

ESG 2024: Key Sustainability Indicators



The information in this brochure complements what we have shared in the Consolidated Report 2024, 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

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Social Impact





Governance Framework

Sustainability Reporting Boundaries



The sustainability disclosures included in the Consolidated Report 2024 cover AENZA's operations at UNNA Infraestructura, UNNA Energía, CUMBRA and VIVA. These business units are under AENZA's operational control and are **fully consolidated for financial reporting purposes**.

The included business units represent 100% of AENZA's total revenue. This boundary ensures alignment between sustainability and financial disclosures, in accordance with the company's internal management structure and materiality assessment.

AENZA Financial Statement 2024:

https://api.aenza.com.pe/storage/home/pdf/eeff-consolidado-auditado-aenza-2024.pdf

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.

ESG Oversight



Historically, we have been known for strong ESG performance, managing these factors in an integrated way in our daily operations. However, faced with the challenge of standardizing ESG management at a corporate level and building a cross-cutting ESG system that could align the specific characteristics of our various business units—concessions management, energy, engineering and construction, and real estate development—we implemented a comprehensive model that ensures coherence and consistency across all our operations.

At the Board level, ESG matters fall under the responsibility of the Talent and ESG Committee, which oversees policies and strategies related to Corporate Sustainability. This committee is composed of Juan Revilla, Esteban Vitón, and Santiago Hernando, the latter being an independent director.

This plan set clear objectives and common standards that allowed us to efficiently coordinate ESG management across all our units. Through thematic corporate committees—such as those on safety, environment, and diversity—we promoted knowledge sharing and best practices, thereby strengthening the integration of ESG factors into our operational and strategic processes.

ESG management at the corporate level is led by José Haya de La Torre, who serves as Corporate Manager of Public Affairs.

This system enables us to ensure coherent and efficient management, fostering synergies and consistency by combining unified corporate standards with the necessary flexibility to respond to the specific demands of each business unit.

Double Materiality



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.

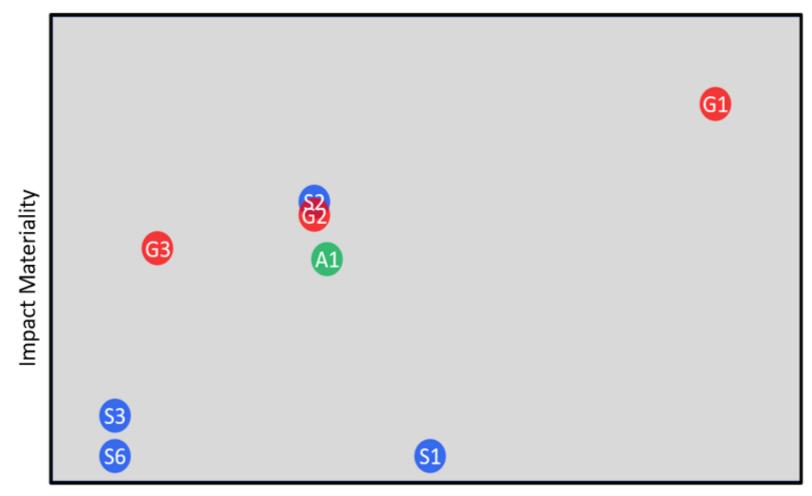
During the context analysis, we reviewed the 2022 materiality, internal corporate documentation, and benchmarking of leading companies in the sector worldwide in the industry. Then, financial and non-financial impacts were identified, integrating the perception of 21 corporate leaders in the evaluation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



Financial Materiality

	Governance
G1	Transparency, ethics, and corporate governance
G2	Risk management
G3	Cybersecurity
	Social
S1	Stakeholder relations
S2	Occupational safety and health
\$3	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	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.
Business Impact	Risk
Business strategies	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.



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 < 0.26	Employee satisfaction rate 79%
Target Year	2024	2024	2024
Progress	In 2024, we trained 100 % of our team in ethical and regulatory compliance issues through case studies, with a risk approach aligned with corporate policies and values.	As of 2024, 0.15	As of 2024, 79%



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	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	ates a significant positive impact by not Engaging with external stakeholders is crucial to the success economy but also providing essential implementation of our projects. The quality of relationships will development opportunities to the communities, local and regional governments, and other near stakeholders can significantly impact both the perception and outcome with in the region. By prioritizing local of our operations. By prioritizing constructive engagement a collaboration, we can enhance the quality of life in these communities conomic contributions, helping to build mitigate potential conflicts, and create a more supportive environments the importance of aligning our 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	 Percentage of local labor contracted Spending on local purchases 	 Man-hours lost due to social conflict Community complaints handled People benefiting from programs and projects
Impact Valuation	Increased local economic development	Improved social harmony: less conflict + engagement
Impact Metric	2022: 33% 2023: 34% 2024: 27% Spending in 2024: US\$ 213.4 MM	2024: 0 man-hours lost due to social conflict 2024: 94% of community complaints attended to 2024: 20,673 persons benefiting from programs and projects

Whistleblowing Mechanism



Responsibility for Evaluating Received Complaints

The Ethics Committee is the governing body responsible for reviewing the results of investigations into complaints received through the Ethics Channel and for endorsing the recommendations issued to the relevant areas of AENZA. The Committee meets monthly and is composed of the Corporate General Manager, the Corporate Vice President, the Corporate Legal Vice President, the Corporate Human Management Manager, and the Corporate Compliance Manager.

Zero-Tolerance Policy on Retaliation

The Business Code of Conduct, available on AENZA's website, states: "All people who file a complaint in good faith, meaning with reasonable grounds to believe that the reported information is true, will be protected from any form of retaliation. Any retaliation will be treated as a serious disciplinary matter and must be reported immediately to the Corporate Compliance Manager." This zero-tolerance approach to retaliation is also reinforced in the Corporate Complaint Management Policy and the Board Policy for Crime Prevention in Peru.

Complaint Investigation Process

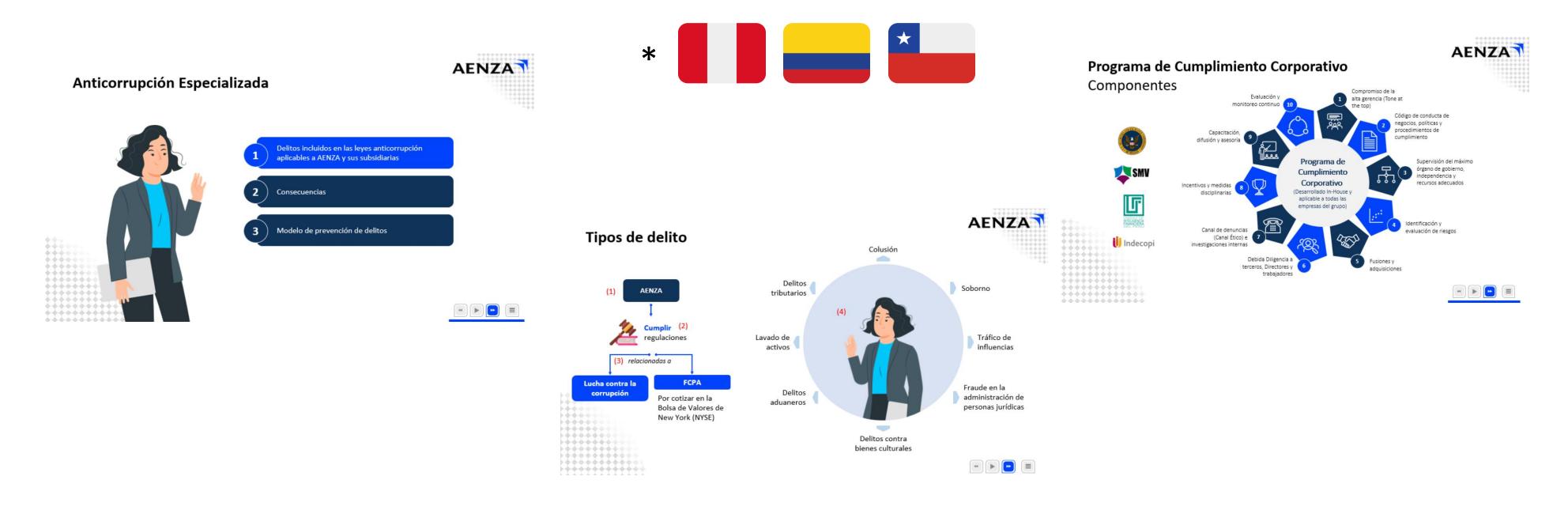
The Corporate Complaint Management Policy outlines the investigation phase, which is further detailed in the Ethics Channel Complaint Management Procedure. This procedure sets out the steps from the receipt and registration of the complaint, through preliminary analysis and investigation, to the implementation of recommendations. The procedure was last updated on May 23, 2025.

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.



Information Security Management Programs



Information security related business continuity plans:

The plan recognizes that operational continuity depends on protecting information assets and managing risks associated with threats such as cyberattacks, data loss, malware, and technological failures. It includes the analysis of technological vulnerabilities and risks, identifies critical processes that depend on IT systems, and establishes strategies for the recovery of IT services, communications, backups, and essential systems. It also contemplates activating incident response protocols, coordinating with the IT area to restore affected services, and conducting periodic recovery tests. The plan emphasizes the importance of the availability, integrity, and confidentiality of information to ensure business continuity in the face of any disruptive event.

Escalation process to report incidents:

We have an escalation process for employees to report incidents, vulnerabilities, or suspicious activities. The Corporate Information Security Policy establishes that all employees are responsible for reporting events and incidents related to information security and cybersecurity—such as unusual behavior, malware, phishing, unauthorized access, and similar—through the Help Desk Support Portal, which serves as the formal channel for reporting and escalation so that the responsible area can manage these incidents.

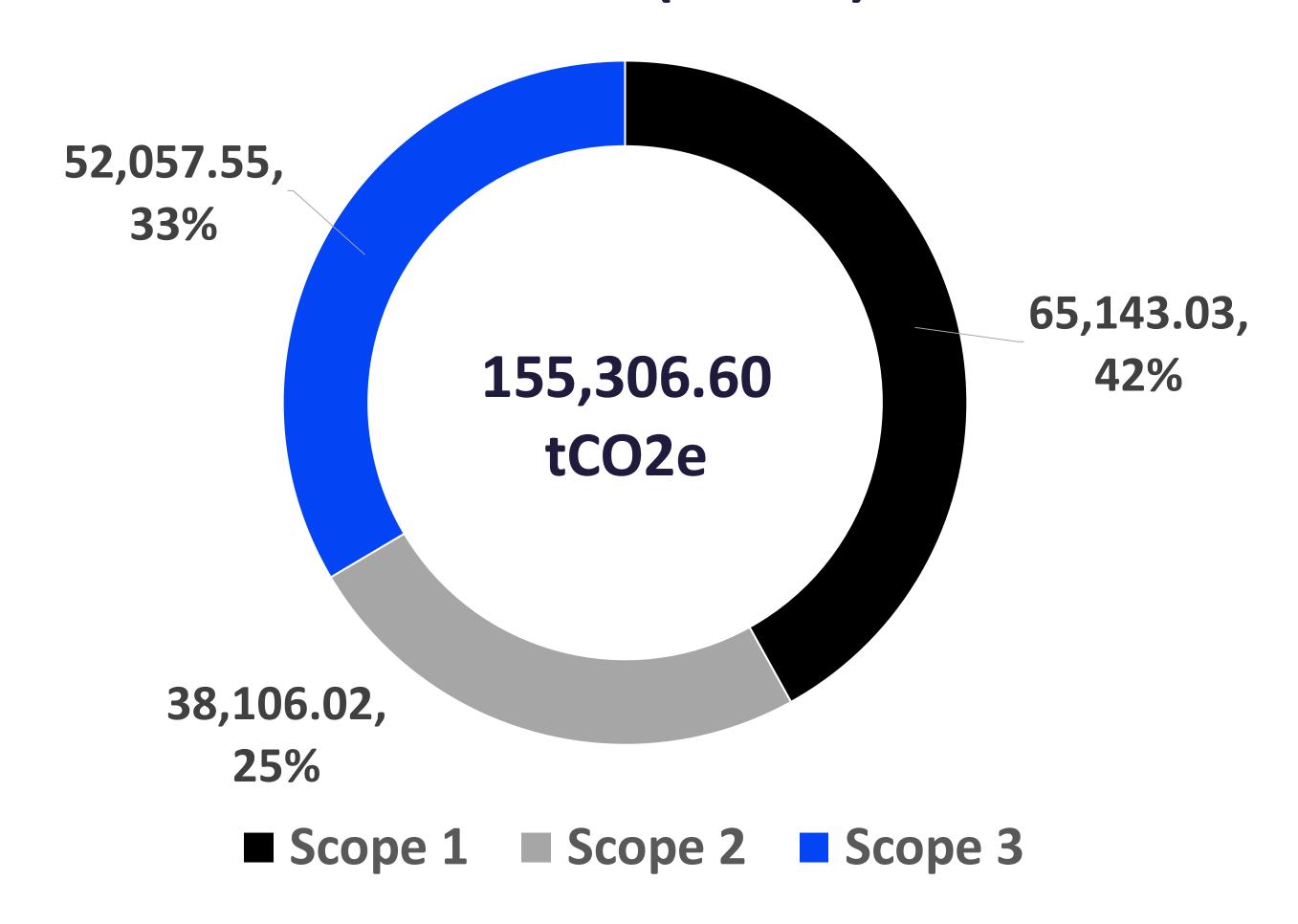




Environmental Commitment

Greenhouse Gas Emissions 2024 (tCO2e)





Greenhouse Gas Emissions (Scope 1 and 2)



We present our greenhouse gas (GHG) emissions for 2023 and 2024, covering both direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2). The results, expressed in metric tonnes of CO₂ equivalents, reflect 100% operational coverage. With the support of Carbon Responsible, we have undertaken this analysis as part of our commitment to measure and manage our carbon footprint across all operations.

Direct GHG (Scope 1)	Unit	2023	2024
Total direct GHG emissions (Scope 1)	Metric tonnes CO2 equivalents	57,798.59	65,143.03
Data coverage (as % of denominator)	Percentage of: Operations	100%	100%

Indirect GHG (Scope 2)	Unit	2023	2024
Location-based	Metric tonnes CO2 equivalents	44,127.57	38,106.02
Data coverage (as % of denominator)	Percentage of: Oper ations	100%	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)



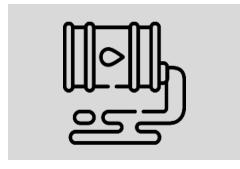
IGHG (Scope 3)	Unit	2023*	2024
Total indirect GHG emissions (Scope 3)	Metric tonnes CO2 equivalents	27,266.51	52,057.55

Scope 3 Category	Emissions in 2024 (Metric tons CO2e)	Scope 3 Category	Emissions in 2024 (Metric tons CO2e)	Scope 3 Category	Emissions in 2023 (Metric tons CO2e)
1. Purchased Goods and Services	31.25	6. Business travel	45.75	11. Use of sold products	-
2. Capital Goods	1	7. Employee commuting	-	12. End of life treatment of sold products	-
3. Fuel-and-energy- related-activities (not included in Scope 1 or 2)	26,008.89	8. Upstream leased assets	530.71	13. Downstream leased assets	-
4. Upstream transportation and distribution	-	9. Downstream transportation and distribution	-	14. Franchises	-
5. Waste generated in operations	25,440.95	10. Processing of sold products	-	15. Investments	-

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



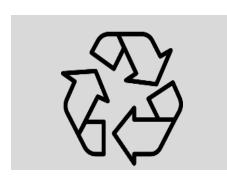
Environmental Management Results 2024



0

Negative Environmental events





1277 Tn

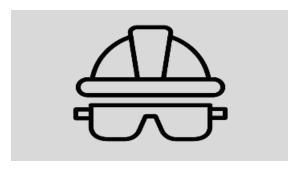
Total solid waste recycled or reused







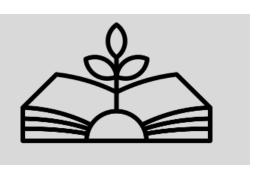




87%

Compliance with the Visible Leadership Program





1776 MHT

Man-hours of training in environmental topics





100%

Monthly monitoring of contractors' environmental management



Construction Solid Waste Management Plan

Summary of the Management of Our Solid Waste Minimization Plan

- We have an approved and current Solid Waste Minimization Plan.
- We segregate waste in a differentiated manner, in accordance with current regulations, and provide the necessary resources for its reuse.
- We have established temporary collection points in compliance with applicable environmental regulations.
- We manage waste through authorized Solid Waste Operating Companies (EORS).
- We trace the waste generated through reports aligned with the GRI standard.
- We comply with mandatory reporting to the Ministry of the Environment through the SIGERSOL platform.
- We contribute to local development by donating reusable waste to formalized recycler associations.
- We have a continuous training program to raise awareness and strengthen staff skills in proper waste management.
- We carry out environmental awareness campaigns aimed at workers and the community, promoting a culture of reduction, reuse, and recycling.



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Evidence of compliance with the construction waste management plan

Inspection Program



Training





Segregation points



Temporary storage point for solid waste (RRSS)







Results of waste separation

Objectives:



• Carry out quarterly traceability of recyclable and reusable waste, using the GRI (Global Reporting Initiative) standard as the reporting framework.



Compliance

2024

(O)

• Formalize agreements with at least one recycler association per zone or project, to ensure the proper destination of reusable waste.





• Implement ecological points or differentiated segregation stations in 100% of operational and administrative areas.





• Conduct at least one awareness campaign every six months on recycling and circular economy, involving staff and the local community where applicable.

100%



• Train 100% of the staff involved in the management of reusable waste, reinforcing criteria for segregation, storage, and traceability.

100%



Solid Waste Management with Suppliers

- 100% of contractors have been trained on proper solid waste management and disposal.
- They are informed about the Environmental Policy as part of the induction process and on a bimonthly basis.
- A program of inspections of collection points is implemented, where contractors themselves must carry them out periodically and submit observation reports as part of their environmental responsibility.
- To proceed with the signing of their valuations, monthly compliance with their Environmental Management Program is required, which must be documented and validated.
- Active participation of contractors is promoted through environmental campaigns with a participatory approach, such as recycling contests, bio-gardens, and other waste reuse initiatives.











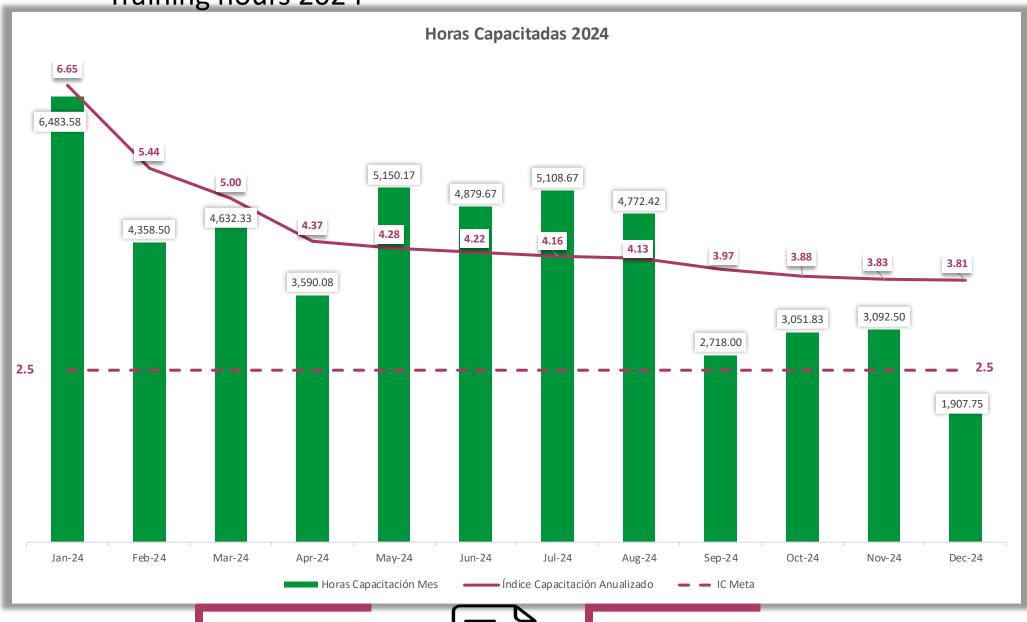


These actions cover 100% of the contractors, ensuring coherent, crosscutting environmental management aligned with VIVA's objectives.



Training - 2024

Training hours 2024



1776 MHT

MHT in environmental topics

100%

Trained Suppliers

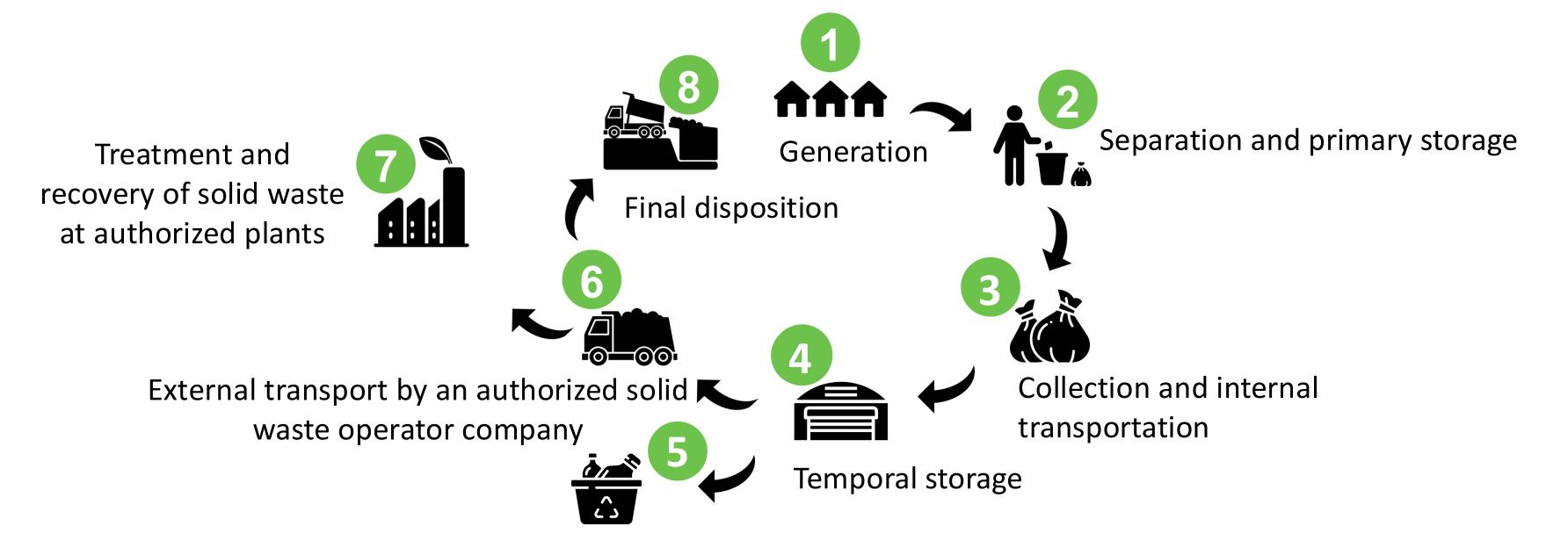




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Solid Waste Management Process



Recovery of solid waste by formal recycler foundations



Solid Waste Separation - Results

Formales



Metal Waste

They are recovered through an authorized recycling company, which makes the corresponding payment for the material, generating income that is reinvested into the project's budget.

61.69 Tn

Metal waste commercialized in 2024

Other Reusable Waste

We have partnerships with formalized recycling companies in the area, which are responsible for recovering waste such as paper, cardboard, plastic, and wood. This collaboration generates job opportunities for the community and contributes to local development.

298.6 Tn

General waste commercialized in 2024



APROVECHAMIENTO DE RESIDUOS ORGÁNICOS

With organic waste, we produce COMPOST, a natural fertilizer obtained from the controlled decomposition of organic matter, which can be used to improve soil quality in green areas or bio-gardens.

0.345 m3

Total Compost 2024

Compost Process

Collection points for organic matter (OM) have been set up for compost generation.

Collection of organic matter, cafeteria + store

Collection of organic matter, dead leaves



Gather organic matter at collection points



CompostGeneration



Use of compost for green areas

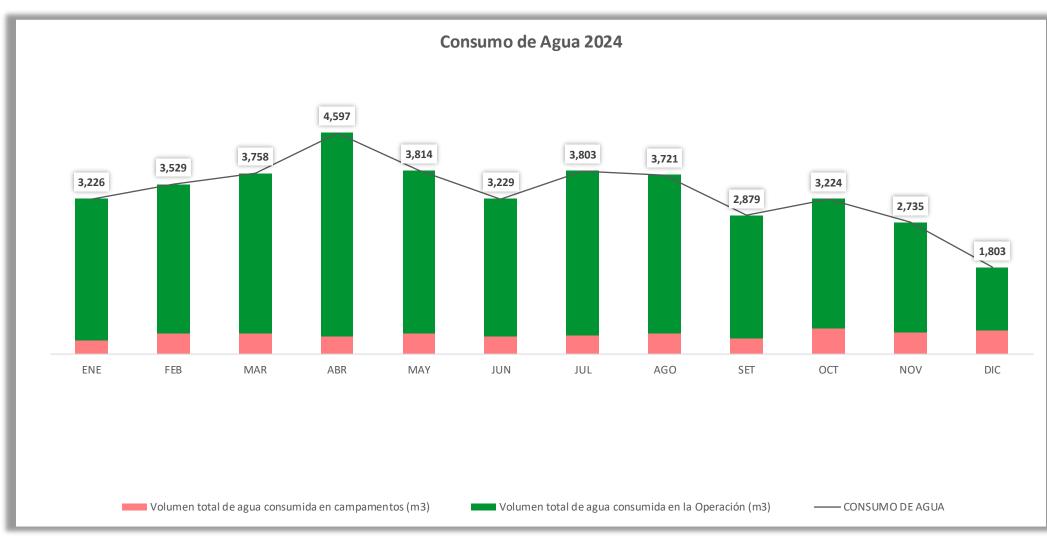




As part of our commitment to sustainability, one of our main objectives in water management is to maintain traceability of water consumption and implement actions that allow us to progressively reduce its use. To achieve this, we have implemented the following good practices:

1

Traceability of water consumption



We monitor our water consumption through the GRI report, which allows us to:

- Identify opportunities for improvement
- Track our reduction goals
- Ensure transparency of our management to stakeholders



2

ECOACCIONES Program

We have developed an environmental awareness program focused on the efficient use of water. Through strategic signage at key points, we remind our employees of the importance of not using more water than necessary.







3

Low-flow faucets

In our administrative offices and delivered apartments, we use low-flow faucets, which allow us to optimize water use in daily activities without affecting comfort or functionality.

100 L
Estimated daily savings





4

ECOVIVA System (Building)

In our condominiums, we have implemented a system for reusing greywater from sinks and showers, which is used for irrigating common green areas, promoting more efficient and circular water management.





5

Sustainable Watering

For the irrigation of bio-gardens, we implement drip irrigation systems, which allow efficient distribution of water directly to the root of the plants. In some cases, recycled bottles are used as adapted irrigation systems, thus combining water efficiency with waste reuse practices.







6

Use of BRO-CURE additive in concrete curing

During the construction process, especially in concrete curing, we use the BRO-CURE additive, which reacts chemically with the concrete to cure, harden, and provide it with a dust-proof treatment. This treatment replaces traditional water curing, allowing significant water savings.



125 000 L

Approximate water consumption saved per tower

7

Control of particulate matter emissions with authorized water

The cisterns used for controlling particulate matter emissions have a Water Use Authorization issued by the ANA (National Water Authority), which ensures that the water used comes from an authorized source and complies with current regulations.





Revenues from Energy Efficient Buildings



Our customer-first approach and focus on sustainability drives the development and construction of social and traditional housing for residents, with projects that form part of the Mi Vivienda and Techo Propio programs, providing our customers with access to Peruvian government subsidies. We have obtained "Bono Verde" certification from Fondo Mi Vivienda, thanks to the sustainable design of our housing units, which gives our customers access to preferential mortgage rates.

Category	Unit	2021	2022	2023	2024
Energy efficient buildings	PEN SOL	243,186,000	215,507,000	136,998,000	124,243,000
	% of buildings	100	100	100	100
Other sustainable products or services	PEN SOL	0	0	0	0

Certified Sustainable Buildings



Revenues from:

Conventional housing (apartments) and social housing

Standard:

We are certified with the "Bono Verde" from "Fondo Mi Vivienda".

Category	Unit	2021	2022	2023	2024
Constructed Buildings	#	15	5	10	7
% of Buildings cerfified	%	100	100	100	100
Revenues from certified buildings	PEN SOL	243,186,000	215,507,000	136,998,000	124,243,000
% of Sustainable revenues	%	100	100	100	100



San Gabriel Project

CUMBRA carries out the established biodiversity protection controls in accordance with the guidelines of the client Buenaventura, as described in the Environmental Management Plan P-COR-SIB-04.19.

Environmental Management Plan_V03 BNV

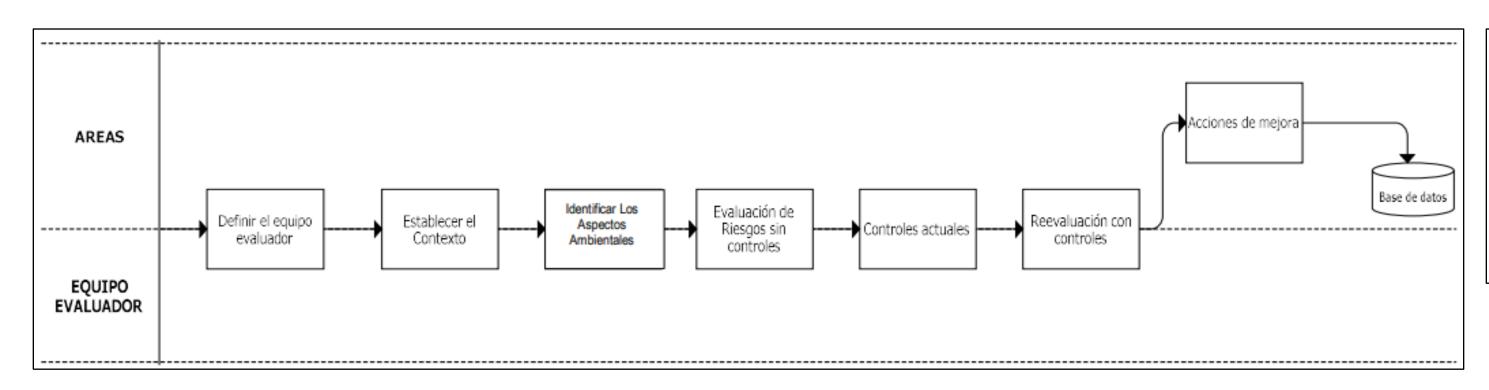
Environmental Aspect	Environmental Impact	Risk/Opportunity
Interaction with protected natural areas	I OSS OF DADITAL FOR TAILING AND DROTECTED FLORA	The risk is that the execution of activities without the implementation of control and/or mitigation measures could generate the alteration and loss of species of interest (flora and fauna species in critical condition, threatened or endangered).
	T	The risk is that interaction with watercourses from mining project activities and/or the construction of dams and/or various infrastructures, or hydroelectric plants, could have a negative impact on the quality and/or quantity of water, biodiversity, legal non-compliance and/or reputational damage.
Interaction with fragile ecosystems	,	The risk is that if fragile ecosystems (such as wetlands, swamps, lakes, lagoons) are not properly identified, species of interest may be lost.
Interaction with endemic species	Reduction of flora and fauna species	The risk is that if endemic species (species whose natural distribution range is limited to a specific geographical area) are not properly identified, which are established by the authorities, the loss of these species of interest could be generated.
		The risk is that if archaeological evidence is identified, the project must be redefined, and if control measures are not implemented, legal non-compliance and reputational damage could occur.
Interaction with flora and wildlife	Loss of species of interest, impact on the natural recovery of species, impact on biodiversity.	The risk is that damage to wildlife could generate the loss of species of interest, affect the recovery and natural cycles of species, and generate legal non-compliance.



Identification of environmental aspects, risk assessment and controls (HIRAC-environmental) P-COR-SIB-03.01B

The identification of environmental aspects, risk assessment and controls must be carried out taking into account:

- Routine and non-routine activities, or infrastructure, equipment, materials, substances, physical site conditions, processes, operating procedures, and emergency situations.
- Changes in development, whether new or planned activities.
- Abnormal conditions and emergency situations, environmental events type I, II, III, IV, or V.
- Changes in knowledge and information regarding environmental aspects.
- Significant environmental aspects may result in risks and opportunities associated with both adverse environmental impacts (threats) and beneficial environmental impacts (opportunities).
- Requirements established in Environmental Management Instruments and/or approved authorizing titles.
- The residual environmental risk assessment must be carried out considering the effectiveness of existing controls, through audits, inspections, performance indicator results, and other management tools.
- Controls for environmental aspects that can only be influenced, but not controlled, will be carried out through awareness-raising or recommendations and/or as defined by the organization.
- Action plans are included to address significant environmental aspects (High Environmental Risk).



			MATRIZ BÁS	SICA DE EVALUA	CIÓN DE RIES	GOS	
	Critico (Catastrófico)	1	1	2	4	7	11
9	Grave (Mayor)	2	3	5	8	12	16
RID/	Moderado (Permanente)	3	6	9	13	17	20
SEVERIDAD	Leve (Temporal)	4	10	14	18	21	23
	No relevante (Menor)	5	15	19	22	24	25
			A	В	С	D	E
			Muy probable (Común)	Altamente probable (Ha sucedido)	Probable (Podría suceder)	Posible (Raro que suceda)	Poco probable (Prácticamente imposible que suceda)
					PROBABILI	DAD	

		CALIDAD DEL CONTROL
_		
		CALIDAD DEL CONTROL
-	A 1009	TOTAL: Los controles establecidos eliminan prácticamente la probabilidad o impacto del riesgo inicial, reduciéndolo totalmente.
I	B 90%	ALTA: Los controles establecidos limitan significativamente la probabilidad de ocurrencia o impacto del riesgo inicial, reduciéndolo a un nivel bajo.
	809	MEDIA: Los controles establecidos limitan, pero no drásticamente la probabilidad de ocurrencia o impacto de
(C 709	riesgo inicial, reduciéndolo solo al siguiente nivel. El control aún podría mejorarse incrementando su calidad o
	609	cambiando de jerarquía.
	509	
ı	D 409	BAJA: Los controles establecidos muestran debilidades significativas que impiden que sean efectivos en un elevado número de ocasiones para la reducción de la probabilidad de ocurrencia o impacto del riesgo inicial.
	309	
Γ.	209	MUY BAJA: Prácticamente se produce una inexistencia de controles o bien los existentes no son en absoluto
	109	efectivos, por lo que se mantiene la calificación del riesgo inicial.



CUMBRA evaluates the environmental risks of the activities to be carried out in the project, following the procedure (P-COR-SIB-03.01B Identification of Environmental Aspects, Risk Assessment and Controls – HIRAC-A), including the associated environmental risk.

Within the risk evaluation of the HIRAC-A matrix, the environmental aspect "interaction with flora and wildlife" is identified.

PJ0030-HSE-PL-010_2 Environmental Management Plan- 2025 CUMBRA PMA_IPERC_ HUANCA QUARRY

									RIESGO IN	ICIAL (Sin controles)	
ITEM.	ACTIVIDAD	TAREA	PUESTO DE TRABAJO	CONDICIÓN OPERACIONAL	ASPECTO AMBIENTAL	EVENTO NO DESEADO	AFECTACIÓN	IMPACTO AMBIENTAL	PROBABILIDAD	SEVERIDAD	Riesgo Inicial
1	CONTROLES AMBIENTALES	Implementación de cunetas y pozas de control temporal	Supervisor, Operador Capataz, Operario, oficial y ayudante.	Tarea Rutinaria	INTERACCIÓN CON: Flora y fauna silvestre	Perturbación de Flora y Fauna	SHEIO	Alteración de la Biodiversidad existente en la zona de trabajo.	Probable	Moderado	Medio

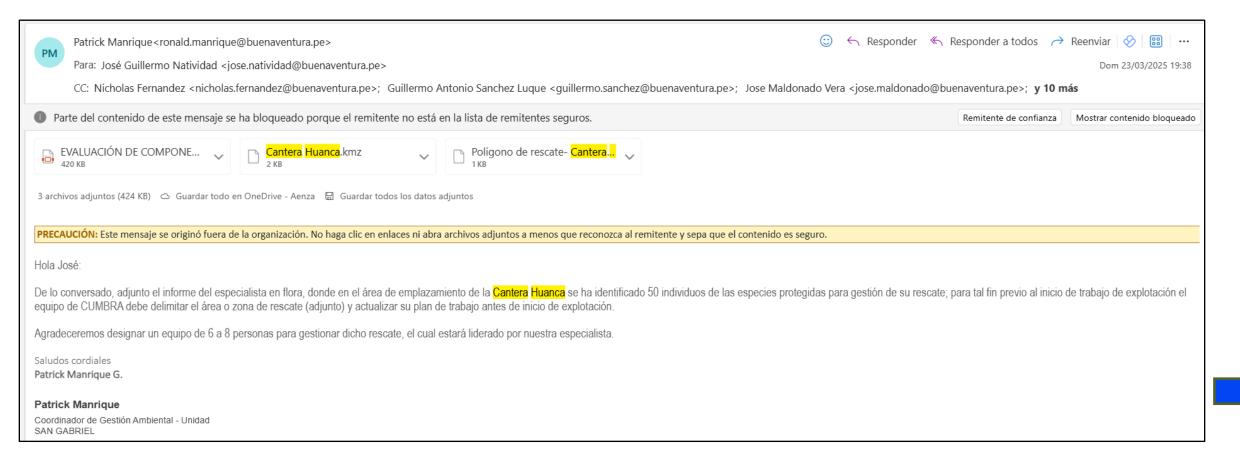
						EVALUACIÓN DEL RIESGO CON CONTROLES AC	TUALES					
ELIMINACIÓ	N		SUSTITUCIÓN			INGENIERÍA			ADMINISTRATIVO			
Descripción	q	Tipo	Descripción	Q	Tipo	Descripción	q	Tipo	Descripción	q	Tipo	Riesgo Residual
						* Se realizara la verificación de las especies protegidas antes de iniciar las actividades. * Si en caso se identifique especies protegidas se comunica a medio ambiente BNV y se realizara la reubicación al vivero Gabriela. *Ahuyentamiento de de especies de fauna	80%	Р	*Implementar señalización con las especies protegidas. *Capacitar al personal en la protección de las especies protegidas. *Capacitar en la preservación de especímenes de flora silvestre, quedando prohibida la recolección o comercialización de especí-menes de especies silvestres	50%	Р	Bajo



Actions when identifying the environmental aspect "interaction with flora and wildlife"

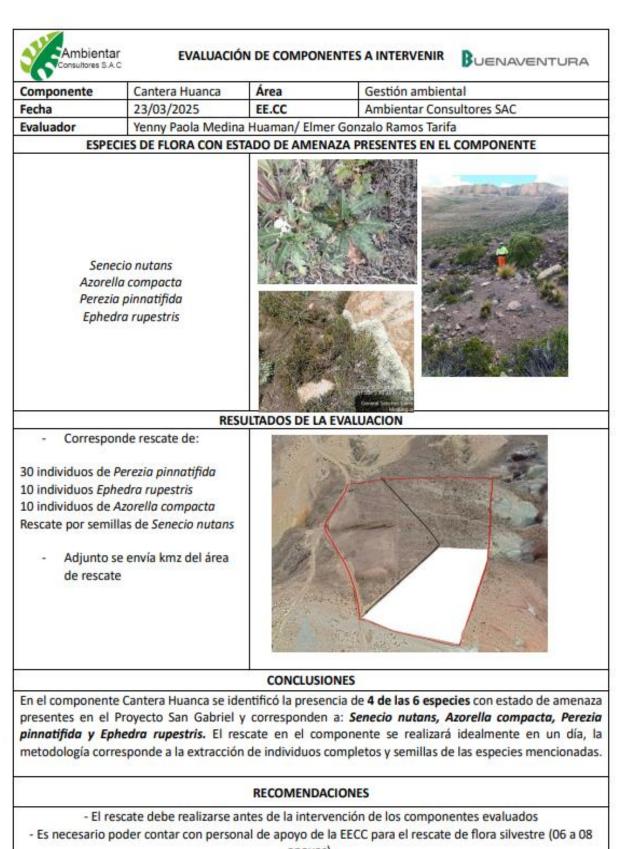
- 1. When CUMBRA identifies the environmental aspect of interaction with flora and wildlife, as an action measure it communicates with the client BNV so that the corresponding actions, such as evaluation or rescue of flora and fauna, can be carried out.
- 2. Once BUENAVENTURA (BNV) identifies the aspect of interaction with flora and wildlife, it requests its contractor, the company Ambientar, to perform the evaluation or rescue of the identified flora and fauna.
- 3. BUENAVENTURA informs CUMBRA of the actions to be taken, such as delimiting areas that cannot be intervened until the rescue or the actions determined in the evaluation are completed.
- 4. Once the planned actions are carried out, BUENAVENTURA informs CUMBRA that the area has been cleared and may be intervened.
- 5. CUMBRA and BUENAVENTURA perform a checklist to verify the implementation of environmental controls at the start of activities, confirming compliance with the release of areas (biodiversity protection).

Process of Flora and Fauna Intervention:



Communication by the client regarding the evaluation carried out and the actions to be taken





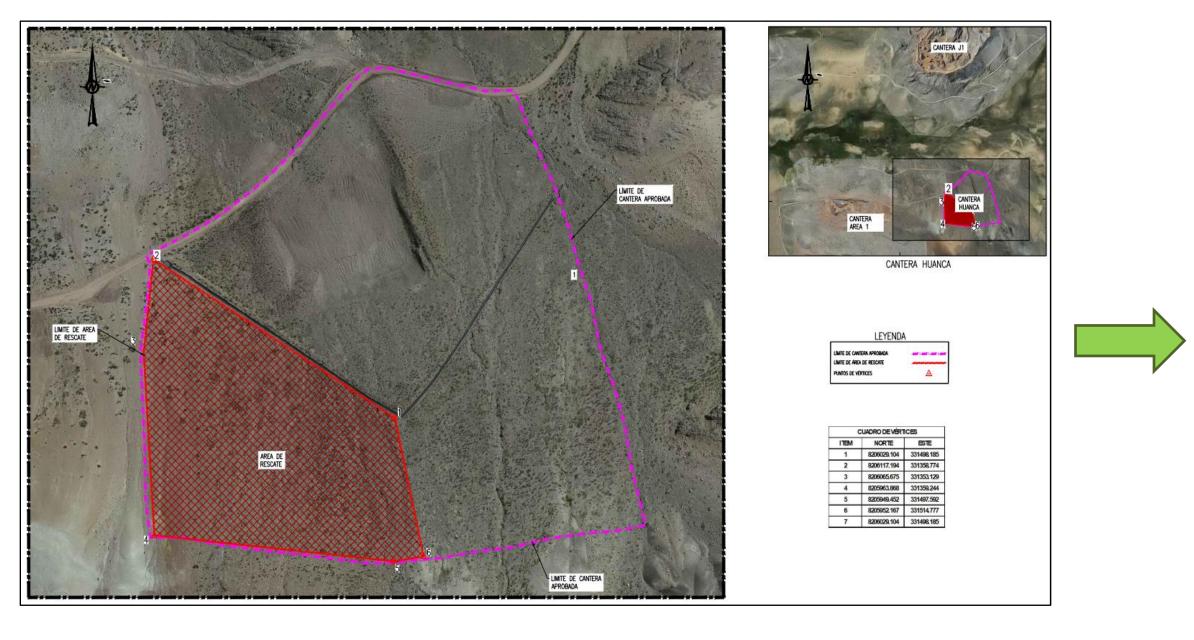
EVALUATION OF COMPONENTS TO BE INTERVENED – HUANCA QUARRY – BNV



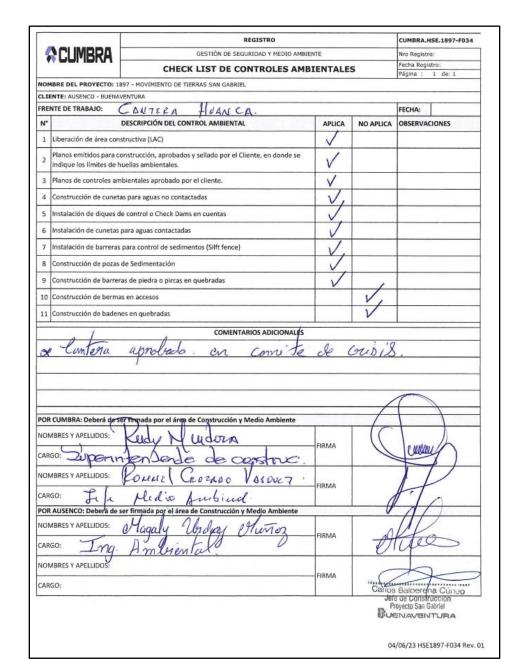
Process of Flora and Fauna Intervention:

Delimitation of Rescue Area

Once the flora and fauna have been rescued, an environmental control verification checklist is carried out jointly by CUMBRA and BNV.





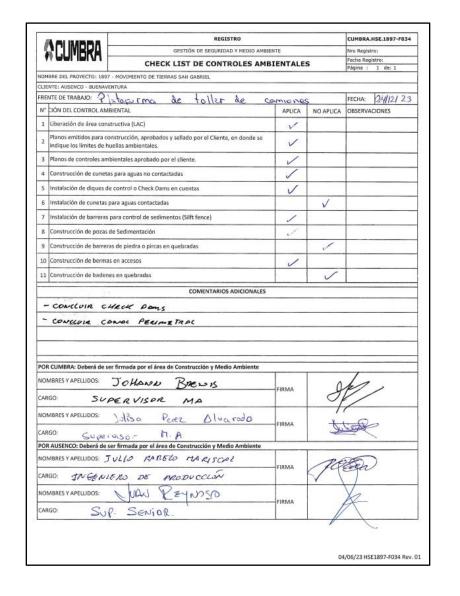




Area Clearance:

For each site opening prior to the start of construction work, and once the PMA and IPERC-A documentation has been approved by the client, verification is carried out to ensure compliance with biodiversity protection commitments. This verification of biodiversity protection commitments is conducted through the environmental control checklist, where item No. 01 —Construction Area Clearance (LAC)— specifically addresses this requirement. Once verified, the document is signed, granting approval to begin activities.

Environmental Controls Checklist 2023



DESCRIPCIÓN DEL CONTROL AMBIENTAL AL Liberación de área constructiva (LAC) Planos emitidos para construcción, aprobados y sellado por el Cliente, en donde se indique los limites de huellas ambientales. Planos de controles ambientales aprobado por el cliente. Construcción de cunetas para aguas no contactadas Instalación de diques de control o Check Dams en cuentas Instalación de dunetas para aguas contactadas Instalación de barreras para control de sedimentos (Silft fence) Construcción de pozas de Sedimentación Construcción de barreras de piedra o pircas en quebradas Construcción de barreras de piedra o pircas en quebradas Construcción de badenes en quebradas COMENTARIOS ADICIONALES CUMBRA: Deberá de ser firmada gor el área de Construcción y Medio Ambiente ABRES Y APEULIDOS: ABRES Y APEULIDOS: Land Sanday FIRI AUSENCO: Deberá de ser firmada por el área de Construcción y Medio Ambiente ABRES Y APEULIDOS: ADICIONALES TAMPALLIDOS: DE AMBIENTA SALENTAS AUSENCO: Deberá de ser firmada por el área de Construcción y Medio Ambiente ABRES Y APEULIDOS: JUMPAN REFENS AUSENCO: Deberá de ser firmada por el área de Construcción y Medio Ambiente	de le	IGUES NO APUCA	Nro Registr Fecha Regis Păgina : FECHA: OBSERVAI	stro: 1 de: 1
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NOMBRE DEL PROVECTO: 15	97 - MOVIMIENTO DE TIERRAS SAN GABRIEL			Página :	1 de: 1
CLIENTE: AUSENCO - BUENAV					
FRENTE DE TRABAJO: DE					1.1
	DESCRIPCIÓN DEL CONTROL AMBIENTAL	T		FECHA:	01.09.20
		APLICA	NO APLICA	OBSERVA	CIONES
1 Liberación de área cons		V			
2 Planos emitidos para co indique los limites de h	instrucción, aprobados y sellado por el Cliente, en donde se uellas ambientales.	V			
3 Planos de controles am	bientales aprobado por el cliente.	V			
4 Construcción de cuneta	s para aguas no contactadas		V		
5 Instalación de diques d	e control o Check Dams en cuentas	V			
6 Instalación de cunetas	para aguas contactadas	1			
7 Instalación de barrezas	para control de sed mentos (Silft fence)	1			
8 Construcción de pozas	de Sedimentación	V			
9 Construcción de barren	as de piedra o pircas en quebradas		V		
10 Construcción de berma	s en accesos	V			
11 Construcción de baden	es en quebradas		/		
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Area Clearance:

Environmental Controls Checklist 2024

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VOMBR	U DEL PROYECTO: 1897	- NOVIMIENTO DE TIERRAS SAN GABRIEL			
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RENT	E DE TRABAJO: C	intora 31			FECHA: 22-06-2
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3 P	lanos de controles am	bientales aprobado por el cliente.	1		
4 0	onstrucción de cuneta	s para aguas no contactadas	1		
5 11	nstalación de diques d	e control o Check Dams en cuentas	1		
6 II	nstalación de cunetas i	para aguas contactadas		1	
7 11	nstalación de harreras	para control de sedimentos (Silft fence)		1	
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5	onstruccion an barrer	as de piedra o pircas en quebradas		/	
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OR		ser firmada por el área de Construcción y Medio Ambiente			20
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NOMBRE DEL PROYECTO: 1897	- MOVIMIENTO DE TIERRAS SAN GABRIEL			ragina . 1 oc.1	
CLIENTE: AUSENCO - BUENAVEN	ITURA				
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1 Liberación de área constr	ructiva (LAC)	1			
2 Planos emitidos para con indique los límites de hue	strucción, aprobados y sellado por el Cliente, en donde se ellas ambientales.	V			
3 Planos de controles ambi	ientales aprobado por el cliente.	V			
4 Construcción de cunetas	para aguas no contactadas	V			
5 Instalación de diques de	control o Check Dams en cuentas	V			
6 Instalación de cunetas pa	ira aguas contactadas	1			
7 Instalación de barreras p	ara control de sedimentos (Siift fence)	~			
8 Construcción de pozas de	Sedimentación	~		0)	
9 Construcción de barreras	de piedra o pircas en quebradas	V			
10 Construcción de bermas	en accesos	V			
11 Construcción de badenes	en quebradas		V		
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	icion con las barreras de piedra	1			
en 10 dias				\wedge	
POR CUMBRA: Deberá de ser	firmada por el área de Construcción y Medio Ambiente			1	
POR CUMBRA: Deberá de ser NOMBRES Y APELLIDOS:	firmada por el área de Construcción y Medio Ambiente Rudy Mendoza Granados	FIRMA		(coveraw)	<u> </u>
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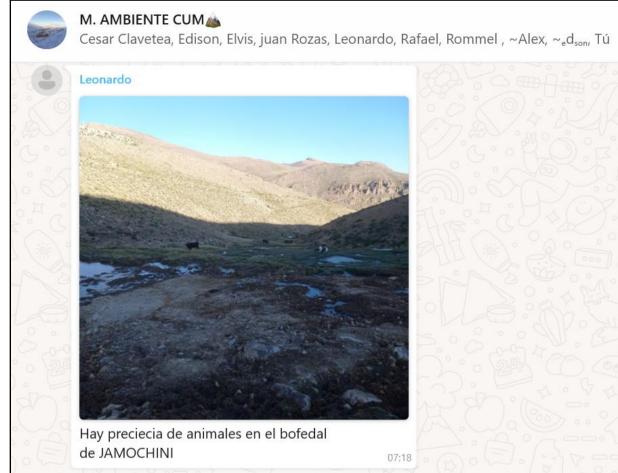
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NOMBRE DEL PROYECTO: 1897	- MOVIMIENTO DE TIERRAS SAN GABRIEL			rayma . I uc. I	\dashv
CLIENTE: AUSENCO - BUENAVE	NTURA				
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3 Planos de controles amb	ientales aprobado por el cliente.				
4 Construcción de cunetas	para aguas no contactadas	~			
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7 Instalación de barreras p	ara control de sedimentos (Silft fence)	0			
8 Construcción de pozas d	e Sedimentación	~			
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CARGO: DUPGIN	teridente Construcción		7	(Manual)	
NOMBRES Y APELLIDOS:	wher Jamoel Tibnodo Ambrocia	FIRMA	\	Tho	
CARGO: LNG_	488			177	
OR AUSENCO: Deberá de se	r firmada por el área de Construcción y Medio Ambiente				-
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CARGO:	= Shearl annon 5		_	Z HZ	
NOMBRES Y APELLIDOS:	JOHANN BREWIS	FIRMA		for />	
CARGO:	UP. AMBIENTAL			1//	



Report on animals in word areas

Cumbra maintains continuous reporting of animal presence through the daily report and/or a WhatsApp group with the client for deterrence actions.









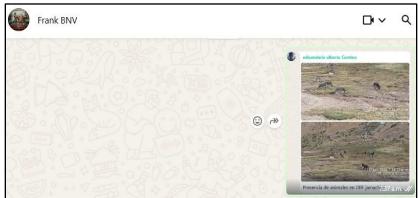
Report on animals in word areas

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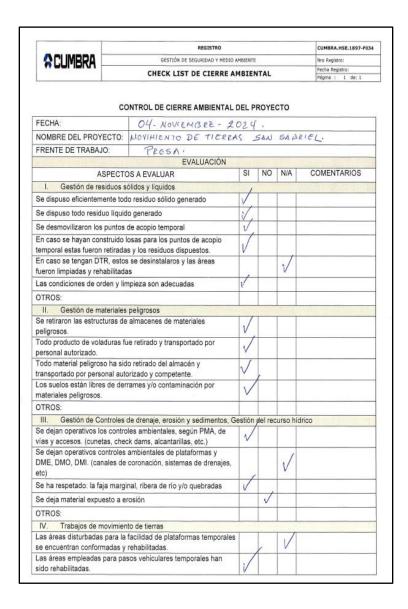


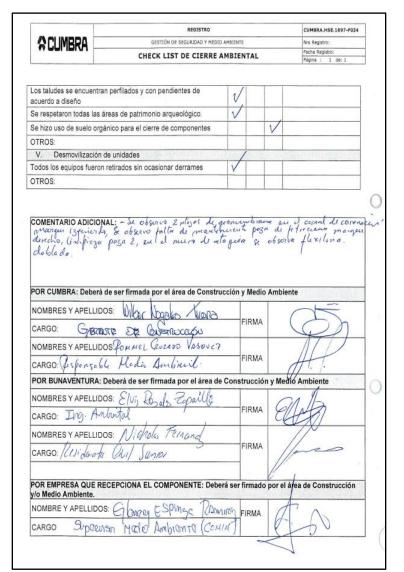


Environmental Closure of Components

CUMBRA carries out the environmental closure of components in coordination with the client, verifying compliance with environmental commitments and ensuring that the environment has not been altered.

Environmental Controls Closure Checklist.1





	REGISTRO				симвя	A.HSE.1897-F034
☆CUMBRA	GESTIÓN DE SEGURIDAD Y MEDIO A	MBIENTE			Nro Reg	***************************************
# COLIDECT	CHECK LIST DE CIERRE AI	MBIEN	TAL			Registro: : 1 de:1
	CONTROL DE CIERRE AMBIENTAL	DEL PI	ROYE	сто		
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NOMBRE DEL PROYEC	CTO: HOVIMIENTO DE TIERZAS	8	LN	GLBI	PIEL	
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E-11/2 - 12.	EVALUACIÓN	-	NO	N/A	COME	NTARIOS
	ECTOS A EVALUAR	SI	NO	N/A	COME	NIARIOS
	uos sólidos y líquidos	1				
Se dispuso eficientemen	te todo residuo sólido generado.	V,				
Se dispuso todo residuo	V					
	untos de acopio temporal.	V				-
temporal estas fueron re	ruido losas para los puntos de acopio tiradas y los residuos dispuestos.			V		
En caso se tengan Depó desinstalaros y las áreas	1	1	V			
Las condiciones de orde	V		1		0	
OTROS:				V		
	eriales peligrosos	1	-	-	A STATE OF THE PARTY OF THE PAR	
Se retiraron las estructu peligrosos.	ras de almacenes de materiales	V				
Todo producto de volad personal autorizado.	uras fue retirado y transportado por	V				
Todo material peligroso	ha sido retirado del almacén y al autorizado y competente.	V				
Los suelos están libres materiales peligrosos.	de derrames y/o contaminación por	V				
OTROS:				V		
III. Gestión de Con	troles de drenaje, erosión y sedimentos, C	estión	del re	curso h	ídrico	
Se dejan operativos los PMA (accesos, cunetas	controles ambientales, según diseño, de , check dams, alcantarillas, etc.)		V	,	Se retira	Il alconce
Se ha respetado: La faj	a marginal, ribera de río y/o quebradas		,	V		
Se deja material acopia	do expuesto a erosión		V	1		
OTROS:				V		
IV. Trabajos de mo	vimiento de tierras	,				
temporales se encuentr	para la facilidad de plataformas an rehabilitadas	V	,			
sido rehabilitadas.	ara pasos vehiculares temporales han	V	_	1		
Los taludes se encuent acuerdo a diseño	ran perfilados y con pendientes de			V		

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				- Control of the Cont					
			1		_				
Se respetaron todas las áre	eas de patrimonio arqueológico.		V						
Se hizo uso de suelo orgán	ico para el cierre de componentes		\vee						
OTROS:									
V. Desmovilización de		/							
	etirados sin ocasionar derrames	V							
OTROS:			V						
3. / a antiga con no racturge mu	L'impieza superficial de ent mang. le agent /se aponeiles pace referencia soi le segurided pri acc	ei la pli	to Jorun	A (Chescals)	n)				
	ser firmada por el área de Construcci	ón y Medio A		A (Chevral)	I)ri a				
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POR CUMBRA: Deberá de NOMBRES Y APELLIDOS: CARGO: GERESTE	ser firmada por el área de Construcci	ón y Medio A		a (Chinals)	2)				
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Training

When CUMBRA identifies the environmental aspect of interaction with wildlife, it takes training actions such as biodiversity protection.

Training evidence 2023

⇔ CUMBRA		Registre		CUMBRA.HSE.1897-F0100		
* CUMBRA	G	ESTIÓN DE SEG	Revisión: 00			
				Hoja: 01 de 01		
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			ASISTENT			
Certifi	co mi participación en	la actividad y el c	ompromiso por	aplicar los conocimi	entos adquiridos es	n mi trabajo.
N° Nombre	s y Apellidos	DNI	AREA	EMPRESA	FIRMA	OBSERVACIÓN
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2 Eduardo	Chara Bein	40634187	5566	Cumbra	d/8	
3 Shoel God	und Selani	4215/962	3566	Culno	200	
4 Smules That	Mr Cruering	29557736	5366	Ellerha	Fel 6	
5 Marco Hears	DODMEN I	29609192	5566	CUMBRE	To.	
5 3000 6m	der Tima As	12140206	55.GE	Pumku	B	
7 Jose Re	EJCI Arepe	29669343	35 60	CUMBRA	Wave	
8 Veren Gu	Sere Laws	42274430	55.66	Compre	TEESA	
9 Mario Ay	cay a Coudon	41389880	5566	Cumbra	OR	
10 Alexis Cante	Hanon	46732644	35.66	comba	1863	
11 Jymando Az	un Maman!	46097321	5066	Unitar	and	
12 Soutigo 56	of The Senly	02166084	15,00	cuntin	8	
13 June Al Bre	a DelGood	456+787	55.66	Gugges	Tafear	-
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15 Jane Toise	Lya Tarra	1/5/08/47	25 66	Com bis	1	
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17 Sugar al	Aus Jims	U049797	58.66	amls	15	
& Shoneton 1	colleta flores	46.870657	55-66	antia	4	
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30 Comentarios						
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Nombre:	ROPE	NA CONTRACTOR		100		

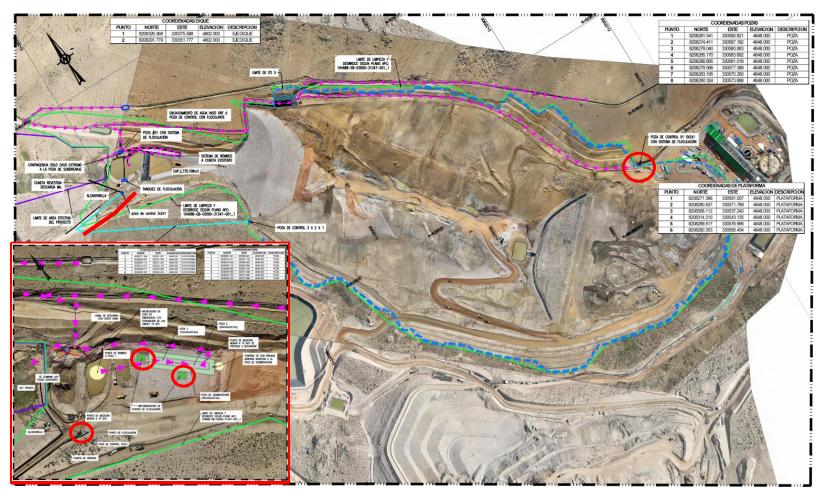
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Complementary Biodiversity Prevention Controls

Protection of wetlands (bofedales) through preventive water management controls, which are of great importance for fauna and flora, as well as for local communities.



Water Management Plan Map of the DRF, which includes 4 flocculation points to ensure permissible limits of \leq 75 NTU for discharge into the streams.





Complementary biodiversity prevention controls – water management



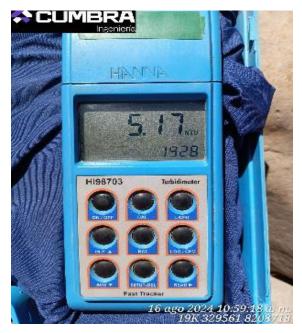








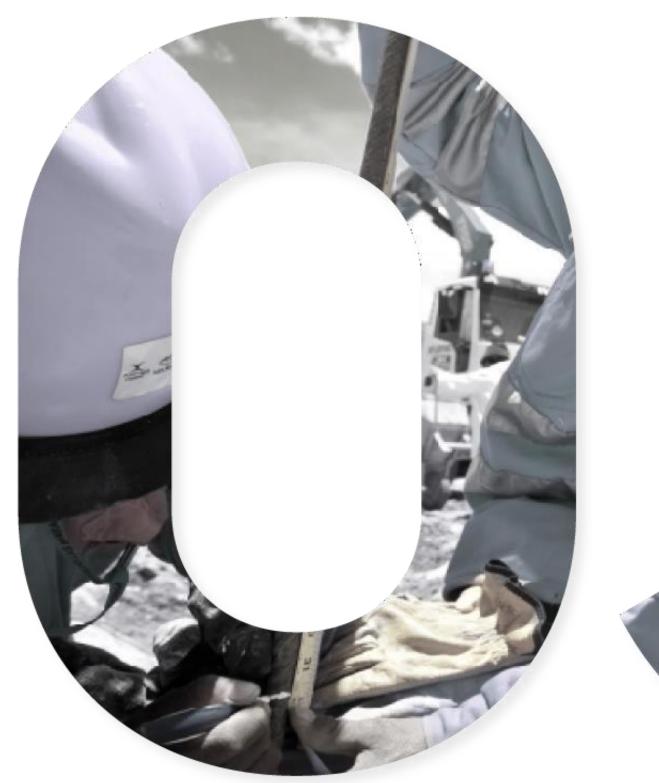






Flocculation process, and by meeting turbidity limits of ≤75 NTU, the water is discharged directly into the streams / Installation of silt fences to prevent sediments from reaching water sources







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.

Indicator	Value (%) 2024	Target (%)	Target year
Proportion of women in the total workforce (as % of total workforce)	14.6%	16.4%	2026
Percentage of women in all management positions, including junior, middle, and senior levels (as % of total management positions)	22%	25.9%	2026
Percentage of women in junior management positions, i.e., first level of management (as % of total junior management positions)	23.1%	26.9%	2026
Percentage of women in senior management positions, i.e., up to two levels below the CEO or equivalent positions (as % of total senior management positions)	3.3%	13%	2026
Percentage of women in revenue-generating management functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	13.9%	15.2%	2026
Percentage of women in STEM-related positions (as % of total STEM positions)	10.8%	12.1%	2026



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 2024 (as % of total workforce)	Share in all management positions 2024, including junior, middle and senior management (as % of total management workforce)
Perú	91.28%	87.68%
Chile	1.37%	5.80%
Colombia	7.34%	6.52%

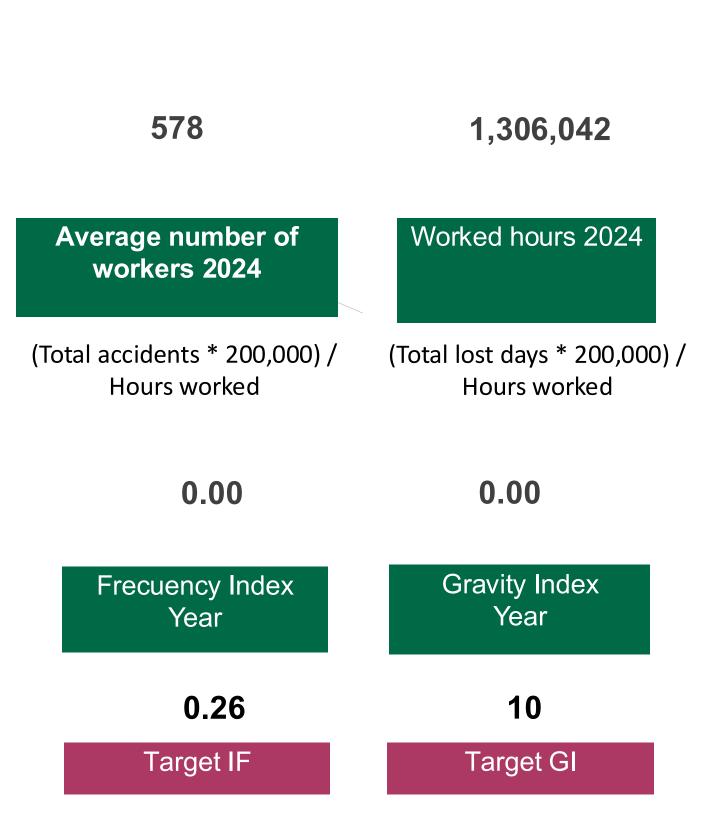
Note: The percentages provided in this table represent the breakdown of AENZA's staff only.

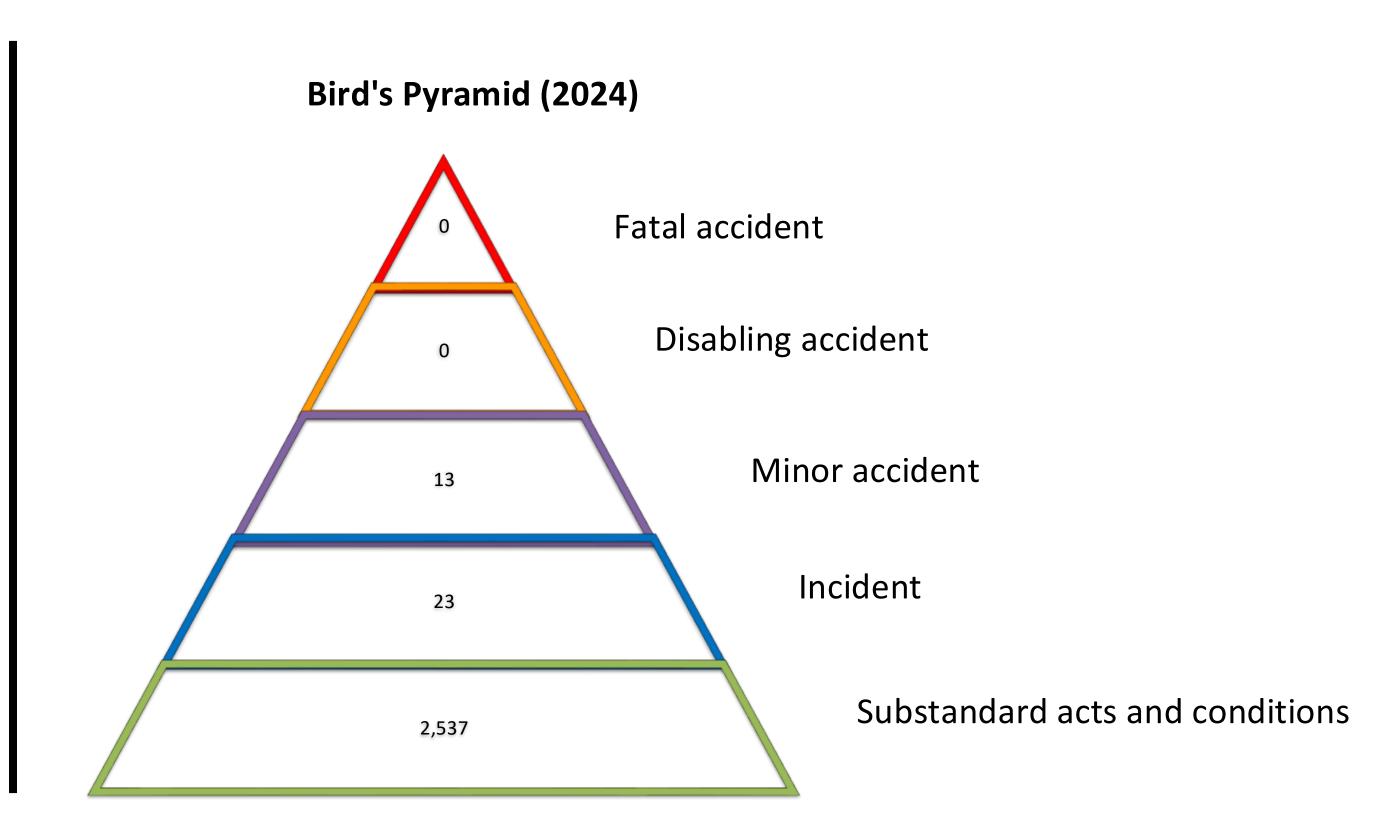
Human Capital Return on Investment



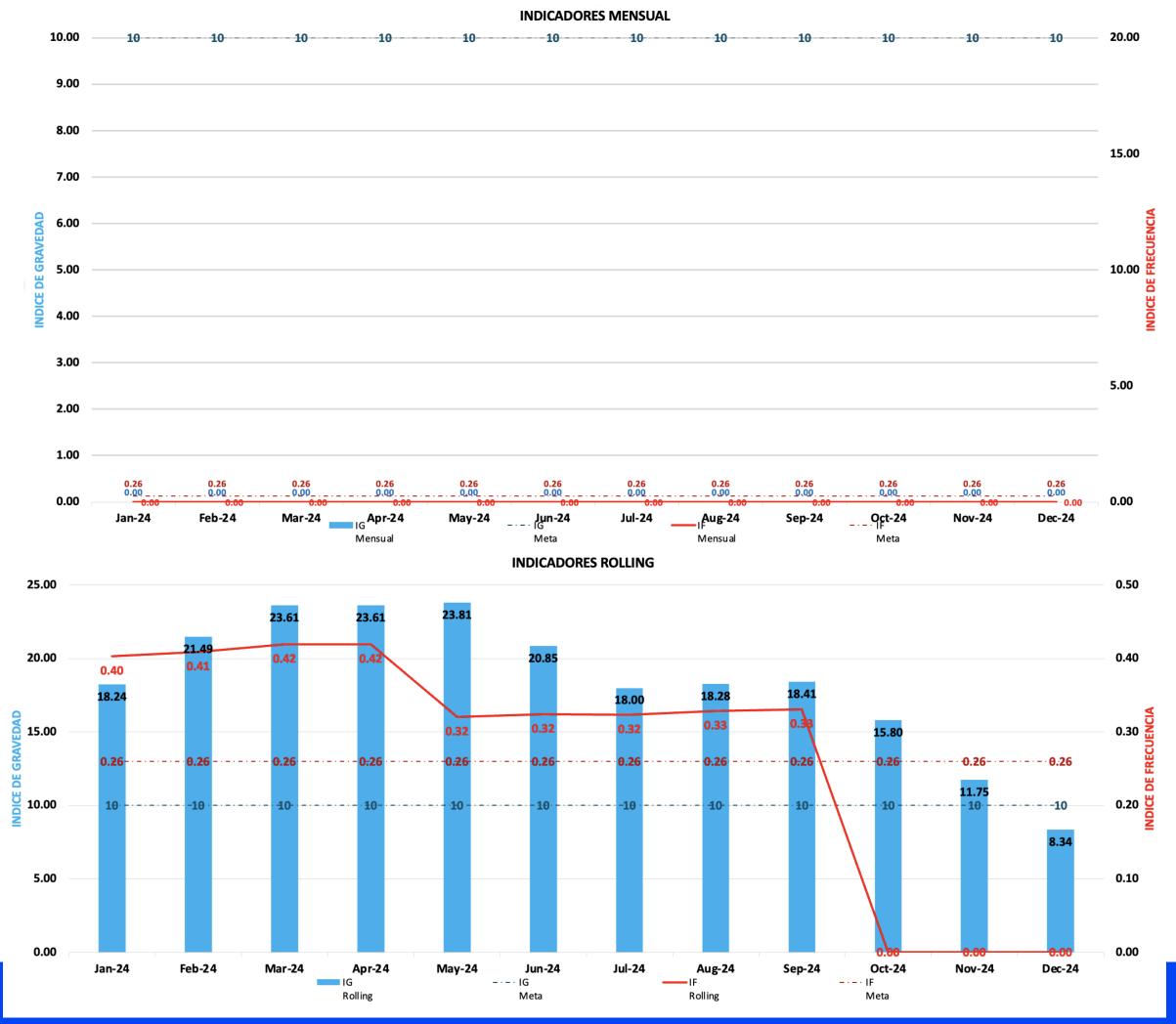
Indicator	2021	2022	2023	2024
Total revenues – PEN SOL	4'141'398'000	4'405'124'000	4'301'475'000	3'967'329'000
Total operating expenses – PEN SOL	3'908'480'000	2'389'549'000	2'733'054'000	2'829'745'000
Total employee-related expenses – PEN SOL	1'395'034'000	1'351'920'000	1'092'223'000	1'014'895'000
Human Capital Return on Investment (a - (b-c)) / c	1.16696	2.4909	2.44	2.12
Total number of employees	18'598	16'211	12'787	11'750













Compliance with the Occupational Health and Safety Management Plan

















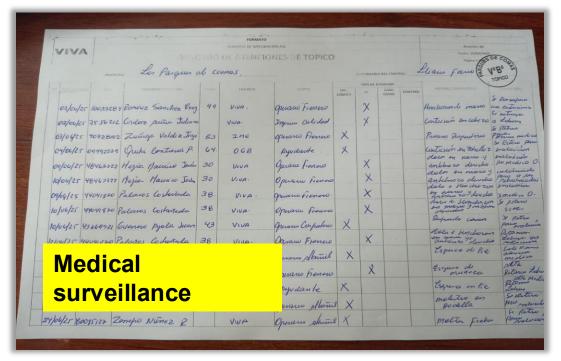


Evidence of Compliance with the Occupational Health Plan















Accident Investigation Pocess

1 Immediate Actions

Activate emergency, secure area, notify, and generate a preliminary report.

2 Planning

Event classification (Levels 0 to 5), selection of the method, formation of the research team.

	Event Classification									
Level 0	Level 1	Level 2	Level 3	Level 4	Level 5					
Does not	Accident	Lost Time	Partial	Fatality or	Fatalities or					
cause	without lost	Accident,	Permanent	total	multiple					
damage or	time, does not	requires	Disability /	permanent	permanent					
injury (almo	require medical	medical	Serious	disability.	total					
st accident)	rest. (STP)	rest (CTP)	Accidents.	uisability.	disabilities.					

	Research Methodology									
Consecuence s	Level 0	Level1	Level 2	Level 3	Level 4	Level 5				
Method	5 \	Whys	SC	AT	ICA	ΔM				

Data Collection

Information on people, environment, equipment, procedures and management.

Accident Analysis

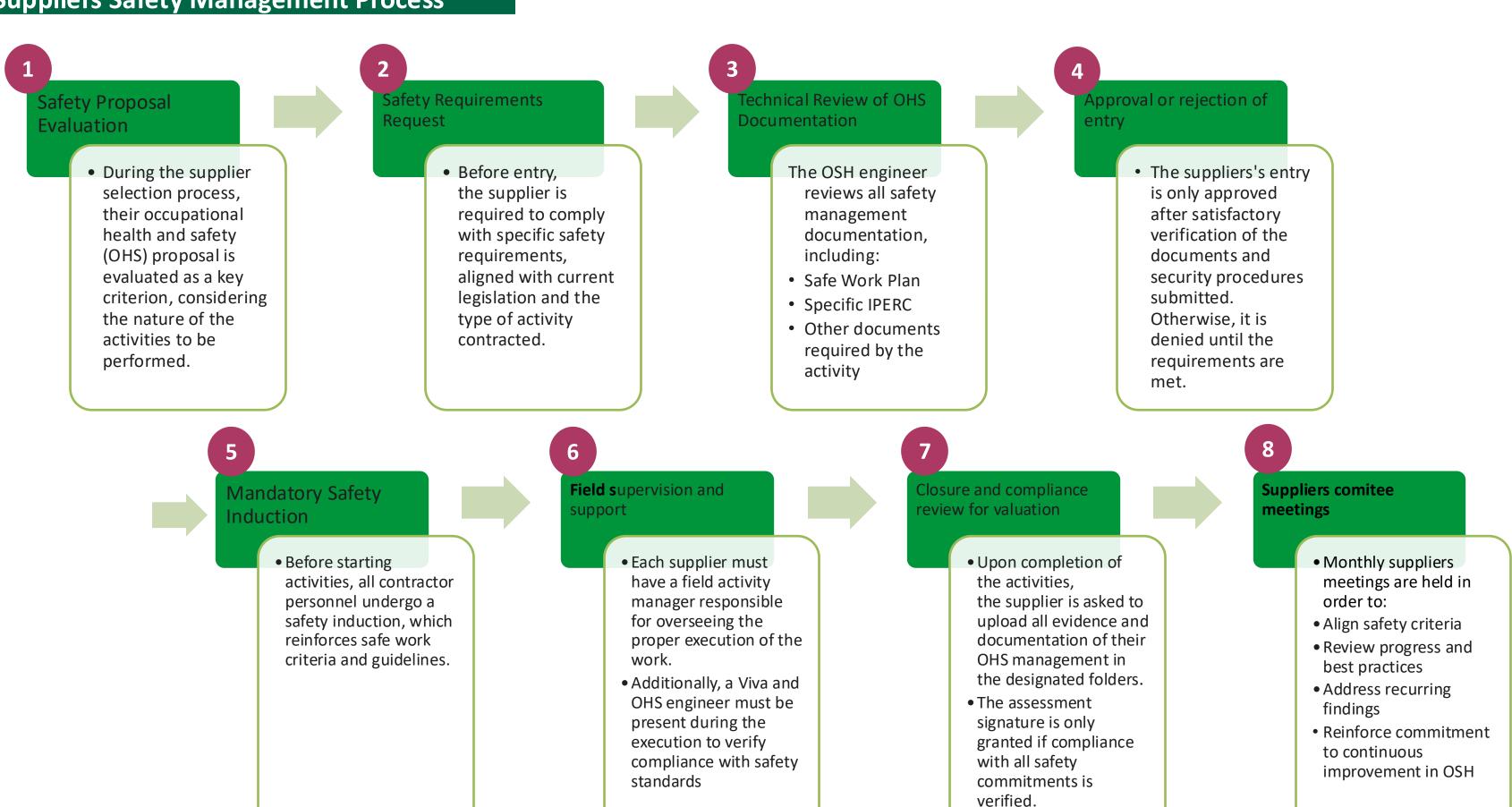
Determination of causes (direct, basic and root) according to methodology.

Research Report
Conclusions, corrective measures and action plan.

Dissemination of Lessons Learned
Organizational communication to avoid repetition.



Suppliers Safety Management Process





At CUMBRA Peru, priority has been given to the integration of action plans aimed at mitigating identified risks, establishing quantified objectives that make it possible to measure the progress and effectiveness of the measures implemented. This prioritization has been carried out based on the level of criticality of the risk, its probability of occurrence, and its potential impact on safety, occupational health, and the environment. Among the actions implemented are:

- Reinforcement of training programs
- Implementation of inspections, e.g., equipment, tools, among others
- Execution of emergency drills with the active participation of all operational areas
- Weekly monitoring of reported substandard conditions
 These actions ensure management aligned with the integrated system, strengthening SSOMA performance and promoting a sustainable preventive culture.

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		Página :

INFORME DE SIMULACRO Nº01

A : Elizabeth Montenegro Suarez

DE : Giuliana Rodríguez Urteaga

FECHA : 15/08/202

TIPO DE EMERGENCIA : Multipeligro.



The evaluation of progress in reducing and preventing health risks is carried out through the monthly monitoring of key indicators such as the Frequency Index (FI), Severity Index (SI), and Accident Rate. These indicators make it possible to quantify the number of incidents, the severity of their consequences, and their impact on operations, enabling an objective analysis of occupational health management performance. Additionally, lessons learned from incidents and near misses occurring during the month are systematically reviewed, which helps strengthen existing controls and provide feedback for action plans. This information is jointly reviewed with CUMBRA's Senior Management and our Occupational Health and Safety Committee (OHSC), who actively contribute with proposals and decisions aimed at continuous improvement and the fulfillment of established preventive objectives.

CUMBRA SA

ACTA DE SESION ORDINARIA - COMITÉ DE SEGURIDAD Y SALUD EN EL TRABAJO MODALIDAD HIBRIDA (PRESENCIAL / VIRTUAL)

En Lima, al día 20 de diciembre del 2024 (Sesión mes de noviembre), en el local de la Empresa CUMBRA ubicado en Av. Petit Thouars 4957, Miraflores, siendo las 15.00 horas, se reunieron vía presencial y virtual los MIEMBROS del COMITÉ DE SEGURIDAD Y SALUD EN EL TRABAJO DE CUMBRA SA que se detallan a continuación:

- Representantes por parte del Empleador:
 - MENDOZA HINSBI, CARLOS
 - HERRERA ARTIGAS, JUAN PABLO
 - MARMANILLO CASAPINO, JOSE CARLOS
 - MORALES FUENTES, MARCELO
 - TOVAR MENA FERNANDO ELÍAS
 NORES DEL CARPIO, MARCO
- · Representantes por parte de los trabajadores:
- BECERRA DEZA, MILUSKA VANESSA
- KAWABATA PONCE, KAREN EDITH
- MEJÍA GUERRERO, JULIO AQUILES
- GOMEZ VILLAVICENCIO, LINDSAY MILUSKA
- SUSANIBAR ZEÑA, ULDA
- PARDAVE ALTAMIRANO, MARIELA

Constancia del Quórum

La secretaria del comité constató que se encontraban presentes la mayoría de los miembros titulares que conforman el CSST de CUMBRA, estando conforme la representación por ambas partes tanto del empleador como de los trabajadores, por lo que cumpliendo con el quórum mínimo establecido en el artículo 69 del Reglamento de la Ley de Seguridad y Salud en el Trabajo - Decreto Supremo N° 005-2012-TR, se declaró válidamente instalada la sesión, iniciando la lectura de la agenda.

Agenda

Bienvenida a los miembros del CSST-OFP

- TIP de seguridad
- Revisión de Estadísticas 2024
- Revisión y Aprobación de Documentos de Gestión (2025)
- Revisión de los Requisitos Legales y Otros Requisitos en Materia SST
- Revisión de los Monitores (2024)
- Seguimiento del Programa Anual SST
- Seguimiento del Programa Anual de Capacitaciones
- Seguimiento del Programa Anual de Salud
 Acuerdos de Sesión

Labor Practices Programs



At AENZA, we have a clear compensation strategy supported by annual market surveys and formalized through our Compensation Policy. This ensures that the salaries of our employees remain competitive and aligned with the cost of living. Work schedule management is also a priority. Through technological tools, we accurately record overtime hours and guarantee payment in full compliance with labor regulations. This process provides transparency and trust, ensuring that every additional effort from our employees is fairly recognized. We also promote the timely enjoyment of annual paid vacations. At the beginning of each year, employees schedule their leave, allowing us to ensure that 100% of our workforce makes use of this right. These initiatives reflect our commitment to fostering a healthy, human, and sustainable workplace.

We promote constant and transparent communication with workers' representatives. To this end, we have established Occupational Health, Safety and Environment (SSOMA) Committees, which meet monthly to assess working conditions, identify risks, and follow up on action plans. In business units with unions, we also hold bimonthly meetings to address topics related to safety, employee well-being, and collective agreements. These dialogue spaces enable us to comply with labor regulations, prevent risks, and strengthen a culture of collaboration and continuous improvement.

Finally, we prioritize the comprehensive well-being of our people. In addition to mandatory social security, we provide access to private healthcare (EPS), covering up to 100% of the premium at certain levels. This benefit extends to employees' families, ensuring timely and high-quality medical care.



We promote talent development through training and learning programs designed to strengthen key competencies, addressing the needs identified in performance evaluations, and prepare teams for current and future challenges. These initiatives, implemented in partnership with renowned academic institutions and internal faculty, range from executive and mid-management training to digital skills development and structured internship opportunities for young professionals, contributing comprehensively to both individual and collective growth within the company. Participants in these programs, regardless of their type of contract, take part according to the program's objectives. At the executive level, we also provide outplacement services, ensuring a healthy career transition while safeguarding workplace climate and employee engagement. This, in turn, generates a significant return in the organization's overall productivity.



Corporate Executive Development Program (PCDE) → Aimed at all leaders across the organization, with 116 participants from all business units. It has been carried out since 2022 in strategic partnership with renowned academic institutions and internal faculty. Duration in 2024: 23 hours. Based on the gaps identified in the performance evaluation aligned with the corporate competency model, the program was designed to strengthen critical thinking, decision-making quality within the organization, financial decision-making, and to continue addressing diversity-related topics.

Corporate Strategy						
Leadership and Management Skills						
Cycle 1 (2022) 24h	Ensures Responsibility: _Accountability (08 hours)	Integrated Process Management (12 hours)			Leadership and Culture in Security (02 hours)	Diversity and Inclusion Management (02 hours)
Cycle 2 (2023) 30h	Promote Engagement: Talk: Boosting Engagement (01:30 hours)	Plan and Align: Strategic Priority	Ingenuity: Resource Management in Changing Contexts (08 hours)		Financial Acuity: High- Impact Financial Decisions (08 hours)	Keys to Strengthening Inclusive Leadership (04 hours)
	Competency Model (02 hours)	Management (08 hours)				
Cycle 3 (2024) 23h	Kick-off + Ingenuity Talk: Creative Thinking (03 hours)			Acuity: High-Impact Icial Decisions II (08 hours)	Best Practices on Diversity and Inclusion (04 hours)	



Corporate Leaders in Action Program (PCLA) → Targeted at mid-level managers across the organization, with approximately 200 participants from all business units. It has been carried out since 2024 in strategic partnership with renowned academic institutions and internal faculty. Duration: 23 hours. The objective is to strengthen participants' knowledge and management skills at the corporate level, enhancing their role in operations and aligning processes.





Digital Transition Program (AENZATEC) → Designed for employees from different business units to strengthen their technological skills. Approximately 60 employees were trained in Power BI.





84%General Satisfaction

Corporate Internship Program \rightarrow Since 2022, we have run a structured semi-annual internship program designed to develop students and recent graduates from various academic fields. To date, around 210 interns have participated, with approximately 26% receiving promotions.



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.



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.



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.



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.



Family Benefits

- Paid parental leave for the primary caregiver: AENZA offers 14 weeks (98 days) of paid parental leave for the primary caregiver. This policy supports our employees during the crucial early stage of parenthood, promoting family well-being and gender equality in the workplace. 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. Furthermore, 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 1.4 weeks (10 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.



Thank you.