

3.1.15 Resignation or removal of the head accounting or auditing officer of the issuing entity

In 2021, none of the Company's head accounting or auditing officers or [sic] were removed.

3.2 Other Indicators of Interest

**Ethics and Conduct Commitments Indicators**

Coverage of Codes of Ethics and Conduct during 2021 (DJSI)

Group of Workers	Scope Percentage	Written or Digital Acknowledgment (%)	Coverage Percentage
Employees	100	100	82
Contractors/suppliers/service providers	100	0	0
Subsidiaries	100	100	83
Joint ventures (including stakes of over 10%)	0	0	0

Communication Channels (DJSI)

Complaints and Grievances Reported	2018	2019	2020	2021
Total no. of complaints and grievances reported	39	35	53	53
<b>Percentage of complaints and grievances resolved</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
No. of complaints and grievances closed	39	35	53	50
No. of complaints and grievances dismissed	0	0	0	0
Percentage of complaints and grievances under investigation	0	0	0	2%
No. of complaints and grievances under investigation	0	0	0	1

	Currency	2018	2019	2020	2021
Total contributions and other expenses	PEN	385,855	371,24	426,765	437,840.89
Data coverage (as a % of the denominator)	Production volume percentage	100	100	100	100

### Trade Association Indicators

#### Largest Contributions and Expenses (DJSI)

Problem or Topic	Corporate Position	Description of Position/Commitment	Total Spent in 2020	Total Spent in 2021
Trade associations	Support	Fourteen (14) associations, as follows: National Association of Industries (SNI), Private Competitiveness Council (CPC), Lima Chamber of Commerce (CCL), Foreign Trade Association (COMEX Perú), Exporters' Association (ADEX), Peruvian American Chamber of Commerce (AMCHAM), National Advertisers' Association (ANDA), National Advertising Self-Regulation Council (CONAR), Association of Corporate Secretaries of Latin America (ASCLA), Bodega Owners' Association, Peruvian Human Resources Association, Association of Peruvian Consumer Goods Companies (APECOM), Association for Managerial Progress (APD), Innovation Association (SHIFT).	S/ 426,765	S/ 437,840.89

### Innovation Indicators

#### Share of income (as a %) due to product innovation (DJSI)

	Share of income (%) for the three businesses		Share of income (%) for consumer goods	
	2020	2021	2020	2021
	Differential in fiscal year 2020 (%)	Differential in fiscal year 2021 (%)	Differential in fiscal year 2020 (%)	Differential in fiscal year 2021 (%)
Differential gross margin	17.11%	15.15%	20.60%	17.18%

Difference in gross margin between new, significantly improved, and unchanged products	10.14%	14.78%	6.99%	12.18%
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Focus on Open Innovation (DJSI)

Focus on Open Innovation	Example of Focus	Efficiency Gains	Cost Reduction/Income Generation	Access to Human Capital, Technology, Inventions, etc.
Technology agreements	Product and Technology Development Agreement for Sauces and Condiments ( <i>Proxes</i> ) and agreement with flavoring companies (Firmenich, Tate & Lyle, etc.).	Efficiency in product development or new ingredient implementation times	Cost reduction	Agreements and collaboration with companies
Innovation consulting agreements with professionals	Innovation consulting agreements with professionals from Brazil for the Homecare segment. Advisory agreements in Spain on health and nutrition topics.	Experts and specialized technicians for laboratories, analytic instruments, and pilot plants	Cost reduction	Agreements and collaboration with consultants
Research agreements	Research agreements on nutrition and health topics with different universities and research entities (Universities of Granada, Murcia, Navarra, and Instituto Fat, among others)	Obtain scientific evidence of the attributes of our products and their effect on our consumers' diets; learn about the benefits and possible harm of our portfolio.	Cost reduction	Agreements and collaboration with universities and research centers

**Business Indicators**

Consumer Goods Customer Satisfaction Measurement (DJSI)

Satisfaction Measurement	Unit	2019	2020	2021	2021 Target
NPS for the question “Would you recommend Alicorp?” 2021: Satisfaction with <i>Aló Alicorp</i> service channel	Percentage	69%	Not performed	88%	80%
Data coverage	Percentage of direct customers	57%	Not performed	46%	25%

2019: Promoters 42 - Detractors 26 / Customer Satisfaction T2B 27% (Totally Satisfied + Very Satisfied)

Customer Satisfaction Measurement – Alicorp Soluciones (DJSI)

Satisfaction Measurement	Unit	2018	2019	2020	2021
NPS for the question “Would you recommend Alicorp?”	Percentage	70	Not performed	78	55
Data coverage	Percentage of direct customers	60	Not performed	74	50

Customer Satisfaction Measurement – Vitapro (DJSI)

Satisfaction Measurement	Unit	2018	2019	2020	2021	2021 Target
NPS for the question “Would you recommend Vitapro?”	Percentage	ND	90	80	89	>70%
Data coverage	Percentage of direct customers	ND	68	60	64	> 60

No data (ND) available for 2018.

Customer Satisfaction Measurement (DJSI)

Satisfaction Measurement	Unit	2021	2021 Target
Satisfaction measurement commercialized products – Flours	Ranges: 5) Very satisfied 4) Satisfied 3) Average 2) Unsatisfied 1) Very unsatisfied	4.7	4.5
Satisfaction measurement commercialized products – Vegetable oils	Ranges: 5) Very satisfied 4) Satisfied 3) Average 2) Unsatisfied 1) Very unsatisfied	4.9	4.5

## Environmental Indicators

### Direct GHG (Scope 1) (DJSI)

Component	Unit	2018	2019	2020	2021
Total direct GHGs	Metric tons of CO <sub>2</sub> equivalent	60,859	63,474	68,684.38	64,258.01
Data coverage	Percentage	85%*	85%*	-95%	95%

\* For 2018 and 2019, the data represent the emissions of the main production sites of the Pasta Plant, Fawcett Mill, Cookie and Cracker Plant, Detergent Plant, and Central Distribution, Center (CDC).

\*\* For 2020 and 2021, the data represent the emissions of the main production sites of the Headquarters, Callao Mill, Santa Rosa Mill, Huachipa Distribution Center, SIDSUR Plant, Arequipa Mill.

### Direct GHG (Scope 2) (DJSI)

Component	Unit	2018	2019	2020	2021
Indirect greenhouse gas emissions from purchased and consumed energy (Scope 2)	Metric tons of CO <sub>2</sub> equivalent	16,567	17,889	20,602.63	18,959.9
Data coverage	Percentage	85%	85%	95%	95%

\* For 2018 and 2019, the data represent the emissions of the main production sites of the Pasta Plant, Fawcett Mill, Cookie and Cracker Plant, Detergent Plant, and Central Distribution, Center (CDC).

\*\* For 2020 and 2021, the data represent the emissions of the main production sites of the Headquarters, Callao Mill, Santa Rosa Mill, Huachipa Distribution Center, SIDSUR Plant, Arequipa Mill.

### Indirect GHG (Scope 3) (DJSI)

Component	Unit	2020	2021
Indirect greenhouse gas emissions caused by transportation and inputs (Scope 3)	Metric tons of CO <sub>2</sub> equivalent	2'246,342.67	2'249,383.41

\*\* For 2020 and 2021, the data represent the emissions of the main production sites of the Headquarters, Callao Mill, Santa Rosa Mill, Huachipa Distribution Center, SIDSUR Plant, Arequipa Mill.

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Water Consumption Numbers (DJSI)

Water Consumption	Unit	2018	2019	2020	2021
A. Withdrawal: Total municipal water supply (or other water services)	Millions of cubic meters	0.011701	0.015513	0.030250	0.036209
B. Withdrawal: Surface freshwater from lakes, rivers, etc.	Millions of cubic meters	0	0	0	0
C. Underground freshwater	Millions of cubic meters	0.873024	0.798793	0.737560	0.735535
D. Discharge: Water returned to extraction source with a quality similar to or better than the raw water extracted (only applies to B and C)	Millions of cubic meters	0.221181	0.203577	0.191953	0.192936
Net total consumption of freshwater (A + B + C – D)	Millions of cubic meters	0.663544	0.610730	0.575858	0.578808
Data coverage (as a % of the denominator)	Percentage of production volume of Alicorp SAA	100	100	100	100

Energy Consumption Numbers (DJSI)

Total Energy Consumption	Unit	2018	2019	2020	2021
A. Nonrenewable fuels (nuclear fuels, coal, oil, natural gas, etc.) purchased and consumed	MWh	325,774,488	336,768,378	319,426,869	296,205,797
B. Nonrenewable electricity purchased	MWh	48,869,835	51,152,433	45,197,410	41,697,696
C. Steam/heating/cooling and other (nonrenewable) energy purchased	MWh	-	-	-	-

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Total Energy Consumption	Unit	2018	2019	2020	2021
D. Total renewable energy (wind, solar, biomass, hydroelectric, geothermal, etc.) purchased or generated. Specify: wind, solar, and hydroelectric purchase.	MWh	80,758,374	83,459,233	86,458,314	79,763,696
E. Total nonrenewable energy (electricity and heating and cooling) sold	MWh	-	-	-	-
Total nonrenewable energy consumption (A + B + C - E)	MWh	374,644,322	387,920,811	364,624,279	337,903,493
Total energy consumption cost ✓ Costs	Currency: PEN / Sol	44,863,535	48,790,578	50,622,832	48,613,746
Data coverage (as a % of the denominator)	Percentage of production volume	100	100	100	100

Waste Management (t)

Generation Points 2021	Recycled	Hazardous	Nonhazardous	Total Solid Waste
Callao Property	10,010.36	213.04	7,199.67	17,423.07
Callao Mill	195.54	7.28	149.36	352.18
Manco Cápac Warehouse	0	3.93	1.37	5.3
Santa Rosa Mill	45.48	5.47	487.42	538.37
Former Rice Plant	0	3.69	0.08	3.77
Santa Rosa 1 Warehouse	0	0.06	0.72	0.78
Santa Rosa 2 Warehouse	0	0.05	0.92	0.97
Sidsur	93.89	4.42	87.49	0
Huachipa Distribution Center	57.55	0.4	38.32	96.27
Agustino Distribution Center	8.97	0.29	50.08	59.34
Deactivated Properties	0	0	4.29	4.29
Chiclayo Distribution Center	0	0.06	327.39	327.45
Piura Distribution Center	0	0.29	85.274	85.564
Trujillo Distribution Center	0.000	0.04	0	
<b>Total</b>	<b>10,411.79</b>	<b>239.02</b>	<b>8,344.894</b>	<b>18,989.26</b>
% Waste Recycled	55%			



Generating Premises 2021 (SMV)

Generating Premises 2021	Recycled Waste (t)	Hazardous Waste (t)	Nonhazardous Waste (t)	Total Solid Waste (t)
Headquarters	10,000	200	7,200	17,400
Callao Mill	195	7	150	352
Santa Rosa Mill	45	5	490	540
Sidsur Plant	93	4	88	185
Wheat Storage Areas	0	8	3	11
Distribution Centers (Warehouses)	67	1	500	568
Deactivated Properties (in process of closure)	0	0	4	4
<b>Total</b>	<b>10,400</b>	<b>225</b>	<b>8,435</b>	<b>19,060</b>
% Recycled	55%			

Waste Generated (DJSI)

Trash Disposal	Unit	2018	2019	2020	2021
A. Total waste generated	Metric tons	17,220.13	25,441.19	18,730.55	19,083.15
B. Total waste used/recycled/sold	Metric tons	8,596.29	14,605.59	9,093.1	10,411.79
Total waste eliminated (A – B)	Metric tons	8,623.84	10,835.60	9,637.45	8,671.36
Data coverage (as a % of the denominator)	Percentage of operations	100	100	100	100

## Team Member Indicators

### Distribution by Team Member Type (SMV)

General	2020		2021	
	Total	%	Total	%
<b>Total – Physical Payroll</b>	<b>8,075</b>	<b>100%</b>	<b>8,320</b>	<b>100%</b>
<input type="checkbox"/> Men	6,311	78%	6,531	78%
<input type="checkbox"/> Women	1,764	22%	1,789	22%
No. of officers	11	0.14%	9	0.11%
No. of employees	8,075	100%	8,320	103.03%
Temporary	1,637	20%	1,465	18.14%
Permanent	6,438	80%	6,855	84.89%
No. of remote workers	-	-	1,966	24.35%
Employee turnover rate	29%		35%	
<input type="checkbox"/> Men	1,898	33%	2,536	39%
<input type="checkbox"/> Women	184	13%	379	22%

### No. of Team Members by Age Groups, Sex, and Time with the Company in 2021 (SMV)

Officers and Team Members	Total	Under 30 Years Old	From 30 to 50 Years Old	Over 50 Years Old	Time With Company	Men	Women
VP Officers	9		3	6	10 years	7	2
Officers	59		31	28	13 years	48	11
Managers	294	1	242	51	9 years	186	108
Area Heads	458	21	386	51	8 years	283	175
Analysts	2,277	886	1,198	193	5 years	1,262	1,015
Interns	194	192	2		6 months	91	103
<b>Total</b>	<b>3,291</b>	<b>1,100</b>	<b>1,862</b>	<b>329</b>	<b>-</b>	<b>1,877</b>	<b>1,414</b>

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Direct Employees and Contractors (SMV) (DJSI)

	2019	2020	2021
No. of direct employees	3,554	3,636	4,886
Total houses worked by all direct employees during the fiscal year	9,328,030	10,195,666	10,790,462
No. of contractors	1,920	2,000	2,150
Total hours worked by all contractors during the fiscal year	4,795,808	5,006,397	5,410,880

Team Member Distribution by Age (DJSI)

Team Members	2018	2019	2020	2021
Under 20	180	135	33	9
From 20 to 30	1,541	1,899	2,158	2,138
From 31 to 40	1,637	2,205	2,649	2,752
From 41 to 50	1,369	1,783	2,087	2,170
From 51 to 60	534	776	912	996
61 and older	157	196	236	255
<b>Total</b>	<b>5,418</b>	<b>6,994</b>	<b>8,075</b>	<b>8,320</b>

Team Member Distribution by Gender (SMV) (DJSI)

Team Members	2018	2019	2020	2021
Men	4,325	5,558	6,311	6,531
Women	1,093	1,436	1,764	1,789
<b>Total</b>	<b>5,418</b>	<b>6,994</b>	<b>8,075</b>	<b>8,320</b>

Team Member Distribution by Contract Type (DJSI)

Team Members	2018	2019	2020	2021
Fixed term	1,305	1,611	1,637	1,465
Open-ended term	4,113	5,383	6,438	6,855
<b>Total</b>	<b>5,418</b>	<b>6,994</b>	<b>8,075</b>	<b>8,320</b>

Team Member Distribution by Country (DJSI)

Team Members	2018	2019	2020	2021
Peru	4,778	5,296	6,353	6,484
Argentina	580	558	568	554
Bolivia	0	992	946	950
Chile	266	285	259	280
Colombia	6	5	7	9
Ecuador	282	320	413	495
Other countries	1,368	1,208	1,059	102
<b>Total</b>	<b>7,280</b>	<b>8,664</b>	<b>9,605</b>	<b>8,874</b>

Top Executive Positions in 2021 (DJSI)

Top Executive Positions (CEO-2)	2018	2019	2020	2021
Male	103	126	127	123
Female	44	45	51	59
<b>Total</b>	<b>147</b>	<b>171</b>	<b>178</b>	<b>182</b>

Junior Executive Positions (DJSI)

Executive Positions (Coordinators, Area Heads, Assistant Managers, and Managers)	2018	2019	2020	2021
Male	219	312	380	401
Female	112	176	221	237
<b>Total</b>	<b>331</b>	<b>488</b>	<b>601</b>	<b>638</b>

Executive Positions in Operations (DJSI) (SMV)

Executive Positions (Not Including Support Areas)	2018	2019	2020	2021
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Male	30	34	35	34
Female	9	7	7	8
<b>Total</b>	<b>39</b>	<b>41</b>	<b>42</b>	<b>42</b>

Executive Positions in Commercial Areas (DJSI) (SMV)

Executive Positions (Not Including Support Areas)	2018	2019	2020	2021
Male	46	56	55	52
Female	17	18	24	22
<b>Total</b>	<b>63</b>	<b>74</b>	<b>79</b>	<b>74</b>

Executive Positions (Women) (DJSI)

Indicator	2018	2019	2020	2021
Proportion of women in executive positions in income-generating companies Functions (e.g., sales) as a % of all managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	31%	33%	31%	29%
Proportion of women in STEM-related positions (as a % of total STEM positions)	31%	31%	33%	40%

Total No. of New Employees (DJSI)

Team Members	2018	2019	2020	2021
Male	1,779	2,452	2,500	2,687
Female	467	515	541	484
Under 20	354	314	176	46
From 20 to 30	1,416	1,826	1,789	1,950
From 31 to 40	406	666	876	977
From 41 to 50	63	135	154	168
From 51 to 60	7	25	41	27
61 and older	0	1	5	0
Top executive positions	1	1	0	0

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Junior executive positions	20	29	19	17
<b>Total</b>	<b>2,246</b>	<b>2,967</b>	<b>3,041</b>	<b>3,171</b>

No. of New Team Members Hired in 2021, By Age (SMV)

Type	2020		2021	
	No.	%	No.	%
Under 30 years old	1,920	64%	1,894	63%
From 30 to 50 years old	1,010	34%	1,090	45%
Over 50 years old	49	2%	27	31%
<b>Total</b>	<b>2,979</b>		<b>3,011</b>	

No. of New Team Members Hired in 2021, By Sex (SMV)

Type	2020		2021	
	No.	%	No.	%
Women	537	18%	474	16%
Men	2,442	82%	2,537	84%

Total No. of New Employees By Country (DJSI)

Team Members	2018	2019	2020	2021
Peru	2,078	2,670	2,476	2,567
Argentina	48	44	40	53
Brazil	211	235	211	134
Chile	37	42	50	30
Other countries	131	255	518	572

Job Vacancies Filled with Internal Candidates (SMV)

Team Members	2019	2020	2021
Male	56%	54%	51%
Female	44%	46%	49%

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Under 20	0%	0%	0%
From 20 to 30	60%	67%	63%
From 31 to 40	30%	24%	28%
From 41 to 50	9%	6%	7%
From 51 to 60	1%	2%	1%
61 and older	0%	0%	1%
Top executive positions	0%	0%	0%
Junior executive positions	3%	4%	6%
Executive positions in operations	5%	19%	17%
<b>Total no. of vacancies covered with internal personnel</b>	<b>301</b>	<b>503</b>	<b>774</b>
<b>% of total vacancies covered with internal personnel</b>	<b>40%</b>	<b>49%</b>	<b>66%</b>

Turnover Level (DJSI)

Description	2018	2019	2020	2021
Total employee turnover rate	40%	32%	29%	35%
Voluntary employee turnover rate	6%	5%	5%	7%

\*Includes administrative and operational personnel in all operations.

New Employee Hiring Rates (DJSI)

Team Members	2019	2020	2021
Total no. of new employees hired	517	505	436*
Percentage of vacant jobs covered with internal candidates (internal hires)	39.50	63.40	77.00**
Estimated hiring cost (in soles)	4,778.26	6,838.99	5,400

\*Does not include interns.

\*\*Does not include interns. Includes stable personnel, from IC onward.

No. of Employees Who Underwent an Objectives-Based Management Evaluation (DJSI)

Component	2018	2019	2020	2021
<b>Total</b>	<b>1,537</b>	<b>2,321</b>	<b>2,392</b>	<b>2,526</b>
% employees with objectives-based evaluation	89%	82%	82%	83%

No. of Employees Who Underwent a Performance Evaluation (DJSI)

Component	2020	2021
<b>Broken down by gender:</b>		
Men	1,421	1,479
Women	971	1,047
<b>Broken down by job category:</b>		
Category 1: Officers	22	17
Category 2: Executives	159	160
Category 3: Self-managed	2,211	2,349
<b>Total</b>	<b>2,392</b>	<b>2,526</b>
% employees with performance evaluation	28.75%	30.37%

Participants in Organizational Healthy Survey (SMV)

Team Members	2018	2019	2020	2021
No. of team members who participated in the organizational health survey	2,093	2,309	2,730	2,100
Male	NA	1,429	1,652	1,255
Female	NA	880	1,078	845
Under 25	NA	524	144	151



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From 25 to 30	NA	512	610	460
From 31 to 35	NA	691	647	468
From 36 to 45	NA	440	809	623
Over 45	NA	142	520	398
Top executives	NA	NA	NA	NA
Junior executives (assistant managers)	NA	11	13	12
Junior executives (managers)	45	39	41	35
Operations executives	NA	NA	NA	NA

Hours of Training by Sex and Job Category (DJSI) (SMV)

Officers and Team Members	2020			2021		
	Total	Men	Women	Total	Men	Women
VP Officers	1,135	886	249	1,191	930	261
Officers	7,215	5,458	1,757	8,030	6,098	1,933
Managers	20,946	13,958	6,988	21,679	14,591	7,087
Area Heads	32,013	18,857	13,156	33,716	19,990	13,726
Executives	2,450	1,037	1,413	2,704	1,175	1,529
Analysts	23,372	11,302	12,070	23,789	11,479	12,310
Interns	2,063	587	1,476	2,220	746	1,474
<b>Total hours</b>	<b>89,194</b>	<b>52,085</b>	<b>37,109</b>	<b>93,329</b>	<b>55,009</b>	<b>38,320</b>

Average Training and Development Hours per Full-Time Employee (DJSI)

Team Members	2021
Male	8.57
Female	8.04
Under 20	0.00
From 20 to 30	2.81
From 31 to 40	4.09

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From 41 to 50	6.19
From 51 to 60	7.65
61 and older	6.79

Total Employees Trained (SMV)

Team Members Trained	Total 2021
Male	2,598
Female	2,272
Under 20	0
From 20 to 30	1,696
From 31 to 40	1,674
From 41 to 50	1,024
From 51 to 60	352
61 and older	127
<b>Total</b>	<b>4,870</b>

Team Members Trained by Country (SMV)

Countries	2021
Peru	4,057
Chile	37
Bolivia	218
Ecuador	116
Other countries	382

Average Amount Spent in Soles on Training and Development per Team Member (DJSI)

Team Members	Total 2021
Male	S/ 1,786.67
Female	S/ 1,824.08

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Team Members	Total 2021
Under 20	-
From 20 to 30	S/ 1,859.90
From 31 to 40	S/ 1,861.49
From 41 to 50	S/ 1,678.33
From 51 to 60	S/ 1,663.71
61 and older	S/ 1,663.71
<b>Total</b>	<b>S/ 3,117.83</b>

Health and Safety Indicators (DJSI) (SMV)

	2018	2019	2020	2021
Occupational disease rate for every 200,000 hours worked	0	0	0	0

Accidents (SMV)

	2018	2019	2020	2021
No. of minor accidents	123	112	73	102
No. of incapacitating accidents	54	60	51	62
Days lost	7,187	1,597	3,495	6,818
Hours worked	12,372,386	14,123,723	15,040,836	16,308,245

Training Hours (SMV)

	2021
Hours of training for chains of command on safety	7,488
Hours of training for team members on safety	11,200
Hours of training for suppliers or subcontractors on safety	24,000

Collective Bargaining Agreements (DJSI)

Team Members	2018	2019	2020	2021
No. of unions or collective bargaining agreements	3	3	3	3
No. of conflicts with unions or collective bargaining agreements	None	None	None	None
No. of team members unionized/covered by collective bargaining agreements	National Union = 239 Unit Union = 44 Arequipa Workers' Union = 67 TOTAL = 350	National Union = 182 Unit Union = 46 Arequipa Workers' Union = 61 TOTAL = 289	National Union = 135 Unit Union = 48 Arequipa Workers' Union = 58 TOTAL = 241	National Union = 114 Unit Union = 56 Arequipa Workers' Union = 56 TOTAL = 226
Percentage of employees covered by unions or collective bargaining agreements	Workers and employees = 9.5%	Workers and employees = 7.4%	Workers and employees = 5.3%	Workers and employees = 5.2%

Fatalities (SMV) (DJSI)

Type	2018	2019	2020	2021
Team Members	0	0	0	1*
Contractors	1	0	0	0

(\*). In 2021, a fatal was reported at the facilities of the Santa Rosa Mill. Based on internal investigations, as well as the report submitted by the police to the Government Attorney General's Office, the event occurred due to a failure by the team member to comply with work standards and safety instructions. We are currently collaborating with the authorities in the investigation underway.

Lost-Time Injury Frequency Rate Among Employees (Per Million Hours Worked) (DJSI)

Type	2018	2019	2020	2021
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LTIFR Employees	3.8	4.5	4	3.8
Data coverage (as a % of employees, operations, or income)	70	68	67	66

Lost-Time Injury Frequency Rate Among Contractors(DJSI)

Type	2018	2019	2020	2021
LTIFR Contractors	2.7	3.8	1.9	2.5
Data coverage (as a % of employees, operations, or income)	30	32	33	34

Due Diligence Evaluations Performed on Team Members (DJSI)

Component	2020		2021	
	No.	Percentage (%)	No.	Percentage (%)
Due diligence evaluations performed on workers (percentage of total team members)	1,670	100	2,225	100

**Supplier Indicators**

Total No. of Suppliers (DJSI)

	2018	2019	2020	2021
Domestic	3,731	3,961	3,912	3,144
International	612	668	740	634
<b>Total suppliers</b>	<b>4,342</b>	<b>4,626</b>	<b>4,647</b>	<b>3,773</b>
Total no. of suppliers of goods and services in the last three years	-	-	7,472	8,686

Spending on Purchases from Suppliers (DJSI)