

CORPORATE SUSTAINABILITY POLICY

UPDATED AS OF DECEMBER 2023

For Express TRANSPORTS S.A., the business objective is not only economic success but also to contribute to social and environmental well-being in an ethical and sustainable manner. We have developed various policies as part of our Corporate Social Responsibility (CSR), reflecting our commitment to improving the environment in which we live:

1. ENVIRONMENTAL INITIATIVES AND OBJECTIVES:

a. Packing Material Reuse Program:

Express Transports commits to reuse and recycle all packaging materials, as long as it does not affect the quality of the service provided to our clients. We reuse the boxes at least once before recycling them in partnership with Aniquem.

b. ANIQUEM Recycling Program:

Since 2015, our company has been part of Aniquem's "RECYCLE TO HELP" program. Aniquem is a non-profit association that assists children who have suffered severe burns and live in extreme poverty. While the program mainly involves recycling paper and cardboard, we are exploring the possibility of incorporating new materials, seeking alternatives that are not only recyclable but also have a positive impact on the environment and fundraising for Aniquem.

c. Miraflores Municipality Recycling Program:

We participate in the recycling program of the Miraflores Municipality, "Trash That is Not Trash," where we utilize various recyclables such as plastic, glass bottles, TetraPak, cardboard, newspaper, metals, and magazines. We have a collection container in our office, and the municipality collects the materials every Tuesday for recycling.

d. 90% Digital Company:

Our company is 70% digital. Most of our processes and documents are managed digitally through platforms such as Outlook, Moveware, TuRecibo, Surveypro (in implementation), and Mobi (in implementation).

e. Hybrid Work Company:

After the pandemic, we adopted a hybrid work model, where our staff attends the office three times a week and works remotely for two days. This reduces reliance on public or private transportation, contributing to environmental conservation.

f. Electronic Devices Shutdown Initiative:

Turned-off but not unplugged electronic devices still consume energy. The company encourages employees to follow eco-friendly practices, emphasizing the importance of implementing these practices not only in the workplace but also personally, reducing carbon footprint, achieving cost savings, and extending the life of devices.

Objectives:

1. Become a 90% paperless/digital company by the end of 2024, printing only documents required by law (e.g., accounting invoices).
2. Reuse and subsequently recycle 100% of our materials from now on.

2. SOCIAL INITIATIVES AND OBJECTIVES:

a. Employee Well-being Programs:

Introduction of comprehensive health and well-being programs for employees, including support for mental health, fitness initiatives, and access to well-being resources. Express Transports recognizes the importance of having a healthy and committed workforce.

- **Birthday Time Off:** To celebrate each year in a special way, we offer our employees a day off on their birthday. We want them to use this time to enjoy and celebrate according to their personal preferences.
- **Hybrid Work:** Recognizing the importance of balancing work and personal life, we have implemented a hybrid work model. This provides flexibility for our employees to perform their duties remotely and in-person, based on individual needs and job requirements.
- **Additional Insurance for Children Under 18:** We extend our commitment to the safety and well-being of our employees' children under 18. We provide additional insurance that offers protection and peace of mind to families in unforeseen circumstances.

- **Anniversary Recognition:** We value the dedication and loyalty of our employees. Therefore, we recognize and celebrate each milestone in their careers, especially anniversaries that are multiples of 5 years. This recognition highlights the significant contribution of each individual to the company's success.
- **Presence in Special Moments:** We share joy in significant moments in the lives of our employees, such as engagements, weddings, and the birth of children. We accompany our team in these important events, strengthening bonds beyond the workplace.

These initiatives reflect our ongoing commitment to creating a work environment where our employees feel valued, supported, and motivated to reach their full potential.

Additionally, in 2023, we have implemented the Occupational Health and Safety System. This process is regulated and supervised by the National Superintendence of Labor Inspection (SUNAFIL). As part of these implementations, we have included:

- **Occupational Doctor:** A medical specialist who records and monitors our medical history.
- **Occupational Psychological Support:** We have a specialist available for workers experiencing processes related to anxiety, depression, work-related stress, workplace sexual harassment, burnout syndrome, or any other mental health issue. This support also includes guidance on personal/family matters and training in social skills.
- **Nutritionist:** A specialist who advises workers seeking to improve their dietary habits.

In accordance with Peruvian legislation, our employees undergo an annual preventive checkup to monitor their health indicators for optimal work performance. They also have statutory life insurance, providing coverage in cases of the employee's death or permanent disability, offering financial protection for both the employee and their loved ones in challenging situations.

b. Commitment to Diversity, Equity, and Inclusion (DEI):

Development and implementation of a DEI (Diversity, Equity, and Inclusion) strategy to foster an inclusive workplace. Express Transports actively promotes diversified hiring practices, offering training on unconscious biases, and provides a platform for open discussions on diversity-related issues.



Currently, the workforce of Express Transports consists of 51 employees, and the statistics are as follows:

| | National | Foreigner | % Foreigner | Women Staff | Male Staff | Total Staff | % Women | % Men |
|---------|----------|-----------|-------------|-------------|------------|-------------|---------|-------|
| GENERAL | 45 | 6 | 12% | 15 | 36 | 51 | 29% | 71% |

| | | | | | | | | |
|-----|----|---|-----|----|----|----|-----|-----|
| ADM | 19 | 0 | 0% | 13 | 9 | 19 | 68% | 32% |
| OPE | 26 | 6 | 19% | 2 | 30 | 32 | 6% | 94% |

Overall, the composition of the workforce shows a predominance of 71% male employees compared to 29% female employees. This imbalance is explained by the core nature of the business, which focuses on moving, where physical strength is an essential requirement. Since most operational functions, such as packing and loading, require specific physical attributes, the decision has been made to have a predominantly male workforce. Male employees not only possess superior physical strength but can also evenly distribute tasks related to loading and unloading in the crews.

To counteract this gender disparity within the administrative staff, there has been a reversal of figures, with 68% women compared to 32% male employees. This approach aims to balance gender representation in areas that do not require specific physical skills, contributing to greater diversity and equity in the workplace.

It is also important to note that 12% of our workforce comes from foreign nationalities. This percentage is within the limit allowed by Peruvian law, which establishes a maximum of 20%. This diversity in the workforce reflects our commitment to providing equal rights and benefits to all individuals, regardless of their nationality. We aim to create an inclusive environment where non-domiciled employees can access the same opportunities and privileges enjoyed by Peruvian citizens in our company.

c. Community Engagement and Philanthropy:

Express Transports seeks to have a presence in community projects and philanthropic initiatives. In this regard, in 2023, the current partners of the company participated in the 'Un techo para mi país' program. This participation reflects the interest in contributing to the well-being of disadvantaged communities by providing tangible support through the construction of dignified housing.



Similarly, as indicated in point 1b, by participating in the Aniquem recycling program, the purpose is not only to encourage the recycling of materials but also to generate income to enable children from low-income backgrounds to access treatments for severe burns they have suffered.

Year 2022: 1,930 kg recycled, equivalent to S/. 1,158.00, subsidizing the treatment of two children.

Year 2023: 4,730 kg recycled, equivalent to S/. 1,706.7, subsidizing the treatment of three children.

Objectives:

1. Maintain a staff turnover rate below 10%, contributing to stability and continuity in our team.
2. Maintain a percentage of at least 25% female staff overall and maintain a range between <10;20>% for foreign staff.
3. Add to our program with Aniquem the collection of at least 1 new material (screw caps) to benefit more children within the program.

3. GOVERNANCE INITIATIVES:

The goal of our corporate sustainability governance policy is to ensure that our company can operate and thrive, creating a positive long-term impact and making sustainable changes gradually and financially stable. This policy is based on three pillars:

a. Development and Implementation:

This establishes the starting points for the development and implementation of our Corporate Sustainability program. Initially, a small committee is formed, assigning responsibilities to:

- **General Management:** Provide the necessary resources for the execution of activities.
- **Administration Management:** Responsible for complying with tax obligations, payment of obligations, and keeping evidence of its processes orderly.
- **Human Resources:** Monitoring and reporting of activities and obligations derived from legislation for personnel management.

Once the participation of those responsible is confirmed, a topic with a positive impact and feasible for implementation within the company is identified. Then, a working team is formed, led by a representative from the management. Once the proposal is approved, a work plan is organized considering the deadlines that must be met.

b. Communication and Responsibility:

The initiative approved in point a. is communicated via email to all members of the company so they are aware of the action plan that will be carried out to implement the chosen Corporate Sustainability program, i.e., the responsibilities for implementation and compliance.

Additionally, necessary training sessions are established to ensure understanding and application of these practices.

Once known and implemented, reports on the taken initiative are shared. Periodic reports are prepared on the progress and achievements of the Corporate Sustainability program.

In addition to communicating efforts to employees, this communication is also conducted for Clients and Suppliers through our social media.

c. Self-Assessment:

At least once a year, the management gathers to conduct self-assessments, verifying performance and ensuring compliance with our sustainability program.

If changes occur, compliance will be monitored, and the effectiveness of our corporate sustainability governance will be regularly reviewed.