

-topitop

SUSTAINABILITY REPORT 2024



**DRESSING THE WORLD
RESPONSIBLY**

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General Manager

**GUSTAVO
LÓPEZ NIÑO
DE GUZMÁN**

General Manager -
Industrial Division





Letter from the General Manager

GRI 2-22

Dear clients, employees, partners, and stakeholders:

I am pleased to present our 2024 Sustainability Report, prepared in accordance with the Global Reporting Initiative (GRI) standards. This document reflects not only our progress, but also Topitop's commitment to ethical, responsible, and sustainable management, aimed at creating balanced economic, social, and environmental value.



Economic Performance and Governance

The year 2024 has been a significant one. On the economic and governance front, we remained the number one company in Peru's apparel textile export ranking for the third consecutive year.

We generated an economic value of USD 119.4 million, and our exports accounted for 84% of total sales. This financial strength has been supported by a management approach based on efficiency, control, and transparency.

Our commitment to innovation also deepened. In this regard, we invested over USD 2.1 million in research and development, promoting sustainable processes that added value across our entire production chain. Additionally, we reaffirmed our ethical culture: 100% of our

staff were informed about our anti-corruption policy and controls, and we renewed our Business Alliance for Secure Commerce (BASC) certification- a seal of integrity and secure trade that we have upheld for 16 years.

During this period, we were also recognized by important institutions in the country. We received the Product Diversification award from the Association of Exporters (ADEX), the Business Trajectory recognition from the Commission for the Promotion of Peru for Exports and Tourism (Promperú in Spanish) at Perú Moda Deco, and the award for Good Labor Practices from the Ministry of Labor and Employment Promotion (MTPE in Spanish), as a result of the collective effort of our entire organization.



Social Performance

On the social front, we continued to advance the well-being of our employees and the communities we serve. By the end of the year, women represented 47% of our workforce, demonstrating our progress toward greater gender equality. In addition, we invested USD 56,000 in social programs, including volunteer actions, health campaigns, and environmental education efforts in vulnerable communities.

We are also proud to hold the ABE certification as a Promoting Partner in Topy Top S.A. and as an Entrepreneurial Partner at Topy Tex Star S.A., both recognitions of our strong labor practices. Additionally, we successfully renewed our Worldwide Responsible Accredited Production (WRAP) certification at the Gold level.



Environmental Performance

On the environmental front, we strengthened our management practices in alignment with our climate commitment.

To this end, we reused 81% of solid waste and treated 100% of our industrial effluents in compliance with national regulations.

Likewise, we renewed our Global Organic Textile Standard (GOTS) and Global Recycled Standard (GRS) certifications, and participated in initiatives such as the Resource Efficiency and Cleaner Production program promoted by the United Nations Industrial Development Organization (UNIDO), as well as in circular economy projects in collaboration with the University of Engineering and Technology (UTEC).

These results motivate us to continue working with integrity and a forward-looking vision. It is noteworthy that none of this would be possible without the commitment of our teams, the trust of our clients, and the ongoing support of our strategic partners.

Thank you for being part of this journey. At Topitop, we remain determined to drive a more innovative, sustainable, and above all, more humane textile industry.

Gustavo López Niño de Guzmán
General Manager – Industrial Division

Results of Our 2024 Management

Economic and Governance



N.º 1

in the Peruvian apparel textile export ranking.



Investment of
USD 2.1 million
in I+D

focused on sustainability.



Exports represented
84%
of total sales.



BASC recertification
for the 16th
consecutive year.



Renewal
of GOTS, GRS, WRAP
(Gold Level) certifications.



Adherence
to the SBTi (Science Based
Targets initiative).

Social



100% of our employees

were informed on ethics and anti-corruption issues.



Recognitions

for good practices: ADEX,
Sustainable Industry Congress,
CONCYTEC, Ministry of Labor and
Employment Promotion (MTPE).



47%

of our workforce
consists of women.



3,515

Employees, strengthening our social
impact and leadership in responsible
employability.



35,645

training hours for our employees
in 2024.

Environmental



100%

renewable electrical energy with I-REC
(International Renewable Energy Certificate)
certification.



Approval of
**2 Sustainable Industrial
Zones projects**

with funding from the Global Environment
Facility and UNIDO.



Compliance

with the Clean Production
Agreement (APL) with MINAM.



81%

of solid waste
reused.



01

We are **Topitop**

1.1

Our history

We are Topitop, one of the most prominent companies in Peru's textile sector.

We were founded in 1983, born from the vision of Peruvian entrepreneurs who believed in building an industry that reflects the country's identity and culture. Since then, our commitment to quality, innovation, and sustainability has remained steadfast.

Today, we lead the ranking of Peruvian exporters thanks to the high quality of our textiles, excellence in manufacturing, and, in particular, our solid international distribution network.

Our integrated business model, which consists of Topy Top S. A., Sur Color Star S. A., and Topy Tex Star S. A., enables us to offer high-quality products, made with environmental and social responsibility.

We move forward with a vision of balanced growth that contributes to the sustainable development of our company and society.

GRI 2-1

THE ESSENCE OF TOPITOP IN THREE WORDS



DEDICATION



PERSEVERANCE



INGENUITY

Our timeline



1983

The history of Topitop and the thousands of Peruvians who contributed their talent and skills in our early textile workshops fills us with pride. **We are pleased to share this journey with the world.**

Founding of Topy Top S. A. and expansion of commercial activities.



1986

Opening of the first Topy Top store in Lima, followed by expansions in provinces.



1995

Implementation of a model plant for exports and commencement of yarn and fabric dyeing operations.



2005

Becoming Peru's leading exporter of textile products and garments.



2007

Corporate identity change and rebranding from Topy Top to Topitop.



2008

Adoption of natural gas in our production processes.



2009

Opening of a textile plant in Lurín and commencement of cotton fiber spinning operations.



2011

Publication of an article on the trajectory and success of Topitop in the Wall Street Journal (USA).



2012

Inauguration of the Chincha plant to expand our operations.



2019

Construction of a wastewater treatment plant (WWTP) for our textile processes.



2021

Transition to using electricity from renewable sources in all our facilities.



2023

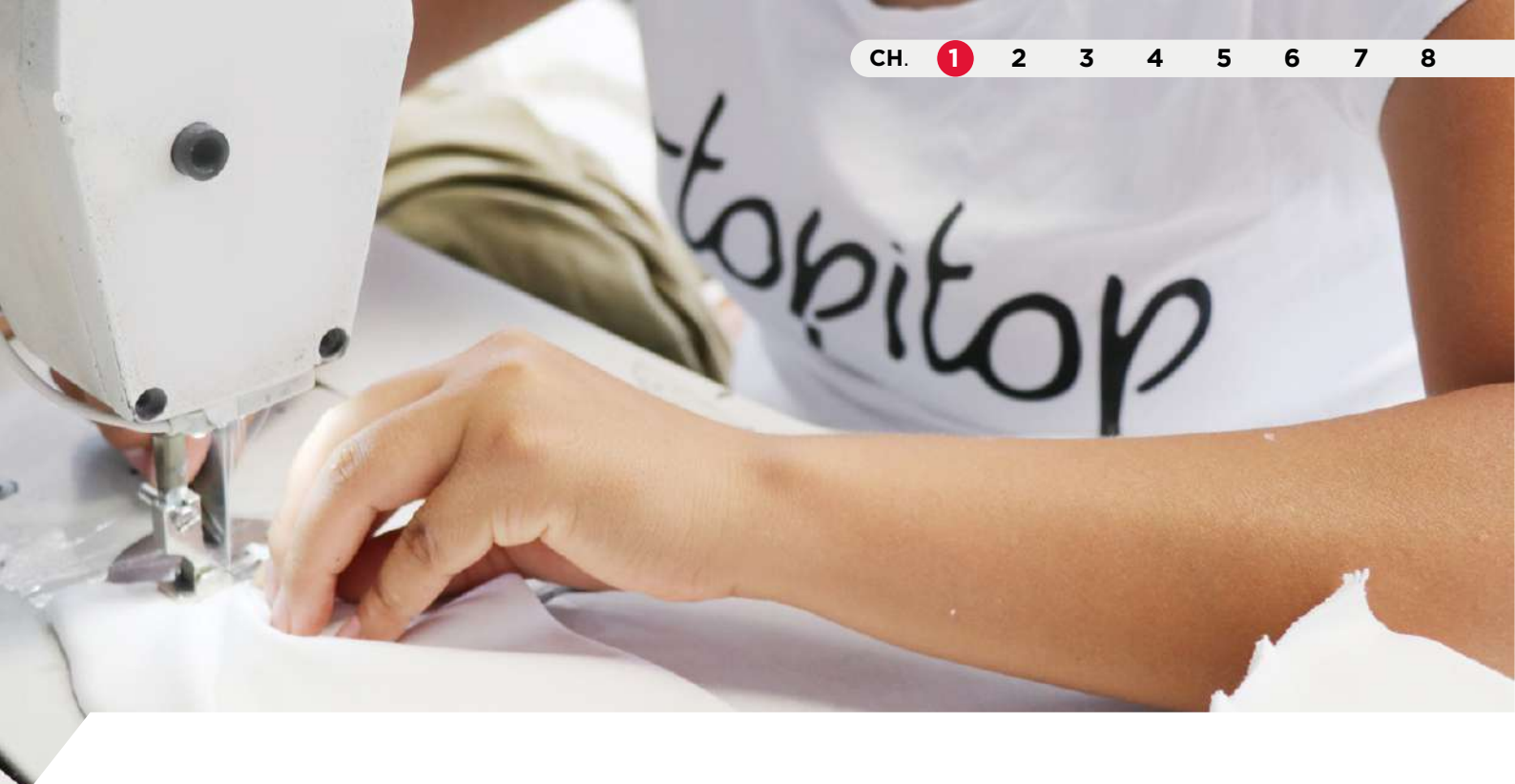
Signing of the Clean Production Agreement (APL in Spanish) with the Peruvian government.



2024

We committed to the Science Based Targets initiative (SBTi).

Recognition for implementing clean technologies in collaboration with ZIS Peru and UNIDO.



1.2

Mission, Vision, and Values

At Topitop, we are in constant transformation. Therefore, we are committed to reinvention and contributing to the sustainable development of the country. Over time, our values have guided us towards sustained growth and continuous improvement, allowing us to adapt to market changes without losing our essence.

We are inspired by a permanent search for excellence, which is reflected in our daily efforts, both individually and as a team. We act in alignment with our mission, vision, and purpose, convinced that only in this way can we build a solid, coherent organization prepared for the challenges of the future.



Mission

To dress the world with high-quality casual fashion garments.



Vision

To be recognized as the leading Peruvian brand, in both the manufacturing and commercialization of apparel for the retail sector and export markets.

Values



CUSTOMER FOCUS

Our main motivation is customer satisfaction - understanding their needs with empathy, creating memorable shopping experiences, building strong relationships, and exceeding their expectations with quality products and services.



INNOVATION

We promote an environment where originality, process optimization, exploration of new ideas, and disruptive solutions improve the organization's existing strategies and products, acting promptly and efficiently to capitalize on all opportunities.



INTEGRITY

We believe in strengthening our reputation through alignment between what we say and what we do, committed to the highest standards, communicating with transparency, and respecting the dignity of others in an inclusive and equitable environment.



SUSTAINABLE DEVELOPMENT

We are guided by a long-term and purpose-driven perspective through the mitigation of the environmental impact of our operations, being socially responsible, and establishing goals, strategies, and plans that ensure the organization's long-term viability and continued success.



PEOPLE-CENTERED

We prioritize comprehensive leadership that promotes employee well-being by understanding their needs, fostering the exchange of ideas and opinions, delegating responsibilities and granting autonomy, and encouraging collaborative work among teams to develop individual potential and actively contribute to the achievement of organizational objectives.

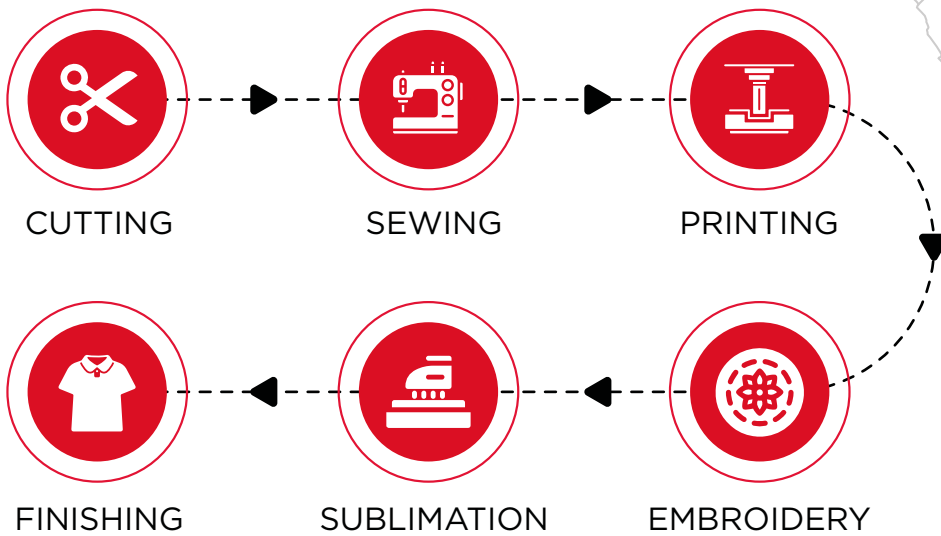
1.3

Our Operating Facilities

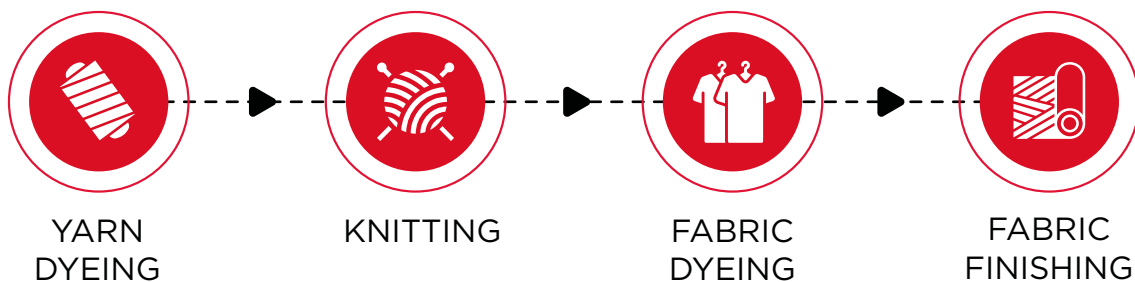
Our operations are carried out nationwide, with three strategically located facilities across Peru's territory.

Lima

Topy Top S. A.: Av. Santuario N° 1323 - 1350, urb. Zárate, San Juan de Lurigancho - Lima - Lima.

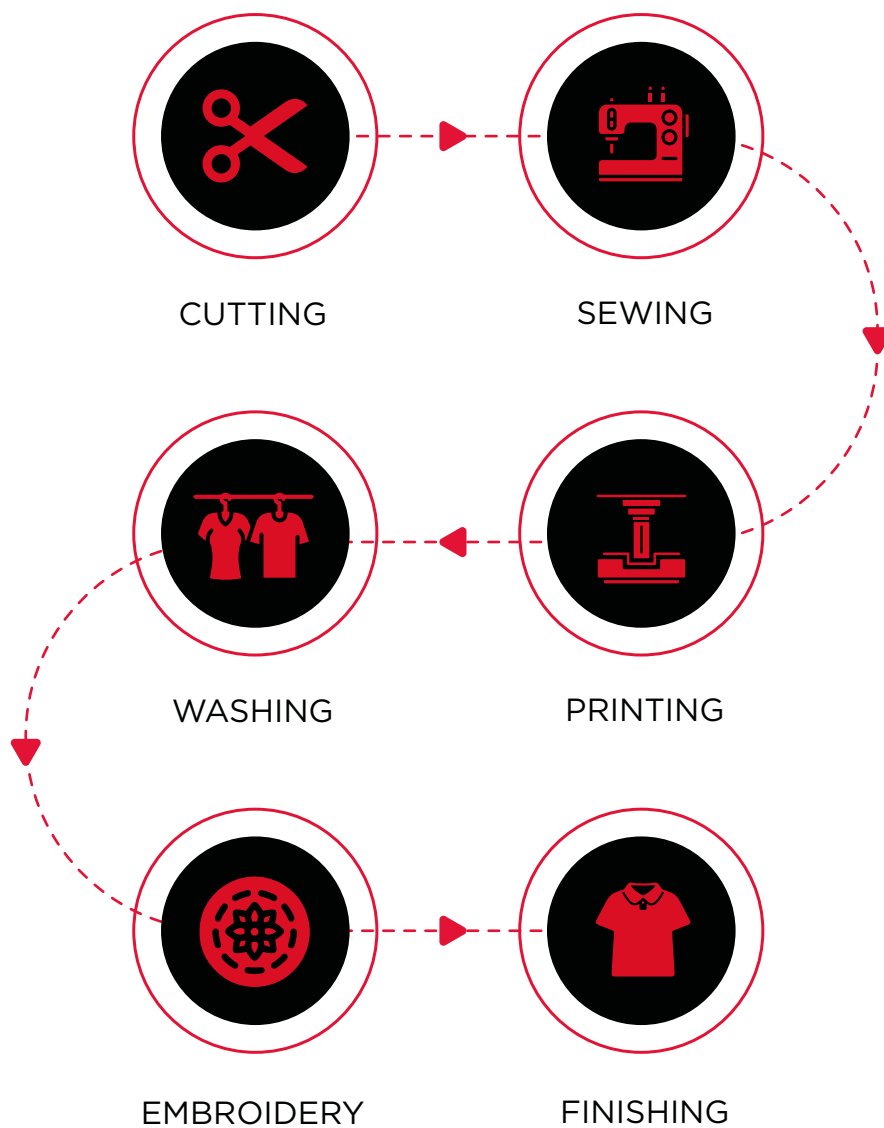


Sur Color Star S. A.: Av. Santuario N.° 1256, urb. Zárate, San Juan de Lurigancho - Lima - Lima.



Ica

Topy Tex Star S. A.: Prolongación
Sebastián Barranca S/N, Pueblo Nuevo -
Chincha - Ica.



1.4

Recognitions and Certifications

Having certifications and recognitions valid until 2024 represents for our organization not only an external endorsement of our work, but also a concrete validation of our sustained commitment to sustainability, quality, and corporate responsibility.

These achievements reflect the coordinated effort to ensure that our products and services meet high environmental, social, and ethical standards, aligning with the principles of responsible consumption and sustainable production. In this way, we actively contribute to the social and economic development of the country, consolidating our role as responsible actors within the national economy.



BASC CERTIFICATION (BUSINESS ALLIANCE FOR SECURE COMMERCE):

In October 2024, we obtained the BASC recertification for the sixteenth consecutive year, reaffirming our commitment to implementing good practices aimed at secure trade. This recertification was granted after a rigorous evaluation based on the BASC International Norm and Standards Version 6-2022, in compliance with the Minimum-Security Requirements of the C-TPAT (Customs Trade Partnership Against Terrorism) program. The certification remains valid until November 2025.



WRAP CERTIFICATION (WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION):

We hold the WRAP Certification, which was recertified in 2024 with the Gold Level distinction. This distinction accredits full compliance with the 12 WRAP principles, which cover key aspects such as human resources management, occupational health and safety, responsible environmental practices, and legal compliance, including regulations on imports, exports, customs, and security. The validity of this certification extends until October 2025.



ABE CERTIFICATION (ASSOCIATION OF GOOD EMPLOYERS):

During 2024, we continued to strengthen our commitment to developing good labor practices.

The operational unit Topy Top S.A. maintains its ABE certification as a Promoting Partner, in recognition of the implementation of actions that generate a positive impact on its employees. This certification is valid until April 2025.

Additionally, Topy Tex Star S.A. retained the ABE certification as an Entrepreneurial Partner, recognizing its efforts to implement practices that promote the well-being of its team. This certification is valid until November 2025.



GOTS CERTIFICATION (GLOBAL ORGANIC TEXTILE STANDARD):

In October 2024, we renewed the GOTS certification, which guarantees compliance with environmental and social criteria in the production of textiles made from organic fibers. This certification ensures that our products are free from harmful dyes and chemicals sourced from organic crops without fertilizers, pesticides, herbicides, or genetically modified seeds. Its validity extends until December 2025.



GRS CERTIFICATION (GLOBAL RECYCLED STANDARD)

In October 2024, we renewed our GRS certification, an international voluntary standard that applies to products made with recycled fibers. This certification confirms compliance with criteria related to recycled content, supply chain traceability, environmental and social performance, and control on restricted chemical substances. Its validity extends until December 2025.



ACCREDITATION OF THE SUR COLOR STAR S. A. LABORATORY:

In November 2024, we obtained the renewal of the accreditation of our textile quality laboratory by Bureau Veritas Peru. This accreditation enables us to conduct tests related to color fastness, dimensional change, pH value, post-wash appearance, fabric density, skewness, bursting strength, and pilling resistance, among other technical tests. The validity of this accreditation extends until November 2025.



ADHERENCE TO THE SBTI INITIATIVE

In August 2024, we formalized our adherence to the Science Based Targets initiative (SBTi) and reaffirmed our commitment to sustainability goals backed by science. This adherence aligns us with global efforts for emissions reduction and action against climate change.



PROGRAM ON RESOURCE EFFICIENT AND CLEANER PRODUCTION (RECP)

In March 2024, we participated in a program promoted by the Ministry of Production (PRODUCE in Spanish) and the United Nations Industrial Development Organization (UNIDO), which brought together 20 representatives from the industrial sector nationwide. The program aimed to provide tools and knowledge to identify projects focused on improving resource use and reducing the carbon footprint in industrial operations.



RECOGNITION FOR EXPORT EXCELLENCE

In November 2024, we were recognized by the Association of Exporters (ADEX) in the Product Diversification category during the Export Excellence ceremony, held in the context of Exporter's Day. The recognition was received by our General Manager of the Industrial Division, as a result of our commitment to sustainability and innovation applied to our products.



RECOGNITION AT THE INTERNATIONAL CONGRESS OF SUSTAINABLE INDUSTRY

In November 2024, we were recognized during the III International Congress of Sustainable Industry for the implementation of cleaner technologies in our textile plant. This recognition was granted within the framework of the Sustainable Industrial Zones in Peru (ZIS Peru) project, with the support of UNIDO and PRODUCE. This achievement reinforces our position as leaders in the sustainability of the textile industry.



RECOGNITION FROM CONCYTEC FOR INNOVATION

In July 2024, the project presented by Sur Color Star was approved and recognized by the National Council for Science, Technology, and Technological Innovation (Concytec), within the framework of Law No. 30309 that promotes scientific research and technological innovation. The recognition was received by our Manager of Textile Operations of Sur Color Star, during Innovation Week 2024.



BEST EXPORT COMPANY

In June 2024, we were recognized as the Best Export Company 2023 within the framework of the 20th Textile Forum, organized by ADEX. The event was attended by authorities from the sector, including the Minister of Foreign Trade and Tourism, as well as representatives from ADEX and leaders of the national textile industry.



COMPLIANCE WITH THE CLEAN PRODUCTION AGREEMENT (APL)

In October 2024, we successfully met all the targets established in the Clean Production Agreement (APL) signed with the Ministry of the Environment (MINAM). This achievement ratifies our commitment to efficient solid waste management and the continuous improvement of our environmental performance.





02

Governing with Leadership

2.1

Corporate Governance

GRI 2-9 | 2-11 | 2-28 | 3-3

We believe that **strong corporate governance is fundamental to ensuring the sustained growth and responsible management** of our company.

For this reason, we have a framework of principles, policies, procedures, and practices that guide our decisions with ethics, transparency, fairness, and efficiency. This approach fosters trust among all our stakeholders and ensures the sustainability of us of our operations.

Our governance structure consists of the General Board of Shareholders, the highest governing body, which elects the Board of Directors. The Board, appoints the General Manager and other managers responsible for the organization's operational and administrative management.

The sustainable management of Topitop is governed by a series of policies and guidelines detailed below:

Policies	Codes and Procedures	Committees
✓ Social Responsibility Policy ✓ Sustainability Policy ✓ Integrated Management Systems Policy ✓ Occupational Health and Safety Policy ✓ Environmental Management Policy ✓ Water and Energy Policy ✓ Waste Management Policy ✓ Information Technology Policy ✓ Remuneration Policy	✓ Code of Ethics and Conduct ✓ Purchasing Procedure ✓ Complaints and Claims Procedure	✓ Ethics and Conduct Committee ✓ Intervention Committee against Sexual Harassment ✓ Secure Trade Committee ✓ Occupational Health and Safety Committee

Governance Structure



GRI 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-15 | 2-16 | 2-17 | 2-18

The strategic management of Topitop is led by the Board of Directors, composed of six members elected annually by the General Board of Shareholders, based on their technical skills, experience in the textile sector, professional experience, and leadership qualities. Directors can be re-elected indefinitely.

The Board of Directors is responsible for the legal representation of the company and the direction of major corporate acts. Its functions include organizing the internal structure, appointing or removing the General Manager, attorneys-in-fact, and key officials, as well as evaluating and approving the strategic plan, budgets, and the most relevant corporate policies.

These policies include important topics such as the Code of Ethics and Conduct, risk management, crime prevention, free competition, corporate social responsibility, and sustainability, among other criteria linked to business development.

It should be noted that the Chairman of the Board does not hold executive functions within the company, as operational management is the responsibility of the General Manager, who leads Topitop's administration and reports directly to the Board. This separation of roles strengthens corporate governance and enhances transparency in decision-making.

Our governance and administration structure is organized into five levels, which allow for efficient and transparent management aligned with the company's strategic objectives:

Governance and Management Structure



GENERAL BOARD OF SHAREHOLDERS

The supreme governing body. It appoints the Board of Directors and defines the key guidelines for the organization.



BOARD OF DIRECTORS

Responsible for the strategic direction and supervision of the company's overall management.



MANAGEMENT

Responsible for the operational direction in each specialized area, under the guidelines of the Board of Directors.



AREA MANAGERS

Responsible for executing the defined plans and strategies, ensuring coordination between teams.



EMPLOYEES

The fundamental pillars for carrying out our operations, committed to the objectives of quality, efficiency, and innovation.

To ensure transparent management and prevent conflicts of interest, specific criteria are applied in the proposal and election of the members of the Board of Directors. The General Board of Shareholders is responsible for evaluating their performance, which helps to uphold the integrity of the governing body.

The General Manager revises and approves the Sustainability Report, based on the reports prepared by the technical team. When required,

members of the Board of Directors can enhance their knowledge in sustainable development through consultancies or guidance from experts in the field.

Likewise, it is the responsibility of the General Management to present to the Board of Directors any relevant concerns that may generate real or potential impacts on stakeholders, in order to ensure that this information is considered for timely and appropriate decision-making.

Remuneration Policy

GRI 2-19 | 2-20

Our Remuneration Policy establishes the criteria of our salary structure, with the objective of promoting internal equity and external competitiveness. We use a system based on factors and points to evaluate operational positions, while administrative and managerial positions are assessed using the international “HAY” job evaluation method.

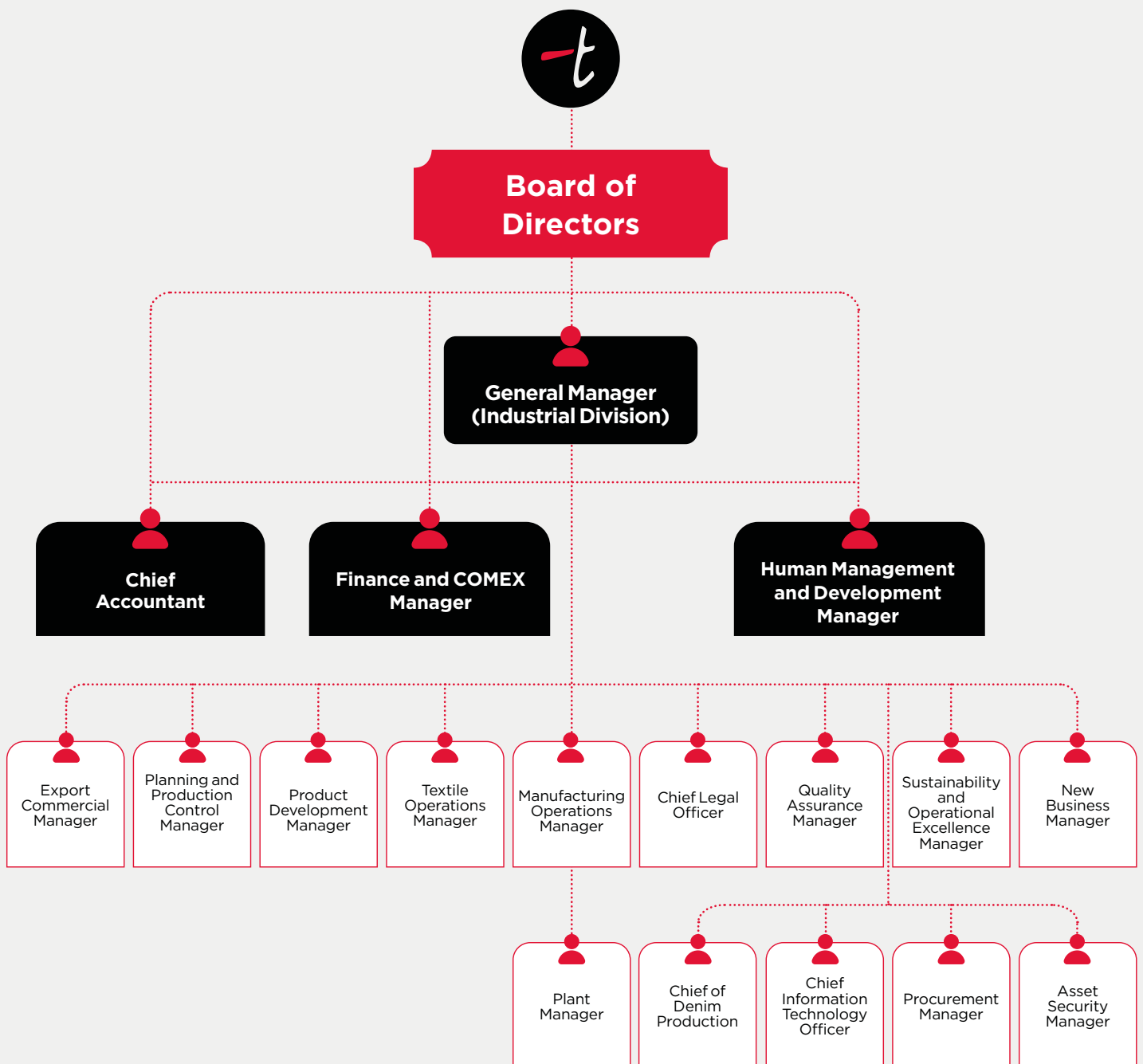
A multidisciplinary team constantly participates in training and updating processes on these methodologies, which allows us to ensure the coherence, adequacy, and validity of our salary scale. The final proposal is validated by the Human Management and Development Department.

Senior executives, like all other employees, receive legally mandated benefits and may receive special bonuses based on performance. In addition, we conduct an annual salary adjustment for operational staff, in accordance with our internal policies, ensuring fair salary structures aligned with market conditions.

Corporate Organizational Chart

GRI 2-9

The General Management of the Industrial Division leads our organizational structure. It coordinates the work of first-line management, who oversee the main business areas and ensure the achievement of the company's operational and strategic objectives.



2.2

Business Ethics and Anti-corruption

GRI 2-16 | 2-26 | 3-3

We promote an organizational culture based on ethics, integrity, and transparency. These values are embedded in our Integrated Management Systems Policy, which sets guidelines to prevent illicit activities such as corruption, bribery, drug trafficking, money laundering, among others. This policy applies across all our processes and is reflected in the expected conduct of our employees in their interactions with clients, suppliers, partners, and society.

During 2024, we conducted a context analysis to identify relevant threats to the operation. Corruption emerged as one of the main risks. In response, we strengthened operational controls and implemented a continuous monitoring system through both internal and external audits. When a control is found to be underperforming, a root cause analysis is carried out, followed by the implementation of corrective or replacement measures. This proactive approach aims to avoid economic losses and safeguard the company's reputation.

In line with this commitment, our institutional ethical principles remain firmly in place: integrity, truthfulness, commitment, discipline, honesty, trust, fairness, mutual respect, and responsibility. These values guide the conduct of our teams and strengthen the culture of compliance. Thus, the main actions implemented in 2024 to prevent illicit activities and corruption were as follows:

Internal training on the prevention of crimes related to international trade, **with a focus on actions against corruption.** These sessions targeted key personnel from critical areas.

An internal audit was conducted as part of the Annual BASC Audit Program, led by our internal team. Subsequently, in October, the external audit was carried out by BASC Peru, which evaluated the effectiveness of the Control and Security Management System and confirmed the robustness of the controls implemented to mitigate illicit risks.

Furthermore, during this period, we underwent in audits carried out by our clients to validate compliance with the controls of the Control and Security Management System.



Our Achievements:

In October 2024, after an exhaustive external audit, **we successfully renewed our BASC recertification, reaffirming 16 years of commitment to safe, ethical, and reliable international trade.** This achievement demonstrates the effectiveness of our Control and Security Management System, especially in relation to anti-corruption management, by guaranteeing the integrity of our processes and the prevention of crimes such as corruption, bribery, drug trafficking, money laundering, among others. We continue to work to strengthen responsible operations that generate trust in our customers, partners, and society.

Code of Ethics and Conduct

GRI 2-23

The Topitop Code of Ethics and Conduct is a key instrument that guides the behavior of all members of the company, as it establishes the principles to guide the actions of our employees, directors, and third parties —such as suppliers and clients— regardless of the type of contractual relationship they have with

us. This code reflects our institutional ethical values and supports a culture of integrity, consistent with corporate objectives.

The guidelines that compose it are detailed below:

- ✓ Strictly comply with current and applicable national laws and regulations.
- ✓ Offer a work environment based on respect, equality, effective communication, trust, and fair treatment.
- ✓ Offer equal pay and opportunities to its employees based on their responsibilities, competencies, and skills.
- ✓ Safeguard the health and safety of employees at work and the integrity of the facilities, through equipment, devices, systems, and safety procedures.
- ✓ Protect the environment by preventing pollution and making reasonable use of natural resources.
- ✓ Define, communicate, and enforce the company's internal policies and regulations.

Ethics and Conduct Committee

We have an Ethics and Conduct Committee, responsible for ensuring compliance with our Code and promoting a culture of integrity throughout the organization. This committee meets monthly, convened by its chairman, and can meet in person or virtually as the situation requires. Its main task is to analyze and resolve cases brought to its attention, by submitting reports to the Board of Directors on a quarterly basis or immediately when it involves sensitive or serious matters.

The committee is made up of five members of the management team, appointed by the Board of Directors:



DIRECTORS (2)



GENERAL MANAGER OF THE INDUSTRIAL DIVISION



GENERAL MANAGER OF THE RETAIL DIVISION



HUMAN MANAGEMENT AND DEVELOPMENT MANAGER

The functions of this committee include:



Analyze the **reported cases** and propose the initiation of the **disciplinary procedure** as outlined in the Internal Work Regulations.



Inform and **propose recommendations** to the directors **on the cases** that arise.



Standardize the interpretation and application of the **Code of Ethics and Conduct**



Follow-up and monitor the reported complaints.

REPORTING MECHANISMS

Our employees have a channel available to report any breach of the Code of Ethics and Conduct. To do so, they must send their report to the Ethics and Conduct Committee via email. The report should include the identification of the reporter, the accuse, and all relevant documentation. Anonymous reports will not be considered and will be automatically archived.

All information received is handled with strict confidentiality. The reporter must notify the committee of any threats or claims they receive as a result of making the report.



Email



comitedeetica@topitop.com.pe

OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISKS

GRI 205-1

As part of our policy, we conduct risk management at least once a year, with a preventive approach to threats such as corruption. During 2023, we evaluated 100% of the 12 critical processes identified by their level of exposure to this risk. In that period, operational controls were implemented, and monitoring was strengthened to ensure compliance.

In 2024, we reaffirmed our commitment by evaluating 100% of the 13 updated critical processes, which allowed us to identify corruption risks registered in our Risk Management Matrix

(BASC). For each risk identified, specific controls were applied and their effectiveness was verified through periodic monitoring. In cases where the controls were not adequate, improved measures were designed and implemented. This constant review practice allows us to prevent risks from materializing and to strengthen the integrity of our operations.

We evaluated 100% of our critical processes against threats such as corruption and managed the identified risks during 2024

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2 | 205-3

We reaffirm our commitment to promoting an ethical and transparent culture, both within the organization and among our stakeholders. In 2024, we undertook a coordinated effort to inform and raise awareness among employees and suppliers about anti-corruption controls. This initiative included the dissemination of our Integrated Management Systems Policy and the Code of Ethics, through various methods such as training sessions, emails, internal networks, and graphic material in the plant.



“We closed 2024 without any reported cases of corruption, reaffirming our commitment to ethical, integral, and transparent management in all our operations”.

Percentage of people who received this information is shown below:



COMMUNICATION ON ANTI-CORRUPTION POLICIES AND CONTROLS



of employees and critical suppliers informed



TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES



of employees in critical positions trained



In 2024 we trained

92%

of our critical personnel, including employees and laborers, as part of **our ethics and anti-corruption training efforts.**

The lessons learned in anti-corruption management have been instrumental in driving continuous improvement at Topitop. Feedback obtained from internal, external, and client audits has reinforced the importance of maintaining constant vigilance and a flexible policy, capable of adapting to new challenges. This learning has highlighted the need to continue strengthening operational controls on corruption risks and to continue consolidating an organizational culture based on integrity. We are currently working on the BASC recertification for the 2025 period, reaffirming our commitment to transparency and secure trade.

2.3

Economic Performance

GRI 201-1 | 3-3

In 2024, we strengthened our ability to generate economic value through responsible financial management, focused on the balance between growth, efficiency, and sustainability. Our operation maintained a strategic focus that allowed us to respond to the challenges of the environment considering long-term objectives.

We generated a total economic value of USD 119.4 million, of which USD 118.4 million was allocated to cover operating expenses, salaries, employee benefits, taxes to the Peruvian Government, and investments in local communities.

The retained economic value amounted to USD 0.96 million, reflecting a disciplined approach focused on ensuring operational stability and strengthening institutional capacity.

Additionally, we regularly monitor key financial indicators, such as EBITDA, operating margin, and gross margin, in alignment with the objectives set in our corporate budget. These metrics inform our strategic decision-making and are reviewed in the management and Board committees.

In the commercial arena, we lead the national apparel textile export ranking, consolidating our position as a sector leader. In 2024, exports represented 84% of our total sales, reflecting a strong and sustained presence in international markets. Below, we present the economic value generated and distributed across our three business units during 2024:

DIRECT ECONOMIC VALUE GENERATED, DISTRIBUTED, AND RETAINED (IN MILLIONS OF DOLLARS)



2.4

Regulatory Compliance

GRI 2-27 | 3-3

At Topitop, we promote responsible and committed management in compliance with the current regulations of the textile sector, both nationally and internationally. We are convinced that adhering to such regulations is key to building solid, sustainable, and long-term business relationships.

This commitment was reflected in our 2024 results, a year in which no environmental fines were recorded. This achievement stems from a coordinated effort between our Strategic Sustainability Plan and the environmental

pillar's guidelines, which enabled us to anticipate risks, prevent negative impacts, and maintain a consistent and rigorous environmental performance.

As part of this approach, we assume clear commitments to corporate responsibility standards, which cover various key dimensions for our management.

Our commitments to corporate responsibility standards include the following guidelines:



LEGAL COMPLIANCE

Adherence to labor laws and regulations, both local and international, which include ethical standards, prevention of corruption, transparency, and relevant environmental legislation.



PROHIBITION OF FORCED LABOR

We maintain strictly voluntary employment, avoiding any form of coercion or guarantee for the payment of a debt.



PROHIBITION OF CHILD LABOR

We strictly adhere to Convention 138 of the International Labour Organization (ILO), which ensures non-participation in any form of child labor.



PROHIBITION OF HARASSMENT AND WORKPLACE BULLYING

We guarantee a workplace that respects the rights and dignity of Employees, free from sexual harassment, indecent or threatening gestures.



COMPENSATION AND LABOR BENEFITS

We comply with Peruvian law regarding the required minimum compensation, which includes wages, bonuses, and benefits.



WORKING HOURS

We ensure compliance with laws on overtime and weekly rest.

✓ PROHIBITION OF DISCRIMINATION

Hiring, promotion, and termination of personnel are based exclusively on the skills to perform the job, without discrimination based on personal characteristics or beliefs.

✓ HEALTH AND SAFETY AT WORK

We provide a safe and healthy workplace that promotes productivity and prioritizes safety.

✓ FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the right of employees to exercise free association and collective bargaining.

✓ ENVIRONMENT

We comply with all required environmental laws under Peruvian regulations and actively monitor our environmental practices.

✓ CUSTOMS AND SECURITY COMPLIANCE

We ensure compliance with all applicable customs laws and prohibit the illegal shipment of finished products.

✓ SECURITY

We maintain adequate procedures to ensure the security of transportation, people, and the physical security of the facilities.



Risk Management

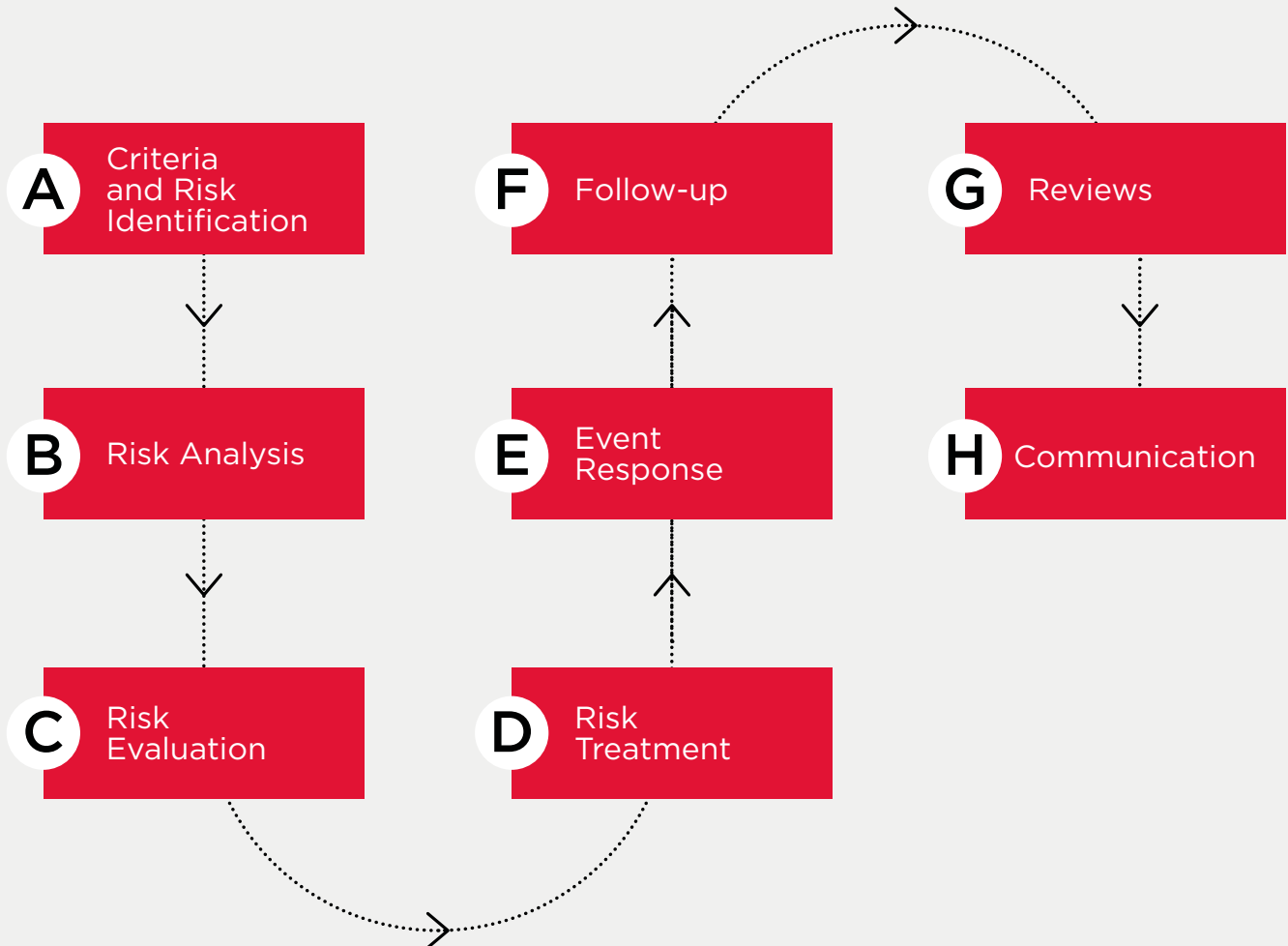
GRI 2-12 | 2-25 | 3-3

In 2024, we maintained a structured and preventive risk management, focused on identifying and mitigating the risks of the main threats that could affect the continuity of our operations.

Through a monitoring matrix, we evaluate the risks linked to our critical processes, which are reported to the Board of Directors for their analysis and joint decision-making.

This approach allows us to anticipate possible impacts, prevent illicit activities, and strengthen our control mechanisms in line with the company's strategic objectives.

Our risk management methodology includes:



Among the main risks that we continue to manage are:



Risks in exportation and logistics of foreign trade suppliers



Risks in the management system



Risks in information technologies



Risks in control and security



Legal risks



Risks in the storage of finished products

Proactive risk management reinforces our response capacity and contributes to ensuring a safe and sustainable operation.



03

We are Committed to
a **Sustainable Future**

3.1

Our Commitment to Sustainability

GRI 2-22 | 3-3

In the face of global environmental challenges and risks, we have made a strong commitment to sustainability. We are focused on developing responsible products and processes throughout our entire value chain, aiming to generate a positive impact and contributing to a more equitable, environmentally conscious society.

For us, sustainability is not a trend but a cross-cutting principle that guides our decisions and reflects our commitment to creating shared value by balancing economic growth, social well-being, and environmental protection.

We implement a comprehensive strategy designed to minimize the environmental, social, and economic impacts of our operations. This strategy is based on the timely identification of risks and opportunities across our value chain, enabling us to act preventively and promote more sustainable development.

As a responsible organization, we work collaboratively to advance towards a more equitable and sustainable future. This commitment is reflected in two key management instruments:

We believe in a way of doing business that generates value with purpose and, above all, allows us to build a more equitable, conscious, and **sustainable future** for everyone.



**SUSTAINABILITY
POLICY**



**SUSTAINABILITY
STRATEGY**



Promoting sustainability is not an isolated effort, as it requires collaboration and shared responsibility. That is why we actively engage our stakeholders through communication, training, and awareness actions aimed at fostering understanding and adoption of our sustainable management tools, both within and outside the company.

Below, we share how we have implemented these initiatives:

INTERNALLY



Workshops and talks with employees.



Email, intranet, and flyers.

EXTERNALLY



Workshops and talks with external stakeholders (suppliers and clients).



Social media.

Sustainability Policy

GRI 2-23

Our Sustainability Policy guides the way we relate to the environment, promoting responsible practices at all levels of the organization. It reflects our commitment to ethical management that is respectful of people, the environment, and the communities with which we interact.

Our Sustainability Policy includes the following commitments:



To seek a balanced development across the economic, social, and environmental aspects, aligned with the Sustainable Development Goals (SDGs) and the Principles of the Global Compact in matters of human rights, labor standards, environmental issues, and anti-corruption.



To develop a management strategy based on the continuous search for responsible raw materials, yarns, chemicals, auxiliaries, and accessories, caring for the environment and with an eco-design approach for our products, thus reducing the negative environmental impact and seeking to generate a circular economy.



Maximize the use of resources in our processes and minimize waste generation to contribute to the preservation of our planet.



To comply with the principles of corporate social responsibility, applicable legal regulations, and high ethical standards throughout the organization and its stakeholders.



To communicate our Sustainability Policy to all stakeholders: employees, clients, suppliers, and other business associates.

To ensure the sustainable growth of our company, we are committed to upholding these principles and collaborating with all stakeholders to foster a culture of sustainability in our organization.

Sustainability Strategy

GRI 2-22 | GRI 2-24

We work every day with the purpose of generating shared value for all our stakeholders and contributing to the well-being of society. To this end, we have a sustainability strategy that allows us to comprehensively manage the social, economic, and environmental impacts we generate, as well as to anticipate risks and seize opportunities across our entire value chain.

Our strategy is framed by the United Nations' 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). Based on this global commitment, we focus our actions on key areas such as responsible raw material management, carbon emissions reduction, efficient water use, sustainable dyeing practices, promotion of the circular economy, strengthening of social responsibility, and obtaining certifications that support our progress.



Our Journey Towards Sustainability

Our journey over the past years highlights our determination to address climate change and to contribute to a sustainable future. Each milestone is evidence of constant evolution, the impact of our actions, and Topitop's real commitment to sustainability over time.



2008

We started using natural gas as a cleaner and more efficient energy source.



2015

We obtained the Worldwide Responsible Accredited Production (WRAP) certification.



2018

We implemented the Higg Index, a suite of tools for the standardized measurement of sustainability in our value chain.



2019

We began to actively manage our carbon footprint and water footprint.

We built a wastewater treatment plant (WWTP) for our textile operations.



2020

We increased the energy efficiency of our textile machinery with automation technology and variable frequency drives.



2021

We transitioned to electricity from renewable sources in all our facilities.



We joined the Zero Discharge of Hazardous Chemicals (ZDHC) program and obtained the Global Organic Textile Standard (GOTS) certification.

2022

We established our corporate sustainability team.

We received the Global Recycled Standard (GRS) certification.



2023

We signed a voluntary clean production agreement with the Peruvian Government, focused on the management and reduction of solid waste.



We won first place in the recycling project for plastic sewing thread cones.

2024

We joined the Science Based Targets initiative (SBTi).

We received recognition for the implementation of cleaner technologies, in collaboration with ZIS Peru and with the support of UNIDO (United Nations Industrial Development Organization).



3.2

Our Contribution to the SDGs

GRI 2-22 | 2-28

During 2024, we reaffirmed our commitment to the 2030 Agenda and the Sustainable Development Goals, integrating them as a central part of our sustainability strategy. Our purpose is for our operations to generate a positive impact on the environment and contribute to the well-being of future generations.

Throughout the year, we have contributed to the fulfillment of various SDGs through concrete actions, strategic projects, and key partnerships. Among these, we highlight the following:



SDG

CONTRIBUTION



- **Zero disabling and fatal accidents** recorded during 2024.
- **Development of preventive programs**, follow-up, and monitoring for chronic pathologies **in employees**.
- Development of **breastfeeding campaigns**.
- Development of **vaccination programs**.
- **Direct medical attention in clinics** with coverage for employees, third parties, and visitors.
- **Tracking health-related absences**.



- **Training programs on technical skills**, leadership development, and soft skills.
- **Alliances with universities and institutes**, sponsorship of free studies for Employees and their families.
- **Access to e-learning platforms**, certifications, and continuous professional development.

S D G

CONTRIBUTION



- **47% female participation** in different key areas of the company.
- **Obtaining the “Safe Company” certification** and recognition for Good Labor Practices by the Ministry of Labor and Employment Promotion.
- **Inclusion of women in non-traditional areas** (printing and knitting).
- **Prevention of harassment** and gender-based violence.
- **Continuous training on equality** and female leadership.



- **We incorporated a new hydro-extractor with a water filtering and recovery system**, replacing a unit without this technology, and adding to the one already installed in 2023.
- **We acquired a new fabric compactor with a waterless cooling system**, following a technological evaluation aimed at more sustainable processes.



- **100% of electricity with IREC** (International Renewable Energy Certificate) certification.
- **We reduced the consumption of electrical energy by 2.5% per kilogram of fabric and natural gas by 6%** compared to our 2022 baseline.
- **We advanced in the installation of LED lighting**, reaching 90% coverage in our plants.



- **7,548 training sessions** conducted in 2024, with a total of **35,645 training hours** to strengthen technical and soft skills.
- **Alliance with NETZUN** allowed **for the training of 1,557 employees with over 3,000 hours in e-learning** modality.
- **Recognized by NETZUN** as one of the **best companies in its first year of implementing a virtual platform**.
- **Distributed economic value of USD 118.4 million** benefiting all our stakeholders.

S D G

C O N T R I B U T I O N



- **We returned 77,649 plastic** cones through the 'Reusable Cones' program, **avoiding** the generation of **1.16 tons of plastic waste** and the **emission of 2.21 tons of CO₂**.
- We met **100% of the goals of the Clean Production Agreement** on solid waste, in collaboration with MINAM.
- We achieved **81% reuse of solid waste**.



- **We began measuring Scope 3 emissions** to expand our climate management throughout the value chain.
- **We committed to the Science Based Targets (SBTi) initiative**, aligning our goals with science-based climate objectives.
- **We incorporated a steam pre-drying subprocess** that reduced natural gas consumption in fabric finishing.
- **We acquired a stenter with an air-to-air heat recovery system**, achieving 33% less natural gas consumption per kg of fabric.



- **GOTS recertification**, which establishes a global standard for textile products made with organic fibers.
- **GRS recertification**, a comprehensive international voluntary standard for items made with recycled fiber.
- **BASC recertification** for best practices in secure trade.
- **WRAP recertification** for socially responsible management of human capital, health and safety protection, environmental practices, and legal compliance regarding imports, exports, customs, and security standards.
- **Cooperation with UNIDO and ZIS Peru** for clean technologies.

3.3

Stakeholder Engagement

GRI 2-29

We consider our stakeholders as fundamental actors for the development of our sustainability strategy. We recognize that their participation is essential for our progress as an organization.

Stakeholders' identification is based on the analysis of the company's internal and external context, considering the factors that influence our role within the supply and trade chain. Below, we present our stakeholders:



Communication Mechanisms with Our Stakeholders

GRI 2-25 | GRI 2-26

We establish a close relationship with our stakeholders through communication mechanisms that allow us to listen, attend, and respond to their needs in a timely manner. This constant interaction is part of our management and helps us strengthen trust, transparency, and mutual commitment.

STAKEHOLDERS	COMMUNICATION MECHANISMS	STAKEHOLDER CATEGORY
 Directors and General Management	• Board Sessions • Corporate Email	Internal
 Clients	• Periodic Meetings • Emails • Phone Calls • Social Media • Website	External
 Employees	• Direct Communication • Periodic Meetings • Posters • Social media • Corporate Email	Internal
 Community	• Website • Social Media • Guided Visits	External

STAKEHOLDERS	COMMUNICATION MECHANISMS	STAKEHOLDER CATEGORY
 Suppliers	• Meetings • Emails • Phone Calls • Website	External
 Business Associations	• Direct Communication • Periodic Meetings	External
 Government	• Labor Inspections, • Compliance inquiries on labor laws • Emails and letters	External

We maintain a constant commitment to continuous improvement and strengthening dialogue with our stakeholders, which is why we promote open, direct, and accessible communication through various formal and informal channels. In addition to our open-door policy and direct communication between managers and employees, we have an internal protocol for handling complaints, claims, and suggestions, accessible to all employees. This allows employees to provide feedback directly to their supervisors or, through suggestion boxes located in our facilities.

Likewise, we implement semi-annual visits and maintain frequent contact with our clients through emails, phone calls, and in-person meetings. These spaces allow for the timely identification and resolution of any claims or concerns. It should be noted that all these interactions are managed under the corporate procedure “Management of Claims, Complaints, and Suggestions,” which establishes the mechanisms to ensure adequate and timely attention to each case.



Materiality Process

The materiality analysis continues to be a key tool for understanding the needs and expectations of our stakeholders. Through this exercise, we identify the most relevant issues—the so-called material topics—that guide our decisions and priorities, in addition to strengthening the creation of economic, social, and environmental value.

our audiences and to the management of the business.

-topitop | Sustainability Report 2024

Stages of the materiality process

Below, we present the steps followed for its elaboration:

..... The ongoing process of identifying and assessing impacts involves steps 1, 2, and 3.



Understand the organization's context

We conducted both an internal and external analysis to understand the context in which our company operates. Regarding the external analysis, we benchmarked against leading companies in the textile sector with which we interact, reviewed sustainability guides and standards such as GRI, SASB, and the Sustainability Yearbook, as well as trends and risks at a national and international level.

For the internal analysis, we reviewed our sustainability strategy, as well as our policies and management documents to understand the sustainability topics we manage.



Identify actual and potential impacts

For the identification of impacts, we held a value chain impact workshop with key areas and management of our company, where we identified the impacts we generate and those we could cause through our operations and business relationships (positive, negative, actual, and potential impacts).

In addition, we included the application of other tools, such as surveys and interviews with our stakeholders (customers, employees, suppliers, and local government), whom we consulted about Topitop's most impactful aspects, both positive and negative.



Assess and prioritize actual and potential impacts

After a thorough analysis of the previous phases, we established evaluation criteria to prioritize Topitop's most important impacts. For negative impacts, we considered scale, scope, probability, and severity.

For positive impacts, we considered scale and scope, along with other relevant criteria. After identifying and assessing the impacts (positive and negative, real and potential), we proceeded to prioritize those most relevant to our sustainability management in 2023.

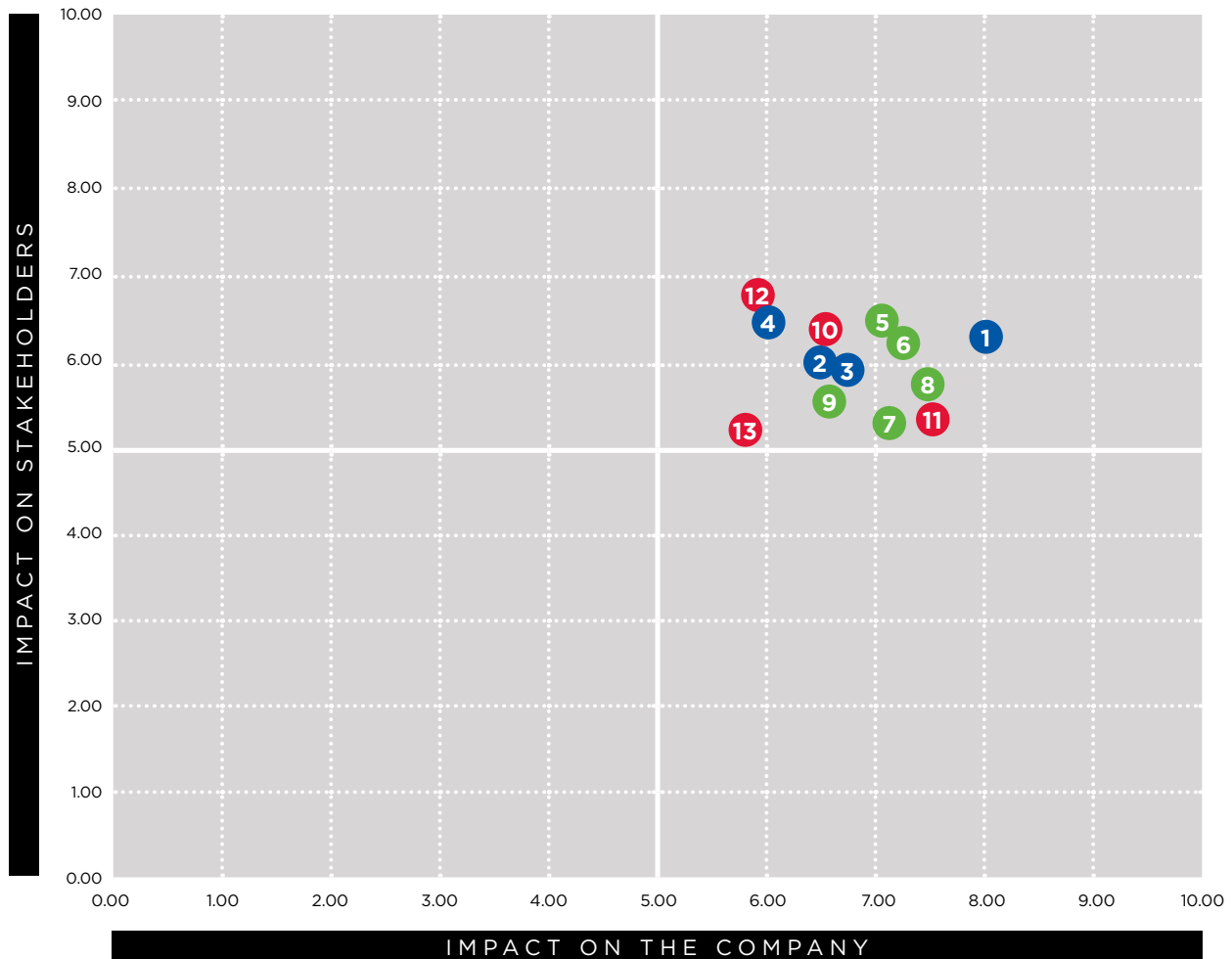
..... Step 4 is related to the prioritization of significant impacts.



Validate material topics

Finally, a list of the most relevant and significant material topics for the organization was prepared. We presented these topics to the sustainability area and management for their validation. The priority topics were aligned with the GRI standards, thus determining the specific indicators to report.

MATERIALITY MATRIX AND LIST OF MATERIAL TOPICS



4 ECONOMIC TOPICS



1. Economic performance
2. Regulatory compliance
3. Governance, ethics, and anti-corruption
4. Risk and crisis management

5 ENVIRONMENTAL TOPICS



5. Development of sustainable processes
6. Water resource management
7. Waste and circular economy
8. Development of new products with sustainable materials
9. Climate change strategy and mitigation

4 SOCIAL TOPICS



10. Talent development, employability, and workplace well-being
11. Fair and equal opportunities
12. Health and safety at work
13. Community engagement

3.5

Development of products with sustainable materials

GRI 3-3

At Topitop, we promote practices that respect the environment, among which the use of recycled and biodegradable materials throughout our supply chain stands out. Our focus is on the continuous search for sustainable fibers globally, to develop products aligned with the principles of circularity and eco-design. We manage this within the framework of our Sustainability Policy, through a strategy focused on reducing the environmental impact of our products, which is based on three pillars: the use of responsible materials, the use of safe chemicals, and the eco-design approach.

We have set a goal that by 2025, at least 30% of our produced styles will be made with sustainable materials.

To ensure that this strategy progresses coherently, we formed a specialized committee on sustainable raw materials. This team, meets periodically to review our progress and is composed of the following members:



OUR MANAGEMENT APPROACH FOCUSES ON THREE KEY ASPECTS:

1 RESPONSIBLE RAW MATERIALS:

We select natural, biodegradable, recycled, or regenerative fibers. In 2024, 84% of the volume of sustainable fibers used were of plant origin. This includes organic cotton, Better Cotton Initiative (BCI), hemp, linen, and regenerative cotton, the latter coming from the first field with Regenagri certification in Peru, with which we have been working since 2023.

2 RESPONSIBLE CHEMICAL PRODUCTS:

We use certified inputs and promote cleaner and safer processes. We align with ZDHC, MRSL, and OEKO-TEX standards, and constantly seek to reduce the use of chemicals, water, and energy in wet processes. Additionally, we promote traceability and regulatory compliance with our suppliers.

3 ECO-DESIGN:

We design our garments considering their environmental impact from the beginning. One of our goals is that at the end of their useful life, the components of each garment can be separated and recycled. To achieve this, we train our design, development, and commercial operations teams on circularity and sustainability criteria.

Responsible Raw Materials

We select our materials under criteria that prioritize respect for the environment and the quality required for our products. **In our sustainability strategy, social and environmental aspects are as relevant as technical ones when deciding which fibers to use.**

Therefore, we consider materials that come from renewable sources, require less water and energy for their processing, are biodegradable, recycled, or not genetically modified. In addition, we promote the use of fibers whose production protects biodiversity and avoids the use of hazardous chemicals. In this sense, we exclude inputs that generate negative impacts, such as harmful chemicals, practices that destroy biodiversity, or involve animal cruelty.

Fibers with lower water consumption

Fibers with lower energy consumption

Fibers with recycled materials

Fibers from renewable sources

Chemical control

Non-GMO (genetically modified organisms)

Biodegradable

No soil erosion

Harmful chemicals

Destruction of biodiversity

Animal cruelty

PLANT-BASED FIBERS

Represented 84% of our sustainable fibers in 2024. They include organic cotton, Better Cotton Initiative (BCI) cotton, and regenerative cotton, the latter developed in partnership with the first regenerative cotton field in Peru certified by Regenagri.

REGENERATED CELLULOSE FIBERS

Obtained from sustainable sources such as wood. We use modal and lyocell, which represented 6% of the total in 2024.

RECYCLED FIBERS

We develop products with recycled synthetic fibers, which represented 9% of the total volume, tripling the amount from 2023.



Responsible Chemical Products

We manage chemical products responsibly and ensure that our practices comply with the highest international standards. This management not only allows us to advance towards a more sustainable textile industry but also to guarantee the safety of people, the quality of our products, and, the care of the environment.

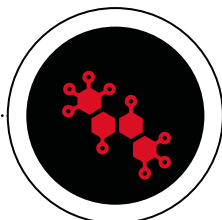
During 2024, we reinforced the Chemical Input Management procedure, which defines solid responsibilities from the purchase request to the final use of the input. We ensure that each technical requirement includes the necessary specifications, certifications, and characteristics. Then, our Logistics team requests the safety data sheets (MSDS) in Spanish and English from

the suppliers. Subsequently, they carry out the necessary verifications to guarantee that the products do not pose risks and comply with lists such as the MRSL or RSL, as appropriate.

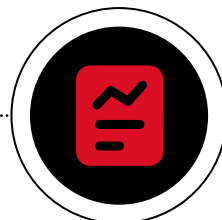
This management is supported by internal policies and international guidelines such as the guidelines of the Zero Discharge of Hazardous Chemicals (ZDHC) program and compliance with the Manufacturing Restricted Substances List (MRSL). In addition, we ensure that our suppliers are aligned with standards such as Oeko-Tex 100 and ZDHC Gateway, which allows us to ensure that raw materials and processes are free of hazardous substances. The main mechanisms implemented are detailed below:



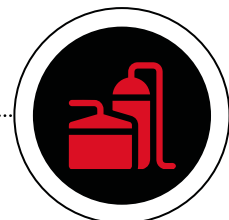
CHEMICAL INPUT
MANAGEMENT
PROCEDURE



TRAINING PROGRAM
ON CHEMICAL
SUBSTANCE
HANDLING



MONTHLY CHEMICAL
INVENTORY REPORT



PHYSICOCHEMICAL
ANALYSIS REPORT OF
TREATED INDUSTRIAL
WASTEWATER

It is important to highlight that in 2024, **100% of our chemical inputs used have at least one of the following certifications:**



OEKO TEX:

Guarantees textiles free of harmful substances.



ZDHC INCHECK:

Verifies compliance with the MRSL of the ZDHC program.



GOTS:

Certifies chemical safety in organic products.



GRS:

Ensures traceability with recycled content and use of non-hazardous chemicals.



BLUESIGN:

Establishes strict criteria to ensure clean and safe processes.

Through drills and specialized training, we strengthen the skills of our operational teams. In this way, we promote a culture of safety that helps us avoid incidents related to the handling of chemical substances, protecting both people and the environment.

Additionally, each year we review and establish objectives to strengthen them with new goals, new indicators, and innovative concrete projects:



To maintain the **orderly and safe management** of chemical inputs.



To consolidate the **implementation of the ZDHC model.**



To prevent **environmental accidents** associated with chemicals.

On the other hand, we have identified priority projects that guide our commitment to the future:



To achieve the second level of the Supplier to Zero program.



To maintain the chemical inventory in accordance with the ZDHC MRSL requirements.



To strengthen training for the purchasing and operations teams.

Finally, our employees play a fundamental role. Their direct knowledge of operational processes helps us identify opportunities for improvement and apply best practices. In addition, our clients, who are increasingly committed to sustainability, inspire us to improve constantly. **Compliance with government regulations reaffirms our responsibility, while open dialogue with the community allows us to build relationships of trust and, in particular, to promote a safer environment for everyone.**

Eco-design

We design garments considering their environmental impact from the beginning, with the objective that, at the end of their useful life, each component can be separated and recycled.

“We design today thinking about tomorrow’s impact”.

This approach is aligned with our Sustainability Policy and the Principles of Circularity. Therefore, we train our design, development, and operations teams to create products that respond to this vision.



Below, **we present the main achievements of our management in 2024:**



- ✓ We were recognized by ADEX in the Product Diversification category during the Export Excellence ceremony, within the framework of "Exporter's Day".
- ✓ We exported the first production of garments made with regenerative cotton from Peru, as a result of the initiative we promoted in 2023 to develop the first field with Regenagri certification in the country.
- ✓ We successfully renewed our GOTS and GRS certifications, which reaffirms our commitment to international textile sustainability standards.
- ✓ We participated in the 37th "International Cotton Conference Bremen," where important topics such as the impact of climate change on crops, transparency in the supply chain, sustainable agricultural practices, and regenerative cultivation were discussed.

During our management of sustainable materials, we have confirmed that the determining factor is to stay constantly updated, to research new fibers, new technologies, and new processes that allow us to innovate responsibly. This learning has been possible due to the contribution of our employees, suppliers, clients, and institutions, who strengthen each development and enrich our decisions.

With a future-oriented vision, we reaffirm our commitment with solid goals that consolidate our sustainable approach, which are indicated below:



These goals allow us to trace the path to continue strengthening a more circular, responsible, and, above all, positively impactful textile operation.



04

Topitop, Dressing the
World **Responsibly**

4.1

Our Products and Services

GRI 3-3 | 2-6

With more than four decades of experience in the textile and apparel industry, we have built an integrated business model that allows us to respond with efficiency and quality to market demands. We operate under a structure composed of three business units—Topy Top S.A., Sur Color Star S.A., and Topy Tex Star S.A.—that are articulated with each other to cover the entire value chain, from textile production to final garment manufacturing.

This integration has strengthened our corporate identity under the Topitop brand, which is widely recognized by our clients, suppliers, employees, and other stakeholders.

Our operations are carried out in a modern industrial complex, consisting of five plants equipped with the latest technology and operated by a specialized technical team. This infrastructure allows us to offer products with high quality standards, competitive prices, and timely deliveries.

Our product catalog includes garments such as t-shirts, polo box shirts, sweaters, hoodies, dresses, blouses, joggers, shorts, and shirts, among others, adapted to market trends and clients' requirements.

Topitop's Supply Chain



SUR COLOR STAR S.A.

This is the unit in charge of textile processes. Here, yarn dyeing, knitting, fabric dyeing, and finishing are carried out. This cycle allows for the conversion of yarn into finished fabric, ready for garment manufacturing, under strict quality control.



TOPY TOP S.A.

This unit transforms fabric into garments through processes such as cutting, sewing, embroidery, printing, and finishing. The production route may vary depending on the garment model or style.



TOPY TEX STAR S.A.

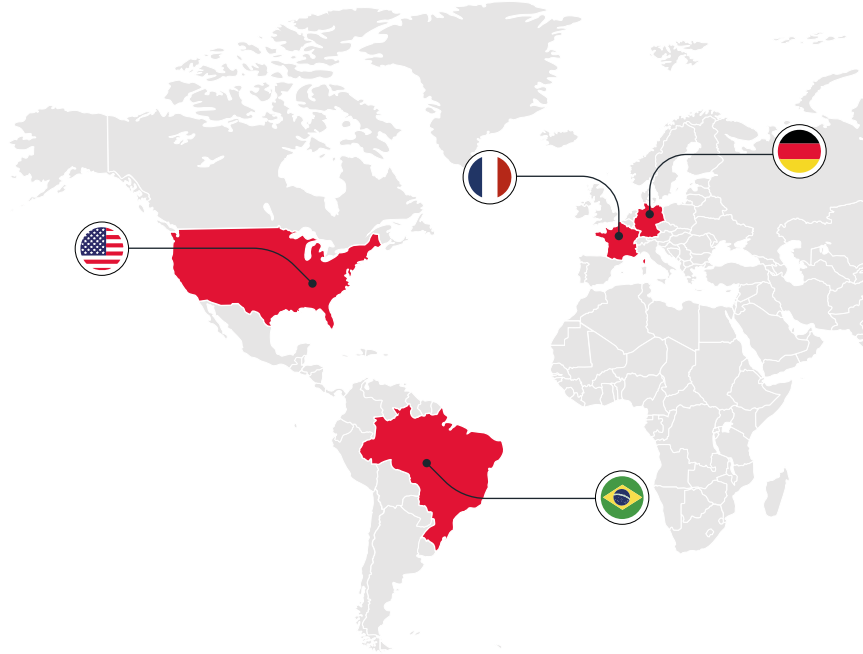
This unit also manufactures garments through cutting, sewing, embroidery, printing, laundering, and finishing, ensuring that each product meets the established quality standards.

4.2

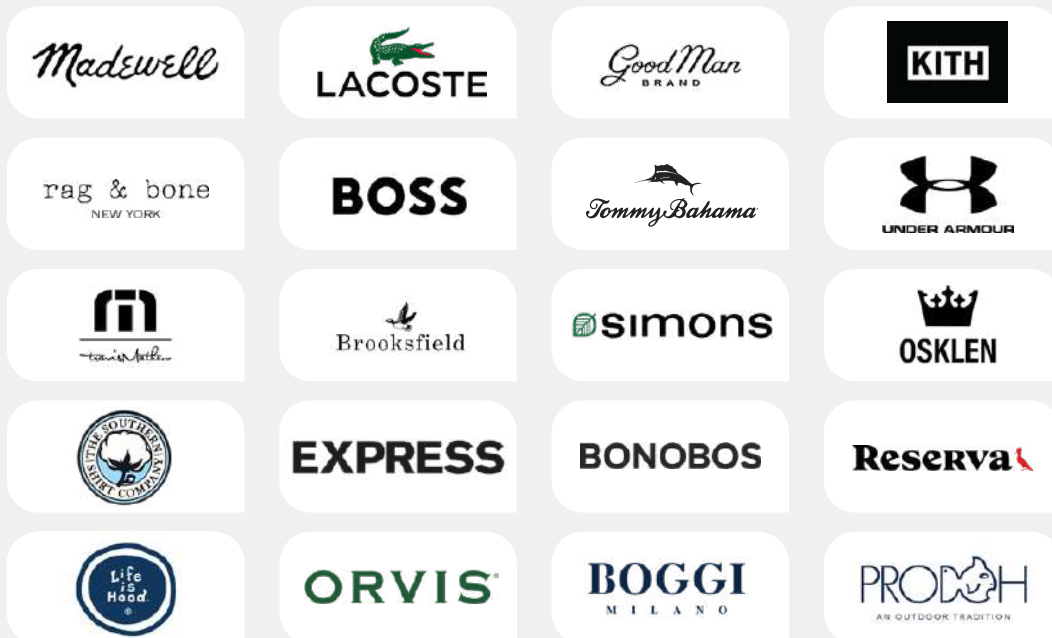
Our Clients and Main Markets

Our history in the textile industry has been characterized by a constant focus on innovation, quality, and efficiency. This commitment has enabled us to solidify our leadership as the top exporting company in the sector in Peru for the third consecutive year, according to the national export ranking.

As a result of our strategy, offering a combination of thoughtful design, responsible materials, and competitive processes, we have strengthened our presence in key markets, both in America and Europe. We currently export to destinations such as the United States, France, Germany, and Brazil, among others, and collaborate with recognized brands that value our comprehensive proposal.



Below, we detail the brands we collaborate with:



Additionally, we supply the domestic market through our distribution network, with Topitop stores strategically located throughout Peru. This allows us to maintain a direct and continuous relationship with our clients in the country.

4.3

Sustainable Supply Chain Management

GRI 204-1 | 3-3

At Topitop, we manage our supply chain with a focus on sustainability, efficiency, and adaptability.

This management includes our 3 business units—Topy Top, Sur Color Star, and Topy Tex Star—and is a fundamental factor in maintaining our competitiveness in the sector. In addition, we promote continuous improvement in all stages of the process. Regarding procurement, the process begins with the registration of the requirement in our ERP systems (Textil or SAP). Then, we evaluate quotations and prepare comparative charts—except for pre-approved inputs—based on criteria such as quality, price, payment terms, and delivery time.



Quality



Bank references

Delivery
time

Cost

Credit or
payment termsList of main
clientsCommercial
references

Certifications

We cultivate strong relationships with our local suppliers as part of our commitment to supporting the economic development of the communities near our operations. We have established clear criteria for identifying local suppliers, defining them as those located in Lima and Chíncha due to their proximity to our main production facilities. Between 2023 and 2024, we significantly increased our preference for local suppliers, which translated into a rise from 60% to 89% of total purchases. This demonstrates our commitment to strengthening the regional economy.

To ensure an efficient and sustainable supply chain, we implement a supplier evaluation indicator, which is applied monthly. This indicator analyzes performance in three key aspects:

On-time deliveries:

evaluates compliance with the delivery date indicated in the purchase order.

Complete deliveries:

evaluates compliance with the quantity requested in the purchase order.

Deliveries with required quality:

evaluates compliance with the required characteristics of each material.



We boost the local economy with more than 32 million dollars in purchases during 2024.



During 2024, we managed to optimize the delivery time of sewing threads in collaboration with our supplier Textil Amazonas, the only national manufacturer of this input.

For orders from clients LIG and Hugo Boss, we reduced the delivery time from 23 to 19 days. Likewise, we began collecting information on the use of artificial intelligence (AI) in purchasing processes, with the aim of evaluating its implementation in 2025.

As part of our improvement plan, we've started migrating our SAP system to Spring. This tool will allow us to automate quotations, comparison charts, and import tracking, with an eight-month implementation period.

4.4

Development of Sustainable Processes: Innovation and Technology

GRI 3-3

Currently, the adoption of new technologies and methodologies in companies allows for optimizing security, reducing costs, saving time, and fostering sustainability in each stage of the processes. Aligned with this trend, at Topitop we are distinguished by the implementation of technological solutions that respond to the expectations of our stakeholders. Our commitment to innovation focuses on incorporating sustainable technologies that drive a more efficient, effective, and, above all, responsible operation. We manage this approach through articulated work between the areas of Operations, Engineering, Sustainability, Information Technologies, and Product Development, which coordinate efforts to plan, execute, and monitor projects in line with our Strategic Plan.

Within our 2021-2025 Strategic Plan, we established the following key success factors:



Product/process innovation and new product development.



Digital transformation throughout the value chain.

These factors are aimed at making the business profitable and sustainable.

Based on the key success factors established for our innovation and technology management, we have defined the following strategic objectives:

1 Diversify the product offering to improve the commercial proposal and strengthen the competitive advantage.

2 Increase operational efficiency and cost reduction to enhance competitiveness in the market.

Among the costs related to the strategic projects that target the key success factors are operational efficiency, digital transformation, customer focus, continuous improvement, and sustainability. In relation to these, we recorded the following R&D expenses:



USD 2.1 million
in the 2024 period.

During 2024, we continued to promote the development of innovative technological solutions that allowed the incorporation of new digital tools and the execution of projects aimed at optimizing the experience of both our clients and our Employees in all areas of the organization.

R&D Focus	Implemented Project	Main Achievements
 Operational Efficiency	 Improvement of productivity in the knitting process. Purchased 5 Full Jacquard flat knitting machines, 3 of GG 16 and 2 GG 18, for the production of complex and customized fabrics.	20% increase in productivity of GG 16 and GG 18.
 Sustainability	 Reduction of water consumption in the fabric finishing process. Purchased 1 wet fabric hydro-extractor with a water reuse system.	Reduction of 5,400 m ³ of water/year.
 Operational Efficiency	 Improvement of productivity in the cutting process for making carpet and collarete rolls. Purchased 1 automatic tape cutting machine and 1 bias winder.	51% improvement in productivity.
 Operational Efficiency and Sustainability	 Renewal of machinery to optimize energy consumption in sewing  35 electronic overlock machines, 11 chainstitch machines, and 4 scalloping machines were purchased, equipped with high-efficiency servo motors. These new machines allow for greater speed control and stitch adjustment, improving sewing precision and optimizing operator performance.	A 40% reduction in energy consumption, leading to a quieter workplace.
 Operational Efficiency	 Improvement of productivity in the sewing process. Purchased 4 Vents sewing machines and 7 pattern sewing machines.	Productivity improvement: • 61% in Vents machines. • 141% in the elastic closing operation on pattern sewing machines.
 Operational Efficiency	Optimization of productivity in the sewing process. To improve efficiency and precision in various sewing operations, automated technology was incorporated in different stages of the process:  An automatic open-hem machine with a clamp conveyor was purchased, optimizing precision and efficiency in the process.  Four 2-station welting machines were purchased, increasing speed and quality in the application of elastic thread.  Two standard trapezoid fusing machines were purchased, increasing production capacity.  Two buttonhole-type pocket welt machines were purchased, improving precision and productivity in this specific process.	Productivity improvement: • 26% in an automatic hem machine. • 100% in the shirring machines. • 62% in trapezoid attachment. • 119% in pocket attachment with buttonhole shape.

R&D Focus	Implemented Project	Main Achievements
 Customer Focus and Sustainability	✓ Expansion of capacity for new techniques in the sublimation process. ✓ A DTF (Direct to film) printer and a drying oven were purchased.	Offer the customer new technologies, greater versatility in materials and colors in garment sublimation.
 Customer Focus and Sustainability	✓ Expansion of capacity for new techniques in the Printing process. A Digital Printer and an expansion of the Drying Oven were purchased to implement digital printing.	Offer the customer new technologies in garment printing.
 Operational Efficiency and Digital Transformation	✓ Reduction of fabric consumption through the optimization of markers in the Cutting processes. ✓ Integration of Shapeshifter software with our textile system to reduce time in generating cutting orders.	Reduction of fabric consumption by approx. 1.4%.
 Operational Efficiency	✓ Expansion of capacity in the yarn dyeing process. ✓ To optimize the production flow and eliminate bottlenecks in yarn dyeing, 1 yarn dyeing machine was purchased.	Increase in capacity by 2 tons per month.
 Operational Efficiency	Improvement of productivity in the yarn dyeing process: ✓ 1 winding machine and 1 cone winder of 80 spindles each were purchased, allowing to increase operational capacity and optimize production times.	25% increase in productivity.
 Operational Efficiency	Improve productivity in the fabric finishing process: ✓ 1 automatic Sanforizing compactor machine was purchased that does not use water as a cooling medium. ✓ 1 automatic tubular neck squeezing machine was purchased, optimizing the handling and drying of fabrics in this stage of the process.	Productivity Increase: • 20% in the compacting area. • 30% in the rectilinear neck squeezer.
 Operational Efficiency and Customer Focus	✓ Innovation in the development of new fabric structures through new specialized machines, such as the Jersera Monofontura Open Width Full Elastomers and the Circular Mini Jacquard GG 18, to enhance the creation of innovative fabrics.	Diversify the textile offer with innovative fabrics, greater elasticity, and added value.

We reaffirm our commitment to technological innovation and continuous improvement through the achievement of the following accomplishments and initiatives:

- ✓ **Execution of the Open Innovation Project (PROINNOVATE):** Topy Top S.A. advanced in the implementation of the project co-financed by PROINNOVATE, aimed at developing an Open Innovation Program for the optimization of productive and commercial processes in the textile industry. This first phase included business diagnosis, technological surveillance, definition and prioritization of innovative challenges, training, and execution of open innovation methodologies. We are currently working on the implementation of innovative solutions to the prioritized challenges.
- ✓ **Recognition from CONCYTEC for the Sur Color Star S.A. Project:** During Innovation Week 2024, our “Integral Optimization 4.0” project was approved by CONCYTEC under Law 30309. This initiative seeks to enhance efficiency, productivity, and sustainability in the knitting, dyeing, finishing, and laundry areas through the application of advanced technology.
- ✓ **Implementation of the Netzun e-learning platform:** In April 2024, the Netzun Web virtual training platform was officially launched, allowing our Employees to access courses and specializations aligned with their work areas, thus strengthening technical and professional training.
- ✓ **Recognition at the III International Congress of Sustainable Industry:** We were recognized for the implementation of clean technologies in our textile plant, in collaboration with the ZIS Peru (Sustainable Industrial Zones) project, with the support of UNIDO and PRODUCE.
- ✓ **Participation in the international Première Vision fair:** Representatives of our company attended this event in Paris, a leader in the global textile fashion industry, where they had the opportunity to learn about the latest trends and advances in sustainable products and innovation.
- ✓ **Technological mission to China:** A team of Topitop representatives visited industrial plants in China to learn firsthand about new technologies applied in the textile sector, with the objective of evaluating innovative solutions for the critical points identified in our business diagnosis.



In 2025, we will continue to promote technological and innovative initiatives aimed at optimizing operational efficiency and strengthening the sustainability of our processes. Among the main planned actions are the following:



IN THE SHORT TERM

- Conduct a training and formation program oriented towards open innovation for our employees.
- Initiate a technological change by renewing our machinery with cleaner technology to reduce the consumption of resources, water, and energy, with the purpose of contributing to the reduction of our CO₂ emissions.
- Continue with the implementation of robotics in our processes, to simplify repetitive tasks and increase efficiency in time and quality.
- Implement artificial intelligence (AI) in our production processes with a view to minimizing times and rework, as well as increasing the efficiency and quality of final products.



4.5

Client Management

Our clients are the central axis of our activity, as their satisfaction and loyalty determine the growth and consolidation of our company. Their trust has been fundamental in every stage of our development. Therefore, we work continuously to provide them with positive experiences, to strengthen our relationship with them, and to respond effectively to their needs and expectations.

In our commercial relationships, we have set the following objectives:

- ✓ **To maintain our leadership in the sector.**
- ✓ **To build customer loyalty by strengthening our relationships.**
- ✓ **To increase customer satisfaction.**

We have mechanisms that allow us to respond efficiently to any complaint or claim, reaffirming our commitment to actively listen to our clients, attend their needs, and resolve any issues that may arise.

During 2024, our commercial management was strengthened through visits scheduled at the beginning of each season, where we presented new collections adapted to our clients' lines and with trends identified at major international fairs. In addition, we maintain fluid communication that facilitates both the joint development of new proposals and the continuous improvement of our performance.

Based on the above, at Topitop we value the trust our clients place in our products, as well as the commitment and effort of our Employees, who make it possible for us to consistently bring fashion and quality to the most demanding markets. As a result of this coordinated work, we currently produce for two new clients and have identified two additional clients as prospects for 2025, which demonstrates the sustained growth of our commercial relationships. Their preference has allowed us not only to continue innovating in the development of sustainable and high-quality products, but also to achieve the following:



Being #1 in the exporter ranking with an advantage of 21% over the second place.



05

We **Manage Talent**
Safely

5.1

Talent Management, Attraction, and Development

GRI 3-3

At Topitop, we believe that the commitment and well-being of our human team are fundamental to the company's success. Therefore, we constantly strive to strengthen the bond with our employees, by creating an environment that allows them to reach their full potential and actively contribute to the country's development.

We prioritize the balance between work and personal life by encouraging flexibility and promoting a culture of well-being. We value and recognize effort, and we encourage innovation, creativity, and continuous development.

Our management is supported by the implementation of mechanisms aimed at ensuring a positive and motivating workplace.

Mechanisms to Foster Well-being and Motivation in Topitop's Workplace:



As a sustainable company, we are committed to the continuous well-being of our employees. We foster meritocracy and promote equal opportunities, inclusion, diversity, non-discrimination, and respect for human and labor rights, both individual and collective, in line with the principles established by the International Labour Organization and the current regulations in Peru.

In this framework, we develop and implement policies and adhere to commitments that guide our human talent management.



As main achievements in 2024, we have:

- ✓ We established institutional agreements with educational centers such as SENATI, UTEC, and various universities, to attract highly qualified graduates who can join our organization.
- ✓ We subscribed to specialized web services for employability, such as Bumeran, Computrabajo, and LinkedIn, optimizing our talent search and selection processes.
- ✓ We implemented technical training programs through internal schools for sewing operators and weaving mechanics, ensuring the transfer of key knowledge for the textile industry.
- ✓ We developed training initiatives for young professionals, including a structured program for Junior Engineers and internships for students.
- ✓ We launched a program to attract and hire people with disabilities, in coordination with Conadis and the Ministry of Labor's Job Bank, reaffirming our commitment to inclusion.
- ✓ We actively participated in job fairs organized by the Ministry of Labor, Conadis, universities, and municipalities, expanding our contact networks with diverse talent.

5.2

TOP Talent

GRI 2-7 | 2-8 | 401-1

At the end of 2024, the total number of Employees in our companies Topy Top S.A., Sur Color Star S.A., and Topy Tex Star S.A. was 3,515 people, composed of 1,850 men and 1,665 women, reflecting a workforce with balanced gender representation.

In terms of regional origin, the majority of our employees (approximately 72%) are from Lima, followed by around 28% from Ica (Chincha),

which corresponds to the locations of our main operations. Most of our workforce is employed under full-time contracts, underscoring our commitment to providing stable and formal employment opportunities.

These results reflect our ongoing commitment to generating inclusive opportunities, promoting decent work, and strengthening regional development.

Employees by contract type, gender, and region

Contract Type	Gender	Lima and Chincha	Total 2024
Permanent	Men	861	1,492
	Women	631	
Temporary	Men	989	2,023
	Women	1,034	
Total			3,515

Employees by work schedule, gender, and region

Work Schedule	Gender	Lima and Chincha
Full-time	Men	1,850
	Women	1,665
Total		3,515

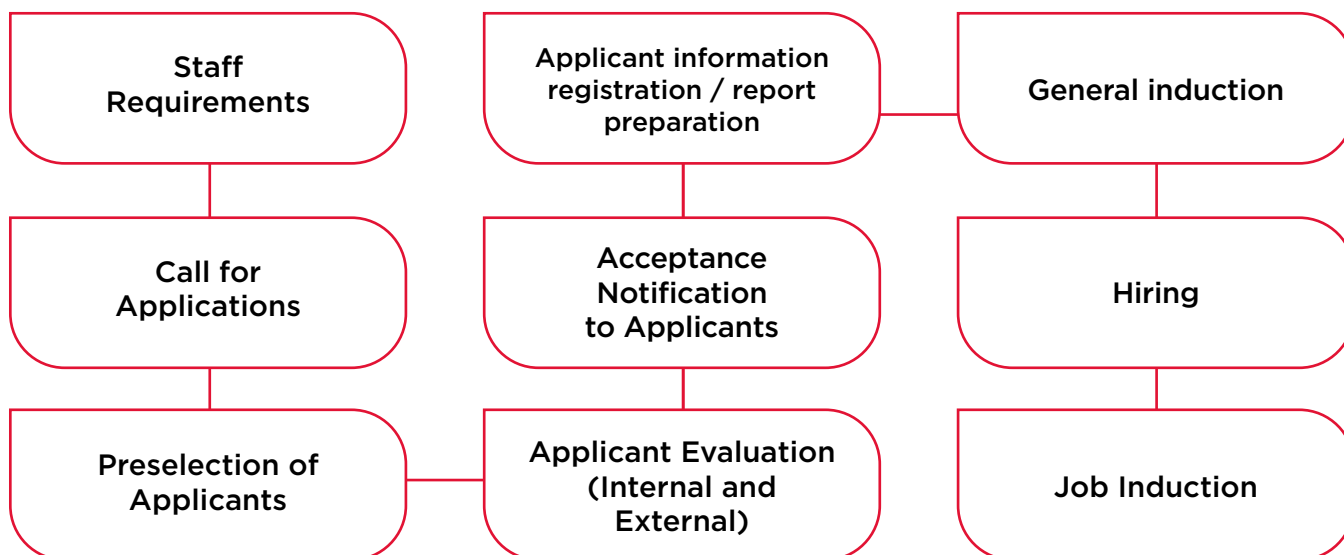
Note: The figures correspond to the average number of employees at the end of each month (active employees on the last day of each month).

Furthermore, we maintain a hiring policy that guarantees a direct employment relationship with each of our employees through formal contracts, whether permanent or temporary. As a result of this approach, we do not have personnel who are not formally employed.

Recruitment and Selection Process

Our purpose is to attract, evaluate, and incorporate talent that meets the requirements and competencies defined in the organization's job profiles. To do this, we have a comprehensive policy that regulates the selection, induction, and hiring processes for personnel in all areas of the company.

The recruitment and selection processes are governed by the following procedures:



During 2024, we hired 763 new talents, representing a 121% increase compared to the previous year (345 hires in 2023). This increase reflects a significant strengthening of our talent recruitment and engagement strategies, especially in the under-30 age group, where the highest hiring rates were recorded in both regions (Lima and Chinchá).

2024								
New hires by age, gender, and region	Number				Rate			
	Men		Women		Men		Women	
	Lima	Chinchá	Lima	Chinchá	Lima	Chinchá	Lima	Chinchá
Under 30 years	134	69	140	57	3.81%	1.96%	3.98%	1.62%
Between 31 and 40 years	46	52	78	23	1.31%	1.48%	2.22%	0.65%
Between 41 and 50 years	27	52	40	33	0.77%	1.48%	1.14%	0.94%
Between 51 and 60 years	1	5	4	2	0.03%	0.14%	0.11%	0.06%
Over 61 years	0	0	0	0	0	0%	0%	0%

On the other hand, the turnover rate showed a slight increase compared to 2023, with greater fluctuations in the same age group, an expected trend among younger profiles due to natural labor mobility. Despite this increase in turnover,

the balance remains positive, consolidating a dynamic organizational environment that continues to generate development opportunities for internal and external talent.

2024								
Turnover by age, gender, and region	Number				Tasa			
	Men		Women		Men		Women	
	Lima	Chincha	Lima	Chincha	Lima	Chincha	Lima	Chincha
Under 30 years	120	72	96	52	3.41%	2.05%	2.73%	1.48%
Between 31 and 40 years	57	31	53	48	1.62%	0.88%	1.51%	1.37%
Between 41 and 50 years	34	24	22	31	0.97%	0.68%	0.63%	0.88%
Between 51 and 60 years	6	2	2	2	0.17%	0.06%	0.06%	0.06%
Over 61 years	0	0	0	0	0	0%	0%	0%

Employee-Company Relations

GRI 3-3 | 402-1

During 2024, we reaffirmed our commitment to building a work environment based on effective communication, respect, equity, and promotion of human rights. Our management of employee-company relations focuses on fostering a harmonious, productive, and sustainable organizational climate, aligned with national and international standards of social responsibility.

Among our main strategies, we highlight the implementation of an open and transparent communication policy, which promotes direct and continuous dialogue between employees and management through periodic meetings, satisfaction surveys, and secure feedback channels. Likewise, we maintain solid policies to guarantee well-being and labor equity, through competitive benefits, family activities, and an inclusive organizational culture.

In terms of professional development, we continue to strengthen our technical and leadership training initiatives, in addition to providing educational opportunities to the families of our employees through subsidized programs and alliances with educational institutions. Additionally, we have effective mechanisms to prevent and resolve conflicts,

including confidential channels for reporting and protocols for addressing cases of harassment or discrimination.

Regulatory compliance along with international certifications such as WRAP, GOTS, GRS, and BASC reflects our ongoing commitment to ethical and responsible labor management, aligned with ILO principles and Peruvian labor legislation.



Among the most important policies and guidelines governing employer-employee relations, we have:



Wage adjustment policy: We offer economic and non-economic benefits that positively impact the family and social economy. Currently, more than 80% of our employees receive a salary higher than the minimum living wage established by Peruvian legislation.



Open-door policy: We facilitate direct communication from employees with management and the human management and development area.



Online internal communication program: Through various channels, we communicate important company information and benefits for employees and their families.



Recognition of outstanding Employee: We hold a breakfast where the most outstanding employees present suggestions and improvements in economic and environmental aspects, with the participation of management and leadership.

We have followed our policy guidelines to strengthen the relationship between employees and the company. This has been achieved through the implementation of internationally recognized management systems, such as WRAP, ABE, and Empresa Segura, as well as through adhering to the codes of conduct of the brands we supply. In addition, we have promoted an environment of open dialogue through direct communication programs and employee recognition mechanisms, which fosters a positive and committed work climate.

Our focus is to certify our human management and development policies and processes aligned with national and international standards. Thus, during 2024, we consolidated our commitment to the responsible management of human talent by obtaining and maintaining national and international certifications that support our good labor practices. As a result of this management, we achieved the following:



- ✓ **Maintaining the WRAP (Worldwide Responsible Accredited Production) certification**, which recognizes our compliance with safe, legal, humane, and ethical production standards. This certification is valid until October 2025.
- ✓ **Advancing in the Certification of the Association of Good Employers (ABE) of AmCham Peru**—moving from the entrepreneurial partner category to the promoter category—in recognition of our outstanding practices in Human Resources management. This certification is valid until April 2025.

As part of our commitment to continuous improvement in human talent management and compliance with responsible labor standards, we have set the following goals for the short and medium term:

- ✓ Maintain the **WRAP** certification in our operations to ensure ethical and sustainable labor practices.
- ✓ Maintain the **ABE** certification at the Promoter level for Topy Top S.A. and the Entrepreneur level for Topy Tex Star S.A., to reaffirm our commitment to human resources management aligned with good labor practices.
- ✓ Obtain the “**Empresa Segura, Libre de Violencia y Discriminación contra la Mujer**” (Safe Company, Free of Violence and Discrimination against Women) certification at Topy Tex Star S.A., as part of our commitment to gender equity and safe workplaces.
- ✓ Actively participate and achieve recognition in the next edition of the “**Good Labor Practices**” program promoted by the Ministry of Labor and Employment Promotion (MTPE in Spanish).
- ✓ Maintain a minimum of **80% compliance with the standards and labor codes** required by our international clients to ensure the sustainability of our commercial relationships and corporate reputation.



Collective Associations

GRI 2-30 | 407-1

We consider collective bargaining as an essential pillar in the relationship with our employees. Consequently, complying with the established agreements reflects not only our respect for labor regulations and the Internal Work Regulations, but also our commitment to institutional values. Therefore, we promote an environment of transparent and respectful dialogue, where communication flows openly between employees and their representatives.

This commitment translates into a policy of permanent dialogue, driven by Senior Management and applied at all levels of the company. As part of this policy, we encourage each employee to freely express their ideas, concerns, or suggestions. In this sense, the Human Management and Development Department has an important role in ensuring respect for freedom of association and collective bargaining, as it is responsible for ensuring that these principles are effectively applied throughout our value chain.

Below, you'll find the details of our commitments and policies:



Promotion of dialogue as a mechanism for addressing labor issues and resolving conflicts.



Maintaining strict respect for and compliance with applicable laws, internal policies, and any customer codes of conduct adopted by the company.



Finalizing collective bargaining agreements within the corresponding annual period.

During 2024, we consolidated important advances in our labor relations management through a collective bargaining process characterized by respect, direct dialogue, and cooperation. Among the main achievements are:



- ✓ Successful completion of all collective agreements in direct negotiation, without the need to resort to external bodies. This demonstrates a solid, transparent work environment focused on the joint construction of solutions.
- ✓ Significant improvements in working conditions that allowed for agreements on remuneration, social benefits, and working conditions, which strengthen the well-being of our employees.
- ✓ The strengthening of social dialogue, through fluid and committed communication between the company and union representatives, to guarantee sustainable agreements that balance the needs of the employees and the objectives of the business.

Good management of communications and labor relations allows the organization to strengthen the trust necessary to operate with efficiency and flexibility.

It is important to mention that 32% of our employees are covered by collective bargaining agreements. For those not included in these agreements, the company ensures access to similar benefits, promoting equal treatment. Likewise, through our internal policies, we provide equal opportunities for development and professional growth to all employees, without distinction.



5.3

Employee Training and Development

GRI 3-3 | 404-1 | 401-2

Employee training is essential for their development and growth of within a company. At Topitop we strive to offer continuous and comprehensive training to all our employees fostering a positive work environment where they feel appreciated, motivated, and satisfied. In this way, we seek to improve our technical competencies and encourage the development of soft skills, with the purpose of achieving optimal work performance.

We have a detailed procedure for internal and external training, which establishes the guidelines and management policies for the education and training of all our employees. In addition, we maintain educational agreements that guarantee the quality of the courses offered to our staff.

Below, you'll find the details of our commitments and policies:



No employee shall be subject to discrimination on the basis of their race, nationality, religion, disability, gender, sexual orientation, union activity, political affiliation, or age at any stage of the training process.



All employees have access to training, including those with disabilities, exceptional talents, or belonging to ethnic, linguistic, or cultural minorities.



We are committed to promoting gender equality in training by eliminating gender stereotypes, providing equal opportunities, and supporting the equitable participation of women and men.



We are committed to allocating sufficient and sustainable financial resources to ensure the effective operation of the training program.

- ✓ We increased the training and development of talent, reaching a total of 7,548 training sessions conducted and accumulating 35,645 training hours, thus boosting the professional growth of our employees.

7,548
Training

- ✓ We expanded our certification and specialization programs through strategic alliances with recognized institutions such as NETZUN, managing to train 1,557 employees with more than 3,000 hours of specialized training.

1,557
Trained
workers

- ✓ We implemented innovative teaching methods, incorporating digital platforms and virtual training, which facilitated access to training. We also integrated leadership and soft skills programs, strengthening a more collaborative and effective organizational culture.

**Innovative
teaching
methods**

- ✓ We received recognition from NETZUN as one of the best companies in achieving outstanding results during its first year of implementing the e-learning platform. This recognition validates our commitment to the digitalization of learning, and positions Topitop as a leading company in the use of technological tools for the professional development of its human team.

Recognition
NETZUN



During 2024, we managed to train 2,726 employees, which represents a 14.3% increase compared to 2023 (2,386 employees). Likewise, 35,645 hours of training were provided, surpassing the 31,011 hours recorded the previous year by 14.9%.

This growth reflects a sustained improvement in the scope and coverage of our training program, consolidating our commitment to the continuous development of the technical and soft skills of our employees.

Trained Employees	Unit	2023	2024
Total number of trained employees	Number	2,386	2,726
Total number of training hours	Hours	31,011	35,645
Percentage of employees who received training	Percentage	70%	80%

Below, we present the breakdown of trained employees by professional category, along with the corresponding training hours.

2024				
Employees broken down by professional category	Men		Women	
	Number of trained employees	% of employees trained	Number of trained employees	% of employees trained
Senior Management	3	75%	-	0%
Managers	8	100%	3	100%
Division and department heads	37	90%	14	58%
Administrative	244	100%	265	100%
Operational	1,130	72%	1,022	72%
Total	1,422	77%	1,304	78%

2024				
Employees broken down by professional category	Men		Women	
	Training hours	Average training hours per employee	Training hours	Average training hours per employee
Senior Management	15	3.8	-	-
Managers	245	35.0	47	15.7
Division and department heads	280	7.6	150	8.8
Administrative	4,986	29.3	2,928	17.2
Operational	14,825	9.4	12,169	8.6
Total	20,351	11.3	15,294	9.5

Looking ahead to the coming years, at Topitop we are committed to continuing the strengthening of our Digital Learning Program by expanding the use of e-learning platforms such as Netzun, to facilitate access to quality virtual training for all our employees. Likewise, we plan to consolidate the Leadership and Managerial Skills Program through specialized training aimed at supervisors, department heads, and managers, to promote strong leadership aligned with our organizational values. In parallel, we will continue to strengthen strategic alliances with technical institutions and universities such as Senati and BASC, with the purpose of diversifying learning opportunities and facilitating professional development for more employees in the textile sector.

For 2025, we have defined a growth projection in our training strategy, focused on expanding training opportunities, certifications, and the digitalization of learning. In this regard, we have set specific goals such as increasing the total hours of training by 5%, expanding technical training programs by 15%, and boosting participation in e-learning courses by 20%. These objectives are supported by a strategic roadmap focused on the digitalization of learning, strengthening internal talent, reducing labor turnover, and ensuring that programs align with international certifications. Likewise, priority will be given to measuring key indicators such as the number of training hours per employee and the average hours per person, which will ensure management based on concrete results.

Finally, the participation of our stakeholders has been a key pillar in strengthening Topitop's training strategy. Their ongoing support has enabled us to design more relevant programs, aligned with the real needs of the sector. Each stakeholder adds value from their role: employees contribute operational experience; educational institutions bring pedagogical innovation, and clients and regulators provide high standards in sustainability, quality, and regulatory compliance. This multisectoral collaboration has helped consolidate a more inclusive, technical, and up-to-date training offering, enhancing the professional development of our employees and reaffirming Topitop's commitment to talent management focused on continuous improvement and sustainability.





5.4

Fair and Equal Opportunities

GRI 3-3 | 404-1 | 404-2 | 405-1

At Topitop, we reaffirm our commitment to diversity, equity, and equal opportunities by actively promoting the inclusion of women and men across different organizational levels and age groups. Our people management strategy ensures equitable conditions in recruitment, development, and leadership processes, which is reflected in the strong representation of women in administrative and operational roles,

as well as a balanced participation of young people and more experienced employees. This diversity also extends to key positions, where both men and women hold leadership and management roles, reinforcing an inclusive organizational culture that values and respects differences.

Our main achievements are described below:



- ✓ During 2024, **Topitop consolidated its commitment to managing diversity and equal opportunities**, strengthening internal initiatives aimed at gender equity, cultural inclusion, and the promotion of a diverse and respectful work environment.
- ✓ **We continued to implement practices aligned with the “Empresa Segura”** (Safe Company) Certification from the Ministry of Women and Vulnerable Populations, as well as with the Good Labor Practices (BPL) Certification, reaffirming our focus on an inclusive and safe environment for all our employees.
- ✓ **We maintain our affiliation with international certifications** such as ABE, WRAP, and GOTS, which endorse our commitment to social responsibility, sustainability, and respect for labor rights, contributing to the strengthening of our organizational culture.

We maintain our commitment to managing diversity and equal opportunities through ongoing monitoring of goals and key indicators, which allow us to evaluate the progress and effectiveness of our actions in this matter, including:



Demographics

Ongoing monitoring of workforce diversity, evaluating the representation of different genders.



Training and Development

Tracking participation and effectiveness in training and development programs, ensuring that all employees have equitable access to professional development opportunities.



Surveys and Feedback

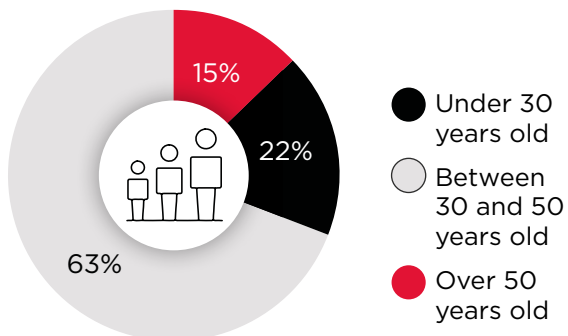
Data collection through internal surveys to measure employee satisfaction and perception of Topitop's inclusive culture.



Salary Gaps

Regular analysis of compensation structures to identify and address potential gender pay gaps.

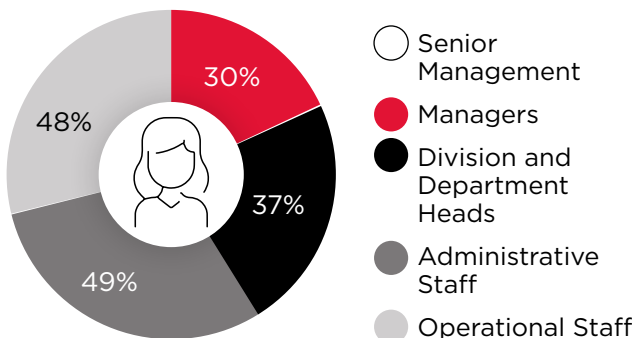
Distribution of Employees by age group



Topitop has reaffirmed its commitment to diversity and equal opportunities through solid policies and principles aligned with international standards such as the WRAP certification, which guarantees ethical and respectful labor practices.

Likewise, as an active member of the Association of Good Employers (ABE in Spanish), the company promotes a fair and inclusive work environment with high standards in the treatment of its employees. In terms of diversity, Topitop promotes inclusive policies that value and respect diversity of gender, ethnicity, sexual orientation, and abilities, by promoting a work environment where all people can develop their full potential. In addition, equal opportunities are encouraged through training and professional development programs that seek to eliminate barriers and ensure equitable growth. Through its gender equality policy, Topitop actively works to reduce wage gaps, strengthen female participation in leadership positions, and build a fairer and more balanced work environment for everyone.

Distribution of women across areas



At Topitop, we recognize that managing diversity and equal opportunities is an ongoing and dynamic process. The lessons learned over time have been seamlessly integrated into our policies and operational procedures. Below, we present two of the key pillars that support this commitment:

- ✓ **Adaptability:** The need for flexible and adaptive policies has been incorporated through periodic reviews to ensure they reflect the dynamic changes of diversity in the workplace.
- ✓ **Feedback culture:** The promotion of an open feedback culture has been incorporated by creating channels for employees to safely express their concerns and suggestions.

These experiences have been consolidated as an essential part of our internal management, reinforcing our commitment to building an inclusive, fair, and continuously improving environment. Aligned with this approach, we are implementing short, medium, and long-term projects to strengthen the management of diversity and equal opportunities. These projects are described below:



Finally, the participation of our stakeholders has been key to the adoption and evolution of the actions implemented by Topitop in terms of diversity and equal opportunities. Thus, thanks to this collaboration, we have managed to consolidate an inclusive approach that responds to the expectations of our employees, clients, community, suppliers, government entities, and other stakeholders. This interaction has allowed us to strengthen a culture of inclusion, promote gender equity and diversity at all levels of the organization, as well as improve transparency in management and align our practices with international standards. In addition, we have indicators and goals that allow us to evaluate the impact of our initiatives and ensure continuous improvement, which reaffirms our commitment to a fair, equitable, and more respectful workplace for everyone.

5.5

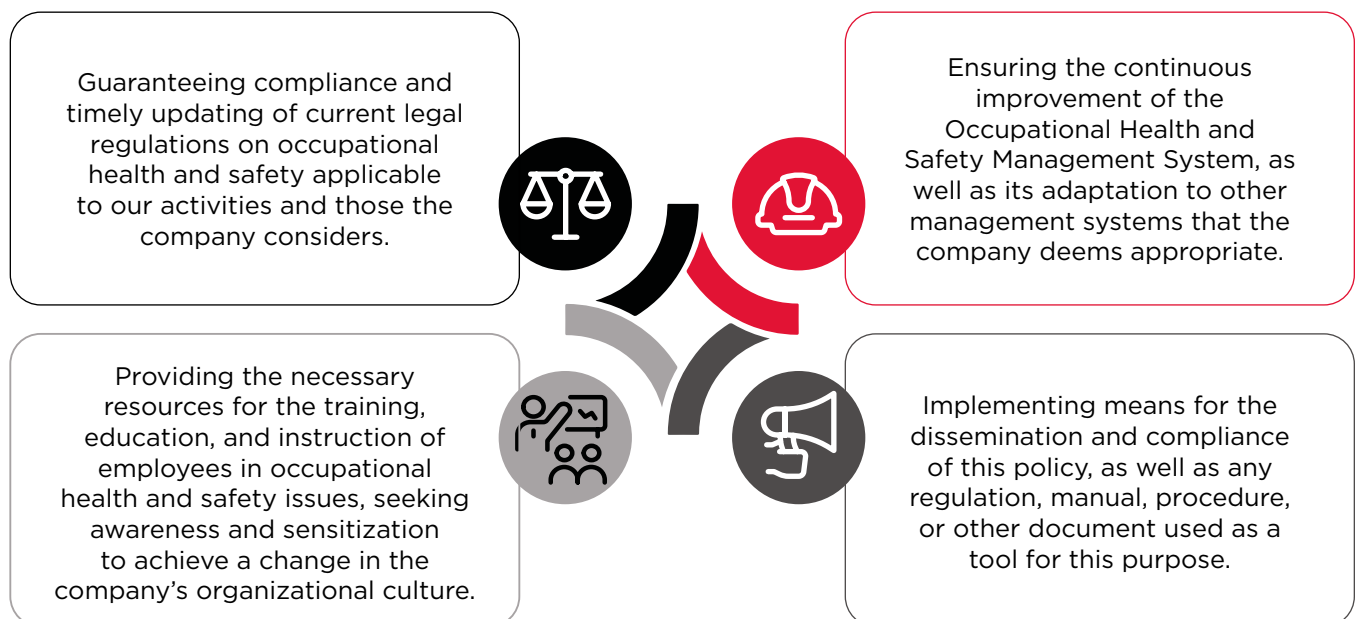
Occupational Health and Safety Management

GRI 3-3 | 2-27 | 2-23

In line with the commitment, we have made in previous years, we continue to strengthen a culture of prevention and safety. This culture aims to maintain safe and healthy work environments. Our goal remains the same: to ensure every worker returns home safely at the end of their workday. This approach guarantees both the well-being of our staff and the continuity of our operations. To achieve this, we maintain and update our health and safety policies and guidelines, which are implemented in accordance with current Peruvian regulations, in particular the Occupational Safety and Health Law (Law No. 29783), its regulations, and its amendments.

- ✓ Occupational Health and Safety Management Policy
- ✓ Internal Regulation of Occupational Health and Safety
- ✓ Annual Occupational Health and Safety Plan
- ✓ Annual Occupational Health and Safety Management Program
- ✓ Annual BASC (Business Alliance for Secure Commerce) Recertification Plan
- ✓ Integrated Management Systems Policy

Consistent with our corporate values and with the firm commitment to carry out our activities safely, we prioritize the protection of our employees, contractors, clients, and visitors. To do this, we are committed to:





To evaluate our progress, we have established five objectives that are assessed periodically:

OBJECTIVE 1

Comply with current national legal requirements applicable to occupational health and safety management.

OBJECTIVE 2

Promote employees' participation, consultation, and training in occupational health and safety.

OBJECTIVE 3

Prioritize and promote the prevention of occupational accidents and incidents.

OBJECTIVE 4

Assess the management and legal compliance in occupational health and safety practices among contractors, third-party companies, and suppliers performing activities within the organization.

OBJECTIVE 5

Implement activities to prevent occupational diseases and health impairments due to work-related risks.

Each objective is measured by achieving at least 90% of the scheduled activities. Based on this approach, this year we adopted a safety strategy focused on promoting self-care in the workplace through training, education, and awareness programs. These actions have prevented accidents in various work areas and have generated a positive impact on both the well-being of our employees and the peace of mind of their families, who trust that they will return home safely.



Our main achievement in occupational health and safety during 2024 was closing the year with 0 incidents of fatal workplace accidents in the company's operational areas, a result of the commitment and active participation of our employees and safety allies, who contributed to strengthening the continuous improvement of our preventive management.

During 2024, the participation and collaboration of our employees in building a culture centered on self-care and the prevention of occupational accidents and illnesses have been further strengthened. This participation has been fundamental to advancing towards a more standardized, traceable, and sustainable management approach over time. In this regard, we recognize that occupational health and safety is a shared responsibility. Therefore, we work in close coordination with both internal and external stakeholders. Internally, General Management, department heads, supervisors,

employees, and contractor management areas have demonstrated a strong commitment to this approach, integrating prevention as a core part of their responsibilities.

Externally, we have the support of inspection bodies and clients who, through audits, inspections, and codes of conduct, reinforce our preventive practices. With this in mind, we will continue to foster ongoing improvement efforts to reduce the occurrence of accidents and prevent occupational illnesses, thereby strengthening a safer and healthier work environment for everyone.



Occupational Health and Safety Management System

GRI 403-1 | 403-8

Our Occupational Health and Safety Management System is designed to comply with current legal regulations, in accordance with the guidelines established by Law No. 29783 on Occupational Health and Safety, its regulations, and complementary provisions. To guarantee efficient and continuously improving management, we have an Occupational Health, Safety, and Environment (SSOMA) department. This area is composed of specialized professionals including engineers, doctors, and nursing staff, who work in coordination with management, department heads, and operational supervision, with the goal of ensuring regulatory compliance and safeguarding the well-being of all personnel, which includes both direct employees and third-party workers.



The documented scope and procedures that make up our Occupational Health and Safety Management System include the following elements:

- 1 Occupational Health and Safety Management Policy
- 2 Hazard identification through the IPERC matrix
- 3 Risk Map
- 4 Occupational Health and Safety Management Program
- 5 Internal Regulation of Occupational Health and Safety
- 6 Training Program
- 7 Training and Drill Program
- 8 Formation of the Occupational Health and Safety Committee
- 9 Emergency Plan
- 10 An occupational health programs
- 11 Campaigns related to monitoring the health of pregnant mothers
- 12 The implementation of a lactation room
- 13 The implementation of a first-aid station
- 14 Provision of personal protective equipment to all employees
- 15 Tracking accident occurrences

All these mechanisms help us manage our Occupational Health and Safety Management System in a timely and efficient manner. Below, we outline the key requirements implemented by the system:

OHSMS Coverage	2024		
	Topy Top	Sur Color Star	Topy Tex Star
Total number of workers and contractors	1,685	528	857
Number of employees and contractors covered by this system	1,685	528	857
Percentage of employees and contractors covered by this system	100%	100%	100%
Number of employees and contractors covered by this system, subject to internal audit	1,685	528	857
Percentage of employees and contractors covered by this system, subject to internal audit	100%	100%	100%
Number of employees and contractors covered by this system, subject to audit or certification by a third party	1,685	528	857
Percentage of employees and contractors covered by this system, subject to audit or certification by a third party	100%	100%	100%

It should be noted that the Occupational Health and Safety Management System comprehensively covers (100%) all employees, productive operations, support processes in the corporate companies, as well as related activities, including external personnel providing permanent services such as cleaning, concessionaires, and security.

Occupational Health and Safety Committee

GRI 403-4

We maintain our commitment to participatory management through the Occupational Health and Safety Committee, whose main responsibility is to promote and supervise compliance with the Internal Regulation of Occupational Health and Safety, as well as to ensure the well-being of all our personnel. This approach has been sustained over time and continues to be a fundamental pillar of our organizational culture.

The committee's term is two years and is composed of 12 employee representatives and

12 company representatives (6 primary and 6 alternate members each). Its ordinary meetings are held monthly, where topics such as follow-up on agreements, progress of the Occupational Health and Safety Management Program, the Training Program, accident rates, among others, are discussed. In addition, extraordinary meetings are convened when a member requests it for urgent situations related to safety or after the occurrence of incidents that have put personnel integrity at risk.

Additionally, we maintain active processes for worker participation and consultation in the development, implementation, and evaluation of the Occupational Health and Safety Management System. This includes internal communication mechanisms to ensure access to relevant information on this topic. These processes include:



A hotline

and an all-day open-door policy for handling issues, complaints, suggestions, and opportunities for improvement reported by employees.



Suggestion boxes

where employees can submit written concerns regarding occupational health and safety.



Information boards

where occupational health and safety performance indicators are periodically posted.

Hazard Identification, Risk Assessment, and Incident Investigation

GRI 403-2 | 403-7 | 403-9 | 403-10

One of the main commitments assumed by the General Management, as established in our Occupational Health and Safety Policy, is the timely identification of risks in the workplace, along with the implementation of actions to reduce or eliminate them, to guarantee a safe workplace free of accidents and occupational diseases.

To fulfill with this commitment, we conduct hazard identification and risk assessment through the IPERC matrix (Hazard Identification, Risk Assessment, and Control Determination). This tool is reviewed annually to quantify risk levels and define the hierarchy of controls that must be applied in the event of an incident. In this sense, our action plan includes the following:



Hazard identification: the risk is quantified and the controls to be implemented are determined to reduce the probability of occurrence of diseases or accidents.



Identification of occupational agents: occupational agents that may be present in the work areas are identified, such as:



OCCUPATIONAL
NOISE



PARTICULATE
MATTER



LIGHTING



THERMAL
STRESS



Occupational monitoring is conducted for each of these agents to evaluate whether it is necessary to implement control measures or adjust the equipment or processes that generate them. Employees conducting this monitoring are provided with personal protective equipment (PPE). These actions are complemented by assessing workers' health status through occupational medical examinations, based on established protocols that allow for the periodic evaluation of the employee's medical fitness according to their position.

The following procedures are in place for employees who wish to withdraw from work situations they consider risky to their health or integrity:

If, during the execution of activities, any condition or act is detected that could compromise the integrity and well-being of personnel, work shall be immediately halted until the situation is corrected. If the issue cannot be resolved immediately, the work will remain suspended until safe conditions can be guaranteed.



If employees and/or external personnel identify any unsafe condition or act, they must report the incident to the company's HSE (Health, Safety, and Environmental) engineers for timely management. This is part of our proactive safety culture: "I take care of you, you take care of me".

It is important to note that these procedures also apply to permanent services provided by third-party companies with personnel working within Topitop's facilities.

Regarding the management of work-related incidents, we have an established procedure for reporting, investigating, and following up on work accidents and incidents. This procedure defines the responsibility to investigate for any reported event. For this purpose, a multidisciplinary team is formed, consisting of the affected employee, witnesses, their supervisor, members of the Occupational Health and Safety Committee, and personnel from the SSOMA area. The investigation is carried out in two phases: an immediate one, which takes place right after the incident to identify probable causes; and a final one, where the main cause is analyzed. Based on these findings, corrective actions and hierarchical controls are designed and implemented, aimed at preventing the repetition of similar events under the same conditions.



Below, we present the main indicators related to the health and safety of our employees:

Items	Topy Top		Sur Color Star		Topy Tex Star	
	Men	Women	Men	Women	Men	Women
Number of fatalities resulting from a work-related injury	0	0	0	0	0	0
Rate of fatalities resulting from a work-related injury	0	0	0	0	0	0
Number of severe work-related injuries (excluding fatalities)	0	0	0	0	0	0
Rate of severe work-related injuries (excluding fatalities)	0	0	0	0	0	0
Number of recordable work-related injuries	6	3	9	0	3	4
Rate of recordable work-related injuries	1.67	2.62	9.18	0	1.79	2.24
Number of hours worked	3,592,814	1,145,038	980,392	-	1,675,977	1,785,714

Note: Rates have been calculated per 1,000,000 hours worked.

For non-employee workers whose work or workplaces are controlled by the company, no injuries or fatalities because of work accidents were recorded.

To determine the causes of the accidents that occurred, an investigation process is carried out that includes the collection of detailed information, such as the account of the involved employee, photographic or video evidence, and witness statements. In the analysis conducted during the year, it was identified that the accidents were caused by unsafe acts related to overconfidence and unsafe conditions, specifically, by objects in pedestrian walkways. The corrective actions adopted have focused on reinforcing staff awareness regarding hazard identification and the promotion of safe behaviors.



A coordinated and participatory management under the approach **“I take care of you, you take care of me”** has been strengthened, promoting that all employees can immediately report any unsafe condition or act they identify in their work environment.

Work-related hazards that could cause ailments or illnesses in our employees are identified through occupational monitoring. Based on these analyses, the following risks have been recognized:

- ✓ Prolonged postures, such as standing for long periods can cause varicose veins and musculoskeletal discomfort, while sitting could lead to lower back pain due to inadequate or forced positions.
- ✓ Physical overexertion, especially in the manual handling of finished products or other loads represents a risk to lumbar health.

As part of our preventive measures, anti-fatigue mats have been installed in areas where employees stand for long periods. Likewise, training on proper postures has been developed and taking active breaks is promoted among the staff who work in a seated position.

Training and Promotion of Occupational Health and Safety

GRI 403-3 | 403-5 | 403-6

To ensure the protection and well-being of our personnel, we develop an annual training plan focused on occupational health and safety issues. This program is executed in two modalities aimed at strengthening the competencies of our employees:

1

General training:

provided to 100% of the company's employees, covering topics such as:

- ✓ Occupational Health and Safety Management System.
- ✓ Emergency Plan.
- ✓ Risk prevention and identification of work-related hazards.
- ✓ Safe work practices at the workplace.

2

Specific training:

aimed at employees in specific areas, related to the prevention of risks relevant to their functions or emergency situations that may arise. For example:

- ✓ Training for forklift operators, who received annual training and certification for their internal qualification as operators.
- ✓ Training for personnel handling chemical substances, who were provided with training in the handling of chemical substances and emergency containment, among others.

Health Programs

Each of our plants has a first-aid station staffed by medical and nursing personnel, with coverage for all company personnel, third-party workers, and visitors. The main objective of this service is to provide prompt and effective medical care and first aid, including the evaluation of any worker involved in an accident and the management of their transfer, either by ambulance, wheelchair, immobilization system, among other means.

In addition, the station provides medical attention for common illnesses, which allows

for a timely response and significantly improves employee satisfaction by receiving medication or immediate assistance. If additional evaluations are required, the occupational physician indicates the need for specialized exams and issues the corresponding pass for their attention at a health facility. Likewise, the service performs administrative, operational, and epidemiological management, through which real-time information on occupational health indicators is obtained, which contributes to a safer and more efficient management of the company's productive processes.



Development of preventive, follow-up, and monitoring programs for employees with chronic pathologies, both for prevention in healthy individuals and for those already diagnosed.



Development of breastfeeding campaigns, which seek to encourage pregnant mothers to practice inclusive breastfeeding.



Cancer screening campaigns for women and men, supported by public health entities.



Follow-up and monitoring of pregnant women at the workplace and during gestation.



Vaccination programs.

06

We Make a Positive Impact
the Planet

6.1

Environmental Management and Climate Change

GRI 2-25 | 3-3

We reaffirm our commitment to protecting the environment through actions aligned with the Sustainable Development Goals (SDGs), especially those related to combating climate change. Within this framework, we work on implementing environmental policies and strategies aimed at responsibly managing our impacts and strengthening sustainable operational practices. Our environmental management is structured around the following lines of action:

**Water resource management****Energy management****Emissions management****Circular economy and waste management**

Likewise, recognizing the vulnerability of the environment, natural resources, and society, we have implemented an Environmental Management System, guided by the following commitments:



Prevent environmental pollution by identifying environmental aspects in each production process and managing the elimination and/or minimization of negative environmental impacts.



Comply with current national legal regulations and other requirements that the company considers applicable to environmental management.



Optimize the use of resources and solid waste management in each of the production processes.



Develop training and education programs for our employees to ensure their involvement in fulfilling environmental commitments and objectives.



Ensure the dissemination of this policy, manuals, procedures, and other documentation that arises from the implementation, maintenance, and continuous improvement of the Environmental Management System to employees, visitors, and contractors.

Environmental Regulatory Compliance

GRI 2-27

We operate with respect for the laws and environmental regulations applicable to our sector. Therefore, our three business units—Topy Top, Sur Color Star, and Topy Tex Star—have their respective approved environmental management instruments, prepared, and evaluated in accordance with the provisions of the Environmental Management Regulation for the Manufacturing and Internal Trade Industry, approved by Supreme Decree No. 017-2015-PRODUCE. The approval of these instruments allows us to strengthen our actions for the prevention of pollution, the reduction of environmental impacts, and the protection of the environment throughout our value chain.



Zero environmental sanctions in 2024: a result of proactive and responsible management”.

Likewise, we have internal monitoring procedures that allow us to verify compliance with the obligations and commitments established in our Environmental Management Plan, guaranteeing adherence to deadlines defined by the environmental authority. Thanks to this proactive management, no environmental sanctions were imposed during 2024.

Below, we present the most relevant environmental management instruments we have:



ENVIRONMENTAL MONITORING



SOLID WASTE MANIFEST



ANNUAL CONTINGENCY PLAN



GREENHOUSE GAS (GHG) EMISSIONS REPORT



6.2

Water Management

GRI 3-3 | 303-1 | 303-2

At Topitop, we consider the responsible management of water as a key pillar of our sustainability strategy. Therefore, aware that we are in a water-stressed area, we assume with greater responsibility the efficient use of this resource. Our commitment is to promote a culture of care and optimization of water at all levels of the organization, with the objective of reducing its consumption and minimizing the environmental impact associated with our operations.

To achieve this, we have a Water Savings Management Policy applicable to our three business units, in which we commit to the following:

- 1** Design, evaluate, and implement initiatives aimed at water saving and reuse within our production processes.
- 2** Timely identify potential failures and leaks in the sanitary system, and manage their correction efficiently to minimize unnecessary water consumption.
- 3** Implement internal communication procedures that ensure incident reporting, investigation, and the implementation of corrective actions involving this resource.
- 4** Train and raise awareness among our employees, contractors, visitors, and clients about the importance of using water efficiently and responsibly.

To comply with these commitments, we continue to carry out the following actions:

Monthly evaluation of water consumption

in collaboration with relevant departments to identify improvement opportunities that enable the reduction and reuse of water across different processes.

Implementation of projects

aimed at reducing water consumption, managing leak reports, and raising staff awareness about water conservation.

Dissemination of eco-efficient

water use and consumption measures to all personnel entering the plant (including third parties, suppliers, service providers, among others).



At the beginning of each year, the Sustainability team defines the goal and objectives related to water management, based on the analysis of the previous year's performance. This review allows for the establishment of a new Environmental Management Plan, which details the commitments assumed for the corresponding period. This plan is presented for validation by Senior Management. Additionally, an assessment of potential environmental impacts related to water resources is conducted, using a cause-and-effect matrix that allows for the identification of risks and improvement opportunities.

Our goals are:

Goal 1: Reduce total water consumption by a minimum of 30% by 2030.

Goal 2: Reuse 70% of the treated water at the Sur Color Star plant by 2028.

Goal 3: Raise awareness among 100% of our staff to create a culture of water conservation.

Indicators:

Indicator 1: $(\text{Water consumption 2025}) / (\text{base year water consumption}) \times 100$

Indicator 2: $(\text{Volume of reused treated effluent}) / (\text{volume of treated effluent}) \times 100$

Indicator 3: $[\# \text{ of personnel trained} / \text{Total} \# \text{ of personnel}], [\# \text{ of campaigns conducted} / \# \text{ of campaigns planned}]$

As our main achievements in 2024, we acquired:



We installed a new hydro-extractor with a water filtering and recovery system, replacing a unit without this technology. With this addition, we now have two hydro-extractors that are efficient in the use of water resources.



We conducted a technology assessment and acquired a new fabric compactor with a water-free cooling system, as part of our strategy to identify more sustainable technologies and reduce water use in our production processes.

Water Use and Effluents

GRI 303-3 | 303-4 | 303-5

At Topitop, we maintain a strong commitment to reducing and controlling the risks associated with the use and discharge of water resources. As part of this approach, we actively work on reducing our water footprint and optimizing the reuse of water generated in our industrial processes.

In our plants located in Lima, the supply comes from three groundwater wells: two assigned to Topy Top and one to Sur Color Star. In the case of the Chinchá plant (Topy Tex Star), the supply comes from the public network and water purchased by cistern. Regardless of its source, all water used goes through a softening process and is stored in a soft water tank, from where it is distributed for the different industrial processes.

Below, we detail the total water extraction for each of our three business units. The quantification of water use is based on the receipts or invoices issued by the water supply companies. This information is recorded and processed in a resource consumption matrix, which is updated monthly to maintain constant control. As for the effluents, the quality of the discharged water is evaluated using methodologies defined by an accredited laboratory.

Total Water Extraction (2024)	Topy Top (Thousands of m ³)	Topy Tex Star (Thousands of m ³)	Sur Color Star (Thousands of m ³)
Well water	74.15	-	817.12
Public network and cistern water	-	37.36	-
Total	74.15	37.36	817.12

It is worth noting that the geographical areas where our plants operate have current national regulations in place, which establish the standards for the use and discharge of effluents. Additionally, we comply with international requirements for water management, in accordance with the standards required by our clients.

To determine our water consumption, we apply a methodology that calculates the difference between the total volume of water entering our plants—whether from wells, cistern, or the public network—and the total volume of effluents generated.

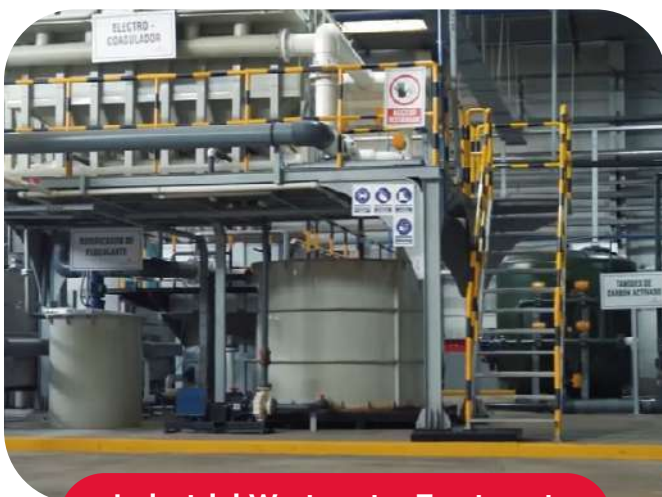


Between 2023 and 2024, the total water consumption in our three business units increased by 14.74 thousand of m³, from 171.19 thousand of m³ in 2023 to 185.93 thousand of m³ in 2024, representing an approximate increase of 8.6%. Below, we detail the consumption per operating unit:

Total water consumption Topy Top	▶ 13.89 (thousands of m ³)
Total water consumption Topy Tex Star	▶ 7.84 (thousands of m ³)
Total water consumption Sur Color Star	▶ 164.20 (thousands of m ³)

The volume of water used is quantified through receipts issued by the Lima Drinking Water and Sewerage Service (Sedapal) and the Municipal Drinking Water and Sewerage Service of Chincha (SEMAPACH) for water from groundwater wells, as well as through invoices for water purchased in cisterns and supply from the public network. It is important to note that the three groundwater wells that supply our operations have their respective use license issued by the National Water Authority (ANA), which establishes the authorized volume of extraction.

Regarding the generated effluents, we have an Industrial Wastewater Treatment Plant (WWTP), which operates with technologies such as electrocoagulation and activated carbon filtering, thus ensuring the proper treatment of our industrial wastewater.



**Industrial Wastewater Treatment
Plant (IWTP)**



**Water treated in the Industrial
Wastewater Treatment Plant (WWTP)**



We conduct semi-annual monitoring that allows us to evaluate our effluents through physicochemical parameters. To ensure the reliability of the results, we work with an environmental laboratory accredited by the National Institute of Quality (INACAL). At Topitop we are committed to responsible effluent management, based on the following criteria:

I.



We internally monitor the pH and temperature of the discharged effluents.

II.



We conduct semi-annual monitoring to ensure we comply with the parameters established by the Maximum Permissible Values (VMA), which are legally regulated and required by National Legal Regulations.

III.



We do not discharge effluents into a receiving water body. They are discharged into the public sewer system, which is managed by one of the Sanitation Service Providing Entities (EPS) of the Zone (in Lima to the Sedapal network and in Chincha to the SEMAPACH network).

For the evaluation of substances in our monitoring and the definition of permissible limits, we use the current local regulations as a reference, specifically, the Maximum Permissible Values (VMA), as well as internationally recognized standards such as the Manufacturing Restricted Substances List (MRSL) of the Zero Discharge of Hazardous Chemicals (ZDHC) program. This information is consolidated and reported through the ClearStream platform. It should be noted that during 2024, no incidents were reported for exceeding the established discharge limits.

Below, we present the total water discharge during 2024:

Total Water Discharge	Topy Top (thousands of m ³)	Topy Tex Star (thousands of m ³)	Sur Color Star (thousands of m ³)
Total 2024	60.26	29.52	652.93

We are constantly seeking technological solutions that help us reduce water consumption in the various industrial activities at our plants. To achieve this, we have set the following goals:



SHORT TERM

- ✓ Installing compactors that do not use water as a cooling element and implementing a filtering and water recovery system in existing compactors.
- ✓ Reducing water consumption in dyeing processes.



MEDIUM AND LONG TERM

- ✓ Acquiring low water consumption fabric dyeing machines to replace the current fleet, with the goal of achieving a 30% reduction in water consumption in the dyehouse.
- ✓ Building a new MBR-type biological treatment plant with a water reuse system for the production processes of Sur Color Star.

The efficient management of water resources at Topitop is the result of collaborative work with our main stakeholders. Our employees play an essential role by identifying improvement opportunities in processes, applying innovative solutions, and using water responsibly. Our clients drive our continuous improvement by demanding more sustainable products and services, which motivates us to adopt technologies that optimize resource consumption. The Government guides our actions and ensures that we maintain practices aligned with current regulations. Finally, the community plays a fundamental role as an affected party and strategic ally in our initiatives. Their participation allows us to strengthen not only our commitment to the protection of local water resources, but also to consolidate a more environmentally responsible and socially conscious management.

6.3

Energy Management

GRI 3-3 | 302-1

Efficient energy management is a key pillar of our sustainability strategy. For this reason, we focus on the responsible use of energy resources, with an optimization of consumption, minimization of waste, and prioritization of the use of renewable sources. To achieve this, we work in collaboration with operational and technical areas and promote projects that

allow us to continuously improve our energy performance.

The positive impact of our energy management isn't just about reducing our environmental footprint; it also strengthens our commitment to sustainable and responsible economic growth, as described below:



Positive Impact of Our Energy Management



Economic: Through efficient energy management, we reduce operating costs and boost our competitiveness in the sector. What's more, investing in renewable sources drives industrial diversification and fosters the development of new business opportunities.



Environmental: By optimizing our energy consumption, we reduce greenhouse gas emissions and lessen the pressure on non-renewable resources. In this way, we actively contribute to the fight against climate change and promote a cleaner, more sustainable industry.



Social: Our commitment to energy efficiency also has a positive impact on society. We promote technological innovation, encourage the use of clean energy, and indirectly contribute to improving the quality of life in communities by ensuring more equitable access to sustainable energy sources.

Aligned with our commitment to responsible energy management, we reaffirm our Energy Saving Policy, applicable to our three business units. This policy continues to guide our actions and reinforces the commitments we maintain as part of our approach to sustainable operation.

These commitments are as follows:



Incentivize the development of projects and/or measures that involve energy saving and efficient energy use within our production processes.



Manage preventive maintenance programs for critical equipment within production processes to achieve efficient use of energy and fuel.



Develop and disseminate procedures for controlling energy consumption, establishing objectives and goals that involve the efficient use of this resource.



Implement internal communication procedures to ensure the reporting of incidents, as well as the investigation and implementation of corrective actions involving this resource.



Train and raise awareness among workers regarding the responsible use of this resource.

With this focus, we are undertaking the following actions:



Monthly evaluation of energy consumption ratios with the involved areas to identify improvement opportunities for reducing consumption.



Implementation of energy projects with strategic partners and replacement of equipment with eco-efficient technologies, such as direct energy motors and LED lighting.



Constant awareness-raising on the proper use of equipment and energy saving among staff. Additionally, we share energy-saving measures with everyone entering the plant, including third parties, suppliers, and service providers.

In 2024, our three business units registered a total consumption of 119,350,216.31 kWh of energy, which represented an increase of 10.51% compared to the previous year. This increase in consumption was due to changes in the types of garments manufactured during 2024. Some of these garments require more energy-intensive processes, which has generated an expected variation within the planned operating margins. This behavior responds to normal production adjustments according to demand and does not imply a deviation from our energy efficiency objectives.

Consumption of energy from non-renewable sources	2024		
	Topy Top (kWh)	Topy Tex Star (kWh)	Sur Color Star (kWh)
Consumption of energy from non-renewable sources	10,645,844.66	7,505,866.64	83,806,496.11
LPG Consumption	302,940.48	6,561.56	-
Gasoline Consumption	5,599.80	-	-
Diesel Consumption	663,121.05	-	8,602.77
Natural Gas Consumption	9,674,192.33	7,499,305.08	83,797,894.34
Energy consumption from renewable sources	4,971,913.30	1,637,987.34	10,782,108.26
Total internal energy consumption	15,617,757.96	9,143,853.98	94,588,604.37

Note: Calculation method: [volume of energy consumption] x [conversion factor]



Responsible energy management is part of the operational standards that guide our activities. At Topitop, we prioritize implementing energy-saving measures based on a detailed analysis of processes in each area of the organization. These actions are formalized through policies, procedures, and instructions that are communicated to all staff via training sessions, awareness campaigns, and internal information channels.

To track our performance, we've defined two specific energy goals, which are evaluated periodically. These goals have indicators that allow us to measure the fulfillment of annually planned activities.

Our goals are:

Goal 1: Reduce electricity consumption by 20% by 2030.

Goal 2: Recover 10% of thermal energy at the Sur Color Star plant by 2025.

Goal 3: Raise awareness among 100% of our staff to create a culture of energy saving.

Indicators:

Indicator 1: $[(\text{Consumption 2022} - \text{Consumption 2025}) / (\text{Consumption 2022}) \times 100]$

Indicator 2: $[\text{Energy consumption in 2025} / \text{Energy consumption in 2022}]$

Indicator 3: $[\# \text{ of personnel trained} / \text{Total \# of personnel}], [\# \text{ of campaigns conducted} / \# \text{ of campaigns planned}]$



During 2024, we continued to advance in optimizing our processes with a sustainable vision. Thus, among the main projects implemented, we highlight the following:

- ✓ We reduced a stenter pass in the dry finishing process by incorporating a pre-drying subprocess with a steam-heated cylinder, which decreased natural gas consumption.
- ✓ We replaced the main 150 hp compressor in the textile plant, which improved the efficiency of compressed air generation.
- ✓ We installed natural gas meters on all our stenters and developed the indicator “natural gas consumption per kg of stentered fabric,” a key tool for managing and optimizing this resource.
- ✓ We converted the canteen kitchen system from LPG to natural gas, allowing us to operate with a more efficient and lower-impact source.
- ✓ We reduced our natural gas consumption per kg of fabric by 6% compared to the 2022 baseline.
- ✓ We decreased electricity consumption per kg of fabric by 2.5% compared to the same base year.

Likewise, we have proposed to implement the following projects in the short, medium, and long term, to strengthen our energy management:



SHORT TERM

- ✓ Installing two heat economizers in our 800 bhp steam boilers to reduce natural gas consumption in the textile plant.
- ✓ To continue with the installation of natural gas meters in steam and thermal oil boilers, as well as steam meters in the fabric dyeing, yarn dyeing, and fabric finishing processes.
- ✓ To continue with the implementation of LED lighting in our plants; we are currently at 90% completion.
- ✓ To conduct an energy audit of the steam and condensate system of our textile plant.



MEDIUM AND LONG TERM:

- ✓ Implementing a heat recovery system from effluents for water heating in the dyeing processes.
- ✓ Installing electricity meters by production process, with the objective of optimizing resource management.
- ✓ Implementing a sensor system for the precise drying of fabric in stenters, which will improve the energy efficiency of the process.

Throughout our energy management, we have learned that the participation of our stakeholders is fundamental to achieving sustainable results. Therefore, our operational procedures promote daily practices aimed at efficiency, such as the use of low-consumption technologies, constant monitoring of energy consumption, and continuous training of personnel. Experience has shown us that involving employees in these processes not only guarantees correct implementation but also generates new ideas for improvement, which is why their commitment and participation have been key to consolidating an organizational culture that values the responsible use of resources.

Similarly, dialogue and collaboration with other stakeholders like the government and clients have been crucial. Our participation in initiatives such as the Sustainable Industrial Zones (ZIS) program reinforces our commitment to efficient energy management, driven by public policies that promote continuous improvement. To complement this, our clients challenge us to meet increasingly high sustainability standards through audits and evaluations that motivate us to optimize processes and prioritize the use of clean energy. These interactions have been a constant source of improvement and innovation in our energy strategy.



6.4

Emissions Management

GRI 305-1 | 305-2 | 305-3

We reaffirm our commitment to the responsible management of our carbon footprint as part of our strategy to move towards a more sustainable operation. Therefore, we measure, analyze, and manage our CO₂ equivalent (CO₂eq) emissions monthly in each of our plants, considering the scope and sources involved. This monitoring allows us to identify improvement opportunities, especially in energy efficiency and in the processes with the greatest impact. Based on the results, we develop and implement strategies aimed at reducing emissions, such as adopting clean technologies, improving processes, using renewable energy sources, and optimizing our operational practices. With this purpose, we aim to tackle the challenges of climate change by reducing our greenhouse gas emissions and promoting responsible and efficient use of available resources.

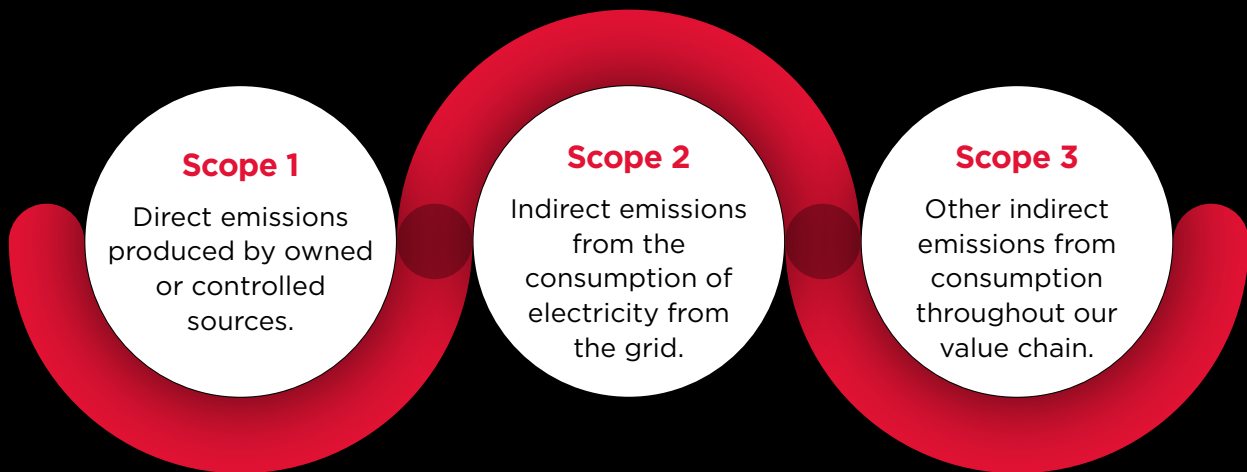
In 2024, our main achievements were the following:



- ✓ We obtained co-financing through the Sustainable Industrial Zones (ZIS) project, led by PRODUCE in collaboration with MINAM, UNIDO, and the GEF. As a result of this initiative, a new 150 hp compressor was installed in 2024, and the installation of two heat economizers has been scheduled for 2025.
- ✓ We eliminated one pass in the dry finishing of fabrics by incorporating a pre-drying sub-process using a steam-heated cylinder, which led to a reduction in natural gas consumption.
- ✓ We acquired a new stenter with an air-to-air heat recovery system, which allowed us to reduce natural gas consumption per kilogram of stentered fabric by 33% compared to standard equipment.
- ✓ We began measuring our carbon footprint in Scope 3, expanding our environmental management towards a more comprehensive vision throughout the value chain.
- ✓ We installed natural gas meters on all our stenter frames and developed the “natural gas consumption per kg of framed fabric” indicator. This has allowed us to improve the energy efficiency of the process.
- ✓ We switched from LPG to natural gas in the kitchen’s dining area, which reduced our emissions and improved system efficiency.
- ✓ We signed a commitment with the Science Based Targets initiative (SBTi) and aligned our sustainability objectives with global scientific targets for emissions reduction and the fight against climate change.

As part of our sustainability strategy, we regularly calculate the amount of CO₂ equivalent (CO₂eq) generated at each of our plants, in coordination with relevant company departments to identify improvement opportunities and define actions for emissions reduction. We've established 2022 as our baseline year for measurement, and we are currently focused on executing projects aimed at reducing and offsetting our corporate carbon footprint.

WHAT SCOPES AND CATEGORIES DOES OUR MEASUREMENT INCLUDE?



For calculating our corporate carbon footprint, we have adopted the guidelines established by the Greenhouse Gas Protocol (GHG Protocol) as a reference. The estimation has been developed under the operational approach, considering CO₂, CH₄, and N₂O emissions. In addition, we use the official calculator of the Carbon Footprint Perú platform. In this way, our commitment to reporting our emissions annually and transparently is reaffirmed.

Below are the total greenhouse gas (GHG) emissions:

GHG Emissions	2024		
	Topy Top (TM CO ₂ eq)	Topy Tex Star (TM CO ₂ eq)	Sur Color Star (TM CO ₂ eq)
Direct GHG emissions (scope 1)	2,015.82	1,371.73	15,312.83
Indirect GHG emissions from energy (scope 2)	849.34	279.81	1,841.90
Other indirect GHG emissions (scope 3)	1,380.88	878.58	456.11
Total emissions scope 1, 2, and 3	4,246.04	2,530.12	17,610.84

In 2024, we also calculated our biogenic emissions and obtained a result of 0.02 tons of CO₂ equivalent. Likewise, we conducted a detailed analysis by emitting source, which showed that 1 Sm³ of natural gas generates 10 times more CO₂ equivalent than 1 kWh of electrical energy. This result is a key input for our sustainability strategy, as it directs our efforts towards the research and implementation of energy sources with lower carbon intensity, as well as prioritizing investments that reduce the use of natural gas versus electricity consumption in our operations.

To evaluate the progress of our emissions management, we have set the following goal:

Goal:

Reduce our Scope 1 and Scope 2 emissions by 50% by 2030.



Indicator:

Annual measurement of our carbon footprint to assess the level of emissions reduction achieved.



We have also defined the implementation of a series of short, medium, and long-term projects aiming to strengthening and deepening our emissions management.



SHORT-TERM

- ✓ Installing two heat recovery units in our 800 bhp steam boilers to reduce natural gas consumption in the textile plant.
- ✓ Continued installation of natural gas meters in steam and thermal oil boilers, as well as steam meters in fabric dyeing, yarn dyeing, and fabric finishing processes.
- ✓ Continued implementation of LED lighting in our plants; we are currently 90% complete.
- ✓ Conducting an energy audit of the steam and condensate system in our textile plant.



MEDIUM AND LONG-TERM:

- ✓ Implementing an effluent heat recovery system for water heating in dyeing processes.
- ✓ Installing electrical energy meters per production process to optimize resource management.
- ✓ Implementing a sensor system for precise fabric drying on stenters, which will improve the energy efficiency of the process.

We recognized that collaboration between areas and employee participation are key elements for the success of emissions reduction initiatives. These experiences have been integrated into our policies and operational procedures, which has allowed us to strengthen an organizational culture based on energy efficiency, the adoption of clean technologies, and continuous improvement. This approach has been reinforced by the company-wide commitment to environmental sustainability at all levels. Likewise, the participation of our stakeholders has been essential. This is because their contribution, whether through the demand for more sustainable standards or the push towards new technologies, has motivated us to set more ambitious reduction targets, to optimize our processes, and, above all, to advance towards an increasingly responsible operation aligned with global climate challenges.



6.5

Waste Management and Circular Economy

GRI 3-3 | 306-1 | 306-2 | 306-3

At Topitop, we manage our solid waste in compliance with our Waste Management Policy and current environmental regulations, which allows us to ensure safe, sanitary, and responsible handling of the waste generated in our operations. To achieve this, we have a structured system that allows for the identification of waste from its origin, ensuring its correct segregation, temporary storage, collection, transport, and final disposal, always prioritizing the minimization of generation and the valorization of materials. To do this, we have implemented technical operational procedures, we carry out monitoring through management indicators, and we conduct periodic internal supervisions. In addition, we continuously monitor the performance of the Solid Waste Operating Companies with whom we work, to verify compliance with their management plans and ensure adequate traceability throughout the process.

This way, we reaffirm our commitment to reducing solid waste generation, increasing its valorization, and promoting an organizational culture focused on responsible consumption, minimization, and the reuse of materials.

This approach continues to guide our actions and decisions at all levels of the company. In line with our waste management policy, we commit to the following:



Implement procedures that ensure and standardize the activities of segregation, temporary storage, transport, and final disposal according to the characteristics of the waste generated: marketable, municipal, and non-municipal, always complying with the current legal provisions in all our production processes.



Establish projects and procedures that prioritize the valorization (reuse, recycling, reduction, etc.) of our reusable waste (textile waste, plastics, cardboard, paper, among others) over final disposal.



Train and educate our employees to achieve their participation in fulfilling the objectives set forth in this policy.



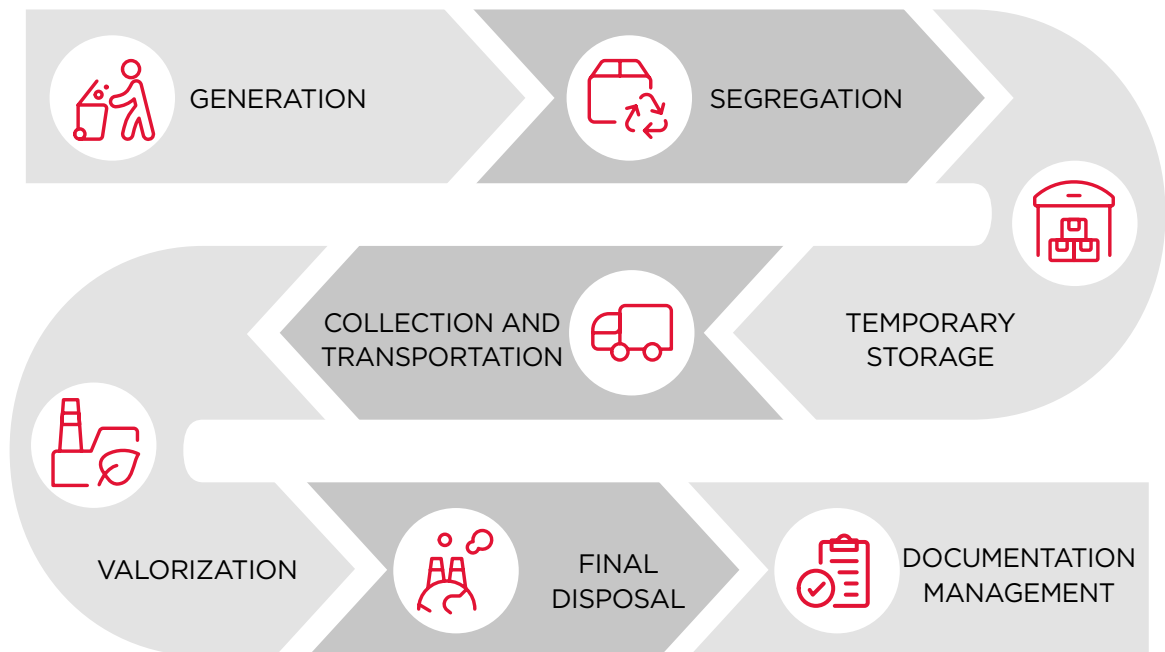
Establish management indicators for continuous improvement that allow for the optimization of raw material use and generate a lower impact, based on the approach and principles of a circular economy.



Communicate to employees, visitors, clients, and whoever requires it, the guidelines and procedures for waste management within the operational plants, to ensure solid waste proper handling.

We comply with current environmental regulations and ensure the safe, sanitary, and responsible management of solid waste. To achieve this, we've implemented a system that allows for its identification from the point of generation, accompanied by an efficient process of segregation, temporary storage, collection, transport, and final disposal, always prioritizing reduction and reuse.

Our waste management is carried out through the following process:



The main achievements of our management in 2024 were:



- ✓ We returned 77,649 sewing thread cones through the “Reusable Thread Cones” program of our supplier Textil El Amazonas and promoted the reuse of inputs in our value chain.
- ✓ We achieved 81% reuse of the solid waste generated and avoided the final disposal of 1,311.35 tons in sanitary landfills, as well as 127.14 tons of hazardous waste in security landfills.
- ✓ We carried out awareness-raising activities with our external stakeholders by providing training on waste management and organizing recycling campaigns in two educational institutions, in formal recycler associations of two municipalities, and in a local community.
- ✓ We complied with the eight goals assumed in the Clean Production Agreement (APL) on solid waste, signed with the Ministry of the Environment (MINAM), promoting effective management focused on circular economy.
- ✓ We developed a recycled notebook from the use of wet lint from the fabric finishing process and used paper from the sublimation process, demonstrating our commitment to innovation in waste valorization.

Our solid waste is managed through a Solid Waste Operating Company (EO-RS) authorized by MINAM. Before starting work with them, we verify that it has a current authorization registration. While working with us, we conduct periodic audits of their plants, at least once a year, to evaluate the proper handling of our waste, which is supported by the manifests it provides us. Likewise, we train the EO-RS personnel to ensure that their operations align with our guidelines. Our team also supervises the internal collection of waste, and we receive certificates for each type of waste, which indicate the destination of recyclable materials. In the case of hazardous waste, traceability is ensured through the corresponding manifests. All waste is reported to the Information System for Solid Waste Management (SIGERSOL): solid waste once a year and hazardous waste quarterly. In addition, we annually communicate with the security landfill where the hazardous waste was disposed of, to verify the management carried out.

During 2024 we generated 1,498,233 kg of non-hazardous solid waste and 126,135 kg of hazardous solid waste, as presented in the following table:

Waste Type	Category	2024		
		Topy Top (kg)	Topy Tex Star (kg)	Sur Color Star (kg)
Non-hazardous	Paper	17,128.25	10,899.57	999.50
	Cardboard	28,208.50	4,011.67	105,707.60
	Plastics	10,256.20	8,584.69	26,156.80
	Textile waste	538,416.13	322,148.60	207,416.50
	Metal	6,785.75	2,965.33	21,652.66
	Lint	0.00	0.00	67.50
	General waste	112,495.14	15,304.54	47,388.28
	WWTP Sludge	0.00	0.00	11,640.00
Total non-hazardous waste		713,289.97	363,914.40	421,028.84
Hazardous	Rags and cloths with hydrocarbons (grease and oils) and/or paint	79,535.00	18,670.00	27,760.00
	Used fluorescent lights	125.00	0.00	0.00
	Bio-contaminated waste	25.00	10.00	10.00
	Waste Electrical and Electronic Equipment (WEEE)	0.00	0.00	0.00
Total hazardous waste		79,685.00	18,680.00	27,770.00
Total waste generated		792,974.97	382,594.40	448,798.84



Our Circular Economy Approach

During 2024, we continued to participate in the “Reusable Cones” program and managed to return 77,649 cones, which allowed us to avoid the generation of 1,164 tons of plastic waste and prevent the emission of approximately 2,213 tons of CO₂ equivalent.

Likewise, we managed to reuse 81% of the waste generated. In this sense, we prioritize the acquisition and use of recycled or certified materials, from companies that share our sustainable approach. In addition, we ensure the use of recycled materials with GRS (Global Recycled Standard) certification, thus contributing to the reduction in demand for natural resources and promoting more responsible production.

As a result of this valorization strategy, we’ve generated a positive environmental impact by reducing the volume of waste sent to landfills. This lessens the pressure on raw material extraction and prevents the generation of CO₂ emissions. These actions reflect our commitment to managing waste more responsibly and with a lower environmental impact.

Circular Economy Projects

In December 2024, as part of the agreement with the University of Engineering and Technology (UTEC), students presented projects focused on circular economy. The proposals were led by the Sustainability and Operational Excellence Management of the Industrial Division, with the objective of providing innovative solutions for waste utilization.



To evaluate the progress of our waste management and circular economy efforts, we've set the following goals:

Our Goals:

- ✓ Evaluate and implement technologies that allow for a more efficient use of resources, to reduce waste generation in the different production processes of our plants.
- ✓ Strengthen recycling campaigns in surrounding communities, through the integration of key institutions to promote joint work and enhance the dissemination of reuse practices oriented towards a circular economy and sustainable development.
- ✓ Expand internal awareness actions, by motivating our staff to apply good waste management practices both at the company and in their homes, which will generate a multiplier effect in their environment.

Consequently, Topitop's commitment to the proper management of solid waste transcends our internal operations, as it also includes the community and our entire value chain. Furthermore, through the participation of our employees, we strengthen an organizational culture oriented towards sustainability, where recycling, reduction, and reuse of materials are promoted. This vision is complemented by community awareness actions and training programs that promote the adoption of responsible practices in the environment. Likewise, working with our suppliers, as in the Reusable Cones program, contributes to closing production cycles, reducing the use of raw resources, and advancing towards a more circular and efficient model. These integrated actions reinforce our commitment to continue building a responsible company, that is, one that can manage its waste with a preventive approach and a positive impact on its environment.





07

We Create
Social Value



7.1

Our Commitment to Communities

GRI 3-3 | 413-1

At Topitop, we adopt a comprehensive and strategic approach to managing our relationships with local communities. Through social and environmental programs, we seek to contribute to sustainable development, improving the quality of life, and strengthening the social fabric. Our management is based on collaboration with various stakeholders, sensitivity to local needs, and a commitment to generating long-term positive impact.

To achieve this, we implement initiatives that promote inclusion, solidarity, and sustainability, by integrating our employees in volunteer actions, environmental campaigns, and activities that generate shared value with the communities near our operations. These actions are conducted in 100% of our operations, ensuring community participation through well-structured impact and development programs, which include evaluation and monitoring processes for the results achieved. To support these initiatives, we have a Corporate Social Responsibility Policy that guides our actions towards efficient management. Additionally, we have defined concrete guidelines and solid commitments in our relationship with local communities, which are presented below:



Social Commitment

- ✓ Prioritizing community well-being as an integral part of corporate responsibility.
- ✓ Participation in social aid programs, housing construction, and environmental awareness.



Environmental Sustainability

- ✓ Commitment to responsible environmental practices, supported by the Environmental Monitoring program.
- ✓ Continuous investment in initiatives that reduce environmental impact and comply with standards.



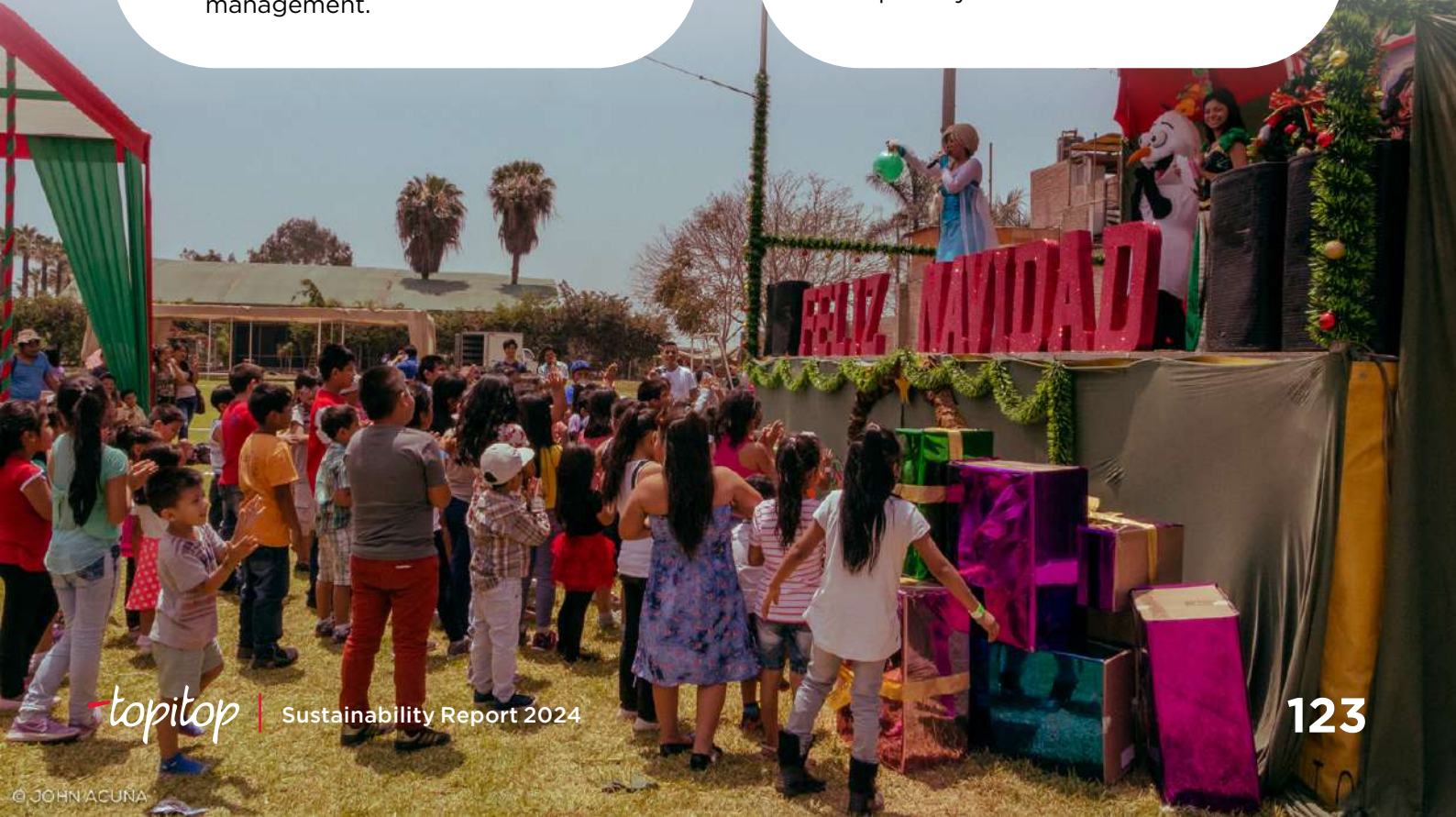
Inclusion and Collaboration

- ✓ Focus on social inclusion, seeking to benefit disadvantaged communities.
- ✓ Close collaboration with various areas of the company and volunteers, demonstrating comprehensive management.



Recognition of Urgent Needs

- ✓ Rapid response to critical situations, such as housing reconstruction after fires or water supply due to breakdowns, demonstrating sensitivity and immediate response capability.



These commitments reflect our company's comprehensive approach to managing local communities, aiming to generate a positive and sustainable impact on the social and environmental surroundings. To achieve this, we undertake thorough management of local communities by executing social and environmental programs. Regarding our social programs, we highlight the following:



Environmental Monitoring Program

Its goal is to oversee compliance with environmental standards in our production processes. This program directly contributes to strengthening the sustainability of our operations and ensures adherence to current environmental regulations.

Environmental Awareness Program

This program actively promotes waste segregation and recycling within communities. Through engaging, participatory activities, it has helped foster greater environmental consciousness and strengthen family bonds, creating a positive impact on both the environment and community life.



Volunteer and Social Support Program

This program focuses on providing aid during holidays and improving homes in vulnerable areas. These initiatives have significantly bettered the living conditions for many families and strengthened the social fabric. A great example is our employees' participation in the ANIQUEM volunteer program, which supported child burn survivors, reinforcing our commitment to solidarity and social well-being.

In summary, these actions have had a positive impact on the community by strengthening social ties and improving environmental management through compliance with standards and the reduction of negative impacts. In addition, recycling and environmental awareness have been promoted among local communities. To date, no negative effects have been identified.

Below are the community development programs executed in 2024:



Corporate Volunteer Program: “Topy Top and Aniquem, united for hope”.

OBJECTIVES

To foster solidarity and social commitment among Topitop employees through volunteering, providing support to child burn survivors and promoting their well-being.

SCOPE AND BENEFICIARIES

More than 600 children benefited at the ANIQUEM Christmas Festival at the Chamochoy Coliseum, Magdalena del Mar. A group of our Topitop volunteers participated in delivering toys and in recreational activities with the children.



Environmental Awareness Campaign in Educational Institutions in Lima and Chincha

OBJECTIVES

To raise awareness among students and teachers about the proper management of solid waste.

SCOPE AND BENEFICIARIES

The environmental campaign was carried out through the following activities:

- ✓ **Training students and teachers of 2 educational institutions:**
 - Lima:** Antenor Orrego School (540 students and 22 teachers)
 - Chincha:** Miguel Grau School (480 students and 12 teachers)
- ✓ **Realization of the “Ecotrade” recycling campaign: exchange of valuable waste for products.**
 - Results:** Lima collected 110 kg of recyclable waste and Chincha collected 40 kg of plastic bottles.



Awareness Campaign and Capacity Building for Formal Recycler Associations

OBJECTIVES

To strengthen the capacities of recyclers on the proper management of solid waste.

SCOPE AND BENEFICIARIES

Formal recyclers from two district municipalities were trained:

- ✓ San Juan de Lurigancho (Lima)
- ✓ Pueblo Nuevo (Chincha)

T-shirts and masks were also donated for the proper performance of their functions.



Environmental Awareness Campaign

OBJECTIVES

Raise awareness in a community about proper solid waste management.

SCOPE AND BENEFICIARIES

The campaign was held in the “Húsares de Junín” community in Chincha through:

- ✓ **Training residents on waste management.**
- ✓ **Environmental initiatives contest: Fashion Recycling:** creation of costumes with recycled materials.
- ✓ **Talent:** artistic expressions that promote environmental awareness and action.



Anemia Screening Campaign for children of the Húsares de Junín community

OBJECTIVES

To prevent, detect, and provide treatment to the child population of the Húsares de Junín community.

SCOPE AND BENEFICIARIES

88 children participated.

Medical treatments were provided to **combat anemia in 27 of them.**



Comprehensive Health Campaign for Húsares de Junín & Keiko Sofía community

OBJECTIVES

To improve the population's health, promote healthy habits, and reduce risk factors for non-communicable diseases.

SCOPE AND BENEFICIARIES

145 people benefited.

Services provided:

- ✓ Medicine, dentistry, psychology, obstetrics, physiotherapy, laboratory, and optometry.
- ✓ With the support of: Cancer League Chincha branch, Los Vásquez Clinic, G&G Optical Group, and El Salvador Health Post.



IV Regional Environmental and Health Forum - Organized by the Municipality of Pueblo Nuevo and sponsored by Topy Tex Star S.A.

OBJECTIVES

To promote sustainable development, health, and environmental care.

SCOPE AND BENEFICIARIES

Topy Tex Star S.A. participated as a sponsoring company in the event held in Chincha. During the event, the company's sustainability policy was presented and the following were donated:

- ✓ **200 ornamental plants and other supplies.**



Christmas Chocolatada for the Húsares de Junín community

OBJECTIVES

To share joy, unity, and solidarity with the children of the Húsares de Junín community.

SCOPE AND BENEFICIARIES

286 children participated in a children's show with Christmas games and contests. Toys, t-shirts, panettone, and chocolate were delivered.



Grand Marathon for the anniversary of the district of San Antonio de Cusicancha – Huancavelica

OBJECTIVES

To promote the participation of youth, and adults through sports, motivating their talent.

SCOPE AND BENEFICIARIES

Participation of **45 athletes in a 20 km race.**



Folk Dance Contest for the anniversary of the District of San Antonio de Cusicancha – Huancavelica

OBJETIVOS

To revalue and disseminate the customs, culture, and experiences of the regional cultural heritage through dance.

SCOPE AND BENEFICIARIES

Eight educational institutions from the province of Huaytará and surroundings participated.



Sustainable Talents Contest for Húsares de Junín community

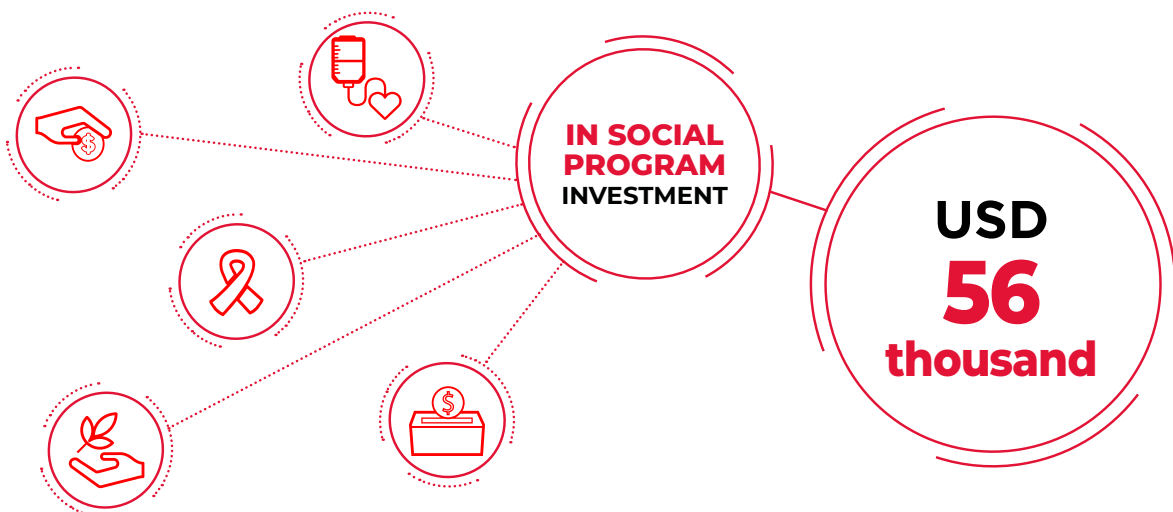
OBJECTIVES

- ✓ To foster children's creativity and artistic skills
- ✓ To raise awareness about environmental care and ecological practices.
- ✓ To stimulate imagination towards an eco-sustainable community.

SCOPE AND BENEFICIARIES

Participation of 30 children

in disciplines such as: singing, declamation, theater, drawing, and painting.



During 2024, we continued to consolidate our commitment to communities through the following advances:

✓ **Volunteer Program with ANIQUEM**

We actively collaborated with the Association for Aid to Burned Children, engaging our employees in awareness campaigns, fundraising, and the delivery of donations. We received recognition for the sustained participation and social commitment of our team.

✓ **Environmental Education and Recycling Campaigns:**

We developed awareness activities on waste segregation, promoting environmental awareness among employees and surrounding communities.

✓ **Responsible Environmental Management:**

We strengthened our environmental monitoring system to ensure compliance with environmental standards, thus reducing the negative impacts of our operation.

✓ **Awareness Campaign and Capacity Building for Formal Recycler Associations:**

We held training days in Lima and Chíncha, where more than 60 recyclers actively participated. Workshops were provided on safe waste management, use of PPE, and environmental regulations, in addition to the delivery of t-shirts and masks to improve their working conditions and reinforce their identity.

✓ **Technical Training Initiative for Employee Families:**

We promoted access to quality technical education through the sponsorship of free careers at SENATI, aimed at relatives of our employees. This initiative benefited 26 people, who received a total of 11,520 hours of training in different technical specialties. With this, we contribute to improving their employability, strengthening their professional development, and generate a positive impact on their family environment.

These achievements reflect our genuine commitment to the well-being of the communities around us. During 2024, we have been able to generate a positive impact both socially and environmentally, and that drives us to continue working with more responsibility and empathy.



The goals, objectives, and indicators that we use to evaluate the progress of local community management are as follows:

1. Scope of Social Aid



Goal: To expand the coverage of social aid to a greater number of communities in need.



Objective: To benefit 10% more communities compared to the previous year.

2. Participation in Environmental Programs



Goal: To increase community participation in environmental programs.



Objective: To increase participation by 10% through awareness campaigns.

SOCIAL IMPACT INDEX

1. Social Impact Index



Indicator: To measure the positive impact on the living conditions of the benefited communities.

2. Efficiency in Environmental Monitoring and Environmental Awareness



Indicator: To evaluate the efficiency in monitoring environmental standards through specific indicators for air quality, noise, and emissions.



Indicator: To measure the increase in the community's environmental awareness through surveys and participation in waste segregation programs.

We have also mapped the implementation of key projects to strengthen our management and relationship with local communities:



SHORT TERM

Expansion of social aid programs to additional communities.



MEDIUM TERM

Development of initiatives to assess needs in education or garment-making workshops in areas in need.



LONG TERM

Implementation of sustainable programs for the long-term economic and social development of communities.

Topitop's social management is strengthened with the participation of our stakeholders, who bring value, experience, and vision to our actions. The commitment of our employees through volunteering, collaboration with organizations such as Aniquem, as well as the articulation with Government entities and civil society, have been key to expanding the positive impact of our initiatives. Thanks to this joint work, we strengthen a close, effective, and sensitive social management to the true priorities of the communities with which we interact.



7.2

Respect for Human Rights

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

Respect for human rights is another key pillar of our sustainability strategy and business management. Therefore, at Topitop we adopt a comprehensive approach to ensure the development of fair working conditions, human dignity, and the prevention of any form of abuse in all our operations and supply chain. To uphold this commitment, we implement the following key measures:

Policies and Standards

- ✓ We have a Corporate Social Responsibility (CSR) Policy that expressly prohibits child labor, forced or compulsory labor, as well as any form of abuse, harassment, or unfair treatment in the workplace.
- ✓ We maintain a Diversity and Inclusion Policy that promotes equal opportunities without distinction of gender, sexual orientation, religion, disability, or ethnicity.
- ✓ Our Recruitment and Selection Policy guarantees fair, transparent, and non-discriminatory processes, ensuring that all employees enter voluntarily and under clear and dignified working conditions.
- ✓ The Remuneration Policy ensures the payment of fair, competitive wages and complementary benefits that promote social well-being and respect for labor rights.
- ✓ The Supply Chain Management Policy requires compliance with human rights principles from all our suppliers, including periodic audits and binding contractual clauses.
- ✓ Our Zero Tolerance Policy for Discrimination and Workplace Harassment establishes effective mechanisms for prevention, reporting, and prompt attention to protect the integrity and dignity of our employees.

Audits and Social Responsibility Certifications

We maintain current international certifications such as WRAP, GOTS, and GRS, which support our commitment to human rights practices. We conduct periodic CSR audits in our operations and supply chain, guaranteeing safe, dignified working conditions free from any form of exploitation.





Training and Awareness

In 2024, we trained more than 2,700 employees, accumulating more than 35,645 hours of training. The programs addressed topics such as ethics and labor conduct, regulatory compliance, inclusion, and prevention of labor risks. Likewise, content on the prevention of child labor and forced labor was reinforced, aimed at both employees and strategic suppliers.



Reporting and Control Mechanisms

We have a Confidential Reporting System, accessible to employees, suppliers, and third parties. Through our Complaint, Suggestion, and Claim Management Process, we guarantee their prompt and effective attention. These mechanisms ensure the early detection and immediate correction of any rights violation.

Human Rights Risk Assessment

To mitigate possible risks in our operations and supply chain, we conduct continuous evaluations in two key areas:

1. Own operations:

- ✓ We conduct activities in Lima and Chinchá, strictly complying with current labor legislation.
- ✓ We have international certifications and conduct frequent social audits.
- ✓ All our employees have voluntary, clear, and fair contracts.

2. Supply chain:

- ✓ We conduct CSR audits on our suppliers and subcontractors.
- ✓ We evaluate new suppliers under strict criteria on labor rights.
- ✓ Contracts include clauses that prohibit discrimination, forced labor, and child labor.



The goals, objectives, and indicators we have established to measure and evaluate compliance with human rights principles in our operations are as follows:

Goal 1

Guarantee a safe workplace free of discrimination.

- ✓ To achieve and maintain 0% confirmed cases of discrimination, harassment, labor abuse, and child labor across all our operations.
- ✓ To implement equal opportunity policies that promote diversity and inclusion at all levels of the organization.

Goal 2

Eradicate any form of child labor and forced labor in the company and its supply chain.

- ✓ Conduct Corporate Social Responsibility (CSR) audits on 100% of critical suppliers.
- ✓ Ensure that 100% of supplier contracts include clauses that prohibit discrimination, forced labor, and child labor.

Goal 3

Promote continuous training in human rights and labor ethics.

- ✓ Ensure that at least 80% of workers and suppliers receive annual training in human rights, business ethics, and labor regulations.
- ✓ Achieve 100% training for workers in critical positions on regulatory compliance and labor rights.

Goal 4

Improve reporting and monitoring mechanisms in human rights.

- ✓ Strengthen confidential reporting channels, ensuring that 100% of the reports received are addressed within a maximum of 30 days.
- ✓ Maintain an effective response to reported cases, ensuring corrective actions in 100% of confirmed incidents.

Indicators

- ✓ Percentage of people with disabilities hired in relation to the total number of employees.
- ✓ Average training hours per employee on regulatory compliance and human rights.
- ✓ Number of reports received related to human rights violations.
- ✓ Percentage of reports resolved within the 30-day deadline.
- ✓ Percentage of current CSR certifications that guarantee respect for human rights.

Additionally, during 2024, we implemented various measures aiming to contributing to the abolition of child labor and forced or compulsory labor in all our operations. These actions include the following:



1. **Expansion of training programs:** We have strengthened and expanded our training programs for employees and key suppliers, with an emphasis on identifying and preventing child labor. This ensures that all parties involved are fully informed about the risks and the company's policies.



2. **Strengthening of audits and certifications:** We maintain several CSR certifications, including WRAP, GOTS, and GRS and we accommodate CSR audits requested by our clients. The development of all these actions is focused on identifying potential cases of child labor to ensure compliance with our ethical standards.



3. **Collaboration with external organizations:** We are close to forming partnerships with external organizations and NGOs to work jointly, exchange best practices, and participate in broader initiatives to address this challenge.



4. **Implementation of confidential reporting systems:** We have established effective and confidential channels for workers to file reports. These include the Suggestion, Complaint, and Grievance Management Process, as well as direct communication through unions, where workers can openly and directly report any case or suspicion of child labor.



Achievements:

During 2024, we consolidated our commitment to human rights through the following achievements:

- ✓ Renewal of WRAP, GOTS, and GRS certifications.
- ✓ Expansion of training programs for suppliers on ethics, compliance, and child labor.
- ✓ Strengthening of audits based on the standards of clients and certification bodies.
- ✓ Alliance with CONADIS and the Ministry of Labor to promote the labor insertion of people with disabilities.
- ✓ Training program for youth at social risk, providing more than 13,000 hours of training in apparel manufacturing and entrepreneurship.
- ✓ More than 11,520 hours of technical training provided to relatives of employees, boosting their employability and economic development.

Additionally, we have identified and promoted the implementation of strategic projects that strengthen our human rights management, which are described below:



Strengthening of the Confidential Reporting System: Implementation of a digital platform and improvement in response times to reports.



Expansion of the Labor Inclusion Program: A 5% increase in the hiring of people with disabilities and the adaptation of workspaces.



Human Rights Training: 90% coverage of employees and suppliers, including new modules on harassment, equity, and a culture of reporting.



Certifications Project: Renewal and attainment of CSR certifications, with participation in external audits and benchmarking processes. Stakeholder Engagement.

Finally, it is essential to point out that our human rights management is based on joint work with our workers, unions, authorities, suppliers, clients, and civil society organizations. Their participation enables us to identify improvement opportunities, guarantee compliance with ethical standards, and strengthen our inclusive practices. Thanks to this collaborative approach, Topitop reaffirms its commitment to a responsible textile industry that is respectful of human rights.



7.3

Activities that Unite Us

During 2024, we continued to strengthen the relationship with our employees through internal activities that promoted their participation and the exchange of experiences. These actions, which maintained a high level of attendance, not only reinforced the sense of belonging but also served as a space to recognize and value the daily effort of our employees, reaffirming their crucial role in the company's growth.

These activities are detailed below:



Worker's Day

An event that brings together our employees and their families for a day of recreation

With the goal of strengthening camaraderie and integration, every year we hold the Topitop Worker's Day celebration, an event that brings together our employees and their families for a day of recreation. The schedule includes

sports activities like soccer, mixed volleyball, and track and field, as well as traditional dance and singing competitions. The day concludes with a fellowship lunch, creating a meaningful experience that strengthens the bonds among those of us who are part of the company.

Children's Day

During 2024, we celebrated Children's Day with a new edition of the Topi Kids contest, an initiative in which our employees' children express, through drawing, how they see their parents in their work environment. The illustrations were shared on our internal networks, and the winning drawing received prizes and special recognition. This activity not only promotes children's creativity but also strengthens the bond between family and the company, reflecting our commitment to the comprehensive well-being of our teams.

Our employees' children express, through drawing, how they see their parents in their work environment





Mother's Day and Father's

We express our appreciation for their commitment and the effort they contribute every day.

At Topitop, we recognize the valuable role that mothers and fathers play both inside and outside the work environment. For this reason, every year we dedicate a special celebration to them on their day, which includes a lunch, a toast,

artistic performances, dance contests, and raffles. Through these activities, we express our appreciation for their commitment and the effort they contribute every day.

Olympics and Sports Championships

We promote the practice of sports as part of our commitment to the well-being of our employees, under the motto "A sound mind in a sound body". We organize internal championships inspired by national and international tournaments in various disciplines, fostering integration, teamwork, and a competitive spirit in a healthy environment.

"A sound mind in a sound body".



Birthday Celebrations

Each employee receives a gift on their day as a token of appreciation for their dedication, effort, and commitment.

At Topitop, we value every person who is part of the team, which is why we celebrate their birthdays with enthusiasm throughout the year. Each employee receives a gift on their day as a token of appreciation for their dedication, effort, and commitment. These

celebrations reinforce a sense of belonging and contribute to a close, cheerful, and motivating work environment.

Day of Criolla Music

With the purpose of revaluing our cultural traditions, at Topitop we celebrate the Día de la Canción Criolla with the gastronomic contest “Rhythm, Color, and Flavor”. This day highlighted the richness of Peruvian cuisine, awarding prizes for creativity, flavor, and presentation of the dishes. The event was accompanied by criolla music, thematic decorations, and active participation from the teams, who enjoyed an unforgettable cultural experience.

This day highlighted the richness of Peruvian cuisine, awarding prizes for creativity, flavor, and presentation of the dishes.



Spring Day

The arrival of a fairy and Peter Pan brought smiles, enthusiasm, and a spring spirit.

To mark the Day of Spring, we surprised our employees with a special moment full of color and joy. The arrival of a fairy and Peter Pan brought smiles, enthusiasm, and a spring spirit that was felt with great excitement in every corner of the company.



Getting to Know My Parents' Work

During the February school holidays, we organized a special day for our employees' children called “Getting to Know My Parents' Work”. This activity includes a guided tour of our facilities, as well as recreational activities, refreshments, contests, prizes, and gifts. This is an initiative that strengthens family bonds and the sense of belonging to our organizational culture.

This is an initiative that strengthens family bonds.





International Day for the Elimination of Violence Against Women

This reaffirmed our commitment to a culture of peace, respect, and prevention.

In 2024, Topy Tex commemorated the International Day for the Elimination of Violence Against Women with a symbolic event that included decorating spaces with prevention-themed colors, a minute of silence for the victims of femicide, and awareness-raising activities. This reaffirmed our commitment to a culture of peace, respect, and prevention, in line with the principles of the “Safe Company” (Empresa Segura) initiative.

International Women’s Day

At Topitop, we recognize the fundamental role of women in all spheres of life and work. To mark International Women’s Day, we held a day dedicated to the well-being of our female employees, which included facials, hair straightening, haircuts, and manicures. This activity sought to reward their daily commitment, promoting their comprehensive well-being in an environment of respect and recognition.

We held a day dedicated to the well-being of our female employees.



Nativity Scene Contest

Each year, we hold a nativity scene contest where entries are made from recycled materials from our own production processes. This initiative drives creativity, collaborative work, and a commitment to environmental care. The submissions are evaluated by a judging panel, and the teams with the most outstanding presentations are awarded prizes.

This initiative drives creativity, collaborative work, and a commitment to environmental care.



Christmas

“TOP Christmas” has become one of the most anticipated events for our employees’ children. To celebrate, we organize a recreational day with activities such as carnival games, themed gymkhanas, inflatables, children’s shows, and gift-giving. This celebration takes place at recreational centers, where our employees and their families enjoy a space designed for sharing, thus strengthening family integration

Our employees and their families enjoy a space designed for sharing.



08

About Our
Sustainability Report



About this Report

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

We present our second sustainability report, corresponding to the 2024 fiscal year, which covers the period from January 1 to December 31. This annual publication includes information related to the operations of Topy Top S.A., Topy Tex Star S.A., and Sur Color Star S.A. in Peru.

In this sustainability report, we inform our shareholders and other stakeholders of our performance in managing the impacts of environmental, social, and governance (ESG) issues. For the management and measurement of impacts, we have considered our headquarters in Lima and Chincha.

This document has been prepared in accordance with the Global Reporting Initiative (GRI) standards, using the update of the new Universal Standards 2021. Additionally, we have incorporated the reference frameworks of the United Nations Sustainable Development Goals (SDGs).

The information contained in this report has not been restated or subjected to verification processes by an external auditor.

8.1

GRI Content Index

Statement of use	Topy Top S.A. has reported in accordance with GRI standards for the period January 01 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Content	Page	SDG	Omission		
				Requirement omitted	Reason	Explanation
General content						
GRI 2: General Disclosures 2021	2-1 Organizational details	9	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	114	-	-	-	-
	2-3 Reporting period, frequency and contact point	114	-	-	-	-
	2-4 Restatements of information	114	-	-	-	-
	2-5 External assurance	114	-	-	-	-
	2-6 Activities, value chain and other business relationships	59	-	-	-	-
	2-7 Employees	72	-	-	-	-
	2-8 Workers who are not employees	72	-	-	-	-
	2-9 Governance structure and composition	21, 25	-	-	-	-
	2-10 Nomination and selection of the highest governance body	22	-	-	-	-
	2-11 Chair of the highest governance body	22	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	22	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	22	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	22	-	-	-	-
	2-15 Conflicts of interest	22	-	-	-	-
	2-16 Communication of critical concerns	26	-	-	-	-
	2-17 Collective knowledge of the highest governance body	22	-	-	-	-

GRI Standard	Content	Page	SDG	Omission		
				Requirement omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	22	-	-	-	-
	2-19 Remuneration policies	24	-	-	-	-
	2-20 Process to determine remuneration	24	-	-	-	-
	2-21 Annual total compensation ratio	—	-	2-21	Confidentiality Restrictions	It is sensitive information for the market competitiveness of our industry. The application of standards to estimate competitive compensation is guaranteed.
	2-22 Statement on sustainable development strategy	38, 40, 152	-	-	-	-
	2-23 Policy commitments	39	-	-	-	-
	2-24 Embedding policy commitments	40	-	-	-	-
	2-25 Processes to remediate negative impacts	47	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	47	-	-	-	-
	2-27 Compliance with laws and regulations	85	-	-	-	-
	2-28 Membership associations	21	-	-	-	-
	2-29 Approach to stakeholder engagement	46	-	-	-	-
	2-30 Collective bargaining agreements	76	-	-	-	-
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	49	-	-	-	-
	3-2 List of material topics	51	-	-	-	-
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	32	-	-	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	32	-	-	-	-
Governance, ethics, and anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	26	-	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	29	16	-	-	-
	205-2 Communication and training about anti-corruption policies and procedures	30	16	-	-	-
	205-3 Confirmed incidents of corruption and actions taken	30	16	-	-	-

GRI Standard	Content	Page	SDG	Omission		
				Requirement omitted	Reason	Explanation
Risk and crisis management						
GRI 3: Material Topics 2021	3-3 Management of material topics	35	-	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Risk and crisis management	35	-	-	-	-
Regulatory compliance						
GRI 3: Material Topics 2021	3-3 Gestión de temas materiales	33	-	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Regulatory compliance	33	-	-	-	-
Development of new products with sustainable materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	52	-	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Development of new products with sustainable materials	52	-	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Chemical management	54	-	-	-	-
Development of sustainable processes						
GRI 3: Material Topics 2021	3-3 Management of material topics	63	-	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Development of sustainable processes: Innovation and technology	63	-	-	-	-
Climate change strategy and mitigation						
GRI 3: Material Topics 2021	3-3 Management of material topics	105	-	-	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	105	7, 8, 12, 13	-	-	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	111	3, 12, 13, 14, 15	-	-	-

GRI Standard	Content	Page	SDG	Omission		
				Requirement omitted	Reason	Explanation
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	111	3, 12, 13, 14, 15	-	-	
	305-3 Other indirect (Scope 3) GHG emissions	111	3, 12, 13, 14, 15	-	-	
Water resource management						
GRI 3: Material Topics 2021	3-3 Management of material topics	99	-	-	-	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	99	6, 12	-	-	-
	303-2 Management of water discharge - related impacts	99	6	-	-	-
	303-3 Water withdrawal	101	6	-	-	-
	303-4 Water discharge	101	6	-	-	-
	303-5 Water consumption	101	6	-	-	-
Waste and circular economy						
GRI 3: Material Topics 2021	3-3 Management of material topics	115	-	-	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	115	3, 6, 11, 12	-	-	-
	306-2 Management of significant wasterelated impacts	115	3, 6, 8, 11, 12	-	-	-
	306-3 Waste generated	115	3, 6, 11, 12, 15	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Circular economy	115	-	-	-	-
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	85	-	-	-	-
403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	88	3, 8, 16	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	91	8	-	-	-
	403-3 Occupational health services	94	8	-	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	90	8, 16	-	-	-

GRI Standard	Content	Page	SDG	Omission		
				Requirement omitted	Reason	Explanation
403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	94	8			
	403-6 Promotion of worker health	94	3			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	93	8			
	403-8 Workers covered by an occupational health and safety management system	88	8			
	403-9 Work-related injuries	93	3, 8, 16			
	403-10 Work-related ill health	93	3, 8, 16	-	-	-
Talent development, employability, and workplace well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	78	-	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	72	5, 8, 10			
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	78				
GRI 402: Labor/Management Relations 2016	3-3 Management of material topics	74	-			
	402-1 Minimum notice periods regarding operational changes	74	-			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	78	4, 5, 8, 10			
	404-2 Programs for upgrading employee skills and transition assistance programs	82	8			
Fair and equal opportunities						
GRI 3: Material Topics 2021	3-3 Management of material topics	82	-	-	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	82	-	-	-	-
Community engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	122	-	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	122	-	-	-	-

GRI Standard	Content	Page	SDG	Omission		
				Requirement omitted	Reason	Explanation
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	134	5, 8	-	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	76	8	-	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	134	5, 8, 16	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	134	5, 8	-	-	-
This material topic has no specific associated GRI Standard	NON-GRI Integration activities	139		-	-	-

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