

# SUSTAINABILITY REPORT SUMMARY

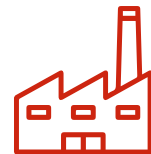
# 20 24



Celebrating six decades of history, we mark a milestone with the publication of our first Sustainability Report 2024. This summary highlights the achievements that drive us to keep weaving the future: respect for alpaca fiber and its origin, innovation in sustainable processes, and the creation of shared value with our communities and global stakeholders.



**TRAJECTORY** since our founding in 1965 as part of Grupo Inca (1957).



**OPERATIONS** 4 industrial plants in Arequipa and the Pacamarca scientific station in Puno, dedicated to alpaca genetic improvement and traceability.



**“Sustainability is in our DNA:** each yarn reflects responsible innovation, respect for the land, and pride in our roots.”

**J. François Patthey Salas**  
Chairman of the Board



**PRESENCE** reaching more than 30 countries, with presence in Europe (34%), Asia (26%), South America (24%), and North America (15%).



**OFFERINGS** from raw alpaca fiber to premium yarn collections —Signature, Shades of the Andes, Pure, Legacy, and Essentials— that bring Peruvian alpaca to the world.

- ✓ Our first Sustainability Report: **A milestone that reflects our history and vision for the future.**
- ✓ Commitment to quality, tradition, and sustainability: **Values that are part of the DNA of Inca Tops.**



Scan this QR code  
and discover our 2024  
Sustainability Report:





# Our ENVIRONMENTAL Performance



## 2024 RESULTS:

### Energy transition:



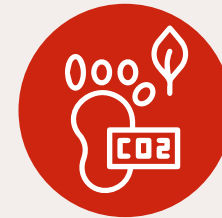
Migration to  
**natural gas** in  
2 plants.

### Energy management:



**1,200 solar  
panels** operating.

### Renewable energy:



Achieved the  
**3<sup>rd</sup> star** of the Carbon  
Footprint Peru Program at  
Zamácola plant.

### Carbon footprint:



Reduced  
**446 tCO<sub>2</sub>e**  
compared to 2023.

### Energy management:

- ✓ Real-time energy management: Smart meters and an industrial network implemented to track kWh by process and correct deviations.
- ✓ Energy efficiency: Migration to high-efficiency motors and advanced progress in LED replacement (target: 90% LED use by 2025).



### Circular economy:

- ✓ At Plant 4, our production start point, zero textile waste; by-products are fully recovered and reused.
- ✓ Managed **403 tons of waste with source segregation**, ensuring recovery and responsible treatment.



### Water management:

- ✓ 100% operability of our WWTP Lavado with integrated physical, biological, and physicochemical systems.



### Biodiversity and animal welfare:

- ✓ Revalidated Responsible Alpaca Standard (RAS) and strengthened **Pacomarca as a scientific station for genetics**, research, and conservation.





# Our SOCIAL Performance

8 DECENT WORK AND ECONOMIC GROWTH



## 2024 RESULTS:

### Human rights:



0 cases of child labor, forced labor, or discrimination in 2024.

### Leadership:



5<sup>th</sup> edition of the **Líder Inca Program**, 100% of area heads trained.

### Audits:



100% compliance in social audits, with **no critical findings**.

### Inclusion:



**Inclusive recruitment** processes (persons with disabilities), **reasonable accommodations**, and **sign language interpreters** provided in trainings when required.

### OHS and human rights training:

- ✓ We successfully trained 100% of our employees in human rights and occupational safety.

### Training & talent: .....

- ✓ 1,168 hours of internal training.
- ✓ Advanced the Inca Corporate University project.
- ✓ **Gender equality: 49% female participation** in our workforce.
- ✓ Knowledge transfer: 596 internships at Pacamarca.



### High-Andean communities: .....

- ✓ More than **1,000 alpaca herders trained at Pacamarca** in responsible shearing, genetics, and animal welfare.
- ✓ Supported the certification of 1,178 producers under RAS.
- ✓ Donated 107 high-value alpacas to herding communities.
- ✓ Delivered 325 kg of yarn to family workshops.
- ✓ Maintained the world's largest black alpaca herd.

- ✓ Community projects: Advanced the **Shepherd's Hut Project** with 8 huts built to date.





# Our ECONOMIC AND GOVERNANCE Performance



## 2024 RESULTS:

### Sales growth:



We achieved a **incremento del 10%.**

### Cost reduction:



**8% decrease** in operating costs.

### Local sourcing:



**73%** of procurement budget allocated to **Peruvian suppliers.**

### Transparent management:



In the 2024 internal and external audits, **we did not receive any critical findings.**

## Certifications & recognitions:

- ✓ Renewal of **OEKO-TEX® STeP Level 3** (only company in South America at this level).



- ✓ Revalidation of **RAS, RWS, RMS, OEKO-TEX® Standard 100.**



STANDARD 100

- ✓ New **Nativa™** certification.



- ✓ Creatividad Empresarial Grand Prize 2024

→ Large Company awards.  
→ Environmental Impact awards.  
→ Creatividad Empresarial Grand Prize 2024.



- ✓ Sustainable Governance: **100%** of operations assessed for corruption risks.

- ✓ Ethics and transparency: **Zero cases of regulatory non-compliance** in 2024.

- ✓ Suppliers: **87% of critical suppliers** evaluated through sustainability audits.

- ✓ Clients: Achieved **95% overall client satisfaction.**

