Bribery Management.](#)
- Clause for the prevention of money laundering and terrorist financing, corruption, and bribery offenses, in contracts, agreements, or similar that PETROPERÚ enters into with third parties.
- Due Diligence Procedure for Supplier Knowledge.

- Commitment to adhere to the Crime Prevention System: document that employees sign annually, by which they declare that they have received and read the following documents:

- Integrity Code
- Corporate Anti-Fraud and Anti-Corruption Policy
- Integrity System Guideline
- Anti-Fraud Guideline
- Anti-Corruption Guideline
- Conflict of Interest Guideline
- Gifts and Hospitality Guideline
- Procedure for handling complaints.

- In addition, during 2024, we have implemented the following complementary regulations for crime prevention:

- Guidelines for compliance and integrity risks.
- Supplier scoring categorization guide.
- We strengthened due diligence with the implementation of the State Interoperability Platform (PIDE) of the State Secretariat of Government and Digital Transformation.
- Access to information guidelines.

Internal investigation guidelines and sworn statement on access to information on computing resources, computer equipment, and mobile devices, within the framework of anti-corruption evalua-

tions and investigations.

As part of our Corruption Crime Prevention System, we annually approve a work plan to ensure compliance with our commitments.

The following are the main activities carried out in 2024

- Within the framework of Compliance and Integrity Risk Management, in addition to implementing the established guideline, we develop actions to reduce and mitigate the risks of corruption-related crimes, avoiding negative impacts on the Company, such as:
 - Supplier Categorization Guide according to their level of compliance and integrity risks.
 - ☒ We prioritize level 1 processes, in accordance with PETROPERÚ's Process Map and the instructions for determining the order of criticality in Compliance and Integrity Risk Management.
 - ☒ Process criticality matrix to strengthen Compliance and Integrity Risk Management.
 - In 2024, assessments were performed and compliance risks were identified in two processes of Hydrocarbon Sales and Purchasing (11%).
 - Through the risk assessment of the Hydrocarbon Sales and Purchase processes, risks have been identified for the prevention of fraud, corruption, crime prevention and acts that affect integrity.
- Strengthening the internal regulatory fra-

mework for crime prevention through the management and development of IT tools, currently in the process of implementation, in order to improve our control and compliance mechanisms:

- Merger of the Commitment to Adherence to the Crime Prevention System and Commitment to Adherence to the Integrity System applications, allowing employees to register their commitments at the beginning of each year.

Table 10: Subscription Commitment of Adhesion to the Crime Prevention System (*)

Labor Category	Total quantity	Percentage of total workers
All workers	2,648	95%

Table 11: Subscription Commitment of Adherence to the Integrity System(*)

Labor Category	Labor Category	Percentage of total workers
Ejecutives	27	84%
Supervisors	1,170	91%
Workers	994	74%
Total	2,191	82%

- Incorporation of clauses on the prevention of ML/FT, corruption and bribery offenses, and the integrity system in the RPSAP, ensuring their automatic registration in third party work orders (TTOs) and purchase orders (POs).

Table 12: Inclusion of anti-corruption clauses

Category	Cantidad total	Porcentaje
Proveedores	654	100%
Clientes	628	85%
Total	1,282	

- Implementation of the PIDE of the State Secretariat of Government and Digital Transformation, facilitating due diligence through access to the database.
- Due diligence in getting to know suppliers, business partners and workers:
 - Application of Due Diligence Policy in the Knowledge of Suppliers, Business Partners and Employees, ensuring compliance with our standards.
 - To manage possible impacts of corruption or corruption risks in the supply chain, clauses on the Prevention of Corruption, Bribery, Money Laundering and Financing of Terrorism, as well as the Integrity System, are included in contracts and agreements signed with third parties.
 - Suppliers sign a Conflict of Interest Affidavit, which is randomly reviewed annually.
 - All contracts subject to PETROPERÚ's Procurement Regulations are public in the SEACE, and such contracts are periodically published in the Transparency Portal.
 - Establishment of 17 due diligence reports, evaluating potential business partners, workers.
 - Eand professionals, among others. This process allowed us to identify and mitigate risks in our

(*) Due to organizational changes or operational reasons, we have not been able to reach 100% in both cases; however, we continue to follow up and, in case of non-compliance, the corresponding actions are taken.

commercial and labor relations, thus reducing potential reputational impacts.

- Addressed 281 queries related to crime prevention and compliance with integrity policies. Most of these corresponded to reports genera-

ted through the Inspektor application (117 cases) and to evaluations carried out as part of the extension, renewal or addendum processes of contracts signed with suppliers (89 cases).

Table 13: Detail of queries handled

Type of query	Query	Quantity
Inspektor Alert	Request for analysis in the due diligence of suppliers, as result of the use of the inspektor application	117
Due diligence analysis	Request for extended due diligence prior to renewals and addenda to contracts entered into with suppliers that -to date, are being observed and are included in the investigation process.	89
Policy application	Request for review of the Anti-Money Laundering and Terrorism Financing Prevention, Corruption and Bribery Crimes, and Integrity System policies, to ensure they are aligned with our suppliers' policies.	21
Due diligence	Request for Due Diligence for new workers or those who need to be evaluated with a higher level of analysis.	20
Review of clauses	Request for review of the clauses on prevention of money laundering and financing of terrorism, corruption and bribery offenses and integrity system, prior to signing contracts with suppliers.	17
Compliance questionnaires and information requests	Requests from different areas for the completion of questionnaires, forms or other documents submitted by companies interested in contracting with PETROPERÚ. This process allows us to verify that your crime prevention policies are aligned with our own policies.	17

- Awareness and training of senior management and employees in the Crime Prevention System:

- Virtual training on supplier due diligence, focused on the use of the Inspektor platform.
- Monthly mailing of informational flyers to staff, addressing topics related to the prevention of corruption offenses.
- Specialized course on corruption crime prevention.
- Corporate talk on corruption and bribery risks, disseminated at corporate level.

Table 14: Trainings on Integrity and Anti-bribery

Topics	Trained	Percentage of Total workers
Crime prevention (corruption-anti-bribery)	1,701	64%
Integrity, conflicts of interest, values and complaints	1,501	56%

7.3. Money Laundering and Terrorism Financing Prevention System

Since we produce and market chemical inputs and controlled goods that could be used in the manufacture of drugs, we are classified as a regulated entity under current regulations. Therefore, we must inform the Peruvian Financial Intelligence Unit (UIF-Peru) about possible suspicious transactions of ML/FT. To comply with this obligation, we have implemented in the SPLAFT in the Company.

In accordance with our [SPLAFT Manual](#), which defines the general framework for directors, managers and workers to have the appropriate prevention mechanisms in place, we prepared the 2024 Annual Work Plan. This, designed as a planning tool, is based on the main components of the SPLAFT as detailed below.

- Management of risks associated with ML/FT.
- Strengthening of the internal regulatory framework of the ML/FT Prevention System (SPLAFT).
- Implementation of due diligence in the knowledge of our clients.
- Registration and monitoring of operations.
- Training and awareness-raising for senior management and employees in the SPLAFT.

- Preparation of reports for the Compliance Officer.

Handling queries, identifying warning signs, and analyzing unusual transactions

The following are the highlights of 2024::

- Creation of the **Compliance and Integrity Risk Management Guideline, defining guidelines for the identification, evaluation, response and monitoring of associated risks.**
- Development of the Due Diligence Procedure in customer knowledge, applying a risk-based approach to prevent ML/TF.

- Implementation of due diligence in customer knowledge throughout the business relationship, using PLAFT scoring to identify and categorize clients with red flags related to ML/TF.

- Identification of warning signs related to ML/TF through consultations with various areas and constant monitoring, applying controls and verifications to mitigate risks.

- Development and dissemination of ML/FT awareness and prevention material, including face-to-face and virtual training talks with national and international experts, as well as a virtual course on the Money Laundering Prevention System.

Compliance and Integrity Risk Management Guideline

At PETROPERÚ, we have a guideline that establishes specific guidelines to identify, evaluate, respond to and monitor risks related to compliance and integrity within the Company. This manual complements our general corporate risk management methodology and is based on internal regulations, as well as Peruvian laws aimed at preventing corruption, money laundering, terrorist financing, and promoting integrity.

It also defines the responsibilities of different areas, categorizing risks and establishing criteria

for their evaluation. It also provides guidelines for the implementation and follow-up of action plans. With this approach, we seek to strengthen our Compliance and Integrity Risk Management, aligning ourselves with our organizational objectives.

In 2024, we continued our work on identifying risks for matrix development, integrating action plans for their management and response.

Compliance and Integrity Risk Management Guideline

At PETROPERÚ, we have a guideline that establishes specific guidelines to identify, evaluate, respond to and monitor risks related to compliance and integrity within the Company. This manual complements our general corporate risk management methodology and is based on internal regulations, as well as Peruvian laws aimed at preventing corruption, money laundering, terrorist financing, and promoting integrity.

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In 2024, we continued our work on identifying risks for matrix development, integrating action plans for their management and response.

7.4. Information Security Management System

We implement an Information Security Management System (ISMS) based on a set of policies, procedures, instructions, guidelines, resources and

activities designed to protect the confidentiality, integrity and availability of information. We apply a risk management approach that enables us to safeguard our information assets, strengthen the confidence of our stakeholders and ensure compliance with current legislation.

Information Security Management is relevant to our Company, as it allows us to mitigate key risks, such as:

- Non-compliance with the resolution requirements of our stakeholders.
- Theft, leakage or loss of information and other associated assets.
- Unauthorized disclosure of information, whether voluntary or involuntary.
- Alteration of information by unauthorized third parties.

Therefore, we have implemented the following policies and directives:

- Corporate Information Security Policy, the purpose of which is to define and adopt guidelines for effective information security management, in line with industry standards and best practices.

- Information Security Regulations.

Procedures and guidelines related to information security.

During 2024, we carried out several actions to strengthen information security in our Company:

- Work Plan 2024-2025 for the implementation of the ISMS, aligned with NTP ISO/IEC 27001:202222.
- We appointed the Digital Security and Trust Officer, and updated the composition of the Information Security Committee, in accordance with current regulations.
- We developed two information security risk matrices, covering organizational, personnel, physical and technological aspects in five prioritized processes.
- We addressed the audit recommendations, implementing improvements to the ISMS.
- We are 100% compliant with the Annual Training Plan (PAC) 2024, ensuring the training of all personnel in information security.
- We carry out continuous awareness-raising actions, such as mailings and social engineering tests.
- We provide specialized services to analyze, identify, evaluate, remediate, and validate security breaches.

²² NTP-ISO/IEC 27001:2022 is the national adoption of the international standard ISO/IEC 27001:2022, which establishes the requirements for implementing and managing an ISMS. This standard is part of the ISO/IEC 27000 series, focused on information security and management.

Each year, our ISMS has a work plan that guides the implementation of regulations and key tools for its strengthening. In 2024, we achieved 62.42% progress in the execution of the 2024-2025 Work Plan.

As part of our commitment to continuous improvement, during 2024 we developed the following actions:

- We updated our internal regulations to align them with our stakeholders' resolutions, as well as with information security best practices and standards, including NTP-ISO/IEC 27001:2022.
- We are strengthening our personnel's awareness of fraud and sophisticated cyberattacks, highlighting the Company's efforts to mitigate these threats.
- We strengthened incident management, ensuring a rapid and effective response to threats that could pose risks to our information assets.
- We verify and monitor information security controls, optimizing resources and focusing efforts on addressing the root causes of identified risks.

7.5. Internal Control Policy

- Our [Internal Control Policy](#) establishes the framework for the implementation of actions, plans, standards and procedures to ensure compliance with our institutional objectives. It includes the responsibilities and measures adopted by the authorities and personnel organized to streng-

then our ICS.

Its purpose is to improve operational efficiency, guarantee the reliability of internal and external reports, and ensure compliance with current regulations, thus contributing to the achievement of our strategic objectives. Furthermore, this policy is aligned with the CGR guidelines and the Integrated Internal Control Framework (COSO 2013), as well as our [Risk Management Policy](#).

In 2024, we carried out several actions to strengthen our ICS, among them:

- In accordance with the CGR directive No. 0112019-CG/INTEG, we performed the, Annual SCI Evaluation 2023, reaching 91.4% compliance and a maturity level of continuous improvement. This result confirms that our ICS is implemented, formalized and in operation, with documentary evidence supporting its effectiveness and continuous improvement process.
- The Annual ICS Evaluation allowed us to identify gaps and establish remediation measures in our 2024 Annual Plan. At year-end, we were able to implement 83% of these measures, while 13% were not applicable due to the business context. In addition, the results of the Annual Evaluation and the Annual Action Plan were reviewed by the General Management, approved by the head of the entity and reported to the CGR.
- We created a database of legal regulations

that supports our compliance objectives and ongoing evaluations of corporate management, ensuring compliance with principle No. 16 of the COSO 2013 Oversight component.

- We continuously monitor the implementation of recommendations and correction of adverse situations in our ICS, achieving a 60% implementation rate.
- As a result, we strengthened continuous control, promoted self-monitoring and the delimitation of responsibilities, and involved management in the design of preventive controls to optimize management and ensure compliance with our objectives.

7.6. Transparency

At PETROPERÚ, transparency is a strategic value that guides our management and runs through each of our processes. We have consolidated our position as an open company, a guarantor of rights and with a zero tolerance policy towards corruption. We believe that timely, complete and truthful communication about our activities, especially those of public interest, strengthens trust and reaffirms our commitment to integrity and corporate responsibility.

We are committed to guaranteeing access to information as a human right, aligning ourselves with the SDGs and fostering a culture of transparency. This initiative not only strengthens trust with our stakeholders, but also contributes to the prevention of corruption, improves management efficiency and rein-

forces our governance, ensuring its alignment with the highest international standards.

Since 2018, we have voluntarily implemented our Transparency Policy. This policy allows us to guarantee access to information for the public and to promote initiatives that strengthen a culture of transparency, applying it to our commercial, operational and administrative processes. In line with this policy and due to organizational changes, in 2024, our Board of Directors approved the update of the designation of five officials responsible for handling requests for access to information (FRASAI), and the official

Transparency and citizen information

- This space seeks to attend in a timely and efficient manner all information of a public nature that may be requested through any of the following channels:
- [Transparency Portal](#), which includes financial information, performance indicators, and procurement and contracting, among others.
- [Request for Access to Public Information](#), form to request information.
- [Frequently Asked Questions](#), for queries and information.

In 2024, we implemented several actions to strengthen our culture of transparency and guarantee

access to information, among which the following stand out:

- Preparation and dissemination of the [Transparency Annual Report 2024](#), which provides a comprehensive overview of the progress and challenges in consolidating a culture of transparency in PETROPERÚ, highlighting the implementation of best practices that reinforce openness and accountability in all our operations.
- Virtual conferences on transparency and access to public information, in collaboration with the Ombudsman's Office and the National Authority of Transparency and Access to Public Information (Autoridad Nacional de Transparencia y Acceso a la Información Pública, ANTAIP), with the participation of 354 workers nationwide.
- Periodic updating of the [Transparency Portal](#), where we publish information on financial statements, personnel, travel, contracting, visitor logs and official agendas, among others. In addition, we share key information about the [Restructuring Plan](#).
- Commemoration of the International Day for Universal Access to Information, highlighting its importance as a fundamental human right and its role in development, democracy, and equality, as well as its contribution to achieving the SDGs.

- We held TransparencyWeek, during which we carried out the following activities:

- Awareness campaigns aimed at our employees.
- Conferences with national and international experts on access to public information and personal data protection, as well as advances, challenges, and obstacles in transparency in the current context, with speakers from Peru, Argentina, and El Salvador.
- “Integrity as a driver of change and trust generator” Conference, with 116 attendees, and a talk on Law No. 31564 on conflict prevention and mitigation with 42 participants, in collaboration with the Public Integrity Secretariat of the PCM.
- Transparency in Action Campaign, held at the Alfonso Ugarte educational institution, with 240 participants, to promote awareness of the right of access to public information.
- The II Working Meeting with FRASAI: The Relevance of Transparency in the State, with 39 representatives from various state entities and companies, such as PERUPETRO, Banco de la Nación, Organismo de Evaluación y Fiscalización Ambiental (OEFA), Minem, MEF, Servicio de Agua Potable y Alcantarillado de Lima (SEDAPAL), Fondo Nacional de Financiamiento de la Actividad Empresarial del Estado (FONAFE), Corporación Financiera de Desa-

rollo (COFIDE), Perú Compras, Congress of the Republic and Ministry of Justice and Human Rights (MINJUS).

- In compliance with CGR regulations, we register and publish the consulting services provided by PETROPERÚ.
- Conference "Visitor registration as part of governance, integrity and transparency", in collaboration with the Public Integrity Secretariat of the PCM, with the participation of approximately 126 attendees nationwide.
- As part of our institutional obligations to guarantee the right of access to public information and ensure compliance with transparency obligations, we carried out the following activities:
 - I Theoretical-practical workshop aimed at FRASAI at national level, together with support staff at each headquarters, with the participation of 20 attendees.
 - II Transparency Awareness Program, aimed at sensitive or critical departments and areas, with the participation of 92 Company employees.
- Since November 2024, at the request of our Board of Directors, we have been working on the crea-

tion of the Ethics and Transparency Committee. By December 2024, we extended invitations to representatives of civil society institutions for their integration.

Also, as part of the complementary restructuring actions, in November 2024, our Board of Directors arranged for the hiring of a forensic audit at NRT. By December 2024, we comply with the actions established in the schedule.

Requests for access to public information

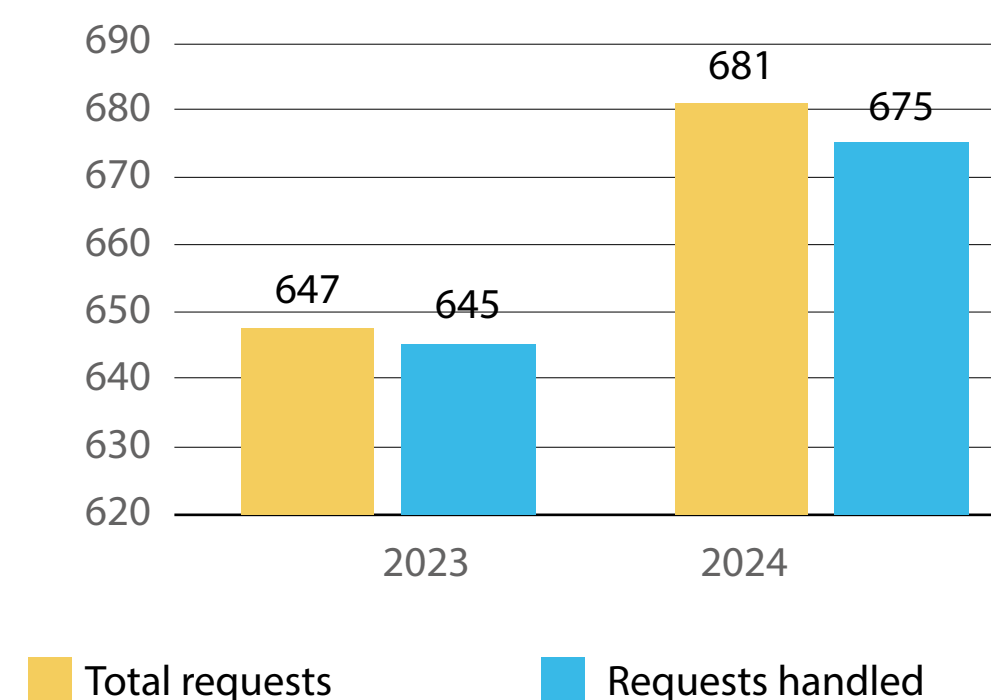
We handle requests for access to public information, ensuring the protection of confidential information, in compliance with the Law of Transparency and Access to Public Information. This work is part of our commitments in the fight against corruption, reaffirming our responsible management, our commitment to good corporate governance and the strengthening of our institutional framework.

Within the framework of our Information and Communications Policy, we aim to guarantee access to information on matters relevant to our various stakeholders. This is done in accordance with our Code of Good Corporate Governance, ESG standards, Code of Integrity, Internal Work Regulations, internal rules of conduct and

other applicable provisions. Likewise, when applicable, we comply with the regulations established in the Law of Transparency and Access to Public Information.

In 2024, we received 681 requests for information, which were evaluated to guarantee access to public information, respecting that which must be protected due to its confidential nature. These requests were handled at the national level by the five FRASAI according to their area of competence.

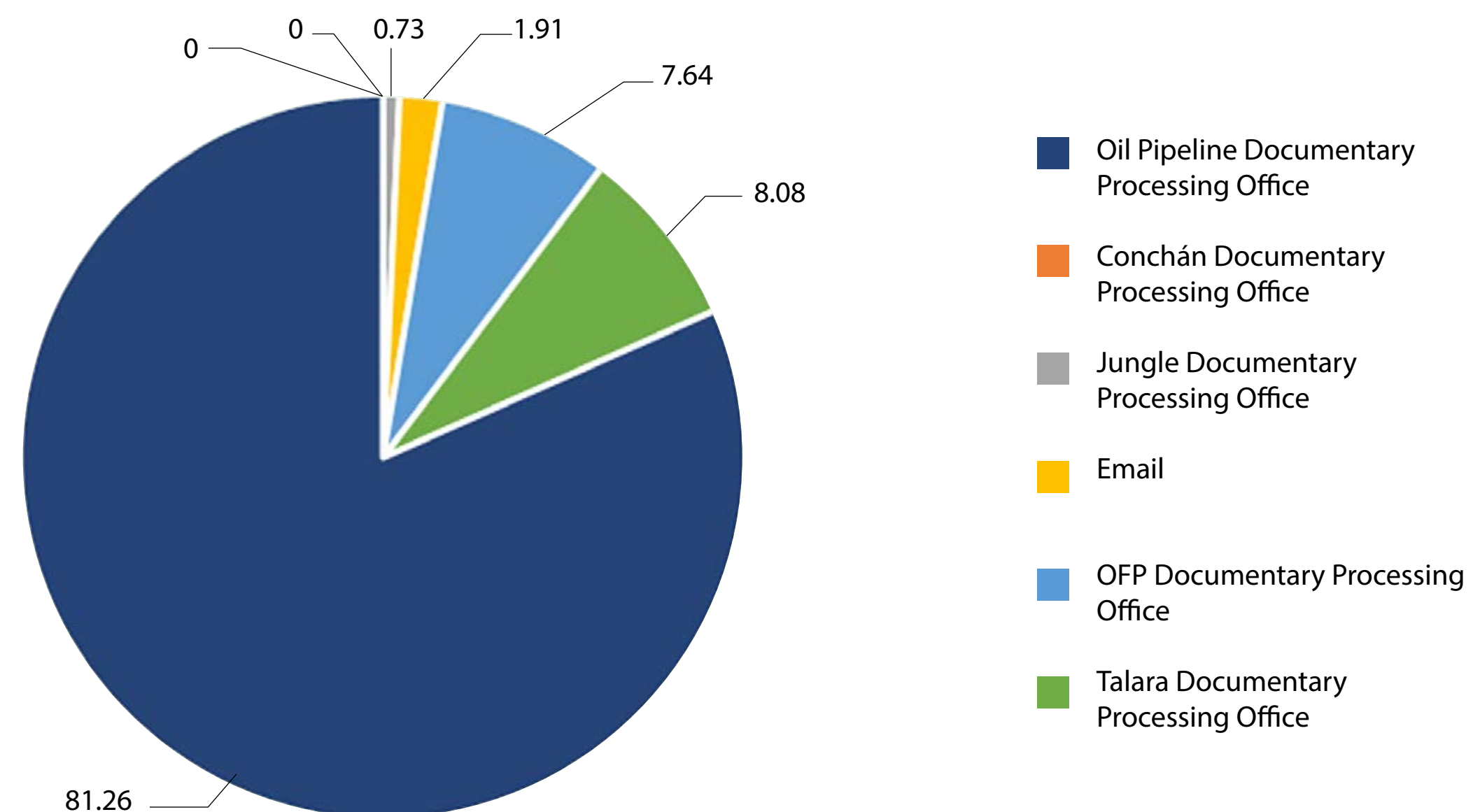
Figure 12: Access to Information
Requests 2023-2024



Likewise, the number of requests for information from the public increased in relation to previous years, reflecting a greater interest in the Company's management and performance. It should be noted that, of the total number of requests received, only six requests for information, at the close of 2024, are in a status of unanswered.

Durante 2024, el canal en línea del Portal de Trans-
During 2024, the online channel of the Transparen-
cy Portal was the most used means by citizens, con-
centrating 81.64% of the information requests (556
requests).

Figure 13: Use of channels for handling requests for access to information



8 RISK MANAGEMENT



8. RISK MANAGEMENT

IPN-3: ESG RISK MANAGEMENT

Our [Risk Management Policy](#), updated by Board Resolution No. 130-2023-PP dated 10.11.2023, aims to create and preserve business value and ensure our sustainability. It is important to mention that this Policy incorporates the application of various international standards specialized in the management of different types of risks, such as ISO 31000, ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 22301, ISO 37001, ISO 25001 and Project Management Institute (PMI) standards, among others.

Within this framework, we establish guidelines aligned with market standards and best practices, ensuring compliance with our legal obligations and the achievement of our organizational objectives. In this way, we adopt a preventive and proactive approach, strategically managing risks to enhance opportunities that benefit the Company.

The following are the regulatory documents that govern compliance with our Risk Management Policy:

Figure 15: Risk Management Policy Compliance Standards

Number	Description	Level of Approval
1	Corporate Risk Management Methodology v.2 (LINA1-050)	General Management
2	Methodology for the Determination of Risk Appetite v.1 (LINA1-051)	General Management
3	Methodology for the Determination of Tolerance v.1 (LINA1-104)	General Management
4	Risk Prioritization Methodology v.1 (INSA1-020)	Corporate Planning Management
5	Process Prioritization Methodology v.0 (INSA1-058)	Corporate Planning Management
6	Methodology for the determination of the SCGR Maturity Level v.1 (LINA1-917)	Corporate Planning Management
7	Identification, assessment and response to information security risks v.0 (LINA1-025)	General Management
8	Guidelines for Compliance and Integrity Risk Management in Petroperú S.A. v.0 (LINA1-123)	General Management

8.1. Corporate Risk Management Methodology

We have a Corporate Risk Management Methodology, approved by the General Management, which is one of the main normative documents for risk management in the Company. Its objective is to establish a systematic approach to the identification,

assessment, response and monitoring of risks that may affect the fulfillment of organizational objectives (strategic, process and project) consistent with PETROPERÚ's risk appetite.

In this regard, and taking into account the lessons learned, during 2024 work was done to update it, incorporating the following improvements:

- The responsibilities of General Management, Corporate Planning Management, Process and Risk Management, and the Management and Head Offices responsible for the Organizational Objectives were reviewed.
- The Risk Management Committee and the Risk Management Coordinators are included.
- The ESG (Environmental, Social and Governance) Risk Type is included in Risk Identification.
- The Evaluation of the Effectiveness of Existing Controls is included in Risk Assessment.
- A new calculation method is established for the determination of the Real Residual Risk through the evaluation of the effectiveness of the existing controls.

8.2. Corporate Risk Management System

We have implemented a [Corporate Risk Management System](#), based on the **COSO ERM 2017 Framework: Enterprise Risk Management: Integrating Strategy and Performance**, in compliance with our Corporate Risk Management Policy.

Our Corporate Risk Management System aims to reduce the probability of occurrence and impact of the different risks that could affect the achievement of the Company's organizational objectives (strategic objectives, process objectives and project objectives) to levels adequate to reasonably ensure the achievement of organizational objectives. Its

scope includes the risks identification, assessment, response and monitoring.

The implementation, maintenance and evaluation of PETROPERÚ's SCGR is linked to the **Strategic Objective: Strengthen Corporate Governance and Human Talent Management, and to the Implement, maintain and evaluate Risk Management indicator, which at the end of the period recorded a progress of 24.32% compared to the 25%** programmed. It should be noted that the deviation observed is within the acceptable tolerance margin established by the indicator.

As part of capacity building, we trained our staff on the Risk Management System and Risk Matrix Management, covering key aspects such as risk identification, assessment and response. The activity was attended by 91 workers, who received a total of 23 hours of training from the Risk Management team.

Figure 14: Enterprise Risk Management Framework – COSO ERM 2017



8.3. Risk management of strategic objectives and critical processes

In April 2024, we approved the prioritization of the most relevant level 1 processes for the Company, in order to develop or update their risk matrices and continue monitoring their action plans. Out of a total of 62 level 1 processes, we identified 10 with high criticality, which were communicated to the organization.

Emerging risks

We have a map of emerging risks that considers five categories: environmental, economic, geopolitical,

technological, and social, classified by potential impact and speed of emergence.

The most immediate risks include political interference and social conflicts, while those related to cybersecurity and energy policies have a more distant horizon. They highlight threats such as extreme weather events, economic instability and renewable energy regulations.

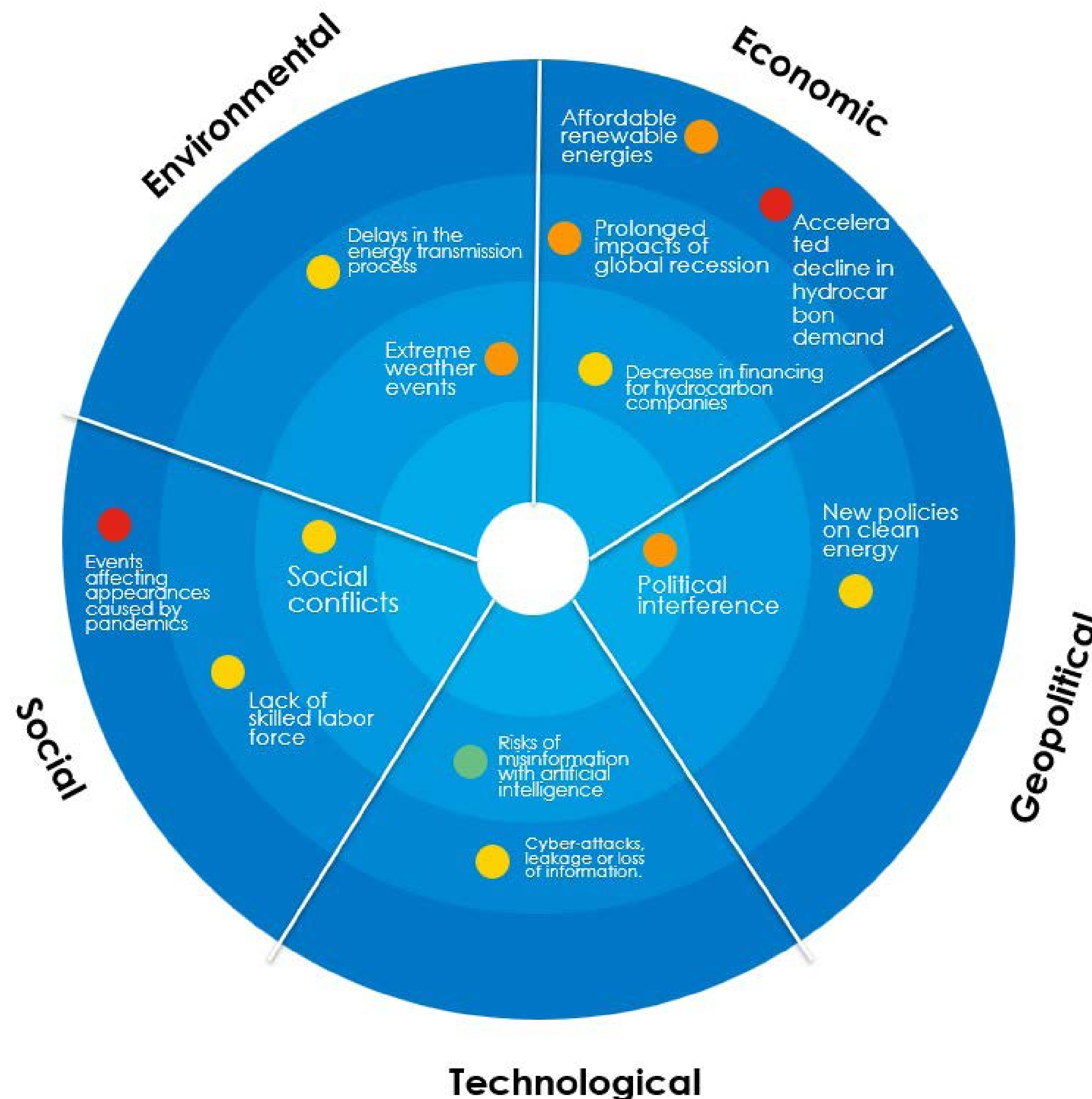
This analysis allows us to anticipate risks and take preventive measures to mitigate their impact in the future.

Potential impact

- Very high
- High
- Moderate
- Low
- Very low

Speed

- Near future (1-3)
- Foreseeable future (2-5)
- Distant future (5-10)
- Unknown future (+10)



Critical business risks

Our Corporate Risk Management System allows us to identify, evaluate, prioritize and manage more effectively the most critical risks faced by our business units. We define critical risks as those with a high level of criticality, whose materialization could significantly impact our strategic objectives or the most essential processes of the Company.

These risks have the potential to:

- Compromise operational continuity.
- Cause substantial economic and financial losses.
- Deteriorate the reputation and confidence of the stakeholders.
- Impact on employee safety and health.
- Cause significant damage to the environment.
- Cause non-compliance with regulations (applicable laws and regulations).

Effectively managing these risks is key to protecting our assets and reputation and ensuring operational continuity.

- We have identified twenty critical risks considering both our current context and the environment in which we operate, for which we take information

from the Company's risk inventory (299 risks) from the following sources and analyses:

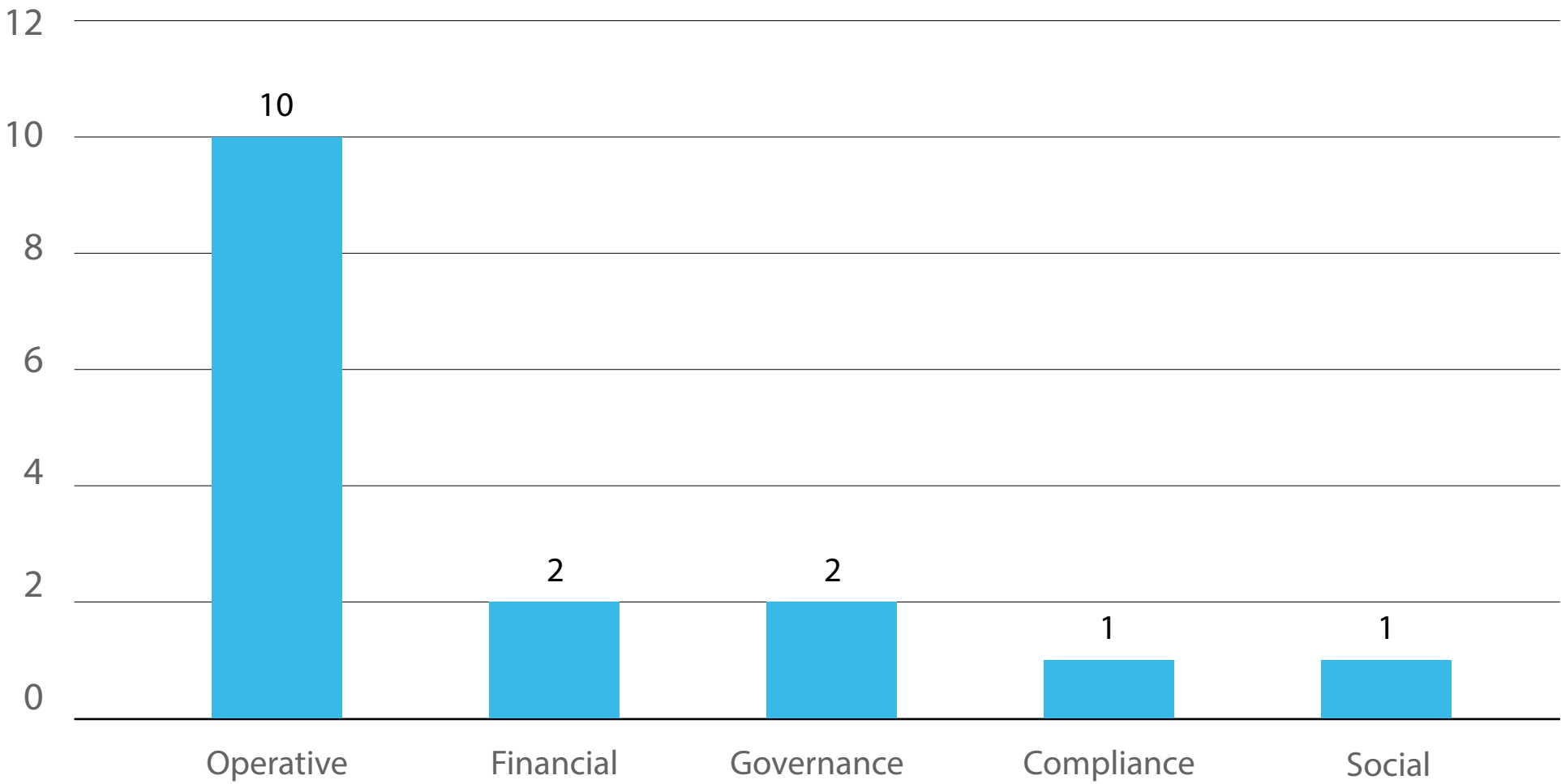
- Risk matrices of prioritized Level 1 Processes (229 risks).
- Strategic Objectives Risk Matrices 2023 - 2027 (70 risks).

The twenty risks are divided into the following categories: operational risks related to the stability

of refineries and production; financial and governance risks affecting organizational structure, credit ratings, and funding sources; and regulatory, environmental, and social risks impacting sustainability and compliance with regulations and commitments.

To this end, we implement specific action plans that enable us to respond proactively and effectively to the materialization of these risks.

Figure 16: Business critical risks by risk type



9 OUR TEAM



9. OUR TEAM

GRI 2-7, GRI 2-8, GRI 2-29, GRI 2-30, GRI 401-1, GRI 401-3, GRI 402-1, GRI 404-1, GRI 404-2, GRI 404-3, GRI 405-1

GRI 2-7

Our team, a fundamental pillar for the achievement of business objectives, drives not only day-to-day operations, but also plays a crucial role in building our organizational culture and adaptability to a competitive market.

Our strategic human resources management translates into attracting, developing and retaining talent, creating an inclusive and motivating work environment, and promoting the well-being and professional growth of all.

At the end of 2024, we have a total of 2,660 workers, which represents a reduction of 9.4% compared to 2023. The majority of our personnel is in the 31 to 50 age range, with 1,646 workers. Our operation with the largest number of workers is the Talara Refinery, which went from 1,380 workers in 2023 to 1,272 in 2024.

9.1. Workers

Figure 16: Workers by age group, gender and operation

Age group	Gender	Talara Refinery	Plants and terminals	ONP	Iquitos Refinery	Conchán Refinery	OFP	Overall total
Under 30 years	M	90	7	5	2	3	1	108
	F	17	1	1	4	3	8	34
Total		107	8	6	6	6	9	142
Between 31 and 40 years	M	407	36	63	43	41	64	654
	F	78	22	14	8	6	66	194
Total		485	58	77	51	47	130	848
Between 41 and 50 years	M	314	54	64	66	48	102	648
	F	31	11	10	5	10	83	150
Total		345	65	74	71	58	185	798
Between 51 and 60 years	M	108	26	17	17	23	54	245
	F	3	5	2	2	6	34	52
Total		111	31	19	19	29	88	297
Over 61 years	M	207	15	136	40	47	54	499
	F	17	3	12	4	3	37	76
Total		224	18	148	44	50	91	575
Overall total		1,272	180	324	191	190	503	2,660

Workers by type of contract, gender and operation

At the end of 2024, we have 2,256 workers with permanent contracts (1,789 men and 467 women), which represents a reduction of 6.2% with respect to 2023. In addition, we have 373 workers on fixed-term contracts (339 men and 34 women), 24% less than the previous year. Given its complexity and the magnitude of its operations, the Talara Refinery continues to be our operation with the largest number of workers in all types of contracts (See Table 17).

Workers by workday, gender and operation

The majority of our workers, 2,461 in total (1,960 men and 501 women), work 48 hours per week, while 199 workers (194 men and 5 women) work 44 hours per week. Given its complexity and the magnitude of its operations, the Talara Refinery has the largest number of 48-hour workers (1,272) (See Table 18).

Table 17: Workers by type of contract, gender and operation

Contract Type	Gender	Talara Refinery	Plants and terminals	ONP	Iquitos Refinery	Conchán Refinery	OFP	Overall general
Plazo fijo	M	310	26	0	0	0	3	339
	F	20	7	0	0	0	7	34
Total		330	33	0	0	0	10	373
Plazo indeterminado	M	801	112	279	167	159	271	1,789
	F	124	35	39	23	27	219	467
Total		925	147	318	190	186	490	2,256
Medida cautelar	M	15	0	6	1	3	1	26
	F	2	0	0	0	1	2	5
Total		17	0	6	1	4	3	31
Overall general		1,272	180	324	191	190	503	2,660

Table 18: Employees by workday, operation and gender

Working hours	Gender	Talara Refinery	Plants and terminals	ONP	Iquitos Refinery	Conchán Refinery	OFP (Main Oficina)	Overall total
44 horas	M	0	0	187	1	1	5	194
	F	0	0	1	0	0	4	5
Total		0	0	188	1	1	9	199
48 horas	M	1,126	138	98	167	161	270	1,960
	F	146	42	38	23	28	224	501
Total		1,272	180	136	190	189	494	2,461
Overall Total		1,272	180	324	191	190	503	2,660

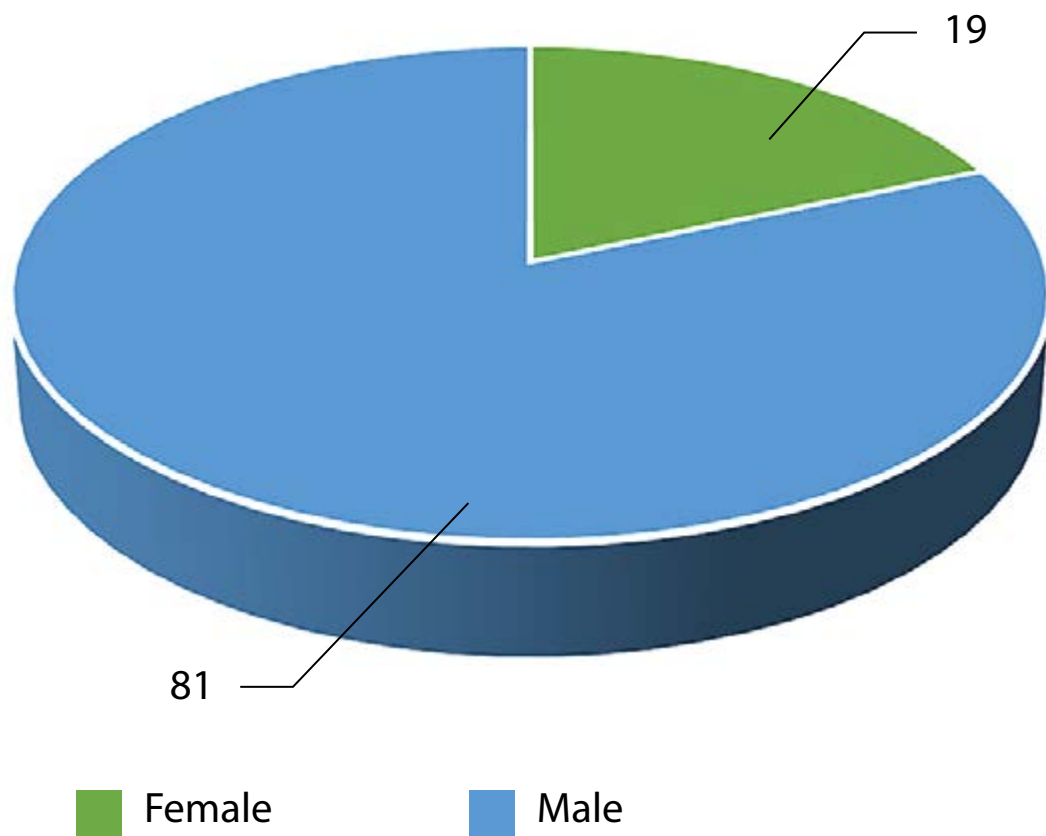
Workers by gendero

Our team is comprised of 2,154 men (81%) and 506 women (19%). In addition, between 2023 and 2024, the number of workers of either sex decreased.

Table 19: Workers by gender 2023-2024

Gender	2023	2024	Var. %
Female	546	506	-7.3
Male	2,390	2,154	-9.9
Total	2,936	2,660	-9.4

Figure 17: Workers by gender 2024



GRI 2-8

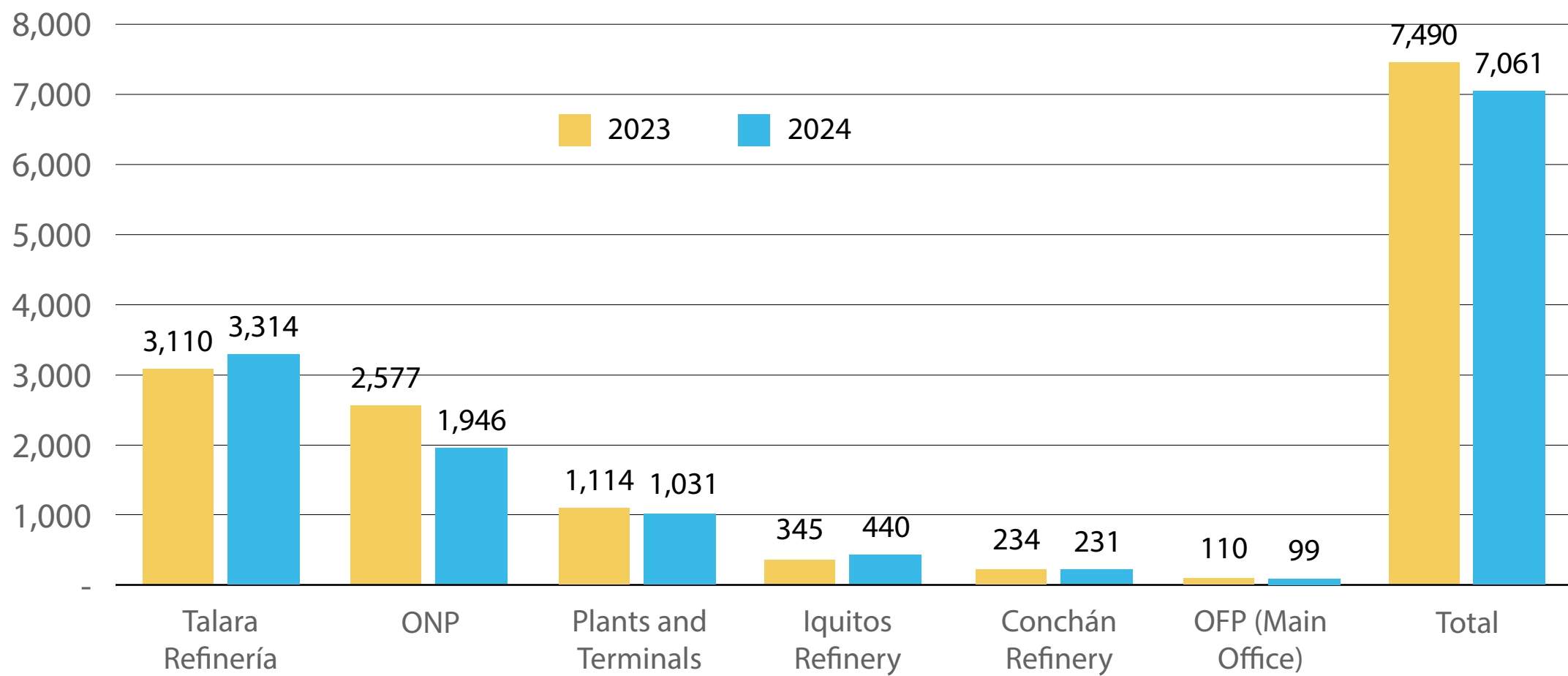
Non-employee workers

In 2024, we have 7,061 contractors linked to our operations, which represents a decrease of 5.7% with respect to 2023 (7,490 contractors). Of the total number of contractors, 47% are working in the Talara Refinery and 28% in the ONP (3,314 and 1,946 contractors, respectively). It is important to note that the data corresponding to the northwest oil lots have been incorporated into the data reported by the Talara Refinery, which in 2024 registered 1,387 contractors.

Table 20: Contractors by unit 2023-2024

Contractors	2023	2024
Talara Refinery and northwest lots	3,110	3,314
ONP	2,577	1,946
Plants and terminals	1,114	1,031
Iquitos Refinery	345	440
Conchán Refinery	234	231
OFP	110	99
Total	7,490	7,061

Figure 18: Contractors by unit 2023-2024



9.2. Personnel turnover and new hires

GRI 401-1

In 2024, a total of 386 employees left the Company (compared to 320 in 2023) for various reasons: 13 layoffs, 7 deaths, 72 retirements,

65 mutually agreed retirements, 54 resignations, and 175 expired contracts. Retirements by mutual agreement represented 16.8% of the total, while voluntary resignations reached 13.99%. Talara Refinery recorded 160 retirements; plants and terminals, 74; Pipeline, 58; and OFP, 68. Compared to 2023, total worker turnover in 2024 increased to 386 workers, compared to 320 in the previous year (See Table 21).

Personnel turnover by age, gender and operation

During the 2022-2024 period, the total turnover rate in the organization showed a variable but relatively stable trend, with a value of 12% in 2022, decreasing to 10% in 2023, and registering a slight increase to 11% in 2024. The female personnel turnover rate went from 7% in 2022 to 5% in 2023, and then doubled to 10% in 2024. Male personnel turnover remained relatively constant, with values of 15% (2022 and 2024) and 13% in 2023 (see Table 22).

Table 22: Turnover rate 2022 - 2024

Año	2022	2023	2024
Turnover rate	12	10	11
Female	7	5	10
Male	15	13	15

Table 21: Worker turnover by age, gender and operation

Worker Turnover	Talara Refinery		Plants and terminals		ONP		Iquitos Refinery		Conchán Refinery		OFP		Overall Total		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Under 30 years	3	28	1	11	0	3	0	1	0	0	0	0	4	43	47
Between 31- 40 years	6	56	1	35	0	10	0	1	0	0	8	4	15	106	121
Between 41 - 50 years	1	17	1	11	1	8	0	0	0	1	2	7	5	44	49
Between 51 - 60 years	0	2	0	3	2	0	0	0	0	0	2	3	4	8	12
Over 61 years	2	45	4	7	3	31	3	9	1	10	11	31	24	133	157
Overall total	12	148	7	67	6	52	3	11	1	11	23	45	52	334	386

Table 23: Workers turnover

Worker Turnover	Talara Refinery	Plants and terminals	ONP	Refinería Iquitos	Refinería Conchán	OFP	Total
Personnel turnover rate	10	33	10	6	3	10	11
Voluntary resignation turnover rate	2	8	1	0	1	2	2
Number of workers dismissed or terminated	10	1	0	0	0	2	13
Number of workers due to death	2	0	2	1	1	1	7
Number of workers due to retirement	23	5	24	1	6	13	72
Number of workers due to mutual agreement	14	6	7	10	4	24	65
Number of workers due to resignation	22	17	4	0	1	10	54
Number of workers due to contract expiration	89	45	21	2	0	18	175
Grand total number of workers	160	74	58	14	12	68	386
Percentage of workers retired by mutual agreement	8.8	8.1	12.1	71.4	33.3	35.3	16.8
Percentage of voluntary retirements/total retirements	13.75	22.97	6.90	0.00	8.33	14.71	13.99

New Hires

In 2024, hiring was drastically reduced to 90 (85 men and 5 women), compared to 500 in 2023 and 249 in 2022.

Table 24: New Hires 2022 - 2024

Year	F	M	Total
2022	30	219	249
2023	48	452	500
2024	5	85	90

Accordingly, hiring rates also decreased with respect to 2023, going from 17% to 3%, from 19% to 4% in the case of male workers, and from 9% to 1% in the case of female workers (See Figure 19).

Talara Refinery, which led in 2023 with 366 hires, was reduced to 78. In addition, hiring declined across all age groups, with significant reductions in the 41 to 50 age range (from 154 to 25) and 51 to 60 age range (from 131 to 7) (See Table 25).

Figure 19: Recruitment rate 2022-2024

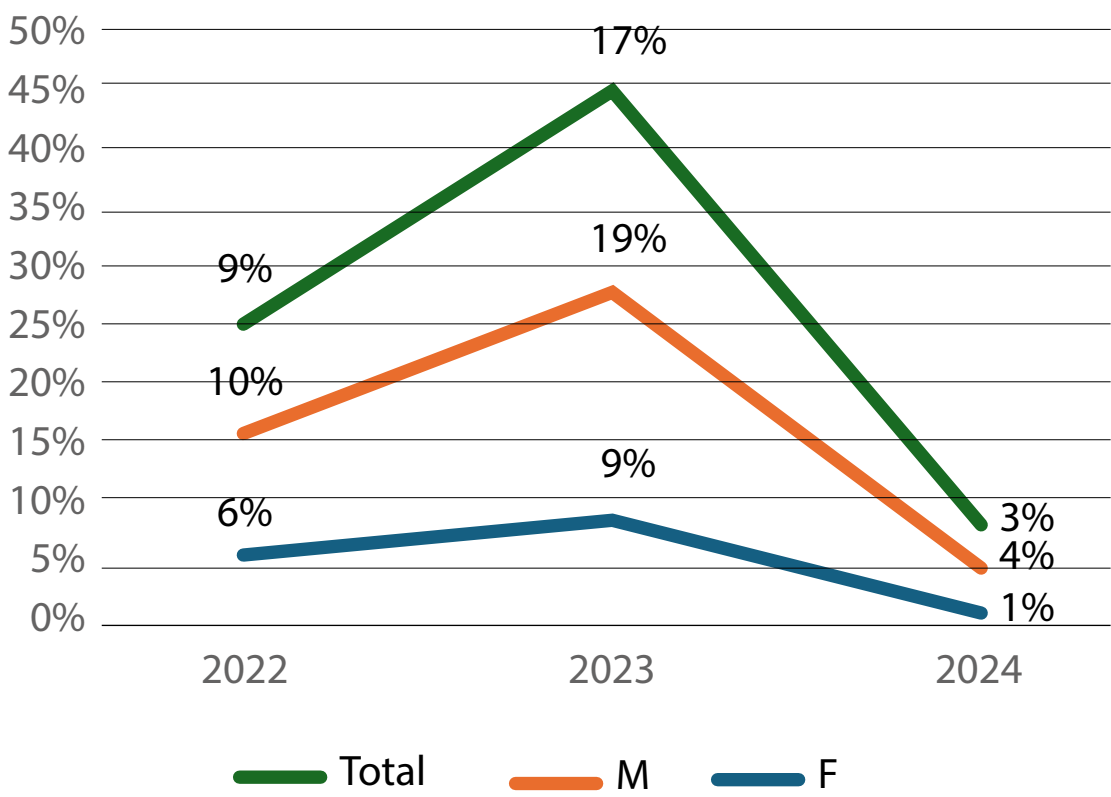


Table 25: New hires by age group, gender and unit

Worker Turnover	Talara Refinery		Plants and terminals		ONP		Iquitos Refinery		Conchán Refinery		OFP		Overall total		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Under 30 years	1	14	0	1	0	0	0	0	0	0	0	0	1	15	16
Between 31- 40 years	0	34	1	3	0	0	0	0	0	0	1	0	2	37	39
Between 41 - 50 years	0	21	0	0	0	0	0	0	0	0	2	2	2	23	25
Between 51 - 60 years	0	6	0	0	0	0	0	0	0	0	0	1	0	7	7
Over 61 years	0	2	0	0	0	0	0	0	0	0	0	1	0	3	3
Overall Total	1	77	1	4	0	0	0	0	0	0	3	4	5	85	90

Replacement or Succession Plans

PETROPERÚ's Replacement or Succession Plans are a strategic tool aimed at ensuring operational continuity, talent retention and organizational sustainability. These plans allow us to identify, prepare and develop employees with high potential and good performance to assume key positions in the organizational structure.

Its implementation ensures that, in the event of temporary or permanent absence of leaders, the company has trained personnel to maintain the efficiency and stability of business management. They also strengthen the transfer of institutional knowledge, ensuring that the experience acquired is maintained and enhanced internally. Overall, succession plans are fundamental for the development of talent and the sustained growth of PETROPERÚ.

Performance Evaluation

We carry out periodic evaluations to measure the performance of our employees, analyzing the fulfillment of their functions and key competencies. This process allows us to identify areas for improvement and apply corrective actions, promoting professional and personal development, increasing productivity and contributing to the achievement of our strategic objectives.

During 2024, we evaluated a total of 2,289 workers, representing 100% of the Company's personnel. Of

this group, 470 were women, equivalent to 21%, and 1,819 were men, representing 79%.

9.3. Compensation Policy

GRI 2-21

At PETROPERÚ we reaffirm our commitment to salary equity, offering fair and competitive salaries, aligned with the best practices in the domestic market. We ensure that salaries are in line with the profile and responsibilities of the position, with the objective of attracting, motivating and retaining qualified talent, whose experience and competencies are fundamental to the fulfillment of our strategic objectives.

The Company's compensation strategy, which encompasses several variables to position the company's salaries in relation to the competition, seeks to attract and retain talent, in addition to optimizing the personnel budget. This strategy is reviewed annually and adjusted as necessary to remain in line with market conditions.

The total compensation ratio indicates the ratio between the highest compensation of an employee and the median compensation of the rest. In this case, the general manager, with annual compensation ranging from 33,237 to 46,853

soles, is the highest paid employee. The median annual compensation of all other employees, excluding the general manager, is approximately 9,845.15 soles. Therefore, the compensation ratio is 4.06, which means that the general manager receives a salary 4.06 times higher than the median salary of the rest of the Company's personnel²⁴.

9.4. Diversity, equity and inclusion

At PETROPERÚ, we have an Equity, Diversity and Inclusion Policy approved by Board of Directors Agreement No. 08-2020-PP on October 12, 2020, which reflects our commitments in this area to adopt equity, diversity and inclusion of workers and stakeholders of the organization, allowing us to build highly qualified teams that contribute to the execution of our processes, with a view to modernization and continuous improvement.

In this regard, we have implemented procedures and guidelines to eliminate any form of discrimination and promote an appropriate work environment, such as the Prevention, Investigation and Punishment of Acts of Sexual Harassment, in accordance with Law No. 27942 Law on Prevention and Punishment of Sexual Harassment and its amendments, as well as other legal provisions.

²⁴ More information on our Transparency Portal <www.petroperu.com.pe/transparencia/portal-de-transparencia/>.

In addition, we have a web portal that disseminates awareness campaigns, such as "No means No", with videos and recommendations on sexual harassment. We also provide educational materials and resources to promote equity, diversity and inclusion, both within the organization and to the general public. Our web portal also provides information on how to file complaints or reports related to this topic.

Workers by job category, age and gender

The majority of our workers are in the employee category (1,330), followed by coordinators/supervisors (1,148). The highest concentration of employees is in the 31-40 (806) and 41-50 (821) age groups, while the under 30 (114) and over 61 years (586) are less represented. In all job categories, the composition in terms of gender remains the same.

Between 2023 and 2024, our personnel structure underwent significant changes as part of the Company's Restructuring Plan. The number of corporate managers increased from 3 to 7, while the number of Department Managers, which in 2023 were 8, were replaced by level 3 management, bringing the total to 24. On the other hand, the number of chiefs was reduced from 179 to 150, and the number of coordinators/supervisors was reduced from 1,260 to 1,148.

Table 26: Employees by job category, age and gender

Age Range	<30		31-40		41-50		51-60		>61		Total		
Job category / gender	M	H	M	H	M	H	M	H	M	H	M	H	
General Manager	0	0	0	0	0	0	0	0	0	1	0	1	1
Corporate Manager	0	0	0	0	0	2	0	2	0	3	0	7	7
Manager N.º 3	0	0	1	4	1	8	0	5	1	4	3	21	24
Heads	0	0	6	20	8	55	3	31	1	26	18	132	150
Coordinators/supervisors	6	15	126	273	115	333	40	109	39	92	326	822	1,148
Employees	19	74	55	321	29	270	20	123	36	383	159	1,171	1,330
Total	25	89	188	618	153	668	63	270	77	509	506	2,154	2,660

The number of general employees decreased from 1,485 to 1,330. In global terms, our workforce went from 2,936 in 2023 to 2,660 in 2024, reflecting an overall reduction in the number of workers (See Figure 20).

Board of Directors members by age and gender

At the end of 2024, our Board of Directors was composed of 6 members, all male (See Table 27).

9.5. Training

IPN-7: DEVELOPMENT OF CAPABILITIES

By means of Agreement No. 052-2021-PP dated 05.20.2021, the Board of Directors approved the Organizational Learning Policy, with the purpose of fostering a sustainable learning culture, under a training model with six strategic lines:

- Development of transformation and innovation capabilities to integrate agile methodologies.
- Promote operational efficiency and business management, updating technical knowledge and skills development.

Figure 20: Workers by job category 2023-2024

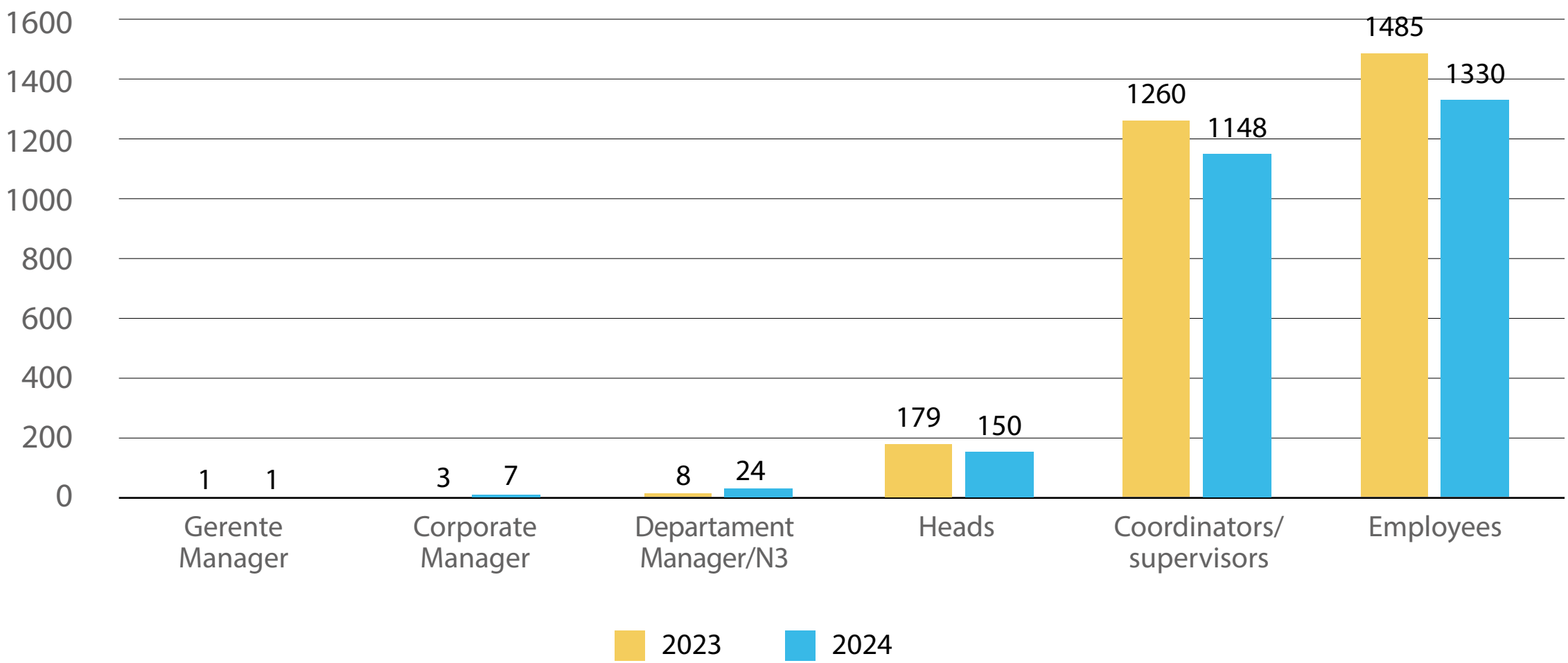


Table 27: Board of Directors members by age and gender

Names and surnames	Position	Gender
Alejandro Narváez Licerás	Chairman of the Board of Directors and independent director	M
Fidel Moreno Rodríguez	Vice Chairman of the Board of Directors and non-independent director	M
David Quispe Figueroa	Non-independent director	M
César Augusto Rodríguez Villanueva	Independent Director	M
José Luis Balta Chirinos	Independent Director	M
Antonio Leonardo Manosalva Alarcón	Worker's representative	M

- Development of leadership skills to drive team growth and achievement of business objectives.
- Development of capabilities and strategic business approaches in the personnel and members of the Board of Directors.
- Developing leadership in experienced personnel and ensuring knowledge transfer.
- Self-development for employees with good performance through the Company's co-participation.

Since training is a key process in people management, during the first quarter of each year, the Annual Training Plan is prepared, in accordance with the needs expressed by each Corporate Management, as a knowledge management strategy, in line with the Organizational Learning Policy, according to the following areas of knowledge:

- **Operations:** Exploration & Production, Pipelines, Transportation and Refining, with programs aimed at developing the technical competencies of the Company's core business. This area includes programs such as E&P, hydrocarbon purchasing, supplies, refining processes, maintenance, distribution, quality control, operational safety, engineering and certifications for business continuity.
- **Commercial Management:** with programs aimed at strengthening the technical competen-

cies of the sales and marketing force with new information analysis tools, Customer Relationship Management (CRM), Trademarketing, marketing networks, among others, to strengthen the positioning of our brand and our products in the hydrocarbon market..

- **Support Management:** Includes activities that provide personnel with updated knowledge and new technologies applicable to our industry to provide optimal and efficient support to the Company's management and complement operational processes. Specialized programs are developed for finance, tax, procurement and contracting, human resources, communications, social development and community relations, innovation, digital transformation and technology, among others.
- **Leadership and Soft Skills:** the activities seek to develop skills for adaptability in the work group, problem solving, proactive attitude and all those competencies that have an impact on the work environment and productivity. It also seeks to develop the leadership skills of personnel in head and managerial positions who are responsible for leading work groups.
- **Regulatory Management Systems:** considers all activities that are developed transversally in compliance with the current regulatory framework to raise awareness and provide general knowledge on issues related to the integrated management

system (SIG), occupational health and safety, integrity system, internal control and risk management system, anti-corruption, equity, diversity and inclusion, prevention of sexual harassment in the workplace, prevention of money laundering and financing of terrorism, personal data protection law, information security, among others.

GRI 404-1

Trained workers

In 2024, we provided training to 2,882 workers, accumulating a total of 143,446 hours of training. This represented an average of 49.77 hours of training per worker, with an investment of 322,079 soles.

Table 28: Trained employees 2024

Trained employees	2024
Total employees trained	2,882
Total training hours	143,446.88
Training hours per employee	49.77

Hours of training by area of knowledge and number of employees trained

In 2024, we focused our training on key areas of knowledge, with Operations (40.12%) and Regulatory Management System (30.61%) having the largest number of training hours. The latter reached 94.62% of the workers, being the one with the highest coverage. Management Support (26.84%) also had a significant impact, training 43.53% of the personnel. In addition, we strengthened soft skills and commercial management, ensuring comprehensive training aligned with our organizational needs (See Table 29).

Table 29: Knowledge areas according to hours of training and number of workers trained

Knowledge Area	Hours of training	Percentage	Number of Trained Workers	Percentage of trained workers in relation to the total number of workers
Commercial Management	778.32	0.54%	213	6.99%
Administrative Support Management	38,494.95	26.84%	1,326	43.53%
Soft skills	2,710.54	1.89%	551	18.09%
Operations	57,553.78	40.12%	1,270	41.68%
Regulatory Management System	43,909.30	30.61%	2,882	94.62%

Training hours by location

In 2024, Talara Refinery had the highest number of training hours, with 59.45% of the total (85,284 hours). This was followed by OFP with 19.48% (27,946 hours). The other locations also had significant participation. In total, we provided 143,447 hours of training, strengthening the development of our employees in different locations (see Table 30).

Table 30: Training hours by location 2024

Location	2024	
	Number of hours	%
Talara Refinery	85,284	59.45%
OFP	27,946	19.48%
Conchán Refinery	13,770	9.60%
Iquitos Refinery	9,978	6.96%
ONP	6,469	4.51%
Total	143,447	100%

Trained workers by gender and worker category

The distribution of teaching hours by gender in 2024 shows that, of the total of 2,882 workers trained, 2,345 were men (81.4%) and 537 women (18.6%). However, women recorded a significantly higher average number of teaching hours (62.22 hours) compared to men (46.92 hours). Despite representing a smaller proportion of the total number of workers, women contributed 23.3% of the total number of teaching hours, which reflects a proportionally higher participation in training activities (see Table 31).

In 2024, the distribution of training hours by worker category shows that Administrative Technical Employees recorded an average of 61.18 teaching hours, higher than that of Employees, with 38.49 hours. Although both categories have a similar number of personnel, Administrative Technicians accounted for 61% of the total number of teaching hours (87,672.51 of 143,446.88), which shows a greater participation in training activities (See Table 32).

It should be noted that in the **Strategic Objectives 2023 - 2027**, an indicator related to **"Implement Annual Training Plan to strengthen technical competencies"** is established, with the following components and results as of 2024, considering the austerity measures in force:

Table 31: Trained workers by gender

Gender	Número de trabajadores	Horas pedagógicas	Promedio de horas
Femenino	537	33,410.68	62.22
Masculino	2,345	110,036.21	46.92
Total	2,882	143,446.88	49.77

Table 32: Average hours of training per year by worker category

Category	Number of workers	Teaching hours	Average hours
Employees	1,449	55,774.37	38.49
Technical Administrative Employees	1,433	87,672.51	61.18
Total	2,882	143,446.88	49.77

1. Instructor Training Program

Execution: 95%. Two training courses for internal instructors were held, with the participation of 46 employees.

2. Internal personnel training

Execution: 97.6%. The activities that were prioritized were carried out, with a total of 143,446 hours of training.

3. Implementation of PETROPERÚ Corporate University

Execution: 80%. Proposals for the implementation and launching of the PETROPERÚ Corporate University were reviewed and prepared.

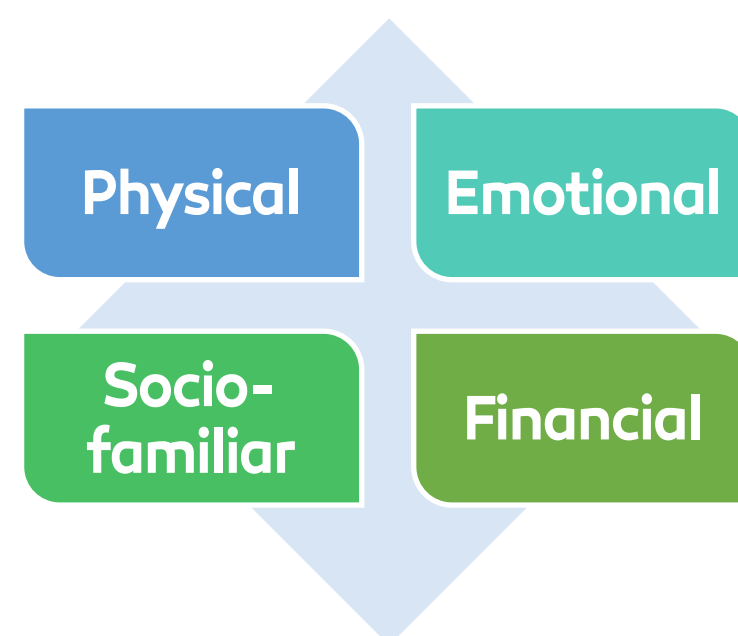
Well-being and work environment

GRI 2-29

In our Company, we recognize that well-being and work environment are essential to maintain a motivating and productive environment. Therefore, we actively promote the well-being of our teams through initiatives that strengthen their commitment and satisfaction. Human Resources Management plays a key role in this process, ensuring the integral well-being of personnel and aligning its actions with the organization's strategic objectives.

During 2024, we carried out initiatives aimed at increasing motivation, fostering integration and strengthening the sense of belonging within the Company in order to promote conditions that favor the efficiency and productivity of our employees.

Within this framework, the **Corporate Social Welfare Program 2024**, focused on reinforcing four key dimensions of labor welfare:



This program includes educational, cultural and productive activities that not only promote innovation and creativity, but also contribute to the overall growth and development of our workers and their families.

Other initiatives focused on the well-being of workers and their families include:

- Recognition for time of service and retirement.
- Payment of burial assistance in the event of the death of a worker or immediate family member enrolled in the Family Medical Assistance Program (PAMF).
- Administration of the Scholarship Program, providing financial support for university and technical studies for workers' children.
- Management of the Solidarity Plan aimed at providing assistance in times of need.
- Administration of the Institutional Breastfeeding Center, ensuring adequate spaces for breastfeeding.
- Conversation for International Women's Day: "Women leaders of yesterday, today and forever".
- Productive workshops for personnel and their families, financed autonomously by the workers.
- Management of sickness and maternity benefits
- Enrollment of beneficiaries, ensuring access to benefits for workers' family members.

In this way, we reaffirm our commitment with the overall wellbeing of our labor community

Strengthening internal communication and transparency

To strengthen communication and transparency in the organization, we have implemented several initiatives. The Presidency and General Management, together with the key areas, have led strategic meetings to analyze the Company's situation, identify solutions and propose alternatives for its recovery. In addition, senior management conducts virtual presentations with leaders and employees, encouraging open dialogue and sharing the progress of major projects.

We have also expanded and optimized our internal communication channels, including email, Yammer, intranet, corporate showcases and WhatsApp, in order to ensure timely and effective dissemination of information. Through the Petroinforma channel on WhatsApp, we facilitate the rapid transmission of relevant news, while our internal social network, Yammer, promotes worker interaction and participation.

Additionally, we promote knowledge about the Company's strategic projects through testimonial videos starring our own employees, strengthening the sense of belonging and commitment. We also recognize and share the accomplishments of our teams through our internal channels, highlighting their professional development and contribution to the growth of the organization.

These initiatives reflect our commitment to effective, transparent and participatory internal communication, aligned with the organization's values. By fostering open dialogue, timely dissemination of information and recognition of internal talent, we strengthen our employees' sense of belonging and commitment. In this way, we foster an organizational culture based on trust, collaboration and strategic alignment, contributing to the Company's growth and sustainability.

Compliance with sociooccupational and occupational Health and Safety regulation

During 2024, the National Superintendence of Labor Inspection (SUNAFIL) has carried out 46 inspection processes in our Company. Of these, forty have been archived, while six remain pending with actions in progress.

9.6. Parental leave

GRI 401-3

In compliance with Laws No. 30807 and No. 26644, as well as the Internal Work Regulations, parental leave is a key benefit that facilitates work-life ba-

Table 33: Parental leave usage by gender and days

Gender	Maternity Leave		Paternity Leave	
	Number of employees	Number of days	Number of employees	Number of days
Female	22	1,540	-	-
Male	-	--	71	800
Total	22	1,540	71	800

lance, allowing our employees to take temporary leave of absence to care for their newborn children. They also contribute to a more inclusive and flexible work environment, reinforcing our commitment to the well-being of our team.

Workers entitled to parental leave by age and gender

In 2024, 100% of the company's employees were entitled to parental leave.

Use of parental leave

In 2024, 22 workers took maternity leave, totaling 1,540 days, while 71 workers took paternity leave, accumulating 800 days (See Table 33).

Return to work after parental leave

In 2024, the rate of return to work after parental leave ended was 100% (See Table 34).

Table 34: Employees on parental leave that returned to work

Gender	Maternity leave	Paternity leave
	Number of employees	Number of employees
Female	22	-
Male	-	69

(*) Of the total number of employees who took parental leave during 2024, two of them were still on leave at the end of 2024, so they were not counted in that period.

Employees on parental leave who returned and continue to work 12 months later

All workers who took parental leave returned to work and continued working 12 months after returning to work (see Table 35).

Table 35: Employees with parental leave who returned and continue working 12 months later

Gender	Maternity leave	Paternity leave
	Number of employees	Number of employees
Female	22	-
Male	-	59
Total	22	59

9.7. Collective Associations

IPN-5: COLECTIVE BARGAINING

Our Collective Bargaining processes are governed in accordance with the provisions of the TUO of the Collective Labor Relations Law approved by Supreme Decree No. 010-2003-TR and its Regulations, approved by Supreme Decree No. 011-92TR and its amendments, in full compliance with current legislation.

For the initiation of the Collective Bargaining processes, we provide the necessary facilities so that the Union Organizations can prepare and submit their annual Petitions to the Labor Authority, as well as participate in all the stages of the Collective Bargaining processes.

Likewise, and in line with the provisions of current legislation, we have a Collective Bargaining Procedure in which the stages that take place during the process are outlined. It should be noted that the process also involves labor authorities such as the

Ministry of Labor and Employment Promotion, in accordance with current regulations.

As of 2024, there are 12 unions with which we have a relationship through Human Resources Management and Senior Management, representing 2,235 workers, 1.2% more than in 2023 and equivalent to 84% of our workforce. The unions with the largest number of members are STAPP and SINAPROPP, with 949 and 416 members, respectively, accounting for 61% of total membership.

Table 36: Number of affiliated workers according to union organization

Number	Union organization	Number of affiliated workers
1	STAPP	949
2	SINAPROPP	416
3	Sindicato Unificado de los Trabajadores del Petróleo, Derivados y Afines de La Región Grau (SUTPEDARG)	218
4	Sindicato Nacional Único de Trabajadores Empleados y Administrativos de PETROPERÚ (SINUTREAPP)	160
5	Sindicato Único de Trabajadores de Petróleos del Perú SA-Operaciones Conchán (SUTRAPEP-OC)	135
6	Sindicato Único de Trabajadores de Petróleos del Perú-Operaciones Oleoducto (SIN OLE)	99
7	Sindicato de Unidad Nacional de Trabajadores Petroleros de PETROPERÚ (SIN UNTP)	67
8	Sindicato Único de Trabajadores de Operaciones Selva (SU TOS)	65
9	Sindicato de Trabajadores Refineros de PETROPERÚ-Refinería Talara (SITRAREPP)	59
10	Sindicato de Trabajadores de Petróleos del Perú (SITRAPP)	31
11	Sindicato de Servidores de Petróleos del Perú Operaciones en la Selva (SSERPPOS)	21
12	Unión Sindical de Trabajadores de Petróleos del Perú-Operaciones Oleoducto (US OLE)	15

PETROPERÚ, in compliance with the TUO of the Collective Labor Relations Law and its Regulations, installed during the first week of December 2023 the processes of Collective Bargaining 2024 with four (04) fronts that presented their petition: Sindicato de Trabajadores Administrativos de PETROPERÚ (STAPP), Frente Único de Sindicatos de PETROPERÚ Operaciones Talara (FUSOT), Coalición de Organizaciones Sindicales de PETROPERÚ (COSIPEP) and Frente Único de Sindicatos de PETROPERÚ (FUS). These processes are in the Direct Deal stage.

It should be noted that, although some of the economic benefits derived from the of 2022 Collecti-

ve Bargaining Agreement with STAPP and the then Convención Nacional de Sindicatos de PETROPERÚ are in the process of being attended to, these derive from the fulfillment of conditions that were established by the Board of Directors in June 2023.

For the year 2023, the Collective Bargaining process began with three (03) negotiation fronts, of which two (02) of them (followed with the Coalition and Convention groups) are pending the initiation of the Arbitration stage; while the process followed with STAPP ended with the issuance of the Arbitration Award dated July 4, 2024. Taking into account the Technical Guidelines on Personnel Admissions and Labor Arbitration issued by the FONAFE for the year

2024, this Award was challenged by the Company. In addition, the STAPP filed a proceeding for the enforcement of the Arbitration Award. Both legal proceedings are pending.

GRI 402-1

On the other hand, although no operational changes have occurred during the period, it is important to mention that in the event of any changes that may affect personnel, such as transfers to operations, a minimum of four weeks' notice is given to single workers and eight weeks' notice to married workers.

10

OCCUPATIONAL HEALTH AND SAFETY



10. OCCUPATIONAL HEALTH AND SAFETY

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 404-1

GRI 403-1

To ensure a safe and healthy work environment, we are guided by the ISO 45001 standard for occupational health and safety management systems, which establishes a framework for the prevention of occupational accidents and illnesses. This certification allows us to promote occupational safety and health (OSH), establishing a framework for risk identification and management, in addition to fostering an organizational culture focused on prevention.

The ISO 45001 standard supports our CASS Corporate Management Model (Quality, Environment, Occupational Health and Safety), which is applied comprehensively throughout the organization. Its implementation guarantees compliance with the corresponding standards in the processes and activities carried out at our offices and facilities.

The following is a detailed description of the scope of this certification in 2024 (See Table 37):

Table 37: Processes certified with ISO 45001 Standard

Certified Process	Location/unit
Crude oil refining	• Talara Refinery • Iquitos Refinery • Conchán Refinery
Storage, dispatch and marketing of liquid fuels	• Talara Sales Plant • Piura Sales Plant • Iquitos Sales Plant • Tarapoto Sales Plant • Yurimaguas Sales Plant • Pucallpa Sales Plant • Amazon River Petrocenter • Conchán Sales Plant
Reception, storage, dispatch and marketing of aviation fuel	• Cusco Airports
Administrative Management	• OFP
Loading and unloading of liquid hydrocarbons in tankers at docks and basic port services	• Talara Refinery Terminal • Iquitos Refinery Terminal • Conchán Refinery Terminal • Bayovar Terminal

GRI 403-7

10.1. CASS Corporate Management Model

The CASS Corporate Management Model, integrates processes and activities aligned with our Integrated Quality, Environment, [Occupational Health and](#)

[Safety Management Policy](#) and strategic objectives. As part of our commitment to safety and health, we maintain ISO 45001:2018, ISO 14001:2015 and ISO 9001:201525 certifications.

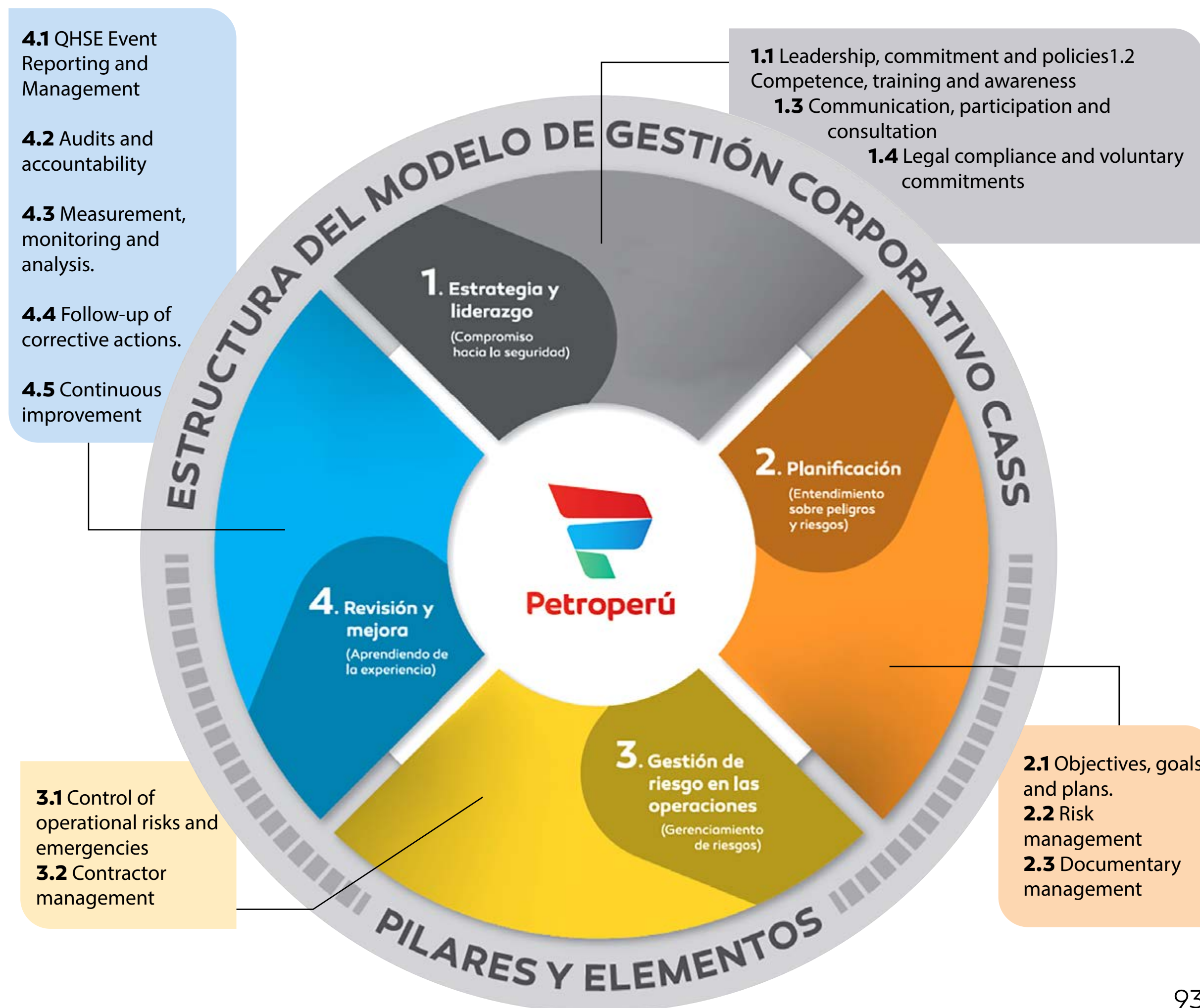
The CASS Corporate Management Model consists of a set of processes and activities oriented to:

²⁵ The CASS Corporate Management Model has a web portal located on the Company's intranet in the Applications section.

Figure 21: CASS Corporate Management Model Structure

- Ensure compliance with the Integrated Quality, Environment, Process Safety, Occupational Health and Safety Management Policy and with legal and other applicable requirements related to quality, environment and occupational health and safety management.
- Ensure that PETROPERÚ has the capacity to control its significant environment aspects, hazards and risks related to the safety and health of its workers and other interested parties in the workplace.
- Ensure compliance with the requirements related to the products and services offered by PETROPERÚ aimed at strengthening relations with customers and other stakeholders.
- Continuously improving the effectiveness of the CASS corporate governance model

Likewise, we have developed the **CASS Preventive Culture Plan**, which promotes a systemic approach and care for the environment, encouraging preventive behavior, recognition of achievements and continuous learning.

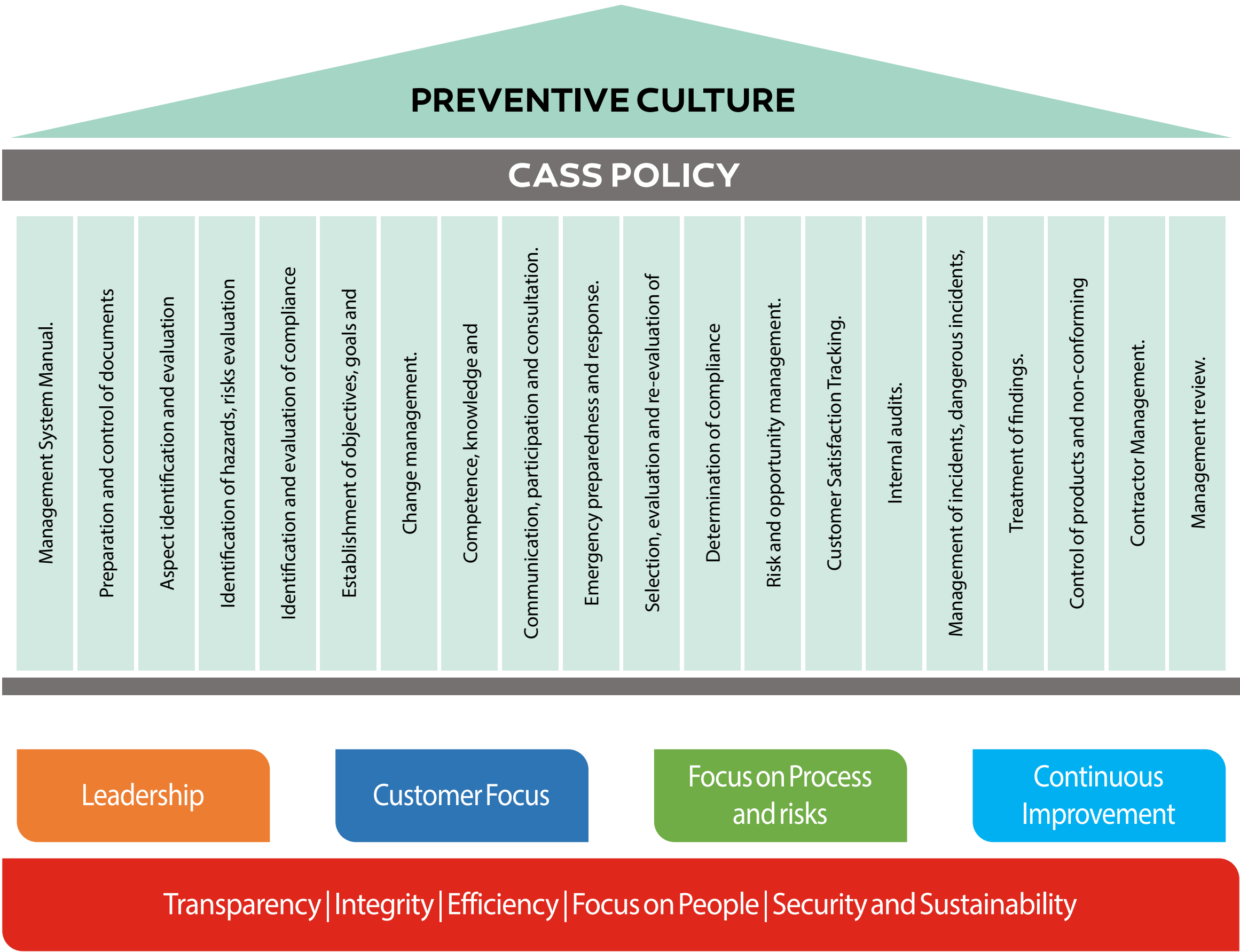


Our strategy for strengthening the CASS Preventive Culture establishes 20 pillars, which include the implementation of tools, activities and programs aimed at preventing the occurrence of incidents that lead to deterioration in the health and safety of workers and impacts on the environment (see Figure 22).

In 2024, we conducted annual occupational health and safety assessments to improve our protocols and practices. We review hazards and risks at least once a year or when there are changes in processes or facilities. In addition, we carried out 12 awareness campaigns at all our sites with the participation of our own personnel and contractors, registering a total of 40,021 attendances:

- CASS preventive culture
- CASS management tools
- Golden Rules
- Operational control
- Leadership and Commitment
- Emergency Response
- Performance KPIs
- Falls prevention
- Hand care
- Chemical handling
- Vehicle Management
- Lessons Learned

Figure 22: CASS Preventive Culture Plan



To evaluate our progress in OSH, we have defined objectives and key indicators that allow us to measure our performance and strengthen our prevention strategies.

Objetives	Reactive indicators/effectiveness	Proactive indicators/efficiency
• Implement the Process Safety Management System • Promote the preventive culture and risk management	• Workplace accident frequency rate (IFAT) • Occupational Accident Severity Index (ISAT) • Preventable Vehicle Accident Index (IAVP)	• % compliance with CASS comprehensive program • % compliance with CASS leadership objective • % closure of report of reportable substandard acts and conditions • % closure of corrective actions for unwanted events • Petroperú T-Cuida Card Index • Occupational Health and Safety Training Index

10.2. Occupational Risk Management

We implemented a rigorous process to identify hazards, evaluate risks and establish controls to prevent occupational injuries and illnesses through the Hazard Identification, Risk Assessment and Controls Determination procedure, which was revised in 2024. This process is part of our CASS Corporate Management Model and is applied in all our operations,

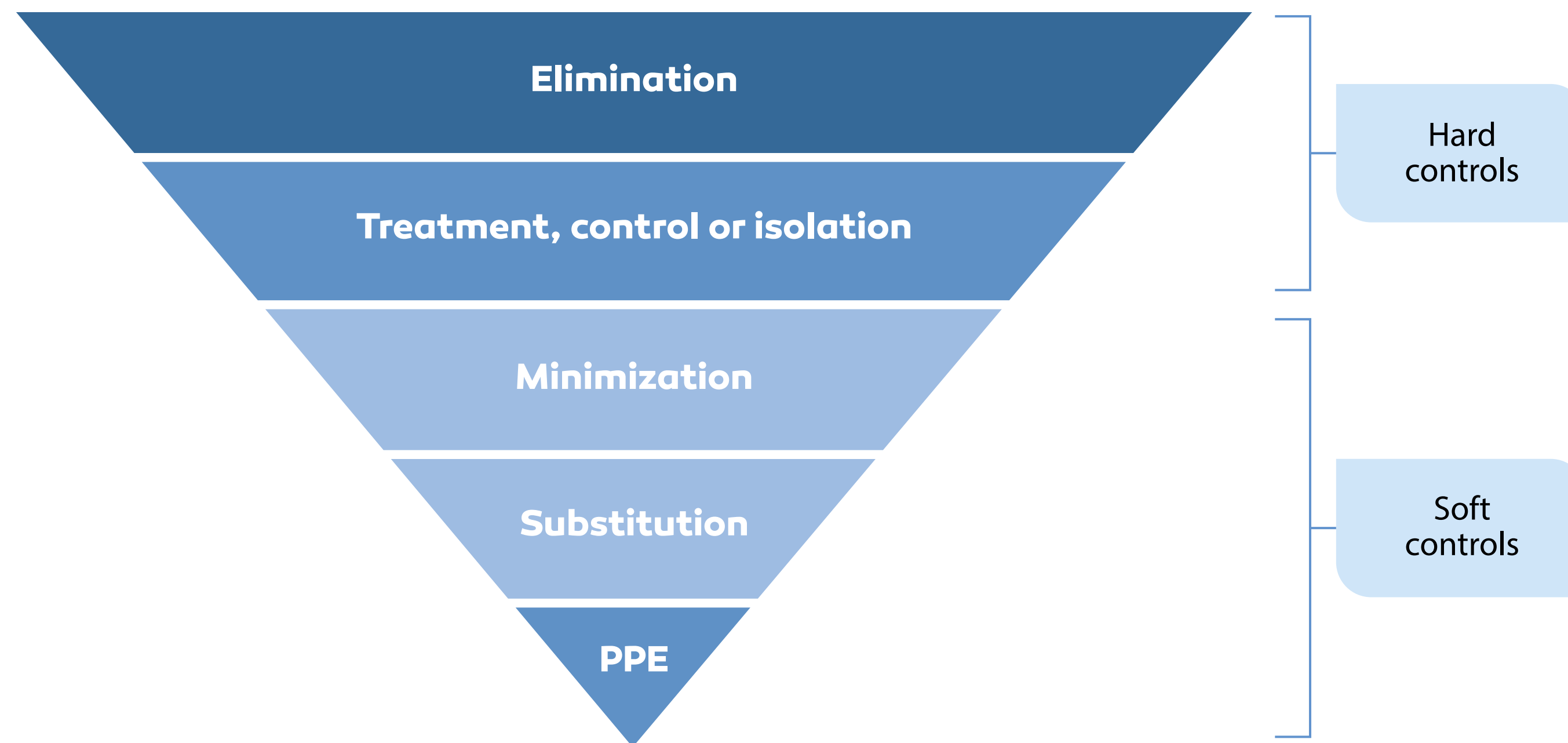
considering usual, exceptional and emergency situations, covering workers, suppliers and visitors.

This procedure is developed in five stages: designation of work teams, elaboration of the operating procedure, recognition of processes and activities registered in the Hazard Identification, Risk Evaluation and Control (IPERC) matrix, evaluation of

hazards and risks, and implementation of control measures according to the established hierarchy, under the supervision of the leaders of the CASS Management Model.

In addition, our occupational risk management is based on continuous training and active prevention. Through the IPERC course, we keep our team updated in the identification and control of risks.

Figure 23: Steps in the risk control hierarchy procedure



Thus, through our CASS Management Model we have a list of Significant Risks, products of the process of Hazard Identification, Risk Assessment and

establishment of Controls, among the main ones we can mention the following:

Table 38: Hazard Identification, Risks Evaluation and Controls

Location	Significant Hazard	Significant Risk	Related Corporate Process	Control Measure
Plants and Terminals, Refineries	Flammable and/or pressurized material	Explosion	Storage, Distribution, Marketing	• Ground well maintenance • Fire Fighting Practices Course • Attendance at PEID course • Use of MSDS safety data sheets • Use of fixed and mobile fire fighting system • Area gas measurement • Awareness Talks Program
Plants and Terminals, Refineries	Electric Power (Equipment, cables, stations)	Contact with electricity	Marketing	• Electrical system maintenance. • Use of intrinsically safe pushbutton panels. • Inspection of grounded wells. • Compliance with the lockout/tagout (LOTO) protocol.
Refineries	Hydrocarbons/chemicals (caustic soda, phosphoric acid, naphthenic acid, additives, bromine, toluene, xylene, acetone, or other chemicals)	Contact with hydrocarbons and/or chemical products (skin)	Refining	• Provision and use of work clothes. • Provision and use of safety gloves • Awareness Talks Program • Signage signs • Safety Data Sheets
Refineries	Bodies of water (sea, rivers, treatment ponds, lagoons)	Fall into bodies of water/ exposure to oxygen deficiency in offshore work.	Distribution	• Signs • Authorized personnel only
Plants and Terminals, Refineries	Handling/storage of tools/materials at height.	Fall of tools / materials	Product storage	• Use of anchor line for tools. • Delimitation of the work area

Location	Significant Hazard	Significant Risk	Related Corporate Process	Control Measure
Plants and Terminals, Refineries	Road conditions (sharp or narrow curves, steep slopes, rock slides, uneven roads or tracks, sand pits, etc).	Crashes, rollovers, run-overs, entrapment	Refining. Asset management	• Signaling the area with cones and perimeter tapes.
All locations	Hot working	Burns, asphyxia, trauma, heat stroke, dehydration, respiratory conditions	Asset management	• Use of PPE (work clothes, leather gloves, safety glasses)
All locations	Work at height (greater than 1.80 m above ground level or 1.50 m below ground level)	Free fall (blows, injuries, contusions, fractures, death)	Storage, Distribution, Marketing	• Railings installed. • Rung ladder with protective guard • Basic Manual on Occupational Health and Safety (Chap XIII: PPE) • PPEs • Booklet No. 17: Management and Control of Polytrauma (work at heights).
All locations	Use of Stairs	Falls at different levels	Administrative Support Management	• Security Profile • Climbing up and down tank ladders • Use of PPE (slip-resistant shoes) • Use of implements for moving objects. • Hands-free. • Inspection of stairway condition and report of substandard condition.
All locations	Slippery floors, with obstacles or stair treads in poor condition	Falls at different levels	Administrative Support Management	• Existence of railings / handrails • Dissemination of accidents / incidents • Report substandard act / condition • Use of PPE (gloves and non-skid safety shoes) • Use of implements for moving objects. • Hands-free. • Inspection of stairway condition and report of substandard condition.

GRI 403-4, GRI 403-5

In 2024, we implemented several actions to strengthen the interaction of our employees with the Occupational Health and Safety Management System. We highlight the identification of potential emergencies, the updating of contingency plans, audits and training in emergency response and communication. In addition, we organize and evaluate drills, issuing detailed reports to continuously improve our preparedness.

Courses	• CASS Corporate Induction • Occupational Health and Safety Management and Leadership • Work permits, safe work analysis (SBA), hazard identification and risk assessment and defensive driving
Talks	• Awareness of Integrated Quality, Environment, Occupational Health and Safety Policy • Stop work • IPERC Matrices
Standards	• CASS management for contractors • Work Permits Management • Vehicle Management
Activities	• Fire Safety and Prevention Week • Occupational Health and Safety Week • Fire Prevention Week • Training of Emergency Response Brigades

Central Occupational Health and Safety Committee

Our Senior Management and the Central OSH Committee manage our occupational health and safety initiatives. This committee, which meets monthly, is responsible for approving internal regulations, annual safety and training plans, overseeing compliance with regulations, training new workers, inspecting work areas, and investigating incidents to reinforce prevention.

The Central Occupational Health and Safety Committee meets at least once a month, recording 12 meetings during 2024, the agreements can be evidenced in the minutes of the Committee, which being a collegiate body should be specifically consulted.

The Committee is formed on a parity basis by representatives of the workers elected by the Union with the largest membership in each location in an election conducted by the ONPE.

We also have OSH subcommittees in our units:

- Talara Subcommittee
- Jungle Subcommittee
- Pipeline Subcommittee
- Main Office Subcommittee and Commercial and Supply Chain Management.

GRI 403-2

Regulations and procedures

The company has a series of regulations and procedures in place that allow compliance with our Integrated Management Policy, among them:

- **CASS Corporate Management Model Manual** which defines the essential processes and activities applicable to quality, environment and OSH²⁶.
- **CASS Key Performance Indicators (KPI) Manual**, to monitor and evaluate our performance in quality, environment, occupational health and safety, both for employees and contractors.
- **CASS Incident Management Procedure**, which defines the classification, reporting and investigation of incidents at our facilities and activities to mitigate adverse impacts and strengthen prevention and response strategies
- **Corporate Procedure for Identification and Evaluation of Compliance Obligations and Other Requirements**, which establishes the methodology for identifying, updating and evaluating our compliance obligations, including commitments with stakeholders. Its performance indicators allow us to measure, analyze and evaluate compliance and results.

²⁶ As part of the CASS Corporate Management Model, we conducted an exhaustive evaluation of regulatory compliance in occupational health and safety, taking into account Supreme Decree No. 005-2012-TR and Supreme Decree No. 043 on hydrocarbon safety. To ensure effective monitoring, we issue monthly reports with incident data and key indicators.

- **Alert Procedure, Lessons Learned, Lesson Learned Analysis and CASS Success Lesson.** This tool makes it possible to record, analyze and disseminate events, identify their causes and document the corrective actions implemented to prevent their recurrence. Its objective is to establish clear guidelines for the handling of such information, both in cases of incidents and in situations of positive impact, thus contributing to the continuous improvement of PETROPERÚ's operations. Lessons learned are posted on the CASS portal and disseminated to our organization's leaders for analysis and replication.

An important element of our Preventive Culture Plan is the implementation of PETROPERUT-Cuida Cards. Since 2019, these cards have been a behavior-based safety management tool, which is anonymous and does not entail any penalties. Their objective is to internalize employee preventive performance through a positive intervention technique focused on employee awareness, motivation, and commitment.

We also have the STOPWORK (Work Stoppage) directive, which puts health, safety, and the environment first; no work can be performed that jeopardizes the safety and health of workers or that could cause harm to the environment. It consists of giving employees and contractors the authority to stop work that is unsafe for them, their co-workers, the environment and operations.

It is worth mentioning that all CASS Incidents (industrial safety, occupational health, process safety, envi-

ronmental, vehicular (traffic) events, accidents and/or operational emergencies that occur due to or in connection with work and that generate or may generate losses) follow the following management process: Communication and response actions, CASS Alert, collection of incident information, Investigation and Lessons Learned; which allows the identification of root causes and the prevention of the occurrence of unwanted events throughout the organization.

Finally, we document positive experiences at our facilities, encouraging continuous improvement and the prevention of future problems.

In 2024, we continued to strengthen awareness of risk prevention and the use of CASS management tools, which enabled us to achieve significant results:

- 243,301 man-hours of OSH training for employees and contractors.
- Conducted 145 drills.
- Continuous implementation of safety moments at the beginning of work meetings.
- Issuance of 3,121 PETROPERÚ T-Cuida cards.
- Application of 10 stop work procedures.

GRI 403-8

Occupational Health and Safety Management System (SGSST) Coverage

Our SGSST covers all our employees and contractors, guaranteeing comprehensive protection. In 2024, we reached 2,790 direct workers and 7,061 contractors, maintaining the coverage of previous years (See Table 39).

Table 39: Cobertura del SGSST 2023 - 2024

Scope*	2023		2024	
	Quantity	Scope	Quantity	Scope
Direct workers	2,936	100 %	2,790	100 %
Contractors	7,490	100 %	7,061	100 %

(*) Subject to internal audit and third-party certification.

Regarding the performance evaluation process of our Occupational Health and Safety Management System, the Annual Program of Internal and External Audits is executed on a sample basis, so that at the end of a cycle (3 years) all the organization's processes have been covered.

In the case of our contractors, it is required that they have implemented an Occupational Health and Safety Management System in accordance with Law No. 29783, the Occupational Health and Safety Law, and that they have complied with the SST Audit carried out by auditors registered with the Ministry of Labor.

In this way, we implemented several key actions to strengthen our CASS Corporate Management Model, promoting a stronger culture of prevention and improving safety in our operations through:

- Internal audit, carried out by auditors certified by the MTPE
- External audit, carried out by SGS Peru.
- Implementation of procedures, instructions and guidelines in CASS management
- Adoption of best practices in health and safety in the sector.
- Development of safety stand-downs, CI drills, dissemination talks and training for emergency brigades.
- Full implementation of the CASS awareness program.

10.3. Occupational accidents

GRI 403-9

In 2024, no fatalities were recorded, but 38 injuries with major consequences were recorded, involving

16 employees and 22 contractors. Additionally, 8 recordable injuries were reported among employees and 12 among contractors, including 3 cases among female contractors. As a result, the recordable injury rate decreased by 1.71 points, from 3.72 in 2023 to 2.01 in 2024.

Table 40: Occupational accidents among own workers and contractors 2023-2024

Indicator	2023				2024			
	Workers		Contractors		Workers		Contractors	
	M	F	M	F	M	F	M	F
Number of deaths resulting from an occupational accident injury	0	0	0	0	0	0	0	0
Death rate resulting from an occupational accident injury	-	-	-	-	-	-	-	-
Number of occupational injuries with major consequences (excluding fatalities)	15	1	22	1	16	0	22	0
Injury rate due to occupational accidents with major consequences (excluding fatalities)	-	-	-	-	-	-	-	-
Number of recordable occupational injuries	2	0	12	0	8	0	9	3
Recordable occupational injury rate	2.91		1.87		3.72		2.01	
Number of hours worked *	6,186,985		18,721,429		7,286,893		21,711,978	

(*) The calculation is based on 1,000,000 hours worked. For data collection, the Safety Heads of each of the operations submit monthly to the Safety Management, a record of information on accidents that have occurred: minor, serious and fatal, broken down by own personnel and contractors, which is then consolidated for corporate reports.

We present a comparison of occupational accidents between 2023 and 2024, in which serious accidents were the most frequent, with 50 cases in workers and 58 in contractors. Minor accidents occurred more frequently in contractors (40 cases) than in workers (12 cases). It is important to note that no fatal accidents were recorded during the period.

Table 41: Comparison of accidents by type 2023-2024

Personnel	Type of accident	2023	2024
Workers	Leves	2	8
	Graves	16	16
	Fatales	0	0
Contractors	Leves	12	12
	Graves	23	22
	Fatales	0	0
Total		53	58

In 2024, the accidents recorded were mainly classified according to the type of contact, which includes incidents such as blows with objects (44%), contact with chemical products (23%) and falls to the same level (16%), among others (See Figure 24).

Figure 24: Types of contacts that generated occupational accidents

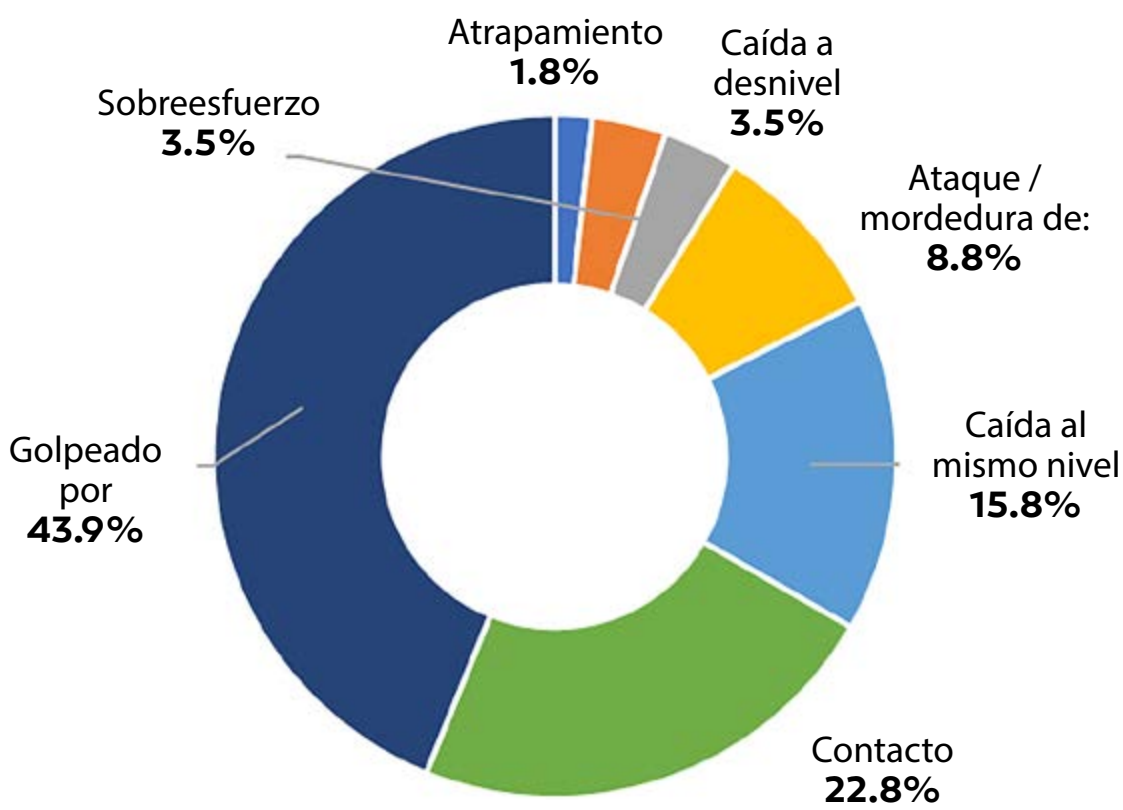
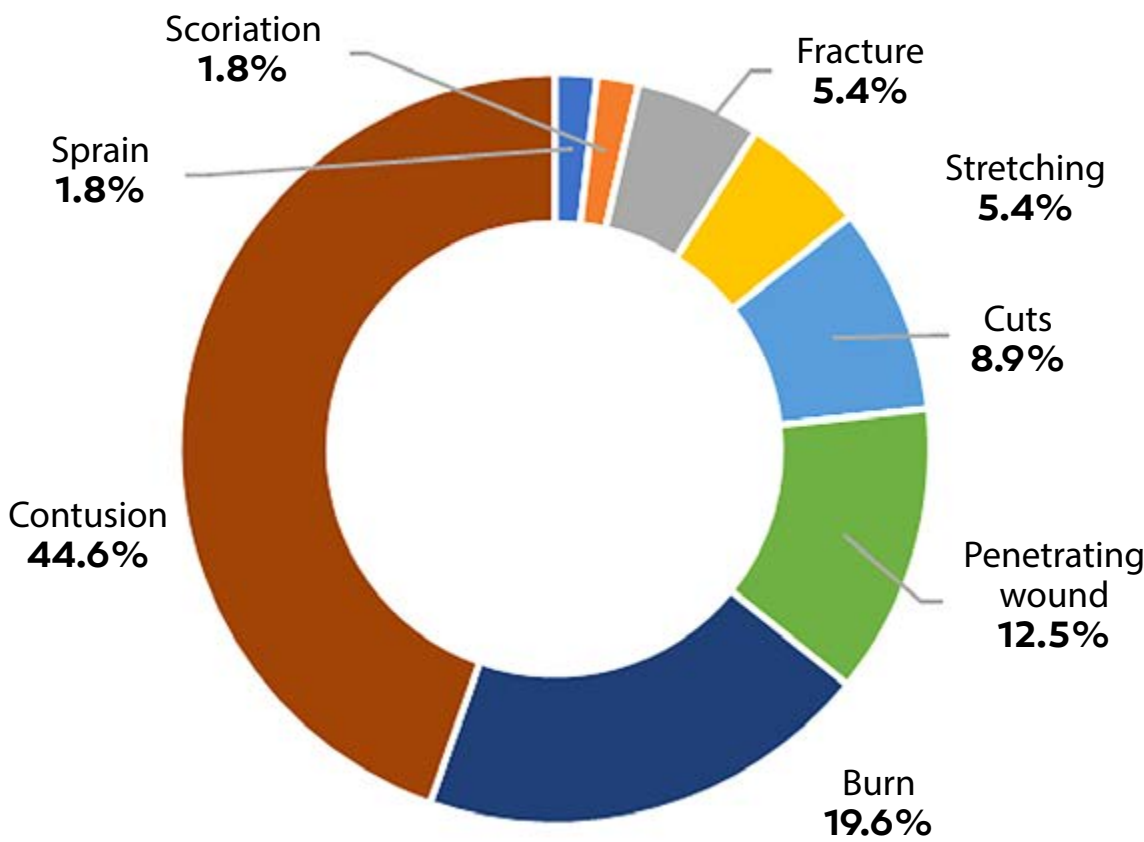


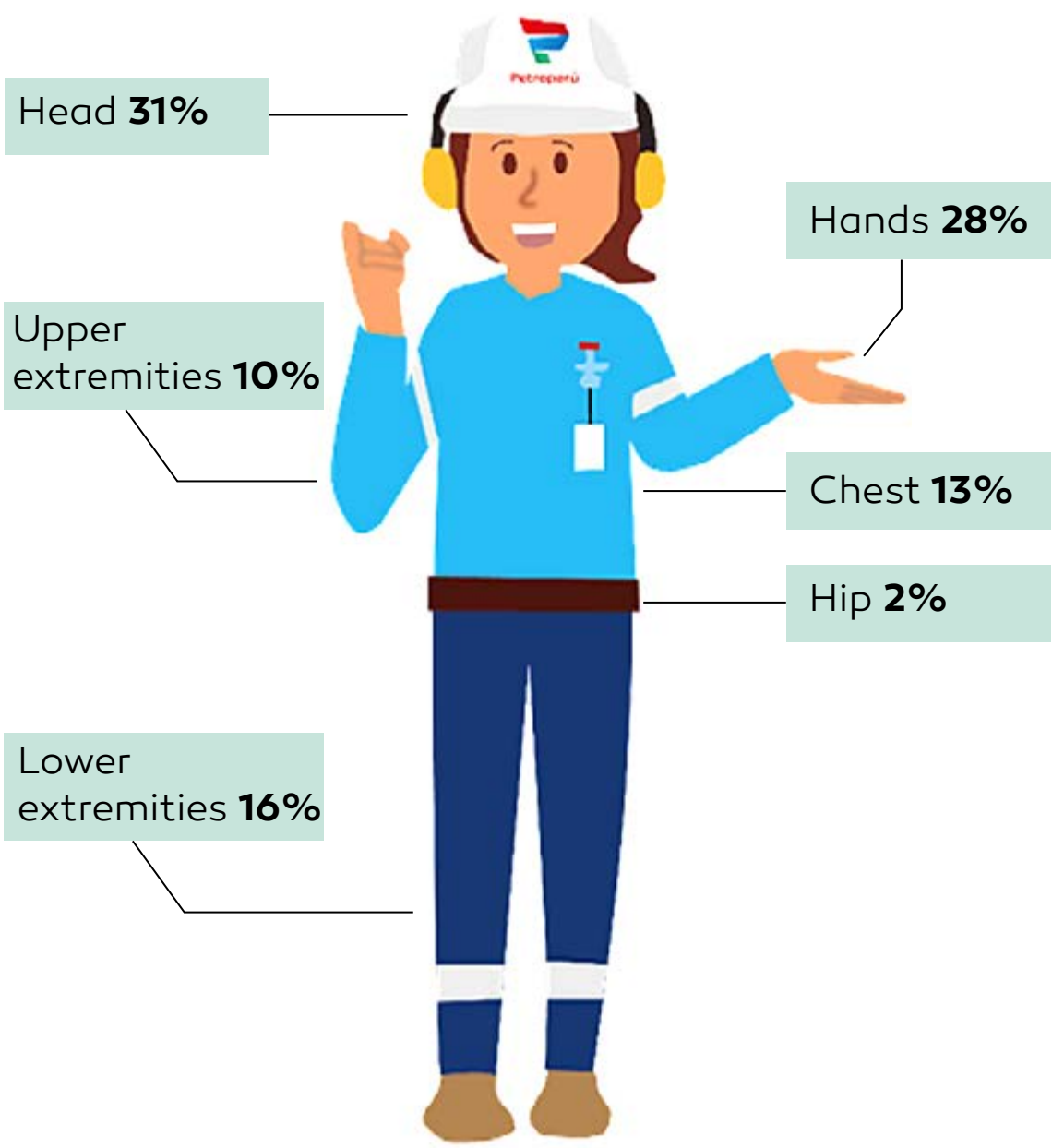
Figure 25: Consequences of occupational accidents



Most frequently, the accidents recorded have resulted in contusions (45%), burns (20%) and penetrating wounds (13%), among other types of injuries (See Figure 25).

Regarding the parts of the body affected, the head (31%) and hands (28%) were the most damaged.

Figure 26: Parts of the body most affected as a result of occupational accidents



Severity indicators

In 2024, our corporate IFAT, which considers accidents of varying severity for employees and contractors, was 2.00, decreasing 0.27 points from 2023. In addition, the ISAT reached 24.14 points, a reduction of 9.6% (2.55 points) compared to the previous year. Both indicators include men and women.

Table 42: Severity Indicators 2023 - 2024

Indicator	2023	2024
IFAT	2.27	2.00
ISAT	26.69	24.14

10.4. Committed to health

GRI 403-3, GRI 403-6

PETROPERÚ maintains a culture of health prevention at all its sites nationwide, reaffirming its commitment to the protection, well-being and health of people. Under this systemic approach, it seeks to strengthen prevention through health activities led by the Medical Services and Social Welfare Department and the medical services of its different sites.

Occupational medicine actions are aligned with the Integrated Quality, Environment, Process Safety and OSH Management Policy. Although compliance is voluntary under the OSH regulatory framework, PETRO-

PERÚ considers maintaining its occupational health management system essential to ensuring a safe and healthy work environment. In addition, in compliance with its role of protection, it implements preventive and health recovery activities, highlighting the medical programs that provide coverage benefits to its workers.

Family Medical Assistance Program

The PAMF is recognized by the Ministry of Health (Ministerio de Salud, MINSA) as an Institution for the Administration of Health Insurance Funds (Institución Administradora de Fondos de Aseguramiento en Salud, IAFAS). Through this program, we provide our employees and their affiliated dependents with medical, dental and hospital care, medicines and other health benefits.

Our workers have the option to voluntarily join the PAMF as part of their regular benefits. The Company

covers the health benefit, while the worker assumes part of the deductible, coinsurance and expenses not covered in the payroll. In addition, it makes a monthly contribution to the financial support of the program.

In 2024, the PAMF benefited 9,785 affiliates, including incumbents and dependents, with exclusive coverage for workers' parents, since other insurance systems do not cover them. In addition, socioemotional support was provided to personnel and their families in adverse health situations, such as catastrophic illnesses, offering social welfare assistance and guidance on medical coverage.

Overall, the total number of beneficiaries remains stable between 2023 and 2024, with slight variations between incumbents and dependents, and differences in distribution according to operations such as the Talara Refinery and OFP, which account for more than 70% of the total beneficiaries.

Table 43: Workers and dependents affiliated to PAMF by operation 2023-2024

Año	2023			2024		
Operation	Affiliated Incumbents	Affiliated dependents	Total	Affiliated Incumbents	Affiliated dependents	Total
OFP	726	1,795	2,521	671	1,851	2,522
ONP	358	853	1,211	320	803	1,123
Jungle Refinery	200	593	793	202	632	834
Conchán Refinery	200	507	707	179	519	698
Total	2,743	7,002	9,745	2,588	7,197	9,785

Club Mi Salud Program (chronic patients)

Through the PAMF, we offer a preventive program for our affiliated workers at each site who have been diagnosed with arterial hypertension, diabetes mellitus or uncomplicated dyslipidemia. Members receive monthly specialized medical care, including medication and laboratory controls according to medical indications. To this end, we have the Club Mi Salud program, with voluntary enrollment and 100% coverage at the corporate level.

During 2024, 308 workers were enrolled in this program and 3,678 specialized medical care visits were recorded. Compared to 2023, there is a decrease in both the number of enrollees and care for most operations. However, the Talara Refinery reported an increase of 197 visits compared to 2023 (See Table 44).

Oncología Program

We have the Oncoclasico Pro and Oncoplus programs, under the Oncosalud health plan, which offers specialized medical coverage for cancer treatment as a complementary program assumed by our employees (See Table 45).

In 2024, 2,918 people (incumbent and dependent) were enrolled in the program, and Talara refinery has the largest number of affiliates (942). Compared to

Table 44: Specialized services 2023-2024

Year	2023		2024	
Operation	Enrolled	Medical Services	Enrolled	Medical Services
Talara Refinery	174	2,011	166	2,208
ONP	50	734	41	672
OFP	49	612	47	522
Conchán Refinery	25	288	17	250
Selva Refinery	46	878	37	26
Total	344	4,523	308	3,678

Table 45: Participants in oncology programs

Operation	Oncopro Program		Subtotal (A)	Oncoplus Program		Subtotal (B)	Total (A+B)	Total (A+B) 2023
	Affiliated Incumbents	Affiliated dependents		Affiliated Incumbents	Affiliated dependents			
Talara Refinery	101	309	410	168	364	532	942	984
OFP	132	293	425	193	313	506	931	1,078
ONP	93	271	364	58	133	191	555	645
Conchán Refinery	46	122	168	39	72	111	279	312
Jungle Refinery	32	84	116	25	70	95	211	237
Total	404	1,079	1,483	483	952	1,435	2,918	3,256

2023, the total number of enrollees decreased by 338 people (from 3,256 to 2,918), with a reduction in the OFP and Talara Refinery, from 1,078 to 931 and from 984 to 942, respectively.

Occupational Medical Surveillance

We perform Occupational Medical Surveillance with a multidisciplinary team of doctors, nurses, psychologists, nutritionists and nursing technicians. This service, fully financed by our Company, is developed according to our guidelines in occupational medicine.

Illnesses and deaths resulting from occupational ailments

As in 2023, in 2024 we recorded no cases of occupational diseases at any of our operating sites and no work-related fatalities.

Occupational hazards that present a risk of illness and disease

As a high-risk company, we are exposed to physical and chemical agents, especially in operational positions. To ensure safety, our safety area periodically performs occupational monitoring to assess the quality of the work environment. In addition, Medical Services conducts biological monitoring of chemical handlers. In 2024, we conducted 61 special biological tests.

Tabla 46: Atenciones médica en tópicos

Paciente	OFP	Refinería Conchán	Refinería Talara	ONP	Refinería Selva	Total atenciones	%
PETROPERÚ	929	1,231	706	1916	253	5,035	56.8
Contratistas	192	357	66	2740	227	3,582	40.4
Visitantes	8	0	0	244	2	254	2.9
Total	1,129	1,588	772	4,900	482	8,871	100.0

Medical Care at Health Posts

In compliance with health regulations for hydrocarbon activities and our internal occupational medicine procedures, we have implemented first aid stations in our refining areas and headquarters, providing medical attention and health education.

In 2024, we recorded 8,871 medical attentions, representing an 80% reduction compared to 43,470 attentions in 2023. The highest concentration of attention was given to the oil pipeline (4,900 cases), followed by the Conchán Refinery (1,588) and OFP (1,129). Regarding the distribution of patients, 57% (5,035) were employees of the Company and 40% were contractors, reflecting a change from 2023, when 49% were employees and 50% were contractors (See Table 46).

Health Campaigns

We prioritize the health care of our workers, focusing on the detection of chronic non-communicable diseases and the vaccination of adults exposed to biological risks at work (hepatitis B, diphtheria, tetanus, yellow fever and seasonal influenza). To this end, we carry out health campaigns in collaboration with accredited clinics.

In 2024, we conducted 22 health campaigns, benefiting 1,981 people. The campaigns focused on the Talara Refinery and the Conchán Refinery (8 campaigns at each site), while the OFP registered the largest number of beneficiaries (985 people) (See Table 47).

Health care by specialty

Our Medical Services team provides counseling, education and follow-up on emotional and nutritional wellness through the specialties of nutrition and psychology.

In 2024, we provided 9,300 medical services, of which 6,811 were in nutrition and 2,489 in psychology. 42% of the medical services were provided at the OFP (3,888 in total), with a high concentration in nutrition (3,780 cases). Compared to 2023, we recorded an increase of 25% (1,867 additional services), mainly in the OFP (see Table 48).

GRI 403-6

Fostering workers' health

To strengthen our preventive health culture, we focus on the continuous education and training of our employees, addressing two key areas: occupational medicine and preventive health.

In 2024, we gave 838 occupational medicine talks with 11,278 participants and 1,481 preventive health talks, reaching 23,763 workers.

Compared to 2023, there was a reduction in the number of lectures (1,214 in occupational medicine and 2,107 in preventive health), and in the number of

Table 47: Health campaigns and beneficiaries 2023-2024

Year	2023		2024	
Operation	Number of campaigns	Number of beneficiaries	Number of campaigns	Number of beneficiaries
Talara Refinery	17	863	8	504
ONP	1	100	1	45
Jungle Refinery	3	235	1	107
Conchán Refinery	13	665	8	340
OFP	4	1,317	4	985
Total	38	3,180	22	1,981

Table 48: Health care services by specialty and unit 2023-2024

Year	2023		2024	
Speciality	Psychology	Nutrition	Psychology	Nutrition
OFP	373	720	263	786
Conchán Refinery	823	1,086	798	1,040
Talara Refinery	1,033	1,508	1,232	1,079
ONP	318	336	108	3,780
Selva Refinery	290	946	88	126
Total medical services	2,837	4,596	2,489	6,811

attendees, with 622 fewer participants. In total, we conducted 2,319 health education sessions, down from 3,321 sessions in 2023.

Of the total of 11,278 participants trained in the 838 occupational medicine talks carried out in the different PETROPERÚ operations, 3,350 were contractors (30%) and 7,928 PETROPERÚ workers (70%) (See Table 49).

Similarly, of the total of 23,763 workers trained in the 1,481 talks on preventive health in all the Company's operations, 19,170 belonged to PETROPERÚ (81%) and 4,593 were contractors (19%) (See Table 50).

Table 49: Training in Occupational Medicine

Operation	Number of talks	Workers		Total workers trained
		Contractors	PETROPERÚ	
OFP	134	0	1,746	1,746
Conchán Refinery	94	198	431	629
Talara Refinery	286	26	3,141	3,167
ONP	307	2,839	1,851	4,690
Selva Refinery	17	287	759	1,046
Total	838	3,350	7,928	11,278

Table 50: Training in preventive health

Operation	Number of talks	Workers		Total workers trained
		Contractors	Petroperú	
Head Office	169	0	2,061	2,061
Conchán Refinery	95	118	1,926	2,044
Talara Refinery	836	0	9,590	9,590
ONP	357	3,415	2,166	5,581
Jungle Refinery	24	1,060	3,427	4,487
Total	1,481	4,593	19,170	23,763

11 ENVIRONMENTAL MANAGEMENT



11. ENVIRONMENTAL
MANAGEMENT

Environmental management is a fundamental pillar of our sustainability strategy. Therefore, in line with the principles of ISO 14001:202527, we adopt a structured framework of requirements to foster environmental protection, promoting responsible management of natural resources and enabling us to adapt to changing environmental conditions, all in balance with the economic and social needs of our environment.

The ISO 14001 standard supports our **Corporate Management Model for Quality, Environment, Safety and Health at Work (CASS)**, ensuring compliance with the standards applicable to the processes and activities carried out at our locations and units. The scope of this certification is detailed below.

11.1. Climate change

IPN-8: CAMBIO CLIMÁTICO

Responding to the expectations of financial stakeholders, at PETROPERÚ we assume climate change as one of the greatest environmental challenges of the 21st century and we integrate it into our Sustainability Strategy and Sustainability Plan with ESG

Table 51:

Certified Processes under ISO 14001: 2015

Certified Process	Location/unit
Crude oil refining	- Talara Refinery - Iquitos Refinery - Conchán Refinery
Storage, dispatch and marketing of liquid fuels	- Talara Sales Plant - Piura Sales Plant - Iquitos Sales Plant - Tarapoto Sales Plant - Yurimaguas Sales Plant - Pucallpa Sales Plant - Amazon River Petrocenter - Conchán Sales Plant
Reception, storage, dispatch and marketing of aviation fuel	Cusco Airports
Loading and unloading of liquid hydrocarbons in tankers at docks and basic port services	- Talara Refinery Terminal - Iquitos Refinery Terminal - Conchán Refinery Terminal - Bayovar Terminal

In this regard, we recognize that the effects of climate change can lead to water shortages, disrupt food production, and provoke extreme events such as floods, storms, and heat waves. As a company

in the energy sector, we are committed to providing solutions and contributing to the transformation of energy and production models towards a more sustainable future.

27

The ISO 14001 Standard establishes requirements for implementing an effective Environmental Management System, through the identification, control and reduction of environmental impacts, the compliance with applicable environmental legislation and continuous improvement of environmental performance.

To this end, we have adopted responsible environmental management, incorporating environmental criteria into our processes and businesses in order to reduce our environmental footprint and preserve biodiversity. Since 2013, we monitor and report our carbon footprint under international standards such as ISO 14064-1 and the GHG protocol.

Our ESG strategy, led by the Sustainability and Energy Transition Projects Management, includes a Climate Action pillar that promotes energy efficiency, emissions management, and the transition to alternative energy. It's important to highlight that our ESG Plan was designed based on recommendations from our key stakeholders, including investors, bondholders, and banks, among others; through periodic meetings such as Conference Calls with bondholders and international banks; and through other forms of communication with key stakeholders. In 2024 we had 04 Conference Calls with an average of 70 participants in each session.

Likewise, our Strategic Objectives 2023-2027 approved by MINEM incorporate targets and indicators linked to the effects of climate change. In addition, we have set ourselves the goal of reducing the intensity of our GHG emissions by 15% by 2030, in line with the Paris Agreement and the expectations of our stakeholders.

Along these lines, we incorporate climate change management into our policies, aligning ourselves with the SDGs and the energy sector's roadmap for decarbonization. This roadmap, based on Energy Efficiency in our Operations, explores opportunities in renewable energy, such as developing the feasibility of a wind project at Bayovar Terminal. Likewise, we are assessing the future context in our first TCFD report with S&P Global to evaluate the financial risks associated with climate change and strengthen our adaptive capacity.

With the same approach, we have developed training programs for our personnel, including the Board of Directors, on global trends in sustainability and energy transition.

11.2. Emissions management

GRI 305-1, GRI 305-2, GRI 305-3

Within the framework of our **Strategic Objective No. 4: Ensure the Sustainability of Operations by promoting the Energy Transition**, and in line with its **Axis 4.3 Manage the Carbon Footprint**, we carry out the diagnosis, measurement and verification of the Company's Carbon Footprint, with the aim of

reducing the CO₂e emissions intensity of our operations. **At the end of the period, the reported progress is 33% in accordance with the 2024 program.**

The GHG emissions inventory is our main tool for measuring our carbon footprint. Its preparation is based on the IPCC methodology (2006) and the annual sectoral GHG reports (RAGEI, 2019) of the Infocarbono platform of the Ministry of the Environment.

The quantification and consolidation of GHG emissions is carried out using an operational control approach, which allows the inventory to include all activities and facilities over which the Company exercises operational control, thus ensuring a comprehensive assessment of their environmental impact. For carbon footprint measurement, the GHGs carbon dioxide (CO₂), nitrous oxide (N₂O) and methane (CH₄) are considered. This analysis covers emissions generated at the Talara, Conchán and Iquitos refineries, Lot I, Lot Z69, Lot VI, ONP and OFP.

In 2024, GHG emissions generated totaled 1,288,299.15tCO₂eq, considering Categories 1 (Direct Emissions), 2 and 3 (Indirect Emissions). In comparison, in 2023 239,382.88 tCO₂eq were recorded, showing a significant increase in reported emissions (See Table 52).

Table 52: Emisiones GEI 2024 según Categoría y dependencia

Unit	Categories (ISO standard)			TOTAL	
	Category 1	Category 2	Category 3		
	tCO2e	tCO2e	tCO2e	tCO2e	%
Talara Refinery	825,964.89	23,773.65	0.00	849,738.55	65.96%
Conchán Refinery	18,802.74	1,051.91	0.00	19,854.65	1.54%
Iquitos Refinery	10,002.14	219.07	0.00	10,221.20	0.79%
North Peruvian Oil Pipeline	6,610.86	145.63	0.00	6,756.48	0.52%
Commercial management	67,168.93	0.00	93,123.12	160,292.05	12.44%
Main Office Building	20.96	370.41	0.00	391.37	0.03%
Lot I	10,601.72	9.08	0.00	10,610.80	0.82%
Lot Z69	215,984.42	0.00	0.00	215,984.42	16.77%
Lot VI	14,449.62	0.00	0.00	14,449.62	1.12%
TOTAL	1,169,606.28	25,569.75	93,123.12	1,288,299.15	100%

In 2024, the Talara Refinery was the main source of GHG emissions, representing 65.96% of the total (849,738.55 tCO₂e), while in 2023 this figure was 55%. In addition, in 2024, Category 1 (combustion sources) accounted for 90.79% of emissions, reflecting a significant increase compared to the 48% recorded in 2023 for the same category.

During the reporting period, emissions generated by biomass combustion totaled 4,746.74 tCO₂. Of this total, 92% corresponds to emissions from activities in category C3 (4,390.51 tCO₂), while the remaining 8% comes from categories C1 and C2 (356.22 tCO₂). This behavior reflects a higher concentration of emissions in category C3 operations suggesting priority areas for reduction or control strategies in future environmental management.

Table 53: Biomass Emissions 2023-2024

Other emissions	2023		2024	
	tCO2	%	tCO2	%
Combustión Biomasa C1 + C2	237.00	12%	356.22	8%
Combustión Biomasa C3	1,695.02	88%	4,390.51	92%
TOTAL	1,932.01	100%	4,746.74	100%

Between 2023 and 2024, emissions from biomass combustion increased significantly, from 1,932.01 tCO₂ to 4,746.74 tCO₂, representing an increase of 145.7%. This growth is mainly explained by the increase in emissions in the C3 category, which tripled compared to the previous year (from 1,695.02tCO₂ to 4,390.51 tCO₂). Emissions from categories C1 and C2 also increased in absolute terms, but their share of the total decreased from 12% to 8%.

During the reported period, total emissions reached 1,288,299.15 tCO₂e, distributed between direct and indirect emissions from various operational sources.

Las fuentes de combustión representan la mayor proporción del total, con 986,889.05 tCO₂e (76.60 %). Dentro de ellas, las fuentes estacionarias (principalmente plantas e instalaciones fijas) son las más relevantes, con 813,322.49 tCO₂e (63.13 %) del total general. Por su parte, las emisiones por quema en antorcha (105,732.60 tCO₂e) aportan un 8.21 %.

Emissions from venting, especially in catalyst regeneration, total 181,907.00 tCO₂e, equivalent to 14.12 % of the total.

Indirect emissions represented 9.21% of the total reported, reaching 118,692.87 tCO₂e. Within these, those associated with electricity consumption totaled 25,569.75 tCO₂e (1.98 %). On the other hand,

emissions generated by indirect transportation, outside the direct control of the organization, totaled 93,123.12 tCO₂e (7.23%).

In accordance with the above, for the year 2024 emissions were recorded according to their category and source of origin, obtaining the following results:

Table 54: Emissions by Source Type 2024

ISO Category	Number	Emission sources	Carbon dioxide tCO2	Methane tCH4	Nitrous oxide tN2O	Total tCO2e	%
1	1	Combustion sources	984,358.68	29.98	6.00	986,889.05	76.60%
	1.1	Stationary combustion sources	811,498.24	24.06	4.06	813,322.49	63.13
	1.2	Mobile combustion sources	67,130.59	5.83	1.94	67,833.96	5.27%
	1.3	Gas flared in torch	105,729.85	0.09		105,732.60	8.21
	2	Vent sources - Processes	181,907.00	-	-	181,907.00	14.12%
	2.1	Catalyst regenerator	181,907.00	-	-	181,907.00	14.12%
	3	Fugitive emissions	-	27.15	0.00	810.23	0.06%
	3.1	Leaks in equipment components		27.09		807.34	0.06%
	3.2	Preparation of Organic Fertilizer (Compost)		0.06	0.00	2.89	0.00%
2	4	Indirect emissions from electricity use	25,480.23	1.41	0.17	25,569.75	1.98%
	4.1	Electricity consumption	25,480.23	1.41	0.17	25,569.75	1.98%
3	5	Indirect emissions from transportation	91,698.44	5.71	4.60	93,123.12	7.23%
	5.1	Ground transportation between Sales Plants / Industrial Customers	91,698.44	5.71	4.60	93,123.12	7.23%
Total			1,283,444.36	64.26	10.77	1,288.299.15	100.00%

Emissions Intensity

GRI 305-4

In 2023, we began measuring a new indicator: emissions intensity. This allows us to evaluate the relationship between the emissions generated and the magnitude of the Company's productive or energy activity, as part of the actions to comply with our Strategic Objectives.

This indicator not only provides a more accurate view of the efficiency of our operations, but also facilitates comparison of performance across facilities, companies, or regions with varying production levels.

During 2024, the three refineries recorded combined total emissions of 879,814.41 tons of CO₂e, with a combined processed load of 28.96 million barrels (Mbbl). This is equivalent to an average emissions intensity of 30.38 tCO₂e/Mbbl, which represents an increase compared to 2023, when the intensity was 8.24 tCO₂ e /Mbbl. The increase in emissions intensity in 2024 is largely due to the operation of the main units of the Talara Refinery (See Table 55).

GRI 2-4

For 2024, we have included the calculation of the emissions intensity associated with Lots I, VI, and Z69, which registered a total of 241,044.84 tons

Table 55: Intensidad de emisiones 2024

Location	Emissions tCO2e(numerator)	Processed Load Mbbl (Denominator)	mission intensity tCO2e / Mbbl
Refinería Talara	849,738.55	25,408,142.71	33.44
Refinería Conchán	19,854.65	2,528,714.81	7.85
Refinería Iquitos	10,221.20	1,024,564.33	9.98
Total	879,814.41	28,961,421.86	30.38

Table 56: Intensidad de emisiones lotes noroeste 2024

Lots	Emissions tCO2e	Fiscalized Production Mbbl	Intensity of tCO2e /Mbbl
Lot Z69	215,984.42	1,649.78	130.92
Lot I	10,610.80	173.29	61.23
Lot VI	14,449.62	639.04	22.61
Total	241,044.84	2,462.11	97.90

of CO₂ equivalents (tCO₂e), with a combined audited production of 2,462,112.46 barrels, resulting in an average emissions intensity of 97.90 tCO₂e per thousand barrels. Lot Z69 is the lot with the highest volume of emissions (90% of the total) and

the highest emissions intensity. Although with a significantly lower production, Lot I shows an intermediate emissions intensity, above the average of Lot VI, but less than half the intensity of Lot Z69 (See Table 56).

11.3. Energy management

GRI 302-1

Energy management for Petroperú's operations is the responsibility of each leader of the Talara, Conchán, Iquitos refineries and Oil Pipeline, who report their energy management, usage, and consumption at their facilities to the Central Energy Committee (COCEN), as well as information on the progress of their facilities toward strategic objective No. 4.2. COCEN is in charge of Corporate Operations Management.

Within the framework of Strategic Objective No. 4: Ensure the sustainability of our operations, promoting the energy transition, with respect to Strategic Axis I. Manage energy by optimizing the energy consumption and costs of all operations, by 2024, we indicate the fulfillment of the established goal of 40% compliance with the “Energy Management Plan”, meeting the established goal.

The **Energy Management Plan** is conceived as a continuous improvement process to ensure energy supply, optimize costs, and evaluate and implement energy efficiency tools and techniques to achieve improvements that positively impact the productivity and competitiveness of processes, while minimizing their environmental impact.

In this context, during 2024 we concluded the preparation of the **corporate energy diagnosis** which focused on analyzing the consumption,

cost, and performance structure of the main equipment and processes, with the aim of identifying the potential and main opportunities for energy savings. The Talara, Conchán and Iquitos refineries and ONP complied 100% with the energy diagnosis for each operation. It also establishes energy indicators and a baseline from 2022. It also proposes an energy management model with a gap analysis and a strengths, weaknesses, opportunities and threats (SWOT) analysis, along with prioritized energy improvement opportunities.

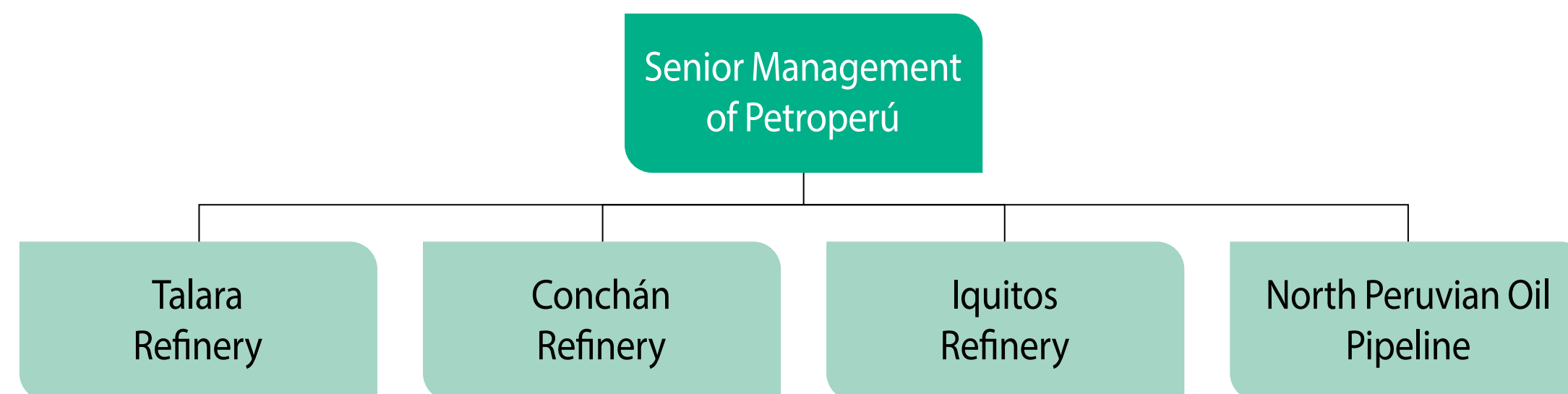
We also prepared the **baseline study** on energy consumption that allows monitoring the consumption, costs and efficiencies of the equipment and facilities prior to the implementation of the Energy Efficiency Plans for the Talara, Conchán and Iquitos refineries and the ONP, with objectives and goals for the pe-

riod 2025-2027, and activities for energy improvement, among other measures, which will serve as a reference to evaluate the results obtained in subsequent phases.

During 2024, the execution of optimization projects continued in the aforementioned operations, considering that the Talara Refinery was completing its start-up, optimization projects were identified in 2024.

We have achieved remarkable achievements that are a fundamental basis for our operations to deploy actions, such as in July 2024, we approved our Energy Management Policy through Board agreement No. 076-2024-PP, reaffirming our commitment to efficient and sustainable management, and actively contributing to the transition towards a cleaner and more responsible energy future. Through our Policy we are commit-

COCEN Composition



ted to efficiently manage energy resources, adopting best practices and sustainable technologies under a continuous improvement approach. In addition, we foster a culture of energy efficiency, promoting innovative solutions and ensuring the provision of resources necessary for a just energy transition that fosters relationships of trust and cooperation with our stakeholders.

Energy consumption

To calculate energy consumption, data were collected on the types and quantities of fuels used in both mobile and stationary sources. These data were then converted to equivalent energy units, using their respective calorific values.

As for indirect energy consumption, information was collected based on the activity parameters provided by the company supplying electricity to our operating units, thus ensuring an accurate assessment of energy use at our facilities.

In 2024, the Company's energy consumption was 13,696,514.39 gigajoules (GJ), significantly higher than in 2023, when 2,465,786.00 GJ was reported. This increase is mainly due to the progressive start-up of operations of the New Talara Refinery units, which reflects the growth of our productive activities and the strengthening of the Company's operating capacity.

In 2024, own energy generation accounted for 96.09% of total consumption, while 3.91% came from purchases from electric companies. This shows a significant increase in energy self-sufficiency compared to 2023, when own generation

was 49.87% and energy purchase reached 50.13%. This evolution reflects a greater effort to optimize internal energy production, reducing dependence on external suppliers.

Table 57: Energy consumption by type of fuel (GJ) 2024

Consumption	Type	2023		2024	
		Energy Consumida GJ	EnergyMatrix %	Energía Consumida GJ	Matriz energética%
Direct	Natural Gas	632,832.28	25.66	4,815,487.37	35.16
	Diesel	247,828.19	10.05	235,306.91	1.72
	Industrial / Residual Oil	94,015.05	3.81	88,482.09	0.65
	Gasohol	441.90	0.02	477.62	0.00
	LPG	38,610.93	1.57	2,778,920.06	20.29
	Refinery Fuel Gas	291.42	0.01	682,141.75	4.98
	Flexicoker Low Btu Gas	-	-	1,819.65	0.01
	Butano	72.17	0.00	0.00	0.00
	Nafta	215,557.80	9.12	4,558,673.80	33.28
	Sub total		49.87	13,161,309.24	96.09
Indirect	Electricity	1,236,135.74	50.13	535,205.15	3.91
	TOTAL	2,465,786.00	100.00	13,696,514.39	100.00

Energy consumption performance of the Talara Refinery:

The Talara refinery is the largest and most complex operation and during the progressive start-up process, its energy performance was measured, monitored and analyzed, achieving an efficient operation in line with the design requirements.

Specifically for 2024, several key objectives and goals were established for improvement, implementing actions and strategies to increase efficiency and productivity. This required a proactive and planned approach.

Highlights of the Talara Refinery's energy management plan:

The Talara Refinery officially announced the start-up of the plant in April 2022. Following a gradual start-up that ended in 2023, 2024 will be its first year of full operation. Therefore, we highlight the following actions:

- Talara Refinery begins operations with an energy management system, that is, carrying out energy planning, improvement, support, performance evaluation, and energy management review

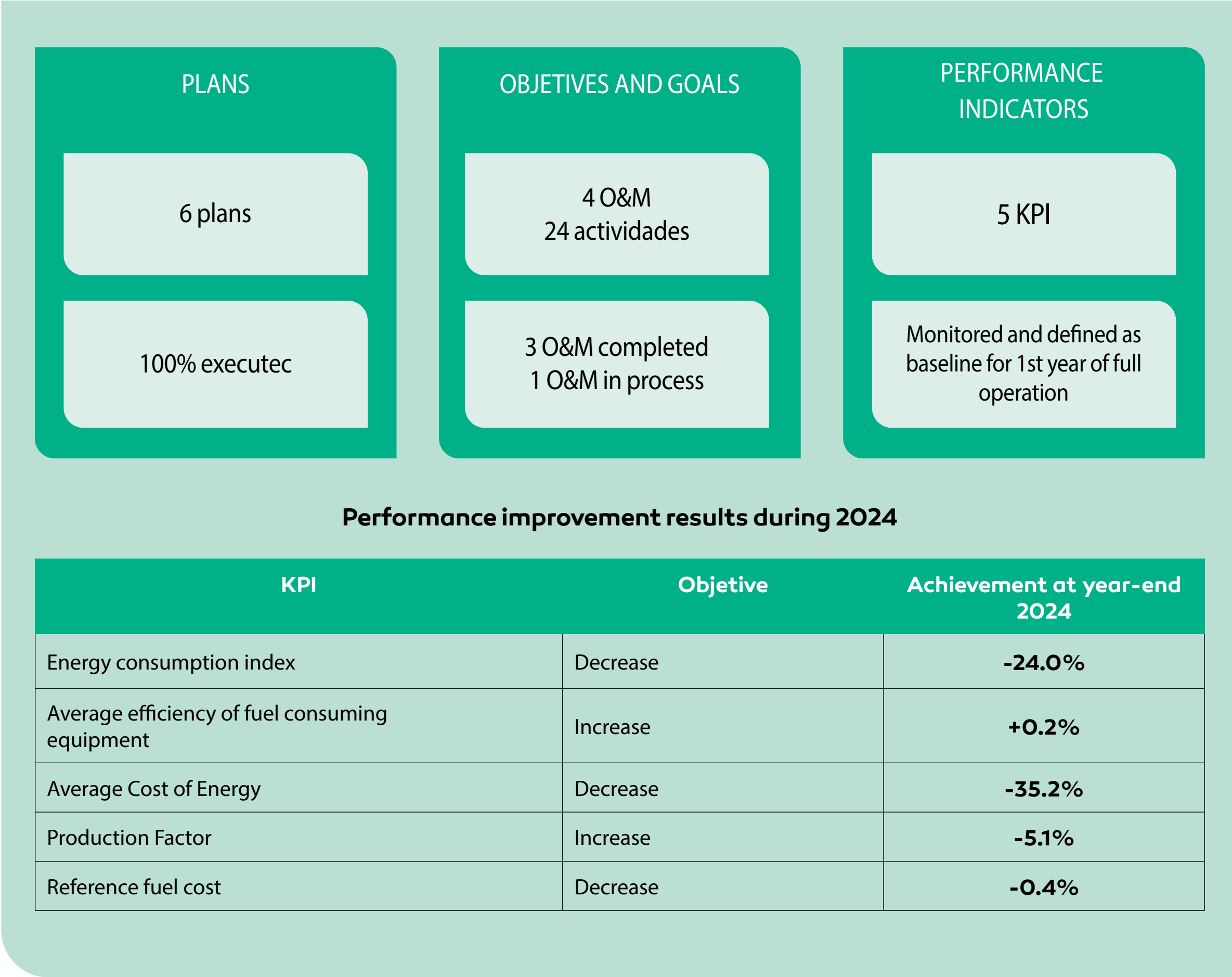
MISSION

Plan, review and verify the operation of the Talara Refinery in terms of Energy Management, monitoring, measuring and analyzing indicators, metrics and energy parameters

VISION

To systematically evolve in energy management, aiming to have a culture supported by goals, objectives, plans, and programs that allow appropriate decisions to be made over time and with a tendency towards achievements, that is, to efficiently operate the Talara Refinery facilities. To be a collaborative tool for corporate and environmental sustainability, generating synergies between energy management and the quantification of greenhouse gas emissions.

- The refinery's energy management is based on an annual plan, called EEP: Energy Efficiency Plan, which is monitored on a monthly basis. This plan has actions that are evaluated with defined objectives and goals.
- Improved management considered executing energy audits and energy diagnosis during 2024. These two activities have made it possible to obtain a baseline of energy consumption at the facilities and also to identify equipment with significant energy use.
- As part of management support, awareness campaigns on "Energy Efficiency and Sustainability" were implemented. These campaigns focused on two aspects: energy efficiency and energy savings, achieving engagement and participation with proposals that contribute to reducing energy consumption and ensuring efficient operations.



11.4. Biodiversity

GRI 304-1, GRI 304-3

At PETROPERÚ, we have established our [Institutional Biodiversity Management Policy](#), approved by Board of Directors Agreement No. 049-2020-PP dated May 14, 2020, with a focus on ecosystem services management, the sustainable management of our facilities, climate change mitigation, and eco-efficiency in our operations. We also reaffirm our commitment to respecting and complying with voluntary agreements aimed at protecting and conserving biodiversity, as reflected in the “Biodiversity Protection” strategic axis of the ESG Plan approved by the Board of Directors. We have fully implemented all of the activities planned for 2024.

Our Biodiversity Policy aims to foster a culture of prevention and conservation of biological diversity at all our local locations, ensuring compliance with national and international regulations. In addition, we have developed a Biodiversity Management Plan aimed at protecting and conserving areas of high ecological sensitivity within our areas of influence.

It is important to highlight that, with the creation of the Mar Tropical de Grau National Reserve (RNMTG) in April 2024 —which includes four sectors located in the regions of Piura and Tumbes: Isla Foca, Cabo Blanco-El Ñuro, Arrecifes Punta Sal and Banco de Máncora—, the surface area of the company's facilities that overlap with protected natural areas has

increased. This increase is due to the fact that the Cabo Blanco-El Ñuro sector partially overlaps with Lot Z-69. As a result, the overlapping area increased from 5.75 km2 to 84.08 km2, by adding an area of 78.33 km2 corresponding to the new overlap with

the reserve (see Table 57).

As part of our strategies, we signed in 2020 an Interinstitutional Framework Agreement with the National Service of Natural Areas Protected by the Sta-

te (SERNANP) strategic alliance that contributed to the management and conservation of biodiversity in the Pacaya Samiria National Reserve. In addition, we participate in the process of developing the Illescas Reserved Zone Management Plan 2024-2028, and

Table 58: Facilities near Natural Protected Areas (NPAs)

Facility	Tipe of facility	Surface (km²)	Location with respect to the NPA or area of high biodiversity
Morona Station	Industrial zone (pumping and storage) Residential area	0.07	Inside the Santiago Comaina Reserved Area. The size, location and status of this protected area is at the following link: www.gob.pe/institucion/sernanp/informes-publicaciones/1945895-zona-reservada-santiago-comaina . Terrestrial and freshwater ecosystems.
Stación 1	Industrial zone (pumping and storage) Residential area	0.39	Inside the buffer zone of Pacaya Samiria National Reserve. The size, location and status of this protected area is at the following link: www.gob.pe/institucion/sernanp/informes-publicaciones/1749588-reserva-nacional-pacaya-samiria . Terrestrial and freshwater ecosystems.
Stación 5	Industrial zone (pumping and storage)	0.03	Inside areas of unprotected high biodiversity. Terrestrial and freshwater ecosystems.
Stación 6	Industrial zone (pumping and storage)	0.06	Inside areas of unprotected high biodiversity. Terrestrial and freshwater ecosystems.
Bayóvar Terminal	Industrial zone (pumping and storage)	5.20	Adjacent to the Illescas Reserved Area. The size, location and status of this protected area is at the following link: www.gob.pe/institucion/sernanp/informes-publicaciones/1945785-reserva-nacional-illescas . Terrestrial and marine ecosystems.
Lot Z-69	The Peña Negra site overlaps with the Cabo Blanco-El Ñuro sector of the RNMTG	78.33	The RNMTG, established in April 2024, comprises four sectors: Isla Foca, Cabo Blanco-El Ñuro, Arrecifes de Punta Sal and Banco de Máncora, located in the regions of Piura and Tumbes. www.gob.pe/institucion/sernanp/informes-publicaciones/5509350-expediente-de-la-reservanacional-mar-tropical .

we support the implementation of prioritized activities for the period October-December 2024, through the installation of an information panel and dissemination material for the conservation of the aforementioned area.

11.5. Water management

GRI 303-1, GRI 303-3, GRI 303-5

Water is a fundamental resource for our processes, especially in activities such as cooling, steam generation and cleaning. We manage this resource responsibly and efficiently, ensuring its proper use and controlled extraction from surface and underground sources. In addition, we implement measures that favor its sustainable use at the following levels (See Figure 27):

“Water Management” is also a strategic line of the ESG Plan, which had 100% compliance by 2024. As a procedure for Water Management, we have the OR2-DM2 Unit Manual, which provides the operating personnel of the Desalination and Demineralization Plant Unit (OR2-DM2) with all the technical knowledge, which is applied during the development of their activities, complying with the Safety, Quality and Environmental Standards and Procedures established by Petroperú S.A.

Figure 27: Main measures implemented by levels

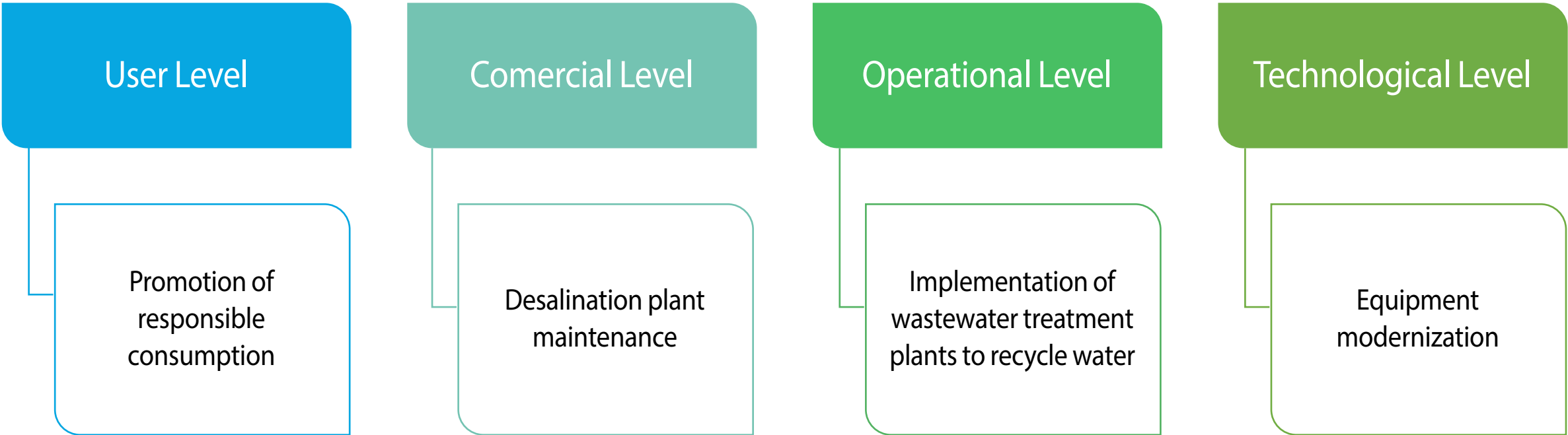


Table 59: Water extraction 2023-2024 (Megaliters)

	2023	2024	Var. %
Total water extraction (Desalination Plant – Talara Refinery)	287,090.88	329,628.86	14.8%

The volume of water extracted by the Talara Refinery Desalination Plant increased by approximately 15%, from 287,090.88 ML in 2023 to 329,628.86 ML in the reported period due to the Talara Refinery becoming fully operational. This plant treats seawater using reverse osmosis technology to supply the refinery's operating processes. In 2024, the volume of water consumed represented 3.78% of the total extracted, the remainder returning to the sea.

In 2024, total water consumption in our operations reached 12,916.95 megaliters (ML), of which 98.3% (12,691.82 ML) came from surface sources, while the remaining 225.13 ML corresponded to other sources. Compared to 2023, this represents a 32% increase in total consumption, from 9,755.56 ML to 12,916.95 ML.

During the period, the Talara Refinery accounted for 96.5% of the total water consumption, reaching volume of 12,464.99 ML. This value represents an

increase of 34% with respect to 2023, when consumption was 9,393.74 ML, reflecting an increase in the operation of the Talara Refinery (See Table 59).

Water resource management in water-stressed areas is a growing priority for PETROPERÚ, as our operations, such as the refining process and the maintenance of facilities, require large volumes of water.

In regions where access to fresh water is limited or its availability is variable, we implement strategies to mitigate the impact on local water resources and ensure the long-term sustainability of our activities.

Table 60: Water consumption by source and operation 2023-2024 (Megaliters)

Operation	Surface water		Ground waters		Municipal /of her company supply		Total		Water Stress Zone
	2023	2024	2023	2024	2023	2024	2023	2024	
Talara Refinery	9,303.74	12,464.99	-	-	-	-	9,303.74	12,464.99	12,464.99
Conchán Refinery	129.37	113.02	-	-	19.61	15.12	148.98	128.14	128.14
North Peruvian Oil Pipeline	69.49	66.16	36.63	45.66	8.44	9.79	114.56	121.61	121.61*
Northwest Lots	-	-	-	-	67.83	103.07	67.83	103.07	103.07
Iquitos Refinery	65.45	47.64	-	-	-	-	65.45	47.64	-
OFP (Main Office)	-	-	-	-	33.06	30.06	33.06	30.06	30.06
Plants and terminals	-	-	-	-	21.94	21.44	21.94	21.44	-
Total	9,568.05	12,691.82	36.63	45.66	150.88	179.47	9,755.56	12,916.95	12,726.26

* Bayóvar Terminal Only.

Figure 28: Main operations in water-stressed areas



In 2024, in water-stressed areas such as the Talara Refinery, we opted for supply systems that use seawater, which reduces pressure on groundwater and surface water resources. This initiative not only optimizes water use, but also helps prevent potential conflicts with local communities that depend on these resources for their basic needs and well-being.

11.6. Waste management

GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4,
GRI 306-5

Waste management is essential to preserve the environment, prevent soil, water and air pollution, protect public health and conserve natural resources. Therefore, at PETROPERÚ we promote operational efficiency to reduce waste generation, minimize negative impacts and contribute to a sustainable future.

In the development of our operating activities, we generate various types of waste, mainly derived from the operations, maintenance and cleaning of our facilities, as well as from the production of coke and the management of environmental emergencies. In these cases, we have identified potential significant negative impacts associated with the materials and waste, which must be managed appropriately to avoid environmental

risks. Therefore, we implement waste management in strict compliance with the national regulatory framework and the Company's internal procedures.

We have a **Solid Waste Management and Handling Procedure** that defines how we manage the solid waste generated in our operations, whether hazardous or not. As a corporate-wide procedure, it establishes general guidelines for the comprehensive management of solid waste—municipal and non-municipal, hazardous and non-hazardous—applicable to all company locations. Notwithstanding the above, each unit is responsible for developing the necessary complementary documents for its specific implementation.

This process covers from generation to final disposal, and is applied in all stages of our hydrocarbon-related activities. Our approach prioritizes waste reduction and the recovery of waste that can be reused or transformed into energy, always seeking to minimize risks to human health and the impact on the environment.

In this framework, solid waste is any object, material, substance or element resulting from the consumption or use of a good or service, which its owner disposes of or has the intention or obligation to dispose of, to be managed prioritizing the recovery of waste and, ultimately, its final disposal. Solid waste includes any residue or waste in

solid or semi-solid phase. Waste is also considered to be liquid or gaseous waste that is contained in containers or tanks that are to be disposed of, as well as liquids or gases that, due to their physicochemical characteristics, cannot be introduced into emission and effluent treatment systems and therefore cannot be discharged into the environment.

Furthermore, **hazardous solid waste (HSW)** is waste that, due to its characteristics or the way it is or will be handled, poses a significant risk to health and/or the environment; while **non-hazardous waste** is waste that, due to its characteristics or the way it is or will be handled, does not pose a significant risk to health and/or the environment.

Our Solid Waste Management and Handling procedure also provides for the periodic training and awareness-raising of operational personnel, whether our own or contracted, in the proper management and segregation of solid waste.

In 2024, the Comprehensive Solid Waste Procedure for the Talara Refinery was also updated to ensure efficient, comprehensive waste management throughout the entire life cycle of the Talara Refinery and its annexes. This update incorporates the designation of responsible parties according to the new organizational structure and guidelines for the management of electrical and electronic equipment waste (WEEE).

In 2024, solid waste generation increased compared to 2023, reaching a total of 80,223.52 tons, compared to the 35,899.31 tons reported in the previous

year. Of this total, hazardous waste accounted for 95.3% (76,399.87 tons), while non-hazardous waste, both organic and inorganic, totaled 3,773.59 tons,

equivalent to 4.6% of the total generated.

Table 61: Hazardous and non-hazardous solid waste by site 2023 - 2024 (Tons)

Location	Non-hazardous waste				Hazardous waste		Total (ton.)		Percentage	
	Inorganic waste		Organic waste							
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Talara Refinery	12.91	62.28	2.24	-	31,077.14	54,145.96	31,092.29	54,208.24	86.60%	67.57%
North Peruvian Oil Pipeline	7.61	183.3	-	-	3,040.73	8,680.96	3,048.34	8,864.26	8.50%	11.05%
Lot Z69		24.6		78.55		5,931.87		6,035.01		7.52%
Plants and terminals	0.02	3,392.35		0.12	34.60	3,713.24	34.61	7,105.71	0.10%	8.86%
Lot I		-		-		1,194.39		1,194.39		1.49%
Conchán Refinery	14.00	1.09		-	236.14	1,159.36	250.14	1,160.45	0.70%	1.45%
Lot VI		3.73		0.14		761.24		765.11		0.95%
Lot 192		12.02		-		722.34		734.36		0.92%
Jungle Refinery	16.63	11.75	6.72	-	99.24	88.73	122.59	100.48	0.30%	0.13%
OFP (Main Office)	22.01	50.08	-	-	-	-	22.01	50.08	0.10%	0.06%
Lot 64		1.28		2.38		1.78		5.43		0.01
Total	100.18*	3,742.48	12.37**	81.19	35,786.76**	76,399.87	35,899.31**	80,223.52	100%	100%
Percentage	0.3%	4.67%		0.10%	99.70%	95.20%	100.00%	100.00%		

(*) Includes Lot I, VI y Z69

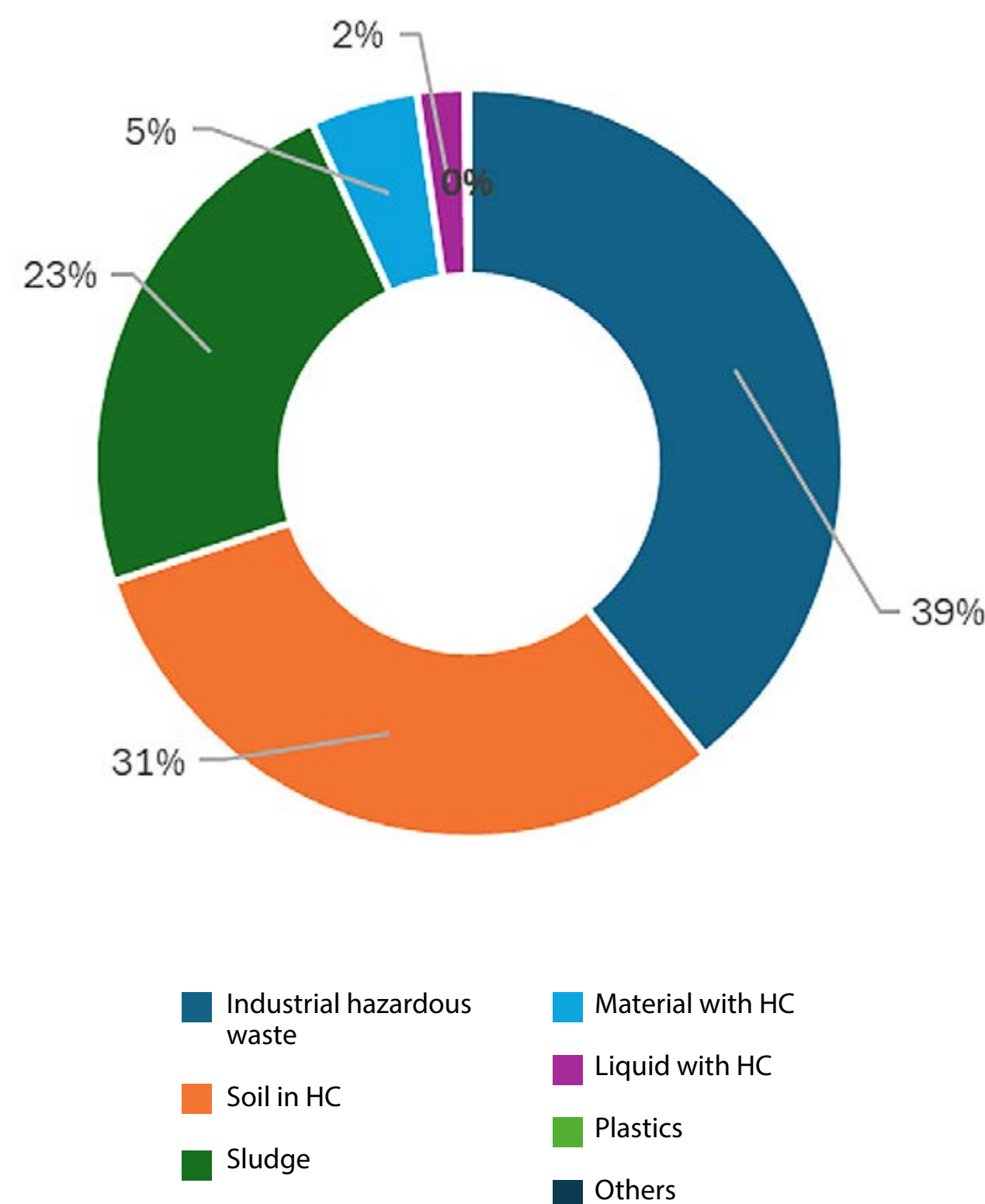
(**) Include Lots I, VI, Z69, 64 and 192

In 2024, the Talara Refinery remained the facility with the highest waste generation, with a total of 54,208.24 tons, representing 67.6% of the total generated. Although this figure represents a decrease in its share compared to 2023 (86.3%), the volume remains high due to its operational activities, such as maintenance, industrial cleaning, and coke production. Activities at the North Peruvian Oil Pipeline generated 8,864.26 tons of waste, mainly due to the management of environmental emergencies, making it the facility with the second highest waste generation.

At the Talara Refinery, hazardous solid waste totaled 54,208.24 tons. Of this volume, industrial hazardous waste represents 39% (21,234 tons), followed by soil with hydrocarbons with 30.7% (16,653 tons), and sludge, which is equivalent to 23% (12,587 tons), the latter being waste from operational processes.

These variations reflect changes in our operations and processes, highlighting the importance of continuing to optimize our waste management to minimize environmental impact. For this reason, the “Circular Economy” strategic axis of the ESG Plan was included in order to adequately manage waste generation in our operations, as well as identify opportunities for reduction and circularity in the waste generated (See Figure 29).

Figure 29: Hazardous waste
Talara Refinery 2024



As part of the **Action Plan for Improving Integrated Waste Management in Talara**, various initiatives were implemented to optimize responsible waste management.

- **Ecological points.** There are more than 84 ecological points at the Talara Refinery, Sales Plant, Lot I and Mile Six, in order to provide workers with the necessary resources for proper segregation of solid waste in accordance with the standard 28. Periodic inspections of these points are conducted.
- **Environmental Awareness Program.** In 2024, as part of this program, we have conducted several awareness campaigns such as the Reciclación Contest, informative flyers, environmental activations, Ecotrueques, clean-up campaigns prioritizing the segregation and use of recoverable waste, among others.
- **Source Segregation Program.** Through this program, we benefit the formal associations of recyclers in Talara, jointly with the municipality. Since 2022, PETROPERÚ has adopted this good practice and we continue to work on personnel awareness. In 2024, 12.8 tons of usable solid waste were delivered.

²⁸ The standard it refers to is the NTP for "Waste Management. Color code for the storage of solid waste" or NTP 900.058:2019. This standard establishes a color system to identify and adequately segregate solid waste at the municipal and non-municipal levels, facilitating its management and promoting recycling and safe disposal practices.

- **Plastic Caps Collection Campaign**, in 24, we continued our campaign to collect plastic caps, which were donated to the NGO Tierra y Ser (Tierra y Ser), to benefit citizens with disabilities by providing two wheelchairs.
- **Used tire management.** They are used for beautification of green areas instead of disposal.

In the case of hazardous waste, the final disposal was carried out in authorized safety landfills.
- For non-hazardous waste, final disposal is carried out by the local municipalities of the sites and authorized solid waste operating companies. They are also disposed of in authorized landfills (See Table 61).

Table 62: Solid waste management 2024 (Tons)

Location	Hazardous waste					Non-hazardous waste				
	Intended for non-disposal			Destinados a Intended for disposal	Total	Intended for non-disposal			Intended for disposal	Total
	Storage	Recovery	Processed	Final disposition		Storage	Recovery	Marketed	Final disposition	
Talara Refinery				54,197.60	54,197.60		11			11
ONP	2,763.26			5,926.09	8,689.35	173.93		0.46	0.52	174.91
Lot Z69				5,806.02	5,806.02	124.43	105			229.43
Terminals and plants	2,554.80		788	369.48	3,712.28	2,400.06		984.64	7.77	3,392.47
Lot I				1,194.39	1,194.39					
Conchán Refinery		26		1,134.11	1,160.11					
Lot VI				761.24	761.24				3.87	3.87
Lot 192	628.55			88.76	717.31	9.28			7.78	17.06
Jungle Refinery	63.32			22.8	86.12	2.74			11.63	14.37
Lot 64	0.25			1.24	1.49	1.4			2.54	3.94
OFP							20.17		29.91	50.08
Total	6,010.18	26	788	69,501.73	76,325.91	2,711.84	136.17	985.1	64.02	3,897.13

Of the total hazardous waste generated (76,325 tons), 91% was disposed of in authorized safety landfills, while the remaining 9% was stored and processed. In the case of non-hazardous waste (3,847 tons), 99% was destined for recovery or reuse processes. Of this total, 2,711 tons (71 %) were stored and 985 tons (26 %) were marketed.

11.7. Environmental emergencies and regulatory compliance

IPN-1: ATENCIÓN Y PREVENCIÓN DE DERRAMES AMBIENTALES GRI 413-2

One of our strategic objectives 2023-2027 is to operate in a safe, efficient and environmentally friendly manner, considering, among other indicators, implementing the Process Safety Management System in our operations and making prioritized investments in ONP. Similarly, oil spills at the ONP are considered a critical business risk, prioritized in the 2024 Risk Matrix, with the goal of implementing action plans to minimize the impact on our stakeholders.

In addition, the CASS Management Model established a methodology for identifying environmental aspects, assessing environmental impacts, and determining prevention and control measures for associated environmental impacts, including potential oil spills.

We also have a Contingency Plan designed to respond effectively to environmental emergencies.

This plan is in strict compliance with the Environmental Protection Regulations for Hydrocarbon Activities²⁹ and other applicable regulations.

Upon detection of a possible spill, the Contingency Plan is immediately activated, which consists of three main types of activities:

i) operational actions that seek to locate the fault, plug the leak, stop the spill, execute the first response, contain the spill, recover the hydrocarbons, perform the preliminary cleanup of the site and repair the pipeline; ii) social actions that, in a voluntary, supportive and preventive manner, seek to assist any person who claims to have been affected by the spill and only on a temporary basis until the responsibilities and real effects are defined, with a permanent community relationship based on trust and constant dialogue; iii) environmental actions, which seek to carry out the corresponding environmental evaluations and execute the cleanup and environmental remediation, as well as restore the elements of the environment according to the applicable environmental quality standards in compliance with the Law.

In the event of any emergency, we activate this plan, involving companies specialized in environmental response for immediate and effective intervention. In addition, we perform follow-up monitoring to en-

sure compliance with our environmental objectives and the recovery of affected areas.

It should be noted that the Contingency Plan contemplates the execution of communication actions with different stakeholders such as local, regional and national authorities, supervisory bodies, governments and civil society.

Regarding the social aspect, the Community Relations Department has multidisciplinary teams with functions related to community relations, social responsibility, conflict and social risk management, dialogue mechanisms, communication in the field, periodic reports, among other related issues.

For the execution of the aforementioned activities, there is a specific regulatory framework, such as:

- Social Management Policy.
- Procedure for the Preparation and Approval of the Annual Corporate Community Relations Plan (PRC).
- Commitment Attention Procedure.
- Procedure for handling complaints, claims and suggestions.
- Conflict Management Procedure.

²⁹ Supreme Decree N.º 039-2014-EM.

The Social Management Policy establishes fundamental commitments for the preventive management of social risks and sustainable development, aligned with the Global Compact and the Universal Declaration of Human Rights.

Furthermore, our CRP is a key tool for managing the social risks and impacts of our operations and strengthening our relationships with our local stakeholders. This plan establishes prioritized corporate guidelines and goals, defining programs, projects, and activities aimed at both social risk management and the generation of shared value.

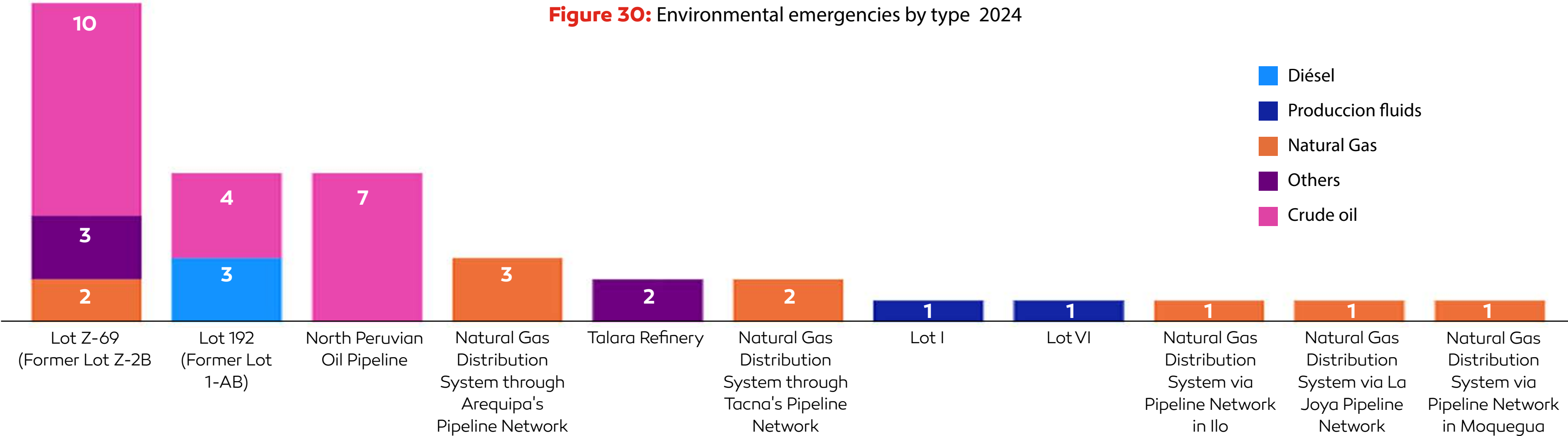
It is important to mention that the company has a Crisis Communication Procedure duly approved by

the General Management, which establishes basic strategic guidelines for PETROPERÚ's Management, Support, Advisory and line bodies to respond to a crisis situation in terms of communication.

In 2024, 41 environmental emergencies were reported, of which most occurred in Lot Z-69 (15 cases), followed by Lot 192 (Loreto) and ONP (7 cases each), among others. In contrast, in 2023, 88 reportable environmental emergencies were recorded according to OEFA criteria, of which 61% occurred in Lot 192, demonstrating a reduction in the total number of incidents in 2024. There were also 5 emergencies related to natural gas distribution systems in the south of the country.

The main causes of environmental emergencies were third party actions in 36.6% of cases (18 cases), material failures (5 cases) and maintenance related (3 cases), while in three events the cause is still under investigation. In comparison, in 2023, third party events accounted for 48% of emergencies (42 out of 88 cases), followed by material failures (28 cases), showing a similar trend in risk factors, although with a reduction in the total number of incidents.

The type of substance involved was crude oil (21 events), followed by natural gas (10 events). The quantities reported amount to 261 barrels of crude oil and 20,701 m³ of natural gas.



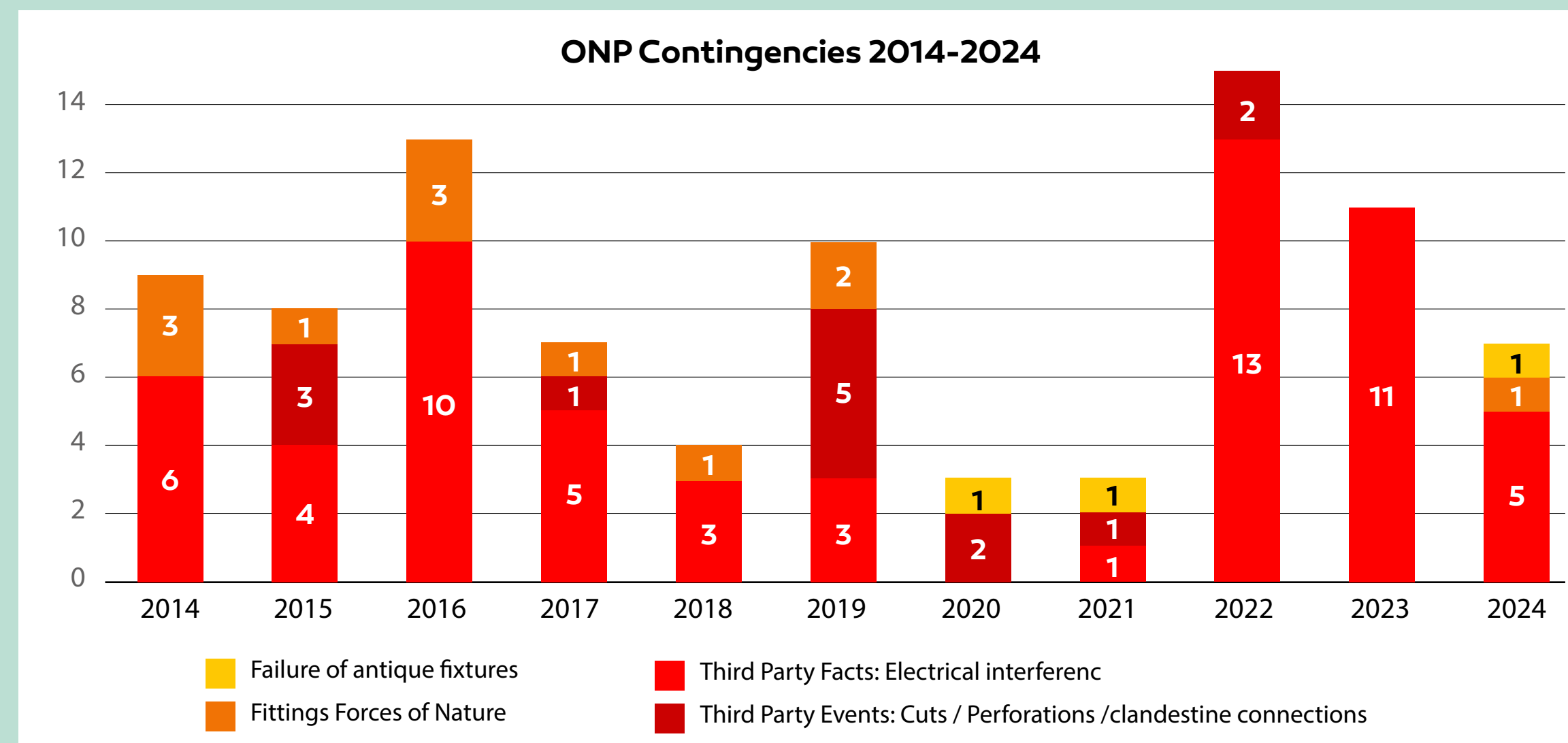
Environmental emergencies in ONP

Between 2014 and 2024, 90 incidents occurred on the ONP pipeline, of which 83.3% were due to third-party actions, 13.3% to natural forces, 2.2% to accessory failure, and 1.2% to material failure. During 2024, 07 environmental contingencies were recorded, of which 71.4% were caused by third parties, 14.3% by geodynamic phenomena and 14.3% by material failure. This represents a lower number of contingencies compared to 2023, a period that recorded 11 environmental emergencies, 100% of which were perpetrated by third parties.

When an environmental emergency occurs, in addition to activating our Contingency Plan, OSINERGMIN validates and verifies the cause of the leak. In addition, the investigations of the Public Prosecutor's Office are aimed at identifying the perpetrators of the reported criminal acts. OEFA is also responsible for verifying the effectiveness of the cleanup of the impacted area.

It is important to note that the various assessments carried out show that the impacts caused by spills in the ONP have characteristics of temporal duration (time the effect remains until it disappears through natural means or corrective actions), as well as reversibility (possibility of the affected factor returning to its initial natural state through natural means, once the action stops acting on the environment) and recoverability (possibility of the factor returning to previous conditions by applying corrective or remediation measures) in the short to medium term.

In compliance with current legal provisions, we have security protocols and procedures approved by the authorities for the



ONP, as it is a National Critical Asset (NCA). These include surveillance at the pumping stations; surveillance of sections of the ONP through ground patrols with working groups made up of community residents; and aerial patrols with unmanned aircraft equipped with high-resolution optical sensors. In addition, we have inter-institutional agreements with the PNP and the Armed Forces, clearing and early warning services provided by residents of the communities surrounding the ONP, and valve guarding services, among others.

Likewise, during 2024, the Safety Risk Study Update for the North Peruvian Oil Pipeline and the Northern Branch Pipeline was carried out within the framework established in API RP 1160 (Recommended Practice by the American Petroleum Institute) and industry best practices (ASME PCC2, PDAM, PRCI, among others).

For more information on environmental emergencies at the ONP please visit <https://oleoducto.petroperu.com.pe/preguntas-frecuentes/>

Response to the emergency registered in Talara

On 12.20.2024 we faced the occurrence of a leak at the Multibuoy Submarine Terminal of the Talara Refinery, an event that affected a section of sea and beach adjacent to our facilities.

The leak, whose volume was determined to be nine barrels, occurred prior to the start of any loading or unloading operations at our facilities, while the underwater line was being pressurized. Likewise, the incident was immediately addressed, activating the Contingency Plan and deploying personnel, vessels, and equipment to carry out containment and cleanup work in the affected areas on land and at sea, with the goal of minimizing the environmental impact and fully restoring the area's environmental quality.

Although the environmental impact of the leak was mitigated thanks to the Company's swift action, we are aware of the concerns and expectations raised among our stakeholders, especially among fishing guilds and associations, and of the importance of addressing them responsibly.

Therefore, from the date of the emergency, in compliance with our Conflict Management procedure and CRP 2024, we undertook a process of open and constructive dialogue with the main fishing associations and their authorities, reaching agreements aimed at addressing the concerns expressed, especially those of fellow fishermen. At the same time, the Company initiated a compensation process with the owners of the assets damaged by the occurrence of the incident, in compliance with the regulations in force.

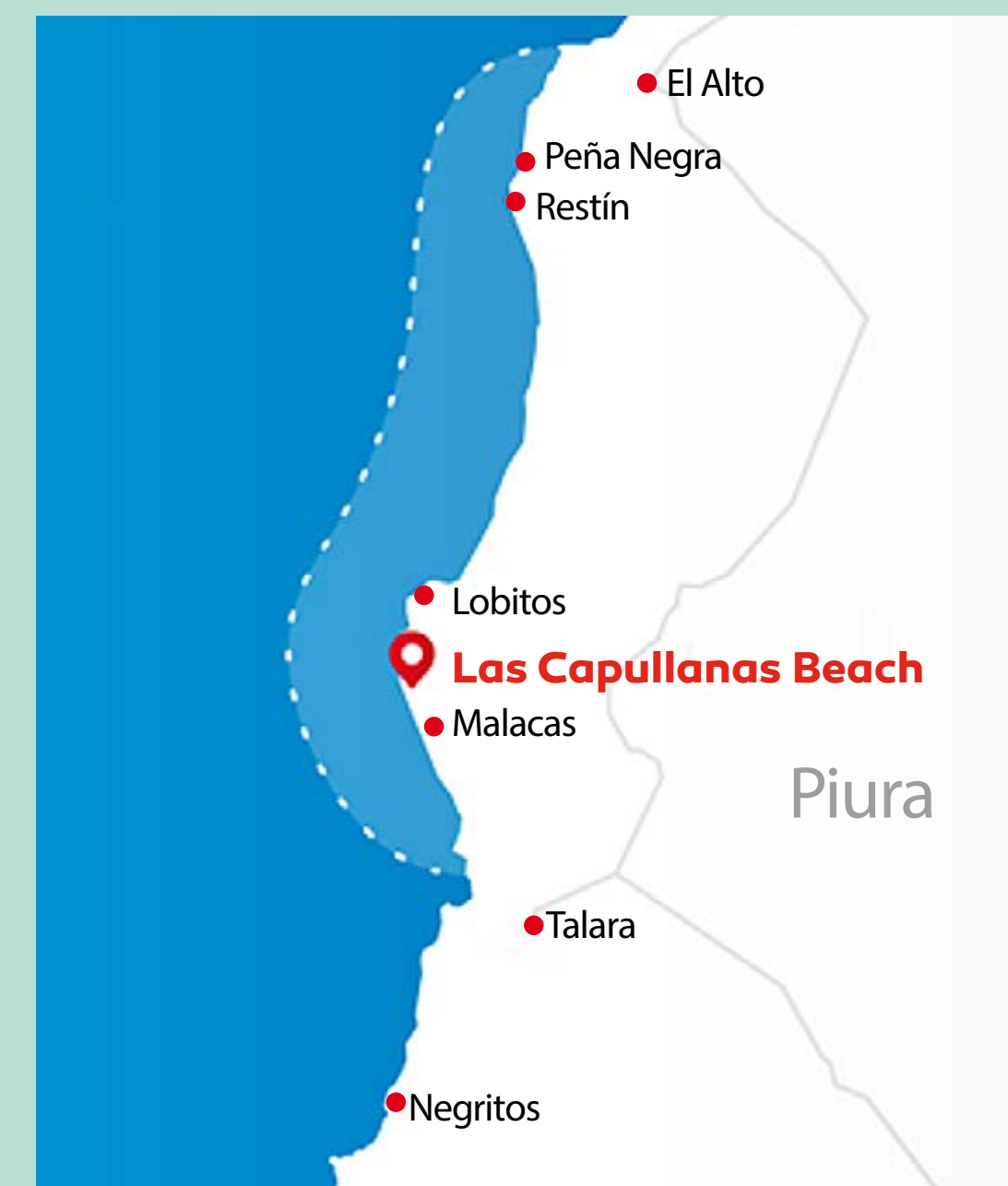
Event in figures

- Leak volume: 9.05 barrels
- Volume recovered at sea: 4.96 barrels
- Cleaning volume and others: 4.09 barrels
- Main cleaning area: Capullanas beach
- Secondary cleaning area: Malacas, Bola, Yapato, Peña Negra and Restín beaches
- Coastline surveyed: +55 km (SST-Cabo Blanco)

To prevent these types of emergencies from occurring, we have undertaken a thorough review of our operating processes, while at the same time, we have redoubled our commitment to the installation and commissioning of the Talara Refinery's new submarine lines by 2025, which will significantly improve the reliability, flexibility, and performance of our operations.

Agreements reached with stakeholders

- Delivery of 6,158 food consumption cards to fishing associations and guilds.
- Provision of 252,000 gallons of water for the Lobitos district.
- Execution of two public space rehabilitation projects in the districts of Lobitos and El Alto



Affected areas

Las Capullanas Beach

Adjacent areas

Playa Malacas, Bola, Yapato, Peña Negra y Restín

Lessons learned and community participation

The experiences gained from addressing environmental and operational issues in areas such as the New Talara Refinery and the North Peruvian Oil Pipeline have allowed us to identify key lessons to optimize the company's technical, environmental, and social management.

A first fundamental aspect has been the need to strengthen the environmental and sustainability function, giving it greater centrality to improve the flow of information and coordination between areas, which is essential for responding efficiently and transparently to critical situations.

At the operational level, the importance of having up-to-date and implemented contingency plans, as well as immediate response teams and specialized personnel for remediation, supervision, and technical and budgetary control, has been proven. The incorporation of strategic partners with experience in handling large-scale events, especially in marine environments, becomes key to expanding response capacity. Likewise, establish inter-institutional agreements and adapt contracting systems to the particularities of each event and territory.

From the social approach, it is important to continue with more participatory and inclusive programs, actively incorporating the communities and strengthening communication channels with local authorities and stakeholders, such as fishermen's guilds

or chambers of commerce.

The importance of maintaining a continuous institutional presence in the region, even in times without contingencies, is emphasized, as is avoiding practices that generate perverse incentives, such as hiring local labor.

Clear, constant and proactive communication with stakeholders is another central element. The importance of reviewing the messages, documentation and content that is shared has been identified to ensure that the information is understood and generates trust. In this regard, the importance of activating formal participation mechanisms, such as environmental monitoring committees, is also highlighted, to legitimize the processes and facilitate joint monitoring.

Finally, the importance of effective coordination with the State and its various environmental, so-

cial, and law enforcement institutions is emphasized to address territorial demands, ensure effective remediation processes, and facilitate the lifting of measures that,

if not resolved in a timely manner, affect key economic activities for the community, such as tourism and fishing. These lessons reaffirm that comprehensive management is essential for operating sustainably in complex contexts.

Regulatory Compliance

During 2024, four administrative sanctioning procedures were processed in which the OEFA imposed significant fines, totaling 33,607.60 UIT³¹. These sanctions resulted from the failure to adopt preventive measures in response to spills that occurred in the ONP and from failure to comply with the obligations established in the Environmental Adaptation and Management Program (PAMA).

Table 63: Administrative Procedures 2024

File	Imputation	Fine (UIT)
0416-2017-OEFA	Failure to properly store chemicals and segregate solid waste.	1,799.48
1952-2023-OEFA	Failure to comply with the commitments established in the PAMA.	11,942.49
2293-2023-OEFA	Failure to comply with the commitments established in the PAMA.	18,334.43
1705-2023-OEFA	Failure to take preventive measures to avoid negative environmental impacts due to crude oil spill	1,531.20

³¹ The UIT is the value in soles established by the State to determine taxes, infractions, fines and other tax matters. The value of the UIT for 2024 was S/5,150.



12

RELATIONS WITH SOCIETY AND COMMUNITIES



12. RELATIONS WITH SOCIETY AND COMMUNITIES

GRI 2-25, GRI 2-26, GRI 2-29, GRI 203-1,
GRI 411-1, GRI 413-1

GRI 413-1

Our mission is to articulate the relationship between the Company and the people of the towns and communities surrounding our operations, seeking to build bonds of trust, prevent the escalation of social tensions, and promote sustainable coexistence.

As part of our management, we implement the commitments assumed and declared in our [Social management Policy](#), approved by Board of Directors Agreement No. 075-2018-PP dated 09.07.2018, in all of the Company's operations and activities. Our policy establishes fundamental commitments for the preventive management of social risks and sustainable development, aligned with the Global Compact, the Universal Declaration of Human Rights and other international standards. We also have guidelines, procedures, and protocols for managing community relations efficiently and in a coordinated manner, including conflict mapping, fulfilling commitments, addressing communications, hiring local labor, and implementing social projects, among other things.

We manage the social impact of our operations through an approach based on the identification and analysis of stakeholders and risks, implementing procedures, protocols, and community enga-

gement guidelines. We foster dialogue and ongoing participation among the population and other local stakeholders, and we strengthen relationships with indigenous communities by implementing actions to address our commitments. In this way, we contribute to sustainable development and align our actions with the SDGs.

Our Local Development Support projects, designed with a participatory approach in collaboration with the public, include outcome and impact indicators. In addition, impact assessments and satisfaction surveys are conducted, and the public dissemination of the results obtained is promoted.

12.1. Community Relations Plan

GRI 2-25, GRI 2-26, GRI 2-29

Our Community Relations Plan (CRP), implemented in 100% of our operations, is a key tool for managing the risks and social impacts of our activities, as well as for strengthening relationships with our local stakeholders.

This plan, approved by the Company's General Management, establishes programs, projects, activities, and actions focused on achieving prioritized corporate objectives, under the umbrella of generating shared value.

We implement the CRP in all our operations, adapting it to the particularities of each site. This is structured into two strategic lines of intervention: **social risk management and contributions to local development**. Through these lines, we ensure a comprehensive and sustainable approach in our social management, responding to the particularities of each community and promoting local development in an effective manner.

In 2024, we allocated a social investment of MMS/15.71, distributed among our different sites within the two strategic lines mentioned above, having allocated MMS/7.45 in community relations actions and MMS/8.26 to programs and projects that contribute to local development.

The following is a detail of how this investment was made and its impact on the communities.

Social Risk Management

To ensure respectful and culturally appropriate relationships with Native communities and other localities, we implement community relations strategies based on transparency, trust, sustainability, and risk management.

These strategies prioritize ongoing dialogue with local stakeholders, conflict prevention, and building trust with our stakeholders. In this way, we guaran-

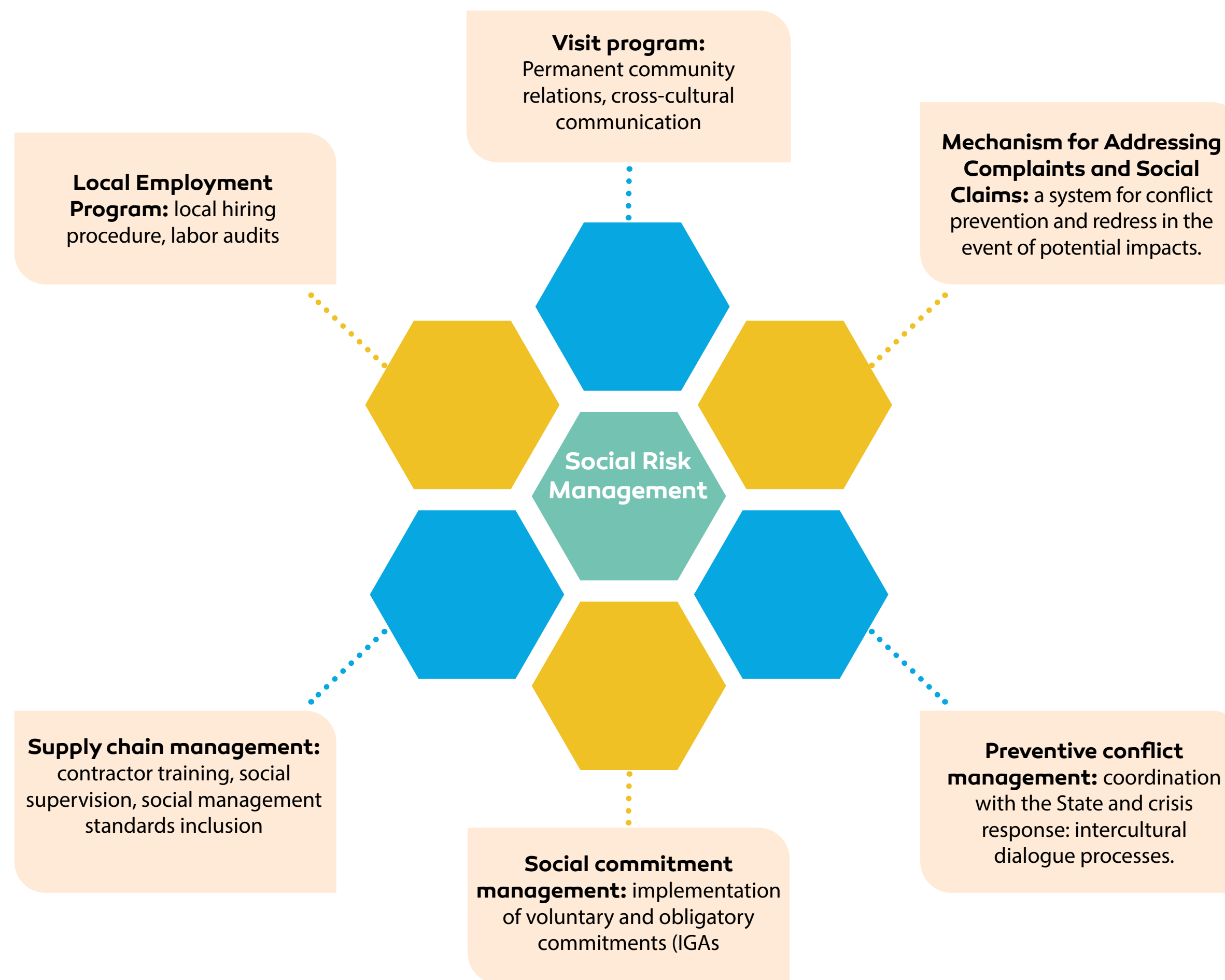
tee responsible development that is respectful of the social environment.

Our Community Relations team, comprised of specialized and experienced professionals, maintains an active and constant presence in the field, participating in direct interaction with communities and identifying potential sources of social tension to prevent their escalation in the area of interest to our operations. Through early warning mechanisms, we can anticipate risk situations, promoting processes of dialogue, intercultural negotiation, and citizen participation to generate sustainable and consensual alternative responses to the situations at hand.

We also support the execution of our operational tasks, providing timely and culturally appropriate information to the population, coordinating with local authorities, and ensuring effective communication. In addition, we work and coordinate with various state institutions, at all levels of government, to manage highly complex conflicts.

In line with this commitment, **in 2024 we allocated an investment of MMS/7.45 million to community engagement activities**, reaffirming our responsibility to the development and well-being of the communities in our areas of influence.

Figure 31: Social Risk Management



Pipeline and East lots (Lot 192 and Lot 64):

- In the ONP, strategies for intercultural dialogue and engagement with the population and state institutions were continuously implemented, helping to maintain a climate of social stability and achieve consensus with the population, community authorities, and civil society organizations.
- In the case of the contingency that occurred at kilometers 11 and 12 of the ONP North Branch on 10.03.24, preventive measures were taken in accordance with the provisions issued by the corresponding entities.
- Support was provided in coordination with the population, local authorities, and community businesses for the implementation of environmental monitoring activities in Lot 192, carried out by the contractors companies Tema and Resiter, within the framework of PETROPERÚ's management as the operator.
- In Lot 64, a constant dialogue is maintained with community authorities and indigenous organizations that support the development of the operation, providing them with updated information in a culturally relevant manner.

Talara and northwest lots (I, VI and Z-69)

- To ensure the participation of stakeholders in the Talara Refinery area of influence and the northwest lots, we have the Office of Infor-

mation and Citizen Participation (OIPC). In this space, we provide information about our activities and address concerns, such as employment prospects, through meetings with local authorities, leaders, and representatives of civil society.

- Following the signing of the license agreements for the exploitation of the northwest lots, we are committed to continuing to support the local population, while maintaining some obligations of previous operators, within our budgetary capabilities.
- In relation to the environmental contingency of December 20, 2024 at the Talara Refinery Submarine Terminal, spaces for dialogue were promoted and developed, within the framework of community relations, with stakeholders, authorities and the population. Since 12.21.2024, we have been reporting on our actions. In addition, as part of our social projection, we assisted the population with various social supports.

Iquitos Refinery and East Plants

- We work collaboratively with the local population to clear the areas surrounding the Refinery and the Pipeline, allowing us to create employment opportunities for the population of neighboring communities, strengthening relationships, monitoring of our facilities, and compliance with our socio-environmental obligations.

- We promote the development of local capacities through technical training scholarships with the National Industrial Work Training Service (SENA-TI), providing better employment opportunities and contributing to the dynamization of the local economy.

Conchán, Central and South plants and terminals

- We work with the Participatory Socio-Environmental Monitoring Committee, made up of representatives from eight human settlements in the municipal jurisdictions of Villa El Salvador and Lurín. This initiative strengthens community confidence in our operational and environmental management, ensuring compliance with our commitments.
- At the Central and South plants and terminals, we focus on social risk management in direct coordination with government authorities and institutions, generating synergies for the benefit of the local population.

Other stakeholder engagement actions

- Through social support, logistical facilities, and health and safety measures, we are strengthening our relationship with the communities in our areas of interest to reinforce interaction with the population, strengthen local capacities, and generate shared value. The Despertando Sonrisas Christmas Program stands out, which in 2024 benefited more than 36,585 children. In addition, we

promote spaces for dialogue between the company, the state, and communities, and we implement actions to minimize risks to the safety and health of the population, with special attention to vulnerable groups, thus fostering trust and community well-being.

363,248 beneficiaries from various locations near our operations in the coast, highlands and jungle.

GRI 203-1

Contributions to local development

In 2024, we implemented participatory projects and programs focused on addressing the main needs of the population in the communities and towns in the areas of interest to our operations. This has generated positive impacts and contributed to reducing social gaps and strengthening local capacities.

Our local development efforts are framed within our Social Management Policy, under the Shared Value approach, concentrating our investments on four key pillars: education, health, local capacity building, and coordination with social stakeholders.

The programs, projects, actions and activities contributing to local development have been carried out

Table 64: Investment in outreach activities by operation, amount and beneficiaries 2024

Operation	Amount (S/)	Beneficiaries
Conchán Refinery	33,900.68	3,400
Central and South Terminals and Plants	104,011.61	5,700
Iquitos Refinery and East Plants	211,007.65	11,777
Northwest Lots (I, VI, Z-69)	875,834.70	4,474
Jungle lots (64, 192)	1,189,662.45	4,802
Talara Refinery and North Plants	1,839,863.82	310,558
ONP	3,197,855.78	22,537
Total	7,452,136.69	363,248

in our locations in Talara, Northern lots, ONP, Iquitos and Conchán, with the goal of improving the quality

of life of the population and promoting sustainable development in our areas of influence.

Education	Health	Economic development	Articulation and governance
Improve the capacity of the educational system and generate opportunities for human development. MMS/2.63	Improve the problem-solving and preventive capacity of the health network in the communities surrounding our operations. MMS/2.17	Promote local economic initiatives and a culture of self-management . MMS/2.33	Implement initiatives in collaboration with local authorities and leaders. MMS/1.13

North Peruvian Oil Pipeline

In 2024, we implemented local development initiatives, benefiting indigenous communities belonging to the Awajún, Cocama, Achuar, Wampis, Shapras, and Kichua ethnic groups located within our operations' area of influence. These initiatives covered health, education, local development and coordination with authorities at various levels of government, strengthening our commitment to the communities.

Cacao Production Project (running from 2023 to 2027)

- Investment: S/4,379,500.00.
- Executed to date: S/1,094,875.00. Beneficiaries: 80 families of the native communities Alto Pajakús, Nueva Unida, Tayunsa and Najaim Paraíso, 4 of Section II.
- 80 hectares of grafted cocoa.
- 3,000 technical assistance and training. Leverage of S/160,000.00 (Procompite Amazonas); two industrial drying centers and a van have been implemented.

Jinkay Educational Project (running from 2023 to 2024)

- Investment: S/1,926,000 (2023 to 2024). Beneficiaries: 250 students and 70 families from the native communities of Arutam, Fernando Rosas, Musa Kandashi and Nazareth (Morona), 4 of the Northern Branch Pipeline.
- 234% improvement in learning levels (periodic evaluations to measure progress).

- 3,000 hours of classes taught. Implementation of 2 libraries with more than 500 books donated by PETROPERÚ workers and 2 computer labs.

Pedagogical development workshops for teachers (running from 2023 to 2024)

- Investment: S/215,000.00.
- Beneficiaries: teachers of the UGEL San Lorenzo (Datem del Marañón).
- Guide teachers in an experiential and collaborative learning process.
- A total of 4 sessions were held for a total of 1,000 teachers.

Program for Strengthening Territorial Governance and Promoting Leadership Capacities (running since 2023)

- Investment: financed by the Training Resources Administration Committee (CAREC). Beneficiaries: 45 leaders of Section II of the ONP; in compliance with the agreement signed with the FENARA-ORPICAM organizations.
- Running since 2023, strengthening knowledge oriented to the development of territorial governance capacities.
- It addresses concepts of good living and collective rights from an intercultural perspective.

Talara and northwest (I, VI y Z-69)

We implement programs in health, local capacity building, education, and articulation and governance, contributing to the well-being and sustainable development of the population of the city of Talara.

Recovery of the Cristo Petrolero Park (executed in 2024)

- Investment: S/750,000.00.
- Beneficiaries: population of Talara.
- It seeks to position Talara as a tourist capital province.

Recovery of sports areas (executed in 2024)

- Investment: S/1,427,639.00.
- Beneficiaries: population of Talara.
- Restoration of 12 multi-sports areas and Inca Pachacútec coliseum (Pariñas).
- Works executed with local labor.

At-sea community monitoring system (running since 2024)

- Investment: S/365,040.00.
- Beneficiaries: fishermen from Lobitos (150) and Cabo Blanco (180).
- The initiative contemplates the implementation of an early warning system to detect oil or gas leaks in the sea and platforms in the area of influence of Lot Z-69

Entrepreneurship fairs (running from 2019 to 2025)

- Investment: S/915,600.00.
- Beneficiaries: 20 women entrepreneurs. Organization of 9 entrepreneurship fairs for women entrepreneurs.

Conchán Refinery

In 2024, we stand out for the implementation of health, local capacity building and education programs, reaffirming our commitment to the well-being and progress of the population.

Early Childhood Fair (ejecutado de 2023 a 2024)

- Investment: S/55,618.57.
- Beneficiaries: 150 residents of VES.
- Medical personnel: 35 doctors and nurses.
- In coordination with the Brisas de Pachacamac (VES) health center.
- Immunization, anemia and glucose screening, and dental services were provided.

Grow Your Business Program (running from 2023 to 2025)

- Investment: S/145,192.49 (continues running in 2025).
- Beneficiaries: 70 VES entrepreneurs.
- The development of business improvement plans was achieved.
- Permanent and personalized training and technical assistance.
- 3 business development seminars.

Music Training Program (running from 2022 to 2024)

- Investment: S/199,978.00.
- Beneficiaries: 350 students from 5 VES educational institutions.

- 2nd place in the ProActivo 2024 awards, Hydrocarbons category.

Early Childhood Story Contest “Te cuido + Te respeto + Te amo”

- Investment: S/62,491.53.
- Beneficiaries: 50 mothers of families from VES and Talara.
- Edition of the Aprendiendo a Volar collection.
- The topic of secure attachment and responsible parenting was addressed.

Implementation of libraries

- Investment: S/39,954.00.
- Beneficiaries: 8 educational libraries of schools in Conchán and Talara: 1,200 children from educational institutions in VES (Conchán), 1,826 children from educational institutions in Pariñas (Lobitos, Talara).
- They were implemented with winning stories from the Aprendiendo a Volar collection. They were also distributed to municipal libraries in Talara.

No More Violence Program (cartoon and comic book contest)

- Investment: S/27,003.32.
- Beneficiaries: 831 students from 5 VES educational institutions.
- Strengthening reading comprehension and creativity among participants.
- Focused on violence prevention.

- 5 students won the competition.

Iquitos Refinery

We implement projects aimed at strengthening local articulation and governance, promoting joint work with the communities' population and authorities.

PETROPERÚ Scholarship Education Program (running from 2022 to 2025)

- Investment: S/379,376.80.
- Beneficiaries: 40 students from the area of influence of the Iquitos Refinery.
- Technical training in business administration, official tourism guide and automotive mechanics, taught by SENATI.

Support for community infrastructure

- Investment: S/63,915.00.
- Beneficiaries: 2,602 residents of the towns surrounding the Iquitos refinery.
- Implementation of community facilities. Improvement of community roads and sidewalks.

Plants and terminals

In 2024, we promoted key projects such as strengthening educational centers and libraries, holding a road safety workshop, and organizing the Early Childhood Fair, reaffirming our commitment to education and the comprehensive development of the population.

Strengthening of educational centers and libraries (executed in 2024)

- Investment: S/26,379.99.
- Beneficiaries: 196 children from educational institutions in Mollendo and Cusco.
- Furniture was installed in preschool and primary school classrooms, and libraries were implemented in three educational institutions in Mollendo. Implementation of 1 eco-friendly library in Cusco.

Road Safety Workshop (running from 2023 to 2024)

- Investment: own resources.
- Beneficiaries: 150 students from 4 educational institutions in Mollendo, Ilo and Cusco.
- Knowledge of traffic regulations and the correct use of public roads, among other key aspects of road safety, was encouraged and promoted.

Early Childhood Fair (executed in 2024)

- Investment: S/18,664.34.
- Beneficiaries: 160 residents of Mollendo. Medical personnel: 30 doctors and nurses.
- In coordination with the Alto Inclán hospital (Mollendo) and the Rotary Club of Arequipa.
- Immunization services were provided, as well as screening for anemia, fluoridation and talks on nutrition and the fight against anemia (See Table 64).

Table 65: Aportes al desarrollo social según operación, monto y beneficiarios 2024

Operation	Amount (S/)	Beneficiaries
Jungle Lots (64, 192)	4,787.50	1,200
Central and South Terminals and Plants	114,177.77	4,757
Iquitos Refinery and East Plants	283,561.60	4,679
Conchán Refinery	308,927.48	9,182
Talara Refinery and North Plants	1,488,992.79	421,737
ONP	2,985,757.38	35,841
Northwest (I, VI, Z-69)	3,072,553.09	48,145
Total	8,258,757.61	525,541

525,541 beneficiaries from various locations surrounding our operations.

Thus, throughout 2024, we carried out a total of 169 activities to strengthen local development (78) and community relations (91).

Regarding local development activities, the Northwest Lots (Lots I, VI and Z69) stand out as the

site with the highest number of interventions (26 in total), concentrated mainly in the dimensions of Health and Productive and Income Generation. It is followed by the Conchán Refinery, with a focus on education and health, and Iquitos, with a strong emphasis on infrastructure.

At the thematic level, Education is the dimension with the greatest presence in the interventions, implemented in almost all the sites, followed by Health and Infrastructure, which also record significant coverage (See Figure 32).

Community Relations, on the other hand, demonstrates active and diverse management in areas related to social support, logistical facilitation, community participation, and socio-environmental management. In accordance with the above, the Northwest Lots stand out particularly in the dimension of participation and communication, where it concentrates 15 actions, as well as in social support (9 interventions). It is followed by the Talara Refinery and the Pipeline, with balanced interventions in several dimensions. The pipeline has a strong focus on social support and logistical facilities, while the Talara refinery stands out in socio-environmental management, with 7 actions in this category. The Jungle Lots (Lots 192 and 64) and Iquitos Refinery also have a significant number of activities, especially in logistics facilities (See Figure 33).

This overview reflects a comprehensive and territorial approach to our Community Relations Plan, aimed at strengthening relationships with surrounding communities through interventions that promote local development, social well-being, and the strengthening of the community environment.

Figure 32: Local development activities by location and linea

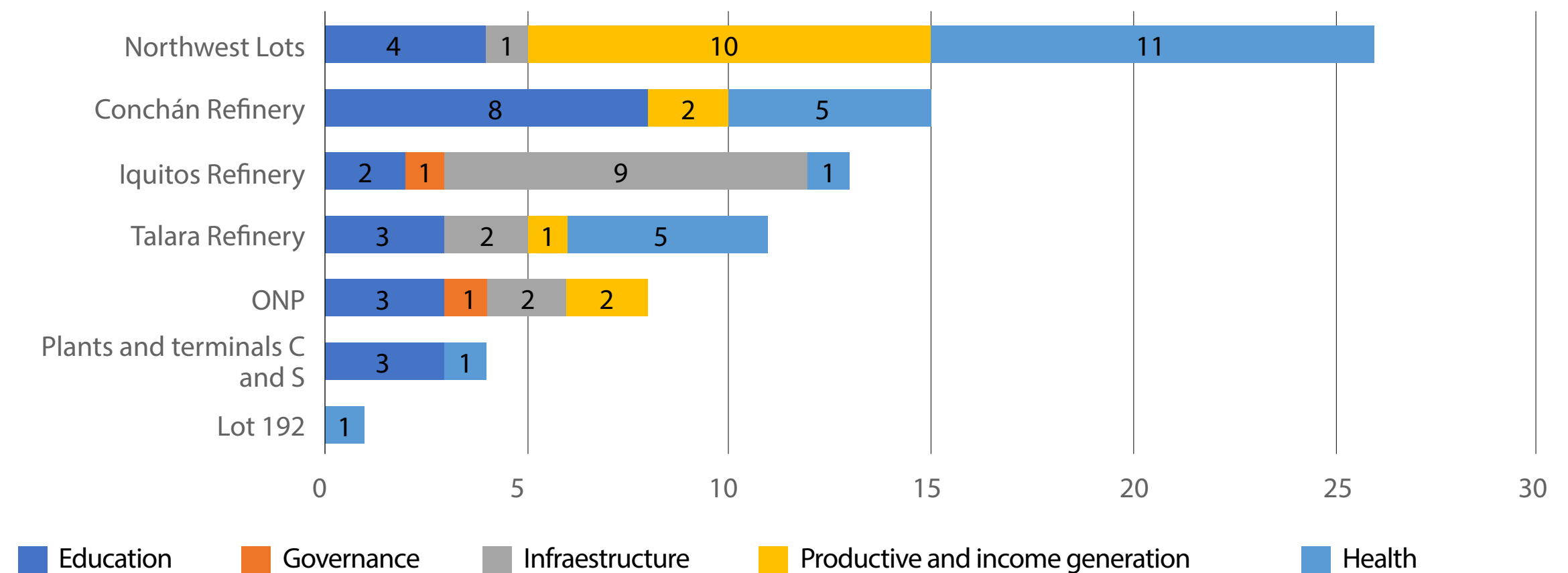
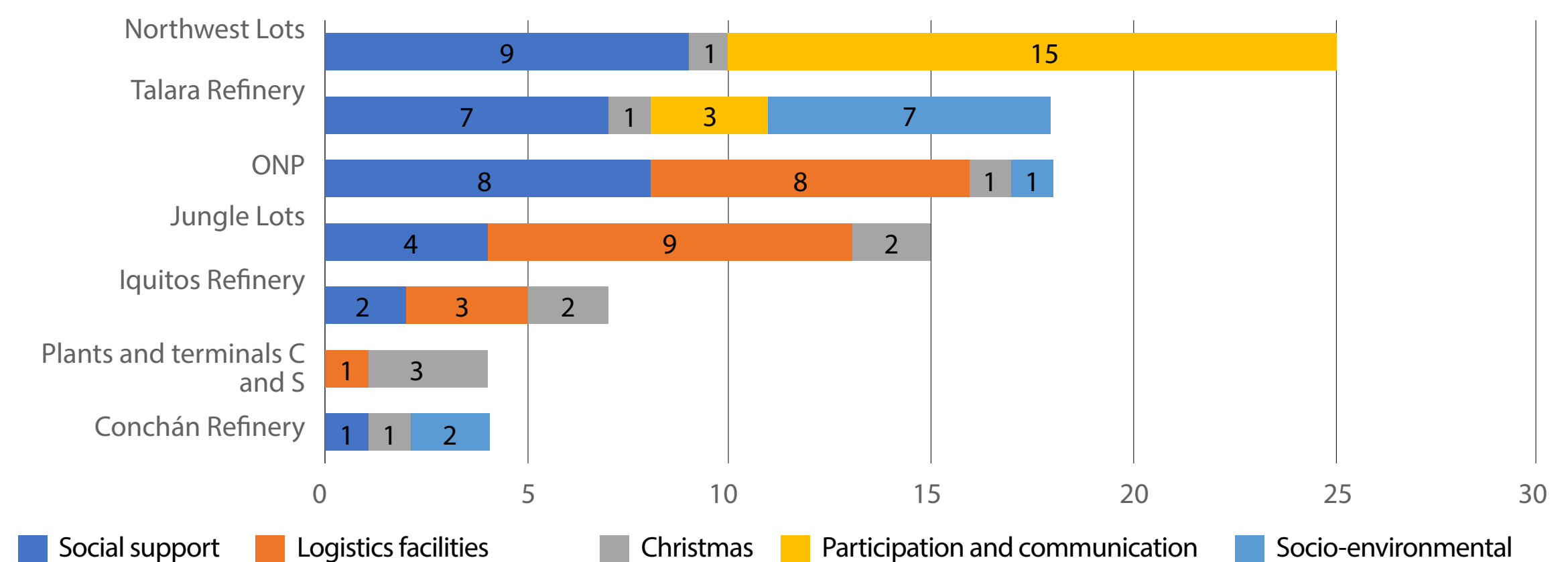


Figure 33: Community relations actions by location and line



Social risk mitigation and conflict escalation prevention activities

GRI 2-25

To ensure effective monitoring of our community relations, we use up-to-date social tools and procedures. We have a **Complaints and Social Claims Response Mechanism**, which allows us to respond promptly and efficiently to the concerns of the population in the area of interest, contractor workers, local suppliers, and authorities. Through this mechanism, we identify potential impacts and implement immediate corrective measures, which strengthens trust and dialogue with our stakeholders (See Table 65).

During 2024, 158 cases of Complaints and Claims were registered, mostly concentrated in the Talara Refinery (141 cases), mainly of a labor nature (121 cases). Seventeen cases were reported at the Oil Pipeline, associated with labor and supply chain issues. No cases were reported in Iquitos, Conchán, or in external or social investment matters.

Regarding the origin of the Complaints and Claims, the majority of cases in Talara were related to contractors (123 cases) and to a lesser extent to the direct responsibility of the Company (18 cases). In the pipeline, all cases were related to contractors (see Table 66).

Table 66: Complaints and claims by topic 20244

Tema	ONP	Ref. Iquitos	Ref. Talara	Ref. Conchan
Environmental	0	0	10	0
Supply Chain	9	0	2	0
External to Petroperú	0	0	0	0
Social Investment	0	0	0	0
Labor	8	0	121	0
Relationship	0	0	8	0
Total	17	0	141	0

Table 67: Complaints and claims by responsibility 2024

Responsability	ONP	Iquitos Refinery	Talara Refinery	Conchán Refinery
Direct	0	0	18	0
Contractor	17	0	123	0
Subcontractor	0	0	0	0
Total	17	0	141	0

Conflict Management

In 2024, we faced various situations of social tension in our areas of influence, some of which led to the implementation of forceful measures (work stoppages and facilities takeovers) against the Company's infrastructure.

We recorded a total of 41 conflicts in our operations, of which 51% corresponded to the ONP (21 cases), 39% to the Talara Refinery (16 cases), and 5% to the Conchán and Iquitos refineries (2 cases each).

Through the implementation of specific strategies and actions by our Community Relations team, we

have been able to effectively intervene in 39 of the total number of conflicts reported. The two pending cases, both at the ONP, are currently underway, being monitored and managed by state actors in multi-stakeholder dialogue spaces until they are closed.

Our participation in these spaces for dialogue, in which claims and demands are raised for the provision of basic services in areas such as education, health, and infrastructure, is carried out under the direction of the Presidency of the Council of Ministers (PCM), the General Office of Social Management (OGGS) of the MINEM, and other state entities, strengthening an articulated and institutional approach for the resolution of these challenges (see Table 67).

GRI 411-1

Human Rights

It is important to note that, at the end of 2024, and within the framework of the United Nations

Table 68: Reported conflicts 2024

Operation	Number of cases	%	Handled	In process
ONP	21	51%	19	2
Talara Refinery	16	39%	16	0
Conchán Refinery	2	5%	2	0
Jungle Refinery	2	5%	2	0
Total	41	100%	39	2

Guidelines on Human Rights and Business, there were no cases of violations of the human rights of indigenous citizens belonging to native communities in our areas of interest.

It is important to note that in 2024 we began preparing a Corporate Human Rights Due Diligence Assessment and the corresponding Gap Closure Plan, with the aim of evaluating the progress the Company has made to protect, prevent, or mitigate

potential impacts on the human rights of its stakeholders.

Likewise, regarding challenges and opportunities for improvement, we seek to align corporate practices with international human rights standards, in order to build a baseline that will allow for the development of a proposed action plan and the closing of human rights gaps.

Creating shared value: Contributions to community development

Jinkay Educational Project

The Jinkay educational project seeks to generate social value in communities near our operations through a school leveling program to improve performance in Communication, Mathematics, Citizenship and Computer Science. In addition, it fosters socioemotional skills in elementary and high school students in the communities of Arutam, Fernando Rosas, Musa Kandashi and Nazareth, in the Loreto region.

Objective

1. Improve learning in key areas.
2. Fostering social-emotional skills.
3. Strengthen computer skills.
4. Involve families in education.
5. Disseminate knowledge on hydrocarbons.
6. Position PETROPERÚ as a promoter of community development.

Project components

1. **School reinforcement.** Daily classes in Spanish and Wampis, with teacher monitoring.
2. **Personal development.** Workshops on social emotional skills and reading promotion.
3. **Awareness raising for parents and authorities.** Lectures and home visits to reinforce learning.

4. **Communication campaign.** Intercultural dissemination strategy with videos and audiovisual material.
5. **Pedagogical infrastructure.** Implementation of computer classrooms with laptops and community libraries.
6. **Monitoring and evaluation.** Coordination with educational institutions and authorities to ensure sustainability. Principales resultados.

- **234% improvement** in academic performance.
- **2 libraries with more than 600 books and 2 digital classrooms** with laptops and internet.
- **More than 3,000 hours of classes taught** and 600 600 home visits for educational accompaniment.
- **240 socioemotional skills workshops**, and 60 awareness-raising workshops for families and authorities.
- **More the 60 workshops to promote reading** and hydrocarbons.

Early Childhood and Health Fair (VES and Mollendo)

During 2024, we organized two health fairs focused on early childhood in its areas of operation: VES and Mollendo. These activities, carried out in coordination with local health centers (Brisas de Pachacamac in VES and Alto Inclán Hospital in Mollendo), sought to promote **healthy nutrition and parenting practices, strengthening children's socio-emotional development** and facilitating access to medical services.

Both fairs were attended by government institutions, social organizations, and the local population, consolidating strategic alliances with health centers and strengthening PETROPERÚ's presence in vulnerable communities.

Among the services provided were **screenings, vaccinations, medical care, mental health, family planning, pharmacy, dentistry, nutrition, and recreational activities for child stimulation.** The event brought together approximately **250 people in VES and 161 in Mollendo**, directly benefiting families in marginal urban areas.

These fairs contribute to closing social gaps and reflect PETROPERÚ's commitment to early childhood, establishing spaces that strengthen community networks for health and well-being.

Grow Your Business Program

As part of our commitment to the economic reactivation of the communities near the Conchán Refinery, we launched the Grow Your Business Program, focused on strengthening the financial and business capabilities of local micro-entrepreneurs.

The program started in May 2023 with the participation of 30 VES entrepreneurs. During three months, workshops and personalized technical assistance were provided, developing four modules totaling 50 hours of training. At the closing ceremony, 5 outstanding entrepreneurs were awarded for the improvement of their business plans.

In 2024, the second phase of the program was launched, focusing on **economic inclusion and capitalization of entrepreneurs**, promoting self-financing through the creation of community credit associations. To date, 4 savings groups have been formed, and 50 entrepreneurs have been involved.

With this intervention, we reaffirm our commitment to the sustainable development of our areas of operation, promoting the economic autonomy of local entrepreneurs.

Libraries in VES and South terminals

In November 2024, we implemented the **Library Strengthening and Reading Comprehension Support Plan program in prioritized public schools in VES and South Terminals. The initiative aimed to improve classroom libraries in lower primary (first and second grade) and kindergarden classrooms, facilitating access to reading and promoting language development and reading comprehension.**

A total of **14 classroom libraries were installed in educational institutions** and out-of-school early education programs (Pronoei) in Lurín (Las Palmeras, Jesús de Nazareth and Max Uhle) and southern terminals (Daniel Alcides Carrión and José Carlos Mariátegui, in Mollendo, and Alejandro Velasco Astete, Cusco).

The libraries were equipped with educational furniture and material aligned with the reading plan, including the **Aprendiendo a Volar collection**, previously developed by PETROPERÚ.

In addition, the libraries were provided with winning stories from the **First Children's Story Contest: Te Cuido + Te Protejo + Te Amo**, written by mothers of

VES families, highlighting the value of secure attachment, care and affection in child development.

This intervention was carried out in compliance with the commitments audited by the OEFA, registered in the Environmental Management Instrument (IGA) of the Conchán Refinery, and as part of the Company's Social Management Policy.

In this way, we reinforce our support for the education and well-being of VES communities, promoting the strengthening of community relations and the fulfillment of our socio-environmental commitments.

Main results

- More than **430 beneficiary students.**
- **5 schools intervened.**

12.2. Cultural management

GRI 203-2, GRI 413-1

At PETROPERÚ, we believe that culture is a fundamental pillar to promote the sustainable development of the country and equal opportunities for all citizens. For this reason, we have a Cultural Policy aimed at promoting artistic and literary production, facilitating access to culture, and strengthening intercultural citizenship.

Our cultural management ranges from the organization of historical and artistic exhibitions to the promotion of literary creation, research and the publication of diverse works. We also support initiatives that contribute to the dissemination and preservation of Peru's intangible heritage.

In 2024, we reaffirm this commitment by promoting cultural spaces and initiatives for the benefit of the community.

Copé Editions

In order to promote reading and the dissemination of books, we are editing and publishing new titles of

- La memoria hila. Copé Gold Award for Poetry 2023.
- Río dormido sobre escombros de memoria. Copé Silver Poetry Prize 2023.
- Entre los límites de una vela. Copé Bronze Award for Poetry 2023.
- Antología de las menciones honrosas y finalistas de la XXI Bienal de Poesía «Copé Award 2023».
- Los espectros. Copé Novel Prize 2023.

Ediciones Copé for PETROPERÚ's Virtual Library, so that our users can enjoy free online reading.

Among the titles included during 2024 are the following:

We also continued to organize the emblematic national literary contest "Copé Award". The number of participants in the XXIII Short Story Biennial was 2,132 stories and in the IX Essay Biennial there were 90 works, for a total of 2,222 works participating in the contest. It should be noted that the call for the short story category obtained 8% more in relation

to the last edition in 2022; and it is the second-highest number of entries in the contest's history, after 2020.

Due to the Company's institutional situation, the call was extended until the end of 2024, and the process of qualifying and awarding winners will take place in 2025.

Ediciones Copé Book distribution plan

We continued the Library Implementation Program with books published by Ediciones Copé, in coordination with our operations and partner entities, such as the National Library of Peru.

- 7,484 books distributed.
- Attention for schools and entities in the areas surrounding the Talara Refinery, Conchán Refinery, Iquitos Refinery and pipeline areas.
- Forty district municipalities in various parts of the country, such as Áncash, Ayacucho, Cajamarca, Amazonas, San Martín, Huánuco, Ucayali and Tacna, among others, received packs of books from Ediciones Copé.

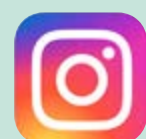
Dissemination of cultural activities

In order to disseminate timely information and achieve positive interaction with our users, we continue to strengthen our cultural social networks, obtaining the following results:



Facebook

- Community of 79,388 followers.
- Average reach of 413,724 users.



Instagram

- 6,492 followers.
- Interaction with 11,233 users.
- Average reach of 20,187 users.

We also continued to strengthen the Virtual Library and Petroleum Museum sections of our institutional portal.

- 438,526 visits to the Cultural Management website.
- 167,094 visits to the Petroleum Museum's website.

13

GRI TABLE
OF
CONTENTS



13. GRI Table of Contents

Statement of use	Petróleos del Perú-PETROPERÚ S.A. has presented the information cited in this GRI content index for the period from January 1st to December 31, 2024 using the GRI Standards as a reference
GRI 1: Used	GRI: Foundation 2021
Applicable GRI Sector Standards	GRI 11: Oil and Gas Sector s 2021

Below is our GRI Table of Contents:

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2-2		2	
2-3		2	
2-4		41, 44,113	
2-5		44	
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205-1, 205-2, 205-3	Compliance and integrity	55-68	Ethics and Integrity
305-1, 305-2, 305-3, 305-4	Emissions Management	110-117	Emissions Management
302-1	Energy Management	114-117	Energy Management
303-1, 303-3, 303-5,	Water Management	119-121	Water Management
304-1, 304-3	Biodiversity	117-119	Biodiversity
306-1, 306-2, 306-3, 306-4, 306-5	Waste Management	121-125	Waste Management
401-1, 401-3	Personnel turnover and new hires Parental leaves	75-77 88-89	Talent development
			Employment Generation
			Diversity and Equal Opportunities
403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9	Occupational health and safety	92-107	Occupational Health and Safety
411-1	Human Rights	140	Human Rights

413-1	Relations with society and communities	131-144	Local Community Development
NO GRI IPN-1: RESPONSE AND PREVENTION OF ENVIRONMENTAL SPILLS	Environmental emergencies and regulatory compliance	125-129	Environmental Spills Prevention and Response
NO GRI IPN-2: OPERATION OF THE TALARA REFINERY	New Talara Refinery	9-10	Operation of the New Talara Refinery
NO GRI IPN-3: ESG RISK MANAGEMENT	Risk Management	70-73	Risk Management
NO GRI IPN-4: SUPPLIER MANAGEMENT	Supplier Management	24-26	Supplier Management
NO GRI IPN-5: COLLECTIVE BARGAINING	Collective Associations	89-90	Collective Bargaining
NO GRI IPN-6: CORPORATE GOVERNANCE	Corporate Governance	46-53	Corporate Governance
NO GRI IPN-7: DEVELOPMENT OF CAPABILITIES	Training	83-86	Development of Capabilities
NO GRI IPN-8: CLIMATE CHANGE	Climate Change	109-110	Climate Change
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Declaración de Verificación
Nº PE25.0014

Esta Declaración de Verificación documenta que BUERAU VERITAS DEL PERÚ ha realizado actividades de verificación de acuerdo con las Especificaciones de los Estándares Global Reporting Initiative (GRI).

Organización del inventario:	PETROLEOS DEL PERÚ - PETROPERU S.A.
RUC organización:	20100128218
Dirección:	Av. Enrique Canaval y Moreyra 150 San Isidro, Lima – Perú.
Responsable	Verónica Lucia Rubinos Albrizzio - Líder del equipo de sostenibilidad y transición energética.
E-mail:	vrubinos@petroperu.com.pe

Verificación Externa del Informe de Sostenibilidad correspondiente al periodo del 1 de enero del 2024 al 31 de diciembre del 2024 con base en los Estándares de la Global Reporting Initiative (GRI) para la elaboración de Informes de Sostenibilidad.

Alcance de la verificación

La verificación se realizó de acuerdo con las características de aseguramiento moderado de la Norma AA1000AS, centrando exclusivamente en la revisión de la metodología aplicada para la elaboración de informes usando como referencia los Estándares GRI. Se aclara que cualquier componente del Reporte que exceda los límites de este alcance específico no ha sido verificado por Bureau Veritas, lo cual incluye, pero no se limita a, elementos textuales adicionales, cuadros, gráficos, imágenes u otros formatos de presentación de información no incluidos explícitamente en el Informe.

Limitaciones durante la verificación

En el proceso de verificación, no se presentaron limitaciones que pudieron influir en el alcance y profundidad de nuestra evaluación.

Instalaciones visitadas (Modo remoto, a través de las tecnologías de la información y la comunicación)

Instalación	Relación con el Holding	Dirección	Fecha de la Verificación
Oficina central	Sede Central	Av. Enrique Canaval y Moreyra 150 San Isidro, Lima-Perú	23-25 de junio 2025





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Estándares e indicadores verificados

	Tema Material	Contenido GRI pertinente
1	Desempeño económico	Contenido 201-1: Valor económico directo generado y distribuido
2	Gestión de proveedores	NO GRI IPN-4: Gestión de proveedores
3	Ética e integridad	Contenido 205-1: Operaciones evaluadas para riesgos relacionados con la corrupción
		Contenido 205-2: Comunicación y formación sobre políticas y procedimientos anticorrupción
		Contenido 205-3 Incidentes de corrupción confirmados y medidas tomadas
4	Cambio climático	NO GRI IPN-8: Cambio Climático
5	Gestión de emisiones	305-1 Emisiones directas de GEI (alcance 1)
		305-2 Emisiones indirectas de GEI asociadas a la energía (alcance 2)
		305-3 Otras emisiones indirectas de GEI (alcance 3)
		305-4 Intensidad de las emisiones de GEI
6	Gestión de energía	Contenido 302-1: Consumo energético dentro de la empresa
7	Gestión del Agua	Contenido 303-1 Interacción con el agua como recurso compartido
		Contenido 303-5 Consumo de agua
8	Biodiversidad	Contenido 304-3: Hábitats protegidos o restaurados
9	Gestión de residuos	Contenido 306-2 Gestión de impactos significativos relacionados con los residuos
		Contenido 306-4 Residuos No destinados a eliminación
		Contenido 306-5 Residuos destinados a eliminación
10	Desarrollo del talento	Contenido 401-1: Nuevas contrataciones de empleados y rotación de personal
		Contenido 401-3: Permiso parental
11	Generación de empleo	Contenido 401-1: Nuevas contrataciones de empleados y rotación de personal
		Contenido 404-1 Promedio de horas de formación al año por empleado
12	Desarrollo de capacidades	Contenido 404-2 Programas para mejorar las aptitudes de los empleados y programas de ayuda a la transición
		Contenido 401-1: Nuevas contrataciones de empleados y rotación de personal
13	Diversidad e igualdad de oportunidades	Contenido 401-1: Nuevas contrataciones de empleados y rotación de personal
		Contenido 401-3: Permiso parental
14	Negociación colectiva	NO GRI IPN-5: Negociación Colectiva
		Contenido 402-1: Plazos de aviso mínimos sobre cambios operacionales
15	Salud y seguridad en el trabajo	Contenido 403-2 Identificación de peligros, evaluación de riesgos e investigación de incidentes
		Contenido 403-3 Servicios de salud en el trabajo
		Contenido 403-4 Participación de los trabajadores, consultas y comunicación sobre salud y seguridad en el trabajo
		Contenido 403-5 Formación de trabajadores sobre salud y seguridad en el trabajo
		Contenido 403-6 Fomento de la salud de los trabajadores
		Contenido 403-7 Prevención y mitigación de los impactos en la salud y la seguridad de los trabajadores directamente vinculados a través relaciones comerciales
		Contenido 403-8 Trabajadores cubiertos por un sistema de gestión de la salud y seguridad en el trabajo
		Contenido 403-9 Lesiones por accidente laboral
		Contenido 411-1: Casos de violaciones de los derechos de pueblos indígenas
16	Desarrollo local de la comunidad	Contenido 413-1: Operaciones con participación de la comunidad local, evaluaciones del impacto y programas de desarrollo
17	Derechos humanos	Contenido 411-1: Casos de violaciones de los derechos de pueblos indígenas
18	Atención y prevención de derrames ambientales	Contenido 413-2 Operaciones con impactos negativos significativos –reales y potenciales– en las comunidades locales
19	Operatividad de la Nueva Refinería Talara	NO GRI IPN-2: Operatividad de la refinería de Talara
20	Gestión de riesgos	NO GRI IPN-3: Gestión de riesgos ESG
21	Reputación y comunicaciones	NO GRI IPN-9: Reputación y Comunicaciones
22	Gobierno Corporativo	NO GRI IPN-6: Gobierno Corporativo





Bureau Veritas Certification

Conflicto de intereses (CDI)

Yo, Juan Ricardo Cuba García, certifico que no existe conflicto de interés entre la Organización auditada y BUREAU VERITAS DEL PERÚ, o cualquiera de las personas que integran el equipo de verificación involucrado en la verificación del reporte de sostenibilidad.

Conclusión

Como responsable de las actividades de verificación del reporte de sostenibilidad de la organización, certificamos que PETROPERÚ ha presentado su “Reporte de Sostenibilidad 2024” usando como referencia los Estándares GRI, especialmente en lo que respecta a la información dentro del alcance. Por lo tanto, concluimos que la declaración está adecuadamente preparada en los temas de acuerdo con el alcance.

Juan Ricardo Cuba García, Verificador principal

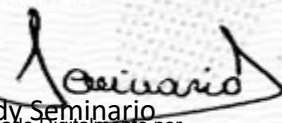
Fecha: 25/07/2025

Candy Seminario Sánchez, Revisor Independiente

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Revisión

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