

SOCIAL MANAGEMENT POLICY

Petróleos del Perú –PETROPERÚ S.A. is a company of the Energy and Mines Sector, owned by the Peruvian State, organized to function as a public limited company. Its corporate purpose is to carry out the activities established by Law No. 26221, Organic Law of Hydrocarbons, including its derivatives, basic petrochemicals and other forms of energy.

PETROPERU S.A. manages the social aspects with the same priority as the operational, economic, environmental and quality aspects, in compliance with government laws and regulations.

Likewise, with the aim of ensuring good performance and generating social value in all its operations and projects, it is committed to the Ecuador Principles, the Performance Standards of the International Finance Corporation, the Global Compact and the Universal Declaration of Human Rights.

Therefore, it undertakes the following commitments:

- 1) Integrate Social Responsibility into the value chain of the company's operations as a voluntary commitment oriented to the management of interest groups, the implementation of best business practices, the promotion of ethical behavior, respect for the fundamental rights of people and the transparency of their management.
- 2) Strategically incorporate the analysis and preventive management of the social impacts and risks of its activities, in the decision-making processes at all levels of the company.
- 3) Establish solid, constructive and mutually respectful relationships with their stakeholders, promoting permanent processes of dialogue and participation, and timely informing neighboring populations about the scope of operations.
- 4) Recognize, respect and value the cultural diversity of indigenous peoples, their different aspirations and the right to maintain their customs and social practices.
- 5) Establish an effective, accessible and culturally appropriate grievance mechanism to address the concerns of its stakeholders in a timely manner.
- 6) Monitor compliance with voluntarily assumed commitments and those derived from compliance with the law.
- 7) Promote sustainable development initiatives in the areas adjacent to its operations through a community relations team, articulating efforts with the State in order to contribute to the improvement of the quality of life, self-management and well-being of its stakeholders, with a view to the achievement of the United Nations Sustainable Development Goals.
- 8) Eradicate any type of relationship with child labour, forced labour and forms of discrimination in the recruitment of workers and suppliers.
- 9) Contribute to social welfare and the strengthening of good relations with our stakeholders, for which goods may be voluntarily transferred free of charge or as a donation through the company's internal regulations.
- 10) Promote the continuous improvement of social management processes, allocating the necessary resources and developing the appropriate organizational skills to implement the Social Management Policy in order to achieve the effective and sustainable social performance of PETROPERU S.A.

This Policy is mandatory for the directors, collaborators, contractors and subcontractors of PETROPERÚ S.A.

The Corporate Management Social Management and Communications of PETROPERÚ S.A. is responsible for developing the procedures and guidelines for the application of the Social Management Policy.