

CONSOLIDATED REPORT 2023



Shaping **Realities**,
Building **Well-being**.

Liability Statement

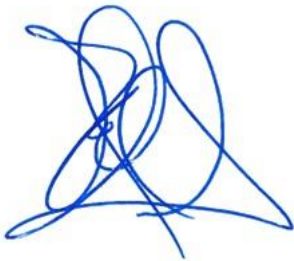
This document contains true and sufficient information regarding the business performance of AENZA S.A.A. and its subsidiaries in 2023. Without prejudice to the liability of the issuer, we, the undersigned, assume responsibility for the contents hereof in accordance with the applicable laws.

A handwritten signature in blue ink, consisting of a horizontal line at the top and a long, sweeping diagonal stroke below it.

Oscar Pando

Corporate VP

February 29, 2024

A handwritten signature in blue ink, featuring a complex, circular, and overlapping scribbled pattern.

Patricia Barrios

Chief Accounting Officer

February 29, 2024

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Letter from the Chairman of the Board

[GRI 2-4]

Dear Shareholders,

It is with a renewed sense of optimism and determination that I write to you to share AENZA's achievements on the path toward transformation in 2023. Our work strengthens the foundations of a company that seeks to become a leader in infrastructure development in the region, unfailingly committed to responsible management and value creation for all its shareholders.

I would like to start by highlighting the judicial approval of the Cooperation and Benefits Agreement, which permanently puts an end to the criminal investigations against the company and opens the door to the consolidation of our regional growth strategy. We close this chapter after many years of hard work, marking a milestone in the consolidation of a management aligned with the strictest standards of good corporate governance.

In keeping with our strategic vision, we have made significant steps toward strengthening our financial and operating position. The refinancing of our bridge loan for USD 100,000,000 and the successful capital increase by USD 22,500,000 have been fundamental in this process. These actions not only demonstrate the trust of investors and the financial market in our vision, but they also give us the resources needed to repay financial obligations and boost AENZA's equity, allowing us to confidently move forward with the implementation of our ambitious regional growth strategy.

It was with this objective in mind that we submitted a proposal for corporate reorganization designed to streamline our operations and maximize the potential of our business units, which means the creation of an infrastructure platform that will allow us to capitalize on our experience and expertise in the sector. This restructuring, which consolidates our business units in specialized entities, puts us in a unique position to take advantage of the many opportunities offered by Peru and the region in terms of infrastructure. It will also allow us to attract capital to grow our businesses and facilitate new financing options.

The financial results for 2023 undoubtedly mark a turning point for AENZA, reporting a profit for the first time since 2016. This achievement highlights the success of the transformation initiatives implemented and confirms the solidity of our strategic approach.

Among the most notable results for 2023, we have the following:

- The Group reported cumulative sales of S/ 4,301 MM in 2023, 2.4% lower than at the close of 2022.
- The cumulative gross profit was S/ 696 MM in 2023, an increase of 39.2% over 2022.
- The cumulative adjusted EBITDA in 2023 was S/ 810 MM, 45.1% higher than the results for 2022.
- A cumulative net profit of S/ 85 MM was reported in 2023, 118.8% higher than the loss reported at the close of 2022.
- The backlog was USD 1,152 MM in 2023 and recurring business came to USD 890 MM, for a total of USD 2,042 MM in backlog plus recurring business, representing 1.76x annual sales.

In terms of sustainability, we are proud to report that we doubled our score in the S&P Corporate Sustainability Assessment compared to two years ago, with 44 points, earning us a place for the second consecutive year in the S&P/BVL Peru General ESG Index. This achievement is an acknowledgment of our continuous effort to incorporate environmental, social, and corporate governance factors as a core part of our strategy and our operations.

I would also like to highlight the fact that in 2023, we performed an evaluation of the board of directors' activities in 2022, allowing us to identify valuable opportunities for improvement. This introspective approach is part of our commitment to excellence and corporate governance. For 2024, we have decided to continue with this practice, evaluating the board's performance in 2023, but this time with the support of an external consultant. This decision highlights our commitment to transparency and continuous improvement, ensuring that our governance practices are aligned with the highest international standards.

With these solid advances, we begin 2024 with the certainty that we are not only prepared to face the future and its challenges, but to create sustainable and lasting value for all our stakeholders. Our newly established infrastructure platform will play a crucial role in this endeavor, allowing us to efficiently and effectively manage the challenges and opportunities that arise on our path toward regional growth.

I am grateful for your continued trust in our management, and I assure you that we at AENZA are more committed than ever to our purpose of contributing to the sustainable development of Peru and Latin America.

Sincerely,

Juan Revilla

Chairman of the Board

2023 RESULTS

We are a leading Peruvian conglomerate in the infrastructure, energy, real estate development, and engineering and construction sectors. We stand out for our solutions and services, experience, excellence, and contribution to the development of the places where we operate.

Permanent operations
in **3** countries:
Peru, Chile, and Colombia

Experience in **12**
countries

+12,787
employees

Sales of **USD**
1,158.5 MM

100%
of all projects perform risk
analyses

100 %
of community grievances
addressed

+2 million
hours of training for
communities

+170 million
passengers transported

3 out of 9
of the corporation's board
members are independent

+7,000
hours of training on the
Code of Conduct

82%
employee pride
rating

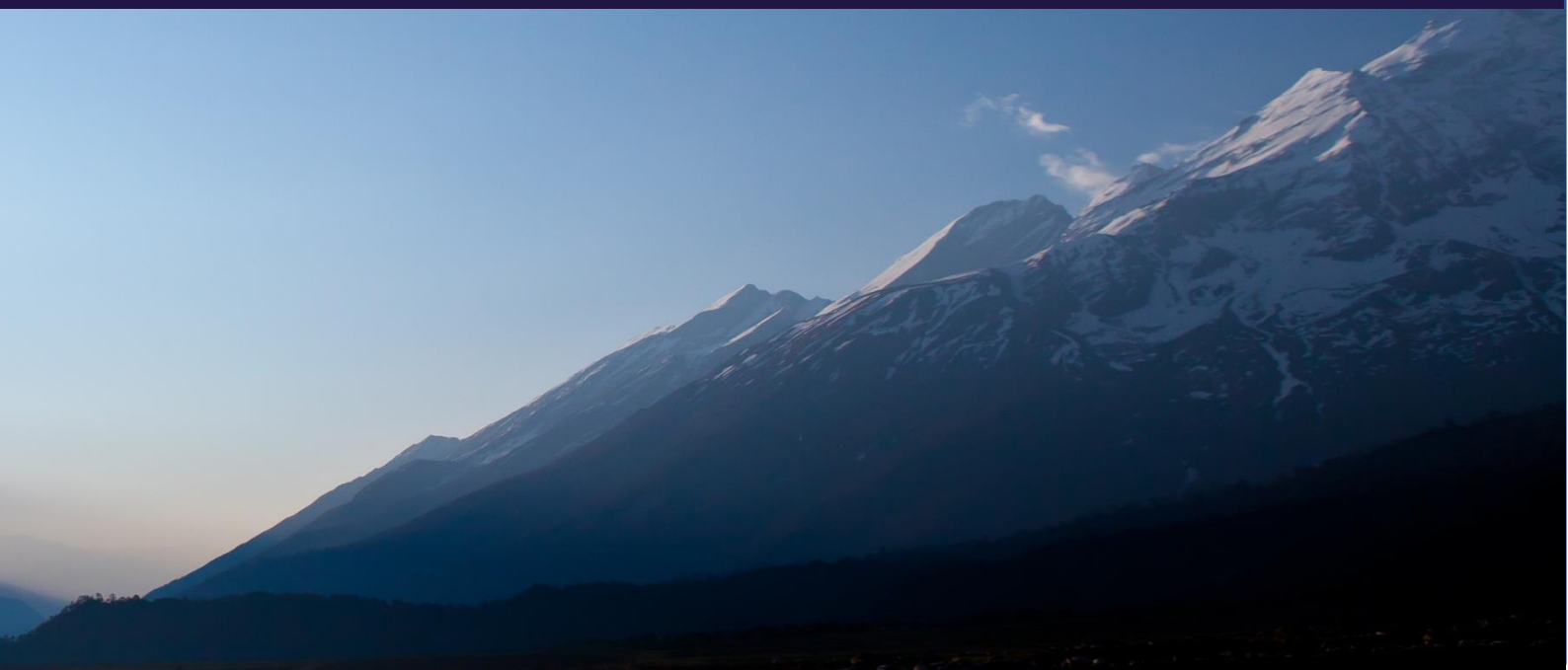
100%
of all safety
objectives met

40,007.75 MT
of nonhazardous solid
waste reused

223.26
million m³
of wastewater treated at La
Chira

+S/ 858 MM
spending on local
procurements from goods
and service providers

1. We Are AENZA



1.1 About AENZA

[GRI 2-2]

With over ninety years in business, AENZA is positioned as a leading infrastructure company, managing iconic projects such as Lima Metro Línea 1, which transports over half a million people daily. It operates three road concessions and a water treatment plant in Peru. It is also responsible for producing over 10% of the country's barrels of crude, with two hydrocarbon production lots, as well as managing five hydrocarbon storage and shipping terminals and a gas plant. It is also a leader in the engineering and construction business, participating in the sector's most important projects, such as the new runway and passenger terminal at Jorge Chávez International Airport in Peru. In the country's real estate sector, it stands out as a leader in the development of affordable housing, with over 22,000 units delivered.

Permanently present in three countries—Peru, Colombia, and Chile—AENZA is proud of its diversified portfolio, which reflects its ability to adapt and lead in different sectors and markets.

The Company has a team of over 12,000 direct employees, experts committed to promoting standards of excellence in their respective industries. They are the cornerstone of AENZA's growth strategy.

At all levels of the organization, AENZA is firmly committed to responsible and sustainable practices, which has earned it a coveted spot in the S&P/BVL Perú General ESG Index, as proof of its outstanding management in environmental, social, and corporate governance matters.

Our Purpose

We shape reality and transform living conditions by promoting responsible development and fostering public wellbeing.

Cultural Principles

At AENZA, we are currently in a transcendental stage of transformation. As we seek to consolidate our position as leaders in Latin America, it is critical that we have a compass to guide our actions and decisions. With this in mind, we have defined our cultural principles, which not only reflect who we are, but the direction in which we aspire to move. These principles are the heart of our corporate culture, reflecting the commitment, passion, and vision we share in this new stage.

By adopting and living these principles, we will forge a promising future while maintaining our commitment to public wellbeing and responsible development.

Fig. 1. AENZA's Cultural Principles



Process-Based Management

Our management is based on clearly defined processes, backed by the continuous monitoring of indicators. We believe in the strength of meticulous planning and disciplined execution. This allows us to guarantee excellence and consistency in everything we do.



Efficiency

Attention to detail in resource management is a self-imposed requirement. Each spending decision is precisely evaluated in an effort to take advantage of opportunities to maximize value without compromising the quality of our projects and services.



Collaboration

We recognize the incalculable value of teamwork. We foster an environment of active collaboration that makes it possible to overcome barriers and generate synergies, where each member contributes their expertise to weather challenges and achieve shared objectives. A diversity of ideas and perspectives is essential for our transformation.



Accountability

We take an active role, not only in the performance of our assigned tasks, but in leading, proposing, and contributing to the company's transformation. We value the ability to take the initiative and to guarantee that each action helps achieve our objectives.



Integrity

Our actions are guided by an unswerving commitment to ethics, and we make decisions transparently and fairly. We recognize the importance of caring for our surroundings, which drives us to act responsibly toward the environment and establish positive community relations.

Aspiration

AENZA seeks to become the leader in the development of concessions in the region. For that reason, we aspire to earn recognition as industry role models in Latin America.















Role models as drivers of social and economic development in the communities where we operate.

Role models as our clients' preferred partners thanks to the trust we inspire in them, the reliability of our solutions, and our people's commitment and talent.



Role models thanks to our outstanding business management, within the framework of our unwavering commitment to ethics, integrity, and transparency.

Acknowledgments Received in 2023

Business Unit	Awards		Details
	Standard and Poor's (S&P) / Lima Stock Exchange (BVL)	 	In 2023, AENZA earned a place as part of the current 2023–2024 portfolio of the S&P/BVL Perú General ESG Index 2023, which recognizes the performance of companies listed on BVL Perú General that meet demanding environmental, social, and good corporate governance criteria.
	Winners of the Rímac Seguros Award for Excellence		“Gold” category, the highest recognition for “Best Integrated Labor Risk Management” in the construction sector.
	ABE Certification from the Good Employers' Association		Recognition of AENZA and VIVA for complying with rigorous good labor practice criteria. This certification is accredited by the American Chamber of Commerce of Peru.
	Second place in the “Good Gender Equality Practices” contest organized by OSITRAN		Recognition of the “Mujeres que avanzan” (“Women Making Progress”) initiative, which aims to reduce the gender gap in the transportation sector.
	Second place in the “Women” category of GRI Infra Awards Andean 2023		The notable achievements of the “+Mujeres en Transporte” (“More Women in Transportation”) project include doubling the percentage of women working on Lima Metro Línea 1 (over a period of six years, women went from 15% of all employees to 30%).
	MAPFRE Award for Excellence in Safety		For the second consecutive year, we won first place in the Award for Excellence in Safety given out by MAPFRE. CUMBRA obtained the highest score among thousands of MAPFRE customers evaluated in Peru.
	Recognition of the Peruvian Mine Safety Institute		We obtained recognition in the International Best Occupational Safety and Health Practices Contest. We were the only construction company to reach the final round, with two good practices implemented in the “Concentradora Quellaveco K172” (“Quellaveco K172 Concentrating Plant”) project.

1.2 Our Business Units

Through our four business units, we offer differentiated strategies that meet the needs of each industry. We are working hard to consolidate our position as leaders in infrastructure development in Latin America, while simultaneously bolstering our Infrastructure, Energy, Engineering and Construction, and Real Estate Management units.

+90 años

Excelencia operativa y reconocida experiencia internacional



We are a comprehensive infrastructure management company with a regional scope and an average remaining concession life of 10 years. With a history of excellence and a visionary approach, we stand out for our ability to develop, operate, maintain, and improve infrastructure that drives regional progress.

Our Purpose

We bring to life the infrastructure that connects you and provides you with wellbeing, working together to create new opportunities, sustainable development, and a culture of civic responsibility.

Our Management

At **UNNA Infraestructura**, we are proud to be leaders in infrastructure in Peru. Our objective is to expand our experience and leadership. To achieve this, we have a clear strategy focused on participating in key infrastructure projects in countries throughout Latin America. We are committed to providing high-quality solutions and contributing to the region's sustainable development.

In 2023, our management faced multiple challenges and a context that led us to work on the growth of the business and redouble our resilience, our capacity for teamwork, and our experience so we will be ready to tackle major challenges in the future.

Key Indicators

- **USD 273 MM** in revenue in 2023.
- **1,249 MT** of non-hazardous solid waste recycled and recovered
- **33%** adjusted EBITDA margin.
- Agreement with Pontificia Universidad Católica del Perú (PUCP) on road infrastructure projects.
- **2nd place** in the GRI Awards Infra Andean 2023, international award for the "Women" and "Learn to Do Business" programs.

Our Concessions

Our wide-ranging, high-quality portfolio includes a company that has been in charge of the operation and maintenance of the first Lima Metro line for the last 12 years; a highway; two roads; a wastewater treatment plant; and the construction of road infrastructure.



TRANSPORTATION

Lima Metro Línea 1

The capital's only urban rail transportation system



✓ Characteristics

- Concessionaire of 33 km of railway.
- Route/location: Villa El Salvador – Bayóvar (San Juan de Lurigancho).
- Over 12 years in operation.

✓ 2023 Milestones

- **171,974,219 MM** passengers transported.
- **+91%** customer satisfaction.
- **44.14** complaint rate per million passengers.
- **13** pedestrian bridges repaired in Villa María del Triunfo and Villa El Salvador.

In 2023, these bridges underwent infrastructure repairs before being opened to the public, with murals chosen by local residents and activities aimed at their preservation. In 2024, we plan to continue with our “Public Space Recovery Program.” We will also be focused on the development of the technical and financial plans to expand the capacity of Lima Metro Línea 1.



ROADS

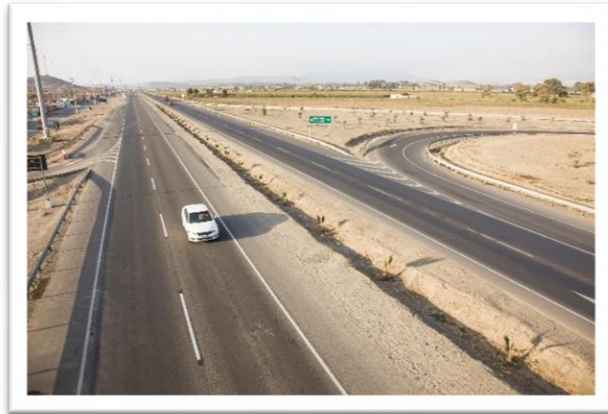
Norvial

Road connecting Lima to northern Peru

Characteristics

- Concessionaire of Red Vial 5 road. 183 km long.
- Route/location: Ancón–Huacho–Pativilca
- Tolls: 3
- 21 years in operation

2023 Milestones



- **11.5 MM** vehicles registered at our toll stations.
- **100%** progress on the construction of the bypass in the community of Félix Cárdenas.

In 2023, we worked together with the MTC to solve the road connectivity problem between Ancón and Chancayllo.

In 2024, we will continue working with the MTC on the Chancay–Chancayllo bypass project and implement improvements to the Par Vial (Pasamayo). Both projects will have a positive effect on road safety, increasing the traffic flow capacity to meet current and future demand at the port of Chancay.

We will also implement a stoplight and intelligent transportation system in the area of Variante. We are currently getting ready to execute an overpass for small vehicles at Km 79 (near Chancay), starting with the procurement of sheet pile material that will allow for free and safe travel between the communities of Peralvillo and Los Álamos, located at the entrance to the port of Chancay.

In 2024, we will continue to conduct studies and work on an agreement with the MTC for investments in the abovementioned projects.



ROADS

Canchaque

Road that joins Junction 1B with the towns of Buenos Aires and Canchaque, in northern Peru

✓ Characteristics

- Concessionaire of the Bs As–Canchaque highway. 78 km long.
- Route/location: Buenos Aires–Canchaque
- 17 years in operation

✓ 2023 Milestones

- **78%** lightweight vehicular traffic.
- **22%** heavyweight vehicular traffic.
- **130,500** vehicles used the road.
- **5** places where the road was affected by Cyclone Yaku. Recovery enabled trafficability and connection between upper Piura and the coast.
- **3** infrastructure protection works to guard against likely effects of El Niño, with an investment of S/. 3,095,000.



✓ 2023 Milestones

- **60%** lightweight vehicular traffic.
- **40%** heavyweight vehicular traffic.
- **1.2** million vehicles used the road.
- **3,645 m³** of material recycled to improve paths and access routes to the communities in our area of influence.

Survial

Road connecting southern Peru

✓ Characteristics

- Concessionaire of Nazca–Cuzco road. 750 km long.
- Route/location: Marcona–Nazca–Abancay–Cuzco –Urcos
- Tolls: 3
- 16 years in operation



WATER AND SANITATION

La Chira

Wastewater treatment plant located in south Lima.



Characteristics

- Concessionaire for the construction, operation, and maintenance of a wastewater treatment plant (PTAR)
- 7.6 years in operation



2023 Milestones

- **28%** of water treated in Lima.
- **223.26 MM m³** of wastewater treated.



In 2024, we plan to implement a photovoltaic power system that will allow for 25% clean energy consumption, avoiding annual emissions of 22,895 tons of de CO₂. We will recommence the evaluation of the plant expansion and capacity increase project, with an estimated cost of USD 40 to 50 million.



OPERATION AND MAINTENANCE

UNNA Transporte

Company that operates Peruvian roads and highways, including three private concessions, and Lima Metro Línea 1.



Characteristics

- Over 30 years of experience providing operating and maintenance solutions for road and rail infrastructure.
- We operate more than 3,700 kilometers of roadway nationwide.



2023 Milestones



- **1,389 km** of roads maintained in 2023.
- **2nd place** finish for the “Women Making Progress” program, as recognized by OSITRAN.

We develop and operate energy projects in Latin America. We have over 35 years of experience operating our own and third-party infrastructure in the oil, gas, chemical, and energy industry.

Our Purpose

We bring to life the infrastructure that powers you and provides you with wellbeing, working together to create new opportunities and sustainable development.

Our Management

At **UNNA Energía**, we are proud to have the highest management standards, as demonstrated by the certification of our Operational Excellence Management System (OEMS). Our objective is to develop innovative and efficient projects, working closely with our clients, partners, the government, and the communities where we operate to guarantee the quality and safety of our services. We are committed to the sustainability and continuous improvement of our processes and operations with the goal of ensuring a sustainable and efficient energy future.

Key Indicators

- **USD 184 MM** in revenue
- **USD 40 MM** invested
- **10 MM** households benefit from our natural gas
- **34.6%** adjusted EBITDA margin
- **1,390 MT** of non-hazardous solid waste recycled and recovered

Our Business

Our portfolio of assets includes the operation of oil fields for the exploitation and production of oil and natural gas; a natural gas processing plant; and the operation of five hydrocarbon storage terminals. We are also partners in the operation of a natural gas liquids terminal and a chemical inputs terminal for the mining industry.

EXPLORATION AND PRODUCTION

We have two license agreements signed with PERUPETRO for the exploitation of hydrocarbons in Lots III and IV, located in the provinces of Paita and Talara, respectively, in the department of Piura.

Our average daily oil production currently accounts for 10.7% of Peru's daily production.

✓ Lots

- Lot III (2015–2045)
- Lot IV (2015–2045)

✓ Characteristics

- Agreement signed with PERUPETRO
- Lot III location: Province of Paita, Department of Piura.
- Lot IV location: Province of Talara, Department of Piura.
- Wells with an inclination of up to 70°

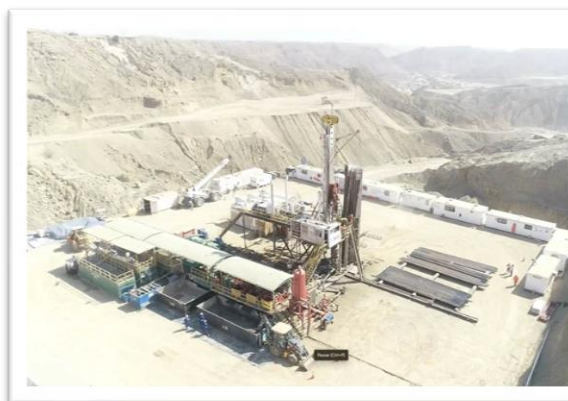
Milestones

- **FR=0.05** Low accident frequency rate.
- **1.49 MM** barrels produced.
- **28** wells (Lot III: 11; Lot IV: 17) drilled.

Lot III



Lot IV



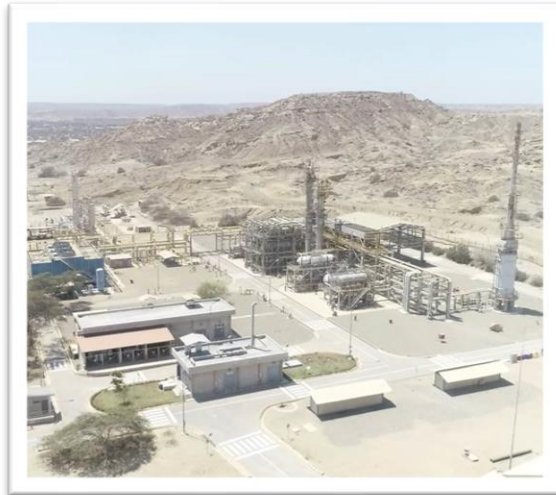
In 2023, we officially handed over Lot V to Perupetro after 30 years of successful operation under the Hydrocarbon Exploitation Service Agreement. Over those 30 years of operation, we performed 34 well rehabilitation works, 33 reconditioning works, and drilled 15 development wells, one of which exceeded a depth of 8,300 feet. At the end of the service agreement, Lot V was handed over with 45 operating wells, 928 MBIs of proved reserves (1P), and 1,146 MBIs of 3P reserves.

NATURAL GAS

In Pariñas (Talara, Piura), we operate a gas processing plant where we produce liquified petroleum gas (LPG), natural gas condensates (NGC), and dry natural gas (DNG), which is used as fuel for electricity generation at the Talara Refinery and gas supply for the concessionaire distribution network, contributing to the mass use of natural gas in Piura. We also operate a compressed natural gas (CNG) station, which we supply through a virtual pipeline to different clients.

A process safety management (PSM) system is currently being implemented in our operations.

**Processing plant
capacity: 44 MMPCD**



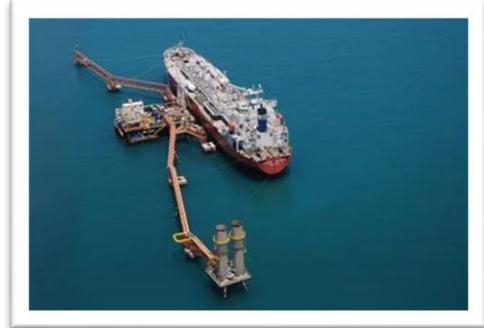
Milestones

- **1.85%** of domestic production, producing 261,536 barrels of LPG per year.
- **28.6** MMPCD of gas processed.
- **25.4** MMPCD of DNG produced and **0.78** MMPCD of NGC dispatched.
- **966** BPD produced, counting both LPG and NGC.

TRANSPORTATION AND DISTRIBUTION

We offer receipt, storage, and dispatch services for a wide range of refined liquid hydrocarbons such as diesel, gasoline, jet fuel, marine fuels, residuals, and LPG.

We have drawn up plans to upgrade our five liquid hydrocarbon storage terminals and improve our infrastructure so we can continue providing our clients with the best possible service.



- **2.7MM** barrel storage capacity.
- **43,707 BBL/day** dispatched.
- **16 MM** barrels of hydrocarbons dispatched.

With over 90 years in business, CUMBRA has consolidated its position as the undisputed leader in the construction sector in Peru, and is also present in Chile and Colombia. We stand out for our experience, technical excellence, and our unwavering commitment to sustainability. We have performed projects in Chile, Colombia, Peru, Ecuador, Bolivia, Argentina, Venezuela, Guyana, Panama, the Dominican Republic, Jamaica, and Mexico.

Our Purpose

We bring to life our clients' most complex and important projects, creating value that strengthens, development that lasts, and a commitment to society.

Our Management

At **CUMBRA**, we are proud to have been involved in over 80 mining projects in Latin America, over 2,500 km of road, and the construction of the Lima metro (Sections I and II), 17 hydroelectric plants, over 1,400 km of gas and oil pipelines, 19 hotels, and 9 shopping centers built. With these achievements under our belts, we aspire to be recognized as industry role models in Latin America thanks to our outstanding contributions.

Key Indicators

- **USD 715** million in revenue in 2023
- **USD 703.8** million backlog
- **6.8%** adjusted EBIDTA margin
- **29,409.75 MT** of demolition concrete reused
- **24,392 hours** of talks and training sessions for external communities

Our Projects

Our business unit includes four subsidiaries, which are engaged in managing projects in different sectors of the construction industry, such as buildings, infrastructure, mining, and energy.

- CUMBRA (Peru)
- CUMBRA INGENIERÍA
- VIAL Y VIVES-DSD (Chile)
- MORELCO (Colombia)



Mining

In 2023, we completed construction of the concentrating plants at the mining projects of Quellaveco (Peru) and Quebrada Blanca Fase 2 (Chile).

San Gabriel

Location: District of Ichuña, Province of Sánchez Cerro, Moquegua Region.

For the San Gabriel Project, we have built platforms, material storage areas, a water dam, and access roads for the management of water associated with these components.

The overall scope of the project's earthworks has been divided into four separable parts, PS1, PS2, PS3, and PS4, based on project priorities and needs.



Quebrada Blanca 2

Location: Tarapacá Region in northern Chile, at an altitude of 4,400 m, approximately 240 km southeast of the city of Iquique and 1,500 km from Santiago.

Services performed include:

Civil works and electromechanical erection of the concentrating plant.

The Quebrada Blanca Fase 2 (QB2) Project is one of the largest undeveloped copper resources in the world.

Quellaveco

Location: Moquegua Region in southern Peru.

In 2023, we completed construction of the concentrating plant.

Services performed include:

Bulk earthworks, civil work, and electromechanical erection of the concentrating plant, which involves the erection of structures, mechanical erection, installation of pipes, and electrical installations, and instrumentation. The contract also includes the mine's earth tunnels.

Quellaveco is one of the five biggest copper deposits in the world.



Infrastructure

Marina Coast Homebeach Club Perú

Located in Punta Sal, Tumbes. This megaproject will occupy 62 ha, and will include a breakwater, jetties, yacht club, and inner harbor. The contract amount will total **USD 95 MM**.



Jorge Chávez International Airport

We continued to participate in the Inti Punku consortium for the construction of the new passenger terminal at **Jorge Chávez International Airport**, with an area of **250,000 m²**, which will benefit over 30 million passengers.

In 2023, we completed construction of the runway.



Buildings

Parque La Molina

We were awarded the construction contract for the new “**Centro Comercial Parque La Molina**” mall in Parque Arauco, to be built over a term of 14 months. This project includes the construction of three commercial levels and five underground parking levels, with a roofed area of **58,000 m²**.





VIVA is the leading real estate company in the affordable housing segment in Peru. It has **92** successful projects and over **22,000** units delivered. We stand out for our strong focus on sustainability, incorporating it into each phase, from conception to execution.

Our Purpose

We help create sustainable spaces and environments where people can plan for their life and their business.

Our Management

Our focus on clients and sustainability drives the development and construction of affordable and traditional housing for residents, with sustainable projects subsidized by the Peruvian government for customers as part of the Mi Vivienda and Techo Propio programs. We have received “Bono Verde” [“Green Bonus”] certification from Fondo Mi Vivienda, which allows us to offer our customers preferential rates. We have also been recognized and certified by the Good Employers’ Association (ABE). Like the rest of AENZA, our environmental and social management system is aligned with IFC standards and has been reviewed by the Inter-American Development Bank as part of the loan we received from them.

Key Indicators

- **USD 59.3 MM** in revenue in 2023
- Delivery of over **1,000** apartments and lots
- **27%** adjusted EBITDA margin
- **We closed agreements** with Smart Fit for 1000 m² and Laboratorios Roe for 200 m² in shopping centers



Affordable Housing

We are leaders in the development and construction of social housing in Peru, with successful megaprojects such as the one in Comas, where we built approximately 65 out of 95 total buildings, as well as in Callao, San Miguel, and Piura, and housing development lots in Huancayo.

Our team has access to the Peruvian government's Mi Vivienda Sostenible programs, through which our customers can obtain the "Bono del Buen Pagador" ["Timely Payment Bonus"] and "Bono Verde" ["Green Bonus"] to offset the down payment. They also receive preferential home loan rates.

Among our most notable results in 2023 was:

- **6th "Delivering Together" Volunteering Program:** **1,096** apartments delivered at the Los Parques de Comas megaproject.

**100% of
our
affordable
housing
projects
have
obtained
BONO
VERDE
certification**



Almonte

We are the company behind the development of the ALMONTE Industrial Center in Lurín, to the south of Lima. We offer modular industrial lots starting at 10,000 m², ideal for light and medium industry. Backed by VIVA, our industrial center is a model in I2 industrial zoning. Strategically located near Km Marker 35 on the Panamericana Sur highway, we guarantee exceptional accessibility via the Arica and San Pedro bridges, as well as the old Panamericana Antigua highway, thus reducing travel times. In 2023, we finalized one of our most important planned sales for USD 6.4 MM for the sale of a 4-ha industrial lot to ODATA, an IT management company (data center).



Digital Transformation

In terms of transformation, we have integrated all our processes into the respective macroprocesses and instructions, thus achieving our proposed objectives. As for information technology, special note should be made of the progress in the implementation of the Sperant CRM. This tool will enable us to manage our customer interactions and management, from first contact to sale, contract processes, payments, delivery of the property, and aftersales service.

The objective for 2024 is to update our website with a customer portal where buyers can find information on their contract processes, disbursements, apartment construction, records on aftersales inspection requests, AYNÍ service, and more. This powerful service will make it possible to provide customers with the relevant status updates.

2. Economic and Governance Dimension

2.1 Financial Performance

In a challenging and ever-changing business environment, AENZA has proven its ability to adapt and prosper, maintaining a strategic focus on the creation of sustainable value. We are a company that contributes to and creates growth. We act transparently, using the best management tools and systems, with an open and honest relationship with the public.

Our key financial results are as follows:

Table 1. Main figures

	2021		2022		2023	
	S/. Thousands	USD Thousands	S/. Thousands	USD Thousands	S/. Thousands	USD Thousands
Sales	4,141,398	1,035,867	4,405,124	1,153,174	4,301,475	1,158,490
Gross Income	476,706	119,236	499,520	130,764	695,568	187,333
Earnings before taxes	-28,637	-7,163	-230,708	-60,395	336,746	90,694
Net earnings	-141,770	-35,460	-451,151	-118,102	84,599	22,785
Adjusted EBITDA	448,165	112,097	558,619	146,235	810,315	218,237
Backlog	4,882,332	1,221,194	5,327,636	1,394,669	4,278,283	1,152,244
Recurring business	2,923,791	731,313	3,280,328	858,725	3,304,007	889,848
Backlog + recurring	7,806,123	1,952,507	8,607,964	2,253,394	7,582,290	2,042,093

Note 1: Exchange rate: S/3.713 (2023), S/3.82 (2022), S/3.998 (2021).

Note 2: The financial information for 2021 and 2022 may not match previous reports due to adjustments to Previously Issued Consolidated Financial Statements as a result of the restructuring of financial statements at the close of 2023.

Table 2. Economic Value Created and Distributed

	2022		2023	
	S/. Thousands	USD Thousands	S/. Thousands	USD Thousands
Economic value created (EVC)				
A. Total income	4,405,124	1,153,174	4,301,475	1,158,490
Economic Value Distributed (VED)				
B. Total costs	-3,872,815	-1,013,826	-3,754,866	-1,011,276
Operating costs	-2,389,549	-625,536	-2,467,018	-664,427

	2022		2023	
	S/. Thousands	USD Thousands	S/. Thousands	USD Thousands
Employee salaries and benefits	-1,351,920	-353,906	-1,092,223	-294,162
Government payments (income tax + other taxes)	-131,346	-34,384	-195,625	-52,687
Economic value retained (A-B)	532,309	139,348	546,609	147,215

Note 1: Exchange rate.: S/3.713 (2023), S/3.82 (2022), S/3.998 (2021)

Sales

Sales totaled S/. 4,301,475,000 in 2023, a decline of 2.4% compared to 2022. Revenue was lower mainly due to the lower production volume in the projects underway in the Engineering and Construction area, and the lower sales of industrial lots and affordable and traditional housing units in the Real Estate segment. This was partially offset by higher oil production and an increase in revenue in our Infrastructure segment due to higher revenue from Línea 1 and increased execution of maintenance and works related to El Niño in Canchaque.

Fig. 1. Earnings by business units (USD MM/%)

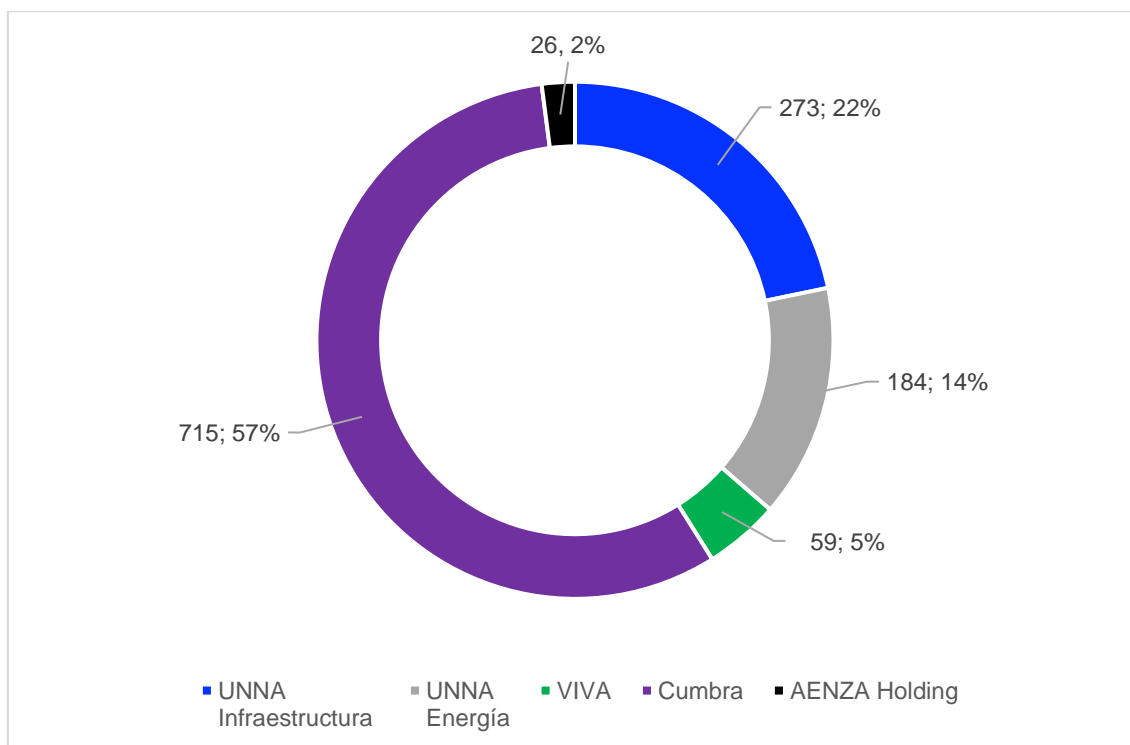
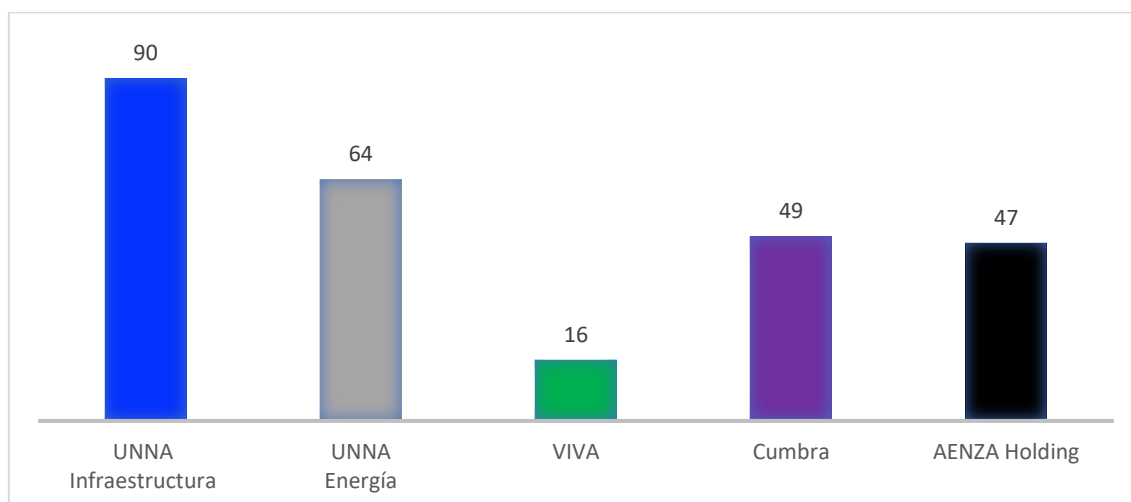


Fig. 2. Adjusted EBITDA (USD MM)



Net Earnings

At the close of 2023, net earnings totaled USD 22.8 million, largely explained by the higher earnings reported by Cumbra Perú in the project with Lima Airport Partners (LAP) for the construction of the new single terminal at Jorge Chávez International Airport (AIJC), and at Morelco, for the Santa Mónica project with Ecopetrol. In 2022, allowances were booked for civil reparations. According to accounting standards, the nominal value of civil reparations has been reported according to the Final Agreement between the Company, the public prosecutor's office, and the Attorney General's Office in September 2022.

Backlog and Recurring Business

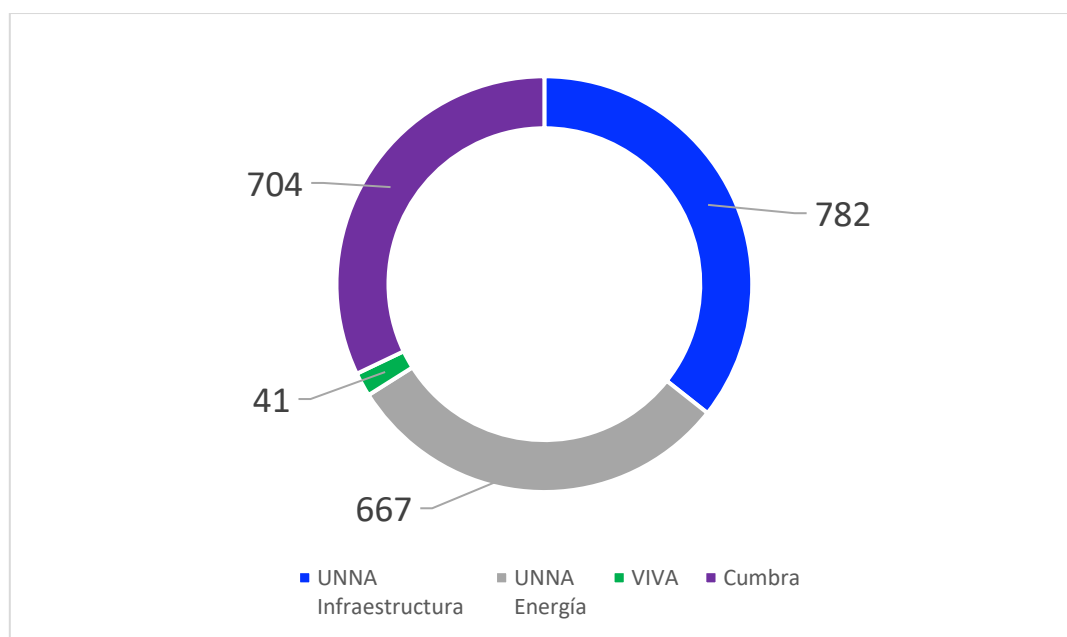
At the close of 2023, this figure was USD 2,042 million, representing 1.76 years of sales, thanks to the new contracts awarded in 2022, including the EPC contract with Ecopetrol awarded to our Colombian subsidiary Morelco for the development of a comprehensive solution for the treatment facilities and auxiliary services of the Santa Mónica plant. The contract was awarded for an amount of USD 212.5 million + VAT, with an execution deadline of 22 months.

Lima Airport Partners S.R.L. and Consorcio Inti Punku—consisting of Sacyr Construcción S.A., Sucursal del Perú; Sacyr Construcción Perú S.A.C.; and Cumbra Perú S.A.—entered into an addendum to the contract for the performance of works on the new passenger terminal at the Lima airport. The addendum includes changes to the size of infrastructure to increase the airport's capacity, and the inclusion of new facilities. The addendum totals USD 350 MM + VAT, with an execution deadline of 36 months. Cumbra holds a 49% stake in Consorcio Inti Punku.

Additionally, on December 21, 2023, our subsidiary Cumbra Perú S.A. entered into a construction contract with Mancoraland S.A.C. for the "Proyecto Náutico Inmobiliario

Marina Coast” project in Punta Sal, Tumbes. This contract is for the construction of the nautical and real estate project known as “Marina Coast Homebeach Club Peru.” The contract amount is approximately USD 95 million dollars + VAT, to be developed in two stages.

Fig. 3. Backlog Plus Recurring Business by Line of Business (USD MM/%)



Financial Liabilities

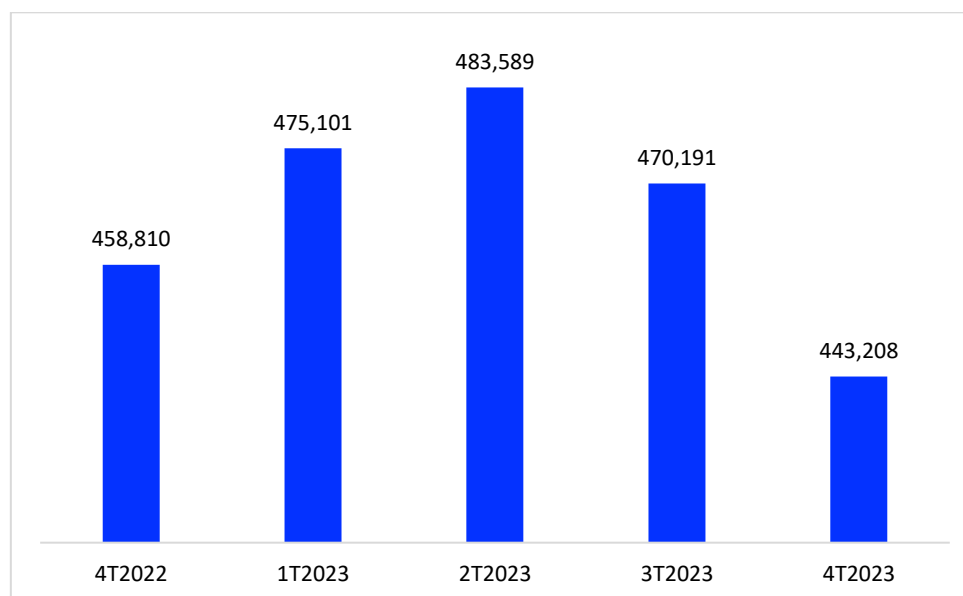
In 2023, the Company reduced its total debt by USD 15.6 million (-3.4%) compared to 2022, lowering it to USD 443.2 million. On October 5, 2023, following the execution of the bridge loan agreement for up to USD120 million announced on March 17, 2022, an extension to the bridge loan agreement was signed for up to USD112 million. An advance payment of USD 20 million was made with the funds from the capital increase in December 2023. This financing will be paid off within a term of 12 months.

Table 3. Financial Liabilities (USD MM)

Debt (in thousands) USD	2022	2023			
		1T	2T	3T	4T
Working Capital + Leasing	24,207	35,849	36,515	33,314	31,215
Project Debt	255,158	253,584	256,862	247,206	248,985
Corporate Debt	0	6,938	7,970	7,985	7,980
Bridge Loan	121,407	122,127	122,979	123,963	102,324
Total Bank Debt	400,771	418,498	424,325	412,467	390,503
Debt Due to Monetization of Dividends	42,605	42,143	42,509	40,901	37,871

Total Financial Debt	443,376	460,640	466,835	453,368	428,374
Leases (IFRS 16)	15,434	14,461	16,754	16,823	14,834
Total	458,810	475,101	483,589	470,191	443,208

Fig. 4. Financial Liabilities (USD MM)



Other Relevant Events

In November 2023, AENZA notified the New York Stock Exchange of its intention to voluntarily exclude the American Depositary Shares (ADS) listed on said exchange. AENZA also notified Bank of New York (depository of the ADS) of the termination of the ADS program. December 7, 2023, was the last day on which AENZA's American Depositary Shares were listed on the New York Stock Exchange. Following the exclusion of the ADS on the NYSE, AENZA intends to submit Form 15F to the SEC to put an end to its reporting obligations pursuant to Sections 13(a) and 15(d) of the U.S. Securities Act of 1933.

On September 5, 2023, the Shareholders Meeting approved a capital increase due to new cash contributions, allocating the funds from this increase to the partial repayment of the Company's financial obligations. On October 26, 2023, the board of directors unanimously approved a capital increase of up to 174,984,912 shares at a placement price of S/ 0.4971.

The first round of preferred stock subscription to increase the capital stock ended on December 12, 2023, with 161,259,892 ordinary shares subscribed for an amount of USD 20.7 million. In this first round, 92.16% of the maximum number of shares were subscribed as part of the capital stock increase.

The second round of preferred stock subscription to increase the capital stock ended on December 15, 2023, with a total of 9,368,185 ordinary shares subscribed for an amount of USD 1.2 million. With 92.16% of the maximum number of shares for the capital stock increase having been subscribed in the first round, and 5.35% in the second round, there are up to 4,356,835 ordinary shares remaining to be subscribed.

On December 20, 2023, the board of directors decided to perform a private offering of the ordinary shares that remained unsubscribed after the second round of preferred stock subscription conducted as part of the capital stock increase.

On December 26, 2023, the private offering concluded for the shares that remained unsubscribed after the second round of preferred stock subscription for the capital stock increase, having subscribed 4,356,835 ordinary shares for an amount of USD 560,212.80.

On December 27, 2023, the board of directors unanimously resolved to conclude the capital stock increase process after 100% of the shares were subscribed (USD 22.5 million). Following this increase, the Company's capital stock is S/1,371,964,891. A total of USD 20 million were allocated to the advance payment of the bridge loan.

On February 7, 2024, it was reported that the capital stock increase due to cash contributions had been registered in the Company's public records card on February 1, 2024. On February 15, 2024, the 174,984,912 ordinary shares resulting from the capital stock increase were delivered to their holders. This capital injection is proof of our investors' trust in AENZA's strategic direction and financial health.

On February 7, 2024, the Shareholders Meeting approved the Corporate Reorganization Plan, according to which the Group's new structure will consist of two new holding companies, one for the engineering and construction businesses and the other for the infrastructure and energy businesses. Viva Negocio Inmobiliario S.A.C. will remain the vehicle for the real estate development business.

2.2 Corporate Governance

Our corporate governance approach seeks to guarantee the Company's sustainability and its ability to create long-term value for all our stakeholders: clients, users, internal team, suppliers, communities, shareholders, and others.

The behavior of the board of directors, its committees, senior management, and internal control units are based on policies and procedures aligned with the most demanding international standards, thus ensuring that decisions and actions are consistent with the organization's strategic objectives and always guided by the principles of ethics, transparency, and integrity.

Board of Directors' Structure

[GRI 2-9] [GRI 2-10] [GRI 2-11] [GRI 2-12] [GRI 2-13] [GRI 2-14]

The structure of the board of directors is a crucial component for the Company and its ability to make effective decisions. The board of directors is AENZA's highest corporate governance body, tasked with ensuring the Company's growth and sustainability, as well as overseeing and supporting decision-making processes to guarantee their alignment with strategic objectives.

Our board of directors consists of nine non-executive directors. Three of the board members are independent, and six are non-independent. We follow the Code of Good Corporate Governance for Peruvian Companies, according to which one third of the board must consist of independent directors. The three independent board members are Carlos Rojas Perla, Carlos Hernando Pérez, and Antonio Valente da Silva.

In terms of the diversity of background or nationality of the members, three directors are Peruvian, two are Chilean, two are Brazilian, and two are Spanish. As for its gender breakdown, one of the nine board members has been a woman from 2021 to date.

As for the continuity and stability of the members of AENZA's board of directors, the average term served is 3.1 years. The newest board member is Julio Dittborn, who joined in 2022. The longest-serving director, with five years on the board to date, is Esteban Viton, who joined in 2019. Board meetings had a 100% attendance rate.

Table 2. Independent Non-Executive Directors Who Participate in Other Boards of Directors

Indicator	2020	2021	2022	2023
Non-executive/independent directors who participate in other boards of directors (4 or less)	5	3	3	3

Table 3. Time Served by Board Members as of 2023

Member	Start Date	Time on the board
Juan Vicente Revilla Vergara	2021	3
Gustavo Nickel Buffara De Freitas	2021	3
Esteban Viton Ramirez	2019	5
Gema Esteban Garrid	2021	3
Julio Dittborn Chadwick	2022	2
Pablo K�hlenthal Becker	2021	3
Antonio Valente Da Silva	2021	3
Carlos Rojas Perla	2021	3
Santiago Hernando P�rez	2021	3
Average tears on the board		3.1

Table 4. Board of Directors' Attendance 2022–2023

Indicator	2022	2023
Average board meeting attendance	100%	100%
Minimum attendance percentage required according to board regulations	No minimum attendance established	No minimum attendance established

Indicator	2022	2023
Number of meetings	15	18

Board of Directors' Composition

Independent

Non-independent

JUAN VICENTE REVILLA VERGARA

CHAIRMAN

Experience

Telecommunications services

Education

Bachelor's in Business Management from Universidad del Pacífico

Time on the board

2 years, 3 months

Nationality

Peruvian



Audit and Compliance, and Talent Committees

Managing Director and Head of Investments for South Europe at IG4 Capital since June 2020 y Founding partner and CEO of High Trend International, LLC. Prior to that, he was the CEO of Telefónica International Wholesale Services, VP of Resources for Telefónica Brasil, Chief Global Shared Services Officer for the Telefónica Group, CEO of Latin American Operations for the Telefónica Group, Chief Technology Officer for Latin America for the Telefónica Group, CEO of Telefónica del Perú, Chief Procurement Officer for the Telefónica Group, and CFO of Telesp.

GUSTAVO NICKEL BUFFARA DE FREITAS
VICE CHAIRMAN

✓ **Experience**

Finance Consulting

Education

Bachelor's in Public
Administration from
Fundacao Getulio Vargas
Sao Paulo School of
Business Administration

MBA from the International

✓ **Time on the board**

2 years, 3 months

✓ **Nacionality**

Brazilian



Talent Committee

Co-founder, management partner, and CFO at IG4 Capital since 2016. Prior to that, he was Senior Director and Managing Director at RK Partners, Deputy Director at GP Investments, Senior Consultant at Bain & Company, and Head of Regulatory Strategy at Telefónica.

ESTEBAN VITON RAMIREZ
VICE CHAIRMAN OF THE BOARD

✓ **Experience**

Finance, Management

✓ **Education**

Engineering economist graduated from Universidad de Ingeniería; MA from ESAN; MsM from Arthur D Little; AMP at Harvard University, PAD, studies at INSEAD

✓ **Time on the board**

4 years, 7 months

✓ **Nacionalidad**

Peruvian

Founding partner of companies in the agribusiness, engineering, commercial, and consulting sector. Previously, he was a manager at Cofide, Citibank, Prisma Inversiones, and Quimpac. Board member of companies in Peru and throughout South and Central America.



Talent Committee

GEMA ESTEBAN GARRIDO

DIRECTOR

✓ **Experiencia**

Strategy Sustainability

✓ **Education**

Bachelor's in Computer Science
from Universidad Pontificia de
Salamanca

Certification in ESG investing
from CFA

Advanced Management degree
from IESE Master's in Finance
from Centro de Estudios
Financieros, Master's in
Strategic Marketing From ESIC



Environmental, Social, and
Governance Committee

✓ **Time on board**

2 years; 3 months

✓ **Nacionality**

Spanish

Global Head of ESG at IG4 Capital. Since February 2021, she has been in charge of ensuring the sustainability of the Company's investments from an environmental, social, and corporate governance perspective. Prior to that, she was ESG Investor Director at Telefónica from June 2018 to February 2021. Since 2001, she has held a number of management positions at that corporation tied to global operations strategy and digital transformation strategy, among other important matters.

JULIO DITTBORN CHADWICK

DIRECTOR

Experience

Energy sector

✓ Education

Commercial engineer graduated from Pontificia Universidad Católica de Chile, with an MBA from The Wharton School of the University of Pennsylvania.

✓ Time on the Board

1 year, 9 months

✓ Nationality

Chilean



Finance, Risk and Investment Committee

Managing director of the Private Equity team at Inversiones Megeve, the family office of the Solari Donnagio family. Director and leader of numerous companies in Latin America, particularly in the real estate, forestry, and energy sectors.

PABLO KÜHLENTAL BECKER
DIRECTOR

✓ **Experience**

Finance

✓ **Education**

Bachelor's in Industrial Engineering for the Logistics and Transportation Sector graduated from Pontificia Universidad Católica de Chile; MBA from the International Institute for Management Development in Lausanne, Switzerland



✓ **Time on the board**

2 years

Finance, Risk, and Investment
Committee

Nacionalidad

Chilean

Partner and founder of IG4 Capital's Santiago office. Since 2019, he has overseen the fund's investments for Latin America ex-Brazil. Previously, he held management positions in international financial advisory firms and was a board member of companies active in a number of countries throughout Latin America.

ANTONIO VALENTE DA SILVA
DIRECTOR

✓ **Experience**

Telecommunications

✓ **Education**

Engineer graduated from Pontificia Universidad Católica do Rio de Janeiro; Graduate degree from Pontificia Universidad Católica do Rio de Janeiro

✓ **Time on the board**

3 years

✓ **Nacionalidad**

Brazilian



Environmental, Social, and
Governance; Audit and Compliance
Committees

Previously CEO and chairman of the board at Telefónica Brasil and Telefónica del Perú. He has served on the board of directors of the National Telecommunications Agency in Brazil, and is currently a board member of Padtec Holding, Dom Rock, and Cinnecta.

CARLOS ROJAS PERLA

DIRECTOR

✓ Experience

Investment Consulting

✓ Education

Bachelor of Business Administration from Universidad del Pacífico; Specialization courses at Harvard University and Instituto Tecnológico y Estudios Superiores de Monterrey

✓ Time on the board

3 years

✓ Nationality

Peruvian



Audit and Compliance Committee

Founding partner of Capia and current CEO of Capia SAFI S.A. He was an independent director of Enel Generación Perú S.A.A. and Pesquera Exalmar S.A.A. Prior to that, he was Chief Investment Officer and board member of Compass Group SAFI from 2006 to 2011 and designed and managed Perú Special Investment Funds, the first Peruvian equity hedge fund. He worked in investments at Rímac Seguros and Deutsche Bank managing the portfolio for the Andean region. Endeavor mentor and angel investor.

SANTIAGO HERNANDO PÉREZ

DIRECTOR

✓ Experience

Utilities and Concessions

✓ Education

Bachelor's in Chemical Sciences with a concentration in Chemical Engineering from Universidad de Valladolid, Spain; MBA from IEDE Business School

✓ Years on the board

3 years

✓ Nacionalidad

Spanish.



Audit and Compliance; Talent Committees

Se ha desempeñado en el sector de utilities y concesiones como CEO de Aguas Nuevas S.A., gerente de Nuevos Negocios en Aguas Andinas S.A., CEO de la Concesionaria Intermodal de la Cisterna y director de diversas sociedades sanitarias en Chile y Uruguay, así como de la empresa de transporte público urbano Alsacia en Santiago de Chile. Actualmente es consultor independiente en gestión y administración de empresas y desarrollo de negocios y es director de Aguas Santiago Norte S.A. y de AENZA S.A.A. desde diciembre de 2020.

Changes in the Board of Directors

In 2023, we maintained the composition of our board of directors according to the participating members in 2022. There were no changes to the members of our board of directors.

Board Committees

The committees support the board of directors in making strategic decisions for the organization, and were created to provide a cross-cutting, controlled approach to addressing essential matters. The committees' specific duties are defined in the Board of Directors' Regulations.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE

- Chairman: Gema Esteban Garrido
- Members: Antonio Valente Da Silva, Pablo Kuhlenthal Becker
- Description: Supervise and provide opinions to management regarding corporate sustainability matters, according to good international practice and the Strategic Environmental, Social, and Governance Plan.

AUDIT AND COMPLIANCE COMMITTEE

- Chairman: Carlos Rojas Perla
- Observer: Juan Revilla Vergara
- Members: Antonio Valente Da Silva, Santiago Hernando Pérez
- Description: Ensure the integrity of financial and non-financial statements. Monitor legal and legislative compliance. Evaluate the internal and external auditing process. Evaluate the effectiveness of governance and internal control practices.

FINANCE, RISK, AND INVESTMENT COMMITTEE

- Chairman: Pablo Kuhlenthal Becker
- Members: Julio Dittborn Chadwick, Gustavo Nickel Buffara de Freitas
- Description: Determine and supervise the implementation of the Company's business strategy and financing structure, as well as the corporate development projects proposed by management. Evaluate and monitor the execution of strategic guidelines according to approved objectives, KPIs, and targets. Monitor the investment and divestment plan.

TALENT COMMITTEE

- Chairman: Juan Vicente Revilla Vergara
- Members: Santiago Hernando Pérez y Esteban Viton Ramírez.
- Description: Ensure that the Company has sufficient human capital and a healthy, sustainable, and productive work environment. Evaluate the suitability of the Company's corporate culture. Make recommendations to the board of directors regarding the approval of human resources management policies. Assist the board of directors with regard to the composition and management of its members.

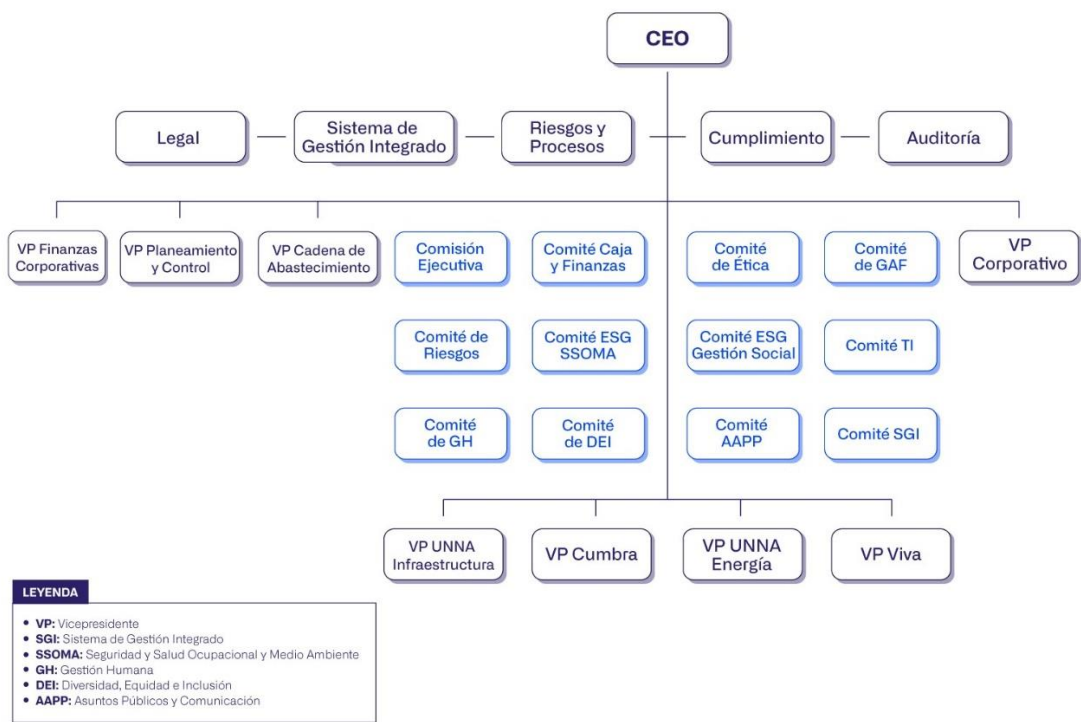
AENZA Organizational Flow Chart

Our corporate structure is designed to foster collaboration, create synergies, and maximize efficiency. This structure is based on a management approach rooted in the principles of process-based management, accountability, and collaboration.

The Company's supreme governing body is the Executive Committee, whose members consist of the CEO, corporate vice presidents, and the vice presidents of the business units. This committee meets twice a year to supervise progress made toward objectives and review the results of the business units, as well as to make major decisions for the Company on a collaborative basis.

The management of cross-cutting corporate macroprocesses has been organized through corporate committees, collegial bodies tasked with coordinating the design, implementation, and control of each process. These committees meet periodically, with the participation of corporate and business unit process leaders, as well as the individual in charge of the Integrated Management System.

Fig. 5. AENZA's Corporate Structure



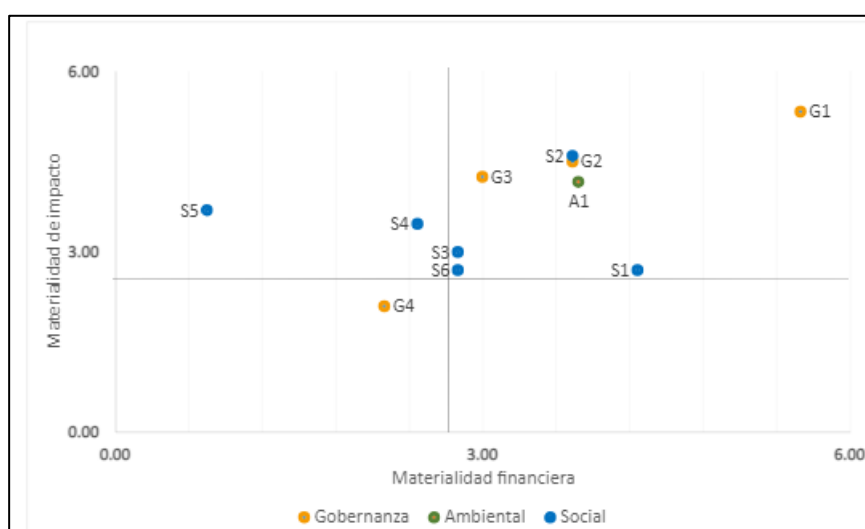
2.3 Materiality

[GRI 3-1] [GRI 3-2]

In 2023, we performed a double materiality assessment to identify and evaluate impacts that would enable us to update AENZA's most relevant ESG management topics, both for our stakeholders and in financial terms for our business. This process used the GRI Standards 2021¹ and ISSB criteria.

The process consisted of three main stages: 1. Context analysis; 2. Identification and prioritization of impacts; and 3. Definition of material topics. For the context analysis, we reviewed internal documents and carried out a benchmarking process for the industry and leading international companies in the sector. We then identify financial and non-financial impacts. We included the opinions of 21 corporate leaders in our assessment of the topics' relevance. Finally, we created a double materiality matrix, where the eight topics located in the upper right quadrant were considered material topics for 2023.

Fig. 6. AENZA Double Materiality Matrix 2023



We included three new material topics that were not considered in 2022, and we updated the definition of a fourth topic, as follows:

Code	Topic	Definition	2022 vs. 2023
G1	Transparency, ethics, and corporate governance	Ethics, compliance, and corporate governance have clear standards to prevent corruption and ensure effective supervisory systems. Foster transparency and accountability, promoting the wellbeing of all stakeholders and guaranteeing sustainability.	Updated
G2	Risk management	Identify emerging risks and opportunities in the Company's processes. Evaluate industry trends and changes in the environment to be managed in the short, medium, and long term.	New 2023

¹ GRI: Global Reporting Initiative

Code	Topic	Definition	2022 vs. 2023
G3	Cybersecurity	Involves the implementation of advanced measures and protocols to actively protect the Company's IT systems and data. Encompasses prevention, detection, and response strategies, ensuring the integrity and confidentiality of the information against digital threats.	New 2023
S1	Stakeholder relations	Strengthen relationships with stakeholders living in areas near our operations, such as neighbors, local and regional governments, communities, and local companies, as well as our suppliers.	Same
S2	Occupational safety and health	Identify hazards and promote a "zero injury" culture through prevention, training, and equipment to safeguard our employees' physical and mental wellbeing.	Same
S3	Talent management	Hire and retain human talent. Implement training and development plans and programs that strengthen employees' competencies and skills.	New 2023
S6	Local development	Create local jobs near projects and select local suppliers who contribute to economic growth in the areas where we operate.	Same
A1	Environmental impact management	Adequately manage the environment, with a focus on reducing the environmental impact of our operations. Promote the responsible use of resources and comply with environmental laws.	Same

2.4 Risk Management

[GRI 2-12] [GRI 2-23]

At AENZA, we adopt a proactive attitude in addressing challenges, anticipating potential problems and ensuring that our processes are predictable thanks to comprehensive risk management. This approach encompasses the identification, measurement, control, monitoring, communication, and disclosure of risks and opportunities that may influence the performance of projects, internal processes, and the application of corporate strategy.

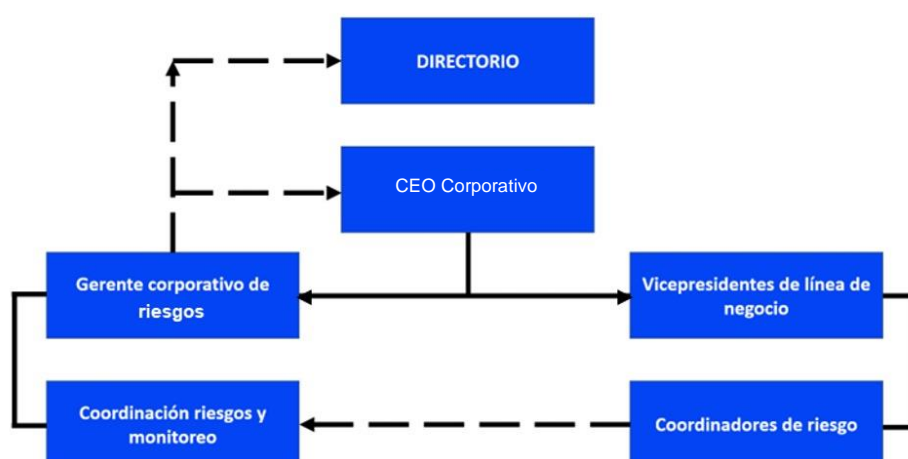
We are committed to the implementation and integration of a risk culture at all levels of the organization. We have a robust corporate risk policy, supported by risk management training and dissemination for decisionmakers. We have also established operational processes that guarantee the participation of the corporate committee and the board of directors.

In the 2023 risk assessment, we reached a major milestone with the implementation of an automated reporting, follow-up, and monitoring model for the Company. This system gives us the ability to supervise operational risks in each project, providing us with accurate and timely information. We use these data to construct sound risk matrices and make well-informed management decisions, thus ensuring efficiency and safety in all our operations.

Risk Management Governance

Risk management is supervised by the Chief Risk and Process Officer, whose responsibilities include the oversight of accountability in this area and the direct presentation of reports to the Corporate CEO. The Corporate CEO then renders accounts to the Board Risk and Investment Committee and the board of directors in plenum. Simultaneously, the internal audit area assumes responsibility for examining compliance with risk management procedures and the proper submission of reports on the matter.

Fig. 7. Risk Management Structure



We have procedures and tools that allow us to assess and continuously improve ethical behavior and transparency in the management of our operations.

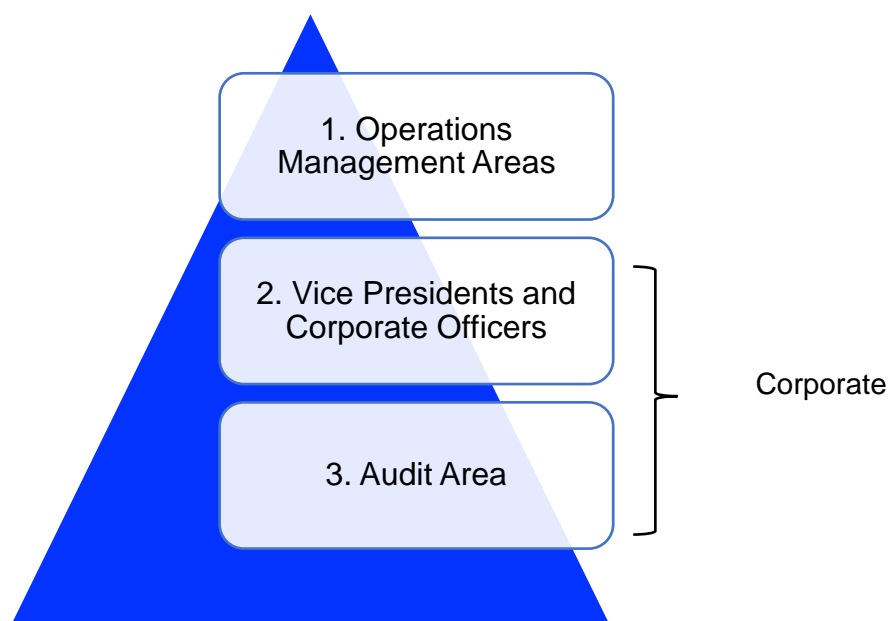
Notable results in 2023 include:

- 34 operations where we performed risk assessments for corruption.
- Risk assessments performed in 100% of operations.

We use a three lines model, where the parties in charge of operations are also tasked with managing risks in their respective processes. The risk area acts as the second line of defense, working closely with all of the Company's operations. Our risk team is responsible for defining and standardizing methodologies, as well as designing and implementing risk measurement, reporting, and assessment tools. This area also supports all of the other areas involved in the risk process, monitoring compliance with standards and the effective implementation of controls.

The audit area, in turn, plays the role of third-line reviewer, offering an unbiased opinion to the board of directors regarding compliance with established procedures and the identification of gaps between the design of controls and their effectiveness in the field.

Fig. 8. Three Lines Model



Our board of directors defines the Company's risk appetite, while the senior management—i.e., the Corporate CEO and Corporate VPs—are responsible for ensuring compliance with this standard and correcting any deviations identified. Our Company's management model uses a holistic, integrated approach to the risks we may face in successfully achieving our objectives.

Table 5. Responsible Parties for Risk Management

Indicator	Responsible Parties and Titles	Hierarchical Line
Highest-ranking person responsible for operational risk management (not CEO)	Diego Cisneros, Chief Risk Officer	Andre Mastruobono, Corporate CEO
Highest-ranking person responsible for supervising and auditing operational risk management results (not Director General)	Javier Macedo, Chief Audit Executive	Board of Directors, Audit and Compliance Committee

Comprehensive Risk Identification Model

Our risk management process is aligned with recognized standards such as COSO-ERM and ISO 31000. At AENZA, decision-making and the implementation of corrective measures are based on internal reports submitted to the individuals and bodies established by governance. Any material risks that may significantly affect the Company's value are disclosed via our Relevant Events system.

We provide functional and operational training in our business units to strengthen their ability to identify and monitor risks in operations, in turn resulting in better reporting practices.

The board of directors defines our risk appetite and tolerance in the Risk Manual, based on a twelve-month outlook. Qualitative risk assessment is based on the median of possible values, while tolerance is established with a margin equivalent to an additional quartile. In quantitative terms, we set the acceptable risk threshold at 16% of the predicted EBITDA for the year in each business unit or project analyzed.

We have identified 270 types of risks, classified into six families (Technical, Financial, Operational, Compliance, Relations, and Legal). In all, we have identified nearly 4,650 potential risk events throughout the Company, which are reassessed on a monthly basis. We prioritize the implementation of control strategies according to the inherent risk, with a particular focus on those that exceed the established risk appetite. Each process or operation owner is responsible for implementing the relevant mitigation strategies and controls.

We have a Regulatory Risk Program to identify risks that impact or involve the organization, not only in legal terms, but risks arising from agreements or compliance issues, as well. To ensure that this program functions correctly, we have reviewed our risk matrix methodology for each regulatory risk, including anticorruption, free competition, the money laundering/terrorist financing system, and consumer protection. We have successfully adapted this system to any new laws that may apply to the organization and each business line, ensuring that none of our short-, medium-, or long-term strategies are interrupted.

We handle corruption risks through due diligence controls, internal "zero tolerance" standards, and training on our code of conduct. AENZA's antibribery management is ISO 37001 certified.

In terms of specialized risks, we have certified fire risk prevention systems in our fuel transportation and distribution operations, certified facilities, regular drills, periodic reviews, and an up-to-date contingency plan. Our reporting system allows us to follow up on and monitor action plans for the implementation of controls. This system is updated monthly.

Our operational risk maps are updated monthly, while process structure maps are updated biannually or whenever any relevant changes occur.

Our internal and external auditors perform an annual review of our risk management, which also takes into consideration the annual renewal of our ISO 37001 certification. In short, our company is committed to a comprehensive risk management that safeguards the organization's integrity and value.

In 2023, we updated the risk matrix, with a special emphasis on regulatory risks, free competition, consumer protection, and personal data protection. We also fine-tuned the identification and reporting of events with a potential impact on our strategic objectives, bolstering monitoring of key risk indicators and restructuring the balanced scorecards used for decision-making and follow-up.

We also worked on identifying AENZA's emerging risks. These are long-term external risks that may affect our business model or bring our operations to a halt if they were to materialize.

Table 6. Emerging Risks

Emerging Risk 1		Emerging Risk 2
Risk Name	Impact of El Niño	Cyberattacks
Category	Environmental	Technological
Description	Unusually heavy rainfall affects our current operations or infrastructure, whether our own or that for which we are responsible.	Risks associated with the malicious exploitation of weaknesses in the Company's digital infrastructure.
Impact	Operational delays Damage to infrastructure	Losses due to interruption of critical operations, extortion (ransomware), or the leak/theft of informational critical to the business.
Mitigation Actions	Creation of the Corporate El Niño Committee. Scenario analysis and mitigation plans for each business unit.	Constant software updates, installation of safety patches, and internal awareness-raising campaigns to keep employees from falling victim to attacks. We also have prevention and information security policies, as well as apps for the document-based monitoring of these policies. We block unsafe ports and channels, and we monitor exceptions policies to guarantee the integrity of our digital infrastructure.

Internal Audit

"The goal is not just to justify the existence of an internal audit function, but to enrich risk management and internal control so that all operations can achieve their objectives. Our team members play an extremely important role, since they are the main actors in the organization's internal control measures. We provide them with permanent support." - Javier Macedo, Chief Audit Executive

In 2023, there was a significant increase in the understanding of internal controls in all areas of our organization, which translated to better performance and execution of control activities at the corporate level. To name just one example, at the close of 2023, our assessment of SOX financial controls showed that 2.9% of controls had experienced insignificant differences.

Meanwhile, we have continued to make progress with our risk management model. It is currently in a process of gradual maturation, where we not only act as reviewers, but also provide feedback to help improve processes. We have also stressed the importance of active participation on the part of all actors involved in risk management.

In 2023, we provided special assistance to the information technology area regarding the control activities they conduct to manage the risks inherent to their processes. We reviewed the key controls executed in all of the Group's companies and offered continuous feedback. Various processes in different areas, including information technology, are now in the process of being redefined. Given the complexity of owning multiple companies, we are giving special attention to these fronts.

In 2023, the internal audit plan was implemented in full. This plan covers a number of key areas: process audits, financial control audits in compliance with the Sarbanes-Oxley Act, regulatory audits focused on topics such as money laundering and compliance with Law 30424, information technology audits, and audits related to the supply chain, revenue, payrolls, and fixed assets.

2.5 Ethics and Compliance

At AENZA, our corporate business strategy prioritizes compliance management and ethics. The Company's senior management is fully committed and convinced of the need to forge a culture of integrity and compliance to shore up our stakeholders' trust.

We have an Ethics and Compliance Program based on the specific legal framework of each country where we operate, as well as the highest international governance and corporate ethics standards. We guarantee integrity and transparency in our operations and projects through independent external audits of our programs.

Governance and Management

[GRI 2-23] [GRI 2-24] [GRI 3-3]

Our commitment to integrity is reflected in our ethics governance. We have over ten [corporate policies](#) that guide the actions of the Company, our team members, contractors, and others. These policies are continually reviewed and updated to address the risks, needs, and characteristics of our businesses, as well as changes in regulations. The Compliance Area reports directly to the Board's Audit and Compliance Committee.

We also have an Ethics Commission, which consists of the CEO, the Corporate Vice President, the Chief Legal Officer, the Chief Human Resources Officer, and the Chief Compliance Officer. The Ethics Commission supervises the Ethics Hotline (channel for reporting unethical conduct, as well as violations of the Code of Business Conduct, laws, regulations, or internal policies), investigations into reports received, as well as remedies and their implementation.

We also perform due diligence on our clients, business partners, suppliers, and employees to identify conducts and behaviors associated with compliance risks before entering into a relationship.

Anticorruption

Our Anticorruption Compliance Program is reviewed annually by an independent auditing firm. In 2023, this review identified no material weaknesses and concluded that our program was aligned with the applicable anticorruption regulations. We are also adherents to the Anticorruption Pact with the government of Colombia, and an active part of the United Nations compliance system. Last but not least, AENZA, Cumbra (Peru, Chile, and Colombia), UNNA Energía, and UNNA Infraestructura obtained ISO 37001 Antibribery Management System certification in 2023.

Free Competition

We are committed to respecting free competition laws. As part of our organizational culture, we reaffirm our rejection of any conduct that runs contrary to this concept. We have a Free Competition Compliance Program that is monitored by senior management, in addition to the Corporate Responsible Business Practices Policy and the Free Competition Manual, which provide guidelines for all of the Company's team members and their actions. We also have a grievance channel to report related incidents.

Training and Education

In 2023, we implemented initiatives to disseminate our Code of Business Conduct, Anticorruption Policy, Responsible Business Practices Policy, and money laundering and

terrorist financing prevention measures. These actions were aimed at both the members of our governing body and the employees of our various business units.

These activities included 7,999 hours of training on the Code of Conduct, Anticorruption Policy, and money laundering and terrorist financing prevention, twice the number of hours dedicated to training on these topics in 2022. Forty corporate governance representatives (board of directors and management committees) received a copy of the Anticorruption Policy in 2023. Additionally, 1,764 new hires (1,258 employees and 506 laborers) throughout the Company received the Code of Business Conduct and signed a sworn statement.

We trained 99.64% of our team on ethics and regulatory compliance matters using case studies, with a risk approach aligned with our corporate policies and values.

Table 7. Training and Education Hours

Indicator	2022	2023
Hours of training on code of conduct, anticorruption policy, and money laundering and terrorist financing prevention		

Table 8. Team Members Who Received the Business Code of Conduct

Indicator	2023
Number of <u>employees</u> who received the Code of Business Conduct and signed a sworn statement	
Number of <u>laborers</u> who received the Code of Business Conduct and signed a sworn statement	
Percentage (%) of team members* who received the Code of Conduct in Peru	

*Team members include both employees and laborers.

Table 9. Online Training on the Code of Conduct, Anticorruption Policy, and Money Laundering and Terrorist Financing Prevention

Indicators	2022	2023
Number of employees trained on the Code of Business Conduct	3,265	3,281
Number of employees trained on AENZA's Corporate Anticorruption Policy	3,262	3,281
Number of employees trained on money laundering and terrorist financing prevention	477	1,125

Table 10. Total Number and Percentage of Employees Who Have Been Informed of the Organization's Anticorruption Policies and Procedures, by Job Category and Region

(GRI 205-2)

Indicator			2023
Number of Employees Who Received the Anticorruption Policy	Category 1: Directors	Peru	32
		Colombia	-
		Chile	-
		Other countries	-
	Category 2: Executives	Peru	84
		Colombia	3
		Chile	5
		Other countries	-
	Category 3: Self-Managed Positions	Peru	2,503
		Colombia	428
		Chile	226
		Other countries	-

Ethics Hotline

We have an external, independent Ethics Hotline that allows us to receive reports and concerns securely and confidentially. This channel is open to our directors, team members, partners, clients, suppliers, and any third party with whom we have a relationship, including the communities where we operate. Each year, we analyze the complaints received through the Ethics Channel to evaluate which processes and policies need to be reinforced and improved. In 2023, we continued to work on training and policies aimed at the positive assimilation of our employees. These efforts have significantly boosted our success in forging an organizational culture centered on integrity.

207 complaints received

76 complaints dismissed

76% of all complaints resolved

50 complaints under investigation

157 complaint investigations closed

2.6 Supplier Management

[GRI 2-6] [GRI 204-1]

***"Our objective is to increase efficiency thanks to a centralized team that handles storage and dispatch for all our companies."
- Oscar Pando, VP Supply Chain***

S/ 858,687,863 spent on procurements
from local suppliers of goods and services

At AENZA, we work closely with our suppliers and contractors to guarantee best business practices that ensure the sustainable development of our business. We do so through rigorous ethical conduct and compliance with all technical standards and applicable regulations and laws in force for each stage of our projects. This collaborative approach allows us to forge solid, trust-based relationships, and promote innovation, transparency, and continuous improvement in our supply chain. By responsibly managing our suppliers, we obtain high-quality inputs, competitive prices, and greater supply chain efficiency.

In 2023, we created a new corporate supply chain role to increase companywide efficiency and consistency in procurement operations. We are focused on achieving horizontal and vertical integration to standardize the supply chain process across all the Group's companies. This integration process is not limited to just practices, but also includes the standardization of tools used in the process.

The following are some of the most notable supplier management actions taken this year:

- Corporate standardization of approval processes.
- Evaluation and due diligence on suppliers at UNNA Infraestructura and UNNA Energía.
- Implementation of a new regional evaluation process at CUMBRA, with two annual evaluations per location and a total of 167 suppliers.

We have a Code of Supplier Conduct which contains guidelines that all suppliers must accept and follow. This commitment includes respect for human and labor rights, integrity in commercial operations, and compliance with quality and safety standards. The code also requires suppliers to adopt sustainable practices and ensure the confidentiality of information during their relationship with the Company. Of all the suppliers who receive purchase orders, 97.6% agree to the Code of Conduct and Anticorruption Policy. We also have a Due Diligence Policy that establishes guidelines for the rigorous evaluation of any potential risk of illegal activities before entering into contracts with clients, business partners, suppliers, and employees.

Table 11. Procurements from Suppliers

Indicators	2023
Total amount spent on procurements from suppliers of goods and services	S/ 1,551,204,859
Total amount spent on procurements from critical suppliers of goods and services	S/ 711,810,227
Percentage (%) of amount spent on procurements from critical suppliers	46 %
Total amount spent on local procurements from suppliers of goods and services	S/ 858,687,863

Notes:

- The total amount spent on procurements from suppliers of goods and services is calculated based on the total value of invoices paid annually, not including VAT, to all suppliers for the procurement of goods, services, works, and utilities.
- Local procurements are those made from suppliers whose tax address is located in the same region as the project.

Supplier Evaluation and Development

Our business units identify and address all risks and material impacts associated with the supply chain. Occupational safety, health, and environmental (OSHE) requirements are an integral part of our bidding terms and are evaluated during the tender process. At UNNA Infraestructura and UNNA Energía, suppliers must meet minimum ESG requirements in order to be considered for a contract. At CUMBRA, ESG criteria such as compliance with environmental and occupational safety policies are included in evaluation questionnaires.²

Critical suppliers are classified according to the importance of their business and their effect on our competitive advantage. At UNNA Infraestructura and UNNA Energía, critical suppliers are identified using the ABC method³, considering variables such as spending and number of purchase orders. At CUMBRA, this selection is adapted to the procurement type and project environment, while at VIVA, critical suppliers are those with recurring purchases and large purchase orders. In 2023, we had 1,316 critical suppliers, which accounts for 21.1% of all suppliers of goods and services.

We perform supplier evaluations together with the user areas, considering aspects such as quality, safety, the environment, ability to meet deadlines, and credit rating. A total of 231 critical suppliers are evaluated annually. We also provide feedback and support for suppliers to help improve their performance and services. At CUMBRA, suppliers receive support in improving their service level. This year, 11 suppliers received help with the implementation of corrective action plans.

Our key supplier management results are presented below.

² The evaluation questionnaires include the following questions (criteria):

- Social: Complies with the established occupational safety and health plan.
- Environmental: Complies with the established environmental plan and/or program.
- Governance: Complies with the corporate due diligence policy and accepts corporate policies.

³ ABC Method: Method for classifying suppliers based on economic value and purchase volume.

Table 12. Supplier Classification

Indicators	2022	2023
Total number of suppliers of goods and services	5,716	6,245
Total number of critical suppliers of goods and services (Level 1)	738	718
Total number of critical suppliers of goods and services (non-Level 1)	-	598
Total number of significant suppliers (Level 1 and non-Level 1)	738	1,316

Notes:

- Significant suppliers are classified as such due to their commercial importance to the Company. This is the sum of Level 1 and non-Level 1 critical suppliers.
- Level 1 suppliers: Refers to suppliers who directly supply goods, materials, or services to the Company.
- Non-Level 1 suppliers: Refers to suppliers who provide goods and services to the Company through Level 1 suppliers. Suppliers not classified as Level 1 are positioned after Level 1 suppliers—e.g., Levels 2, 3, etc.—in the Company's supply chain.

Table 13. Supplier Evaluation

Indicators	2022	2023
Total number of suppliers of goods and services evaluated annually	719	406
Total number of critical suppliers of goods and services evaluated annually	310	231
Percentage (%) of critical suppliers evaluated annually	42 %	18 %
Number of suppliers with substantial real/potential negative impacts	35	11
Number of suppliers with substantial real/potential negative impacts that have agreed to an improvement/corrective action plan	-	11
Number of suppliers with substantial real/potential negative impacts who were terminated	-	0

Notes:

- Total number of suppliers of goods and services evaluated annually via written/in situ evaluations.

Table 14. Supplier Action Plans

Indicators	2022	2023
Total number of suppliers supported in the implementation of corrective action plans	Not reported	11
Percentage (%) of suppliers evaluated with substantial real/potential negative impacts supported in the implementation of the corrective action plan	Not reported	50 %

Note:

- Information presented in 2023 is for CUMBRA.

2.7 Information Security

[GRI 3-3]

“The challenge is understanding that we’re here to help guide the business strategy. We are technology facilitators.”

Inés Tang Muñoz, Chief Information Technology Officer

Secure information management is crucial to guarantee the continuity of AENZA’s business processes and establish a culture of information protection that ensure confidentiality, integrity, and availability. To achieve this objective, the Company has implemented an Internal Information Security Policy and an Information Security Management System (ISMS) based on widely accepted international standards.

These measures are supplemented with informational campaigns and awareness-raising efforts regarding the prevention of cybersecurity risks. Each year, an Information Security Awareness Plan is implemented to foster a culture of information security at AENZA. The plan uses periodic training to change employee behavior toward the threats and risks the Company faces by explaining each individual’s role and responsibility as a key contributor to AENZA’s Information Security Management System.

The biggest challenge in 2023 was to change the information technology (IT) management model. This was done by creating two distinct but complementary sections: a tactical section responsible for executing, monitoring, and keeping the technology platform operating; and a strategic section to closely guide the business in its search for innovation and transformation opportunities, without neglecting the need for a well-defined technical architecture which guarantees a scalable, integrated ecosystem that meets all security guidelines and standards. Horizontal tasks were centralized, and efforts were made to leverage IT and innovation leaders by assigning them different weights. For both sections, information security is an indispensable priority.

Information Security Governance

The Corporate IT Committee, led by Corporate Vice President Dennis Fernández, is responsible for supervising the information security strategy. The Company has a Chief Information Security Officer (CISO) who is tasked with proposing policies, standards, controls, and procedures aligned with the Information Security Plan. The CISO reports directly to the Chief Technology Officer (CTO) and the Corporate Information Technology (IT) Committee.

3. Social Dimension

3.1 Human Resources Management

[GRI 2-7]

“Human resources management is a key piece of AENZA’s cultural transformation process, providing the guidance, support, and services to enhance our organizational capacities. Throughout 2023, we focused heavily on standardizing our policies, processes, and tools; providing efficient services that help ensure our continuity with operational excellence in our projects; and bolstering leadership to keep our people aligned and committed.”

Carlos Ochoa, Chief Human Resources Officer

78% satisfaction rate, according to the work climate survey

Over 50 critical managerial positions have success and develop plans to ensure the continuity of our leadership.

At AENZA, our team is the core pillar of our performance and the key to realizing our vision of regional leadership. We are proud of our committed, resilient, highly-skilled team, formed through processes that create synergies and promote collaboration.

Caring for our team members’ wellbeing is our top priority. We work hard to create safe, inclusive workplaces with a positive, sustainable, and productive environment. To achieve this goal, we implement processes, programs, and best practices for the attraction, retention, and development of our talent, thus ensuring that AENZA always has the right kind of human capital our business requires.

Table 15. AENZA Team Member Indicators, 2022–2023

Indicators	2022	2023
Employee satisfaction index	79 %	78 %
Employee pride index (workplace climate survey)	82 %	82 %
Team members trained	15,258	21,042
Average hours of training and development per full-time employee	19.60	37.65
Average hours of training and development per full-time team member (employee + laborer)	18.49	35.08

As of the end of 2023, our team consists of 5,709 employees, including engineers, technicians, and other professionals, as well as 7,078 team members, laborers, and personnel from consortiums, for a total of 12,787 team members. Their conduct is strictly regulated by our Code of Business Conduct and our Corporate Policies.

Our talent management uses a strategic human resources approach based on the following principles:

- Wellbeing and protection of our team members
- Talent promotion and development
- Continuous improvement and standardization of human resources policies and processes
- Operational continuity across the entire Company through risk mitigation

Human resources management is one of our Company's six key macroprocesses, enabling us to establish shared standards and indicators throughout the organization, define targets, and effectively monitor them. In addition to the specific duties of each area, the oversight of this macroprocess is coordinated with the Corporate Human Resources Management Committee, which meets monthly to monitor plans and prioritized actions, with the active participation of members from all business units. The Board Talent Committee supervises all personnel matters.

Outstanding Achievements in 2023:

- AENZA and VIVA were certified by the Amcham Good Employers' Association (ABE), which certifies companies' good practices with their team members. This recognition was obtained following a rigorous review process to analyze talent wellbeing, development, and management practices, as well as work conditions demonstrating the high management standards applied by the Group.
- Implementation of a standardized general performance assessment process for the Group's workers, which had a direct effect on the annual salary review process, development processes, promotions, and internal opportunities.
- Launch of various talent development programs, most notably:
 - **Executive Development Program:** Education plan for the Group's executives, with modules on process management, safety, personal competencies, financial development, planning, and accountability. This plan has helped enhance prioritized attributes according to AENZA Culture, as well as serving as a space for discussion, networking, and the exchange of best practices between all the Company's executives.
 - **Career Path and Education Programs** for workers at our operating units, facilitating structured, objective, and fair career development.
 - **Talent Attraction and Training Programs:** In 2023, the Company standardized and executed various talent attraction and training programs, including the Corporate Pre-Professional and Professional Internship Program; the Engineer Development Program (Fixed Steps); technician development programs, and other regional programs. These initiatives not only helped us attract first-class talent to our organization, but also enabled us to actively strengthen our brand as an employer in the different sectors where we operate.
- As part of our sustainability strategy, we created the **Diversity, Equity, and Inclusion (DEI) Committee**, consisting of a multidisciplinary team of the Company's opinion leaders. This committee is designed to make sure workers have a say in creating an inclusive, discrimination-free environment. The committee's main contributions this year include the Corporate Diversity, Equity, and Inclusion Policy; strategic middle-term diversity targets; the review and standardization of the Group's DEI practices; and the reinforcement of the workplace sexual harassment prevention plan.

Our Team Members

[GRI 2-7] [GRI 2-8] [GRI 2-19] [GRI 404-3] [GRI 415-1]

In 2023, our team was reduced by 27% due to our volume of engineering and construction project activities, as well as a process of transformation focused on efficiency, in keeping with our vision and business strategy. In terms of gender, there is a high level of equality in management positions (coordinators, area heads, assistant managers, and managers), with 44% women (113) and 56% men (143). In general, the gender distribution among our personnel remained the same, with 86% men and 14% women, compared to the previous year. It is also worth noting the number of talented professionals between the ages of 31 and 40 on our payroll, in strategic roles such as executives, middle managers, and self-managed and operations positions. This year, 26% of our team members were under 30 years old; 60% were between 30 and 50; and 14% were over 50. Our key indicators are presented below:

Fig. 9. Team Member Distribution by Gender in Management Positions

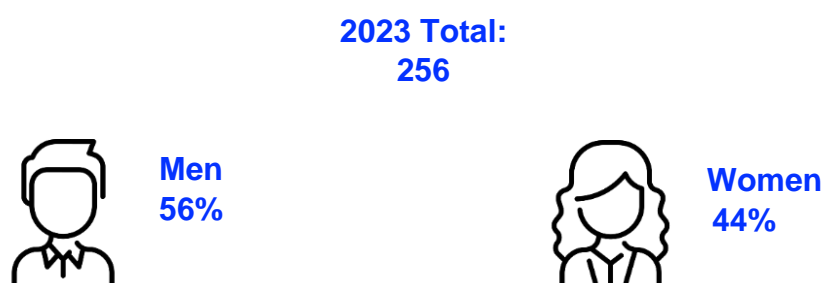


Table 16. Team Member Distribution by Gender

Team Members	2022	2023
Men	14,115	11,012
Women	2,096	1,775
Total	16,211	12,787

Table 17. Team Member Distribution by Position and Gender in 2023

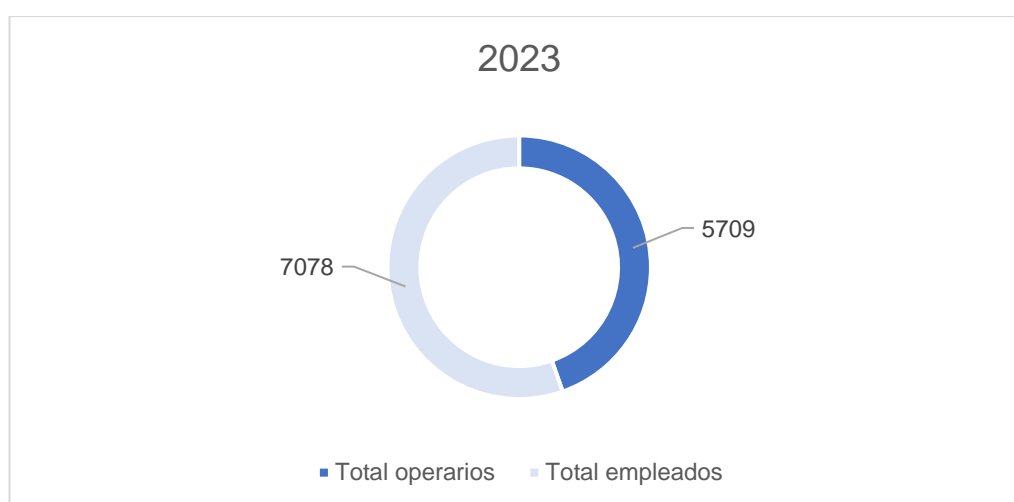
Indicator	Female		Male		Total
	Number	Percentage			
Management Positions (Top Management CEO-2)	2	6 %	30	94 %	100 %
Management Positions (Coordinators, Area Heads, Assistant Managers, and Managers)	113	44 %	143	56 %	100 %
Management Positions (not including support areas)	145	16 %	755	84 %	100 %
Middle Managers	125	23 %	414	77 %	100 %
Executives	23	20 %	92	80 %	100 %

*Gender distribution at the close of 2023. Does not include subcontracts or consortiums.

Table 18. Team Member Distribution by Age Group

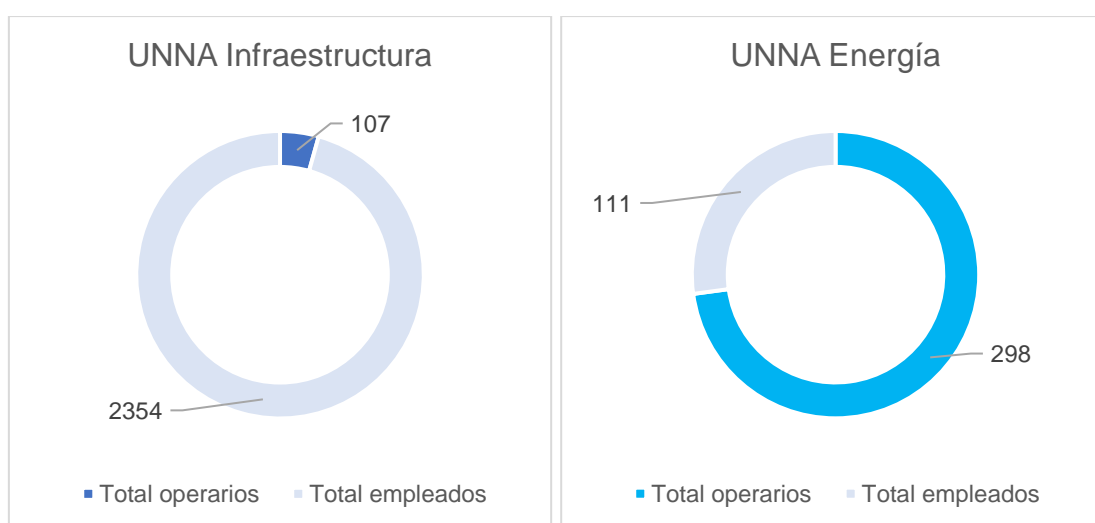
Team Members	2023
Under 20 years old	76
20 to 30 years old	3,224
31 to 40 years old	4,442
41 to 50 years old	3,293
51 to 60 years old	1,465
61 and over	287
Total	12,787

Fig. 10. Team Member Distribution by Role



Annual Average Team Members (includes operators, workers, and consortiums)

Fig. 11. Team Member Distribution by Role for Each Business Unit



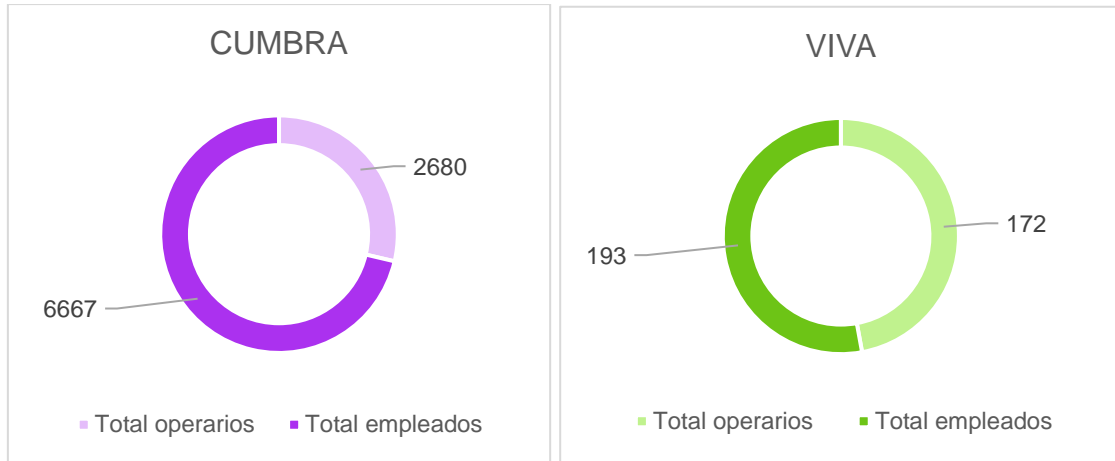
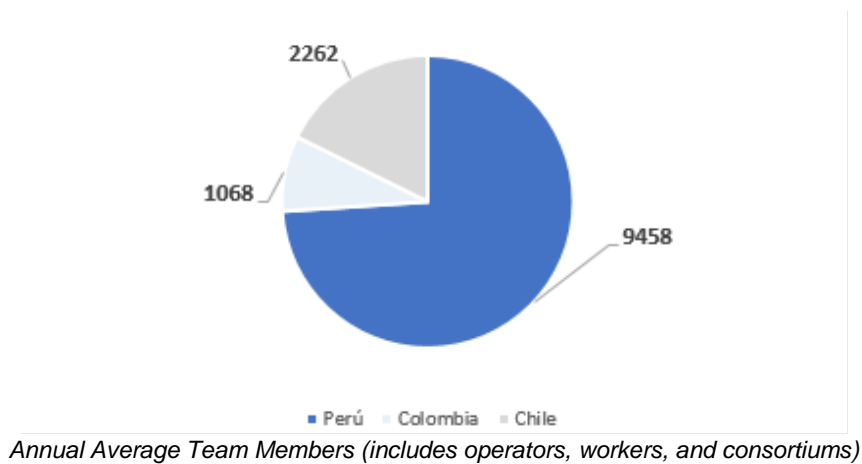
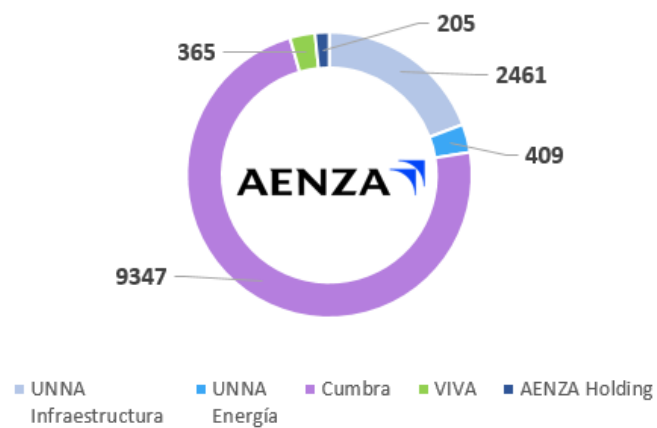


Fig. 12. Team Member Distribution by Country



Annual Average Team Members (includes operators, workers, and consortiums)

Fig. 13. Team Member Distribution by Business Unit in 2023



Total, Annual Average Team Members (includes operators, workers, and consortiums)

Diversity, Equity, and Inclusion Committee

Integrity is one of the pillars of our culture. That is why we have taken on a genuine commitment to providing healthy, discrimination-free work environments, and placed extra emphasis and effort within the organization on preventing and punishing sexual harassment through actions that seek to eradicate this type of conduct. We are thus able to guarantee a safe work environment and more harmonious coexistence among team members. In 2023, this committee also defined our corporate female participation target for the next three years, which is currently awaiting final approval. This target is aimed at incorporating and offering opportunities to more female talent within the organization and its different business units. The committee also worked on developing a policy that will provide benefits for working mothers and working fathers, ensuring their right to a harmonious, discrimination-free environment.

Organizational Climate

[GRI 404-3]

At AENZA, we work hard to maintain high levels of employee satisfaction and foster a positive work environment. Throughout the year, comprehensive wellbeing programs were implemented in the different business units, in addition to reinforcing our personnel management practices. We are dedicated to creating opportunities for professional development and employability for our invaluable team. The workplace climate and commitment results show once again that our people's dedication to and affection for AENZA continue to be one of the Group's greatest strengths.

In 2023, we organized the "Leaders Who Inspire" event to recognize the 50 leaders who obtained the highest scores in the 2022 Organizational Climate Survey. The leadership factor was among the most notable results obtained, with an 82% satisfaction rate. This reflects very positively on the work done by team leaders, who often find themselves facing demanding, challenging situations. This event gave us the chance to renew our commitment to making our company a great place to work.

Programs

[GRI 2-19] [GRI 401-1] [GRI 404-2]

Based on the conclusions from last year's workplace climate survey, we have taken concrete actions through campaigns and programs designed to significantly improve our team's wellbeing. We have focused not just on physical health, but on the mental health and professional development of each one of our team members. As part of the family benefits we offer, we have Best Practice Guidelines for working mothers' and fathers' gradual return to work, allowing them to slowly come back to working in person and extending maternity leaves. Further details on the different programs implemented in 2023 to foster the growth and prosperity of our talented team can be found below.



Flexible Compensation:

- Allocations for workers according to working conditions and market practices.
- Private health insurance (EPS): The Company has a very competitive private healthcare policy and supports workers by paying a percentage of their EPS insurance premium.
- Discounts on goods or services in annual or periodic campaigns for workers.
- Benefits Fair: Corporate discounts on third-party goods or services.



Strategic Benefits:

- “Trasciende” (“Transcend”) Program: Our workers can apply for other positions within the Group’s companies.
- Personal wellbeing and work/life balance programs: Remote work, nutritional advice.
- Paid maternity and paternity leave.
- Laptops and ergonomic equipment are provided to all team members so they can work under equal conditions, whether at the office or from home.

Freedom of Association

At AENZA, we have demonstrated our unwavering commitment to respecting labor rights. This can be seen in our adhesion to ILO Conventions 87 and 98, which allow our employees to join independent unions. In keeping with this policy, the number of unions in our business units decreased from 15 to 8 in 2023. It is important to note that two union conflicts were reported during 2023, both involving UNNA Infraestructura. We maintain a solid 38% union coverage among our team members.

Table 19. Collective Bargaining Agreements 2022–2023

Team Members	2022	2023
Number of unions or collective bargaining agreements	15	8
Number of conflicts with unions or collective bargaining agreements	1	2
Number of team members unionized/covered by collective bargaining agreements	6,316	4,966
Percentage of employees covered by unions or collective bargaining agreements (%)	38.96 %	38.84 %
Work committees active during the year	13	7

3.2 Human Rights Management

[GRI 405-1]

At AENZA, we have a deep respect for all human rights established by national and international regulations. This is a crucial, non-negotiable part of how we do business. Our principles and fundamental values have always included respect for human rights, along with their defense and promotion.

We have a human rights policy that defines our commitments and guidelines on this matter, ensuring that we respect all human rights and NEVER violate them.

Human Rights Commitments and Guidelines:

- We respect the human rights recognized in the United Nations Global Compact.
- Our commitment to human rights is aligned with our promise to comply with all applicable laws in the places where we operate.
- We do not permit any type of child labor or forced labor, and we reject all practices associated with human trafficking.
- We recognize our team members' rights to data privacy, free association, collective bargaining, and the exercise of the inherent rights of the organizations of which they form part, within the framework of all applicable laws.
- We respect diversity and reject all forms of discrimination for reasons of age, gender, marital status, nationality, religion, disability, ethnicity, or any other condition or personal circumstance.
- We actively strive to close the gender gap and promote an equitable pay scale among our workers.
- We are committed to implementing supervision and control procedures to help identify and mitigate any potential risk of human rights violations.
- We are committed to fostering personal and organizational wellbeing. To achieve this, we work to raise awareness of risks and encourage responsible behavior.
- We are committed to sharing this policy and incentivizing compliance among our suppliers and contractors.

3.3 Safety and Health Management

[GRI 2-24] [GRI 2-29] [GRI 3-3] [GRI 403-1 al 403-10]

At AENZA, safety and health play a key role in the way we do business. We work to create safe and healthy work environments for all of the organization's members, whether they are direct or indirect employees or subcontractors. To achieve this, we have implemented a robust management system, and we promote a culture of prevention that allows us to avoid accidents, injuries, and occupational diseases while performing our work.

We are proud to note that we have met our corporate targets for frequency rate (FR) and severity rate (SR), with an FR of 0.19 and an SR of 8.6, compared to our targets of 0.27 and 12, respectively.

Occupational Safety and Health System

We have an integrated occupational health and safety management system aligned with international standards and all applicable occupational health laws. Our Occupational Safety and Health Policy sets forth the commitments and guidelines that define our safety and health management at our offices, projects, and operations. This policy applies to all our business units and their members. In 2023, we worked hard to achieve the following objectives:

- Align corporate processes and KPIs to consolidate our successful performance and ensure its sustainability over time.
- Ensure compliance with all laws and contractual obligations.
- Develop competencies and promote a high level of team specialization, generating their own knowhow.
- Reduce accidents, illnesses, diseases, injuries, and poor worker health thanks to the timely and effective implementation of consistent, well-documented, and cost-effective controls.

We have a corporate occupational safety and health committee that includes representatives from all our business units. This committee proposes corporate objectives, monitors the progress of plans, and defines the documents and guidelines for each aspect of the macroprocess so that it can be implemented across the Company.

We make sure that workers and their representatives are consulted and invited to actively participate in all aspects of the Occupational Safety and Health Management System.

We also ensure effective control of potential occupational risks to safeguard our team members' wellbeing, and we work to continuously improve our Occupational Safety and Health Management System. We have gained recognition as a company that preventively manages labor risks using effective, modern methods.

Table 20. Occupational Safety and Health Indicators for 2023

Indicator	2023
Number of employee fatalities	0
Number of contractor fatalities	0
Lost-time injury rate (LTIR) – employees	0.24
Lost-time injury rate (LTIR) – contractors	0.08
Number of incapacitating accidents involving employees (serious consequences, not including death)	0
Number of incapacitating accidents involving contractors (serious consequences, not including death)	0
Number of lost-time accidents – own employees	39
Number of lost-time accidents – contractors	6
Total man-hours of safety training for chain of command, team members, suppliers, and contractors	1,072,052

Note: The LTIR is the number of lost-time injuries for every 200,000 hours worked.

ISO 45001 Certified Operations:

- CUMBRA Ingeniería
- CUMBRA Perú
- Ecología y Tecnología Ambiental
- Morelco
- Vial y Vives – DSD
- UNNA Transporte
- Tren Urbano de Lima (Línea 1)
- UNNA Energía/Terminal del Perú

UNNA INFRAESTRUCTURA

At UNNA Infraestructura, we have an integrated management system designed to ensure occupational safety and health. This system is applied in all our operations nationwide, and includes workers, contractors, suppliers, visitors, and users. Our primary management tool for identifying and assessing risks in the workplace and our organization's processes is the HIRARC (Hazard Identification, Risk Assessment, and Risk Control) Matrix. The Occupational Medicine area also works to address three key aspects: promotion and protection; timely detection of disease; and proper treatment of common conditions and occupational diseases. This area also coordinates with health centers to provide urgent and emergency care for common illnesses and any work accidents these may cause.

Our workplace accident and occupational disease prevention and mitigation system follows an established scale: elimination, substitution, engineering controls, administrative controls, and personal protective equipment. Our workers are required to report occupational hazards by immediately informing their supervisor or using the established communication channels for each project. The accident and incident investigation process starts with drafting the necessary reports and ends once the effectiveness of the actions taken by the investigative committee has been verified.

In 2023, we took a number of actions to guarantee proper safety and health management. For example:

- We obtained ISO 45001 certification without any nonconformities.
- We obtained ISO 14001 certification without any nonconformities.
- We developed predictive methods to determine the likelihood of unwanted events.
- We provided training for our personnel with the support of high-tech solutions including virtual reality.

Our training plan also includes subcontractors and third-party personnel. Occupational safety and health training includes an OHSE induction for new workers prior to starting their work, as well as training for the OHS committee and workers on topics such as checking for vital signs and emergency response.

UNNA ENERGÍA

At UNNA Energía, we have an Operational Excellence Management System (OEMS), which is comprised of various key systems, including quality, environment, occupational safety and health, process safety, risk management, and compliance. Our Occupational Safety and Health Committee (OSHC) ensures our workers' participation in this system by gathering opinions, proposals, and concerns, thus guaranteeing their involvement in identifying, assessing, and controlling occupational risks. In 2023, we began implementing a process safety management system that will play an extremely important role given the nature of our activities. The system will also have a positive effect on the organization's safety culture and occupational safety matters.

According to our work permit procedure, any team member can refuse to perform a task they feel is unsafe. We also have a system for reporting substandard actions and conditions, strengthening our commitment to occupational safety and health and making sure that every employee has the right and the means to guarantee a safe, risk-free work environment.

Our hazard identification and risk assessment process is compliant with the Occupational Safety and Health Act (OSHA) and ISO 45001 standard. We use a number of different methods, including inspections, observations, event analysis, and history reviews. We investigate unwanted events that affect or have the potential to affect people, the environment, and our operations, using well-defined techniques, roles, and forms to find the root cause and take corrective actions to keep such incidents from happening again. Before starting new tasks or projects, we conduct a risk analysis based on our 14 safety standards. We also monitor exposure to chemical substances using analyses and measurements to minimize risks, as well as ergonomic evaluations to prevent musculoskeletal injuries.

To prevent and mitigate workplace accidents and occupational diseases, we use the following methods:

- Training and awareness-raising on occupational safety and safety practices.
- Occupational medical checkups to detect work-related health problems.
- Clear, visible hazard signs; mandatory protective equipment; evacuation routes and meeting points; and safety equipment located at strategic points.
- Ergonomic workstations and suitable furniture and fittings.

We have been working to reinforce our safety culture with workshops and sessions conducted by the consulting firm DSS+. We also have a standard that defines acknowledgments and disciplinary measures so that we can encourage team members' participation in activities aimed at preventing unwanted events and discourage offenses and poor practices in our operations.

CUMBRA

At CUMBRA, our safety and health system complies with international standards, including ISO 45001, as well as all legal requirements and the organization's own standards. This has allowed us to maintain our solid safety and health performance, in compliance with ISO 45001 and ISO 14001.

We use a rigorous hazard identification, risk assessment, and risk control procedure to guarantee our workers' safety. This process applies to all our activities, including contractors and subcontractors, and is focused on preventing harm to people, processes, equipment, and facilities. We also make sure all our employees receive copies of our safety and health policies, including preventive policies such as refusing to perform risky work or working while fatigued or drowsy.

As part of our efforts to continuously improve, we share lessons learned from unwanted events to keep them from happening again. We constantly monitor the implementation of controls, ensuring compliance through inspections and audits. We also have a procedure for the timely, systematic investigation of incidents that covers all the organization's activities and processes, including not only our own personnel, but contractors and visitors as well.

Our commitment to occupational health includes medical checkups, epidemiological surveillance programs, and health care promotion and prevention activities. We have an occupational health matrix that identifies health risks and control measures, as well government-approved protocols.

In 2023, we won a number of awards in recognition of our safety and health performance, including:

- MAPFRE Award for Excellence in Safety 2023 (First Prize).
- Rímac Award for Excellence in the "Best Integrated Occupational Risk Management" category.
- Finalist in the Fifth International Mining Safety Seminar (ISEM).
- Mutual de Seguridad Award for Excellence in Occupational Safety and Health.
- Gold Fields Socioenvironmental Commitment Award.

Our client Gold Fields also recognized our achievement of 6 million hours worked without time-lost accidents at the Cerro Corona mining project.

All of this is proof of our commitment to occupational safety and health. Our OSH committee also meets regularly to review progress and analyze accidents, thus ensuring a proactive and effective approach to safety and health management.

We have also implemented a series of measures and programs to further reinforce our safety and health practices, including:

- Task automation.
- Predictive safety testing.
- Specific engineering controls.

- Virtual high-impact inspections.
- Technical Manual on Occupational Safety, Health, and the Environment.
- “Bien Sentir” (“Feeling Well”) psychological orientation services.
- “Consultorio Sanamente” (“Healthy Mind” Offices) to answer mental health questions.
- Comprehensive health training and programs.

VIVA

At VIVA, our occupational safety and health management system is based on international standards such as ISO 45001 and national laws such as Law 29783 and Executive Order (Decreto Supremo) 011-2019, among others. This approach applies to all our personnel, including subcontractors, visitors, and third parties affected by our operations. Our hazard identification and risk assessment process is based on a HIRARC matrix, in which we coordinate with engineers in the field and supervise working conditions using walkthroughs and field inspections. We have established clear policies for reporting hazardous working conditions, such as the Objective Evidence Report and the Emergency Communications Flowchart.

Accident investigations are based on methodologies such as the “Five Whys” and Frank Bird’s analysis. We have investigative and occupational safety and health committees led by qualified staff who are committed to continuous improvement and incident prevention. We also use mitigating measures according to the five levels of the hierarchy of controls and actions defined during investigations, as well as training, hazard identification, PPE use verification, and proper signage.

Our occupational health approach includes medical screenings, occupational hygiene monitoring, labor health inspections, and return-to-work support for workers who have been absent due to work accidents. We have implemented suggestion boxes, comprehensive training, and technical coordinating committees to foster a culture of safety.

In 2023, we conducted safety campaigns, certified training, and awards events to enhance in-person health and reinforce our staff’s knowledge and commitment to work safety, including:

- Specific training on topics such as heights, ergonomics, manual lifting of loads, sun exposure, sunscreen use, hearing protection, firefighting, evacuation and rescue, and handling hazardous materials.
- Occupational health talks.
- Campaigns for vaccination, preventive checkups, medical appointments, and lab tests.
- Healthy diet program, active breaks, psychosocial assistance, etc.
- Safety campaigns on the use of protective equipment, tools, fire extinguishers, etc.
- Specific trainings with safety certification.
- Awards for good safety practices.

3.4 Social Management

[GRI 3-3] [GRI 203-1] [GRI 413-1]

100% of community complaints addressed

0 man-hours lost due to social conflict

Our management system allows us to define strategic objectives and targets, and monitor actions with social impacts in our areas of influence. At AENZA, social management is an integral part of the way we do business and one of the material aspects we have identified and prioritized.

We know that, as a company, we play a key role as a responsible social agent, driving the development of the communities where we operate. Consequently, we are committed to strictly complying with our legal obligations, consciously evaluating the impact our activities have on our surroundings, and upholding the highest ethical standards.

This commitment is embodied by our sustainable business practices, as found in a range of social management initiatives in our business units.

Table 21. Key Social Management Indicators

Indicator	2020	2021	2022	2023
Social investment amount, in S/	S/ 800,000	S/ 473,776	S/ 945,044	S/ 783,212
Percentage of community grievances addressed	92 %	93 %	93 %	100 %
Men-hours of training for the community	3,600	15,803	1,036,039	2,762,713
Program and project beneficiaries	33,000	25,800	18,434	28,098
Percentage of workforce hired locally**	28 %	32 %	33 %	34 %
Man-hours lost due to direct social conflict*	-	-	-	0

*New indicator that allows us to measure the effectiveness of AENZA's social management.

**Local workforce data is from the Ingeniería y Construcción business unit.

Programs by Business Unit

[GRI 413-1]

All our business units use an approach centered on the creation of social wellbeing. This allows us to not only strengthen our relationships with local stakeholders, but ensures our ability to create long-term value to the benefit of all.

Table 22. Social Programs

Indicator	2022	2023
Total number of social programs	27	17

UNNA INFRAESTRUCTURA

Our relations strategy is to join forces with stakeholders and allies in our area of influence, thus aligning interests for the performance of activities that create shared value and benefit our neighboring communities, thus developing a relationship of trust.

Recovery Program for Urban Spaces

Murals

Create alliances with artists from our area of influence, local governments, and other institutions to use art as a way of recovering public space in our area of influence.

Open Screenings

Ministry of Culture program to show Peruvian films in vulnerable areas. 850 people benefited from this activity in recovered areas.

5,641 m² of public space recovered with themes of Peruvian pride

“Aliados por la comunidad” (“Allied for the Community”) Program

Neighborhood Health

In-person blood donations and HIV screenings, as well as online educational talks about mental and physical health for the community near Línea 1.

Road Safety

Raise awareness regarding road safety issues among teachers, students, and the general public.

79,950 beneficiaries

50 teachers from the area of influence trained by Lima Metro Línea 1 and the Ministry of Transportation and Communications

3 hours of training

600 students educated through the “Lima y sus Patas” program

Photography exhibition with **53** drawings by school children around themes of road safety

3M exhibition visitors

Neighborhood Art Program

Musical performances at stations by groups or artists from the area of direct influence. Events in 2023 included the “Ritmo Sostenible” (“Sustainable Rhythm”) concert, a rock show at the Los Jardines Station to celebrate National Recyclers’ Day on June 1.

500 attendees at an artistic event

“3R” Circular Economy Program

Reusable Waste Management

Recycle workers’ unused uniforms to create merchandise.

PET Bottle Collection at Stations

Raise awareness among passengers regarding the recycling of PET bottles in 10 locations on Línea 1.

School Activations

Raise students’ awareness about caring for the environment and their surroundings. 1,350 students from the area of influence in the south took part in these activations.

94 kg of uniforms no longer in use

1.7 tons of PET bottles collected

Local Work Program

“La vía a tus metas” (“The Route to Your Goals”)

Hire students from our area of influence who are studying in different university and vocational programs.

448 participants

18.5% of staff comes from this program

Suicide Risk Identification Guidelines

Provide training to identify potential cases of suicide in the system.

251 people trained in suicide prevention at our stations

Harassment Victim Service Protocol

Provide training on the protocol to be followed in case of harassment incidents in the system.

1,642 workers trained on how to properly respond to victims

“Mujeres que avanzan” (“Women Making Progress”) Program

400 beneficiaries

Strengthen female entrepreneurs’ skills through basic business management courses and sales strategies for online environments.

UNNA ENERGÍA

Our social programs are focused on cultivating strong relationships with the community and our stakeholders. By engaging in open and ongoing dialogue, respect, and keeping our promises, we strive to promote sustainable development in our areas of influence. Our social management strategy encourages the active participation and wellbeing of all involved, creating an environment that prioritizes shared progress and continuous improvement.

Employee Pipeline Program

11 program graduates

Five-year training program consisting of three stages (Trainee Engineer, Engineer 1, and Engineer 2). The goal is to train engineers using an established roadmap on technical expertise for a specific career path.

Fixed Steps Training Program (PEP)

37% female participants

Recruiting program to identify young talent using an experience-based learning model, giving them the opportunity to learn about our company from the inside.

Santa Rosa Electric Pump Program

70 partners benefited

Subsidize electricity payments for the use of the electric pump as a way of fostering sustained economic development in our area of influence.

San Luis Beautification and Clean-Up Program

72 people given jobs

360 beneficiaries

Program to train local workforce and promote eco-consciousness in the town of San Luis.

Energy for Development Program

We subsidize electricity in the village of La Bocana Miramar, giving families access to modern amenities and comforts.

45 households benefited

Entrepreneurial Empowerment and Local Employment Program

We help create local jobs through community businesses. We develop their entrepreneurial abilities through training that allows for their continuous improvement, thus powering the economy in our area of influence.

20 community companies participated in 2023

692 workers in 2023

S/. 3,957,342.99 billed

Strengthening the Goat Farming Value Chain

We helped genetically improve goats through artificial insemination in the village of La Devora, in coordination with the Regional Government of Piura.

43 inseminations performed

Repair of Irrigation Canals in the Peasant Community of Miramar–Vichayal

Provision of fuel to the peasant community of Miramar–Vichayal to desilt and repair irrigation canals following the effects of El Niño, thus allowing local farmers to perform their seasonal crop activities as normal.

270 people benefited

Medical Campaign

We provided medical assistance in the villages of La Bocana de Miramar, San Lorenzo Island, and the town of San Luis, including care from general practitioners, gynecologists, pediatricians, and obstetricians, as well as providing medicines.

1,141 appointments

100% of medicines delivered

CUMBRA

Our relations strategy is to prioritize local jobs. We are committed to creating wellbeing for society and helping communities develop and promote responsible civic behavior. We also work hard to minimize our impact on the environment and develop and environmentally responsible culture.

Skill Development Program for Job Market Insertion

Improves the local population's employability thanks to training that helps select suitable personnel for the project and create community trades in civil construction.

44 workshops held

533 participants

2,934 hours of training provided

52% employment created

Local Procurement Management Procedure

Search and coordination with the purchasing area for evaluation and selection of local businesses to be included among the Company's suppliers.

694 local businesses supply the Company

+S/ 112 MM in purchases from local businesses

Development (Entrepreneurship)

Contribution

Program

Improve the entrepreneurial skills of neighbors from the area of direct influence (ADI) of the Lima Airport Partners (LAP) WP3 project for the new passenger terminal at Jorge Chávez International Airport (AIJC), in which the INTIPUNKU Consortium is involved.

378 participants in the ADI project

Environmental and Road Safety Education Program

Raise awareness on caring for the environment and practicing road safety among students in their third and fourth year of high school in the western part of the LAP WP3 project's area of direct influence.

1,373 students participated from 8 schools in the project's area of direct influence

86 training sessions performed

5,211 hours of training provided

VIVA

Our strategy is focused on fostering communities that are able to remain self-sustaining over time in social, administrative, and legal matters.

AYNI Program

Provide tools for condominiums to achieve social and administrative sustainability, helping families adapt to a new lifestyle in which they must harmoniously coexist with other families to achieve community development.

1,164 families trained

18 condominiums participated in the AYNI contest

4 condominiums successfully completed the supervision period

Creation of the Comas Parks Association

4. Environmental Dimension

4.1 Environmental Management

40,007.75 MT
of non-hazardous
solid waste reused

355,050.61 MWh
of energy consumed

1.30 MM m³
of water consumed

At AENZA, we cultivate a culture rooted in respect for the environment. Our management approach is guided by three main objectives: reducing the environmental impact of our operations; promoting a culture of responsible resource use; and complying with all environmental requirements in the countries where we operate, while remaining aligned with the highest international standards.

Our Corporate Environmental and Sustainability Policies contain guidelines that help us prevent, avoid, control, and mitigate any negative environmental impacts that might arise from our operations. We also have an integrated management model that provides us with the training needed to identify and assess environmental risks, and establish suitable controls and policies to minimize them. We work hard to remain up-to-date on the current state of the environment and create conditions conducive to environmental preservation, in harmony with the performance of our operations.

Key Progress in 2023

We have a corporate committee tasked with supervising environmental management across AENZA, with representatives from all our business units. This committee proposes corporate objectives, monitors the progress of plans, and defines the documents and guidelines for each aspect of the environmental management process to ensure that it is implemented companywide.

UNNA Infraestructura

- We obtained ISO 14001 certification without any nonconformities.
- We used 1,248.58 tons of recycled material to improve paths and access routes to the communities in our area of influence.

UNNA Energía

- We use organic waste to produce worm castings.
- We performed storage tank retrofitting projects at Terminales del Perú.

VIVA

- We reuse materials in the signage process.
- We reuse products to create fashionable furniture, such as tables made from pallets.
- 100% of our affordable housing projects have been approved for the "GREEN BONUS."

CUMBRA

- Awareness raising about the separation of solid waste at Cumbra Ingeniería.
- Use of renewable energy for pedestrian zones and common areas.
- Recycling of steel and profiles, use of green concrete, recycling of wood scraps, and use of electric trucks.

By implementing an ISO 14001 compliant environmental management system, organizations can identify, control, and reduce their environmental impacts, in turn ensuring the continuous improvement of their environmental performance.

UNNA INFRAESTRUCTURA has obtained ISO 14001 certification without any nonconformities for Lima Metro Línea 1, demonstrating our firm commitment to environmental standards in all our initiatives. Viva, along with all the companies under the CUMBRA umbrella—such as CUMBRA Ingeniería, CUMBRA Ingeniería-ECOTEC, CUMBRA Vial y Vives (Chile), and CUMBRA Morelco (Colombia)—are an integral part of our organization, and have successfully obtained ISO 14001 certification. This is just one more sign of our collective dedication to environmentally sustainable practices, highlighting our unified approach to environmental management across the entire Company.

ISO 14001 Certified Operations

- | | |
|------------------------------|-------------------------|
| • CUMBRA | ISO 14001 Certification |
| • CUMBRA INGENIERIA | ISO 14001 Certification |
| • CUMBRA INGENIERIA – ECOTEC | ISO 14001 Certification |
| • CUMBRA VIAL Y VIVES | ISO 14001 Certification |
| • CUMBRA MORELCO | ISO 14001 Certification |
| • UNNA ENERGIA | ISO 14001 Certification |
| • UNNA INFRAESTRUCTURA | ISO 14001 Certification |
| • VIVA | EMS BASED ON ISO 14001 |

4.2 Energy Management

Energy Consumption

[GRI 302-1]

In 2023, the Company's total energy consumption was 355,050.61 MWh. CUMBRA consumed a total of 5,092,702.72 gallons of oil, due to the use of this fuel in projects such as the Quellaveco K172 Concentrating Plant, earthworks in San Gabriel, the expansion of the LAP WP2 airport with the involvement of CUMBRA Perú, and the Orottoy projects and new contracts awarded to MORELCO. This represented an oil-based energy consumption of 228,356.79 MWh. The business unit that consumed the most energy was CUMBRA (66.1%), followed by UNNA Infraestructura (25.48%). These two units accounted for most of the corporation's energy consumption, while UNNA Energía and VIVA reported smaller percentages of 7.17% and 0.73%, respectively.

Fig. 14. AENZA Energy Consumption (%) 2023

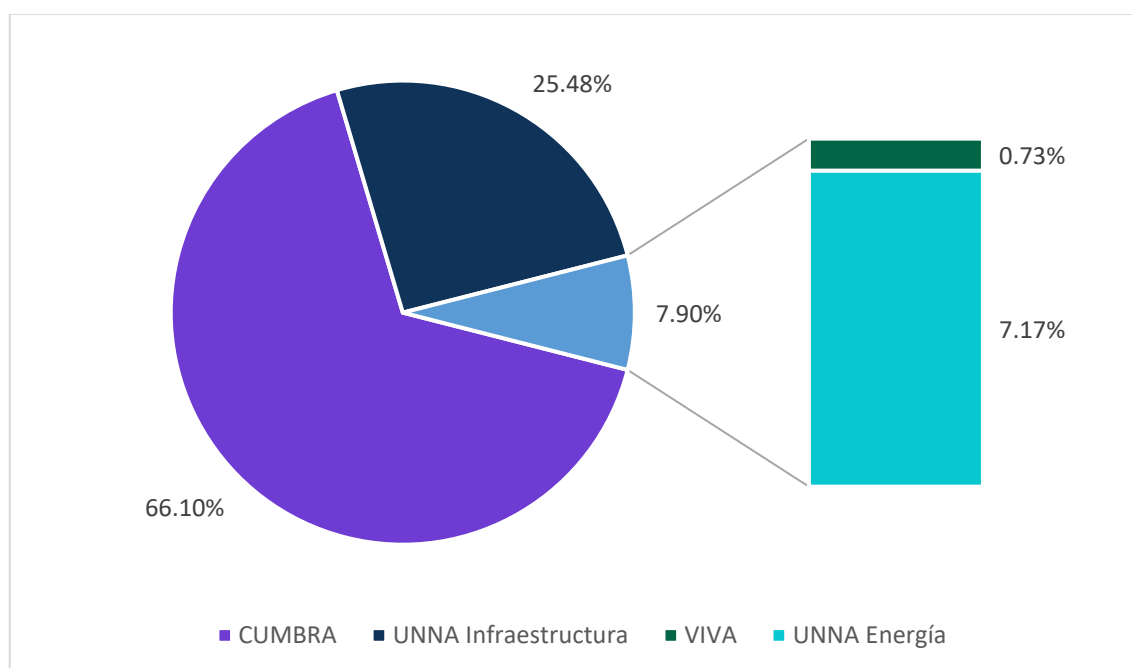


Table 23. Energy Consumption

Indicator	2022	2023
Total nonrenewable energy consumption (MWh)	207,880.89	355,050.61
Total renewable energy consumption (MWh)	0	0
Total energy consumption (MWh)	207,880.89	355,050.61

Table 24. Consolidated Electricity and Fuel Consumption

Indicator	2022	2023
Electricity consumption (MWh)	113,708.67	111,066.61
Energy consumed (MWh/gal oil)	81,314.98	2,411,411.82
Energy consumed (MWh/m ³ LPG)	918.86	876.43
Energy consumed (MWh/gal gasoline)	11,938.38	1,695.76
Total energy consumed (MWh)	207,880.89	355,050.61

UNNA Infraestructura

In 2023, we commenced a project to replace light fixtures with more energy efficient light-emitting diode (LED) systems in part of the Villa El Salvador yard (Lima Metro Línea 1). We will also implement a system powered by solar panels at the La Chira wastewater treatment plant in an effort to consume 25% renewable energy.

UNNA Energía

We are currently in the initial stage of measuring our baseline energy consumption at UNNA Energía. This process will give us a detailed understanding of how and where the most energy is used in our operations, allowing us to identify opportunities and establish realistic targets to improve our energy efficiency in the future. Once this stage is completed, we will be in an excellent position to implement strategies and concrete actions to enhance our operations' efficiency and sustainability.

CUMBRA

Our Chilean subsidiary, Vial y Vives – DSD, has incorporated the following sustainable construction initiatives into its work:

- Efficient energy use: Installation of lightbulbs and light towers powered by solar energy.
- Training and awareness raising: Installation of bulletin boards with environmental news, sending out newsletters, classroom training.
- Implementation of a micro-filtering equipment in the repair shop to reuse hydraulic oil.
- Our offices use LED lighting.

VIVA

As part of our efforts to prioritize energy efficiency, our projects use cutting-edge technology. We use high-efficiency LED lamps to significantly lessen energy consumption, as well as electromechanical equipment with energy efficiency labels. We have also integrated photovoltaic power systems in common areas to create a renewable, sustainable source of energy.

4.3 Waste Management

Waste Management

[GRI 306-3] [GRI 306-5]

Environmental management also includes waste management. We work to raise awareness regarding the need to reduce and responsibly consume waste at our corporation. The use and valorization of waste is a commitment to safeguard and protect the environment.

Table 25. Hazardous Waste Generation 2023

Indicator	2022	2023
Hazardous solid waste reused (MT)	82.15	10.13
Hazardous solid waste disposed of at authorized sites (MT)	40,588.06	26,863.43
Hazardous solid waste generated (MT)	40,670.21	26,873.56
Hazardous liquid waste reused (gallons)	514.00	1,179.24
Hazardous liquid waste disposed of at authorized sites (gallons)	3,054,431.00	2,434,647.43
Hazardous liquid waste generated (gallons)	3,054,945.00	2,435,826.67

We generated 26,873.56 MT of hazardous solid waste in 2023. Of this total, we reused 10.13 metric tons and disposed of 26,863.43 metric tons. CUMBRA and UNNA Energía accounted for the bulk of these figures, with 46.2% and 52.4%, respectively. Finally, the UNNA Infraestructura and VIVA units contributed a marginal percentage of the annual volume of hazardous solid waste generated, with a combined 1.4%.

In 2023, we increased our reuse of nonhazardous waste to a total of 40,007.75 MT by the end of the year. CUMBRA reused 90% of its nonhazardous waste, primarily due to activities involved in the expansion of Jorge Chávez Airport. Of the waste recovered by CUMBRA, 81% involved the reuse of demolition concrete at authorized sites. For its part, UNNA Energía reused 1,389.65 metric tons of nonhazardous solid waste, mainly surplus earth removed and ordinary waste due to storage tank retrofitting projects at Terminales del Perú.

Table 26. Waste Reuse and Final Disposal 2023

Indicator	2022	2023
Nonhazardous solid waste disposed of (MT)	550,342.58	1,510,470.87
Nonhazardous solid waste reused (MT)	5,116.06	40,007.75

A total of 1,510,470.87 metric tons of nonhazardous solid waste was disposed of. This increase was due to the MORELCO and Vial y Vives projects (EMP-Final Disposal with Authorized Suppliers) and the Jorge Chávez Airport project, which accounted for 94% of the total disposed of in 2023. UNNA Infraestructura also made a minor contribution to nonhazardous waste disposal, with 3.42%.

4.4 Water Management

Water Consumption

[GRI 303-3]

We consumed 1.3 MM m³ of water in 2023, including consumption of the municipal water supply and extraction from surface and groundwater sources. The bulk of this water consumption was by the business units of CUMBRA (70%) and UNNA Infraestructura (15.3%). UNNA Energía drilled fewer wells in 2023, consuming 0.16 MM m³ (12.3 % of the total).

Table 27. Water Consumption 2022–2023

Indicator	Unit	2022	2023
A. Withdrawal: Total from municipal water supplies (or other water utility companies)	Millions of cubic meters	1.48	0.92
B. Extraction: Surface freshwater (lakes, rivers, etc.)	Millions of cubic meters	0	0.007
C. Extraction: Ground freshwater	Millions of cubic meters	0	0.37
D. Discharge: Water returned to the extraction source with a quality similar or superior to that of the raw water extracted (only applicable to B and C)	Millions of cubic meters	0	0
E. Net freshwater consumption [sic]	Millions of cubic meters	1.48	1.30
Data coverage (as a % of denominator)	%	100	100

The organization's water consumption mainly consists of municipal water. Of the total water consumed by all our business units, 30% comes from this source. Municipal water consumption accounts for 95%, 62.5%, 65.2%, and 100% of total water consumption at UNNA Infraestructura, UNNA Energía, CUMBRA, and VIVA, respectively. The CUMBRA and VIVA business units do not extract surface water, while UNNA Infraestructura does not extract surface water for its own consumption.

Table 28. Evolution of Water Consumption

Indicator	2020	2021	2022	2023
Water consumed (MCM*)	0.47	2.06	1.48	1.30

*MCM: Millions of cubic meters

5. Annexes

About the Consolidated Report

This report encompasses the period from January 1 to December 31, 2023, and provides information on the sustainable management of AENZA and all its companies. This edition was prepared according to the standards of the Global Reporting Initiative (GRI), and also includes transparency criteria used in the Dow Jones and Lima Stock Exchange Sustainability Index CSA assessment.

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André Mastrobuono

CEO

After IG4 became the company's largest individual shareholder, the board of directors appointed André Mastrobuono as the new Corporate CEO on August 26, 2021, and he took office on October 1, replacing Luis Díaz Olivero. André Mastrobuono has extensive experience as a general manager of numerous companies, many of them engaged in processes of transformation. He was previously the general manager of Urbplan Desenvolvimento Urbano, Telemig Celular & Amazonia Celular, San Antonio Internacional, Santa Elisa Vale Bioenergia, and Parmalat do Brasil S.A., among others.

Dennis Fernández Armas

Corporate Vice President

Mr. Fernández joined the Company in November 2021 as Corporate Vice President. Prior to that, he was Vice President of Corporations, Companies, and Businesses at Telefónica del Perú from July 2018 to May 2021; Vice President of Strategy, Regulation, Wholesale Business, and Digital Transformation from January 2014 to July 2018; Vice President of Network Operations and Wholesale Business from April 2010 to December 2013; Vice President of Customer Service from August 2005 to April 2010; and Vice President of Human Resources from April 1999 to September 2005. Before beginning work at Telefónica del Perú, he was employed by Banco de Crédito del Perú and AFP Unión. He was also the president of the Peruvian Human Resources Association (APERHU), a member of the Advisory Commission of the Peruvian Ministry of Labor and Job Promotion on two separate occasions, and the director of the Spanish Chamber of Commerce in Peru. He is a licensed attorney with a graduate degree in business administration from Universidad ESAN, and a master's degree in business management from the Senior Executives Program (PAD) at the Universidad de Piura, where he is a professor. He has also completed specialized managerial courses at IESE, INSEAD, Harvard, and Columbia.

Oscar Pando

Vice President of Supply Chain

Mr. Pando joined the Company in May 2016, and served as CEO of our infrastructure affiliate, UNNA Transporte S.A.C. (previously "Concar S.A.C.") until 2019. From 2019 to 2021, he was Regional Financial Director of our Ingeniería y Construcción business unit. In 2022, he worked as VP of Corporate Control and Planning at AENZA S.A.A., and he is now VP of Supply Chain. Before joining the Company, Mr. Pando held a range of positions in Latin America and the United States, including Regional Manager of Corporate Affairs, CFO, and Financial Planning Officer at Philip Morris International; general manager in various industries including services, fisheries, and consumer goods; and official receiver for Doe Run Perú, one of the largest cases of restructuring/winding-up in Peru. He holds a bachelor's in business administration from Universidad de Lima and an MBA from Georgetown University. Mr. Pando is also a board member of various of our subsidiaries, including Cumbra Perú S.A., Vial & Vives - DSD S.A., Unna Energia S.A., and Viva Negocio Inmobiliario S.A.

Cristian Restrepo

Vice President of Corporate Finance

Mr. Restrepo joined the Company in September 2023 as VP of Corporate Finance. He is a finance and international relationships professional with a degree from Universidad Externado de Colombia, where he majored in corporate finance and financial engineering. He has experience in various countries in Latin America, specializing in areas such as mergers and acquisitions, strategic planning, capital markets, and others. Most recently, he was CFO of Rutas de Lima, CFO of Atento for South America, and CFO of Unilabs Perú.

Renzo Temoche

Vice President of Financial Planning and Control

Mr. Temoche joined the Company in August 2023 as VP of Financial Planning and Control. He holds a bachelor's degree in accounting and a master's in corporate finance from Universidad ESAN. He has a solid background in financial planning, debt structuring, accounting, tax planning, and treasury. He was previously Chief Financial and Talent Management Officer at Grupo Educad, as well as an advisor to the board of directors, CFO of Casa Andina Hoteles, and consultancy manager at PricewaterhouseCoopers Perú.

Fernando Rodrigo Barrón

Vice President of Business Development

Mr. Rodrigo joined the Company in 2022 as Vice President of Business Development. Prior to that, he was a director at IG4 Capital and head of the IG4 office in Lima, having joined IG4 as a senior associate in 2018. Before his time at IG4, he worked for Ambev from 2016 to 2018, most recently as Head of Cash Flow & Capex for Latin America North (Brazil and the Caribbean). Prior to that, he worked in private equity, first as an associate at Enfoca, a leading Peruvian investment firm, from 2013 to 2014, and then as senior associate at Arlon Group. Previously, he was an investment banker in the United States, first as an analyst at Credit Suisse from 2007 to 2009, and later as an associate at Pan American Finance from 2010 to 2011. He began his career as an analyst at the international equity sales trading desk at Goldman Sachs in New York in 2006. He holds a bachelor's degree in government from Harvard University and an MBA from the Kellogg School of Management.

Zoila María Horna Zegarra

Corporate Vice President of Legal Affairs

Ms. Horna joined the Company on December 1, 2022. She is an attorney at law graduated from Universidad Católica del Perú, with over twenty years of experience in corporate, financial, civil, administrative, and regulatory law. She completed graduate studies in electricity, gas, and energy law at UPC, as well as studies at the London School of Economics and Political Science on financial market regulation, finance law, foreign investment in emerging economies, and legal aspects of international financing operations. She was legal advisor to the Corporate Finance, Accounting, and Systems area at Grupo Gloria, and has worked for prestigious law firms in Peru, including Laub & Quijandría Consultores y Abogados, Estudio Payet Cauvi Abogados, and Estudio Avendaño V. Abogados. Most recently, she was Legal Manager at Luz del Sur S.A.A.

Manuel Wu

Vice President of UNNA Infraestructura

Mr. Wu is a civil engineer with a bachelor's degree from Pontificia Universidad Católica del Perú and an MBA from Universidad de Piura in Peru. He joined AENZA in 2001, working as technical director of the oil and gas, electricity, infrastructure, and sanitation areas of GyM S.A. from 2003 to 2007. He was

appointed Procurement and Logistics Manager of GyM S.A. in 2007 and General Manager of the Lima Actividades Comerciales consortium formed by GyM S.A. and Aguas de Barcelona from 2009 to 2011. Starting in 2011, he became General Manager of GyM Ferrovías S.A.

Reynaldo Llosa

Vice President of UNNA Energía

Mr. Llosa joined the Company in 2014, and has been General Manager of UNNA Energía since January of that year. He holds a mechanical engineering degree from the University of Houston, and an MBA from Universidad de Piura (SEMBA). He has completed various technical and executive programs, including certification programs at Rice University and Northeastern Kellogg School of Management. He was Assistant General Manager of BPZ Energy from 2010 to 2013. Prior to that, he worked internationally at Schlumberger for 25 years, of which the last 15 were spent in executive positions.

Rolando Ponce Vergara

Vice President of VIVA Inmobiliaria

Mr. Ponce joined the Company in 1993. He has been the General Manager of our VIVA subsidiary since 2008, and Regional Real Estate Manager since 2014. He is a civil engineer with a degree from Universidad Ricardo Palma, as well as a master's in construction and real estate business administration from Pontificia Universidad Católica de Chile & Politécnica de Madrid, Spain. He is currently a board member of our affiliates VIVA and Almonte.

Javier Vaca Terrón

Vice President of CUMBRA Ingeniería y Construcción

Mr. Vaca is a road, canal, and port engineer who graduated from Universidad Politécnica de Madrid in 1996. He joined the Spanish company Ferrovial Agroman, where he participated in the study of international works and oversaw the performance of projects in Madrid. In 2004, he obtained his Master Executive MBA from IESE and joined the Assignia group as the construction company's Director of International Production, working mainly in Latin America. In 2007, he was assigned new responsibilities at Assignia, as CEO of one of the group's other companies, Eductrade, engaged in foreign trade in the health and education field. In 2014, he returned to the construction sector as head of the Business Development and Studies, Contracting, and Institutional Relations Department of the Spanish company FCC. In 2016, he joined OHL as Director for the Southern Zone, with offices in Santiago, Chile. In February 2018, he joined our Company as Regional Manager of Engineering and Construction. He is also the Manager for Peru at Ingeniería y Construcción.

Diego Cisneros Salas

Chief Risk Officer

Mr. Cisneros joined the Company in October 2018 as Head of Risk and Monitoring, and is currently the Chief Risk Officer. He is an economist by profession, with over 25 years of professional experience in risk management, capital markets, banking, and microfinance. He is a graduate of the School of Social Sciences of Pontificia Universidad Católica del Perú, where he majored in economics, before pursuing graduate studies in economics and finance in the Department of Political Economy at the University of Geneva in Switzerland. He was the Deputy Superintendent of Banking and Microfinance at the Peruvian Superintendency of Banking, Insurance, and Private Pension Fund Management Companies (SBS) from 2008 and 2012. Before that, he was Deputy Superintendent of Risk between 2004 and 2008 at

the same agency. He subsequently worked as a financial markets specialist at the International Monetary Fund. He has held senior management positions at a number of companies in the financial system, and has also been a board member of various entities in the private equity and public sectors. He is a frequent conference speaker on topics of risk management, and a university professor in risk management and portfolio management courses.

Javier Macedo Chang

Chief Internal Audit Executive

Mr. Macedo joined the Company in February 2022 as the Chief Internal Audit Executive. He has 21 years of experience in internal auditing, internal control, risk management, fraud investigation, financial and operational consulting, and corporate compliance. He has worked for EY providing consulting services to a number of multinational companies involved in the construction, real estate, oil and gas, mining, and construction sectors in countries throughout North, Central, and South America, as well as Spain. Mr. Macedo is a Certified Internal Auditor (CIA) and holds Certification in Control Self-Assessment (CCSA), both from the Institute of Internal Auditors in the United States. He earned a bachelor's degree in accounting from Universidad del Pacífico (Peru), and holds graduate diplomas in mining management from Universidad ESAN (Peru) and corporate governance and compliance from Universidad del Pacífico (Peru). He also has an Executive MBA from Politecnico di Milano (Italy).

Eliana Camogliano

Acting Compliance Manager

Ms. Camogliano joined the company in 2022 as Head of Compliance. Previously, she worked at Buenbit, Interbank, Universidad San Ignacio de Loyola, Citibank, Banco de Crédito BCP, and Xerox. She holds a bachelor's degree in business administration from Universidad del Pacífico and an MBA from Alliance Manchester Business School.

Good Corporate Governance Compliance Report

SECTION B: Evaluation of Compliance with the Principles of the Code of Good Corporate Governance for Peruvian Corporations

PILLAR I: Shareholder Rights

Principle 1: Equal Treatment

Question I.1

	Yes	No	Explanation:
<i>Do the corporation's actions recognize equal treatment for all shareholders of the same class with the same conditions (*)?</i>	x		According to Article 6 of the General Shareholders' Meeting Regulations, the Corporation's relationship with its shareholders is governed by the principles of equal treatment among shareholders, transparency, and the wide-ranging and continuous supply of information so that all shareholders have sufficient knowledge at all times regarding the Company's situation and are able to exercise their rights in full.

(*) "Same conditions" are understood as those particularities that distinguish shareholders or give them shared characteristics in their relationship with the corporation (institutional investors, non-controlling investors, etc.). This does not in any way imply that they benefit from the use of insider information.

Question I.2

	Yes	No	Explanation:
<i>Does the corporation have only voting shares?</i>	x		According to Article 8 of the Bylaws, the corporation shall have only one share class and all holders of said shares shall have the same rights and obligations.

a. Regarding the corporation's capital stock, please specify:

Subscribed capital at the close of the fiscal year	Paid-in capital at the close of the fiscal year	Total number of shares of capital stock
S/ 1,371,964,891	S/ 1,371,964,891	1371964891

b. Provide the following information for each class of shares that the corporation has:

Class	Number of Shares	Par Value	Political Rights (*)	Economic Rights (*)

(*)In this box, specify the particular rights of each class, such as participation and voting in annual general shareholders' meetings, share subscription, treatment in corporate reorganizations, transfer of rights, etc.

Question I.3

	Yes	No	Explanation:
<i>If the corporation has investment shares, does it have a program for redemption or voluntary exchange</i>		x	Not applicable.

of investment stock for ordinary stock?			
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Principle 2: Shareholder participation

Question I.4

	Yes	No	Explanation:
1. Does the corporation expressly establish in its corporate documents the form in which shares can be represented by proxy and who keeps the share register?	x		According to the bylaws and shareholders meeting regulations, representation by proxy shall be possible provided notice is given at least twenty-four (24) hours in advance of the meeting by virtue of an uncertified letter. There are no charges for such purpose. If the representative is a director or senior management member, the power of attorney shall indicate the manner in which they are expected to vote; to the contrary, they shall not be allowed to vote. The representative director may not vote in case of conflict, pursuant to Article 29 of the Board of Directors' Regulations and Article 28 of the Shareholders Meeting Regulations. The Company's shares are dematerialized. Accordingly, CAVALI is responsible for keeping records thereof.
2. Is the share register kept constantly up-to-date?	x		Shares that are registered by CAVALI.

Indicate the frequency with which the share register is updated after becoming aware of any changes.

Frequency:	Within forty-eight hours	
	Weekly	
	Other (specify) (in business days)	

Principle 3: Non-Dilution of Stake in Capital Stock

Question I.5

	Yes	No	Explanation:
1. Does the corporation have a policy stating that Board of Directors' proposals regarding corporate operations that may affect the shareholders' right to non-dilution (i.e., mergers, acquisitions, spinoffs, capital increases, etc.) must be previously explained by the board in a detailed report with the independent opinion of an outside advisor of recognized professional integrity, appointed by the Board of Directors?	x		According to Article 6 of the General Shareholders' Meeting Regulations, in the specific case of corporate operations that may affect shareholders' right to non-dilution, the Board of Directors shall provide the shareholders with the relevant reports on the particular issues in question. It does not state that an independent opinion shall necessarily be obtained from an outside advisor; however, the general manager hires an outside advisor to take charge of the operation.

2. Does the corporation have a policy of making said reports available to shareholders?	X	See previous answer.
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In the event that the corporation had corporate operations during the fiscal year that fall within the scope of question I.5, number 1, and the corporation has Independent Directors (*), specify whether, in all cases:

	Yes	No
All Independent Directors voted in favor of the appointment of the outside advisor?	x	
All Independent Directors clearly expressed their acceptance of said report and provided arguments, where applicable, regarding the reasons for their agreement?	x	

(*) Independent Directors are those who, in accordance with the Guidelines for the Classification of Independent Directors, approved by the Peruvian Securities and Exchange Commission (SMV), qualify as such.

Principle 4: Shareholder Information and Communication

Question I.6

	Yes	No	Explanation:
Does the corporation appoint responsible parties and establish means through which shareholders can receive and/or request accurate, sufficient, and timely information?	x		According to Article 16.1 of the General Board of Directors' Regulations, as well as Article 6.3 of the GSM Regulations, the Investor Relations Office is responsible for making sure shareholders receive and request timely, reliable, and accurate information, as well as establishing the means for doing so..

a. Indicate the means through which shareholders receive and/or request information from the corporation.

Means	Receive Information	Request Information
At corporate offices		
Email	x	x
By phone	x	x
Corporate website	x	
Postal service		
Informational meetings (in-person or online)	x	x
Social media		
Other (specify)	Open telephone conferences are held on a quarterly basis.	

b. Does the corporation have, and comply with, a formally established deadline for responding to requests for information filed by shareholders

Yes ☒ No ☐

If yes, specify the term:

:

Maximum term (in business days)	7
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Question I.7

	Yes	No	Explanation:
<i>Do shareholders have mechanisms for expressing their opinion on the corporation's performance?</i>	x		According to Article 7.1 of the General Shareholders' Meeting Regulations, shareholders may submit, via the information channels established by the corporation, any questions, suggestions, and comments of interest to the corporation which they deem relevant at any time.

If yes, specify the means through which shareholders express their opinion on the corporation's performance.

Means	Give Their Opinion
At corporate offices	x
Email	x
By phone	x
Corporate website	
Postal service	
Informational meetings (in-person or online)	x
Social media	
Other (specify)	

Principle 5: Share of Corporate Dividends

Question I.8

	Yes	No	Explanation:
<i>1. Is compliance with the dividend policy subject to evaluation according to a defined frequency?</i>	x		The Board of Directors has the obligation to review and approve the financial statements. Accordingly, it proposes the distribution of results according to the dividend policy approved by the General Shareholders' Meeting. The GSM approves the dividends and verifies that they are in accordance with policy
<i>2. Are shareholders informed of the dividend policy?</i>	x		The corporation made the policy public via a Significant Event reported June 12, 2023. The policy can also be found on the corporation's website.

a. If the answer to question I.8, number 2 is "yes," specify the means through which the corporation made its dividend policy available to the shareholders.

Means	Availability of Dividend Policy
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At corporate offices	
Email	
By phone	
Corporate website	x
Postal service	
Informational meetings (in-person or online)	
Social media	
Other (specify)	

b. In the reporting fiscal year, was the corporation's dividend policy complied with?

- Yes ☒ No ☐

If the answer is no, explain the motives or reasons for which the corporation did not comply with its dividend policy during the fiscal year.

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c. Indicate the Company's dividends policy for the fiscal year.

Approval Date	June 12, 2023
Criteria for profit distribution according to the dividend policy	Pursuant to Articles 230 et seq. of the Business Corporations Act, the AGM may resolve on the distribution of dividends charged to the profits obtained or freely available reserves, once the audited annual financial statements have been approved and taking into consideration the proposal put forth by the board of directors. The form, method, and occasion of payment of dividends shall be defined by the AGM or the board of directors, in the event of delegation, for which purpose they shall take into account the Company's liquidity situation and financial equilibrium. The AGM may resolve to distribute additional dividends and delegate to the board of directors the power to agree on the distribution of dividends on account. In all cases, the resolution for the distribution of dividends is required to comply with the restrictions and commitments contained in the financing agreements entered into by the Company, and especially the Benefits and Cooperation Agreement entered into by and between Aenza S.A.A. and the Ad Hoc Public Prosecutor's Office on September 15, 2022, according to which dividends may not be distributed until at least 40% of the civil reparations have been paid off. After surpassing the 40% threshold mentioned above, for each sol or dollar allocated for the payment of dividends, the Company shall amortize the payment of civil reparations in equal quantity.

d. Indicate the dividends, in cash and stock, distributed by the corporation in the fiscal year and the previous fiscal year.

Per Share	Dividends Per Share			
	Reporting Fiscal Year		Previous Fiscal Year	
	Cash	Stock	Cash	Stock
Class	0	0	0	0
Class	0	0	0	0
Investment Share	0	0	0	0

Principle 6: Change or Takeover of Control

Question I.9

	Yes	No	Explanation:
<i>Does the corporation have policies or agreements not to adopt anti-absorption mechanisms?</i>		x	The corporation does not have such policies

Indicate whether any of the following measures have been taken in your corporation:

	Yes	No
Requirement of a minimum number of shares to be a board member		x
Minimum number of years as board member to be appointed as Chairperson of the Board		x
Indemnity agreements for executives/officers as a result of changes after a takeover and/or corporate reorganization.		x
Others of a similar nature (specify) (e.g., establishment of supermajorities to approve mergers, stock option plans for employees, etc.)	No	

Principle 7: Arbitration for Dispute Settlement

Question I.10

	Yes	No	Explanation:
<i>1. Do the Corporate Bylaws include an arbitration agreement according to which any dispute between shareholders, or between shareholders and the Board of Directors shall be submitted to a de jure arbitration, as well as any objections by the corporation's shareholders to the resolutions of the GSM and the Board of Directors?</i>	x		Article 76 of the Corporate Bylaws contains the arbitration agreement.
<i>2. Does said clause allow an independent third party to decide said disputes, except in cases that are expressly reserved for hearing by an ordinary court of justice?</i>	x		The arbitration clause states that independent third parties may decide disputes.

If any GSM or Board of Directors' resolutions were objected to by the shareholders or other parties involving the corporation during the fiscal year, specify how many.

Number of objections to GSM resolutions	0
Number of objections to Board of Directors' resolutions	0

PILLAR II: General Shareholders' Meeting (GSM)

Principle 8: Function and Competence

Question II.1

	Yes	No	Explanation:
<i>Does the GSM have the exclusive and non-delegable function of approving the Board of Directors' compensation policy?</i>	x		According to Article 9.j) of the General Shareholders' Meeting Regulations, as well as Article 34 of the General Board of Directors' Regulations, the board members' compensation policy is determined by the General Shareholders' Meeting, in accordance with the provisions set forth in the Bylaws. Article 23 of the Bylaws states that the General Shareholders' Meeting is responsible for electing board members, when required, and establishing their compensation.

Indicate whether the following are exclusive and non-delegable functions of the GSM. If not, please specify the body that performs these functions.

	Yes	No	Body
Order investigations and special audits		x	
Agree to amend the Bylaws	x		
Agree to increase the capital stock	x		
Agree to distribute advance dividends	x		
Appoint external auditors	x		

Principle 9: General Shareholders' Meeting Regulations

Question II.2

	Yes	No	Explanation:
<i>Does the corporation have binding Regulations on the GSM that entail responsibility in case of noncompliance?</i>	x		The General Shareholders' Meeting Regulations.

a. Specify whether the following procedures are contained in the GSM Regulations, or if not, specify the document that contains the respective procedure, where applicable:

	Yes	No	Name of document
Call to meeting for in-person GSMs	x		
Call to meeting for remote GSMs, in accordance with the Bylaws or the provisions allowing for such GSMs	x		
Inclusion of agenda items by shareholders	x		
Provision of additional information to shareholders for GSMs	x		
Holding of GSMs	x		
Appointment of board members	x		

Representation of shareholders at GSMs	x		
Shareholder participation in GSMs	x		
Remote voting via electronic means or postal service		x	Article 21-A of the Business Corporations Act.
Other relevant procedures in the GSM Regulations (specify)	Public notice of resolutions adopted by the General Shareholders' Meeting		

b. Indicate whether the procedure regulating the GSM session establishes mechanisms allowing shareholders to give their opinion on the following matters:

	Yes	No
1. The corporation's performance and economic results	x	
2. A new motion regarding one or more agenda items		x

Principle 10: Mechanisms for Calls

Question II.3

	Yes	No	Explanation:
<i>In addition to the mechanisms for calls to meeting established by law, does the corporation have mechanisms for call to meeting that make it possible to establish contact with shareholders, particularly those who do not have a stake in the control or management of the corporation?</i>	x		According to Article 12 of the General Shareholders' Meeting Regulations, the call to meeting shall be published on our website.

a. Provide the following information for each one of the GSMs held during the fiscal year:

Date of Call to Meeting	Date of GSM	Form of GSM (*)	Type of GSM		Universal GSM		Quorum % for call to order	No. of shares represented	Participation (%) of total voting shares		
			Special	General	Yes	No			Via powers of attorney	Direct exercise (**)	Did not exercise voting rights
	June, 12, 2023	Online		x		x	93.6	1E+09	93.563	0.001	0
	October 24, 2023	Online		x		x	93.5	1E+08	93.464	0.014	0
	December 13, 2023	Online		x		x	92.9	1E+09	92.914	0	0

(*) Specify whether the GSM was in-person or remote.

(**) Direct exercise includes voting through any means or form that does not involve representation by proxy.

b. What means, in addition to those established in Article 43 of the Business Corporations Act and the Regulations on Significant Events and Confidential Information, did the corporation use to publicize the calls to GSMs during the fiscal year?

Means	Notice of Calls to Meeting
At corporate offices	
Email	x
By phone	
Corporate website	x
Postal service	
Informational meetings (in-person or online)	
Social media	
Other (specify)	Website of the Peruvian Securities and Exchange Commission (SMV)

c. Did the notices of calls to meeting made by the corporation during the fiscal year:

	Yes	No
Specify where information could be found on the agenda items to be addressed in the GSMs?	x	
Specify where information could be found on the motions to be debated in the GSMs?	x	
Include "other topics," "miscellaneous items," or something similar as agenda items?		x
Specify where to find the model letter of representation to the GSM?	x	

Question II.4

	Yes	No	Explanation:
<i>Does the corporation provide shareholders with all information regarding the agenda items of the GSM and the motions to be debated?</i>	x		It is done through the Company's website, as well as the website of the SMV.

a. If yes, specify the means used to share the documents pertaining to the agenda items and motions of the GSM held during the fiscal year:

Means	Supporting Information on Items and Motions
At corporate offices	
Email	x

By phone	
Corporate website	
Postal service	
Informational meetings (in-person or online)	
Social media	
Other (specify)	

b. What kinds of supporting documents or motions were shared for the GSM during the fiscal year (mark all that apply):

Curricula vitae of candidates for the position of board member	
Proposed text for the amendment of Bylaws articles and reason for the change.	x
Proposed text for the amendment of GSM Regulations articles and reason for the change	
Proposed text for the amendment of the Dividend Policy and reason for the change	x
Proposal for application of profits	x
Proposal for services and previous experience of the external auditing firm	
Other relevant items (specify):	

Principle 11: Proposal of Agenda Points

Question II.5

	Yes	No	Explanation:
<i>Do the GSM Regulations include mechanisms that allow shareholders to exercise their right to submit proposals for agenda items to be discussed in the GSM and the procedures for accepting or rejecting such proposals?</i>	x		According to Article 13 of the Shareholders' Meeting Regulations, shareholders can submit suggestions regarding the matters to be included in the agenda via the Investor Relations Office.

a. Provide the following information on the procedure for submitting proposals for agenda items to be discussed at the GSM:

Minimum percentage of shares of capital stock that shareholders must represent in order to submit proposals	Deadline (in business days) prior to the GSM to submit proposed agenda items	Deadline (in business days) by which the corporation must respond (accept or reject) to the proposal	Means through which the corporation responds to (accepts or rejects) the proposal submitted
Does not apply	Does not apply	Does not apply	Email

b. Specify the number of requests submitted by shareholders during the fiscal year for the inclusion of agenda items to be discussed during the GSM, and what decision was made on the matter:

Number of Requests		
Received	Accepted	Rejected
0	0	0

c. In the event that requests to include agenda items for discussion during the GSM were rejected during the fiscal year, specify whether the corporation provided justification for the rejection to the requesting shareholders.

For all requests ☐

For some requests ☐

For non of the requests ☐

Principle 12: Procedures for Exercising the Vote

Question II.6

	Yes	No	Explanation:
<i>Has the corporation implemented mechanisms that allow shareholders to exercise their vote remotely through secure electronic or postal means that guarantee that the person casting the vote is in fact the shareholder?</i>	x		Due to the pandemic and the public health emergency, shareholders' meetings continued to be held on Microsoft Teams platform, which allowed us to hold remote meetings, thus guaranteeing the shareholders' presence and their effective vote.

a. Where applicable, specify the mechanisms or means that the corporation has for voting remotely.

Email voting	x	Voting by postal service	
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b. If remote voting was used during the fiscal year, provide the following information::

GSM Date	% remote votes				% remote votes / total
	Email	Corporate website	Postal service	Other	
June 12, 2023				100%	100%
October 24, 2023				100%	100%
December 13, 2023				100%	100%

Question II.7

	Yes	No	Explanation:
<i>Does the corporation have corporate documents that clearly specify that shareholders may vote separately on matters that are substantially independent, thus allowing them to separately exercise their voting preferences?</i>	x		According to Articles 13.1 and 26 of the Shareholders' Meeting Regulations, the Chairperson shall allow shareholders to vote separately on those matters that are substantially independent, even when they are part of the same agenda item.

Indicate whether the corporation has corporate documents that clearly state that shareholders can vote separately for:

	Yes	No
The appointment or approval of Directors via an individual vote for each one of them.	X	
The amendment of the Bylaws, for each article or group of articles that are substantially independent.	X	
Other (specify)	According to Article 26.1 of the Shareholders' Meeting Regulations, the Chairperson shall allow shareholders to vote separately on those matters that are substantially independent, even when they are part of the same agenda item.	

Question II.8

	Yes	No	Explanation:
<i>Does the corporation permit those acting on behalf of multiple shareholders to cast different votes for each shareholder, so that they are able to follow the instructions of each principal?</i>	X		Article 17 of the Shareholders' Meeting Regulations contains board provisions that do not prohibit a person from representing multiple shareholders who intend to vote differently. On the contrary, it encourages voting instructions to be placed on record in powers of attorney

Principle 13: Delegation of Votes

Question II. 9

	Yes	No	Explanation:
<i>Do the Corporate Bylaws allow shareholders to delegate their vote to any party?</i>	X		This possibility is included in both Article 29 of the Corporate Bylaws and Article 17 of the Shareholders' Meeting Regulations. Section 5 of this article specifies that board members and senior management shall not, under any circumstances, hold votes representing over 51% except in the case of companies belonging to them or their relatives.

If not, specify whether the Bylaws limit the right of representation by any of the following persons:

	Yes	No
Other shareholders		
A board member		
A manager		

Question II.10

	Yes	No	Explanation:
<i>1. Does the corporation have procedures detailing the conditions, means, and formalities to be met when delegating votes??</i>	X		According to Article 29 of the Bylaws and Article 17 of the GSM Regulations, representation must be established in writing, specifically for each meeting, except in the case of powers of attorney granted by virtue of a notarially recorded instrument. Powers of attorney must be registered with the corporation no less than twenty-four (24) hours before the scheduled time of the shareholders' meeting and the corporation does not charge for representation.

2. Does the corporation provide shareholders with a model power of attorney, including the representatives' information, the matters for which the shareholder delegates his/her vote, and, if applicable, how the representative is instructed to vote on each resolution?	X	According to Article 17, Section 5 of the GSM Regulations, the corporation provides shareholders with a model power of attorney that is made available on the website sufficiently ahead of time. However, the corporation accepts any text that clearly identifies the grantor and the representative.
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a. If the answer to question II.1, number 2 is "yes," specify the means through which the corporation provides the aforementioned model power of attorney for GSMs held during the fiscal year:

Media	Sample Letter
At corporate offices	
Email	X
Corporate website	X
Postal service	
Informational meetings (in-person or online)	
Social media	
Other (specify)	Website of the Peruvian Securities and Exchange Commission (SMV).

b. Specify the minimum content and formalities required for a shareholder to be represented by proxy at a GSM:

:

Minimum content (e.g., representatives' information, voting instructions for each agenda item, etc.)	Representative's information and email address
Formalities (specify whether the corporation requires an uncertified letter, notarized letter, notarially recorded instrument, etc.)	Uncertified letter.
Advance notice (number of business days before the GSM that the power of attorney must be submitted)	Up to 24 hours before the meeting.
Cost (specify whether the corporation charges anything for such purpose, and if so, how much)	No cost. Free of charge.

Question II.11

	Yes	No	Explanation:
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1. Does the corporation have a policy establishing limits on the percentage of votes delegated to board members or the senior management?	x		According to Article 17, Section 5 of the Shareholders' Meeting Regulations, board members and senior management shall not, under any circumstances, hold votes representing over 51% except in the case of companies belonging to them or their relatives by consanguinity or affinity.
2. In those cases in which votes are delegated to board members or senior management, does the corporation have a policy stating that shareholders delegating their votes must clearly establish instructions for such purpose?	x		According to Article 17, Section 5, and Article 28 of the GSM Regulations, as well as Article 18 of the General Board of Directors' Regulations, the delegation of votes to a board member should expressly specify how the representative shall vote. If no specific instructions are given, the board member may not cast a vote where prohibited by law or in case of a conflict of interest.

Principle 14: Monitoring of GSM Resolutions

Question II.12

	Yes	No	Explanation:
1. Does the corporation perform and keep records of the monitoring of resolutions adopted by the GSM?	X		Article 16.2 of the Board of Directors' Regulations establishes the Board of Directors' duty of supervision..
2. Does the senior management periodically issue reports to the Board of Directors on said resolutions, and if so, are these reports made available to shareholders?	X		Quarterly reports are issued, which are made publicly available through the SMV and the corporate website.

a. If applicable, specify the area and/or person responsible for monitoring the resolutions adopted by the GSM. If the responsible party is an individual, include their title and the area where they work.

Responsible Area	Corporate Vice Presidency of Legal Affairs
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Person Responsible		
Full Name	Title	Area
Zoila María Horna Zegarra	Corporate Vice President of Legal Affairs	Corporate Vice President of Legal Affairs

b. If the answer to question II.12, number 2 is "yes," specify the means through which the corporation makes said reports available to shareholders::

Means	Made Available
At corporate offices	
Email	
Corporate website	X
Postal service	
Informational meetings (in-person or online)	
Social media	
Other (specify)	Website of the Peruvian Securities and Exchange Commission (SMV).

PILLAR III: BOARD OF DIRECTORS AND SENIOR MANAGEMENT

Principle 15: Board of Directors' Composition

Question III.1

	Yes	No	Explanation:
<i>Does the corporation establish and apply criteria for the selection and continued service of its board members to guarantee that the board consists of prestigious, ethical individuals with different skills and areas of expertise, who are economically independent and have sufficient availability, as well as any other relevant qualities for the corporation, ensuring a plurality of approaches and opinions?</i>	X		

- a. Provide the following information for the corporation's board members during the fiscal year.

Full Name	Nationality	Sex (M/F)	Year of Birth	Professional Education	Date		Shareholding Stake		Other Positions / Boards of Directors (****)
					Start (*)	End (**)	(***) No. Of Shares Stake (%)		
Board Members (not including independent board members)									
Juan Vicente Revilla Vergara	Peruvian	M	1961	Administrator	September 21, 2021				0
Esteban Vitón Ramirez	Peruvian	M	1952	Engineer Economist	May 30, 2019				Mr. Vitón is a board member of 12 companies that do not form part of the Aenza Group.
Gema Esteban Garrido	Spanish	F	1971	Computer Engineering	September, 21, 2021				Ms. Esteban is a board member of 4 companies that do not form part of the Aenza Group.
Julio Dittborn Chadwick	Chilean	M	1982	Administrator	March 31, 2022				Mr. Dittborn is a board member of 2 companies that do not form part of the Aenza Group.
Pablo Kuhlenthal Becker	Chilean	M	1980	Industrial Engineer	August 17, 2021				Mr. Kuhlenthal is a board member of 3 companies that do not form part of the Aenza Group.
Gustavo Nickel Buffara de Freitas	Brazilian	M	1983	Administrator	September, 21, 2021				Mr. Buffara is a board member of 3 companies that do

									not form part of the Aenza Group.
Independent Board Members									
Antonio Valente Da Silva	Brazilian	M	1952	Engineer	December 9, 2020				Mr. Valente is a board member of 4 companies that do not form part of the Aenza Group.
Santiago Hernando Pérez	Spanish	M	1963	Chemical Engineer	December 9, 2020				Mr. Hernando is a board member of 2 companies that do not form part of the Aenza Group.
Carlos Rojas Perla	Peruvian	M	1971	Administrator	December 9, 2020				Mr. Rojas is a board member of 1 company that do not form part of the Aenza Group.

(*) The date first appointed in the reporting corporation.

(**) Include only if the board member ceased to hold said position during the fiscal year

(***) Required only for board members with a stake of more than 4% in the stock of the reporting corporation.

(****) Specify whether the board member holds other executive positions outside the corporation and/or simultaneously participates in other boards of directors, indicating the number thereof and whether they are part of the economic group of the reporting corporation. For such purpose, use the definition of "economic group" contained in the Regulations on Indirect Ownership, Relationships, and Economic Groups.

In addition to the foregoing, provide the following information:

% of total shares held by board members				
	No. of Women	Total Board Members	% of Women on Board of Directors	
Presence of women on the Board of Directors	1	9	11	

b. Indicate whether there are any formally established specific requirements to be appointed Chairperson of the Board, in addition to those required to be appointed a board member

Yes

☐

No

X

En caso de que su respuesta sea afirmativa, indique dichos requisitos.

c. Does the Chairperson of the Board have the power to cast a tiebreaking vote?

Yes ☒ No ☐

Question III.2

	Yes	No	Explanation:
<i>Does the corporation avoid appointing substitute or alternate board members, especially for reasons of quorum?</i>	X		While permitted by the Bylaws, in practice, alternate board members have not been appointed for over ten years.

If the corporation has alternate or substitute board members, specify the following:

Full Name	Nationality	Sex (M/F)	Year of Birth	Professional Education	Date		Shareholding Stake (***)		Other Positions / Boards of Directors (****)
					Start (*)	End (**)	No. Of Shares	Stake (%)	

(*) The date first appointed in the reporting corporation.

(**) Include only if the board member ceased to hold said position during the fiscal year.

(***) Required only for board members with a stake of more than 4% in the stock of the reporting corporation.

(****) Specify whether the board member holds other executive positions outside the corporation and/or simultaneously participates in other boards of directors, indicating the number thereof and whether they are part of the economic group of the reporting corporation. For such purpose, use the definition of "economic group" contained in the Regulations on Indirect Ownership, Relationships, and Economic Groups.

Principle 16: Board Functions

Question III.3

	Yes	No	Explanation:
<i>Does the Board of Directors have the duty to:</i>			
<i>1. Approve and direct the corporate strategy?</i>	X		Mentioned in Articles 14 and 16 of the Board of Directors' Regulations.
<i>2. Establish objectives, goals, and action plans, including annual budgets and business plans?</i>	X		Mentioned in Articles 14 and 16 of the Board of Directors' Regulations.
<i>3. Control and supervise management and take charge of the corporation's governance and administration?</i>	X		Mentioned in Articles 14 and 16 of the Board of Directors' Regulations.

4. Supervise the adoption of good corporate governance practices and establish the necessary policies and steps for their correct implementation?	X	Mentioned in Articles 14 and 16 of the Board of Directors' Regulations.
5. Approve procedures or policies to prevent, detect, manage, disclose, and penalize conflicts of interest?	X	Mentioned in Articles 14 and 16 of the Board of Directors' Regulations.
6. Approve and supervise the design and implementation of the remuneration and incentives system, ensuring that it is aligned with the corporation's strategy, policies, and financial soundness?	X	Mentioned in Articles 14 and 16 of the Board of Directors' Regulations.

a. Provide information on other relevant powers of the corporation's Board of Directors.

Supervise commercial, industrial, or financial agreements of strategic importance. Approve the acquisition and sale of substantial assets and stakes in companies' capital stock, as well as financial operations with a significant impact on the corporation's equity position or its strategy. Approve investments that significantly affect the corporation's equity position or strategy. Propose and approve, within the limits authorized by the Board of Directors' meeting, the issuing of bonds of similar securities. Approve rules and procedures for appointments, management oversight, the identification of the corporation's primary risks, and the evaluation, termination, and compensation of senior management, especially the CEO and the effectiveness of good corporate governance practices.

b. Does the Board of Directors delegate any of its duties?

Yes ☐ No ☒

If so, specify the main duties of the Board of Directors that have been delegated, the body that performs them by proxy, and the name of the document in which this delegation is established:

Duties	Body/Area to Which Duties Have Been Delegated	Document Name

Principle 17: Board Members' Duties and Rights

Question III.4

	Yes	No	Explanation:
Do board members have the right to:			
1. Ask the Board of Directors for support or expert contributions?	X		According to Article 14 of the General Board of Directors' Regulations, board members can take any measure they deem necessary to properly run the corporation.

2. Participate in induction programs on their powers and responsibilities, and be informed on a timely basis of the corporation's organizational structure?	x	According to Article 14 of the General Board of Directors' Regulations, board members can take any measure they deem necessary to properly run the corporation.
3. Receive training on topics of interest for the performance of their duties?	x	According to Article 14 of the General Board of Directors' Regulations, board members can take any measure they deem necessary to properly run the corporation.
4. Receive compensation for the work they perform, which combines recognition of their professional experience and dedication to the corporation with a criterion of reasonability?	x	According to Article 9 of the Shareholders Meeting Regulations, the meeting hears and decides on the directors' compensation policy, as proposed by the board of directors, which must include the concepts that form part of said compensation.

a. Specify whether board members have the duty to promptly inform the board of the following situations:

	Yes	No
Ownership or holding of securities or rights to securities issued by the corporation	x	
Performance of transactions with securities or rights to securities issued by the corporation	x	
Negotiations underway with regard to securities or rights to securities issued by the corporation	x	
Participation in other boards of directors	x	

b. If expert advisors were hired during the fiscal year, indicate whether the list of expert advisors to the Board of Directors who have rendered services during the fiscal year for corporate decision-making was provided to shareholders..

Yes ☐ No ☒

If applicable, specify whether any of the expert advisors had a relationship to any shareholder who holds over 4% of the capital stock, board members, and/or member of the senior management. (*)

Yes ☐ No ☒

(*) For such purpose, the relationship criteria contained in the Regulations on shall apply. Regulations on Indirect Ownership, Relationships, and Economic Groups.

c. If applicable, did the corporation implement induction programs for new members who joined the corporation?

Yes ☒ No ☐

d. Does the corporation have a board compensation policy approved by the GSM?

Yes ☒ No ☐

e. Indicate the percentage of gross income allocated to board members' total compensation and annual bonuses, according to the corporation's financial statements.

Compensation	(%) Gross Income	Bonuses	(%) Gross Income
Board Members (Not Including Independent Members)		Stock	
Independent Board Members		Options	
		Cash	
		Other (specify	

f. Specify the compensation scheme for board members used during the fiscal year:

Compensation Scheme	Fixed	x
	Variable	
	Mixed (fixed + variable)	

g. Specify the criteria used by the corporation to determine the compensation scheme for board members:

Fixed Scheme	Per board session	x
	Per committee session	x
	Per month	x
	Per year	
	Otro (detalle)	Fixed, monthly compensation for attending board and committee meetings.
Variable Scheme	By results for the fiscal year	
	By achievement of objectives	
	Other (specify)	

Principle 18: Board Regulations

Question III.5

	Yes	No	Explanation:
<i>Does the corporation have binding Board of Directors' Regulations, with penalties in case of failure to comply?</i>	x		The Board of Directors' Regulations were approved on March 31, 2005. The most recent amendment was

		approved in the Board of Directors' Meeting held in April 2022.
--	--	---

Specify whether the Board of Directors' Regulations contain:

	Yes	No
Policies and procedures for the board's functioning	x	
Organizational structure of the Board of Directors	x	
Duties and responsibilities of the chairperson of the board	x	
Duties and responsibilities of the board members	x	
Procedures for the identification, evaluation, and nomination of candidates for the Board of Directors to be proposed to the GSM	x	
Procedures for cases of vacancy, termination, and succession of board members	x	
Policies and procedures to prevent, detect, handle, and disclose conflicts of interest involving board members	x	
Criteria used to evaluate the Board of Directors and its members	x	
Other (specify)		

Principle 19: Independent Directors

Question III.6

	Yes	No	Explanation:
<i>Does at least one third of the board consist of independent directors?</i>	x		The Board of Directors consists of nine members, of which three are independent.

In addition to the "Guidelines for Classification of Independent Directors," the corporation has established the following criteria for classifying board members as independent:

Question III.7

	Yes	No	
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			Explanation
1. Does the Board of Directors declare that the candidate it is proposing is independent based on the investigations it performs and the candidate's own statements?	x		Candidates sign an affidavit of independence, in addition to the investigations performed by the corporation.
2. Do candidates for the position of independent director declare their status as independent to the corporation, its shareholders, and management?	x		

Indicate whether the Board of Directors verifies, at least once a year, that independent directors continue to meet the requirements and conditions to be classified as such.

Yes ☐

No ☐

Principle 20: Board of Directors' Operations

Question III.8

	Yes	No	Explanation:
Does the Board of Directors have an annual work plan that contributes to the efficient performance of its duties?	x		There is a preestablished agenda.

Question III.9

	Yes	No	Explanation
Does the corporation provide its board members with the necessary channels and procedures to effectively participate in board meetings, including remotely	x		Article 54 of the bylaws establishes procedures for remote board meetings.

a. With regard to the board meetings held during the fiscal year, provide the following information:

Number of meetings held	18
Number of meetings in which the call to meeting was not issued with the required advance notice	0
Number of meetings in which the internal provisions or procedures for the provision of information to the board members were not complied with	0
Number of meetings in which no call to meeting was deemed necessary (*)	11
Number of meetings in which the chairperson of the board was not in attendance	0
Number of meetings in which any of the independent board members was not present	0
Number of meetings in which one or more board members were represented by substitute or alternate members	0

Number of regular board members who were represented on at least one occasion	0
---	---

(*)Indicate the number of meetings held in accordance with the final paragraph of Article 167 of the Business Corporations Act.

- b. Provide the following information regarding the board members' attendance of the board meetings during the fiscal year.

Full Names	Number of Meetings Called	Number of Called Meetings Attended	Number of Meetings Attended Held Without the Need for a Call to Meeting
Juan Revilla Vergara	18	7	11
Gema Esteban Garrido	18	7	11
Gustavo Nickel Buffara de Freitas	18	7	11
Pablo Kuhlenthal Becker	18	7	11
Julio Dittborn Chadwick	18	7	11
Esteban Viton Ramírez	18	7	11
Carlos Rojas Perla	18	7	11
Santiago Hernando Pérez	18	7	11
Antonio Carlos Valente da Silva	18	7	11

- c. Specify about how far in advance of the board meetings, on average, that calls to meeting were issued during the fiscal year:

3 calendar days	4 to 6 calendar days	More than 6 calendar days
		x

- d. Specify about how far in advance of the board meetings during the fiscal year, on average, that board members were provided with all information pertaining to the matters to be addressed during the meetings.

Less than 3 business days	3 to 5 business days	More than 5 business days
x		

Question III.10

	Yes	No	Explanation
1. Does the Board of Directors objectively evaluate, at least once a year, its performance as a body?	x		
2. Does the Board of Directors objectively evaluate, at least once a year, the performance of its members?	x		
3. Is there alternation between the self- evaluation methodology	x		

<i>and evaluations by external consultants?</i>			
---	--	--	--

a. Specify whether performance evaluations have been performed on the Board of Directors during the fiscal year.

	Si	No
As a body		
Members		

If the answer in either of the previous two fields is "yes," provide the following information for each evaluation:

Evaluation	Self-Evaluation			External Evaluation			
	Date	Results Shared (Yes/No)	Shared to ^(*)	Date	Body in charge	Results Shared (Yes/No)	Shared to ^(*)

(*) Indicate whether the results of the evaluation were shared with shareholders, the Board of Directors, other bodies, or stakeholders.

Principle 21: Special Committees

Question III.11

	Yes	No	Explanation:
1. Does the corporation's Board of Directors form special committees focused on the analysis of those matters deemed most relevant to the corporation's performance?	x		
2. Does the Board of Directors approve the regulations that govern each one of the special committees it creates?	x		
3. Are the special committees chaired by independent board members?		x	Not in all cases.
4. Do the special committees have an allocated budget?		x	They do not have an allocated budget.

Question III.12

	Si	No	Explanation:
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Does the corporation have an Appointments and Compensations Committee that is responsible for nominating candidates for the Board of Directors that are proposed to the GSM by the Board of Directors, as well as approving the senior management compensation and incentives system?	X		
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Question III.13

	Yes	No	Explanation:
Does the corporation have an Audit Committee that supervises the effectiveness and suitability of the corporation's internal and external control system, the work of the auditing firm or independent auditor, as well as compliance with rules on legal and professional independence?	X		

a. Specify whether the corporation also has the following special committees:

	Yes	No
Risk Committee	X	
Corporate Governance Committee	X	

b. If the corporation has special committees, provide the following information for each committee:

COMMITTEE 1	
Committee Name:	Audit and Compliance
Creation Date:	September 20, 2021
Main duties:	Supervise the integrity of the financial statements and the accounting, financial reporting, and audit processes. Appoint and supervise the work and independence of the external auditor, and review the integrity of the financial reporting process. Receive and review any disclosures made by the CEO and CFO regarding the certification of the quarterly and annual reports sent to the SEC. Review and approve all transactions with related parties, defined as transactions that must be disclosed under the terms of the applicable regulations. Establish and supervise procedures for the receipt, filing, and handling of complaints regarding accounting, internal accounting controls, or auditing matters.

Committee Members (*): Full Names	Date		Position on the Committee	Position in the Corporation
	Start (**)	End (***)		
Carlos Rojas Perla	September 20, 2021		President	Director
Juan Revilla	September 20, 2021		Member Observer	Director President
Santiago Hernando	September 20, 2021		Member	Director
Antonio Valente	September 20, 2021		Member	Director
% of independent directors out of total committee members			100%	

Number of meetings held during the fiscal year	12	
Powers delegated in accordance with Article 174 of the Business Corporations Act:	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Committee or its chair participates in the GSM	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

(*)Provide information on those persons who are or were part of the Committee during the reporting fiscal year.

(**) Date first appointed as a member of the Committee in the reporting corporation.

(***)Include only if the board member ceased to be part of the Committee during the fiscal year.

COMMITTEE 2	
Committee Name:	Finance, Risk, and Investments
Creation Date:	September 20, 2021
Main Duties:	Establish the group's investment policy. Approve the annual investment plan. Analyze projects that require investment, assessing financing sources and the structure's impact on the balance sheet, mergers, spinoffs, and other equivalent operations. Ensure that the Risk, Compliance, and Sustainability Committee has previously evaluated investments and divestments. Evaluate the actual profitability of investments in companies or funds allocated to projects or business dealings of all kinds, compared to proposals and reports on which their approval was based.

Committee Members (*):	Date		Position on the Committee	Position in the Corporation
	Start (**)	End (***)		
Pablo Kuhlental	September 20, 2021		President	Director
Julio Dittborn	September 20, 2021		Member	Director
Gustavo Buffara	September 20, 2021		Member	Director
% of independent directors out of total committee members	0			
Number of meetings held during the fiscal year	13			
Powers delegated in accordance with Article 174 of the Business Corporations Act:	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		
Committee or its chair participates in the GSM	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>		

(*)Provide information on those persons who are or were part of the Committee during the reporting fiscal year..

(**)Date first appointed as a member of the Committee in the reporting corporation.

(***)Include only if the board member ceased to be part of the Committee during the fiscal year..

COMMITTEE 3	
Talent	Talent
September 20, 2021	September 20, 2021
Main Duties:	Report to the board of directors on senior management appointments and terminations or resignations in the group's companies. Decide on and periodically review the adoption of compensation schemes for senior management, taking into account results. Approve the human resources policy. Approve the succession scheme for the CEO and submit it to the board of directors for approval. Supervise the talent attraction and retention system. Inform the board of directors of

	transactions with parties related to board members, senior management, or persons with ties to them that may involve conflicts of interest. Review and approve corporate targets and objectives tied to the CEO's compensation. Evaluate the CEO's performance, and determine and approve his/her consideration. Hire and keep an independent external advisor, when necessary.
--	---

Committee Members (*):	Date		Position on the Committee	Position in the Corporation
	Start (**)	End (***)		
Juan Revilla	September 20, 2021		President	Chairman of the Board
Santiago Hernando	September 20, 2021		Member	Director
Esteban Vitton	September 20, 2021		Member	Director
% of independent directors out of total committee members			33	
Number of meetings held during the fiscal year			11	
Powers delegated in accordance with Article 174 of the Business Corporations Act:			Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Committee or its chair participates in the GSM			Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

(*)Provide information on those persons who are or were part of the Committee during the reporting fiscal year.

(**)Date first appointed as a member of the Committee in the reporting corporation.

(***)Include only if the board member ceased to be part of the Committee during the fiscal year.

COMMITTEE 4	
Committee Name:	Environmental, Social, and Governance
Creation Date:	September 20, 2021
Main Duties:	Monitor management sustainability to minimize the negative impact of business dealings on the environment, communities located in the area of influence of the operations, and governance quality, and promote the creation of indicators that help to accurately measure management results.

Committee Members (*):	Date		Position on the Committee	Position in the Corporation
	Start (**)	End (***)		
Gema Esteban	September 20, 2021		President	Director
Pablo Kuhlental	September 20, 2021		Member	Director
Antonio Valente	September 20, 2021		Member	Director
% of independent directors out of total committee members			33.00	
Number of meetings held during the fiscal year:			4	
Powers delegated in accordance with Article 174 of the Business Corporations Act:			Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
El comité o su presidente participa en la JGA			Sí <input type="checkbox"/>	No <input checked="" type="checkbox"/>

(*)Se brindará información respecto a las personas que integran o integraron el Comité durante el ejercicio que se reporta.

(**) Corresponde al primer nombramiento como miembro del Comité en la sociedad que reporta.

(***)Completar sólo en caso de que hubiera dejado de ser parte del Comité durante el ejercicio.

COMMITTEE 5	
Committee Name:	
Creation Date:	
Main Duties:	

Committee Members (*):	Date		Position on the Committee	Position in the Corporation
	Start (**)	End (***)		
% of independent directors out of total committee members				
Number of meetings held during the fiscal year				
Powers delegated in accordance with Article 174 of the Business Corporations Act:			Yes <input type="checkbox"/>	No <input type="checkbox"/>
Committee or its chair participates in the GSM			Yes <input type="checkbox"/>	No <input type="checkbox"/>

(*)Provide information on those persons who are or were part of the Committee during the reporting fiscal year.

(**)Date first appointed as a member of the Committee in the reporting corporation

(***)Include only if the board member ceased to be part of the Committee during the fiscal year.

Principle 22: Code of Ethics and Conflicts of Interest

Question III.14

	Yes	No	Explanation:
Does the Company adopt measures to prevent, detect, handle, and disclose any conflicts of interest(*) that may arise?	X		The Code of Business Conduct and General Board of Directors Regulations regulate the handling of conflicts of interest

(*)For purposes of this report, a board member, manager, officer, and/or team member of the Company is deemed to have a conflict of interest in any situation, particular or general, temporary or permanent, current or probable, in which they have an interest, particular or general, that is or may be at odds with the corporate interest.

Specify, where applicable, the area and/or person responsible for monitoring and controlling possible conflicts of interest. If this task is the responsibility of an individual, also include their title and the area where they work.

Area in Charge	Board of Directors and Office of the Chief Human Resources Officer
----------------	--

Person In Charge

Full Name	Title	Area
Dennis Fernandez Armas	Corporate Vice President	Personnel, Public Affairs, Shared Services, and IT

Question III.15 / Compliance

	Yes	No	Explicación:
1. Does the corporation have a Code of Ethics (*) of mandatory compliance for board members, managers, officers, and other team members (**) of the corporation, which contains criteria on ethics and professional liability, including the handling of potential conflicts of interest?	X		In 2018, the Code of Business Conduct was approved, replacing the Ethics Charter and the previous Code of Conduct.
2. Does the Board of Directors or general manager's officer approve and implement, at least once per year, training programs for compliance with the Code of Ethics?	X		Annual training.
3. Does the Board of Directors evaluate the effectiveness of the training programs for compliance with the Code of Ethics?	X		The Board of Directors, via the Audit and Compliance Committee, approves the Code of Business Conduct training and compliance program

(*)The Code of Ethics may be part of the Internal Rules of Conduct.

(**)The term "team members" includes persons with any type of employment relationship with the corporation, regardless of the labor regime or contract form.

If the corporation has a Code of Ethics, specify the following:

a. Is it available to:

	Yes	No
Shareholders	X	
Other applicable persons	X	
The general public	X	

b. Specify the means used by the corporation to make the Code of Ethics available:

Means	Made Available
At corporate offices	
Email	X
Corporate website	X
Postal service	
Informational meetings (in-person or online)	X
Social media	
Other (specify)	

c. Specify the area and/or person responsible for monitoring and enforcing the Code of Ethics. If this task is the responsibility of an individual, also specify their title, the area where they work, and to whom they report.

Responsible Area	Chief Compliance Officer
------------------	--------------------------

Persona encargada			
Full Name	Title	Area	Person to Whom They Report
Eliana Camogliano	Chief Compliance Officer	Compliance	Functionally, to the Board of Directors. Administratively, to the CEO.

d. Is there a record of violations of this Code?

Yes ☒ No ☐

e. Specify the number of grievances filed and investigations opened and closed during the fiscal year regarding violations of the provisions established in the Code:

Number of grievances filed	157
Number of investigations opened	157
Number of investigations closed	143
Number of violations	44

Question III.16

	Yes	No	Explanation
1. Does the corporation have mechanisms that allow for grievances to be filed regarding any illegal or unethical behavior, guaranteeing confidentiality for the reporting party?	x		We have an ethics hotline where grievances can be filed regarding illegal or unethical behavior, guaranteeing confidentiality for the reporting party.
2. Are grievances submitted directly to the Audit Committee when related to accounting aspects or when the CEO or Chief Financial Officer are involved?		x	Grievances are filed via the ethics hotline. They are then passed on to the Internal Ethics Committee, and then to the Audit and Compliance Committee.

Question III.17

	Yes	No	Explanation:
1. Is the board of directors responsible for monitoring and controlling possible conflicts of interest involving its board members?	x		According to the General Board of Directors Regulations, this is done via periodic reports submitted by the directors themselves to the Audit and Compliance Committee.
2. If the Company is not a financial entity, does it have a policy prohibiting its board members from receiving loans from the Company or any companies in the same economic group, except with the prior authorization of the board of directors?		x	It is not a financial entity.

3. If the Company is not a financial entity, does it have a policy prohibiting senior management members from receiving loans from the Company or any companies in the same economic group, except with the prior authorization of the board of directors?		x	The group's policies do not regulate this matter.
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a. Provide the following information for senior management members who hold a stake of 4% or more in the corporation's stock.

Full Name	Title	Number of Shares	% of Total Shares

% of total shares in the possession of senior management members	
--	--

b. Specify whether any of the board members or senior management members are the spouse, relative to the first or second degree of consanguinity, or relative to the first degree of affinity, of

Full Name	Ties to:				Full Name of the Shareholder/ Board Member / Manager	Relationship Type ^(**)	Additional Information ^(***)
	Shareholder ^(*)	Board Member	Senior	Management			

(*)Shareholders with a stake of 4% or more in the capital stock.

(**)Relationships shall be determined using the criteria contained in the Regulations on Indirect Ownership, Relationships, and Economic Groups

(***)In case of a relationship to any shareholder, include the shareholding stake thereof. If the relationship is to a member of management, indicate their title.

c. If any board member holds, or has held during the reporting fiscal year, a management position in the corporation, provide the following information:

Full Name	Management Position (Current or Past)	Dates in the Management Position	
		Start (*)	End (**)

(*)First appointment to the management position in the reporting corporation.

(**)Include only if the board member ceased to hold the management position during the fiscal year.

d. If any member of the board or management has had any relationship of a commercial or contractual nature with the corporation during the fiscal year, which involved significant amounts or subject matter, provide the following information.

Full Name	Relationship Type	Brief Description

Principle 23: Transactions with Related Parties

Question III.18

	Yes	No	Explanation:
1. Does the board of directors have policies and procedures for the evaluation, approval, and disclosure of certain transactions between the Company and related parties, and to learn about the commercial or personal relationships, direct or indirect, that board members may have with one another, or with the Company, its suppliers, customers, or other stakeholders?	X		The Audit and Compliance Committee reviews the evaluation and approval of certain transactions between the corporation and related parties and discloses them in Form 20F, which is submitted to the SMV as a Relevant Event.
2. In the case of transactions of particular relevance or complexity, is the participation of independent external advisors required for the evaluation thereof?		X	However, Article 30, Sections 30.4 and 30.5 of the General Board of Directors' Regulations establish that the Transfer Pricing Study applicable to the Aenza Group shall be used as a criterion for evaluation..

a. If the answer to question III.18, number 1 is "yes," specify the area(s) of the corporation responsible for handling transactions with related parties with regard to the following aspects:

Aspects	Responsible Area
Evaluation	Management
Approval	Finance, Risk, and Investments Committee
Disclosure	CEO and Finance, Risk, and Investments Committee.

b. Specify the procedures for approving transactions between related parties::

According to Article 30 of the General Board of Directors' Regulations, the Audit and Compliance Committee formally reserves the right to learn about and authorize any significant transaction by the corporation with a significant shareholder or persons related thereto, board members, senior management, and executive officers or persons related to them, and with other companies of the Aenza Group. In the case of ordinary transactions, provided they are performed under market conditions (using transfer pricing standards), the general authorization of the operations line shall be sufficient

c. List any transactions performed between the corporation and its related parties during the fiscal year that were significant in light of their amount, or the matters involved.

Name or DBA of the Related Party	Nature of the Relationship (*)	Transaction Type	Amount (S/)

(*)When determining the relationship, apply the provisions of the application of Article 51, Item c) of the Stock Market Act, approved by Resolution 029-2018-SMV/01, as substituted.

d. Specify whether the corporation establishes limits on transactions with related parties::

Yes

☐

No

☐

Principle 24: Senior Management Functions

Question III.19 / Compliance

	Yes	No	Explanation:
1. Does the corporation have a clear policy defining the boundaries between administrative and governance duties performed by the Board of Directors, the ordinary management duties of the senior management, and the leadership of the CEO?	X		Article 14 of the Board of Directors' Regulations defines the corporation's general strategy and management guidelines, the promotion and supervision of the senior management's performance, establishing the bases of the corporate organization in order to guarantee greater efficiency and the oversight of the transparency and accuracy of the corporation's information in its relationships with shareholders.
2. Are different people appointed CEO and chairman of the corporation?	X		The CEO is appointed by the joint decision of the Board of Directors, in accordance with Article 14 of the Board of Directors' Regulations.
3. Does the senior management have sufficient autonomy for the performance of the assigned duties, within the framework of the policies and guidelines defined by the Board of Directors, and under its control?	X		
4. Is the CEO responsible for complying with and enforcing the policy for the submission of information to the Board of Directors and its members?	X		
5. Does the Board of Directors conduct an annual evaluation of the CEO's performance, based on well-defined standards?	X		
6. Does the senior management's compensation include fixed and variable components, taking into account the corporation's results, based on a prudent and responsible assumption of risks, and the achievement of goals set forth in the respective plans?	X		

a. Provide the following information regarding the compensation received by the CEO and the management personnel (including bonuses).

Title	Compensation (*)	
	Fixed	Variable

(*) Indicate the percentage of the gross income, according to the corporation's financial statements, that is allocated to the annual compensation of the senior management.

b. If the corporation pays the senior management bonuses or indemnities other than those established by law, indicate the form(s) in which they are paid..

	CEO	Management
Stock		
Options		
Cash		
Other (specify)		

c. If the compensation includes a variable component, specify the main aspects taken into account in determining this amount.

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d. Does the corporation have a defined long-term incentive plan for the management?

Sí ☒

No ☐

e. Did the Board of Directors evaluate the CEO's performance during the fiscal year?.

Sí ☒

No ☐

PILLAR IV: Risk and Compliance

Principle 25: Risk Management System Environment

Question IV.1

	Yes	No	Explanation:
1. Has the Board of Directors approved a comprehensive risk management plan that contains procedures and responsibilities in accordance with the size and complexity of the risk, promoting a risk management culture inside the Company, from the Board of Directors and senior management down to its team members??	X		The Company has an integrated risk management policy approved by the board of directors. This policy stresses the importance of managing past business dealings in terms of the risks and responsibility of each hierarchical level in the process.
2. Does the comprehensive risk management policy apply to all members of the group and allow for an overview of all critical risks?	X		This policy is mandatory for all the Company's business units and projects.

a. If the answer to question IV.1, number 1 is "yes," specify which of the following mechanisms are used by the Board of Directors to promote a culture of risk management (choose all that apply):

The appointment of a party responsible for comprehensive risk management at the highest level	X
A policy for the risk-based delegation of authority	X
Training and awareness raising on key responsibilities and risks	X
Supervision of risk exposure at the highest level	X
Approval of an annual risk management work plan	X

Other (specify)	
-----------------	--

b. Does the corporation have a risk management delegation policy that establishes the risk limits that can be managed by each level of the corporation?

Yes ☒ No ☐

Question IV.2

	Yes	No	Explanation:
1. Does the CEO manage the risks to which the corporation is exposed and notify the Board of Directors of such risks?	X		The risk management model is based on the three lines of defense, in which the management is responsible for identifying and managing risks.
2. ¿La Gerencia General es responsable del sistema de gestión de riesgos, en caso de que no exista un Comité de Riesgos o una Gerencia de Riesgos?	X		The corporate vice presidents and the CEO are responsible for implementing risk management measures in the different business lines.

a. Provide the following information regarding the comprehensive risk system:

	Yes	No
Does the senior management have a risk management process that includes identification, measurement, control, and monitoring?	X	
Does the senior management inform the Board of Directors of exposure to the risk, through the Audit or Risk Committee?	X	

b. Does the corporation have a Chief Risk Officer?

Yes ☒ No ☐

If so, provide the following information:

Full Name	Time in the Position		Area/Body to Which They Report
	Start (*)	End (**)	
Diego Cisneros Salas	November 28, 2018		CEO

(*)Date first appointed in the reporting corporation.

(**)Include only if the officer ceased to hold the position during the fiscal year.

Question IV.3

	Yes	No	Explanation:
Does the corporation have an internal control system, supervised by the Board of Directors to ensure its effectiveness and suitability?	X		It has a corporate audit area that handles all of the Company's entities.

a. If the answer to the preceding question is “yes,” indicate whether the system includes a grievance reporting line and a process for resolving any such grievances.

Yes ☒ No ☐

b. Does the corporation have an implemented and functioning prevention model, in accordance with Law 30424—the Act Regulating the Administrative Liability of Legal Entities, as amended or substituted?

Yes ☒ No ☐

If so, specify which of the following elements are included in the prevention model:

Risk identification, assessment, and mitigation X
 Head of Prevention X
 Implementation of grievance procedures X
 Dissemination and periodic training on the model X
 Continuous evaluation and monitoring of the model X

If the corporation has risk management, compliance management, or antibribery management system certifications, please list them here

ISO 37001

Principle 26: Internal Audits

Question IV.4

	Yes	No	Explanation:
1. Does the auditor exclusively perform auditing tasks, with autonomy, experience, and expertise in the topics under his evaluation, and independence in monitoring and evaluating the effectiveness of the risk management system?	X		
2. Do the internal auditor's duties include ensuring at all times that the financial information generated or recorded by the corporation is valid and reliable, and verifying the effectiveness of statutory compliance?	X		The internal auditor evaluates the internal control of the Company's critical processes. This involves the evaluation of control activities for risks inherent to the Company's primary processes, including financial, and operational, and legal compliance matters.

3. Does the internal auditor report directly to the Audit Committee on his/her plans, budget, activities, progress, results obtained, and actions taken?	X		
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a. Indicate whether the corporation has an independent area responsible for internal auditing.

Yes ☒ No ☐

If so, specify to whom the auditing area reports within the corporation's organizational structure

Reports to:	
-------------	--

b. If the corporation belongs to an economic group, specify whether the corporation has a Chief Internal Auditor.

Yes ☒ No ☐

If so, specify the main responsibilities of the party in charge of corporate internal auditing, and whether they perform other duties in addition to internal auditing.

<ul style="list-style-type: none"> - Implement and lead the internal auditing of AENZA Group and its companies in Peru, Colombia, and Chile. - Develop the annual internal auditing plan based on risks, and organize and supervise internal audits for all the group's companies. - Evaluate the design and effectiveness of internal controls for the mitigation of related risks according to the requirements of the Sarbanes-Oxley Act. - Continually evaluate the critical processes of the group's companies regarding the mitigation of risks to improve the internal control system. - Continuously monitor the implementation of improvements in accordance with defined action plans. - Periodically report to the Audit Committee on the progress made in all reviews.
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Question IV.5

	Yes	No	Explanation:
Is the board of directors responsible for appointing and terminating the internal auditor, at the proposal of the Audit Committee?	X		

Principle 27: External Auditors

Question IV.6

	Yes	No	Explanation:
Does the AGM, at the propose of the board of directors, appoint the Company's auditor or the independent auditor, who remain clearly independent from the Company?	X		

a. If so, does the board of directors or Audit Committee verify that the independent auditing firm or auditor remain clearly independent from the Company?

Yes ☒ No ☐

If so, specify the mechanisms used by the Company to validate this independence (choose all that apply):

The Company requires an affidavit from the independent auditing firm or auditor	X
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<i>declaring their independence from the Company.</i>	
<i>The Company performs its own validation of potential conflicts of interest on the part of the independent auditing firm or auditor.</i>	x

b. Does the external auditing firm or external auditor report directly to the board of directors or the Audit Committee?

Yes ☒ No ☐

c. Does the Company have a policy approved by the board of directors or the Audit Committee for the appointment of the external auditor?

	Yes	No
<i>Board of Directors</i>	x	
<i>Audit Committee</i>	x	

If so, describe the procedure for hiring the auditing firm that is responsible for issuing an opinion on the annual financial statements (including the identification of the corporate body in charge of selecting the auditing firm).

According to the section on the Audit Committee contained in the Board of Directors' Regulations, one of its duties is to "Lead the selection process for the external auditing firm and propose the hiring thereof to the plenum of the board of directors so that said decision may be submitted annually to the shareholders meeting."

d. If the auditing firm has rendered services other than the auditing of accounts itself, indicate whether the GSM was informed of the firm's hiring, including the billing percentage that said services represent out of the total amount billed to the corporation by the auditing firm.

Yes ☐ No ☒

e. Do persons or entities related to the external auditing firm or independent external auditor provide services to the corporation other than the auditing of accounts itself?

Yes ☐ No ☒

If so, provide the following information regarding the additional services provided by persons or entities related to the auditing firm during the reporting fiscal year.

Name or DBA	Additional Services	% of Compensation (*)

(*)Billing of additional services divided by billing for auditing services

f. Indicate whether the external auditing firm or independent external auditor used different teams, in the event that they provide other services in addition to the auditing of accounts.

Yes ☐ No ☒

Question IV.7

	Yes	No	Explanation:

1. Does the corporation have and implement a policy for the renewal of the partner in charge of audits and the external auditing firm?		X	According to the section on the Audit Committee contained in the Board of Directors' Regulations, one of its duties is to "Evaluate the external auditing firm hired by the Company, considering its independence."
2. If this policy establishes longer renewal periods for the auditing firm, does the work team from the auditing firm rotate at least once every five (5) years?		X	The audit agreement is for a three (3) year period. It concluded in 2024.

Provide the following information on the auditing firms that have rendered services to the Company within the last five (5) years

Period (Start of Fiscal Year)	DBA of the Auditing Firm	Service(*)	Approximate Duration of the Auditing Work (In Business Days)	Compensation (**)	% of the Auditing Firm's Revenue (***)
2017-2022	Moore Stephens	Auditing Service			
2022-2025	KPMG	Auditing Service			

(*)Include all types of services, including financial reporting opinions, accounting experts' reports, operational audits, systems audits, tax audits, and other services.

(**)Of the total amount paid to the auditing firm for all purposes, specify the percentage accounted for by compensation for financial auditing services.

(***) Data obtained from the auditing firm.

Question IV.8

	Yes	No	Explanation:
In the case of economic groups, is the external auditor the same for the entire group, including off-shore affiliates?	X		

Specify whether the auditing firm hired to issue an opinion on the corporation's financial statements for the reporting fiscal year also issued an opinion on the financial statements for the same year for other companies in the economic group.

Yes ☒ No ☐

If so, specify the following:

Name or DBA of the Company or Companies in the Economic Group										
Cumbra Perú										
Vial & Vives DSD										
Morelco										
Norcial										
Sirvial										
Tren Urbano de Lima										
Unna Energía										
Terminales del Perú										
Unna Transporte										

Viva Negocio Inmobiliario										
AENZA SAA										
Cumbia Ingeniería										
Ecotec SA										
Concesión Canchaque SA										
Vesur										
Consortio Terminales										
Viva Comas y Callao (participation partnerships)										
Viva Almonte										

PILLAR V: Information Transparency

Principle 28: Reporting Policy

Question V.1

	Yes	No	Explanation:
<i>Does the corporation have an information policy for shareholders, investors, other stakeholders, and the market in general, that provides a formal, organized, and comprehensive definition of the guidelines, standards, and criteria to be applied in the handling, collection, drafting, classification, organization, and/or distribution of the information generated or received by the corporation?</i>	X		The most recent amendment to the Internal Rules of Conduct established the Disclosures Committee and established its duties and procedures for the formal sharing of information with our stakeholders. We also have an Investor Relations Office and our Stock Market Representative..

a. Where applicable, specify whether the corporation provides the following in accordance with its information policy:

	Yes	No	Means Used to Share
Bylaws	X		Website
Corporate Objectives	X		Website
Senior Management CVs	X		Website
Board of Directors' Regulations	X		Website
Regulations on Board Committees	X		Website
Contact Information for the Investor Relations Office or the Person Who Performs Said Duties	X		Website
GSM Regulations	X		Website
Code of Ethics	X		Website
Comprehensive Risk Management Policy	X		Website
Dividend Policy	X		Website
Other (specify)			

Question V.2

	Yes	No	Explanation:
<i>Does the corporation have an investor relations area?</i>	X		

a. If the corporation has an investor relations area, specify the responsible party

Head of the Investor Relations Area	Paola Pastor Aragón
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b. If it does not have an investor relations area, specify the unit (department/area) or person in charge of receiving and processing information requests from the corporation's shareholders and the general public. If this is an individual, include their title and the area where they work..

Responsible Area	
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Responsible Person			
Full Name	Position	Area	Reports to

Principle 29: Financial Statements and Annual Report

a. Does the external auditors' opinion on the financial statements for the fiscal year contain qualifications and the measurement thereof?

Yes

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No

☒

b. If the external auditor's report includes qualifications, are these qualifications explained and/or justified to shareholders?

Yes

☐

No

☒

Principle 30: Information on Shareholding Structure and Agreements between Shareholders

Question V.3

	Yes	No	Explanation
<i>Does the corporation disclose the ownership structure, taking into account the different share classes, and, where applicable, the joint ownership of a specific economic group?</i>	X		Disclosed in the ownership reports on the SMV's website.

Indicate the corporation's shareholding structure at the close of the fiscal year.

Voting Share Holdings	Number of Holders (At the Close of the Fiscal Year)	Stake %
Less than 1%	1958	7.47
From 1% to 4%	11	27.44
From 4% to 10%	6	37.29
Over 10%	2	27.8
Total	1977	100

Non-Voting Share Holdings (where applicable)	Number of Holders (At the Close of the Fiscal Year)	Stake %

Less than 1%	0	0
From 1% to 4%	0	0
From 4% to 10%	0	0
Over 10%	0	0
Total	0	0

Investment Share Holdings (where applicable)	Number of Holders (At the Close of the Fiscal Year)	Stake %
Less than 1%	0	0
From 1% to 4%	0	0
From 4% to 10%	0	0
Over 10%	0	0
Total	0	0

Percentage of shares in portfolio divided by capital stock:

0

Question V.4

	Yes	No	Explanation:
Are there agreements between shareholders?	X		IG4 has a syndicated agreement with the holders of 6.34% of all shares (3 shareholders) for the transfer of their political rights; and another agreement with 10 shareholders (3.91%), likewise for the transfer of political rights.

If so, specify the subject matter of each one of the agreements in force between shareholders.

Election of Board Members	
Exercise of Voting Rights in AGM	X
Restriction on Free Disposal of Shares	
Changes to the Company's Internal Rules or Bylaws	
Other (specify)	

Principle 31: Corporate Governance Report

Question V.5

	Yes	No	Explanation:
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Does the corporation disclose the standards adopted on corporate governance matters in an annual report other than the present report, for which the Board of Directors is responsible, after receiving a prior report from the Audit Committee, the Corporate Governance Committee, or an external consultant, as applicable?	X		We provide this information in the annual report and publish it in accordance with the parameters established by the SMV.
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a. If so, provide the following information:

Document Name	Date Approved	URL:
Annual Report		

b. Specify the parties who review this report before it is submitted to the Board of Directors:

General Manager	X
Internal Auditor	
Audit Committee	X
Corporate Governance Committee	
Specialized External Advisor	
Specialized ESG Area	
Other (specify)	

c. Does the corporation have mechanisms for the internal and/or external dissemination of corporate governance practices adopted?

	Yes	No
Internal Dissemination	X	
External Dissemination		

If so, check all those mechanisms used, as applicable:

	Internal Dissemination	External Dissemination
Specific Section of the Website		
Email	X	
Hardcopy Publication and Distribution		
Participation in Events, Forums, or Specialized Institutional Circles		
Other (specify)		

SECTION C:

Content of Corporate Documents

Specify which of the following corporate documents regulate the matters indicated below:

		Principle	Bylaws	Internal Regulations (*)	Manual	Other	Not Regulated	Not Applicable	Document Name (**)
1	Policy on redemption or exchange of non-voting shares	1						x	
2	Method for registering share ownership rights and person responsible for keeping said records	2	x			x			cavali
3	Procedures for the selection of an external advisor to issue an independent opinion on the Board of Directors' proposals regarding corporate operations that may affect shareholders' right of non-dilution	3					x		
4	Procedure for receiving and handling requests for information and shareholder opinions	4		x					
5	Dividend policy	5		x		x			
6	Policies or resolutions not to adopt anti-absorption mechanisms	6					x		
7	Arbitration agreement	7	x						
8	Corporate board member selection policy	8		x					
9	Policy for evaluating board member compensation	8		x					
10	Mechanisms for providing shareholders with information on GSM agenda items and motions	10		x					
11	Additional means, other than those established by law used by the corporation to issue a call to meeting for GSMs	10		x					
12	Additional mechanisms allowing shareholders to propose agenda items to be discussed in the GSM	11		x					
13	Procedures for accepting or rejecting shareholders' proposals for agenda items to be discussed in the GSM	11		x					

14	Mechanisms allowing for shareholders' remote participation	12				x			
15	Procedures for issuing differentiated votes by shareholders	12		x					
16	Procedures to be complied with in case of delegation of votes	13		x					
17	Requirements and formalities for a shareholder to be represented by proxy in a GSM	13	x	x					
18	Procedures for the delegation of votes to board members or senior management members	13		x					
19	Procedure for monitoring GSM resolutions	14		x					
20	Minimum and maximum number of members comprising the corporation's Board of Directors	15	x	x					
21	Procedure for the selection and continued service of board members	15	x	x					
22	The duties, rights, and functions of the corporation's board members	17	x	x					
23	Board of directors' compensation policy	17		x					
24	Board of directors' compensation policy	17		x					
25	Policy on hiring advisory services for board members	17		x					
26	Induction policy for new board members	19	x	x					
27	Mechanisms allowing complaints to be filed regarding illegal or unethical behavior	22			x				
28	Policy defining the procedure for the evaluation, approval, and disclosure of operations with related parties	23		x					
29	Responsibilities and duties of the chairperson of the board, the CEO, the general manager, and other senior	24		x					
30	Criteria for the evaluation of senior management performance	24		x					
31	Policy for establishing and evaluating senior management compensation	24		x					
32	Comprehensive risk management policy	25				x			
33	Responsibilities of the head of internal auditing	26		x					
34	Policy for the appointment of the external auditor, duration of the agreement, and criteria for renewal	27		x					
35	Policy for the disclosure and communication of information to investors	28		x					

(*)Includes GSM Regulations, Board of Directors' Regulations, or others issued by the corporation.

(**)Specify the name of the document unless it is the corporate bylaws.

Report on Shareholding Structure by Investor Type

Additional annex to Section IV of the report: “Report on Shareholding Structure by Investor Type”

Holding by Type of Holder of Issuer's Shares or Ownership Interests (At the Close of the Fiscal Year)	No. Of Holders	Stake % ¹
1. Members of the corporation's board of directors and senior management, including relatives. ²	0	0.00 %
2. Corporation's employees not included in number 1.	1	0.00 %
3. Individuals not included in numbers 1 or 2.	1,903	6.95 %
4. Pension funds managed by pension fund management companies under the supervision of the Peruvian Superintendency of Banking, Insurance, and Private Pension Fund Management Companies.	4 – 15 funds	41.47 %
5. Pension funds managed by the Peruvian Pension Normalization Office (ONP).	1	0.22 %
6. Peruvian government entities, with the exception of number 5.	0	0.00 %
7. Banks, financial entities, municipal savings banks, micro- and small enterprises, rural savings banks and savings and loan cooperatives under the supervision of the Peruvian Superintendency of Banking, Insurance, and Private Pension Fund Management Companies.	1	0.00 %
8. Insurance companies under the supervision of the Peruvian Superintendency of Banking, Insurance, and Private Pension Fund Management Companies.	0	0.00 %
9. Brokers under the supervision of the Peruvian Securities and Exchange Commission (SMV).	2	0.00 %
10. Investment funds, mutual funds, and trust funds that fall within the scope of the Stock Market Act and the Investment Funds Act; and bank trusts within the scope of the General Financial System Act.	8	0.06 %
11. Standalone trusts and foreign bank trusts, to the extent they can be identified.	22	33.33 %
12. Foreign depositaries listed as shareholders in ADR or ADS programs.	1	5.12 %
13. Foreign depositaries listed as shareholders not included in number 12.	1	0.12 %

Holding by Type of Holder of Issuer's Shares or Ownership Interests (At the Close of the Fiscal Year)	No. Of Holders	Stake % ¹
14. Foreign custodians listed as shareholders.	0	0.00 %
15. Entities not included in the preceding numbers ³	22	12.72 %
16. Shares belonging to the S&P/BVL Peru Select Index or securities representing these shares in the corporation's portfolio.	0	0.00 %
Total	1,977	100 %

Holdings by Holders of Shares or Ownership Interests Included in the S&P/BVL Perú Select Index, By Residence (At the Close of the Fiscal Year)		
Domiciled	1,907	61.37 %
Non-domiciled	70	38.63 %
Total	1,977	100 %

1/ Rounded to two decimal places.

2/ Term "Relatives" as defined in the Regulations on Indirect Ownership, Relationships, and Economic Groups, issued by the SMV.

3/ Term "Entities" as defined in the Regulations on Indirect Ownership, Relationships, and Economic Groups, issued by the SMV

Investor Relations

In 2023, we had the opportunity to take part in the Credicorp Capital 2023 Investors Conference, held in person at the Hotel Westin in Lima, Peru. We also participated in over 100 visits, calls, and conferences with investors

Requests for information: : paola.pastor@aenza.com.pe

Kinship Relations

There are no relevant kinship relations between the corporation's shareholders and its senior management.

Corporate name

AENZA S.A.A. (formerly Graña y Montero S.A.A.) was incorporated by virtue of the notarially recorded instrument dated August 12, 1996, as a result of the spinoff process from

Inversiones Graña y Montero S.A., and registered in Card 31617 and Electronic Card 11028652 of the Registry of Companies in and for Lima.⁵

Capital stock

The Company's capital stock as of December 31, 2023, is S/ 1,371,964,891 represented by 1,371,964,891 shares with a par value of S/ 1.00 each, of which 100% are registered with the Public Records Office.

Main shareholders

As of December 31, 2023, we have 1,977 shareholders, of which approximately 99.04 % hold less than 1 % of the capital stock and around 0.61 % hold from 1% to 5%. Our largest shareholders are The Bank of New York Mellon DR, in its capacity as depositary, on behalf of all ADS holders; IG4 Capital Infrastructure Investment; Pacifico Corp SAC; Fratelli Investments Limited; AFP Prima; AFP Habitat; AFP Integra; and AFP Profuturo.

Table 29. Main Shareholders as of December 31, 2023

Shareholder Name	Number of Shares	Stake	Country
IG4 Capital Infrastructure Investment (incluye derechos políticos)	394,732,085	28.77 %	Jersey
AFP Prima	220,229,978	16.05 %	Peru
AFP Integra	133,347,625	9.72 %	Peru
Fratelli Investment Limited	127,222,815	9.27 %	Bermudas
Pacifico Corp SAC	118,630,216	8.65 %	Peru
AFP Habitat	114,836,030	8.27 %	Peru
AFP Profuturo	100,554,137	7.33 %	Peru
The Bank of New York Mellon in its capacity as depositary, on behalf of all ADS holders.	70,312,080	5.12 %	United States
Subtotal	1,279,864,966	93.29 %	
Other Shareholders	92,099,925	6.71 %	
Total	1,371,964,891	100 %	

⁵ The group's first company, AENZA (hereinafter, the "Company"), was created in 1933, and incorporated in Peru on August 12, 1996, as a result of the spinoff from Inversiones GyM S.A. (previously Graña y Montero S.A.).

As of December 31, 2023, IG4 Capital Infrastructure Investments LP controls common stock representing a total of 28.77 % of our capital stock, which includes (i) of our capital stock in direct holdings; (ii) voting rights for 4.47 % and 3.91 % of our capital stock in the hands of GH Holding Group and La Fiduciaria - FID IG4, respectively; and (iii) voting rights for an additional 1.87 % of our capital stock by virtue of syndicated agreements between IG4 and other minority shareholders.

Share Evolution

The share price at the close of the year was S/ 0.57 per share. The volume traded during the year totaled S/ 25,090,593.83. Finally, the S&P BVL Peru General Index increased by 21.7% over 2022, and the S&P BVL Select PEN Index rose by 21% over 2022. AENZAC1 fell by 32.83% from the closing price for 2022.

Table 30. AENZA S.A.A. Variable Annuity

ISIN MNEMONIC CODE	Year - month	Prices 2023				Average Price S/
		Start S/	End S/	High S/	Low S/	
PEP736581005 AENZAC1	2023-01	0.80	0.72	0.86	0.72	0.81
PEP736581005 AENZAC1	2023-02	0.74	0.65	0.80	0.65	0.76
PEP736581005 AENZAC1	2023-03	0.68	0.66	0.68	0.65	0.66
PEP736581005 AENZAC1	2023-04	0.64	0.59	0.64	0.57	0.61
PEP736581005 AENZAC1	2023-05	0.58	0.50	0.66	0.50	0.57
PEP736581005 AENZAC1	2023-06	0.51	0.46	0.53	0.46	0.52
PEP736581005 AENZAC1	2023-07	0.49	0.40	0.49	0.38	0.427

PEP736581005 AENZAC1	2023-08	0.40	0.55	0.55	0.40	0.481
PEP736581005 AENZAC1	2023-09	0.55	0.64	0.65	0.55	0.62
PEP736581005 AENZAC1	2023-10	0.60	0.60	0.62	0.50	0.58
PEP736581005 AENZAC1	2023-11	0.60	0.53	0.65	0.52	0.56
PEP736581005 AENZAC1	2023-12	0.54	0.57	0.60	0.54	0.54

Dividend Policy

Pursuant to Articles 230 et seq. of the Business Corporations Act, the AGM may resolve on the distribution of dividends charged to the profits obtained or freely available reserves, once the audited annual financial statements have been approved and taking into consideration the proposal put forth by the Company's board of directors.

The form, method, and occasion of payment of dividends shall be defined by the AGM or the board of directors, in the event of delegation, for which purpose they shall take into account the Company's liquidity situation and financial equilibrium.

The Shareholders Meeting may resolve to distribute dividends in addition to those agreed to in the Annual General Meeting each year, and may delegate to the board of directors the power to agree on the distribution of dividends on account.

In all cases, the resolution for the distribution of dividends is required to comply with the restrictions and commitments contained in the financing agreements entered into by the Company, and especially the Benefits and Cooperation Agreement entered into by and between Aenza S.A.A. and the Ad Hoc Public Prosecutor's Office on September 15, 2022, according to which:

- Dividends may not be distributed until at least 40% of the civil reparations have been paid off.
- After surpassing the 40% threshold mentioned above, for each sol or dollar allocated for the payment of dividends, the Company shall amortize the payment of civil reparations in equal quantity.

Company Duration

AENZA S.A.A. (formerly Graña y Montero S.A.A.) was incorporated with a perpetual existence.

Corporate Name	S.A.A. (formerly Graña y Montero S.A.A.).
Address	Av. Petit Thouars 4957, Miraflores
Phone	51-1-213 6565
Contact Person	Paola Pastor
Email Address	paola.pastor@aenza.com.pe
Articles of Incorporation	Notarially recorded instrument dated August 12, 1996
Public Records Office	Card 131617 – Electronic Card 11028652
Capital Stock	S/ 1,371,964,891
Shares	1,371,964,891
Shares in Portfolio	0
ISIC	6619
Existence	Perpetual
Events	See chapters
Sector and Competence	AENZA S.A.A (formerly Graña y Montero S.A.A.) is an investment firm whose main subsidiaries belong to the concessions, oil, construction, engineering, and shopping centers and entertainment sectors. It also provides management services exclusively for its subsidiaries.
Net Income	2023
Leases	S/ 12.3 million-
Management	S/ 43.1 million
All services have been rendered in the following countries: Peru, Chile, and Colombia	
CAPEX 2023	US\$ 64,459 thousands

Administrative or Arbitration Proceedings	See notes to audited financial statements
Person(s) Responsible for Drafting and Reviewing Financial Information	Renzo Temoche – VP of Corporate Control and Planning
External Auditors	Emmerich y Asociados S.C. de R.L. a member firm of KPMG

Table 31. Shares

Shares	Percentage
Cumbra Perú S.A.	99.39 %
UNNA Energía S.A. (formerly GMP S.A.)	95.00 %
UNNA Transporte S.A.C (formerly Concar S.A.C.)	99.99 %
CUMBRA Ingeniería S.A. (formerly GMI S.A.)	89.41 %
Carretera Sierra Piura S.A.C. (formerly Concesión Canchaque S.A.C.)	99.96 %
Carretera Andina del Sur S.A. (formerly Survial S.A.)	99.99 %
Viva Negocio Inmobiliario S.A.	99.54 %
Red Vial 5 S.A. (formerly Norvial S.A.)	67.00 %
Promotora Larco Mar S.A.	46.55 %
Tren Urbano de Lima S.A. (formerly GyM Ferrovías S.A.)	75.00 %

General Information on the Company

a) Incorporation and Operations

Aenza (hereinafter, the “Company”) was incorporated in Peru on August 12, 1996, as a result of the spinoff from Inversiones GyM S.A. (previously Graña y Montero S.A.). The legal domicile and corporate headquarters are located at Av. Petit Thouars 4957, District of Miraflores, Province and Department of Lima, and its shares are listed on the Lima Stock Exchange.

The Company is a holding company, consisting of the Company and its subsidiaries (hereinafter, the “Group”). Its main activity is to hold investments in different companies in the Group. The Company also provides general management, financial management, commercial management, legal counsel, human resources management, and office lease services to the Group’s companies.

The Group is a conglomerate of companies whose operations encompass different business activities, with the most notable being engineering and construction, infrastructure (ownership and operation of public concessions), energy (oil exploration and production, gas processing, and the transportation and distribution of hydrocarbons and byproducts), real estate projects, and corporate services.

b) Authorization for the Issuing of Financial Statements

The consolidated financial statements for the year ended December 31, 2023 were prepared and issued with the authorization of the management and the Board of Directors in February, 2024 and will be submitted for the consideration and approval of the shareholders’ meeting. In the opinion of the management, the financial statements as of December 31, 2023 will be approved without amendments.

c) Company’s Current Situation

(1) Cooperation and Benefits Agreement

As a result of the public prosecutors’ investigations into the Construction Club and Operation Car Wash cases, the Company entered into a plea bargain. On September 15, 2022, it signed the Cooperation and Benefits Agreement (the “Agreement”) between the Solicitor General’s Office, the Ad Hoc Public Prosecutor’s Office, and the Company, wherein the Company admitted to being used by some of its former executives to commit crimes in a number of periods up until 2016.

By virtue of the Agreement, all of the proceedings and investigations in which the Company was involved are brought to an end, and the Company undertakes to pay civil reparations to the Peruvian government for an amount of approximately S/ 488.9 million (S/ 333.3 million and USD 40.7 million, respectively). The Agreement was approved by the judgment dated August 11, 2023. Among other conditions, the Agreement restricts the Company and its subsidiaries Cumbra Perú S.A. and Unna Transportes S.A. from entering into road construction and maintenance project agreements with the Peruvian government for a period of two (2) years, as from the approval of the Agreement. The

other companies of the Group are not subject to any impediments or prohibitions on entering into contracts with the government.

(2) Construction Club

On July 11, 2017, the Antitrust Commission of the Peruvian National Institute for the Defense of Free Competition and the Protection of Intellectual Property (INDECOP) opened an investigation into various Peruvian construction companies (including Cumbra Perú S.A.), for the existence of an alleged cartel known as the Club de la Construcción ("Construction Club"). In December 2021, INDECOP imposed a fine on Cumbra Perú S.A. that is currently being appealed with the INDECOP Court for the Defense of Free Competition.

(3) Arbitration against Empresa de Generación Eléctrica Machupicchu S.A. (EGEMSA)

On May 31, 2016, Cumbra initiated an arbitration proceeding against EGEMSA involving a challenge to the final objections to the Contract signed in 2009 for the performance of the "*Upgrade Works, Phase Two – Machupicchu Hydroelectric Plant*" project. EGEMSA responded to the arbitration by seeking a ruling stating that Cumbra had not rectified the objections upon receipt of the work, and thus, a penalty should be imposed for delay in the provision of the service.

On July 8, 2021, the arbitration court issued an award ruling that Cumbra had failed to rectify all of the objections, for which reason it was subject to the penalty established in the Contract, and that EGEMSA had correctly applied the penalties against Cumbra. The motion for annulment filed by Cumbra was thrown out.

On the other hand, in the arbitration proceeding brought by Cumbra on October 7, 2015, involving a challenge to the objections upon receipt of the electromechanical works, the Arbitration Court issued its award on November 28, 2022. However, given the lack of clarity in the award, both EGEMSA and Cumbra filed motions for annulment thereof. On November 30, 2023, the Second Commercial Division in and for Lima issued a judgment declaring the award null and void and ordering the court to issue a new pronouncement, which is currently pending.

(5) National Superintendency of Customs and Tax Administration (SUNAT)

Detail's on the Company's total tax contingencies can be found in notes 21 and 30 on the financial statements.

Without prejudice to the foregoing, the most important tax proceedings underway as of December 31, 2023, are as follows: in Aenza, (i) three appeals proceedings before the Tax Court for a total amount of S/ 149.1 million regarding income tax for fiscal years 2013, 2015, and 2016; and (ii) a possible complaint proceeding with SUNAT for an amount of S/ 79.8 million regarding income tax for fiscal year 2017. Cumbra Perú currently has the following proceedings underway: (i) two appeals proceedings with the Tax Court for a total amount of S/ 112.7 [sic] regarding income tax for fiscal years 2012 and 2014. Cumbra Ingeniería has the following proceedings underway: (i) four appeals proceedings with the Tax Court for a total amount of S/ 21.1 million regarding income tax for fiscal years 2013 through 2016; and (ii) a complaint proceeding with SUNAT for an amount of S/ 11 million involving income tax for fiscal year 2019. In the management's

opinion, all of these proceedings should conclude with a favorable outcome for the Company.

SMV Sustainability Report

CORPORATE SUSTAINABILITY REPORT (10180)

Name:
AENZA S.A.A.

Fiscal Year: 2023

Website: <https://www.aenza.com.pe/inicio>

Name or DBA of the
Reviewing Company: ¹

RPJ

¹ Only applicable in the event that the information contained in this report was reviewed by a specialized company (e.g., an auditing or consulting firm).

-	<u>Complete</u>
I. Environment and Climate Change	
Environmental Policy	YES
Greenhouse Gas (GHG) Emissions	YES
Water	YES
Energy	YES
Solid Waste	YES
II. Social	
Stakeholders	YES
Labor Rights	YES
Human Rights	YES
III. Supplementary Information	
Supplementary Information	YES

I. ENVIRONMENT AND CLIMATE CHANGE

Environmental Policy:

Question 1	Yes	No	Explanation:
<i>Does the corporation have an environmental policy or a management system that includes environmental commitments?</i>	X		Environmental Policy that establishes the principles and commitments for managing environmental impacts in the performance of our projects and operations. This policy applies to all companies comprising the corporation and all their members..

a. If the answer to question 1 is “yes,” specify the name of the document containing the policy or management system adopted by the corporation, the approval date, and the year in which it was first implemented

Document Name	Date Approved	Year First Implemented
Environmental Policy	March, 5, 2022	2022

b. If the answer to question 1 is “yes,” please specify

	Yes	No	Explanation:
<i>Was said environmental policy or management system approved by the Board of Directors?</i>		X	The policy was approved by the corporate VP.
<i>Does said environmental policy or management system include risk management and the identification and measurement of the environmental impacts of its operations in relation to climate change (*)?</i>	X		The environmental policy covers environmental impact management.
<i>Does the corporation have an annual report evaluating the results of its environmental policy, which is submitted to the Board of Directors?</i>	X		The consolidated annual report contains information on environmental performance.

(*)The corporation's climate change management is expected to include both “physical” aspects (floods, landslides, droughts, desertification, etc.) and/or aspects for the “transition” to a new low-carbon economy (use of new technologies, investment portfolio decarbonization, etc.).

Pregunta 2

Yes	No	Explanation:
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<i>During the fiscal year, was the Company the subject of any investigation, community grievances, public controversy, or corrective actions, preliminary injunctions, fines, or other penalties involving a violation of environmental standards on the Company's part? (*)</i>		X	There were no environmental investigations, fines, or penalties during the fiscal year.
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(*)In this point, the corporation is expected to include any investigations, community grievances, public controversies, or corrective actions, preliminary injunctions, fines, or other punishments tied to material impacts. According to the Global Reporting Initiative, material topics are topics that represent the organization's most significant impacts on the economy, environment, and people, or that substantially influence stakeholder valuations and decisions.

a. If the answer to Question 2 is "yes," please indicate the type of investigation, community grievance, public controversy, corrective action, preliminary injunction, fine, or other punishment involving the violation of environmental standards to which the corporation was subject during the fiscal year, as well as the status or situation thereof as of the close of the fiscal year:

Investigation, Community Grievance, Public Controversy, Corrective Measure, Preliminary Injunction, Fine, or Other Punishment	Status or Situation

b. Indicate whether the corporation remains involved in any investigation, community grievance, public controversy, corrective action, preliminary injunction, fine, or other punishment involving the violation of environmental standards that was begun in previous fiscal years, as well as the status or situation thereof as of the close of the fiscal year:

Investigation, Community Grievance, Public Controversy, Corrective Measure, Preliminary Injunction, Fine, or Other Punishment	Status or Situation

Greenhouse Gas (GHG) Emissions:

Question 3	Yes	No	Explanation:
<i>Does the corporation measure its GHG emissions (*)?</i>		X	The Company is currently working to define measurement methodologies and establish baselines for future measurement.

(*) **Greenhouse Gases (GHGs):** Gases forming part of the atmosphere, whether natural or manmade, that trap the sun's energy in the atmosphere, causing it to grow hotter (Law 30754 – Framework Act on Climate Change, as substituted or amended from time to time).

a. If the answer to question 3 is "yes," please specify the following

Document Name	Information Required
If the corporation has a certificate, report, or third-party document proving the measurement of its total GHG emissions (*), indicate the name thereof, the issue date, and whether it is valid and in force as of the closing date of the fiscal year.	
If the corporation has an internally developed platform, tool, or standard for the measurement of total GHG emissions (*), indicate the name thereof, its implementation date, and, where applicable, the last time it was updated..	

(*)The total GHG emissions generated by a corporation are known as its corporate carbon footprint.

b. If the answer to question 3 is “yes,” please provide the following information for the last three (3) fiscal years:

Fiscal Year	Total GHG Emissions (MT CO ₂ e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)

(*) **Scope 1:** GHG emissions directly generated by the corporation, e.g., emissions from combustion processes in boilers, furnaces, vehicles, etc.

(**) **Scope 2:** GHG emissions generated indirectly due to the corporation’s energy use.

(***) **Scope 3:** All other GHG emissions indirectly generated by the corporation, e.g., air travel, overland travel, paper consumption, employee transportation, etc

Question 4	Yes	No	Explanation:
<i>Does the corporation have GHG emissions reduction targets or goals?</i>		X	The plan involves an initial measurement stage, so that the possibility of defining targets and goals can be evaluated in the future.

a. If the answer to question 4 is “yes,” indicate the name of the document containing the corporation’s GHG emissions reduction targets or goals, the approval date of the targets or goals, and the first year in which the corporation applied them:

Document Name	Date Approved	Year of Application

b. If the answer to question 4 is “yes,” please specify:

	Yes	No	Explanation:
<i>Were said reduction targets or goals approved by the Board of Directors?</i>			

Water:

Question 5	Yes	No	Explanation
<i>Does the corporation measure water consumption (in m³) in all its activities?</i>	X		

If the answer to question 5 is “yes,” provide the following information for the last three (3) fiscal years:

Fiscal Year	Total Water Consumption (m ³)
2021	2,063,870.80
2022	1,489,321.50
2023	1,310,590.23

Question 6	Yes	No	Explanation:
<i>Does the Company measure its water footprint (*)?</i>		X	It keeps records of water consumption and the metrics required for the water footprint can be established, but thus far, a measurement pilot program has only been implemented in one project.

(*) **Water Footprint:** Indicator defining the total volume of water used and impacts caused by the production of goods and services. Takes into account direct and indirect water consumption throughout the entire production process, including different stages in the supply chain (“Standards Promoting the Voluntary Measurement and Reduction of Water Footprint and Shared Value in Hydrographic Basins” - Head Office Resolution 023-2020-ANA, as substituted or amended).

If the answer to question 6 is “yes,” please specify:

Water Footprint Measurement	Required Information
If the corporation has a third-party certificate, report, or document proving the measurement of its water footprint, indicate the name thereof, the issue date, and whether it is valid and in force as of the closing date of the fiscal year.	
If the corporation has an internally developed platform, tool, or standard for the measurement of its water footprint, indicate the name thereof, its implementation date, and, where applicable, the last time it was updated.	

Question 7	Yes	No	Explanation:
Does the Company have targets or goals to reduce its water consumption?		X	We have an environmental and social management system that tracks this indicator. However, the management objectives have been defined around topics identified as material.

a. If the answer to Question 7 is “yes,” indicate the name of the document containing the water consumption reduction objectives or goals adopted by the corporation, its approval date, and the year when the corporation first applied it

Document Name	Date Approved	First Year Applied

b. If the answer to Question 7 is “yes,” please specify:

	Yes	No	Explanation:
Were these reduction targets or goals approved by the Board of Directors?			

Question 8	Sí	No	Explicación:
Does the corporation keep records of effluent quality (*)?	X		<p>At Vial y Vives - DSD: Chilean law requires compliance with a series of standards on effluent quality, including Law 19.300, Law 21.075, Executive Order (D.S.) 3595, Executive Order 90, Executive Order 46, Chilean Standard (NCH) 2313.</p> <p>At CUMBRA ING: In Ingeniería y Construcción, all activities we perform are based on the guidelines established in the EIA or EIS, documents that formally establish monitoring and verification procedures.</p>

(*) **Effluent:** Direct discharge of wastewater into the environment, in which the concentration of pollutants must meet the Maximum Permissible Limits (MPLs) established by Peruvian law. Wastewater is considered to mean that whose characteristics have been modified by manmade activities, which requires prior treatment, and which may be dumped into a natural body of water or reused (Glossary of Terms for Peruvian Environmental Management, General Directorate of Environmental Management Policies, Standards, and Instruments, Ministry of the Environment (MINAM)

If the answer to question 8 is “yes,” specify the name of the document proving that records are kept on effluents:

Document Name

Energy:

Question 9	Yes	No	Explanation:
Does the corporation measure its energy consumption (in kWh)?	X		

If the answer to question 9 is "yes," provide the following information for the last three (3) fiscal years:

Fiscal Year	Total Energy Consumption (kWh)
2021	83,808,699.47
2022	207,880,890
2023	355,050,610

Question 10	Yes	No	Explanation:
Does the Company have targets or goals to reduce its energy consumption?		X	We have an environmental and social management system that tracks this indicator. However, the management objectives have been defined around topics identified as material.

a. If the answer to question 10 is "yes," provide the name of the document containing the reduction goals adopted by the corporation, its approval date, and the year in which it was first applied:

Document Name	Date Approved	Year First Applied

b. If the answer to question 10 is "yes," please specify:

	Yes	No	Explanation:
Were said reduction targets or goals approved by the Board of Directors?			

Solid Waste:

Question 11	Yes	No	Explanation:
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Does the corporation measure the solid waste it generates (in tons)?	X		
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If the answer to question 11 is “yes,” please provide the following information for the last three (3) fiscal years:

Fiscal Year	Hazardous Solid Waste (MT) (*)	Non-Hazardous Solid Waste (MT) (**)	Total Solid Waste (MT)
2021	6,147.52	504,803.55	510,951.07
2022	40,670.21	65,017.00	105,687.21
2023	26,873.56	1,550,478.62	1,577,352.18

(*)**Hazardous solid waste:** Hazardous solid waste is considered to mean that established in Annex III of the Regulations on Legislative Order (Decreto Legislativo) 1278 – the Legislative Order approving the Comprehensive Solid Waste Management Act, approved by Executive Order (Decreto Supremo) 014– 2017–MINAM, as substituted or amended

(**)**Non-hazardous solid waste:** Non-hazardous solid waste is considered to mean that established in Annex V of the Regulations on Legislative Order (Decreto Legislativo) 1278 – the Legislative Order approving the Comprehensive Solid Waste Management Act, approved by Executive Order (Decreto Supremo) 014– 2017–MINAM, as substituted or amended..

Question 12	Yes	No	Explanation:
Does the Company have targets or goals to manage (reduce, recycle, or reuse) its solid waste?		X	We have an environmental and social management system that tracks this indicator, as well as experience in the reuse of solid waste. However, the management objectives have been defined around topics identified as material.

a. If the answer to question 12 is “yes,” provide the name of the document containing the solid waste management goals adopted by the corporation, its approval date, and the year in which it was first applied.

Document Name	Date Approved	Year First Applied

b. If the answer to question 12 is “yes,” please specify:

	Yes	No	Explanation:
Were said reduction goals approved by the Board of Directors			

II. SOCIAL

Stakeholders:

Question 13	Yes	No	Explanation:
<i>Has the Company identified risks and opportunities in relation to its stakeholders (e.g., team members, suppliers, shareholders, investors, customers, the community, etc.)?</i>	X		Stakeholder mapping is done on an ongoing basis, and actions are taken for each type of stakeholder

a. If the answer to question 13 is “yes,” please specify:

	Yes	No	Explanation:
<i>Does it have an action plan to manage the risks and opportunities related to its stakeholders?</i>	X		We map stakeholder-related risks that may affect our operations, as well as opportunities.
<i>Does the Company have a report evaluating the results of its action plan, and has the report been submitted to the board of directors?</i>	X		The Company has a positioning strategy with its stakeholders that is submitted to the board of directors.
<i>Does it publicly disclose its action plan and advances made with its stakeholders?</i>		X	The report and progress indicators are managed internally.

b. If the answer to question 13 is “yes,” indicate the name of the document containing the corporation’s action plan in relation to its stakeholders:

Document Name
AENZA Code of Business Conduct, updated on November 2, 2020
Consolidated Report
Corporate Positioning Strategy

Question 14	Yes	No	Explanation
<i>During the fiscal year, did the corporation have any material disputes or conflicts (*) with any of its stakeholders, including social conflicts contained in the Social Conflict Report by the Ombudsman’s Office (**) and the Willaqniki Report on social conflicts issued by the Prime Minister’s Office (**)?</i>		X	There were no material disputes or conflicts in 2022.

(*)According to the Global Reporting Initiative, material topics are topics that represent the organization’s most significant impacts on the economy, environment, and people, or that substantially influence stakeholder valuations and decisions.

(**) A “social conflict” is understood to mean “a complex process in which society, the state, and companies perceive their objectives, interests, values, or needs as contradictory, and that contradiction may result in violence.” Source: Social Conflict Prevention and Governability Bureau of the Peruvian Ombudsman’s Office. Social Conflict Report 186 (August 2019), Lima, 2019, p. 3.

(***) A “social conflict” is defined as the “dynamic process in which two or more social actors perceive their interests to be contradictory, generally due to the exercise of a fundamental right or access to goods and services, leading them to take actions that may constitute a risk or threat to governability and/or public order. As a social process, it may escalate into incidents of violence between the parties involved, warranting the coordinated intervention of the government, civil society, and the production sector. Social conflicts are addressed when the underlying demands fall within the government’s policies and guidelines.” Source: Secretariat of Social Management and Dialogue of the Prime Minister’s Office. ABCs of the Secretariat of Social Management and Dialogue. Lima, 2018, p.3.

If the answer to question 14 is “yes,” indicate the material dispute or conflict with any of the corporation’s stakeholders; the status or situation thereof; and the year in which said dispute or conflict began:

Dispute or Conflict	Status or Situation	Year Started

Question 15	Yes	No	Explanation:
<i>Does the Company include environmental, social, and corporate governance (ESG) matters in its purchasing criteria and/or the selection of providers of goods and/or services?</i>	X		Tender terms include OSHE requirements in accordance with the type of service. These criteria are evaluated during the tender process.

If the answer to question 15 is “yes,” specify the name of the document proving the inclusion of ESG matters in its criteria for purchases and/or the selection of providers of goods and/or services:

Document Name
Terms of Reference (ToR)

Labor Rights:

Question 16	Yes	No	Explanation:
<i>Does the corporation have a labor policy?</i>	X		Code of Conduct and Bylaws.

a. If the answer to question 16 is “yes,” please specify:

	Sí	No	Explicación:
<i>Was labor policy approved by the board of directors?</i>	X		
<i>Does the Company have a report evaluating the results of its labor policy, and has said report been provided to the board of directors?</i>	X		There is a Board Talent Committee that monitors the progress of human rights strategies..

b. If the answer to question 16 is “yes,” indicate whether said labor policy includes and/or promotes, as applicable, the following topics. Additionally, please specify the name of the document proving its adoption, approval date, and the year in which the corporation first applied it:

	Yes	No	Document Name	Date Approved	Year First Applied
<i>a. Equality and non-discrimination</i>	X		Diversity, Equity, and Inclusion Policy	March 1, 2020	2022
<i>b. Diversity</i>	X		Diversity, Equity, and Inclusion Policy	March 1, 2020	2022
<i>c. Prevention of sexual harassment (*)</i>	X		AENZA Code of Business Conduct	November 2, 2020	2018
<i>d. Prevention of crimes of sexual harassment and stalking (**)</i>	X		AENZA Code of Business Conduct	November 2, 2020	2018
<i>e. Freedom of association and collective bargaining</i>	X		Human Rights Policy	December 15, 2021	2021
<i>f. Eradication of forced labor</i>	X		Human Rights Policy	December 15, 2021	2021
<i>g. Eradication of child labor</i>	X		Human Rights Policy	December 15, 2021	2021

(*)Take into account the scope of Law 27942.

(**)Take into account the scope of Articles 151-A and 176-B of the Penal Code, respectively.

c. Please indicate the number of men and women in the organization and the percentage of total team members they account for

Team Members	Number	Percentage total members
Women	1,775	14%
Men	11,012	86%
Total	12,787	1.00

Question 17

	Yes	No	Explanation:
<i>During the fiscal year, was the Company the subject of an investigation or any corrective actions, preliminary injunctions, fines, or other penalties tied to failure to comply with labor, health and safety, and force labor or child labor laws?</i>	X		In 2023, we were involved in four sanctioning administrative proceedings in the following business units: UNNA Transporte (1); UNNA Energía (2); and GyM OSSA (1). We were also ordered to pay three fines for proceedings from previous years: UNNA Transporte (1); UNNA Energía (1); and CUMBRA Perú (1).

a. If the answer to question 17 is “yes,” indicate the type of investigation, corrective action, preliminary injunction, fine, or penalty to which the Company was subject during the fiscal year tied to a failure to comply with labor, health and safety, forced labor or child labor laws, as well as the status or situation thereof at the close of the fiscal year:

Investigation, Preliminary Injunction, Fine, or Other Penalty	Status or Situation
UNNA Transporte: A proceeding brought by the Intendency of Metropolitan Lima due to a work accident. UNNA Energía: Two proceedings brought by SUNAFIL in Piura regarding labor relations and collective bargaining relations. GyM OSSA: A proceeding brought by the Regional Intendency of Moquegua for the payment of earnings.	These proceedings are still ongoing, and the companies are taking the necessary corrective measures.

b. Specify whether the corporation is involved in any ongoing investigations, corrective actions, preliminary injunctions, fines, or punishments from previous fiscal years regarding a failure to comply with labor, health and safety, forced labor or child labor laws, as well as the status or situation thereof at the close of the fiscal year:

Investigation, Preliminary Injunction, Fine, or Other Penalty	Status or Situation
UNNA Transporte: A proceeding brought by the Intendency of Metropolitan Lima due to a work accident. UNNA Energía: Two proceedings brought by SUNAFIL in Piura regarding labor relations and collective bargaining relations. GyM OSSA: A proceeding brought by the Regional Intendency of Moquegua for the payment of earnings.	These proceedings are still ongoing, and the companies are taking the necessary corrective measures.

Question 18	Yes	No	Explanation:
<i>Does the corporation perform an annual evaluation of its compliance with or observance of occupational health and safety standards?</i>		X	

Question 19	Yes	No	Explanation:
<i>Does the Company keep records of occupational accidents?</i>	X		Records are kept by the Safety Area.

If the answer to question 19 is yes, please provide the following information regarding occupational accidents (*) involving direct employees (**) and contractors' employees (***) in the last three (3) fiscal years:

Indicator	Fiscal Year	(Fiscal Year - 1)	(Fiscal Year - 2)
<i>Fiscal Year</i>	2023	2022	2021
<i>No. of direct employees</i>	12,787	15,546	21,166

<i>Total hours worked by all direct employees during the fiscal year</i>	30,114,033	34,436,525	36,651,335
<i>No. of minor accidents (Direct Employees)</i>	62	125	332
<i>No. of incapacitating accidents (Direct Employees)</i>	39	29	57
<i>No. of fatal accidents (Direct Employees)</i>	0	1	1

Indicator	Fiscal Year	(Fiscal Year - 1)	(Fiscal Year - 2)
<i>Fiscal Year</i>	2023	2022	2021
<i>No. of contractors' employees</i>	5,027	9,004	15,123
<i>Total hours worked by all contractors' employees during the fiscal year</i>	15,650,352	13,075,461	7,373,155
<i>No. of minor accidents (contractors' employees)</i>	23	33	24
<i>No. of incapacitating accidents (contractors' employees)</i>	6	5	9
<i>No. of fatal accidents (contractors' employees)</i>	0	1	0

(*) **Minor Accident:** Event involving an injury resulting, after the corresponding medical evaluation, in a brief period in which the victim is away from work and returns to his/her normal labors no later than the following day.

Incapacitating Accident: Event involving an injury resulting, after the corresponding medical evaluation, in a justified leave from work and medical treatment.

Fatal Accident: Event involving injuries that result in the worker's death.

Source: Glossary of Terms of the Regulations on Law 29783 – the Occupational Health and Safety Act – Executive Order 005-2012-TR, as substituted or amended from time to time.

(**) Direct employees are considered those with a direct employment relationship with the corporation under any type of contract.

(***) Contractors' employees are those who perform outsourced activities.

Question 20	Yes	No	Explanation:
<i>Does the corporation measure its workplace climate?</i>	X		

a. If the answer to question 20 is "yes," specify

	Yes	No	Explanation:
Does the corporation have targets or goals for improving its workplace climate?	X		This is part of the corporation's ESG goals.

b. If the corporation reports having objectives or goals for improving its workplace climate, indicate the name of the document containing said objectives, the approval date, and the year in which the corporation first applied it

Document Name	Date Approved	Year First Applied
Internal Workplace Climate Survey	December 11, 2018	2018

Question 21	Yes	No	Explanation:
Does the corporation have a talent management policy for its team members?		X	There is no talent management policy, per se. However, talent management topics are covered in the corporation's other policies..

a. If the answer to question 21 is "yes," indicate the name of the document containing the talent management policy for the Company's team members:

Document Name
Code of Business Conduct Corporate Performance Management Policy Corporate Compensation Policy Corporate Academic Policy Expatriate Policy

b. If the answer to question 21 is "yes," please specify:

	Yes	No	Explanation:
Was this talent management policy approved by the Board of Directors?		X	

Question 22	Yes	No	Explanation:
Does the corporation have procedures for identifying and punishing sexual harassment and workplace hostility? (*)	X		

(*)Take into consideration the scope established in Law 27942 with regard to sexual harassment, and the scope of Executive Order 003-97-TR as it applies to workplace hostility, as substituted or amended.

If the answer to question 22 is "yes," indicate the name of the corporate document containing procedures for the prevention of sexual harassment and acts of hostility in the workplace:

Document Name

AENZA Code of Business Conduct, updated November 2, 2020
Workplace Sexual Harassment Prevention Policy
Vial y Vives-DSD Internal Regulations on Order, Health, and Safety

Human Rights:

Question 23	Yes	No	Explanation:
<i>Does the Company have a policy or an internal and external management system that includes a channel for complaints/grievances to address impacts on human rights?</i>	X		We have a grievance channel managed by a third party (EY) through which we can receive both internal and external grievances.
<i>Does the Company document and report, within a given time period, the results of the investigations conducted in response to the complaints/grievances referred to in the preceding question?</i>	X		We respond to grievances within a maximum of thirty (30) business days. There are certain types of grievances in which this period is shorter, as determined by the laws in force (e.g., workplace sexual harassment).

a. If the answer to question 23 is “yes,” indicate the name of the document containing the policy or the internal and external management system adopted by the corporation, the issue date, and the year in which the corporation first implemented it:

Document Name	Date Approved	Year First Applied
AENZA Code of Business Conduct, updated November 2, 2020. First issued: 1995.	November 2, 2020	2018

b. If the answer to question 23 is “yes,” please specify:

	Yes	No	Explanation:
<i>Does the corporation have a report evaluating the results of its policy or internal and external management system for remedying impacts on human rights?</i>		X	However, we have a Human Rights Policy that forms part of the guidelines for handling possible impacts on human rights.
<i>Does the corporation have a training plan on human rights matters applicable to the entire organization?</i>	X		Annual Compliance Training Plan, which includes a course on the Code of Business Conduct, which covers human rights issues.

III. SUPPLEMENTARY INFORMATION

Question 24	Yes	No	Explanation
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Has the corporation obtained international corporate sustainability certification?	X		The corporation has specific safety, environmental, and antibribery certifications.
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If the answer to question 24 is “yes,” indicate the certification the corporation holds and provide an internet link where this certification can be verified.

International Certification	Link
CUMBRA: Our engineering and construction business lines in the region (Peru, Chile, and Colombia) achieved ISO 37001 Antibribery Certification. ISO 14001: Cumbra, Cumbra Ingeniería, Cumbra Ingeniería - Ecotec, Cumbra Vial y Vives, Cumbra Morelco, UNNA Energía, UNNA Infraestructura (in process for Línea 1), and VIVA (antibribery management system based on ISO 14001).	CUMBRA: https://cumbraingenieria.com.pe/reconocimientos-y-certificaciones/ UNNA Energía: https://www.unnaenergia.com.pe/quienes-somos/reconocimientos-y-certificaciones UNNA Infraestructura: https://servicios.unna.com.pe/quienes-somos/reconocimientos-y-certificaciones

Question 25	Yes	No	Explanation:
Does the corporation have a Corporate Sustainability Report other than the present report?		X	Aenza has a Consolidated Report, which includes the annual report and sustainability report.

If the answer to question 25 is “yes,” indicate the report name and provide an internet link where the most recently available report can be viewed:

Report Name	URL
Consolidated Report 2023	

Stakeholder Relations

STAKEHOLDER	RELATIONS MECHANISMS		FREQUENCY
Team Members	<ul style="list-style-type: none">-Mailing lists (corporate and company)- Internal meetings- Open-door policy: open lines of communication with management- Internal web portal (SharePoint)	<ul style="list-style-type: none">- Social Media (LinkedIn, Chambita, WhatsApp, Telegram, SMS, etc.)- Leadership and feedback surveys- Mass media: newsletters, intranet, website, posters, murals, televisions in offices and at operations.	Varies
Investors	<ul style="list-style-type: none">- Shareholders' meeting- Ongoing dialogue with Investor Services Office- Open quarterly calls and meetings with investors and analysts	<ul style="list-style-type: none">- Quarterly performance reports- Publication of significant events and press releases- Corporate website- Annual Consolidated Report	Varies
Suppliers	<ul style="list-style-type: none">- Supplier portal- Ethics hotline- Dialogue spaces- Monthly Zoom meetings - Teams	<ul style="list-style-type: none">- Corporate email- Viva- Communications- WhatsApp groups	Varies
Strategic Partners	<ul style="list-style-type: none">- Working meetings- Corporate website	<ul style="list-style-type: none">- Annual Consolidated Report	Dayly
Customers	<ul style="list-style-type: none">Corporate customer (B2B):- Frequent one-on-one meetings- Interviews and	<ul style="list-style-type: none">Consumer (B2C):- Customer Service Office (VIVA and Línea 1)- Grievance register and suggestion box	Varies

STAKEHOLDER	RELATIONS MECHANISMS	FREQUENCY
	<ul style="list-style-type: none"> satisfaction surveys - Annual Consolidated Report - Website of each company - Trade associations and chambers of commerce 	<ul style="list-style-type: none"> - Toll-free service call center - Social media
Government	<ul style="list-style-type: none"> -Written communications - Annual Consolidated Report 	<ul style="list-style-type: none"> - Institutional Relations Department - Participation in events
Community	<ul style="list-style-type: none"> - Community relations specialists - Question and grievance system - Periodic meetings - Letters 	<ul style="list-style-type: none"> - Social diagnoses - Academic spaces - Social media (WhatsApp, podcast, and other apps) - Telephone calls
Media	<ul style="list-style-type: none"> - One-on-one meetings - Interviews 	<ul style="list-style-type: none"> - Press releases - Website

Supplementary Governance Indicators

Corporate Governance

Table 32. Board of Directors' Composition by Gender

Board of Directors' Composition by Gender	2020		2021		2022		2023	
	M	F	M	F	M	F	M	F
No. of executive directors	0	0	0	0	0	0	0	0
No. of independent directors	6	0	3	0	3	0	3	0
Other non-executive directors	3	0	5	1	5	1	5	1
Total	9	0	8	1	8	1	8	1

Table 33. Industry Experience

Indicator	Answer
No. of independent or non-executive board members with experience in the industry:	3
List of independent or non-executive board members	<ul style="list-style-type: none"> • Carlos Rojas Perla • Santiago Hernando Pérez • Antonio Valente da Silva

Public Affairs

Table 34. Contributions to Associations and Other Expenditures (in Soles)

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022	2021	2020
Lobbying, interest representation, or similar	0	0	0	0	0	0	0	0	0
Local, regional, or national political campaigns/organizations/candidates	0	0	0	0	0	0	0	0	0
Trade associations or tax-exempt organizations	160,429	0	0	39,156	0	199,585	405,498	479,062	485,500
Other (e.g., spending on ballot propositions or referendums)	0	0	0	0	0	0	0	0	0
Total contributions and other expenditures (currency: Soles)	160,429	0	0	39,156	0	199,585	405,498	479,062	485,500
Data coverage (% of operations)	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %

Table 35. Major Contributions and Expenditures

Matter or Topic	Corporate Position	Description	Total Expenditures in 2023 (Soles)
Promotion of infrastructure development	Participation	Member of the Association for the Development of National Infrastructure (AFIN), which promotes the ethical, reliable, and sustainable development of public services to improve people's quality of life and Peru's competitiveness.	106,464
Promotion of infrastructure development, the real estate sector, and construction	Participation	Member of the Peruvian Real Estate Developers' Association (ADI), consisting of the country's major real estate companies, investment funds, and banks engaged in promoting formal housing, urban lots, and offices.	35,500

Note:

- Norvial, a company owned by the UNNA Infraestructura business unit, is a member of AFIN.
- VIVA is a member of ADI.

Other Large Expenditures

Organization Name	Organization Type	Total Expenditures in 2023 (Soles)
Latin American Association of Metros and Subways (ALAMYS)	Association that promotes mass public transport on rails in Ibero-America by informing the general public of the considerable advantages offered by metros, trams, light rail transit, and railways.	18,144
International Association of Public Transport (UITP)	International association of public transport authorities, operators, policymakers, scientific institutes, and the sector services and supply to defend sustainable urban transportation.	35,821
Peruvian Chamber of Construction (CAPECO)	Non-profit organization that promotes responsible, formal construction in Peru.	3,656

Peruvian Chamber of Construction (CAPECO)	Non-profit organization that promotes responsible, formal construction in Peru.	3,656
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Note:

- UNNA Infraestructura is a member of ALAMYS and UITP.
- VIVA has a statistical information subscription with CAPECO.

Supplementary Environmental Indicators

Energy

Table 36. Fuel Consumption (Volume) by Business Unit 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023
Corporate total oil (gallons)	251,007.43	23,565.53	5,092,702.72	16,439.00	135.00	5,383,849.68
Corporate total LPG (m ³)	6.78	0.00	7.51	33,921.51	0.00	33,935.80
Corporate total gasoline (gallons)	18,127.72	372.29	19,318.00	0.00	0.00	37,818.01

Table 37. Fuel-Based Energy Consumption (kWh) 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023
Corporate total oil (gallons)	251,007.43	23,565.53	5,092,702.72	16,439.00	135.00	5,383,849.68
<i>Energy consumed (kWh/gal oil)</i>	11,255,173.25	1,056,678.37	228,356,789.96	737,124.76	6,053.40	241,411,819.74
Corporate total LPG (m³)	6.78	0.00	7.51	33,921.51	0.00	33,935.80
<i>Energy consumed (kWh/m³ LPG)</i>	175.09	0.00	193.95	876,056.97	0.00	876,426.02
Corporate total gasoline (gallons)	18,127.72	372.29	19,318.00	0.00	0.00	37,818.01
<i>Energy consumed (kWh/gal gasoline)</i>	812,846.81	16,693.48	866,219.12	0.00	0.00	1,695,759.41
Total fuel-based energy consumption (kWh)	12,068,195.15	1,073,371.85	229,223,203.04	1,613,181.73	6,053.40	243,984,005.17
Conversion Factor: 1 gal oil = 44.84 kWh 1 m³ LPG = 25.826 kWh 1 gal gasoline = 44.84 kWh 1 MWh = 1,000 kWh Source: Adapted from http://www.eauc.org.uk/file_uploads/ucccfs_unit_converter_v1_3_1.xlsx						

Table 38. Electric Energy and Fuel Consumption 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Electricity consumption (MWh)	78,412.59	24,399.13	5,683.40	992.11	1,579.38	113,708.67	111,066.61
Energy consumed (MWh/gal oil)	11,255.17	1,056.68	228,356.79	737.12	6.05	81,314.98	241,411.82
Energy consumed (MWh/m ³ LPG)	0.18	0.00	0.19	876.06	0.00	918.86	876.43
Energy consumed (MWh/gal gasoline)	812.85	16.69	866.22	0.00	0.00	11,938.38	1,695.76
Total energy consumed (MWh)	90,480.78	25,472.50	234,906.61	2,605.29	1,585.43	207,880.89	355,050.61

Table 39. Total Energy Consumption by Business Unit 2023

[GRI 302-1]

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total nonrenewable energy consumption (MWh)	90,480.78	25,472.50	234,906.61	2,605.29	1,585.43	207,880.89	355,050.61
Total renewable energy consumption (MWh)	0	0	0	0	0	0	0
Total energy consumption (MWh)	90,480.78	25,472.50	234,906.61	2,605.29	1,585.43	207,880.89	355,050.61
Data coverage (% of revenue)	100 %	100 %	100 %	100 %	100 %	100 %	100 %

Recycled Construction Materials

Table 40. Construction Materials Recycled in 2023

Construction Material	Coverage (% of Operations)	Total Used	Total Recycled or Reused	% Recycled or Reused
Wood (m ³)	100 %	1,048.55	439.82	41.95 %
Steel (t)	100 %	2,689.43	37.39	1.39 %

Note:

- Recycled construction materials correspond to VIVA.

Waste

Table 41. Disposal and Reuse of Nonhazardous Solid Waste 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total waste recycled/reused (MT)	1,248.58	1,389.65	36,040.95	1,328.57	0	5,116	40,007.75
Total waste disposed of (MT)	51,792.84	2,291.81	1,430,006.96	26,379.25	0	59,901	1,510,470.87
Waste deposited in landfills (MT)	51,792.84	2,291.81	1,430,006.96	26,379.25	0	59,901	1,510,470.87
Waste incinerated with energy valorization (MT)	-	-	-	-	-		-
Waste incinerated without energy valorization (MT)	-	-	-	-	-		-
Waste disposed of in other ways (please specify) (MT)	-	-	-	-	-		-
Waste with unknown elimination method	-	-	-	-	-		-
Total nonhazardous solid waste generated	53,041.42	3681.46	1,466,047.91	27,707.82	0	65,017	1,550,478.62
Data coverage (as % of denominator)	100	100	100	100	100	100	100

Table 42. Disposal and Reuse of Hazardous Solid Waste 2023

[GRI 306-4] [GRI 306-5]

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total hazardous waste recycled/reused (MT)	0	0	10.13	0	0	82.15	10.13
Total hazardous waste disposed of (MT)	290.02	12,434.65	14,078,19	60.58	0	40,588.06	26,863.43
Hazardous waste deposited in landfills (MT)	290.02	12,434.65	14,078,19	60.58	0	40,588.06	26,863.43
Hazardous waste incinerated with energy valorization (MT)	-	-	-	-	-		-
Hazardous waste incinerated without energy valorization (MT)	-	-	-	-	-		-
Hazardous waste disposed of in other ways (please specify) (MT)	-	-	-	-	-		-
Hazardous waste with unknown elimination method	-	-	-	-	-		-
Total hazardous solid waste generated	290.02	12,434.65	14,088.32	60.58	0.00	40,670.21	26,873.56
Data coverage (as % of denominator)	100	100	100	100	100	100	100

Table 43. Hazardous Solid and Liquid Waste 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total hazardous solid waste reused (metric tons)	0.00	0.00	10.13	0.00	0.00	82.15	10.13
Total hazardous solid waste disposed of at authorized sites (metric tons)	290.02	12,434.65	14,078.19	60.58	0.00	40,588.06	26,863.43
Total hazardous solid waste generated (metric tons)	290.02	12,434.65	14,088.32	60.58	0.00	40,670.21	26,873.56
Total hazardous liquid waste reused (gallons)	0.00	1,179.11	0.13	0.00	0.00	514.00	1,179.24
Total hazardous liquid waste disposed of at authorized sites (gallons)	0.22	2,420,415.34	14,231.87	0.00	0.00	3,054,431.00	2,434,647.43
Total hazardous liquid waste generated (metric tons)	0.22	2,421,594.45	14,232.00	0.00	0.00	3,054,945.00	2,435,826.67

Table 44. Nonhazardous Solid Waste Reused 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total surplus earth reused in authorized quarries, grading, or other authorized mechanisms (metric tons)	1,100.80	640.95	5,559.00	0.00	0.00	4,416.64	7,300.75
Total demolition concrete reused ¹ in authorized quarries or other authorized mechanisms (metric tons)	0.00	327.75	29,409.75	1,187.67	0.00	309.96	30,925.17
Total ordinary waste reused (metric tons)	145.05	420.96	1,072.20	140.90	0.00	383.06	1,779.10
Total de electronic waste recycled (metric tons)	2.73	0.00	0.00	0.00	0.00	6.40	2.73
Total nonhazardous solid waste recycled/reused (metric tons)	1,248.58	1,389.65	36,040.95	1,328.57	0.00	5,116.06	40,007.75

Table 45. Nonhazardous Solid Waste Disposed Of 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total surplus earth disposed of at authorized sites (SMD, landfill, dump) (metric tons)	42,831.82	54.93	566,612.00	23,415.00	0.00	50,698.07	632,913.75
Total demolition concrete disposed of at authorized sites (SMD, landfill, dump) (metric tons)	0.00	2,198.29	861,689.80	0.00	0.00	2,629.18	863,888.09
Total ordinary waste disposed of at authorized sites (landfill) (metric tons)	8,961.03	38.49	1,705.16	2,964.25	0.00	6,573.49	13,668.93
Total electronic waste disposed of (metric tons)	0.00	0.10	0.00	0.00	0.00	0.95	0.10
Total nonhazardous solid waste disposed of (metric tons)	51,792.84	2,291.81	1,430,006.96	26,379.25	0.00	59,901.69	1,510,470.87

Water

Table 46. Water Consumption by Business Unit 2023

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Total volume of water consumed at camps (m ³)	1,457.93	78,952.93	17,651.96	5,501.00	n/a	-	103,563.82
Total volume of water consumed in operations (including watering roads, concrete, construction, etc.) (m ³)	193,065.02	25,942.00	579,132.65	13,411.00	n/a	-	811,550.67
Total volume of water consumed in offices (m ³)	N.A	0.00	1,067.36	0.00	4,464.00	-	5,531.36
Total volume of water consumed (m³) [from municipal water supply]	194,522.94	104,894.93	597,851.97	18,912.00	4,464.00	1,489,321.5	920,645.84

Table 47. Water Extraction by Business Unit 2023

[GRI 303-3]

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
Surface water (m ³)	4,997.72	1,876.58	0	0	0	0	6,874.30
Groundwater (m ³)	0	51,432.04	317,638	0	0	0	369,070.04
Total volume of water extracted (m³)	4,997.72	53,308.62	317,638	0	0	0	375,944.34

Table 48. Water Consumption by Consolidated Business Unit (ML) 2023

[GRI 303-5]

Water Consumption	Unit	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2022	2023
A. Withdrawal: Total from municipal water supplies (or other water utility companies)	Millions of cubic meters	0.19	0.10	0.60	0.02	0.004	1.48	0.92
B. Extraction: Surface freshwater (lakes, rivers, etc.)	Millions of cubic meters	0.005	0.002	0.00	0.00	0.00	0	0.007
C. Extraction: Ground freshwater	Millions of cubic meters	0.00	0.05	0.32	0.00	0.00	0	0.37
D. Discharge: Water returned to the extraction source with a quality similar or superior to that of the raw water extracted (only applicable to B and C)	Millions of cubic meters	0	0	0	0	0	0	0
E. NET TOTAL FRESHWATER CONSUMPTION (A+B+C-D)	Millions of cubic meters	0.20	0.16	0.92	0.02	0.00	1.48	1.30
Data coverage (as % of denominator)	%	100	100	100	100	100	100	100

Supplementary Social Indicators

Labor Practice Indicators

Table 49. Workforce Breakdown: Gender

Indicator	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Male	1,795	324	8,517	281	95	11,012	14,115
Female	666	85	830	84	110	1,775	2,096
Total	2,461	409	9,347	365	205	12,787	16,211

Diversity Indicator	Percentage (0–100%)
Proportion of women in total workforce (as % of total workforce)	13.88

Table 50. Team Members by Gender

Gender	Management positions	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Female	Top	0	0	0	0	2	2	1
	Middle (middle management + executives)	29	7	72	17	23	148	151
	Junior	5	3	50	19	36	113	162
	Operations directors	42	17	83	3	0	145	109
	Total women in management positions	76	27	205	39	61	408	423
Male	Top	5	3	11	2	9	30	34
	Middle (middle management + executives)	70	58	343	15	20	506	532
	Junior	8	6	81	15	33	143	265
	Operations directors	59	50	283	8	14	414	431
	Total men in management positions	142	117	718	40	76	1,093	1,262
Total	Top	5	3	11	2	11	32	35
	Middle (middle management + executives)	99	65	415	32	43	654	683
	Junior	13	9	131	34	69	256	427
	Operations directors	141	113	635	11	0	900	927

Gender	Management positions	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
	Total management positions	258	190	1,192	79	123	1,842	2,072

Diversity Indicator	Percentage (0–100%)
Proportion of women in all management positions (as % of total management positions)	22.15
Proportion of women in junior management positions (as % of total junior management positions)	44.14
Proportion of women in top management positions (as % of total top management positions)	6.25
Proportion of women in operations management positions (as % of total operations management positions)	16.11

Table 51. Workforce Breakdown: Nationality

Nationality	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Peruvian	2,461	409	6,018	365	205	9,458	12,269
Chilean	0	0	2,261	0	0	2,261	3,339
Colombian	0	0	1,068	0	0	1,068	603

Share of Total Workforce (as % of Total Workforce)	2023
Peruvian	74 %
Chilean	18 %
Colombian	8 %

Human Capital Development

Table 52. Trained Team Members by Gender, Age, and Position

Gender	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Male	1,952	369	1,6270	80	108	18,779	13,308
Female	734	99	1,221	84	125	2,263	1,950
Total	2,686	468	1,7491	164	233	21,042	15,258

Age	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Under 20 years old	106	-	121	0	0	227	100
20 to 30 years old	1,538	111	3,637	70	68	5,424	4,362
31 to 40 years old	603	146	6,491	53	94	7,387	4,601
41 to 50 years old	310	128	4,966	22	49	5,475	4,289
51 to 60 years old	90	49	2,007	16	15	2,177	1,594
61 and over	39	34	269	3	7	352	312
Total	2,686	468	17,491	164	233	21,042	15,258

Management Positions	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Top management positions	25	12	31	12	26	106	31
Junior management positions	83	62	246	19	35	445	269
Total	108	74	277	31	61	551	300

Table 53. Average Hours of Training and Development per Full-Time Team Member (by Gender and Age)

Gender	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Male	57	156.73	7.18	3.75	7.1	46.35	21.16
Female	27	102.95	4.8	3.71	6.3	28.95	18.04

Age	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Under 20 years old	29	-	4.67	0	0	8.42	23.40
20 to 30 years old	60	159.68	3.7	3.73	5.6	46.54	22.19
31 to 40 years old	48	125.85	4.44	3.74	5.47	37.50	19.34
41 to 50 years old	46	130.87	4.19	3.73	9.17	38.79	18.37
51 to 60 years old	34	181.4	3.23	3.75	10.73	46.62	19.16
61 and over	17	133.3	3.23	3.67	5.93	32.63	14.14

Table 54. Average Amount Executed in Soles on Training and Development per Team Member (by Gender)

Gender	Unit	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Male	Soles	166.5	1,757.13	0.26	459.63	124.67	501.64	515.47
Female	Soles	136.9	996.47	5.46	437.74	67.40	328.79	341.11
Total		303.4	2753.6	5.72	897.37	192.07	830.43	856.58

Talent Attraction and Retention

Table 55. New Employees, Broken Down by Gender, Age, Nationality, and Position

Gender	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Male	991	39	1,253	14	21	2,318	2,948
Female	447	24	360	25	24	880	1,055
Total	1,438	63	1,613	39	45	3,198	4,003

Age	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Under 20 years old	114	0	3	0	0	117	53
20 to 30 years old	932	36	446	26	24	1,464	1,699
31 to 40 years old	265	17	550	9	15	856	1,240
41 to 50 years old	94	10	388	4	3	499	684
51 to 60 years old	29	0	183	0	3	215	262
61 and over	4	0	43	0	0	47	65
Total	1,438	63	1,613	39	45	3,198	4,003

Nationality	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Peruvian	1,438	63	782	39	45	2,367	3,002
Colombian	0	0	368	0	0	368	441
Chilean	0	0	463	0	0	463	560
Total	1,438	63	1,613	39	45	3,198	4,003

Position	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Top management positions	0	1	2	0	2	5	5
Junior management positions	3	4	19	5	14	45	81
Operational management positions	37	14	317	2	0	370	456
Total	1,438	63	1,613	39	45	3,198	4,003

Table 56. Job Openings Filled by Internal Candidates

Openings	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
No. of openings covered with internal personnel	355	65	411	20	20	871	1,068
% of total openings covered with internal personnel						27.2 %	26.7 %

Table 57. Personnel Turnover by Gender, Age, Nationality, and Position

Gender	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Male	1,028	70	1,287	30	29	2,444	3,220
Female	540	22	382	34	26	1,004	774
Total	1,568	92	1,669	64	55	3,448	3,994

Age	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Under 20 years old	52	0	2	0	0	54	13
20 to 30 years old	1,024	39	421	34	25	1,543	1,160
31 to 40 years old	317	19	572	18	22	948	1,453
41 to 50 years old	119	21	414	10	6	570	891
51 to 60 years old	45	7	201	2	1	256	383
61 and over	11	6	59	0	1	77	94
Total	1,568	92	1,669	64	55	3,448	3,994

Nationality	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Peruvian	1,568	92	976	64	55	2,755	2,813
Colombian	0	0	250	0	0	250	198
Chilean	0	0	443	0	0	443	983

Nationality	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Total	1,568	92	1,669	64	55	3,448	3,994

Position	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding	2023	2022
Top management positions	0	0	2	0	2	4	6
Junior management positions	2	1	20	8	9	40	71
Operational management positions	42	40	322	6	0	410	509
Total	1,568	92	1,669	64	55	3,448	3,994

Table 58. Turnover Rate

Indicator	2023	2022
Employee turnover rate (%)	60.1 %	81.8 %
Voluntary employee turnover rate (%)	23.1 %	26.2 %
Data coverage (as a percentage of all FTEs worldwide)	100 %	100 %

Customer Relations Management

At AENZA, we have B2B and B2C companies. For purposes of this indicator, we only considered the results obtained in Lima Metro Línea 1, a B2C company that forms part of UNNA Infraestructura, since it has the highest percentage of direct customers (metro users).

Table 59. Customer Satisfaction Rate

Indicator	2019	2020	2021	2022	2023
Satisfaction rate	86 %	71 %	91 %	93 %	91 %

Corporate Safety and Health KPIs

Table 60. Occupational Safety and Health Objectives Broken Down by Business Unit

KPI	2023 Target	UNNA Infraestructura	UNNA Energía	CUMBRA	VIVA	AENZA Holding
FR = No. of lost-time accidents x 200,000 man-hours worked	0.27	0.20	0.05	0.21	0.40	0
SR = No. of days lost x 200,000 man-hours worked	12	11.01	4.67	6.46	14.89	0
NLFR = No. of accidents with no time lost x 200,000 man-hours worked	NA	0.71	0.62	0.15	1.39	0
No. of fatal accidents – own	0	0	0	0	0	0
No. of fatal accidents – contractors	0	0	0	0	0	9
No. of lost-time accidents – own	NA	8	0	28	3	9
No. of lost-time accidents – contractors	NA	2	1	2	1	0
No. of occupational diseases – own	0	0	0	4	0	0
No. of occupational diseases – contractors	0	0	0	0	0	0
No. of objections rectified x 100 / No. of objections raised	> 90%	95 %	77 %	100 %	75 %	0
No. of objections rectified by deadline by risk level x 100 / No. of objections raised	> 65%	75 %	79 %	96 %	55 %	0

GRI Table of Contents

GRI Standard	Contents	Section
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>AENZA S.A.A. (previously Graña y Montero S.A.A.) is a company incorporated by public deed dated August 12, 1996, by virtue of the spinoff process from Inversiones Graña y Montero S.A., and registered in File 31617 and Electronic Card 11028652 of the Registry of Companies in and for Lima.</p> <p>The legal domicile and corporate headquarters are located at Av. Petit Thouars 4957, district of Miraflores, province and department of Lima</p>
	2-2 Entities included in the organization's sustainability reporting	The entities included in the audited financial statements are Holding, Cumbra Ingeniería, Cumbra, Vial y Vives – DSD, Morelco, Tulsa, La Chira, Norvial, Survial, Canchaque, Unna Energía, Unna Transporte, and VIVA.
	2-3 Reporting period, frequency, and contact point	<p>From January 1, 2023 to December 31, 2023.</p> <p>Annual frequency.</p> <p>Chief Public Affairs Officer</p> <p>jose.hayadelatorre@aenza.com.pe</p>
	2-4 Restatements of information	Letter from the chairman of the board
	2-5 External assurance	The company does not currently have any external assurance of its sustainability information..
	2-6 Activities, value chain, and other business relationships	About Aenza

	2-7 Employees	Human Resources Management Our Team Members
	2-8 Workers who are not employees	Our Team Members
	2-9 Governance structure and composition	Board of Directors' Structure
	2-10 Nomination and selection of the highest governance body	Board of Directors' Structure
	2-11 Chair of the highest governance body	Board of Directors' Structure
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors' Structure Risk Management
	2-13 Delegation of responsibility for managing impacts	Board of Directors' Structure
	2-14 Role of the highest governance body in sustainability reporting	Board of Directors' Structure
	2-15 Conflicts of interest	Board of Directors' Structure
	2-19 Remuneration policies	Our Team Members Our Programs
	2-23 Policy commitments	Risk Management Governance and Management
	2-24 Embedding policy commitments	Governance and Management Safety and Health Management
	2-25 Processes to remediate negative impacts	Environmental Management
	2-26 Mechanisms for seeking advice and raising concerns	Ethics Hotline
	2-27 Compliance with laws and regulations	Compliance Program Review

	2-28 Membership associations	-Via UNNA Energía: National Association of Mining, Oil, and Energy (SNMPE) and Peruvian Geological Society - Via Lima Metro Línea 1: Latin American Association of Metros and Subways (ALAMYS) - Via VIVA: Peruvian Real Estate Developers' Association (ADI) and Real Estate Consumer Defense Office (DCI)
	2-29 Approach to stakeholder engagement	The stakeholders with whom we engage are team members; investors; banks; suppliers; strategic partners; customers; the government; community; and media.
	2-30 Collective bargaining agreements	In accordance with this policy, we experienced a reduction from 15 to 8 unions in 2023 in all our business units. CUMBRA is the union that represents an impressive 93.8% of our members.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality
	3-2 List of material topics	Materiality
Environmental Impact Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption
GRI 306: Waste 2020	306-3 Waste generated	Waste Management
	306-4 Waste diverted from disposal	Hazardous Waste

GRI 303: Water and Effluents 2018	303-5 Water consumption	Water Consumption
Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Safety and Health Management
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety and Health Management
	403-5 Worker training on occupational health and safety	Occupational Safety and Health Management System
	403-9 Work-related injuries	Occupational Safety and Health Management System
	403-10 Work-related ill health	Safety and Health Management
Transparency, Ethics, and Corporate Governance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Compliance Corporate Governance
GRI 205: Anticorruption 2016	205-2 Communication and training about anticorruption policies and procedures	Governance and Management Training and Education
	205-3 Confirmed incidents of corruption and actions taken	Free Competition
Local Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Management

GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Supplier Management
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Supplier Management
Stakeholder Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Management
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Supplier Management
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Supplier Management
Talent Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Resources Management
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors' Structure Our Team Members Annex: Workforce by Gender Annex: Management Positions by Gender

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex: Talent Attraction and Retention
Cybersecurity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information Security
Risk Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Risk Management