

## ***Brochure CAASA – Human Management***

### **1. Human Capital Management**

#### **1.1 Employee Development Program**

(CSA 3.3.2)

We work together with our leaders and collaborators, based on clear, respectful, equitable, and fair work relationships that generate a climate of trust and comprehensive development in human, labor, and social aspects. As part of our performance evaluation process, we use the Sistema de Evaluación de Desempeño y Desarrollo (SEVAD) program platform, which consists of four stages:

1. Assignment of objectives and responsibilities
2. Mid-year evaluation
3. End-of-year evaluation
4. Feedback and individual development plan

For operational collaborators, we implement an evaluation where we measure and analyze the individual performance of workers with objective variables in a specific period. This process begins with the definition of criteria, aligned with the objectives of the organization, such as productivity, participation in training courses, participation in suggestion programs, attendance, and punctuality. After analysis of the results, we identify opportunities in people management for development in the organization.

The detailed information from these evaluations is not publicly available, as it is handled internally to ensure confidentiality and the personalized development of our employees.

## 1.2 Trend of Employee Wellbeing

(CSA 3.3.9)

Great Place To Work®		Trust Index© 2023 - Corporación Aceros Arequipa	Corporación Aceros Arequipa
Preguntas	70	Los colaboradores e intentan que se pueda lograr un balance de vida laboral y familiar.	84
	71	Considero que mi lugar de trabajo es seguro, libre de acoso, discriminación y/o violencia.	83
	72	Aquí se habla y se escucha; regularmente; sobre equidad, diversidad e inclusión.	72
	<b>Preguntas nacionales</b>		<b>72</b>
	Preguntas Adicionales	73	Me siento feliz en el trabajo la mayor parte del tiempo.
74		Me siento excesivamente preocupado, inquieto y tenso en el trabajo la mayor parte del tiempo.	22
75		Conozco la visión, misión, valores y prioridades estratégicas corporativas y cómo contribuyo con su cumplimiento desde mi posición.	86
<b>Preguntas Adicionales</b>		<b>64</b>	

Cifras expresadas en porcentajes(%) de trabajadores que manifestaron favorabilidad  
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### Description of the topics evaluated in the work environment survey

In the GPTW work environment survey launched in December 2023, we focused on evaluating various aspects that directly impact the emotional well-being and satisfaction of our collaborators in the work environment. Two of the key topics addressed were the level of happiness and perceived stress at work.

1. **Happiness at work:** The item "I feel happy at work most of the time" was designed to evaluate the degree of satisfaction and emotional well-being experienced by our collaborators in the work environment. The aim was to measure the individual perception of employees about their level of happiness and enjoyment in relation to their tasks, the work environment, interpersonal relationships and professional development opportunities.
  - Outcome: this item indicates that 83% of respondents "agree" or "totally agree" with the premise.

2. **Stress at work:** The item "I feel excessively worried, restless and tense at work most of the time" was included to evaluate the level of stress perceived by employees during the performance of their duties. We sought to identify the sources of work stress.
- Outcome: This item indicates that 22% of respondents “agree” or “totally agree” with the premise.

### **Actions**

They currently exist with a Wellness and Communication Plan and the Hybrid Work Plan for flexible work. Likewise, we have benefits linked to Life/Work Balance: <https://corpacerosarequipaperu.sharepoint.com/sites/IntranetConexion/Paginas/Beneficios.aspx>, among other actions such as our Acero Leaders Program, Mi CAASA y Yo, Acero Correspondents and others.