ANTI-CORRUPTION POLICY

FUTURE CONCEPT S.A.C., a company specializing in providing solutions committed to business results through innovation services and people-centered experience design, establishes this policy, committed to combating all acts of corruption.

We are committed to the application and implementation of a Legal Compliance Model under the guidelines and requirements of Law No. 30424, D.S. No. 002-2019-JUS and its amending regulations, as well as those of the organization itself; assuming the following commitments:

- Prohibit and prevent all acts of corruption, in any possible form.
- Commit to compliance with anti-corruption legislation issued by the Peruvian state.
- Reduce corruption risks identified in all our activities, establishing financial and non-financial controls for this purpose.
- Comply with the requirements of the criminal compliance model and promote its continuous improvement.
- Sanction acts of bribery or corruption against all employees who do not comply with the anti-corruption policy, code of conduct or ethics, and other guidelines issued by the organization.

FUTURE CONCEPT S.A.C. designates a compliance officer, granting sufficient authority and independence for the execution of their functions and responsibilities.

FUTURE CONCEPT S.A.C. promotes the raising of good-faith concerns (inquiries or complaints) regarding any suspicious fact or conduct, guaranteeing confidentiality and the absence of retaliation; providing employees and interested parties with a secure channel for such purposes.

At Future Concept S.A.C., as part of our anti-corruption policy, we also commit to protecting the confidential information of our clients and preventing its improper use for the purpose of obtaining favors or influencing decisions.

Likewise, we commit to ensuring that our innovation initiatives are not subject to malpractice in alliance processes and market traction strategies. In this way, we integrate the anti-corruption management system with our information security management systems, inspired by ISO 27001 standards, and innovation management, inspired by ISO 56002 standards.

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To guarantee compliance with these provisions, we establish the following measures:

- Every employee must protect the confidential information of clients and comply with the established policies and procedures for its handling and protection.
- The use of confidential client information to obtain concessions or favors, or to influence decisions that involve complying with due process, is prohibited.
- Every employee must inform their immediate supervisor of any attempt to use confidential client information for inappropriate purposes.
- We will evaluate and mitigate the risks associated with our innovation initiatives, including the risks of misuse of confidential information.
- We will establish control measures to prevent the misuse of confidential client information in our innovation initiatives.
- We will train our employees in the proper handling of confidential client information and in the prevention of malpractice in innovation.

Pre-established sanctions will be applied in the event of non-compliance with the legal compliance model and in accordance with the organization's code of ethics and conduct.

It is noted that this policy will serve as a reference framework for the establishment, review, and achievement of objectives.

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Alfredo Pérsico G.

General Manager

FUTURE CONCEPT S.A.C

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