

3.4. MATERIALITY ASSESSMENT

[GRI 3-1] [GRI 3-2]

The materiality process helps us prioritize resources and efforts on economic, social and environmental issues relevant to Cementos Pacasmayo and our stakeholders.

Every year, we review our material topics. In 2023, for the first time, we carried out a double materiality exercise, that is, materiality of impact (impacts that the company generates on the environment and society) as well as a financial materiality exercise (impacts of the environment and society on the reputation, strategy, and finances of the company).

To identify such material issues, we performed the following process:



CONTEXT ANALYSIS OF THE ORGANIZATION

Benchmark del sector.

Estándares internacionales de la industria.

IDENTIFICATION OF ESG IMPACTS

Face-to-face workshop with Cementos Pacasmayo leaders.

EVALUATION OF INTERNAL AND EXTERNAL RELEVANCE

Surveys and interviews of stakeholders (suppliers, employees, clients, the state, guilds, investors, the Board and communities).

DEFINITION OF MATERIAL TOPICS

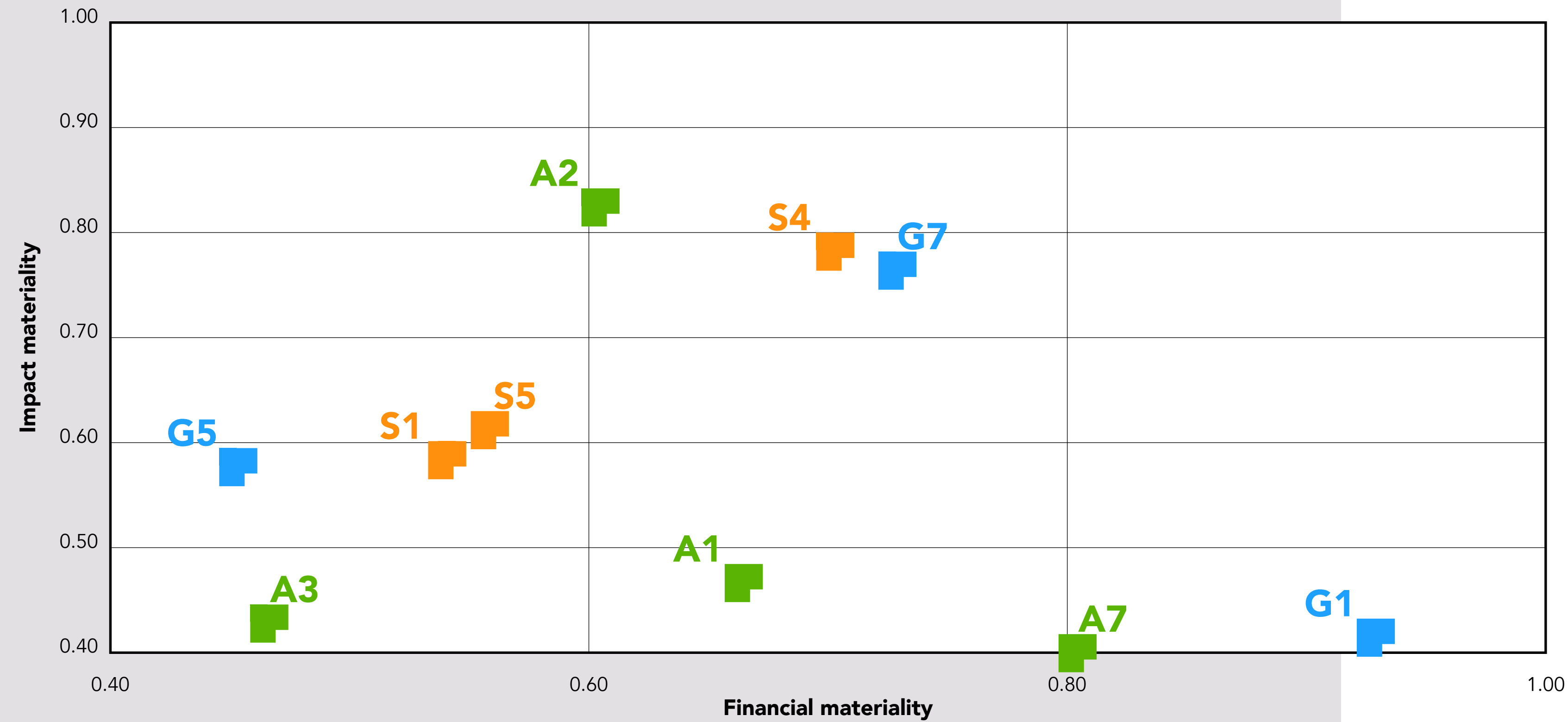
Validation with the Sustainability Committee.

IN 2023 FOR THE FIRST TIME WE CARRIED OUT A DOUBLE MATERIALITY EXERCISE THAT IS MATERIALITY OF IMPACT AND FINANCIAL MATERIALITY



The following materiality matrix was obtained as a result of such process, revealing the ten most relevant topics for the organization and our stakeholders.

MATERIAL ISSUES



- G7** Generation of economic value

- S4** Health and safety

- A2** Emissions reduction

- G1** Operational excellence

- A7** Energy efficiency

- S5** Relationship and Community Development

- A1** Climate change

- S1** Human rights

- G5** Ethical businesses, transparency and anticorruption

- A3** Waste and circular economy



The coverage of all the indicators in this report and its material topics cover Cementos Pacasmayo S.A.A. and its subsidiaries. The latter include Distribuidora Norte Pacasmayo S.R.L., Cementos Selva S.A.C. and Dinaselva Iquitos S.A.C.


 **TEMA:
WASTE
SOLIDS**[GRI 3-3]

It refers to initiatives or actions to reduce the amount of solid waste derived from our operations and increase the percentage of reused and recycled waste, ensuring the promotion and incorporation of the circular economy.

List of actual or potential impacts:

- Contribution to the circular economy and the environment with the EcoSack.
- Less environmental pollution through the EcoSack.
- Better CP reputation for advertising campaigns on social networks.

ENVIRONMENTAL DIMENSION

 **TEMA:
REDUCTION
OF EMISSIONS**

It refers to greenhouse gas reduction efforts associated with the company's operations (both direct and indirect).

List of actual or potential impacts:


- Research development for cleaner and more efficient technologies.
- Pollution of houses with monoxide emitted by trailers.
- Reduction of GHG emissions by reducing the clinker factor.

 **TEMA:
CLIMATE
CHANGE**

It refers to the design and development of innovative strategies for the transformation and adaptation of operations, based on opportunities arising from climate change and the mitigation of associated risks.

List of actual or potential impacts:

- Compliance with Environmental Regulations.
- Safety for the adaptation of products due to climate change.
- Waste and Circular Economy.

 **TEMA:
ENERGY
EFFICIENCY**

It refers to the optimization of thermal performance, the promotion of cleaner energies, or where fossil fuels have been replaced by alternative fuels (co-processing) to contribute to the reduction of emissions generated in operations.

List of actual or potential impacts:

- Reduced use of fossil fuels and reduced impact on people's health.
- Reduction of CO₂ emissions by implementing co-processing and use of waste.



SOCIAL DIMENSION



**TEMA:
HEALTH AND
SAFETY**

It refers to the promotion of a culture of prevention, ensuring the health and safety of all personnel, including suppliers, contractors, and clients, within the company and the community.

List of actual or potential impacts:

- Disabling accidents and fatalities of employees, suppliers, and subcontractors.
- Reduction of accidents due to standards and training.
- Society safety where we operate through prevention.



**TEMA:
COMMUNITY RELATIONS AND
DEVELOPMENT**

It refers to the acquisition of the social license (legitimacy) of our operations, through the fulfillment of formal (regulatory) and informal commitments, through the investment in voluntary programs that strategically include stakeholders, their demands and needs.

List of actual or potential impacts:

- Contribute to the development of communities through social programs.
- Improvement in emergency response and recovery and prevention work through support to local government, and educational institutions with sports activities and risk reduction activities.
- Improving capabilities and accessibility through the technological development center and associations aimed at women and vulnerable populations.
- Relationships of trust thanks to the organization's compliance with its commitments such as the paving of Pacasmayo.
- Improving quality of life through women's empowerment programs, financing the construction of a children's park, and donating cement for floors.
- Recruitment of local labor.
- Protection for families in the communities so that they have education, health and housing available.
- Cover housing deficit through cement material.
- Contribution to the dream of having a home through contact with hardware stores.
- Support and alliances to promote infrastructure projects in the country.
- Conflictive relationship with the community for invading some habitat.
- Community discontent due to lack of compliance with commitments.



**TEMA:
HUMAN
RIGHTS**

It refers to the principles and management systems that ensure due diligence processes in relation to human rights in the company's operations and its value chain (employees, clients, suppliers, and community), including topics such as health and safety, freedom of association, environmental protection, the rejection of all types of violence, among others.

List of actual or potential impacts::

- High standards in process safety both in direct operation and in suppliers.
- Selection processes with standards allow there to be no child labor and respect the rights of children and women, among others.
- Inclusion of women in projects and management of machinery.
- Less interest in fishing due to increased professionalization and skilled labor (better opportunities/quality of life).
- Pollution impacts the health and environment of the surrounding area.
- Improvement in quality of life due to respect for human rights.
- Reduction of effects due to prevention of human rights violations.
- Government costs to intervene in social conflicts.
- Opportunity to contribute to local development.
- Support for employees and communities.



ECONOMIC AND GOVERNANCE DIMENSION

 **TEMA:
OPERATIONAL
EXCELLENCE**

It refers to the pursuit of continuous improvement in processes and products, efficiency in the use of resources and the achievement of positive impacts on productivity. It also refers to the increase in the level of customer satisfaction as a result of the perception of quality of the products.

List of actual or potential impacts:

- Efficient production.
- Efforts to minimize environmental impacts.
- Greater confidence on the part of stakeholders due to the transparency of environmental impacts.
- Affordable product costs by being more efficient in operating costs.
- Continuing to innovate in new products motivates competencies to innovate.

 **TEMA:
GENERATION OF
ECONOMIC VALUE**

It refers to the maximization of economic benefits as a product of improvements in productivity and competitiveness related to the line of business.

List of actual or potential impacts::

- Economic support to Tembladera by industrial activity.
- Strengthening of local services businesses and diversification of their clients.
- Improvement in supplier contracting.
- Climatic risks in secondary activities such as fan shell extraction.
- Community satisfaction for good performance of Oxl.
- Good relationship with investors due to price and capital strategies.
- Deceleration of shipments in the North.
- Lower demand for cement in the self-construction sector.
- Good relationship with dividend investors.
- Increased investment in sustainable technologies.

 **TEMA:
ETHICAL BUSINESS, TRANSPARENCY AND
ANTI-CORRUPTION**

It refers to the principles and policies that govern the behavior of workers and contractors, as well as the company's operations. In addition, it includes the issues of anti-corruption and anti-competitive practices, such as monopolies and price fixing.

List of actual or potential impacts:

- Conflict situations and misunderstandings with stakeholders.
- Compliance with standards according to the BVL and other market requirements.
- Affecting the prestige of the entire union when making a good or bad decision.
- Decreased confidence due to regulatory non-compliance.
- Collaboration with other parties for compliance.



MATERIALITY METRICS FOR THE CREATION OF BUSINESS VALUE

MATERIAL TOPIC: ETHICAL BUSINESS, TRANSPARENCY, AND ANTI-CORRUPTION [GRI 3-3]

Business Case	Type of Business Impact	Strategy to address the impact on the business	Objective	Target Year	Goal Progress	Related Executive Compensation
Acting with integrity is a fundamental pillar of our sustainability strategy, so we seek to generate best practices to promote business ethics, transparency, and the fight against corruption. That is why we establish policies and a clear code of ethics that guide the behavior of all employees and managers. We also implement an ethical culture program for employees and managers in which we train them in anti-corruption matters and make available reporting channels so that they can anonymously report suspicious activities. Finally, we are transparent and publicly disclose information about our activities, impacts, objectives, and progress.	Risk	Our goal is to be recognized as leaders in terms of integrity and transparency in Peru. Our Code of Conduct and our prevention model cover: Prevention of corruption and bribery, money laundering and terrorist financing, antitrust or anticompetitive practices, discrimination and human rights, confidentiality of information, conflicts of interest, insider trading, environment, occupational health and safety, respect for communities and whistleblowing. When there are complaints about these issues, they are reviewed and form part of the reports that the compliance officer submits to the Audit Committee. For its part, the Integrated Anti-Bribery and Compliance Policy provides protection and surveillance mechanisms against corruption and the aforementioned crimes in any of their forms. It is complemented by the Anti-Fraud Policy and the Manual for the Prevention of Money Laundering and Financing of Terrorism, which establish provisions regarding political, charitable and sponsorship contributions.	0 legal or administrative proceedings related to corruption issues	2023 ⁵	0 legal or administrative proceedings related to corruption issues	None

⁵ The objective is continuous, so the target year becomes the current year.



MATERIAL TOPIC: HEALTH AND SAFETY

Business Case	Type of Business Impact	Strategy to address the impact on the business	Objective	Target Year	Goal Progress	Related Executive Compensation
<p>Due to the characteristics of the sector in which we operate, the life and health of our employees and stakeholders have always been a priority for Cementos Pacasmayo and its subsidiaries. Proper occupational health and safety management allows us to protect our employees, avoid government penalties due to accidents and prevent damage to our reputation. For this reason, in 2023 we certified our Occupational Health and Safety Management System with the ISO 45001 standard. In addition, in accordance with current regulations, each of our operational and administrative units has its own Occupational Health and Safety Committee. Finally, we have prepared a Guide for the Investigation and Analysis of Occupational Incidents and Accidents that allows us to manage information for continuous improvement in management.</p>	<p>Risk</p>	<p>Our strategy is based on three main objectives: (1) Improve the Safety Culture Excellence Program; (2) Maintain the sustainability of security management; and (3) Comply with current legal regulations. To this end, we rely on our Occupational Health and Safety Policy and our Occupational Health and Safety Management System (OHSMS), which has ISO 45001 verification and covers 100% of our employees and contractors. As a strategy, we implemented the 'Let's Talk About Health and Safety' program, through which, every morning at the beginning of the workday, we reinforce a mandatory OHS topic with all levels of the operation, an activity that is recorded on a specific platform. We also carry out mandatory and voluntary training sessions based on the main risks identified in the industrial processes, the quarry and at administrative offices.</p>	<p>0 fatal accidents</p>	<p>2030</p>	<p>0 fatal accidents – own employees</p>	<p>Performance Bonus</p>



MATERIAL TOPIC: COMMUNITY RELATIONS AND DEVELOPMENT

Business Case	Type of Business Impact	Strategy to address the impact on the business	Objective	Target Year	Goal Progress	Related Executive Compensation
<p>We maintain a strong relationship with our communities, based on local development as a tool to minimize potential conflicts that could paralyze our operations. For this reason, we have identified the main deficiencies in the communities where we operate (urban infrastructure, poor quality of education in the area and low dynamism of the local economy), and as a result, we have developed social investment initiatives that help us overcome them. Our social management mission seeks to create and strengthen a favorable social environment for the continuity and growth of our operations, promoting programs and projects that contribute to sustainable development and improve the quality of life of the population, mainly in the areas of education, health, and local and socio-environmental development. This brings us closer to our vision of contributing to the sustainable development of the business and our stakeholders.</p>	<p>Risk</p>	<p>At Pacasmayo we seek to grow together with our communities, and to achieve this, we base our management on 3 work areas: (1) Strategic Relationships (2) Improved quality of life. (3) Communication of social value. Our management is based on compliance with our Corporate Social Responsibility policy, the Strategic Social Management Plan and the 2030 Sustainability Plan. Specifically, the extensive experience of our social team, as well as our fulfillment of agreements, give confidence to communities and different stakeholders in our areas of influence. Infrastructure works of special importance in our areas of influence are generally executed under the Works for Taxes deduction modality. Our social investment is strategic, through programs that, while remaining related to our core business, respond to the social and economic needs of the communities in which we intervene with these types of initiatives.</p>	<p>0 stoppages due to social conflicts</p>	<p>2030</p>	<p>0 stoppages due to social conflicts</p>	<p>None</p>



MATERIALITY METRICS FOR STAKEHOLDERS

Description	Cause of impact (part of the business responsible for external impact)	Impacted area evaluated	Relevance of the topic to external stakeholders	Result Metric	Impact Assessment	Metric used to measure external impact
Health and Safety						
Practices and measures implemented to guarantee the protection and well-being of workers at all stages of cement production. This approach seeks to prevent occupational accidents and diseases and promote a safe working environment.	Operations >50% of business activity	Environment	Type of impact: Positive We included within our lines of action, the identification and control of specific risks associated with plant operations, as well as the implementation of procedures, training sessions, and equipment necessary to safeguard the physical integrity and health of employees. We comply with local and international regulations and regulations related to occupational safety and the promotion of an organizational culture that values safety as a fundamental priority for our own and third-party employees.	0 fatal accidents	Healthcare: (1) Fatalities of own employees (2) Fatalities of contractors	% of reduction in chronic diseases thanks to the company program
Community Relations and Development						
It refers to the acquisition of the social license of our operations, through the fulfillment of formal (regulatory) and informal commitments, through investment in voluntary programs that strategically include stakeholders, their demands, and needs.	Operations >50% of business activity	Society	Type of impact: Positive Cementos Pacasmayo's social management mission is create and strengthen a social environment favorable for the continuity and growth of our operations, promoting innovative programs and projects that contribute to sustainable development and improvement of the quality of life of the population in education, healthcare and local and socio-environmental development. Likewise, our social management model allows us to prevent, mitigate and address the social impacts associated with the development of our operations. For this reason, in 2022, three axes of action linked to our contribution to the Sustainable Development Goals (SDG) were prioritized: 1. Job Training (SDG 8: Decent work and economic growth). 2. Local development and infrastructure improvement (SDG 11: Sustainable cities and communities). 3. Valuation of natural resources (SDG 15: Life on land).	0 stoppages due to social conflicts	Avoided social cost	Number of households living in safely constructed dwellings



3.5. ADDITIONAL INDICATORS

ENVIRONMENTAL MANAGEMENT

EMISSIONS [GRI 305-3] [GRI 305-4] [GRI 305-5] [GRI 305-6] [GRI 305-7]

Scope 3	2020	2021	2022	2023
Total metric emissions CO _{2eq}	324,759	486,764	730,660 ⁶	697,300
Emissions goal set for 2023				700,000

*The reported figures correspond to projections based on Clinker production. The value reported for 2020 has been modified for reasons of accuracy. The increase in emissions in 2022 is due to the update of ISO 14064, a methodological guide for calculating the carbon footprint. *The equivalent CO2 corresponds to CO2, CH4 and N2O

Intensity ratio	2022			2023		
	Pacasmayo	Piura	Rioja	Pacasmayo	Piura	Rioja
Tons of CO _{2eq}	1,472,723	1,016,886	281,935	1,405,482	970,458	269,062
Tons of clinker produced	934,852	1,023,221	239,937	1,097,943	800,141	199,570
Intensity ratio: Tons of CO _{2eq} /tonelada clinker produced	1.56	0.86	1.45	1.28	1.21	1.34

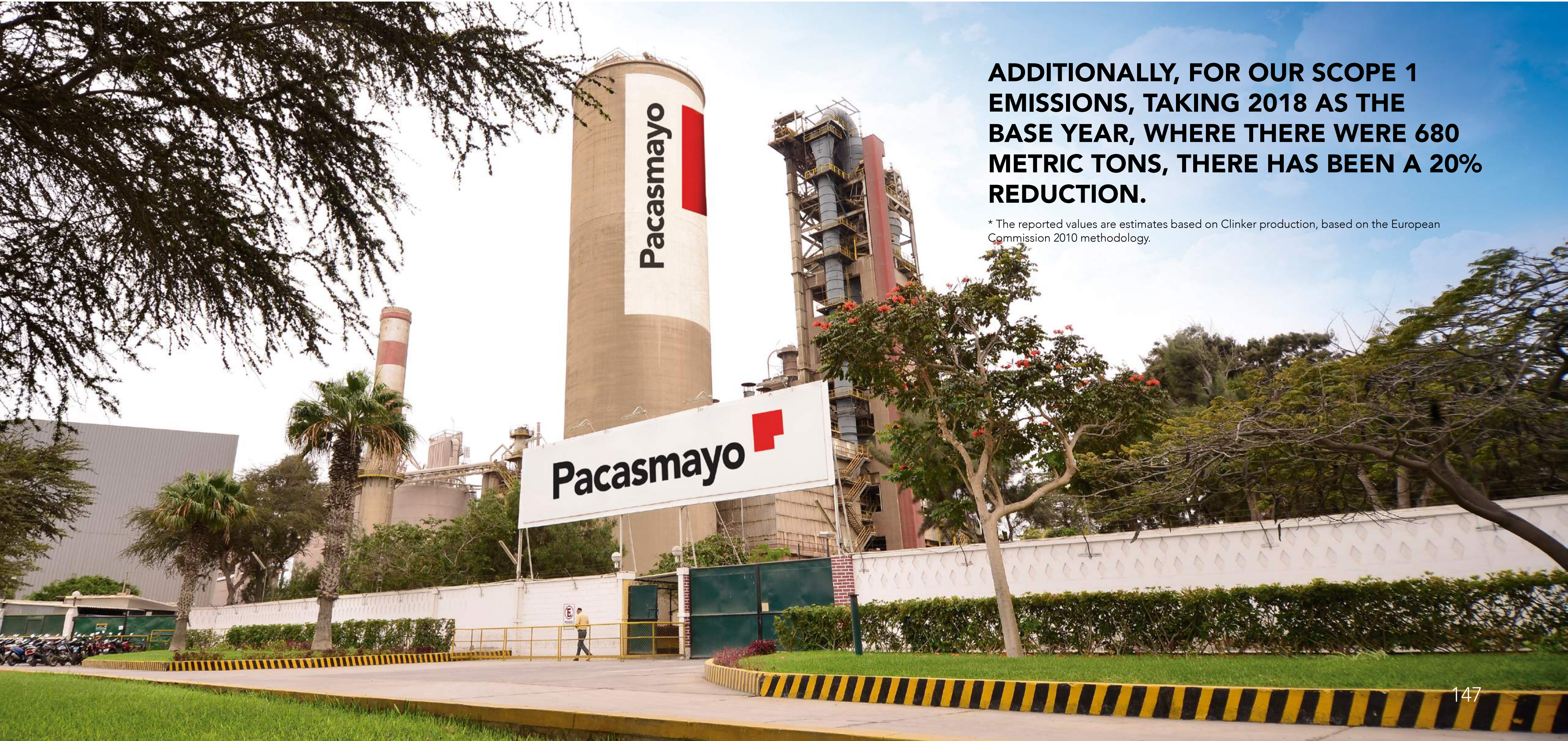
* Los valores reportados son estimaciones basadas en la producción de clinker. The intensity ratio covers scopes 1, 2 and 3

⁶ The 2022 values are updated after the delivery of the results of the Corporate Carbon Footprint calculated by a specialized third party. The 2023 values are internal calculations based on Clinker production, in 2024 these data will be updated with the Corporate Carbon Footprint measurement.

NOX	2020	2021	2022	2023
Total emissions in metric tons	1,833	2,527	2,728	2,603
Coverage as a percentage of income	100%	100%	100%	100%
Emissions goal set for 2023				2,800

SOX	2020	2021	2022	2023
Total emissions in metric tons	552	762	822	785
Coverage as a percentage of income	100%	100%	100%	100%
Emissions goal set for 2023				900

Polvo	2020	2021	2022	2023
Total emissions in metric tons	730	1,006	1,086	1,036
Coverage as a percentage of income	100%	100%	100%	100%
Emissions goal set for 2023				1,100



ADDITIONALLY, FOR OUR SCOPE 1 EMISSIONS, TAKING 2018 AS THE BASE YEAR, WHERE THERE WERE 680 METRIC TONS, THERE HAS BEEN A 20% REDUCTION.

* The reported values are estimates based on Clinker production, based on the European Commission 2010 methodology.



Particles	2022				2023			
	Pacasmayo	Piura	Selva	Total	Pacasmayo	Piura	Selva	Total
PM10	219	239	56	514	257	187	47	491
Total Suspended Particles (TPS)	243	266	62	571	285	208	52	545

Particulate Matter (mg/mp ³)	LMP (mg/mp ³)	Compliance (%)
8.21	120	100%

Other significant emissions	2020	2021	2022	2023
CFC-11 (Ttrichlorofluoromethane) equivalent metric tons of ODS production, imports, and exports	-	-	-	-

	2023	Meta 2023
EmiDirect mercury emissions (metric tons)	0.00185	0.002





Risk/Opportunity	Description of impacts	Financial implications of risk or opportunity before taking any action	Methods for managing risk or opportunity	Cost of actions to manage risk or opportunity
Opportunity: Early cement decarbonization policies focused on technology incentives, carbon pricing, near-zero emissions cement standards, and updating building codes.	Getting ahead of environmental regulations by adopting sustainable practices can be a competitive advantage. This could improve the company's position against increasing regulatory pressure.	Financial Implications	Maintain participation in working groups contributing to the development of these policies	1,000,000
Risk: Increased cost of resources	Raw materials essential for cement production, such as clinker and limestone, could become scarcer due to the effects of climate change, which would increase production costs.	Financial Implications	Business continuity plan associated with the effects of climate change	35,000,000
Risk: Impact on the supply chain	The effects of climate change, such as floods or droughts, can affect the transport of raw materials and decrease the level of cement productivity.	Financial Implications	Business continuity plan associated with the effects of climate change	11,400,000
Risk: Transition costs to emissions technologies	In the country context, there currently is no technology that is accessible	Financial Implications	Investment plan	235,600,000



ENERGY EFFICIENCY

[GRI 302-1] [GRI 302-2] [GRI 302-3]

Indicators (expressed in MWH)	2020	2021	2022	2023
Total energy consumption within the organization	2,160,685	2,641,796	2,764,667	2,460,928
Percentage of energy purchased	100%	100%	100%	100%
Percentage of renewable energy	7%	12%	13%	14%

*We do not have energy consumption outside the organization.

Consumption by type of energy (in GJ)	2022			2023		
	Fuel	Electric Power	Total	Fuel	Electric Power	Total
Pacasmayo	3,797,957	6323,177	4,421,134	3,987,864	654,782	4,642,647
Piura	3,212,333,75	492,952	3,705,286	2,524,128	396,857	2,920,985
Rioja	1,445,777	138,819	1,584,596	1,092,009	120,314	1,212,323
Canteras	68,762	4,060	72,821	16,218	4,364	20,581
Dino	94,907	7,724	102,630	83,671	8,310	91,981
Disac	1,631	1	1,632	1,530	173.99	1,704.43

Efficiency by type of energy	Indicator	2022	2023
Electric power	GJ/t cemento	0.37	0.39
	GJ/t de cal	0.43	0.36
Coal	t CAR/t CLK	0.14	0.13

Percentage of consumption by type of energy	2023
Fuel	86.67%
Electric power	13.33%
Total	100%

WATER CONSUMPTION

[GRI 303-3] [GRI 303-5]

Operations	Source Type	2020	2021	2022	2023
Planta Pacasmayo	Subterránea	299,930	224,122	343,595	386,981
Planta Piura	Subterránea	194,000	273,036	304,811	247,286
Cantera Tembladera	Superficial	39,200	135,636	125,585	92,245
Lima (oficinas administrativas)	Municipal	2,376	2,811	2,975	4,138
Planta Rioja	Superficial	161,609	163,645	115,564	106,295
Cantera Pajonal	Subterránea	21	8,049	2,020	16
Dino	Subterránea	133,260	156,094	123,578	103,715
Disac	Subterránea	-	10,372	3,648	4,408
Total		830,396	973,765	870,633	945,084

*Water stress zones include: The Piura plant, the Tembladera quarry and DINO



WASTE MANAGEMENT
[GRI 306-3] [GRI 306-4] [GRI 306-5]

Total hazardous and non-hazardous waste (Expressed in metric tons)	2020	2021	2022	2023
Solid hazardous waste	121	315	296	252
Solid non-hazardous waste	43,078	2,220	5,168	2,415

Waste not intended for disposal through recovery operation (Expressed in metric tons)	2020	2021	2022	2023
Solid hazardous waste				
Preparation for reuse	3	0	3	23
Recycling	0.76	3.1	3.2	2.68
Other recovery operations	5	135.8	129.6	117
Total	45	139	135.4	143
Non-hazardous waste				
Preparation for reuse	743	772.2	50	3
Recycling	0.63	319.8	366.5	316
Other recovery operations	524	779.4	4,415.6	1,790.3
Total	1,268	1,871	4,832.1	2,109

GLOBAL COMPACT: PRODUCTS/SERVICES WITH LOW CARBON EMISSIONS

Low-carbon cements	2022	2023
Percentage of revenue derived from low-carbon products/services	83%	85.56%
Percentage of company revenue invested in R&D of low-carbon products/services	0.01%	0.01%

*In the case of the first indicator, the annual income from the marketing of cements with additives, such as HS, MS (MH), ICO and GU, has been considered.

Low carbon building solutions	2022	2023
Percentage of revenue derived from low-carbon products/services	100%	86%
Percentage of revenue that comes from products that can be used to obtain sustainable construction credits and construction certificates that have been developed externally	80%	100%



INVESTMENT IN SUSTAINABLE INNOVATION

Projects	2020	2021	2022		2023	
UTEC	2,158,673	2,307,748	2,347,748	95.7%	2,846,232	94.6%
AYU	-	40,000	85,000	2.9%	123,526	4.1%
ATLAS/ALIVIA	-	-	40,000	1.4%	40,000	1.3%
Total	2,158,673	2,347,748	2,890,156	100%	3,009,758	100%

MATERIALS
[GRI 301-1]

Indicator expressed in tons	2020	2021	2022	2023
Total weight of non-renewable materials used to produce or package major products and services	7,196,581	6,956,757	6,956,704	6,523,628

Indicator expressed in tons	2020	2021	2022	2023
Type-1 Limestone	1,336,131	1,457,153	1,484,750	2,002,311
Limestone Lime	105,071	150,997	181,375	57,019
Slag	105,319	158,391	137,864	97,367
Gypsum	90,185	158,805	159,826	134,099
Pozzolana	174,433	205,036	246,772	180,311
Clay	109,013	172,893	232,021	234,707
Sand	209,672	267,092	177,753	194,968
Iron	42,724	68,106	62,720	56,928
Anthracite coal	205,066	291,002	295,149	264,883
Bituminous coal	13,284	26,316	28,134	12,500
Conclueta	906,479	1,336,715	1,515,227	1,162,620
Total	3,297,376	4,292,506	4,521,591	4,397,713
Imported clinker	188,643	660,025	370,436	69,025
Clinker I	1,633,873	1,967,533	2,076,681	2,037,989
Clinker V	41,110	26,440	13,199	18,901
Total	1,863,626	2,653,998	2,460,317	2,125,915



Packaging Materials expressed in thousands (Cement dispatch)	2020	2021	2022	2023
42.5-kg paper bag – type I	4,329	7,710	5,458	5,200
42.5-kg paper bag – type V	450	559	328	350
42.5-kg paper bag – MS	7,133	9,970	11,499	12,082
42.5-kg paper bag – ICO	12,068	15,369	22,175	30,242
42.5-Kg paper bag – Mochica GU	20,352	26,940	15,164	7,354
42.5-Kg paper bag – Mochica MS	9,161	12,780	8,833	5,980
42.5-kg paper bag – precast products	393	878	842	671
42.5-kg paper bag – Qhuna type I	794	1,020	733	481
42.5 kg paper bag – Qhuna type MS	236	270	56	87
42.5-kg paper bag – Ultra armado	877	355	49	9
Total	55,792	75,849	65,136	62,456

Packaging materials (Cement dispatch)	Tipo de fuente	2020	2021	2022	2023
Bag PP	Unidades	25,332	108,060	111,225	99,756
Laminated bag	Unidades	13,376	23,295	23,334	25,671
42.5-kg paper bag – soil stabilizer	Millares	0	42	146	120
42.5-kg paper bag – Mochica masonry	Millares	0	0	316	0
42.5-kg paper bag – Qhuna ICO type	Millares	497,694	1,021	1,082	659
42.5-kg paper bag – Amazónico	Millares	0	411	635	614

CO-PROCESSING

Indicators	2022	2023
Percentage of alternative fuel used to replace fossil fuel	0.0	0.0
Cement-clinker ratio	71.6	72.1
Percentage of alternative raw material contained in cement	23.6	3.47
Percentage of alternative raw material contained in concrete	0.0	0.0
Percentage of alternative raw materials contained in other building materials such as asphalt	0.0	0.0



CORPORATE GOVERNANCE

BOARD OF DIRECTORS: NUMBER OF DIRECTORS

Levels	One level
Executive Directors	1
Non-executive Directors	3
Other non-executive Directors	3
Total Directors	7
Average tenure of directors	10.4 años

Director	Type of member	Number of terms
Eduardo Hochschild Beeck	Non-executive	3
José Raimundo Morales Dasso	Non-executive	5
Ana Sofía Hochschild Correa	Non-executive	1
Ana María Botella Serrano	Independent	1
Venkat Krishnamurthy	Independent	1
Esteban Chong León	Independent	1
Humberto Nadal del Carpio	Executive	3

Indicators [GRI 201-4]	2020	2021	2022	2023
Percentage of board meeting attendance	97.77%	100%	100%	100%
Minimum attendance percentage for all members of the Board	75%	75%	75%	75%
Number of non-executive/independent directors with four or fewer terms	5	5	5	5
Percentage of short-term CEO bonus deferred in the form of stock or other options	0	0	0	0
Longest period considered in years to evaluate the variable remuneration of the CEO covered in the remuneration plan	8	8	8	8
Longest Time Vesting Period for CEO Variable Compensation	8	8	8	8
Total percentage of government ownership (sum of the percentage of individual government institutions holding over 5% of voting rights)	0	0	0	0



ETHICS AND COMPLIANCE

COMPLAINTS

Indicators	Closed	Discarded	Archived	In progress	Total
Corruption and Bribery	4	11	-	-	15
Failure to comply with procedures	1	3	-	-	4
Conflict of Interest	1	-	-	-	1
Professionalism	2	1	-	-	3
Misappropriation	1	-	-	-	1
Respect for communities	-	-	-	-	-
Respect for people	4	-	-	1	5
Employee safety	-	2	-	-	2
Information confidentiality	-	1	-	-	1
Respect for the law	-	-	-	-	-
Third-party scam	-	-	1	-	1
Sexual harassment	1	-	-	-	1
Labor claim	-	1	-	-	1
Total	14	19	1	1	35

*We consider Closed and Archived complaints to be non-compliant given that a fault has been identified therein.

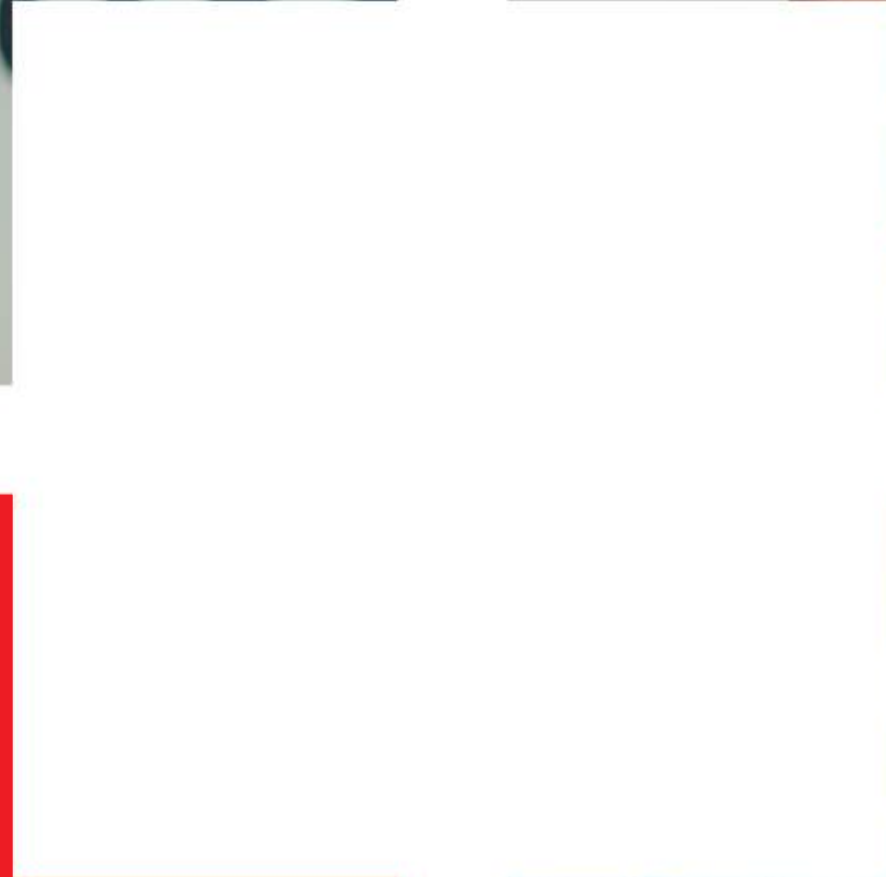
HUMAN MANAGEMENT

(GRI 2-7)

Indicators	2020	2021	2022	2023
Total number of women	213	235	269	277
Total number of men	1,444	1,448	1,438	1,485

Number of employees undergoing youth labor training (trainees)	2020	2021	2022	2023
Fixed-term contract	52	24	76	84
Indefinite-term contract	0	0	0	0





DIVERSITY INDICATORS

Indicators	2022	2023
Percentage of women in the workforce	15.76%	15.72%
Women in management positions, including all levels (as a percentage of total senior management)	15.22%	17.78%
Women in junior management positions, that is, first level management (as a percentage of total junior management positions)	19.23%	18.75%
Women in senior management positions, that is, at most two levels of the CEO or comparable positions	13.33%	15.38%
Women in management positions with income-generating functions (e.g. Sales) as a % of all such positions (e.g., excluding legal, HR, IT, etc.)	6.25%	12.5%
Women in STEM positions (related to science, technology, engineering and mathematics), with respect to the total organization	21.19%	20.58%

TURNOVER INDICATORS
(GRI 401-1)

Indicators	2020	2021	2022	2023
By type of turnover: Forced & voluntary	0	0	0	156
Employee turnover ratio	28.00	29.11	13.30	8.85
Voluntary employee turnover ratio	5.01	6.54	3.51	3.41



Turnover		2021		2022		2023	
		General	Voluntary	General	Voluntary	General	Voluntary
By gender	Women	1.49	1.19	1.88	1.00	1.98	1.08
	Men	27.63	5.35	11.02	2.17	6.87	2.33
By age group	Under 30 years of age	7.55	1.96	2.93	1.05	2.78	1.53
	Between 30 and 50 years old	19.73	4.4	8.79	1.87	5.05	1.65
	Over 50 years of age	1.84	0.18	1.17	0.23	1.02	0.23
By position	Executives	0.18	0.06	0.06	0	0.06	0
	Employees	5.76	3.15	6.27	2.81	7.43	3.13
	Workers	23.17	3.33	6.57	0.35	1.36	0.28
By nationality	Peruvian	29.06	6.47	12.90	3.16	8.73	3.35
	Ecuadorian	0.06	0.06	0	0	0.06	0.06
	Venezuelan	0	0	0	0	0.06	0

NEW-HIRE INDICATORS
(GRI 401-1)

Indicators	2020	2021	2022	2023
Total number of new employee hires	441	467	271	228
Rate of new employee hires	26.61	27.75	15.88	12.9
Percentage of positions filled by internal candidates	4.99	2.14	12	6.6
Average hiring cost per employee (S/)	1,606.0	1,517.0	1,373.2	1,594.16





Number of hired employees		2021		2022		2023	
		New	Internal	New	Internal	New	Internal
By gender	Women	38	4	52	14	42	3
	Men	419	6	180	18	171	12
By age group	Under 30 years of age	141	6	59	22	67	10
	Between 30 and 50 years old	301	4	165	8	139	4
	Over 50 years of age	15	0	8	2	7	1
By position	Executives	Not available		4	0	2	1
	Employees			166	29	113	12
	Workers			62	3	98	2
By nationality	Peruvian			230	32	212	15
	Ecuadorian			0	0	0	0
	Venezuelan	1	0	1	0		
	Brazilian	0	0	0	0		
	Colombian	1	0	0	0		

Recruitment costs		2021		2022		2023	
		New	Internal	New	Internal	New	Internal
By gender	Women	Not available		71,406	17,530	66,955	4,782
	Men			247,176	22,539	272,601	19,130
By age group	Under 30 years of age	213,897	7,536	81,109	27,548	106,809	15,942
	Between 30 and 50 years old	456,617	5,024	226,578	10,017	221,588	6,377
	Over 50 years of age	22,755	0	10,986	2,504	11,159	1,594
By position	Executives	1,517	0	5,493	0	3,188	1,594
	Employees	266,992	10,048	227,951	36,313	180,140	19,130
	Workers	424,760	2,512	85,138	3,756	156,228	3,188
By nationality	Peruvian	Not available		325,836	40,069	337,962	23,912
	Ecuadorian			0	0	0	0
	Venezuelan			1,373	0	1,594	0
	Brazilian			0	0	0	0
	Colombian			1,373	0	0	0



TRAINING INDICATORS
(GRI 404-1)

Indicators	2020	2021	2022	2023
Average training and development hours per full-time employee	9.6	22.7	19.9	21.4

Average hours of training by gender	2022	2023
Women	21.7	21.0
Men	19.6	21.5



Hours of training		2021	2022	2023
By gender	Women	6,171	5,835	5,811
	Men	32,069	28,124	31,868
By age group	Under 30 years of age	6,973	5,953	4,362
	Between 30 and 50 years old	26,377	23,463	27,948
	Over 50 years of age	4,889	4,542	5,369
By position	Executives	1,326	1,170	740
	Employees	30,386	22,742	26,383
	Workers	6,528	10,048	10,558
By nationality	Peruvian	38,124	33,864	37,615
	Brazilian	23	31	11
	Ecuadorian	77	40	0
	Venezuelan	17	24	48
	Colombian	N/A, there were no Colombian employees	N/A, there were no Colombian employees	6



Training Costs (S/)	2021	2022	2023
Average spent on training and development per employee	392.3	536.4	621.12

Training Costs (S/)		2022	2023
By gender	Women	158,436	111,650.19
	Men	727,197	982,762.00
By age group	Under 30 years of age	202,351	100,872.06
	Between 30 and 50 years old	634,100	869,462.92
	Over 50 years of age	79,183	124,077.34
By position	Executives	115,574	10,296.32
	Employees	749,526	825,979.35
	Workers	50,533	258,136.64
By nationality	Peruvian	911,847	1,093,748.46
	Brazilian	1,310	133.87
	Ecuadorian	2,088	0.0
	Venezuelan	388	425.79
	Colombian	N/A, there were no Colombian employees	103.34

HUMAN CAPITAL RETURN ON INVESTMENT

	2020	2021	2022	2023
a. Total revenue	358,004,419	484,684,092	553,860,209	525,768,401
b. Total operational costs	51,912,118	62,857,444	77,017,089	94,876,517
c. Total employee-related expenses (salaries+benefits)	50,134,545	60,696,702	73,910,188	78,736,047
HC ROI result (a - (b-c)) / c	7.10542	7.94975	7.45166	6.4726
Total FTE employees (full-time workers)	1,657	1,683	1,707	1,762

BENEFITS [GRI 401-2]

Type of benefit	2022	2023
Life insurance	1,707	1,762
Health care	1,707	1,762
Disability coverage	1,707	1,762
Parental leave	80	75



INDICATORS DE PERMISO PARENTAL
(GRI 401-3)

Parental Leave Indicators	2021		2022		2023	
	Women	Men	Women	Men	Women	Men
Number of employees who have been entitled to parental leave	13	64	13	68	13	62
Number of employees who have taken parental leave	13	64	13	68	13	62
Number of employees who have returned to work after ending parental leave	12	64	12	66	13	64
Total number of employees who have returned to work after ending parental leave and who continued to be employed 12 months after returning to work	12	62	1	53	11	64

Parental Leave Indicators	2022		2023	
	Mujer	Hombre	Mujer	Hombre
Return to work rate	100%	100%	100%	100%
Retention rate	100%	100%	85%	100%

REMUNERATION
(GRI 2-21)

Salary by level (Dollars)	2022			2023		
	Women	Men	Ratios	Women	Men	Ratios
Executive level (base salary only)	9,242.27	9,612	0.96	9,514.17	10,121	0.94
Executive level (base salary + other monetary incentives)	13,203.74	13,730.74	0.96	14,271.26	15,182.19	0.94
Management level (base salary only)	5,886.21	6,351.07	0.93	6,059.38	6,654.19	0.91
Management level (base salary + other monetary incentives)	8,829.31	9,642.11	0.92	8,079.17	8,872.25	0.91
Non-managerial level	1,518.62	1,401.94	1.08	1,702.50	1,317.17	1.29

*Average is based on monthly salary and in dollars



Total annual compensation ratio	2022	2023
Ratio of annual total compensation of the organization's highest-paid person to the median annual total compensation of all employees	9.5	11.55
Ratio of the percentage increase in annual total compensation of the highest-paid person in the organization to the median percentage increase in annual total compensation of all employees	2.76	No hubo incremento

Average compensation	2023
Median compensation of total employees	20,102
Average compensation of total employees	24,070

BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS [GRI 201-3]

	2020	2021	2022	2023
Financial resources used to cover pension plan obligations	0	0	0	0
Percentage of salary that the employee contributes	10%	10%	10%	10%

ANTI-CORRUPTION COMMUNICATION INDICATORS [GRI 205-2]

Indicators	2021	2022	2023
Total number of members of the governing body to whom anti-corruption policies and procedures have been communicated	7	7	7
Percentage of members of the governing body to whom anti-corruption policies and procedures have been communicated	100%	100%	100%
Total number of employees to whom anti-corruption policies and procedures have been communicated	1,658	1,707	1,762
Percentage of employees to whom anti-corruption policies and procedures have been communicated	100%	100%	100%
Total number of members of the governing body who have received anti-corruption training	7	7	7
Percentage of members of the governing body who have received anti-corruption training	100%	100%	100%
Total number of employees who have received anti-corruption training	1,499	1,505	1,714
Percentage of employees who have received anti-corruption training	90%	89%	99%



CONFIRMED INCIDENTS OF CORRUPTION AND MEASURES TAKEN [GRI 205-3] [GRI 206-1]

	2020	2021	2022	2023
Number of legal actions pending or completed regarding unfair competition and violations of anti-trust and monopoly legislation	0	1	1	0
Number of confirmed cases in which an employee has been dismissed for corruption or disciplinary action has been taken	0	0	0	4
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0	0
Number of violations of the code of conduct				
Número de infracciones al código de conducta	2	2	4	15

ADDITIONAL SAFETY AND HEALTH INDICATORS

Employee Indicators	2020	2021	2022	2023
Lost workday rate per 100 workers	39.24%	14.92%	36.60%	29.30%
DART (days away/restricted or transfer rate)	2.04%	2.47%	2.66%	2.1%

SOCIAL MANAGEMENT

DETAIL OF SOCIAL INVESTMENT

Inversión social en soles	2020	2021	2022	2023
Total amount of social investment (donations and cash contributions)	10,578,569	9,624,297	10,065,891	9,590,521,36
Management Overhead	308,861	9,624,297	397,271	418,267





OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT PROGRAMS, IMPACT ASSESSMENTS, AND DEVELOPMENT

[GRI 413-1]

Breakdown of social investment in soles	2020	2021	2022	2023
In-kind donations: Donations of products or services, projects/associations, or the like	591,801	779,196	795,954.93	2,676,722,79
Donations: Community services	1,392,230	553,196	0	1.018.243,66 ⁷
Cash contributions	8,594,538	8,291,905	9,269,936	5.895.555
Cash contributions to educational institutions	5,478,573	6,879,440	9,023,244	5.388.146
Cash contributions for health equipment	2,442,120	1,202,126	98,288	364.179,82
Cash contributions for infrastructure	490,099	0	0	0
Cash contributions for local development	-	-	85,407	86.094
Cash contributions for environmental conservation	-	-	62,998	57.135
Cash contributions for sponsorships	183,746	210,339	330,937	469.305
Hours: Volunteering performed by workers in paid hours	5,533	20,929	7,716.48	10,846.74

*Since 2021 the donation procedure for infrastructure no longer involves a cash contribution as it has become only an in-kind contribution. That is, we directly donate the product (cement), which is considered under in-kind donations.

Operación	Lugar	2020	2021	2022	2023
Piura Plant	Piura	100%	100%	100%	100%
Pacasmayo Plant	Trujillo	100%	100%	100%	100%
Rioja Plant	San Martín	100%	100%	100%	100%
Tembladera Quarry	Cajamarca	100%	100%	100%	100%

*All areas have local development programs.

Expressed in soles	2020	2021	2022	2023
Amount of investment in works for taxes	789,486	856,415	450,000	9,407,528
Amount of social investment (millions of soles)	9.1	9.4	10	8.4
Number of health program beneficiaries in our areas of influence	120	127	402	200
Number of social projects implemented	17	18	19	21
Number of beneficiaries of the Sencico and FELHP agreement	12	8	12	48
Number of families participating in productive projects	306	206	186	78

(*) The amounts of investment in works for taxes in 2019 and 2020 have been revised and are reported corrected.

⁷ Contribución social por ciclón Yaku



CONTRIBUTIONS TO ASSOCIATIONS IN SOLES

Name of the Organization	2020	2021	2022	2023
Lima Stock Exchange (BVL)	445,427	146,435	40,071.18	0
Peruvian Chamber of Construction	16,500	25,500	20,807.66	17,304
Peruvian American Chamber of Commerce	27,953	37,000	42,240.01	32,698.15
National Society of Industries	0	0	27,840.00	33,240.00
Stock Market Superintendence	587,527	392,888	303,135.40	300,233.28
Peruvian Institute of Business Action	6,265	0	0	0
Association of Cement Producers (Asocem)	794,836	766,465	1,027,488.39	770,542.84
La Libertad Chamber of Commerce	900	0	0	750
Chamber of Commerce and Production of the Province of Pacasmayo	5,600	3,000	5,200.00	5,400.00
Peruvian Institute of Economics	94,340	94,340	94,340.00	94,340.00
Peru 2021 Una Nueva Visión (A New Vision)	60,180	61,596	70,688.40	45,312.00
Investing in Peru Association	10,419	0	0	0
Global Cement & Concrete Association Members	122,690	148,302	289,339.55	145,370.69
Piura Chamber of Commerce	0	0	900	400
NYSE Market, Inc.	240,974	258,937	322,909.36	303,040
Total	2,413,611	1,934,464	2,244,960	1,748,631

Type of contribution	2020	2021	2022	2023
Lobbying, representations of interest or similar	0	0	0	0
Regional, local or national political campaigns/ organizations/candidates	0	0	0	0
Business associations or groups exempt from paying taxes (e.g. think tanks) (*)	2,049,947	1,136,203	1,578,844.01	1,145,357.68
Other (e.g., expenses related to electoral list measures or referendums)	0	0	0	0
Total contributions and other related expenses	2,049,947	1,136,203	1,578,844.01	1,145,357.68
Data coverage, as a percentage of revenue	100%	100%	100%	100%



Other significant disbursements				
Name of the organization, candidate or topic	Position	Description of position/commitment	2022	2023
Association of Cement Producers (Asocem)	Representation of interests or similar, trade associations, tax-exempt groups, no contributions	The main objective of this association is to promote, develop and protect the cement industry to promote national development.	268.976,02	207.749,49
Global Cement and Concrete Association (GCCA)		The main objective of this association is to promote, develop and protect the cement industry worldwide.	75.743,34	39.194,04
Peru 2021 Una Nueva Visión (A New Vision)		This organization promotes the SDGs. Its aim is to promote that companies' objectives respect the environment and improve the standard of living of people.	18.504,82	12.216,77

Significant Contributions (USD)				
Topic	Position	Description of position/commitment	2022	2023
Association of Cement Producers (Asocem)	Apoyo	Promote, develop, and protect the cement industry in order to promote national development	268.976,02	207.749,49
Global Cement and Concrete Association (GCCA)			75.743,34	39.194,04

ADDITIONAL SUPPLIER INDICATORS

[GRI 308-1] [GRI 414-1]

Supplier Environmental Assessment	2020	2021	2022	2023
Percentage of new suppliers evaluated and selected according to environmental criteria	1.64%	1.42%	2.77%	2.93%
Percentage of suppliers evaluated in relation to environmental impacts	4.38%	5.13%	5.58%	5.09%

Supplier Social Assessment	2020	2021	2022	2023
Percentage of new suppliers evaluated and selected according to social criteria	4.11%	3.71%	5.04%	4.10%
Percentage of suppliers evaluated in relation to social impacts	50.35%	41.98%	42.75 %	40.79%

*2020 values have been adjusted; the denominator in the calculation is lower as only local purchases are being considered.

NUMBER OF SUPPLIERS BY TYPE

Tipo	2020	2021	2022	2023
Strategic Partner Suppliers	39	45	76	72
Type A	78	122	51	162
Type B	300	342	33	439
Type C	1,537	1,301	2,062	1,804
Total	1,954	1,810	2,525	2,477



3.6. GRI TABLE OF CONTENTS

Statement of Use	Cementos PACASMAYO S.A.A has reported in compliance with GRI standards for the period from 01 January 2021 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021



GRI Standard	Table of Contents	Location	Omission
General Content			
GRI 2: General Disclosures 2021	2-1 Organizational Details	2, 10, 23	
	2-2 Entities included in the organization's sustainability reporting	2, 114	
	2-3 Reporting period, frequency and contact point	2, 133	
	2-4 Restatements of information	The following errata are reported regarding the previous year - Mr. Jose Raimundo Morales Dasso is a Non-executive Director - the total of scope 1 emissions was 2,038,268 MT CO ₂ .	
	2-5 External verification	Environmental and social KPIs, as well as materiality, are in the verification process	
	2-6 Activities, value chain and other business relationships	20, 23, 49, 92, 114, 116	
	2-7 Employees	63, 155	



GRI Standard	Table of Contents	Location	Omission
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	63	Support
	2-9 Governance structure and composition	32-34	
	2-10 Nomination and selection of the highest governance body	32	
	2-11 Chair of the highest governance body	5, 33	
	2-12 Role of the highest governing body in overseeing impact management	11	
	2-13 Delegation of responsibility for managing impacts	11	
	2-14 Role of the highest governance body in sustainability reporting	2, 5, 32	
	2-15 Conflicts of interest	34, 35	
	2-16 Communication of critical concerns	34, 38	
	2-17 Collective knowledge of the highest governance body	32	
	2-18 Evaluation of the performance of the highest governance body	32	Support
	2-19 Remuneration policies	32, 126	
	2-20 Process to determine remuneration	126	

GRI Standard	Table of Contents	Location	Omission
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	161	All levels are being considered up to the central management level Does not include VPs or CEO.
	2-22 Statement on sustainable development strategy	5, 13	
	2-23 Policy commitments	35, 37, 46	
	2-24 Embedding policy commitments	78	
	2-25 Processes to remedy negative impacts	20, 49, 98-99	
	2-26 Processes to remedy negative impacts	38	
	2-27 Compliance with laws and regulations	38	
	2-28 Membership associations	19	
	2-29 Approach to stakeholder engagement	20	
	2-30 Collective Bargaining Agreements	68	
	Material Issues		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	137	
	3-2 List of material topics	137	



GRI Standard	Table of Contents	Location	Omission
Generation of economic value			
GRI 3: Material Topics 2021	3-3 Management of material topics	7	
GRI 201: Economic Performance	201- 1 Direct economic value generated and distributed	7	
	201- 2 Financial implications and other risks and opportunities arising from climate change	7, 18, 43	
	201-3 Defined benefit plan obligations and other retirement plans	162	There is no participation in this type of program.
	201-4 Financial assistance received from government	127, 154	No assistance is received Government finance.
Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	75	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	75	
	403-2 Hazard identification, risk assessment, and incident investigation	76	
	403-3 Occupational health services	77	
	403-4 Worker participation, consultation, and communication on occupational health and safety	85	

GRI Standard	Table of Contents	Location	Omission
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	46, 78	
	403-6 Promotion of worker health	75, 77	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	75-76	
	403-8 Workers covered by an occupational health and safety management system	75	
	403-9 Work-related injuries	79	
	403-10 Work-related ill health	79	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	76	100% of our cements have Safety Sheets (Support)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		There have been no cases of non-compliance relating to the impacts of the categories of health and safety products and services
Reduction of emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	83	



GRI Standard	Table of Contents	Location	Omission
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	83	
	305-2 Energy indirect (Scope 2) GHG emissions	83	Emissiones biogénicas: 7,524 tnCO ₂ eq
	305- 3 Other indirect (Scope 3) GHG emissions	146	
	305- 4 GHG emissions intensity	146	
	305-5 Reducción de las emisiones de GEI	146	
	305-6 Emissions of ozone-depleting substances (ODS)	146	
	305- 7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	146	
Operational Excellence			
GRI 3: Material Topics 2021	3-3 Management of material topics	75	
Eficiencia energética			
GRI 3: Material Topics 2021	3-3 Management of material topics	84	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	84, 150	

GRI Standard	Table of Contents	Location	Omission
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	150	
	302-3 Energy intensity	84, 150	
	302-4 Reduction of energy consumption	84	
	302-5 Reductions in energy requirements of products and services	84	Support
Community relations and development			
GRI 3: Material Topics 2021	3-3 Management of material topics	98	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement programs	99, 164	
	413-2 Operations with significant actual and potential negative impacts on local communities	99	Support
Climate Change			
GRI 3: Material Topics 2021	3-3 Management of material topics	17, 81	
Human Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	35	



GRI Standard	Table of Contents	Location	Omission
GRI 410: Material Topics 2021	410-1 Security personnel trained in human rights policies or procedures	92	
Ethical business, transparency and anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	142	
GRI 205: Anti-Corruption 2016	205-1 Operations evaluated based on risks related to corruption	36, 38	Support
	205- 2 Communication and training about anti-corruption policies and procedures	37, 162	
	205-3 Confirmed incidents of corruption and actions taken	163	
GRI 206: 2016 Anti-competitive Behavior	206-1 Legal actions related to anti-competitive behavior and monopoly and anti-trust practices	163	
Waste and Circular Economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	139	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	152	

GRI Standard	Table of Contents	Location	Omission
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	88	
	306-2 Management of significant waste-related impacts	88	The Ecosack is incorporated as a solution that contributes to downstream waste management.
	306-3 Waste generated	88, 151	
	306-4 Waste diverted from disposal	88, 151	
	306-5 Waste directed to disposal	88,151	Support
Other referenced environmental indicators			
Environment			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	85	
	303-2 Management of water discharge-related impacts	85	
	303-3 Water withdrawal	85, 87, 150	
	303-4 Water discharge	85	
	303-5 Water consumption	150	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	90-91	



GRI Standard	Table of Contents	Location	Omission
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	90	
	304-3 Habitats protected or restored	90	
	304-4 Species that appear on the IUCN Red List and on national conservation lists whose habitats are found in areas affected by operations	90	
Responsible Supply Chain			
GRI 308: 2016 Supplier Environmental Assessment	308-1 new suppliers who have passed selection filters pursuant to environmental criteria	166	The calculation is made based on the value of the operations.
GRI 414: Evaluación social de proveedores 2016	414-1 new suppliers who have passed selection filters pursuant to social criteria	166	The calculation is made in relation to the amount of the tenders.
Other referenced social indicators			
Talent for business continuity			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	157	Support
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	160	

GRI Standard	Table of Contents	Location	Omission
GRI 401: Employment 2016	401-3 Parental Leave	161	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	68	Only SUPREME DECREE No. 007-2002-TR is followed
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	72, 159	
	404-2 Programs for upgrading employee skills and transition	72	Support
	404-3 Percentage of employees receiving regular performance and career development reviews	73	



3.7. GCCA SUSTAINABILITY GUIDELINES

KPI	Unit	Explanation
Health and Safety		
Fatality rate, directly employed	0	It is reported as a rate for every 1,000 direct employees
Number of fatalities (direct employees, contractors / subcontractors, third parties)	0	Number of fatalities of direct employees, contractors/subcontractors and third parties as a result of work-related incidents in one year
Lost Time Incident (LTI) Frequency Rate, Direct Employees	3.31	The frequency rate refers to the number of lost-time injuries per 1,000,000 hours
Lost Time Incident (LTI) Frequency Rate, Contractors and Subcontractors (On Site)	4.01	The frequency rate refers to the number of lost-time injuries per 1,000,000 hours
Lost Time Severity Rate (LTI), direct employees	102.8	The severity rate refers to the number of days lost caused by a lost time incident (LTI) per 1,000,000 hours worked

KPI	Unit	Explanation
Environment		
Percentage of quarries with high biodiversity value	20%	The percentage of quarries with high biodiversity value is reported, in which a biodiversity management plan is implemented
Percentage of quarries with rehabilitation plans	100%	The percentage of quarries in which a rehabilitation plan is implemented is reported
Co-processing of fuels and raw materials in cement production		
Alternative fuel rate	0	The alternative fuel rate (fuel for the kilns) is reported as a percentage
Biomass fuel rate	7,524	Biomass fuel rate reported (Kiln fuels) in tons
Specific heat consumption for clinker production	3,301	The specific heat consumption for clinker production is reported in MJ/tons
Alternative Raw Materials Rate	3.72	The alternative raw materials rate (%ARM) is reported as a percentage
Cement/Clinker Factor	72.1	The clinker/cement factor is reported as a percentage



3.8. ISASB INDICATORS – BUILDING MATERIALS

Topic	Code	Accounting metric	Location
GHG emissions	EM-CM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	83
	EM-CM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	83
Air Quality	EM-CM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (Dust-PM10), (4) dioxins/furans, (5) volatile organic compounds (COV), (6) polycyclic aromatic hydrocarbons (HAP) and (7) heavy metals	146-149
Energy Management	EM-CM-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage alternative energy, (4) Percentage renewable	84, 150
Water Management	EM-CM-140a.1	(1) Total fresh water withdrawn, (2) Percentage recycled, (3) Percentage in regions with High or Extremely High Baseline Water Stress	87
Waste Management	EM-CM-150a.1	Waste generated, percentage hazardous waste, percentage recycled	88-89
Biodiversity impacts	EM-CM-160a.1	Description of environmental management policies and practices for active sites	90-91
	EM-CM-160a.2	Terrestrial acreage disturbed; percentage of impacted area restored	91
Workforce Health & Safety	EM-CM-320a.1	(1) Total recordable incident rate (TRIR) and (2) Near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	79-80, 163
	EM-CM-320a.2	Number of reported cases of silicosis	80
Product Innovation	EM-CM-410a.1	Percentage of products that meet credit requirements	152
	EM-CM-410a.2	Total potential market and market share of products that reduce energy, water and substantial impacts during use and production	152
Pricing Integrity & Transparency	EM-CM-520a.1	Total amount of monetary losses as a result of legal proceedings related to cartel, price fixing or antitrust activities	El importe total es 0



3.9. TASK FORCE RECOMMENDATIONS ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Topic Area	Recommended Disclosures	Location
Governance	a. Describe the board's oversight of climate-related risks and opportunities	81-83
	b. Describe management's role in assessing and managing climate-related risks and opportunities	81-83
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	146-150
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	146-150
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	43-44
Risk Management	a. Describe the company's processes for identifying and assessing climate-related risk	39-44
	b. Describe the organization's processes for managing climate-related risks	39-44
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	39-44
Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	17-18
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	83,146
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	81-84



3.10. COMMUNICATION ON PROGRESS – GLOBAL COMPACT 2023

Aspect	Compliance Statement	Comments	Location
Governance			
Policies and Responsibilities	The highest body of the company issues an annual statement about sustainable development, the impacts of the organization on society and the environment, and a zero tolerance for corruption. In addition, it signs off on sustainability targets, supervises environmental, social, and governance reporting, and regularly reviews potential risks related to the business model.	Every year the company reports its commitment to human rights, labor standards, the environment, and the fight against corruption in its Integrated Annual Report, wherein it reports its main achievements and advances in accordance with its objectives established in the 2030 Sustainability Plan for 2030.	2, 5
	The company publicly states its commitment to Human Rights, labor standards, the environment, and the fight against corruption.	The company's actions are guided by various corporate policies, which reaffirm our commitments to sustainability, such as the Human Rights Policy, Environmental Policy and Integrated Anti-Bribery and Compliance Policy, and an Anti-Fraud Policy.	35
	The organization's Code of Conduct includes issues related to Human Rights, labor standards, the environment, and the fight against corruption.	The Code of Conduct applied to all Cementos Pacasmayo employees covers the following aspects: corruption and bribery, discrimination, confidentiality of information, conflicts of interest, antitrust/anticompetitive practices, money laundering or trafficking/negotiation of privileged information, environment, environment, health and safety, and whistleblowing.	35
	The company has teams to manage Human Rights, labor standards, the environment, and the fight against corruption.	The audit committee is responsible for supervising the effectiveness of the anti-bribery prevention model and ESG risk management.	34
	The company has committees that oversee the management of Human Rights, labor standards, the environment, and the fight against corruption.	Our Sustainability Committee is the body in charge of executing and directing the company's actions through the 2030 Sustainability Plan; it also reports the management of environmental, social and governance impacts.	11-12



Aspect	Compliance Statement	Comments	Location
Prevention	The company has a defined process to assess risk, which applies to risks in Human Rights, labor standards, the environment, and the fight against corruption.	The company has integrated in its risk management the identification and treatment of human rights risks through its matrices.	39-42
	The company involves and identifies risks related to Human Rights, labor standards, the environment, and the fight against corruption in the value chain.	Cementos Pacasmayo has included a clause in all its contracts or in purchase orders, in order to learn whether its suppliers are respectful of their employees' rights. In addition, we have in place a Code of Conduct for suppliers which defines the ethical principles and values to which each employee must commit.	48, 92
	The company follows a due diligence process through which it identifies, prevents, mitigates, and reports actual and potential negative impacts on Human Rights, labor standards, the environment, and the fight against corruption.	Cementos Pacasmayo's due diligence approach is aligned with the Guiding Principles on Business and Human Rights. It is based on five aspects: Commitment, risk management, training and dissemination, grievance mechanisms; and oversight and support.	46-47
	During the due diligence process, the company reviews critical stakeholders in the value chain, where the risk of adverse impacts on human rights, labor standards, the environment and/or the fight against corruption can be particularly serious.	The scope of the company's due diligence process is geared towards employees, suppliers/contractors, communities, and clients.	48
Repair and remediation mechanisms	The company has established a process through which employees can raise concerns about the conduct of the company in relation to the aforementioned issues.	The company has a formal complaints channel that is available to employees, suppliers and third parties in case they need to file a complaint or concern.	38, 48
	The company communicates and applies the process to raise concerns about the conduct for all employees and across its value chain. It also guarantees confidentiality, the safety of the issuer, and due process in the event of irregularities being reported.	The company has implemented the Mundo Ético program, wherein workers are trained on the processes to follow in order to raise concerns or complaints. Any and all complaints received on the public domain web portal can be made anonymously, to be later investigated and, depending on the case, referred to the appropriate user.	36-38



Aspect	Compliance Statement	Comments	Location
Lessons learned	The company's Sustainability Committee shares lessons learned in Human Rights, labor standards, the environment, and the fight against corruption.	Every year the company, in its Integrated Annual Report shares its progress, lessons learned and achievements with its stakeholders and in general with anyone who wants to learn more about the organization. This report is overseen by the Board of Directors, which in turn receives information on ESG impacts annually from the Chairman of the Sustainability Committee.	33
Executive Pay	Compensation for some executives is linked to performance in sustainability management	The management of climate-related issues is part of the objectives of the Safety, Occupational Health, and Environment area (SSOMA). These objectives are evaluated annually, and the result of their fulfillment constitutes one of the factors to calculate the performance bonus, which we also grant annually to the management of each department.	145
Composition of the Shareholders' Meeting	Composition of the Board of Directors	The Board of Directors of Cementos Pacasmayo is composed of seven members: Two executive directors and five non-executive directors; of the total number, three are non-executive directors. Within the committee, female representation is equivalent to 28.57% and male representation is 71.43%.	33-34
	The company produces sustainability reports based on national and international regulatory frameworks.	The company's Integrated Annual Report is prepared based on the standards of the Global Reporting Initiative (GRI), as well as the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) and Global Cement and Concrete Association (GCCA) standards.	167-186
Data Assurance	The information reported in this questionnaire is secured/verified by a third party	Cementos Pacasmayo's Integrated Annual Report is verified by an evaluation external to the organization.	167



Aspect	Compliance Statement	Comments	Location
Human Rights			
Materiality / Relevance	The company has material topics in Human Rights established according to the risks of the sector, operations, and the country's context.	To describe the actual and potential, negative and positive impacts on human rights and other material topics of the organization, industry reports, reports on global risks and trends, and industry benchmarking are all taken into consideration.	142,145
Commitment	The company has a Human Rights Policy in place which includes the aforementioned material topics	Cementos Pacasmayo's human rights policy is committed to respecting and promoting human rights, as well as mechanisms to address their impacts and prevent or mitigate their impact. It addresses issues related to forced labor, child labor, human trafficking, discrimination, freedom of association, the right to collective bargaining and equal pay.	48
Prevention	The company has a social management strategy that exhibits the organizational commitment to the Human Rights of stakeholders.	The company's social management strategy is committed to acting in accordance with human rights, respecting the equity and diversity of all the relationships dynamics with stakeholders.	98-99,144,163-166
	The company prevents/mitigates the risks and impacts associated with Human Rights.	The company has made available to all its stakeholders various prevention/mitigation policies and mechanisms related to topics such as human rights, freedom of expression, diversity, inclusion and equal opportunities, sexual harassment, collective bargaining, privacy, responsible communication, among others.	48
	The company communicates to 100% of its employees as well as other stakeholders throughout the value chain about the Human Rights risks and impacts on labor standards.	All areas of the organization participate in the risk management process both within and outside the processes in their areas. In addition, risk management trainings are held within the organization annually.	48
	The company assesses progress in the prevention/mitigation of risks and impacts on Human Rights.	The company assesses the effectiveness of its controls through audits in order to implement other corrective measures. In addition, the Board's Audit Committee is the body responsible for monitoring progress and challenges and guaranteeing risk management.	35-36



Aspect	Compliance Statement	Comments	Location
Response	During the reporting period, the company has not been involved in critical remediation or mitigation processes in relation to Human Rights.	In 2023, the company has not had critical remediation or mitigation processes, with all complaints having been resolved during the period.	50
	The company trains and evaluates employees' perceptions concerning human rights.	In 2023, the second training in human rights was held wherein basic concepts and case studies were presented to assess their perceptions.	48
Labor Standards			
Commitment	The company has a Human Rights policy in place that protects labor standards.	Cementos Pacasmayo's Human Rights Policy is committed to respecting and promoting human rights, as well as mechanisms to address their impacts and prevent or mitigate their impact. It addresses issues related to forced labor, child labor, human trafficking, discrimination, freedom of association, the right to collective bargaining and equal pay.	35, 48
	The company has a Human Rights Policy in place that protects the freedom of association and the right to collective bargaining.	The company publicly states its commitment to respect the freedom of association and the right to collective bargaining of its employees as part of its Human Rights Policy.	48, 68
Prevention	The company has a social management strategy that shows the organizational commitment to guarantee the labor standards of stakeholders.	Cementos Pacasmayo has included a clause in all its contracts or in purchase orders, in order to learn whether its suppliers are respectful of their employees' rights. In addition, we have a Code of Conduct for suppliers which defines the ethical principles and values to which each employee must commit.	48, 92
	The company prevents/mitigates the risks and impacts associated with labor standards.	Cementos Pacasmayo has implemented various measures and programs to guarantee the well-being, safety and equal treatment of all its employees.	76-77
	The company communicates to 100% of its employees as well as other stakeholders throughout the value chain about the management of risks and impacts on labor standards.	We carry out mandatory health and safety training, aligned to the main risks of our operating units. We also have an asynchronous course platform to train at the time of their preference.	78
	The company assesses progress in the prevention/mitigation of risks and impacts on Human Rights.	The company assesses the effectiveness of its controls through audits in order to implement other corrective measures. In addition, the Board's Audit Committee is the body responsible for monitoring progress and challenges and guaranteeing risk management.	35-36



Aspect	Compliance Statement	Comments	Location
Performance	The company's current collective agreements provide more favorable rights than those provided for by the law.	The company has four unions (395 unionized workers), three of which are from Distribuidora Norte Pacasmayo S.R.L. 22.37% of employees are unionized.	68
	Percentage of women in high-level leadership positions	In 2023, 17.78% of senior management positions were held by women	156
	Average relationship between the base salary and the remuneration of women and men during the reference period.	Cementos Pacasmayo presents the remuneration of men and women at different levels and their ratios.	161
	Frequency of worker injuries	In 2023, the frequency rate was equivalent to 3.92.	79-80
	Company Incident Rate	The largest number of injuries that occurred throughout the year were hand and eye related. We didn't, however, have any cases of ailments or occupational illnesses or deaths.	79-80
Response and Reporting	The company has participated in the provision or facilitation of remedial action if it caused or contributed to the adverse impact associated with labor standards.	In 2023, the company has not had critical remediation or mitigation processes, with all complaints having been resolved during the period.	49-50
	Additional relevant practical actions that the company has taken to implement the working principles, including the objectives set and any challenges faced, and actions taken for prevention and/or remediation.	This year we focused on improving the learning experience of our employees, as well as accompanying the business with timely intervention in projects and strategic actions for the company.	69-72
Environment			
Commitment	The company has in place an Environmental Policy that covers issues related to climate change, water, biodiversity, air pollution, waste and the use of energy and resources.	Cementos Pacasmayo's Environmental Policy applies to the entire value chain. In addition, it is under the approval and oversight of the Board	35, 81



Aspect	Compliance Statement	Comments	Location
Environment			
Prevention	During the reporting period, has the company contacted affected stakeholders or their legitimate representatives regarding the following environmental issues?	Cementos Pacasmayo has proactively participated in meetings with the GCCA, Asocem and Ficem, in which the development of the Peru Cement Industry Roadmap, was carried out jointly. In addition, the company underwent training, an external audit from the GGCA, and is working to align itself with the KPIs of its thematic guides.	19, 81-82
	The company prevents/mitigates the risks and impacts associated with these environmental issues	The company has established various measures to prevent/mitigate risks/impacts. In 2023, flow meters were installed to measure water consumption, and in the quarries 75 hectares were reforested. In addition, the company aligned itself to the environmental monitoring plan, the carbon and water footprints were calculated, and the highest percentage and reuse of waste was sought.	85-87
	The company assesses progress in the prevention/mitigation of risks and impacts associated with the following environmental topics:	BBiodiversity, number of reforested areas with respect to the objective and the percentage of success. Emissions, comparison of environmental monitoring results versus parameters: maximum permissible limits or ECAS. Waste, percentage of waste reused, marketed or repurposed.	90-91
	The company sets time-bound targets for its environmental issues	The company has in place a sustainability plan that establishes its environmental issue objectives for specific periods and durations, which are under the approval and oversight of the Board of Directors.	13-14, 17-18
	Over the course of the reporting period the company participated in the provision or facilitation of solutions to positively impact the environment.	In 2023, different initiatives were carried out to positively impact our environment with the correct management of water, energy, waste, emissions and our biodiversity.	81-92



Aspect	Compliance Statement	Comments	Location
Climate Action	The company's gross global GHG emissions generated during the reporting period	We continue to strive for the correct management and reduction of GHG emissions	81-97, 146-153
	Categories of Scope 3 emissions that are included in the organization's calculation.	The figures reported correspond to projections based on clinker production. In addition, we follow the ISO 14064, methodological guide to calculate the carbon footprint.	146
	Percentage of company revenue that was invested in R&D of low-carbon products/services during the reporting period	We reported the percentage of company revenue that was invested in R&D of low-carbon products/services during the reporting period	152
	The company has acted to support adaptation and resilience to climate change	We have made significant improvements to our facilities to reduce our emissions. For example, we have launched the Kiln 4 production line, with a lower caloric consumption, which contributes significantly to the reduction of CO2 emissions. We have also worked on reducing the consumption of coal in our plants and have replaced the consumption of imported bituminous with domestic coal at the Pacasmayo plant.	83-84
Energy Use	The company's renewable energy consumption as a percentage of total energy consumption during the reporting period.	In 2023, the total renewable energy purchased or generated was equivalent to 310,573.16 MWh.	84
Specific questions for the construction and materials sector	Water	Total water consumption 0.964 million cubic meters	85-87
	Number and area (in hectares) of the places that the company owns, leases or manages in or adjacent to protected areas and/or key areas for biodiversity (KBA).	Total number of operational sites: 75 (249,357 ha)	91
	Total weight of waste generated by the company in metric tons during the reporting period.	Hazardous solid waste: 252 tons Non-hazardous solid waste: 2,415 TM Total weight: 2,667 TM	151



Aspect	Compliance Statement	Comments	Location
Anti-corruption			
Commitment	In line with the fight against corruption, the company has in place an Integrated Anti-bribery and Compliance policy, as well as an Anti-fraud Policy.	The Cementos Pacasmayo Anti-Bribery Policy provides protection and surveillance mechanisms in any of its forms. Additionally, it is complemented by the Anti-Fraud Policy and the Money Laundering Prevention Manual, which establish clauses regarding political, charitable and sponsorship contributions.	35
	The company has in place policies and recommendations for employees on how to act in case of doubt or in situations that may represent a conflict of interest.	The Cementos Pacasmayo Code of Conduct covers the following aspects: Corruption and bribery, discrimination, confidentiality of information, conflicts of interest, antitrust/anticompetitive practices, money laundering or insider trading, environment, health and safety, and whistleblowing.	35
Prevention	The company communicates to 100% of its employees and its value chain about the procedures related to anti-corruption and integrity. The contact frequency is reported.	Each year Cementos Pacasmayo carries out a training plan that includes employees, operators, suppliers, and clients. The company has implemented the Mundo Ético program, wherein workers are trained on the processes to follow in order to raise concerns or complaints.	37-38
	The company oversees its anti-corruption compliance program.	The Cementos Pacasmayo corruption prevention model is certified pursuant to the ISO 37001:2016 standard, which allows us to prevent, detect and respond promptly to potential breaches.	35-36, 162
Performance	Total number and nature of corruption incidents that occurred in the company during the reporting year.	There have been four corruption incidents in 2023, which were resolved in the same year. Furthermore, at the end of 2023, no cases or judicial or administrative proceedings related to corruption issues had been filed.	38,155,163



Aspect	Compliance Statement	Comments	Location
Response and reports	Actions the company has taken to address alleged incidents of corruption independently or in response to a dispute or investigation by a government regulator during the reporting year.	Cementos Pacasmayo evaluated (through internal/external audit) the effectiveness of its corruption prevention model and obtained satisfactory results	36
	Participation in collective actions to fight corruption	Since 2019, Cementos Pacasmayo has been recognized by the Entrepreneurs Association for Integrity as a company that achieve high standards in the fight against corruption. In 2023 , the company obtained the Zero Bribery Certification for the fifth consecutive year	36
	Relevant additional practical measures by the company and/or plans to implement the anti-corruption principle, including objectives set and any challenges that have been faced and actions taken for prevention and/or remediation purposes.	Cementos Pacasmayo is proactive in training 100% of its employees through the Ethical World program. This program allows us to strengthen our culture of integrity by working on awareness-raising and capacity-building at all levels of the organization	37-38

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