

Additional ESG Data

Governance & Economic Dimension

1. Board Average Tenure (CSA 1.2.7)

In Aenza we have an average tenure in the board of directors of 2.8 years.

Member	Entry year	Years of tenure
Juan Vicente Revilla Vergara	2020	3
Gustavo Nickel Buffara De Freitas	2020	3
Esteban Viton Ramirez	2019	4
Gema Esteban Garrid	2020	3
Julio Dittborn Chadwick	2022	1
Pablo Kühlenenthal Becker	2021	2
Antonio Valente Da Silva	2020	3
Carlos Rojas Perla	2020	3
Santiago Hernando Perez	2020	3
Board Average Tenure		2.8

2. Reporting on breaches (CSA 1.5.5)

At Aenza we consider breaches to be cases that have been investigated and declared founded. Likewise, we report in our Integrated Report 2022 cases reported for alleged non-compliance.

Reporting areas	Number of breaches (FY22)
Corruption or Bribery	0
Discrimination or Harassment	20
Customer Privacy Data	0
Conflicts of Interest	120
Money Laundering or Insider trading	0

3. Contributions and Other Spending (CSA 1.6.1)

In Aenza, the annual total of contributions to guilds and/or associations is disclosed.

Reporting areas	FY19	FY20	FY21	FY22
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	S/ 467,134.6	S/ 485,500.1	S/ 479,062.4	S/ 405,498.80

Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
Total contributions and other spending	0	0	0	0
Data coverage (as % of Operations)	100	100	100	100

4. Largest Contributions and Expenditures (CSA 1.6.2)

The principal largest contributions to associations are shown below:

Company	Name of the association	Total spend in FY22
UNNA Energía	National Society of Mining, Petroleum and Energy (SNMPE in spanish)	S/ 137,213.01
Norvial	Association for the Development of National Infrastructure (AFIN in spanish)	S/ 83,000.00
Canchaque	Global Infrastructure - GRI Club	S/ 57,300.00
VIVA	Association of Real Estate Developers of Peru (ADI in spanish)	S/ 30,000.00
Other associations		S/ 97,985.79
TOTAL		S/ 405,498.80

5. KPIs for Supplier Screening (CSA 1.7.5)

Key indicators of supplier management.

	CUMBRA*	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	TOTAL 2022
TOTAL NUMBER OF SUPPLIERS	3,340	453	1,263	660	5,716
TOTAL NUMBER OF CRITICAL (SIGNIFICANT) SUPPLIERS	545	-	126	67	738
TOTAL AMOUNT OF PURCHASES OF GOODS AND SERVICES	262,427,919	35,992,225	82,935,272	29,916,391	411,271,807
AMOUNT OF PURCHASES IN GOODS AND SERVICES FROM CRITICAL SUPPLIERS	166,951,137	-	56,025,814	-	222,976,951
% OF PURCHASES OF GOODS AND SERVICES FROM CRITICAL SUPPLIERS					54%

Environmental Dimension

1. EMS: Certification/ Audit/ Verification (CSA 2.1.3)

In our web page we have implemented a new section called "Certifications" ([see more](#)), in this access you can see all the ISO 14001 certifications for each of the companies with their respective scopes. This table summarizes the operations that the ISO 14001 certifications have scope. Also, some of the operations that are not within the scope of ISO 14001 are verified by a third party.

BUSINESS UNITS AND CORPORATE	# of operations	# Operations certified by ISO 14001	# Operations verified by third parties
AENZA	1	0	0
CUMBRA	14	14	0
VIVA	1	0	0
UNNA INFRAESTRUCTURA	4	0	3
UNNA ENERGÍA	4	3	0
TOTAL OF VERIFIED OPERATIONS		17	3
% OF VERIFIED OPERATIONS		71%	13%

2. Environmental Violations (CSA 2.1.4)

The 4 business units (CUMBRA, UNNA INFRAESTRUCTURA, UNNA ENERGÍA and VIVA) have not incurred in any environmental violation that has generated a fine or sanction during the 2022 period. The fines paid during 2022 disclosed in other reports correspond to fines imposed in years other than the period of this report.

	FY19	FY20	FY21	FY22
Number of legal violations (legal obligation/regulation)	1	3	8	0
Amount of fine/penalty related to the table above. (SUNS)	79,670	72,749	674,928	0
Accumulated environmental debts at the end of the year (SOLES)	88,470	0	45,445	0

Detail by business unit

	UNNA INFRAESTRUCTURA	UNNA ENERGÍA	VIVA	CUMBRA*
Number of legal violations (legal obligation/regulation)	0	0	0	0
Amount of fine/penalty related to the table above. (SUNS)	0	0	0	0
Accumulated environmental debts at the end of the year (SOLES)	0	0	0	0

*Cumbra includes the operations of Cumbra Perú, Cumbra Ingeniería; Ecotec; Vial y Vives; and Morelco.

3. Energy Consumption (CSA 2.3.1)

The information on energy consumption that includes electrical energy consumption and fuel consumption is monitored in energy units and volume units respectively.

	CUMBRA*	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	TOTAL 2022
Electrical consumption (KWh)	80,781,279	26,017,918	6,241,667	113,040,864
Energy from oil consumption (gallons)	181,341	65,564	3,102,539	3,349,444
Energy from LPG consumption (m ³)	0	0	23,744	23,744
Energy from gasoline consumption (gallons)	12,306	1,147	314,774	328,227

*Cumbra includes the operations of Cumbra Perú, Cumbra Ingeniería; Vial y Vives; and Morelco.

To calculate the total energy consumed, conversions were made at the fuel consumption data level using the approximate heat potentials for each fuel (Oil: 10.96 Kwh/l; LPG: 6.98 Kwh/l; Gasoline: 9.61 Kwh/l).

	CUMBRA*	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	TOTAL 2022
Electrical consumption (KWh)	80,781,279	26,017,918	6,241,667	113,040,864
Energy from oil consumption (KWh)	7,522,678	2,719,831	128,704,487	138,946,995
Energy from LPG consumption (KWh)	0	0	165,733,120	165,733,120
Energy from gasoline consumption (KWh)	447,617	41,721	11,449,542	11,938,880
Total of energy consumption (Kwh)				429,659,859

*Cumbra includes the operations of Cumbra Perú, Cumbra Ingeniería; Vial y Vives; and Morelco.

Likewise, the information from previous years that have been reported in the CSA platform is being updated. This was done using the aforementioned conversion factors.

	TOTAL 2022	TOTAL 2021	TOTAL 2020	TOTAL 2019
Electrical consumption (MWh)	113,040.864	83,808.70	83,515.08	86,583.76
Energy from oil consumption (MWh)	138,946.995	239,975.16	114,259.42	188,267.71
Energy from LPG consumption (MWh)	165,733.120	238,122.70	89,558.01	63,163.35
Energy from gasoline consumption (MWh)	11,938.880	3,031.17	3,440.53	1,239.46
TOTAL ENERGY CONSUMPTION (MWh)	429,659.859	564,937.73	290,773.04	339,254.28

4. Recycled Building Materials (CSA 2.3.3)

The data for construction materials only applies to CUMBRA, the business unit that is in charge of construction projects. In 2022, cement and aggregates were not used. Cement was used, however it was assigned by the client in Quellaveco, it was not processed by us. Finally, asphalt is not used in our construction operations.

	Total Weight Used	Total Weight Recycled and/or re-used	Recycled and/or re-used (% of total weight used)
Wood(m ³)	1569.45	1443.90	92%
Steel (Tn)	487.65	487.65	100 %

Social Dimension

1. Workforce breakdown: Gender (CSA 3.1.4)

	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	CORPORATE	TOTAL 2022
Men	11,684	324	1,696	319	92	14,115
Women	1,131	80	694	81	110	2,096
Total	12,815	404	2,390	400	202	16,211
Share of women						13%

	MANAGEMENT POSITIONS	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	CORPORATE	TOTAL 2022
WOMEN	TOP	0	0	0	0	1	1
	MIDDLE (Includes "executives")	78	8	26	16	23	151
	JUNIOR	65	16	28	18	35	162
	REVENUE-REGENERATING FUNCTIONS	85	4	16	4	0	109
	# OF WOMEN IN MANAGEMENT POSITIONS	228	28	70	38	59	423
MEN	TOP	13	3	6	3	9	34
	MIDDLE (Includes "executives")	363	64	67	14	24	532
	JUNIOR	92	25	42	14	92	265
	REVENUE-REGENERATING FUNCTIONS	671	82	56	9	0	818
	# OF MEN EN MANAGEMENT POSITIONS	1139	174	171	40	125	1649
TOTAL	TOP	13	3	6	3	10	35
	MIDDLE (Includes "executives")	441	72	93	30	47	683
	JUNIOR	157	41	70	32	127	427
	REVENUE-REGENERATING FUNCTIONS	756	86	72	13	0	927
	TOTAL OF MANAGEMENT POSITIONS	1367	202	241	78	184	2072

% OF WOMEN IN MANAGEMENT POSITIONS AS SHARE OF TOTAL OF MANAGEMENT POSITIONS	20%
% OF WOMEN IN JUNIOR MANAGEMENT POSITIONS AS SHARE OF TOTAL OF JUNIOR MANAGEMENT POSITIONS	38%
% OF WOMEN IN TOP MANAGEMENT POSITIONS AS SHARE OF TOTAL OF TOP MANAGEMENT POSITIONS	3%
% OF WOMEN IN MANAGEMENT POSITIONS IN REVENUE-REGENERATING FUNCTIONS AS SHARE OF TOTAL OF MANAGEMENT POSITIONS IN REVENUE-REGENERATING FUNCTIONS	12%

2. Workforce breakdown: Race/ Ethnicity & Nationality (CSA 3.1.5)

NATIONALITY	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	CORPORATE	TOTAL 2022
PERUVIAN	8,873	404	2,390	400	202	12,269
CHILEAN	3,339	0	0	0	0	3,339
COLOMBIAN	603	0	0	0	0	603
TOTAL						16,211

% OF PERUVIANS OF THE TOTAL OF EMPLOYEES	76%
% OF CHILEANS OF THE TOTAL OF EMPLOYEES	21%
% OF COLOMBIANS OF THE TOTAL OF EMPLOYEES	4%

3. Freedom of Association (CSA 3.1.7)

In 2022, 39% of our employees are covered by a collective agreement. Considering that the total number of employees in 2022 was 16,211.

	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	CORPORATE	TOTAL 2022
Number of unionized employees covered by collective agreements	5,979	31	76	230	0	6,316
% OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS						38.96%

4. Employee Development Programs (CSA 3.3.2)

	PROGRAM 1	PROGRAM 2
Name & Description of the program	Executive Development Program	Corporate Mentoring Program
Description of program objective/business benefits	Strengthen the leadership capabilities required to develop efficient, agile and productive teams based on: Accountability, Integrated Process Management, Safety Leadership and Diversity Management.	Promote the development of talent within the organization, focusing on the development of management and leadership skills.
Quantitative impact of business benefits (monetary or non-monetary)	There are no specific metrics that reflect the impact.	There are no specific metrics that reflect the impact.

5. Human Capital Return on Investment (CSA 3.3.3)

	FY19	FY20	FY21	FY22
Total Revenue (/S)	S/4,085,004,000.00	S/3,185,553,000.00	S/4,141,398,000.00	S/4,405,124,000.00
Total Operating Expenses (/S)	S/4,473,000,000.00	S/2,908,171,000.00	S/3,728,283,000.00	S/3,957,493,000.00
Total employee-related expenses (salaries + benefits) (/S)	S/1,068,881,000.00	S/1,022,308,000.00	S/1,395,034,000.00	S/1,426,281,040.00
Human Capital Return on Investment (HC ROI)	0.64	1.27	1.30	1.31
Total Employee	18,500	18,204	18,598	16,211

6. Hiring (CSA 3.4.1)

At Aenza, we map hiring at the level of gender, age range and nationality.

GENDER BREAKDOWN	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTRUA	VIVA	HOLDING	TOTAL 2022
Men	1865	68	942	37	36	2,948
Women	469	33	482	34	37	1,055
TOTAL	2,334	101	1,424	71	73	4,003

AGE BREAKDOWN	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTRUA	VIVA	HOLDING	TOTAL 2022
<20	8	0	44	1	0	53
20-30	636	47	926	54	36	1,699
31-40	860	30	314	13	23	1,240
41-50	547	18	105	2	12	684
51-60	224	3	34	1	0	262
> 60	59	3	1	0	2	65
TOTAL	2334	101	1424	71	73	4003

NATIONALITY BREAKDOWN	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTRUA	VIVA	HOLDING	TOTAL 2022
Peru	1333	101	1424	71	73	3002
Colombia	441	0	0	0	0	441
Chile	560	0	0	0	0	560
TOTAL	2334	101	1424	71	73	4003

In addition, we mapped the hires that were filled by internal candidates. And we calculated the percentage of those hires.

	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	HOLDING	TOTAL 2022
TOTAL HIRING	2334	101	1424	71	73	4003
TOTAL OF INTERNAL HIRES	723	48	250	27	20	1068
PERCENTAGE OF OPEN POSITIONS FILLED BY INTERNAL CANDIDATES (INTERNAL HIRES)						26.7

7. Employee Support Programs (CSA 3.4.4)

The main benefits for our employees are:

- **Insurance**

Life Insurance Law (mandatory insurance), Supplemental Risk Work Insurance (SCTR in Spanish), Health Care Providers (EPS in Spanish), among others.

- **Psychological Support**

Promote workers' mental well-being, including stress management in the workplace.

- **Sport and health initiatives**

Encourage practices that promote the health of our employees (yoga, dance therapy, among others).

AENZA

¡Únete a un momento de relajación!
Participa de nuestro Taller de Yoga



Pensando en tu bienestar y salud, te invitamos a participar de una sesión de yoga.

Buscamos contribuir a que logres un completo estado de relajación, mediante técnicas y ejercicios que generan serenidad física y mental.

Día: viernes 19 de agosto
Hora: 8:00 a. m.

Para acceder al link via zoom hacer [clic aquí](#)

AENZA

¡Participa del taller de bailoterapia!



Pensando en tu bienestar y salud, te invitamos a participar de un taller de bailoterapia.

Día: viernes 18 de noviembre
Hora: 8:00 a. m. (PE/CO), 10:00 a. m. (CL)
Instructora: Marlene Vigo Castilla


- **Nutritional health initiatives**

Promote an adequate diet that covers basic needs and avoids illnesses linked to an unbalanced diet.

AENZA

Charla en vivo

Cómo tener una alimentación balanceada



Mejora tu calidad de vida y aprende a alimentarte de manera saludable con la asesoría de una experta en nutrición.

Recibirás herramientas para mejorar la dieta, identificar las propiedades de los alimentos, seleccionar mejor los alimentos en una compra, y recomendaciones para aumentar las defensas de tu organismo a través de una adecuada alimentación.

Tema: Alimentación balanceada
Día: mañana, martes 28 de abril
Hora: 3:00 p. m. (PE/CO) 4:00 p. m. (CL)
Especialista: Lic. Flor Vigo, nutricionista


Inscríbete antes haciendo [clic aquí](#)

Una vez inscrito, recibirás un correo con el link de la transmisión en vivo, el cual podrás compartir con tu familia.

AENZA

Charla en vivo

Mitos y verdades de la Nutrición



¡Conéctate este martes a las 8:00 a.m.!

Revisaremos los principios generales de la alimentación, con el objetivo de develar los mitos y verdades alrededor de la nutrición.

¡Te esperamos!

Día: martes 8 de noviembre
Hora: 8:00 a.m. (PE/CO), 10:00 a. m. (CL)
Especialista: Lic. Flor Vigo

Participa haciendo [clic aquí](#)

- **Paternity leave**

According to the law, it is granted to the parent for 10 calendar days (1.4 weeks) in cases of natural childbirth or cesarean section.

- **Maternity leave**

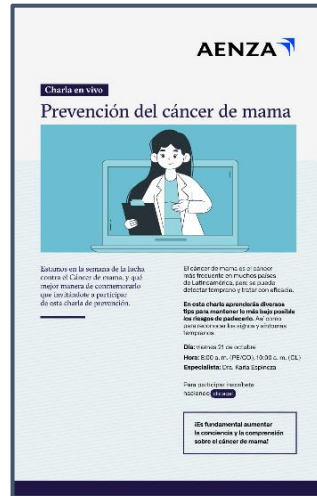
According to the law, it is granted to the mother of a family for 98 days (14 weeks) in cases of natural childbirth or cesarean section.

- **Flexible work**

Provision for certain jobs to be able to work in a hybrid manner (face-to-face and virtual). Además, contamos con una política interna de teletrabajo y una política pública de desconexión digital.

- **Lactary and good practices**

We have physical lactation rooms in some of our offices. In addition, we offer talks related to breastfeeding and breast cancer prevention (for all employees).



8. Employee Turnover Rate (CSA 3.4.5)

At Aenza, we map turnover at the level of gender, age range and nationality.

GENDER BREAKDOWN	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTRUA	VIVA	HOLDING	TOTAL 2022
Men	2712	50	398	37	23	3,220
Women	501	29	172	30	42	774
TOTAL	3,213	79	570	67	65	3,994

AGE BREAKDOWN	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTRUA	VIVA	HOLDING	TOTAL 2022
<20	7	0	6	0	0	13
20-30	739	32	307	47	35	1,160
31-40	1,222	27	165	17	22	1,453
41-50	802	13	67	3	6	891
51-60	355	4	23	0	1	383
> 60	88	3	2	0	1	94
TOTAL	3,213	79	570	67	65	3,994

NATIONALITY BREAKDOWN	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTRUA	VIVA	HOLDING	TOTAL 2022
Peru	2,032	79	570	67	65	2,813
Colombia	198	0	0	0	0	198
Chile	983	0	0	0	0	983
TOTAL	3,213	79	570	67	65	3,994

Using the above data, the total turnover rate and the voluntary turnover rate were calculated.

	CUMBRA	UNNA ENERGÍA	UNNA INFRAESTRUCTURA	VIVA	HOLDING	TOTAL 2022
TOTAL TURNOVER	3,213	79	570	67	65	3,994
VOLUNTARY TURNOVER	682	27	441	31	32	1,213
TOTAL TURNOVER RATE						84.7
VOLUNTARY TURNOVER RATE						25.7

9. Fatalities (CSA 3.5.3)

In 2022, we regret the accident of 1 of our collaborators as a result of a blow to the head caused by a wooden pole, which was pulled as a result of a snag of fiber optic cables by a stork truck. Likewise, 1 contractor died as a result of being run over by an (external) user vehicle that invaded the work area.

	FY19	FY20	FY21	FY22
Employees	0	1	0	1
Contractors	0	1	0	1

10. Customer Satisfaction Measurement (CSA 3.6.1)

At Aenza we have B2B and B2C companies. For the purposes of this indicator, only Linea 1 del Metro de Lima is considered, a B2C company that is part of UNNA Infrastructure, since it is the one with the highest percentage of direct consumers.

	FY19	FY20	FY21	FY22
Satisfaction Measurement	86%	71%	91%	93%
Number of customers surveyed	-	2.636	2.648	2.650
Data coverage as percentage of Revenues	9.7%	10.8%	8.4%	8.8%