

EQUITY, DIVERSITY AND INCLUSION POLICY

I. COMMITMENT

Petróleos del Peru - Adopt equity, diversity and inclusion of the Organization's workers and stakeholders, as part of the Company's management advantage, allowing us to build highly qualified teams that contribute to the execution of our processes, with a view to modernizing and continuous improvement; prioritizing people, from their individuality as the fundamental agent for the achievement of the Organizational Goals and within the framework of the Sustainable Development Goals.

II. OBJECTIVE

Draw up guidelines that lead to driving actions within the dimension of sustainability in all areas of our work, with which we aspire to be in line with good national and international practices within the framework of good corporate governance, in order to incorporate the best trends in labor practices.

III. SCOPE

This Policy is applicable to all PETROPERU personnel, Board of Directors, Contractors and Suppliers.

IV. STATEMENT OF THE VISION

Equity, Diversity and Inclusion in PETROPERU will be governed in accordance with the following statements:

- Promote an internal culture of Equity, Diversity and Inclusion and NO tolerance for discriminatory behaviors; promoting respectful behavior within our organization.
- To act with equal opportunities and criteria with all people, without distinction of gender, age, social condition, religion, sexual orientation, race, color, marital status, unionization, political opinion, disability, nationality, among others.
- Generate actions that allow an environment free of harassment, harassment, discrimination and violence; as well as promoting a healthy and safe workplace that allows the physical and mental well-being of our workers.
- Design and implement procedures and guidelines for people management, where the exclusion of any obstacle that does not allow the adequate incorporation and development of performance within our Company is considered.
- Design and implement strategies with the Company's stakeholders that allow us to strengthen our ties aligned with our principles, consolidating our corporate reputation.

The Company