

## HUMAN RIGHTS POLICY

### 1. Introduction

At Intercorp Financial Services Inc. (IFS) we aim to empower all Peruvians to achieve financial wellbeing. The basic principles of human rights are aligned with our values as expressed in our Code of Ethics and policies.

### 2. Objective and Scope

The intent of this policy is to respect and promote human rights in line with international standards. This policy reflects international agreements and principles, such as the United Nations Global Compact, the International Bill of Human Rights and the International Labour Organization (ILO) Declaration. The scope of this policy extends to IFS and its subsidiaries. The practices of our suppliers, clients, and other stakeholders should be aligned with this policy.

### 3. Definitions

Human Rights: universal rights, inherent to every human being regardless of nationality, age, gender, ethnic origin, color, religion, language or any other condition. For the purposes of this Policy, our Code of Ethics definitions shall be considered.

### 4. Principles and Commitment

IFS and its subsidiaries are committed to respecting and promoting human rights in accordance with applicable laws in the jurisdictions in which they operate and in line with international principles: The principles of the United Nations Global Compact relating to the areas of human rights (Principles 1 and 2) and labor practices (Principles 3, 4, 5, and 6) are covered and adopted by IFS and its subsidiaries in this policy. IFS and its subsidiaries undertake the following commitments:

#### A. Human Rights **Commitment**

- Support and respect the protection of universally recognized fundamental human rights.
- Ensure to not being complicit in human rights abuses.

#### B. Labor Practices **Commitment**

IFS and its subsidiaries are committed to upholding fair labor practices and promoting dignified working conditions across their operations. This commitment is reflected in the following labor practices:

- Recognition of the freedom of association and the right to collective bargaining.
- Promote the elimination of forced labor, human trafficking, coercion or any other form of exploitation.
- Reject child labor.
- Support the abolition of discriminatory practices based on gender, ethnicity, age, religion, nationality, disability, marital status, sexual orientation or social condition; and promote equity to serve vulnerable groups (women, LGBTQ+ community, senior citizens, among others).
- **Promote equal remuneration for work of equal value**, with an ongoing review of internal compensation and performance processes to identify and eliminate biases.
- Support **fair compensation**, including the commitment to paying workers for **annual leave** and encouraging practices that **reduce excessive working hours** while promoting a balance between productivity and employee wellbeing.

#### 5. Due diligence and reporting

It is the obligation of our board of directors and each employee, supplier, client, and any other stakeholders to report any suspicion of non-compliance or misconduct to this policy through the available whistleblower hotline <https://canaleticoifs.lineaseticas.com>. Failure to comply with this policy will be subject to corrective actions ranging from a reprimand to dismissal, which will be defined by the corresponding body. The corrective actions applicable and/or imposed for non-compliance with this document shall be without prejudice to the administrative, civil and criminal liabilities set forth under applicable laws. Due diligence controls related to this policy shall be implemented no later than one year after the approval of this document.

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**Approved by the Board of Directors of Intercorp Financial Services, Inc. on August 11, 2025.**