

## CORPORATE SUSTAINABILITY REPORT (10180)

Name:

Credicorp Ltd.

Fiscal year:

2025

Website:

<https://grupocredicorp.com/>

Name or Company Name of  
the Revising Company: 1

RPJ

B60051

## I. ENVIRONMENT AND CLIMATE CHANGE

### Environmental Policy:

#### Question 1

	Yes	No	Explanation:
<i>Does the company have an environmental policy or a management system that includes environmental commitments?</i>	X		We have a Credicorp Environmental Policy that provides the guiding framework for planning and implementing actions to continuously improve environmental performance and manage both direct and indirect impacts across our subsidiaries' operations, including reducing our operational carbon footprint. We also have other complementary policies of relevance in environmental issues: - Credicorp Sustainability Policy (2025) - Corporate Policy for Responsible and Sustainable Investments Credicorp (2022)

a. If the answer to question 1 is affirmative, please indicate the name of the document evidencing the policy or management system adopted by the company, the date of approval and the year since which it has been applied:

Document name	Date of approval	Year from which it began its application
Credicorp Environmental Policy	4/11/2024	2021

b. If the answer to question 1 is affirmative, please specify:

	Yes	No	Explanation:
<i>Has such an environmental policy or management system been approved by the Board of Directors?</i>	X		The policy was approved at the November 25, 2021 Board meeting and was recently updated on November 4, 2024.
<i>Does this environmental policy or management system contemplate risk management, identification and measurement of the environmental impacts of its operations related to climate change (*)?</i>	X		At the operational level, environmental issues have been incorporated into the ESG risk integration initiative as part of our sustainability policy, and into the reduction of the environmental impact of our operations as part of the environmental policy.
<i>Does the company have an annual report evaluating the results of its environmental policy and which has been brought to the attention of the Board of Directors?</i>	X		We have a Sustainability Report in which the results of our environmental management are shown. This document is reviewed by the Board of Directors and approved at the General Shareholders' Meeting. In addition, we published our report under the framework of the Task Force for Climate-related Financial Disclosures (TCFD). Here we detail the relevant issues of our governance and climate change management. Both reports are issued annually.

(\*) The organization is expected to consider, in climate change-related management, the "physical" aspects (floods, landslides, droughts, desertification, etc.) and/or the "transition" aspects to a new low-carbon economy (use of new technologies, decarbonization of investment portfolios, etc.).

#### Question 2

	Yes	No	Explanation
<i>Has the company, during the financial year, been the subject of any investigation, community complaint, public controversy, or has been imposed any corrective measure, injunction, fine, or other sanction involving the violation of environmental standards on their part? (*)</i>		X	During 2025, none of Credicorp's subsidiaries were subject to any investigations, community complaints, public controversies, or the imposition of corrective measures, precautionary measures, fines, or other sanctions deemed significant and related to violations of environmental regulations.

(\*) The company is expected to consider at this point those investigations, community complaints, public controversies or corrective measures, precautionary measures, fines or other sanctions, which are linked to impacts of a material nature. According to the definition of the Global Reporting Initiative, materials are understood to be those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

a. If the answer to question 2 is affirmative, indicate the type of investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction, which involves the violation of environmental regulations to which the company has been subjected during the year; as well as the state or situation of the same at the end of the year:

Investigation, community complaint, public controversy corrective measure, injunction, fine, or other sanction	Status or situation

b. Specify whether the company maintains any investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction, which involves a breach of environmental regulations initiated in previous years; as well as the state or situation of the same at the end of the year:

Investigation, community complaint, public controversy corrective measure, injunction, fine, or other sanction	Status or situation

**Greenhouse Gas (GHG) Emissions:**

Question 3	Yes	No	Explanation:
Does the company measure its GHG emissions (*)?	X		<p>Credicorp's greenhouse gas (GHG) inventory covers the following subsidiaries: BCP, Mibanco Perú, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia, and BCP Bolivia. It includes Scope 1 and Scope 2 emissions, as well as emissions from material Scope 3 categories, excluding portfolio emissions.</p> <p>Prior to 2022, GHG measurements were conducted with a more limited scope, as they did not include BCP Bolivia or Mibanco Colombia and only partially covered Pacifico Seguros. As a result, those figures are not comparable with current metrics.</p> <p>Since 2024, we have measured our Scope 2 emissions using the market-based methodology in order to reflect the impact of renewable energy contracted by our subsidiaries through free-market supply agreements and renewable energy certificates (RECs). To assess progress against our emissions reduction commitment, we also recalculated our 2022 and 2023 baseline using the market-based methodology. This approach complements the location-based methodology, which remains part of our disclosures and is reported in our Sustainability Report.</p>

(\*) Greenhouse Gases (GHG): Gases that are part of the atmosphere, of natural or human origin that trap the sun's energy in the atmosphere, causing it to warm up (Law No. 30754, Framework Law on Climate Change, or regulation that replaces or modifies it).

a. If the answer to question 3 is affirmative, please specify:

Document name	Required Information
If the company has a certification, report, or third-party assurance that specifies the measurement of total greenhouse gas (GHG) emissions (*), please indicate its name, the date of issuance, and whether it was in effect at year-end.	Yes. Credicorp's subsidiaries, BCP, Mibanco Perú, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia, and BCP Bolivia, consolidate their GHG measurements, which are audited by an independent third party. The verification statement for the 2025 carbon footprint will be published in 2026.
If the company has an internally developed platform, tool, or standard for measuring total GHG emissions (*), please indicate the name of the platform, its implementation date, and, where applicable, its most recent update.	No. The measurement of the greenhouse gas inventory is outsourced to a third party.

(\*) The total GHG emissions generated by a company is called the corporate carbon footprint.

b. If the answer to question 3 is affirmative, please provide the following information for the last three (3) exercises:

Year	Total GHG Emissions (MT CO <sub>2</sub> e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)
2023	2,322.56	16,181.45	25,714.73
2024	5,193.36	3,866.32	27,594.01
2025	2,232.68	2,527.38	29,377.50

(\*) Scope 1: GHG emissions that are directly generated by the company. For example, emissions from combustion in boilers, furnaces, vehicles, etc.

(\*) Scope 2: GHG emissions generated indirectly by the company's use of energy.

(\*) Scope 3: All other GHG emissions generated indirectly by the company. For example: air and land travel, paper consumption, employee transfer, etc.

**Question 4**

	Yes	No	Explanation:
Does the company have objectives or targets to reduce GHG emissions?	X		Credicorp, through the subsidiaries covered by the Environmental Policy, is committed to reducing its net greenhouse gas emissions from its own operations (excluding portfolio emissions) by 10% annually, using 2022 as the base year and achieving carbon neutrality by 2032.

a. If the answer to question 4 is affirmative, please indicate the name of the document that supports the company's GHG emissions reduction objectives or targets, the date on which those objectives or targets were approved, and the year since which they have been implemented.

Document name	Date of Approval	Year since implementation
Credicorp Environmental Policy	4/11/2024	2021

b. If the answer to question 4 is affirmative, please specify:

	Yes	No	Explanation:
Have these reduction objectives or targets been approved by the Directory?	X		The policy was approved by the Board of Directors on November 25, 2021, and was most recently updated on November 4, 2024.

**Water:**

**Question 5**

	Yes	No	Explanation:
Does the company measure its water consumption (in m3) in all its activities?	X		Credicorp's 2025 water consumption measurement covers the following subsidiaries: BCP, Mibanco Perú, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia, and BCP Bolivia. Prior to 2022, measurements were conducted with a more limited scope, as BCP Bolivia and Mibanco Colombia were not included and only partial data from Pacífico Seguros was captured; therefore, those figures are not comparable with current metrics.

If the answer to question 5 is affirmative, please provide the following information corresponding to the last three (3) years:

Year	Total Water Consumption (m3)
2023	653,847
2024	523,393
2025	428,114

**Question 6**

	Yes	No	Explanation:
Does the company measure its water footprint (*)?		X	As part of the carbon footprint measurement, only direct water consumption (water withdrawal) is accounted for, which is billed through a public utility service provider. As a financial group, we do not have production processes that require intensive water use.

(\*) Water Footprint: indicator that defines the total volume of water used and impacts caused by the production of goods and services. It considers the direct and indirect consumption of water throughout the production process, including its different stages in the supply chain ("Standard that Promotes the Measurement and Voluntary Reduction of the Water Footprint and Shared Value in Watersheds" - Chief Resolution No. 023-2020-ANA, or standard that replaces or modifies it).

If the answer to question 6 is affirmative, please specify:

Water footprint measurement	Required Information
If the company has a certification, report or report from a third party that evidences the measurement of its water footprint, indicate the name of the same, date of issuance and if it is in force at the end of the year.	
If the company has a platform, tool or standard developed internally for the measurement of its water footprint, indicate the name of the platform, its implementation date and, if applicable, its last update.	

**Question 7**

	Yes	No	Explanation:
Does the company have objectives or targets to reduce its water consumption?		X	Credicorp's 2025 water consumption measurement includes the subsidiaries: BCP, Mibanco Peru, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Subsidiaries implement water efficiency initiatives that contribute to responsible water use in their agencies and headquarters. While there is no set water consumption reduction goal, some of the Carbon footprint reduction initiatives, to achieve our carbon footprint reduction commitment, are focused on water consumption efficiency. For more details, review our Sustainability Report.

a. If the answer to question 7 is affirmative, indicate the name of the document in which the objectives or targets for reducing the company's water consumption adopted are evidenced, the date of approval and the year since which it has been applied:

Document name	Date of Approval	Year since implementation

b. If the answer to question 7 is affirmative, please specify:

	Yes	No	Explanation
Have these reduction targets or targets been approved by the Directory?			

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	Yes	No	Explanation
Does the company control the quality of its effluents (*)?		X	These subsidiaries obtain their water supply through utility service providers, and wastewater is discharged through their sewer systems. Any hazardous waste is managed separately through a specialized logistics operator.

(\*) Effluent: Direct discharge of wastewater into the environment, whose concentration of polluting substances must meet the Maximum Permissible Limits (MPL) regulated by Peruvian legislation. Wastewater is considered to be water whose characteristics have been modified by anthropogenic activities, require prior treatment and can be discharged into a natural body of water or reused. (Glossary of Terms for Peruvian Environmental Management, General Directorate of Environmental Management Policies, Standards and Instruments, 2012, Ministry of Environment – MINAM).

If the answer to question 8 is affirmative, please indicate the name of the document you are facing.

Evidence of effluent control:

Document name

**Energy:**

Question 9	Yes	No	Explanation:
Does the company measure its energy consumption (in kWh)?	X		Credicorp's 2025 energy consumption measurement covers the following subsidiaries: BCP, Mibanco Perú, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia, and BCP Bolivia. Prior to 2022, measurements were conducted with a more limited scope, as BCP Bolivia and Mibanco Colombia were not included and only partial data from Pacífico Seguros was captured; therefore, those figures are not comparable with current metrics.

If the answer to question 9 is affirmative, please provide the following information corresponding to the last three (3) years:

Year	Total Energy Consumption (kWh)
2023	72,566,770
2024	72,911,960
2025	69,754,970

Question 10	Yes	No	Explanation:
Does the company have objectives or targets to reduce its energy consumption?		X	Starting in 2022, the subsidiaries BCP, Mibanco Perú, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia, and BCP Bolivia began developing their Environmental Management Plans, with energy consumption as one of the key focus areas. While no specific energy consumption reduction target has been established, many of the initiatives to reduce our carbon footprint and meet our emissions reduction commitment are focused on energy efficiency and the sourcing of renewable energy. For further details, please refer to our Sustainability Report.

a. If the answer to question 10 is affirmative, please indicate the name of the document showing the reduction targets adopted by the company, the date of approval and the year in which it has been applied:

Document name	Date of Approval	Year since implementation

b. If the answer to question 10 is affirmative, please specify:

	Yes	No	Explanation:
Have these reduction targets or targets been approved by the Board?			

## Solid Waste:

### Question 11

	Yes	No	Explanation:
Does the company measure the solid waste it generates (in tons)?	X		Credicorp's 2025 waste measurement covers the following subsidiaries: BCP, Mibanco Perú, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia, and BCP Bolivia. Prior to 2022, measurements were conducted with a more limited scope, as BCP Bolivia and Mibanco Colombia were not included and only partial data from Pacífico Seguros was captured; therefore, those figures are not comparable with current metrics.

If the answer to question 11 is affirmative, please provide the following information for the last three years:

Year	Hazardous Solid Waste (TM) (*)	Non-hazardous solid waste (TM) (**)	Total Solid Waste (TM)
2023	0	1,157.14	1,157.14
2024	1.02	1,111.99	1,113.02
2025	1.59	987.34	988.93

(\*) Hazardous solid waste: Hazardous solid waste is considered to be that contemplated in Annex III of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integrated Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or the regulation that replaces or modifies it.

(\*\*) Non-hazardous solid waste: Non-hazardous solid waste is considered to be that contemplated in Annex V of the Regulations of Legislative Decree No. 1278, Legislative Decree that approves the Law on Integrated Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or the regulation that replaces or modifies it.

### Question 12

	Yes	No	Explanation
Does the company have objectives or targets to manage (reduce, recycle or reuse) its solid waste?		X	Credicorp, through its subsidiaries, measures and manages the waste generated primarily at its headquarters and branches, thereby preventing improper waste disposal. However, no specific reduction objectives or targets have been established to date. Some of the carbon footprint reduction initiatives include measures aimed at reducing waste generation, such as initiatives to digitize documents and reduce paper consumption. For further details, please refer to our Sustainability Report.

a. If the answer to question 12 is affirmative, indicate the name of the document in which the solid waste management objectives adopted by the company are evidenced, the date of approval and the year since which it has been applied.

Document name	Date of Approval	Year since implementation

b. If the answer to question 12 is in the affirmative, please specify:

	Yes	No	Explanation
Have these reduction targets been approved by the Directory?			

## II. SOCIAL

### Stakeholders:

Question 13	Yes	No	Explanation:
<p><i>Has the company identified the risks and opportunities in relation to its stakeholders (such as employees, suppliers, shareholders, investors, authorities, customers, community, among others)?</i></p>	X		<p>Credicorp, through its subsidiaries, maintains long-term relationships with its stakeholders and seeks to systematically and regularly gather their needs, concerns, and expectations regarding its activities, as applicable. In addition to ongoing engagement, a comprehensive materiality assessment is conducted every two years through studies, interviews, surveys, and other methods. The information obtained is used as input for the update, development, and review of the sustainability strategy.</p> <p>While different areas within Credicorp and its subsidiaries lead engagement with each stakeholder group, all are responsible for coordinating with the Corporate Sustainability Office to collect this information so that the materiality analysis can be carried out.</p> <p>Credicorp's most relevant stakeholder groups are:</p> <ul style="list-style-type: none"> <li>a) Employees</li> <li>b) Clients</li> <li>c) Investors and shareholders</li> <li>d) Government and regulators</li> <li>e) Suppliers</li> <li>f) Communities</li> <li>g) Media</li> <li>h) Public opinion</li> </ul>

a. If the answer to question 13 is affirmative, please indicate:

	Yes	No	Explanation:
<p><i>Does the company have an action plan in place to manage risks and opportunities for your stakeholders?</i></p>	X		<p>The implementation of our Sustainability Strategy provides the framework for engagement with Credicorp's subsidiaries' stakeholders. Each team responsible for stakeholder engagement at the subsidiary level develops its action plan in line with the company's sustainability strategy and annual sustainability plan, as well as with the Credicorp Sustainability Policy, which sets out the general principles for fostering relationships with these stakeholders, and taking into account the inputs from the materiality assessment conducted every two years. For further information, please refer to the 2025 Annual and Sustainability Report and the Sustainability Policy.</p>
<p><i>Does the company have a report evaluating the results of its action plan and has this been brought to the attention of the Board of Directors?</i></p>	X		<p>The annual progress and results of the sustainability strategy are presented to Credicorp's Board Sustainability Committee as well as to Credicorp's Management Committee, and are also summarized in the Sustainability Report, which is approved by Credicorp's Board of Directors. Specific plans for certain focus areas (such as Employees or Customer Experience, for example) are presented in accordance with their respective governance frameworks.</p>
<p><i>Does the company publicly report its action plan and progress in relation to its stakeholders?</i></p>	X		<p>Some aspects of our engagement with stakeholders are detailed in our 2025 Sustainability Report. This year, a secondary-source analysis was conducted to update the in-depth materiality assessment carried out in 2024, which included engagement with stakeholders through interviews, surveys, and other methods. The Sustainability Report discloses actions and progress in the strategic priority areas that have an impact on our stakeholders.</p>

b. If the answer to question 13 is affirmative, please indicate the name of the document you are looking for. It shows the company's action plan in relation to its stakeholders:

Document Name
<p>Sustainability Report</p>

**Question 14**

	Yes	No	Explanation:
Has the company during the year had any controversy or material conflict (*) with any of its stakeholders, including the social conflicts contained in the Report on Social Conflicts of the Ombudsman's Office (**) and the Willaqniki Report on social conflicts issued by the Prime Minister's Office (***)?		X	During 2025, Credicorp, through its subsidiaries, has not had any controversy or material conflict with any of its stakeholders.

(\*) According to the definition of the Global Reporting Initiative, materials are understood to be those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

(\*\*) A "social conflict" should be understood as "a complex process in which sectors of society, the State and companies perceive that their objectives, interests, values or needs are contradictory and that this contradiction can lead to violence." Source: Attachment for the Prevention of Social Conflicts and Governance of the Office of the Ombudsman of Peru. Social Conflicts Report No. 186 (August-2019), Lima, 2019, p. 3.

(\*\*\*) "Social conflict" is defined as the "dynamic process in which two or more social actors perceive that their interests are generally opposed by the exercise of a fundamental right or by access to goods and services, adopting actions that may constitute a risk or a threat to governance and/or public order. As a social process, it can escalate towards scenarios of violence between the parties involved, meriting the articulated intervention of the State, civil society and the productive sectors. Social conflicts are addressed when the demands that generate them are within the government's policies and guidelines." Source: Secretariat for Social Management and Dialogue of the Prime Minister's Office. ABC of the Secretariat of Social Management and Dialogue. Lima, 2018, p.3.

If the answer to question 14 is affirmative, indicate the controversy or material conflict with any of your stakeholders; the state or situation of the same and the year of the beginning of said controversy or conflict:

Controversy or conflict	Status or situation	Year since implementation

**Question 15**

	Yes	No	Explanation:
Does the company include environmental, social and corporate governance (ESG) aspects in its purchasing criteria and/or selection of suppliers of goods and/or services?	X		The relationship with suppliers of Credicorp's subsidiaries is governed by our Sustainability Policy, which promotes a dynamic ecosystem based on sound business practices. Prior to entering into any contracting or award process, we review multiple platforms to identify any adverse findings related to the company, including issues such as corruption, money laundering, complaints, or investigations, among others. If any such findings are identified, they are referred to the Compliance team, which assesses the issue and determines whether the supplier may continue in the negotiation process and remain eligible for potential engagement. For further information, please refer to the 2025 Annual and Sustainability Report, the TCFD Report, and the Credicorp Sustainability Policy.

If the answer to question 15 is affirmative, please indicate the name of the document you are facing evidences the inclusion of ESG aspects in the purchasing and/or selection criteria of suppliers of goods and/or services:

Document Name
After the award, the Code of Conduct is included as an annex to the contract. While this document is not public, it sets out the guidelines that must govern our suppliers' conduct, requiring compliance not only with applicable laws but also with certain ESG standards. The annex covers topics such as human rights, environment and social responsibility, conflicts of interest, confidential information and data privacy, anti-corruption and bribery, fair competition, occupational health and safety, among others.

## Labor Rights:

Question 16	Yes	No	Explanation:
Does the company have a labour policy?	X		<p>Credicorp, through its subsidiaries, has internal policies that specifically address key labor-related matters. These policies are approved by the relevant management teams and by the Board of Directors (Sustainability Policy, Human Rights Policy, Equity Policy, and Code of Ethics). In addition, we are signatories to the UN Global Compact and are committed to respecting and promoting internationally recognized human rights.</p> <p>These policies apply to the subsidiaries within the scope of each policy. However, for the purposes of this report, the following clarifications apply:</p> <p>-Question 16c: The number of employees includes the following companies: BCP Peru, BCP Bolivia, Mibanco Peru, Mibanco Colombia, Prima AFP, Pacífico Seguros, Pacífico Salud, Credicorp Capital, BCP Miami, BCP Panama, Grupo Crédito, Healthcare Providers, Pacífico Asiste, Krealo, Culqi, Yape Market, and Instituto Bicentenario.</p> <p>-Question 17: The scope of the response includes Credicorp subsidiaries: BCP Peru, Prima AFP, Mibanco Peru, Pacífico Seguros, Pacífico Salud, and Credicorp Capital Peru.</p> <p>-Questions 18 and 19:</p> <p>As of 2025, the responses include the number of direct employees of the following companies: BCP Peru, Mibanco Peru, Credicorp Capital, Pacífico Salud, Pacífico Seguros, Pacífico Asiste, and Prima AFP. Direct employee data refers to active organic employees (excluding interns, terminated employees, or third parties) as of December 31, 2025. Hours worked are calculated based on the number of days an employee is contracted during the relevant year multiplied by eight working hours per day, considering only business days from Monday to Friday. With respect to contracted workers, no precise figure is available, as these vary continuously depending on the nature of the services provided (which may be recurring, permanent, or ad hoc).</p>

a. If the answer to question 16 is affirmative, please specify:

	Yes	No	Explanation
Has this labor policy been approved by the Board of Directors?	X		We have internal policies that specifically contemplate the main issues in labor matters, which are approved by the Management in charge and the Board of Directors (Sustainability Policy, Human Rights Policy, Equity Policy, Code of Ethics). In addition, we are adhered to the UN Global Compact and are committed to respecting and promoting internationally recognized Human Rights.
Does the company have a report evaluating the results of its labor policy and has this been made known to the Board of Directors?		X	We do not have reports that have been submitted to the Board of Directors evaluating the results of the policies. However, the results for each topic are managed internally by each team in each subsidiary.

b. If the answer to question 16 is affirmative, please indicate whether the labor policy includes and/or promotes, as appropriate, the following topics; as well as specify the name of the document evidencing its adoption, date of approval and the year since which it has been applied:

	Yes	No	Document name	Date of approval	Year since implementation
a. Equality and non-discrimination.	X		Credicorp Sustainability Policy	23/10/2025	2022
b. Diversity.	X		Credicorp Sustainability Policy	23/10/2025	2022
c. Prevention of sexual harassment (*).	X		Credicorp Sustainability Policy	23/10/2025	2022
d. Prevention of harassment and sexual harassment offences (**).	X		Code of Ethics (2022) / Sustainability Policy (updated in 2025) /	14/5/2020	2022
e. Freedom of affiliation and collective bargaining.	X		Human Rights Policy	23/10/2025	2022
f. Eradication of forced labour.	X		Human Rights Policy	23/10/2025	2022
g. Eradication of child labour.	X		Human Rights Policy	23/10/2025	2022

(\*) Take into consideration the scope of Law No. 27942.

(\*\*) Take into consideration the scope of Articles 151-A and 176-B of the Criminal Code, respectively.

c. Indicate the number of men and women within the organization and the percentage they represent of the total number of employees.

Employees	Number	Percentage of total employees
Women	27,806	57
Men	21,094	43
Total	48,900	100

**Question 17**

	Yes	No	Explanation:
<i>Has the company, during the year, been investigated or imposed any corrective measures, injunctions, fines or other sanctions related to non-compliance with labour standards, health and safety, forced labour or child labour?</i>	X		The following Credicorp subsidiaries, BCP Peru, Prima AFP, Mibanco Peru, Pacifico Seguros, Pacifico Salud, Credicorp Capital Peru, and Mibanco Colombia, have not been subject to fines or sanctions related to forced labor or child labor. In 2025, with the exception of Credicorp Capital Peru and Mibanco Colombia, the companies mentioned did receive fines from the Labor Authority, both in Lima and in other regions of Peru, related to labor regulations and occupational health and safety, specifically concerning the calculation and/or payment of employee benefits, compliance with labor obligations, among others. These fines are not considered material, as they are linked to employee claims regarding the calculation or determination of specific benefits, or to reviews of formal aspects inherent to the employment relationship.

a. If the answer to question 17 is affirmative, please indicate the type of investigation, corrective measure, precautionary measure, fine or other sanction to which the company has been subjected during the fiscal year related to non-compliance with labor standards, health and safety, forced labor or child labor; as well as the state or situation of the same at the end of the year:

Investigation, corrective measure, injunction, fine, or other sanction	Status or situation
The subsidiaries mentioned, with the exception of Credicorp Capital Peru and Mibanco Colombia, have received labor-related fines from the Labor Authority. These fines relate to various matters and may arise either ex officio or as a result of complaints filed by third parties (employees, former employees, or labor unions). None of the inspections or fines have been related to forced labor or child labor.	The fines imposed relate to moderate risks with stable trends. Some inspections were closed with no findings or fines, others are still under review by the Authority, and others have already been paid.

b. Specify whether the company maintains investigations, corrective measures, precautionary measures, fines or other sanctions from previous years related to non-compliance with labor standards, health and safety, forced labor or child labor; as well as the state or situation of the same at the end of the year:

Investigation, corrective measure, injunction, fine, or other sanction	Status or situation
The aforementioned subsidiaries, with the exception of Credicorp Capital Peru, do have inspections from previous years related to labor standards, specifically in matters of calculation and/or payment of social benefits, compliance with labor obligations, among others.	The inspections mentioned relate to moderate risks with stable trends. Some inspections were closed with no findings or fines, others are still under review by the Authority, and others have already been paid.

**Question 18**

	Yes	No	Explanation:
<i>Does the company carry out an annual evaluation on its compliance or observance of the standards related to Health and Safety at Work?</i>	X		Credicorp, through its subsidiaries, and in compliance with occupational health and safety (OHS) regulations and its Policy on Legal and Other Requirements of the OHS Management System (SGSST), conducts an independent annual assessment of compliance with the legal requirements applicable to the organization through audits of its OHS Management System.

**Question 19**

	Yes	No	Explanation:
<i>Does the company keep a record of workplace accidents?</i>	X		Yes. Credicorp's subsidiaries, in compliance with applicable occupational health and safety (OHS) regulations and their Internal Policy for the investigation of incidents, accidents, and occupational illnesses, maintain the following records: <ul style="list-style-type: none"><li>• OHS statistics.</li><li>• Workplace accident investigation records.</li></ul>

If the answer to question 19 is affirmative, please provide the following information corresponding to occupational accidents (\*) of direct (\*\*) and contracted (\*\*\*) employees of the company in the last three (3) years:

Indicator	Fiscal Year	(Fiscal Year - 1)	(Fiscal Year - 2)
Fiscal Year	2025	2024	2023
No. of Direct Employees	35,011	33,529	31,997
Total hours worked by all direct employees during the year	65,151,296	62,163,712	60,021,600
Number of Minor Accidents (Direct Employees)	21	18	21
Number of Disabling Accidents (Direct Employees)	116	81	81
Number of Fatal Accidents (Direct Employees)	0	0	0

Indicator	Fiscal Year	(Fiscal Year - 1)	(Fiscal Year - 2)
Fiscal Year	2025	2024	2023
No. of Employees Hired	0	0	0
Total hours worked by all employees hired during the year	0	0	0
Number of Minor Accidents (Contract Employees)	0	0	0
Number of Disabling Accidents (Contract Employees)	0	0	0
Number of Fatal Accidents (Contract Employees)	0	0	0

(\*) Minor Accident: An event whose injury, as a result of the medical evaluation, generates in the injured person a short rest with maximum return the next day to their usual work.

Disabling Accident: An event whose injury, as a result of the medical evaluation, results in rest, justified absence from work and treatment.

Fatal Accident: Event whose injuries cause the death of the worker.

Source: Glossary of Terms of the Regulations of Law No. 29783 - Law on Safety and Health at Work, Supreme Decree No. 005-2012-TR or regulation that replaces or modifies it.

(\*\*) Direct employees are considered to be all those who are directly linked to the company through any contractual modality.

(\*\*\*) Contracted employees are considered to be all those who carry out outsourced activities.

#### Question 20

	Yes	No	Explanation:
Does the company measure its work environment?	X		Credicorp's subsidiaries conduct an annual climate workplace employee engagement survey.

a. If the answer to question 20 is affirmative, please indicate:

	Yes	No	Explanation:
Does the company have objectives or targets to improve its work environment?	X		Each subsidiary manages its own internal work environment objectives and targets. These objectives are not public.

b. In case you have indicated that you have objectives or targets to improve your work environment, indicate the name of the document in which these objectives are evidenced, date of approval and the year since which it has been applied:

Document name	Date of Approval	Year since implementation

### Question 21

	Yes	No	Explanation:
Does the company have a talent management policy for its employees?	X		In the Sustainability Policy, Credicorp is committed to identifying and retaining talent.

a. If the answer to question 21 is affirmative, please indicate the name of the document that supports the talent management policy for its employees:

Document name
Credicorp Sustainability Policy: <a href="https://credicorp.gcs-web.com/static-files/1459d620-bc14-4017-bcf4-4e9c18afe34a">https://credicorp.gcs-web.com/static-files/1459d620-bc14-4017-bcf4-4e9c18afe34a</a>

b. If the answer to question 21 is affirmative, please specify:

	Yes	No	Explanation
Has this talent management policy been approved by the Board of Directors?	X		Credicorp's Board of Directors approved the update of the Sustainability Policy on October 23, 2025

### Question 22

	Sí	No	Explanation
Does the company have procedures in place to identify and punish sexual harassment and workplace hostility? (*)  (*) Take into consideration the scope given by Law No. 27942 to sex or the regulation that replaces or modifies it.	X		All stakeholder groups of Credicorp's subsidiaries may submit complaints through the appropriate channels, for example through "Alerta GenÉTICA". These complaints follow an established process, which is described in the Sustainability Report and set out in the Policy for the Prevention and Sanction of Sexual Harassment.

If the answer to question 22 is affirmative, please indicate the name of the company's document that supports procedures to prevent sexual harassment and workplace hostility:

Document name
-Code of Ethics -Equity Policy -Policy for the Prevention and Sanction of Sexual Harassment

**Human Rights:**

Question 23	Yes	No	Explanation:
<i>Does the company have an internal and external management policy or system that includes a complaint/complaint channel to address human rights impacts?</i>	X		Yes. We have the "Alerta GenÉTICA" system available on Credicorp's website ( <a href="https://grupocredicorp.com/alerta-genetica/">https://grupocredicorp.com/alerta-genetica/</a> ), which is accessible at all times to the stakeholders of Credicorp's subsidiaries. Through this platform, reports can be submitted regarding acts of corruption, workplace harassment, sexual harassment, discrimination, misuse of insider information, human rights violations, and other actions that contravene the Code of Ethics. Reports submitted through this channel may be made anonymously. In addition, we have a dedicated "Alerta GenÉTICA" WhatsApp channel and email address, which are used not only to receive reports but also to respond to inquiries related to the channel.
<i>Does the company record and respond, within a certain period, the results of the investigations derived from the complaints/grievances referred to in the previous question?</i>	X		The subsidiaries register and respond to complaints received through the implemented mechanisms within defined timeframes, in accordance with the established procedures.

a. If the answer to question 23 is affirmative, please indicate the name of the document evidencing the internal and external management policy or system adopted by the company, the date of issue and the year in which it has been implemented:

Document Name	Date of issue	Year of implementation
Corporate Human Rights Policy (Updated 2025)	18/05/2023	2023

b. If the answer to question 23 is affirmative, please indicate:

	Yes	No	Explanation:
<i>Does company have a report evaluating the results of its internal and external policy or management system to remedy human rights impacts?</i>		X	While we do not have a specific report that formally assesses human rights impacts, all complaints and reports received are investigated, and a record is maintained of the process and its resolution. This also includes reports related to human rights issues. In addition, we have a publicly available Human Rights Policy and an established process whereby any case requiring remediation of human rights impacts is escalated to Credicorp's Ethics Committee.
<i>Does the company have a training plan on human rights issues that includes the entire organization?</i>	X		We recognize that a strong human rights (HR) approach must be supported by a cultural plan that reinforces key concepts in risk-exposed areas. Since 2024, we have had a corporate-wide culture plan in place to strengthen the human rights approach among employees, ensuring they are aware of, understand, and apply the efforts we are undertaking as an organization in their daily work. This plan also extends to key suppliers, addressing Ethics and Compliance topics with a focus on financial crimes that may lead to human rights violations, as well as general human rights information.

### III. ADDITIONAL INFORMATION

Question 24	Yes	No	Explanation
Does the company have an international certification in Corporate Sustainability?	X		While Credicorp does not hold an international certification in corporate sustainability, it is assessed by independent external rating agencies. As of today, it holds an AA rating, corresponding to "Leader" performance for 2025 from MSCI, and a score of 15.6 (Low Risk) from Sustainalytics.

If the answer to question 24 is affirmative, indicate the certification that the company has and indicate the website where this can be validated.

International certification	Website

Question 25	Yes	No	Explanation:
Does the company have a Corporate Sustainability Report other than this report?	X		Credicorp 2025 Annual and Sustainability Report.

If the answer to question 25 is affirmative, please indicate the name of the report and the web link through which the latest available report can be accessed:

Document Name	Website
Credicorp 2025 Annual and Sustainability Report	<a href="https://credicorp.gcs-web.com/company-reports/annual-materials">https://credicorp.gcs-web.com/company-reports/annual-materials</a>