TEXTILES CAMONES

SUSTAINABILITY REPORT 2024



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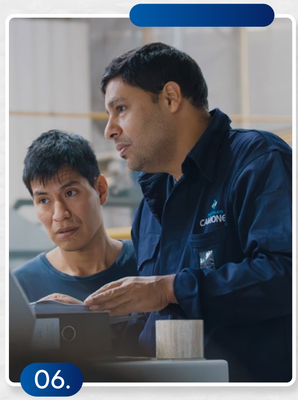
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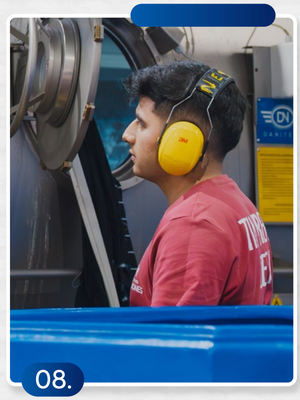
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LETTER FROM THE GENERAL MANAGER



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Letter from the General Manager

Leading the sustainable textile industry

Dear Stakeholders,

I am pleased to present our 2024 Sustainability Report, in which we reaffirm our commitment to responsible, ethical, and innovative management, balanced with social development and environmental protection. This document reflects the most significant milestones of a year in which we solidified key advancements in our sustainability strategy, strengthened our relationships with stakeholders, and deepened our purpose as a triple-bottom-line company.

At Textiles Camones, we believe that sustainability is more than a goal: it is the path to transforming the industry, creating shared value, and building a resilient future. Throughout 2024, we have integrated this vision into each of our processes, maintaining our commitment to operational excellence, circularity, and sustainable innovation.

Among our noteworthy achievements, we consolidated actions to improve our energy efficiency and strengthen our environmental management capabilities. We continued to generate clean energy, optimize the use of natural resources, and implement digital tools that enhance the monitoring of our processes. These advancements were driven in part by strategic initiatives such as the Sustainable Industrial Zones (ZIS Perú) project.

Our circular economy approach was expressed through concrete practices of waste valorization and partnerships with social and environmental initiatives. Likewise, we reaffirmed our commitment to people: we promoted an organizational culture based on inclusion, advanced training and well-being programs, and strengthened our ties with communities through local development initiatives.l.

> This document reflects the most significant milestones of a year in which we solidified key advancements in our sustainability strategy, strengthened our relationships with stakeholders, and deepened our purpose as a triple-bottom-line company.

GRI 2-22



Carlos Camones

General Manager

Letter from the General Manager

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In the realm of the supply chain, we continued to prioritize ethical and transparent relationships with our suppliers. We implemented on-site audits, reinforced our evaluation systems, and renewed certifications that endorse our best practices in quality, sustainability, and traceability.

These achievements reflect the collective effort of our employees, strategic partners, clients, and communities, to whom I extend my deepest gratitude for their commitment. Their participation has been key to advancing toward an organizational culture centered on responsibility and positive impact.

Looking ahead, we reaffirm our determination to lead a sustainable transformation in the textile sector. We will continue to innovate, collaborate, and strengthen our capabilities to generate solutions that respond to the social and environmental challenges of our world.

I invite you to learn more about this process in the pages of this report, where you will find our actions, lessons learned, and aspirations toward a business model that is increasingly more human-centric, sustainable, and competitive.

Sincerely,

Carlos Camones
General Manager
Textiles Camones S. A.

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OUR ESG PERFORMANCE



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Our ESG Performance

Environmental

Tri-standard certification:

ISO 9001 **ISO 14001** **ISO 45001**

Fourth star of recognition from **Peru Carbon Footprint** for the progressive reduction of emissions in 2023.

10%
reduction in water consumption compared to 2023.

Obtaining
the Peru Clean seal for compliance with the Clean Production Agreement.

83.9%
of waste reused, which promotes the circular economy within our operations.

35,585
returned to our supplier, placing us third in the annual ranking of the Returnable Cones program.

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Our ESG Performance

Social

85%
acceptance in the work climate survey conducted by GPTW.

0
fatal accidents in our operations.

100%
of employees trained, with a total of 24,167.70 training hours.

4 programs
aimed at strengthening the comprehensive health and well-being of our employees.

49%
of our workforce was composed of women, reflecting our commitment to gender equality.

4 social programs
implemented for the benefit of vulnerable communities.

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Our ESG Performance

Governance

21%
increase in our sales compared to the previous year.

80%
satisfaction level among users of our ethics channel.

Recognition
as a "Company that Transforms" for the second consecutive year.

95%
overall satisfaction in the customer survey.

Renewal
of our international certifications: WRAP, GOTS, GRS, RCS, and BASC.

85.71%
of our contracts were with national suppliers.

TEXTILES CAMONES

CHAPTER 1

TEXTILES CAMONES: LEADING THE SUSTAINABLE TEXTILE INDUSTRY



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Chapter 1

Our Business Model

Since our founding in 1995, we at Textiles Camones have taken a leading role in the textile industry, standing out for combining innovation, quality, and sustainability in each of our products. Through the use of certified raw materials, advanced technology, and a highly qualified team, we lead the export of knitted fabrics and garments to the world's most demanding markets.

As a certified B Corporation, we are pioneers in integrating triple-impact practices–social, environmental, and governance–that position us as agents of change in the global economy. Our leadership is not only reflected in the excellence of our products but also in our firm commitment to generating a positive and sustainable impact for our communities and the planet.

GRI 2-1

> At Textiles Camones, leading with social and environmental commitment is not just part of our business; it is the foundation for building a sustainable future and positively transforming our communities and the planet.

Mission, Vision, and Values

Our organizational culture is based on solid principles that guide each of our decisions.

The mission, vision, and values of Textiles Camones reflect our commitment to quality, innovation, sustainability, and respect for people and the environment. These elements are the guide that drives us to operate responsibly and to project ourselves toward growth aligned with current social and environmental challenges.

Vision

To be globally recognized as a sustainable textile company.

Mission

To dress the world with innovative, high-quality proposals at competitive prices, with social and environmental responsibility.

Leadership:

We are innovative and face the future.

Integrity:

We act with honesty and respect towards our employees, clients, and society

Quality:

We exceed the demands of the global market.



Sustainability:

We manage resources with a focus on social and economic development, and on environmental care.

Commitment:

We have a passion for results.

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Location of Our Operations

Our operations are carried out in the Lima region. We have two production plants: the main plant, located in Puente Piedra, and the knitting plant in Los Olivos. Likewise, we have five retail stores in the Gamarra commercial emporium, where we sell our fabrics to the local market.



Industrial plants

Stores

Lima

Main Plant:
Av. Santa Josefina 527
Puente Piedra, Lima

Knitting Plant:
Calle San Hector N° 241 -
Los Olivos, Lima

Stores

- Jr. América 670 -
  La Victoria, Lima
- Av. Bazo 975 - La Victoria, Lima
- Jr. Sebastián Barranca 1442 -
  LaVictoria, Lima
- San Cristóbal 1592 -
  La Victoria, Lima
- Agustín Gamarra 974 - 976
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1.2. Milestones in Our History

1995
- The story of Textiles Camones begins.

1997
- Inauguration of the Knitting and Dyeing plant.

1998
- Began textile exports to the regional market.

2000
- Manufacturing operations begin.

2005
- Operations begin at the Puente Piedra plant.

2007
- Entered the Venezuelan market and opened our first international store.

2010
- Entered the Colombian market, establishing our second international store.
- Inauguration of the second phase at the Puente Piedra plant.

2013
- Construction of our wastewater treatment plant (WWTP).

2015
- Modernization through integrated processes and systematization of the company's production lines.
- Publication of our Code of Conduct.

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2016

- 100% growth of our manufacturing unit.

2021

- Launch and implementation of our sustainability strategy.
- Publication of our Anti-Corruption and Anti-Bribery Policy.
- Obtaining the Great Place To Work (GPTW) certification.

2022

- We obtained ISO 9001 and ISO 14001 certifications, along with carbon neutrality certification based on the ISO 14064 standard, reinforcing our commitment to excellence and the environment.
- We received two stars from MINAM (Ministry of the Environment) for our carbon footprint verification and were recognized as a Socially Responsible Company.
- We achieved Great Place To Work recertification and published our first Sustainability Report, consolidating our sustainable management.

2023

- In 2023, we became a Benefit Corporation (BIC) and obtained B Corp certification from B Lab. We signed a Clean Production Agreement with MINAM and received two stars for our 2022 carbon footprint verification. We were recognized by Great Place To Work in five categories, highlighting our #3 ranking in Sustainable Management. Additionally, we participated in the ZIS Perú (Sustainable Industrial Zones) project, renewed quality certifications (GOTS, OEKO-TEX, RCS, and GRS), met Inditex standards, and launched the Be Green line. That year, we also published our second Sustainability Report and received the “Company with Sustainable Management” and “Companies that Transform” awards.

2024

- In 2024, we achieved tri-standard certification (ISO 9001, 14001, and 45001) and were recognized by Great Place To Work, ranking #1 in Sustainable Management and #10 for Women in Peru. We made progress in reducing GHG (Greenhouse Gas) emissions and our Carbon Footprint, received the 2023 “Company with Sustainable Management” Award in the Outstanding category, the Clean Peru Seal, and the “Companies that Transform” award for the second consecutive year. Furthermore, UNIDO (United Nations Industrial Development Organization) highlighted our participation in the Sustainable Industrial Zones project.

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1.3. Affiliations, Recognitions, and Awards

As part of our commitment to continuous improvement and responsible leadership, we maintain affiliations with various industry organizations and have received recognitions for initiatives that reflect our values and performance. These achievements reinforce our reputation and motivate us to continue promoting sustainable and innovative practices in our operations.

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Recognitions and Awards

EGS - Sustainable Management Company 2024



ompliance CPA Clean Peru - Solid Waste



ZIS Peru - Sustainable Industry



Fourth star Carbon Footprint for the 2023 period



GPTW - 10th in Best Places to Work for Women



GPTW - 1st in Best Places to Work for Sustainable Management



Companies that Transform Recognition



Associations

National Society of Industries

SNI SOCIEDAD NACIONAL DE INDUSTRIAS

Lima Chamber of Commerce

CCL CÁMARA DE COMERCIO LIMA
La Fuerza de los Empresarios

Association of Exporters (ADEX)

ADEX ASOCIACIÓN DE EXPORTADORES

Peru Sostenible

PERÚ SOSTENIBLE

BCI Better Cotton Initiative

BCI Better Cotton Initiative

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1.4. Our Processes and Product

We are a company with vertically integrated production processes, carried out entirely in our facilities. This guarantees high levels of effectiveness, quality, and operational efficiency.

GRI 2-6

Our value chain includes:

Textile and Product Development:

We specialize in the research, design, and innovation of new fabrics and garments, integrating processes that guarantee compliance with the highest standards of quality, cost-efficiency, and sustainability criteria. Our approach ensures that each development strategically responds to the needs of our clients and the demands of the global market.

Textile Processes:

We comprehensively manage each stage of the yarn transformation process, ensuring the production of specialized fabrics adapted to the demands of each market. Our process includes yarn and fabric dyeing, knitting, and finishing, as well as the application of various printing methods–rotary, digital, and sublimation–guaranteeing innovation, quality, and differentiation in every product.

Manufacturing Processes:

We perform all the necessary operations to transform our raw materials into top-quality finished products. This stage includes specific activities such as cutting, sewing, and applications, executed under high standards of efficiency and precision to guarantee excellence in every garment



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OUR PRODUCT LINE

We have a product line designed to meet the needs of our customers, offering high-quality, efficient textile solutions that align with the most demanding market standards.



Fabrics

Manufacturing of knit fabrics, such as jersey, piqué, rib, interlock, flannel, french terry, and striped fabrics, among others. Also, fabrics with full-coverage prints and sublimated fabrics.



Full Package

Manufacturing of garments for export, providing renowned global brands with a wide variety of products, such as t-shirts, polo shirts, sweatshirts, dresses, blouses, tank tops, jackets, pants, underwear, among others.



Industrial Services

- Industrial laundry
- yarn dyeing
- rotary fabric printing
- digital printing
- textile sublimation

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1.5.Our Global Reach

International Markets:

We serve the world's most demanding markets by complying with high standards of quality and sustainability.

•**Export Fabrics Division:** Bolivia, Ecuador, Colombia, and Venezuela.

•**Export Garments Division:** Europe (Italy and Spain), United States, India, China (Hong Kong), Philippines, Israel, United Arab Emirates, Mexico, Brazil, Colombia, and Argentina.

Mercado local:

We have five retail stores that sell fabrics, geared towards garment manufacturers from all over the country, as well as retail fabric sellers.



At Textiles Camones, we deliver our value proposition to diverse national and international markets, offering high-quality, sustainable textile products tailored to each client's needs91. Our experience, production capacity, and commitment to innovation have allowed us to consolidate solid commercial relationships on different continents, contributing to the growth of the Peruvian textile industry worldwide.

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Our Main Clients

They are the pillar that drives our growth. Below, we present our strategic clients, who trust our value proposition and share our commitment to quality and sustainability in the textile industry.

A|X ARMANI EXCHANGE · ARAMIS · Brooksfield · C&A · CO&TEX · DISTRITEX · DUDALINA · FILA · FORTY SEVEN BRAND

Hering · INDIVIDUAL · JOHN JOHN · John Uribe · LANDS' END · mistral · NEXKOS · OAKLEY · Oficina RESERVA

OSKLEN · OXFORD POLO CLUB · AN ORIGINAL penguin BY MUNSINGWEAR · perutex · Primatela · RENNER · Reserva · RCHLO RIACHUELO · RICARDO ALMEIDA

simples RESERVA · SKECHERS · TEXTICENTRO ...Nueva Visión Innovadora · TRACK&FIELD · URBAN PERFORMANCE · YOUCOM · ZARA

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CHAPTER 2

SUSTAINABILITY AT THE CORE OF OUR BUSINESS

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Chapter 2

Our Sustainability Strategy

We firmly believe that business success must go hand in hand with environmental care, social responsibility, and economic well-being104. Therefore, we have incorporated sustainability principles into every stage of our operations, seeking not only to generate value for our customers but also to contribute positively to the community and the planet.

Accordingly, since 2021 we have been implementing our 2021-2025 sustainability strategy with the purpose of driving an internal cultural transformation towards a circular economy model106. This approach is based on ecodesign and the recovery of textile waste, and it promotes responsible management that integrates environmental, social, and economic aspects in a balanced way.

This strategy is aligned with the principles defined in our Sustainability Policy, which details the commitments that guide our decisions in this area.

During 2024, we continued to advance on this path through the six pillars that structure our sustainability strategy:

GRI 2-22 GRI 2-23 GRI 2-24

We promote sustainable products by reducing environmental impacts throughout their life cycle. In 2024, we renewed our GOTS, GRS, and RCS certifications, expanding the use of organic cotton and recycled polyester, in addition to starting technological developments with eco-friendly additives.

Ecodesign

We promote initiatives that strengthen the bond of our employees with the company through continuous training, professional development, recognition, and integration activities.

Human Talent Management

We implement continuous improvements in our production processes with a focus on economic, environmental, and social efficiency. In 2021, we began the integrated certification process for ISO 9001 and ISO 14001. In 2024, we also achieved ISO 45001 certification, thus consolidating a solid integrated system.

Sustainable Management



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We prioritize the reduction, recovery, and reuse of waste, achieving an 83.9% recovery rate during 2024. Likewise, we fulfilled the commitments made in the Clean Production Agreement (CPA) regarding solid waste, which reinforced our focus on more efficient and sustainable resource management.

Aware of the environmental impact of the textile sector, we measure our carbon and water footprints to propose improvement actions. In 2024, we managed to reduce our emissions and neutralize our carbon footprint, which allowed us to obtain the fourth level of recognition from MINAM.

Shared Value: We develop programs that improve the quality of life for the community of Puente Piedra, such as “Weaving Dreams,” “Empower Your Talent,” “Revive Chillón,” and “Plant a Tree, Make a Change”. “Empower Your Talent” stands out, aimed at training the local community for employment in specialized sewing, a program for which we received the “Companies that Transform” recognition. We also promote educational initiatives like the “School for Parents,” community projects, and support actions through donations.



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Sustainability Committee

We also have a Sustainability Committee, a key body composed of representatives from Senior Management, which acts as a strategic support instance for the company's sustainable management. The committee's functions include promoting the adoption of policies, procedures, and best practices in environmental, social, and governance (ESG) matters, in line with the organization's commitments.

It meets monthly–or more frequently when circumstances require–to review progress on various sustainability fronts, evaluate key indicators, and facilitate informed decision-making on priority issues such as health and safety, human rights, climate change, environmental performance, community relations, and business ethics.

During 2024, this committee was fundamental in continuing the implementation of our sustainability strategy, consolidating the monitoring of initiatives, and strengthening coordination with other operational and administrative areas.

Members	
Name	Position
Carlos Camones	General Manage
Isabel Uehara	Manufacturing Manager
Magaly López	Textile Manager
José Luis Rivera	Administration and Finance Manager
Lady Ramos	Head of Laboratory and Chemical Warehouse
José Luis Pulido	Head of OHS
Jessica Palomino	Head of Environment
Edwin Ayala	Maintenance Manager
Sonia Baldeón	Human Resources Manager
Arturo Odar	Warehouse Manager
Pilar Sarmiento	Marketing Manager



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2.2 Commitment to the Sustainable Development Goals

At Textiles Camones, we recognize the importance of actively contributing to the Sustainable Development Goals (SDGs) as part of our sustainability strategy. Through various initiatives, we seek to generate shared value and respond to the most urgent social, environmental, and economic challenges in our environment. Below, we present the SDGs that guide our actions:

SDG	What are we doing?	Our Contribution
	"Empower Your Talent" and "Weaving Dreams" programs	Agreement with the municipality for personnel training in sewing. Campaigns and social support volunteering for donations to soup kitchens.
	"Weaving Dreams" Program	Social support volunteering for donations to community soup kitchens.
	Women in predominantly male areas	"Hiring of 25 new female employees in roles such as transport, weaving, electricity, and warehouse.". "Specific training in machine operation and administrative management to ensure autonomy and performance."
	Water footprint management	Reduction of water consumption in processes through water recirculation.

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SDG	What are we doing?	Our Contribution
	Clean energy	Generation of electrical energy with solar panels in our facilities.
	“Empower Your Talent” Program	“Training citizens as seamstresses, in coordination with the Municipality of Puente Piedra, for their incorporation into the labor market as skilled labor.”
	Certifications and Product Development	Achieved OEKO-TEX, RCS, GOTS, and BCI certifications, as well as the development and launch of the Be Green eco-friendly line.
	Inclusive selection processes	“Incorporation of three pregnant women and four employees with hearing disabilities in 2023, which reinforced our policy in 2024.”

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SDG	What are we doing?	Our Contribution
11 CIUDADES Y COMUNIDADES SOSTENIBLES	"Weaving Dreams," "Revive Chillón," "Plant a Tree, Make a Change" Programs	Campaigns and social support volunteering for donations to soup kitchens, cleaning the Chillón River, and planting trees.
12 PRODUCCIÓN Y CONSUMO RESPONSABLES	Certifications and product development, Compliance with Clean Production Agreement for solid waste	Obtainment of OEKO-TEX, RCS, GOTS, and BCI certifications, as well as the development and launch of the Be Green ecological line. Implementation in 2024 of the commitments established in our Clean Production Agreement for solid waste." Achievement of 83.9% waste recovery, promoting a culture of circular economy in our operations."
13 ACCIÓN POR EL CLIMA	"Carbon footprint management, 'Revive Chillón' and 'Plant a Tree, Make a Change' Programs"	Process optimization to reduce energy consumption and thus GHG emissions, contributing to the neutralization of our carbon footprint. Campaigns and volunteering for cleaning the Chillón River and planting trees.
17 ALIANZAS PARA LOGRAR LOS OBJETIVOS	Agreements with NGOs for waste recovery	Donation of recoverable waste (WEEE, paper, cardboard, plastic, etc.) to social support charities, in agreement with Aniquem and Aldeas Infantiles.

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2.3 Dialogue with Our Stakeholders

At Textiles Camones, strengthening our connection with stakeholders is key to continuing to advance our sustainable strategy, generate shared value, and build relationships based on trust and transparency.

In 2024, we reaffirmed our commitment to stakeholders through active dialogue and participation spaces that allowed us to understand their expectations and respond in a timely manner. Below, we present the main actors with whom we maintain an active dialogue, fostering effective communication consistent with our vision of sustainability.

GRI 2-29



Stakeholder Group	Communication Mechanisms	Category
Board of Directors	• Board meetings • Minutes	Internal
Employees	• Internal surveys • Internal surveys, • Training sessions • Corporate emails • Audiovisual communications • Official social media channels	Internal
Government	• Letters, • Virtual document submission • Visits from authorities	External
Customers	• Emails • Phone calls • In-store contact	External
Suppliers	• Emails • Phone calls • Visits	External
Servicios	• Correos electrónicos • Llamadas telefónicas • Visitas	External
Industry Peers	• Emails, • Phone calls • Work meetings • Visits	External
Community	• Alliances with organizations • Meetings with community representatives • Sustainability reports, Newsletters • Public consultations via the Camtex Integrity platform	External

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2.4 Our Double Materiality Analysis

In 2024, we reviewed our materiality analysis using the double materiality approach, evaluating both the impact of our ESG (environmental, social, and governance) topics on stakeholders and their effect on financial value creation. This exercise, aligned with the Global Reporting Initiative (GRI) 2021 standards, the Sustainability Accounting Standards Board (SASB), and the recommendations of the International Financial Reporting Standard (IFRS), allowed us to adapt to new challenges, trends, and frameworks, strengthening our strategy for creating sustainable value throughout the value chain.

GRI 3-1



The following are the methodological stages that guided our double materiality analysis process:

ANALYSIS OF THE ORGANIZATION'S CONTEXT

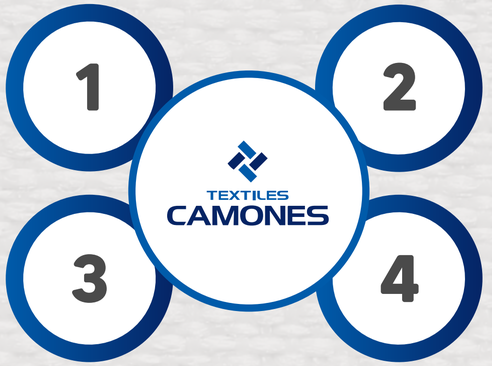
As the first phase of the materiality update, the following was carried out:

- Review of the 2023 materiality
- Review of the sustainability strategy and the 2023 Sustainability Report
- Analysis of impacts in the value chain

EVALUATION OF IMPACTS, RISKS, AND

The assessment of sustainability impacts was determined as follows:

- Impact materiality evaluation criteria: results of the evaluation with stakeholders, significance of the impact, and expert opinion.
- Financial materiality evaluation criteria: financial impact, impact on the company's strategy, risks, and opportunities.



IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES

- Identification of the company's impacts, risks, and opportunities, grouped into initial sustainability topics.
- Dialogue with stakeholders to evaluate the initial topics that represent relevant impacts: management, administrative staff, operators, suppliers, customers, and financial entities.
- Evaluation categories: 1-5.

PRIORITIZATION AND VALIDATION OF MATERIAL

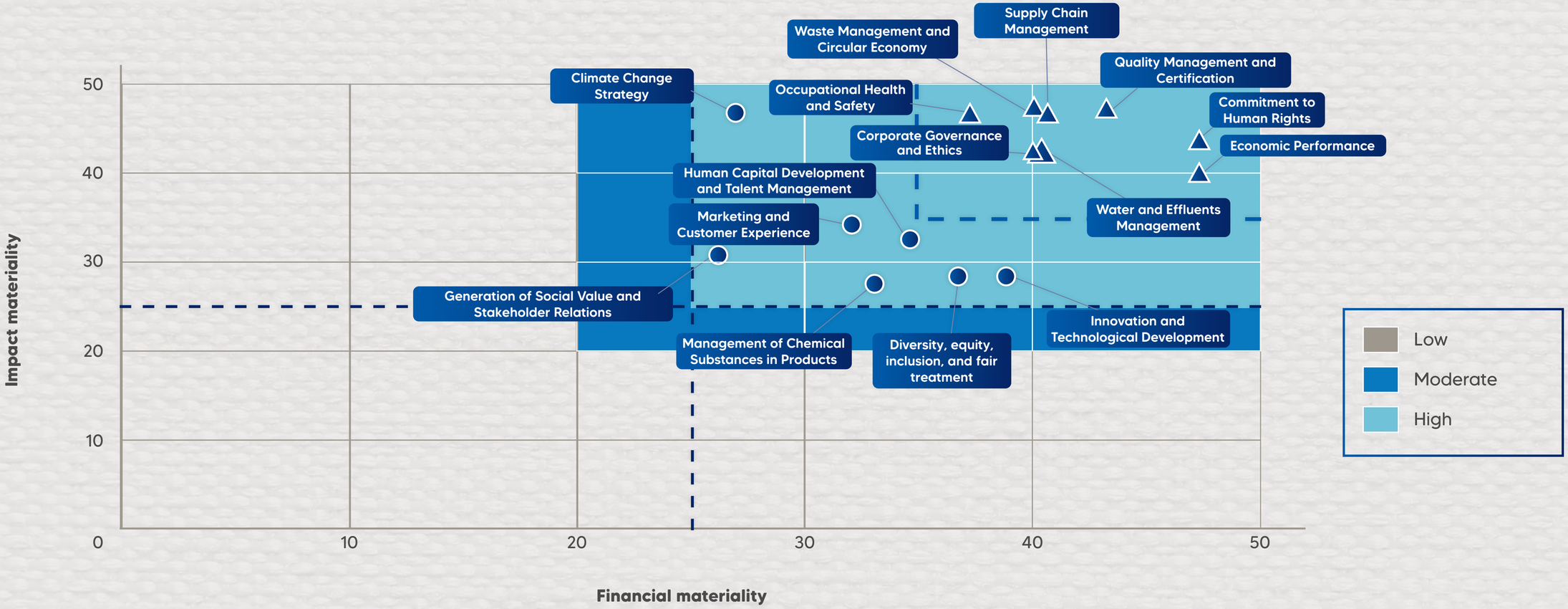
- Prioritization and grouping of material issues in the materiality matrix.
- Creation of the list of the most relevant material topics for the company.
- Validation by the company.

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As a result of the aforementioned process, we obtained a Double Materiality Matrix that highlights the priority of sustainability issues, where the items with the highest scores represent those with the greatest impact:

GRI 3-2

Double Materiality Matrix

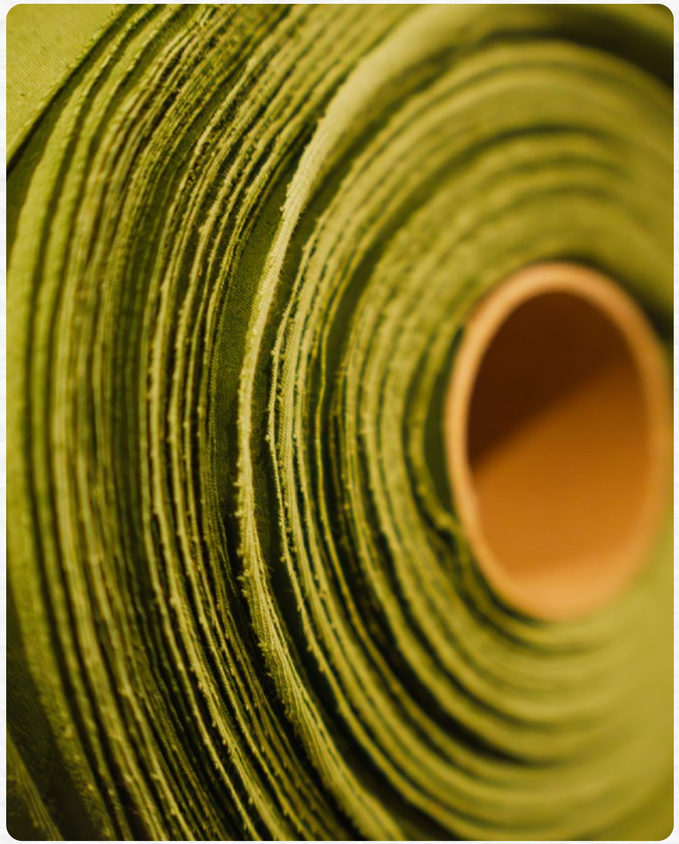


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Material Topics

From the analysis, we identified 14 key material topics that reflect the most relevant aspects for our stakeholders and for the company's performance.

GRI 3-2



Material Topics			
Material Topics	Stakeholder Impact	Financial Impact	Priority
Economic Performance	7.17	11.96	Medium
Good Corporate Governance and Ethics	7.78	10.74	Medium
Innovation and Technological Development	7.84	11.90	Medium
Supply Chain Management	11.37	11.25	High
Quality Management and Certifications	7.15	10.56	Medium
Climate Change Strategy	11.52	7.94	Medium
Waste Management and Circular Economy	11.54	10.74	High
Water and Effluent Management	12.00	12.10	High
Management of Chemical Substances in Products	7.75	11.20	Medium
Occupational Health and Safety	8.74	9.73	High
Marketing and Customer Experience	7.21	11.59	Medium
Human Capital Development and Talent Management	10.60	11.36	High
Commitment to Human Rights	8.70	9.27	High
Generation of Social Value and Stakeholder Relations	11.31	5.10	Medium

TEXTILES CAMONES

CHAPTER 3

WE ACT WITH TRANSPARENCY: OUR VISION OF ETHICS AND GOVERNANCE



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Chapter 3

We Act with Transparency: Our Vision of Ethics and Governance



3.1. Corporate Governance

At Textiles Camones, we are convinced that a solid governance structure is essential to achieve our strategic goals and consolidate our position in the textile sector. The implementation of responsible and ethical practices allows us not only to safeguard the interests of our stakeholders but also to foster an organizational culture based on transparency and integrity.

In this regard, we have established clear guidelines that direct our daily actions and promote business management consistent with our values. Likewise, in line with our commitment to transparency, we annually prepare our sustainability report, which is reviewed and approved by both the General Management and the Board of Directors. Its content is validated by the main areas of the organization and is prepared in accordance with the GRI (Global Reporting Initiative) Standards, which guarantees the integrity and reliability of the information presented.

GRI 2-14 GRI 2-22 GRI 2-23 GRI 2-30

Below, we present the main policies that support our commitment to ethical and responsible governance:

- Anti-corruption and Anti-bribery Policy
- Sustainability Policy
- Responsible Purchasing Policy
- Integrated Management System (IMS) Policies
- Chemical Substance Management Policy
- Policy on Compliance with Laws and Regulations
- Policy on Prohibition of Forced Labor
- Compensation and Benefits Policy
- Working Hours Policy
- Salary Policy
- Policy on Prohibition of Child Labor
- Policy on Prohibition of Discrimination, Harassment, and Abuse
- Policy on Freedom of Association and Collective Bargaining
- Human Rights Policy
- Open Door Policy
- Loan Policy
- Urgent Needs Policy

To ensure compliance with our policies, our General Manager establishes a series of coordinated actions that include email communications, and in-person and virtual meetings. Additionally, he supervises compliance with the processes designed to address economic, environmental, and social impacts, using specific indicators for monitoring. This approach is reinforced with monthly follow-ups to evaluate the effectiveness of these processes and ensure compliance with the established policies.

To learn more about our policies and regulations, you can access the following link:

https://www.textilescamones.com/es/politicas.html

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Governance Structure

The Board of Directors, composed of four members, is the highest governing body of Textiles Camones. Its presidency is held by the General Manager, Mr. Carlos Camones, who simultaneously assumes executive and supervisory functions. This structure ensures fluid coordination between corporate strategy and daily operations, allowing the Board to drive continuous improvement, oversee the achievement of strategic objectives, and guarantee the proper allocation of resources to promote our sustainable development.

Our governance model consists of three key levels:

GRI 2-9 GRI 2-10 GRI 2-11 GRI 2-12 GRI 2-17 GRI 2-18

General Shareholders' Meeting

Board of Directors

General Management

This structure allows us to maintain an aligned strategic direction, with defined roles for decision-making, oversight, and executive management.

Likewise, to ensure transparent and participatory management, Shareholders' Meetings and periodic Board of Directors sessions are held. In these meetings, critical issues are addressed through voting and open deliberation processes. These forums feature the active participation of area leaders, which strengthens a culture of collaboration, accountability, and clear governance at all levels of the organization.

General Shareholders' Meeting

Strategic decisions that guarantee the continuity and transparency of our management are made at the General Shareholders' Meeting. Among these, the election of the Chairman and Vice-Chairman of the Board of Directors stands out, carried out by personal and independent voting. Likewise, the financial statements, the allocation of profits, and other key matters that articulate the relationship between the Board and the shareholders are approved.

Carlos Hugo Camones Guillermo

General Manager
Chairman of the Board



Witson Alfredo Camones Guillermo

Director

Jhon Alex Camones Guillermo

Commercial Manager
Vice President of the Board of Directors

Isaías Edwin Camones Guillermo

Legal Representative
Director

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Diversity in the Composition of the Board of Directors GRI 405-1

Age Range	Board of Directors			
	Men	Women	% Men	% Women
Over 50 years	4	0	100%	0%
Between 30 and 50 years	-	-	0%	0%
Under 30 years	-	-	0%	0%
Subtotal	4	0	100%	0%
Total	**4**			

Composition of the Board of Directors

Name	Position on the Board	Executive Position	Tenure	Independence
Carlos Hugo Camones Guillermo	Chairman of the Board	General Manager	29 years	No
Jhon Alex Camones Guillermo	Vice-Chairman of the Board	Commercial Manager	29 years	No
Witson Alfredo Camones Guillermo	Director	Non-executive	24 years	No
Isaías Edwin Camones Guillermo	Director	Legal Representative	29 years	No

Board of Directors

Our Board of Directors plans the company's direction and strategy, establishing clear objectives and goals. Additionally, it continuously monitors and evaluates business performance to implement improvements that allow for the achievement of all strategic objectives. The Board's management is based on three fundamental pillars: financial stability, sustainability, and corporate governance focused on continuous improvement.

It actively participates in strategic planning, approving sales, production, and financial plans, as well as in the validation of management systems such as ISO 14001 and ISO 45001. Additionally, it is involved in training processes and leadership spaces related to sustainability.

The evaluation of the Board of Directors is carried out together with the management, considering factors such as the work environment, which strengthens leadership and ensures management aligned with excellence standards.



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General Management

The General Management is in charge of implementing the business strategy, managing the economic, social, and environmental impacts in line with the Board of Directors' guidelines.

This work is carried out through periodic meetings with the teams of each area, in which actions are coordinated, performance is evaluated through indicators, and compliance with internal policies is ensured. Monitoring is constant, with in-person and virtual meetings, and fluid communication with the leaders of each unit.

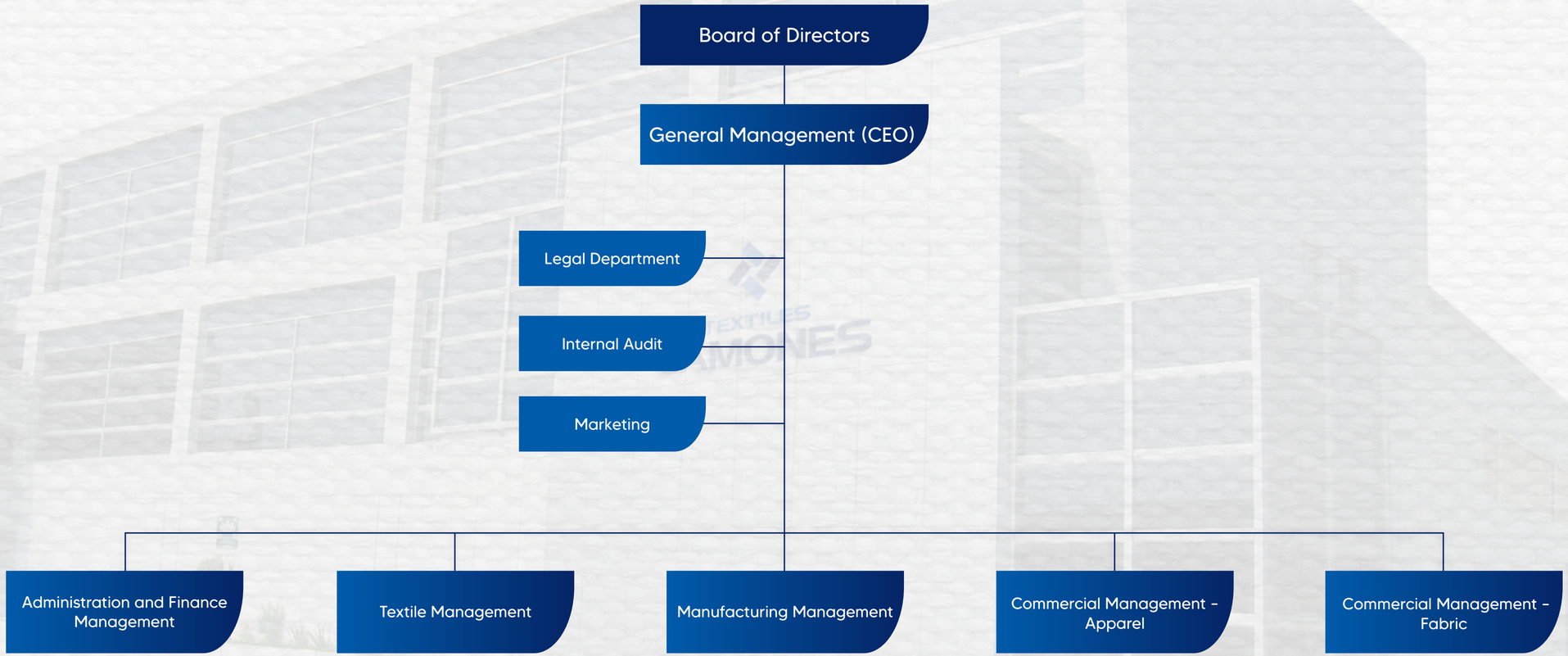
In the social and environmental spheres, Management works hand in hand with the Environment and Human Resources areas to address key issues. In the economic sphere, it coordinates with the Finance area to guarantee efficient, transparent management aligned with the company's strategic objectives.





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Corporate Organizational Chart



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Our Committees

To strengthen internal management and organizational sustainability, we have a network of specialized committees that operate in coordination with Senior Management. Each one plays a key role in continuous improvement, risk prevention, and compliance with ethical and regulatory standards:

GRI 2-13

Committee of Sustainability

Promotes responsible policies and practices in social, environmental, and ethical matters. Meets monthly to evaluate progress and define new goals.

Committee for Intervention in Sexual Harassment, Discrimination, and Abuse

Addresses complaints of harassment, discrimination, and abuse. Defines protection, sanction, and follow-up measures, ensuring the well-being of employees.

Risk and Operations Committee

Supervises critical risks and ensures operational continuity. Led by different management areas, it meets monthly to evaluate action plans.

Ethics and Integrity Committee

Establishes policies against corruption, discrimination, and misconduct. Fosters an ethical culture aligned with institutional values.

BASC Committee

Monitors security in our commercial operations in accordance with the BASC Control System, guaranteeing secure and traceable trade.

WRAP Committee

Defines the guidelines of the WRAP system and supervises its implementation to ensure ethical and responsible production

Occupational Health and Safety Committee

Monitors the application of occupational safety regulations. Composed of representatives of the workers and the company, it meets monthly.

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Communication and Management of Critical Concerns

We promote responsible management through internal mechanisms that allow for the identification, attention, and resolution of critical concerns at different levels of the organization. Our Internal Audit area plays a key role in this process, acting proactively and in coordination with the General Management. Evaluations and recommendations are documented and formally communicated to ensure continuous improvement.

During 2024, six priority concerns were addressed, focused on strengthening internal processes, improving the traceability of operations, and reinforcing coordination between areas. These included everything from standardizing audits and controls to strengthening efficiency in key logistics and operational processes.



GRI 2-15 GRI 2-16

In 2024, we addressed six critical concerns, which are detailed below:

01.

To strengthen the competencies of the Internal Audit team and formalize its structure.



02.

To enhance the capabilities of the Internal Audit team and formalize its structure.



03.

To promote the care and proper custody of merchandise transit documents



04.

To improve coordination between management teams for commercial decision-making and dispatch management.



05.

To optimize controls and management at the points of sale in the Gamarra commercial emporium.



06.

To streamline the import processes for special equipment to avoid cost overruns



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Compensation and Equity Process

Our management promotes wage equity as part of our commitment to fair and responsible management. We have a Salary Equality Committee, composed of representatives from General Management, Administration and Finance, Engineering, and Human Resources, who meet annually to review salary structures, analyze internal and external data, and detect potential gaps. This work is complemented by the support of specialized consultants, which allows us to stay updated with the best market practices.

For operational positions without experience, we guarantee a minimum remuneration equal to or greater than the Minimum Living Wage (RMV), ensuring equitable working conditions for all individuals, without distinction of gender or previous experience. Additionally, 100% of operational personnel have access to variable remuneration for productivity, which reinforces a culture of recognition based on performance.



GRI 2-19 GRI 2-20

2024 Compensation Scheme

We have a clear, equitable compensation policy that is aligned with current regulations. We offer a combination of fixed and variable remuneration, applying fair criteria for all levels of the organization. Below are the main components of our compensation scheme, as well as the conditions applicable in the event of contract termination.

What do we offer our employees?

Compensation Type	Applies?	Detalles clave
Fixed and variable remuneration	✓	All personnel have fixed remuneration. Additionally, employees receive bonuses and operational staff receive production incentives.
Hiring bonuses or entry incentives	X	Not currently granted
Severance pay for contract termination	✓	Granted in accordance with current law.

Conditions in case of contract termination

Aspecto evaluado	¿Aplica?	Detalles clave
Different notice periods for executives and other employees	X	All employees receive one month's notice, without hierarchical distinction.
Differentiated severance pay for senior executives	X	The same criteria are applied to everyone.
Additional payments to executives after their departure	X	No extra payments are granted at the end of the employment relationship.
Mitigation clauses in exit contracts	X	No additional mitigation clauses are included.
Refunds or reimbursements	X	No refunds or reimbursements are made
Retirement benefits	✓	Granted in accordance with Peruvian law.

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3.2. Business Ethics and Regulatory Compliance

At Textiles Camones, we maintain our firm commitment to act with integrity and transparency in all our operations. For us, ethics is not limited to regulatory compliance but is lived as a transversal principle that guides every decision and relationship within our value chain.

To ensure a solid ethical culture, we have four key instruments: the Code of Conduct, the Anti-Corruption and Anti-Bribery Policy, the BASC certification, and the Internal Work Regulations. These documents establish the expected standards of behavior, strengthening an environment based on integrity and risk prevention.

The Code of Conduct and the Anti-Corruption and Anti-Bribery Policy define the values, principles, and expected behaviors of employees and partners and are actively disseminated by the Internal Audit Department as part of our preventive culture against fraud, conflicts of interest, and corruption.

In turn, the BASC certification–which we renew annually–endorses our commitment to secure international trade and the prevention of crimes such as smuggling and illicit substance trafficking. Finally, the Internal Work Regulations clearly establish the applicable sanctions for corrupt behavior, ensuring that all our employees know their responsibilities and the consequences of violating these principles.

GRI 3-3 GRI 2-15 GRI 2-25 GRI 2-27

Code of Conduct

Establishes the principles that guide our daily behavior and lays the foundation for a respectful and transparent work environment. It applies to the entire team, as well as strategic partners, suppliers, and other parties linked to our operations. Respeto mutuo y trato justo

- Mutual respect and fair
- Integrity in decision-making
- Commitment to sustainability
- Zero tolerance for discriminatory or disrespectful practice

Anti-Corruption and Anti-Bribery Policy

Complements the Code of Conduct with specific guidelines to prevent, detect, and act against acts of corruption or bribery.

- Prohibition of receiving or giving unauthorized benefits
- Monitoring of suppliers to prevent illicit practices
- Rejection of the use of false information or undue influence
- Continuous training in ethics, compliance, and transparency

Three key pillars of our Policy

Universal Application

We ensure that all individuals–employees, clients, suppliers, and partners–are aware of and comply with this policy, both within and outside the workplace. We expressly prohibit any request, delivery, or acceptance of donations without proper authorization.

Supply Chain Control

We conduct a rigorous assessment and monitoring of our suppliers to prevent links to illicit practices, such as corruption, money laundering, or the misuse of resources.

Ethical Conduct in Every Action

Our team acts with honesty, professionalism, and impartiality. We reject the use of false information, bribes, and any irregular practices in our contracting and internal processes.

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Ethics Committee

The Ethics Committee is the body responsible for establishing and supervising the policies that reinforce our commitment to integrity, proactively addressing issues such as corruption, defamation, and misleading information. It also promotes a culture of zero tolerance towards discrimination based on race, gender, religion, age, or physical condition, guaranteeing respect for the rights of all interested parties.

Committee Members

Name	Position
Milagros Abanto	Lawyer
Carlos Mesta	Head of Internal Audit
Sonia Baldeón	Head of Human Resources
José Pulido	Head of OHS

Through the Ethics Committee, we promote an organizational culture based on ethical principles, fostering responsible conduct aligned with the company's values in all areas and at all levels.

Ethical Channels and Consultation Mechanisms

We are committed to a culture of integrity. Therefore, we provide our employees with accessible consultation and reporting channels, such as our

Camtex Integrity Ethics Channel

and the virtual contact channel of the Human Resources area. These platforms allow for resolving doubts, receiving guidance, and safely reporting any inappropriate conduct that violates our principles.





GRI 2-26

Performance of the Ethics Channel:

Number of reports managed in the Ethics Channel in 2024: **6**

Average response time for complaints: **3 days**

Satisfaction level with the channel: **80 %**

Ethical cases detected and properly addressed: **3**

All reports are managed with confidentiality and traceability, and are used to define corrective actions from the CEO's office. During 2024, training sessions were also conducted to strengthen the proper use of these channels and to foster a culture of internal transparency.

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Evaluation of Critical Risks and Controls in Operations

As we do every year, the Internal Audit department carried out control actions to evaluate critical risks in our operations. In 2024, we focused on identifying possible violations of our Code of Ethics, especially in the Logistics-Purchasing area. We detected risks associated with unplanned purchases, evasion of controls, contracting without guarantees, manipulation of records, and possible conflicts of interest. These findings allow us to reinforce transparency and strengthen our processes.

Operations evaluated in relation to corruption risks - 2024

Categories	Unit of Measurement	2024
Number of operations	Number	2137
Percentage of operations	Percentage	12%
Total		**263**

In 2024, Textiles Camones did not register any confirmed cases of corruption or legal actions related to unfair competition practices. This result reaffirms our commitment to ethical and transparent management, promoting a solid organizational culture and strengthening trust with all our stakeholders.

GRI 205-1 GRI 205-3 GRI 206-1

Communication and training on anti-corruption policies and procedures

In 2024, we reaffirmed our commitment to ethics and the prevention of corruption through communication and training initiatives aimed at both our internal team and our supply chain.

During the year, we implemented the "Transform to Transform" training program, aimed at strengthening the ethical leadership skills of managers and supervisors. This program was held between July 13 and September 28 at the UPC facilities, through ten five-hour in-person workshops. 35 key leaders of the organization participated, completing 100% of the sessions, addressing topics such as crisis communication, development of high-performance teams, time management, conflict management, and professional ethics.

In parallel, we reinforced the communication of our anti-corruption policies with suppliers. As part of the annual evaluation process, they were sent the Code of Ethics and Conduct for Suppliers, the Responsible Purchasing Policy, and the Anti-Corruption Policy, along with an acceptance form to be signed by management or the legal representative within a maximum period of seven business days. In 2024, 148 critical suppliers were convened, of which 129 complied with the process and were evaluated.

These actions strengthen our commitment to management with integrity and transparency, aligned with international standards.

GRI 205-2

Below, we detail the number and percentage of people who were informed and trained:

Number and percentage of people informed and trained

Labor Category	Number	Percentage
Management	6	100 %
Administrative	266	100 %
Operators	1779	100 %
Suppliers	129	87 %
Total	**2180**	**97 %**

On our path to continuous improvement, the year 2024 provided us with key lessons that reinforced our commitment to ethics and transparency. We came to understand that ethics should not be perceived merely as a regulatory requirement, but as an intrinsic value that guides every decision, especially from leadership. Likewise, we confirmed that an ethics channel is only effective if it is visible, accessible, and generates trust. Therefore, we have intensified its promotion and optimized its design.

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> At Textiles Camones, we will continue to strengthen our internal policies, consolidating a culture of integrity and ensuring our principles are coherently reflected in every organizational action and process.



Main Achievements

During 2024, we highlight the following achievements and progress:

- 35 leaders trained in conflict management and professional ethics, with 100% participation in the "Transform to Transform" training program.
- Relaunch of the Ethics Channel - Integridad Camtex 2.0, with technological and communicational improvements, achieving an 80% satisfaction level among users..
- Implementation of a specialized procedure for handling ethical and harassment cases, ensuring confidentiality, empathy, and timely response times.
- Zero legal incidents or reported acts of corruption, maintaining a history free of unfair or anti-competitive practices.

Upcoming Projects

With the aim of consolidating a culture of integrity throughout the organization, during 2025 we will prioritize the following projects:

- **Strengthening the Ethics Channel - Integridad Camtex:** We will expand training, optimize its technology, and improve the follow-up of received reports.
- **Massive training in ethics and anti-corruption:** We will launch an internal training campaign focused on ethical decision-making, bribery prevention, and conflict of interest management.
- **Advancement towards social compliance certifications:** We will raise our standards through more rigorous audits and the incorporation of criteria related to human rights and ethical conduct.

These efforts will enable us to continue building a more responsible, coherent, and principled company.

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3.3. Economic Performance

Financial strength and operational efficiency are fundamental pillars of our sustainable management. Throughout 2024, we worked to consolidate our economic recovery, strengthen competitiveness in international markets, and lay the foundations for long-term sustainable growth.

During this period, sales reached approximately S/344 million, representing a 21% increase over the previous year. This growth was mainly due to the sustained recovery in demand, especially in the foreign market, where exports increased by 35%, raising their share of total sales from 76% to 82%. In contrast, local fabric sales decreased by 22%.

Within the export portfolio, the apparel segment showed the greatest dynamism, increasing its share from 52% to 58% of total exports.Faced with this scenario, the policy of early inventory replacement was maintained, taking advantage of lower raw material costs. This was reflected in a 21% increase in inventories, mainly of strategic materials and inputs to meet the projected growth in production.

Favorable conditions in input prices, along with operational efficiencies derived from higher volume and improvements in plant management, contributed to the gross profit rising to 24% (versus 19% in 2023) and pre-tax profits reaching 15% (compared to 10% the previous year).

GRI 3-3 GRI 201-1

Below, we present our objectives, goals, and the performance achieved in 2024:

Objectives, goals, and the performance achieved in 2024

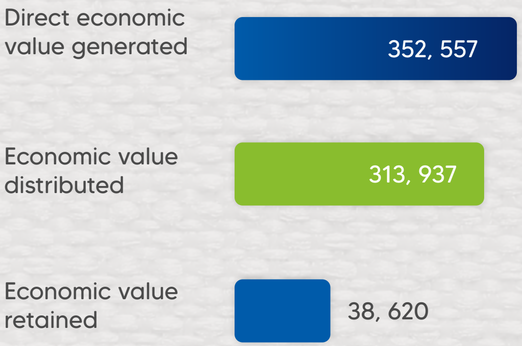
Objetivo	Meta	Desempeño
Compliance with the sales plan	USD 100 millones	USD 89.5 millones
Gross margin on core sales	26.5 %	25.6 %
Profit before profit sharing and taxes	18 %	15 %
Return on assets (ROA)	8.5 %	6 %

Likewise, in 2024, we continued to strengthen a solid and resilient economic management. Our focus was on the progressive renovation of textile and manufacturing machinery to ensure current production levels and improve efficiency, thus helping to sustain improvements in productivity and operational costs. We also began designing the productive capacity expansion plan for the coming years, which will support the growth forecasted in the revision of the company's strategic plan through 2032.

In accordance with our policy, sustainability criteria are prioritized in the evaluation of investment alternatives, serving as a first filter before applying economic-financial criteria.

As a result of this focus, during the year we generated a direct economic value of S/352.557 million, 20.34% more than in 2023, driven mainly by the increase in sales. Of that total, we distributed S/313.937 million, prioritizing better remuneration and facing higher financial expenses, in line with market conditions. In addition, we managed to retain S/38.620 million, which strengthens our reinvestment capacity and ensures the future sustainability of our operations.

Direct economic value generated and distributed in thousands of soles



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Main Achievements

We achieved a generated economic value of S/352,557 million, reflecting solid financial management and stable market performance.

We recorded a 21% increase in our sales compared to the previous year, the result of commercial drive and process optimization.

We implemented strategies that allowed us to maintain an adequate level of operational liquidity, freeing up key resources for strategic investments.

We advanced in the digitalization and control of processes, reducing waste and improving efficiency in product turnover.

Upcoming Projects

During 2025, we will continue to strengthen our operational efficiency and financial sustainability through:

- Reinvestment of profits in new machinery to sustain growth and reduce environmental impacts.
- Climate study to anticipate extreme variations that may affect local demand for fabric.
- Expansion of production by 20%, through the implementation of improved production processes to reduce seconds, driven by multidisciplinary teams committed to excellence.

These actions reflect our commitment to resilient, efficient management aligned with sustainability and shared value.

TEXTILES CAMONES

CHAPTER 4

INNOVATION AND SUSTAINABILITY IN OUR SUPPLY CHAIN



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4.1. Product Sustainability and Quality

At Textiles Camones, sustainability is a fundamental pillar that guides every aspect of our management. Through our sustainability policy, we promote responsible practices that not only contribute to environmental protection but also reinforce the quality of our products..

This policy is implemented comprehensively throughout the company and is based on the following key principles:

Environmental protection: we are committed to environmental conservation throughout all our operations. os comprometemos con la conservación ambiental a través de todas nuestras operaciones.

Use of recycled and/or certified materials: we prioritize materials that minimize our ecological impact.

Minimization of waste and effluents: we implement practices that reduce waste generation and promote recycling and reuse.

GRI 3-3

GRI NO GRI Gestión de la Calidad y Certificaciones

For us, quality is not just an operational goal, but a cross-cutting commitment articulated through an Integrated Management System (IMS), based on international standards. This management is founded on the principles of continuous improvement, compliance with legal requirements, and customer satisfaction. We implement standardized processes, traceability tools, and constant evaluation mechanisms, both internal and external.

This comprehensive vision allows us to advance toward a more efficient, safe, and transparent operation, generating value for our clients, suppliers, employees, and the community



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Be Green Line

Since its creation, Be Green has evolved as our line of sustainable products, aligning our production activities with environmental and social criteria. Under the pillar of ecodesign, we develop fabrics, yarns, and garments made with certified fibers and responsible processes, minimizing the use of restricted inputs and promoting safe practices throughout the entire production chain.



Learn more about our Be Green line: https://www.textilescamones.com/begreen/



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In partnership with Archroma, we celebrated Innovation Day, where we presented our sustainable solutions and explored how responsible chemistry and textile innovation can respond to the growing demands of the global market.

In 2024, we reaffirmed our commitment to sustainability through investments in new technologies for textile production. This allows us to offer products with functional and technical finishes that provide greater comfort, durability, breathability, and sun protection. These developments incorporate biodegradable and bio-based inputs, aligning with environmental responsibility criteria.



Quality Management

Quality management is a strategic pillar that drives all our operations. From General Management, we define policies and objectives aligned with the highest standards, which are communicated to all personnel to ensure their effective compliance.

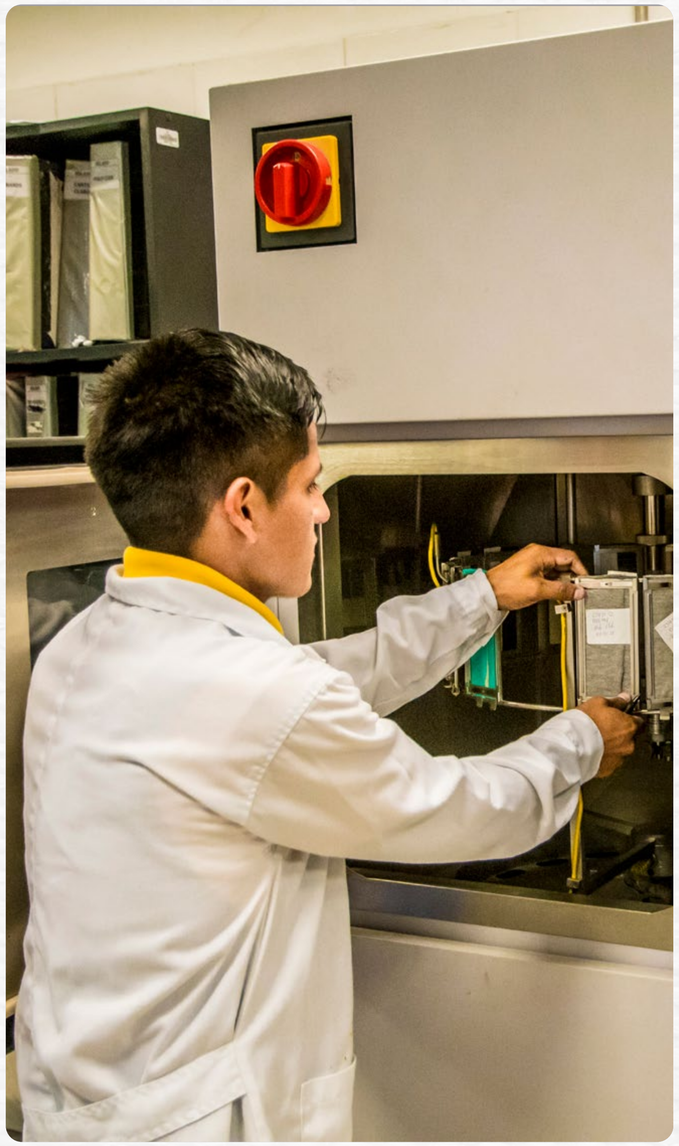
To this end, we have formed a specialized team with the necessary resources to implement our quality policies. Among our main tools are:

Annual customer satisfaction survey: applied to the three business units, it allows us to evaluate and respond to customer expectations comprehensively.

Internal audits: conducted by the Quality Assurance department to verify compliance with customer requirements and internal standards.

Documented procedures: ensure process standardization and operational control.

Planning based on risks and opportunities: allows us to anticipate and mitigate risks, maximizing improvement opportunities



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Integrated Management System (IMS)

During 2024, we consolidated our Integrated Management System by obtaining ISO 45001 certification, reaffirming our commitment to the health and safety of our employees.

The IMS is based on defined policies, objectives, and scopes, which allow us to guarantee customer satisfaction through standardized processes, continuous improvement, and compliance with quality, environmental, and safety requirements. One of the key commitments of our policy is to ensure compliance with customer quality requirements, through rigorous controls that guarantee products and services are in accordance with established standards.

Currently, one of our short-term strategic objectives is the automation and optimization of our operational processes, in order to drive greater efficiency and ensure compliance with the quality standards required by the American market.

ISO 9001

Quality Management: focused on meeting customer expectations through controlled and measurable processes.

ISO 14001

ISO 14001 - Environmental Management: ensures sustainable practices and efficient use of resources.

ISO 45001

ISO 45001 - Occupational Health and Safety: establishes measures to prevent occupational risks and protect our employees.

With these certifications, we reaffirm our commitment to quality, sustainability, safety, and operational excellence..



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Our Quality Objectives

Our quality management is aligned with clear and measurable goals, established within the framework of the Integrated Management System (IMS) and defined by each strategic area. Below, we present the objectives that guide our quality management:

- **Provide world-class service to clients:** fulfill our clients' requirements and ensure their satisfaction.
- **Maximize our operational productive potential:** continuously evaluate and improve the performance of the IMS.
- **Achieve the systematization and digitalization of projects:** optimize processes using technological tools.

Our certifications

Our commitment to sustainability, people's well-being, and quality is reflected in the certifications that support our work.

We started 2024 as a B Corporation, after obtaining the certification in November 2023. Additionally, we use certified inputs such as BCI cotton, RCS, GOTS, GRS, OEKO-TEX, and Lenzing™fibers, which allows us to offer products with traceability and environmental backing. Upon our clients' request, we can certify the use of these raw materials, complying with the requirements established by each program through licenses, physical analysis, and purchase documentation.

Below, we detail the certifications that support our commitment to sustainability, quality, and good practices:

- Great Place To Work
- RCS. Recycled polyester products
- Global Organic Textile Standard (GOTS)
- Global Recycled Standard (GRS)
- Worldwide Responsible Accredited Production (WRAP)
- Certified B Corporation
- OEKO-TEX. Textile products free of harmful substances
- BASC - Business Alliance for Secure Commerce
- Lenzing Certified Sustainable Fabric
- ISO 45001 - Occupational Health and Safety management
- ISO 14001 - Environmental Management
- ISO 9001 - Quality Management System

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During 2024, the consolidation of our Integrated Management System was a strategic pillar for strengthening traceability, continuously improving our processes, and responding effectively to the demands of the environment. This progress was supported by management aligned with international standards, rigorous audits, ongoing training, and the active participation of Senior Management, which has reinforced our culture of quality and sustainability.

> Looking to the future, we remain committed to digitalization, sustainability, and innovation as the pillars that will strengthen our quality management and certifications in the coming years.

Main Achievements

In 2024, we strengthened our commitment to quality, sustainability, and safety through the attainment and renewal of key certifications:

- We recertified the **ISO 9001:2015** (quality management) and **ISO 14001:2015** (environmental management) standards, reaffirming our focus on continuous improvement.
- We obtained **ISO 45001:2018** (occupational health and safety) certification, guaranteeing safe and healthy work environments.
- We incorporated the **OEKO-TEX® ECO PASSPORT** certification, which validates the use of skin-safe inputs in our production processes.
- We accredited our commitment to global standards in quality, sustainability, and business ethics through the **WRAP, GOTS, GRS, RCS, and BASC** certifications.

Upcoming Projects

In line with our vision of continuous improvement, we plan to implement the following initiatives:

- Development of an **internal training plan** focused on quality and best operational practices.
- Performance of a **systematic evaluation of suppliers** to ensure compliance with quality and sustainability standards.
- Implementation of an **ERP software** that integrates process traceability, ensuring comprehensive and efficient management.
- Strengthening of **traceability between the textile and manufacturing quality areas,** optimizing quality controls and ensuring operational consistency.

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4.2. Innovation and Technological Development

We drive innovation and digital transformation as fundamental tools to optimize our operational efficiency and reduce the environmental impact of our operations. Through the development of technological applications, we contribute directly to reducing the consumption of natural resources, minimizing waste generation and pollution.

Our strategy is aimed at designing solutions that progressively eliminate the use of paper, improve the traceability of our internal processes, and enhance the use of artificial intelligence (AI) tools to automate key tasks. In this way, we seek to digitally transform our operations with a sustainable, efficient approach that is aligned with the principles of continuous improvement.



GRI 3-3

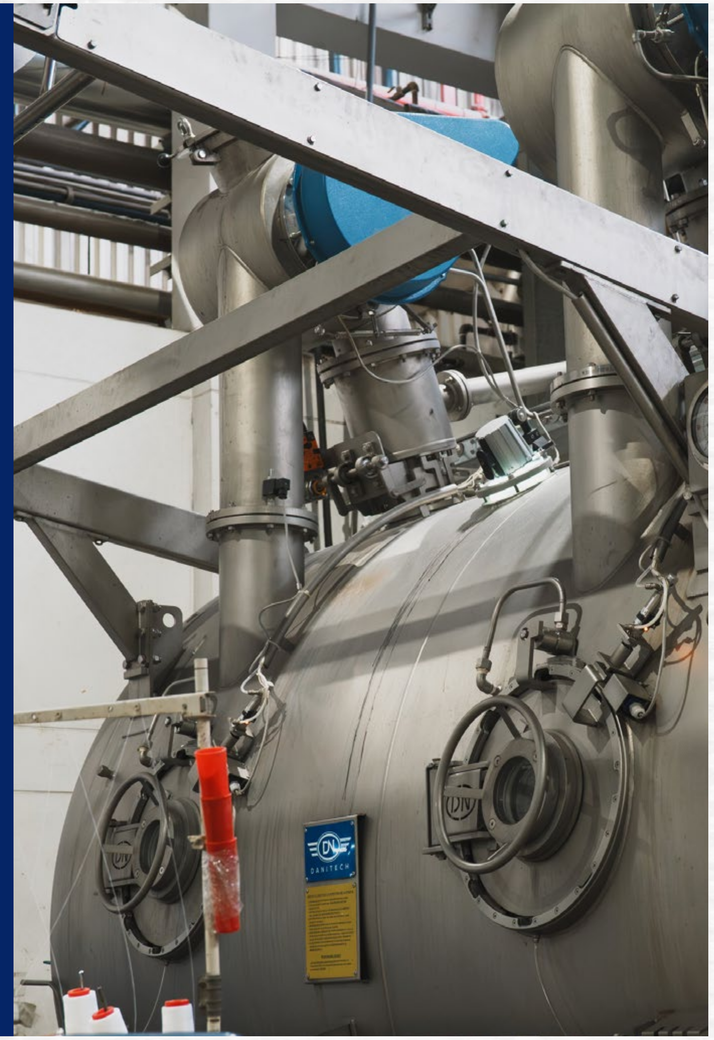
GRI NO GRI Innovación y transformación digital

Our Objectives

We have clear and quantifiable objectives to measure our progress in innovation and digital transformation by 2025:

- Reduce monthly paper use by 90%, from the current consumption of approximately 200,000 sheets to just 20,000 sheets per month.
- Train all our analysts in artificial intelligence tools (especially Python) starting in 2025.
- Have at least 30% of our local suppliers actively using the Web Supplier Portal by 2025.
- Achieve 100% implementation of the Web Document Portal by the end of 2025.

These goals are aligned with our internal policies, which emphasize operational efficiency, environmental sustainability, and continuous technological development.



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Highlighted Initiatives

1

Web-based Document System:

We implemented a digital solution to eliminate the printing of key documents such as purchase orders, service orders, warehouse inbound and outbound notes, as well as material requisitions. This initiative aims to reduce approximately 50,000 printed sheets monthly by mid-2025, directly contributing to document efficiency and a reduction in paper consumption.

2

Web-based Technical Sheet Module:

We digitized the technical sheets used in critical processes such as cutting, sewing, and finishing. This solution allows us to eliminate the need for physical copies, generating an estimated savings of 100,000 sheets per month and facilitating the online traceability of technical parameters.

3

Web Supplier Portal:

We developed a platform that eliminates the need to print physical invoices, optimizing supplier service and streamlining automatic accounting in SAP. This initiative improves administrative efficiency and strengthens our digital management practices.

4

Online Garment Production System:

We integrated 550 tablets and manageable access points, achieving an efficient connection with our Camtex database. This solution allowed us to reduce operational costs per workstation by 60% and optimize garment production processes.

5

Online Sewing Project:

We digitized the tracking of the garment production process, enabling real-time monitoring that facilitates decision-making and increases operational efficiency.

These actions have directly contributed to reducing the consumption of natural resources, minimizing waste generation, and lowering pollution levels associated with our operations. We recognize that all technological innovation carries risks; therefore, their early identification and proactive management have been key to the success of the projects.

The digital transformation has also required the adaptation of existing procedures, as well as the definition of new roles and controls, which we have integrated into our operational policies and protocols, ensuring an effective transition to new technologies.

These experiences strengthen our capacity for continuous innovation and reaffirm our commitment to sustainability and operational efficiency.

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Main Achievements

Among our main innovation and digital transformation achievements in 2024, the following stand out:

- 550 tablets and access points implemented in garment manufacturing, with a 60% reduction in operating costs per station.
- Renewal of 70% of the computer equipment and improved connectivity for greater system stability.
- Strengthening of cybersecurity through the implementation of a DMZ in the supplier portal.
- Digitalization of the sewing process, with real-time tracking and increased operational efficiency.

Upcoming Projects

To continue advancing in the consolidation of a robust technological infrastructure, we have the following strategic projects on our agenda:

- Implementation of RFID technology for controlling finished garment dispatches, improving traceability and logistics control (2024 - 2025).
- Warehouse management with RFID to optimize the location and movement of products in raw and finished fabric, aligning processes with lean manufacturing principles (2025-2027).
- Development of applications in Python to automate key processes such as quotes and textile planning, enhancing operational efficiency (2027 onwards).

Events:

In partnership with Archroma, we celebrated Innovation Day, a conference where we presented our sustainable solutions and explored how responsible chemistry and textile innovation can meet the growing demands of the global market.





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4.3. Responsible Sourcing

At Textiles Camones, we reinforce our ongoing commitment to responsible, ethical, and transparent sourcing. Our supply chain management is based on a robust set of policies and guidelines that ensure a commercial relationship aligned with our values and international standards.

We seek to ensure that our suppliers meet environmental, social, and ethical criteria, thus contributing to local and regional economic development, specifically in Lima.
For this purpose, we define local suppliers as those with a fiscal address or operations in Peru, including textile workshops, manufacturing workshops, and sole proprietors.

Our management is structured on two key pillars:

- **Supplier performance evaluation,** conducted annually to identify strengths and opportunities for improvement in sustainability.
- **Gap closure plan,** which allows us to support suppliers in their strengthening through specific development programs.

GRI 3-3 GRI 204-1

Likewise, we have a solid regulatory framework that governs our supply chain and ensures its alignment with strategic sustainability objectives.Our regulatory framework includes:

1. **Sustainability Policy:** Promotes the integration of environmental, social, and economic criteria in all our operations, with a focus on minimizing impacts, generating social value, and ensuring the long-term viability of the business.
2. **Responsible Purchasing Policy:** Establishes business relationships based on legality, respect, and ethics, promoting fair labor practices, respect for human rights, and environmental responsibility throughout the entire chain.
3. **Code of Ethics and Conduct for Suppliers:** Guides our suppliers toward responsible practices, ensuring fair labor conditions, respect for human rights, and an environmental commitment aligned with our corporate values.
4. **2020-2025 Sustainability Plan:** Guides our strategic actions under a sustainable development approach, aligning our policies with the SDGs (Sustainable Development Goals) and ESG (Environmental, Social, and Governance) criteria, and promoting responsible marketing, stakeholder engagement, and sustainable purchasing.
5. **Supplier Selection and Evaluation Procedure:** Applies environmental, social, legal, and quality criteria in the selection and evaluation of suppliers. It is complemented by periodic audits to verify continuous compliance with these standards.
6. **Anti-Corruption and Anti-Bribery Policy:** Demands integrity, honesty, and transparency from all our key stakeholders, prohibiting corrupt practices and promoting the use of our Ethics Channel to report any irregularities.

As a result of this comprehensive approach, during 2024, the majority of our contracts were with national suppliers, representing 84% of the total contracted: 569 local suppliers, compared to a 16% international share with 108 suppliers. This reflects our clear priority for local and national economic development.



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Amount and percentage of purchases during 2024

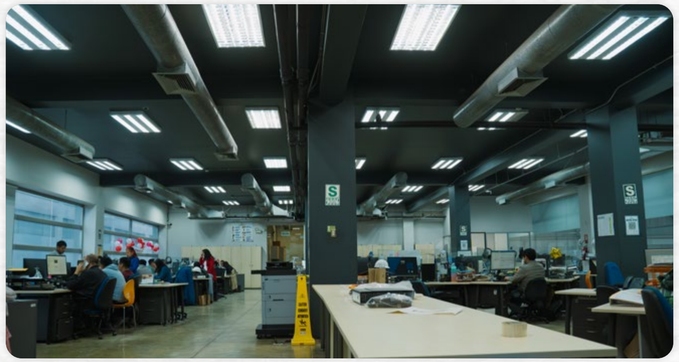
	Amount	Participation	# of suppliers
International	104,510.098	80.6%	108
Local	25,221.105	19.4%	115
Total	**129,731.203**	**100.0%**	**223**

ESG Management in the Supply Chain

Our commitment to a responsible supply chain translates into the systematic evaluation of our suppliers, incorporating social and environmental criteria from the initial selection stages. This approach allows us to identify risks, promote improvements, and strengthen the capabilities of our strategic partners, in line with our commitments to sustainability, ethics, and regulatory compliance. Through audits, development plans, and continuous monitoring, we foster a supply chain aligned with the principles of sustainable development.

GRI 308-1 GRI 308-2 GRI 414-1 GRI 414-2





Our objectives

Supplier evaluation and monitoring

- **Objective:** To identify the performance of suppliers in terms of sustainability and compliance with environmental, social, and quality standards.
- **Target:** To evaluate 80% of critical suppliers each year.

Supplier development for sustainability

- **Objective:** To strengthen the business, environmental, and social management of suppliers.
- **Goal:** To implement the “Activa, Crece y Progresa MYPE Sostenible” (Activate, Grow, and Progress Sustainable MSME) program.
- **Goal:** To execute the Sustainability 360 program during 2025 with suppliers classified as “in development to be sustainable” or “non-sustainable” in the performance evaluation.

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Supplier Evaluation

We have a comprehensive supplier evaluation system based on six key criteria, which allows us to ensure alignment with our sustainability policies and strengthen responsible supply chain management:

Environmental: We evaluate the implementation of good practices in waste management, resource efficiency, and compliance with environmental regulations.

Social: We analyze respect for human rights, inclusive practices, and human talent development.

Occupational Health and Safety: We verify safe working conditions, compliance with OHS regulations, and risk prevention measures.

Quality: We review compliance with technical specifications, production standards, and quality certifications.

Operational: We measure responsiveness, delivery times, and logistical efficiency.

Economic: We consider financial soundness, cost competitiveness, and compliance with commercial agreements.

After their evaluation, suppliers can be classified as a "sustainable supplier," a "supplier in development to be sustainable," or a "non-sustainable supplier," which allows us to focus on specific improvement plans according to their profile.

During 2024, we identified potential and actual impacts within our supply chain. We evaluated 87% of our critical suppliers (129 out of 148), detecting that 29% require specific improvements and that 21% did not yet meet basic sustainability criteria. To address these challenges, we increased the number of supplier audits conducted from 22 in 2023 to 28 in 2024, thereby strengthening our responsible supply chain.

Likewise, we conducted an assessment of significant negative environmental and social impacts in our supply chain. 19% of our suppliers in the garment and textile manufacturing sector were identified with negative environmental impacts, whether potential or actual, with whom specific improvement plans were established. Regarding significant social impacts, suppliers with opportunities for improvement were also identified. However, we have not terminated the business relationship with any of them, prioritizing support and capacity building.

To this end, we implemented the following development programs:

Sustainability 360: Aimed at suppliers classified as "in development" or "non-sustainable," this program provides tools to improve their environmental, social, and quality management.

Activate, Grow, and Progress Sustainable MSME (ACPMS): A program focused on the circular economy, sustainability, and carbon footprint measurement, with an emphasis on strengthening Micro and Small Enterprises (MSMEs).



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Activa, Crece y Progresa MYPE Program

During 2024, Textiles Camones and the Asociación Solidaridad Países Emergentes (ASPEm) signed a commitment to implement the Activa, Crece y Progresa MYPE Sostenible program. This initiative is aimed at micro and small enterprises (MSEs) in the textile and manufacturing sector, with the goal of strengthening their competencies and increasing their productivity through the use of sustainable tools.



The program began in January 2024 and was developed in three stages:

1st Stage: I Know Myself:

MSMEs (Micro and Small Enterprises) identify their strengths, opportunities, weaknesses, and threats (SWOT), and analyze their operations by creating a process map, defining environmental roles and responsibilities.

2nd Stage: My Waste

The types and quantities of solid waste generated are identified to establish strategies for segregation, recovery, and recirculation, thereby optimizing their environmental management.

3rd Stage: My Eco-efficient Company

Resource consumption (water, energy, materials) is evaluated, and measures are implemented to achieve eco-efficiency. Additionally, support is provided to MSMEs to obtain their first Carbon Footprint Star, a recognition granted by the Ministry of the Environment (MINAM).

Through this program, ASPEm and Textiles Camones reaffirmed their commitment to sustainable development by promoting responsible practices in MSMEs.

> We will continue to strengthen our traceability processes, fostering continuous improvement in our suppliers, and adopting measures that drive local economic development, environmental protection, and social well-being in our communities.

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Main Achievements

During 2024, we made significant progress in consolidating a responsible supply chain aligned with our sustainability commitments:

- 85.71% of contracts were with national suppliers, fostering local development.
- We evaluated 87% of our critical suppliers, applying environmental, social, operational, and quality criteria.
- We conducted 28 on-site audits, surpassing the 22 from the previous year, which allowed for greater control over our suppliers' performance.
- 0% of business relationships were terminated due to negative impacts, reflecting the success of our continuous improvement approach.
- We implemented the Activate, Grow, and Progress Sustainable MSME program, strengthening capabilities in environmental management, waste handling, and eco-efficiency.

Upcoming Projects

With the objective of continuing to drive improvements and support our suppliers in their transition toward more sustainable models, we plan to implement and consolidate the following programs:

- **Sustainable Boost for Impactful MSMEs:** Aime at strengthening management, sustainability, and responsible standards compliance capabilities in small suppliers with growth potential.
- **Sustainability 360:** A comprehensive support program that provides tools for improvement in environmental, social, and quality performance, aimed at suppliers undergoing transformation.

ACTIVACRECE Y PROGRESA
MYPE SOSTENIBLE

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4.4. Customer Experience and Satisfaction

> At Textiles Camones, we know that the difference is in the details: both in the quality of our products and in the way we support our clients at every stage of their experience.

During 2024, we strengthened our client relationships through strategies focused on personalized service, optimizing communication channels, and continuously improving the shopping experience.

Do this, we implemented actions along three main lines: direct attention and personalized follow-up, effective digital communication, and data analysis for more accurate decision-making.

GRI 3-3

GRI NO GRI Satisfacción del cliente

1 Direct Attention and Personalized Follow-up

- **Management through account executives and sales advisors:** We provide constant support to wholesale and retail clients through periodic meetings and order tracking, ensuring their needs are efficiently met.
- **In-store service at physical points of sale:** We reinforced the presence of advisors in stores to guarantee a smooth shopping experience and the immediate resolution of inquiries.
- **International fairs and events:** We increased our participation in textile sector gatherings, which allowed us to consolidate relationships with current and potential clients, as well as identify new market trends.
- **GAfter-sales management:** We conduct personalized follow-ups with strategic clients, such as Skechers and Cia., to improve response times and make communication more flexible.

2 Digital Communication and Interaction Channels

- **Corporate website:** Our digital platform, www.textilescamones.com, offers updated information on our products and services, facilitating an agile and accessible Browse experience for clients and partners.
- **Social media (Instagram, Facebook, LinkedIn, and TikTok):** We use these channels to maintain close and direct communication with our community, answering inquiries in real time and receiving valuable feedback that helps us continuously improve.
- **Service via email and telephone:** We have direct and efficient contact channels to handle inquiries, manage orders, and resolve incidents, ensuring a timely response that contributes to increasing customer satisfaction.

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3 Data Analysis and Continuous Improvement

- **Periodic review of purchasing trends:** We analyze sales and returns data to adjust our product offerings to market needs.
- **Satisfaction surveys:** We apply surveys to key clients to evaluate their experience and identify opportunities for improvement in products and services.
- **Response time optimization:** Based on the analysis of interactions and requests, we implement improvements in service times and flexibility in order management.

Thanks to these strategies, the following progress was made in customer relationship management in 2024:

1. Greater loyalty from wholesale and retail clients through closer follow-up.
2. Optimization of digital communication, facilitating access to information and resolution of inquiries.
3. Identification of new business opportunities through data analysis and client feedback.

Satisfaction Survey

During 2024, we conducted satisfaction surveys aimed at strategic and wholesale clients to evaluate the quality of service, the attention received, and the perceived value of our products.

The surveys were administered in a structured manner through digital forms sent by email via the Google Forms platform. For analysis, we used key metrics such as the Net Promoter Score (NPS), the Customer Satisfaction Score (CSAT), and the First Contact Resolution (FCR) rate.

Main Results:

Overall satisfaction:

95% of clients positively evaluated their experience with Textiles Camones, especially highlighting product quality and personalized service.

Response time:

A significant improvement was recorded in the perception of response time compared to the previous year.

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Complaints and Claims Management

To ensure fluid and effective communication, we enable our clients to channel their claims and comments directly to their sales advisors, either by email or WhatsApp. This approach allows us to provide personalized follow-up and resolve each case with greater agility.

During 2024, we received various comments and requests, which we analyzed carefully to continue improving the shopping experience. Among the most recurrent aspects, we identified opportunities for improvement in sales support, communication, and after-sales follow-up. In response, we implemented measures aimed at strengthening interaction with our clients, promoting closer support and ensuring their requirements are addressed in a timely and efficient manner. These actions reflect our commitment to service excellence and strengthening long-lasting business relationships.

These actions reflect our commitment to service excellence and strengthening long-lasting business relationships.

Additionally, we detected the following relevant trends during the year:

- Increase in demand for sustainable and certified fabrics.
- Need to accelerate response times in digital and in-person service.
- Preference for more personalized shopping experiences with immediate responses.

These trends guide our efforts and drive us to continuously adapt to our clients' expectations.

> We reaffirm our commitment to constantly evolve and perfect our processes, understanding that every complaint is an opportunity to grow, innovate, and strengthen the trust they place in us.

TEXTILES CAMONES

CHAPTER 5

TEXTILES THAT CARE FOR THE PLANET

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Chapter 5

Textiles that Care for the Planet



5.1. Strategy on Climate Change

Climate change not only represents a global challenge but also an urgent call to transform the way we produce and consume. At Textiles Camones, we understand that our commitment goes beyond environmental responsibility: it is an opportunity to lead with innovation and awareness.

Through our sustainability policy and strategy 2021-2025, we drive comprehensive management aimed at mitigating and adapting to the effects of climate change, in line with international commitments and the expectations of our stakeholders. This purpose is led by our Senior Management, promoting an organizational culture based on efficiency, innovation, and respect for the planet.

GRI 3-3

As part of this strategy, we have established specific objectives that guide our actions against climate change:

- To measure, verify, and neutralize our corporate carbon footprint (CO_2eq).
- To boost renewable energy generation via the installation and use of solar panels.
- To continue with the progressive replacement of air conditioners that use fluorocarbon gases like R-22, substituting them with more eco-friendly options.

In line with these objectives, we work constantly on optimizing our production processes, prioritizing energy efficiency and reducing our carbon footprint. To do this, we implement clean technologies and promote circular economy practices that contribute to decreasing greenhouse gas emissions per unit of production, moving towards an increasingly sustainable and responsible operation.



Learn more about our commitment

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Emissions Management

In line with our objectives on climate change, during 2024 we carried out the measurement, verification, and neutralization of our carbon footprint, taking 2021 as the base year, when we conducted the first official measurement of our organizational carbon footprint.

We focused on identifying and managing the processes and equipment with the highest fuel consumption within our operation. To ensure the accuracy and transparency of the results, we applied internationally recognized methodologies, such as the MINAM's Huella de Carbono Perú platform, the ISO 14064-1 standard, and the GHG Protocol.

The analysis covered the main greenhouse gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and fluorinated gases (HFCs), using official emission factors from the Huella de Carbono Perú platform and the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

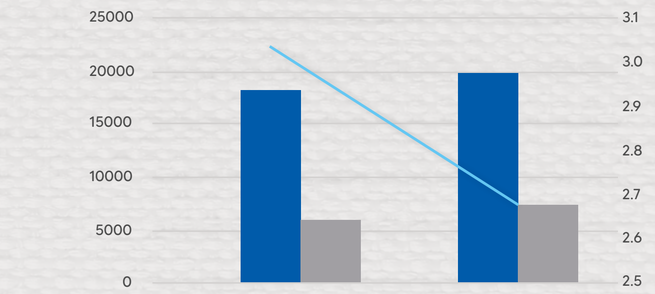
The indicator used relates the tons of CO_2 equivalent emitted to the tons of fabric produced, which allowed us to confirm a reduction in emissions adjusted for production volume.

GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-5

Below, we present the results of our emissions measurement:

Total GHG Emissions in (tCO2eq)				
Emissions by Scope	Unit of Measurement	2022	2023	2024
Scope 1 Emissions	(tCO_2eq)	16,224.78	13,896.80	15,939.95
Scope 2 Emissions	(tCO_2eq)	3,198.91	3,014.66	2,793.19
Scope 3 Emissions	(tCO_2eq)	1,098.63	1,228.46	1,156.53
Total Emissions	**(tCO_2eq)**	**20,522.32**	**18,139.92**	**19,889.67**
Compensated Emissions	**(tCO_2eq)**	**20,525.00**	**18,141.00**	**19,895.00**
Net Emissions	**(tCO_2eq)**	**0**	**0**	**0**

GHG Emissions in relation to production



	2023	2024
Ton CO_2eq	18,139.92	19,892.41
Production (tons of fabric)	5,973.27	7,422.24
Ratio (TonCO_2eq/ton of fabric)	3.04	2.68

Ton CO_2eq Production (tons of fabric): Ratio (TonCO_2eq/ton of fabric

In 2024, CO_2 emissions increased by 9%, while production grew by 24%. This demonstrates that, relative to the volume of fabric produced, our emissions intensity was reduced, reflecting a more efficient use of resources.



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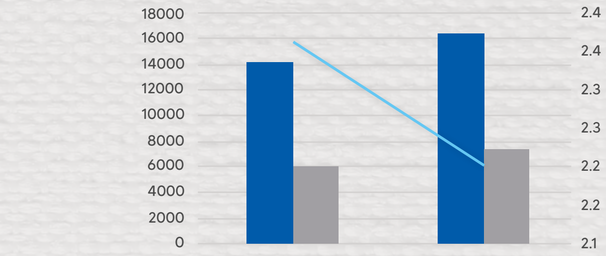
Energy Management

We are convinced that energy efficiency is a fundamental pillar for advancing towards carbon neutrality. Our commitment to the environment goes beyond regulatory compliance: it is a shared responsibility that we assume with determination.

During 2024, we continued to generate clean energy through our solar panels, reaching a production of 10,694 kWh, intended to cover the consumption of our administrative areas. This measure contributed to reducing our dependence on conventional energy sources.
Although no significant reductions in total energy consumption were recorded in 2024, we implemented improvements in production processes, equipment optimization, and the progressive incorporation of more sustainable technologies..

Below, we present the evolution of our energy consumption:

Energy consumption in relation to production



	2023	2024
MW/h	14,110.78	16,350.84
Production (tons of fabric)	5,973.27	7,422.24
Ratio (MWh/ton of fabric)	2.36	2.20

During 2024, electricity consumption increased by 15%, compared to a 24% increase in production. Proportionally, less energy was required per unit of fabric, demonstrating greater energy efficiency in our operations.

Total energy consumption within the organization

Electricity consumption	Unidad	2022	2023	2024
Total electricity consumption from renewable sources (solar panels)	MWh	-	9,620	10,694
Total purchased electricity consumption	MWh	15,965.70	14,110.68	16,350.84
Total electricity consumption	**MWh**	**15,965.70**	**23,730.68**	**27,044.84**

* Para un desglose detallado por tipo de energía, se puede consultar la sección de “Anexos”.

The information presented has been compiled from the monthly bills issued by our suppliers: CVC Energía, Pluz, and Cálidda.

Main Achievements

During 2024, we made significant progress in our commitment to emissions reduction, achieving the following milestones:

- We measured, verified, and neutralized our corporate carbon footprint, offsetting greenhouse gas emissions and incorporating an indicator that adjusts our emissions to our textile production volume.
- We replaced refrigerant gases with eco-friendly alternatives in air conditioning systems, contributing to the protection of the ozone layer.
- We kept our photovoltaic solar panels operational, generating 10.694 MWh of clean energy to supply administrative areas, reaffirming our commitment to renewable energies.
- We achieved the fourth level of recognition from the Ministry of the Environment’s (MINAM) Huella de Carbono Perú platform, as a result of neutralizing our emissions, in line with our goal of being a carbon-neutral company.

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Upcoming Projects

Looking ahead to 2025, we plan to continue strengthening our actions against climate change through:

- The progressive expansion of the solar panel system in our plants, boosting the generation of electricity from renewable sources.
- The implementation of a Digital Energy Management System, along with the installation of water, steam, and energy meters in key processes, to optimize resource use and reduce our carbon footprint.



5.2. Sustainable Water Management

At Textiles Camones, we manage water resources in accordance with our Sustainability Policy and the Sustainable Development Goals (SDGs), specifically aligning with SDG 6, aimed at sustainable water management.

Our Environmental Management System, certified under the ISO 14001 standard, allows us to identify and control significant environmental impacts related to water consumption and wastewater generation. We implement internal controls to monitor the use of water resources and ensure proper treatment of industrial and domestic wastewater. The effectiveness of these controls is verified through regular monitoring conducted by external laboratories, following an established schedule that guarantees compliance with current regulations.

Our goal is to ensure that 100% of treated industrial wastewater complies with the maximum permissible values (VMA). This objective is supported by general management and aligns with our Integrated Management System Policy and our Sustainability Policy.

GRI 3-3 GRI 303-1

Responsible Water Extraction and Use

The water we use in our production processes comes from two underground wells located at our facilities, duly authorized by the National Water Authority (ANA), which guarantees compliance with national regulations.

GRI 303-3 GRI 303-5

We continuously monitor consumption to identify opportunities for improvement and develop projects for water reduction, recovery, and recirculation. Consumption volumes are recorded in cubic meters (m³) and are obtained from bills issued by SEDAPAL. For reporting in megaliters (ML), the corresponding conversion factor is applied (1 m³ = 0.001 ML).

Responsible Water Extraction and Use

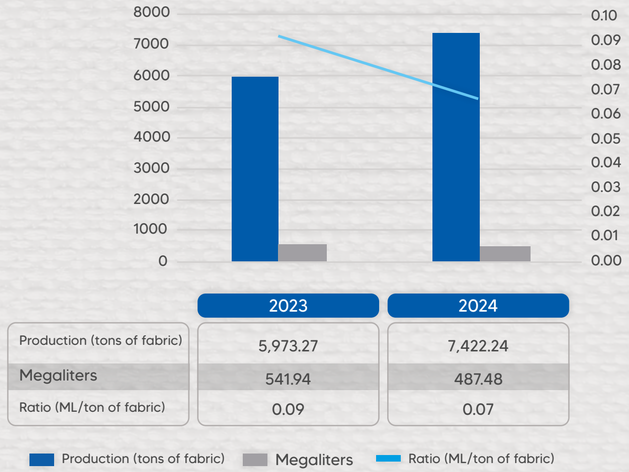
Water Extraction by Source Type	Unit of Measurement	2022	2023	2024
Surface water	Megaliters	0	0	0
Groundwater	Megaliters	603.323	530.993	456.407
Seawater	Megaliters	-	-	-
Produced water	Megaliters	-	-	-
Third-party water	Megaliters	14.264	10.951	31.077
Total water extraction	**Megaliters**	**617.609**	**541.944**	**487.484**

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Total Water Consumption

Year 2022	Year 2023	Year 2024
617.609 Megaliters	541.944 Megaliters	487.484 Megaliters

Water consumption relative to production



	2023	2024
Production (tons of fabric)	5,973.27	7,422.24
Megaliters	541.94	487.48
Ratio (ML/ton of fabric)	0.09	0.07

Production (tons of fabric) Megaliters Ratio (ML/ton of fabric)

In 2024, water consumption was reduced by 10% despite a 24% increase in production, a result that confirms the positive impact of our water efficiency projects.

Wastewater Treatment

The wastewater generated comes mainly from processes such as yarn dyeing, fabric dyeing, finishing, printing, chemical laboratory, and chemical product warehouse. This water is treated in our Industrial Wastewater Treatment Plant (PTARI), ensuring that pH, temperature, and sedimentable solids parameters comply with Supreme Decree No. 010-2019-VIVIENDA and the maximum permissible values (VMA) established by SEDAPAL.

Water intended for human consumption comes from the SEDAPAL network and is used in restrooms, changing rooms, and the dining hall. This wastewater also receives treatment to reduce solids, oils, and greases, ensuring compliance with environmental standards.

During 2024, we maintained strict operational controls and periodic monitoring, ensuring no non-compliance in the discharge parameters for non-domestic wastewater.

Discharge volumes are recorded in cubic meters (m³) and are obtained from water consumption bills issued by SEDAPAL. For reporting in megaliters (ML), the corresponding conversion factor is applied (1 m³ ≙ 0.001 ML).

With these actions, we reaffirm our commitment to responsible water resource management, minimizing our environmental impact and ensuring compliance with current regulations.

GRI 303-2 GRI 303-4

Wastewater Treatment

Water Discharge by Destination	Unit of Measurement	2022	2023	2024
Surface water	Megaliters	-	-	-
Groundwater	Megaliters	-	-	-
Seawater	Megaliters	-	-	-
Third-party water (total)	Megaliters	494.7	409.196	488.94
Total water discharge	**Megaliters**	**494.7**	**409.196**	**488.94**

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Main Achievements

In 2024, we advanced our commitment to efficient water management, reaching the following milestones:

- We implemented a recirculation system in the sanforizing process, reducing water consumption from 400 m^3/day to 80 m^3/day by using chillers that allow water to be reused under optimal conditions. This initiative was recognized by SEDAPAL with the "Protectors of Water" distinction.

- In the framework of the III World Congress of the Sustainable Industrial Zones (ZIS PERÚ) program, we were highlighted for the implementation of digital measurement systems for water and energy consumption, financed by the Global Environment Facility (GEF).



Upcoming Projects

Looking ahead to 2025, we plan to continue strengthening our actions through the following projects:

- Renew 40% of the dyeing machinery with the latest technology, aiming to reduce water consumption by more than 10%, contributing to mitigating water stress in the northern Lima area and aligning with SDG 6.

- Reuse 90% of the cooling water in the dyeing process through technological renewal of the machines, reducing dependence on external storage systems.

- Recover up to 65% of the water used in production processes through advanced treatment systems, in line with the modernization of the machinery fleet.

5.3. Materials Management

We promote responsible materials management based on sustainability criteria. In 2024, we strengthened our focus on the use of renewable, traceable inputs aligned with circular economy principles, in response to both our environmental commitment and the technical and commercial demands of our clients.

Although purchasing decisions are primarily influenced by commercial requirements, we achieved significant progress during the year, such as increasing the use of cotton and gradually incorporating sustainable fibers like Lyocell.

As a result, 89.63% of the materials used were from renewable sources, with cotton standing out at 83.24% of the total, representing an 11.84% increase compared to the previous year. Likewise, 99.99% of the materials used had recognized environmental and social certifications, reinforcing the traceability and sustainable performance of our supply chain.



GRI 301-1

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Progress in materials management is monitored through quantitative indicators that evaluate the type of inputs used (renewable, recycled, conventional) and the certifications associated with raw materials. As part of our continuous improvement objectives, we have set out to:

- Maintain and strengthen the use of materials with recognized environmental and social certifications.
- Reinforce the traceability of inputs through certified suppliers.
- Increase the use of recycled and renewable materials, considering market availability and client specifications.
- Raise awareness in the purchasing and development areas about the technical and environmental benefits of working with certified inputs.

Below we present the materials used in 2024 classified by type, weight, and volume:

Materials Used in 2024 (t)

Classification	Type of Material	Type of Acquisition	Unit	Volume	Change from Previous Year
Renewable	*Spandex*	External	kg	0.95%	-0.34 %
	Polyester	External	kg	1.00%	-0.02 %
	Polycotton	External	kg	8.41%	-1.84 %
	Recycled Polycotton	External	kg	0.004%	-0.77 %
	Recycled Polycotton/Lyocell	External	kg	0.01%	0.00 %
Non-renewable	Cotton	External	kg	83.24%	11.84 %
	Cotton bamboo/hemp	External	kg	0.01%	-0.02 %
	Cotton/Lyocell/Viscose	External	kg	1.03%	0.24 %
	Lyocell	External	kg	0.10%	-0.11 %
	Viscose	External	kg	5.25%	-8.94 %

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Likewise, we present a table below that classifies and defines the types of fibers used, detailing their origin and main properties. The classification includes natural, artificial, and synthetic fibers.

Types of fiber	Fiber	Definition
Natural	Cotton	Vegetable fiber.
Natural	Organic Cotton	Vegetable fiber obtained without the use of pesticides, toxic fertilizers, or modified seeds.
Natural	Hemp	Vegetable fiber that does not require pesticides or fertilizers, with minimal water consumption, producing a compostable and biodegradable fabric.
Artificial	Bamboo	Regenerated cellulose fiber made from bamboo cane.
Artificial	*Seasell*	Cellulose fiber made from renewable raw materials such as wood and seaweed.
Artificial	Viscose	Regenerated cellulose fiber that comes from wood pulp or other plants, such as eucalyptus.
Artificial	Viscose	Regenerated cellulose fiber, sourced from the cellulose of wood or other plants.
Synthetic	*Spandex*	Textile fiber composed of polyurethane derived from petroleum and natural gas.
Synthetic	Polyester	Textile fiber composed of terephthalic acid and ethylene glycol obtained from petroleum.
Synthetic	Recycled Polyester	Polyester fiber produced from recycled sources, such as post-consumer plastic bottles.



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Main Achievements

In 2024, we strengthened our responsible materials management through key actions:

- More than 89% of our raw materials came from renewable sources, mainly cotton.
- We consolidated the use of OEKO-TEX and BCI certified inputs, reaching almost 100% of the volume used.
- We incorporated sustainable fibers such as Lyocell, viscose, bamboo, and hemp.
- We maintained the capacity to integrate certified recycled materials, according to our clients' demand.
- We hold current certifications in GOTS, GRS, RCS, and OEKO-TEX.
- We are an active part of BCI and have a list of suppliers certified by standard.

Upcoming Projects

Looking ahead to 2025, we plan to continue strengthening our management through the following actions:

- Maintain our current OEKO-TEX, GOTS, GRS, and RCS certifications.
- Identify, in collaboration with our clients, opportunities to increase the use of materials certified by GOTS, RCS, or GRS.
- Formalize an internal database that classifies certified suppliers by material type and standard, strengthening the traceability of our processes.

> These advancements establish us as a company committed to responsible materials management, with the capacity to work under international sustainability standards and prepared to respond to future challenges in environmental matters and traceability.



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5.4. Waste Management and Circular Economy

We reaffirm our commitment to environmental protection through comprehensive solid waste management, supported by our Environmental Management System, recertified in 2024 under the ISO 14001 standard. During this year, we prioritized reducing waste sent to final disposal and increasing the recovery of recyclable materials, achieving the reuse of nearly 90% of the waste generated.

Solid waste management is led by the Environment and Sustainability area, which promotes responsible practices in all areas of the company, in accordance with our Integrated Management System Policy. Likewise, we strengthened strategic alliances with NGOs and the municipality to maximize material recovery, generating a positive environmental and social impact.

> Guarantee the care of the environment under a Sustainability approach.

GRI 3-3 GRI 306-1

Our Objectives

1. To reduce waste sent to final disposal in landfills to a maximum of 34 kg of waste per ton of fabric.
2. To increase the reuse of waste to reach 90%.
3. Reduce our carbon footprint by 1%.

To meet these objectives, we prioritize the continuous training of our employees, strengthening their abilities to minimize and correctly segregate waste from its generation to its proper final disposal. In this way, we consolidate a circular economy model that promotes sustainability and the responsible use of resources in the long term.

Below, we present the waste management flow implemented in our operations, which reflects the key stages of the process–from generation to recovery or final disposal–ensuring effective traceability and compliance with our environmental objectives.

1 Waste Minimization

2 Generation and Segregation

3 Internal Transfer and Temporary Storage

4 Collection and Transportation

5a. Recovery/ Commercialization

5b. Final Disposal

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Waste Generated

The largest proportion of waste generated corresponds to textile waste (scraps), which represents 48% of the total. These come from processes such as fabric cutting, knitting, and finishing, and are sold to Solid Waste Operating Companies (EO-RS) for their use in other textile by-products (cloths, fillings, among others). Likewise, thanks to our agreement with the NGO ASPEm, the program Activa, Crece y Progresa MYPE Sostenible is being developed, promoted by the European Union, through which a part of this waste is donated for its transformation into garments by women-led textile MSEs. This program drives the transition of these MSEs towards sustainable and circular business models. In 2024, 1 ton of textile waste was recovered through this initiative.

In second place are cardboard and paper waste (20%), which are also sold to EO-RS for reuse. A portion is given to EO-RS that collaborate with the NGO Association for Aid to Burnt Children (ANIQUEM), the final beneficiary of the resources obtained from the valorization of this waste, which are used for treatments and therapies for children who have suffered burns. In 2024, more than 6 tons of paper and cardboard waste were donated.

In third place are hazardous wastes (10%), mainly composed of sludge from the PTARI, contaminated fabrics, as well as contaminated bags and soil, the latter generated exceptionally in 2024, after the approval by PRODUCE of our Remediation Plan as part of the management of contaminated sites (IISC), initiated in 2021. All this hazardous waste is sent to a security landfill for its safe and environmentally appropriate final disposal. There is also a percentage of recoverable hazardous waste, such as oils, metal containers, and plastic containers, which are recovered through EO-RS. In 2024, 3.76 tons of hazardous solid waste were recovered.

GRI 306-2 GRI 306-3

Evolution of Total Waste Generated

Waste Type	Unit of Measurement	2022	2023	2024
Non-hazardous waste	Tons (t)	1870.7229	1598.9194	2,029.14
Hazardous waste	Tons (t)	189.3187	201.2445	228.312
WEEE	Tons (t)	5.9245	4.7093	3.879
Total	Tons (t)	2,065.97	1,804.87	2,261.33

*For a detailed breakdown by waste type, consult the “Appendices” section.

During 2024, our operations generated a total of:

2,029.14 t
of non-hazardous waste

228.31 t
of hazardous waste

The classification of waste is carried out in accordance with NTP 900.058-2019. Waste Management. Color Code for Solid Waste Storage, as well as any other current legal environmental regulations on solid waste.

Information related to solid waste is obtained from the primary source, from daily internal weighing. Subsequently, the waste is evacuated for recovery or final disposal through an EO-RS, where the vehicle assigned for transport is weighed upon entry and exit, thus obtaining the weight for each type of waste managed. Finally, the recorded weight is cross-referenced with the service certificate and/or landfill weight tickets, as well as with manifests, where applicable.

It is important to note that, before starting any of the aforementioned services, it is verified that the EO-RS have a valid authoritative registration issued by the Ministry of the Environment (MINAM), also validating that the vehicles assigned by said EO-RS are registered in said registry for the execution of the services.

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Waste Recovery and Disposal

During 2024, we developed various initiatives aimed at reducing the waste sent to final disposal and maximizing its recovery. These actions not only strengthened our environmental management but also generated positive social impacts by integrating circular economy principles and alliances with key actors.

1 **Internal Utilization.** We implemented a pilot composting program for the reuse of pruning waste, incorporating circular economy practices within our own operations.

2 **Return to Supplier.** We joined the "Conos Retornables" (Returnable Cones) program by Textil El Amazonas, returning the cones used for industrial sewing threads for their reincorporation into the production process. This action prevented them from being discarded as waste and kept the material in circulation. During 2024, we returned 35,585 cones, ranking 3rd nationally in this program.

3 **Commercialization with Impact.** Recoverable waste was managed through alliances with certified operating companies (EO-RS), promoting its reincorporation as inputs in new production processes.

4 **Donation with a Purpose.** We strengthened alliances with social organizations, generating positive environmental and social impact through meaningful recovery:

ANIQUEM. We participated in the "Recicla para Ayudar" (Recycle to Help) program, channeling paper, cardboard, plastic, and WEEE waste to ANIQUEM's allied EO-RS. In 2024, we donated more than 10 tons, co-financing a year of therapies for 5 pediatric burn patients and the acquisition of 2 Lycra masks.

Aldeas Infantiles SOS Perú. Through the "Dale la Vuelta" (Turn it Around) program, we delivered 1.27 tons of PET bottles, contributing resources for the education and clothing of vulnerable children.

ASPEm. We collaborated with the "Activa, Crece y Progresa MYPE Sostenible" program, driven by the European Union, donating 1 ton of textile waste for the production of new garments by women-led MSEs.

Organic EO-RS. We donated 92.77 tons of organic waste from the dining hall for conditioning and recovery by an EO-RS.

Used Vegetable Oil. We began recycling vegetable oils from the dining hall, donating 0.13 tons for responsible recovery.

Municipality of Puente Piedra. We joined the municipality's "Recicla" program, delivering 0.458 tons of PET bottles to formalized recyclers, promoting the local circular economy.

5 **Recovery of Construction and Demolition (C&D) Waste. C&D waste generated from maintenance or remodeling work was managed by an EO-RS that transforms it into eco-materials like pavers, bricks, and aggregates, contributing to more sustainable construction.**

During 2024, we managed to recover a total of
1897.35 t
of waste.

During 2024,
362.95 t
of waste were disposed of in authorized sites

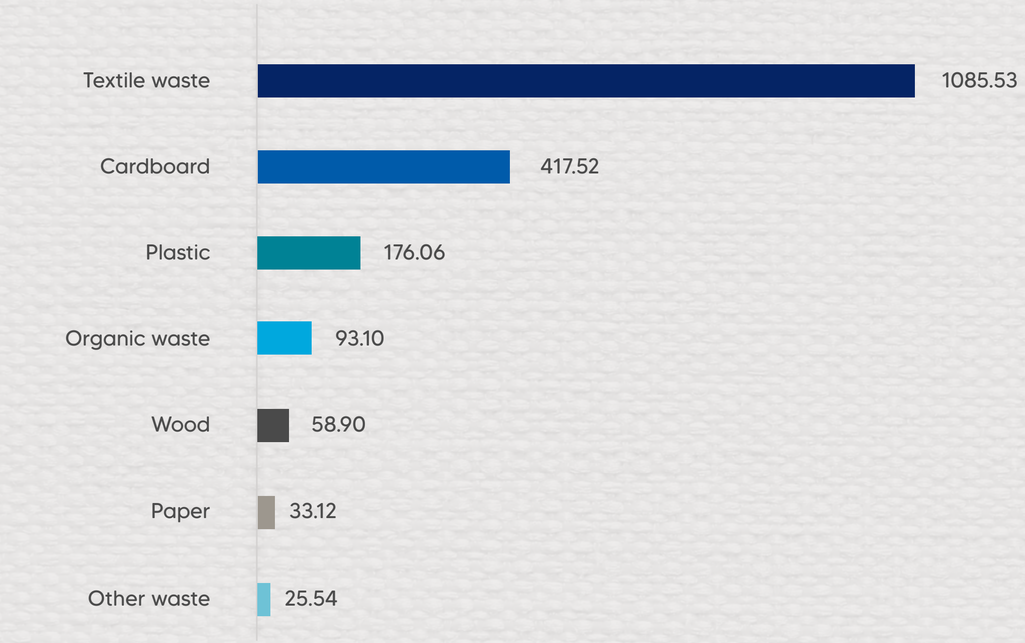
GRI 306-4 GRI 306-5

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It is important to mention that waste disposal is carried out in accordance with current environmental regulations. Non-recoverable hazardous waste is disposed of in an authorized security landfill, while non-recoverable non-hazardous waste is disposed of in a sanitary landfill.

Below, we detail the types of waste recovered during 2024:

Types of waste recovered in tons



Circular Economy: Transforming Waste into Opportunities

We transform waste into opportunities, driving a sustainable cycle that protects the planet. At Textiles Camones, the circular economy is a fundamental pillar of our sustainability strategy. We seek to maximize the use of resources, avoiding their depletion and minimizing environmental impact.

In 2024, we managed to reuse 86% of the waste generated through the following actions, advancing towards our goal of 90%:

GRI NO GRI Economía circular

Return to Supplier: A Model of Textile Circularity

In partnership with our supplier Textil El Amazonas, we implemented the "Conos Retornables" (Returnable Cones) program, where the industrial thread cones used in our production processes are returned for subsequent reuse. This initiative not only prevents the cones from becoming waste but also helps reduce the demand for new inputs, lowering our environmental footprint.

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Durante During 2024, we achieved 3rd place in the program's ranking, returning 35,585 cones and consolidating our participation as a key player in the textile sector's circular economy.



aniquem Asociación de Ayuda al Niño Quemado	ALDEAS INFANTILES SOS PERÚ	ASPEm onlus ASOCIACIÓN SOLIDARIDAD PAÍSES EMERGENTES	Municipalidad de Puente Piedra
In 2024, we donated more than 10 tons of waste to the Association for Aid to Burnt Children (ANIQUEM) through the Recicla para Ayudar program, contributing to the co-financing of a full year of physical and psychological therapies for five children, as well as the acquisition of special Lycra masks for their treatment.	We participated in the Dale la Vuelta program of Aldeas Infantiles SOS Perú, delivering more than 1 ton of PET plastic bottles, contributing to the education and clothing of vulnerable children.	We champion the "Activa, Crece y Progresa MYPE Sostenible" program, through which we donate 1 ton of textile scraps that are transformed into new garments by women-led SMEs.	We joined the Recicla program of the Municipality of Puente Piedra, delivering 0.458 tons of PET bottles to formalized recyclers, promoting the local circular economy.

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Reuse of Construction and Demolition Waste: Transforming Waste into Eco-Materials

In 2024, we properly managed construction and demolition (C&D) waste generated at our facilities through a Solid Waste Operating Company (EO-RS). These materials were recovered and transformed into eco-materials such as pavers, bricks, and aggregates, helping to close the life cycle of waste and preventing its final disposal in sanitary landfills. This initiative reinforces our commitment to sustainable waste management and the promotion of the circular economy throughout our value chain.



APL Recognition: Perú Limpio Seal

In 2024, we obtained the Perú Limpio (Clean Peru) seal, awarded by the Ministry of the Environment (MINAM), by meeting 100% of the commitments assumed in our Clean Production Agreement (APL). This certification validates our actions in waste reduction, resource use efficiency, and strengthening alliances for material recovery, reaffirming our commitment to a sustainable and responsible business model.



Dissemination and Promotion of Circular Practices

During the year, we actively participated in key industry events, sharing our experiences and success stories:



Circular Economy Forum: We presented our circular management model, highlighting the achievements reached in the implementation of the returnable cone program.



Expo Textil: We exhibited our textile recovery and reuse initiatives, highlighting projects with women-led micro and small enterprises (MSEs).



Prom Perú: We promoted the dissemination of our sustainable actions in national and international markets, positioning Textiles Camones as a benchmark in textile sustainability.

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Main Achievements

During 2024, we strengthened our commitment to responsible waste management and the circular economy, achieving the following key milestones:

- We donated three differentiated waste containers (organic, plastic, paper and cardboard) to an educational institution in Puente Piedra, promoting environmental education and source segregation.
- Ocupam We ranked third in the "Conos Retornables" program by our supplier TREN, with a total of 35,585 sewing thread cones returned and reused.
- We obtained the "Sello Perú Limpio" (Clean Peru Seal), awarded by the Ministry of the Environment, for meeting 100% of the goals established in the Clean Production Agreement (APL).
- We managed to recover a total of 1,897.35 tons of waste, thanks to various recycling initiatives and alliances with our stakeholders.
- We reused 0.020 tons of used cooking oil from the plant cafeteria as part of a pilot project for a new input recovery initiative.

Upcoming Projects

During 2025, we will continue to strengthen our circular management and implement new actions to expand our positive impact:

- We will enhance reuse with social impact, strengthening our alliances with organizations like Aldeas Infantiles SOS y ANIQUEM.
- We will increase the volume of returnable cones recovered, in coordination with our supplier.
- We will start a project for the of hazardous waste, prioritizing improvements in operational control and prevention at the source.

5.5. Management of Chemical Products

At Textiles Camones, we understand that responsible management of chemical products is key to ensuring safe, sustainable operations that are aligned with the highest standards of the textile sector. Therefore, we have a Chemical Management System that allows us to efficiently control the use of substances throughout the entire production process, minimizing risks to human health, the safety of our workers, and the environment.

Based on our commitment to a more responsible textile industry, we align our management with demanding regulatory frameworks and international standards, including:

- AFIRM Group's Restricted Substances List (RSL)
- OEKO-TEX Standard 100
- Global Organic Textile Standard (GOTS)
- ZDHC's MRSL - Zero Discharge of Hazardous Chemicals

Furthermore, we integrate voluntary initiatives such as ZDHC, OEKO-TEX®, and the Higg Index, which help us stay updated, comply with global requirements, and provide value to our stakeholders through cleaner, safer, and more traceable textile production.

GRI 3-3 GRI NO GRI Productos químicos

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Regulation on the Use of Chemical Substances

Our system includes a series of policies and procedures that cover the entire lifecycle of chemical product management, among which the following stand out:

- **Responsible selection and acquisition of chemical inputs,** prioritizing suppliers with environmental and social certifications.
- **Storage, transport, and handling under safety standards,** with signage, labeling, and inventory control.
- **Constant training** for our technical teams and supply chain on risks, regulations, and best practices.
- **Traceability of chemical substances,** with updated records, quality control, and documentary verification.
- **Emergency and spill response plans,** properly disseminated and with periodic drills.
- **Promotion of innovation** in the use of alternative, less hazardous, and more sustainable inputs.

Strategic Alliances for Responsible Chemical Management

We drive chemical management aligned with the highest international standards, working in an articulated manner with suppliers, certifiers, and specialized platforms. This collaboration allows us to stay at the forefront of regulations, clean technologies, and best practices in the textile industry.

During the year, we participated in three notable events that allowed us to anticipate new market demands and deepen our sustainable chemical strategy:

- Innovation Day with Archroma.
- ZDHC Initiative with CHT.
- Sustainability Concept with DyStar.

These events addressed current challenges in the textile industry, such as compliance with Restricted Substances Lists (RSL) and Manufacturing Restricted Substances Lists (MRSL), with a view to achieving more demanding certifications like OEKO-TEX STeP.

In a complementary manner, we require our suppliers to provide technical documentation that guarantees environmental compliance and the traceability of chemical inputs, such as:

- Updated Material Safety Data Sheets (MSDS).
- Application data sheets.
- Recognized certifications such as GOTS, ECO PASSPORT, CHEM CHECK, among others.

All this information is validated on the **ZDHC Gateway**, a global platform that allows us to evaluate inputs according to standardized criteria and move towards cleaner and more transparent management.

Additionally, each year we update our lists of chemical products certified under the **OEKO-TEX Standard 100, GOTS, and GRS** standards, consolidating our commitment to a textile industry that places the safety, sustainability, and health of people and the planet at its core.

Certifications that Endorse the Safe and Sustainable Management of Chemicals:

Below are the certifications that support the responsible and safe use of chemical products in our processes:

GLOBAL ORGANIC TEXTILE STANDARD · GOTS ·

OEKO TEX®
STANDARD 100

RECYCLED BLENDED claim standard
©TextileExchange

Global Recycled Standard
©TextileExchange

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Main Achievements

During 2024, we achieved significant progress as a result of implementing this Chemical Management System:

- Successful implementation of the Chemical Management System (CMS).
- Rev Revalidation of key certifications: OEKO-TEX Standard 100, GOTS, and GRS.
- Compliance with international regulations and standards such as ZDHC and REACH.
- Production of 1,102 tons of fabric with bio-based inputs, guaranteeing functional and sustainable products.

Upcoming Projects

- For 2025, we aim to integrate into the HIGG Index Initiative, which will open new business opportunities and reinforce our commitment to high standards of environmental and social sustainability.



TEXTILES CAMONES

CHAPTER 6

THE TALENT BEHIND OUR EXCELLENCE



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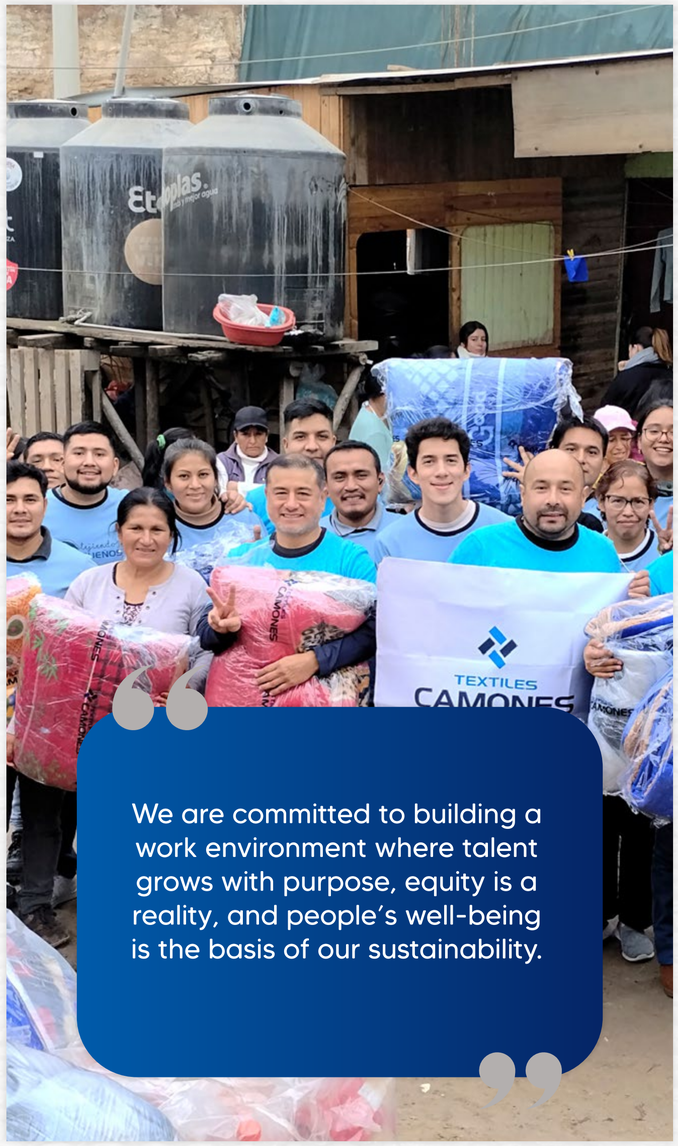
The Talent Behind Our Excellence

6.1. Our Diverse Talent

Our diverse talent is the fundamental foundation that drives innovation, quality, and sustainability in every garment we produce. More than employees, we are a passionate and committed community, where equity, inclusion, and diversity are values that strengthen our team and differentiate us as an organization.

This commitment to an inclusive and equitable environment is reflected in our most recent recognitions: in 2024, we ranked 29th in the Best Places to Work in Peru, standing out for our work environment, leadership, and development opportunities. Furthermore, for the third consecutive year, we achieved 10th place in the Best Places to Work™ for Women, a clear reflection of our solid policies that promote female participation and guarantee equal opportunities for all.

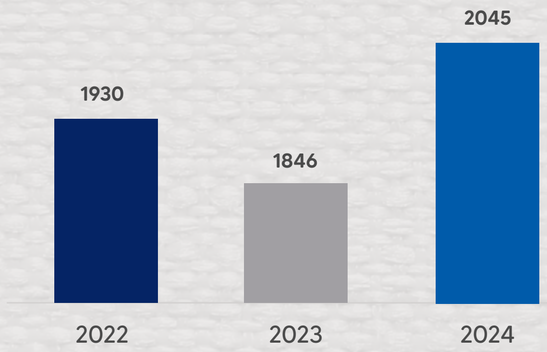
GRI 2-7 GRI 2-8



> We are committed to building a work environment where talent grows with purpose, equity is a reality, and people's well-being is the basis of our sustainability.

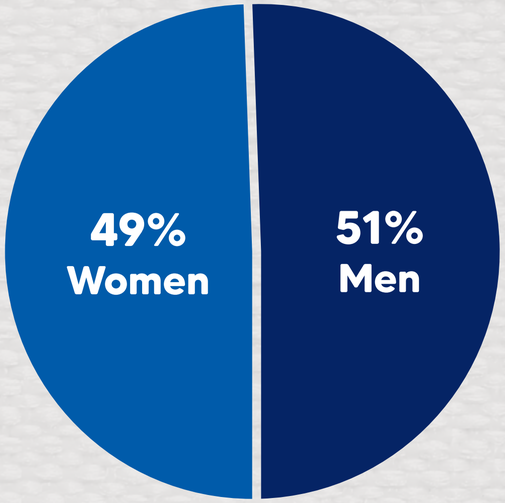
During this period, our workforce consisted of a monthly average of 2,045 employees, with a balanced gender distribution: 51% men and 49% women. We also had 63 outsourced employees (43 men and 20 women), who performed key functions in areas such as cleaning, security, food services, and maintenance.

Number of employees



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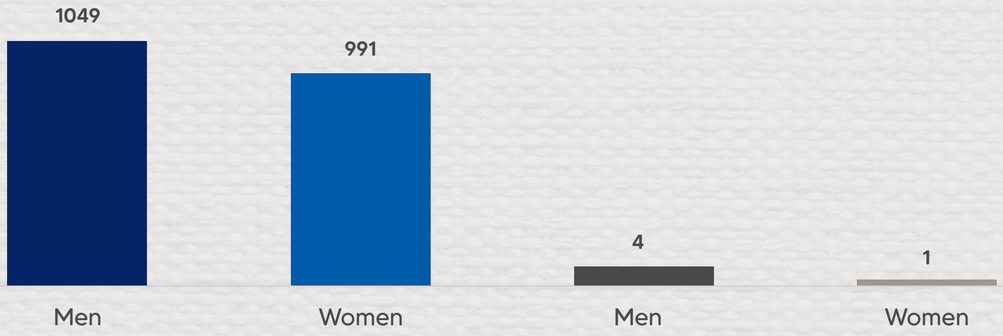
Gender distribution of employees



Women 992

Men 1053

Distribution of employees by contract type and working schedule



Men 1049

Women 991

- Full-time
- Temporary or part-time contract

Men 4

Women 1

- Part-time
- Permanent contract

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To report the number of employees during 2024, the monthly average of the total number of team members registered at the close of each month of the evaluated period was used. The segmentations were calculated by applying the average percentage of each category to the annual average of employees. During the year, there was a net increase of 199 employees, representing an 11% growth compared to 2023.

This increase reflects our consolidation as a source of formal and responsible employment, committed to sustainable development and the well-being of the people who make up our organization.



Attraction and Retention of Human Talent

At Textiles Camones, we manage the process of attracting and retaining personnel under high ethical standards and in line with our Human Rights Policy, ensuring equal opportunity, inclusion, and non-discrimination at all stages of the employment cycle.

The recruitment and selection process is based on technical and objective criteria, focused on identifying the most suitable profiles based on their skills, experience, and alignment with our values. We ensure that all individuals are treated equitably, from the job posting to onboarding, guaranteeing a transparent and inclusive process.

Our talent management is supported by five fundamental pillars, which guide our strategies to promote an inclusive, motivating, and sustainable work environment:

1. **Recruitment and Selection.** A set of activities aimed at identifying, attracting, and selecting candidates who possess the necessary skills and experience to meet the organization's requirements in the textile sector.

2. **Training, Development, Climate, and Culture.** Implementation of training and professional development programs, as well as the management of the work climate and organizational values that characterize the company's culture.

3. **Compensation.** Design and application of salary policies and benefits that respond to market conditions and the internal structure of the organization.

4. **Health, Safety, and Well-being.** A set of actions and protocols aimed at preventing occupational risks and promoting suitable conditions for the health and well-being of employees.

5. **Separation Management.** Processes established for employment termination that include administrative and communication aspects, respecting current regulations and the company's internal policies.

GRI 3-3 GRI 401-1

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As a result of this comprehensive approach, during 2024 we incorporated 1,470 people into our organization, thus consolidating our commitment to generating formal, inclusive, and quality employment.

Indicator	Hires		Turnover	
	Men	Women	Men	Women
Number	676	794	524	631
Rate	45,90 %	54,10 %	45,37 %	54,63 %

> We continue to strengthen job opportunities that drive the development of the textile industry and generate a positive impact on our communities.

Benefits We Offer

We understand that taking care of our team is fundamental to building a solid and sustainable organizational culture. Therefore, in addition to the benefits established by law, we provide additional benefits that seek to improve the well-being of our employees and strengthen their commitment to the organization.

100% of our employees have access to these benefits, reflecting our inclusive and equitable approach. These measures not only support the personal and professional development of our team but also consolidate the mutual trust that underpins our employment relationship.

Below, we detail the benefits offered to all our employees:



- Pension Fund
- Complementary Work Risk Insurance
- Life Insurance Law
- Health Insurance for Common Illnesses
- Health Insurance for Common Illnesses
- Paternity Leave
- Maternity Leave
- Lactation Bonus
- Lactation Hour
- Institutional Lactation Room
- Mental Health Program
- Oncology Program
- Healthy Life and Nutrition Program
- Food Subsidy
- Transportation Subsidy
- Education Programs with University and Institute Agreements
- Mass Marriage Program
- Internal and External Training Program
- Production Incentive
- Continuous Improvement Program “Desafíos” (Challenges)

GRI 401-2

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> We offer benefits that strengthen the trust and commitment of our entire team, reaffirming our commitment to human development.

Likewise, we promote the physical, mental, and emotional well-being of our employees through various recreational and sports activities, such as soccer, volleyball, and other disciplines that strengthen teamwork and a sense of belonging.

We also organize workshops and useful vacation programs for our employees' children, creating spaces for family learning and recreation. Furthermore, we hold celebrations on commemorative dates such as Labor Day, Mother's Day, National Holidays, among others, with the aim of recognizing the efforts of our team and strengthening the bonds between the company and its employees in an atmosphere of respect, joy, and community.

Parental Leave

In compliance with national regulations and in line with our commitment to the well-being of our team members, we at Textiles Camones grant maternity and paternity leave in accordance with the law. These leaves allow mothers and fathers to be present for the first moments of family life, contributing to a healthy work-life balance.

The following presents the data for maternity and paternity leaves granted during 2024:



Parental Leave	Men	Women	**Total**
Employees entitled to parental leave	1,053	992	**2,045**
Employees who took parental leave	10	30	**40**
Employees who returned to work after parental leave ended	8	12	**20**
Employees who continued to work 12 months after returning from leave	4	16	**20**
Return-to-work rate	80 %	90 %	**57,14 %**
Employee retention rate	40 %	53%	**50 %**

GRI 401-3

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Main Achievements

In 2024, we strengthened our commitment to human talent development and consolidated an organizational culture based on equity, well-being, and sustainability. We highlight the following:

- GPTW 2024-2025: For the fourth consecutive year, we were certified as one of the best places to work in Peru.
- Rank 10 - Best Places to Work for Women 2024: Thanks to our inclusive and gender-equity policies.
- EGS 2024 Recognition: For our management with an environmental, social, and governance focus.
- Rank 1 - Sustainable Management 2024: For our best practices in energy efficiency, labor equity, and business ethics.
- Companies that Transform Peru 2024: Thanks to our "Potencia tu Talento" program, which promotes employability in vulnerable communities.

Upcoming Projects

To continue consolidating a modern and efficient talent management system, we will implement:

- Systematization of human management: To optimize processes and improve decision-making.
- Performance evaluation by objectives: Focused on results aligned with the organizational strategy.
- Digitalized service channels: To facilitate access to labor procedures and inquiries.

6.2. Training and Development of Human Talent

At Textiles Camones, we understand that the sustainable growth of our organization is closely linked to the constant development of our human talent. Therefore, we have designed a comprehensive training strategy that drives the strengthening of technical skills, leadership, and the well-being of our employees, ensuring that each person contributes with excellence to achieving our strategic objectives.

Our management is based on three key policies:

- Professional Development and Training Policy
- Talent Management and Performance Evaluation Policy
- Communication and Participation Policy

These policies are complemented by operational guidelines and continuous improvement commitments that allow us to consolidate a culture of permanent learning, active participation, and comprehensive well-being.

GRI 404-1

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Among our main actions are:

- Implementation of training programs in leadership, technical skills, and emotional well-being.
- Development of mentoring and career plan programs, with an emphasis on identifying and strengthening internal talent.
- Continuous evaluation of the work climate through specialized surveys and personnel satisfaction analysis.
- Design of engagement and loyalty strategies that promote a high level of commitment, motivation, and organizational sense of belonging.

In line with this approach, during 2024 we managed to train 100% of our employees, reaching a total of 24,167.70 training hours. Below is the detail of the number of employees trained during the period:

Trained employees	Unit	Men	Women	Total
Trained Employees	Number	1,635	1,399	3,034
Total number of trained employees	Hours	11,432.70	12,732.00	24,164.70
Total percentage of employees who received training	Percentage	100 %	100 %	100 %

Training Programs Executed in 2024

In 2024, we promoted a series of training projects aimed at strengthening the technical, leadership, and well-being capacities of our employees. These initiatives included training in effective communication, conflict management, high-performance team development, professional ethics, among other strategic topics for our organizational growth.

Below are the main programs implemented:

GRI 404-2

Transfórmate para Transformar (Transform to Transform)



The program consisted of 10 sessions designed to strengthen the abilities of our leaders in key areas such as effective communication, leadership, conflict management, high-performance team development, and organizational ethics. Each participant developed a personalized action plan, which will be implemented during 2025 with the objective of applying the acquired knowledge to foster a positive and satisfactory work climate in their respective work areas.

In total, 30 employees benefited from this initiative, thus contributing to the strengthening of internal leadership and the continuous improvement of our work environment.

Yo Soy tu Voz (I Am Your Voice)



This program was created to promote an inclusive and accessible environment, especially aimed at our hearing-impaired employees. To this end, we trained key personnel who have direct contact with this group, teaching them Peruvian Sign Language to improve daily communication. Thanks to this initiative, 15 hearing-impaired employees benefited from more effective and closer attention, facilitating the resolution of their doubts and inquiries. Furthermore, a better understanding of their signs has been achieved, strengthening dialogue and inclusion within the organization.

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Patrocina tus Sueños (Sponsor Your Dreams)



At Textiles Camones, we promote the Patrocina tus Sueños program, an initiative that offers scholarships for our employees and their children to study technical careers. This program seeks to strengthen the technical skills of our staff and provide educational opportunities to those who wish to join the textile sector. In 2024, we awarded 56 sponsorships to employees and 6 to employees' children, reaffirming our commitment to their professional and family development.

Potencia tu Talento (Power Your Talent)



In line with our social commitment, we developed the Potencia tu Talento program with the goal of improving the quality of life for residents of the Puente Piedra district. This program offers technical training in the operation of sewing machines to citizens of the district, preparing them to enter the labor market as skilled labor. Thanks to this initiative, we managed to incorporate 60 people as Assistants in the sewing area of Textiles Camones, providing them with formal employment and contributing to the maintenance of constant and quality production. In this way, we generate real development opportunities and strengthen the bond between the company and the community.

Performance Evaluation

Having motivated, aligned, and constantly improving employees is fundamental to achieving organizational objectives. Therefore, we implemented a performance evaluation process that allows us to measure and strengthen individual competencies, identify training needs, and recognize the contribution of each person in their role.

This process is carried out with clear and objective criteria, fostering a culture of continuous feedback and permanent improvement. It also serves as a basis for defining development plans, internal mobility, and recognition programs.

Below is the number and percentage of employees evaluated during 2024, broken down by job category:

GRI 404-3

Job Category	Number		Percentage	
	Men	Women	Men	Women
General Manager and first-line managers	3	3	50 %	50 %
Other managers and sub-managers	0	0	0 %	0 %
Head, supervisor, other leadership positions	68	36	65 %	35 %
Personnel with no direct reports	982	952	51 %	49 %
Total	**1053**	**991**	**51 %**	**49 %**

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Well-being and Work Climate

We promote a work environment based on innovation, commitment, and professional growth, with the goal of strengthening the satisfaction and sense of belonging of our employees. Our management focuses on meeting challenging objectives, developing talent, and continuously improving processes, generating positive impacts on productivity, talent retention, and comprehensive well-being.

As a Public Benefit Corporation (BIC), we reaffirm our commitment to a work climate that drives organizational growth and sustainable development, based on values such as equity, inclusion, teamwork, and respect.

Our commitment: To guarantee an inclusive, safe, and respectful workspace that promotes the comprehensive development of each person and contributes to the sustainable growth of the organization.



GRI 3-3

Main Initiatives

ADN Camones Programs: Integration activities, family and sports celebrations that strengthen bonds between teams and support diversity.

Clear Policies: We promote diversity and inclusion, guarantee discrimination-free processes, and maintain open communication channels between employees and management.

Recognition and Development: We have programs that recognize performance and offer clear opportunities for professional growth.

Health and Well-being: We promote safe and healthy working conditions, with special attention to mental health and work-life balance.



Work Climate Management

In line with our commitment to promoting a positive work environment, we conduct periodic evaluations of the organizational climate through specialized tools, such as the survey administered by Great Place to Work (GPTW). This measurement allows us to identify opportunities for improvement and design action plans to enhance our employees' experience.

In 2024, we obtained the following results:

Work climate acceptance level: **85 %**

Survey participation rate: **90 %**

These results reflect the high level of commitment of our teams and their trust in the internal communication spaces we promote. We will continue to foster an organizational culture based on respect, collaboration, and professional development.

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Main Achievements

During the year, we reached significant milestones in human capital management and development, reflecting our commitment to the well-being and growth of our employees.

- Among the main achievements, we highlight the recognitions awarded by Great Place to Work.™ Rank No. 29 in The Best Places to Work in Peru 2024, Rank No. 10 in The Best Places to Work™ Women 2024, maintaining this position for the third consecutive year, and Rank No. 5 in The Best Places to Work in Production & Operations™ 2024, reaffirming our leadership in the industrial sector.
- We executed 4 training and professional development programs, benefiting 167 employees.
- We managed to train 100% of our employees, reaching a total of 24,167.70 training hours delivered in 2024.

Upcoming Projects

- **Expansion of Mental Health and Labor Well-being Programs:** We will strengthen psychological care services for employees and their families, promoting a healthy and balanced work environment.
- **Systematization of Human Management Processes:** We will digitize key processes such as recruitment, onboarding, and internal training, improving efficiency and accuracy in data management.
- **Expansion of the "Transfórmate para Transformar" program:** We will incorporate new training modules in soft skills, leadership, and personal development to enhance internal talent.
- **Implementation of Automated Labor Service Channels:** We will integrate digital tools that optimize communication between employees and the Human Resources area, facilitating management and timely response.
- **Strengthening of the Internal Mobility and Career Plan Program:** We will develop a structured professional growth plan, establishing personalized career paths that boost talent development and retention.

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6.3. Occupational Health and Safety

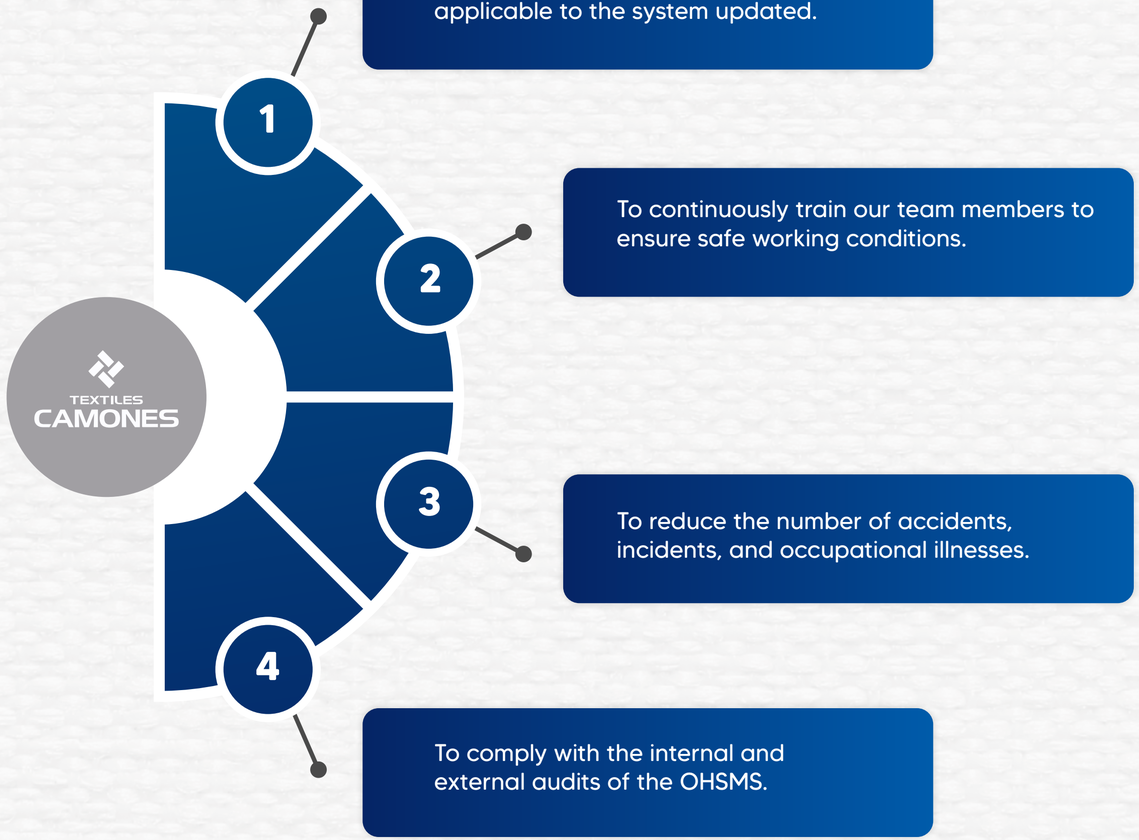
At Textiles Camones, we have an Occupational Health and Safety Management System (SGSST) that complies with applicable legal requirements, specifically Law No. 29783 and its amendments (D.S. No. 005-2012-TR, Law No. 30222, Law No. 31246, among others), as well as the guidelines of the international standard ISO 45001, for which we obtained certification in 2024. Our management in this area is led by the Industrial Safety and Hygiene (SHIMA) and Human Resources (Occupational Health and Social Well-being) departments, which ensure the effective implementation of the system in all our operations.

Our commitment to quality in occupational health and safety is established in our Integrated Management System (IMS) Policy, where we clearly define the following guidelines: prevention of accidents and occupational diseases, continuous improvement, compliance with legal requirements, active participation of employees, integration with other management systems, and elimination of occupational hazards.

GRI 3-3 GRI 403-1 GRI 403-6

Goals and Objectives

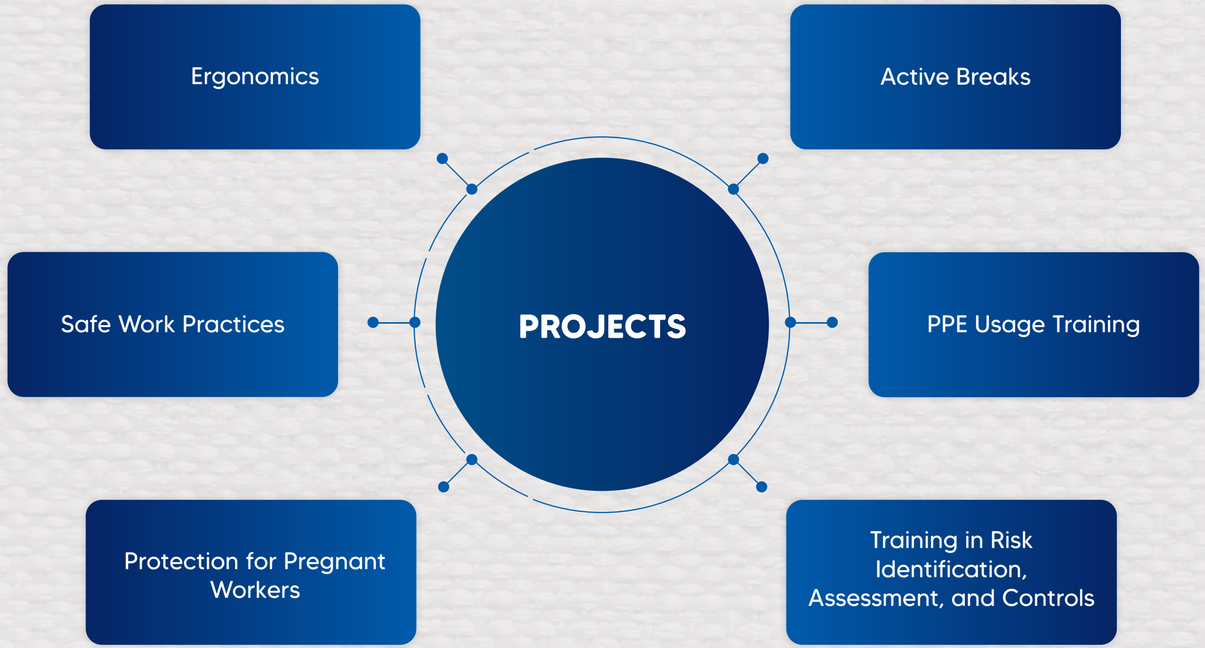
During 2024, we defined concrete objectives to strengthen our OHSMS:



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Projects Implemented in 2024

Furthermore, we highlight important lessons learned in the process, such as the mandatory inclusion of attendance control for training, which significantly strengthened our management in occupational safety.



Below, we present the coverage of our Occupational Health and Safety Management System, which covers 100% of our employees and contractors, ensuring a safe and healthy work environment for all.

Coverage of the Occupational Health and Safety Management System

Indicator	Unit	2024
Total number of covered employees	Number	2046
Total number of covered contractors	Number	63
Percentage of covered employees and contractors	Percentage	100 %
Workers excluded from the system and reason	-	0%

GRI 403-8

> At Textiles Camones, we promote a safe and healthy work environment, ensuring 100% coverage for all of our team members and business partners.

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Hazard Identification, Risk Assessment, and Incident Investigation

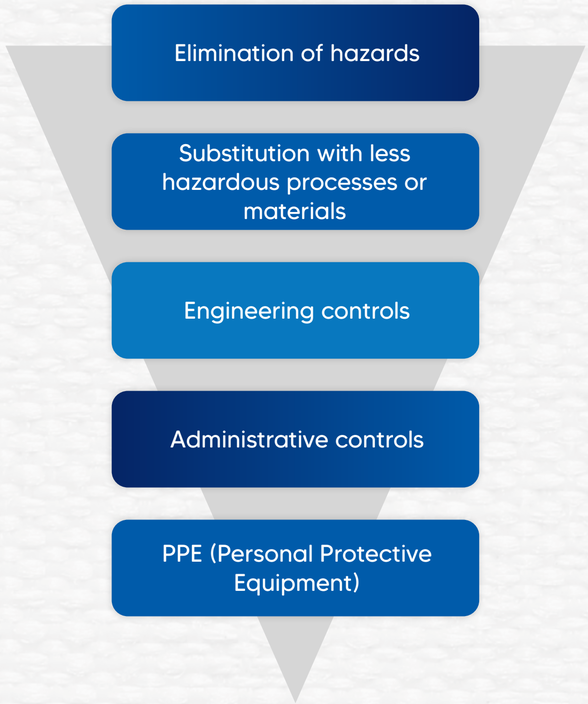
We manage occupational risks through clear processes of hazard identification and risk assessment, led by the SHIMA area. Together with operational personnel, we periodically update the Hazard Identification, Risk Assessment, and Controls (IPERC) matrices, which are then approved by the respective heads and validated by the Occupational Health and Safety Committee.

We require contractors operating at our facilities to have their own Health and Safety Management Systems, and we regularly verify their information to ensure its adequacy. The competencies of third-party personnel are also supervised by specific areas as appropriate (asset security, environment, or social well-being).

Our employees can report hazards or unsafe situations directly to SHIMA personnel or through the Integridad Camtex portal, which offers confidentiality and anonymity. Likewise, in situations of imminent risk, our policy explicitly grants them the authority to immediately stop their activities to protect their integrity, without any risk of reprisal.

GRI 403-2 GRI 403-7 GRI 3-3

Regarding the investigation of work-related incidents, the direct manager of the affected area leads the process with advice from the SHIMA area and the participation of the Occupational Health and Safety Committee. We apply a hierarchy of controls to define corrective actions and establish improvements in our management system:



On the other hand, our preventive approach is complemented by specific programs to mitigate risks directly related to our operations, products, and services:



Furthermore, we extend these same health and safety standards to our suppliers and contractors, conducting periodic audits that ensure optimal working conditions throughout our value chain.

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Occupational Health and Safety (OHS) Committee

At Textiles Camones, we strengthen our health and safety management through the direct participation of our employees. We have an Occupational Health and Safety Committee, responsible for advising, promoting, and monitoring compliance with the Internal Regulations and national OHS regulations. This committee is composed equally of six representatives from the company and six representatives from the workers, who are elected every two years through open and universal voting among the employees.



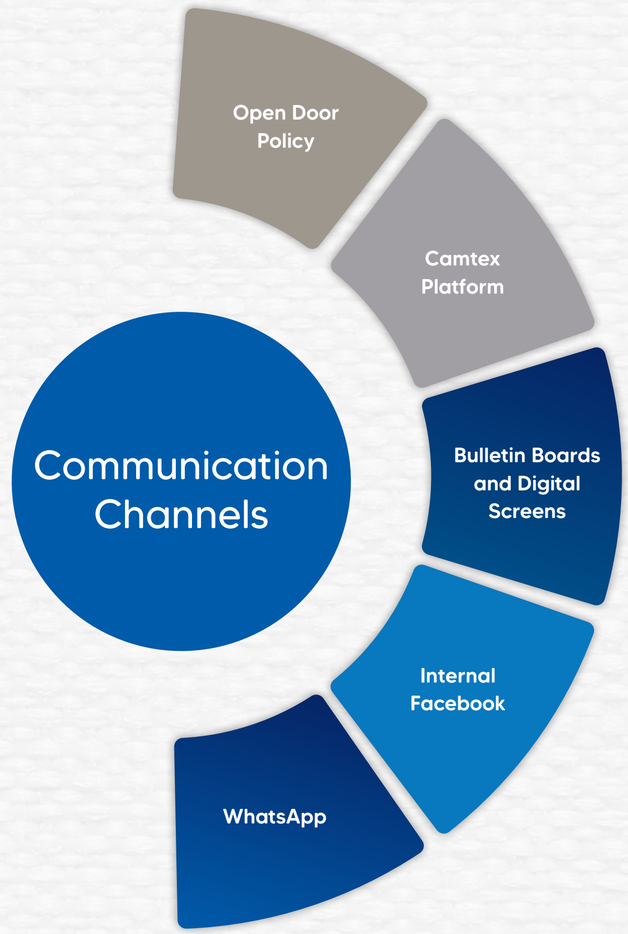
GRI 3-3 GRI 403-4

CAMTEX

At Textiles Camones, we maintain an open-door policy to receive suggestions, complaints, or reports that contribute to strengthening health and safety at work and in other areas. For this purpose, we have the digital platform Integridad Camtex (www.integridadcamtex.com), the link to which is printed on the back of all staff ID badges. The Human Resources department manages this tool, registering and classifying reports to refer them to the corresponding committees (WRAP, OHS Committee, Committee against Sexual and Labor Harassment, Ethics Committee, among others) according to the nature of the case.

Employees can use Integridad Camtex anonymously and confidentially to report situations related to sexual harassment, labor harassment, non-compliance with health and safety protocols, discrimination, conflicts of interest, misuse of information, or any other irregularity contrary to the company's policies.

Each report is handled with strict confidentiality, following the applicable legal procedures and ensuring the veracity and objectivity of the data received. In this way, we reinforce our commitment to the comprehensive safety and well-being of all our personnel.



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Responsibilities of the Occupational Health and Safety (OHS) Committee

As part of our commitment to a solid prevention culture, the OHS Committee plays a key role in the active management of safety in the organization. Below are its main responsibilities, focused on promoting safe and healthy work environments:

- Advise and supervise the effective implementation of the Internal OHS Regulations.
- Monitor and analyze monthly indicators of accidents and incidents.
- Participate in investigations of occupational accidents and suggest corrective measures.
- Conduct periodic safety inspections of the facilities.
- Monitor and evaluate compliance with the annual OHS program.

Members of the OSH Committee
David Bazán
José Pulido
Arturo Odar
Edwin Ayala
Juan Lara
David Huamaní
Elizabeth Guadalupe
Betty Reyna
José Bances
César Pulache
Alfredo Romero
Brayan Amasifuen

Training in Safety, Industrial Hygiene, and Environment (SHIMA)

We foster a preventive culture through training programs in safety, industrial hygiene, and the environment, adapted to the needs and specific risks of each work area. These trainings aim to strengthen the skills of our employees, reduce incidents, and ensure a safe and healthy work environment, aligned with the best national and international practices.

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"I Am Your Voice" Program



One of our standout programs is "Yo Soy tu Voz" (I Am Your Voice), which is aimed at improving communication and integration for our employees who are deaf. We currently have 11 deaf team members in various departments who receive ongoing support to resolve questions related to their job functions and employee benefits.To strengthen this communication, a strategic group of 15 employees received 20 hours of training in Peruvian Sign Language (LSP), taught by the Lima Association of the Deaf (ASSORELI). The training included key personnel from Human Resources, Social Welfare, Nursing, Engineering, SHIMA (Safety, Industrial Hygiene, and Environment), and supervisors from the sewing department.

Additionally, during 2024 we developed specific training on occupational safety, including:

- **Safety in high-altitude work.**
- **Hazard Identification and Risk Assessment.**
- **Emergency preparedness.**
- **Occupational health and safety policy and objectives.**

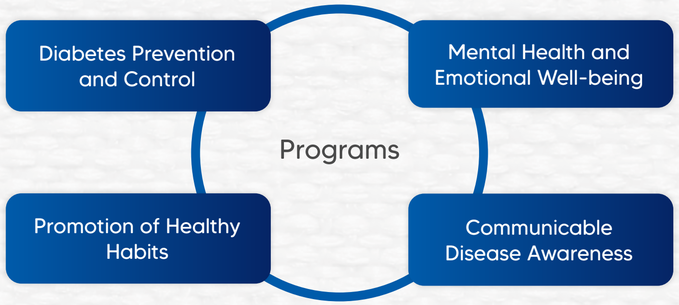
We complement these trainings with internal awareness campaigns on the correct use of personal protective equipment (PPE) and specific hand care, thus reinforcing our preventive culture.

Promotion of Occupational Health and Safety

We deeply value our employees, aware of the importance of providing them with a safe and healthy work environment. That is why we guarantee all our workers access to comprehensive medical services, even when these are not directly related to work activities. All our employees have coverage through EsSalud, and we offer the option to voluntarily join a private insurance plan (EPS).

We provide basic medical care directly at our facilities, which includes consultations, health monitoring, and preventive guidance. We complement this access with regular vaccination campaigns and preventive check-ups for diseases such as HIV, tuberculosis, influenza, hepatitis, and blood pressure control.

Additionally, we have specific voluntary programs to address non-work-related risks.



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Our occupational health services are aimed at preventing occupational diseases through periodic ergonomic risk assessments and constant medical monitoring. We have a specialized team consisting of an occupational physician and nursing staff, who provide immediate assistance for work-related incidents and continuous primary care.

Likewise, we regularly conduct awareness campaigns on occupational safety and specific training in emergency response, first aid, and evacuations, thus strengthening our preventive culture. To ensure the quality and effectiveness of these services, we carry out periodic internal and external audits that validate compliance with our occupational health protocols.

Likewise, during 2024, specific programs focused on the comprehensive health and well-being of our team members were implemented:

Healthy Living Program

We promote healthy habits through balanced nutrition, physical exercise, and nutritional counseling.



My Life, My Health and Well-being Program

In partnership with ESSALUD, we carry out campaigns to reduce risk factors and detect chronic diseases in a timely manner.

Free Without Fear Program

We provide ongoing, free psychological support for our employees, with weekly individual sessions throughout the year.

Auriculotherapy Program

We implement techniques to reduce stress and anxiety through specialized sessions in collaboration with ESSALUD Puente Piedra.

Occupational Injuries and Ailments

At Textiles Camones, our activities involve diverse textile operations, such as sewing, cutting, handling sharp objects, using industrial machinery, and managing chemical substances, which present inherent risks of work-related accidents.

During 2024, no cases of occupational diseases or ailments were recorded in employees or contractors, nor were there any deaths related to these causes. Despite this, we identified potential hazards related to physical agents, such as noise in some areas, where the permanent use of hearing protection is mandatory.

To record, analyze, and control these situations, we maintain a detailed statistical record of work-related accidents. This allows us to identify patterns, formulate preventive and corrective actions, and reduce accident rates.

During 2024, we have not recorded any fatal accidents among employees or contractors. However, we reported 5 work-related accidents with major consequences, with a rate of 0.93 per million hours worked, and a total of 64 recordable work-related injuries, equivalent to a rate of 11.85 per million hours worked. The most frequent injuries were cuts, contusions, muscle injuries, falls, burns, and chemical splashes.

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Work-Related Injuries of Textiles Camones Employees

Indicator	Result 2024
Number of fatalities from work-related accidents	0
Fatality rate from work-related accidents	0
Number of high-consequence injuries (excluding fatalities)	2
High-consequence injury rate	0.37
Number of recordable work-related injuries	64
Recordable work-related injury rate	11.85
Lost Time Injury Frequency Rate (LTIFR)	11.85
Number of hours worked	**5,398,989**

Among the hazards that caused most of the injuries this year are:

- **Sharp objects: scissors and pickers.**
- **Needles in sewing machines.**
- **Impacts against objects.**
- **Improper postures during work activities.**

To mitigate these hazards, we have implemented various measures following the hierarchy of controls, including awareness campaigns, specific training on the safe use of tools, ergonomics, active breaks, clear signage, and mechanical guards on industrial equipment. Furthermore, we plan to increase safety training hours by more than 25%, especially focusing on the identified risks for each position.

The data is collected directly from our accident records, using the international standard with a calculation factor of 1,000,000 hours worked. No workers are excluded from the information presented.

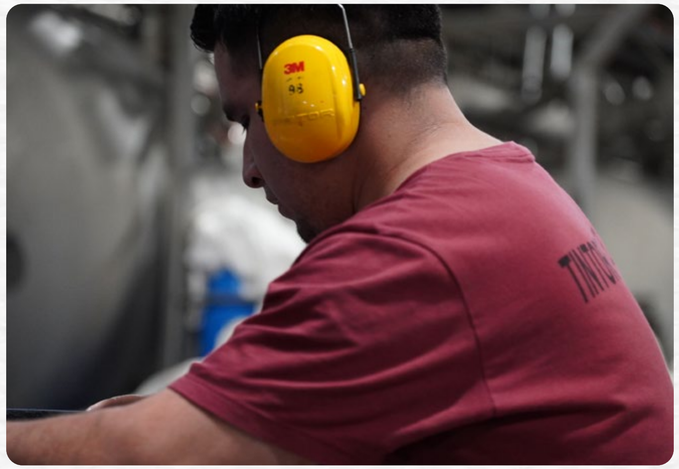


Work-Related Injuries of Non-Textiles Camones Employees

Indicator of work-related injuries	Result 2024
Number of fatalities from work-related accidents	0
Fatality rate from work-related accidents	0
Number of high-consequence injuries (excluding fatalities)	0
High-consequence injury rate	0
Number of recordable work-related injuries	0
Recordable work-related injury rate	0
Lost Time Injury Frequency Rate (LTIFR)	0
Number of hours worked	**157,248**

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Indicators of OHS	2024	
	Employees	Contractors
Work-related injury fatality rate	0	0
Recordable work-related injury rate	11.85	0
Lost Time Injury Frequency Rate (LTIFR)	11.85	0
Number of hours worked	5,398,989	157,248



Main Achievements

- We obtained the ISO 45001 Certification in recognition of our effective management in occupational health and safety.
- We implemented four specific programs aimed at improving the comprehensive health and well-being of our employees.
- We closed the year with zero fatal accidents, a result that reflects our firm commitment to occupational safety.
- We consolidated the "Yo Soy tu Voz" training program, training 15 employees from strategic areas in sign language to facilitate effective communication and integration of our deaf employees.

Upcoming Projects

- Conduct training for personnel on safety topics according to the specific risks of each area and job position.
- Develop safety campaigns for machine operation aimed at strengthening personnel's safety awareness.
- Implement guards, protectors, and safety sensors on machines.
- Implement ergonomic chairs in sewing workshops.

TEXTILES CAMONES

CHAPTER 7

GROWING TOGETHER: SOCIAL WELL-BEING AND DEVELOPMENT



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Chapter 7

Growing Together: Well-being and Social Development

7.1. Our Social Commitment

We assume a firm commitment to the local communities where we operate. Our vision is based on promoting employability, strengthening the local economy, and fostering shared value programs that contribute to social well-being and responsible environmental management. To materialize this commitment, we focus on talent development, collaboration with governmental and social entities, and responsible management of the potential impacts our operations may generate.

Throughout 2024, we expanded the scope of several community programs and strengthened our relationship with key actors, including municipal authorities, non-governmental organizations, and the community itself. This joint action led us to exceed 80% of new hires coming from local areas, promoting labor formalization and consolidating the productive fabric of the environment.

GRI 3-3 GRI 413-1 GRI 413-2

Our Objectives

To evaluate and optimize our community actions, we define strategic objectives:

- **Expand training coverage.** Include more specialized areas within Potencia tu Talento and facilitate the incorporation of digital skills.
- **Strengthen citizen participation.** Implement communication systems (digital and in-person) that gather community concerns, promoting constant feedback.
- **Improve environmental sustainability.** Continue promoting reforestation and the restoration of the Chillón River, as well as environmental education in local schools.
- **Generate local entrepreneurship.** Increase the number of entrepreneurs who manage to consolidate sustainable businesses, providing them with management tools and access to financing.

In line with these objectives, we carry out continuous monitoring of the programs, establishing success indicators that range from the percentage of participants who gain access to formal employment to the volume of resources invested in social development initiatives

Impacts and Mitigation Measures

While our industrial presence drives economic development, we also understand the challenges this can pose for small local producers or for populations that perceive barriers to employment. However, our following initiatives are designed to counter potential impacts:

Entrepreneurship Programs
The "Emprende Mujer" (Woman Entrepreneur) initiative is focused on strengthening the capabilities of individuals who wish to start their own businesses, minimizing unfair competition from large-scale industrial operations.

Local Hiring and Training Alliances
We prioritize hiring individuals from districts near the plant and sign agreements with municipalities and organizations to train young people in skills that are in demand by the textile industry.

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Flagship Program: La Escuelita - Potencia tu Talento



Our flagship program during 2024 was La Escuelita - Potencia tu Talento (The Little School - Power Your Talent). This initiative, developed in agreement with the Municipality of Puente Piedra, provides specialized training in sewing and textile production to people without experience. Between October 2023 and July 2024, 158 participants were trained, of whom 69% chose to start their own sewing workshops, demonstrating great potential for self-management and contributing to the generation of sustainable income in the local community.
With "La Escuelita" (The Little School), we integrate two of our priorities: workforce inclusion and the promotion of entrepreneurship. In this process, we recognized the importance of maintaining two-way communication channels to tailor the training to the beneficiaries' needs, as well as the importance of offering self-employment options, understanding that not everyone is seeking formal entry into the industry.

Key actions implemented in 2024

Expansion of community development programs

- We expanded the coverage of our social programs: "Tejiendo Sueños" (Weaving Dreams), "Potencia tu Talento" (Boost Your Talent), and "Emprende Mujer" (Woman Entrepreneur), benefiting more people in local communities.
- More technical training to generate employment and entrepreneurship opportunities.
- Alliances with NGOs and government entities, increasing the impact and sustainability of these programs.

Local job creation

- Over 80% of new hires come from surrounding communities, driving labor formalization in the textile sector.

Implementation of "La Escuelita" (The Little School)

- Expanded the scope of the internal training program in 2024..
- Creation of learning spaces where sewers and operators receive specialized training.
- Inclusion of individuals with no prior experience, promoting local talent and better job opportunities.

Strengthening community relations

- **Promoting corporate volunteering projects, actively involving employees in social impact activities.**

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The experience gained over the years has allowed us to understand the importance of actively involving the community in all stages of our projects. Therefore, we continue to strengthen our policies on inclusion and community development, training and technical skills development, and local job creation–all aimed at driving economic and social progress in our areas of influence.

> We remain committed to mutual growth, strengthening social well-being and development through tailored programs that promote the economic autonomy and sustainability of our communities.

Main Achievements

During 2024, we were honored with important recognitions that reaffirm our commitment to social responsibility, labor inclusion, and sustainable development. These distinctions value our contribution to job creation, capacity building in vulnerable communities, and local hiring in the textile industry.

A company with social impact
Stands out for its job creation and training for vulnerable communities

Workplace Inclusion Award
Awarded for contributing to local hiring and enhancing employability in the textile industry.

Corporate Social Responsibility Certification
Recognition for community development projects aligned with the Sustainable Development Goals (SDGs).

Upcoming Projects

We will strengthen the Potencia tu Talento program, expanding its coverage with new specialties, and we will extend Tejiendo Sueños to reach more communities.

We will continue with environmental restoration activities in the Chillón River, strengthening our commitment to conservation.

We will replicate the Potencia tu Talento program in other regions, also promoting local entrepreneurship initiatives with greater social and economic impact.

In the long term, we will develop a Technical Training and Production Center for Textiles, along with the consolidation of a sustainable community development model that invites other companies to join through strategic shared value alliances.

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7.2. Social Programs and Corporate Volunteering

Our contribution to social development is not limited to employability and technical training; we also carry out volunteer programs and social projects that address environmental and subsistence needs in our communities of influence.

In 2024, we strengthened the coordination of four main programs, improving our impact on the beneficiary population and reinforcing the participation of our employees in corporate volunteering activities. Additionally, we established new alliances with external entities, facilitating the execution of awareness and social consciousness campaigns.

Boost Your Talent

Promotes the workforce integration of young people and adults with no prior experience through specialized training in the textile sector. In 2024, we invested approximately S/2,000 and prioritized the recruitment of individuals from local communities, primarily in partnership with the Municipality of Puente Piedra.

"Tejiendo Sueños" (Weaving Dreams)

It focuses its support on families living in poverty by providing food and warm clothing, benefiting 260 people from community soup kitchens. With an approximate investment of S/7,491, it has helped mitigate food insecurity and improve their quality of life.



Amount invested in social projects:
S/16,991.00

Renace Chillón" (Chillón Revival)

Raises awareness about the importance of river ecosystems and environmental conservation. Our employees have worked on a 1 km stretch of the Chillón River, with an approximate investment of S/3,500. This initiative promotes environmental education and a sense of collective responsibility.

"Emprende Mujer" (Woman Entrepreneur)

Promotes entrepreneurship projects for the wives or partners of our employees, boosting their economic autonomy. An investment of S/4,000 has supported two women entrepreneurs, strengthening the local productive fabric and the financial independence of the families.

GRI 3-3 GRI 413-1 GRI 413-2

Through these initiatives, we provide opportunities for training, labor formalization, and entrepreneurship, generating a positive impact on the local economy. At the same time, our corporate volunteering actions focus on the protection and conservation of the environment, reinforcing a culture of environmental responsibility among employees and the community.

Upcoming Projects

Program Scaling. We plan to replicate the best practices of Tejiendo Sueños and the river cleanup volunteering in various communities, expanding their scope and benefit.

Alliances and Co-financing. We will continue to strengthen collaborations with NGOs and government entities to expand the coverage and impact of our social projects.

Impact Monitoring. We will develop specific indicators to measure the effectiveness of each initiative, with the goal of optimizing the scope and relevance of the programs in the long term.

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7.3. Commitment to Human Rights

We are committed to respecting and promoting human rights in all our operations and in our supply chain. This commitment is aligned with the UN Guiding Principles on Business and Human Rights, national regulations, and the conventions of the International Labour Organization (ILO).

To fulfill this commitment, we have set objectives to strengthen continuous training in human rights, equity, diversity, and prevention of psychosocial risks, ensuring full coverage for our employees and extending this training to our suppliers. Additionally, we will conduct a social impact study to identify areas for improvement and act in a timely manner.

We manage these issues through clear and rigorous policies that are available on our web portal. Among them, our policies against child and forced labor, discrimination, harassment, and in favor of freedom of association, diversity, and inclusion stand out.



GRI 3-3 GRI 406-1 GRI 408-1 GRI 409-1

Strategic Goals

Our human rights management is guided by clear strategic goals and measurable objectives, aligned with international standards:

- Maintain a zero-tolerance policy for child labor, forced labor, and any form of discrimination in our operations and supply chain.
- Reinforce the organizational culture based on equity and inclusion, with greater participation of women and underrepresented groups.
- Improve the accessibility and effectiveness of the Integridad Camtex reporting channel and ensure the timely and confidential treatment of all reports.
- Develop metrics and compliance indicators to evaluate the impact of our policies.

Our human rights management is continuously strengthened through interaction with employees, clients, suppliers, regulatory bodies, and social organizations. This allows us to identify areas for improvement, enhance our policies, and ensure our management practices are aligned with international standards.

To achieve this, we have several participation mechanisms, such as internal work environment surveys, the Occupational Safety and Health Committee, the “Integridad Camtex” digital platform, regular audits, and human rights training and awareness processes. Additionally, we conduct internal and external audits under the WRAP certification, which verify effective compliance with our policies in this area.

During 2024, we recorded no cases of discrimination; however, we promoted preventive actions through awareness talks on discrimination and responsible business conduct. For the upcoming year, we are planning to carry out a human rights due diligence process to further deepen and strengthen our commitment.

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WRAP Certification and Prevention of Child Labor

The WRAP (Worldwide Responsible Accredited Production) certification supports our commitment to decent and ethical working conditions. In 2024, we successfully renewed this certification, verifying through internal and external audits the absence of child and forced labor in our operations and supply chain.

We implemented a robust strategy to prevent and eradicate child and forced labor, which includes:

- Rigorous audits of raw material, manufacturing, and logistics suppliers.
- Specific contractual requirements for suppliers against child and forced labor practices.
- Training for suppliers on labor rights.
- During the reporting period, no cases of child or forced labor were detected in our operations or in our supply chain.

We understand that maintaining clear, accessible, and continuous communication is essential to ensure compliance with our human rights standards. Therefore, during 2024, we strengthened our internal awareness campaigns and improved our grievance channels, ensuring a more effective, confidential, and timely response to potential violations. These lessons allow us to continue advancing toward an organizational culture based on respect, equity, and integrity.

Main Achievements

We successfully renewed the WRAP certification, reaffirming our commitment to decent and ethical working conditions.

We strengthened our ethical channel, Integridad Camtex, improving accessibility and protection for whistleblowers.

100% of strategic suppliers evaluated for compliance with the policy against forced labor.

We conducted internal training and awareness sessions on labor harassment, discrimination, and psychosocial risks.

Cero Zero cases of forced labor identified in internal and supplier audits.

Upcoming Projects

Reinforcement of Social Audits. We will implement more robust systems to verify compliance with labor and human rights standards in our operations and supply chain.

Strengthening the Integridad Camtex ethical channel. Optimization of the platform to ensure safe, effective, and confidential reporting, in addition to expanding its dissemination throughout the organization and among suppliers.

Human Rights Evaluation Indicators. We will develop and implement key performance indicators (KPIs) to accurately measure the compliance and impact of our policies.

Human Rights Committee. We will establish a multidisciplinary team responsible for overseeing and ensuring the continuous and effective application of our human rights policies.

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8.1. About This Report

At Textiles Camones, we reaffirm our commitment to sustainability and accountability through the publication of our 2024 Sustainability Report, in which we share with our stakeholders the most relevant advances, results, and lessons learned in environmental, social, and governance (ESG) matters during the period from January 1 to December 31, 2024.

Este This report has been prepared in accordance with the GRI Standards 2021, in line with our commitment to transparency and accountability. We also align our management with the Sustainable Development Goals (SDGs), actively contributing to global challenges in environmental, social, and economic matters.

The information contained herein has been carefully reviewed and validated by the General Management of Textiles Camones, which guarantees its accuracy and relevance. It should be noted that this document has not been restated or subjected to an external verification process.

For inquiries about this report, you can write to: jpulido@textilescamones.com
Environment Manager

Learn more about our initiatives, visit:
https://www.textilescamones.com/es/sostenibilidad.html

GRI 2-2 GRI 2-3 GRI 2-4 GRI 2-5

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8.2. Appendix of ESG Indicators

Tables of Economic Indicators

Direct Economic Value Generated and Distributed 2024 (GRI 201-1)

Category	Amount (S/)
Direct Economic Value Generated (EVG)	**352,557**
a)Total revenues: net sales + income from financial investments + sale of assets	352,557
b) Other income	-
Economic Value Distributed (EVD)	**313,937**
c) Operating costs	227,008
d) Employee wages and benefits	68,241
e) Payments to suppliers of goods and services	5,358
f) Taxes and payments to Governments	**13,220**
g) Social responsibility and community investment	110
Economic Value Retained (EVR)	**38,620**

Tables of Environmental Indicators

Energy Consumption within the Organization (GRI 302-1)

Energy consumption – Textiles Camones	2022	2023	2024
Consumption of energy from non-renewable sources			
LPG consumption (gal)	-	-	-
Gasoline consumption (gal)	535.053	42.771	-
Diesel consumption (gal)	9,612.267	6,956.233	10,514.65
Gasohol (gal)	0.00	142.796	262.93
Natural gas consumption (Sm^3)	7,956,698.77	6,828,057.97	7,816,240.70
Electricity (kWh)	15,965,703.90	14,110,779.40	16,350,840.24
Total energy consumption from renewable sources			
Solar panel generation (kWh)	-	9,620.00	10,694.00
Other sources	-	-	-
Energy consumption by different types of purchased energy			
Electricity consumption	-	-	-
Heating consumption	-	-	-
Cooling consumption	-	-	-
Steam consumption	-	-	-

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Water Extraction (GRI 303-3)

Water Extraction by Source Type	Unit	2022	2023	2024
Surface water (total)				
Freshwater (total dissolved solids ≤ 1,000 mg/l)	thousands of m^3	0	0	0
Other water (total dissolved solids > 1,000 mg/l)	thousands of m^3	-	-	-
Groundwater (total)				
Freshwater (total dissolved solids ≤ 1,000 mg/l)	thousands of m^3	603.323	530.993	456.407
Other water (total dissolved solids > 1,000 mg/l)	thousands of m^3	-	-	-
Seawater (total)				
Freshwater (total dissolved solids ≤ 1,000 mg/l)	thousands of m^3	0	0	0
Other water (total dissolved solids > 1,000 mg/l)	thousands of m^3	-	-	-
Produced water (total)				
Freshwater (total dissolved solids ≤ 1,000 mg/l)	thousands of m^3	0	0	0
Other water (total dissolved solids > 1,000 mg/l)	thousands of m^3	-	-	-
Water supplied by third parties (total)				
Freshwater (total dissolved solids ≤ 1,000 mg/l)	thousands of m^3	14.264	10.951	31.077
Other water (total dissolved solids > 1,000 mg/l)	thousands of m^3	-	-	-
Total water extraction Surface water (total) + Groundwater (total)+ Seawater (total) + Produced water (total)+ Third-party water (total)	**thousands of m^3**	**617.609**	**541.944**	**487.484**

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Waste Generated in 2024 (GRI 306-3)

Waste Type		Category	Total (metric tons)	Percentage (%)
Non-recoverable	Non-hazardous	No aprovechable	**139.364**	6.18 %
Recoverable		Cardboard	**417.524**	18.51 %
Recoverable		Paper	**33.119**	1.47 %
Recoverable		Plastic	**176.061**	7.81 %
Recoverable		Metal scrap	**9.740**	0.43 %
Recoverable		Scraps (textile waste)	**1,085.528**	48.14 %
Recoverable		Organics	**93.102**	4.13 %
Recoverable		Wood	**58.900**	2.61 %
Recoverable		Oils	**0.020**	0.00 %
Recoverable		C&D Waste	**15.780**	0.70 %

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Waste Generated in 2024 (GRI 306-3)

Waste Type		Category	Total (metric tons)	Percentage (%)
Non-recoverable	Hazardous	PTARI sludge	**99.470**	4.41 %
Non-recoverable		Contaminated bags	**17.494**	0.78 %
Non-recoverable		Contaminated cardboard	**2.640**	0.12 %
Non-recoverable		Contaminated containers	**2.571**	0.11 %
Non-recoverable		Contaminated fabrics	**15.341**	0.68 %
Non-recoverable		Contaminated rags (fabrics)	**26.846**	1.19 %
Non-recoverable		Oily mixtures	**0.410**	0.02 %
Non-recoverable		Chemical reagents	**0.640**	0.03 %
Non-recoverable		Chemical waste	**1.124**	0.05 %
Non-recoverable		Air filters	**0.080**	0.00 %
Non-recoverable		Contaminated soil	**56.970**	2.53 %
Recoverable		Recoverable oils	**1.608**	0.07 %
Recoverable		Recoverable metal containers	**0.815**	0.04 %
Recoverable		Recoverable plastic containers	**2.303**	0.10 %
Recoverable	WEEE	WEEE	**3.879**	0.17 %

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Waste Not Sent for Disposal (GRI 306-4)

Commercialized Waste	Year 2024
Cardboard	416.12
Paper	34.53
Plastic	176.04
Plastic	9.72
Scraps (textile waste)	1,085.53
Organics	93.10
Wood	58.90
Construction and demolition (C&D) waste	15.78
WEEE	3.88
Recoverable hazardous waste - oils	1.04
Recoverable hazardous waste - metal containers	0.90
Recoverable hazardous waste - plastic containers	1.82
Total	**1,897.35**

Tables of Social Indicators

Turnover by Age and Gender (GRI 401-1)

Turnover by Age and Gender	Número		Total by Age Group
	Men	Women	
Under 30 years	297	337	634
Between 30 and 50 years	223	285	508
Over 50 years	4	9	13
Total	**524**	**631**	**1,155**
Turnover Rate	**45.37 %**	**54.63 %**	**100 %**

Hires by Age and Gender (GRI 401-1)

Hires by Age and Gender	Number		Total by Age Group
	Men	Women	
Under 30 years	430	437	867
Between 30 and 50 years	236	343	579
Over 50 years	10	14	24
Total	**676**	**794**	**1,470**
Hiring Rate	**45.90 %**	**54.10 %**	**100 %**

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Occupational Health and Safety Management System Coverage (GRI 403-8)

Employee Type	Total no. of employees	No. of employees covered by OHS system	Percentage %
Direct employees	1,846	1,846	100%
Contract employees	63	63	100%

Indicators of Occupational Diseases in Employees in 2024 (GRI 403-10)

Indicator	Number
Number of fatalities resulting from an occupational ailment or disease	0
Number of recordable occupational ailments or diseases*	0

Work-Related Injuries of Employees in 2024 (GRI 403-9)

Description	Indicator
Number of fatalities resulting from a work-related injury	-
Rate of fatalities resulting from a work-related injury	-
Number of work-related injuries with high consequences (excluding fatalities).	2
Rate of work-related injuries with high consequences (excluding fatalities).	0.37
Number of recordable work-related injuries.	64
Rate of recordable work-related injuries.	11.85
Lost Time Injury Frequency Rate (LTIFR) **Calculation:** The number of employee lost-time injuries for the period being evaluated, divided by the total hours worked by employees in the same period, multiplied by 1,000,000.	11.85
Number of hours worked	5,398,989.00



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GRI content index



Statement of use	TEXTILES CAMONES S.A. BIC has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

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	2-17: Collective knowledge of the highest governance body	33	--	--	--	--
	2-18: Evaluation of the performance of the highest governance body	33	--	--	--	--
	2-19: Remuneration policies	39	--	--	--	--
	2-20: Process to determine remuneration	39	--	--	--	--
	2-21: Annual total compensation ratio	--	--	2-21	Confidentiality constraints	This is strategic information whose confidential nature responds to the need to preserve competitiveness in the sector. Nevertheless, we ensure the application of market standards to define compensation that is competitive and aligned with best market practices.

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	GRI 205-3: Confirmed incidents of corruption and actions taken	42	16	--	--	--
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GRI 308: Supplier Environmental Assessment 2016	GRI 308-1: New suppliers that were screened using environmental criteria	57	5, 8, 16	--	--	--
	GRI 308-2: Negative environmental impacts in the supply chain and actions taken	57	5, 8, 16		--	--
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This material topic does not have a specific GRI Standard associated	NO GRI: Quality Management and Certifications	47, 53	--	--	--	--

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				Omitted requirement	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	GRI 403-1: Occupational health and safety management system	94	8	--	--	--
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	97	3, 8	--	--	--
	GRI 403-3: Occupational health services	99	3, 8	--	--	--
	GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	97	8, 16	--	--	--
	GRI 403-5: Worker training on occupational health and safety	98	8	--	--	--
	GRI 403-6: Promotion of worker health	94, 99	6	--	--	--
	GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	96	8	--	--	--
	GRI 403-8: Workers covered by an occupational health and safety management system	95	8	--	--	--
	GRI 403-9: Work-related injuries	100	3, 8, 16	--	--	--
	GRI 403-10: Work-related ill health	100	3, 8, 16	--	--	--
Climate Change Strategy						
GRI 3: Material Topics 2020	3-3: Management of material topics	65	--	--	--	--
GRI 302: Energy 2016	GRI 302-1: Energy consumption within the organization	112	--	--	--	--

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GRI Standard	Disclosure	Page	ODS	Omission		
				Omitted requirement	Reason	Explanation
GRI 305: Emissions 2016	GRI 305-1: Direct (Scope 1) GHG emissions	66	3, 12, 13, 14, 15	--	--	--
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	66	3, 12, 16, 14, 15	--	--	--
	GRI 305-3: Other indirect (Scope 3) GHG emissions	66	3, 12, 16, 14, 15	--	--	--
	GRI 305-5: Reduction of GHG emissions	66	3, 12, 16, 14, 15	--	--	--
Water and Effluents Management						
GRI 3: Material Topics 2020	3-3: Management of material topics	68	--	--	--	--
GRI 303: Water and Effluents 2018	GRI 303-1: Interactions with water as a shared resource	68	6, 12	--	--	--
	GRI 303-2: Management of water discharge-related impacts	68, 69	6, 12	--	--	--
	GRI 303-3: Water withdrawal	68	6	--	--	--
	GRI 303-4: Water discharge	69	6	--	--	--
	GRI 303-5: Water consumption	68	6	--	--	--
Waste Management and Circular Economy						
GRI 3: Material Topics 2020	3-3: Management of material topics	74	--	--	--	--

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GRI Standard	Disclosure	Page	ODS	Omission		
				Omitted requirement	Reason	Explanation
GRI 306: Waste 2020	GRI 306-1: Waste generation and significant waste-related impacts	74	3, 6, 11, 12	--	--	--
	GRI 306-2: Management of significant waste-related impacts	75	3, 6, 8, 11, 12	--	--	--
	GRI 306-3: Waste generated	75	3, 6, 11, 12, 15	--	--	--
	GRI 306-4: Waste diverted from disposal	76	3, 6, 11, 12, 15	--	--	--
	GRI 306-5: Waste directed to disposal	76	3, 6, 11, 12, 15	--	--	--
GRI 301: Materials 2016	GRI 301-1: Materials used by weight or volume	70	3, 6, 11, 12	--	--	--
Business-specific indicators	IPN 3: Circular economy	77	--	--	--	--
Management of Chemical Substances in Products						
GRI 3: Material Topics 2020	3-3: Management of material topics	80	--	--	--	--
This material topic does not have a specific GRI Standard associated	NO GRI: Chemical Products	80	--	--	--	--

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GRI Standard	Disclosure	Page	ODS	Omission		
				Omitted requirement	Reason	Explanation
Customer Experience						
GRI 3: Material Topics 20210	3-3: Management of material topics	61	--	--	--	--
Business-specific indicators	IPN 4: Customer Satisfaction	61	--	--	--	--
eneration of Social Value and Stakeholder Relations						
GRI 3: Material Topics 20210	3-3: Management of material topics	104, 107	--	--	--	--
GRI 413: Local Communities 2016	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	104, 107	17	--	--	--
	GRI 413-2: Operations with significant actual and potential negative impacts on local communities	104, 107	17		--	--
Commitment to Human Rights						
GRI 3: Material Topics 2020	3-3: Management of material topics	108	--	--	--	--
GRI 406: Non-discrimination 2016	GRI 406-1 Incidents of discrimination and corrective actions taken	108	5, 8	--	--	--
GRI 408: Child Labor 2016	GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	108	5, 8	--	--	--
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	108	5, 8	--	--	--

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