

Diversity and Inclusion Policy

Based on the Diversity and Inclusion Policy approved by Intercorp Peru Ltd., holding company of the Intercorp Group; Intercorp Financial Services Inc. (“IFS”), seeks that our teams, both at IFS and its subsidiaries, reflect the diversity of the Peruvian society which we are a part of. That is why, we are convinced that having diverse work teams positively impacts creativity and innovation, which allows us to better understand and serve our clients, helping them fulfil their dreams.

We want collaborators of different ethnic origins, sex, age, marital status, political opinion, sexual orientation, religion, ability, nationality, economic condition, or any other nature. We believe that all these characteristics make us unique human beings.

- In line with the above, at IFS: We encourage diversity in our work teams and foster a work environment that respects and values individual differences to appreciate the talent of each collaborator.
- We promote equal opportunities among employees and treat them with respect and trust. For this reason, we reject all types of discrimination related to ethnic origins, sex, age, marital status, political opinion, sexual orientation, religion, disability, nationality, economic condition, or of any other nature.
- Our current Board is formed by seven members with various profiles and careers, contributing different views to the Board.

However, under Peruvian legislation, companies do not participate in selecting Board candidates and are therefore unable to establish requirements surrounding Board member diversity. At IFS, we actively promote diversity in the composition of the Board of Directors of IFS and its subsidiaries.

We request our shareholders to consider diversity criteria such as, among others, gender, nationality, ethnic origin, and education, based on the needs of the respective company when conducting board member selection processes. In particular, including female candidates during all selection processes is encouraged. Finally, when conducting searches for board candidates through a third party, the slate of prospects must include the diversity criteria previously mentioned.

- We use non-discriminatory language in our internal and external communications, as well as in our advertising.
- We provide a work environment where no type of violence, harassment or offensive and/or disrespectful behavior is accepted.
- We promote a motivating and creative environment, where promotions, career paths and remuneration are available under equal conditions, based on the knowledge, attitudes, skills and merits required for the different jobs.

- We cultivate an inclusive and collaborative culture to retain our talent and maximize their potential.

Lima, July 31, 2023

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