



SUSTAINABILITY REPORT 2023

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Committed to Sustainability

For Petroperú, it is essential to share our Sustainability Report 2023 with all our stakeholders, in order to communicate in a transparent and detailed manner our sustainability efforts and results, covering environmental, social and governance aspects, key factors considered by society in general. In this way, our Company reaffirms its commitment to sustainable management, reducing the environmental impact of its activities and promoting a balance between the Company's financial viability and the sustainability of its operations.

Throughout 2023, Petroperú integrated sustainability into all aspects of its business. Our Company not only complies with current environmental regulations and voluntary commitments but also strives for continuous improvement in this area. Thus, our Sustainability Report details the policies, strategies, and actions adopted to address the many challenges we face in environmental matters, such as climate change, water management, waste management, energy efficiency, and biodiversity conservation.

In this regard, it is important to mention that in 2023, we generated a total of 175,581.25 tCO₂eq of GHG emissions in Categories 1 and 2, and 65% of GHG emissions came from the New Talara Refinery. This percentage will increase in the coming years with the start-up of all the process units and the subsequent stabilization of the refinery complex as a whole. Based on this information, the Company has agreed to establish a 15% reduction target in GHG emissions intensity by 2030, using 2025 as the baseline year.

Furthermore, our Report also highlights the Company's commitment to integrity, accountability, and transparency in its management. In this regard, we detail the actions implemented to strengthen corporate governance, foster a culture of compliance and integrity, prevent conflicts of interest and guarantee access to public information. For example, in 2023, 400 potential conflicts of interest were addressed and 747 requests for public information were answered, closing the fiscal year with 97.85% of them being addressed.

The Report also details the strategies and actions adopted by the Company to guarantee the quality of its products and services, strengthen relationships with customers and suppliers, and promote innovation and digital transformation. Thus, in 2023, Petroperú launched a training program for its service stations personnel, with the aim of strengthening the Petroperú Network and improving the consumers' purchase experience. It also implemented a program to evaluate the purchase experience, the quality of service and the application of the Customer Service Protocol in the Petroperú Network service stations.

Regarding the management of our human resources, this report presents the policies, programs and initiatives implemented to attract, develop and retain talent, ensure a positive and safe work environment, and strengthen relationships with our employees. Thus, in 2023, both in-person and virtual training programs were offered in areas such as safety, health, operations, information technology and soft skills, totaling 130,772 hours of training, equivalent to an average of 43.84 hours per worker.

Additionally, we are aware that our operations take place in areas with high poverty levels and low development indices, where significant gaps persist in basic services such as education, health, and infrastructure. For this reason, Petroperú seeks to establish

solid and trustworthy relationships with the communities, promoting dialogue, participation and collaboration with the State to drive sustainable development in the areas where we operate. To achieve this, we have implemented local development projects and programs that address communities needs and contribute to the reduction of social gaps. In this regard, in 2023, we invested S/.20.8 million in community engagement initiatives and local development projects in the areas near our operations.

Although there is still room for improvement and opportunities to develop, our 2023 Sustainability Report highlights significant progress in integrating sustainability into the Company's management and performance. In this way, Petroperú reaffirms its commitment to responsible management, implementing actions to ensure the sustainability of its operations, strengthen its strategic role in the nationwide fuel supply, and overcome its current financial situation.

GRI 2-22

Alejandro Narváez Licerias
Chairman of the Board of Directors

1. We are Petroperú

Since our founding in 1969, we have faced diverse political, administrative and macroeconomic challenges that have influenced our identity and mission. This experience has given us the responsibility of ensuring fuel supply throughout the national territory, while maintaining a constant commitment to continuous improvement, environmental protection and the generation of social value.

We operate as a state-owned entity with private legal status dedicated to the production, transportation, refining, distribution and marketing of fuels and other petroleum-derived products, thus playing a crucial role in the country's economy. GRI 2-1

Despite the significant challenges we have faced recently, our strategy has strengthened us as a reference and representative company in Peru's hydrocarbons industry. This achievement is based on our mission, vision and values, which have been fundamental to maintaining our market position. **GRI 2-6**



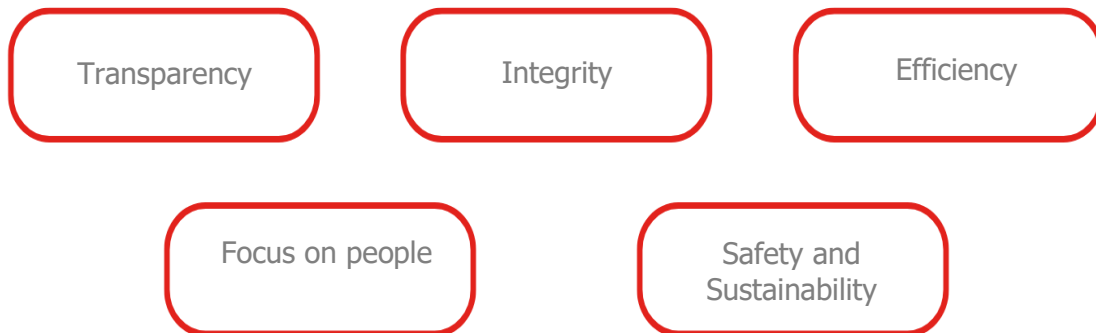
Vision

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.



Mission

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



1.1. Strategic Objectives

In accordance with our mission and the measures approved by the Executive in economic and financial matters aimed at avoiding nationwide fuel shortages and maintaining the continuity of Petroperú's operations¹, in 2023, we updated the annual and five-year objectives² for the 2023-2027 period, which include six strategic objectives aligned with the National Energy Policy. **GRI 2-6**.

These objectives focus on guaranteeing the supply of our products, operating safely and efficiently, minimizing the environmental impact of our operations, and fostering harmonious relations with neighboring communities.

¹ Emergency Decree No. 023-2022, dated October 25, 2022.

² The 2023-2027 Annual and Five-Year Objectives of Petroperú 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).

Strategic Objectives

No. 1

Supply the market in an efficient, timely and profitable manner.

No. 2

Operate safely, efficiently and protecting the environment.

No. 3

Financial Sustainability of Petroperú.

No. 4

Ensure the Sustainability of Operations, promoting the Energy Transition

No. 5

Vertical Integration of Petroperú

No. 6

Strengthen Corporate Governance and Human Talent Management

Our guidelines guide our team's actions and enable us to ensure a constant and sustainable fuel supply that effectively meets national demand.

1.2. Our Certifications

As of 2023, we have the following certifications that support our Quality, Environment, Safety and Occupational Health (Calidad, Ambiente, Seguridad y Salud, CASS) Management Model, which allows us to ensure compliance with the applicable standards for the processes and activities conducted at our offices and units.

As part of the scope of the CASS Management Model, the following processes and activities are conducted by the Company's offices and units.

ISO 9001:2015
Quality Management



ISO 9001:2015

Table 1*Certified Processes under ISO 9001:2015*

Certified Process	Office / Unit
Loading and unloading of liquid hydrocarbons, biofuels on tankers at docks and terminals, and basic port services.	<ul style="list-style-type: none"> • MU2 Hybrid Dock of the New Talara Refinery (Nueva Refinería de Talara, NRT). • Marine Terminals of the Talara, Conchán and Bayóvar Refineries. • Docks 01 and 02 of Iquitos Refinery.
Dispatch of liquid fuels, hydrocarbon derivatives, and biofuels to tanker trucks and/or metal containers.	Sales Plant of Conchán Refinery
Liquid fuels supply	Cerro Verde and Antapaccay mining customers

In addition, we have ISO 14001:2015 and ISO 45001:2018 certifications, which cover similar processes at the same locations. It is important to note that the ISO 45001:2018 certification also covers the administrative management process at our Head Office.

**Table 2***Certified Processes under ISO 14001: 2015*

Certified Process	Office / Unit
Storage, transportation, distribution and marketing of liquid hydrocarbons and biofuels, as well as crude oil refining.	<ul style="list-style-type: none"> • Talara Refinery, Talara Sales Plant, Piura Sales Plant. • Iquitos Refinery, Iquitos Sales Plant, Tarapoto, Yurimaguas, Pucallpa, Petrocentro Río Amazonas. • Conchán Refinery, Conchán Sales Plant.
Marketing, reception, storage and dispatch of Turbo A-1, Gasoline 100LL.	Pisco and Cusco Airports.

Certified Process	Office / Unit
Liquid fuels supply.	Cerro Verde and Antapaccay mining customers.
Loading and unloading of liquid hydrocarbons and biofuels in tankers.	Docks and terminals and basic port services at Bayóvar Marine Terminal.



Table 3
Certified Processes under ISO 45001:2018

Certified Process	Office / Unit
Storage, transportation, distribution and marketing of liquid hydrocarbons and biofuels, as well as crude oil refining.	<ul style="list-style-type: none"> • Talara Refinery, Talara Sales Plant, Piura Sales Plant. • Iquitos Refinery, Iquitos Sales Plant, Tarapoto, Yurimaguas, Pucallpa, Petrocentro Río Amazonas. • Conchán Refinery, Conchán Sales Plant.
Marketing, reception, storage and dispatch of Turbo A-1, Gasoline 100LL.	Pisco and Cusco Airports.
Liquid fuels supply.	Cerro Verde and Antapaccay mining customers.
Administrative Management	Head Office
Loading and unloading of liquid hydrocarbons and biofuels in tankers.	Docks and terminals and basic port services at Bayóvar Marine Terminal.

In 2023, we achieved the Annual Certification of compliance with the Equator Principles (EPs) and Performance Standards (PS) of the International Finance Corporation (IFC) for the Talara Refinery Modernization Project (Proyecto de Modernización de la Refinería Talara, PMRT). This certification, granted by INERCO Consultoría Perú S.A.C., highlights our commitment to environmental, social, industrial safety and occupational health management. It should be noted that the INERCO certificate is not a generic corporate recognition but specifically refers to the company's most important project.

2. Sustainable Strategy

2.1. Sustainability Strategy

In 2023, PETROPERÚ and S&P Global signed a contract to develop an Environmental, Social, and Governance (ESG³) strategy for the company, along with a Roadmap for its implementation and recommendations to improve PETROPERÚ's resilience to an Energy Transition scenario. The service was conducted in three (03) phases: 1) Evaluate PETROPERÚ's current sustainability scenario, 2) Identify, characterize and prioritize ESG actions, and 3) Create a Road Map for their implementation.

It is important to emphasize that PETROPERÚ's new Sustainability Strategy has been developed based on the proposal developed by S&P Global and has been complemented with other ESG interest criteria gathered from the following sources:

- GRI 2021 Standard and recommendations from the external audit of the 2022 Sustainability Report.
- ESG Score results for 2022 and 2023 from S&P Global.
- Indicators established in the SMV Sustainability Report.
- Governance Improvement Plan.
- Equator Principles and Performance Standards of the International Finance Corporation.
- United Nations Sustainable Development Goals.
- United Nations Global Compact Sustainability Questionnaire.
- International banking sustainability requirements.

GRI 2-22 As a result of the joint efforts of the different areas of the Company, PETROPERÚ's new Sustainability Strategy with ESG criteria, approved in December 2024, is based on five (05) pillars:

1) Strategy and Leadership

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

2) Climate Action

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

3) Environmental Management

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

4) Stakeholder Relations

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

5) Corporate Governance

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

³ Environmental, Social and Governance.

Figure 1
PETROPERÚ's New Sustainability Strategy



The deployment and implementation of each of the five (5) pillars on which the new Sustainability Strategy with ESG criteria is based are detailed in the ESG Plan, which consists of fifteen (15) strategic axes and sixty (60) prioritized actions, which will begin to be implemented in 2024.

Figure 2
ESG Plan



Source: Own elaboration.

Other actions to improve our Sustainability Management in 2023 include the following activities:

Development of the first Report of the Task Force on Climate-related Financial Disclosure (TCFD)

This action included the diagnosis, analysis and identification of climate risks in our operational framework, in line with the path and good example of our international Oil & Gas industry peers, who have opted for a strategic transformation towards energy companies committed to a fair and reasonable energy transition, allowing us to develop our first TCFD report. The report can be reviewed [here](#).

Obtaining the Second "ESG Score" through the 2023 CSA Survey, developed by S&P Global

In 2023, we participated for the second consecutive year in S&P Global's Corporate Sustainability Assessment (CSA⁴), which rates the management and performance of companies in addressing industry-relevant environmental, social and governance aspects, and serves as an indicator for investment decision-making and risk management for various financial stakeholders.

As part of this evaluation process, PETROPERÚ obtained a score of 28 points (out of a total of 100) in the "2022 ESG Score" and 29 points in the "2023 ESG Score," while the industry average for that year was 37 points.

Participation in the United Nations SDG Corporate Tracker

In 2023, we participated in the second edition of the SDG Corporate Tracker, a UNDP⁵ Peru tool that evaluates the degree of alignment of companies with the Sustainable Development Goals (SDGs), analyzing their level of commitment through policies, operations and strategic initiatives. The results obtained seek to measure the contribution of companies to the SDGs compliance and their progress towards a more responsible and sustainable management in the long term. The general reports highlight both the achievements and challenges encountered, providing key information for future corporate sustainability strategies in the country.

PETROPERÚ's individual report for 2022 reflected its commitment to sustainability and its alignment with the SDGs. However, the company still has areas for improvement, particularly in measuring the impact of its initiatives and reporting key data on resource consumption, such as water, energy, and greenhouse gas emissions. The results for 2023 will be published in December 2024.

⁴ Corporate Sustainability Assessment (CSA).

⁵ United Nations Development Programme

2.2. Materiality Analysis

Every year, we present our Sustainability Report, an act that reflects our commitment to transparency by providing stakeholders with relevant and updated information on our sustainability activities and performance. By 2023, we applied a double materiality process, which was accompanied by the company AC Sostenibilidad, to understand where the majority of the Company's significant impacts occur and to identify the critical links between sustainability and business strategy. **GRI 2-26**

Executives from the key and most relevant areas of sustainability at Petroperú S. A., as well as representatives of our various stakeholders participated in this process through meetings, dialogue panels and virtual surveys. In addition, our Board of Directors is responsible for reviewing and approving this Sustainability Report, the materiality, as well as the information generated by the Company. **GRI 2-1**

2023 Materiality Update Process



Materiality Workshop Management Team

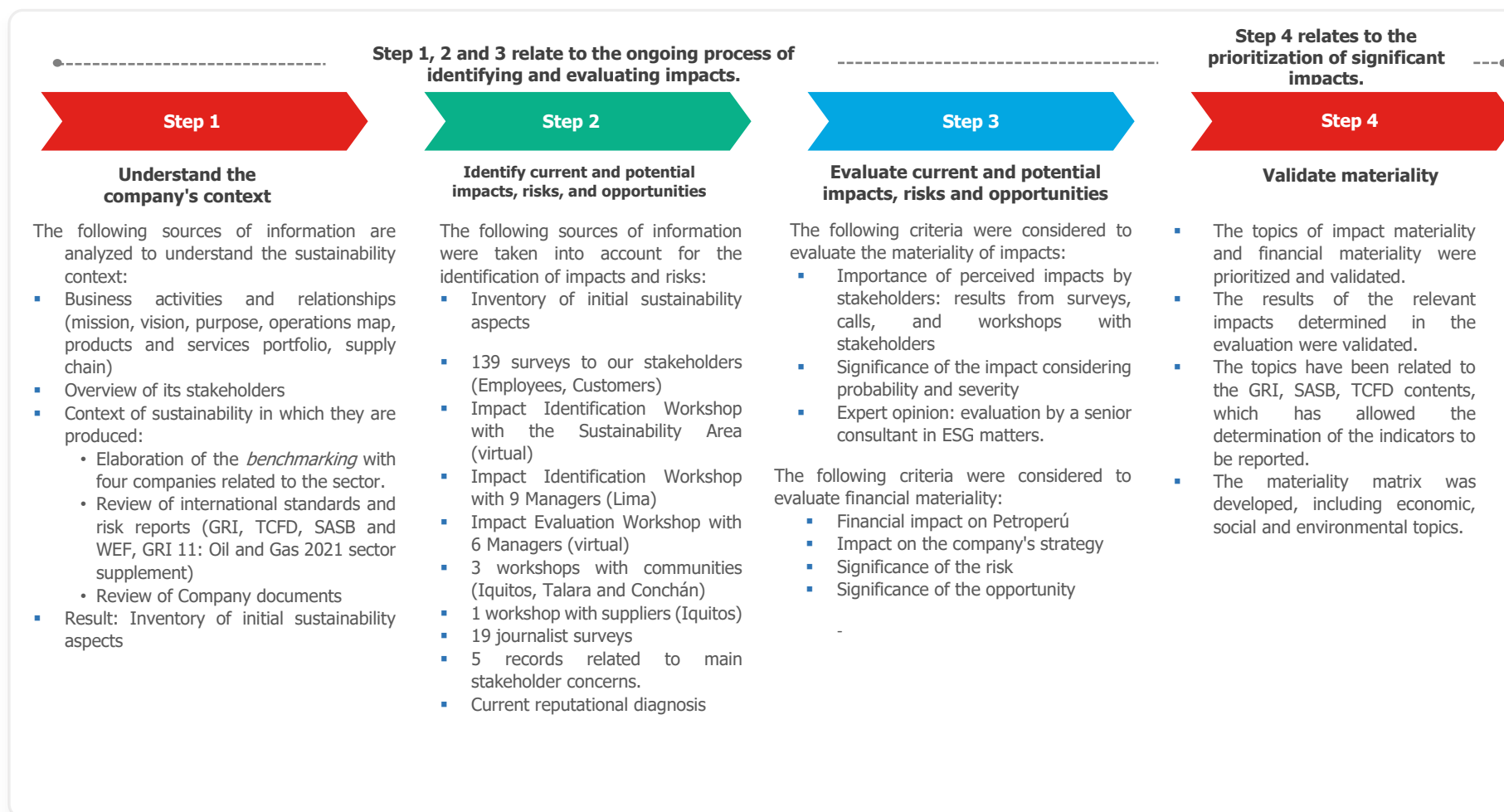


Dialogue Panel - Talara Refinery



Dialogue Panel - Iquitos Refinery

2.2.1. Materiality Definition Process GRI 2-26, GRI 3-1



2.2.2. Material Topics

As a result of the materiality analysis, in our 2023 Sustainability Report, we report 23 material topics, 30 GRI general contents, 41 GRI specific contents, 10 SASB contents, 3 TCFD contents, 6 business-specific indicators (indicadores propios del negocio, IPN). [GRI 3-2](#)

a	Corporate Governance				m	Waste Management		
b	Economic Performance				n	Critical Spills Response and Prevention		
c	Risk Management (ESG)				ñ	Talent attraction, retention and development		
d	Reputation and Image				o	Employment Generation		
e	Safe, gradual, progressive and timely start-up of the New Talara Refinery				p	Development of Capabilities		
f	Responsible Supply Chain (Supplier)				q	Diversity and Equal Opportunities		
g	Ethics and Integrity (ESG legal compliance and fairn				r	Collective Bargaining		
h	Climate Change				s	Occupational Health and Safety		
i	Emissions Management				t	Local Community Development		
j	Energy Management				u	Human Rights (indigenous rights)		
k	Water and Effluents				v	Internal and External Communication (GI's)		
l	Biodiversity							

STANDARD KEY:

 SASB-10
  TCFD-3
  GRI 11 sector - 13

ESG KEY:

 Economic and Governance
  Environmental
  Social

Table 4*Material Topics Petroperú 2023* **GRI 3-2.**

No.	Material Topic	Standard Series	Coverage	Stakeholders
01	Economic Performance	GRI 201-1 GRI 203-2	Internal and External	Community State Civil Society Partners Media Shareholders
02	Responsible Supply Chain	GRI 204-1	External	Workers Contractors
03	Ethics and Integrity	GRI 205-2 GRI 205-3	Internal and External	Shareholders Customers Partners State Civil Society
04	Climate Change	GRI 305-5	Internal and External	Community State Civil Society Media Shareholders
05	Emissions Management	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	Internal and External	Community State Civil Society Media Shareholders
06	Energy Management	GRI 302-1	Internal and External	Community State Civil Society Media Shareholders
07	Water and Effluents	GRI 303-1 GRI 303-3 GRI 303-5	Internal and External	Community State Civil Society Partners Media Shareholders
08	Biodiversity	GRI 304-1 GRI 304-3	Internal and External	Community State Civil Society Partners Media Shareholders
09	Waste Management	GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4	Internal and External	Community State Civil Society Partners

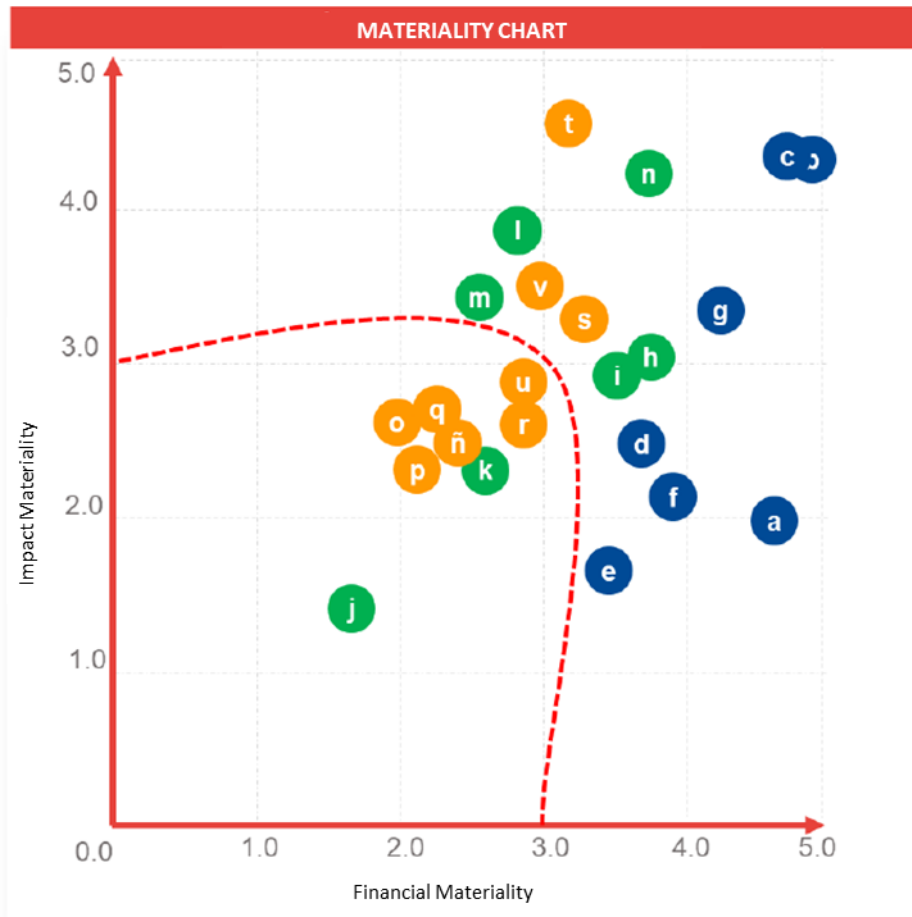
		GRI 306-5		Media Shareholders
10	Talent attraction, retention and development	GRI 401-1 GRI 401-2 GRI 401-3	Internal	Workers Contractors Shareholders Community State
11	Employment Generation	GRI 401-1	Internal	Workers Contractors Shareholders Community State
12	Development of Capabilities	GRI 404-1 GRI 404-2	Internal	Workers Contractors Shareholders Community State
13	Diversity and Equal Opportunities	GRI 405-1	Internal	Workers Contractors Shareholders Community State
14	Collective Bargaining	GRI 402-1	Internal	Workers Contractors Shareholders Community State
15	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	Internal and External	Contractors Workers
16	Local Community Development	GRI 413-1	External	Community Media Civil Society
17	Human Rights	GRI 411-1	Internal External	Workers Community Media Civil Society
18	Environmental Spills Prevention and Response	NO GRI: IPN- 1	External	Civil Society Customers Community

19	Safe, gradual, progressive and timely start-up of the New Talara Refinery	NO GRI: IPN-2	External	Shareholders Workers Civil Society Customers
20	ESG Risk Management	NO GRI: IPN-3	Internal and External	Workers Contractors Shareholders Community State
21	Reputation and Image	NO GRI: IPN-4	External	Community Media Civil Society
22	Internal and External Communication	NO GRI: IPN-5	Internal and External	Community Media Civil Society Workers Shareholders
23	Corporate Governance	NO GRI: IPN-6	Internal and External	Community Media Civil Society Workers Shareholders

Source: 2023 Materiality Report

2.2.3. Materiality Matrix

The material topics were compared with the GRI 11: Oil and Gas Sector 2021 supplement, which allowed us to define our materiality matrix. Subsequently, this matrix was validated by the Sustainability and Energy Transition Project Management, reviewed and approved by the Board of Directors, ensuring that the most relevant concerns for our stakeholders and the Company are addressed in the 2023 Sustainability Report. **GRI 2-14**



Smaller Scale Factor Chart

ESG KEY:



2.3. Contribution to the SDGs

In 2023, as part of the efforts to update the Sustainability Strategy, a prioritization of the SDGs for PETROPERÚ was conducted, aligned with the ["Roadmap to drive the Oil and Gas industry's contribution to the SDGs"](#) developed 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 en América Latina y el Caribe, ARPEL), in which we actively participate as a member company, through its various committees.

It is important to emphasize that ARPEL's proposal is aligned with the document "Mapping the Oil and Gas Industry to the Sustainable Development Goals, an Atlas" prepared by IPIECA in collaboration with the United Nations Development Programme (UNDP) and the International Finance Corporation (IFC) (IPIECA, IFC, UNDP, 2017). This proposal provides a deeper level of analysis and incorporates the specific materiality analysis of companies in the sector across the region.








The Roadmap outlines a path for action, prioritizing those SDGs where there are greater opportunities to generate positive impacts, always from a Human Rights perspective, Just Transitions and taking into account the materiality of the industry's materiality.

ARPEL's prioritization was based on the following five criteria:

1. Industry alignment with the SDGs
2. Positive and negative impacts of operations
3. Contribution capacity
4. Potential to capture value
5. ARPEL's capacity to contribute to its partners

Table 5

Alignment of ARPEL's Prioritized SDGs with PETROPERÚ's New Sustainability Strategy

SDGs	7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE 	12 PRODUCCIÓN Y CONSUMO RESPONSABLES 	13 ACCIÓN POR EL CLIMA 	5 IGUALDAD DE GÉNERO 	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO 	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 	17 ALIANZAS PARA LOGRAR LOS OBJETIVOS 
Expected Impact	Drive energy efficiency along the entire value chain, as well as contribute to closing the energy access gap.	Promote efficiency, socio-environmental performance improvement, and integrity in all operations. Drive forward and operationalize Circular Economy concepts.	Foster the decarbonization of the sector and commitment to energy transitions and Climate Change.	Promote greater female participation, particularly in leadership and operational positions, as well as promote diversity and inclusion of other vulnerable groups.	Foster dialogue, cooperation and exchange on Just Transitions. Promote the implementation of good practices for investment, local development, Human Rights, talent and environmental management, health, and safety.	Drive the development of digital capabilities and promote the exchange of good practices in the operation and maintenance of facilities to improve efficiency and risk management.	ARPEL serves as a platform for relations and dialogue between the industry and its main stakeholders, making the promotion of alliances to advance sustainability matters and enable collaboration as part of its reason for being.
Strategic Pillars of PETROPERÚ's Sustainability Strategy	<ul style="list-style-type: none"> • Energy Efficiency • Energy Transition 	<ul style="list-style-type: none"> • Water Management • Circular Economy • Air Quality • Business Ethics 	<ul style="list-style-type: none"> • Emissions Management • Energy Efficiency • Energy Transition 	<ul style="list-style-type: none"> • Shared Development and Value • Labor Practices and Safety • Human Rights 	<ul style="list-style-type: none"> • Shared Development and Value • Labor Practices and Safety • Human Rights 	<ul style="list-style-type: none"> • Risk Management • Building of Capabilities 	<ul style="list-style-type: none"> • Sustainability Initiatives
Main Indicators Reported in this Report	GRI 302-1. Energy consumption within the organization	GRI 303-5. Water consumption GRI 306-3. Waste generated. GRI 205-1. Operations evaluated for corruption-related risks	GRI 305-1. Direct GHG emissions (Scope 1) GRI 305-2. Indirect GHG emissions from energy use (Scope 2)	GRI 405-1. Diversity of governing bodies and employees	GRI 413-1. Operations with local community engagement programs, impact and development evaluations	GRI 404-1. Average annual training hours per employee	GRI 2-28. Affiliation to associations

2.4. Relations with Our Stakeholders

Our stakeholders are key to improving our management; therefore, it is essential to identify them, listen to their opinions, and consider their expectations and needs through continuous dialogue. This process allows us to identify risks and opportunities to strengthen our relations and, in turn, improve our management. [GRI 2-25](#), [GRI 2-26](#)

In 2023, following the update and review of our stakeholder matrix, we identified 12 stakeholders and their corresponding communication channels.

Table 6
Stakeholders in 2023 [GRI 2-29](#)

Stakeholders	Dialogue Mechanisms	Frequency
Shareholders - Investors	<i>Earnings Release</i>	Quarterly
	<i>Press Releases</i>	Based on significant event
	<i>Email queries</i>	Permanent
	<i>Video calls</i>	Permanent
	<i>Investors Website</i>	Permanent
Shareholders - Shareholders' Meeting	Email	Permanent
	Meetings	According to schedule
	Official Notices	
Financial Ecosystem	Phone calls, email, in person meetings, conference, exclusive email	Permanent
Suppliers and Contractors	Digital channels, in-person and virtual meetings, IT platforms through Aquiles and Supos, virtual document submission desks, letters, phone calls	Permanent
Workers	Intranet and Yammer	Daily
	Email	Daily
	Presentations from Senior Management via remote and/or on-site visits to operations	According to the organization's needs
	Informative webinars for internal audiences	On demand
	Meetings	According to schedule
	Panels	Bi-Weekly
	PetroInforma, corporate WhatsApp newsletter	Three times per week
	Relations with unions (letter and meetings)	According to schedule
Civil Society Organizations	Digital channels and newsletter, letters Transparency Portal	Permanent

	Meetings, phone calls	
Customers	Digital channels, in-person and virtual meetings	Permanent
State	Meetings Official letters, phone calls, letters, working groups, WhatsApp	According to schedule
Local Communities	Meetings, participation in assemblies, letters and visits Digital channels and newsletters Grievances and complaints mechanism	Permanent Annual Permanent
Media	Press releases and notices Petroperú Newsletter (electronic, and for subscribers only) Press conferences Social media accounts (Facebook, LinkedIn, TikTok, Instagram, Twitter and YouTube)	Permanent Monthly On demand (five in 2023) Facebook and Instagram: Daily content posting. LinkedIn and Twitter: Inter-daily content posting. TikTok: Posting content on demand
	Response to queries Interviews Visits to facilities or projects Press workshops Meetings or relation activities to journalists	Permanent According to schedule Annual Annual According to schedule
Cultural Sector	Digital channels, relations meetings, phone calls, mailings, letters, official notices, etc. Exhibitions	Permanent According to schedule
Guilds and Institutions	Meetings determined, coordination for specialists to attend the meetings Meetings by invitation	According to schedule

As part of the approval of this report and its materiality process, we annually evaluate the channels, expectations and commitments with stakeholders, information that is communicated to our Senior Management. In addition, to address the most relevant concerns, queries and impacts of our activities on these groups, we submit periodic reports to the Corporate Governance Good Practices Committee.

2.5. Reputation and Image

Over the past two years, we have experienced a period of extensive evaluation by the main rating agencies. Although the results of these evaluations have revealed many opportunities for improvement and their implementation represents a major challenge for the Company, we have used them as valuable input to strengthen our internal processes and consolidate our financial position.

In April 2023, the company experienced a change in its executive leadership with the renewal of the Chairman of the Board of Directors. Although this transition did not significantly change the composition of the governing body or the general administrative structure, it marked a new chapter in the company's trajectory. During this period, we had a minor operational contingency in the Fluidized Catalytic Cracking (FFC) Unit of the Talara Refinery, which was quickly controlled, however, it was reported in the mass media and social networks. In addition, fraudulent advertisements (*phishing*) were detected on social networks, which activated our IT contingency plans. This problem is not unfamiliar to large corporations and has been mitigated through an ongoing clarification and warning campaign on our digital platforms.

In the face of the current challenges, we have strengthened our activities to restore the trust of our investors and strategic partners, both nationally and internationally. A fundamental pillar of this strategy is the full and efficient implementation of the New Talara Refinery, whose optimization will be decisive to ensure the Company's profitability and sustainability.

Furthermore, in order to maintain our reputation and institutional image, we have developed a methodology to manage the risks associated with our strategic objectives. This approach allows us to perform a thorough analysis of our processes, identify vulnerabilities and establish internal controls to prevent and mitigate any eventuality that could affect our image. **NO GRI: IPN-4**

It should be noted that Petroperú's reputation is under the responsibility of the company's Senior Management, while the Corporate Communications and Institutional Relations Management (Gerencia Corporativa de Comunicaciones y Relaciones Institucionales, GCRI) is the coordinating entity of the strategy through the Corporate Reputation Plan. In this regard, we have the following regulatory guidelines and procedures that strengthen our management:



- Petroperú's Reputation and Image Guidelines.
- Information Campaign Media Plan Process
- Media Advertising Procedure.
- Sponsorship Procedure.
- Procedure for Signing Contracts with Non-Profit Legal Entities

In relation to the compliance of our Reputation Plan, it is relevant to point out that, as a consequence of the changes derived from a reorganization, some activities scheduled for the 2023 period were reformulated, while others were discontinued. This resulted in 92% completion of the plan.

2.6. Communication and Transparency

Our Information and Communications Policy, aligned with the Code of Good Corporate Governance, establishes a transparent and responsible framework for the management of information and communication within the company. This policy is based on ethical and legal principles, and seeks to promote trust, open communication and stakeholder participation.

We have a Communication Strategy that is part of our Corporate Communication Plan, which is updated annually.

It is important to highlight that both internal and external communication processes are an integral part of Petroperú's Process Map that guides the implementation of our 2023 -2027 Strategic Plan. These processes are developed and implemented through procedures, guidelines, guides and manuals, which are closely aligned with the activities defined in the Corporate Communication Plan. **NO GRI: IPN-5.**

Our internal and external communication process takes into account two sources. The first is the collection of information request related to the company (results, projects, and activities). This information is collected through procedures for monitoring traditional and digital media. The second refers to Petroperú's reactions and response to this request.

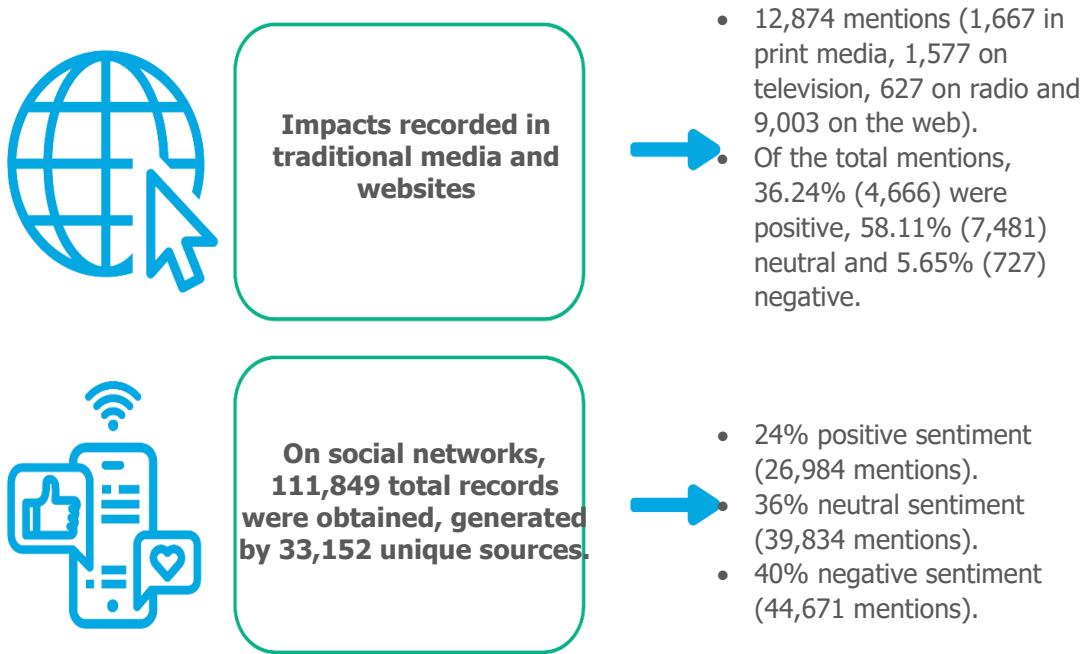
We prepare and disseminate diverse content designed to satisfy the information needs of our audiences, adapting them to each audience and communication channel, following the guidelines established in our Corporate Communication Plan. Our objective is to effectively position the company's key messages and strengthen our reputation.

In order to effectively manage any critical situation that may jeopardize the continuity of our operations, we have specific protocols for both internal and external crisis communication. These procedures detail the steps to be taken, from the activation of the Crisis Committee to the issuance of official communications, to ensure a timely and coordinated response to any eventuality.

For minor incidents, an evaluation and follow-up of their social, environmental and media impacts are conducted. Based on this information, the actions taken to resolve the problem and address such incidents are communicated with full transparency. Specifically, in the event of an accident, emergency or spill, our regulatory documents establish an action protocol as soon as an event occurs, and periodic information is provided on the progress of the company's Contingency Plan actions.

Our objective is to lead communication on critical events; therefore, we seek to manage information with absolute transparency in every incident that may affect Petroperú's image and reputation.

Metrics of Petroperú's Communication Plan Actions in the Digital Ecosystem
NO GRI: IPN 5



2.7. Strategic Alliances

We recognize the importance of establishing cross-sector alliances to drive social progress and ensure the provision of high-quality fuels to our customers. To this purpose, we forge strategic alliances with various associations to create synergies that strengthen our economic, social and environmental management. **GRI 2-28**



National Society of Mining,
Oil and Energy⁶



Peruvian Hydrocarbon Society



Talara Chamber of Commerce
and Industries



Piura Chamber
of Commerce



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



Alliance for Works for Taxes (ALOXI)



Institutional Collaboration
SPE Lima Section Association

⁶ Membership valid until September 2023.

2.8. Recognitions

Our management has enabled us to achieve the following accomplishments and recognitions in 2023:

In January 2023, we were recognized by the Regional Directorate of Education Piura for our continued commitment to improving education in Talara, both for students and teachers, in 2022. This award supports our actions in the implementation of projects and programs aimed at improving educational practices.



In June 2023, according to the Merco Talento Perú 2023 Ranking by the Corporate Reputation Business Monitor, for the second consecutive year we were ranked first among the oil and gas

companies with the greatest potential to attract and retain talent. In addition, in the overall ranking of the top 100 companies, we achieved 22nd place.

In August 2023, we were awarded -for the second consecutive year- with the 2023 Proactive Award, in the hydrocarbons category. This recognition was awarded to us for the projects conducted for the benefit of the population in our areas of influence, as well as for the implementation of the Early Childhood Accompaniment Program, conducted in the district of Villa El Salvador (Lima) and the province of Talara (Piura).



In September 2023, as part of the management indicators of the Reputational Plan, we were ranked 78th, sector 4, according to the PETROPERÚ Merit Evaluation Questionnaire from Merco Empresas y Líderes 2023 (Corporate Reputation Business Monitor).

In November 2023, we received recognition from the National Library of Peru (Biblioteca Nacional del Perú, BNP) for our role as a strategic partner in the implementation of the National Library System. It should be noted that for several years we have been working to bring Copé publications to institutions and libraries, both urban and rural, throughout the country.



We are part of the top 100 companies with the Best Corporate Social Responsibility, ranking 3rd in the Oil and Gas sector. In addition, we ranked 92nd in the overall MERCO ESG Responsibility ranking.

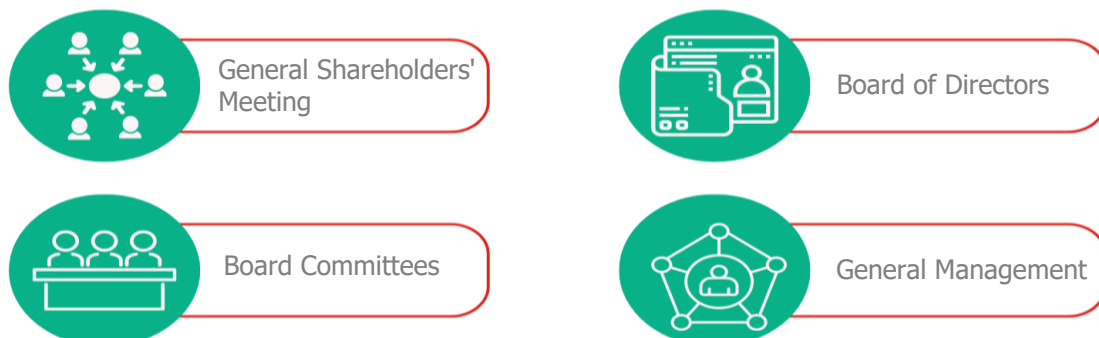
3. We Foster Transparency and Ethics

3.1. Corporate Governance

Our governing bodies operate in accordance with regulations that reflect our commitment to the highest standards of responsibility and ethics. The actions supporting this approach include promoting respect for our stakeholders, strictly complying with established regulations, setting clear rules and procedures, and ensuring transparency in management and information disclosure. **GRI 2-24, NO GRI: IPN-6**

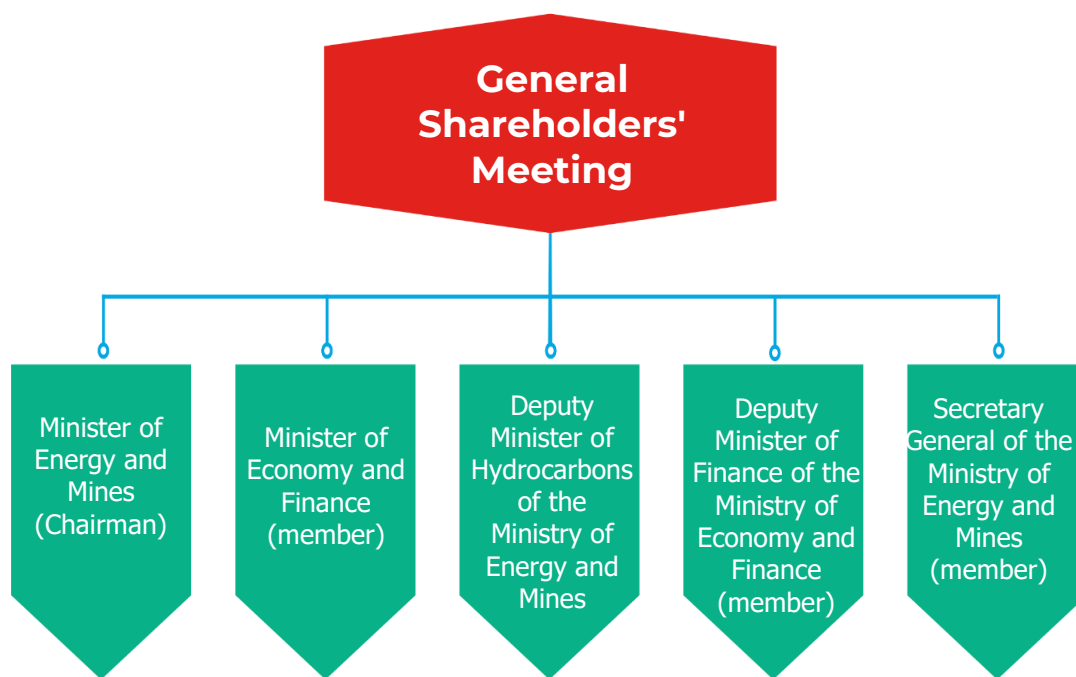


We have four bodies that allow us to structure a Good Corporate Governance:



General Shareholders' Meeting

The Peruvian State, Petroperú's sole shareholder, is represented in the General Shareholders' Meeting by five members, in accordance with Supreme Decree No. 014-2018-EM and its amendments. Each of these representatives holds 20% of the share capital, as stipulated in the aforementioned decree.



Relevant decisions of the General Shareholders' Meeting

In 2023, nine meetings of the General Shareholders' Meeting were held, three in person and six virtual, in which 100% of shareholders' rights were exercised. Below are the main topics addressed during these meetings: [GRI 2-9](#), [GRI 2-12](#)

- Appointment of the Chairman of the Board of Directors and board members.
- Amendment of the Bylaws due to changes in share capital.
- Approval of the Annual Report and Audited Financial Statements.
- Formalization of the election of the workers' representative on the Board of Directors.
- Presentation of Petroperú's Restructuring Plan (associated with Emergency Decree No. 023-2022).
- Approval of the selection criteria for appointing the Audit Firm.
- Approval of amendments to the Bylaws, the Internal Regulations on the Organization and Operation of the Board of Directors, and the General Shareholders' Meeting Regulations.
- Approval of the adjustment endorsed by the Board of Directors concerning the proposed changes submitted by Consorcio Cobra SCL

In September 2023, the General Shareholders' Meeting approved amendments to the corporate documents, which led to significant improvements in the composition and operation of the Board of Directors. These changes address several key aspects, such as defining a specific technical profile for directors, promoting gender diversity on the Board of Directors, increasing the number of independent directors, reviewing the criteria for qualifying a director as independent, implementing a structured process for director selection, and regulating the replacement of directors in the event of vacancies. **NO GRI: IPN 4.**

Board of Directors GRI 2-9, GRI 2-10, GRI 2-12, GRI 2-13, GRI 2-24

The Board of Directors of Petroperú S.A. is the company's highest decision-making body, responsible for safeguarding its interests, rights, and benefits. In this regard, its composition is essential to ensuring its effectiveness and ability to create value for shareholders.

Appointment	The responsibility for appointing and designating the members of the Board of Directors rests with the General Shareholders' Meeting, in accordance with the provisions of the General Corporation Law and the Bylaws.
Requirements to be a member of the Board of Directors	<ul style="list-style-type: none"> • Must not be a public official or government employee. • Must not have had any significant employment, commercial, or contractual relationship with Petroperú S.A. in the two years prior to the appointment date. • Must not be involved in any litigation or conflict of interest with the company or be subject to any incompatibilities established in Article 161 of Law No. 26887, General Corporations Law. • Must develop a full-time, qualified professional activity outside the Board of Directors. • Must maintain a financial position that ensures economic independence from the compensation received as a member of the Petroperú S.A. Board of Directors. • Must have a professional and personal profile that demonstrates independence.

Independent Members	<p>Based on the amendment to the Bylaws of the Internal Regulations for the Organization and Operation of the Board of Directors, it is established that at least half of the members of the Board of Directors must be independent, which corresponds to a minimum of three independent directors.</p> <p>In addition, in accordance with Article 47 of the Bylaws and Article 15 of the Internal Regulations for the Organization and Operation of the Board of Directors, both amended in September 2023, independent directors must comply with the requirements and conditions established in the Guidelines for the Qualification of Independent Directors or substitute regulations. This ensures that Petroperú S.A.'s Bylaws align with the provisions of the Superintendence of Securities Market (Superintendencia del Mercado de Valores, SMV). It should be noted that since 2020, Petroperú S.A. has complied with these guidelines as a company with securities registered in the Public Registry of Securities Market, regardless of the fact that this requirement is now explicitly regulated in our corporate regulations.</p>
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It should be noted that there are two categories of Directors: Non-Independent Directors, whose membership on the Board of Directors is derived from the shareholding of a specific shareholder, which determines their appointment; and Independent Directors, whose relationship with PETROPERÚ, its shareholders, Directors and members of the management team is limited exclusively to their membership on the Board.

With the amendment of the Internal Regulations for the Organization and Operation of the Board of Directors, Article 24, which addresses the procedure for proposing, evaluating and appointing directors, establishes that the selection and appointment process will vary according to the type of director to be hired. In addition, it specifies that PETROPERÚ will hire the services of a specialized company with extensive experience in *headhunting* or senior executive selection to conduct this process.

This process takes place whenever there are vacancies on the Board and involves the following phases:



The Board of Directors has a Work Plan at both corporate level and within each involved management. This document enables efficiency in its functions and includes the necessary channels and procedures to ensure effective participation in meetings, whether in person or virtually. In addition, the Board of Directors receives timely information on the matters to be addressed in each session. **GRI 2-12**

The responsibilities and functions of the Board of Directors are clearly defined in the Bylaws and in the Internal Regulations for the Organization and Operation of the Board of Directors:



In 2023, 48 Board of Directors meetings were held in accordance with its Annual Plan, with the majority of its members in attendance, as established in its Bylaws and Regulations. **GRI 2-12, GRI 2-13**

It should be noted that, with regard to sustainability matters, these meetings included the presentation of the results obtained in the Company's social management plans, progress in energy transition, and the approval of the 2022 Sustainability Report.

As part of the amendments approved in September 2023, the preparation of the Board's Work Plan was incorporated as part of the attributions of this governing body. This document must include activities related to the Board of Directors' strategic role and oversight, in line with its Corporate Governance functions.

In addition, in 2023 and in the exercise of its powers, the Board of Directors considered it appropriate for certain reports submitted by Management for its knowledge to be submitted to the Board Committees⁷. This process allowed these reports to be reviewed and evaluated by the corresponding committees in order to emphasize their strategic and oversight role.

Agreement and Order Tracking System (SSAP)

To ensure the proper implementation and compliance with the decisions of the corporate bodies, as reflected in agreements and orders, we use the Agreement and Order Tracking System (Sistema de Seguimiento de Acuerdos y Pedidos, SSAP) platform. This system enables an effective control of the requests made, which ensures their adequate management and follow-up of the interest matters.

Chairman of the Board of Directors [GRI 2-11](#)

In 2023, the positions of Chairman of the Board of Directors and General Manager were held by different people, and each of them exercised their functions in accordance with the Internal Regulations for the Organization and Operation of the Board of Directors and the Bylaws.

It is important to consider that the General Management represents the company's executive body and acts as its legal representative. In this role, the General Manager serves as the Board's representative and is responsible for leading, coordinating, and controlling the actions of the different bodies of the company.

Members of the Board of Directors

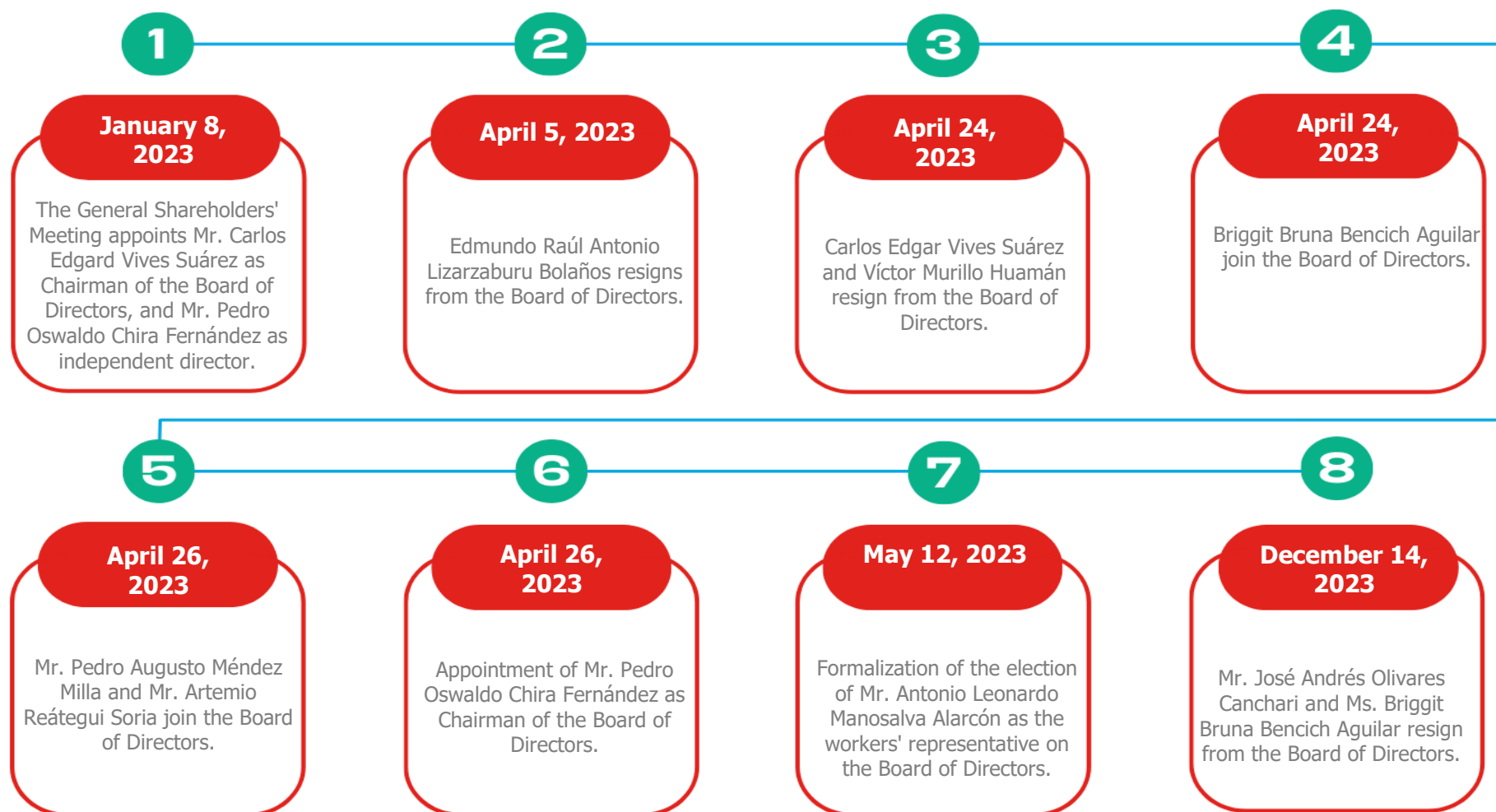
According to Legislative Decree No. 043 the Law of the Petroleum Company of Peru (Ley de la Empresa de Petróleos del Perú), the Board of Directors of PETROPERÚ consist of six (06) members, five (05) of them elected by the General Shareholders' Meeting, one of them being appointed as Chairman. Likewise, one (01) director is elected by the Company's workers through a universal, direct and secret voting process, overseen by the National Office of Electoral Processes (Oficina Nacional de Procesos Electorales, ONPE) and ratified by the General Shareholders' Meeting. Below are the members of the Board of Directors as of the beginning of 2023. [GRI 2-9](#), [GRI 2-10](#)

⁷ In 2023, the following Board Committees operated regularly: Corporate Governance Best Practices Committee, Audit and Control Committee, Administration Committee, and Innovation and Business Development Committee, in accordance with their Regulations and approved Annual Work Plans. The Committees are composed of three members of the Board of Directors, two of whom must be independent directors, and one who must be a non-independent director.

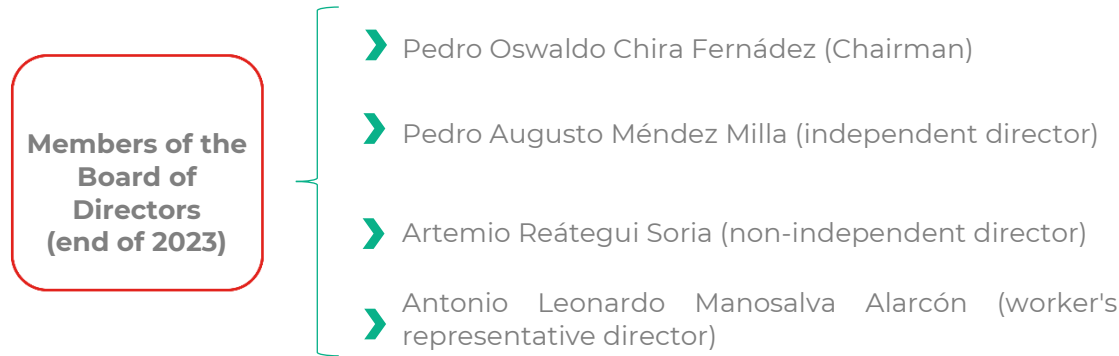
**Members of the
Board of
Directors
(beginning of
2023)
GRI 2-9**

- Carlos Edgar Vives Suárez (Vice President and independent director)
- Víctor Murillo Huamán (independent director)
- José Andrés Olivares Canchari (non-independent director)
- Edmundo Raúl Antonio Lizarzaburu Bolaños (non-independent director)
- Antonio Leonardo Manosalva Alarcón (worker's representative director)

During the reporting period, the following changes were made to the Board of Directors:



As a result, by the end of 2023, Petroperú S.A.'s Board of Directors was composed of the following directors:



Profile of the members of the Board of Directors

Below are the profiles of the four members of the Board of Directors until December 2023. It should be noted that all members are of Peruvian nationality.

Table 7

Description of the member profiles of the Board of Directors **GRI 2-9**

Name	Dependent/ Independent	Position on the Board of Directors	Description
Pedro Oswaldo Chira Fernández	Independent	Chairman	Petroleum Engineer with 39 years of experience in the hydrocarbons industry, having held various technical and management positions in both state-owned companies and the private sector. His career includes roles in the technical areas of Exploration and Production at Petroperú S.A., as well as in Contract Supervision and Negotiation at the National Hydrocarbons Agency of Perúpetro S.A. He has also served as a technical leader, Operations Manager, and Manager of Applications and Technology Development at the multinational oil services company HALLIBURTON. GRI 2-11
Pedro Augusto Méndez Milla	Independent	Director	Licensed Chemical Engineer graduated from Universidad Nacional de Trujillo. He participated in the Management Training Program at Universidad del Pacífico and in the Senior Management Program at Universidad de Piura. He has 42 years of technical and administrative experience in the oil industry and has held various management and leadership positions in several units of Petroperú S.A., including General Manager and Finance Manager.
Artemio Reátegui Soria	Non-independent	Director	Licensed Petroleum Engineer from the Universidad Nacional de Ingeniería. He holds a Master's Degree in Energy Management from Universidad ESAN and a specialization in Business Management from Universidad Rafael Urdaneta. With more than 45 years of technical and administrative experience in the energy sector, he has held various positions in oil exploration and production companies.
Antonio Leonardo Manosalva Alarcón		Worker's representative director	Electrical Mechanical Engineer from the Universidad de Piura and Master in Business Administration from the Pontificia Universidad Católica del Perú - CENTRUM. In addition, he holds a Master in Management certification from the Grenoble Ecole de Management in France and has been a member of Beta Gamma Sigma Society (The International Business Honor Society) since 2012. With more than 17 years of experience in Petroperú S.A., he has held positions as Head of Integrity and Reliability, Head of Engineering and Head of Management Control of the Pipeline Department. He is currently serving as Acting Manager of the Pipeline Department at Petróleos del Perú – PETROPERÚ S.A.

Board of Directors Training

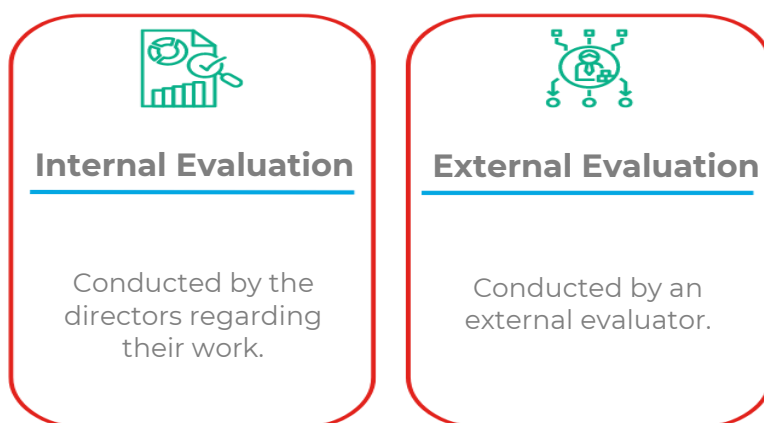
We have an Induction Policy for New Directors, which ensures that new directors appointed by the General Shareholders' Meeting receive an adequate induction. This process aims to familiarize new directors with their roles, responsibilities, and the company's organizational structure. The updated policy details the essential components that must be part of the induction to meet the required standards for members of the Board of Directors.

In 2023, induction activities were held for the new directors who joined during the period, providing them with the necessary information to effectively integrate them into their duties and the dynamics of the Board of Directors. These activities included topics related to sustainable development, among others, to ensure that our directors incorporate sustainable practices in management and decision-making with ESG criteria.

GRI 2-17

Board of Directors Evaluation

PETROPERÚ has a Policy for the Evaluation of the Board of Directors, Committees and Directors, which provides for two evaluation processes: **GRI 2-18**



According to this regulation, directors, both individually and collectively, undergo an annual evaluation process to ensure the proper performance of their duties and optimize their work.

On the other hand, regarding the Board of Directors Self-Evaluation, in September 2023, the Internal Organization and Operation Regulations of the Board of Directors were amended to include the following dimensions in Article 55, which governs the Board's self-evaluation:

- Structure and Governance, which measures the strength of the Board of Directors structure.
- Coordination, which examines the ability to manage information between the Board of Directors and management, shareholders and stakeholders.
- Interaction, which analyzes the quality 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 should be noted that, in accordance with said Regulations, the self-evaluation process is led by the Chairman of the Board of Directors and its conclusions should serve as a basis for self-reflection by the Board of Directors, while the reports must be submitted annually to the General Shareholders' Meeting. It is important to emphasize that the Policy for the Evaluation of the Board of Directors, Board Committees and directors establishes the annual evaluation for directors with at least 6 months of permanence in office; however, due to the member changes of the Board of Directors that occurred in 2023, no Evaluation Process was conducted during this period. **GRI 2-18**

Policies and Guidelines

PETROPERÚ has several policies of interest and relevance to its management and activities. In this regard, our Board of Directors is responsible for reviewing, updating and approving the policies and guidelines that regulate its actions and commitments to our stakeholders. **GRI 2-23**



- Integrity and Anti-Corruption and Fraud Policy.
- Risk Management Policy.
- Integrated Quality, Environmental, Process Safety and Occupational Health Management Policy.
- Petroperú Integrity Code.
- Anti-Money Laundering, Terrorism Financing, Corruption, and Anti-Bribery Prevention Policy.
- Integrated Internal Control Policy.
- Equity, Diversity and Inclusion Policy.
- Corporate Transparency Policy.
- Social Management Policy.
- Corporate Policy: Donations from Petroperú S.A.
- Organizational Learning Policy of Petroperú S.A. – Corporate University
- People Management Policy of Petroperú S.A.
- Corporate Policy: Outstanding Personnel for Petroperú S.A.
- Corporate Policy: Performance Management.
- Corporate Policy: Succession of Petroperú S.A.
- Corporate Policy: Appointment of Management and Executive Personnel of Petroperú S.A. reporting to the General Management and the Board of Directors.
- Cultural Policy.
- Biodiversity Management Policy.
- Pricing Policy for Liquid Fuels and Specialty Products Sold in the Local Market.
- Corporate Policy: Marine Fuels for Export, Approved with A/D No. 101-2007-PP and amended with A/D No. 005-2014-PP.
- Personal Data Protection Policy.
- Information Security Policy.
- Corporate Policy: Information and Communications of Petroperú S.A.
- Corporate Policy: Market Risk Management using Financial Derivative Instruments.
- Board of Directors, Board Committees, and Directors Evaluation Policy.
- Housing Policy for Technical and Administrative Employee Staff.
- Induction Policy for New Directors.
- Corporate Policy: Commercial and Discounts of Petroperú S.A.
- Per Diem Policy of Petroperú S.A.
- Commercial and Discount Policy of Petroperú S.A.
- Corporate Policy: Foreign Travel for Petroperú S.A. Staff

Board of Directors' Compensation Policy

In 2018, the Board of Directors' Remuneration Policy was approved, a regulation that demonstrates our commitment to transparency and fairness in corporate management. This policy establishes that the Board of Directors members receive a compensation of S/.3,000 per meeting attended, with a maximum of two paid meetings per month.

In addition, the value of participation in the meetings of the support committees is recognized, where the members of the Board of Directors receive 50% of the established fee per meeting of said body, with a maximum of one paid meeting per month. These measures seek to ensure adequate compensation for the time and effort dedicated to the leadership and strategic direction of the company, in line with our values of responsibility and transparency. **GRI 2-19, GRI 2-20**

In terms of salary administration, Petroperú follows a Single Salary Scale approved by the Board of Directors, which takes into account job evaluation as well as an analysis of external competitiveness in the hydrocarbons sector. Despite no salary increases in 2023, the salary structure for the Management Level is aligned with the average remuneration trend of the Oil & Gas sector⁸. **GRI 2-19, GRI 2-20**

It should be noted that, in 2023, the annual compensation ratio was 5.02, being that the highest compensation for a PETROPERÚ worker amounted to S/ 685,498.75, while the median total compensation of the company's personnel amounted to S/ 136,386.31 in that period⁹. **GRI 2-21**

Board Committees

In accordance with the provisions set forth in our Bylaws, the Board of Directors is empowered to create the committees it deems appropriate to guarantee the effective company operation. Each committee is composed of three directors, two of whom are independent directors. In addition, the chairmanship of each committee has been held by one of the independent directors, ensuring impartial oversight aligned with best corporate governance practices. **GRI 2-24**

Corporate Governance Good Practices Committee **GRI 2-9**

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.

⁸ According to the 2020 Oil & Gas Salary Survey by Korn Ferry.

⁹ The annual compensation ratio refers to the relationship between the total annual compensation of the highest-paid person in the organization and the median total annual compensation of all employees in the organization, excluding the highest-paid person.

Meetings held	3
Topics addressed in 2023	<ul style="list-style-type: none"> • Report on the most relevant topics reported to investors (current and potential) of Petroperú S.A. - period 2022. • Results obtained in the Community Relations Plans. • Progress report on the implementation of Emergency Decree No. 023-2022, on aspects of corporate governance. • Oversight of the handling of information requests under the Transparency and Access to Information Law. • Progress and approval of the Report on Compliance with the Good Corporate Governance Code for Peruvian Companies for fiscal year 2022. • 2021-2022 Biannual Corporate Governance Report. • Proposal for amendments to Petroperú S.A.'s Good Corporate Governance Code. • Review of reports assigned by the Board of Directors. • Progress and approval of the proposed Good Corporate Governance Action Plan. • Approval of the Committee's Work Plan.

Management Committee¹⁰ **GRI 2-9**

This committee aims to support the management carried out by the Board of Directors, which is responsible for overseeing management, direction, and administration activities as outlined in our Bylaws.

Meetings held¹¹	4
Topics addressed in 2023	<ul style="list-style-type: none"> • Proposal to amend Article 8 of the Committee's Regulations. • Proposal to reorganize requests submitted by the Board of Directors. • Progress and compliance with Annual and Five-Year Objectives. • Advances in the implementation of the Salary Policy for Petroperú S.A. personnel. • Implementation of Cultural Transformation at Petroperú S.A. • Report on Replacement and Succession Plans. • Status of the Public Share Offering Project.

¹⁰ In line with good corporate governance practices, in September 2023, adjustments were made to the corporate documents to establish a Nomination and Compensation Committee, replacing the Administration Committee. This change is planned for 2024.

¹¹ As part of strengthening our corporate governance, in June 2023, we modified Article 8 of the Internal Regulations of the Administration Committee, increasing the number of meetings to at least six times a year.

	<ul style="list-style-type: none"> • Report on the Work Environment at Petroperú S.A. • Review of reports assigned by the Board of Directors. • Approval of the Committee's Work Plan.
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Audit and Control Committee **GRI 2-9, GRI 2-13**

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, 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.

Meetings held	10
Topics addressed in 2023	<ul style="list-style-type: none"> • Report on the Anti-Money Laundering and Terrorism Financing Prevention System. • High-Criticality Risks in processes supporting Petroperú S.A.'s Value Chain. • Follow-up and control of complaints related to ethics, conflicts of interest, fraudulent use of assets and transactions between interested parties. • Report on additional services contracted in 2022 with the external auditor who reviewed the financial statements, other than the financial audit. • Report on the Response to Queries from the Investor Stakeholders. • Report on the Corruption Crime Prevention System. • Report on the Determination of General and Specific Risk Appetite • Report on Risk Management System. • Management report of the Regulatory Compliance Committee and activities conducted by the stock exchange representatives. • Report on the activities conducted as part of the Internal Control System. • Review of reports assigned by the Board of Directors. • Approval of the Committee's Work Plan.

Innovation and Business Development Committee **GRI 2-9**

The objective of this committee is to support the Board of Directors in implementing research, development, and innovation strategies to ensure our continuity as a leading company in the energy sector.

Meetings held	3
Topics addressed in 2023	<ul style="list-style-type: none"> • Report on the Preliminary Energy Transition Plan within the framework of Petroperú S.A.'s Strategy and Sustainability Plan with ESG criteria. • Report on Petroperú S.A.'s participation in the exploitation of new hydrocarbon lots. • Report on the implementation of Emergency Decree No. 023-2022 regarding to sustainability aspects of operations. • Report on progress and actions regarding the formulation of the Strategic Information Technology Plan with a digital approach. • Review of reports assigned by the Board of Directors. • Approval of the Committee's Work Plan.

Organizational Structure

Below is the organizational structure of Petroperú S. A. at the end of 2023. **GRI 2-9**



3.2. Compliance and Integrity Management

Through the strengthening of a “zero tolerance” compliance and integrity culture, we have established ethics as a fundamental pillar in all our operations and business practices, which aligns with our corporate value of integrity. We are committed to preventing and addressing any form of non-compliance, fraud, or corruption by detecting

irregular situations, primarily through the Integrity Line, our official whistleblowing channel, and implementing corrective or mitigation actions when appropriate.

Our approach seeks not only to protect our reputation as a company, but also to safeguard the well-being of our stakeholders and society as a whole. We firmly believe that by maintaining high standards of compliance and integrity, we not only fulfill our business responsibilities, but we also make positive contributions to sustainability and social progress. **GRI 2-16**

3.2.1. Preventive Systems

Integrity System

This system considers three basic components:

1. Prevention **GRI 2-15, GRI 2-25**

This component considers the integrity regulations, which are disseminated to stakeholders, guide the conduct of workers and are included in all contracts (under any modality) signed with natural or legal entities.



Regulatory Prevention Documents

- Code of Integrity
- Corporate policy on Integrity and Anti-Corruption and Fraud
- Integrity System Guidelines

Based on this, in 2023 we conducted the following actions:

- Second Integrity Perception Survey, with the participation of 1,009 workers, to identify strengths and weaknesses in management. The results of this survey were presented to the Chairman of the Board of Directors to develop and implement a Gap Closure Plan in 2024.
- Addressed nearly 400 queries related to conflict-of-interest prevention.
- Monthly dissemination of messages on ethics, integrity, and our Integrity System through corporate emails and the internal social network (Yammer).
- Conducted 18 training activities within the framework of the Integrity System.
- Signed the Annual Integrity and Anti-Corruption Commitment Act, an event conducted to strengthen the *Tone at the Top*¹², which demonstrates the commitment of the members of the Board of Directors and General Management,

¹² "Tone at the top" is a term that originated in the field of accounting and is used to describe the overall ethical climate of an organization, as established by its board of directors, audit committee, and senior management. It refers to what the organization's leaders think and communicate regarding ethics and the fight against corruption.

and their support for the strengthening of a culture of integrity and anti-corruption in the company.

2. Detection GRI 2-15, GRI 2-25, GRI 2-29

We provide our stakeholders with the whistleblowing channel called **Integrity Line**, available 24 hours a day, seven days a week. This service allows workers and the general public to report any deviation from our standard of conduct through the following channels:



<https://www2.bdolineaetica.com/petroperu/new>



reportes@lineadeintegridadpetroperu.com



0-800-77-788 (option 2)
Attention 24 hours a day, 365 days a year.



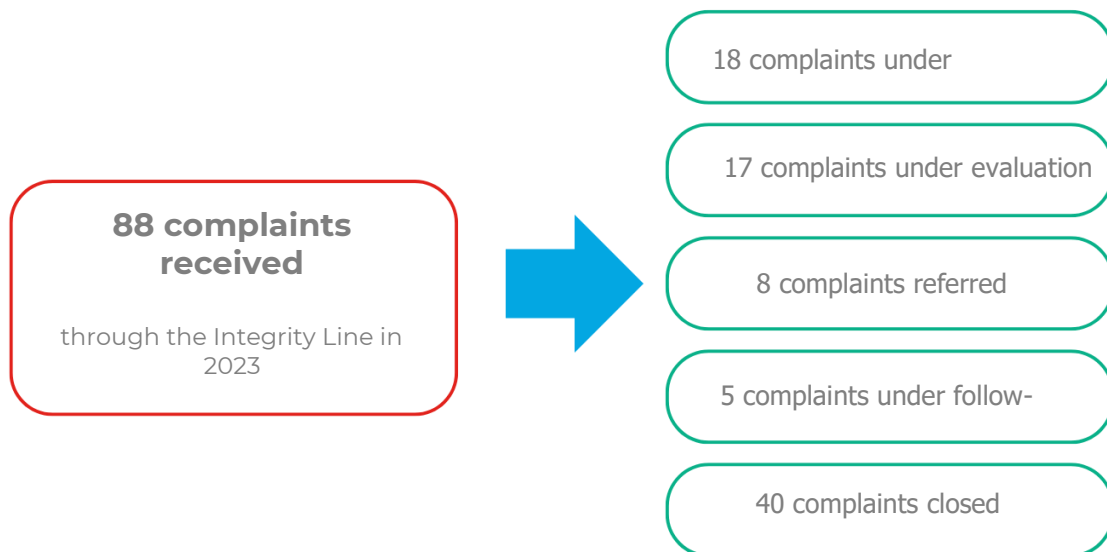
Avenida Camino Real 456, piso 12, oficina 1203, San Isidro, postal code 15073, Peru.



0-800-77-788
Attention with an advisor, Monday through Friday, from 8:30 a.m. to 6:30 p.m.



By scheduling an appointment through the telephone line or coordinating options via email with the Integrity Line. The in-person service is available at Av. Camino Real 456, piso 12, oficina 1203, San Isidro, Postal Code 15073, Peru (Monday to Friday from 8:30 a.m. to 5:30 p.m.). If deemed convenient, the personal interview can be conducted virtually.



In summary, at the end of 2023, a total of 88 complaints were registered through our reception channels. 10 correspond to alleged cases of corruption (as reported by whistleblowers), representing approximately 11% of the total. These cases are being investigated by the competent authorities. In addition, it is important to highlight that 40 of these complaints have been addressed and/or closed. **GRI 205-3**

Table 8

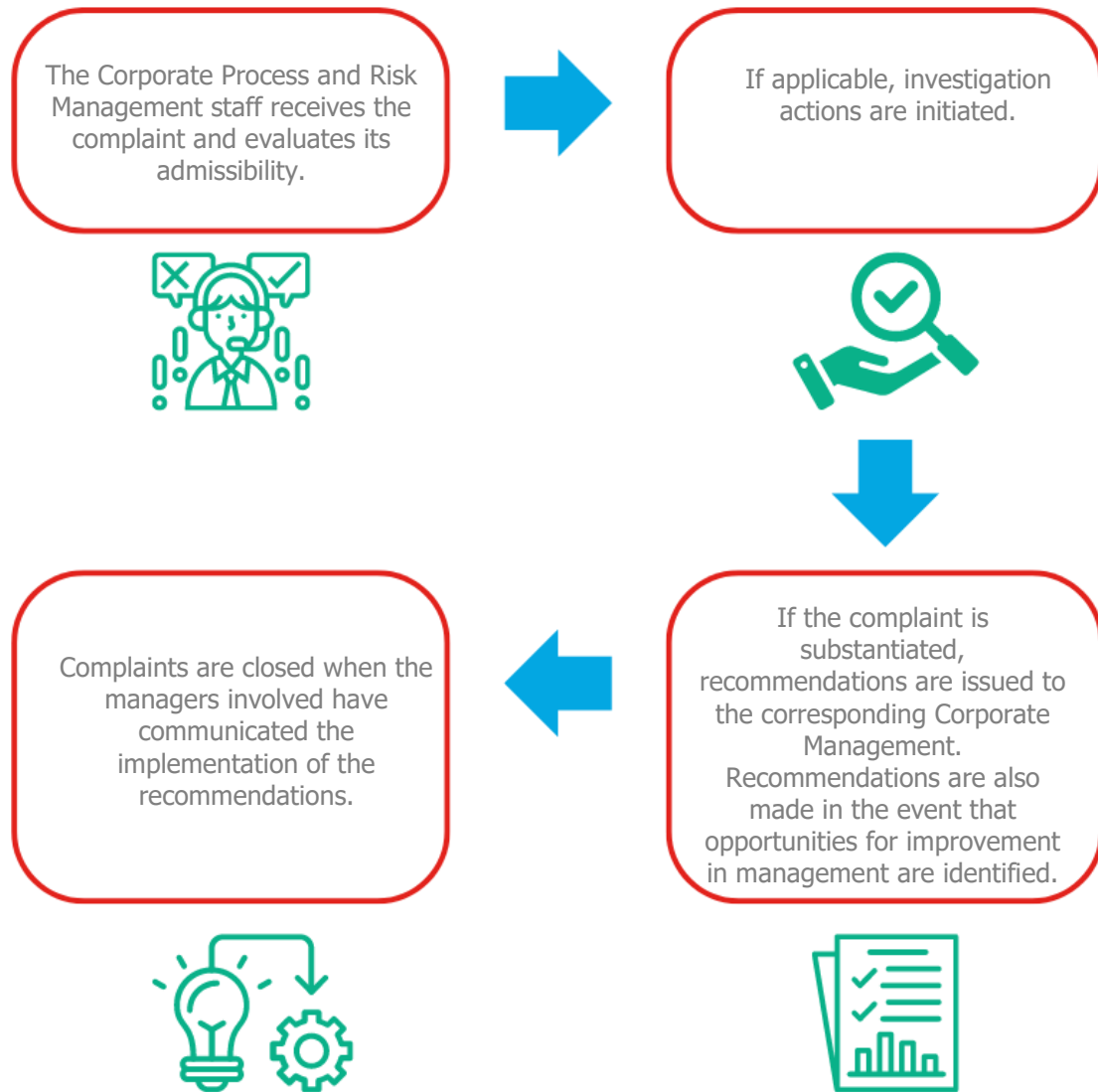
Comparison of complaints received in Petroperú (2022-2023)

	2022	2023
Number of complaints	74	88
Percentage of corruption complaints	10%	11%

Upon completion of the investigation of the complaints, the Corporate Processes and Risk Management recommends corrective actions in those cases in which the reported fact and the violation of the Code of Insecurity are proven. In this regard, in 2023, five complaints led to the application of disciplinary measures to those responsible, in accordance with our Internal Work Regulations.

It should be noted that, in order to guarantee the confidentiality of the whistleblower identity and the protection of those who report acts contrary to integrity and corruption, as well as to ensure impartial treatment in the handling of reported cases, our Integrity Line is operated by an independent third party.

1) Response



In 2023, the reconstitution of the Integrity Committee was approved in order to address complaints and ensure greater impartiality and objectivity for the benefit of our stakeholders. To ensure the members suitability of this committee, a specialized recruiting firm (Head Hunter) selected professionals with the necessary experience and credibility. As a result, a committee composed of three independent members with a solid and proven track record was formed.

Corruption Crime Prevention System

In line with the commitment assumed by PETROPERÚ in the fight against corruption, the Crime Prevention System has been established, based on our Policy for the Prevention of Money Laundering and Financing of Terrorism, Corruption Crimes and Anti-Bribery Management of Petroperú.

This system integrates the Corruption Crime Prevention Model¹³ and the Anti-Bribery Management System - ISO 37001, which serves as an early warning mechanism to foster an atmosphere of trust both internally and externally within the company, and to identify and mitigate risk situations in a timely manner¹⁴.

In this regard, during the year 2023, we achieved the following significant progress:

- Annual talk on "Fight against corruption in Petroperú", which highlighted the importance of the Corruption Crime Prevention System. This talk was aimed at all areas of the company and was attended by 189 workers.
- Signing of the Commitment of Adherence to the "Money Laundering and Terrorist Financing Prevention System, the Corruption Crime Prevention System, and the Anti-Bribery Management System," for 2023.
- Training of authorized personnel in the use of the technological tool for the consultation and verification of domestic and international restrictive, binding, inhibiting or conditioning, informative and politically exposed persons (PEP) lists, for the application of the due diligence procedure in the knowledge of suppliers.
- Addressed 162 queries related to the inclusion of anti-corruption and anti-bribery clauses in contracts, as well as the application of the Due Diligence Procedure in the Knowledge of Suppliers. **GRI 2-27**
- Review and expansion of the Due Diligence Procedure for Suppliers Knowledge-PROA1-435 to all contracting modalities at the Corporate level, which aims to establish mechanisms for the prevention of possible cases of corruption or bribery.
- Crime Prevention System awareness campaigns, through email *flyers*.
- Strengthened our contracts, covenants and agreements with third parties to ensure compliance with our ethical and legal standards. In this regard, since 2021, we have incorporated clauses on Money Laundering and Terrorist Financing Prevention, Corruption Crimes, and Bribery Prevention, reflecting our commitment to integrity and anti-corruption efforts, ensuring transparent and ethical business relationships across all our activities.

System for Money Laundering and Financing of Terrorism Prevention (SPLAFT)

In compliance with Law No. 27693 and its amendments, we established the System for Money Laundering and Financing of Terrorism Prevention (Sistema de Prevención de Lavado de Activos y Financiamiento al Terrorismo, SPLAFT) in order to prevent the products marketed by the company from being used for purposes related to money laundering and financing of terrorism, taking into consideration the ML/FT risk factors, as well as controls related to the timely detection and reporting of suspicious transactions. As part of strengthening the system, we foster compliance with the following procedures: **GRI 2-27**

¹³ Law No. 30424 "Law that regulates the Administrative Responsibility of Legal Entities," and its Regulations.

¹⁴ To this purpose, good practices recommended by international entities such as the Organization for Economic Cooperation and Development (OECD), the United Nations (UN), and the Financial Action Task Force (FATF) are followed.



- ML/FT Prevention, Corruption Crime and Anti-Bribery Management Policy
- Prevention of Money Laundering and Terrorist Financing Manual
- Code of Conduct for ML/TF Prevention
- ML/FT Prevention System Procedure
- Categorization Guide (SCORING)

It should be noted that we have an Annual Work Plan every year, and the 2023 plan served as a planning instrument to coordinate actions related to the SPLAFT components. In addition, we perform Due Diligence in Knowing the Customer, at the beginning and during the commercial relationship, through the Customer Categorization Guide according to their level of ML/FT risk, with the purpose of applying control measures differentiated according to their level of ML/FT risk.

In addition, our Code of Conduct for the Prevention of Money Laundering and Terrorist Financing establishes the principles and duties to be followed by the company's directors, managers and workers in the prevention of ML/FT.

At the corporate level, we conducted training and awareness-raising activities for Senior Management and workers in general on SPLAFT. To this purpose, we have the participation of speakers with recognized national and international trajectory, and we offer a virtual course on the Money Laundering Prevention System to strengthen the culture of ML/FT prevention within the company.

We also submit semi-annual reports to the Financial Intelligence Unit (FIU) and identify warning signals through queries made to the Compliance Officer. This proactive approach allows us to identify and address unusual and suspicious transactions, reaffirming our commitment to ML/FT prevention and compliance with relevant regulations. **GRI 2-27**

3.2.2. Dissemination and Training in Anti-corruption Matters

We foster a corporate culture based on ethics and transparency by raising awareness of the risks associated with corruption. To strengthen our corporate integrity, we train our workers to establish a solid foundation for sustainable growth. This action not only protects the company interests, but also promotes the general well-being and ensures responsible management in all our operations.

Table 9

Dissemination of Anti-Corruption Policies and Procedures in 2023 **GRI 205-2**

Workers*			
Category	Total quantity	Number of committed workers	Percentage
Executive	44	44	100%
Supervisors	1,407	1,346	96%
Employees	1,485	1,192	80%
Total	2,936	2,580	88%

Note. (*) Personnel list as of 12/31/2023.

Partners			
Category	Total number of partners	Number of committed partners	Percentage
Suppliers of goods, services and works	511	511	100%
Regional and corporate customers*	778	698	90%
Total	1,289	1,209	

Note. (*) Public contracts are not considered as they have their own standard form.

We also strengthen the competencies of our workers through continuous training sessions, which allows us to promote an organizational culture of integrity and prevention of corruption, money laundering and financing of terrorism. These actions reinforce our commitment to ethical and responsible practices in all areas of our operations. Under this premise, in 2023, 18 talks were given to 985 workers, which allowed us to consolidate our focus on corporate training and integrity. **GRI 205-2**

Table 10

Participants in Ethics and Anti-Corruption Training Sessions **GRI 205-2**

Ethics and Anti-Corruption Topics	Number of participants*
Integrity	999
LAFT and Crime Prevention	985
Total	1,984

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

3.2.3. Information Transparency

In line with our commitment to the fight against corruption, Petroperú, in accordance with its Corporate Transparency Policy, guarantees access to public information by providing timely, truthful and accurate information. It also promotes the implementation of good practices in transparency and governance as part of strengthening the culture of transparency in Petroperú.

Furthermore, our General Government Policy for the 2021-2026 period, establishes transparency as a key intervention strategy by ensuring the availability of participatory

and accessible mechanisms for the entire population, without discrimination or bureaucratic barriers. Within this framework, we respond to public information request through the following channels:



National Processing Offices in each of the country's offices and a Virtual Submission Desk.



Online channel, published in the Transparency Portal

<https://www.petroperu.com.pe/transparencia/solicitud-de-acceso-a-la-informacion-publica/>



Email comisión_transparencia@petroperu.com.pe

In 2023 we received 647 requests for public information through the indicated communication channels (two were not addressed and four were addressed with partial delivery of information). These requests were registered and addressed by each of the nationwide officials responsible for transparency (Funcionario Responsable del Acceso a la Información, FRAI). It should be noted that the volume of requests represented an increase of approximately 20% compared to the previous year, reflecting the growing interest of various stakeholders in our management and the role we play in society.

647 requests received from citizens.

95 requests were denied in whole and/or in part for being in one of the confidentiality cases.

26.89% of the requests were made by women.

72.33% of the requests were submitted through the online channel of the Transparency Portal.

It is important to note that 31.53% of the total requests corresponded to information under the exclusive competence of the company, such as minutes of the Board of Directors, restructuring plans, annual and five-year objectives, performance evaluations, terminal contracts, oil field lots, institutional emails, remote work modalities, personnel hiring procedures, legal defense procedures, among other information.

Likewise, of the total requests, only 26.89% were submitted by women. Therefore, we seek to make visible and address the existing gap in access to public information, focusing attention on the gender perspective, being one of the objectives to drive specific actions and expand participation spaces in collaboration with related areas.

In alignment with our best practices, we established an average response time of six business days to address requests. This has been possible thanks to the commitment of the information-holding managements across all offices, ensuring the timely delivery of requested data in accordance with the law. Regarding FRAI, in 2023, the headquarters with the highest rate of information requests was our Head Office, with 63.48%, followed by Talara, with 30.30%.

Despite monitoring and follow-up efforts to ensure timely responses to information requests with the corresponding areas, 11 appeals were submitted before the Transparency and Access to Information Tribunal. At the end of this Report, two of these resolutions are under judicial review by the Corporate Legal Management, and one resolution remained unaddressed by the Corporate Planning and Management.

It should be noted that we take a proactive approach to reinforce our commitment to transparency. To this purpose, we implement voluntary actions that go beyond regulatory requirements. These measures are designed to strengthen the relationship with our stakeholders and promote an organizational culture based on accountability, such as:

- Corporate Transparency Policy (Good Practice approved by the Board of Directors)
- Annual Transparency Report (Good Practice) shows the current status, difficulties, challenges and problems identified in the management of transparency.
- Petroperú Transparency Portal (Implemented on a voluntary basis, which shows information on the organization, personnel, hiring, schedules, visitor logs, etc.).
- First External Strengthening Meeting by Transparency Officers (FRAI) of State-Owned Companies and Public Administration Entities.
- Transparency as an agenda item in Petroperú management.
- Organization transparency-related talks, workshops and conferences throughout the year.
- Requests addressed within the term established by law.
- Implementation of a digital platform to provide citizens with confirmation of their requests to Petroperú.
- Institutionalization of Transparency Week in access to information.
- Permanent national coordination with the transparency coordinators, which allows us to optimize the processing of requests for information.

We work closely with our team to reinforce the commitment to transparency in each of their daily functions. We value their participation as a fundamental element in building a solid and ethical culture that not only strengthens the perception of our company but also fosters the trust of our stakeholders.

3.3. Risk Management

We have an Internal Control System (ICS) in accordance with the provisions of Directive No. 011-2019-CG/INTEG "Internal Control System implementation in the Central Reserve Bank of Peru, PETROPERÚ, Superintendence of Banking, Insurance and AFP, National Fund for Financing the State's Business Activity and Entities under the oversight of both," issued by the Comptroller General of the Republic (Contraloría General de la República, CGR).

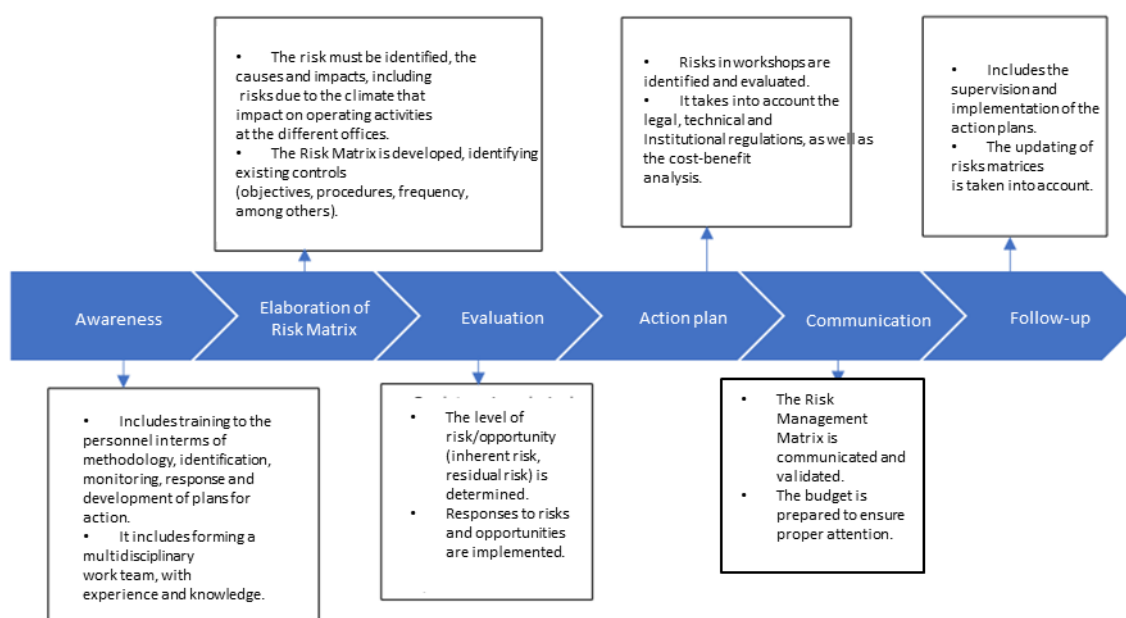
At the end of 2023, 24 internal audit recommendations were implemented, while 14 were sent to the Internal Control Body (Órgano de Control Interno, OCI) for approval. Another 80 recommendations are in the process of being implemented.

To ensure optimal corporate risk management, in March 2023, we approved the Methodology for Determining the Risk Management Maturity Level INSA1-917, which allows us to evaluate the maturity level of our Risk Management System. Within this framework, at the end of this period, we were able to reach an "optimum" level, with a value of 74.55%.

Finally, during the reporting period, we approved the update of the company's Risk Management Policy¹⁵, and completed and approved 100% of the risk matrices corresponding to the Strategic Objectives for the 2023-2027 period. As of December 2023, the risk matrices of the priority processes reached 94% progress, and 38% progress was achieved in the implementation of the action plans aimed at mitigating these risks. **GRI 2-13, NO GRI: IPN-3**

Figure 3

Corporate Risk Management Methodology



¹⁵ Board of Directors Agreement No. 138-2023-PP.

3.4. Information Security

In 2023, we undertook several initiatives to strengthen information security in Petroperú. We developed risk matrices for five main processes (level 1) to identify and mitigate potential vulnerabilities.

On the other hand, we updated the Information Security Management System (ISMS) regulations in accordance with the Peruvian Technical Regulation NTP-ISO/IEC 27001:2022 and addressed the security recommendations identified in audits conducted by the various bodies of the National Control System.

In addition, in March 2023, we implemented the "Advisory, Consulting and Evaluation of Computer Security (Ethical Hacking)" service, which included within its scope the following activities:

Two penetration tests

Ethical hacking exercise, where the security applied to our company is tested, executed in the internal computer network.

Ten tests to external services (Pentesting)

Cybersecurity exercise involving the simulation of attacks by ethical hackers, with the aim of identifying and assessing the vulnerabilities of a computer system.

Free Availability Evaluation

The applications were evaluated and reevaluated, with the identification of vulnerabilities, for the corresponding actions.

Social Engineering Tests

Phishing exercises aimed at a sample of the Company's personnel, with the purpose of measuring the workers awareness level on topics related to Information Security, through scenarios based on real or current situations.

In addition, contributions related to information security were reviewed and developed in compliance with Component 4 "Information and Communication" of the COSO Internal Control - Integrated Framework, where a score of 4.64/5 was obtained. At the same time, information security *tips* were prepared and disseminated to keep personnel aware of the latest events that compromise this area.

In 2023, we addressed user queries on information security, both directly requested by the units and through the Technical Committee on Information Security in biweekly meetings. These consultations focused on overseeing the progress of activities aimed at preserving the confidentiality, integrity and availability of the company's information assets.

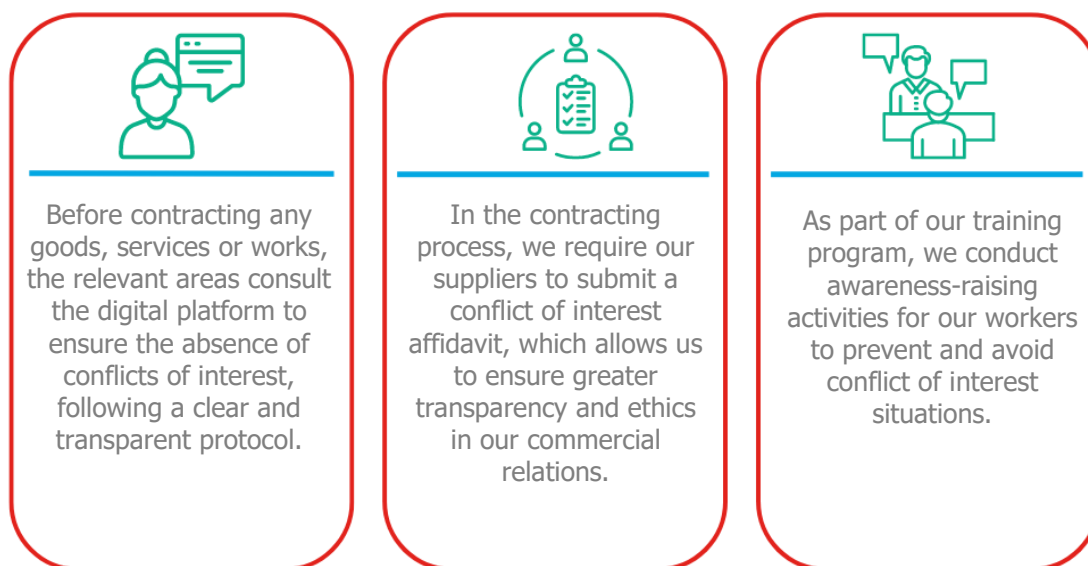
3.5. Preventive approach to conflicts of interest

GRI 2-15

We reaffirm our commitment to the prevention of conflicts of interest, in accordance with the comprehensive guideline established in our Code of Integrity. In addition, our Integrity and Anti-Corruption and Fraud Policy establishes the responsibilities of our workers to identify and communicate any apparent or potential conflicts of interest. This active communication allows us to implement appropriate measures to protect our workers and the company, in accordance with our internal Conflicts of Interest Prevention regulations.

Through our Commitment of Adherence to the Integrity System, we thoroughly evaluate the interests declared by our workers and their relatives (up to the second degree of consanguinity), which allows us to prevent, manage and disclose conflicts of interest. The information declared in this commitment is digitally recorded in a secure platform and is subject to rigorous verification by the corresponding area, which allows us to identify and proactively address any potential conflict. This commitment is renewed annually, in strict adherence to our Code of Integrity, as well as to our Procedure for the Detection, Verification, Control and Follow-up of Conflicts of Interest.

These practices reflect our firm commitment to integrity and transparency in all our operations, thus promoting a corporate culture of trust and accountability.



It should be noted that in 2023, within the framework of procedure PROA1-262 "Detection, variation, control and follow-up of conflict of interest" (version 3), we addressed approximately 400 queries regarding potential conflict of interest situations, which were diligently handled by our Head of Integrity.

3.6. Economic Performance

In 2023, although we adopted measures to improve our economic performance, the higher losses for the period are mainly explained by delays in the start-up of the process units of the New Talara Refinery (Nueva Refinería Talara, NRT), lower sales volumes in the domestic market, higher operating expenses derived from the non-optimized operation of the NRT, the non-generation of income from the crude oil transportation service in the North Peruvian Pipeline (Oleoducto Nor Peruano, ONP) due to social conflicts, increased financial expenses as a result of higher interest rates due to the reduction of credit lines, and other expenses related to events caused by third parties in the ONP.

According to the above, the economic results for 2023 are shown below:

Table 11

Economic Results **GRI 2-6, GRI 201-1**

Concept	2022 (Thousands of USD)	2023 (Thousands of USD)
Direct Economic Value Created		
Net Sales	5,517,239	3,943,970
Other Income	56,456	65,114
Total Gross Income	5,573,696	4,009,085
Economic Value Distributed		

Wages and Benefits	139,053	147,490
Suppliers	5,586,137	3,756,736
Capital Providers	151,954	260,031
Taxes (including income tax, payments to the SBS and excise taxes)	- 28,451	-164,043
Donations	-	-
Social and/or Environmental Programs*.	2,107	2,529
Other Operating Costs	5,884	1,070,722
Total Expenses	5,844,915	5,073,465
Retained Economic Value	- 271,220	- 1,064,380

Note. (*) Does not include the investment amount for the New Talara Refinery and Puerto Maldonado projects.

In August 2023, we conducted the third audit of the expense optimization service, managed by the London Consulting Group consortium (LDN Perú – LBM). The main objective of this audit was to evaluate compliance with the commitments established after the project, related to the optimization of expenses in processes with savings potential. The results of this evaluation revealed an overall progress of 96% compliance by all the areas involved in the project. This percentage exceeds the results obtained in previous audits, which were 77% and 85%, respectively.

Relations with investors

Recognizing the importance of investor relations and transparency in its management, PETROPERÚ conducted the following actions in 2023:

Actions

- The first Conference Call was held in May 2023, where the economic-financial situation, the status of the New Talara Refinery, credit lines, corporate actions, among others, were presented. In 2023, three Conference Calls were held, which were well received by financial *stakeholders*.
- A Consent Solicitation was conducted with the bondholders for the extension of the deadline for delivering the audited 2022 financial statements. In June 2023, we obtained approval from 87.01% of bondholders for this extension. Consequently, in March 2023, Fitch Ratings issued a report stating the withdrawal of the negative watch, as the company published its audited 2021 financial statements and obtained bondholders' consent to avoid a default event.
- We maintained our relations with local and foreign risk rating agencies. Within this framework, we comply with the timely delivery of the required information and the pertinent support necessary for the preparation of its rating reports.
- The investor relations website was updated to facilitate the search for information by the financial community and other interested parties, regarding financial, operational, economic, and management information.
- Through the Stock Market Representation, responsible for the disclosure of Material Events on the SMV portal and Press Releases, we kept the investor community, local and foreign banks, as well as the general market, informed in a clear and timely manner about the events that occurred during 2023.

We also have an Investor Relations website (<https://inversionistas.petroperu.com.pe/>) which enables access to information for this stakeholder group. Through this page, users can also view details on the company's ownership structure and share classes, as well as information on ongoing ESG topics and additional information of interest to investors.

In addition, we offer the following investor relations mechanisms:

- Mailbox, created primarily to respond to queries from investors or potential investors: investorrelations@petroperu.com.pe.
- Earnings Releases, provides information on the company's financial, management and operating performance on a quarterly basis.
- Press Releases issued when a material event occurs that may affect investors' decision-making or for awareness.

It is important to highlight that we have a dedicated area to directly handle information requests from investors or potential investors, enabling us to ensure efficient and timely management.

Relations with investors

Significant events related to the company.

Periodic information to the securities market through the publication of financial statements and qualitative reports submitted to the Superintendence of the Securities Market (SMV).

4. We Guarantee Excellence and Trust

4.1. Value Chain

We excel in the production, transportation, and sale of high-quality fuels nationwide, backed by extensive experience in the hydrocarbons industry. Our expertise covers all key aspects of the sector, including transportation, refining, distribution and marketing. These integral processes have consolidated us as a successful company, committed to satisfying the demands of the Peruvian market. **GRI 2-1, GRI 2-6**



Production

Extraction of crude oil and gas in Lot I, Lot VI and Lot Z-69



Transportation

Through the North Peruvian Pipeline (ONP), we transport crude oil extracted from the Peruvian jungle to the northern coast of the country.



Refining

In our refineries, we conduct the fractionation and processing of crude oil for its transformation into commercially usable products.



Marketing

High-demand fuels are distributed through our extensive network of affiliated service stations, which are strategically located throughout the country.



Distribution

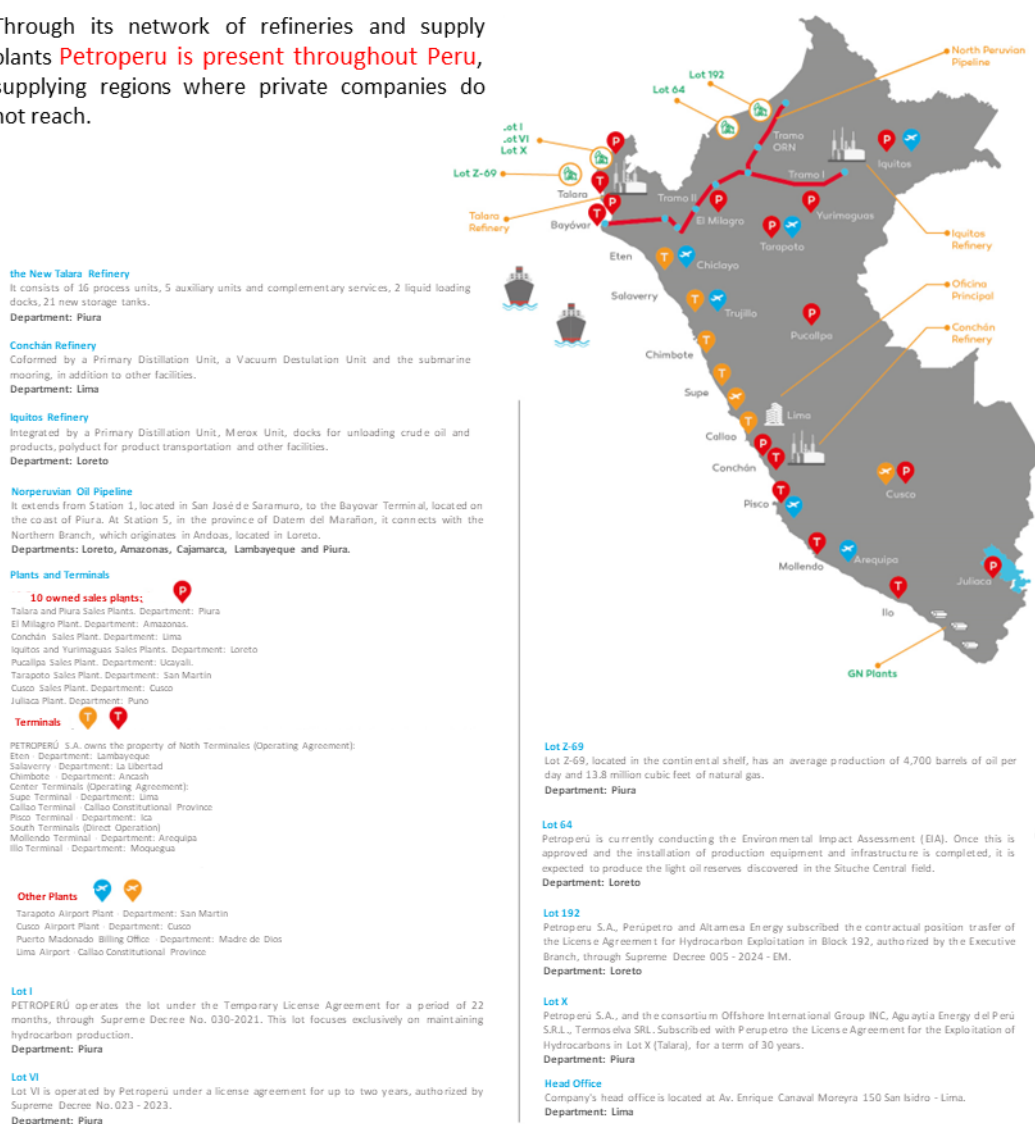
A variety of means of transportation, such as maritime and river fleets, tanker trucks and trains, are used to distribute the fuels produced. This process covers everything from refineries to terminals, plants, and sales points, guaranteeing an efficient and timely supply to our customers.

Our management in the Peruvian market is based on our ability to meet the demands of all regions with high quality products. This is achieved through the strategic distribution of plants and sales terminals throughout the country, as well as an extensive network of service stations associated with our brand, managed from our Head Office (OFP). In addition, our nationwide operations include sales of plants, terminals and refineries, which complement and strengthen our market offering.

Figure 4
PETROPERÚ Operations GRI 2-1, GRI 2-6



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



Note. The sustainability information presented by Petroperú is divided by operations. The map shows the departments of each operation, which is equivalent to the region requested by the GRI.

Each year, we conduct several product refining processes from domestic and imported crude oil, as well as from blends of intermediate and purchased products. In 2023, these

activities were conducted in order to meet the stringent quality specifications required in the domestic market.

In 2023, crude oil imports increased by 118% compared to 2022, reaching 9.92 MMB, mainly due to the testing and gradual start-up of the New Talara Refinery. 56% of the crude oil imported was Napo and 25% Oriente, both from Ecuador. Crude oils such as Acordionero, Chaza and Castilla (19%) were also imported. Biofuel imports rose 25% to 1.18 MMB. On the other hand, distillate and gasoline imports decreased by 38% and 32%, with volumes of 9.68 MMB and 5.95 MMB, respectively. Turbo A-1 imports were reduced by 83%, and no propane or butane was imported, as NRT production met demand.

In contrast, biofuel imports increased by 12% compared to the previous year, reaching a volume of approximately 1.10 million barrels. On the other hand, imports of distillates, gasoline and gasoline components decreased by 38% and 56%, respectively, with volumes of approximately 9.40 million barrels and 4.00 million barrels. It is important to note that the total imported volume of distillates corresponded exclusively to Ultra-Low Sulfur Diesel (ULSD). Finally, imports of Turbo A-1 decreased by 82% compared to 2022, as did imports of propane and butane, which decreased by 57% and 52%, respectively.

GRI 2-6
































4.2. Products and Services

We maintain a strategic position and are ready to take full advantage of new opportunities that emerge in the market. For this reason, we have expanded and diversified our product offering, organizing it by application sectors and their respective functions.

Figure 5

*Products and Application Sector*¹⁶ **GRI 2-6**

¹⁶ For more information, you can visit the following link:
<https://www.petroperu.com.pe/productos/>

> Liquefied Petroleum Gas (LPG)	 Automotive I  Domestic  Industrial
> Gasoline	 Automotive
> Gasohol	 Automotive
> Diesel B5	 Automotive  Mining  Industrial  Heavy machinery
> Diesel B5 S - 50 (Ultra Diesel)	 Automotive  Mining  Industrial  Heavy machinery
> Marine Gas Oil (MGO)	 Fishing boats
> Marine Fuels (IFO)	 Vessels
> Aviation Gasoline	 Airlines
> Turbo Jet A-1	 Aircraft  Helicopters  Military Aircraft
> Industrial Oils	 Industrial  Heaters, dryers
> Blue	
> Solvents	 Painting solutions  Dry cleaning  Machinery cleaning
> Naphthenic Acid	 Painting solutions  Corrosion inhibitors  Drying agents for woods
> Asphalts	 Road construction  Runways
> Natural Gas	 Domestic

4.3. Innovation and Digital Transformation

As part of our commitment to sustainability, we consider innovation and digital transformation to be an important element. Within this framework, we formulated and approved the 2023-2024 Information and Communications Technology Strategic Plan (Plan Estratégico de Tecnología de Información y Comunicaciones, PETIC) with a digital approach, aligned with the strategic approach of operational excellence, as well as the difficulties, challenges, digital vision and level of maturity to be achieved, and which aims to lead the company towards digital transformation through a roadmap that incorporates 10 initiatives and programs aimed at increasing the digitization level of our processes focused on increasing their performance, giving them agility, flexibility and resilience to generate value through cost optimization, increased productivity, maximizing the use of our assets and a second group of 05 initiatives and programs focused on enabling digital transformation in the company in 4 important axes: Culture, Talent and Organization for transformation and Innovation and Technology (increased connectivity and cybersecurity).

This Plan is aimed at enhancing the performance of our processes, operations and services, based on the improvement of our capacity to generate value, in order to adapt in an agile, resilient and flexible manner to competitive market environments.

One of the main milestones in the initial phase of the Plan's deployment is the implementation of Digital Government in PETROPERÚ, with the participation of the

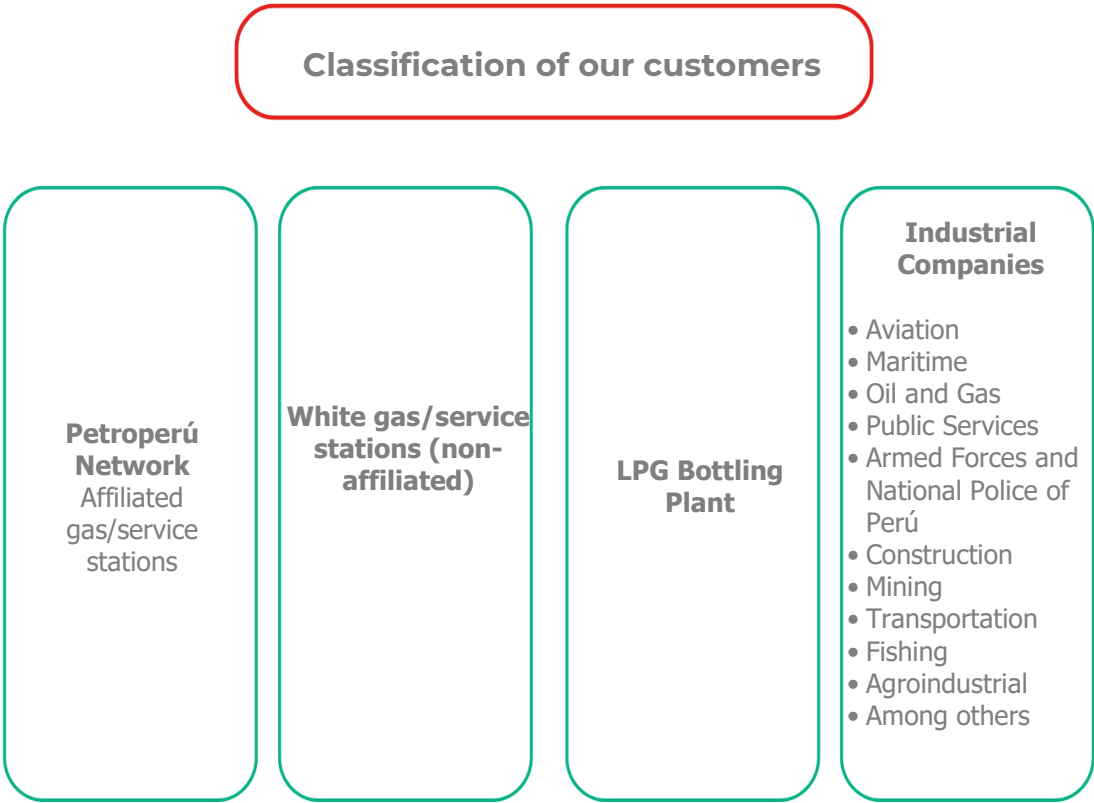
Executive Committee for Innovation and New Business Development, as well as the IT Steering Committee, who will act as sponsors, and the implementation of the Digital Transformation Office, led by Information Technologies.

Likewise, during 2023, we issued 1,771 digital certificates through the National Registry of Identification and Civil Status (Registro Nacional de Identificación y Estado Civil, RENIEC), an action that strengthens our Corporate Document Management and improves the development of our administrative processes.

We have also implemented the Virtual Submission Desk, so that our customers, suppliers, institutions or external people can send their correspondence to all the Company's offices, through which the status of these correspondence can also be viewed. At the end of 2023, 2,725 users were registered.

4.4. Customer Management

We care about meeting our customers' needs and recognize that this management approach plays a key role in consolidating the brand at the national level. In this regard, we have developed a detailed classification of our customers: **GRI 2-6**



To satisfy the needs of our customers and consumers, we implemented various actions aimed at improving our network of 746 affiliated service stations, which includes the addition of 15 new service stations to the PETROPERÚ NETWORK, representing a 2%

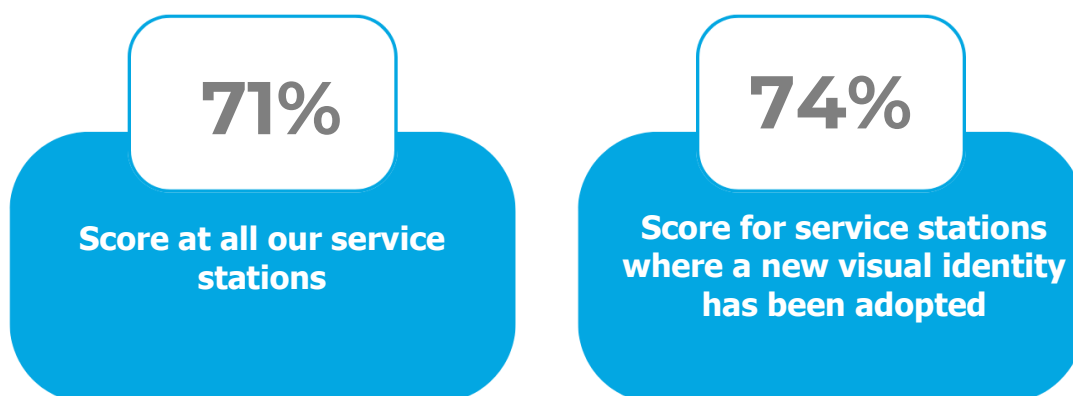
increase compared to 2022. In addition, we achieved a 26% share¹⁷ in the liquid fuels and liquefied petroleum gas (LPG) market.

In line with our commitment to constantly strengthen the PETROPERÚ NETWORK and ensure an optimal purchase experience for our consumers, we launched the 2023 Training Program, designed to train and develop the personnel of our stations through a series of training sessions (in-person and virtual), with active follow-up throughout the country. **GRI 2-6**

The in-person training sessions were attended by 1,495 participants and covered essential topics such as the proper management of banknotes and coins, customer service as a fundamental point in our operation, instruction in the use of fire extinguishers and first aid to ensure safety, as well as the quality of our products such as regular and premium gasohol, and the management of situations with conflictive customers. **GRI 2-29**

On the other hand, virtual trainings sessions attracted 4,336 attendees, which demonstrates a high level of interest and participation from our personnel. These training sessions included two types of speakers: external and technical services speakers. In the case of external speakers, 18 videoconferences were held with a total of 3,170 attendees; while, with respect to technical services speakers, 13 videoconferences were held with the participation of 1,166 attendees, where aspects such as quality control and the proper use of the Master Cylinder/Seraphim were discussed in depth, as well as the current regulations regarding penalties established by the Supervising Agency for Investment in Energy and Mining (Organismo Supervisor de la Inversión en Energía y Minería, OSINERGMIN). **GRI 2-29**

In addition, during the reporting period, we successfully continued the Incognito Customer Program, an initiative designed to evaluate the purchase experience, service quality and implementation of the Customer Service Protocol at our service stations. This program not only seeks to improve the quality of service, but also to strengthen the brand image of the stations affiliated to the PETROPERÚ NETWORK. In this context, we identified 400 service stations in this network with the new visual identity, which represents 53.6% of the total network. **GRI 2-6, GRI 2-29**



In 2023, we made significant progress in optimizing our sales processes and winning new customers through the implementation of innovative initiatives. This approach has

¹⁷ The data is expressed as a percentage because it is sensitive information.

allowed us not only to consolidate our presence in the market, but also to generate a positive impact on it. It is important to highlight that, during this period, we comprehensively managed all queries, recommendations, complaints and suggestions received through our web portal, customer service email and telephone line, which is evidence of our commitment to customer service and continuous improvement.



VAO Stores

In 2023, we continued to expand the Petroperú Network franchise model, adding 12 new convenience stores to our network. By the end of 2023, we had a total of 21 VAO stores strategically distributed in the departments of Lima, La Libertad, Arequipa, Junín, Huánuco and San Martín.

GRI 2-29



EV Charging Station

We seek to satisfy our customers' needs, which is why we are concerned with providing autonomy to users of electric vehicles traveling from Lima to Nazca. In this line, we put into operation three fast-charging infrastructures (electric charging stations) in the cities of Lima and Ica, which are available to our customers.

GRI 2-29



Altoke

Digital sales channel aimed at our direct customers (such as Petroperú Network service stations and the industry) that allows them to manage their fuel orders efficiently and conveniently through a web portal. By the end of 2023, 131 new service stations were added to this platform, bringing the total number of affiliated stations to 248.

GRI 2-29

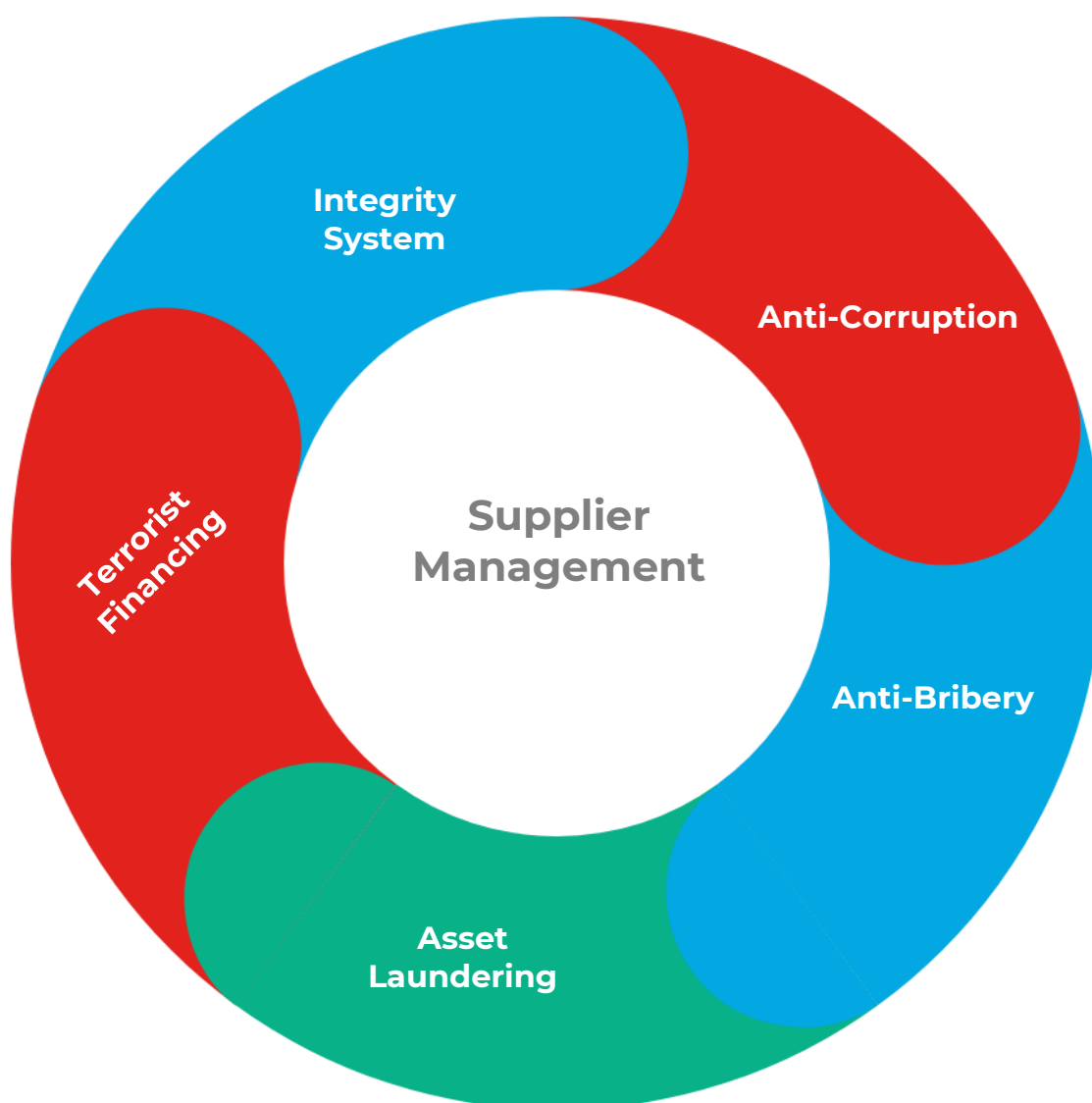
Finally, in order to consolidate our presence in strategic sectors for the country's development, we have strengthened our collaboration with industrial customers through the following contractual initiatives.

- In mining, we obtained the Homologation Certificate with Volcan for another year. We were audited by the consulting firm SGS del Perú S. A.C., and we were able to pass with a score of 99.5% in all audited areas.
- We were awarded and renewed contracts with transportation, aviation, wholesale distributors, electricity and mining companies.
- We continued with the Blue Petroperú product project and signed a contract with the manufacturing and distribution service provider in 2023.
- We make additional sales to companies in the electrical sector.

4.5. Supplier Management

It is essential to highlight our commitment to continuous improvement. In 2023, we updated our Technical Conditions Structure Model, Standardized Administrative Basis Models and the Annual Contracting Plan Management procedure. **GRI 2-6**

These updates were communicated to all levels of the company, and established the mandatory inclusion of the following clauses in the contracts:



In order to meet the needs of the company's various units, we formalized contracts through third-party work orders, literal contracts, purchase orders and framework contracts; we also strengthened our relationships with suppliers by entering into contracts for up to three years or, exceptionally, for longer terms, in accordance with the company's operational needs.

In addition, we have made progress in modernizing our procurement processes through the implementation of electronic proposals, which has not only made our processes more transparent, but has also promoted the optimization of resources and encouraged greater participation of bidders.

In 2023, PETROPERÚ continues to define its contracting modalities based on their risk/complexity and financial impact levels, which allows it to evaluate the strategic importance of the goods, services and works that PETROPERÚ contracts with suppliers.

The result in 2023 is shown below:

Table 12

Procurement processes by financial impact and complexity of the requirement **GRI 2-6**

Requirement Complexity	Talara Refinery	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Total
Strategic	13	10	1	7	18	49
Leveraged	3	8	6	7	14	38
Critical	111	43	6	13	171	344
Routine	43	80	41	28	172	364

According to the above, out of the total contracted products and services, 45.8% are classified as "Routine," meaning they have a low financial impact and a broad market supply (low complexity). Likewise, 43.3% are of the "Critical" type, or have low financial impact, but few product and supplier alternatives in the market (high complexity). Both are mainly concentrated in our Head Office (OFP) and Talara Refinery (62%). "Strategic" and "Leveraged" contracted products and services represent 6.2% and 4.8%, respectively. The former refers to products and services with a high impact on financial results and high complexity in the supply chain. The "Leveraged" type, represents a high financial impact and low complexity.

On the other hand, we actively participate in the dissemination of policies with an approach to environmental protection, health and quality of life. Within this framework, we have incorporated the current Integrated Quality, Environmental, Process Safety, Occupational Health and Safety Management Policy into our administrative bases, and we ask suppliers to sign an affidavit committing them to comply with the guidelines of this policy.

Our Procurement Regulations establish the principle of sustainability applied to Procurement Management.

This information is stored in our Qualified Suppliers Database (Base de Datos de Proveedores Calificados, BDCP), where bidders are pre-qualified and evaluated based on sustainability principles, with an approach centered on environmental and social aspects. We perform this evaluation through a differentiated system of criteria, scales and ratings, which include administrative criteria, experience, financial situation, legal obligations, specialization, commercial management, facilities and organization. In addition, the base includes information on suppliers' social, environmental and governance management.

To facilitate access to bidders and reduce the use of paper, we continue to use the SUPLOS Call for Bids Portal¹⁸, where suppliers can submit their technical and economic proposals.

In 2023, we signed a new contract with ACHILLES for the administration of PETROPERÚ's Qualified Suppliers Database (BDPC). This contract is more advantageous for the Company, since the cost of the platform is zero for a period of two years.

It is important to mention that all suppliers wishing to participate in PETROPERÚ's procedures must be registered and have the status of "Registered" in the BDPC, in accordance with the Company's Procurement Regulations.

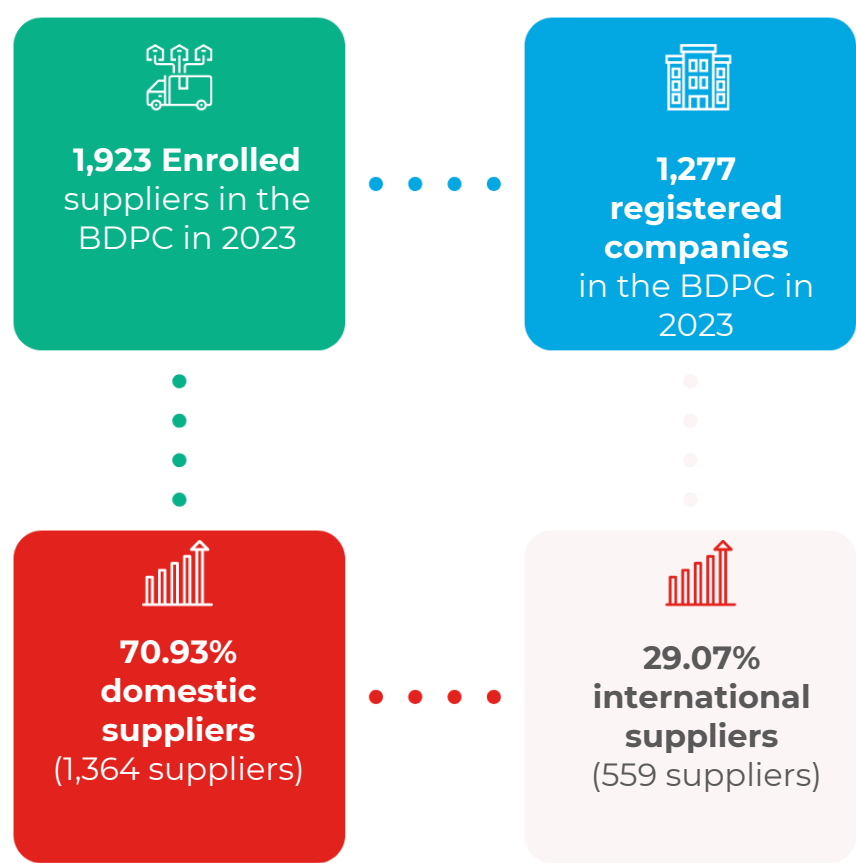
¹⁸ Portal access link: <https://proveedorespetroperu.suplos.com/>.

In 2023, 1,923 suppliers were registered and 1,277 were included in Petroperú's Qualified Suppliers Database. To participate in Petroperú's procedures, all suppliers must be registered and have the status of "registered" in the Qualified Suppliers Database (BDPC), as established in the company's Procurement Regulations. It is important to note that once the registration process is completed and the status is REGISTERED, a registration certificate will be issued in the BDPC.

Among the registered suppliers, 70.93% are domestic and 29.07% are international. In addition, it is relevant to note that the 1,277 registered companies were evaluated through questionnaires in affidavit format, which addressed aspects related to social impacts, including integrity and anti-corruption.

Likewise, regarding the economic value distributed to crude oil and product suppliers, essential for maintaining the continuity of our operations and ensuring fuel supply in the domestic market, 21% (\$784,424.69 million) corresponds to domestic suppliers. **GRI 204-1**

Below, we present the number of suppliers by location. **GRI 2-6**



Below, we present a comparison of the supplier registry for the last three years:

Table 13
Provider Registration Comparison (2021-2023)

Suppliers	2021	2022	2023
Companies registered in our BDPC	1,128	1,205	1,277

Domestic suppliers	91.1%	91.8%	92.6%
International suppliers	8.9%	8.2%	7.4%

Suppliers registered in our BDPC are monitored through restrictive lists to prevent the signing of contracts with those involved in money laundering or terrorist financing offenses. This process is essential to avoid any association with suppliers that may represent legal or ethical risks for the Company.

To enable this control, we use the Inspektor platform, which allows us to consult and verify restrictive, binding, inhibitory, conditional, and informational lists, as well as Politically Exposed Persons (PEPs). In addition, we conduct status verifications of our BDPC at three key points: upon receiving a bid, awarding the contract, and signing the agreement. **GRI 2-6, GRI 2-29**

We conduct annual audits to ensure compliance with our procedures. Contract managers evaluate supplier performance based on three strategic factors: economic, environmental and relational. If a supplier receives a negative score, this evaluation is recorded on the ACHILLES platform. In this regard, we are proud to report that, in 2023, no negative incidents were recorded as a result of these evaluations.

The evaluation of suppliers allows us to establish actions for the effective management of the expectations of critical stakeholders and to mitigate the social risks of each operation.

New Talara Refinery (NRT)

NO GRI: IPN-2

The New Talara Refinery involved the significant expansion and modernization of our facilities, with the incorporation of advanced technology to improve crude oil processing capacity and produce higher value products.

In 2023, the Talara Refinery Modernization Project reached a physical progress of 99.2% with a total approved investment of \$5,538.5 million, with an investment amount of pre-operational financing interest, which increased to \$991.79 million. As a result, the total amount of investment in this period amounted to \$6,530.3 million.

During the year, we reported key advances in this project, such as the start of diesel production and low-sulfur fuels, the start-up of the various plants in the complex during the testing period, and the verification of the total processing capacity.

Thus, the distillation, conversion and hydrotreating complex units, as well as auxiliary services, were received and started operations. In August 2023, the Flexicoking Vacuum Residue Coker Unit (FCK) began startup maneuvers, stabilization, and commissioning.

It should be noted that in 2023, the New Talara Refinery complied with the environmental requirements established in the Environmental Impact Assessment (EIA). In addition, more than 70% of the unskilled labor came from the city of Talara (local), maintaining a sustained average of 96%.

5. We Value Our Human Capital

5.1. Employment and Talent Attraction

Our human team is a fundamental pillar of our company, and their contribution is vital to our progress. For this reason, we implement initiatives aimed at maintaining constant motivation and fostering optimal work performance among our personnel. We rely on the 2021-2023 Management Strategy to guarantee the effectiveness of our actions, ensure continuous growth and attract high-quality talent.

At the end of 2023, we had a team of 2,936 workers, whose distribution is detailed below according to age, gender, type of contract and workday.

Table 14

Workers by age group, gender and operation **GRI 2-7**

Age Group	Gender	Talara Refinery	Plants and Terminals	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Grand Total
Under 30 years	Male	441	60	67	55	44	82	749
	Female	84	25	8	8	7	78	210
	Total	525	85	75	63	51	160	959
Between 31 - 40 years	Male	293	67	58	55	51	103	627
	Female	29	7	9	4	9	74	132
	Total	322	74	67	59	60	177	759
Between 41 - 50 years old	Male	115	22	20	22	24	52	255
	Female	5	6	3	2	6	34	56
	Total	120	28	23	24	30	86	311
Between 51 - 60 years	Male	231	22	159	45	49	81	587
	Female	17	8	15	7	4	42	93
	Total	248	30	174	52	53	123	680
Over 61 years	Male	135	19	9	4	3	2	172
	Female	30	1	2	4	3	15	55
	Total	165	20	11	8	6	17	227
Grand Total		1,380	237	350	206	200	563	2,936

Table 15

Workers by type of contract, gender and operation **GRI 2-7**

Contract Type	Gender	Talara Refinery	Plants and Terminals	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Grand Total
Fixed term	Male	338	74	18	2	-	14	446
	Female	27	7	2	-	-	10	47
	Total	365	81	20	2	-	24	492
Indeterminate term	Male	855	116	289	178	169	304	1,911
	Female	133	40	35	25	28	232	493
	Total	988	156	324	203	197	536	2,404
Precautionary measure	Male	22	-	6	1	2	2	33
	Female	5	-	-	-	1	1	7

Total	27	-	6	1	3	3	40
Grand Total	1,380	237	350	206	200	563	2,936

Table 16

Workers by working hours, gender and operation **GRI 2-7**

Working hours	Gender	Talara Refinery	Plants and Terminals	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Grand Total
44 hours	Male	-	-	227	1	1	6	235
	Female	-	1	3	-	-	4	8
Total		-	1	230	1	1	10	243
48 hours	Male	1,215	190	86	180	170	314	2,155
	Female	165	46	34	25	29	239	538
Total		1,380	236	120	205	199	553	2,693
Grand Total		1,380	237	350	206	200	563	2,936

In 2023, we had 547 women in our workforce, representing 18.6% of our total workers.

Table 17

Comparison of workers, by gender (2022-2023) **GRI 2-7.**

Gender	2022	2023
Female	526	546
Male	2,130	2,390
Total	2,656	2,936

In 2023, we have **7,490 workers** who are not part of the company (contractors), but whose work took place within our operations. 42% of these workers are assigned to the Talara Refinery and contribute to its start-up. **GRI 2-8**

Table 18

Non-employee workers¹⁹ **GRI 2-8**

	Quantity (No.)	Percentage (%)
Talara Refinery	3,110	42%
Plants and Terminals	1,114	15%
Pipeline	2,577	34%
Iquitos Refinery	345	5%
Conchán Refinery	234	3%
OFP (Head Office)	110	1%
Total	7,490	100%

¹⁹ The calculation is based on the monthly reports from the security area access control.

5.2. Turnover and New Hires

We are committed to optimizing employment management. Therefore, in 2023, we implemented a series of measures to streamline and improve the hiring process:

Job Board “Work with us”

Filter profiles and streamline the curriculum review in the selection process.

Performance Evaluation

Aims to develop and strengthen performance management as a good practice that leverages the development of people and the organization.

It should be noted that in 2023, actions to review previous evaluations and define the evaluation model were conducted, as well as to manage guidelines for the evaluation process, conduct the evaluation process, review and analyze performance results and compliance of achievement for implementation in 2024.

In addition, specific guidelines were established for temporary hiring and to reduce the number of fixed-term contracts. Below, we present the turnover and new hire rates.

Table 19
Worker Turnover **GRI 401-1.**

Worker Turnover	Talara Refinery	Plants and Terminals	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Grand Total
Personnel turnover rate	13	9	12	5	7	4	10
Voluntary resignation turnover rate	2	2	0	0	1	1	1
Number of workers dismissed or terminated	-	3	2	-	2	4	11
Number of workers due to death	1	-	2	-	-	2	5
Number of workers due to retirement	18	-	17	2	2	10	49
Number of workers due to mutual agreement	-	-	-	-	-	-	0
Number of workers due to resignation	18	4	1	1	3	7	34
Number of workers due to contract expiration	135	13	40	9	10	14	221
Grand total number of workers	172	20	62	12	17	37	320
Percentage of workers separated by mutual agreement	0%	0%	0%	0%	0%	0%	0%
Percentage of voluntary	10.5%	20%	1.6%	8.3%	17.6%	18.9%	10.6%

Table 20

Worker turnover by age, gender and operation **GRI 401-1**

Worker Turnover	Talara Refinery		Plants and terminals		Pipeline		Iquitos Refinery		Conchán Refinery		OFP (Head Office)		Grand Total		
	Femal e	Mal e	Femal e	Mal e	Femal e	Mal e	Femal e	Mal e	Femal e	Mal e	Femal e	Mal e	Femal e	Mal e	Tota l
Under 30 years	6	42	-	7	1	2	-	3	-	5	-	1	7	60	67
Between 31-40 years	1	67	1	7	1	25	-	5	1	4	3	5	7	113	120
Between 41-50 years	1	28	-	5	1	6	-	-	-	1	2	7	4	47	51
Between 51-60 years	-	3	-	-	-	2	-	-	-	1	1	1	1	7	8
Over 61 years	2	22	-	-	1	23	-	4	2	3	4	13	9	65	74
Grand Total	10	162	1	19	4	58	0	12	3	14	10	27	28	292	320

Table 21

New hires **GRI 401-1**

New Hires	Talara Refinery		Plants and terminals		Pipeline		Iquitos Refinery		Conchán Refinery		OFP (Head Office)		Grand Total		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Under 30 years	2	63	-	-	-	-	-	-	-	-	-	3	2	66	68
Between 31-40 years	5	41	1	15	-	2	-	1	-	-	1	-	7	59	66
Between 41-50 years	8	80	5	39	-	12	-	1	-	-	7	2	20	134	154
Between 51-60 years	10	84	1	18	1	7	-	-	-	-	2	8	14	117	131
Over 61 years	2	71	-	3	1	1	-	-	-	-	2	1	5	76	81
Grand Total	27	339	7	75	2	22	0	2	0	0	12	14	48	452	500

5.3. Diversity, Equality and Equity

We have an Equity, Diversity and Inclusion Policy that constitutes an important axis in our human resources management, aimed at promoting equality among our direct workers and contractors, without distinction of any kind. It should be noted that we have a Joint Committee composed of three representatives elected by vote and three appointed by management, who are responsible for promoting this policy. This

committee is responsible for proposing an action plan that includes diversity objectives in the company and strategies to achieve them in the short, medium and long term.

Table 22

*Members of the Board of Directors by age and gender** **GRI 405-1**

Age Range	< 30		31-40		41-50		51-60		> 61		Total
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Board of Directors	-	-	-	-	1	-	-	-	3	-	4

Note. (*) Members of the Board of Directors at the end of the 2023 period.

Table 23

Workers by employment category, age and gender **GRI 405-1**

Age Range	< 30		31-40		41-50		51-60		> 61		Total
Labor Category	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
General Manager	0	0	0	0	0	0	0	0	0	1	1
Corporate Manager	0	0	0	0	0	0	0	1	0	2	3
Department Manager	0	0	1	1	0	4	1	0	0	1	8
Heads	0	0	9	31	7	67	3	20	3	39	179
Coordinators/Supervisors	24	44	149	355	100	297	30	100	44	117	1,260
Employees	31	128	50	362	26	259	22	134	46	427	1,485
Total	55	172	209	749	133	627	56	255	93	587	2,936

5.4. We Train Our Workers

We are aware that training not only drives the personal growth of our team but also adds significant value to the company. Based on this premise, we focus our efforts on strengthening our workers capabilities, especially in safety matters, in compliance with the provisions of Law No. 29783, the Occupational Safety and Health Law.

To this purpose, we offer training programs that include in-person and virtual courses, as well as agreements with educational institutions to provide free training. In response to the Company's current economic situation, we optimize the training of our internal instructors through the use of the Petroperú Virtual Classroom, adapting our in-person activities and virtual formats as needed.

Our actions are aligned with Petroperú's Organizational Learning Policy and overseen by our Corporate University project. This initiative regulates the criteria and conditions for training and gives special priority to safety training.

According to the above, we implemented 1,020 corporate activities, totaling 130,772 hours of training, and an implemented budget of S/ 368,404 for this purpose, with an average of 43.84 training hours per worker.

Table 24

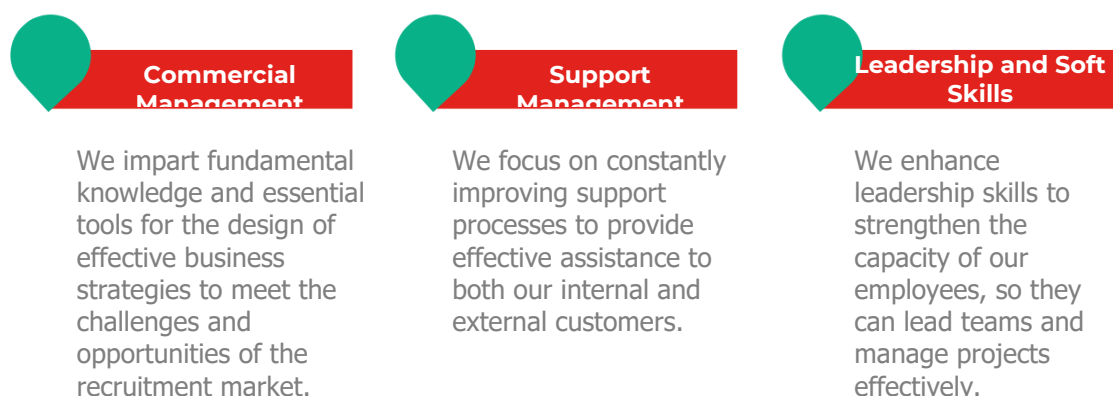
Trained workers in 2023.

Trained Workers	2023
Number of trained workers	2,983 ²⁰
Total training hours delivered	130,772
Average training hours per worker	43.84

The training provided for our workers guarantees their growth and continuing education. In this sense, the strategic topics addressed in the training include areas such as health, safety, operations, procedures, information technology and professional skills.

Thus, we reaffirm our commitment to the integral development of our team, highlighting our dedication to education and the strengthening of skills in multiple areas of knowledge.

For this purpose, we conducted training sessions on strategically prioritized topics to improve the effectiveness and efficiency of our processes, which are detailed below:
GRI 404-2



²⁰ The number of trained workers is higher than the number of workers reported at the end of 2023 because some workers terminated their contracts during the year.

Operations	Occupational Health and Safety	Regulatory Management System
We optimize operational efficiency through the review and continuous improvement of our internal procedures, in order to ensure excellence in the tasks performance and processes.	We emphasize the safety and well-being of our workers and allocate the majority of our training hours to this essential topic, in consideration of budgetary constraints.	Improved and strengthened understanding of current regulations to ensure compliance with relevant regulations and standards in our industry.

Below is detailed information on training hours by priority knowledge area and number of workers trained. **GRI 404-1**

Table 25

Training hours according to knowledge topics and number of workers trained **GRI 404-1**

Knowledge Area	Training Hours	Percentage	Number of Trained Workers	Percentage of trained workers in relation to the total number of workers
Occupational Health and Safety	66,615	50.94%	2,932	99.9
Support Management	33,329	25.49%	1,165	39.7
Operations	17,259	13.20%	1,279	43.6
Regulatory Management System	8,581	6.56%	1,369	46.6
Leadership and Soft Skills	2,840	2.17%	458	15.6
Commercial Management	2,148	1.64%	62	2.1
Total	130,772			

Regarding the total training hours by operation or headquarters, 48.7% of the total training hours were destined to Talara refinery personnel, and 24.7% to the Head Office, representing almost 75% of the total training hours given to personnel of these operations.

Below are the training hours according to headquarters or operation:

Table 26*Training hours by headquarters* **GRI 404-1**

Headquarters	Number of hours	Percentage
Talara Refinery	63,657	48.7
Pipeline	16,000	12.2
Iquitos Refinery	9,922	7.6
Conchán Refinery	8,872	6.8
OFP (Head Office)	32,321	24.7
Total	130,772	100%

Regarding the number of trained workers by rank and gender, we can see that out of the total trained personnel (supervisors and employees), 86% are men and 14% are women, which aligns with the percentage of female workforce representation in the Company.

Notwithstanding the above, in terms of total training hours by gender, the Company's female personnel accounted for 50.6% of total training hours, compared to 49.4% for men. The above shows a homogeneous participation in personnel training sessions.

Table 27*Trained workers by job range and gender* **GRI 404-1**

Job Range	Men		Women		Total
	Number of trained personnel	Training hours	Number of trained personnel	Training hours	Average training hours per worker
Supervisors	1,102	48,860	234	56,714	79.02
Employees	1,466	15,800	181	9,396	15.29
Total	2,568	64,660	415	66,110	43.83

It should be noted that workers had the opportunity to participate in more than one training session, which means that the total number of trained participants includes multiple attendances and does not represent the total number of workers in the organization.

Despite the financial challenges faced by the Company, we have kept Occupational Health and Safety training as our priority, thanks to the tireless commitment of our internal trainers and the active collaboration of our entire team. This commitment has allowed us to optimize our resources without compromising the quality of training. We value the collaborative effort and proactivity of our employees, which is essential to the success of our training program. Maintaining this commitment to training will continue to be a priority to ensure the sustainability and competitiveness of our company. **GRI 404-2**

Our Annual Training Plan focuses on strengthening the technical competencies of our team. Through this initiative, we achieved the following advances:



Development of the First Internal Instructor Training Program.



Review of the conceptual design of the Petroperú Corporate University, through the compilation of background information and other associated documents. Likewise, the methodological framework and curriculum structures of the areas were reviewed for the implementation of the project.

It is also important to mention that, as part of our Organizational Learning Policy and Corporate University, we promote self-training through initiatives such as the Educational Assistance Plan (Plan de Ayuda Educacional, PAE) which, in 2023, had 138 participants and a budget of S/. 91,987.

5.5. Collective Associations

In 2023, we established strong relationships with a total of 12 unions, representing 2,208 of our workers. This figure, which represents 75% of our total workforce, reflects our ongoing commitment to dialogue and constructive collaboration to promote an inclusive and satisfying work environment for the company as a whole. **GRI 402-1**

Table 28

Number of affiliated workers by union organization **GRI 2-30**

No.	Union organization	Number of affiliated workers
1	Sindicato de Trabajadores Administrativos de PETROPERÚ S.A. (STAPP)	993
2	Sindicato de Trabajadores Administrativos de PETROPERÚ S.A. (STAPP)	276
3	Sindicato Unificado de los Trabajadores del Petróleo, Energía, Derivados y afines de la Región Grau (SUTPEDARG)	233
4	Sindicato Unico de Trabajadores de Petróleos del Perú SA-Operaciones Conchán (SUTRAPEP OC)	137
5	Sindicato Único de Trabajadores de Petróleos del Perú-Operaciones Oleoducto (SIN OLE)	114
6	Sindicato Único de Trabajadores de Operaciones Selva (SU TOS)	72
7	Unión Sindical de Trabajadores de Petróleos del Perú-Operaciones Oleoducto (US OLE)	20

8	Sindicato de Unidad Nacional de Trabajadores Petroleros de PETROPERÚ S.A. (SIN UNTP)	74
9	Sindicato de Trabajadores de Petróleos del Perú-OFP (STPP OFP)	35
10	Sindicato de Trabajadores Refineros de PETROPERÚ-Refinería Talara (SITRAREPP)	71
11	Sindicato Nacional Único de Trabajadores Empleados y Administrativos de PETROPERÚ S.A. (SINUTREAPP)	155
12	Sindicato de Servidores de Petróleos del Perú – Operaciones en la Selva (SSERPPOS)	28
Total		2,208

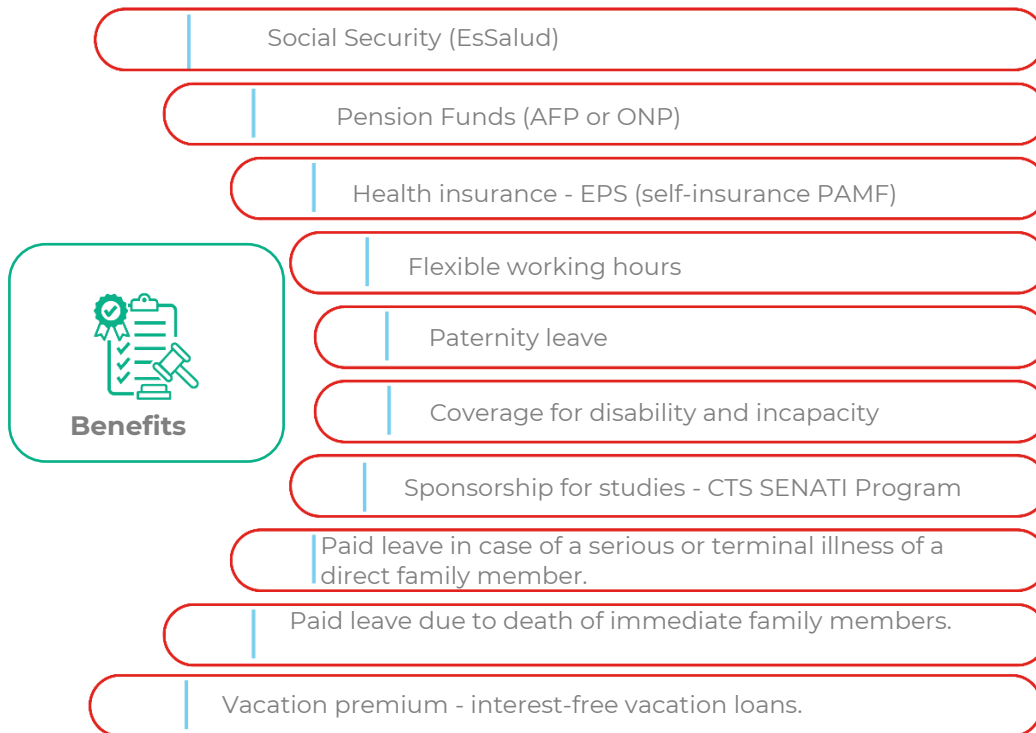
According to Article 28 "Scope of the Collective Agreement," of the Regulations of the Collective Relations Law, with regarding workers who are not covered by collective agreements, it is specified that the employer cannot unilaterally extend the scope of the collective agreement. It should be noted that, in this agreement, the parties may establish the scope, limitations, or exclusions they agree upon, provided that these do not create unjustified differences among workers within the scope or contradict the legal framework.

5.6. Well-being and Work Environment

We strive to maintain a positive work environment and the motivation of our workers through dynamic, two-way internal communication that foster the participation of all parties involved. It should be noted that our internal communication channels have become a basic source of feedback to promote initiatives that contribute to the well-being of our human talent. In this regard, we conduct the following actions to ensure the well-being and working environment: **GRI 2-29, GRI 402-1**

- Periodically, we held group discussions -led by the Chairman of the Board of Directors and the General Management- with the participation of our workers. The purpose of this action is to learn about the concerns and requirements of our personnel regarding labor topics, benefits, among others.
- The General Management makes virtual presentations with company leaders and workers to maintain direct dialog spaces with them, in order to inform them about the company's situation and the progress of the main projects.
- We provide our workers with the Petroinforma communication channel through WhatsApp, which allows for quick interaction.
- We increased the reach of the Yammer internal social network, where our workers actively participate.
- Our social work professionals provided individualized support to our workers and their families at the corporate level, which resulted in a change in attitude toward solving the problems identified, as well as personal growth.

Our philosophy focuses on promoting the personal and occupational well-being of our workers. Therefore, we offer the following benefits: **GRI 401-2**



In addition, when operational changes occur that could affect our employees, such as transfers to other operations, we provide advance notice to ensure an appropriate transition. For single workers, the notice is given at least four weeks in advance. In the case of married workers, they are informed at least eight weeks in advance.

On the other hand, in 2023, we have been the subject of 23 audits by the National Superintendency of Labor Inspection (Superintendencia Nacional de Fiscalización Laboral, SUNAFIL). Out of the initiated processes, 17 were archived and 6 are still in progress. **GRI 2-27**

5.7. Responsible with Parental Leave

In line with our commitment to family well-being and work-life balance, we offer comprehensive parental leave to our workers. Below, we detail the number of workers who have made use of this benefit during 2023:

Table 29

Workers entitled to parental leave, by gender **GRI 401-3**

Social Benefits	Maternity Leave		Paternity Leave	
	Number of workers	Number of days	Number of workers	Number of days

Female	21	1,520	-	-
Male	-	-	61	753
Total	21	1,520	61	753

Table 30

Workers entitled to parental leave, by age and gender **GRI 401-3**

Age Group	Gender	Talara Refinery	Plants and Terminals	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Grand Total
Under 30 years	Female	84	25	8	8	7	78	210
	Male	441	60	67	55	44	82	749
Between 31 - 40 years	Female	29	7	9	4	9	74	132
	Male	293	67	58	55	51	103	627
Between 41 - 50 years*	Female	5	6	3	2	6	34	56
	Male	115	22	20	22	24	52	255
Between 51 - 60 years	Female	0	0	0	0	0	0	0
	Male	231	22	159	45	49	81	587
Over 61 years	Female	0	0	0	0	0	0	0
	Male	135	19	9	4	3	2	172
Total		1,333	228	333	195	193	506	2,788

Note. (*) Female population of childbearing age is considered.

The following tables show the number of workers who, after exercising their right to parental leave, returned to work and continued working 12 months later. In 2023, the return-to-work and retention rate of workers who took this leave, by gender, was 95.

Table 31

Workers on parental leave who returned to work **GRI 401-3**

Social Benefits	Maternity Leave	Paternity Leave
	Number of workers	Number of workers
Female	15	-
Male	-	61
Total	15	61

Table 32

Workers on parental leave who returned and continue working 12 months later **GRI 401-3**

Social Benefits	Maternity Leave	Paternity Leave
	Number of workers	Number of workers
Female	21	-
Male	-	60

Total	21	60
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Our temporary workers receive the same benefits as our full-time workers. However, according to the company's internal regulations, some benefits are voluntary and subject to certain requirements. One example is the "Family Medical Care Program" (Programa de Atención Médica Familiar, PAMF), to which workers and their families (spouse, children and parents) can be affiliated. This program has a three-month qualifying period for access to affiliated clinics, which may exceed the duration of some temporary contracts.

5.8. Occupational Health and Safety

5.8.1. Management Approach

Comprehensive care for the well-being of our workers is a top priority. We strictly comply with our Integrated Management Policy, which covers key aspects such as Quality, Environment, Process Safety and Occupational Health (CASS), and which is publicly available. Under this premise, we reaffirm our commitment to health and safety by maintaining our ISO 14001, 45001 and 9001 certifications.

Our main priority is to foster a culture of health and safety by proactively identifying and managing risks. We strive to provide a safe and healthy work environment, where our workers are protected from any factor that may cause occupational diseases. To evaluate our progress in occupational health and safety (OHS) management, we have established the following objectives and indicators: **GRI 403-1**

Objectives	Reactive indicators/effectiv	Proactive indicators/efficiency
<ul style="list-style-type: none"> Develop and consolidate the preventive culture at an independent level. Implement the CASS Corporate Management Model (ISO 14001, ISO 45001, ISO 9001) in all Petroperú processes. 	<ul style="list-style-type: none"> Occupational Accident Frequency Index (Índice de Frecuencia de Accidentes de Trabajo, IFAT). Occupational Accident Severity Index (Índice de Severidad de Accidentes de Trabajo, ISAT). Preventable Vehicle Accident Index (Índice de accidentes vehiculares prevenibles, PVI). Number of fires. Number of process safety events. Percentage of SACs closed. 	<ul style="list-style-type: none"> Percentage of compliance with the CASS Integrated Program. Percentage of compliance with the CASS Leadership Objective. Percentage of closure of reported substandard acts and conditions. Percentage of closure of corrective actions for undesired events. Petroperú T-Cuida Card Index. Percentage of compliance with the maintenance of the CASS Corporate Management Model. Occupational Health and Safety Training Index.

We use the CASS Key Performance Indicators (KPI) Manual, documented under code MANA1-074, to monitor and evaluate performance in the management of quality, environment, industrial safety, property safety, process safety and occupational health at all our offices and units, both for internal personnel and contractors.

At each headquarters of the Management Model, we apply a matrix to identify hazards, evaluate risks and establish controls to prevent or mitigate negative impacts on our activities. In addition, we have implemented a CASS Incident Management Procedure, which focuses on mitigating any adverse impacts and developing effective prevention and intervention strategies. **GRI 403-1**

Our safety system is based on compliance with specific regulations, such as Supreme Decree No. 005-2012-TR, which regulates Law No. 29783 on Occupational Safety and Health, and Supreme Decree No. 043, which establishes safety regulations for hydrocarbon activities. To ensure proper health and safety evaluation, we issue monthly reports that include incident data and other relevant indicators. These reports enable us to ensure ongoing compliance with current legislation in this area.

As part of our CASS Corporate Management Model, we conduct an exhaustive compliance evaluation process focused on the review of the relevant OSH regulations. We highlight the existence of our CASS Corporate Management Model Manual (MANA1-

001), which provides details on the processes and activities necessary to ensure compliance with our Integrated Quality, Environment, Process Safety and Occupational Health Management Policy, as well as with legal and other applicable requirements related to quality, environment and occupational health and safety management.

In addition, we have corporate procedure PROA1-044 "Identification and Evaluation of Compliance Obligations and Other Requirements", which details the methodology for identifying, updating, disseminating, accessing and evaluating compliance obligations, including commitments agreed with other stakeholders. It is essential to highlight the performance indicators of this procedure, which include monitoring, measurement, analysis and evaluation, as well as the compliance and results evaluations. **GRI 403-1**

Our management approach has kept us free from investigations, corrective measures, precautionary measures, fines, or other sanctions related to non-compliance with safety and health regulations.

It should be added that, in the event of incidents and emergencies, we apply the PROA1-378 Procedure "Alert, Lessons Learned, Lessons Learned Analysis, and Success Lessons CASS." This procedure aims to record and disseminate events, their causes, and the actions taken to prevent recurrence. In addition, it covers the documentation of situations that have had a positive impact on our facilities, thus promoting continuous improvement and prevention of future problems.

5.8.2. Occupational Risk Management

Our commitment is to guarantee work environments free of any factor that may affect the physical or mental health of our workers. To achieve this, we implement a rigorous process of hazard identification, risk evaluation and establishment of controls to intervene and prevent occupational injuries or illnesses among our team.

Within this framework, we have implemented the PROA1-043 procedure "Hazard Identification, Risk Evaluation and Control Determination," which is an integral part of our CASS Corporate Management Model. The Technical Committee of this model is in charge of reviewing the document, while the Corporate Administration Management, responsible for the model, oversees the preparation, approval and distribution of the procedure in all our offices. **GRI 403-2, GRI 403-9**

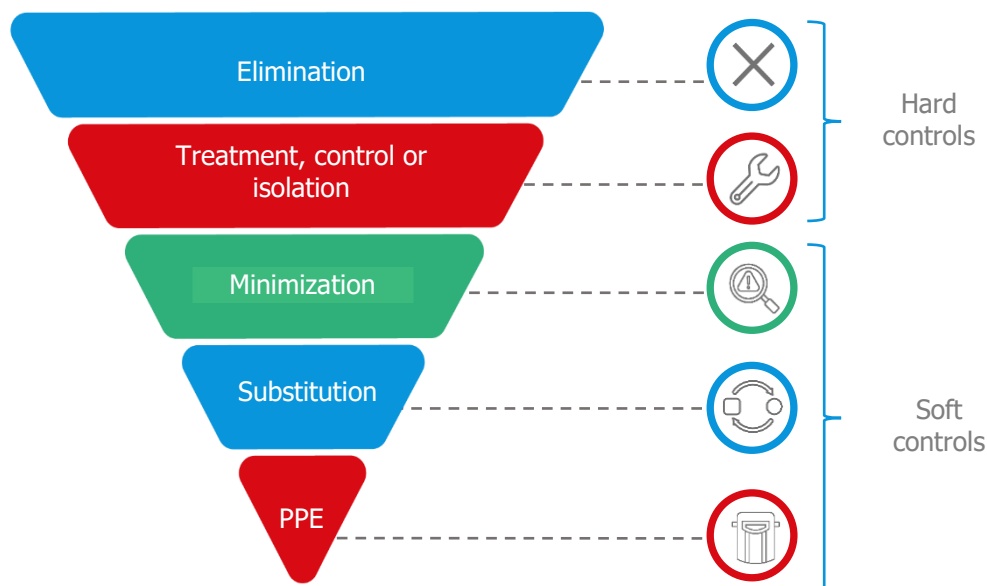
Regarding the development of the procedure, it integrates five stages:

1. Designation of work teams, under the oversight of the CASS Management Model leaders, who may request support and participation from experts in other areas as needed, such as medical services, occupational health and safety, among others.
2. Development of the operational procedure, which involves the detailed and sequential description of the tasks to be performed.
3. Identification of processes, sub-processes and activities, the results of which are recorded in the Hazard Identification, Risk Evaluation and Controls (Identificación de Peligros, Evaluación de Riesgos y Controles, IPERC) matrix.
4. Evaluation of hazards and risks.

5. Implementation of existing control measures, after identifying hazards and risks, the pre-established control measures are determined, following the hierarchy of controls presented in the pyramid figure.

Figure 6

Stages of the risk control hierarchy procedure



This procedure is applied consistently throughout our operations, and covers both normal and exceptional conditions, including emergencies. It extends to all related parties, such as workers, suppliers and visitors, and comprehensively addresses risks that may affect the safety and health of those associated with our company.

Our OSH management is based on two main aspects: first, we continuously train our team through the Hazard Identification, Risk Evaluation and Control (IPERC) course, with the aim of improving their ability to detect risks in the work environment. Second, we implemented the “Stop Work” procedure, which allows our workers to immediately report to their supervisor any dangerous situation that puts their lives at risk, resulting in the immediate suspension of the corresponding activity. In addition, we conduct annual occupational health and safety performance evaluations to identify areas for improvement and continually strengthen our protocols and practices. It should be noted that the review of hazards and risks is conducted at least once a year or whenever changes are made to processes or facilities.

GRI 403-2, GRI 403-9

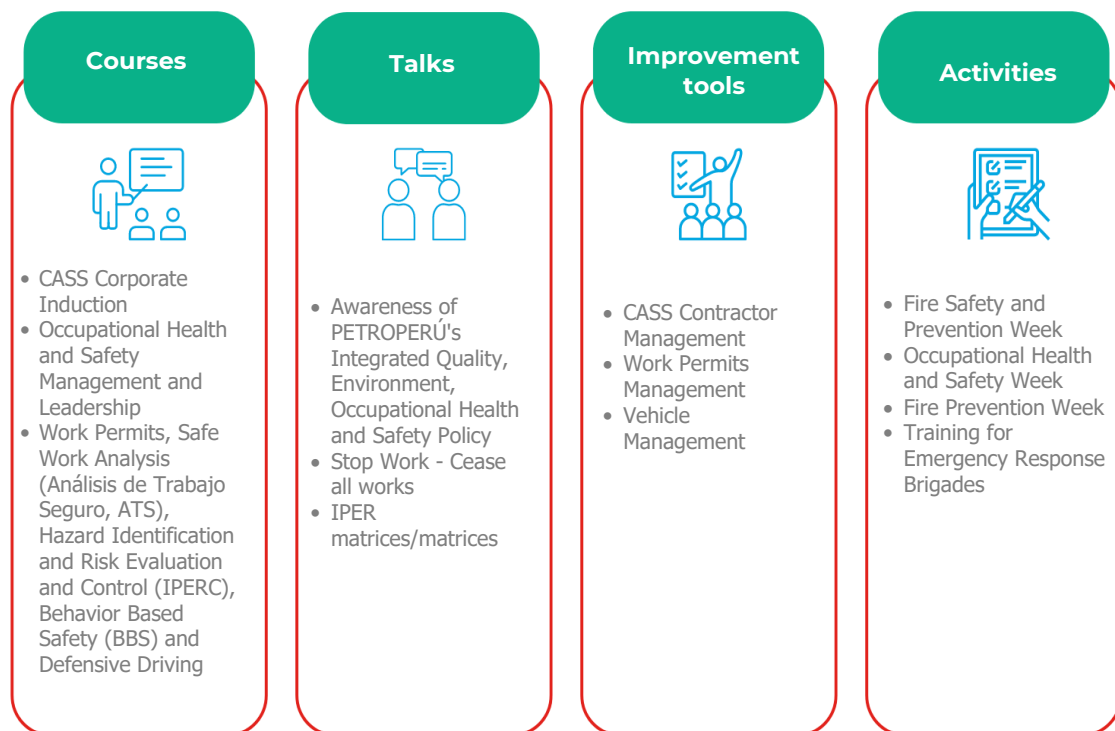
Senior Management, supported by the Central Occupational Health and Safety Committee, manages occupational health and safety initiatives. This committee meets monthly and has the following key responsibilities:

- Approve the Internal Health and Safety Regulations.
- Approve the Annual Occupational Health and Safety Program.
- Approve the Annual Worker Training Plan on Occupational Health and Safety.
- Monitor compliance with the law, internal regulations and technical labor specifications related to occupational health and safety, as well as compliance with the Internal Health and Safety Regulations.
- Promote that new workers receive adequate orientation, instruction and training on risk prevention.
- Periodically inspect administrative and operational areas, facilities, machinery and equipment in order to strengthen preventive management.
- Investigate the causes of incidents, accidents and occupational illnesses occurring in the workplace; issue the respective recommendations to prevent their recurrence.

Under this comprehensive approach, in 2023, we continued with the implementation of actions, procedures and guidelines that promote effective management, with a priority focus on OSH. The following are the initiatives conducted during this period to ensure optimal results: **GRI 403-2, GRI 403-9**

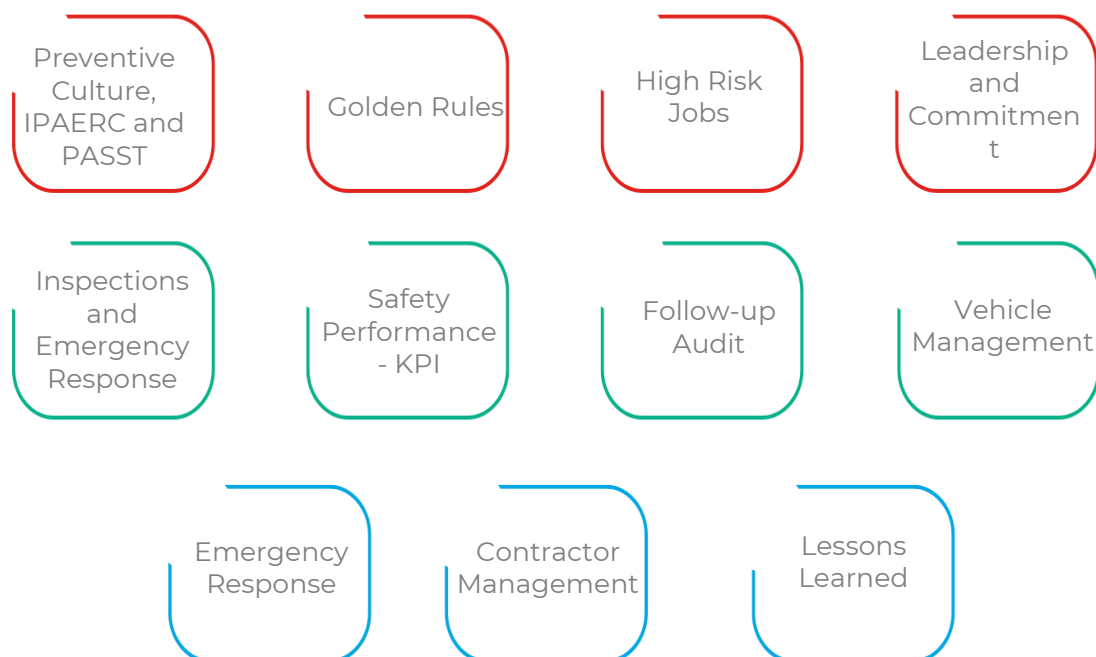


Our actions are based on solid principles that seek to protect the physical integrity, health and quality of life of our workers, contractors and the communities near our operations, for which we conduct the following actions: **GRI 403-2, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9**



In addition to these actions, we conducted 11 awareness campaigns at all our offices, with the participation of both our own personnel and contractors, with 22,753 attendees, reflecting all the occasions on which the participants were sensitized. **GRI 403-2, GRI 403-5, GRI 403-6, GRI 403-7**

Figure 7
Awareness campaigns



In 2023, we achieved our goal of raising awareness of the importance of risk prevention and strengthening understanding of the use of CASS management tools, which has enabled us to achieve the following results: **GRI 403-2**



5.8.3. OHSMS Coverage

Our senior management strongly supports the active participation of our employees in the development, review and improvement of occupational health and safety practices. To facilitate this involvement, we established communication channels designed to foster collaboration and idea generation among the team. **GRI 403-4**



In line with this philosophy, our OHSMS extends to all our workers and contractors, ensuring full and fair coverage for all. **GRI 403-1, GRI 403-8**

Table 33
OHSMS scope **GRI 403-8**

Scope*	2022		2023	
	Amount	Scope	Amount	Scope
Direct workers	2,656	100%	2,936	100%
Contractors	7,922	100%	7,490	100%

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

5.8.4. Committed to Health

We foster a culture of prevention at all our offices nationwide, in line with our commitment to protect people and promote their health and well-being. Under this approach, we focus on improving the preventive health culture through activities led by the Head of Medical Services and Social Welfare, together with the medical services at each headquarters.

It is important to note that the medical areas of the company, at the corporate level, are under the oversight of the Corporate Human Resources Management. In addition, we ensure that all documentation related to the health of our employees is handled with the utmost confidentiality. **GRI 403-3, GRI 403-6**

Family Medical Assistance Program (PAMF)

The PAMF is supported 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). This program provides enrolled workers with access to medical, dental, hospital care, medications and other medical benefits.

Workers may choose to voluntarily join the conventional PAMF benefit, which provides medical coverage and other health insurance-related services. In terms of costs, the company covers the benefit, while the worker assumes part of the deductible, coinsurance and expenses not covered in the payroll. In addition, workers pay a monthly membership fee to support the program.

In 2023, the PAMF benefited 9,745 primary beneficiaries and dependents, including workers' parents, who are not covered by other health insurance. In addition, we provided socio-emotional support to personnel and family members who faced catastrophic illnesses and needed to coordinate the benefits of the program, as well as guidance on excess coverage and other socio-family issues. **GRI 403-3, GRI 403-6**

Table 34

PAMF affiliates.

Operation	Affiliated primary beneficiaries	Affiliated dependents	Total
Talara Refinery	1,259	3,254	4,513
Pipeline	358	853	1,211
Iquitos Refinery	200	593	793
Conchán Refinery	200	507	707
OFP (Head Office)	726	1,795	2,521
Total	2,743	7,002	9,745

Club Mi Salud Program (chronic patients)

This PAMF program is aimed at affiliated active workers, at each headquarters, diagnosed with arterial hypertension, diabetes mellitus and associated dyslipidemia, in their uncomplicated forms. Through this program, members receive specialized medical care on a monthly basis, including medication and laboratory controls as recommended by the medical specialist.

It should be noted that workers can voluntarily join this program at no cost. In this regard, in 2023, 344 workers joined the program and a total of 4,523 medical services were provided. [GRI 403-3](#), [GRI 403-6](#)

Table 35
Club Mi Salud Program

Operation	Affiliates	Medical Services
Talara Refinery	174	2,011
Pipeline	50	734
Iquitos Refinery	46	878
Conchán Refinery	25	288
OFP (Head Office)	49	612
Total	344	4,523

Action Plan for Public Health Activities on Dengue Fever

On a voluntary basis, we implemented a Public Health Activities Action Plan at our offices against dengue fever as a proactive response to the health emergency caused by the dengue fever outbreak. This plan included a comprehensive medical follow-up for the affected workers until their recovery, with no serious cases or deaths reported. In addition, we adopt preventive measures such as dengue education, disinfection of workspaces and constant monitoring to reduce exposure to the virus. [GRI 403-3](#), [GRI 403-6](#)

Table 36
Dengue cases and follow-up

Operation	Confirmed cases	Epidemiological discharge cases	Total
Talara Refinery	87	87	87
Pipeline	62	62	62
Iquitos Refinery	6	6	6
Conchán Refinery	0	0	0
OFP (Head Office)	141	141	141
Total	296	296	296

COVID-19 Surveillance, Prevention and Control Plan

In 2023, we continued with the Plan for the Surveillance, Prevention and Control of COVID-19 in our facilities at the corporate level, in compliance with current regulations, despite the fact that the COVID-19 health emergency ended mid-year. In this regard, we maintained constant medical follow-up and control of all our workers, applying preventive measures such as awareness-raising, education, medical follow-up, medical evaluation, occupational surveillance, among others.

In addition, we extended exposure monitoring to other risk factors, directed at our own workers, contractors, subcontractors, customers, and field visitors at our facilities, with a particular focus on detecting and assessing workers with respiratory symptoms. **GRI 403-3, GRI 403-6**

Table 37
COVID-19 case tracking

Operation	Suspicious Cases	Confirmed Cases	Total
Talara Refinery	73	66	139
Pipeline	0	24	24
Iquitos Refinery	4	3	7
Conchán Refinery	13	14	27
OFP (Head Office)	140	70	210
Total	230	177	407

Oncology Program

We have the private ONCOCLASSIC PRO and ONCOPLUS programs, which offer highly specialized medical coverage for cancer treatment. Over the course of 2023, 3,256 participants were enrolled in these programs, including both primary beneficiaries and dependents, who benefited from state-of-the-art medical care in the fight against this disease. **GRI 403-3, GRI 403-6**

Table 38
Oncology Program Scope

Operation	ONCOPRO Program			ONCO-PLUS Program			Total (A+B)
	Affiliated primary beneficiaries	Affiliated dependents	Subtotal (A)	Affiliated primary beneficiaries	Affiliated dependents	Subtotal (B)	
Talara Refinery	122	354	476	159	349	508	984
Pipeline	114	323	437	64	144	208	645
Iquitos Refinery	39	108	147	25	65	90	237
Conchán Refinery	51	141	192	41	79	120	312
OFP (Head Office)	139	333	472	219	387	606	1,078
Total	465	1,259	1,724	508	1,024	1,532	3,256

Occupational Medical Surveillance

We perform Occupational Medical Surveillance with a multidisciplinary team composed of doctors, nurses, psychologists, nutritionists and nursing technicians. This service, fully funded by our company, is strictly aligned with our occupational medicine guidelines, ensuring a comprehensive approach to the health and well-being of our workers. **GRI 403-3, GRI 403-6**

Occupational Diseases

In 2023, there were no cases of occupational diseases at any of our operating offices. **GRI 403-3, GRI 403-6**

Medical Evacuations

The evacuation service is a benefit we offer our employees that consists of transporting them to clinics affiliated with PAMF or another medical program in Lima when their health conditions cannot be treated at their place of work. In 2023, we conducted 132 medical evacuations benefiting 63 workers, resulting in an average of two evacuations per worker during the year. **GRI 403-3, GRI 403-6**

Table 39
Medical evacuations

Operation	Number of evacuees	Number of evacuations	Reason
Talara Refinery	30	72	2
Pipeline	19	29	2
Iquitos Refinery	11	27	2
Conchán Refinery	0	0	0
OFP (Head Office)	3	4	1
Total	63	132	2

Health Education

With the objective of promoting a solid culture of health prevention, we are committed to the continuous education and training of our workers, for which we consider two significant topics: occupational medicine and preventive health. During 2023, we provided 1,214 occupational medicine talks to a total of 12,547 participants, a number that includes multiple participations by talks attendees. This action ensures that each member of our workforce is well informed and prepared to maintain healthy practices in their work environment. **GRI 403-3, GRI 403-6**

Table 40
Occupational medicine health talks **GRI 403-3, GRI 403-6**

Operation	Number of talks	Participants		Total
		Contractors	Petroperú	
Talara Refinery	403	161	7,617	7,778
Pipeline	108	681	463	1,144
Iquitos Refinery	585	174	206	380
Conchán Refinery	43	749	1,346	2,095
OFP (Head Office)	75	284	866	1,150
Subtotal	1,214	2,049	10,498	12,547

Table 41

Preventive health talks **GRI 403-3, GRI 403-6**

Operation	Number of talks	Participants		Total
		Contractors	Petroperú	
Talara Refinery	606	376	9,079	9,455
Pipeline	481	3,579	2,430	6,009
Iquitos Refinery	585	204	206	410
Conchán Refinery	39	267	1,793	2,060
OFP (Head Office)	396	1,103	4,079	5,182
Subtotal	2,107	5,529	17,587	23,116

In summary, in 2023, both our employees and contractors benefited from a total of 3,321 health education sessions focused on occupational medicine and prevention. **GRI 403-3, GRI 403-6**

Figure 8

Health talks: beneficiaries **GRI 403-3, GRI 403-6**

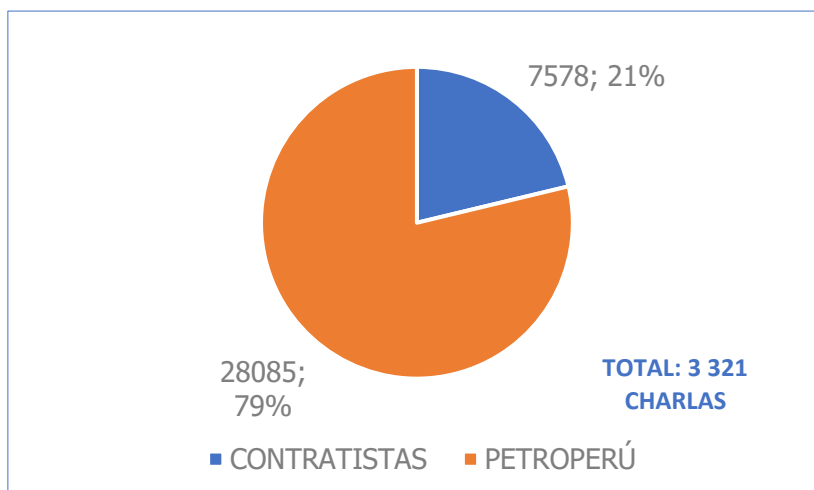
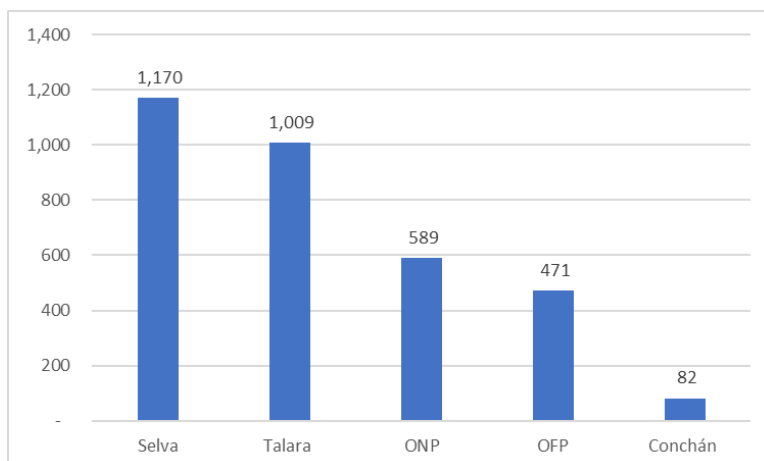


Figure 9

Health talks by headquarters **GRI 403-3, GRI 403-6**



Medical Care at Health Posts

To comply with safety standards for hydrocarbon-related activities and our internal occupational medicine protocols, we established first-aid stations both in our operations and at our main headquarters. These centers are designed to provide urgent medical care, emergency care and health education.

In 2023, we provided 43,470 medical care services at our health care delivery points, reflecting our commitment to the health and safety of our employees. **GRI 403-3, GRI 403-6**

Table 42

Medical care at health posts **GRI 403-3, GRI 403-6**

Patient	Talara Refinery	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Total care	%
Petroperú	791	17,455	616	1,153	1,533	21,548	49.6
Contractors	116	20,758	501	308	216	21,899	50.4
Visitors	0	0	0	18	5	23	0.1
Total	907	38,213	1,117	1,479	1,754	43,470	100.0

Health Campaigns

We value the importance of health examinations for the early detection of chronic non-communicable diseases and adult vaccination of our personnel (hepatitis B, diphtheria/tetanus or tetanus, yellow fever, seasonal flu). We also prioritize the identification of biohazards in the workplace.

In 2023, we conducted 38 health campaigns in collaboration with clinics accredited by the health authority, benefiting 3,180 participants, including workers and third parties. These campaigns highlight our commitment to the preventive health and well-being of our working community. **GRI 403-3, GRI 403-6**

Table 43*Beneficiaries health campaigns* **GRI 403-3, GRI 403-6**

Operation	Number of campaigns	Number of beneficiaries
Talara Refinery	17	863
Pipeline	1	100
Iquitos Refinery	3	235
Conchán Refinery	13	665
OFP (Head Office)	4	1,317
Total	38	3,180

Source: Corporate Human Resources Management

Health Care: Psychology and Nutrition

This specialized program offers comprehensive counseling, education and follow-up focused on the mental well-being and nutrition of our personnel. In 2023, 2,837 psychological care and 4,596 nutritional consultations were provided. These services reinforce our commitment to the mental health and nutritional balance of our workers. **GRI 403-3, GRI 403-6**

Table 44*Health care in psychology and nutrition* **GRI 403-3, GRI 403-6**

Patient	Talara Refinery	Pipeline	Iquitos Refinery	Conchán Refinery	OFP (Head Office)	Total care	%
Psychology	1,033	318	290	823	373	2,837	38.2
Nutrition	1,508	336	946	1,086	720	4,596	61.8
Total	2,541	654	1,236	1,909	1,093	7,433	100.0

5.8.5. Occupational Accidents

We guarantee a quick and accurate response to accidents through effective communication - both internally and externally - with the relevant authorities, thanks to our Incident, Hazardous Incident, Accident and Emergency Management System. Despite our dedication to training and maintaining rigorous standards, the following labor incidents were recorded in 2023:

Table 45*OSH indicators: occupational accidents in own workers and contractors****GRI 403-9**

Indicator	2022				2023			
	Workers		Contractors		Workers		Contractors	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of deaths resulting from an occupational accident injury	0	0	2	0	0	0	0	0
Death rate resulting from an occupational accident injury	-	-	-	-	-	-	-	-
Number of occupational injuries with major consequences (excluding fatalities)	16	2	13	0	15	1	22	1
Injury rate due to occupational accidents with major consequences (excluding fatalities)	-	-	-	-	-	-	-	-
Number of recordable occupational injuries	2	0	16	0	2	0	12	0
Recordable occupational injury rate	3.48		1.42		2.91		1.87	
Number of hours worked	5,754,666.0		21,884,387		6,186,985.52		18,721,429.64	

Note. (*) The calculation has been made based on 1,000,000 hours worked. For data collection, the Safety Heads of each of the operations submit monthly to the Safety Department 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.

Table 46*Comparison of accidents, by type (2021-2023)* **GRI 403-9**

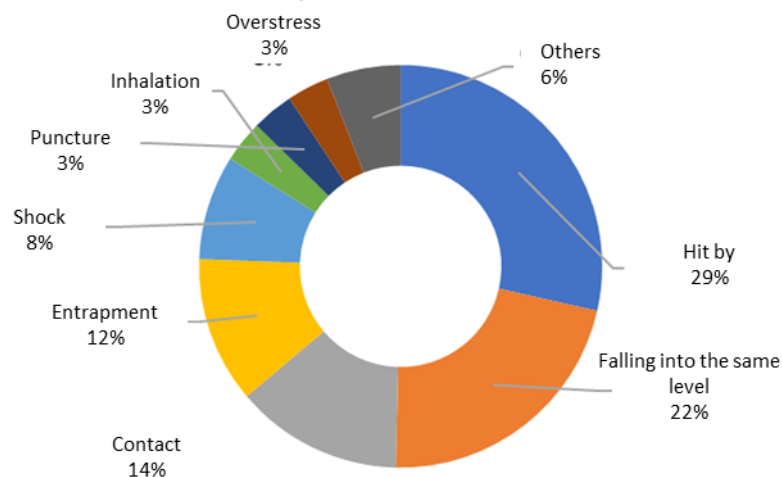
Type of accident		2021	2022	2023
Direct workers	Minor	1	2	2
	Serious	5	18	16
	Fatal	0	0	0
Contractors	Minor	22	16	12
	Serious	19	13	23

	Fatal	0	2	0
Total		47	51	53

In 2023, recorded accidents were mainly classified according to the type of contact, which includes incidents such as strikes with objects, falls on the same level, contact with hot surfaces and entrapment, among others.

Figure 10

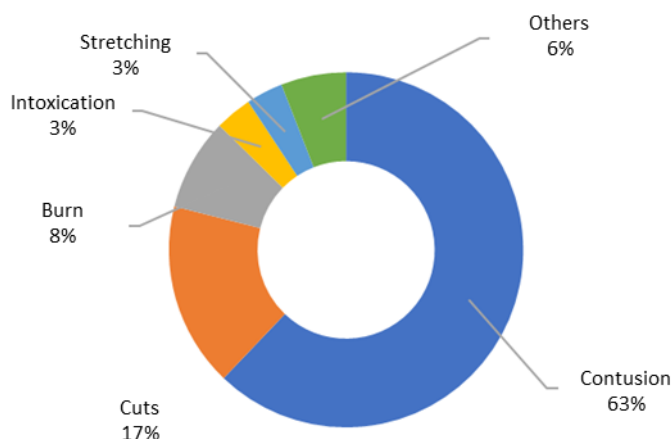
Types of contact that generated occupational accidents **GRI 403-9**



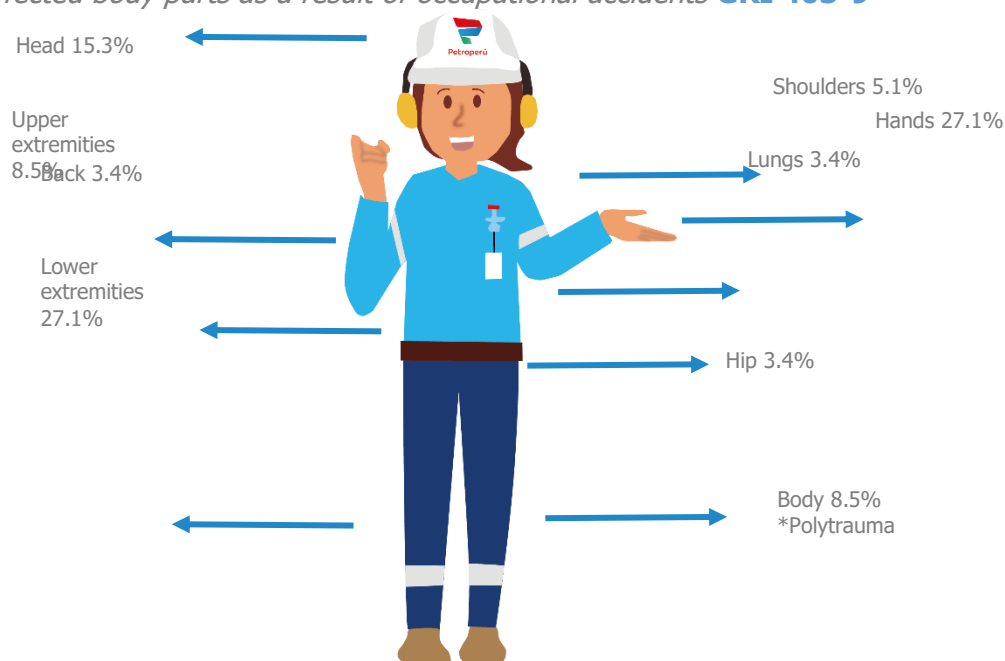
Most frequently, recorded accidents have resulted in contusions, superficial cuts, gas inhalation and burns, among other types of injuries.

Figure 11

Consequences of occupational accidents **GRI 403-9**



Regarding the affected body parts, the hands and lower extremities were the most affected.

Figure 12*Most affected body parts as a result of occupational accidents* **GRI 403-9**

We reinforce our strategy with solid prevention and correction practices supported by an accident frequency and severity index. In 2023, our corporate Occupational Accident Frequency Index (IFAT), which considers accidents of variable severity, as well as our own personnel and contractors, was 2.13 (an increase of 0.28 points compared to 2022). In addition, our corporate Severity Index (ISAT) reached 25.01 points, and compared to 2022, it decreased by 94%. Both indices include men and women.

Table 47*Severity indicators (2021-2023)* **GRI 403-9**

Indicator	2021	2022	2023
Occupational Accident Frequency Index (IFAT)	1.61	1.85	2.13
Occupational Accident Severity Index (ISAT)	23.67	451.57	25.01

CASS Milestones



Integration of process safety in the Integrated Management Policy.

Internal audit of the CASS Corporate Management Model, conducted by auditors certified by the Ministry of Labor and Employment Promotion (Ministerio de Trabajo y Promoción del Empleo, MTPE).

External audit of the CASS Corporate Management Model conducted by the certifying company called SGS del Perú.

Implementation of procedures, instructions and guidelines in the CASS management area.

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

Implementation of the safety shutdown, CI drills, dissemination talks and training for emergency response brigades.

Rigorous implementation of new and strict COVID-19-related biosafety protocols.

Full implementation of the awareness program.

6. Environmental Commitment

We recognize the crucial responsibility we have in managing and protecting the environments in which we operate. The development of energy resources, particularly oil and gas, presents significant environmental challenges. Therefore, we are committed to carrying out our activities sustainably, reducing their potential negative impacts, and promoting a balanced approach between economic growth and environmental protection.

Our environmental guidelines are expressed in the Integrated Quality, Environmental, Process Safety, Occupational Safety and Health Management Policies and the Biodiversity Management Policy, which are based on the principles of efficient use of energy and other natural resources and strategies to combat climate change; we strive to comply not only with current regulations but also with voluntary commitments in environmental matters.

Below are the most relevant issues related to our environmental commitment:

6.1. Climate Change

In 2023, we conducted the first report of the Task Force on Climate-Related Financial Disclosures (TCFD²¹), which analyzes and evaluates the financial risks related to climate change in the medium and long term.

This analysis was conducted with the support of *Sustainable1*, which is part of S&P Global, and is a leader in information and analysis on sustainability and environmental, social and governance (ESG) performance of companies, which has also been strengthened with recommendations from other related international standards that have been applied by companies in the sector with a global scope.

In this context, we identified significant weather-related risks in our operations, the causes of which are generally typified as adverse weather conditions (strong winds, ocean currents, abnormal waves, heavy rains, among others). At the process level, we have incorporated these weather risks into our evaluations, with particular attention to their impact on our refining operations.

As a result, it was identified that the political risk includes the possibility of an increase in carbon prices, which could generate additional costs and negatively affect the company's margins. The mentioned report evaluates this risk by considering a premium associated with the carbon price, taking into account the sector and the geography of the company. The evaluation concludes that the political risk is low, given our current GHG emissions.

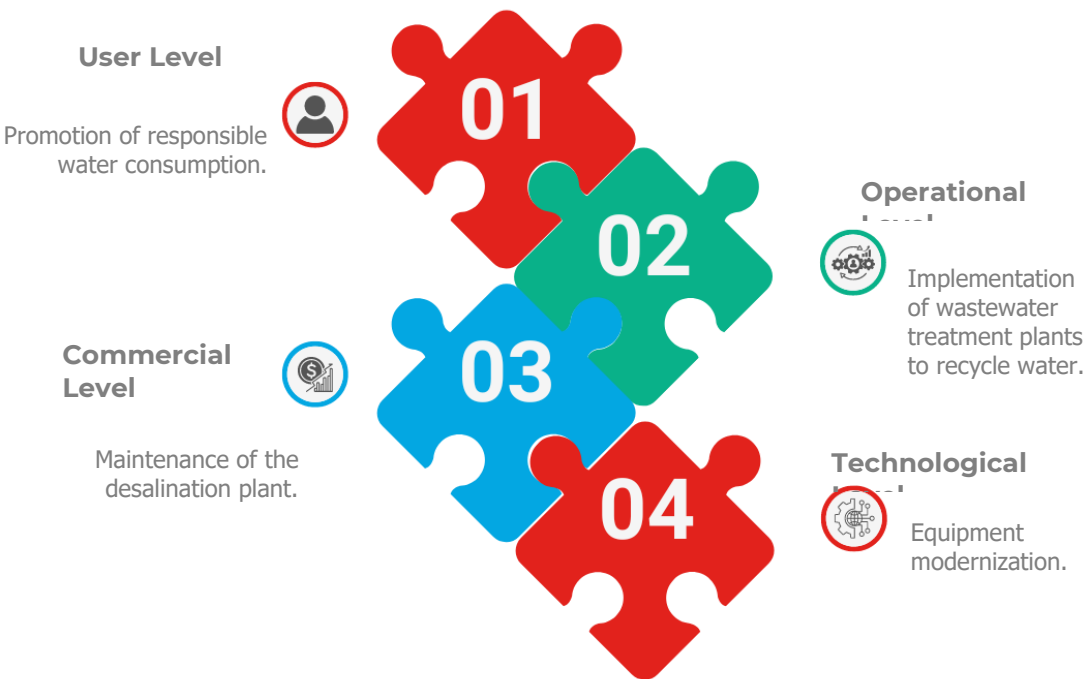
For market risk, the analysis takes into account sectoral exposure and national emissions profiles, which helps to estimate carbon price risk for suppliers and customers. This suggests a high probability of increased costs along our supply chain, with an elevated risk of increased raw material costs and a moderate risk of passing these costs on to customers by 2030.

²¹ TCFD stands for Task Force on Climate-Related Financial Disclosures.

Finally, three main physical risks are identified for our company in 2030: extreme temperatures, pluvial and fluvial flooding, all considered low risk. The analysis of these risks includes factors such as personnel costs, refrigeration systems, cleaning and repair, activity disruption, and productivity losses.

6.2. Water Management

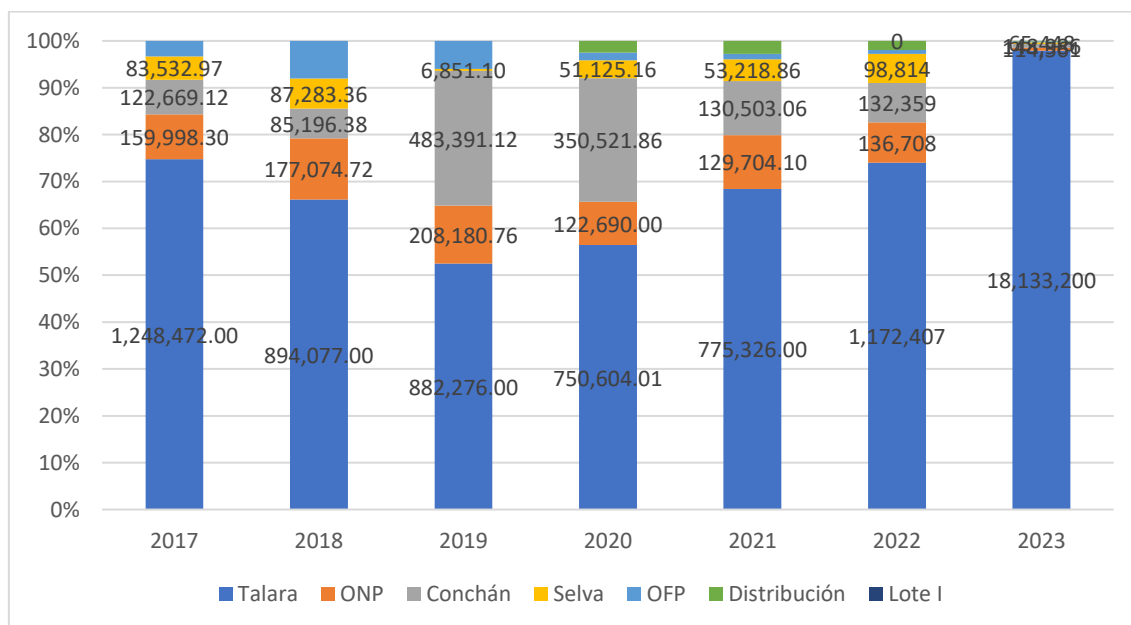
Water is essential for our processes, especially those requiring cooling, steam production and cleaning. In view of this, we recognize the importance of responsibly and efficiently managing this resource, both in its use and in its controlled extraction from surface and groundwater sources for our operations, and we apply measures that promote the sustainable use of water: **GRI 303-1, GRI 303-3**



In 2023, we used a total of 18,585,111.53 m³ of water, of which 97.5% came from the sea and was allocated to the operations of the New Talara Refinery, while 264,312 m³ were from surface freshwater. It is important to note that, in 2022, the amount of water destined for the Talara Refinery was 1,172,407.42 m³. Therefore, the increase in consumption recorded in 2023 is mainly due to the start-up of the New Talara Refinery.

Table 48*Water consumption by source and operation* **GRI 303-5**

Operation	Surface water	Groundwater	Municipal/other company supply	Total
Talara Refinery	18,133,200.00	0.00	0.00	18,133,200.00
Plants and Terminals	0.00	0.00	21,938.47	21,938.47
Pipeline	69,488.56	36,634.00	8,438.00	114,560.56
Iquitos Refinery	65,447.57	0.00	0.00	65,447.57
Conchán Refinery	129,376	0.00	Cistern 19,524.13 Drum 85.40	148,985.53
OFP (Head Office)	0.00	0.00	33,064.00	33,064.00
Northeast Lots	0.00	0.00	67,830.00	67,830.00
Total	18,397,512.13	36,634.00	150,880.00	18,585,111.53

Figure 13*Water consumption per headquarters in m³* **GRI 303-5**

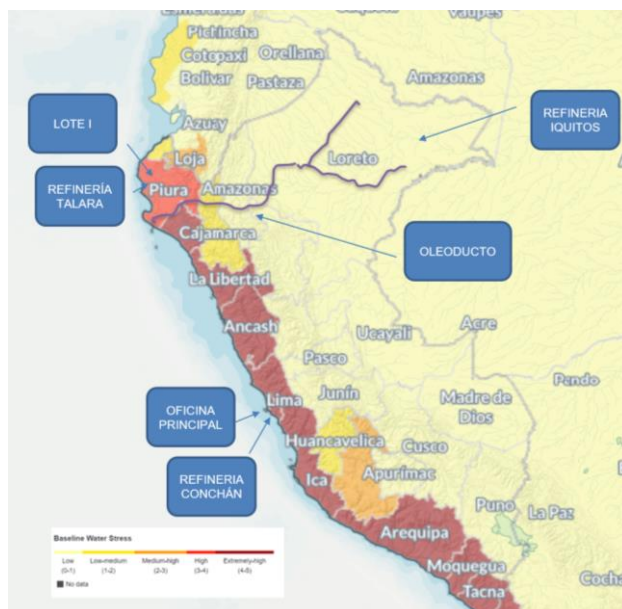
In areas with water stress, we implement supply systems using seawater to relieve pressure on underground and surface water resources. This measure avoids conflicts with neighboring communities that depend on water for their basic consumption needs.

GRI 303-1

Table 49*Water consumption in water stress areas in m³* **GRI 303-5**

Operation	Surface water	Groundwater	Municipal/other company supply	Total
Talara Refinery	18,133,200.00	0.00	0.00	18,133,200.00
Pipeline (Bayóvar)	0.00	0.00	3,570.00	3,570.00
Conchán Refinery	129,376	00	Cistern 19,524.13 Drum 85.40	148,985.53
OFP	0.00	0.00	33,064.00	33,064.00
Northeast Lots	0.00	0.00	67,830.00	67,830.00
Total	18,262,576.00	0.00	124,073.53	18,386,734.93

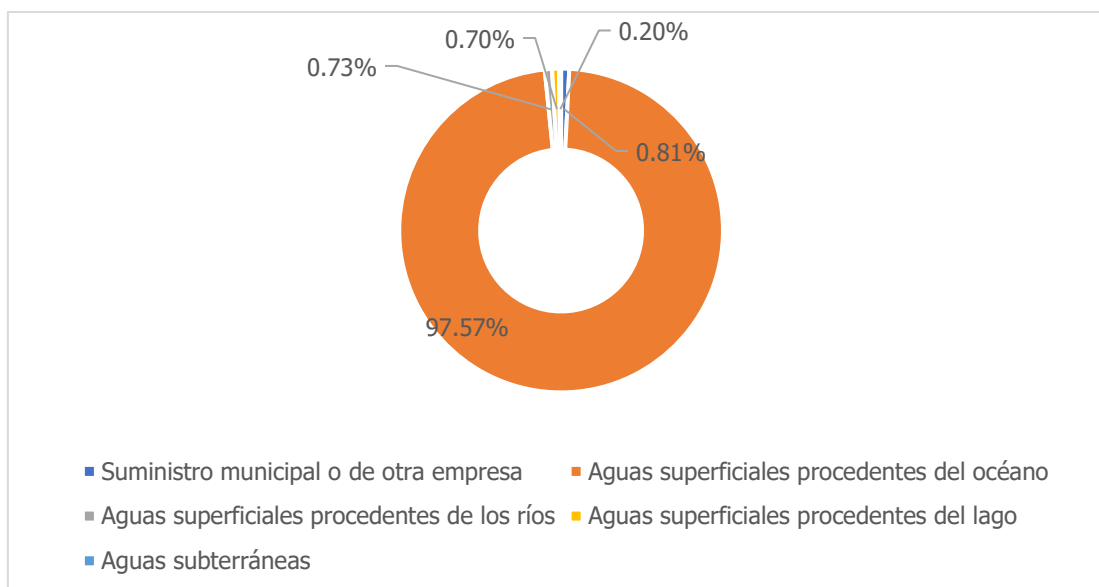
For more information on the distribution of major operations in water stressed areas, according to Aqueduct, you can visit the following link: <https://www.wri.org/applications/aqueduct/country-rankings/>

Figure 14*Main operations in water stressed areas.*

Each headquarters has areas dedicated to non-industrial management control that track water consumption using meters or receipts provided by the suppliers. This practice allows us to accurately measure and effectively manage our water consumption throughout our facilities. **GRI 303-1**

Figure 15

Water consumption by source-corporate scope 2023 **GRI 303-5**



6.2.1. Waste Management

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

In our operations, we generate various types of waste, the most common being the operation, maintenance and cleaning of our facilities, the production of coke and environmental emergencies where significant negative impacts associated with materials and waste have been identified in our environmental aspects and impact matrices if not properly managed.

Therefore, we develop waste management in strict compliance with the national regulatory framework and the Company's internal procedures. In 2023, we generated 112.55 t of non-hazardous solid waste and 35,786.76 t of hazardous waste, as follows:

Table 50

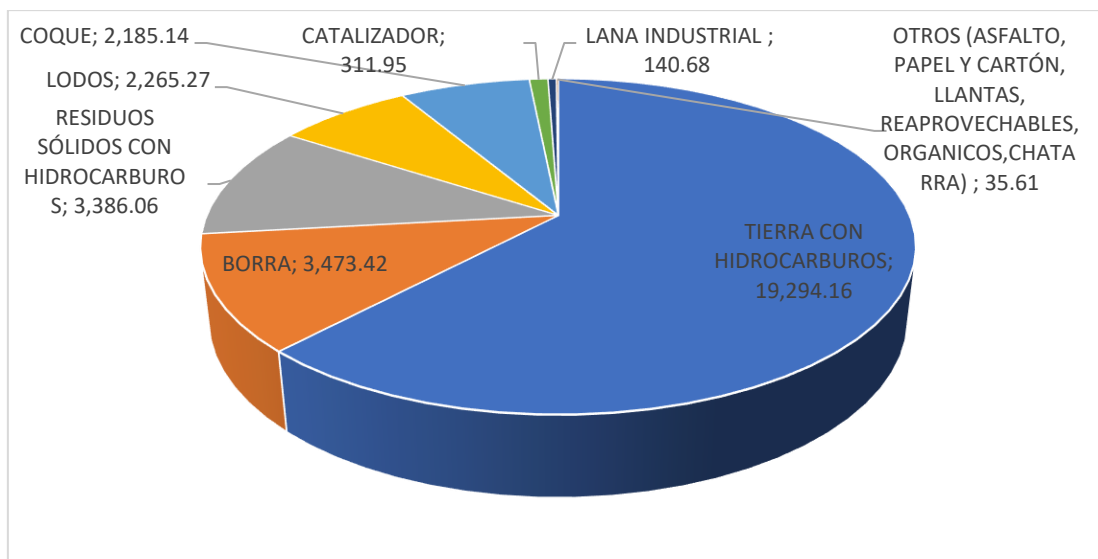
Hazardous and non-hazardous solid waste generation by headquarters (tons) **GRI 306-1, GRI 306-3**

Headquarters	Non-hazardous waste		Hazardous waste	Total (t)	Percentage
	Organic waste	Inorganic waste			
Talara Refinery	2.24	12.91	31,077.14	31,092.29	86.6%
Plants and Terminals	0.00	0.02	34.60	34.61	0.1%
Pipeline	0.00	7.61	3,040.73	3,048.34	8.5%
Iquitos Refinery	6.72	16.63	99.24	122.59	0.3%
Conchán Refinery	-	14.00	236.138	250.14	0.7%
OFP (Head Office)	0.00	22.01	0.00	22.01	0.1%
Northeast Lots	3.41	21.95	1,115.80	1,141.16	3.2%
Selva Lots	0.00	5.05	183.11	188.16	0.5%
Total	12.37	100.18	35,786.76	35,899.31	
Percentage	0.0%	0.3%	99.7%		

The Talara Refinery is the site with the highest waste generation, representing 86.3% of the total, mainly due to the Talara Refinery operation (maintenance, industrial cleaning, coke production) followed by the activities of the Norperuvian Pipeline, with 8.5%, mostly due to environmental emergencies.

Figure 16

Most frequent waste at the Talara Refinery **GRI 306-1, GRI 306-3**

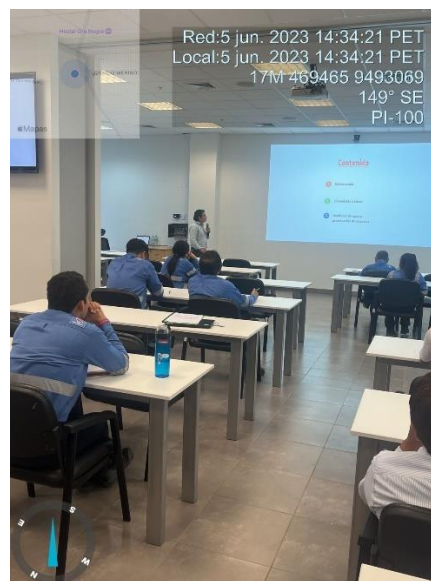


In this regard, as part of the Action Plan for the improvement of integrated waste management in Talara, the following initiatives were carried out **GRI 306-2**:

- **Implementation of Ecological Points.** We continued with the implementation of 84 ecological points in Talara Refinery, Sales Plant, Lot I and Milla Seis, in order to provide the necessary resources to workers for proper segregation of solid waste in accordance with NTP 900.058:2019 (Peruvian Technical Regulation). Periodic inspections of these points are conducted.
- **Environmental Awareness Program.** In 2023, 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, in collaboration with the Municipality. Since 2022, PETROPERÚ has adopted this good practice and we continue to work on raising awareness among personnel; in 2023 we delivered 20.1 t of usable solid waste.
- **Toner Collection.** Since 2022, we have participated in the HP Planet Partners Program of the HP brand, which consists of returning empty toner cartridges to the supplier to be reinserted in their processes.
- **Plastic Caps Collection Campaign.** In 2023, a campaign to collect plastic bottle caps was started and 500 kg of plastic bottle caps were collected and donated to the NGO Tierra y Ser, which, in return, provided two wheelchairs to two citizens with disabilities from Talara.



Environmental activities



Environmental training



Awareness campaign in Punta Arenas condominium



Reciclación 2023



Ecotrueque 2023

As part of our waste management approach, we store, recover and final dispose of waste according to the following:

Table 51**Solid Waste Management (tons) GRI 306-3, GRI 306-4, GRI 306-5**

Headquarters	Hazardous waste				Non-hazardous waste			
	Intended for non-disposal		Intended for disposal	Total (mt)	Intended for non-disposal		Intended for disposal	Total (t)
	Storage	Recovery	Final disposition		Storage	Recovery	Final disposition	
Talara Refinery	0.00	4.45	31,072.69	31,077.14	0.00	15.15	0.00	15.15
Plants and Terminals	11.32	0.00	77.49	88.81	0.00	0.00	0.02	0.02
Pipeline	1,376.42	0.00	1,664.61	3,041.03	3.61	0.00	3.98	7.58
Iquitos Refinery	34.81	1.40	135.88	172.09	2.22	6.72	21.82	30.76
Conchán Refinery	0.03	2.24	237.11	239.37	0.00	14.00	0.00	14.00
OFP (Head Office)	-	-	-	-	-	-	22.01	22.01
Northeast Lots	0.00	0.00	1,115.80	1,115.80	0.00	0.00	25.36	25.36
Selva Lots	181.21	0.00	1.90	183.11	5.05	0.00	0.00	5.05
Total	1,603.79	8.09	34,305.47	35,917.35	10.88	35.87	73.19	119.94

As for hazardous waste, the final disposal was carried out in authorized secure landfills and a small percentage was recovered, such as ink and toner cartridges, through partnerships with companies such as HP. In the case of tires, at the Talara Refinery, they are used for the beautification of green areas instead of being disposed of.

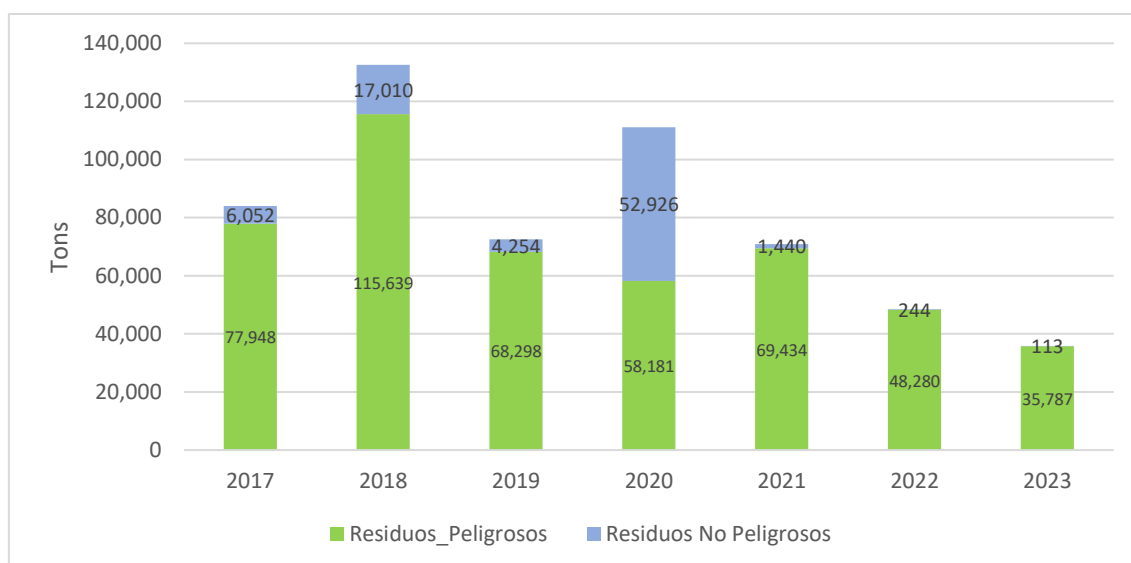
In the case of non-hazardous waste, final disposal is carried out through the local municipalities of our offices and is disposed of in authorized sanitary landfills. In the case of Talara, through an agreement with the Provincial Municipality of Talara, we participate in the segregation program at the source, which involves the collection of usable waste, which is then recovered by 7 local recycling associations. It is important to emphasize that in 2023 we will provide support in safety equipment for these recycling associations.



Finally, as shown in the figure below, solid waste generation at the corporate level is reduced in 2023, mainly as a result of the completion of the construction phase of the New Talara Refinery.

Figure 17

Comparative solid waste generation (tons) 2018-2023 **GRI 306-3**



6.3. Power Consumption

Understanding and measuring energy at an operational level is essential to managing all processes, products, or services that use energy, reducing consumption, and increasing energy efficiency. To achieve this, it is important to analyze the energy needs of each plant, determine their main energy sources, quantify energy consumption, and identify consumption periods.

In this regard, as part of the update of the 2023 - 2027 strategic objectives, the Administration approved a specific objective related to Energy Management that allows securing supply, optimizing costs and evaluating and implementing Energy Efficiency tools and techniques, in order to obtain improvements that impact in a positive manner the productivity and competitiveness of the processes and minimize their environmental impact.

The Energy Management Plan includes the following actions:

- Corporate Energy Diagnosis: Analysis of energy consumption structure, costs, and performance of key equipment and processes in order to identify potential savings and main opportunities for energy reduction.
- Baselines Establishment: Monitor the consumption, cost, and efficiency of equipment and facilities prior to the development and implementation of energy efficiency plans against which future results can be compared.
- Optimization Projects: Identify and formulate the main improvement projects and manage their budgets, implementation and operation.
- Annual Energy Efficiency Plan (Plan anual de Eficiencia Energética, PEE): Consolidate an annual corporate Energy Efficiency Plan with contributions from each of the Operations.
- EEP Implementation: Selection of suppliers and oversees the implementation of energy efficiency management and improvement projects.

- Evaluation and Adjustment of the PEE: Based on the acquired experience, conduct the evaluation of results.

Table 52
Energy Management Plan

Activities	2023	2024	2025	2028	2027
1. Corporate energy diagnosis	50%	100%	100%	100%	100%
2. Establishment of Baseline	50%	100%	100%	100%	100%
3. Identification and implementation of optimization projects		5%	50%	75%	100%
4. Preparation, implementation and evaluation of the Annual Energy Efficiency Plan (PEE)		45%	75%	90%	100%

To achieve these objectives, each operation has Energy Saving Sub-Committees and periodically meetings of the Central Energy Committee are held, organized by the Corporate Operations Management.

In 2023, the Energy Diagnosis and Baseline of the Selva, Conchán, Pipeline and Talara operations was completed. The company also worked on an Energy Management Policy, which is expected to be approved by 2024.

To determine energy consumption, data was collected on direct fuel consumption (quantity and type) of each mobile or stationary source, which were transformed into their equivalent energy units, according to their respective calorific value. Regarding to indirect energy consumption, we collected information on the activity parameters provided by the company supplying electricity to our operating units. **GRI 302-1**

Table 53
*Energy consumption 2023 **GRI 302-1***

Consumption	Fuel type	Energy (GJ)	Energy matrix (%)
Direct	Diesel 2/Diesel B5	153,634.20	6.50
	Acid gas/Refinery gas	291.42	0.01
	Incondensable gas	0.52	0.00
	Gasohol	441.90	0.02
	LPG	38,610.93	1.63
	Industrial oils	94,015.05	3.98
	Butane	72.17	0.00
	Naphtha	215,557.80	9.12
	Natural gas	623,224.89	26.36
Subtotal		1,125,848.87	47.62%
Indirect	Electricity	1,238,225.97	52.38
Total		2,364,074.84	100.00%

In 2023, we consumed 2,364,074.84 gigajoules (GJ), recording a 34.2% increase compared to 2022 (1,554,944.84 GJ), mainly due to the gradual startup of the New

Talara Refinery units. It should be noted that 47.62% of this consumption came from self-generation, while 52.38% was sourced from purchased electricity from power companies.

6.4. Emissions Management

We recognize the impact of fuel use on the atmosphere and the role that fuel suppliers play. Therefore, we are committed to continue contributing to the country's development, guaranteeing the production and distribution of quality fuels, and implementing improvements to reduce and control our own emissions.

In 2023, PETROPERÚ's Annual and Five-Year Objectives were approved for the 2023 - 2027 period, aligned with the National Energy Policy and international requirements ratified by the country, such as the Paris Agreement. A part of this framework, we approved Indicator 4.3: "*Carbon Footprint Management*," which aims to reduce the CO₂e emissions intensity of our operations by establishing voluntary commitments with five-year targets.

Below is the schedule of activities associated with the "Carbon Footprint Management" indicator:

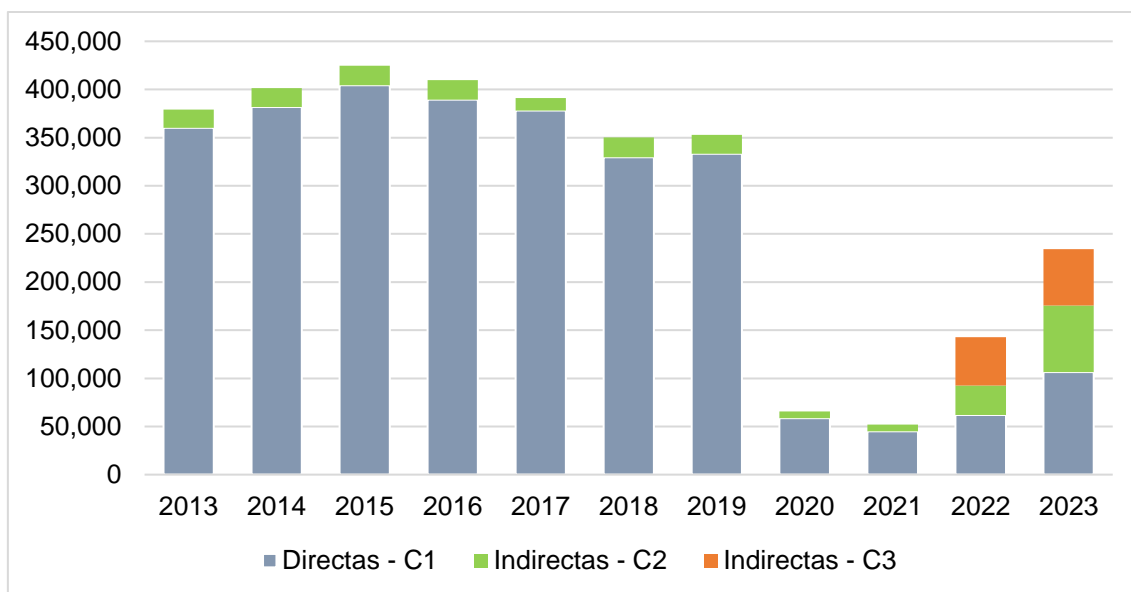
Table 54
Carbon Footprint Management Plan

Activities	2023	2024	2025	2028	2027
5. Diagnosis and verification of Carbon Footprint	100%	100%	100%	100%	100%
6. Emission intensity monitoring	100%	100%	100%	100%	100%
7. Formulation and evaluation of mitigation projects		14%	29%	43%	57%
8. Implement Annual Emission Mitigation Plans (PME)		14%	29%	43%	57%

The Greenhouse Gas (GHG) Emissions Inventory is our main tool for measuring our Carbon Footprint. To implement it, we use the methodology established by the IPCC in 2006 and the Annual Sectoral Greenhouse Gas Reports (Reportes Anuales Sectoriales de Gases de Efecto Invernadero, RAGEI, 2019) of the Infocarbono platform of the Ministry of the Environment, in cases where the Compendium does not provide further guidance for calculating emissions from specific GHG sources not directly related to the oil industry. These methodologies allow us to convert emissions of different gases into a standard unit: tCO₂eq.

The quantification and consolidation of PETROPERÚ's GHG emissions is addressed from the operational control approach. Under this approach, the GHG emissions inventory includes all activities and facilities where the company has full authority to introduce and implement its operational, environmental, industrial safety, and occupational health regulations. In this regard, this report includes information on GHG emissions from the Talara, Conchán, and Iquitos refineries, Lot I, the Norperuvian Pipeline, and the company's Head Office, which generated a total of 175,581.25 tCO₂eq under Categories 1 (Direct Emissions) and 2 (Indirect Emissions from Energy Purchases).

For measuring our carbon footprint, we have included carbon dioxide (CO₂), nitrous oxide (N₂O), and methane (CH₄).

Figure 18*GHG emissions distribution by year and category***Table 55***GHG emissions in 2023*

Unit	Categories (ISO standard)			Total tCO ₂ eq
	Category 1	Category 2	Category 3	
	tCO ₂ eq	tCO ₂ eq	tCO ₂ eq	
Talara Refinery	60,507.01	66,996.93		127,503.94
Pipeline	7,055.18	201.31		7,256.49
Iquitos Refinery	10,695.50	212.31		10,907.81
Conchán Refinery	16,349.16	1,248.88		17,598.04
OFP (Head Office)	16.89	422.15		439.04
Lot I	11,819.02	56.90		11,875.92
Total	106,442.76	69,138.49	58,603.57	234,184.82

65% of GHG emissions came from the Talara Refinery's operations. In addition, 45% of emissions come from Category 1 "Direct Emissions."

Regarding other emissions, such as those from biomass, the following results were recorded:

Table 56*Other emissions in 2023 (Biomass)*

Other emissions	tCO ₂	%
Biomass Combustion C1 + C2	275.13	16
Biomass Combustion C3	1,400.42	84
Total	1,675.55	100

Regarding emissions by source, the following results were obtained:

Table 57

Emissions by source type **GRI 305-1, GRI 305-2, GRI 305-3**

Emissions	Operation	tCO ₂	tCH ₄	tN ₂ O	tCO ₂ eq	Percentage
Direct emissions	Stationary sources	69,894.52	2.03	0.34	70,047.80	29.91%
	Mobile sources	579.49	0.04	0.03	589.05	0.25%
	Gas flared in torch	32,703.72	0.06		32,705.56	13.97%
	Venting/process sources	2,558.00	0.00		2,558.00	1.09%
	Fugitive emissions	0.00	18.15	0.01	542.35	0.23%
Indirect emissions	Electricity consumption	68,913.41	3.52	0.44	6,138.49	29.52%
	Combustion sources (product transportation)	57,678.45	3.63	2.99	58,603.57	25.02%
Subtotal		232,327.60	27.44	3.81	234,184.82	
Biomass combustion		1,923.01	0.00	0.00		
Total emissions		199,313.79	11.94	3.82	234,282.17	

On the other hand, for the second consecutive year, we have estimated Category 3 emissions caused by the land transport of products by our contractors, both to the sales plants and to our main industrial customers, as well as the transport of supplies by river, which amounted to a total of 58,603.57 tCO₂eq.

Table 58

Category 3 emissions

Activity	Carbon dioxide	Methane	Nitrous oxide	Total
	tCO ₂	tCH ₄	tN ₂ O	tCO ₂ eq
Land transport for the supply of sales plants	44,972.34	2.80	2.25	45,671.05
Land transport of supplies to industrial customers	7,412.66	0.46	0.37	7,527.83
River transport	6,979.77	0.37	0.37	7,091.01
Subtotal	59,364.77	3.63	2.99	58,603.57
Biomass emissions C3				1,686.32
Total				60,289.89

It is important to highlight that in 2023, we started measuring a new indicator related to Emissions Intensity, which allows us to relate the emissions generated to the size of the company's production or energy activity.

This indicator not only provides a clear perspective on the operations efficiency but also makes it possible to compare performance between facilities, companies or regions with different production levels.

Therefore, including emissions intensity as a main indicator in this report reaffirms the company's commitment to transparency, continuous improvement, and environmental responsibility in the face of current climate challenges. It should be noted that this indicator has been developed for Refining activities at the Company's Head Office, as follows are the results:

Table 59
Emissions intensity **GRI 305-4**

Headquarters	Emissions (Numerator) tCO₂	Processed Load (Denominator) Mbbl	Emissions Intensity tC₂O/Mbbl
Talara Refinery	127,503.94	17,084.24	7.46
Iquitos Refinery	10,907.81	1,028.78	10.60
Conchán Refinery	17,598.04	1,423.83	12.36
Total	156,009.80	19,536.85	7.99

Our Decarbonization Objective

Peru's ratification of the Paris Agreement, along with the expectations of financial stakeholders, the market, and society to effectively and responsibly contribute to achieving global socio-environmental objectives, includes the commitment of countries to reach carbon neutrality by 2050, as well as the objective for organizations to significantly reduce GHG emissions by 2030.

Considering the current situation of the company and the need to define a base year in which the Talara Refinery will operate in a stable manner, the new Strategy and Sustainability Plan aligned with ESG criteria, sets a **GHG emissions reduction target (in intensity) of 15%** by 2030 (using 2025 as a base year). This target consists of the following components:

Table 60

Structure of the GHG emission reduction target

GHG emissions reduction component	GHG emissions reduction range (% expressed in intensity)	Description
Energy Efficiency and Optimization Projects	5 - 10%	The percentage of GHG emissions reduction will be defined after the evaluation and prioritization of the Energy Management Plan optimization projects. This GHG emissions reduction component will complement the mitigation achieved by the energy efficiency and optimization projects until meet the 2030 Reduction Target.
Carbon Credits Compensation	5 - 15%	
2030 Reduction Target	15%	Target considers the sum of the two components of GHG emissions reductions

It is important to foresee the revision of the reduction target in 2027 to assess a greater commitment once the Company meets the following conditions:

- The operation of the Talara Refinery remains stable and the associated GHG emissions are calculated (definition of base year).
- Conclude the evaluation of the feasibility of the Energy Management Plan optimization projects.
- Conclude the evaluation of the feasibility of low-emission business projects and the identification of external investment funds.

6.5. Biodiversity

We have a Biodiversity Management Policy that includes criteria for managing the natural resources in the areas surrounding our operations and guiding our actions towards a prevention culture and conservation of the biological diversity of our offices nationwide.

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

We currently have 5.75 km² of facilities near protected natural areas, which represents the same surface area as in 2022.

By the end of 2023, we had the following facilities close to natural protected areas (NPAs).

Table 61

Facilities near natural protected areas **GRI 304-1, GRI 304-3**

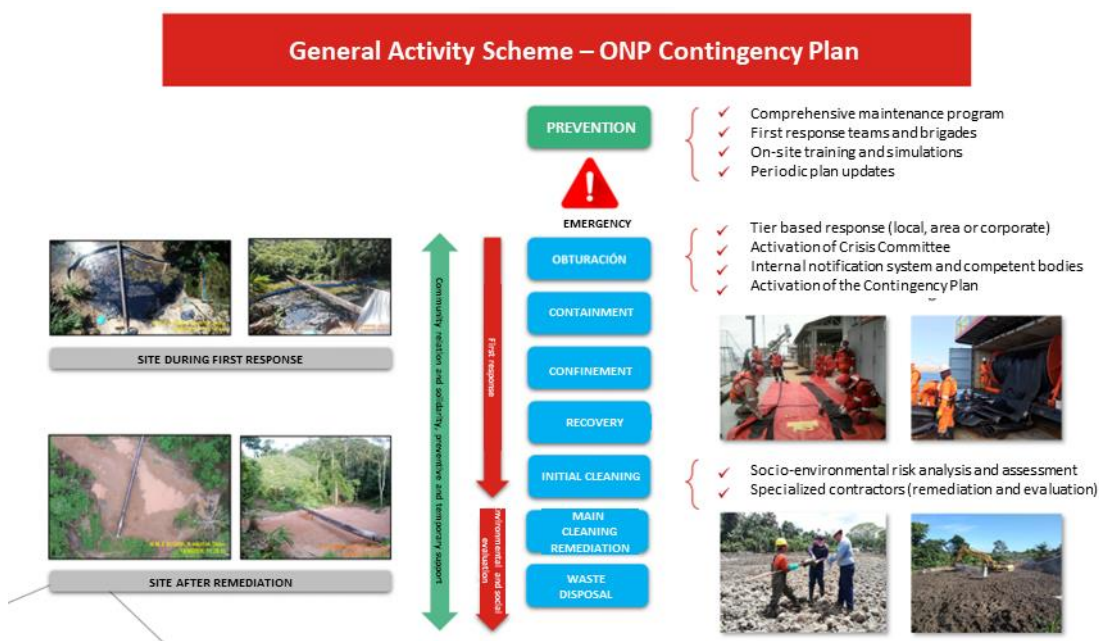
Facility	Type of facility	Surface Area (km ²)	Location in relation to the PNA or high biodiversity area
Morona Station	Industrial area (pumping and storage)	0.07	Inside the Santiago Comaina Reserved Area. The size, location and status of this protected area is at the following link: https://www.gob.pe/institucion/sernanp/informes-publicaciones/1945895-zona-reservada-santiago-comaina
	Residential area		Terrestrial and freshwater ecosystems.
Station 1	Industrial area (pumping and storage)	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: https://www.gob.pe/institucion/sernanp/informes-publicaciones/1749588-reserva-nacional-pacaya-samiria
	Residential area		Terrestrial and freshwater ecosystems.
Station 5	Industrial area (pumping and storage)	0.03	Inside areas of unprotected high biodiversity.
	Residential area		Terrestrial and freshwater ecosystems.
Station 6	Industrial area (pumping and storage)	0.06	Inside areas of unprotected high biodiversity.
	Residential area		Terrestrial and freshwater ecosystems.
Bayóvar Terminal	Industrial area (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: https://www.gob.pe/institucion/sernanp/informes-publicaciones/1945785-reserva-nacional-illescas
	Residential area		Terrestrial and marine ecosystems.

In 2023, we were part of the Management Committee for the development of the Master Plan for the 2024 - 2028 Illescas National Reserve. We also provided full access support through our facilities to SERNAMP specialists in order to conduct the necessary biological monitoring for this important natural protected area.

6.6. Environmental Emergencies

Petroperú has contingency plans that define its actions in emergency situations, in compliance with the Environmental Protection Regulations for Hydrocarbon Activities and other related regulations.

It is important to point out that, as part of the activation of the Contingency Plan, we have the participation of specialized companies to perform initial response tasks, including the cleaning of the affected areas. In addition to these activities, we conduct follow-up monitoring to ensure compliance with environmental objectives in the intervened areas, as well as other control actions: **GRI 2-27, NO GRI: IPN-1**



Likewise, in the event of any type of environmental emergency, the Company makes the corresponding report to the Environmental Assessment and Enforcement Agency (Organismo de Evaluación y Fiscalización Ambiental, OEFA) and other Competent Authorities based on the risk estimation methodology currently in force²², which is based on the evaluation of specific criteria related to environmental protection.

According to the above, in 2023, 88 environmental emergencies were reported as reportable, according to base on the criteria established by the Environmental

²² After any emergency occurs, PETROPERÚ accesses the "Environmental Risk Estimator for Emergencies – ERA EMERGENCIAS" application, which facilitates the immediate use of the methodology to determine whether it is required to report or not. However, when reporting is not mandatory, it must communicate the actions taken to address the emergency through the OEFA's Unified Digital Services Platform (hereinafter "PLUSD") within the first 3 business days of the month following the incident.

Assessment and Enforcement Agency (OEFA). It should be noted that more than 60% of the emergencies involved oil spills or leaks with a volume of less than one barrel:

Table 62

Reportable environmental emergencies by site in 2023 **GRI 2-25, GRI 2-27, NO GRI: IPN-1**

Headquarters	Less than 1 barrel	1 to 10 barrels	10 to 100 barrels	More than 100	Not applicable	Grand Total
Talara Refinery	3	-	-	-	-	3
Pipeline	-	1	1	9	-	11
Iquitos Refinery	1	-	-	-	-	1
Northeast Lots	15	4	-	-	-	19
Selva Lots (Lot 192)	34	15	4	-	1	54
Grand Total	53	20	5	9	1	88

Regarding the causes of these events, the most frequent was third-party actions (mainly pipeline cuts), followed by material failure. The latter occurred mainly in the oil lots due to the deteriorated state of the lots infrastructure and that the Company began operating in 2023 (Lots VI, Z-69, and 192).

Table 63

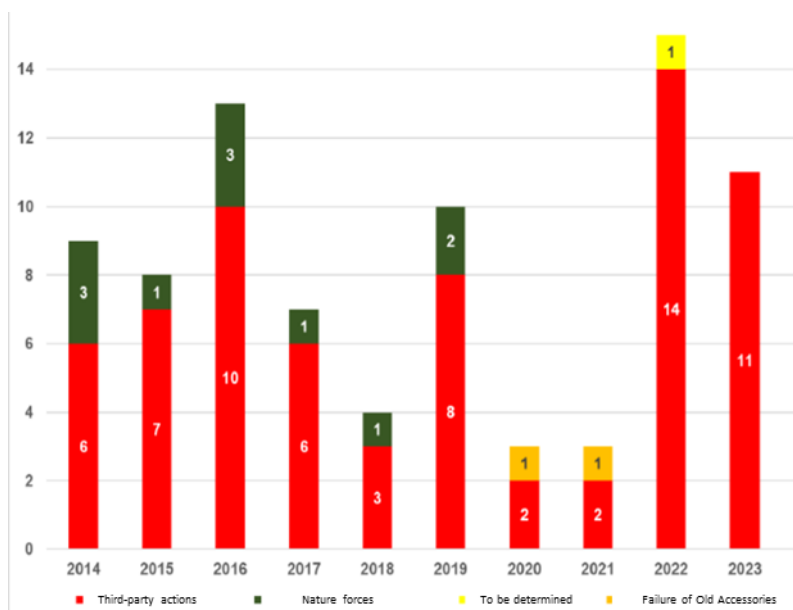
Reportable environmental emergencies by cause in 2023 **GRI 2-25, GRI 2-27, NO GRI: IPN-1**

Headquarters	Climate-related	Material failure (*)	Material Failure	Third-party action	Not attributable to PETROPERÚ	Other (Human, Operational, etc.)	Grand Total
Talara Refinery	-	-	1	-	2	-	3
Pipeline	-	-	-	11	-	-	11
Iquitos Refinery	-	-	1	-	-	-	1
Northeast Lots	5	4	2	3	3	2	19
Selva Lots	-	24	-	28	1	1	54
Grand Total	5	28	4	42	6	3	88

Note. (*) Due to the conditions in which the lot was delivered.

It is important to point out that of the 83 Pipeline environmental emergencies, 70 were caused by third parties, 11 were caused by natural forces and 2 were caused by failures of old equipment. The Company makes ONP contingency statistics available on the following website: <https://oleoducto.petroperu.com.pe/plan-contingencia/estadisticas/>

Figure 19
Pipeline environmental emergencies 2014-2023.



6.7. Regulatory Compliance

Regarding environmental compliance, we are subject to inspections by competent authorities to verify that our operations comply with current environmental regulations.
GRI 2-25

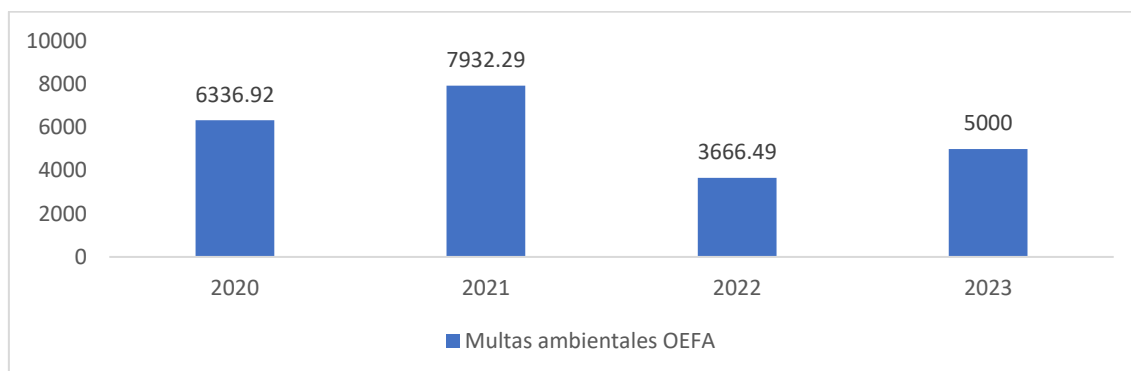


Despite the implementation of preventive measures and technical-legal advice, the following fines and socio-environmental sanctions were imposed on us in 2023: **GRI 2-27, NO GRI: IPN-1**

- Significant fines amounting²³ to 5,000 UIT²⁴ in the processing of 66 Administrative Sanctioning Procedures (Procedimientos Administrativos Sancionadores, PAS), for alleged failure to adopt preventive measures against the generation of negative environmental impacts as a result of spills occurring in the ONP. **GRI 2-27**

Figure 20

Comparison of significant environmental fines 2020-2023 **GRI 2-27**



Note. Information expressed in terms of UIT. Source: Corporate Legal Management.

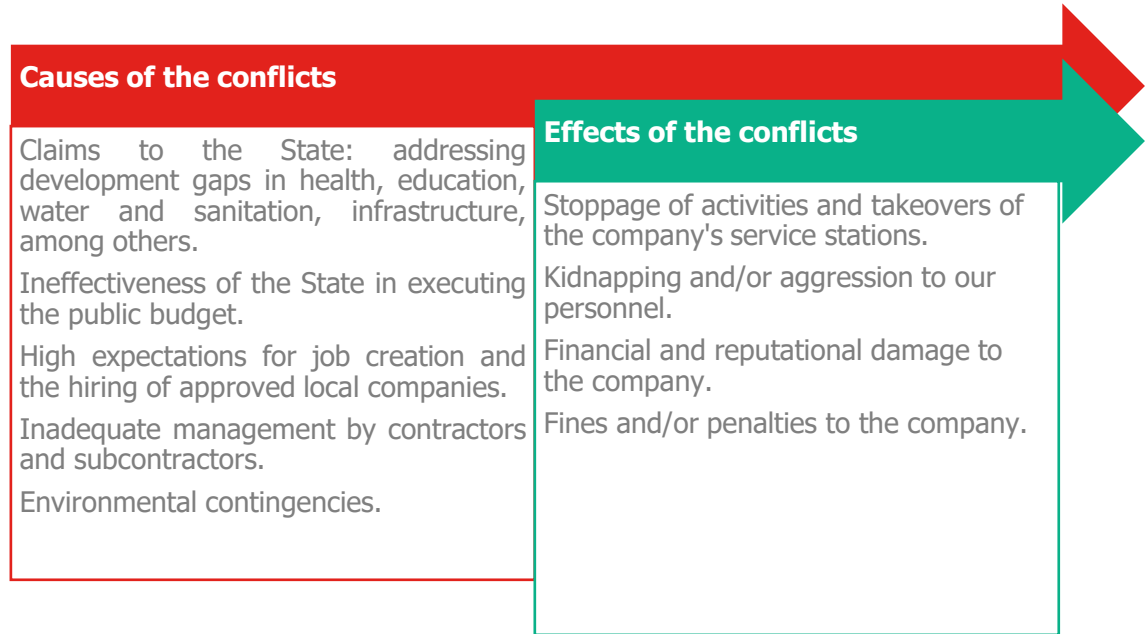
²³ Internally, according to the provisions of the Corporate Legal Management, significant fines will be those exceeding 1,000 UIT.

²⁴ Applicable Tax Unit (Unidad Impositiva Tributaria, UIT): a value in soles set by the government to determine taxes, infractions, fines, and other tax-related matters. As of the end of 2023, 1 UIT was equivalent to S/ 4,950, or \$1,325.

7. Commitment to Community Development

GRI 413-1

We operate in areas with high levels of poverty and low development, where various stakeholders (native communities, urban and rural populations) face significant gaps in essential services such as education, health, and infrastructure. These challenges have contributed to social tensions due to the lack of public investment and non-compliance with commitments established in dialogue spaces.



Given this scenario, we seek to develop direct actions that enable us to play the role of a “social catalyst”, promoting coordination with the State. In this regard, we reaffirm our commitment to protect human rights in all our operations, and our mission is to contribute to ensure that our operations are conducted in an uninterrupted manner, through the proper management of community relations and social management processes, generating social impact interventions aimed at promoting the sustainable development of our stakeholders.

The coexistence of the company's activities with the urban or rural population in the areas of interest of any operation requires solid, transparent and sustainable community relations strategies based on risk management.

We have a Social Management Policy²⁵ that integrates 10 commitments to preventive social risk management and sustainable development, in addition to incorporating a commitment to the Global Compact and the Universal Declaration of Human Rights. It should be noted that this policy extends to our supply chain.

²⁵ Approved by Board of Directors Agreement No. 075-2018-PP.

Our Social Management Policy not only establishes specific guidelines to eradicate forced labor but also reflects our firm commitment to respect and promote human rights in all our operations and business relationships. **GRI 2-23**

In this line, in 2023, we allocated S/20.8 million²⁶ to various relations initiatives (S/6.7 million) and projects to contribute to local development (S/14.1 million) in the areas near our operations in the ONP, Talara, Iquitos, Conchán, Plants, Terminals and Oil Lots, for the benefit of the residents of these areas.

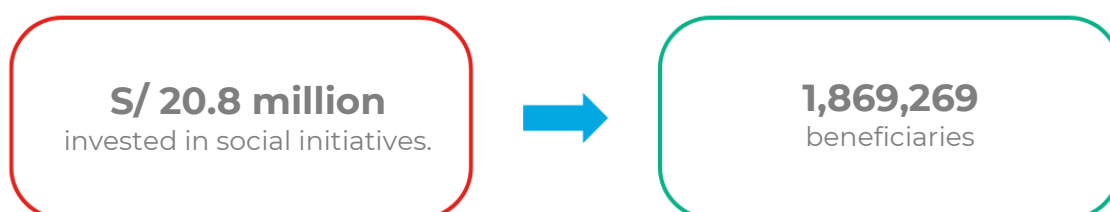


Table 64

Social investment amount and beneficiaries, by operation

Operation	Amount (thousands of S/)	Beneficiaries*
Talara Refinery and North Plants	12,604	91,000
Central and South Terminals and Plants	114	4,491
Pipeline	3,317	39,058
Iquitos Refinery and East Plants	541	16,061
Conchán Refinery	755	13,661
Corporate	120	1,096
Northwest Lots (I, VI, Z-69)	1,568	22,547
Lots Selva (64, 192)	1,735	1,355


Note. (*) New calculation method applied for 2023: beneficiaries considered in proportion to the population ceiling per operation according to the area of influence (does not take into account the sum of beneficiaries per activity, which can be visualized in the tables below). Source: Sustainability and Energy Transition Project Management.

²⁶ Amount excluding VAT

7.1. Relations with the Community

We conduct activities within the framework of our Community Relations Plan (Plan de Relaciones Comunitarias, PRC), which is an instrument that addresses the actions taken to manage the risks and social impacts of our operations, and to maintain good relations with our local stakeholders. This plan is approved by the General Management and contemplates actions in all our operations (for each headquarters), through two strategic lines: **GRI 2-25, GRI 2-26, GRI 413-1**

Our PRC is based on intercultural approaches, with the objective of strengthening trust and mutual respect with the population in the area where we operate.



Social risk management GRI 413-1

- **Actions for stakeholder interaction and management of conflict risk related to all matters that can be addressed by the company.**
- Stakeholder management: direct and permanent relation on-site.
- Community relations accompaniment and support to operations.
- Grievances and Complaints Mechanism.
- Preventive conflict management, coordination with the State and crisis management.
- Local employment management.
- Monitoring of social management of contractors.
- Attention to social commitments.

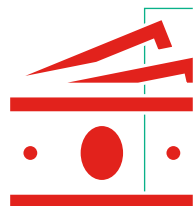


Local development contribution GRI 413-1

- **Social projects with evaluation and impact measurement in: education, health, productive development, employment and infrastructure generation and for development.**
- Socioeconomic diagnostics.
- Portfolio of projects in education, health, productive development, infrastructure.
- Works for Taxes Management.
- Technical assistance and training in public management to local governments.
- Social support.

Our PRC sets out identified and prioritized corporate guidelines and objectives, defines programs, projects and activities for social risk management and the generation of shared value, and its scope involves all the activities in which the company participates, as well as those it conducts.

Regarding to the identification and assessment of social risks associated with our operations, in 2023, we face social tensions. However, through dialogue and consensus building with local stakeholders, our team of community relations supervisors managed to transform these events. This allowed us to align community expectations and facilitate collaboration with state entities to mitigate the impact on our operational activities. **GRI 2-25**



S/ 6.7 million

Approximate investment in activities aimed at relations with our local stakeholders, through which we foster dialogue and relations with the population near our operations in the coast, highlands, and jungle. **GRI 413-1**

Below are some of the most important community relations initiatives implemented in 2023:



Citizen Information and Participation Office (Oficina de Información y Participación Ciudadana, OIPC) of the

- Objective: Promote spaces for the stakeholder's participation in the area of influence of the PMRT.
- Beneficiaries: 90,000 residents of Talara.



Social Supports

- Objective: Strengthen solidarity ties between the company and neighboring populations in order to ensure the operations viability.
- Beneficiaries: 580,636 residents of communities and populations neighboring our operations.



Logistical support for coordination with the State

- Objective: Foster dialogue spaces between the company, the State and the communities.
- Beneficiaries: 12,399 leaders of communities near the ONP and the Iquitos Refinery.



Participatory Socio-environmental Monitoring Program

- Objective: Generate public confidence in the operational management and compliance with environmental regulations, in order to improve the perception of environmental contamination by the refinery's operations.
- Beneficiaries: 28 residents of Talara and Conchán.



Despertando Sonrisas Christmas Program

- Objective: Strengthen the relations by providing a joyful and fun place for the Christmas holidays for the benefit of the children.
- Beneficiaries: 13,260 children from communities and populations near our operations.



Workshops on environmental, health and safety topics and dissemination of the PMRT Code of Conduct

- Objective: Prevent conflicts and claims by preparing them to face possible industrial accidents that exceed the limits of the Talara Refinery.
- Beneficiaries: 14,000 residents of Pariñas - Talara

7.2. Social Risk Management

In line with our Social Management Policy and international standards, we identify and evaluate the social risks that may arise in our operations and activities. Based on this evaluation, we propose management measures that are included in the annual community relations plans, which must be approved by the General Management.

Local Employment Management and Contractor Alignment

This approach involves the Local Employment Program, which considers local hiring procedures and labor audits, as well as Supply Chain Management, which considers contractor training, social oversight and the inclusion of social management standards. Under this approach, in 2023, the following management actions were carried out: **GRI 2-25, GRI 413-1**

- Development of social procedures and compliance oversight: local labor contracting procedures and community relations guidelines for contractors.
- Local employment regulation in Talara: profile homologation, Local Employment Committee, recruitment supervision, among others.
- Oversee local employment in the ONP and monitoring of contracting processes with communities.
- Policy of Not Hiring Local Labor in contingencies due to third parties' attacks.
- Labor audits of services performed at the ONP.
- Monitoring of contractors' social management and support to contractors for the implementation of good practices in social management.
- Review of contractors' social management plans and on-site social oversight.
- Training programs for contractors on human rights, social management, and labor regulations.
- Elaboration of labor and social safeguards for services in Talara and ONP, to be included in the technical conditions.

Ongoing Community Communication

Social risk management includes a visitation program that considers ongoing community relation as well as intercultural communication. In this regard, in 2023, we conducted the following management actions: **GRI 2-25, GRI 2-29, GRI 413-1**

- On-site deployment of teams of community relations specialists, which has strengthened relations with the operations' stakeholders.
- Early warning of social conflicts: constant social and political monitoring.
- Strengthening of intercultural dialogue and negotiation processes.
- Citizen participation processes.
- Support and assistance for operational tasks implementation: access management and entry support, coordination with local authorities, and information processes for the population.
- Dialogue and coordination processes with State institutions: local governments, regional governments and the Executive Branch.

- Management of highly complex conflicts and crisis situations: shutdowns, facilities takeovers, retention of company personnel and contractors, retention of contractor equipment, among others.

Grievances and Complaints Mechanisms

To ensure effective monitoring of our community relations activities, we use updated social management tools for optimal application. We have a Social Grievances and Complaints Mechanism²⁷ that aims to address the concerns of the surrounding population, contractor workers, local suppliers, social organizations, and local authorities near our operations in a timely, appropriate, and efficient manner. This mechanism helps to identify potential adverse situations and promptly take corrective and remedial action, thereby helping to maintain harmonious relationships with our stakeholders. **GRI 2-25**

Our grievances and complaints mechanism has a corporate scope of intervention, so it works in all our operations.

²⁷ Procedure PROA-1241 - Complaint, Claim, and Suggestion Management, which covers the supply chain, and is mandatory for contractors and subcontractors.

Social Grievances and Complaints Channels

GRI 2-25, GRI 413-1



In person:

Inside or outside the company's facilities.



Virtual:

Through the web page.



Written:

Through a letter.



Telephone:

Through a telephone line or extension



Physical Mailbox

In areas of difficult access

Our workers receive continuous training to handle requests for complaints, claims or suggestions, and provide guidance and appropriate attention -both oral and written- in case the user requires it. It should be noted that complaints are accepted anonymously, and the manager communicates the actions taken, their implementation timeline and evaluates their progress. As a result, by the end of 2023, no cases of human rights violations against indigenous citizens of native communities have been reported. **GRI 411-1**

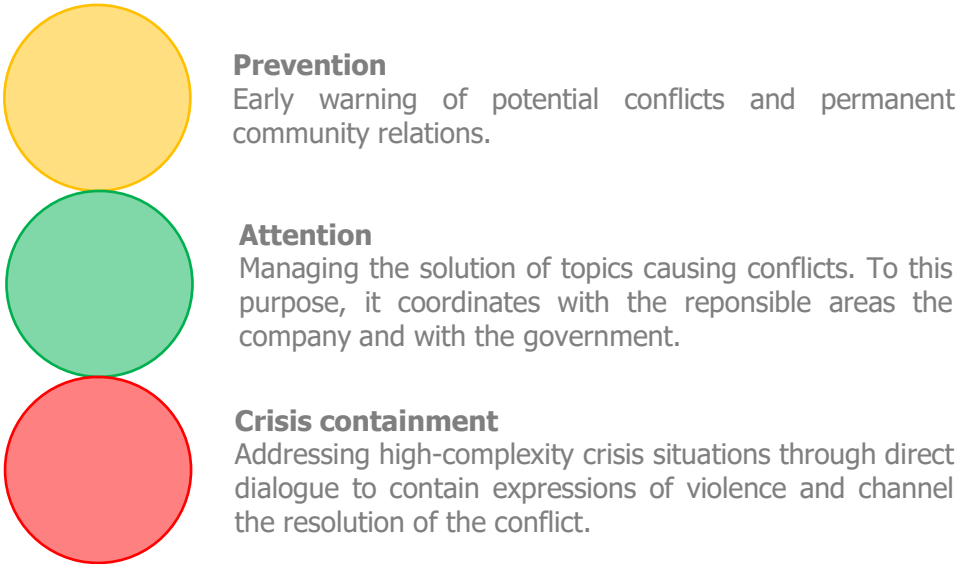
More than 1200
cases handled



95%
Closed cases

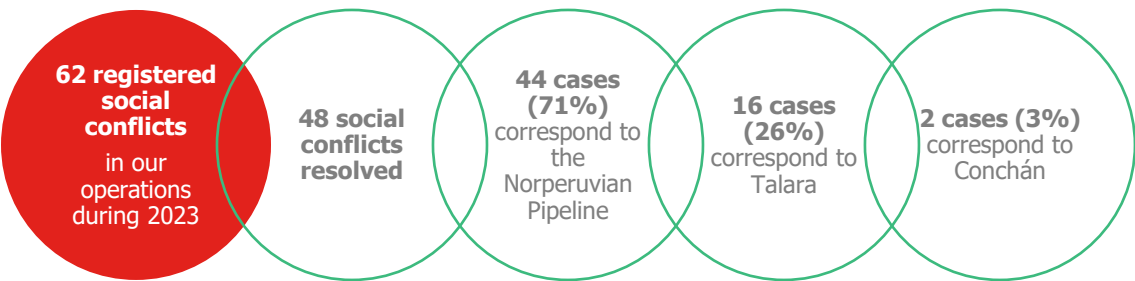
Conflict Management

We manage conflicts through the intervention of Community Relations Management (Gestión de Relacionamento Comunitario, GRDC), based on the following methodology: **GRI 2-25, GRI 413-1**



Conflict management is permanent and requires the intervention of the different involved areas in addressing the causes of conflict. The GRDC continuously implements dialogue, negotiation, and relations strategies to prevent conflicts and mitigate the escalation of crisis situations that may impact the viability of our operations.

It should be considered that, in 2023, we face a series of social tensions. Our team of community relations supervisors, deployed in several operations, managed these adverse situations through dialogue and consensus-building with social actors. The resolution of these conflicts was achieved by aligning the expectations of local stakeholders and fostering the participation of government sectors, which helped minimize disruptions to our operational activities.



In 2023, we successfully maintained stable conditions for addressing reported environmental contingencies in the ONP. This was achieved through the consolidation of intercultural dialogue and negotiation processes without committing additional resources

to the company. Indeed, we have good social conditions for operations in Talara, Conchán, Iquitos, the ONP and our plants. Meanwhile, in cases where there are still impediments to operations, we have implemented coordination strategies, as the causes are mainly related to claims to the State. **GRI 413-1**

As part of our community and local authority relations, we focus on the efficient management of critical topics. In this regard, we have deployed strategies that allowed us to implement preventive measures for potential conflicts before they escalate. As a result, by the end of 2023, we successfully resolved 48 conflicts out of a total of 62 reported cases (representing 77% of all cases), as follows: **GRI 413-1**

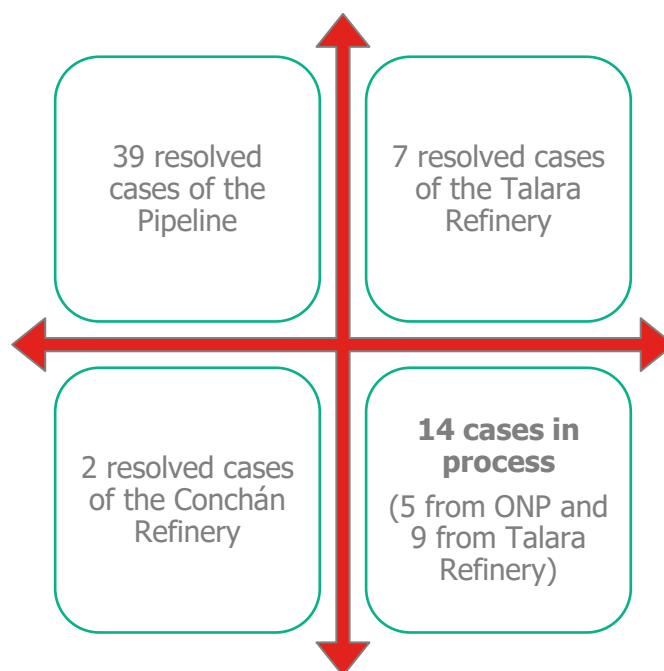


Table 65
Social conflicts (2021-2023) **GRI 413-1**

	2021	2022	2023
Number of social conflicts	59	56	62
Number of social conflicts managed	51	36	48

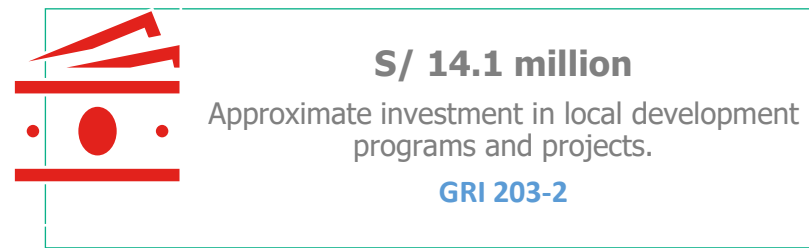
To prevent and adequately manage social conflicts, we develop actions under a responsible business conduct, which incorporates social management in all our operational activities and not only from the social area. This requires coordinated work from all our areas. Below are the actions taken for the prevention and effective resolution of the social conflicts presented in 2023: **GRI 2-25, GRI 413-1**

- Management of permanent dialogue spaces: employment committees, monitoring and surveillance committees, among others.
- Participation and coordination for the intervention in dialogue roundtables led by the State.
- Coordination with the State to address the population's needs (basic needs).
- Direct negotiation in complex situations of operational shutdowns, personnel retention and threats to the integrity of direct personnel and contractors.

- Signing of agreements for operational viability, without requiring additional investment.
- Coordination for compliance with commitments to stakeholders.

7.3. Contribution to Local Development

In 2023, we conducted projects and programs aimed at addressing the main needs of the areas of influence and generating a positive impact on the population. These initiatives contributed to reducing social gaps and achieving the SDGs, based on economic alternatives for the population that improve their income and interaction with other national actors.



Below is a description of the activities conducted in favor of local development by action component:

Education GRI 203-2, GRI 413-1

Technical Career Scholarships	Jinkay Educational Project	Music Training Program	Delivery of school supplies	Workshops on Fighting Violence - Villa El Salvador
<ul style="list-style-type: none"> •Objective: Provide opportunities to improve the quality of life for students through technical education. •Beneficiaries: 40 young people from communities near to the Iquitos Refinery. 	<ul style="list-style-type: none"> •Objective: Improve learning levels and the development of socio-emotional skills. •Beneficiaries: 250 students from the communities of Fernando Rosas and Narzareth (ORN, ONP). 	<ul style="list-style-type: none"> •Objective: Promote artistic skills. •Beneficiaries: 50 high school students from educational institutions in Villa El Salvador. 	<ul style="list-style-type: none"> •Objective: Provide students in the influence area with supplies to improve their study environment. •Beneficiaries: 18,453 children from communities and populations near our operations. 	<ul style="list-style-type: none"> •Objective: Provide information on referral alternatives in cases of Villa El Salvador (VES) and help lines, as well as improve the culture on mental health issues, anxiety, and others. •Beneficiaries: 831 young people from VES schools.

Governance GRI 203-2, GRI 413-1

Strengthening the capabilities of community authorities in local governance, leadership, and public management

- Objective: Provide representatives with the necessary tools to perform their duties.
- Beneficiaries: 288 leaders and representatives of neighborhood associations in Pariñas, La Brea - Talara, and Saramiriza in Loreto.

Health GRI 203-2, GRI 413-1

<p>I Early Childhood Story Contest “Te cuido + Te respeto + Te amo”</p> <ul style="list-style-type: none"> •Objective: Contribute to building positive relationships and habits of affection, care, protection, and love between infants and their caregivers, through the promotion of literary creation. •Beneficiaries: 1,000 families from Talara and Villa El Salvador. 	<p>Free Medical Campaigns</p> <ul style="list-style-type: none"> •Objective: Address health gaps through health campaigns and the distribution of medicines, in alliance with Regional Health Directors and the private sector. •Beneficiaries: 6,685 residents from La Brea - Negritos - Talara. 	<p>Support for the Talara II Health Center in its fumigation work</p> <ul style="list-style-type: none"> •Objective: Contribute to improving sanitary conditions and ensuring public health in the fight against dengue. •Beneficiaries: 300,000 households in Pariñas and La Brea. 	<p>Support with a Type II Urban Ambulance for the Talara II Health Center</p> <ul style="list-style-type: none"> •Objective: Contribute to improving health services in the city of Talara, ensuring the timely and proper transfer of patients who require specialized care in other health facilities. •Beneficiaries: 90,000 residents of Talara. 	<p>Potable Water Distribution (transportation and rental of tankers) due to water shortages in the area</p> <ul style="list-style-type: none"> •Objective: Contribute to the temporary supply of water to residents and the health of their families. •Beneficiaries: 1,500 residents of Talara. 	<p>Early Childhood Development Program (ECD)</p> <ul style="list-style-type: none"> •Objective: Contribute to the healthy development of children (from birth to 12 months) and pregnant women, promoting healthy births and better care and nutrition practices, through the use of technology and strengthening strategies in the fight against COVID-19. •Beneficiaries: 1,140 families from Talara and Conchan. 	<p>Early Childhood and Health Fair</p> <ul style="list-style-type: none"> •Objective: Bring local health services closer to the community, focusing on early stimulation promotion and playful activities for early childhood. •Beneficiaries: 100 families with children under 5 years old.
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Productive and Income Generation GRI 203-2, GRI 413-1

<p>Training in new weaving techniques with chambira fiber</p> <ul style="list-style-type: none"> •Objective: Strengthen the skills and capabilities of artisans to bring more dynamism to the economic activity in participating populations. •Beneficiaries: 48 artisans from communities near the Iquitos Refinery (Santo Tomás and Independencia). 	<p>Training and implementation of a rescue boat for fishermen</p> <ul style="list-style-type: none"> •Objective: Strengthen the capabilities of artisanal fishermen in the use of technological support tools and geolocation in their fishing activities, aiming to close the innovative gap and foster economic development. •Beneficiaries: 800 artisanal fishermen of the Port of San Pedro - Talara. 	<p>Financial, logistics and negotiation training</p> <ul style="list-style-type: none"> •Objective: Revitalize businesses through ongoing support that helps entrepreneurs take their ventures to the next level, benefiting both themselves and their surrounding community. •Beneficiaries: 30 entrepreneurs in the area of influence of the Conchán Refinery. 	<p>Technical-productive workshops in gastronomy and computer and information technology</p> <ul style="list-style-type: none"> •Objective: Strengthen technical skills to increase their employability, which will allow them to improve their socioeconomic situation and, therefore, their quality of life. •Beneficiaries: 40 women from Talara. 	<p>Entrepreneurship Fairs (25th Anniversary of the Talara Tourism Week)</p> <ul style="list-style-type: none"> •Objective: Support economic initiatives in the area. •Beneficiaries: 40 women from Talara. 	<p>Cacao Production Project</p> <ul style="list-style-type: none"> •Objective: Strengthen technical skills for the management and cultivation of cacao and macambo, and establish 15 hectares of cacao. •Beneficiary: 80 families from Section II of the ONP.
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Environment GRI 203-2, GRI 413-1

Maintenance, rehabilitation and restoration project of gardens and green areas

- Objective: Recover leisure spaces and raise awareness about the care needed to maintain them.
- Beneficiaries: 776 residents of Talara.

Reforestation with forest species

- Objective: Develop new change agents committed to improving their environment, aiming to increase environmental, social, and sustainable tourism benefits.
- Beneficiaries: 80 families from native communities.

Environmental Training and Education

- Objective: Train new change agents committed to improving their environment, aiming to increase environmental, social, and sustainable tourism benefits.
- Beneficiaries: 14,000 residents from Pariñas - Talara

Infrastructure GRI 203-2, GRI 413-1

Support for public infrastructure

- Objective: Improve public spaces in communities and populations within the area of influence.
- Beneficiaries: 45,918 residents of communities and populations near our operations.

Conditioning of sports courts

- Objective: Strengthen the company's image through actions that generate social impact, in coordination with local authorities and neighborhood associations.
- Beneficiaries: 10,000 residents of Talara.

8. Cultural Management

PETROPERÚ considers culture a key factor in achieving full and sustainable development, as well as guaranteeing equal opportunities for people. For this reason, our company has a Cultural Policy that promotes cultural production, access to culture and intercultural citizenship.

In 2023, we organized, sponsored, and supported cultural events and initiatives aimed at fostering a sense of community and democratizing access to existing cultural productions for the benefit of society.

Copé Awards 2023

As part of the celebration of the 44th anniversary of the national literary contest Copé Award, which seeks to promote and disseminate Peruvian literature, we organized the 2023 edition. The call for submissions received 802 poetry collections for the XXI Poetry Biennial and 173 works for the IX Novel Biennial, totaling 975 entries in the Copé Awards 2023. **GRI 413-1**

Contest Results



XXI Poetry Biennial

- **Copé Gold Award**
Elma Murrugama Pinedo, with the work *La memoria hila*.
- **Silver Copé Award**
Alejandro Giancarlo Mautino Guillén, with the work *Río dormido sobre escombros de memoria*.
- **Copé Bronze Award**
Alex Alan Ramos Arancibia, with the work *Entre los límites de una vela*.



IX Novel Biennial

- **Copé Award**
Christian Elguera Olortegui, with the work *Los espectros*.

Copé Book Distribution Plan and participation in the International Book Fair (FIL)

In order to continue strengthening access to education and the knowledge development in the country's communities, during 2023, we continued with the implementation of the Copé Book Library Implementation Program, in collaboration with works from

Petroperú's Ediciones Copé imprint, and institutional alliances were established with public and private entities to add more destinations and beneficiaries in the national territory.

At the same time, we actively participated in the 27th International Book Fair of Lima (Feria Internacional del Libro, FIL), where we had an Ediciones Copé *stand* and organized three in-person activities that were broadcast through cultural social networks. We also participated in the FIL in La Libertad and Huancayo, where we implemented school libraries. **GRI 203-2, 413-1**

Participation in Book Fairs

We made public presentations of the winning works of the Copé 2022 Award in the short story and essay categories, which included *Días de prueba esperando a Paradise* and *Un mundo precario: Ensayo sobre obra y la escritura de Franz Kafka*. In addition, we present the short stories with honorable mentions and finalists of the XXII Biennial Short Stories. In addition, book *packs* were also distributed to schools in the areas where the fairs took place.



12,794

books distributed

2,048

copies sold mainly at the Lima 2023 FIL

S/ 29,193

proceeds from book sales at the FIL.

3,538 reproductions

(greater in-person reach)

Digital Environment: Cultural Management and Petroleum Museum

In order to improve the dissemination of our actions and offer a more enriching interactive experience to our users, we have enriched our Virtual Library and Virtual Exhibitions sections to provide a more accessible and complete platform for access to cultural and educational resources. We have also expanded our digital cultural content with new sections on literature, science, and history, giving our users a greater variety of topics to explore. **GRI 203-2, 413-1**



734,032
visits in Cultural
Management
(website)



106,161
visits to the Petroleum
Museum
(website)

Cultural Events

Our cultural strategy focuses on a balanced combination of in-person events and digital broadcasts through various channels. This approach allows us to reach a broader and more diverse audience while promoting the democratization of access to cultural productions. In this regard, 26 virtual and 27 hybrid broadcasts/activities were held in 2023, strengthening our cultural management for the benefit of communities near our production operations. These activities were organized independently and in coordination with other public and private institutions. **GRI 203-2, 413-1**



Organization of cultural activities

- Two exhibitions at the company unit:
 - A photographic exhibition celebrating the 50th anniversary of the Conchán Refinery, held at its own facilities.
 - The construction of the New Talara Refinery, exhibited at the company's Head Office Art Gallery.
- In alliance with the Ministry of Culture (Ministerio de Cultura, MINCUL), we promoted two on-site exhibitions at the National Museum of Peru (Museo Nacional del Perú, MUNA). As a result of this activity, we achieved 22,533 visits.

Exhibitions held:

NRT. Responsible and Modern

✓ *Conchán Refinery: 50 years working for the country*

✓ *Huauque. Símbolos del poder en el antiguo Perú*

✓ *Aceite de piedra. La energía del tiempo. A contribution of the hydrocarbons industry to national development*



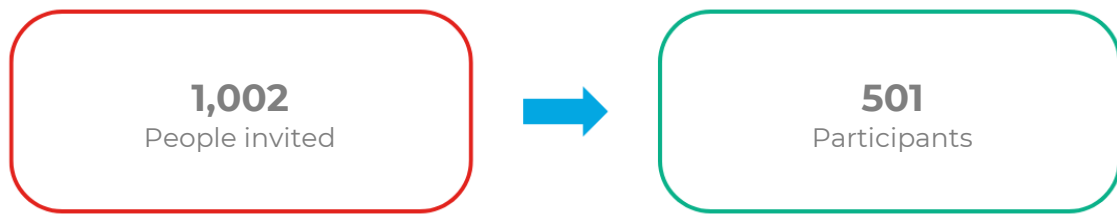
Cultural sponsorships

- We supported the presentation of a seven-concert program by national ensembles at MUNA, Lima, in alliance with the Ministry of Culture (MINCUL). The National Symphony Orchestra, National Children's Choir, and National Ballet participated in these concerts.
- We sponsored the publishing of the book *La caída de los imperios*, for national distribution, in coordination with the Fondo de Cultura Económica, the Universidad Nacional Mayor de San Marcos (UNMSM) and the National Autonomous University of Mexico (Universidad Nacional Autónoma de México, UNAM).
- We promoted the international photography contest Ver Voir, in coordination with the French Alliances of the Northern Macroregion.
- We supported two book fairs in provinces such as Huancayo and La Libertad, and also promoted the 27th Lima International Book Fair (FIL).
- We co-organized, alongside the Casa de la Literatura Peruana, the major exhibition "Ya viene el día. César Vallejo, el fervor y la palabra," in the city of Trujillo.
- We organized the II Short Story Contest and IV Essay Contest for students in Talara to contribute to the communities near our operations.
- Other significant and decentralized cultural initiatives.

Specialized Workshops and Training Programs

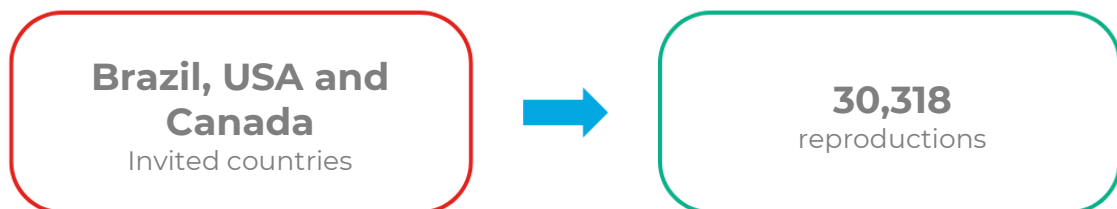
We conducted 14 workshops designed to meet the growing demand for cultural activities in the communities near our operating units in Talara, Iquitos, Bagua, Jaén and Villa El Salvador. For this purpose, we counted on the active participation of renowned national artists and writers, such as Giancarla Di Laura and Kathy Serrano, whose experience and knowledge contributed significantly to enriching the participants' experience.

Specialized cultural workshops are not only spaces for learning and personal growth but also strengthen community ties and foster a greater sense of belonging and inclusion in our communities. Under this premise, we offered a variety of artistic disciplines, such as music, dance and theater for children and adolescents, as well as reading and poetry workshops that promoted creative exploration, with a special focus on the participation of women and the creation of reading clubs. **GRI 203-2, 413-1**



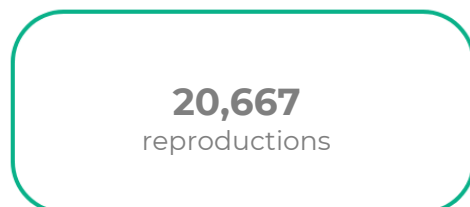
COPÉ International Dialogues

In September 2023, we launched a new edition of the COPÉ International Dialogues program, co-organized by Petroperú and the Ministry of Foreign Affairs (RREE) of the Peruvian government. This initiative aims to disseminate Peruvian literature internationally, promote the reading of our Virtual Library and raise awareness of the Copé Awards, as well as the publications under the Ediciones Copé imprint. [GRI 203-2, 413-1](#)

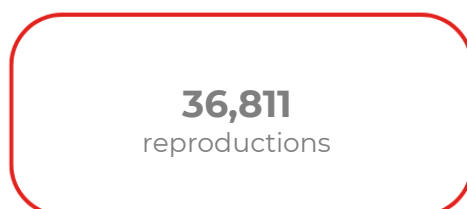


Literary Translation Cycle

As a significant milestone, in 2023, we launched *Canto Errante: Diálogos sobre traducción*, an educational initiative that highlights the importance of multilingualism. Its main objective is to facilitate the exchange of ideas, processes, and concepts through meetings and discussions with specialists in the translation of various languages. Through this initiative, we invite the community to reflect on the need to understand and appreciate linguistic diversity by learning from translators and their processes. [GRI 203-2, 413-1](#)



Literary Anniversaries



As part of our commitment to promoting Peruvian literature, we developed four programs dedicated to significant literary anniversaries. To this purpose, we highlighted four emblematic works that have left an unforgettable mark both nationally and

internationally and invited distinguished figures to engage in discussions on literary figures such as Rosa Arciniega, Julio Ramón Ribeyro, Edgardo Rivera Martínez, and Mario Vargas Llosa. [GRI 203-2, 413-1](#)

Poetry Recital

We held the IV Poetry Recital “Un día del cual tengo ya recuerdo,” in alliance with the Peruvian Academy of Language (Academia Peruana de la Lengua, APL) and with the participation of distinguished Peruvian teachers and poets. **GRI 203-2, 413-1**

22,800
reproductions

Digital Publications

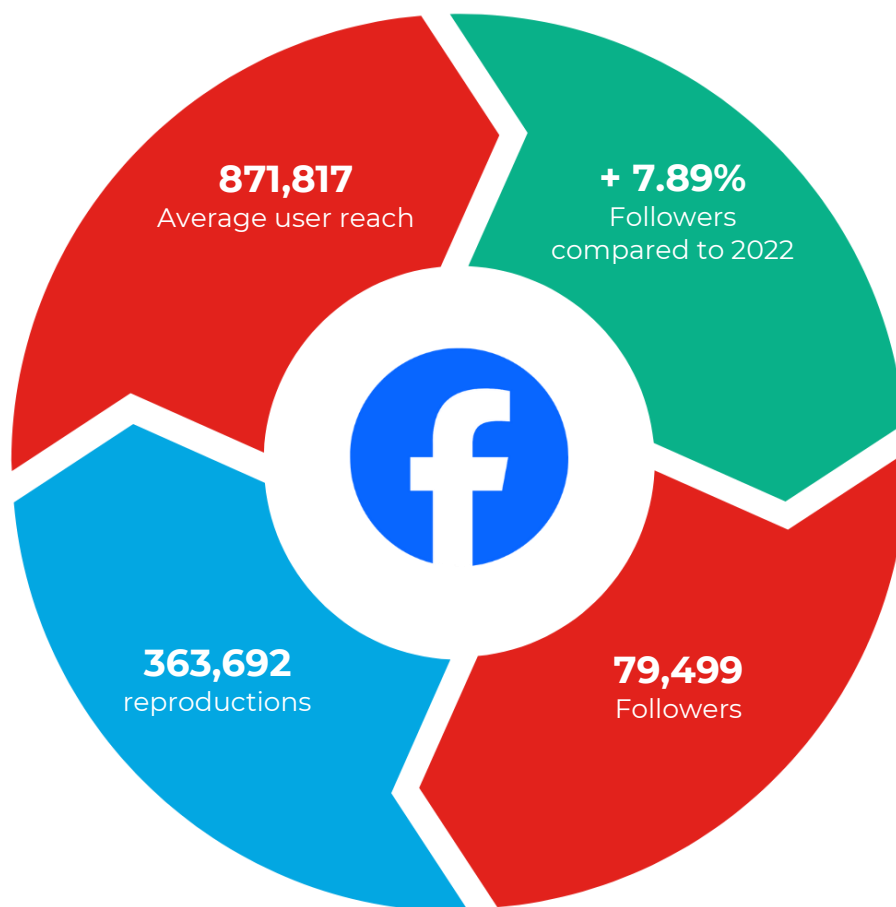
In line with our commitment to promoting reading and book dissemination, we enriched our Virtual Library by incorporating new books in 2023. These books are available for free online reading, providing our users with access to a wide variety of historical, artistic, and literary content, among others. **GRI 203-2, 413-1**

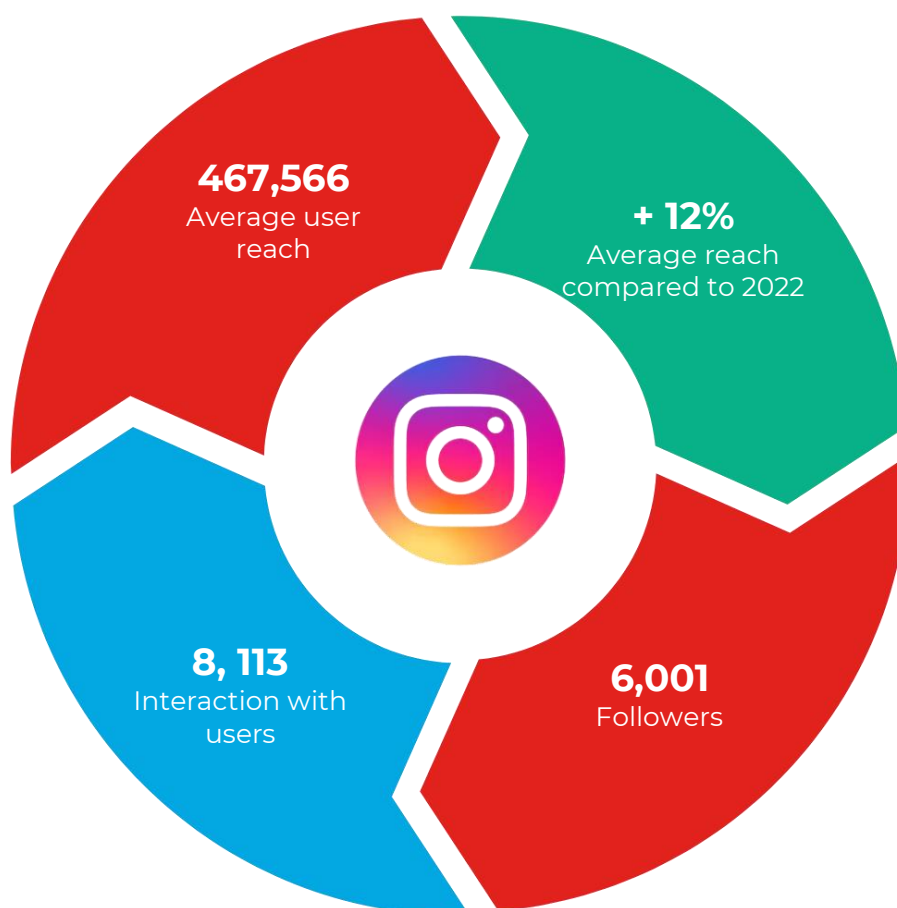
Titles included
<ul style="list-style-type: none">• <i>Días de prueba esperando a Paradise</i>, as well as the winning and finalist stories of the XXII Biennial Short Stories “Copé Award 2022.”• <i>Un mundo precario. Ensayo sobre la obra y la escritura de Franz Kafka</i>. Copé Essay Award 2022.• <i>Artes poéticas</i>. A collection of selected works from a poetry workshop led by Óscar Limache.• <i>Técnicas y sentimientos</i>. A collection of selected works from a narrative workshop led by Cronwell Jara.• <i>Ellas escriben. Exploran, imaginan, se atreven. Muestrario 2023</i>. A collection of selected works from a women's narrative workshop led by Katty Serrano.• <i>El único deseo</i> and others winning stories from the II Short Story Contest for school students of Talara.• <i>Refinería Talara, cambio en la vida de los peruanos</i> and other winning essays of the II Essay Contest for school students of Talara.• <i>Camel-Pulp</i> and other winning stories of the National Short Story Contest in Peruvian prisons “Hubert Lanssiers 2022.”
Digitized works for release in the Virtual Library (fourth stage)
<ul style="list-style-type: none">• <i>El Cuento Peruano 1980 -1989. (collection)</i>• <i>El Cuento Peruano 1980 -1989. (collection)</i>• <i>El Cuento Peruano 2001 – 2010. (collection)</i>• <i>Desde China: Un país fascinante y misterioso.</i>• <i>Sarita Colonia viene volando.</i>• <i>Áspides de las Rosas Nacaradas. Textos basales del cancionero criollo.</i>

- *Arguedas en seis puntos*. Book is available in Braille format.
- *Vallejo en seis puntos*. Book available in Braille format.
- *Vallejo poeta y hombre*.
- *El Camino Inca a Machu Picchu. La aventura de la historia*.

Cultural Social Networks

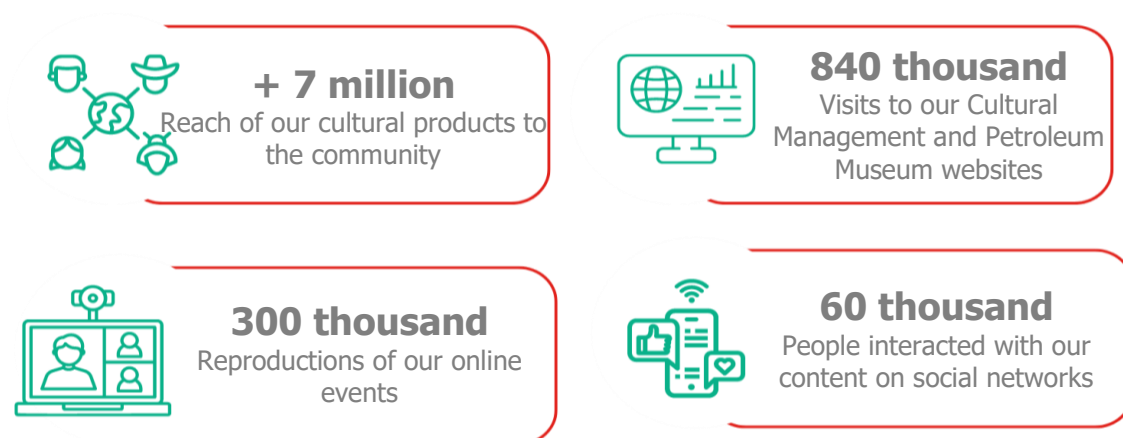
In our ongoing effort to strengthen engagement and interaction with our followers, we have continued optimizing and adjusting our cultural social networks platforms to align with the latest communication trends. Within this framework, in 2023, we obtained the following achievements: **GRI 203-2, 413-1**





Press Mentions Valuation

Without the need to invest our own resources, we achieved coverage valued at S/ 410,536.89 in specialized media, which highlighted the relevance of the cultural activities promoted by the company.



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

GRI Table of Contents

Statement of use	Petróleos del Perú, PETROPERÚ S.A. , has reported in reference to the GRI Standards for the period from January 1, 2023, to December 31, 2023.
GRI 1: Used	GRI: Foundation 2021
Applicable GRI Sector Standards	GRI 11: Oil and Gas Sector 2021

Below is our GRI Table of Contents:

GRI Standard	Content	Detail	SDGs	Omission			GRI Sector Standard
				Omitted requirement	Reason	Explanation	
GRI 2: General Contents (2021)	Company Profile						
	2-1. Organizational details	p. 7, p. 16, p. 68, p. 69	-				
	2-2. Entities included in the presentation of sustainability reports	p. 2 PETRÓLEOS DEL PERÚ PETROPERÚ S.A.	-				
	2-3. Reporting period, frequency and contact point	p. 2 January 1 to December 31, 2023	-				
	2-4. Updating of information External verification	Emissions Scope 1 -Talara 2022	-				
	2-5. External verification	The report has not been subject to external verification	-				
	2-6. Activities, value chain and other business	p. 7, p. 8, p. 65, pp. 68- 73, p. 75, p. 77, p. 79	-				

	relationships						
	2-7. Employees	pp. 81-82	-				
	2-8. Non-employee workers	p. 82					
	2-9. Governance structure and composition	pp. 35-36, p. 39, p. 43, pp. 48-51	-				
	2-10. Appointment and selection of the highest governing body	p. 35, p. 36, p. 39	-				
	2-11. Chairman of the highest governing body	p. 39, p. 43	-				
	2-12. Role of the highest governing body in the Oversight of impact management	pp. 35-36, p. 38	-	2-12		While the highest governing body conducts a segmented oversight of various sustainability topics (see example of the Social Management report to the Corporate Governance Best Practices Committee), the oversight of the organization's due diligence and other processes to identify and address its impacts on the economy, environment, and people is not conducted in a comprehensive manner.	
	2-13 Delegation of responsibility for impact management	p. 36, p. 38, p. 49, p. 61	-				
	2-14 Role of the highest governing body in the oversight of impact management	p. 21	-				

	2-15 Conflicts of interest	pp. 52-53, pp. 63-64	-				
	2-16. Communication of critical concerns	pp. 52-57	-	2-16, section b			
	2-17. Collective knowledge of the highest governing body	p. 45	-	2-17			
	2-18. Performance evaluation of the highest governing body	pp. 45-46	-	2-18		The document has included how the performance evaluation is conducted, as well as its frequency; however, it has not been conducted due to operational changes (turnover of directors).	
	2-19. Compensation policies	p. 47					
	2-20. Processes for determining compensation	p. 47					
	2-21. Total annual compensation ratio	p. 47		2-21, section b			
	2-22. Sustainable Development strategy statement	pp. 5-6, pp. 13-15	-				
	2-23. Commitments and policies	p. 46, p. 134	-				
	2-24 Incorporation of commitments and policies	p. 34, pp. 36-39, pp. 47-50	-				
	2-25. Processes to remediate negative impacts	p. 26, pp. 52-57, pp. 130-131, pp. 135-136, pp. 138-142	-				

	2-26. Mechanisms for requesting advice and raise concerns	p. 16, p. 17, p. 26, p. 135	-				
	2-27. Compliance with laws and regulations	pp. 56-57, p. 91, pp. 129-132	-				
	2-28. Affiliation to associations	p. 30-31					
	2-29. Approach for the stakeholder participation	p. 26, p. 53, pp. 73-75, p. 79, p. 90, p. 139	-				
	2-30. Collective bargaining agreements	p. 89-90	-				
GRI 3-3	3-1. Process for determining the material topics	p. 17	-				
	3-2. List of material topics	pp. 18-22	-				
GRI 201: Economic Performance 2016	3-3 Management approach	pp. 64-67	-				
	201-1 Direct economic value generated and distributed	p. 65	SDG 8 SDG 9				
GRI 204: Sourcing Practices 2016	3-3 Management approach	pp. 75-79	-				
	204-1 Proportion of spending on local suppliers	p. 78	SDG 10				
GRI 205: Anti-Corruption	3-3. Management Approach	pp. 52-61	-				

	205-1 Operations evaluated for corruption-related risks	p. 157	SDG 16	205-1	Information not available	In 2022, the commitment to the evaluation of corruption risks was undertaken; therefore, in 2023, work was conducted on the anti-corruption guidelines, which were approved in February 2024. In the next report, the management process will be communicated in greater detail.	11.20
	205-2 Communication and training on anti-corruption policies and procedures	p. 58	SDG 16				
	205-3 Confirmed incidents of corruption and actions taken	p. 54	SDG 16				
GRI 302: Energy 2016	3-3. Management Approach	pp. 121-123	-				
	302-1 Energy consumption within the company	p. 122	SDG 7				11.1
GRI 303: Water and Effluents 2018	3-3. Management Approach	pp. 113-116	-				
	303-1 Interaction with water as a shared resource	pp. 113-115	SDG 6				11.6
	303-3 Water extraction	p. 113	SDG 6				11.6
	303-5 Water consumption	pp. 114-116	-				11.6
	3-3. Management Approach	pp. 123-129	-				

GRI 304: Biodiversity 2016	304-1 Operations centers owned, leased or managed	pp. 128-129	SDG 14				11.4
	304-3 Protected or restored habitats	p. 83-84	SDG 14				11.4
GRI 305: 2016 Emissions.	3-3. Management Approach	pp. 123-127	-				
	305-1 Direct GHG emissions	p. 125	SDG 13				11.1
	305-2 Indirect GHG emissions associated with energy (Scope 2)	p. 125	SDG 13				11.1
	305-3 Other indirect GHG emissions (Scope 3)	p. 125	SDG 13				11.1
	305-4 Intensity of GHG emissions	p. 126	SDG 13				11.1
GRI 306: Waste 2020	3-3. Management Approach	pp. 116-120	-				
	306-1 Waste generation and significant waste-related impacts	pp. 117-118	SDG 12				11.5
	306-2 Management of significant impacts related to wastes	p. 118	SDG 12				11.5
	306-3 Waste generated	pp. 117-121	SDG 12				11.5
	306-4 Wastes not for disposal	p. 120	SDG 12				11.5
	306-5 Wastes for disposal	p. 120	SDG 12				11.5

GRI 401: Employment 2016	3-3. Management Approach	pp. 83-84, pp. 90-91, p. 93	-				
	401-1 New employee hires and personnel turnover	pp. 83-84	SDG 5 SDG 8 SDG 10				
	401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	p. 91					
	401-3 Parental leave	pp. 92-93					11.11
GRI 402: Worker-Company Relations 2016	3-3. Management Approach	pp. 89-91	-				
	402-1 Minimum notice periods for operational changes	pp. 90-91 When there is an operational change that could affect them, such as transfers to operations, it is important to specify that the minimum notice period usually given to workers is 4 weeks for single people and 8 weeks for married people. These types of agreements are not specified in the 2023 collective bargaining agreement.					11.7
GRI 403: Occupational health and safety 2018	3-3. Management Approach	pp. 93-111	-				
	403-1 Occupational health and safety management system	pp. 93-95, p. 100	SDG 8				11.9
	403-2 Hazard identification, risk	pp. 95-100	SDG 3 SDG 8				11.9

	assessment and incident investigation						
	403-3 Occupational health services	pp. 101-107					11.9
	403-4 Worker participation, consultation and communication on occupational health and safety	p. 100	SDG 8				11.9
	403-5 Occupational health and safety training for workers	pp. 98-100	SDG 3 SDG 8				11.9
	403-6 Fostering workers' health	pp. 98-99, pp. 101-107	SDG 3 SDG 8				11.9
	403-7 Prevention and mitigation of impacts on the health and safety of workers directly involved in business relationships	pp. 98-100	SDG 3 SDG 8				11.9
	403-8 Workers covered by an occupational safety and health management system	pp. 100-101	SDG 3				11.9
	403-9 Work-related injuries	pp. 95-98, pp. 108-110	SDG 3				11.9
	3-3. Management Approach	pp. 85-89	-				
GRI 404: Training and education 2016	404-1 Average annual training hours per employee	pp. 87-88	SDG 4 SDG 5 SDG 8 SDG 10				11.10 11.11

	404-2 Programs to improve employees' skills and transition assistance programs	pp. 86-89	SDG 8	404-2			11.7 11.10
GRI 405: Diversity and Equal Opportunities 2016	3-3. Management Approach	p. 85	-				
	405-1 Diversity of governing bodies and employees	p. 85	SDG 5, SDG 8, SDG 10				11.11
GRI 411: Indigenous Peoples Law 2016	3-3. Management Approach	pp. 139-140	-				
	411-1: Cases of indigenous peoples' rights violation	p. 140	SDG 2, SDG 3, SDG 4, SDG 5, SDG 10, SDG 11, SDG 16				
GRI 413: Local Communities 2016	3-3. Management Approach	pp. 133-155	-				
	413-1: Operations with local community participation, impact evaluations and development programs	pp. 135-155	SDG 2, SDG 3, SDG 4, SDG 5, SDG 10, SDG 11, SDG 16				11.15
NO GRI: IPN-1	Environmental Spills Prevention and Response	pp. 129-131					
NO GRI: IPN-2	Safe, gradual, progressive and timely start-up of the New Talara Refinery	p. 80					

NO GRI: IPN-3	ESG Management Risk	pp. 61-62					
NO GRI: IPN-4	Reputation and Image	pp. 28-29					
NO GRI: IPN-5	Internal and External Communication	pp. 29-30					
NO GRI: IPN-6	Corporate Governance	pp. 34-42					