

Additional ESG indicators

2023



The information in this brochure complements what we have shared in the Consolidated Report 2023, aiming to delve deeper into topics that are relevant to AENZA's sustainability efforts. This is aligned with international standards, including the Corporate Sustainability Assessment (CSA), to generate value for all our stakeholders and our company.

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Governance Framework

CEO Compensation - Success Metrics

AENZA's CEO variable compensation is tied to predefined, measurable corporate performance indicators. These include, but not only, key financial metrics such as EBITDA, EBITDA margin, and Cash Flow. While specific percentages are confidential, this compensation system ensures that the CEO's remuneration is directly aligned with the company's financial performance and shareholder value creation, incentivizing efficient management and sustainable growth of AENZA.

Double Materiality

Materiality Analysis

In 2023, AENZA conducted a double materiality process to update its most relevant ESG management topics for both stakeholders and the business, which is carried out every year. This process, approved by Corporate Vice President Dennis Fernandez, was aligned with the methodology of the GRI 2021 standards and the ISSB criteria.

It consisted of three main stages:

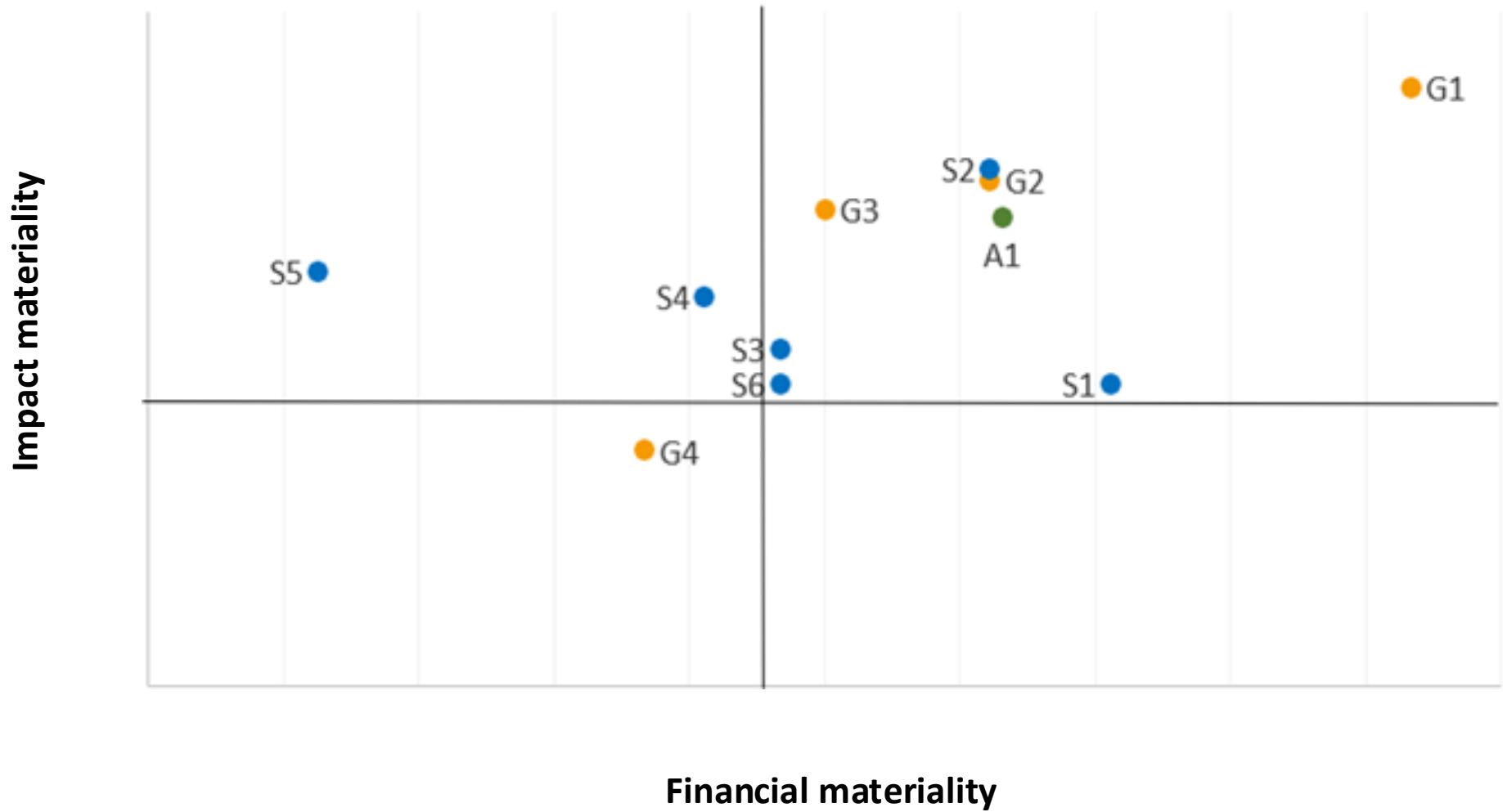
- (1) context analysis,
- (2) identification and prioritization of impacts, and
- (3) definition of material issues.

During the context analysis, we reviewed the 2022 materiality, internal corporate documentation, and benchmarking of leading companies in the sector worldwide in the industry. Then, financial and non-financial impacts were identified, integrating the perception of 21 corporate leaders in the evaluation of the relevance of the issues.

Finally, a dual materiality matrix was developed, where the 8 issues located in the upper right quadrant were considered material for 2023. This process is included in AENZA's risk management, as it identifies and manages risks linked to material issues.

Double Materiality

AENZA Double Materiality Matrix 2023



Governance	
G1	Transparency, ethics, and corporate governance
G2	Risk management
G3	Cybersecurity

Social	
S1	Stakeholder relations
S2	Occupational safety and health
S3	Talent management
S6	Local development

Environmental	
A1	Environmental impact management

Material Issues for Enterprise Value Creation

	Material Issue 1
Material Risk or Opportunity	Transparency, ethics, and corporate governance
Category	Corporate Governance & Ethics
Business case	The management of transparency, ethics, and corporate governance is a material issue for AENZA. The corporate governance approach seeks to ensure the sustainability of the company by creating long-term value for investors and all stakeholders. Compliance management and ethics are priorities in our corporate business strategy. The organization's senior management is fully committed to building a culture based on integrity and compliance to consolidate the trust of our stakeholders. Integrity and sound governance are fundamental to maintaining the trust of our investors, customers, and stakeholders, which directly affects our financial and reputational performance. They also ensure strong and lasting business relationships, minimizing risks of litigation, fines, and damage to our reputation, as well as operational and financial risks.
Business Impact	Risk
Business strategies	AENZA's strategy is based on a robust Ethics and Compliance Program aligned to the highest standards, which includes corporate policies such as a Code of Business Conduct, anti-corruption policies, free competition, and responsible business practices. It has a board of directors made up of independent members, specialized support committees, and a solid risk management and internal control system, periodically evaluated by external auditors. Performs due diligence on customers, partners, and suppliers to prevent risky behavior. Promotes an ethical culture through constant training, achieving in 2023 to train 99.64% of its team with a practical approach aligned with its values. In addition, it has an independent Ethics Channel for complaints and a robust investigation and remediation process, reflecting the commitment of senior management to consolidate integrity and transparency.

Material Issues for Enterprise Value Creation

	Material Issue 2
Material Risk or Opportunity	Occupational safety and health
Category	Occupational Health & Safety
Business case	<p>Safety and health management stand as a fundamental pillar in AENZA's operational framework, integral to the sustainable development of our business. Our utmost priority is safeguarding the integrity of our employees, contractors, and all stakeholders involved in our operations. By implementing a robust management system and fostering a culture of prevention, we aim to eliminate accidents, injuries, and occupational diseases. The significance of this commitment extends beyond compliance; it is a cornerstone of our business success. Reducing workplace accidents not only lowers compensation costs and minimizes lost productivity but also plays a crucial role in attracting and retaining top talent. A strong safety culture enhances our company's reputation, making us a preferred partner for customers and contractors alike. Investing in the safety and health of our people not only protects them but also bolsters our profitability and long-term sustainability.</p>
Business Impact	Risk
Business strategies	<p>AENZA manages occupational health and safety through an integrated management system aligned with international standards such as ISO 45001. It implements standardized policies, procedures, and controls to identify hazards, evaluate risks, and establish preventive measures in all its operations. Promotes a culture of safety through training, health programs, the use of technologies such as virtual reality, automation of risk tasks, and channels for reporting unsafe conditions. Corporate committee, composed of safety leaders from across the company, oversees our safety initiatives and reports progress to the ESG committee of the board. We investigate incidents thoroughly and recognize best practices to maintain high safety standards.</p>

Material Issues for Enterprise Value Creation

	Material Issue 3
Material Risk or Opportunity	Talent management
Category	Human Capital Management
Business case	At AENZA, we consider our team to be the central axis of our management, fundamental for carrying out our vision of regional leadership. Our top priority is the well-being of our employees. We strive to create safe, inclusive work environments with a positive, sustainable, and productive atmosphere. To achieve this, we implement processes, programs, and best practices in talent attraction, retention, and development to ensure that AENZA always has the right human capital to drive our business forward. Sound talent management increases productivity by generating efficiencies and high team performance, which contributes to the achievement of the company's objectives and its financial strength. Retaining the best talent allows us to save on hiring costs and knowledge leakage. On the other hand, achieving a highly committed work environment reduces the risk of complaints and claims, as well as the payment of fines or sanctions for bad labor practices.
Business Impact	Risk
Business strategies	At AENZA, our approach to human management is designed to utilize cross-functional processes across the entire company, ensuring a comprehensive view of our employees throughout their journey with us. We focus on their development, well-being, and the work environment, recognizing these as key to both individual and organizational success. This management approach is synchronized with the Corporate Human Management Committee, which meets monthly to monitor priority plans and actions, involving representatives from all business units. Additionally, the Talent Committee of the Board of Directors oversees human resource matters, ensuring alignment with our corporate strategy and values.

Materiality Metrics for Enterprise Value Creation

	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Transparency, ethics, and corporate governance	Occupational safety and health	Talent management
Target/Metric	Staff trained in compliance issues 100%	Maintain an IF < 0.27	Employee satisfaction rate 79%.
Target Year	2023	2023	2023
Progress	In 2023, we trained 99.64% of our team in ethical and regulatory compliance issues through case studies, with a risk approach aligned with corporate policies and values.	As of 2023, 0.19	As of 2023, 78%

Material Issues for External Stakeholders

	Impact 1	Impact 2
Material Issue for External Stakeholders	Local development	Stakeholder relations
Category	Society & Community Relations	Society & Community Relations
Topic relevance on external stakeholders	Local employment at AENZA creates a significant positive impact by not only strengthening the local economy but also providing essential employment and professional development opportunities to the surrounding communities. This, in turn, fosters social stability and contributes to sustainable growth in the region. By prioritizing local hiring and partnerships, AENZA ensures that the benefits of its projects extend beyond the immediate economic contributions, helping to build resilient communities that are better equipped to thrive in the long term. This approach highlights the importance of aligning our operations with community needs.	Engaging with external stakeholders is crucial to the successful implementation of our projects. The quality of relationships with communities, local and regional governments, and other nearby stakeholders can significantly impact both the perception and outcomes of our operations. By prioritizing constructive engagement and collaboration, we can enhance the quality of life in these communities, mitigate potential conflicts, and create a more supportive environment for sustainable development. This approach not only benefits stakeholders but also strengthens the long-term success and reputation of our projects.

Materiality Metrics for External Stakeholders

	Impact 1	Impact 2
Material Issue for External Stakeholders	Local development	Stakeholder relations
Output Metric	<ul style="list-style-type: none">Percentage of local labor contractedSpending on local purchases	<ul style="list-style-type: none">Man-hours lost due to social conflictCommunity complaints handledPeople benefiting from programs and projects
Impact Valuation	Increased local economic development	Improved social harmony: less conflict + engagement
Impact Metric	2022: 33% 2023: 34% Spending in 2023: S/858,687,863	2023: 0 man-hours lost due to social conflict 2023: 100% of community complaints attended to 2023: 28,098 persons benefiting from programs and projects

Risk, Management Processes

Risk Culture

The annual compliance course, which is taken at the corporate level*, including by our directors, incorporates elements of our risk management model.

Anticorrupción Especializada

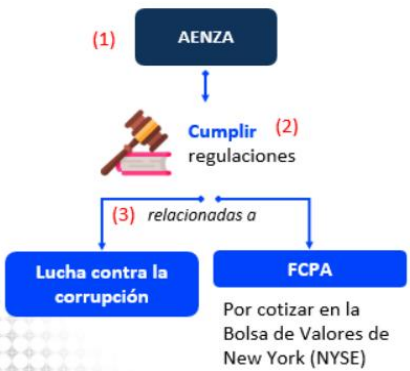
AENZA

*



- 1 Delitos incluidos en las leyes anticorrupción aplicables a AENZA y sus subsidiarias
- 2 Consecuencias
- 3 Modelo de prevención de delitos

Tipos de delito



Programa de Cumplimiento Corporativo Componentes

AENZA



Codes of Conduct: Systems/Procedures

Compliance linked to employee remuneration

We use a methodology that integrates compliance and code of conduct topics into the performance evaluation of our employees, which is closely related to our salary review processes. Employee performance evaluations are based on five corporate competencies: Takes Responsibility, Driving for Results, Action-Oriented, Collaborates, and Builds Trust.

The behaviors associated with the Builds Trust competency are: "Acts with integrity and professional ethics", "Maintains open and transparent communication", and "Recognizes and values individual differences, treating colleagues fairly and equitably". These behaviors will be evaluated in a more structured and role-specific manner as part of the employee performance review.

Furthermore, our annual salary review process is directly linked to compliance with the code of conduct. According to our Compensation Management procedure, employees who have received reprimands, suspensions, or disciplinary sanctions in the previous year are not considered for salary review. This approach ensures that compliance and ethical conduct are key factors in compensation decisions.

The salary review takes place after the performance evaluation process is completed and requires the approval of the relevant hierarchical levels, including the Business Unit Vice President, and in certain cases, the Corporate Vice President and Corporate General Management. This ensures that compensation decisions are aligned with performance and adherence to our ethical and conduct standards.

Codes of Conduct: Systems/Procedures

Employee performance appraisal systems integrates compliance/codes of conduct

At Aenza, our employee performance evaluation system is integrated with compliance with the code of conduct. The annual salary review process is conducted after the completion of the performance evaluation. As part of this process, personnel who have had reprimands, suspensions, or disciplinary sanctions since the previous year are not considered for salary increases. This practice ensures that compliance with the code of conduct is a determining factor in overall performance evaluation and employee compensation decisions.

Reporting on breaches

AENZA demonstrates its commitment to transparency and integrity by publicly reporting breaches of our Code of Conduct and ethics across five key compliance areas: Corruption or Bribery, Discrimination or Harassment, Customer Privacy Data, Conflicts of Interest, and Money Laundering or Insider Trading. In 2023, we recorded 25 cases of Discrimination or Harassment and 9 Conflicts of Interest, with no reported breaches in the other categories. Each incident was thoroughly investigated, and appropriate corrective measures were implemented. These figures reflect our ongoing dedication to maintaining high ethical standards, addressing issues proactively, and continuously improving our training and awareness programs to foster a culture of integrity throughout the organization.

Reporting areas	2023
Corruption or Bribery	0
Discrimination or Harassment	25
Customer Privacy Data	0
Conflicts of Interest	9
Money Laundering or Insider trading	0



Environmental Commitment

Energy Management Programs

UNNA Infraestructura

La Chira WWTP (Wastewater Treatment Plant) is equipped with Solar Panels. It represents an investment in innovation to decrease energy consumption.



Wastewater Treatment Plant La Chira.

Cumbra - Morelco

It has an Energy Savings and Efficient Use Program (PAUEE) aimed at establishing actions and resources for the proper management of the energy resources at MORELCO S.A.S. This program ensures the minimization of environmental impacts, cost reduction, and compliance with current regulations, as well as the strengthening of the organization's environmental culture, with quantified targets to address energy savings. In addition, we conduct training on the efficient use and savings of energy. We also mark strategic points for energy savings (such as switches and power generation plants).

Energy Management Programs

UNNA Energía

Evidence of training in Energy Efficiency - Ecoefficiency
Actions for our employees at UNNA Energía.

Pictures of labeling to remind ecoefficiency actions.



Cumbra - Vial y Vives DSD

It has implemented solar panels for efficient energy consumption at its construction sites. On the other hand, we conduct training for our workers on the efficient use and savings of energy.

Cumbra Peru & Cumbra ingeniería

Training is provided on the efficient use and savings of energy, along with audiovisual campaigns on the responsible use of IT equipment.

Renewable Energy Consumption

We generated 127,075.9 kwh of renewable (solar) electricity during the reporting period 2023. Of this, 99.5% was produced by the wastewater treatment plant La Chira, while the remaining 585.9 kwh came from Morelco. In total 127,661.8 kwh.

All of the renewable electricity we generated was used for internal consumption only. This highlights the progress we have made in advancing the decarbonisation of our operations through these two departments.

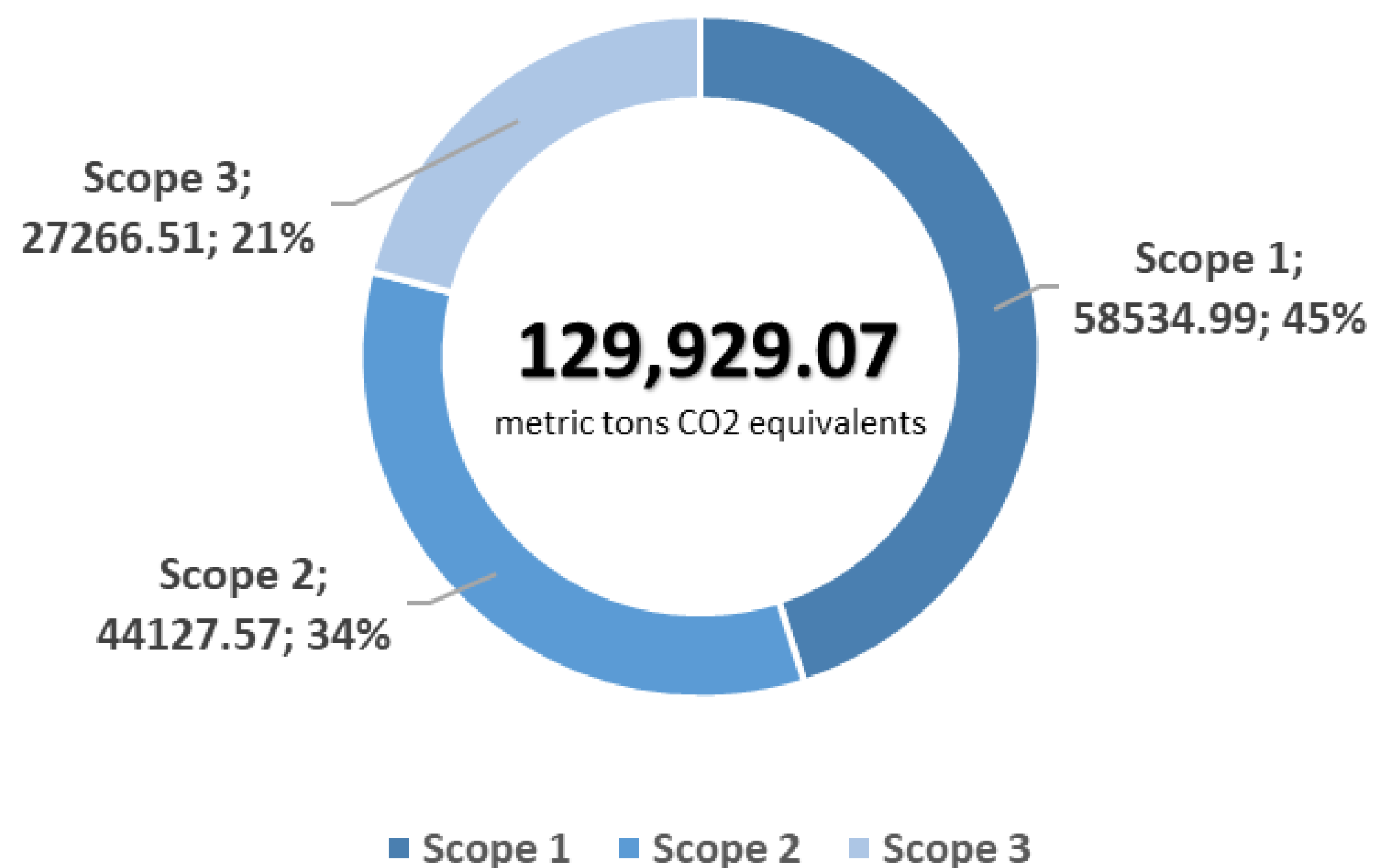


Wastewater Treatment Plant La Chira.

	2023
Total renewable energy consumption (Mwh)	127.6

Greenhouse Gas Emissions (Scope 1, 2 and 3)

AENZA S.A.A. has committed to conducting its first analysis of emissions from both direct and indirect impacts across all its business units. The calculation was performed by a specialized entity called Carbon Responsible, which analyzed AENZA's emissions, data capacity, and data quality for the financial year 2023 (01.01.2023 – 31.12.2023).



Greenhouse Gas Emissions (Scope 1 and 2)

Direct GHG (Scope 1)	Unit	2023*
Total direct GHG emissions (Scope 1)	Metric tonnes CO2 equivalents	58,534.99
Data coverage (as % of denominator)	Percentage of: Operations	100%

Indirect GHG (Scope 2)	Unit	2023*
Location-based	Metric tonnes CO2 equivalents	44,127.57
Data coverage (as % of denominator)	Percentage of: Operations	100%

*AENZA S.A.A have engaged Carbon Responsible to undertake their first analysis of the emissions from their direct and indirect impacts from operation.

Greenhouse Gas Emissions (Scope 3 Categories)

IGHG (Scope 3)	Unit	2023*
Total indirect GHG emissions (Scope 3)	Metric tonnes CO2 equivalents	27,266.51

Scope 3 Category	Emissions in 2023 (Metric tons CO2e)	Scope 3 Category	Emissions in 2023 (Metric tons CO2e)	Scope 3 Category	Emissions in 2023 (Metric tons CO2e)
1. Purchased Goods and Services	0	6. Business travel	37.95	11. Use of sold products	-
2. Capital Goods	-	7. Employee commuting	0	12. End of life treatment of sold products	-
3. Fuel-and-energy-related-activities (not included in Scope 1 or 2)	26,984.36	8. Upstream leased assets	244.20	13. Downstream leased assets	-
4. Upstream transportation and distribution	0	9. Downstream transportation and distribution	0	14. Franchises	-
5. Waste generated in operations	0	10. Processing of sold products	-	15. Investments	-

Data collection and analysis has strictly followed the GHG Protocol Corporate Accounting and Reporting Standard.

Low Carbon Products

Low carbon product(s)

UNNA Infraestructura Línea 1 del Metro de Lima

This is an outstanding example of our low-carbon product. In 2023, this line carried 171,974,219 passengers along its 34.6 km route. Compared to bus transport, the metro generates 14.4 gCO₂/km less emissions per passenger. Considering the total length of the line and the number of passengers transported, we calculated that Line 1 avoided the emission of **85,680.45 metric tons CO₂ eq** in 2023. This calculation demonstrates the significant positive impact of our metro system in reducing greenhouse gas emissions in the urban transportation sector.

Avoided emissions for third-parties

CUMBRA Morelco

Morelco offers a range of low-carbon products and services that enable third parties to avoid GHG emissions. Our portfolio of sustainable solutions includes green concrete, optimized backfilling techniques, electric vehicles, and solar power plants. Together, these initiatives have resulted in a total emissions reduction of 68.25 tons of CO₂ equivalent. Our green concrete stands out, contributing to the avoidance of 48.2 tons of CO₂ eq, enabling our customers to significantly reduce the carbon footprint of their construction projects. These eco-efficient products demonstrate our commitment to providing solutions that will allow third parties to mitigate their environmental impact and move toward more sustainable operations.

Total avoided emissions are **68.25 metric tons CO₂ eq**. This total is comprised of:

- Green Concrete: 48.2 metric tons CO₂ eq
- Landfills: 1.81 metric tons CO₂ eq
- Electric vehicles: 1.04 metric tons CO₂ eq
- Solar Power Plant: 17.2 metric tons CO₂ eq

Certified Wood

Our company is committed to sustainable wood sourcing practices. As indicated in the table, 44% of the wood we purchase is certified by the Forest Stewardship Council (FSC), a leading global forest certification system. This demonstrates our dedication to responsible forest management and ensures that a significant portion of our wood comes from sustainably managed forests. We continually strive to increase our use of certified wood to support environmental conservation and sustainable resource management in our supply chain.

Certification System/Standard	Percentage
FSC (Forest Stewardship Council)	44 %

Recycled Building Materials

We present the recycled construction materials from both our CUMBRA and VIVA business units, as well as a consolidated report of both for 2023. These materials include wood, steel, concrete, aggregates, and asphalt.

	Cumbra*			VIVA		
Construction materials	Coverage*	Total Weight Used	Total recycled or reused	Coverage	Total Weight Used	Total recycled or reused
	(% of operations)	(Metric tons)	(% of the total weight used)	(% of operations)	(Metric tons)	(% of the total weight used)
Wood	51	1,232.57	71%	100	1,048.55	42%
Steel	51	879.76	100%	100	2,689.43	1%
Concrete	51	83,253.31	99%	-	-	-
Aggregates	51	5,475	100%	-	-	-
Asphalt	51	7,101	100%	-	-	-

Consolidated			
Construction materials	Coverage	Total Weight Used	Total recycled or reused
	(% of operations)	(Metric tons)	(% of the total weight used)
Wood	34	2,281.12	58%
Steel	34	3,569.19	25%
Concrete	29	83,253.31	99%
Aggregates	29	5,475	100%
Asphalt	29	7,101	100%

*Cumbra's coverage reflects the value represented by the company's three main projects. These are: Parque de trabajo 3 – EPC Terminal, Plataforma y Accesos, Hoteles Costa del Sol – AIJCH – Stage 1, and La Molina Shopping Center, accounting for 51%.



Social Impact

Workforce Breakdown: Gender

AENZA actively monitors gender diversity at all organizational levels. We track key indicators to ensure progress toward a more inclusive workforce. We have set a public target of reaching 33% female representation in our total workforce by 2026. Our commitment is reflected in continuous monitoring and public goal setting, seeking to improve gender diversity and create a more equitable work environment.

Diversity Indicator	Target (%)	Target year
Share of women in total workforce (as % of total workforce)	33	2026
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	27	

Workforce Breakdown: Gender

AENZA is committed to monitoring and improving gender diversity in our workforce, particularly in STEM-related positions. Our data shows that women currently occupy 25% of STEM-related roles among our staff, representing 1,314 positions within our company. This reflects our ongoing efforts to promote gender diversity in technical and scientific fields.

Share of women in STEM-related positions (%)	Share of women in STEM-related positions (number – staff only)
25	1,314

Note: The figures provided in the table represent staff employees only.

Workforce Breakdown: Race/ Ethnicity & Nationality

AENZA is committed to monitoring and promoting diversity within our workforce across the countries where we operate. Our data on workforce breakdown by nationality reflects our multinational presence and commitment to local talent:

	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Perú	74%	80%
Chile	18%	10%
Colombia	4%	10%

Note: The percentages provided in this table represent the breakdown of AENZA's staff only.

Employee Development Programs

	Programa Corporativo de Desarrollo Ejecutivo
Description of the program	The Corporate Executive Development Program for the leadership team is designed to strengthen leadership and management capabilities required to develop efficient, agile, and productive teams in line with corporate strategy and the defined competency model. It consists of 30 hours of training across various modules, including Strategic Priority Management, Inclusive Leadership, Resource Management in Changing Contexts, Financial Decision-Making, and Promoting Commitment.
Business benefits of the program	<ul style="list-style-type: none">• Generates a common understanding of expected behaviors described in the corporate competency model• Enhances planning and prioritization capabilities to ensure compliance with commitments and achievement of strategic business objectives• Creates value in obtaining, allocating, and optimizing resources, anticipating possible changes and applying organizational knowledge to generate greater efficiencies• Develops understanding of the effect of decisions on the organization's financial results• Strengthens leaders' roles as promoters and managers in building an inclusive, discrimination-free culture
Quantitative impact of business benefits (monetary or non-monetary)	<ul style="list-style-type: none">• Improvement in performance results• Achievement of company objectives• Improvement in direct leadership score (organizational climate)• In 2023, 122 participants across different subsidiaries received 30 hours of training, totaling 3,660 hours of executive development
% of FTEs participating in the program	2.23%

Employee Development Programs

	Programa de Pasos Fijos
Description of the program	The Fixed Steps Program is a Recruitment and Training initiative that identifies young talent through an experience-based learning model to achieve systematic growth established in competency levels. It includes evaluation periods at 6, 12, and 24 months, exposing young professionals to different field experiences and challenging projects.
Business benefits of the program	<ul style="list-style-type: none">Increases the percentage of women in technical areas of the company, contributing to diversity and inclusion goalsIncorporates young professionals, allowing for an appropriate age mix in engineering positionsMaintains constant learning for all employees through internal speakers providing information of interest in different areasDevelops future leaders through experiential learning
Quantitative impact of business benefits (monetary or non-monetary)	<ul style="list-style-type: none">38% of program participants are female engineers (12 out of 32 participants)Retention of high-potential employeesImproved performance and technical evaluationsAs of December 2023, the program has contributed to a more balanced age distribution in engineering roles
% of FTEs participating in the program	0.64%

Human Capital Return on Investment

	2023
a) Total Revenue, as specified in the "Denominator" question Currency: PEN - Sol	4,301,475,000
b) Total Operating Expenses Currency: PEN - Sol	2,467,018,000
c) Total employee-related expenses (salaries + benefits) Currency: PEN - Sol	1,092,223,000
Resulting HC ROI (a - (b-c)) / c	2.67956
Total Employees, as specified in the "Denominator" question	12,787

Employee Support Programs


Employee Benefits

- **Workplace stress management:** AENZA implements a comprehensive work stress management program that includes regular talks on psychosocial risks, stress reduction techniques, and the promotion of active breaks. In addition, we offer educational sessions on healthy eating to reduce stress and address psychosocial risk factors at work. Our holistic approach aims to improve the mental well-being of our employees and create a positive work environment.

AENZA

Charla en vivo

Factores Sociales y Riesgos Psicosociales en el trabajo



Una atención integral a la salud en el trabajo implica cuidar de forma especial los riesgos psicosociales y el estrés laboral.

En esta charla conocerás los principales factores psicosociales en el trabajo, y obtendrás recomendaciones para prevenir riesgos asociados, como el estrés, la ansiedad, el síndrome de burnout, la violencia laboral, entre otros, que potencialmente causan daño psicológico, fisiológico y/o social en las personas.


Fecha: martes 16 de mayo
Hora: 2:00 p. m. (PE y CO); 3:00 p. m. (CL)
Especialista: Lic. en Psicología Alexandra Chávez Santamaría

Participa haciendo [clic aquí](#)

AENZA

Charla en vivo

Importancia de las pausas activas



Las pausas activas son breves descansos durante la jornada laboral que nos sirven para recuperar energía a través de diferentes técnicas y ejercicios que ayudan a reducir la fatiga laboral y prevenir el estrés.

En esta charla comprenderás por qué el llevar a cabo las pausas activas nos ayuda a mejorar el desempeño y la eficiencia en nuestro trabajo.

Conocerás las causas de los trastornos musculoesqueléticos y las estrategias para prevenirlos, promoviendo buenas prácticas posturales, siguiendo secuencias orientaciones y protocolos técnicos.


Fecha: martes 28 de noviembre
Hora: 2:00 p. m. (PE y CO); 4:00 p. m. (CL)
Expositor: Percy Mesías, ergonomista e ingeniero industrial con 19 años de experiencia en el rubro.

Participa haciendo [clic aquí](#)

AENZA

Charla en vivo

Primeros Auxilios Psicológicos



Los Primeros Auxilios Psicológicos son una técnica que permite reducir los niveles de estrés o estados de alteración en personas que enfrentan una crisis.

En situaciones de crisis y emergencias hay personas que requieren atención inmediata para reducir los impactos negativos.

En esta charla, aprenderás a emplear los Primeros Auxilios Psicológicos (PAP) como herramienta para proporcionar una primera respuesta apropiada a quienes presenten dificultades psicológicas tras situaciones de estrés, shock o conmoción.

- **Fecha:** viernes 15 de diciembre
- **Hora:** 2:00 p.m. (PE y CO); 4:00 P.M. (CL).
- **Especialista:** Alexandra Chávez Santamaría, psicóloga clínica ocupacional con experiencia en el desarrollo de acciones preventivo-promocionales en el marco del cuidado de la salud mental.

Para participar, inscribete haciendo [clic aquí](#)

AENZA

Charla en vivo

Alimentación saludable que ayuda a disminuir el nivel de estrés



¡Entérate de qué manera una dieta variada y equilibrada puede ayudarnos a disminuir el estrés!

No te pierdas de esta charla en la que conocerás los distintos micronutrientes que nos pueden ayudar a reducir el estrés. ¡Y aprenderás a incluirlos en tu alimentación!

Día: viernes 29 de septiembre
Hora: 2:00 p. m. (PE/CO), 4:00 p. m. (CL)
Especialista: Lic. Valeria Quiroz, Licenciada en Nutrición y Dietética.

Conéctate haciendo [clic aquí](#)

¡Recuerda que puedes participar tanto tú como tus familiares!

CUMBRA



Equilibrio entre la familia y el trabajo

Programa de Salud Integral | 1º Charla de Salud Mental

Hoy en día el trabajo remoto se ha convertido en una realidad para todos nosotros, dándonos la facilidad de trabajar desde casa y pasar más tiempo en familia. Por ello, es importante aprender a gestionar nuestras responsabilidades laborales y familiares que ahora se pueden encontrar en un solo espacio.

El psicólogo Carlos Queirolo, de nuestra subsidiaria CUMBRA Ingeniería, nos explicará el fenómeno de la doble presencia y nos brindará sugerencias para mantener un equilibrio adecuado y gestionar nuestro tiempo.


Día: viernes 03 de febrero
Hora: 03:00 p. m. (PE/CO) o 05:00 p. m. (CL)

Únete a la charla vía TEAMS [Haciendo clic aquí](#)

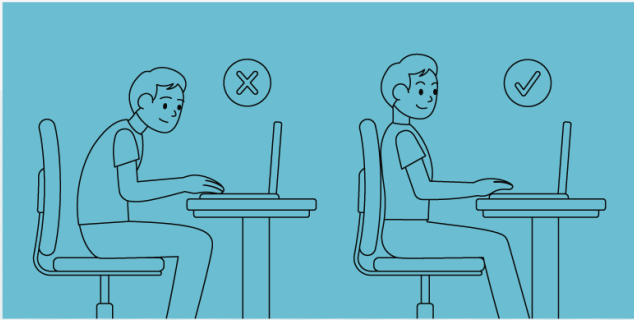
Employee Support Programs

Employee Benefits

- **Health initiatives:** AENZA actively promotes the health and well-being of its employees through various initiatives. We organize regular talks on ergonomics, prevention of eyestrain, and the importance of active breaks. We also provide education on sun protection and prevention of diseases such as dengue fever. Our comprehensive health program addresses multiple aspects of our employees' physical and mental well-being.



Charla en vivo
Ergonomía en Oficina



Al momento de realizar nuestras actividades laborales cotidianas permanecemos sentados largo tiempo, hecho que nos puede generar molestias y trastornos musculoesqueléticos.

En esta charla, hablaremos sobre los peligros ergonómicos a los que nos enfrentamos por los movimientos repetitivos de miembro superior y las posturas forzadas.

Aprenderemos cómo prevenir la adopción de estas posturas forzadas, reduciendo o eliminando el riesgo ergonómico.

Fecha: 13 de junio
Hora: 2:00 p. m. (PE y CO); 3:00 p. m. (CL)

Conéctate haciendo [clic aquí](#)

¡No te la pierdas!



Charla en vivo
Fatiga visual



La fatiga visual es una afección recurrente, pero debemos hacer todo lo posible para evitarla.

En esta charla, conocerás qué es la fatiga visual, qué síntomas produce, cómo prevenirla y cómo cuidar la salud de nuestros ojos.

Fecha: martes 18 de abril
Hora: 2:00 p. m. (PE, CO); 3:00 p. m. (CL)

Especialista: Dra. Stefany Grace Vera Pastor, médico con maestría en seguridad y salud en el trabajo con 4 años de experiencia en el rubro.

Para participar, insíbete antes haciendo [clic aquí](#)



Charla en vivo
Exposición a radiación solar





Sigamos conociendo los mejores tips para protegernos del sol.

Continuando con las actividades conmemorando el día mundial de la lucha contra el cáncer, tendremos una charla virtual enfocada en la exposición a la radiación solar.


Día: jueves 9 de febrero
Hora: 2:00 p. m. (PE y CO); 4:00 p. m. (CL)

Para participar, insíbete [aquí](#)

¡Te esperamos!



Charla en vivo
“Hablemos del Dengue”



El Dengue es una enfermedad infecciosa causada por un virus transmitido por las picaduras del mosquito Aedes aegypti, que viene generando cifras de contagio récord en Perú, Chile y Colombia.

En esta charla conocerás qué es el Dengue, qué síntomas produce y cómo prevenirlo.

Fecha: miércoles 28 de junio
Hora: 4:00 p. m. (PE/CO) 5:00 p. m. (CL)

Especialista: Dr. Victor Laguna, médico Infectólogo, Magíster en enfermedades infecciosas y doctorado en medicina tropical de la Clínica Internacional.

Participa haciendo [clic aquí](#)

Employee Support Programs

Work Conditions

- **Flexible working hours:** AENZA offers flextime options to its employees, allowing them to adapt their working hours according to their individual needs, as long as the objectives of the position are met. This policy promotes a better work-life balance, increasing the satisfaction and productivity of our employees.

AENZA implements a comprehensive flexible work policy that combines telecommuting options with a digital disconnection policy. Our 'Telework Policy' establishes various flexible work arrangements, including total, partial, and hybrid teleworking, adapted to the needs of each position and business unit.

In addition, our 'Digital Disconnection Policy' guarantees the right of employees to disconnect from work outside their working day. For workers subject to maximum working hours, this applies at the end of their established working hours. For those not subject to maximum working hours, a minimum of 12 continuous hours of disconnection in 24 hours is ensured.

These policies together allow our employees to adapt their work schedules flexibly, improving work-life balance. Flexibility extends to the possibility of working from home or in hybrid mode, with the security of being able to effectively disconnect outside working hours.

Additionally, we recognize exceptional situations where out-of-hours communication may be necessary, but these are limited to emergencies or force majeure circumstances, always respecting the rest rights of our employees.

Employee Support Programs

Work Conditions

- **Working-from-home arrangements:** AENZA has implemented a telecommuting policy that allows employees to work from home. We offer 100% remote work options, as well as hybrid models that combine face-to-face and virtual days. This flexibility adapts to the needs of our diverse teams and projects, improving job satisfaction and talent retention.

AENZA has implemented a robust telecommuting policy that offers a variety of home-based work arrangements, tailored to the needs of the company and its employees. Our 'Telework Policy' establishes the following options:

- a. Total Telework: For positions that by their nature can perform their functions 100% remotely, with occasional visits to the office according to specific requirements.
- b. Partial Telework: A hybrid model that combines face-to-face and remote work days. For employees with a salary grade of 17 or lower, a scheme of 3 face-to-face days and 2 telecommuting days is offered. For those with a salary grade of 18 or higher, a scheme of 4 face-to-face days and 1 telework day is established.
- c. Flexible Teleworking: The distribution of the working day between face-to-face and remote work is defined in the individual agreement of each employee, allowing greater adaptability to the specific needs of the position and the employee.

These telecommuting options are complemented by our 'Digital Disconnection Policy', which ensures the right of employees to disconnect outside their workday, promoting a healthy work-life balance.

The implementation of teleworking in AENZA is temporary, with terms defined in individual agreements, subject to automatic renewal until the company communicates otherwise. In addition, we provide the necessary tools and equipment for teleworking, and offer financial compensation for expenses associated with working from home, when applicable.

Employee Support Programs

Work Conditions

- **Part-time working options:** AENZA recognizes the importance of offering flexible work options to accommodate the diverse needs of our workforce. While our telecommuting policy focuses primarily on remote and hybrid work arrangements for full-time employees, we have also implemented part-time work options for certain specific roles.

A concrete example of our part-time work policy is in our Unna Infraestructura business unit, where we offer this modality to both Line 1 train drivers and station assistants. The latter are students from the area of influence. This flexibility allows us to optimize shift scheduling and, at the same time, provide employment opportunities for people seeking or needing reduced hours.

In addition, our 'Telework Policy' and 'Digital Disconnect Policy' are applied proportionately to part-time employees, ensuring that they also enjoy the benefits of flexibility and digital disconnection, tailored to their reduced working hours.

We are committed to continually evaluating the possibilities of extending part-time work options to other areas and roles within the organization, whenever operationally feasible and beneficial to both employees and the company.

Employee Support Programs

Family Benefits

- **Breast-feeding/lactation facilities or benefits:** AENZA provides dedicated breastfeeding facilities at our main office, offering a private and comfortable space for breastfeeding mothers. In addition, we organize educational talks on breastfeeding, promoting the health of both mothers and babies. Our comprehensive approach supports employees during this important period of their lives.



There is a lactation room available on the 8th floor of the Petit Thouars Office, accessible to all business units.

Employee Support Programs

Family Benefits

- **Paid parental leave for the primary caregiver:** AENZA offers 14.3 weeks (100 days) of paid parental leave for the primary caregiver, exceeding the minimum legal requirements. This policy supports our employees during the crucial early stage of parenthood, promoting family well-being and gender equality in the workplace. By the new policy for the return of expectant mothers, AENZA extends maternity leave by granting an additional 30 days of paid leave to working mothers (staff and operational) whose functions are not compatible with remote or hybrid work and who are assigned to projects in other locations.
- **Paid parental leave for the non-primary caregiver:** AENZA provides 6.6 weeks (46 days) of paid parental leave for the non-primary caregiver. This policy recognizes the important role of both parents in early child care and promotes a culture of work-family balance. According to the new policy for the return of a pregnant mother, AENZA has a special benefit for working parents, which consists of the possibility of performing remote work in the modality of total teleworking for a period of 07 additional calendar days, once the period of paternity leave established by law has ended.
- **Paid family or care leave beyond parental leave:** AENZA offers 1.95 weeks (13.6 days) of paid family leave beyond parental leave. This benefit allows our employees to care for family members with physical or mental health conditions, demonstrating our commitment to the integral well-being of our employees and their families. According to the new return policy for expectant mothers, AENZA has a progressive return program that includes: i) Total telework modality (temporary) for up to 3 months after the end of maternity leave. ii) Staggered return to face-to-face work with a hybrid mode (2 face-to-face days and 3 days of telework) for an additional period of 3 months. iii) In cases of multiple births or birth of a disabled child, the total telework period is extended from 3 to 6 months.

Type of Performance Appraisal

AENZA has implemented a standardized performance evaluation process for all Group employees. By 2024, we have enhanced our Performance Management process, and all segments will be evaluated through competencies, using our corporate competency model. This approach includes agile conversations at the feedback stage. Additionally, for executives, we maintain a Management by Objectives approach, particularly for variable compensation. The frequency of performance evaluation is performed at least yearly. This comprehensive process is directly linked to annual salary reviews, development processes, promotions, and internal opportunities, ensuring alignment with our corporate strategy and individual growth.



Thank you.